

12

# **FIFTH QUADRENNIAL REVIEW OF MILITARY COMPENSATION**

AD-A142 909



## **VOLUME IA SUPPORTING APPENDIXES TO UNIFORMED SERVICES RETIREMENT SYSTEM (A - G)**

DTIC FILE COPY

**JANUARY 1984**

This document has been approved  
for public release and sale; its  
distribution is unlimited.

**DTIC**  
**ELECTE**  
**S** **D**  
JUL 09 1984  
**E**

**DEPARTMENT OF DEFENSE  
OFFICE OF THE SECRETARY OF DEFENSE**

**84 07 02 028**

# REPORT DOCUMENTATION PAGE

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |                                                     |                                                                                                                     |                                                       |                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------|
| 1a. REPORT SECURITY CLASSIFICATION<br><b>UNCLASSIFIED</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                     | 1b. RESTRICTIVE MARKINGS                                                                                            |                                                       |                                   |
| 2a. SECURITY CLASSIFICATION AUTHORITY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                     | 3. DISTRIBUTION/AVAILABILITY OF REPORT<br><br>Approved for public release; distribution is unlimited.               |                                                       |                                   |
| 2b. DECLASSIFICATION/DOWNGRADING SCHEDULE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                     | 5. MONITORING ORGANIZATION REPORT NUMBER(S)                                                                         |                                                       |                                   |
| 4. PERFORMING ORGANIZATION REPORT NUMBER(S)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |       |                                                     | 7a. NAME OF MONITORING ORGANIZATION<br>Office of Secretary of Defense<br>ASD, Manpower, Installations and Logistics |                                                       |                                   |
| 6a. NAME OF PERFORMING ORGANIZATION<br>Fifth Quadrennial Review of Military Compensation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       | 6b. OFFICE SYMBOL<br>(If applicable)<br>Fifth QRMCM | 7b. ADDRESS (City, State, and ZIP Code)<br>The Pentagon, Room 3E808<br>Washington, D.C. 20301                       |                                                       |                                   |
| 6c. ADDRESS (City, State, and ZIP Code)<br>5201 Leesburg Pike<br>Skyline Place 3, Suite 1511<br>Falls Church, VA 22041                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |       | 9. PROCUREMENT INSTRUMENT IDENTIFICATION NUMBER     |                                                                                                                     |                                                       |                                   |
| 8a. NAME OF FUNDING/SPONSORING ORGANIZATION<br>OSD, MI&L                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       | 8b. OFFICE SYMBOL<br>(If applicable)<br>MI&L        | 10. SOURCE OF FUNDING NUMBERS                                                                                       |                                                       |                                   |
| 8c. ADDRESS (City, State, and ZIP Code)<br><br>Same as 7b                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       | PROGRAM ELEMENT NO.<br>O&M (ADP)                    | PROJECT NO.                                                                                                         | TASK NO.                                              | WORK UNIT ACCESSION NO.           |
| 11. TITLE (Include Security Classification)<br>Fifth Quadrennial Review of Military Compensation. Volume IA.<br>Supporting Appendixes to Uniformed Services Retirement System (A-G).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |                                                     |                                                                                                                     |                                                       |                                   |
| 12. PERSONAL AUTHOR(S)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                     |                                                                                                                     |                                                       |                                   |
| 13a. TYPE OF REPORT<br>Quadrennial                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |       | 13b. TIME COVERED<br>FROM 82/10/01 TO 84/06/30      |                                                                                                                     | 14. DATE OF REPORT (Year, Month, Day)<br>January 1984 |                                   |
| 15. PAGE COUNT<br>393                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                     |                                                                                                                     |                                                       |                                   |
| 16. SUPPLEMENTARY NOTATION A Quadrennial Review of Military Compensation is required by Title 37, U.S.C. 1008b. The Fifth QRMCM was directed by President Reagan in his August 17, 1982 letter to Secretary Weinberger. This volume is part of a multivolume report that includes an Executive Summary, Volume I, IA, IB, IC, II and III.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                     |                                                                                                                     |                                                       |                                   |
| 17. COSATI CODES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                     | 18. SUBJECT TERMS (Continue on reverse if necessary and identify by block number)                                   |                                                       |                                   |
| FIELD                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | GROUP | SUB-GROUP                                           | pension, retirement, benefits, mobilization, recall, force management, QRMCM                                        |                                                       |                                   |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |                                                     |                                                                                                                     |                                                       |                                   |
| 19. ABSTRACT (Continue on reverse if necessary and identify by block number)<br><br>Volume IA of the multivolume report of the Fifth Quadrennial Review of Military Compensation (Fifth QRMCM) provides supplemental and supporting data to the analyses presented in Volume I, Uniformed Services Retirement System, of this Presentially convened, legislatively mandated assessment of the Military Estate Program and active duty Special and Incentive pays, conducted in 1983 and early 1984. Specifically, it contains Appendixes A through G.<br><br>Appendix A, entitled "Legislative History of the Uniformed Services Retirement System," traces the Uniformed Services retirement system from its meager origins as a provision for the compulsory retirement of certain Navy officers in 1855 to its current, multibillion-dollar form. All statutes known to be pertinent to both the active duty and Reserve Components non-disability retirement systems are addressed in detail. A discussion as to the Congressional intent of the legislation upon enactment is included whenever possible. Although emphasis is placed upon non-disability retirements, disability retirements are also examined. |       |                                                     |                                                                                                                     |                                                       |                                   |
| 20. DISTRIBUTION/AVAILABILITY OF ABSTRACT<br><input checked="" type="checkbox"/> UNCLASSIFIED/UNLIMITED <input type="checkbox"/> SAME AS RPT. <input type="checkbox"/> DTIC USERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |       |                                                     | 21. ABSTRACT SECURITY CLASSIFICATION<br><b>UNCLASSIFIED</b>                                                         |                                                       |                                   |
| 22a. NAME OF RESPONSIBLE INDIVIDUAL<br>Colonel C. F. Reiber, Jr.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                     | 22b. TELEPHONE (Include Area Code)<br>202-756-1914                                                                  |                                                       | 22c. OFFICE SYMBOL<br>Fifth QRMCM |

#### BLOCK 19. (Cont.)

Appendix B, "Study Background," presents, in outline form, a summary of the recommendations of the various commissions and study groups which have addressed the Uniformed Services retirement system. It is organized in such a manner as to facilitate ease of comparison across the major issues (e.g., timing of eligibility, benefit computation, social security integration, et al.)

Appendix C, "Comparison to Foreign Military Systems," contains the National Defense University (NDU), Mobilization Concepts Development Center comparative analysis of the Uniformed Services retirement system with that of six other nations; Australia, Canada, the Federal Republic of Germany, Japan, Great Britain and the Netherlands. Its objectives were to provide a general discussion of military retirement in the context of total military commitments and country needs; to determine the use and obligation of retirees as mobilization assets; and to compare retirement eligibility, value and size.

Appendix D, "Comparison to Private-Sector Systems," recognizes that a valid comparison of the cost to the employer, as well as the total cost to both the employer and the recipient of any retirement benefit, requires that calculations be done using the same funding method, at the same point in time, and applying the same assumptions (economic, demographic, etc.) for all plans. This appendix utilizes a standard method, taken from actuarial science and commonly used for prefunding the retirement plan benefit costs for each new group of employees over their working lives, to conduct a comparison of the Uniformed Services retirement system with those commonly found in the private sector.

Appendix E contains the National Defense University, Mobilization Concepts Development Center study of the current plans, procedures and issues associated with the projected use of retirees under national conditions requiring mobilization. The report entitled, "Mobilization Aspects of the U.S. Military Retirement System," is presented in its entirety. It examines the issue from both a current and historical perspective and assesses the retiree management programs of each of the DoD Services.

Appendix F, "Retirement Cost Growth Analyses," documents the Fifth QRMC's assessment of the causes for the growth of the retirement system costs from \$233,622,204 in FY55 to \$13,195,333,000 in FY82. It discusses the four factors most often identified with such growth and applies a methodology to determine precisely how much, if any, of the added costs can be attributed to each of the factors.

Appendix G, "Force Structure/Retirement Trends and Statistics," contains extensive tables and figures in support of Section VIII, Volume I, covering system costs, force profile data, trends (e.g., age and percent of eligibles retiring), expected service life and continuation rates for each of the DoD Services and DoD overall.

JUL 24, 1984

PAGE 40

UNCLASSIFIED

TR

00 00 A142908 (U) FIELD/GROUP 000000

UNCLASSIFIED TITLE

QUADRENNIAL REVIEW OF MILITARY COMPENSATION (5TH). VOLUME 1A. SUPPORTING APPENDIXES TO UNIFORMED SERVICES RETIREMENT SYSTEM (A - G).

ABSTRACT

(U) CONTENTS: LEGISLATIVE HISTORY OF THE UNIFORMED SERVICES RETIREMENT SYSTEM; STUDY BACKGROUND; COMPARISON TO FOREIGN MILITARY SYSTEMS; COMPARISON TO PRIVATE-SECTOR SYSTEMS; MOBILIZATION ASPECTS OF THE U.S. MILITARY RETIREMENT SYSTEM; RETIREMENT COST GROWTH ANALYSES; FORE STRUCTURE/RETIREMENT TRENDS AND STATISTICS.

POSTING TERMS ASSIGNED

FOREIGN MILITARY SYSTEMS  
USE MILITARY FORCES(FOREIGN)

LEGISLATIVE HISTORY  
USE HISTORY  
LEGISLATION

MILITARY COMPENSATION  
USE MILITARY PERSONNEL  
SALARIES

MILITARY RETIREMENT SYSTEM  
USE MILITARY PERSONNEL  
RETIREMENT(PERSONNEL)

MOBILIZATION  
USE MOBILIZATION

RETIREMENT COST GROWTH ANALYSES  
USE COST ANALYSIS  
GROWTH(GENERAL)  
RETIREMENT

STRUCTURE RETIREMENT TRENDS  
USE PATTERNS  
RETIREMENT  
STRUCTURAL PROPERTIES

PHRASES NOT FOUND DURING LEXICAL DICTIONARY MATCH PROCESS

VOLUME 1A

UNCLASSIFIED



## VOLUME IA

### DESCRIPTION OF CONTENTS

#### APPENDIX A. Legislative History of the Uniformed Services Retirement System

This appendix traces the Uniformed Services retirement system from its meager origins as a provision for the compulsory retirement of certain Navy officers in 1855 to its current, multibillion-dollar form. All statutes known to be pertinent to both the active duty and Reserve Components non-disability retirement systems are addressed in detail. A discussion as to the Congressional intent of the legislation upon enactment is included whenever possible. Although emphasis is placed upon non-disability retirements, disability retirements are also examined.

#### APPENDIX B. Study Background

This appendix presents, in outline form, a summary of the recommendations of the various commissions and study groups which have addressed the Uniformed Services retirement system. It is organized in such a manner as to facilitate ease of comparison across the major issues (e.g., timing of eligibility, benefit computation, social security integration, et al.)

#### APPENDIX C. Comparison to Foreign Military Systems

This appendix contains the National Defense University (NDU), Mobilization Concepts Development Center comparative analysis of the Uniformed Services retirement system with that of six other nations; Australia, Canada, the Federal Republic of Germany, Japan, Great Britain and the Netherlands. Its objectives were to provide a general discussion of military retirement in the context of total military commitments and country needs; to determine the use and obligation of retirees as mobilization assets; and to compare retirement eligibility, value and size.

#### APPENDIX D. Comparison to Private-Sector Systems

A valid comparison of the cost to the employer, as well as the total cost to both the employer and the recipient of any retirement benefit, requires that calculations be done using the same funding method, at the same point in time, and applying the same assumptions (economic, demographic, etc.) for all plans. This appendix utilizes a standard method, taken from actuarial science and commonly used for prefunding the retirement plan benefit costs for each new group of employees over their working lives, to conduct a comparison of the Uniformed Services retirement system with those commonly found in the private sector.

#### APPENDIX E. Mobilization Aspects of the U.S. Military Retirement System

This appendix contains the National Defense University, Mobilization Concepts Development Center study of the current plans, procedures and issues associated with the projected use of retirees under national conditions requiring mobilization. The report is presented in its entirety. It examines the issue from both a current and historical perspective and assesses the retiree management programs of each of the DoD Services.

#### APPENDIX F. Retirement Cost Growth Analyses

This appendix contains the Fifth QRM assessment of the causes for the growth of the retirement system costs from \$233,622,204 in FY55 to \$13,195,333,000 in FY82. It discusses the four factors most often identified with such growth and applies a methodology to determine precisely how much, if any, of the added costs can be attributed to each of the factors.

#### APPENDIX G. Force Structure/Retirement Trends and Statistics

This appendix contains extensive tables and figures in support of Section VIII, Volume I, covering system costs, force profile data, trends (e.g., age and percent of eligibles retiring), expected service life and continuation rates for each of the DoD Services and DoD overall.

The Act of February 21, 1946 (Pub. L. 79-305, 60 Stat. 26) authorized the Secretary of the Navy to convene boards to consider and recommend officers in the grades of captain, in the case of the Navy, or colonel, in the case of the Marine Corps, or below for involuntary retirement or elimination. It also lowered the statutory retirement age for Navy and Marine Corps officers from 64 to 62 and permitted voluntary retirement after 20 years of active service, at least 10 years of which were comprised of commissioned service, with retired pay to be computed under the "standard" 2.5 percent formula. The purpose of the Act was to provide a means to break up the officer logjam that had arisen out of the large number of World War II accessions who could no longer be effectively employed. The Act's "plucking" board authority expired June 30, 1949, but its other retirement provisions became permanent law.

The Army and Air Force Vitalization and Retirement Equalization Act of 1948 (Pub. L. 80-810, 62 Stat. 1081) authorized the voluntary retirement of Army and Air Force officers after 20 years of active service, at least 10 years of which were comprised of commissioned service, with retired pay computed by the standard 2.5 percent formula. This law resulted, for the first time in history, in uniform voluntary retirement authority among the officers of all branches of Service.

The Officer Personnel Act of 1947 (Pub. L. 30-379, 61 Stat. 795) as amended by the Officer Grade Limitation Act of 1954 (Pub. L. 83-349, 68 Stat. 65), was for nearly 35 years the main authority for the officer promotion and involuntary retirement systems for the different branches of Service. Although it incorporated all the systems in one piece of legislation, the Act was a product of separate Service planning and policies, and its Army and Air Force program was different from that of the Navy and Marine Corps. The principal involuntary retirement provisions of the Officer Personnel Act were:

| <u>Pay Grade</u>      | <u>Army and Air Force</u>                                                                                                                                                                                                             | <u>Navy and Marine Corps</u>                                                                                                                                                                        |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0-10, 0-9             | Retired after 5 years in grade or 35 years of service, but retirement may be deferred to age 64.                                                                                                                                      | Retired after 5 years in grade and 35 years of service, unless selected for continuation.                                                                                                           |
| 0-8                   | Retired after 5 years in grade or 35 years of service, but retirement may be deferred to age 60.                                                                                                                                      | Retired after 5 years in grade and 35 years of service, unless selected for continuation.                                                                                                           |
| 0-7                   | Retired after 5 years in grade or 30 years of service, but retirement may be deferred to age 60.                                                                                                                                      | Rear admiral (lower half) retired after 5 years in grade and 35 years of service unless selected for continuation; brigadier general, USMC retired after second failure of selection for promotion. |
| 0-6                   | Retired after 5 years in grade or 30 years of service.                                                                                                                                                                                | Retired after 30 years of service if twice failed selection for promotion, or after 31 years if not twice failed.                                                                                   |
| 0-5                   | Retired after 28 years of service.                                                                                                                                                                                                    | Retired after 26 years of service if twice failed selection for promotion.                                                                                                                          |
| 0-4, 0-3,<br>0-2, 0-1 | When twice passed over for promotion: Retired if with 20 or more years of service; retained to complete 20 years and then retired if within 2 years of 20-year point; eliminated with severance pay if less than 18 years of service. | Grade 0-4 retired after 20 years of service if twice failed selection for promotion; other grades eliminated with severance pay if twice failed.                                                    |

In the Defense Officer Personnel Management Act DOPMA, adopted December 12, 1980 (Pub. L. 96-513, 94 Stat. 2835 et seq.), Congress, after some thirty years of experience with these involuntary retirement and force-management provisions and believing that the apparent

differences in the treatment accorded officers in different branches of service did not, in fact, reflect "actual management needs," set out to provide unified retirement authority in an effort to make the career expectations of members more "clearly defined and uniform...across the Services."<sup>5</sup> The principal provisions of the Act relating to involuntary retirement or release from active duty are as follows:

| <u>Pay Grade</u> | <u>Retirement Provisions</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0-10, 0-9        | Retired at age 62 unless selected by the President for continuation on active duty, in which case retirement may be deferred, but not past age 64.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 0-8              | Unless specially selected for continuation, retired after five years in grade or upon completion of 35 years of active commissioned service, whichever is later.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 0-7              | Unless specially selected for continuation or on a list of officers recommended for promotion, retired after five years in grade or upon completion of 30 years of active commissioned service, whichever is later.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 0-6              | Unless specially selected for continuation or on a list of officers recommended for promotion, retired after 30 years of active commissioned service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 0-5              | Unless specially selected for continuation or on a list of officers recommended for promotion, retired after 28 years of active commissioned service.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 0-4, 0-3         | If eligible for retirement, retired after having twice failed selection for promotion to the next higher grade, unless specially selected for continuation on active duty. If not eligible for retirement, continued on active duty if within two years of becoming eligible for retirement and retired when eligible, otherwise discharged with entitlement to separation pay if eligible therefor, unless specially selected for continuation on active duty. An officer in paygrade 0-4 who is selected for continuation may not be continued on active duty beyond completion of 24 years of active commissioned service unless promoted to the next higher grade; a similar officer in paygrade 0-3 may not be continued beyond completion of 20 years of active commissioned service unless promoted to the next higher grade. |

O-2

If eligible for retirement, retired after having twice failed selection for promotion to the next higher paygrade; if not eligible for retirement, continued on active duty if within two years of becoming eligible for retirement and retired when eligible, otherwise discharged with entitlement to separation pay if eligible therefor.

O-1

May be discharged at any time if less than five years of active commissioned service or if found not qualified for promotion to the next higher paygrade.

In addition to the above, officers in paygrades O-8, O-7, and O-6 who have at least four years in grade and are not on a list recommended for promotion, together with officers in paygrade O-5 who have twice failed selection for promotion to the next higher paygrade, may be considered for selective early retirement and, if selected therefor, are retired either immediately or as soon as they become eligible.<sup>6</sup> Officers in paygrades O-8 through O-5 who are selected for continuation on active duty may not be so continued for more than five years or beyond the time they reach age 62, whichever occurs first.<sup>7</sup>

The Warrant Officer Act of 1954 (Pub. L. 83-379, 68 Stat. 157) established separate retirement rules for warrant officers, including commissioned warrant officers. Under the Act, a warrant officer could be retired at his own request after 20 years of active service and was required to be retired at age 62 or upon completion of 30 years of active service, whichever occurred first. Retired pay for warrant officers under the Act was computed at the standard rate of 2.5 percent times years-of-service, not to exceed 75 percent.

2. Enlisted Members. Legislative history of non-disability retirement for enlisted personnel is much shorter than for officers. This results primarily from the fact that the objectives of involuntary retirement improved efficiency, a young and able force, promotion opportunity--can be achieved for the enlisted force by an administrative policy of judicious non-acceptance of reenlistments. Thus, statutory involuntary retirement authority is not needed for enlisted personnel, and none has ever been provided.

The Act of February 14, 1885 (23 Stat. 305) was the first enlisted non-disability retirement law. It authorized the voluntary retirement, at the discretion of the Secretary concerned, of Army and Marine Corps enlisted personnel after 30 years of service. Retired pay for such personnel was fixed at 75 percent of the active duty pay of an affected member, plus an allowance in lieu of quarters, fuel and light. The 30-year retirement privilege was extended to enlisted personnel of the Navy by the Act of March 3, 1899 (30 Stat. 1007). The Act of March 2, 1907 (34 Stat. 1217) consolidated the 30-year voluntary retirement authority of the enlisted personnel of all branches of Service into one statute.

The Act of August 29, 1916 (Pub. L. 64-241, 39 Stat. 558) created the Fleet Naval Reserve to provide a pool of experienced personnel who could be recalled to active duty on short notice in time of war or emergency. While there are technical differences between the Fleet Naval Reserve, now divided into separate entities named the Fleet Reserve and the Fleet Marine Corps Reserve, and the retired list, and though the pay received by Fleet Reserve members is known as "retainer" rather than "retired" pay, transfers to the Fleet Reserve are essentially the same as retirements. The 1916 Act permitted enlisted personnel of the Navy and Marine Corps to voluntarily transfer to the Fleet Reserve after 16 or more years of active service. Those with between 16 and 20 years of service were entitled to retainer pay equal to one-third of their base and longevity pay. Those with 20 or more years were entitled to one-half of their base base and longevity pay.

The Naval Reserve Act of 1925 (Pub. L. 68-512, 43 Stat. 1080) fixed the minimum length of active service required for transfer to the Fleet Reserve at 20 years.<sup>8</sup> The retainer pay formula of 20-year transfers was continued at one-half of base and longevity pay. The Naval Reserve Act of 1938 (Pub. L. 75-732, 52 Stat. 1175) authorized a 10 percent increase in retainer pay for personnel whose conduct marks had averaged 95 percent during their terms of active service. The Act of August 10, 1946 (Pub. L. 79-720, 60 Stat. 997), changed the retainer pay formula to the standard rate of 2.5 percent times years of service, up to a maximum of 75 percent, and eliminated the extra 10 percent for good conduct.

The Act of October 6, 1945 (Pub. L. 79-190, 59 Stat. 539) authorized the voluntary retirement and transfer to the Reserve of Army enlisted personnel with at least 20 but not more than 29 years of active service, with monthly retired pay to be computed at 2.5 percent of the last 6-month's average monthly pay times the number of years of service, up to a maximum of 29 years. As is readily apparent, this formula deviated from the "standard" in two ways - it used an average pay rather than terminal pay as its base, and the highest multiple it allowed was 72.5 percent instead of 75 percent (since only 29 years of service could be used in the computation). The Act of August 10, 1946 (Pub. L. 79-720, 60 Stat. 996) rectified this situation by permitting retirements up to the 30-year point and by providing for the computation of retired pay under the standard formula.

Before adoption of the Military Personnel and Compensation Amendments of 1980 (Pub. L. 96-343, 94 Stat. 1128-1129), only regular enlisted members of the Army and Air Force could retire with immediate entitlement to retired pay after completion of twenty or more years of active service. While Army and Air Force Reserve enlisted members could, in fact, retire upon completion of twenty years of active service, they were not, under preexisting law, eligible to receive retired pay until they reached 60 years of age; in contrast to retired enlisted members of the Navy and Marine Corps Reserve components, who could retire after twenty years of active service with immediate entitlement to retired

pay. To remedy this disparity in treatment, and to insure that there were no unnecessary disincentives to enlisted service in the Army and Air Force Reserve, Congress, in the 1980 Military Personnel and Compensation Amendments, authorized twenty-year retirement with immediate entitlement to retired pay, for Army and Air Force Reserve enlisted members.<sup>9</sup>

3. Retired/Retainer Pay Computations. The Department of Defense Authorization Act of 1981 (Pub. L. 96342, 94 Stat. 1100-1102) affected the first major change in the computation of retired or retainer pay entitlements since uniform voluntary retirement authority was adopted for officers of all branches of Service in the Army and Air Force Vitalization and Retirement Equalization Act of 1948. Under the 1981 Act, the retired or retainer pay of any member of an armed force who first became a member on or after the date of enactment of the Act<sup>10</sup> is computed on the basis of the member's "monthly retired pay base," or "monthly retainer pay base," as applicable, instead of on the basis of the member's terminal basic pay. In practice, a member's monthly retired or retainer pay base is, in turn, an average of the member's highest three years of basic pay, as noted in the relevant Congressional Report:

The committee recommends this change because of the higher and increasing costs of military retired pay and because of the need to increase pay for military personnel while they serve on active duty instead of after their active duty careers are finished. The use of the highest three years pay instead of just terminal basic pay is the computation used for Federal Civil Service retirement and has been endorsed by the Interagency Committee, the Defense Manpower Commission, and the President's Commission on Military Compensation.<sup>11</sup>

Personnel who were members of the armed forces before the date of enactment were excluded from the new computational method for determining retired or retainer pay entitlements in order to avoid changing the rules after they may have made career decisions on the basis of the preexisting retirement rules and out of concern that such a change could have an adverse effect on the retention of critical classes of personnel.

a. Recomputation. The subject of post-retirement adjustment to retired pay is an issue with major budgetary implications and has received considerable attention in recent years. The history of such adjustments dates to 1870. The Appropriation Acts of July 15, 1870, for the Army and Navy (16 Stat. 315 and 16 Stat. 321, respectively), enacted nine years after the first military retirement system had been created, included a pay raise for officers on the active list. The Act also provided for an adjustment in the retired pay of officers who were already retired based on the new active duty rates. The Navy Act was especially clear in this regard, stating that retired pay was to be based on "the highest pay prescribed in this Act for officers on the active list whose grade corresponds to the grade held by such retired officer." The adjustment of retired pay on the basis of new active duty pay rates has become known as "recomputation" of retired pay.



The Navy Appropriation Act of August 5, 1882 (22 Stat. 284), though it made no change in active duty pay rates, discontinued recomputation for retired Navy officers in these terms: "Hereafter there shall be no promotion or increase of pay in the retired list of the Navy but the rank and pay of officers on the retired list shall be the same that they are when such officers shall be retired." This provision was aimed primarily at preventing post-retirement promotions with attendant pay increases, but its language also had the effect of barring recomputation. Army and Marine Corps officers were not affected by this provision, nor were the enlisted personnel of any Service, including the Navy.

The Navy and Marine Corps Reorganization Act of March 3, 1899 (30 Stat. 1007), resulted in an increase in the active duty pay of Navy officers. The pay of retired Navy officers was not adjusted on the basis of these new rates however, because of the 1882 bar and a stipulation in the 1899 Act that, "nothing in the Act shall operate to increase or reduce the pay of any officer now on the retired list of the Navy."

Recomputation was restored to retired Navy officers by the next Navy pay bill, the Navy Appropriation Act of May 13, 1908 (Pub. L. 60-115, 35 Stat. 128). This Act provided that "the pay of all commissioned, warrant and appointed officers, and enlisted men of the Navy now on the retired list shall be based on the pay, herein provided for, of... officers and enlisted men of corresponding rank and service on the active list."

The Act of May 18, 1920 (Pub. L. 66-210, 41 Stat. 599) authorized a temporary increase in the active duty pay of all personnel "until the close of the fiscal year ending June 30, 1922, unless sooner amended or repealed," while at the same time providing that such "increases... shall not enter into the computation of the retired pay of officers or enlisted men who may be retired prior to July 1, 1922." Thus, not only did the Act bar computation on the basis of the new rates for personnel already on the retired list, it prohibited personnel retiring after the effective date of the Act, but before July 1, 1922, from computing their retired pay on the basis of the higher rates -- and thus despite the fact that such personnel had actually received such higher rates while on active duty. These prohibitions were presumably due to the stop-gap nature of the 1920 pay legislation, evidenced by a provision calling for the creation of a special committee of Congress to "make an investigation and report recommendations to their respective Houses not later than the first Monday in January, 1922, relative to the readjustment of the pay and allowances of the commissioned and enlisted personnel of the several services."

The recommendations of the special Congressional committee led to the Joint Service Pay Act of 1922 (Pub. L. 67-235, 42 Stat. 625), which authorized permanent increases in active duty pay rates. Enlisted personnel on the retired list were allowed to recompute their retired pay on the basis of the new rates, but officers were expressly

prohibited from doing so. This prohibition was removed by the Pay Equalization Act of 1926 (Pub. L. 69-204, 44 Stat. 417), which permitted officers retired before July 1, 1922, to prospectively recompute their retired pay on the basis of the active duty pay rates that had been prescribed effective that date; such officers were not, however, permitted to retroactively reclaim the benefits of recomputation for the period 1922-1926.

The recomputation principle was followed for both officer and enlisted personnel in each of the active duty pay raises that occurred between 1922 and 1949. The Career Compensation Act of 1949 (Pub. L. 81-351, 63 Stat. 802) permitted the pay of any retired member to be computed under the higher basic pay rates it established, but it also gave personnel retired before October 1, 1949 an option that resulted in an election by many such members, particularly officers retired for disability, to forego recomputation. Officers were entitled to disability retired pay of 75 percent of their active duty pay until the disability retirement system was revised by the Career Compensation Act. Under the revised system, they were entitled to retired pay computed by multiplying the basic pay of their grade by either their percentage of disability or their years of active service, up to a ceiling of 75 percent. Those retired before October 1, 1949, could choose to have their retired pay recomputed under the "new" pay rates using the revised method of computation, or to continue to receive 75 percent of the "old" rates. Members with a 50 percent disability and 20 years of service, for example, had a choice between 50 percent of the new rates or 75 percent of the old rates. As it worked out, 60 percent of the new rates was, as a general rule, slightly greater than 75 percent of the old rates. Thus, it took a disability rating of about 60 percent or higher, or at least 24 years of service, to make recomputation advantageous. Many retired members had neither this degree of disability nor length of service; hence, they elected to remain under the pre-October 1949 pay rates and method of computation. Personnel who made such an election were prohibited from having their retired pay recomputed under the subsequent military pay raises of 1952 and 1955, even though recomputation generally was authorized under those pay bills.

b. Cost-of-Living Adjustments. The Act of May 20, 1958 (Pub. L. 85-422, 72 Stat. 122) increased active duty basic pay rates, but prohibited recomputation of retired pay on the basis of the new rates. Instead, it provided for a 6 percent cost-of-living increase in retired pay. It is clear from the legislative history of the Act that Congress had not, at this point, determined whether recomputation should be abandoned permanently or whether it should merely be suspended for this particular piece of legislation. The added cost of recomputation played a major part in its prohibition in the 1958 Act. As explained by the House Armed Services Committee:

A major departure from the Department of Defense proposal lies in the treatment of retired personnel. The Cordiner Group recommended that pay of all retired personnel should

be recomputed on the basis of the net pay scales. The Department of Defense proposal recommended that retired personnel should receive no increase in retired pay. The Committee has taken the middle ground. The cost factor involved, approximately \$65 million, precluded the adoption of the Cordiner Committee recommendation. On the other hand, the Committee felt strongly that the advance in the cost of living has created conditions of hardship which require some measure of relief. Therefore, H.R. 11470 includes an increase of six percent to all personnel retired prior to the effective date of proposed legislation, at a cost of a little over \$35 million.<sup>12</sup>

The Chairman of the Senate Armed Services Subcommittee that handled the pay legislation sounded a similar theme when he introduced the bill in the Senate:

The only reason for changing the present systems of including all retired personnel, at whatever increase was applied to the corresponding rank in the active service, was the question of where to put the money so that it would do the most good, and also the question of the future soundness of the retirement program.<sup>13</sup>

The Uniformed Services Pay Act of 1963 (Pub. L. 88-132, 77 Stat. 210) replaced the recomputation system in permanent law with a method of retired pay adjustment based on increases in the cost of living as measured by the Consumer Price Index (CPI). The permanent shift from a recomputation to a cost-of-living method of adjustment was explained in these terms:

The Committee on Armed Services recognizes the tradition that has attached itself in the past to the method of recomputing retired pay whenever the rates of basic pay for members on active duty are changed. It was not easy in 1958, and it is not easy now, to recommend this break with tradition. Nevertheless, the break was made in 1958 when recomputation of retired pay based on changes in active duty pay rates was not authorized.

The Committee on Armed Services fully realizes the obligation we have to those now retired who have served their Nation. But the committee also recognizes its obligation to those now serving and those who will enter on active duty in the future. The committee cannot disregard the already heavy cost involved in military retirement or the substantial added costs which would result if recomputation were to be retained as a part of the military retirement system.<sup>14</sup>

The adjustment method adopted in the 1963 Act required a determination in January of each year of the percentage increase in the CPI, as measured by the annual average of that index for the year. If the increase was three percent or more, retired pay was to be increased by that percent on the first of April.

Despite the creation of the CPI adjustment mechanism and the formal abandonment of recomputation, the Act, in fact, authorized recomputation for two specific groups of retired personnel. Those retired before June 1, 1958, were permitted to recompute their retired pay on the basis of the active duty pay rates prescribed in 1958; and those retired between April 1 and October 1, 1963, were allowed to recompute on the basis of the new active duty pay rates that took effect October 1, 1963.

No retired pay adjustments resulted from the formula adopted in the 1963 Act. The Act of August 21, 1965 (Pub. L. 89-132, 79 Stat. 547), changed the adjustment mechanism to require a monthly determination of the percentage by which the CPI had increased over the base index used for the most recent adjustment of retired pay. When the CPI had increased by at least three percent over the base index and held at three percent or more for three consecutive months, retired pay was to be increased on the first day of the third month following the consecutive three-month period by the highest percent of the increase plus one percent. The one percent add-on was incorporated into the adjustment mechanism, starting with the November 1, 1969 cost-of-living increase by the Act of December 30, 1969 (Pub. L. 91-179, 83 Stat. 837) for the purpose of compensating for the loss of purchasing power during the time the CPI was building up to the three percent level and before the increase in the cost-of-living was actually reflected in higher retired pay. Public L. 91-93 of October 20, 1969 had authorized a similar one percent add-on in Federal Civil Service annuities, and the add-on had been effect for the cost-of-living increase that occurred in Civil Service annuities on November 1, 1969. Section 801, the Act of July 14, 1976 (Pub. L. 94-361, 90 Stat. 923) eliminated the one percent add-on to Service retired pay, contingent upon repeal of the similar one percent add-on for Civil Service retirees. The Act of October 1, 1976 (Pub. L. 94-440, 90 Stat. 1462) amended the preexisting adjustment mechanism by providing that retired and retainer pay was to be adjusted twice yearly -- on March 1st and September 1st -- by the percentage increase in the index, rounded to the nearest 1/10 of one percent, on the preceding January 1st and July 1st, respectively. In 1980, Congress, in the Department of Defense Authorization Act for 1981 (Pub. L. 96-342, 94 Stat. 1098-1099), further amended the adjustment mechanism by deferring the adjustment that would otherwise have taken place in September 1980 and by providing, in effect, that future adjustments should be made only once a year, at the same time Civil Service retirement annuities were adjusted pursuant to 5 U.S.C. 8340(b), and by the same amount.

In August 1982, Public Law 97-253 created a three-year temporary deviation to the calculation and timing of cost-of-living increases. In fiscal years 1983, 1984 and 1985, increases will occur in

April, May and June, respectively. Full cost-of-living increases will still be calculated as before. However, instead of full cost-of-living increases in FY83 and FY85, non-disabled retirees under age sixty-two will receive 3.3%, plus the total amount that the full cost-of-living increase exceeds 6.6%. In FY84, non-disabled retirees under a age sixty-two will receive 3.6%, plus the total amount that the full cost-of-living increase exceeds 7.2%.

B. RESERVE COMPONENTS (TITLE III). Title III of the Army and Air Force Vitalization and Retirement Equalization Act of June 29, 1948 (Pub. L. 800-810, 62 Stat. 1087) created a non-disability retirement program for reserve personnel. The House Armed Services Committee expressed the purpose of the program in these terms:

The underlying purpose in writing this policy as to Reserve components into law that the retirement benefits will furnish an incentive that will hold men in the Reserve Components for a longer period of time. It was stressed by practically every witness who testified on this feature of the bill that the most desirable type of Reserve was a reserve of men with accumulated training. It was also pointed out that the direct monetary emoluments payable to Reserve officers and men were so small that in many instances as the men grew older, became married, and took on family obligations, unless an additional incentive were offered them, they would drop their Reserve training. The reason for this policy is that we now realize that in the chaotic, explosive, and small world in which we live we must have a relatively large group of Reserves, well trained, and able to render help at once in the event of an emergency. We are hoping that the provisions offered in this bill, which to many of us seem liberal, will be an incentive well worth working for. The result should be longer periods of service by Reserves and a larger and better trained force on M-day, should we be so unfortunate as to have another M-day.<sup>15</sup>

There have been a number of modifications to the Reserve Components retirement system since 1948, but the purpose of these is more remedial than substantive. The first of the amendatory actions, the Act of August 21, 1958 (Pub. L. 85-704, 72 Stat. 702), allowed a person who was a member of the Reserves before August 16, 1945, to fulfill the active-duty-in-time-of-war reserve retired pay eligibility requirement through active service during the Korean conflict (from June 27, 1950, through July 27, 1953).

The Act of August 25, 1959 (Pub. L. 86-197, 73 Stat. 425) allowed credit in the reserve retired pay system for continuous service in the Federally-recognized National Guard between June 15, 1933, and the date of a member's appointment or enlistment in the National Guard of the United States.

The Act of October 14, 1966 (Pub. L. 89-652, 80 Stat. 902) recognized the complexity and error-prone nature of the Reserve Components retirement point system by requiring that each person who completed 20 years of satisfactory Federal service to be notified of his retired pay eligibility within one year after completing that service. Once such notification was given, or after retired pay was awarded, the person's eligibility could not be revoked on the basis of error, miscalculation, misinformation or administrative determination of years of service, unless such eligibility determination had been based on fraud or misrepresentation of the person concerned. (The amount of the pay may be adjusted on the basis of corrected information, but retired pay eligibility remains in force even if the person would not otherwise be eligible.)

The Act of August 13, 1968 (Pub. L. 90-485, 82 Stat. 751) makes the uniform-retirement-date rule inapplicable to reserve retired pay. The Uniform Retirement Date Act (5 U.S.C. 8301) generally provides that retirement authorized by statute is not effective until the first day of the month following the month in which retirement would otherwise occur.

II. DISABILITY. The practice of providing for special compensation to be paid to persons disabled while performing military service can be traced to some of the earliest enactments of the Federal Congress.<sup>16</sup> The Act of April 30, 1790 (1 Stat. 121), for example, allowed the placement of disabled military personnel on a "list of invalids of the United States." While on this "invalid," or pension, list, officers could receive up to onehalf of their "pay," and enlisted personnel could receive up to \$5 a month for life. This system continued to be the sole means by which disabled military personnel who left active service could be compensated until 1855. While the system gave disabled members some financial security, it did not allow the military Services to purge their active lists of physically unfit members; the choice of staying or leaving rested with the individual.

The Act of February 28, 1855 (10 Stat. 616), was the first law to grant any Service involuntary separation authority. It permitted the Secretary of the Navy to convene examining boards to determine the capability of officers to "perform their whole duty both ashore and afloat," and to remove any officer not capable of such performance. Officers removed from active duty under this authority were to be placed on a "reserved list" with either leave-of-absence pay (approximately 75 percent of sea-duty pay) or furlough pay (50 percent of leave-of-absence pay), unless it was also determined that the officer was himself to blame for the incapacity, in which event he was to be dropped from the rolls without pay. The 1855 Act was not limited to separation for physical disability, as this excerpt from a report of the examining board makes clear:

.... An officer may possess a strong mind and a robust frame, yet, if his moral perception of right or wrong be so blunted and debased as to render him unreliable, he could hardly be ranked as the capable officer.<sup>17</sup>

The Act of August 3, 1861 (12 Stat. 287), established a military disability retirement system that covered regular officers of all branches of Service. The basic principles of this system continued to govern disability retirements until a substantially revised system was introduced in the Career Compensation Act of 1949 (Pub. L. 81-351, 63, Stat. 802). The 1861 Act permitted a board of officers, with powers analogous to a court of inquiry or court-martial, to be convened to determine "the facts as to the nature and occasion of the disability of such officers as appear disabled " and to report whether "the incapacity resulted from long and faithful service, from wounds or injury received in the line of duty, from sickness or exposure therein, or from any other incident of service."

The Army's ability to make full use of the disability retirement system was hampered by a provision of the 1861 Act that limited the number of officers on its retired list to seven percent of those on active duty. No limit was ever placed on Navy or Marine Corps retired lists. The seven-percent limit was changed to a numerical ceiling of 300 by the Act of July 15, 1870 (16 Stat. 315) and raised to 400 by the Act of June 18, 1878 (20 Stat. 150). The Act of March 3, 1883 (22 Stat. 456) divided the Army retired list into "unlimited" and "limited" categories. But, only those retired because they had reached the mandatory retirement age of 64 could be assigned to the unlimited list. Disability retirees, along with those retiring voluntarily, had to go to the limited list and, therefore, remained subject to the 400-man ceiling. The Act of February 16, 1891 (20 Stat. 763) reduced the limited list ceiling to 350 but permitted the transfer of disability retirees from the limited to the unlimited list when they reached age 64. The retired list ceiling continued to restrict disability retirements until, under the crushing weight of World War I casualties, the Act of September 17, 1919 (Pub. L. 66-49, 41 Stat. 286) allowed the placement of disability retirees on the unlimited retired list.

The Act of March 2, 1867 (14 Stat. 516) was the first law to authorize disability retirement for enlisted personnel. It provided that a disabled enlisted member of the Navy or Marine Corps with at least 20 years of service could be paid one-half of his active duty pay "in lieu of being provided a home in the naval asylum." Those with at least 10 years of honorable service were entitled to a pension "in a suitable amount for a specified time" at the discretion of the Secretary of the Navy. This 10-year pension authority survives in current law.<sup>18</sup>

The Appropriation Acts of July 15, 1870 for the Army and Navy (16 Stat. 315 and 16 Stat. 321, respectively) created an active duty salary system for officers and did away with commutations for rations. Since the existing retired pay formula was based, in part, on commuted rations, it had to be changed also. Disability pay was fixed at 75 percent of base and longevity pay of Army and Marine Corps officers, and at 50 percent of sea-duty pay for Navy officers. The Act of March 3, 1873 (17 Stat. 547) raised the Navy officer rate to 75 percent of sea-duty pay.

The next substantive change in the disability retirement system occurred in the Act of June 4, 1920 (Pub. L. 66-243, 41 Stat. 834), which made the officers of the Naval Reserve eligible for disability retirement on the same basis as regular officers. This provision, though repealed the following year, embodied a new principle. Until then, disabled non-regular officers had been compensated through the veterans' pension system rather than the military retirement system. Padoxically, the National Defence Act of 1920 (Pub. L. 66-242, 41 Stat. 778), enacted the same day as the Navy Act, provided for the integration of non-regular World War I officers into the Regular Army but expressly specified that, if they became disabled, officers so appointed would be eligible only for a pension and not for disability retirement or retired pay. The Act of May 19, 1926 (Pub. L. 69-245, 44 Stat. 564) amended the National Defense Act so as to entitle such officers to the same military disability retirement benefits as regular officers.

The short-lived Navy Act of 1920 had been a tentative step in the direction of placing non-regular officers under the military disability retirement system. The Emergency Officers' Retirement Act of 1928 (Pub. L. 70-506, 45 Stat. 735) took another step in the same direction. It required the establishment of an "emergency officers' retired list" in the Army, Navy and Marine Corps comprised of officers disabled during World War I, defined under the Act as the period from April 6, 1917 to July 2, 1921. Officers placed on the list with a disability rating of 30 percent or more were entitled to "retirement" pay of 75 percent of their terminal active duty base and longevity pay. The emergency officer program was a mixture of the military retirement and veterans' pension systems. The military Services had to make disability determinations and place officers on the emergency retired list. Moreover, the "retirement" pay entitlement of such officers was the same as the "retired" pay entitlement of corresponding regular officers rather than the disability rate fixed under the pension system. On the other hand, once an officer had been placed on the list, he was certified to the Veterans Bureau and paid from funds appropriated for the agency. Furthermore, an officer on the emergency officers' retired list did not hold a "retired status" -- that is, he was not subject to recall nor eligible for such benefits as medical care or commissary and exchange privileges. Over half of the officers on the list lost their eligibility and were removed as a result of economy measures taken during the Great Depression, particularly the Act of March 20, 1933 (Pub. L. 73-2, 48 Stat. 9), which designated November 11, 1918 in place of July 2, 1921 as the end of the World War I eligibility period.

The Emergency Officers' Retirement Act covered only a specific class of non-regular officers -- those disabled in World War I. Other disabled non-regular officers remained wholly under the veterans' pension system until a state of national emergency was declared and a buildup of military forces was begun preceding the entry of the United States into World War II. The Act of April 3, 1939 (Pub. L. 76-18, 53 Stat. 555), entitled disabled non-regular Army personnel to the same disability benefits provided for regular members. Executive Order 8099 of April 28, 1939



assigned responsibility for the administration and payment of such benefits to the Veterans Administration. Accordingly, non regular officers who were retired for disability under the 1939 Act were not placed on the Army retired list nor given a "retired status; rather, they were handled exactly like "emergency" officers. This procedure continued until the enactment of the Career Compensation Act of 1949.

The Act of August 27, 1940 (Pub. L. 76-775, 54 Stat. 864), entitled disabled non-regular Navy and Marine Corps officers to the same disability benefits provided for regular officers. Despite the similarity of this provision to that of the 1939 Army Act, no Executive Order was issued assigning responsibility for it to the Veterans Administration, as had been the case with non-regular Army personnel. Hence, disabled reserve officers of the Navy and Marine Corps were retired and placed on the retired list in the same manner as regular officers. They had the status of retired officers, remained subject to recall to active duty and were paid from Navy and Marine Corps appropriations.

The Act of June 30, 1941 (Pub. L. 77-140, 55 Stat. 394) was the first legislation to extend disability retirement to Army enlisted personnel. The Act allowed soldiers with 20 or more years of service to be retired for disability, with pay equal to 75 percent of their average monthly pay for the six months immediately prior to retirement. (The six-months' average base for computing this retired pay is worthy of note, as far as can be determined, Army enlisted personnel were the only category to whom an average-pay formula was ever applied before enactment of the Department of Defense Authorization Act of 1981 (Pub. L. 96-342, 94 Stat. 1100-1102).

The 1941 law was the last significant modification to the disability retirement system until its 1949 revision. At this point, the compensation authorized for disabled Service personnel had evolved into the following:

| <u>Category</u>                               | <u>Army and Air Force</u>                                                      | <u>Navy and Marine Corps</u>                         |
|-----------------------------------------------|--------------------------------------------------------------------------------|------------------------------------------------------|
| Regular Officers                              | Service disability retired pay-75% of base and longevity pay                   | Service disability pay-75% of base and longevity pay |
| Non-Regular Officers                          | Veterans Administration "retirement" pay-75% of base and longevity pay         | Same as regular officers                             |
| Enlisted Personnel, 20 or more years' service | Service disability retired pay-75% of 6-months' average base and longevity pay | Service disability pay-50% of base and longevity pay |

Enlisted Personnel,  
less than 20 years'  
service

Veterans Admini-  
stration disability  
compensation based on  
degree of disability

Veterans Administration  
disability compensation  
based on degree of dis-  
ability.

Allegations of unfairness, inequity and inefficiency in the existing disability retirement system became so extensive following World War II that a special subcommittee of the House Armed Services Committee, chaired by Representative Elston of Ohio, was impaneled to investigate them.<sup>19</sup> The principal complaints against the system were:

- (1) the award of wholly tax-exempt retired pay of 75 percent of active duty pay to any officer retired for disability, regardless of its severity, was unduly generous and costly;
- (2) the system, especially the Army "emergency officer" procedure, discriminated against non regular officers as compared with regulars;
- (3) the system discriminated against enlisted personnel as compared with officers; and
- (4) the fact that retirement authority was limited to permanent disability tended to burden the active list with personnel retained solely for medical observation, and observation and evaluation of the permanency of a disability.

The recommendations of the "Elston" Committee and the Advisory Commission on Service Pay (the so-called "Hook" Commission), which met at about the same time, led to the revised disability retirement system adopted under the Career Compensation Act of 1949 (Pub. L. 81-351, 63 Stat. 802) in which most of the criticized features were changed. Under the new system, all disabilities had to be rated under the standard schedule of rating disabilities in use by the Veterans Administration, and resultant ratings became a factor in disability retired pay entitlement and the taxability thereof. The new system covered officer and enlisted personnel of both the regular forces and authorized temporary as well as permanent disability retirements. The disability retirement system in effect today is basically that adopted in 1949.

## References

1. Promotion and Retirement, Hearings before the House Military Affairs Committee, Part I, 69th Congress, 2nd Session (1926) p. 207.
2. Appendix to the Secretary of the Navy's "Annual Report to the President for 1855."
3. Marine Corps officers received the same treatment as Army officers by virtue of a special linkage provision.
4. See Chapter I.A.1, "Basic Pay," above, for a discussion of sea and shore duty pay for Navy personnel.
5. House Report No. 96-1462, accompanying S. 1918, 96th Congress, 2d Session, pp. 48 and 52-53.
6. In adopting this provision, Congress indicated the selective retirement authority was "to be used sparingly and ... primarily as a means of reducing the number of officers in [the affected] grades when necessary to accommodate to such actions as a reduction in officer personnel strengths. These provisions are not intended to be used solely for the purpose of maintaining or improving promotion opportunity or timing." Senate Report No. 96-375, accompanying S. 1918, 96th Congress, 2d Session, p. 7. Also, see House Report No. 96-1462, accompanying S. 1918, 96th Congress, 2d Session, p. 53.
7. In addition to the changes to the retirement system outlined above, the Defense Officer Personnel Management Act established, subject to waiver only by the President, a three-year time-in-grade requirement for voluntary retirement; it explicitly provided that retired members of regular components of the Armed Forces may be recalled to active duty at any time.
8. In a savings provision, the 16-year retirement authority for personnel on active duty on July 1, 1925, was preserved.
9. Senate Report No. 96-424, accompanying H.R. 5168, 96th Congress, 1st Session, pp. 24-26.
10. The Department of Defense Authorization Act of 1981 was enacted September 8, 1980.
11. Senate Report No. 96-826 (Committee on Armed Services), accompanying H.R. 6974, 96th Congress, 2d Session, p. 130. Also see House Report No. 96-1222 (Committee of Conference), p. k98, and Senate Report No. 96-895 (Committee of Conference), accompanying H.R. 6974, 96th Congress, 2d Session, p. 94.
12. House Report No. 1538, accompanying H.R. 11470, 85th Congress, 2nd Session, p. 47.

13. Congressional Record 7612, April 29, 1958, 104.
14. House Report No. 208, accompanying H.R. 5555, 88th Congress, 1st Session, p. 19.
15. House Report No. 816, accompanying H.R. 2744, 80th Congress, 1st Session, p. 11.
16. This chapter is concerned mainly with special compensation for members of the Armed Forces separated from active service upon being found physically unable to perform the duties of their office or grade. It does not address the complementary body of law administered by the Veterans Administration providing compensation and other benefits to veterans who suffer a disability as a result of performing service.
17. Appendix to the Secretary of the Navy's "Annual Report to the President for 1855."
18. 10 U.S.C 6160.
19. "Investigation of the Disability Retirement Systems in the Armed Services," Hearings before the Legal Subcommittee of the House Armed Services Committee pursuant to H. Res. 141 and H. Res 447, 80th Congress, 2nd Session, 1948.

# **APPENDIX B**

## **STUDY BACKGROUND**



**CAPT NORMAN A. MAYO, USN**

## STUDY BACKGROUND

### A. HOOK COMMISSION, 1948.

#### 1. Retirement Eligibility.

##### a. Officers.

- (1) At age 60 with 20 or more years of service.
- (2) At any age with 30 or more years of service.

##### b. Enlisted Members.

- (1) At age 50 with 20 or more years of service.
- (2) At any age with 30 or more years of service.
- (3) Service may allow retirement at 25 years of service as "needs of service."

2. Formula for Retired Pay. At a rate of 2.5 percent per year not to exceed 75% of basic pay.

3. Contributory. No.

4. Vesting. No, but with provision for severance pay for involuntary separation.

#### 5. Severance Pay.

a. Years-of-Service 0-4. One-half month's basic pay times total years of active service.

b. Years-of-Service 5-9. 2.5 months' basic pay plus one month's basic pay times number of years of active service over 5.

c. Years-of-Service 10 and over. 7.5 months' basic pay plus 1.5 months' basic pay times number of years of service over 10, not to exceed 2 years' basic pay.

6. Social Security. No offset.

7. Transition and Save Pay. Five-year phase-in period from enactment, allowing member to elect either Hook plan or current Service retirement plan.

8. Adjustment Mechanism. None.

B. THE GORHAM REPORT/RANDALL PANEL, 1962.

1. Retirement Eligibility. No changes.
2. Formula for Retired Pay. No changes.
3. Contributory. No.
4. Vesting. No.
5. Severance Pay. No changes.
6. Social Security. No offset.
7. Transition and Save Pay. None.
8. Adustment Mechanism. Based on CPI.

C. FIRST QUADRENNIAL REVIEW OF MILITARY COMPENSATION, 1967.

1. Retirement Eligibility.

a. Step 1. Retire at 20 YOS with immediate annuity ranging from 24% at 20 YOS to 51% at 30 YOS.

b. Step 2. Annuity is paid based on inverse function (age 55 at 30 YOS to age 60 at 20 YOS) -- or when the age requirement is met after Step 1 retirement.

2. Formula for Retired Pay.

a. Step 1. Percentage of "high one" salary based on YOS 20 to 40.

b. Step 2. Increase retired pay up to 9% based on YOS and age by inverse function.

3. Contributory. Yes, 6.5% of "comparability salary."

4. Vesting. Yes, member is vested to the amount of contribution.

5. Severance Pay. Lump sum after 10 YOS. No formula specified.

6. Social Security. Integration formula needed to provide equal benefit to members with same time in service. Contribution to retirement to include social security. Retirement offset by 50% of social security benefit.

7. Transition and Save Pay. Five-year phase-in.

8. Adjustment Mechanism. Based on CPI.



D. INTERAGENCY COMMITTEE (IAC), 1971.

1. Retirement Eligibility. Reduced annuity for members retiring with less than 30 YOS (based on age and YOS); increased to full amount when member attains age threshold.

2. Formula for Retired Pay. Through year 24, 2.5%; three percent per year for years 25-30, two percent per year for years 31-35. Max: 88% of HI-3 basic pay.

Reduction: A 2% reduction in retired pay for each year under the age threshold of age 60 for 20-24 YOS, or age 55 for 25 or more YOS. Reduction is lifted when member reaches age threshold. Example: for retirement with 20 YOS at age 42, "normal" retired pay is reduced by 36% (2% times 18 years under the age 60 threshold); the reduction is lifted at age 60.

3. Contributory. No.

4. Vesting. Yes, at 10 YOS; deferred annuity age 60 or lump sum.

5. Severance Pay. Lump sum over 5 YOS (5% of final basic pay times YOS) for involuntary separation, officer and enlisted personnel.

6. Social Security. Yes, 50% offset at age 60.

7. Transition and Save Pay. Transition accomplished within 10 pay raises following implementation.

8. Adjustment Mechanism. CPI.

E. RETIREMENT MODERNIZATION ACT (RMA), 1972.

1. Retirement Eligibility. Reduced annuity for members retiring with less than 30 YOS (two-step annuity); increased to full amount when member would have attained 30 YOS.

2. Formula for Retired Pay. At 2.5% per year through year 24; three percent per year for years 25-30. Max: 78% of HI-1 basic pay.

Reduction: For retirements with less than 30 YOS, multiplier is reduced 15 percentage points. Reduction is lifted at point where member would have attained 30 YOS. Example: for retirement with 20 YOS, the "normal" 50% multiplier is reduced to 35% initially; increased to 50% ten years after retirement. Maximum: 80% of HI-3 basic pay when attain 30-year retirement.

3. Contributory. No.

4. Vesting. At 10 YOS; provides deferred annuity age 60.

5. Severance Pay. Vests after five YOS. Deferred annuity starting at age 60, plus one lump-sum readjustment payment; or two lump-sum payments (one for equity and one for readjustment).

6. Social Security. Yes, 50% offset when old age annuity received.

7. Transition and Save Pay. Based on number of years under new system before 20 YOS.

8. Adjustment Mechanism. CPI.

F. THIRD QUADRENNIAL REVIEW OF MILITARY COMPENSATION, 1975-76.

1. Retirement Eligibility. Reduced annuity for members retiring with less than 30 YOS (two-step annuity); increased to full amount when member would have attained 30 YOS.

2. Formula for Retired Pay. At 2.5% per year through year 24; three percent per year for years 25-30. Max: 78% of Hi-1 basic pay.

Reduction: For retirements with less than 30 YOS, multiplier is reduced 15 percentage points. Reduction is lifted at point where member would have attained 30 YOS. Example: for retirement with 20 YOS, the "normal" 50% multiplier is reduced to 35% initially; increased to 50% ten years after retirement.

3. Contributory. No.

4. Vesting. At 10 YOS; provides deferred annuity age 60.

5. Severance Pay. Vests after five YOS. Deferred annuity starting age 60 plus lump-sum readjustment payment; or two lump-sum payments (one for equity and one for readjustment).

6. Social Security. None.

7. Transition and Save Pay. Based on number of years under new system before 20 YOS.

8. Adjustment Mechanism. CPI.

G. DEFENSE MANPOWER COMMISSION (DMC), 1975-76.

1. Retirement Eligibility. Between 20-30 YOS based on time in combat or non-combat jobs (1.5 credits for each year in combat job, one point per year in non-combat job).

2. Formula for Retired Pay.

a. Maximum: 80% of HI-3 basic pay when attain 30 retirement points; two and two thirds percent per retirement point.

b. Reduction: Permanent actuarial reduction in retired pay for member who retires with 30 points and elects to receive retired pay prior to the 30-year point.

3. Contributory. No.

4. Vesting. At 10 YOS; deferred annuity age 60.

5. Severance Pay. Lump sum over 10 YOS for involuntary separation, officer and enlisted personnel.

6. Social Security. No offset. Formula for retired pay should consider social security benefit.

7. Transition and Save Pay. Changes would be prospective; would not apply to those already in the Service.

8. Adjustment Mechanism. CPI.

H. ASPIN RETIREMENT PROPOSAL, 1976. Congressman Aspin introduced a bill in the 94th Congress, 2d Session, to reform the Service retired pay system and subsequently released a study conducted by his staff. It would have changed the Uniformed Services retirement system to a civilian-type old-age pension; no retired pay until 55-60 years of age for voluntary retirement and an annuity reduction based on second-career income.

1. Retirement Eligibility. Voluntary retirement at age 55 with 30 or more years of service; age 60 with 20-29 years of service.

2. Formula for Retired Pay.

a. 1.5% for 1-5 years, 1.75% for years 6-10, and 2% for 20 over 10 years.

b. Based on highest 3-years' average of Regular Military Compensation (RMC).

c. Voluntary. No retired pay until:

(1) age 62 with 5-19 years of service,

(2) age 60 with 20-29 years of service, or

(3) age 55 with 30 or more years of service.

d. Involuntary. Immediate annuity reduced by one dollar for each two dollars of other earnings until age threshold.

3. Contributory. No.

4. Vesting. Vests after 5 years based on rules above.

5. Severance Pay. None.

6. Social Security. No offset.

7. Transition and Save Pay. Based on number of years under new system before 20 YOS.

8. Adjustment Mechanism. CPI with minor changes.

I. PRESIDENT'S COMMISSION ON MILITARY COMPENSATION (PCMC), 1978.

1. Retirement Eligibility. Based upon age and YOS.
2. Formula for Retired Pay.
  - a. 2% for 1-5 YOS, 2.25% for 6-10 YOS, and 2.75% for 11-35 YOS.
  - b. Maximum. 90% of HI-3 basic pay in past 10 YOS. Member can convert a portion of retirement account to current income; when leaving active duty, member can opt for deferred or accelerated receipt of vested amount.
3. Contributory. No.
4. Vesting. At 10 YOS.
5. Severance Pay. After 5 YOS for involuntary separation, officer and enlisted personnel.
6. Social Security. Varying offset based on YOS (25%-37.5%) to begin at 62 or 65.
7. Transition and Save Pay. With 5 or more YOS may retire under old rules.
8. Adjustment Mechanism. CPI.

J. UNIFORMED SERVICES RETIREMENT BENEFITS ACT (USRBA), 1979.

1. Retirement Eligibility. Two-tier EARLY WITHDRAWAL system.
2. Formula for Retired Pay. First tier at completion of 20 YOS, second tier begins at age 60; vested to all members completing 10+ YOS (but 20-25% reduction for 20-year career compared to current system and 10-15% reduction for 30-year career, depending on grade). Maximum: 76.25% of HI-2 basic pay.
3. Contributory. No.
4. Vesting. At 10 YOS.
5. Severance Pay. Severance pay after 5 YOS for involuntary separation, officer and enlisted personnel.
6. Social Security. Varying offset based on YOS to begin at 62 or 65.
7. Transition and Save Pay. Members on active duty on date of enactment have choice of old or new system.
8. Adjustment Mechanism. CPI.

K. PRESIDENT'S PRIVATE SECTOR SURVEY ON COST CONTROL (GRACE COMMISSION)  
TASK FORCE ON DEPARTMENT OF THE AIR FORCE, 1983.

1. Retirement Eligibility.

- a. Immediate annuity available only after 30 years of service.
- b. Deferred annuity payable at age 60 for 20-29 years of service.

2. Formula for Retired Pay.

- a. 1.3% of HI-3 average Basic Military Compensation (BMC) per year of service.
- b. Maximum: 39% of HI-3.

3. Contributory. No.

4. Vesting. No.

5. Severance Pay. No change.

6. Social Security. No offset.

7. Transition and Save Pay.

a. Persons in Service at implementation receive 2.5% of basic pay for prior service; 1.3% BMC for subsequent years.

b. Persons over 10 YOS retain right to immediate annuity at 20 YOS.

8. Adjustment Mechanism. None.



L. PRESIDENT'S PRIVATE SECTOR SURVEY ON COST CONTROL (GRACE COMMISSION)  
TASK FORCE ON OFFICE OF SECRETARY OF DEFENSE, 1983.

1. Alternative 1 (OSD 23B). Current system retained but offset one dollar of retired pay for every two dollars earned in retirement above 2/3 of Service retired pay for persons under age 62. Four-year stepped transition from one-for-four to one-for-two. Replaces dual compensation restrictions. 37.5% maximum social security integration (1.25% per year for 20 to 30 YOS).

2. Alternative 2 (OSD 24A).

a. Retirement Eligibility. No changes.

b. Formula for Retired Pay.

(1) 2.5% for each year of service; maximum: 75% of HI-3 average basic pay.

(2) Reduce retiree annuity of those leaving before 30 YOS at 0.5% per month.

c. Contribution. No.

d. Vesting. Yes, at 12 YOS with annuity payable at age 65, or as early as age 55 but reduced by 0.5% per month short of age 65.

e. Severance Pay. None for persons over 12 YOS.

f. Social Security. Maximum offset of 37.5% (1.25% per year).

g. Transition and Save Pay. All persons over 12 YOS remain under current system, all others on new system.

h. Adjustment Mechanism. CPI at start of immediate annuity, but not until age 55 for deferred benefit from 12-19 years early vesting.

**APPENDIX C**  
**COMPARISON TO FOREIGN MILITARY SYSTEMS**



**MOBILIZATION CONCEPTS DEVELOPMENT CENTER**  
**NATIONAL DEFENSE UNIVERSITY**  
**COL ROBERT R. RUMPH, USA**  
**CDR HARDY L. MERRITT, USNR**

## EXECUTIVE SUMMARY

This report has been prepared in response to a memorandum from the Director, Joint Staff (DJSJ 486-83 of 31 March 1983) requesting that the Mobilization Concepts Development Center of the National Defense University analyze the military retirement systems of six nations in contrast to that of the United States. The memorandum requested a comparative analysis of Australia, Canada, the Federal Republic of Germany, Japan, Great Britain, and the Netherlands for use by the Fifth Quadrennial Review of Military Compensation.

### Objectives:

1. To provide a general discussion of military retirement in the context of total military commitments and country needs.
2. To determine the use and obligation of retirees as mobilization assets.
3. To compare retirement eligibility, value, and size.

### Approach:

To attain these objectives, the following methods were employed:

1. Interviews with military attaches of the six countries.
2. Review of previous Quadrennial Reviews of Military Compensation.
3. Review of recent academic, professional and contractual research relating to foreign military retirement systems.

### Conclusions:

1. The military retirement system of the United States is uniquely structured to provide manpower assets for national mobilization, unlike the comparison countries who do not maintain world-wide commitments.
2. Retired foreign military personnel, with the exception of the Federal Republic of Germany, are not mobilization assets.
3. The comparison countries are generally committed to a philosophy of democratic socialism in which military retirement is integrated into comprehensive state welfare programs, thus making comparisons of actual value extremely difficult.
4. Foreign military retirement systems are primarily designed to augment old-age pensions rather than to be multi-purposive; i.e., recruitment and retention incentives, deferred compensation, and current pay for mobilization recall.

5. There are minimal differences between the logic used in establishing eligibility requirements in the United States and in the comparison countries; however, specific details and compensation amounts vary widely.

Recommendations:

1. Conduct a sensitivity analysis of each system, including computation of both Present Value (PV) and discounted Expected Value (EV) in terms of equivalent U.S. dollars, to include the value of national welfare subsidies for military retirees.

2. Caveat any proposals for modifications of the U.S. military retirement system with the unique mobilization requirements of the "Total Force" manpower base.

## TABLE OF CONTENTS

| CHAPTER                                                           | PAGE |
|-------------------------------------------------------------------|------|
| EXECUTIVE SUMMARY.....                                            | C- 1 |
| TABLE OF CONTENTS.....                                            | C-iv |
| DISCLAIMER.....                                                   | C-vi |
| ACKNOWLEDGEMENTS.....                                             | C-vi |
| I. COMPARATIVE ANALYSIS.....                                      | C- 1 |
| Introduction.....                                                 | C- 1 |
| Retirement Systems and Strategic Relationships.....               | C- 1 |
| National Purpose of Military Retirement.....                      | C- 2 |
| Mobilization and Other Post-Retirement Obligations.....           | C- 3 |
| Linkage to Active Force Management.....                           | C- 3 |
| Retirement Eligibility, Value, and Community Size.....            | C- 4 |
| II. INDIVIDUAL ANALYSIS.....                                      | C- 5 |
| Introduction.....                                                 | C- 5 |
| Australia.....                                                    | C- 5 |
| Canada.....                                                       | C- 6 |
| Federal Republic of Germany.....                                  | C- 8 |
| Japan.....                                                        | C- 9 |
| United Kingdom.....                                               | C-11 |
| The Netherlands.....                                              | C-12 |
| III. DATA TABULATIONS.....                                        | C-14 |
| Introduction.....                                                 | C-14 |
| Australia.....                                                    | C-15 |
| Canada.....                                                       | C-18 |
| Federal Republic of Germany.....                                  | C-20 |
| Japan.....                                                        | C-23 |
| United Kingdom.....                                               | C-25 |
| The Netherlands.....                                              | C-28 |
| Summary of Foreign Military Non-Disability Retirement Systems.... | C-30 |
| APPENDIX A: Selected Bibliography.....                            | C-31 |
| APPENDIX B: Points of Contact.....                                | C-32 |
| ADDENDUM: The Soviet Union.....                                   | C-35 |
| Attachment 1. Comparsion of Military Compensation Systems.....    | C-38 |

#### Disclaimer

The analyses and opinions expressed or implied herein are solely those of the authors. They do not necessarily represent the views of the National Defense University, the Joint Chiefs of Staff, the Department of Defense, or any other U.S. Government agency.

#### Acknowledgements

The authors are indebted to the Director and Staff of the Mobilization Concepts Development Center and the President of the National Defense University for their support of this research. The project could not have been completed by the requested deadline without the superb research assistance of Captain Vincent Davis, USNR-R, Commander Richard T. Pokryfka, USNR-R, and Lieutenant Commander Peter H. Dunn, USNR-R, who performed their annual active duty for training in support of the effort.

A COMPARATIVE EVALUATION OF SIX  
FOREIGN MILITARY RETIREMENT SYSTEMS

PART I

COMPARATIVE ANALYSIS

Introduction

This study has been conducted in response to a request by the Director, Joint Staff (DJSM 486-83 of 31 March 1983) that the Mobilization Concepts Development Center (MCDC) of the National Defense University analyze the military retirement systems of six nations in contrast to the United States system in order to provide a multi-national perspective for the Fifth Quadrennial Review of Military Compensation (QRMC). The Operations Deputies have requested that the retirement systems of Australia, Canada, the Federal Republic of Germany, Japan, Great Britain, and the Netherlands be included in the study.

Specifically, the following topics were recommended for analysis as indicators of total military commitment and country needs:

- o National purpose of military retirement
- o Mobilization and other post-retirement obligations
- o Linkage of the retirement system to active force management
- o Retirement eligibility, value, and community size

Retirement Systems and Strategic Relationships

The striking observation, when comparing "the total military commitment and country needs" of the United States against the six other specified countries is that the United States is unique. The six share a number of characteristics from which the United States stands singularly apart, including:

- o The United States is the only country whose lack of preparedness would undermine the security of all others. Inadequate military preparation by the six other countries of this study could degrade but not terminally jeopardize overall Western security. Thus, the security of all depends heavily, directly and immediately upon American security readiness. In this regard, the United States has uniquely included military retirees as manpower assets for less than total mobilization planning.
- o Of the nations being compared, the United States has the strongest economy and one of the longest continuously stable political systems. As a result, most of the free world nations are dependent

upon the United States for their own military security. The United States is the one country most directly threatened in any challenge for worldwide supremacy. It is an unavoidable role and one which requires constant military preparedness. This strategic difference is reflected in the retirement plans of the six countries which minimize the use of retirees for mobilization.

- o The comparison countries are generally committed to a philosophy of democratic socialism, meaning comprehensive cradle-to-grave welfare programs for all citizens. American citizens, on the other hand, rely on private pension programs augmented by social security in their old age. Subsidized housing, childrens' allowances, etc., are not part of a typical American military retirement package. Therefore, the American military retirement system can be compared and contrasted to private retirement systems covering other Americans, but it cannot be legitimately compared to countries whose military retirement systems are augmented by subsidies from the various national welfare systems, unless a sensitivity analysis of each system is conducted. Such an analysis would require the computation of both Present Value (PV) and discounted Expected Value (EV) for each system in terms of equivalent U.S. dollars, a task well beyond the scope and time limitations of this study.

In summary, a comparison of the American system with the other six countries is extremely difficult. The United States has every reason to maintain maximum military strength and therefore requires a sizeable mobilization capability--including a high quality manpower base in the retired and reserve communities. Individual retirement provisions patterned after other countries will serve little purpose for the United States unless they address the pressing need to maintain the "Total Force" manpower base.

#### National Purpose of Military Retirement

The American retirement system, particularly after World War II, has been designed and redesigned to serve a multitude of purposes. These purposes include:

- o Incentives in recruitment, motivation and retention to maintain a large force of sufficient quality;
- o Deferred compensation for the risks and sacrifices inherent in a military career;
- o Pay for services rendered by virtue of being eligible for recall; and
- o Old-age pensions for those too elderly and/or infirm to be desired for recall or continuing work.

By contrast, the six comparison nations lack a worldwide mobilization commitment and maintain extensive retirement systems for the general public



t rough their various social welfare programs. They therefore tend to view their military retirement systems far more narrowly as elements of national old-age pension systems.

#### Mobilization and Other Post-Retirement Obligations

The three European countries (UK, FRG and The Netherlands)--because of their distinctive histories--tend to assume that any mobilization would be a total maximum effort in a major crisis for survival. In such a case, retirees would mobilize in the same manner as the general citizens. Each person would quickly be put to work doing whatever his/her background, age and geographic location made most appropriate. The 1982 British (UK) "Statement on the Defence Estimates, Volume 1", is a good example of this kind of logic, where it is stated:

We would therefore have to rely heavily on civil [including retired military] resources to mobilize our full national strength ....We must focus our attention on people exercising their normal skills ....Time would not permit the re-training of volunteers, but in many cases their everyday skills could be put to good use.

On the other hand, the three non-European countries are primarily concerned with homeland defense, for the most part because of their geo-strategic locations. As a result, there is even less emphasis on post-retirement obligations.

In short, the comparison countries do not have extensive plans for using retired military personnel as mobilization assets. Rather, these personnel are assumed to have the same obligation as all other able-bodied civilians in a mobilization crisis, which is to step forward and volunteer for whatever they can usefully do.

#### Linkage to Active Force Management

Primary linkages of the retirement systems to active force management lie in the areas of recruitment, retention and organizational effectiveness. The majority of countries surveyed offer military retirement at an age significantly below that observed in other employment sectors. In each of the countries, early retirement is essential to the organizational well-being of the military for various reasons.

First, quality military personnel are characterized as both aggressive and dynamic. They desire to assume positions of increased responsibility within the organization and, if frustrated in this pursuit, will turn to better opportunities in the private sector. Second, the rigors of a military career mandate the involvement of younger personnel. Third, the on-going retirement/replacement cycle injects innovation and dynamism into the military organization.

Unlike the comparison nations, America must attract, train, and above all retain quality manpower in sufficient numbers to maintain its vast worldwide military commitments. The exodus of trained military personnel during economic upturns clearly indicates the presence of superior opportunities in private business for certain critical skills. To combat this, the military must continue to stress its two most noteworthy economic attractions, a stable income and an adequate retirement.

#### Retirement Eligibility, Value, and Community Size

All countries surveyed share the common problem of attracting and retaining quality personnel. The solutions to this problem differ in response to the unique circumstances of each particular country, such as the countries' orientation toward a social democratic form of government and their geo-strategic location. There are minimal differences between the logic used in establishing eligibility requirements in the USA and in the six other countries, although the specific details may and do vary widely. These details are highlighted in parts II, and III, as are community sizes.

Insofar as these countries are concerned with military retirement systems, it is within the much larger context of an escalating social welfare system. These are broad socio-economic and political issues, not focused military compensation questions. There is a far less clearcut distinction in these countries, as compared to the United States, between the public and private sectors.

In summary, the national government in each case normally guarantees adequate and fair retirement compensation and benefits for all public and private occupations. The precise definition of "adequate and fair" in the case of any given occupational or professional category is determined within the confines of the respective political processes.

PART II  
INDIVIDUAL ANALYSIS

Introduction

This section discusses the individual military retirement systems of each selected country, concentrating on non-disability retirement, disability retirement, and reserve retirement. The analyses contain descriptive data obtained within CONUS from the military attaches of each country's embassy. As such, they provide a quick-look comparison highlighting the unique features of each system rather than an exhaustive econometric calculus of cost/benefit ratios. Such an effort, although most desirable, is beyond the precept of this paper.

Australia

Overview

Australian defense policy emphasizes the development of independent and, within resource constraints, increasingly self-reliant defense capabilities. The scope of activity of the Permanent Defence Force is generally limited to adjoining areas in which military deployments by a potentially unfriendly power could allow it to attack or harass Australia or its territories, the Maritime Resource Zone, and the nearer lines of communication. The Australian alliance with the United States under the ANZUS treaty gives substantial grounds for confidence that in the event of a fundamental threat to Australia's security, U.S. military support will be given. However, even though its security may be ultimately dependent upon U.S. support, Australia must be able to mount a substantial national defense effort. The all-volunteer Permanent Defence Force, the Defence Force Reserve, and increased defense expenditures are designed to accomplish this purpose.

The purpose of the Defence Force Reserve, which includes active and inactive personnel, is to contribute to the defense of Australia and its interests in times of defense emergency or war. The active reserves are those with current training obligations, while the inactive reserves are without training obligations. Plans for the reserve forces include a forward deployment mission in the event of mobilization. Normally, a declaration of war would be required prior to the commitment of reserves. There is no retirement plan for reservists, nor are there any recall provisions for retirees.

Non-Disability Retirement

The Australian Defense Force retirement system is delineated in the Defense Force Retirement and Death Benefits (DFRDB) Scheme. For service members retiring on or after 1 October 1972, retirement pay is payable to members who have completed 20 years or more of effective service. Benefits are identical for all branches of the Defense Force.

Retirement pay is calculated as a percentage of the member's annual salary at retirement based on the number of years of effective service. This varies from 35 percent for 20 years of service to 76.5 percent for 40 years of service. Pay is adjusted annually based on the CPI.

The retirement plan is contributory at the rate of 5.5 percent of current salary. Although members do not become vested in the conventional sense, certain officers who have not attained the notional retiring age designated for their rank may retire early. For them, retirement pay is reduced by 3% for each year that their age falls below the notional retiring age. The notional retiring ages for Army Officers (and equivalent ranks) are as follows: Major and below - 42; Lt. Colonel - 45; Colonel and Brigadier - 50, Major General - 52; Lt. General and General - 55.

For late entrant members who have served more than 15 years but less than 20 years and have attained the retiring age for their rank, the percentage varies from 30% for 15 years to 34% for 19 years. There is no vesting for members with less than 15 years service.

Medical care is not provided to retired members at service facilities. Separate contributory health care programs are available. Survivor benefits include five-eighths of the retirement pay for a surviving spouse.

All retired members in receipt of retirement pay may elect, within twelve months from date of retirement, to commute a portion of their retirement pay; that is, receive a lump sum pre-payment of a portion of future retirement pay. The maximum amount that a retired member may commute is four times the annual retirement pay applicable at the date of retirement. When a retired member commutes, the annual rate of retirement pay is reduced by an amount calculated by dividing the lump sum amount received by the retired member's life expectancy at the date the election is made. For example, if a retired male member is 50 years of age on the date his election is made and his lump sum advance is \$20,000 (i.e., annual retirement pay of \$5,000 x 4), his annual retirement pay would be reduced by \$864.68 (i.e., \$20,000 divided by 23.13 which is the average life expectancy of a male aged 50). Commutation does not reduce the pension which would otherwise be payable to a widow, widower, or children if such pensions become due.

#### Disability Retirement

Disability retirement pay is provided only for service connected disabilities actually occurring during war. Interestingly, commutation is not allowed for those members receiving a disability retirement. The reason for this is that, actuarially, the disabled retiree will not live long enough for the government to recover the lump sum pre-payment.

#### Reserve Retirement

There is no retirement plan for reservists.

## Canada

### Overview

The security policies of Canada closely parallel those of the United States. A member of NATO since its inception, Canada shares responsibility with the United States and other allies for the North Atlantic treaty area. Stemming from its membership in NATO, Canada has been an active participant in the Conference on Security and Cooperation and contributes forces to NATO commands in Europe.

U.S.-Canadian military forces have, since 1958, cooperated on continental air defense within the framework of the North American Air Defense Command (NORAD), an integrated, bilateral military command exercising operational control over U.S. and Canadian air defense forces and providing early warning information on possible air and missile attacks on the North American continent. Canada also works closely with the United States in areas of defense research and production.

### Non-Disability Retirement

The Royal Canadian Military Retirement System is based upon three separate legislative acts. Two of these acts, the Canadian Forces Superannuation Act (CFSA) and the Supplementary Retirement Benefits Act (SRBA) apply to non-disability retirement. Under these acts, voluntary retirement is possible provided that at least 20 years of military service are completed. Under these conditions, the early retiree will receive a reduced pension until age 65. Mandatory retirement ages depend upon rank, branch of service and speciality.

Retirement pay is calculated at a rate of 2% of the average annual salary during the best consecutive six year period of pensionable service, not to exceed 35 years. In addition, a lump-sum severance pay is provided upon retirement at the rate of seven days per year not to exceed 210 days. Retirement pay is adjusted periodically in response to changes in the CPI. All annuities and severance payments are subject to taxes.

The retirement plan is contributory at the rate of 7 1/2% of current pay. Retirement becomes vested after 10 years of service. At that time, a retiree may opt for a deferred annuity to commence at age 60 in lieu of the return of his contributions.

Non-disability retirees receive no medical care and must switch upon retirement to commercial health plans at their own cost. Survivor benefits equal 50% of the husband's retirement pay.

Income earned during retirement results in no specific additional taxes or reductions in annuity. If the retiree is employed in the public sector, he has the option of drawing his annuity or crediting his military time toward the public service retirement plan.

### Disability Retirement

Disability retirement is administered under provisions of the Pension Act and CFSA. Pensions paid under the Pension Act are not contributory, taxed or dependent on rank or length of service. Compensation rates vary according to the degree of disability found at periodic medical examinations. An additional pension is also provided for dependent children. Under provisions of CFSA, disability results in an immediate annuity if 10 or more years of service were completed. Otherwise, the retiree will receive the greater of a cash termination allowance or the return of his contributions.

### Reserve Retirement

Military reservists do not participate in the retirement system. The reserves are perceived to be a local "National Guard." Canada does not intend to use reservists in an overseas or combat role.

## Federal Republic Of Germany

### Overview

The security policy of the Federal Republic of Germany (FRG) emphasizes the simultaneous pursuit of detente and maintenance of a strong defensive posture. The mission of the Federal Armed Forces is to act in consonance with other NATO forces to preserve or restore the integrity of the territory of the Federal Republic of Germany.

In view of its heavy industrialization and high population density, the Federal Republic of Germany is extremely vulnerable to any attack. About 30% of its population and 25% of its industrial capacity lie within 200 kilometers of neighboring Warsaw Pact states. Since a sustained battle within the territory of the FRG would be highly destructive, the principles of forward defense and rapid response are of vital importance to the Federal Armed Forces.

The Federal Armed Forces form the largest contingent of conventional NATO forces in Europe. They maintain an overall personnel strength of 495,000 which consists of approximately 13% regulars, 40% volunteers and 47% conscripts. In peacetime, the Army maintains operationally ready combat units which must be prepared to respond to surprise attack. The majority of Army units which rely on mobilization can reach operational status within three days.

The FRG relies on a total of 750,000 reservists in its national defense who comprise the bulk of the territorial army. Its mission is to secure rear echelon areas and provide logistical support to forward elements, thereby

ensuring maximum freedom of maneuver. Reservists additionally will augment active forces as necessary. Each year, approximately 185,000 reservists undergo retraining for short periods of time. Retired military personnel are considered a mobilization asset and are subject to recall in the event of national emergency until age 60.

#### Non-Disability Retirement

Only career military personnel are eligible for retirement. Long term volunteers who have not achieved career status must leave the service by age 40. To be eligible for retirement, career personnel must have served a minimum of 10 years and have reached the mandatory retirement age for the grade obtained. Voluntary early retirement is not permitted. Retirement pay is computed as a percentage of final base pay and duty station allowances. The percentage figure varies between 35% and 75% depending upon years of service. Duty station allowances are determined by rank, number of dependent children and use of on-base housing. Service members do not contribute to the retirement plan nor are there any provisions for vesting. Post-retirement employment results in income which is taxed at substantially higher rates.

Medical care is provided through private practitioners. The retiree is reimbursed for a certain percentage of these costs. Additional medical coverage may be obtained through supplemental health insurance at more favorable group rates. Survivors additionally receive 3000 DM to defray funeral expenses.

#### Disability Retirement

Disability retirement is computed at 75% of the total base pay and allowances at the highest longevity step of the last grade held. These benefits are fully taxable. The injury must be service related.

#### Reserve Retirement

Military reservists do not participate in the retirement system. They do, however, receive extensive compensation to offset up to 90% of any income lost while on active duty. In addition, if the reservist has a business, the government will pay for the personnel or expenses necessary to keep it in operation.

### Japan

#### Overview

It is stipulated in the Self-Defense Forces Law of Japan that the primary mission of the SDF is the defense of Japan against direct or indirect aggression in order to maintain Japan's peace, independence, security, and to

maintain public order. The law strictly limits the scope of military operations and the authority of the SDF, placing it under the direction of the prime minister subject to the approval of the Diet.

According to the Japanese National Defense Program Outline, the SDF will respond immediately and forcefully to discourage any aggressor. Limited aggression will be repelled without outside assistance. In the event that it becomes difficult to repel an enemy unassisted, the SDF is prepared to resist by every possible means until U.S. assistance is obtained. The SDF further recognizes its strategic dependence upon the U.S. nuclear umbrella and has no aspirations in this direction.

Under provisions of the Japan-U.S. Security Treaty, U.S. forces are authorized to use facilities and areas in Japan to maintain peace and security in the Far East. Such an arrangement is essential to the mutual security and interests of both nations.

SDF reserve personnel consist of former SDF personnel who have applied for this status. Their primary mission is to augment the active SDF forces when directed by the Defense Agency Director General, in the event that a mobilization order has been issued. They are national civil servants under a special part-time occupational category who must undergo training for a period not exceeding 20 days each year. They are compensated for this training.

Retired SDF personnel are not considered to be a mobilization asset and therefore are not subject to special recall in the event of national emergency. Military retirement currently accounts for approximately 3.8% of the overall national governmental budget.

#### Non-Disability Retirement

SDF personnel are eligible for early retirement after a minimum of 20 years of completed service. If, however, they elect this option, they will be penalized a percentage of their pension for each year they are below the normal retirement age. Mandatory retirement occurs at ages specified by rank. For reasons unique to Japanese society, retirement at a relatively young age has imposed undue economic hardship upon the retiree. To combat this problem, relief measures in the form of extended retirement ages and employment outplacement have been introduced.

Retirement pay is calculated as a percentage of final military salary. The percentage is based upon years of service with a minimum of 35% at 20 years to a maximum of 75% for 30 years. In addition, there is a terminal grant of four times the final base salary. Retirement pay is periodically adjusted in response to changes in the CPI. The retirement plan is contributory at a rate of 8% of current salary. Eight percent of the resulting pension is tax exempt, reflecting these original contributions. There are no provisions for vesting. Survivor benefits equal 50% of the retiree's pension.



Retired military personnel have exchange privileges. Commissary facilities are not available. Hospitalization is provided through contributory group plans sponsored by the government through private companies.

#### Disability Retirement

Disability retirement is calculated in the same manner as normal retirement. If a member of the SDF is permanently disabled before achieving 20 years of service, he is discharged from active service and is processed under the national disability plan available for all Japanese citizens.

#### Reserve Retirement

There are no provisions for the retirement of reserve SDF personnel.

### United Kingdom

#### Overview

The Armed Forces of the United Kingdom include the regular active duty, the regular reserve, and the volunteer reserve forces. The regular reserves consist of service members with completed active service, members with compulsory reserve obligation, and pensioners. The volunteer reserve and auxiliary force personnel include volunteer ex-service personnel and trained civilians.

#### Non-Disability Retirement

Eligibility for retirement is based upon age, rank and years of service, and there is some variation between the services. For officers, the normal and mandatory retirement age is 55 years. Additionally, officers must have served 34 years. The minimum requirements for early retirement for officers are 37 years of age and 16 years of service. Officers who have at least five years of service by age 26 are eligible for a "preserved" retirement at a reduced rate payable at age 60.

For enlisted, eligibility for retirement requires 22 years of service and 40 years of age. Mandatory retirement for enlisted personnel normally occurs at 27 years of service. Extended service options enable enlisted personnel to extend their careers beyond 22 years of service to age 50.

Retirement pay is 48% of the active duty salary at the highest rank held for two years, and there is a terminal grant of three times the annual pension which is tax free. An additional grant of up to 50% of the actuarially

estimated lifetime pension may be approved. The regular pension is reduced accordingly. For early retirees, the pay scale is stipulated from approximately 27% of the maximum salary for the pay grade at minimum age. The active duty salary is reduced for the imputed cost of retirement. This reduction is 4% for officers and 2.5% for other ranks. Retirement pay is adjusted along with active duty pay adjustments.

Medical and dental care is provided by the National Health Insurance Program. Members are also covered by the Social Security program. Survivor benefits consist of 50% of the pension.

In the event of war, retired officers have at least a moral obligation to return to service. They are not considered to be mobilization assets. Recall of retired enlisted would require approval of Parliament.

#### Disability Retirement

For service connected injury, there is no minimum requirement for disability retirement. For a non-service connected disability, five years service is required. Benefits are based upon the degree of disability for service connected disabilities and years of service for non-service connected disabilities.

#### Reserve Retirement

There is no retirement plan for reservists.

### The Netherlands

#### Overview

The Dutch armed forces are composed of conscripts and volunteers. The volunteers include regular servicemen and short-term volunteers. Career servicemen remain in the services for an indefinite period, while the volunteers commit themselves to a certain number of years of service as reserve personnel.

The reserve includes the short-term volunteers who serve for four or six years, and ex-national servicemen (conscripts) who have volunteered for one to four years of service in the reserve after completing their compulsory service.

#### Non-Disability Retirement

Eligibility for retirement is based upon age and years of service, and there is some variation between the services. The military retirement age is normally 55 years, except for the Navy which is currently 50 years. The age for retirement from the Navy is expected to be 52 years by 1984. The retirement age for all services will eventually be raised to 58.

Annual retirement pay is a percentage of the annual salary at retirement based upon the product of 1.75% of annual salary and the number of years of service. At 40 years of service, the maximum level of 70% of annual salary is reached. During a transition period, 80% of annual salary at age 55 reduces to 70% at age 65.

At age 65, a government pension plan goes into effect. Military retirees continue to receive their retirement pay and receive one third of their normal government pension. Service members contribute 11.7% of their pay toward retirement. After 10 years of service, vesting provisions allow 1.75% of annual salary per year of service to be paid at age 65. There is an annual adjustment of retirement pay for cost of living.

Service members contribute 3% of their pay toward medical care for themselves and 50% of dependent medical care while on active duty. Although this coverage terminates upon retirement, private medical coverage to cover the remaining 50% of dependent care during active duty may be extended to cover the retiree at reduced rates.

There are no recall provisions for retired members.

#### Disability Retirement

Disabled service members are transferred into restricted career fields on active duty where possible. If discharged, they receive a special invalid allowance as part of a national program. Assistance in obtaining a civilian job is also provided.

#### Reserve Retirement

There is no retirement plan for reservists.

### PART III

#### DATA TABULATIONS

The following tables present data relevant to the retirement systems of each of the selected countries. In so far as it is possible, presentation formats have been standardized to facilitate a direct comparison of factors across countries. Variations in the level of detail are due to the quality and quantity of information available through the embassies of the countries in question.

Australia

Population: 15,065,000

Defense Budget:

% of GNP = 2.7%  
% of GDP = 2.9%  
% of CGB = 10.1% (Central Gov't. Budget)

Size of Active Force: 73,247

- o Army
  - Officer -- 4,520
  - Enlisted -- 27,092
  - Cadets -- 1,48733,099 TOTAL ARMY
- o Navy
  - Officer -- 2,227
  - Enlisted -- 13,777
  - Cadets -- 1,30517,309 TOTAL NAVY
- o Air Force
  - Officer -- 3,614
  - Enlisted -- 18,001
  - Cadets -- 1,22422,839 TOTAL AIR FORCE

Size of Reserve Force: 44,067

- o Army
  - Active
    - Officer -- 3,653
    - Enlisted -- 28,600
  - Inactive
    - Officer -- 5,674
    - Enlisted -- 1,74439,671 TOTAL ARMY
- o Navy
  - Active
    - Officer -- 385
    - Enlisted -- 753
  - Inactive
    - Officer -- 976
    - Enlisted -- 1,2243,338 TOTAL NAVY

- o Air Force
    - Active
      - Officer -- 241
      - Enlisted -- 817
    - Inactive
      - Officer -- NOT AVAIL.
      - Enlisted -- NOT AVAIL.
- 1,058 TOTAL AIR FORCE

Non-Disability Retirement:

- o Eligibility
 

|         |            |            |            |            |
|---------|------------|------------|------------|------------|
| Officer | <u>0-6</u> | <u>0-5</u> | <u>0-4</u> | <u>0-3</u> |
| YOS     | 20         | 20         | 20         | 20         |
| AGE     | 55/50      | 50/45      | 45/42      | 45/42      |
|         | (MAX/MIN)  |            |            |            |

|          |            |
|----------|------------|
| Enlisted |            |
| Grade    | <u>ALL</u> |
| YOS      | 20         |
| AGE      | 50/42      |
|          | (MAX/MIN)  |

- o Pay Calculation: Percent of annual pay at highest grade ranging from 35% for 20 YOS to 76.5% for 40 YOS.
- o Contributory: Yes; 5.5% of base pay
- o Cost of Living Adjustments: Yes
- o Unique Features: May elect a commutation of retired pay and receive a lump sum of up to 4 time annual retired pay. Monthly pension is thereby actuarially reduced.
- o Fringe Benefits: Readjustment Pay
  - Up to 10 YOS: 3/10 of 1 month's total pay for each YOS.
  - 10 to 20 YOS: Refund of retirement contribution

- Exchange/commissary: None
- Medical: None
- Education: Vocational training up to 3 yrs.  
prior to retirement on a not-to-  
interfere basis.
- Travel: None
- Tax advantages: None
- Survivor Benefits: 5/8 of pension to spouse; contributory.
- o Mobilization Recall: None
- o Vesting: None

**Disability Retirement:**

- o Special Provisions--cannot receive commutation pay.
- o Pay calculation
  - Class A = 60% or more disability = 76.5% or highest pay.
  - Class B = 30% - 59% disability = Greater of normal  
retirement pay or  
38% of highest pay.
  - Class C = Less than 30% disability = Greater of normal  
retirement pay  
or 1 1/2 times  
contribution.
- o Fringe Benefits:
  - Medical -- Veterans Affairs Department may  
provide hospitalization for war  
service-connected disability.

Tax advantage -- None

Survivor Benefits -- 5/8 of pension to spouse

**Reserve Retirement:**

- o None

Canada

Population: 24,200,000

Defense Budget:

% of GDP = 3%

Size of Active Force: 81,500

Army - 29,000  
Navy - 14,200  
Air Force - 38,300

Size of Reserve Force: 21,260

Army - 17,060  
Navy - 3,250  
Air Force - 950

Size of Retired Community - 22,000 TOTAL

Non-Disability Retirement:

|   |             |             |                |            |            |
|---|-------------|-------------|----------------|------------|------------|
| o | Eligibility |             |                |            |            |
|   | Officer     | <u>0-6</u>  | <u>0-5</u>     | <u>0-4</u> | <u>0-3</u> |
|   | YOS         | 30/20       | 28/20          | 28/20      | 28/20      |
|   | AGE         | 55/55       | 51/51          | 47/47      | 45/45      |
|   |             | (MAX/MIN)   |                |            |            |
|   | Enlisted    | <u>SGTS</u> | <u>CPL/PVT</u> |            |            |
|   | YOS         | 30/20       | 30/20          |            |            |
|   | AGE         | 50/50       | 44/--          |            |            |
|   |             | (MAX/MIN)   |                |            |            |

o Pay Calculation: 2%3 of averaged salary per YOS  
to a maximum of 60%. Base is  
average of 6 highest consecutive  
YOS.

o Contributory: Yes; 6.5% of salary

o Cost of living adjustments: Yes



- o Unique Features: Severance pay of 7 days salary for each year of service up to a maximum of 210 days.
- o Fringe Benefits:
  - Exchange/Commissary: At discretion of local exchange director.
  - Medical: None
  - Education: None
  - Travel: Unknown
  - Tax Advantages: Unknown
  - Survivor Benefits: 50% of pension. Optional contributory Security Insurance Plan or Supplemental Death Benefits.
- o Mobilization Recall: Only if registered; voluntary.
- o Vesting: After 10 YOS, a deferred annuity at age 60 may be elected in lieu of return of contribution.

#### Disability Retirement

- o Special provisions: Must be service connected
- o Pay calculation
  - Compensated at a rate dependent upon extent of disability. YOS is not a factor.
- o Fringe Benefits:
  - Medical: Expenses and pay until return to active duty or transfer to civilian occupation
  - Tax advantages: Payments under Pension Act are tax free.
  - Survivor Benefits: Same as Regular Retirement

#### Reserve Retirement:

- o None

Federal Republic of Germany

Population: 61,665,000

Defense Budget:

Percent of GDP: 3.4%

Size of Active Force: 477,300

|   |            |         |                         |
|---|------------|---------|-------------------------|
| o | Army       |         |                         |
| - | Volunteer: | 155,000 |                         |
| - | Conscript: | 180,000 | 335,000 TOTAL ARMY      |
| o | Navy       |         |                         |
| - | Volunteer: | 25,400  |                         |
| - | Conscript: | 11,000  | 36,400 TOTAL NAVY       |
| o | Air Force  |         |                         |
| - | Volunteer: | 67,900  |                         |
| - | Conscript: | 38,000  | 105,900 TOTAL AIR FORCE |

Size of Reserve Force: Unknown

|   |                         |
|---|-------------------------|
| o | Army - 750,000          |
| o | Navy - Unavailable      |
| o | Air Force - Unavailable |

Size of Retired Community: Unavailable

Non-Disability Retirement:

|   |             |            |            |            |            |
|---|-------------|------------|------------|------------|------------|
| o | Eligibility |            |            |            |            |
|   | Officer     | <u>0-6</u> | <u>0-5</u> | <u>0-4</u> | <u>0-3</u> |
|   | YOS         | 10         | 10         | 10         | 10         |
|   | AGE         | 58         | 56         | 54         | 52         |
|   | Enlisted    |            |            |            |            |
|   | GRADE       | <u>ALL</u> |            |            |            |
|   | YOS         | 10         |            |            |            |
|   | AGE         | 50         |            |            |            |

|   |                  |                                                              |
|---|------------------|--------------------------------------------------------------|
| o | Pay calculation: | Percent varies by YOS from 35% for 10 YOS to 75% for 35 YOS. |
|---|------------------|--------------------------------------------------------------|

- o Contributory: No
- o Cost of Living Adjustments: No; adjusted with  
with active duty  
pay raises.
- o Unique Features:
  - Long term volunteers without career status must leave service by age 40 with a tax free separation bonus equal to 75% of pay for 6 MO. plus 4 times last 1 month's salary.
  - Social security not applicable to active duty military personnel. Members receive social security credit for service upon separation.
  - Military retirement not funded via the defense budget
- o Fringe Benefits:
  - exchange/commissary: None
  - Medical: 50% coverage at private facilities
  - Education: Books, tuition and fees plus 75% of last month's pay for 3 yrs.
  - Travel: None
  - Tax advantages: None
  - Survivor Benefits: 60% of retired pay plus 12% for each minor child, plus one-time payment equal to 2 MO. active duty pay.
- o Mobilization Recall: Yes, to age 60.
- o Vesting: None

**Disability Retirement:**

- o Special Provisions: Service connected over 10 YOS is same as normal retirement
- o Pay calculation: Under 10 YOS, 75% of base pay and allowances.

o **Fringe Benefits:**

- **Medical: None**
- **Tax advantages: None**
- **Survivor Benefits: 60% of highest pay.**

**Reserve Retirement:**

- o **None**

Japan

Population: 118,519,000

Defense Budget:

% of GNP = .93%

% of CGB - 5.2% (Central Gov't. Budget)

Size of Active Force: 245,000

- o Army - 155,000
- o Navy - 45,000
- o Air Force - 45,000

Size of Reserve Force: 43,600

- o Army - 43,000
- o Navy - 600
- o Air Force - NONE

Non-Disability Retirement:

- o Eligibility

| Officer | <u>0-6</u> | <u>OTHERS</u> |
|---------|------------|---------------|
| YOS     | 20         | 20            |
| AGE     | 54/53      | 53/50         |
|         | (MAX/MIN)  |               |

Enlisted

| <u>GRADE</u> | <u>ALL</u> |
|--------------|------------|
| YOS          | 20         |
| AGE          | 53/50      |
|              | (MAX/MIN)  |

- o Pay Calculation: Varies from 35% for 20 YOS to 70% for 40 YOS.
- o Contributory: Yes; 8% of salary
- o Cost Of Living Adjustment: Yes

- o Unique Features:
  - Pensions are 3.8% of Gov't. Budget
  - Not funded in Defense Budget
- o Fringe Benefits:
  - Exchange/commissary: Exchange only
  - Medical: Contributory private group health insurance sponsored by the Government.
  - Education: None; outplacement available
  - Travel: None
  - Tax advantages: 8% of pension is exempt.
  - Survivor Benefits: 50% of pension
- o Mobilization Recall: No
- o Vesting: No

Disability Retirement:

- o Special provisions: If unable to serve until normal retirement, discharged to the state welfare system.
- o Pay calculation: Same as regular retirement
- o Fringe Benefits: None

Reserve Retirement:

- o None

United Kingdom

Population: 55,965,000

Defense Budget

% of GDP = 4.9%

% of CGB = 15% (Central Gov't. Budget)

Size of Active Force: 321,400

|   |           |                     |                        |
|---|-----------|---------------------|------------------------|
| o | Army      |                     |                        |
|   |           | Officer -- 17,500   |                        |
|   |           | Enlisted -- 143,500 | 161,000 TOTAL ARMY     |
| o | Navy      |                     |                        |
|   |           | Officer -- 9,500    |                        |
|   |           | Enlisted -- 54,600  | 64,100 TOTAL NAVY      |
| o | Air Force |                     |                        |
|   |           | Officer -- 15,000   |                        |
|   |           | Enlisted -- 73,700  | 88,700 TOTAL AIR FORCE |
| o | Marines   |                     |                        |
|   |           | Officer -- 700      |                        |
|   |           | Enlisted 6,900      | 7,600 TOTAL MARINES    |

Size of Reserve Force: 286,800

|   |           |                             |                        |
|---|-----------|-----------------------------|------------------------|
| o | Army      |                             |                        |
|   |           | Regular Reserves = 139,600  |                        |
|   |           | Volunteer Reserves = 70,200 |                        |
|   |           | Ulster Defense = 7,400      | 217,200 TOTAL ARMY     |
| o | Navy      |                             |                        |
|   |           | Regular Reserves = 25,900   |                        |
|   |           | Volunteer Reserves = 5,400  | 31,300 TOTAL NAVY      |
| o | Air Force |                             |                        |
|   |           | Regular Reserves = 28,500   |                        |
|   |           | Volunteer Reserves = 6,000  | 35,500 TOTAL AIR FORCE |
| o | Marines   |                             |                        |
|   |           | Regular Reserves = 2,100    |                        |
|   |           | Volunteer Reserves = 1,000  | 3,100 TOTAL MARINES    |

## Non-Disability Retirement

- o Eligibility
  - Officer      ALL
  - YOS          34/16
  - AGE          55/37
  - (MAX/MIN)
  
  - Enlisted     ALL
  - YOS          27/22
  - AGE          40
  - (MAX/MIN)
- o Pay Calculation: Pension varies from 27% of highest salary for 16 YOS to 48% for 34 YOS.
- o Contributory: Yes, active duty salary reduced for imputed cost (officers = 4%, enlisted = 2.5%).
- o Cost Of Living Adjustments: No, adjusted with active duty salaries.
- o Unique Features:
  - Retirement costs are completely funded by annual appropriations within the defense budget
  - Terminal grant is 3 times annual pension tax-free. Additional grant can be up to 50% of actuarially estimated lifetime pension. This reduces pension by 50%.
- o Fringe Benefits:
  - Exchange/Commissary: None
  - Medical: Provided by Britain's National Health Insurance Program.
  - Education: Special vocational or training instruction available; varies with YOS.  
  
8-12 YOS = 1 yr.  
Above 12 YOS = 1 1/2 yr.



- Travel: Unavailable
- Tax advantages = Terminal grant tax-free
- Survivor Benefits = 50% of pension
- o Mobilization Recall:
  - Officers Have an implied obligation to serve if called.
  - Enlisted recall requires an act of parliament.
- o Vesting: 5 YOS provides a deferred annuity at age 60.

Disability Retirement:

- o Pay calculation:
  - Service connected based on degree of disability (10% - 100%).
  - Non-service connected based on YOS. Must have achieved at least 5 YOS to qualify.
- o Fringe Benefits:
  - Tax advantages = Non-taxable
  - Survivor Benefits = 90% of pension plus a minor children's allowance

Reserve Retirement:

- o None

### The Netherlands

Population: 14,178,000

#### Defense Budget:

% of GNP = 3.4%  
% of GDP = 3.2%  
% of CGB = 9.5% (Central Gov't. Budget)

#### Size of Active Force: 104,000

- o Army = 67,100
- o Navy = 17,000
- o Air Force = 19,000
- o Inter-Service organization = 1,000

#### Size of Reserve Force: 171,000

- o Army = 145,000
- o Navy = 20,000 (9,000 for immediate recall)
- o Air Force = 6,000

#### Non-Disability Retirement

- o Eligibility
  - Officer ALL
  - YOS 40/30
  - AGE 55
  - Enlisted ALL
  - YOS 40/30
  - AGE 55
- o Pay calculation:
  - 1.75% of annual salary times YOS.
- o Contributory: Yes; 11.7% of salary.
- o Cost of living adjustments: Yes
- o Unique features:
  - Transition period from age 55 to 65.
  - 80% of pay at age 55 decreased to 70% at age 65.

- Transition period is funded within Defense Budget. After age 65, payment is made through the civilian national pension plan.

o Fringe Benefits:

- Exchange/Commissary: None
- Medical: For active duty, 3% of salary is contributed for 50% dependent care. On retirement this converts to a private group plan for the member.
- Education: None
- Travel: None
- Tax advantages: None
- Survivor Benefits: Lump sum tax free payment of 3 mo. salary plus monthly payments:
  - 80% of salary if killed in line of duty
  - 70% of salary if killed not in line of duty

o Mobilization Recall: No

o Vesting: After 10 YOS, 1.75% of salary per year payable at age 65.

Disability Retirement:

- o Special provisions: Kept on active duty in a limited duty capacity at all possible
- o Pay calculation: 1.75% of annual salary to age 55. Then transferred to National Invalid Allowance.
- o Fringe Benefits: No Difference

Reserve Retirement

- o None

# SUMMARY OF FOREIGN MILITARY NON-DISABILITY RETIREMENT SYSTEMS

x = YES

| COUNTRY RETIREMENT CHARACTERISTICS                    | AUSTRALIA | CANADA | FRG | JAPAN | UK | NETHERLANDS |
|-------------------------------------------------------|-----------|--------|-----|-------|----|-------------|
| Eligibility Determined By:                            |           |        |     |       |    |             |
| Age                                                   | x         | x      | x   | x     | x  | x           |
| Grade/Rank                                            | x         | x      | x   | x     | x  | x           |
| Years of Service                                      | x         | x      | x   | x     | x  | x           |
| Compensation Determined By:                           |           |        |     |       |    |             |
| Age                                                   | x         |        |     | x     |    |             |
| Current Salary in Grade/Rank                          | x         | x      | x   | x     | x  | x           |
| Years of Service                                      | x         | x      | x   | x     | x  | x           |
| Compensation Composed Of:                             |           |        |     |       |    |             |
| Periodic Annuity                                      | x         | x      | x   | x     | x  | x           |
| Lump Sum Payment                                      | x         | x      | 1   | x     | x  |             |
| Vesting (Less Than Full Career With Deferred Annuity) |           | x      |     |       | x  | x           |
| Contributory Retirement Plan                          | x         | x      |     | x     | x  | x           |
| Cost of Living Adjustments By:                        |           |        |     |       |    |             |
| National Price Index (CPI)                            | x         | x      |     | x     |    | x           |
| Active Military Pay Adjustments                       |           |        | x   |       | x  |             |
| Retirement System Funded Through:                     |           |        |     |       |    |             |
| Defense Budget                                        | x         | x      |     |       | x  | x           |
| Social Welfare Budget                                 |           | x      | x   | x     |    | x           |
| Dependent Survivor Benefits Are:                      |           |        |     |       |    |             |
| Percent of Original Pension                           | x         | x      | x   | x     | x  | x           |
| Lump Sum Payment                                      |           |        | x   |       |    | x           |
| Contributory                                          | x         | 2      |     |       |    |             |
| Medical Care Provided To:                             |           |        |     |       |    |             |
| Retiree                                               | 3         | 3      |     |       |    | 4           |
| Dependents                                            |           |        |     |       |    | 4           |
| Fringe Benefits:                                      |           |        |     |       |    |             |
| Exchange Privileges                                   |           | x      |     | x     |    |             |
| Post-Retirement Education                             |           |        | x   |       | x  |             |
| Transportation (Special Rates)                        |           |        |     |       |    |             |
| Subject to Recall                                     |           | 2      | x   |       | 2  |             |

NOTES: 1 - Early Separation 2 - Voluntary 3 - Service Connected 4 - Contributory

## APPENDIX A

### Selected Bibliography

- Defense Agency of Japan. Defense of Japan 1982, Trans. The Japan Times, LTD.
- The Kingdom of the Netherlands. Foreign Policy, Ministry of Foreign Affairs. DCV/VK 79 20.
- The Kingdom of the Netherlands. Defence, Ministry of Foreign Affairs. DVL/VK 81 19.
- Lieutenant Colonel A. J. van Vuren, Royal Netherlands Army. "The Royal Netherlands Army Today". Military Review, Vol. LXII, Apr., 1982. pp. 13-28.
- Her Majesty's Stationery Office. Statement on the Defense Estimates 1982, Volumes I and II London: 1982.
- United States Department of State. Background Notes: Canada, Government Printing Office: October, 1979.
- The Conference Board. "Economic Road Map No. 1858: Canada." New York: July, 1979.
- Government of Canada. A Digest of Canadian Forces Retirement Benefits, Ottawa: A-FN-109-001/ID-001
- Australian Government Publishing Service. Defense Report 1981-82, Canberra: 1982.
- Directorate of Public Relations, Department of Defence. "Defence News Release No. 16/83". Canberra: 29 April 1983.
- "The Defence Force Retirement and Death Benefits Scheme." Melbourne: Advocate Press, 1973.
- Australian Information Service. Australia Handbook 1982-83, Canberra: 1982.
- Information and Press Office, Federal Ministry of Defense. "Bundeswehr: The Federal Armed Forces Facts and Figures". Bonn: 1981.
- Ragnhild Sohlberg. "Manpower Procurement Policies, Ground Forces Structures, and Registration Systems: Denmark, The Federal Republic of Germany, Norway, and the United Kingdom." Monterey: Naval Postgraduate School, 1981.

General Accounting Office. "Preliminary Analysis of Military Compensation Systems in the United States and Five Other Countries." Washington, D.C.: 1980.

M.H. Rosen and I. Heymont. "Review and Analysis of Selected Foreign Reserve Systems." McLean, Va.: Research Analysis Corporation, 1972.

Irving Heymont. "Analysis of the Army Reserve Systems of Israel, Canada, United Kingdom, Federal Republic of Germany, and the Netherlands." McLean, VA: General Research Corporation, 1977.

"The Military Balance 1982/83." London: International Institute for Strategic Studies. Reprinted in Air Force Magazine, Vol. 65, No. 12, Dec. 1982, pp. 61-151.

Office of the Secretary of Defense. "The Third Quadrennial Review of Military Compensation, Volume IX: Reserve Compensation, Sample Foreign Pay Systems." Washington, D.C.: 1976.

## APPENDIX B

### Points of Contact

Captain Sumihiko Kawamura  
Japan Maritime Self-Defense Force  
Naval Attache  
Embassy of Japan

Colonel Hiromichi Muromoto, Dr. Eng.  
Defense Attache (Army)  
Embassy of Japan

Rear Admiral Jan J. Leeftang  
Netherlands Defense and Naval Attache  
Royal Netherlands Embassy

Colonel M.W. Hindricks  
Air Attache  
Royal Netherlands Embassy

Lieutenant Colonel Tummers  
Army Attache  
Royal Netherlands Embassy

Captain E.A. Macewan  
Defence Attache (Navy)  
Embassy of Canada

Major Smart  
Defense Attache (Army)  
Embassy of the United Kingdom

Air Vice Marshal J.W. Newham  
Office of Australian Defence Staff  
Embassy of Australia

Lieutenant Colonel Bruce Scrivenor  
Defence Attache (Army)  
Embassy of Australia

Colonel Wilfried R. Sheffer  
Military Attache  
Embassy of the Federal Republic of Germany

Lieutenant Colonel Rudolf J. Kueper  
Assistant Military Attache  
Embassy of the Federal Republic of Germany

Curtis L. Gilroy  
Chief, Personnel Policy Research Group  
U.S. Army Research Institute

H. Wallace Sinaiko  
Smithsonian Institution

Lieutenant Colonel Vales, USAF  
Defense Intelligence Agency (JSJ)



ADDENDUM

The Soviet Union

The following information has been provided by the Defense Intelligence Agency, Directorate for Research, in response to an inquiry by the National Defense University.

## The Soviet Union

### Overview

The composition of the active and reserve components of the Soviet Armed Forces is markedly different from those of the United States and other western military forces. The military manpower policy of the Soviet Union is to maintain a relatively small, long-term politically-reliable, professional officer corps in order to train large numbers of inducted conscripts serving required military obligations of 2 or 3 years. The Soviet equivalent of the US military's career Non-commissioned Officer Corps is nearly non-existent in terms of the USSR's total military manpower; however, the Soviet Warrant Officer program, although small, is increasing. The percentage of commissioned officers, conscripts, career NCO's, and warrant officers in each Soviet force component (Army, Navy, Air Forces, Strategic Rocket Forces, and Air Defense Forces) varies based on the complexity of new equipment, living and working conditions, and the rewards and benefits offered by each branch of the Soviet armed services. Most extended NCO's and warrant officers are found in the Soviet Air Forces, Strategic Rocket Forces, and Navy rather than in the Ground Forces or Naval Infantry.

Extended non-commissioned officers receive no pay for their rank, but are paid according to their "position." However, commissioned officers and warrant officers receive pay for both rank and position. There are a variety of other "pays and allowances" added to these base compensations, but it is position and rank pay upon which retired pay is based at the time of mandatory removal from active service. In addition to their base pay (position pay/rank pay), Soviet commissioned officers, warrant officers, and extended NCO's receive longevity pay for their length of service beginning the second year of active duty for officers and after the 2 or 3 year mandatory conscript service for extended NCO's. The longevity schedule is calculated as a fixed percentage of base pay.

### Non-Disability Retirement

In the Soviet Union, a member on active duty in the Armed Forces qualifies for a retirement annuity after 25 years of credible service. Specifically, how the Main Personnel Directorate in the Soviet Ministry of Defense credits accelerated longevity for hardship or hazardous assignments remains unknown. The monthly annuity of a retired serviceman's pension is based upon his rank and position pay if a commissioned or warrant officer, and position pay for extended NCO. Very few active duty servicemen remain NCO's if they decide to make the military a career, but attempt to become warrant officers or commissioned officers if they are not too old.

The Soviet pension system appears to be highly complex and designed to assist those citizens who are too old to help themselves, or have no one left to support them. The payment of allowances to active duty servicemen and their families covers the cost of specific services, or compensates the servicemen for personal or additional expenses in relocating, supporting an increased family (including an extended family), and funeral and burial expenses for family members.

Although a Soviet citizen may qualify for more than one state pension under military and civilian regulations, only one pension will be granted based on the individual's choice. Individuals, who prior to being drafted, worked in mines or in hazardous or harsh work environments are entitled to privileged pensions (additional compensation for equal time at work). All Soviet citizens who are entitled to a state pension may apply for their annuity any time after the right to the pension starts without any time limitations. Additionally, state pensions, whether derived from military or civilian service, are tax free.

The Soviet government provides state pensions to the families of servicemen killed on active duty. The serviceman's family includes children, brothers, sisters, and grandchildren 16 years old or less (18 years old if a student); father, mother, wife, or husband age 55-60 (60 for men, 55 for women); the parents or spouse of a deceased servicemen, regardless of age, if they (parents or spouse) have responsibility for the care of children 8 years old or less; grandfather and/or grandmother when no person exists who, according to law, must support them.

#### Disability Retirement

For incapacitated Soviet servicemen, there is a complex invalid categorization system on which state pensions are established by the Commission on Pensions. This system has been devised to insure that full and complete civilian and military labor credit has been given the individual, while at the same time not overcompensating him for injuries that have healed or disabilities which have been rectified. Additional pension compensation is given to those individuals residing in rural areas, caring for other incapacitated veterans, awarded the Order of Glory of all three classes, or remaining on active duty with an acceptable disability.

For permanent disabilities incurred on active duty, servicemen have the right to a pension if the disability occurred while on, or as a result of, active duty or within 3 months after discharge from active duty. Pensions are also extended to former Soviet partisans and their families, and to civilian workers and employees partially or completely disabled as a result of wounds, sickness, or mutilations encountered in a region of military actions. The amount of the pension is dependent upon the type and cause of incapacitation, type of work performed, and income before entering active duty.

#### Reserve Retirement

The structure of the Soviet military reserve forces are significantly different than those in the United States. In the USSR, there are no organized military reserve units, nor are there any provisions for qualifying for a retirement annuity after serving a specified number of years in the Soviet military reserve system. Being in the Soviet military reserves and susceptible to unannounced periodic call-ups is viewed officially as an obligation of Soviet citizenship, and not as a "second career" or "part-time job."

# COMPARISON OF MILITARY COMPENSATION SYSTEMS

## I. MILITARY COMPENSATION

|                       | US                                                                                                                                    | U. K.                                                                                                                                                            | Canada                                                                                                                                                    | Federal Republic of Germany                                                                                                                                        | Sweden                                                                              | Japan                                                                                 | Australia                                                                                                                                                                |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Compensation Base     | Pay and Allowances.                                                                                                                   | Salary includes X-Factor for recognition of conditions of service - 10% men - 5% women.                                                                          | Salary includes 4% Factor for recognition of conditions of service.                                                                                       | Draftee pay & allowances: Career pay + duty station allowance & children's allowance. Same pay scale as Civil Service employees.                                   | Regional salary same as public service pay scales. 3 year longevity step increases. | Basic pay and allowances.                                                             | Salary plus service allowance. (See X Factor)                                                                                                                            |
| Quarters Allowance    | When gov't qtrs. not provided. Single Off. \$120-255 EM \$ 66-144 Married Off. \$156-319 EM \$116-204                                 | Included in salary <sup>2</sup> monthly charges for gov't qtrs based on rank and type of qtrs. Eligible for excess rent allowance when gov't qtrs not available. | Included in salary. Monthly charges for gov't qtrs. not to exceed 20% gross salary. Metered utilities when possible.                                      | Duty Station Allowance varies with rank, number of dependents 3 Single-394-564 DM Married-186-670 DM/mo.                                                           | Included in salary. No charge for qtrs on board ship or in the field.               | Officers & Enlisted Above SSOT max. ¥8,000 monthly, varies with rental paid and rank. | Included in salary if gov't qtrs not occupied, entitled to a subsidy if rented qtrs exceed an amount specified for individual's rank. Charges for gov't qtrs subsidized. |
| Subsistence Allowance | Officers \$53.05/mo. Enl. \$75.90/mo. Separate & leave rations; in-kind not available \$85.50/mo. Emergency-\$113.70/mo. <sup>1</sup> | Included in salary. Wkly charge for single servicemen £5-11. Eligible for meals out allowance + missed meal payment. <sup>4</sup>                                | Included in salary. Deductions for rations provided Officer- \$C93.41 EM \$C69.87 Single members at sea or in field \$C54.64 <sup>5</sup> (Monthly rates) | Included in duty station allowance except draftees furnished meals or reimbursed daily 4.00 DM. Purchase meal tickets for specific meals in advance 4.00 DM daily. | Included in salary, no charge for meals aboard ship or in field.                    | Officers - none EM provided rations on ships or at bases.                             | Included in salary. Charges are significantly less than the actual cost of providing meals and accommodations.                                                           |

- 1 Rates effective 1 October 1975.
- 2 No charge for quarters provided aboard ship or in the field or when entitled to a separation expense.
- 3 Rates effective 1 January 1975.
- 4 No charge for meals (1) while on leave 48 hours or more (2) serving at sea or in the field for two nights or more (3) when they live (out) off base. Rates effective 1 April 1976.
- 5 Rates effective August 1976.

# I. MILITARY COMPENSATION (Cont'd).

|               | U.S.                                                                                                                                                   | U.K.                                                                                                                 | Canada                                                                                                  | Federal Republic of Germany                                                                                         | Sweden                                                                         | Japan                                                                                      | Australia                                                                                                                                                                                     |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tax Advantage | Quarters & Subsistence allowance not taxable. Uniform allowances and Hostile Fire Pay not taxable.                                                     | Officers uniform maintenance relief of £100/yearly from tax.                                                         | Benefit exists. Non-quantifiable.                                                                       | Extra performance tax exempt, i.e., flight pay, sea pay, sub, jump & overtime pay up to 24,000 DM/yr.               | None.                                                                          | Qtrs. & Subsistence allowances not taxable.                                                | Salary tax exempt when serving in a combat area. <sup>1</sup>                                                                                                                                 |
| Annual Leave  | Annual Leave 2 earned at the rate of 2 1/2 da/mo. 30 calendar da/yr. maximum ceiling of 60 da. unless in foreign area where there is hostile activity. | Officers 42 days/yr. EM 30 days. Senior NCO's 42 days/yr. (Calendar days)                                            | Officers 30 days/yr. EM 30 days/yr. (working days) Saturdays, Sundays & Holidays do not count as leave. | Varies with age & rank - min. 21 days/yr. max. 36 days/yr. + two 5 day extra compensation leaves & holiday periods. | 24-40 days/yr. max. varies with grade/age. Sundays do not count as leave days. | 2 days/mo. or 24 days/yr. Do not count Sunday and only 1/2 day for Saturday as leave days. | 20 days/yr. recreation leave. Do not count Saturdays, Sundays or public holidays. Also grant travel time to & from leave + 10 day/yr. for Aviators & sea going pers. for remote area service. |
| Holidays      | 9 Holidays with pay per year.                                                                                                                          | 7 days per year.                                                                                                     | 12 days per year.                                                                                       | Average 12 days per year. Variable by State.                                                                        | 9 days per year.                                                               | 19 days/yr. include 6 days New Years.                                                      | Varies by state. Approx 11 da/yr.                                                                                                                                                             |
| "X" Factor    | None.                                                                                                                                                  | Included in salary, in recognition of conditions of service, total commitment, Code of discipline, 10% men 5% women. | 4% added to rates of pay for LTC and all ranks below.                                                   | None.                                                                                                               | None.                                                                          | None.                                                                                      | \$A950 (\$1280.05) yr. fully taxable to all members except some Junior categories & members receiving consolidated pay (Star ranks) <sup>3</sup>                                              |

- 1 Exemptions for isolation, unpleasant living conditions and climate when posted for Singapore, Malaysia and Papua and New Guinea
- 2 Receive full pay and allowances for time absent as annual leave. Enlisted receive accumulated leave payments upon reenlistment
- 3 Except (a) Cadets and Apprentices (b) General Officers, Brig. Maj. & Lt. Gen Medical & Dental Officers LTC to Maj. Gen.

ATCH 1

I. MILITARY COMPENSATION (Cont'd)

|                | U.S.                                                                                                               | U.K.                                                                                                              | Canada                                                                                                                                | Federal Republic of Germany                                                                                                                                                                 | Sweden                                                                                                                                           | Japan                                                                                                  | Australia                                                                          |
|----------------|--------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Other          |                                                                                                                    | Married benefits<br>Free food in mess.<br>Free single accommodations. Family maintenance grant when living apart. | Travel & moving entitlements, same for military as public service employees                                                           | Special Christmas bonus, a 13th full month's pay.                                                                                                                                           | Grade A-19 (U.S. equivalent E-9, O-2) and below, weekend, holiday & overtime pay over 42 hr/wk. Night differential pay or compensatory time off. | Commuting allowance reimbursement, max. ¥7000 if more than ¥5000 reimbursement 1/2 excess to max. amt. | Command Money (Navy) Seagoing vessels, i.e., SubLt \$A146/yr Capt. & CDR \$A730/yr |
| Reserve Forces | Drill pay awarded on basis of one day's basic pay for each drill period. Retirement system available after age 60. | Annual duty 2 weeks at same salary rate as active duty personnel. Retire at age 55. No special pension.           | No special pension. Drill pay, 6 hours or less; 6 hours or more, same salary rate as active duty personnel for 2 weeks duty annually. | Reserve Pay. Dependents Support allowance which is computed as follows:<br>70% of net civilian pay for single members - 90% of net civilian pay for married members.<br>No special pension. | Unknown.                                                                                                                                         | Unknown                                                                                                | Unknown                                                                            |

1 Reserves on active duty receive same pay and allowances, and special incentive pays as active duty personnel.

# II. SUPPLEMENTAL BENEFITS

|                           | U.S.                                                                                                                                                                                              | U.K.                                                                                                                                                                                  | Canada                                                                                                                                                | Federal Republic of Germany                                                                                                                                                                                                     | Sweden                                                                       | Japan                                                                                                        | Australia                                                                                                                                                                                    |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Medical Care (Active)     | Provided full medical & dental care for active duty members.                                                                                                                                      | Free medical/dental service under national health acts. Provided from service or civilian sources.                                                                                    | Provided full medical and dental care at no cost.                                                                                                     | Provided full medical & dental care at no cost.                                                                                                                                                                                 | Provided full medical/dental care under national health plan.                | Provided full medical & dental care. No cost to service member.                                              | Only the service person is provided full medical and dental care at no cost.                                                                                                                 |
| Medical Absence           | Granted as necessary. Pay and allowances continue.                                                                                                                                                | Granted as necessary. Salary continues.                                                                                                                                               | Adequate and reasonable time off is provided to meet most employee needs. Salary continues.                                                           | Granted as necessary, pay and allowances continue.                                                                                                                                                                              | Granted as necessary, salary continues.                                      | Receive reduced pay 80% married- 60% single. Max. 3 yr TB convalescence, 6 mo. other reasons.                | Granted as necessary, salary continues.                                                                                                                                                      |
| Medical Care (Dependents) | Provided at service facilities where available and if not available through civilian providers. Costs range from no costs at Service facilities to 20% above \$100 max. per family under CHAMPUS. | Pay weekly "national insurance". An almost free medical/dental service provided under national health acts. pay certain charges for drugs, dental, spectacles at civilian facilities. | Charges for inpatient and outpatient care covered by Provincial Health Ins. Plans. Provided emergency care where no adequate civilian care available. | Member reimbursed 55% + 5% each child max. 75%. An additional 15% when hospitalized. Gov't provides private health insurance. Service men & dependents may carry supplemental ins to provide full coverage.                     | Provided under national health plan; portion of income tax pays for coverage | Provided under defense welfare association member pays 1/2 actual medical care costs. No cost to join assoc. | Dependents & retired not provided care at service facilities except emergencies. May participate in contributory insurance type program, i.e., Army Health Benefit Society or Medibank plan. |
| Medical Care (Retired)    | Provided at service facilities where available and, if not available, under CHAMPUS through civilian providers. Costs range from no cost to 25% of costs for CHAMPUS inpatient care.              | Medical/dental care provided under national health acts. Provided from civilian resources; dependents eligible.                                                                       | Provincial Health Ins. & Group Surgical & Medical Ins. Plan. Dependents eligible. After age 65 all medical care is free.                              | Private health ins. provided at no cost. Member reimbursed 55% to 75% depending on marital status & number of dependents. An additional 15% reimbursed when hospitalized. May carry supplemental ins. to provide full coverage. | Provided under National Health Plan.                                         | None provided. May join National Health Insurance. After age 65 all medical care is free.                    | Dependents & retired not provided care at service facilities except emergencies. May participate in contributory insurance type program, i.e., Army Health Benefit Society or Medibank plan. |

## II. SUPPLEMENTAL BENEFITS (Cont'd)

|                  | U.S.                                                                                                                                  | U.K.                                                                                                                                               | Canada                                                                                                                                                                                   | Federal Republic of Germany                                                                                                  | Sweden                                                                                 | Japan                                                                                            | Australia                                                                                                                  |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Health Insurance | Personal Matter for additional coverage.                                                                                              | National Insurance weekly deduction cost sharing also covers old age pension.                                                                      | Dependents, Active Duty - 50/50 cost sharing, member/government.                                                                                                                         | Provided by Gov't at no cost to serviceman. <sup>1</sup> May take full coverage supplement.                                  | Everyone covered under National Health Plan.                                           | Provided Active duty member & dependents. Retired must pay for insurance to age 65.              | All Australians receive free medical treatment under MEDIBANK PLAN.                                                        |
| Life Insurance   | SGLI max. coverage \$20,000. Convertible to Vet's GLI upon separation or retirement. <sup>2</sup>                                     | No gov't insurance services. Contract for group ins. with private companies.                                                                       | Supplementary death benefit plan mandatory. Monthly contributions by member \$5 for ea. \$C250 of annual salary, max. insurance coverage nearest \$C250 above salary. Retirees eligible. | No gov't insurance. May take group coverage.                                                                                 | Gov't provides & military union also provides additional group coverage.               | All pay ¥1003 monthly for ¥360,000 coverage, depending on cause of death up to ¥580,000.         | Personal matter, however, reimbursed up to \$A150/year for conditions of service employment.                               |
| Social Security  | 1976 deduction of 5.85% of monthly basic pay up to maximum annual contribution of \$895.05. <sup>4</sup>                              | Subject to adequate contributions. Entitled to flat rate of benefits & dependents eligible.                                                        | Canada Pension Plan max. 1.4% x \$C7500 \$C135 does not supplement retirement pension, benefits deducted from retired pay. Payment included in pension contributions.                    | Not applicable. Covered by disability health survivor benefits and pension. <sup>5</sup>                                     | Levy on income. Old age benefits payable - age 65. Benefits deducted from retired pay. | Nona.                                                                                            | Social Ins. Old age pension - need related. Military retired pay over minimums. Therefore do not receive old age pensions. |
| Retirement       | 1 Non-contributory funded, by annual appropriation, Min. 20 yrs ser. 50% base pay. Max. 30 yrs ser. 75% final base pay. CPI adjusted. | Non-contributory. Funded by annual appropriation, 6 Pension + 3 yr. tax free gratuity upon retirement. Adjusted annually based on active duty pay. | Contributory. Employees 7%. Contributions include SS payments. Adversely sound. Gov't 1.8% + fund deficiencies. Pension based on best consecutive 6 years service.                       | Non-contributory. Min. 10 yrs 35% Max. 35 yrs 75% of terminal pay and some allowances. Retired pay adjusted with active pay. | Non-contributory. Retirement age 60-65 years. 67% salary. CPI adjusted.                | Officer 40% EM 35% 20 yr/ser. Max. pension 70% 40 yrs service Minimum pension ¥302,400 per year. | Contributory. 5.5% base pay. Min 20 yr ser. 35% Max 40 yr ser. 76.5% of terminal pay. Retired pay adj. with active pay.    |

<sup>1</sup> Member reimbursed 55% + 5% each child, to maximum of 75%. An additional 15% reimbursed when hospitalized.

<sup>2</sup> Only extra cost attributable to extra hazards of service paid by government.

<sup>3</sup> Additional policies may be subscribed to, up to 40 policies by each member, at a cost of ¥100/month per policy.

<sup>4</sup> Deductions range from E-1 \$21.13/month; to O-10 \$184.24/month until maximum annual contribution reached.

<sup>5</sup> For personnel leaving military service prior to retirement, government pays coverage for period of active duty.

<sup>6</sup> Benefits by any rise in Basic pay and receives Cost of Living Protection.



# **APPENDIX A**

## **LEGISLATIVE BACKGROUND**



LEGISLATIVE HISTORY OF THE  
UNIFORMED SERVICES RETIREMENT SYSTEM

I. NON-DISABILITY.

A. ACTIVE DUTY (REGULAR AND NON-REGULAR).

1. Officers. Except for an 1855 statute that provided for the compulsory retirement of certain Navy officers, there was no legislative authority before 1861 that provided for either the voluntary or the involuntary retirement of active duty members of the armed forces from military service. The effect of this lack of authority was described many years later in a Congressional study of Army retirement:

The unsatisfactory personnel conditions in the Regular Army which prompted these repeated recommendations of the War Department that Congress provide some form of retirement for the Regular Army were emphasized during the field service required over the period 1812-1861. While the law provided a pension of one-half pay for disabled officers, there existed no provision for compulsory separation from active service of old and disabled officers', there was no limit to active service save by dismissal or resignation of the officer. Thus, an officer could remain on active duty until death, despite incapacity due to old age, physical disability, etc. In consequence, many junior officers exercised commands in the field beyond their rank, the old and disabled officers who should have exercised these commands being left behind--often on leave whenever field service was performed.<sup>1</sup>

The Act of February 28, 1855 (10 Stat. 616) while not a true retirement statute, permitted the Secretary of the Navy to convene examining boards to determine the capability of officers to "perform their whole duty both ashore and afloat" and to remove any officer determined not capable of such performance from the active list. Officers removed from active duty under this provision were to be placed on a "reserved list" with either leave-of-absence pay (approximately 75 percent of sea-duty pay) or furlough pay (50 percent of leave-of-absence pay), unless it was also determined that the officer was himself to blame for the incapacity, in which case he was to be "dropped from the rolls" without pay. Though the main purpose of the Act was to remove physically unfit officers from the active list, the following excerpt from a report of the examining board shows that it could also be used to separate officers for non-disability reasons:

An officer may possess a strong mind and a robust frame, yet, if his moral perception of right or wrong be so blunted and debased as to render him unreliable, he could hardly be ranked as the capable officer.<sup>2</sup>

The Act of August 3, 1861 (12 Stat. 287), authorized the voluntary retirement, at the discretion of the President, of regular officers of all branches of Service after 40 years of service. This retirement authority was broadened, first by the Act of December 21, 1861 (12 Stat. 329) to provide for the involuntary non-disability retirement of Navy officers with 45 years of service or at age 62, and later by the Act of July 17, 1862 (12 Stat. 594) to establish similar provisions for Army and Marine Corps officers. While these laws provided authority for involuntary retirement, they did not require the Government to exercise it. An officer could be forced to retire after reaching the specified age or length of service, but nothing required relevant authorities to take such action.

The Appropriation Acts of July 15, 1870 for the Army and the Navy (16 Stat. 315 and 16 Stat. 321, respectively) created an active duty salary system for officers and did away with commutations for rations. Since the existing retired pay formula had been based in part on commuted rations, it also had to be changed. Retired pay based on age or years of service was fixed as 75 percent of base and longevity pay for Army and Marine Corps<sup>3</sup> officers, and as 50 percent of sea duty pay for Navy officers. The Act of March 13, 1873 (17 Stat. 547) raised the Navy officer rate to 75 percent of sea duty pay. In addition to changing the retired pay formula, the 1870 Army Act authorized the voluntary retirement, again at the discretion of the President, of Army and Marine Corps officers after 30 years of service.

The Act of June 30, 1882 (22 Stat. 118) made retirement mandatory at age 64 for officers of all branches of Service. The existing authority for involuntary but non-mandatory retirement of officers with 45 years of service or at age 62 was not disturbed. The Act also gave officers a non-discretionary right to voluntary retirement after 40 years of service. Earlier laws had authorized voluntary retirement at this service point, but had given the President the power to grant or deny such retirement.

The Act of March 3, 1899 (30 Stat. 1007) introduced an unusual retirement program for Navy officers, the main purpose of which evidently was to improve promotion opportunities. It permitted officers in the grades of lieutenant through captain to request voluntary retirement regardless of age or length of service. Officers making such requests were placed on a list of "Applicants for Voluntary Retirement." If a specified number of promotion vacancies did not occur through "normal" attrition--death, resignation, age or Service retirement, or disability retirement--during a fiscal year, the applicants were retired in order of seniority in a sufficient number to create the vacancies. If this

action failed to achieve the specified vacancy level in any grade, the additional numbers needed to meet the requirement were obtained through involuntary retirements. This "promotion flow" retirement program remained in effect until 1915. The Act of May 13, 1908 (Pub. L. 60-167, 35 Stat. 501), authorized the voluntary retirement of Navy officers after 30 years of service.

The Act of August 29, 1916 (Pub. L. 64-241, 39 Stat. 579) brought two new principles to the non-disability retirement system. First, it established a retirement program integrated with an up-or-out selective promotion plan, and second, it initiated use of the formula that, with minor refinements, remains the essential basis for determining retired pay entitlements; namely, 2.5 percent of monthly active duty pay for each year of service up to 30, or a maximum of 75 percent of such pay. The Act also introduced the practice of rounding years of service in the computation of retired pay entitlements, under which a partial year of six months or more was counted as a whole year and a partial year of less than six months was not counted. The Act permitted the Secretary of the Navy to convene annual selection boards to select officers for promotion to the grades of rear admiral, captain, and commander. A captain who reached age 56, a commander who reached age 50 or a lieutenant commander who reached age 45, without having been selected for promotion to the next higher grade, became ineligible for further consideration for promotion and had to be retired. An officer so retired was entitled to retired pay of 2.5 percent of the shore duty pay<sup>4</sup> of his grade for each of his years of service, not to exceed 75 percent of such pay.

The Act of June 4, 1920 (Pub. L. 66-242, 41 Stat. 773) provided for the evaluation of Army officers and their separation into two classes, A and B. An officer identified as "inefficient" was placed in Class B and further evaluated; all officers not so identified were deemed Class A officers. A Class B officer was retired if he had attained at least 10 years of commissioned service and the evaluation board affirmed his "B" classification and found that it was not due to his own "neglect, misconduct, or avoidable habits." Unless he had been appointed at age 46 or older, a retired Class B officer was entitled to retired pay of 2.5 percent for each of his years of commissioned service, not to exceed 75 percent; if he had been appointed at age 46 or older, he was entitled, in a rare departure from the 2.5 percent-per-year principle, to a 4 percent-per-year multiple in computing retired pay, though the 75 percent ceiling continued to apply. Class A officers were continued in service, subject to future reclassification.

The Act of June 30, 1922 (Pub. L. 67-259, 42 Stat. 722) required a reduction in the strength of the Army; the retirement system was used to help effect the reduction. The Act provided for a "plucking" board to eliminate officers from the active list. Those chosen for elimination could be retired if they had at least 10 years of commissioned service. Officers "plucked" for retirement after more than 20 years of commissioned service were entitled to retired pay of 3 percent for each year of such service, not to exceed 75 percent; those retired with between

10 and 20 years of commissioned service had the same entitlement, except that their multiple was 2.5 instead of 3 percent. The Act also authorized retirement in the rank of warrant officer for eliminated officers with less than 10 years of commissioned service but at least 20 years of total service. Affected officers were entitled to 2 percent of the pay of such rank for each year of service. While the Act did not place a 75 percent ceiling on this computation, it appears doubtful that any officer retired under this provision would have had the years of service needed to attain a retired pay entitlement in excess of 75 percent.

The Act of June 22, 1926 (Pub. L. 69-413, 44 Stat. 761) replaced the Navy's age-in-grade program with one based on service-in-grade. Under this Act, a captain who had completed 35 years of service without being selected for promotion became ineligible for further consideration and was forced to retire; the break points for commanders and lieutenant commanders were 28 years and 21 years, respectively. The Act of May 29, 1934 (Pub. L. 73-263, 48 Stat. 811) extended the selection program to promotion to the grades of lieutenant commander and lieutenant, and provided that a lieutenant who had not been selected for promotion after 14 years of service, or a lieutenant (junior grade) who had not been selected after seven years, had to be retired. The Act of July 22, 1935 (Pub. L. 74-212, 49 Stat. 487) amended this feature stipulating that lieutenants or lieutenants (junior grade) who had not been selected for promotion by the 14- or 7-year points, respectively, could be retained on the active list as additional numbers in grade until they completed 21 or 14 years of service, respectively, and then retired. Retired pay under all these laws was computed at the standard rate of 2.5 percent per year of service, up to a 75 percent ceiling. The 7-year retirement provision of the 1934 Act is notable as representing the shortest length of service ever fixed for non-disability retired pay eligibility.

The Act of July 31, 1935 (Pub. L. 74-225, 49 Stat. 507) authorized the voluntary retirement of Army officers after 15 years of service, with retired pay of 2.5 percent for each year of service up to a ceiling of 75 percent. This 15-year authority was intended as a temporary measure to help relieve an officer "hump" created by a large influx of World War I officers into the Regular Army. Notwithstanding its temporary purpose, the 15-year authority, though suspended during World War II, remained in effect until 1948.

The Act of June 23, 1938 (Pub. L. 75-706, 52 Stat. 944) revised the Navy's officer selection and retirement processes and became the model for the present system. The Act required that captains, commanders, and lieutenant commanders who had twice failed selection for promotion to the next higher grade be retired after completion of 30, 28, and 26 years of commissioned service, respectively. The Act also authorized the voluntary retirement of Navy officers after 20 years of commissioned service. The "standard" retired pay formula--2.5 percent per year--was used for both voluntary and involuntary retirements under the Act.

# II. SUPPLEMENTAL BENEFITS (Cont'd)

|       | U. S.                                                                                                                                                                                         | U. K.                                                                      | Canada                                                                                                                                                               | Federal Republic of Germany                                                                                                                                                                          | Sweden                                        | Japan                                                            | Australia                                                                                                                                  |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| Other | Navy, Eligible for round-trip transportation from overhaul location after 31st, 91st & 151st day of overhaul to ships home-ports where dependents reside when overhaul is away from homeport. | Eligible for 3 return leave journeys a year at public expense in (BOAR) 1. | Life Insurance (cont)<br>Member covered by SISIP, service man's income security insurance plan, disability pay-ments, survivor benefits, dependent 2 life insurance. | Union membership (2,000) cost 1% of salary. Homes for retirees (rental units) 76-80 sq. meter (3 rms) apx. @3.85 DM per sq. meter.<br>No voluntary retirement, must serve to compulsory release age. | Retired pay usually not paid prior to age 60. | Unreduced pension commences age 55 - reduced 4% prior to age 55. | Commutation of retired pay. May select to receive up to 4 times annual retirement pay in lump sum. Retirement pay correspondingly reduced. |

- 1 British Army Overseas Regiment
- 2 SISIP also provides major medical benefits for long term disability. SISIP Benefits are protected against inflation, to a maximum of 2% per year.

### III. SPECIAL AND PREMIUM PAYS

|                            | U.S.                                                                                                                                                                   | U.K.                                                                                 | Canada                                                                                          | Federal Republic of Germany                                                                                           | Sweden   | Japan                                                                                                                                                                                                                                                                                                      | Australia                                                                                                      |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Bonus                      | See enlistment & reenlistment bonuses.                                                                                                                                 | Unknown.                                                                             | \$C50/mo. in addition to Foreign Duty Allow. for over 6 mo. or 2nd or 3rd tours overseas.       | 13th mo. pay special Christmas bonus. Service Ann. Bonus 25 - 200 DM<br>40 - 350 DM<br>50 - 500 DM                    | Unknown. | Bonus A - paid on 15 Jun 110% of monthly total salary. 5 Dec. 200% of monthly total salary plus extra 25% special assign. + admin personnel extra. 5-21% supervisors. 5 Mar. 50%, plus Bonus B - paid on 15 Jun max. 60% of monthly salary 5 Dec. max. 60% of monthly salary for satisfactory performance. | Yearly equal to 17 1/2% of one mo's Basic Salary. Same for Public Service employees.                           |
| Enlistment Bonus (E. B.)   | Authorized up to \$1,000 for critical skills enlistment or 4 year extension. Has only been used up to \$2,500 for combat arms, Army & Marine Corps.                    | Service men for 6 yr. commitment add £2.10 wkly. for 9 yr commitment add £5.25 wkly. | None                                                                                            | Officers - None<br>Varies with length of enlistment & length of service, 1,000 - 9,000 DM<br>None paid at present.    | Unknown. | E. B. is paid to all enlistees, men & women in all skill areas.<br>2 yr - 100 days<br>Basic Salary<br>3 yr - 150 days<br>Basic Salary.                                                                                                                                                                     | Unknown.                                                                                                       |
| Reenlistment Bonus (R. B.) | 1 Selective R. B. paid for any manning problem point up to 10 yrs. service. Restricted to a max. of \$12,000 paid by lump sum or installment.                          | Unknown.                                                                             | Reserve Force Service and Qualification Bonus officer or EM \$C100 to \$C300 (primary reserve). | Officers - None<br>Varies with length of enlistment & length of Service 1,000 - 9,000 DM.<br>Authorized but not used. | None     | Paid to all reenlistees for 2nd and subsequent reenlistments, i.e., 2 yr - 200 days<br>Basic Salary.                                                                                                                                                                                                       | Re-engagement for men (enlistee). \$A1000 (tax free) for 3 yr extension upon completion of initial 6 yr. term. |
| Proficiency (Monthly)      | 2 Enlisted only. Max. P-1 \$50, P-2 \$100 P-3 \$150 for deelyn-ate critical military specialties and spec. duty assignments. (superior performance discontinued FY78). | Unknown.                                                                             | None.                                                                                           | None                                                                                                                  | None     | In-grade step increase or promotion for superior performance.                                                                                                                                                                                                                                              | None, except for language proficiency. \$A150-900 per year.                                                    |

- 1 Subject to recruitment for the unserved portion of the reenlistment
- 2 Not applicable for office - 1958 Congress authorized analogous to Enl. Pro Pay. Officers Responsibility Pay. Permissive rather than mandatory. Range O-3, O-4 \$50, O-5 \$100, O-6 \$150.

### III. SPECIAL AND PREMIUM PAYS (Cont'd)

|                                     | U. S.                                                                                                                                                                                                                   | U. K.                                                                               | Canada                                                                                                                                                                              | Federal Republic of Germany                                                                                                                                                | Sweden                                                                                                                                             | Japan                                                                                                                              | Australia                                                                          |
|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Aviation Career Incentive (Monthly) | Off. - \$100-245 mo. WO - \$100-200 mo. Special pay based on aviation service and officer service. Max. 6 yrs aviation service & 18 yrs off. service. Reduced amount O-7 thru O-10. Must meet performance requirements. | Amount varies with rank. £37.80 Air Commod. £70.20 Flt. Lt. £43.20 Air Load Master. | Higher annual salary, variable amounts for pilots & lower amounts for navigators & engineers. (Separate Pay Scales).                                                                | (Tax Free) Flying Pay Supplement jet pilots-300DM/mo. other pilots 240 DM/mo. Permanent air crew members 190 DM/mo. Air transport escort personnel-100 DM/mo. <sup>1</sup> | "Reward" rate based on grade/yrs of service. Max. reached at 0-4/6 yrs & remains constant from then on. Flt. pay taxed at higher rate than salary. | Special pay computed as a percentage of salary for all grades jets - 65% recip. -50% of last step of basic pay for rank of member. | Officers \$A75-125 Aircraftmen (Navy) \$A66.67. 1/2 rate Trainee's \$A33.33-37.50. |
| Nuclear (Navy)                      | Enlisted, SRB max. of \$15,000. Officers accession \$3,000. <sup>2</sup>                                                                                                                                                | Amount varies with rank. £43.20 - £61.80 monthly.                                   | None.                                                                                                                                                                               | None.                                                                                                                                                                      | None.                                                                                                                                              | None.                                                                                                                              | None.                                                                              |
| Health Professions (monthly)        | <sup>3</sup> Medical 0-2 yrs \$100- Officers over 2 yrs \$350 Dental 0-2, 2-6 Officer \$100 \$150 6-10 Over 10 \$250 \$350 Optometrists & Veterinarians - \$100.                                                        | Separate pay scales Medical officers pay higher than other officer pay.             | Separate Pay Scales: Capt (0-3) Doctors \$C1865 Dentists \$C1745 Officer Gen. Service \$C1180                                                                                       | Special pay career officers-Medical Service-350 DM Special severance Pay for non-career medical officers,                                                                  | None Medical services provided under contract plus per patient fees.                                                                               | Controlled starting salary allowance reduces after 12 yrs. Varies with location ¥2500 - ¥10,000.                                   | Unknown.                                                                           |
| Submarine (monthly)                 | Officer O-1 O-6 \$115 - 245 WO W-1 W-4 \$105 - 165 EM E-1 E-9 \$50 - 105 (Same scale for self-propelled submersible duty).                                                                                              | Amount varies with rank. Monthly rates £63.20 - £61.80.                             | Officer cadet & above \$C265, Master warrant officer & above \$C265, Warrant officer & below \$C205. Officer & below also training rates at sea & ashore casual rates for IDY pers. | Tax exempt. Extra performance compensation crewmembers 270 DM.                                                                                                             | Yes.                                                                                                                                               | Crew - 40% of Basic Pay Other than crew varies with rank Monthly rate ¥3400 - 30,000.                                              | (Per Year) Single \$A40.77 Married \$A91.25.                                       |

- <sup>1</sup> Flying supplement paid in addition to above, part of supplement added to pension base.
- <sup>2</sup> Officers also eligible for continuation bonus of \$20,000 to nuclear qualified for 4 year agreement, to remain on duty beyond their initial service obligation, or \$4,000 per year for an annual incentive bonus for each year's service beyond their initial service and \$2,400 per year for limited duty officers and warrant officers who received nuclear training as enlisted personnel.
- <sup>3</sup> Continuation pay Physicians and Dentists, eligible after 2 years. A maximum of 4 months' basic pay for 1 year additional service. Variable incentive pay for medical officers \$9,000 - \$13,500 yearly based on years of service. Active duty agreement and obligation.



### III. SPECIAL AND PREMIUM PAYS (Cont'd)

|                                                                       | U.S.                                                                                                                                                              | U.K.                                                                                     | Canada                                                                                                                            | Federal Republic of Germany                                                                               | Sweden                                                                                                | Japan                                                                                        | Australia                                                                                           |
|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| Flying (Monthly)                                                      | EM<br>Crewmember<br>\$50 - \$105<br>Non crewmember<br>Officer \$110<br>EM \$55                                                                                    | Specialist Aircrew<br>Amount varies with rank/yrz.<br>£13.20 - 153.30                    | Aircrew allowance<br>pilot officer \$C100<br>EM air duty allow. \$C65<br>Casual daily rate for TDY personnel.                     | Taxable arduous duty supplement pilots varies with duties 80 DM - 250 DM. Payment aircrew members 125 DM. | Flying personnel receiving flying allowance; varies with rank & service function<br>700 - 1100 Kronar | Jet crew 65% Recip crew 50% of 1st step of Basic Pay for rank of member                      | Paid to enlisted ranks only<br>Flt. Eng. \$A800<br>Med. Ord. \$A300<br>Trainees 50% of above rates. |
| Parachute Jumping (Monthly)                                           | Officers - \$110<br>EM - \$55                                                                                                                                     | Officers & men<br>£19.50<br>Instructors<br>£22.50                                        | Paratroop Allowance while filling a position requiring parachute jumping \$C75.                                                   | Tax exempt officer & men jump personnel duty 150 DM<br>Qualified Personnel 45 DM.                         | Yes                                                                                                   | Troopmember 27.5% of 1st step of Basic Pay for rank of member<br>Training Group 22% as above | Rate for:<br>Trainees \$A16.50<br>Qualified Personnel \$A24.90<br>Instructors \$A28.20              |
| Demolition (Monthly)                                                  | Officers - \$110<br>EM \$55                                                                                                                                       | Category 4 - Diving pay - EOD techniques<br>£23.50                                       | Exceptional hazard allowance - officer or EM \$C50 each for normal disposal procedure                                             | Tax exempt Mine Diver 240 DM.                                                                             | None                                                                                                  | Taken amount 1 hr. ¥32 daily ¥30-100                                                         | Unknown                                                                                             |
| High or Low Pressure, Leper Care, Thermal Tests, Certain Other Duties | Carrier Flight Deck Duty, High or Low pressure thermal stress, acceleration & deceleration, depress. All as follows following rate: Officer \$110/mo. EM \$55/mo. | Acceleration/Deceleration & thermal tests<br>EM only - Approx. \$-.25 (U.S)(Token) Daily | Field Operations Allowance \$C3 daily when at least 24 hours on Field Operations away from base. Physiological tests \$C 2 daily. | Eligible for flight pay on Altitude Chamber Duty. High Pressure Chamber 1/3 of Rate for Diving Pay.       | Unknown                                                                                               | Varies w/low pressure ¥400 - 1260, max. monthly ¥7000.                                       | No Program                                                                                          |

### III. SPECIAL AND PREMIUM PAYS (Cont'd)

|                           | U. S.                                                                                              | U. K.                                                                                               | Canada                                                                                                              | Federal Republic of Germany                                                                                                                                                                                                    | Sweden                                                             | Japan                                                                                 | Australia                                                                                                                           |
|---------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| Diving Duty Pay (monthly) | Officers \$110<br>E.M. \$65 to \$110<br>Based upon qualification.                                  | Varies with skill & intensity & hazardous duty rate<br>Category 1 - \$15.00<br>Category 4 - \$73.50 | Clearance Diver:<br>Officer or E.M.<br>\$C175. Ships<br>Diver or shallow water \$C40. Also casual daily rate.       | Tax exempt - varies with diving time & depth. Basic per hr. rate to 5 meters 9.50 DM 25-30 meters 28DM                                                                                                                         | Yes.                                                               | All ranks same<br>Varies with depth<br>¥3900, 20 meters<br>¥3000 more than 60 meters. | Ships Divers.<br>\$A5.50 per day;<br>max. of 4 days per month. Army & Air Force personnel.<br>Employer as clearance divers eligible |
| Other                     | Personal Money Allowance/Position Pay \$400-\$5,200<br>yr. Non taxable e.g., LTC, VADM \$500/year. | Hydrographic Pay varies with rank, Daily rate \$6.60 - 41.40<br>Recorder/Captain.                   | Rescue Spec \$C150/mo. Isolation allow. varies with accompanied/unaccompanied/environ/living cost/fuel - utilities. | Overtime <sup>1</sup> over 60 hrs/wk 0.75DM/hr. (1)Sun. or Legal Holidays 2) Between 2000-0600 other days 3) Sat. after 1300.<br>Language Groups varies with skill & location 30 DM-160 DM/mo. Not paid for English or French. | Cold Weather Pay - Varies with rank and conditions 1-8% of salary. |                                                                                       | A free trip each year for single persons to their home town.                                                                        |

<sup>1</sup> Tax Exempt up to 24,000 DM per year for Sunday, Holiday and Night work. Not applicable for Guard Duty, Maneuvers or Exercises

COMPARISON OF MILITARY COMPENSATION SYSTEMS  
IV. OTHER RELATED ITEMS

|                             | US                                                                                                                   | UK                                                                                                                                    | Canada                                                                                                                      | Federal Republic of Germany                                                              | Sweden                                                        | Japan                                                                                                                                 | Australia                                                                                                                          |
|-----------------------------|----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| Certain Places Pay          | EM only monthly rates.<br>E-1&2 \$8.00<br>E-3 \$9.00<br>E-4 \$13.00<br>E-5 \$16.00<br>E-6 \$20.00<br>E-7 & 9 \$22.50 | Unknown.                                                                                                                              | Foreign duty allowance officer or man post rating level.<br>I<br>II<br>III<br>IV<br>\$C37.50 \$C54.17<br>\$C79.17 \$C100.00 | Unknown.                                                                                 | Unknown.                                                      | Cold district allowance percent of basic pay, 1/2 rate for men under CPO. Varies with area & period payable. From 5%-9% of basic pay. | Varies by isolation, extreme climate, cost of living. Married-single rates Varies whether qtr provided or not. \$A6.30 -114.30/mo. |
| Sea Duty (monthly)          | (Same as Certain Places Pay).                                                                                        | For smaller sea-going ships, hard lying money, where the living conditions are especially arduous, paid to all ranks (1972) £4.20 mo. | Officers and EM \$C100/month. With 10 or more years on ships \$C150/month casual sea duty allowance/daily rate.             | Shipboard allowance tax exempt crew members 105DM not paid in addition to submarine pay. | Sea allowance varies w/ rank and vessel type 180-2550 Kronor. | Warship 27.5% transport 22% support ship 14% of 1st step of basic pay for rank to all crew members.                                   | Sea going allowance single \$A45.67 married \$A56.25                                                                               |
| Hostile Fire Pay            | <sup>2</sup> Officers & EM \$6/mo for both. Includes members continued in a missing status.                          | None.                                                                                                                                 | None.                                                                                                                       | None.                                                                                    | None.                                                         | None.                                                                                                                                 | None.                                                                                                                              |
| Family Separation Allowance | FSA-I 5 and FSA-II                                                                                                   | Separation allowance 40.65 daily eligible after 30 days duty outside of country where wife residing, or if on sea duty, 3             | Separation expense varies whether gov't qtrs & subs. provided monthly.                                                      | Separation pay, eligible after 14 days; 6.25 DM/day varies if gov't mess or qtrs avail.  | Yes, only incidental expenses.                                | None.                                                                                                                                 | Separation allowance \$A1.00 per day after 14 days. Not paid to personnel receiving seagoing allowance.                            |

1 Also may be paid tax exempt engine room allowance 30 DM/mo.

2 "Token" and "tangible" recognition of arduous and hazardous service

3 30 day separation qualifies for separation allowance for one year, or to end of separation period. For separations other than overseas or sea duty £50 daily.

4 Rates when quarters and subsistence provided officer \$C30.00 all ranks. If in receipt of Foreign Duty Allowance, \$C52.50 for all ranks.

5 FSA-I, Paid when government quarters not available, and dependents not authorized to accompany. Rate paid is BAQ without dependent rate for his paygrade.

FSA-II Paid at rate of \$30/month when assigned duty away from permanent duty station or homeport for at least 30 or more days.

ATCH 1

COMPARISON OF MILITARY COMPENSATION SYSTEMS (con't.)

IV. OTHER RELATED ITEMS (Cont'd)

|                         | US                                                                                                                                              | UK                                                                                                                                                                       | Canada                                                                                                                                         | Federal Republic of Germany                                                                                                         | Sweden                                                | Japan                                                                                                               | Australia                                                                                                           |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| Commissary and Exchange | Provides items at costs less than at civilian stores. savings average about 20% when used.                                                      | NAAFI Self-supporting strictly for convenience due to remoteness.                                                                                                        | Canex. Self supporting except for isolated locations. No local taxes. Prices competitive.                                                      | An experimental canteen is being tested. Govt provides rent free space & utilities.                                                 | None. Isolated post service Coop's. No gov't support. | Small scale PX's and commissaries.                                                                                  | Small scale exchange.                                                                                               |
| Survivor Benefits       | Dd IC monthly <sup>1</sup> E-1 \$241 O-10 \$615, plus \$29 for each child under 18. SBP <sup>2</sup> up to 55% of the retired pay. (8-75 rates) | Service connected death entitles survivors to 90% of max. pension for rank regardless of length of service. Survivors of other active or retired receive 50% of pension. | Varies with grade & years of service. & number of children. Under 10 yrs service, lump sum. Over 10 yrs service approx. 50% life time pension. | Varies with grade & length of service. The widows pension equals 60% of member's pension, also children, each 12% orphans, each 20% | Yes.                                                  | Line of duty varies with length of service-max. 70% of a year's salary. No line of duty, max. 35% of year's salary. | Widow receives 5/8 member's pension + minor children each receive \$A312 per year, plus 1/6 of widow's entitlement. |
| Burial Costs            | Funeral expenses \$75 to \$500 in addition to death gratuity, min. \$800 max. \$3,000.                                                          | Yes, necessary expenses + grant.                                                                                                                                         | \$C800-900 - special funeral expenses & cemetery plot costs                                                                                    | Yes. Up to a max. reimbursement of 1,000 DM.                                                                                        | Yes.                                                  | One month's total pay, plus burial costs to a max. of one month's total pay.                                        | Active duty member: full costs at public expense.                                                                   |
| Dislocation Allowance   | One month's BAQ to partially reimburse member for incidental expenses on PCS orders.                                                            | Disturbance allowance is non-taxable to help meet the incidental expenses. Varies according to rank & number of dependents.                                              | May receive in lieu of packing and crating. Varies to or from, accompanied, or unaccompanied.                                                  | Yes. Member 700 DM, Wife 600 DM Children 200 DM Extra 20% if 2 moves in 5 years.                                                    | Unknown.                                              | Reimbursed for moving expenses.                                                                                     | Varies with number of moves, married or single rates \$A45 - \$A240.                                                |

1 Member's death on Active Duty. Widows in nursing homes who are helpless or blind receive an additional \$72.00/mo. Also some widows eligible for SBP. The amount of benefit equals DAIC + SBP to a maximum of 55 % of retired pay, only for retirement eligible personnel.

2 Member's death after retirement, widow, children entitled to SBP.

3 Death Gratuity (non-taxable) 6 month pay \$800 min. to \$3000 max., plus burial costs above.

4 Paid to a member without dependents on PCS where no government quarters are available.

IV. OTHER RELATED ITEMS (Cont'd)

|                              | U.S.                                                                                                                                                                    | U.K.                                                                                                                                      | Canada                                                                                                                                         | Federal Republic of Germany                                                                                                                          | Sweden   | Japan                                                                                                                      | Australia                                                                                                                                                     |
|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Overseas Station Allowance   | Temporary lodging allowance, per diem housing allowance, average excess costs, cost of living allowance, average relative difference.                                   | Family allowances, motor mileage, local overseas allowance, rent allowance, education allowance.                                          | Foreign service allowance, rent allowance, education allowance, utility allowance, in some locations foreign duty allowance.                   | Cost of Living 20% extra with family. 2 vehicles shipped, housing allowance varies with rank. Reimbursed 90% cost difference above 18% of total pay. | Yes.     | Receive overseas cost of living and housing allowances.                                                                    | Yes, a difficult post allowance is paid. It attempts to maintain the member's same financial position as in Australia.                                        |
| Separation (Severance) Pays  | Paid to regular officers & all reservists with over 5 years continuous active service, not retirement eligible, who are involuntarily released, not to exceed \$15,000. | Gratuities: EM-Regulars with at least 12 yr. service £365 to £495 for 21 years service. Officers with 10 years service £2420.             | Entitled to gratuity under 10 years service 1/2 weekly salary times no. years service, 10-21 years service, weekly salary times years service. | Transition allowance: 75% of active duty pay. 4-6 yrs. - 6 month. 6-8 yrs. - 1 yr. 8-12 yrs. - 1 yr. 6 mo. over 12 yrs. 3 yrs.                       | Unknown. | Varies with length of service. (Pay) 2 yr. - 100 days 3 yr. - 150 days 4 yr. - 200 days                                    | Furlough Entitlement same as public service employees. Each year of service 3/10 mo. salary + service allow. 10 yr. service 3 mo. salary + service allowance. |
| Clothing Allowance (Monthly) | 2 Initial free issue. Enlisted (Uniform) Monthly Men Women Basic \$6.30 \$ 7.20 Standard \$9.00 \$10.20 Regular officers 3 none, except ROTC. Allowances not taxable.   | Free issue & replacements as required for EM. Officers receive non-taxable £220 upon entry & £100 per year for maintenance & replacement. | Officers & EM Females \$C10.25 Males \$C7.25 Not paid where clothing issued.                                                                   | Officers one time payment AF-Army-965 DM, Navy 1,370 DM-Clothing replacement Allowance 30 DM. EM - free issue & replacement.                         | Yes.     | Free issue upon entry. EM continue to be issued items throughout service. Officers must maintain & replace at own expense. | Free issue upon entry. Officers \$A19.67 thereafter. Officers must maintain & replace at Others \$A11.83 thereafter.                                          |

- 1 Officers with more than 10 years of service in addition £485 for each year of service. Officers separated with less than 10 years of service £195 per year of service.
- 2 The above rates were effective April 1, 1974. Basic monthly clothing maintenance allowance is paid for the 7th through the 36th month of continuous active service, standard rate thereafter. Civilian clothing required \$215-320 for EM.
- 3 Reserve officers, paid upon first reporting \$200.00 for reimbursement of purchases of required uniform, \$50.00 each additional 4 year period.

IV. OTHER RELATED ITEMS (Cont'd)

|                           | U.S.                                                                                                                                                                                                                                   | U.K.                                                                                                                                                                                   | Canada                                                                                                                                       | Federal Republic of Germany                                                                              | Sweden                                                                              | Japan                                                        | Australia                                                                                                                                                                                                                      |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Educational Assistance    | Veterans Readjustment benefits paid by VA. Eligible after 18 mo. service for 36 months, plus may receive up to 9 additional months to pursue bachelor's or first professional degree. Full time \$270/ mo, no-dependents. <sup>1</sup> | At end of service, eligible for special training or vocational instruction. Varies with length of service, entitlements. 1 yr - 8-12 yrs. of service. 1 1/2 yr-over 12 yr. of service. | Military and public service have similar benefits. In any fiscal year may be reimbursed \$C50.00, 50% of tuition cost, whichever is greater. | Train as required for defense mission. Personnel for transition into civilian community after discharge. | May be granted leave of absence to pursue essential course of study at reduced pay. | Off duty education encouraged. Limited assistance furnished. | Reimbursement of 100% tuition fees of member with 15 years or more service. 75% reimbursement of tuition fees of member with less than 15 years service.                                                                       |
| Unemployment Compensation | Rates vary by state. FY 74 averaged \$65.77/week. States are reimbursed by Gov't. <sup>2</sup>                                                                                                                                         | Yes.                                                                                                                                                                                   | Unemployment Insurance-Employee/Gov't cost share 50/50.                                                                                      | Gov't pays for member's coverage.                                                                        | Yes. Funded thru income tax.                                                        | None.                                                        | Unknown.                                                                                                                                                                                                                       |
| Trailer                   | Relocation Pay may be elected in lieu of trailer pay. Self Haul 11¢/mi. Commercial 74¢/mi max.                                                                                                                                         | Self Haul 0.5 p. (pence)/mi. paid in lieu of moving furniture at public expense & in addition to mileage allowance                                                                     | Entitled to cost of moving via commercial hauler on post facilities - Rental spaces, if available                                            | None.                                                                                                    | None.                                                                               | None.                                                        | None.                                                                                                                                                                                                                          |
| Miscellaneous             | Token for Medal of Honor-\$100 mo for life. (Paid by VA).                                                                                                                                                                              | Entertainment allowances & grants.                                                                                                                                                     | Movement grant varies with rank, e.g. SGT \$C300 LTC \$C500.                                                                                 | Government Savings Plan.                                                                                 |                                                                                     |                                                              | Small ship seapay. Hard lying: Officer & EM on seagoing vessels when not entitled to seagoing allowance \$A100 day. Good conduct increment after 5 years service \$A52/year for 5 years. After 10 year, additional \$A52/year. |

1 With one dependent \$321 monthly - Two dependents \$366 monthly. Additional amount for each dependent over two \$22.00 a month.

2 Must have served continuously for at least 90 days and was discharged under conditions other than dishonorable.

# **APPENDIX D**

## **COMPARISON TO PRIVATE SECTOR SYSTEMS**



**MAJGEN STUART H. SHERMAN, JR.,USAF**

## COMPARISON TO PRIVATE SECTOR SYSTEMS

### A. GENERAL.

A valid comparison of the cost to the employer as well as the total cost to both the employer and the recipient of any retirement benefit requires that calculations be done using the same funding method, at the same point in time, and the same assumptions (economic, demographic, etc.) for all plans. A standard method taken from actuarial science and commonly used for prefunding the retirement plan benefit costs for each new group of employees over their working lives is called an AGGREGATE ENTRY AGE NORMAL COST. All Federal retirement plans use this valuation method for the calculation of retirement benefit costs expressed as a percentage of the payroll costs. The DoD Actuary uses this method in calculating the required annual valuation of the Military Retirement System in accordance with Chapter 95, Title 31, U.S.C. It is favored by reason of its simplicity, convenience and stability. When applied correctly, to account for the unique aspects among different retirement plans to be compared, it will provide a valid analysis. When used for a comparison, it measures the current compensation value of the deferred benefits of each retirement system. It can also be adjusted for contributions made by the employees (Social Security, thrift plans, etc.) to arrive at an adjusted normal cost. This provides the necessary flexibility to establish meaningful valuation comparisons across different retirement systems and varying employee groups.

Normal cost valuations of retirement benefits result from explicit recognition of the effects of inflation and real pay growth, retirement benefit adjustments, and interest rates. Recognition of the demographic conditions as well as the choice of these economic conditions and interest rate assumptions is very critical in determining the percentage normal cost valuation of retirement or other deferred benefits. Essentially, what is being done for a valid comparison of this type is to superimpose the set of assumptions and conditions of any system being compared to each of the other systems. This measures the cost of each system in the context of the system chosen as the common ruler. This is important when comparing public and private sector plans. Given this sensitivity, three principles are relevant for comparing systems:

1. Valuations comparing two or more groups of employees should use identical sets of assumptions.
2. A reasonable range of assumptions should be used because of the uncertainties of the assumptions over the long time horizon (50 to 80 years) used in the valuation methodology; and
3. The assumption sets chosen for use should be reasonable from both the managements' and members' points of view for each system.



To calculate an entry-age normal cost, the future experience of a group of new Service entrants (or employees) is predicted. Their continuation rates, disability rates, normal retirement rates, death rates, survivorship characteristics, and salaries may be predicted using the appropriate historical data. Predicted yearly total salaries are calculated for the group over their projected employment lifetimes under the benefit plan. The retirement benefits, determined by the retirement plan characteristics, are combined with the experience factors to estimate the yearly total benefits predicted to be paid to the new employees over projections of their combined lifetimes, including those of their survivor beneficiaries.

The present value of the predicted yearly salaries and of the predicted yearly benefits are then calculated using an appropriate rate of interest.

The ratio: 
$$\frac{\text{present value of predicted benefits}}{\text{present value of predicted salaries}}$$

is the percentage normal cost of the benefits. It is a percentage of payroll for the new employee group that must be "set aside" to fully fund their retirement benefit. It can be viewed as the aggregate future value of benefits to be earned by the group, as they relate to the aggregate future salaries to be paid to the group during the employment period. It can also be viewed as the percentage of predicted payroll which, if laid aside in an interest bearing fund, would earn interest such that the accumulated principal and interest would just pay off the future benefits as they are predicted to come due until the last beneficiary dies. If an employer pays the annual normal cost and amortizes any existing unfunded liability, the cost for each generation of workers will be funded before the generation retires or expires.

#### B. Cost Comparisons of Different Retirement Plans

Many past attempts have been made to examine the cost comparability of the Military Retirement System and old age pension plans in the private sector. The most recent attempt at such a cost comparison is contained in the President's Private Sector Survey on Cost Control (PPSSCC), in the Task Force Reports on the Office of the Secretary of Defense (OSD), and on the Department of the Air Force. Specifically, both reports concluded that the military plan is "over five times more costly than the better private sector plans." The OSD report stated that "the normal cost of good private sector plans is between 5 and 6 percent of payroll. The normal cost of the military plan is 35 percent of basic military compensation." This is a ratio of between 6 to 7 times more costly. These comparisons are incomplete and seriously in error, potentially causing decision-makers to have a significantly distorted view of the relative benefit costs.

This problem was partially corrected in the detailed text (but not in the Conclusions) of the Task Force Report on OSD where the additional

employer costs due to Social Security and private sector capital accumulation plans were added to adjust the normal cost percentages. Further, the military figure was decreased to 69% because basic pay is only part of what is called "Basic Military Compensation" or BMC; BMC is commonly used as a surrogate for a salary equivalent for private sector comparisons. The result of these corrections is to lower the military payroll percentage to 41% and and raise the private sector's to 14% - a ratio of about 3 to 1 - which is somewhat more reasonable but still incorrect. Table D-1 summarizes the above adjustments.

Table D-1  
Comparison of Military and Private Sector  
Retirement Plans Based on PPSSCC Calculations

| <u>Adjustment</u>                                                         | <u>Military</u> | <u>Private Sector</u> |
|---------------------------------------------------------------------------|-----------------|-----------------------|
| Normal cost of retirement plan-individual employer percent of covered pay | 51% of pay      | 6% of pay             |
| Add 2% for private sector deferred compensation                           | 51%             | 8%                    |
| Multiply military by .69 for covered pay                                  | 35%             | 8%                    |
| Add 6.2% employers Social Security cost on all pay                        | 41%             | 14%                   |

Additional adjustments beyond the PPSSCC calculations are necessary to correct both the military and private sector employer costs. Table D-2 summarizes these required changes based upon review by the Fifth QRM. To assist the Fifth QRM in this task a contract was let with Hay Associates. Much of the private sector data used in the remaining portion of this Appendix is drawn from the Hay Associates report which is contained at Attachment 1.

Table D-2  
Comparison of Military and Private Sector Retirement Plans  
Linkage of PPSSCC and 5th QRMC Values

| <u>Adjustment</u>                                                                                                                                             | <u>Military</u> | <u>Private Sector</u> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------------|
| PPSSCC calculation                                                                                                                                            | 41%             | 14%                   |
| Adjust military Social Security (-1%)<br>for covered pay (only basic pay)<br>and the free credit \$1200 credit<br>(-1%)                                       | 40%             | 14%                   |
| Use Hay private sector normal cost<br>of 8% for the PPSSCC normal cost of<br>6% (+2%)                                                                         | 40%             | 16%                   |
| Increase of 8% private sector normal<br>cost by 21.6% to introduce military<br>demographic assumptions equivalency<br>(+2%)                                   | 40%             | 18%                   |
| Increase of private sector normal<br>cost by 19% to introduce military<br>economic assumptions comparison (5% CPI,<br>5.5% wage growth and 6% interest) (+2%) | 40%             | 20%                   |

Interestingly, the Task Force Report on the Air Force (Exhibit II-8, page 54) shows an average 10% private sector cost as a percent of pay and also quotes the Hay-Huggins value used in Table D-1; however, it goes on to use the 6% figure in its conclusions. The last two Table D-2 adjustments require explanation. Recall that earlier it was stated that the same assumption set must be used for valid comparisons. To accomplish this, the military demographic assumption set and economic assumption set were used. The 21.6% demographic adjustment upward to the private sector accounts for the increased military life expectancy values used by the DoD Actuary as well as a higher worker retention profile. The 19% upward adjustment for economic assumptions is because the private sector uses a higher wage increase of 6% and generally 2-2.5% real interest (7-7.5%). To measure the impact of using a range of economic assumptions (i.e., shows the cost from either the private sector view or the government's view), the three different economic assumption sets to be used are shown in Table D-3. The resulting employer percentages of payroll values and military to private sector ratios are shown in Table D-4.

Table D-3  
Economic Assumption Sets

|                 | <u>DoD</u> | <u>Private Sector<br/>(Hay-Huggins)</u> | <u>Fifth<br/>QRMC</u> |
|-----------------|------------|-----------------------------------------|-----------------------|
| Inflation (CPI) | 5.0%       | 5.0%                                    | 5.0%                  |
| Wage Increase   | 5.5%       | 6.0%                                    | 5.5%                  |
| Interest Rates  | 6.0%       | 7.0%                                    | 7.5%                  |

Given the 5% CPI, the 6.0% interest rate (which produces a 1% real yield) is what the government must use for its return on long-term government securities. On the other hand, a 2.0-2.5% real yield (7.0 to 7.5 interest rate) is what can be realized in the private sector with 2.0% being the most common value used in the past by private actuaries but now being revised upward to 2.5%. These economic assumption sets, when applied still using the military demographics, give a representative range of values and ratios significantly less than the 5 or 6 to one contained in the PPSSCC conclusions.

Table D-4  
Comparison of Military, Civil Service and Private Sector  
Retirement Plans For Different Economic Assumptions  
(Employer Cost as % of Pay)

| <u>Economic Assumptions</u>     | <u>Military</u> | <u>Civil<br/>Service</u> | <u>Private<br/>Sector</u> | <u>Military to<br/>Private Sector<br/>Ratio</u> |
|---------------------------------|-----------------|--------------------------|---------------------------|-------------------------------------------------|
| DoD                             | 40              | 30                       | 20                        | 2.0:1                                           |
| Private Sector<br>(Hay-Huggins) | 32              | 24                       | 18                        | 1.8:1                                           |
| Fifth QRMC                      | 27              | 20                       | 17                        | 1.6:1                                           |

There are yet two other dimensions to be added to this comparison to show the total story. The first entails adding in the employee or service member contributions (Social Security, private sector company capital accumulation plan savings, etc.) or costs and showing the net adjusted total cost as a percent of salary or pay. Table D-5 shows these values and ratios for the same assumptions used in Table D-4.

Table D-5  
Comparison of Military, Civil Service and  
Private Sector Retirement Plans  
(Total Cost as % of Pay)

| <u>Economic Assumptions</u>     | <u>Military</u> | <u>Civil<br/>Service</u> | <u>Private<br/>Sector</u> | <u>Military to<br/>Private Sector<br/>Ratio</u> |
|---------------------------------|-----------------|--------------------------|---------------------------|-------------------------------------------------|
| DoD                             | 44              | 37                       | 29                        | 1.5:1                                           |
| Private Sector<br>(Hay-Huggins) | 37              | 31                       | 27                        | 1.4:1                                           |
| Fifth QPMC                      | 32              | 27                       | 26                        | 1.2:1                                           |

The final dimension deals with measuring adequacy at the point at which an individual first retires and the most commonly used relative measure is pay replacement ratios. These ratios attempt to measure how much of pre-retirement income (pay) must be replaced by other sources of income to avert a drop in the standard of living. The 1979 President's Commission on Pension Policy developed some ratio guidelines for married couples retiring in 1980 over selected income levels (6,500-50,000). These ratios along with similar ratios for a military member retiring at 30 years or a private sector retiree at age 65 where all private sector plans provide a full benefit are shown in Table D-6. Care should be exercised in viewing the comparison even though each person is retiring after a "full career" and where the plans provide maximum benefits. The difference between the comparison of employer costs (shown earlier in Tables D-1, D-2, D-4 and D-5) and employee retirement income is explained by the fact that benefits provided in the military are received after 20 to 30 years of service rather than age 65, and that the benefits are more fully indexed.

Table D-6  
Pre-retirement Replacement Income Ratios (%'s)  
(Retirees at age 65/30 years of service)

| <u>Salary (BMC)<br/>Level (000)</u> | <u>President's Comm.<br/>on Pension Policy</u> | <u>Private Sector Percentile</u> |           |               |           | <u>Military</u> |
|-------------------------------------|------------------------------------------------|----------------------------------|-----------|---------------|-----------|-----------------|
|                                     |                                                | <u>90</u>                        | <u>75</u> | <u>Median</u> | <u>25</u> |                 |
| 10                                  | 78                                             | 143                              | 118       | 102           | 86        | 97              |
| 20                                  | 66                                             | 119                              | 101       | 87            | 75        | 83              |
| 30                                  | 60                                             | 110                              | 95        | 79            | 67        | 77              |
| 40                                  | 57                                             | 105                              | 90        | 75            | 64        | 71              |
| 50                                  | 55                                             | 100                              | 86        | 70            | 60        | 67              |
| 60                                  | 52(est)                                        | 100                              | 85        | 69            | 59        | 64              |
| 70                                  | 50(est)                                        | 98                               | 84        | 68            | 58        | 62              |

As can be seen from Table D-6 the military percentage is just below the median value for the private sector. All values are above the President's Commission values. Also, it should be noted that in 1982 over half of the military retirees BMC income just before retirement was in the range of \$24-30,000. This is the "salary" value where the private sector median and military ratios are the closest.

Another and probably more useful way to compare the individual retirement benefit differences between the Uniformed Services and the private sector is to calculate the total present value of retirement life-stream earnings. To accomplish this across the 10,000 - 70,000 salary ranges, the individual annual value (1982 dollars) of the retirement earnings components must be known and treated separately for present value calculations. Tables D-7 and D-8 give these data and are compatible with data used to calculate percentages in Table D-6. The private sector data were obtained from the Hay Associates 1982 non-cash Compensation Comparison Survey data using the Hay benefit value methodology to put the data on a consistent basis. Table D-9 contains the life annuity multiplier to be used dependent upon the economic (CPI and interest) assumptions. Again, the life annuity factors shown are for either the DoD or QRMC economic assumption sets (Table D-3).

Table D-7  
Annual Income for Persons Retiring at Age 62  
and 20 Years of Service (YOS) -  
Military Age 39/43 and 20 YOS

| <u>Salary Level at Retirement (\$000)</u> |                                                                          | <u>10</u> | <u>20</u> | <u>30</u> | <u>40</u> | <u>50</u> | <u>60</u> | <u>70</u> |
|-------------------------------------------|--------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1.                                        | <u>Social Security at Age 62</u>                                         |           |           |           |           |           |           |           |
|                                           | Private Sector                                                           | 4600      | 6200      | 6400      | 6400      | 6400      | 6400      | 6400      |
|                                           | Military                                                                 | 3700      | 5200      | 6300      | 6400      | 6400      | 6400      | 6400      |
| 2.                                        | <u>Capital Accumulation (Thrift Savings, etc.) - Private Sector Only</u> |           |           |           |           |           |           |           |
|                                           | 90th Percentile                                                          | 1919      | 4034      | 5720      | 7392      | 9069      | 11136     | 12977     |
|                                           | 75th Percentile                                                          | 1337      | 2604      | 3936      | 4990      | 6203      | 7495      | 8786      |
|                                           | Median                                                                   | 873       | 1243      | 2386      | 3014      | 3661      | 4256      | 4936      |
|                                           | 25th Percentile                                                          | 431       | 939       | 1283      | 1624      | 1931      | 2038      | 2370      |
| 3.                                        | <u>Retirement Plan Benefit</u>                                           |           |           |           |           |           |           |           |
|                                           | <u>Private Sector</u>                                                    |           |           |           |           |           |           |           |
|                                           | 90th Percentile                                                          | 3400      | 6270      | 10400     | 14560     | 18000     | 22340     | 26500     |
|                                           | 75th Percentile                                                          | 2490      | 5280      | 8780      | 12560     | 15650     | 19520     | 23210     |
|                                           | Median                                                                   | 1850      | 4320      | 7280      | 10640     | 13400     | 16820     | 19990     |
|                                           | 25th Percentile                                                          | 1310      | 3360      | 5930      | 8800      | 11050     | 14000     | 16770     |
|                                           | Military                                                                 | 3390      | 6780      | 10170     | 13560     | 16950     | 20340     | 23730     |

Table D-8  
Annual Income for Persons Retiring at Age 65  
and 30 Years of Service (YOS) -  
Military age 49/45 and 30 YOS

|    |                                                                    | <u>Salary Level at Retirement (\$000)</u> |           |           |           |           |           |           |
|----|--------------------------------------------------------------------|-------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
|    |                                                                    | <u>10</u>                                 | <u>20</u> | <u>30</u> | <u>40</u> | <u>50</u> | <u>60</u> | <u>70</u> |
| 1. | <u>Social Security at Age 62</u>                                   |                                           |           |           |           |           |           |           |
|    | Private Sector                                                     | 5800                                      | 7700      | 9600      | 11500     | 13400     | 15300     | 17200     |
|    | Military                                                           | 4600                                      | 6100      | 7600      | 9100      | 10600     | 12100     | 13600     |
| 2. | <u>Capital Accumulation (Thrift Savings, ) Private Sector Only</u> |                                           |           |           |           |           |           |           |
|    | 90th Percentile                                                    | 3166                                      | 6210      | 9254      | 12297     | 14954     | 18374     | 21411     |
|    | 75th Percentile                                                    | 2205                                      | 4290      | 6375      | 8460      | 10235     | 12366     | 14497     |
|    | Median                                                             | 1441                                      | 2875      | 4309      | 5742      | 6941      | 8022      | 9145      |
|    | 25th Percentile                                                    | 710                                       | 1549      | 2387      | 3225      | 3886      | 4547      | 5208      |
| 3. | <u>Retirement Plan Benefit</u>                                     |                                           |           |           |           |           |           |           |
|    | <u>Private Sector</u>                                              |                                           |           |           |           |           |           |           |
|    | 90th Percentile                                                    | 5300                                      | 9900      | 15300     | 21300     | 26950     | 33240     | 39290     |
|    | 75th Percentile                                                    | 3780                                      | 8160      | 12540     | 16920     | 21300     | 26540     | 31550     |
|    | Median                                                             | 3000                                      | 6800      | 10700     | 14600     | 18500     | 23400     | 28300     |
|    | 25th Percentile                                                    | 2110                                      | 5700      | 9870      | 14660     | 19850     | 25640     | 31500     |
|    | Military                                                           | 5080                                      | 10170     | 15250     | 20320     | 25400     | 30480     | 35560     |



Table D-9  
Non-Disabled Retiree Life Annuity Multipliers

1. Military (all values assume 5% CPI)

| <u>Interest</u> |          | <u>Age</u> |           |           |           |           |           |
|-----------------|----------|------------|-----------|-----------|-----------|-----------|-----------|
|                 |          | <u>39</u>  | <u>43</u> | <u>49</u> | <u>53</u> | <u>62</u> | <u>65</u> |
| 6%              | Enlisted | 29.1       | -         | 22.5      | -         | 14.6      | 13.0      |
|                 | Officer  | -          | 28.9      | -         | 22.3      | 16.5      | 14.6      |
| 7.5%            | Enlisted | 22.9       | -         | 18.5      | -         | 12.8      | 11.5      |
|                 | Officer  | -          | 22.8      | -         | 18.5      | 14.3      | 12.8      |

2. Private Sector (CPI is assumed to be 5% but the indexing applied is shown for 0, 2% as well as 5%)

| <u>Interest</u> |          | <u>Age 62</u> |           |           | <u>Age 65</u> |           |           |
|-----------------|----------|---------------|-----------|-----------|---------------|-----------|-----------|
|                 |          | <u>0%</u>     | <u>2%</u> | <u>5%</u> | <u>0%</u>     | <u>2%</u> | <u>5%</u> |
| 6%              | Enlisted | 9.5           | 11.2      | 14.6      | 8.8           | 10.2      | 13.0      |
|                 | Officer  | 10.5          | 12.4      | 16.5      | 9.7           | 11.3      | 14.6      |
| 7.5%            | Enlisted | 8.6           | 10.0      | 12.8      | 8.0           | 9.1       | 11.5      |
|                 | Officer  | 9.4           | 11.0      | 14.3      | 8.7           | 10.1      | 12.8      |

These combined data were used to calculate the total present value of retirement lifestream earnings for both the Uniformed Services and the private sector. These data are contained in Cases 1-6 in Attachment 2. Cases were constructed as follows:

Retire After Age\*/YOS

| <u>Case</u> | <u>Uniformed Service</u> | <u>Private Sector</u> | <u>CPI</u> | <u>Interest</u> |
|-------------|--------------------------|-----------------------|------------|-----------------|
| 1,3**       | 39 or 43/20              | 62/20                 | 5%         | 6%              |
| 2,4**       | 49 or 53/30              | 65/30                 | 5%         | 6%              |
| 5           | 39 or 43/20              | 62/20                 | 5%         | 7.5%            |
| 6           | 49 or 53/30              | 65/30                 | 5%         | 7.5%            |

\* Lower age is enlisted, upper is officer

\*\* Cases 1, 2, 5, and 6 have indexed the private sector pension payment by 2% per annum. Cases 3 and 4 do not index this private sector pension payment.

The ratio of the two total present values was calculated over the full salary range. For the Uniformed Services the enlisted value was used at 10,000 20,000 for the age 62/20 YOS cases and 10,000 - 30,000 for the 65/ 30 YOS cases. The values at 30,000 and 40,000 in these respective cases are a blend of the enlisted and officer values.

Table D-10  
(90th Percentile)

|                         | <u>Case (Age 62/20 YOS)</u> |           |            | <u>Case (Age 65/30 YOS)</u> |           |            |
|-------------------------|-----------------------------|-----------|------------|-----------------------------|-----------|------------|
| <u>Salary<br/>(BMC)</u> | <u>1</u>                    | <u>3*</u> | <u>5**</u> | <u>2</u>                    | <u>4*</u> | <u>6**</u> |
| 10,000                  | 1.04                        | 1.14      | 0.92       | 0.99                        | 1.04      | 0.89       |
| 20,000                  | 1.26                        | 1.33      | 1.06       | 1.13                        | 1.19      | 1.01       |
| 30,000                  | 1.30                        | 1.40      | 1.12       | 1.20                        | 1.28      | 1.09       |
| 40,000                  | 1.26                        | 1.36      | 1.13       | 1.20                        | 1.28      | 1.08       |
| 50,000                  | 1.36                        | 1.48      | 1.17       | 1.16                        | 1.26      | 1.07       |
| 60,000                  | 1.33                        | 1.46      | 1.17       | 1.15                        | 1.25      | 1.06       |
| 70,000                  | 1.34                        | 1.47      | 1.17       | 1.15                        | 1.26      | 1.07       |

\* private sector pension not indexed for inflation.

\*\* 7.5% vice 6% interest.

The 90th percentile private sector values have been used in keeping with the belief that the Uniformed Services should be better than the best private sector plans. The applicable portion of Table D-10 is from 20,000 to 60,000 for age 62/20 YOS and 30,000 to 70,000 for age 65/30 YOS. Table F-11 illustrates the average BMC values for each pay grade at the 20 YOS and 30 YOS career point. Table D-12 shows where the majority

of retirements occur. As can be seen from Table D-11, the majority fall in the 25,000 32,000 salary (BMC at time of retirement) range. Using the applicable salary range (for each case) the retirement lifestream earnings for the Uniformed Services are about 30% higher than the 90th percentile private sector level for 20 YOS and 15% for the 30 YOS.

Table D-11  
All Cash BMC Pay Grade Average  
(Rounded to Nearest \$000)

| Pay Grade | Years of Service |           |
|-----------|------------------|-----------|
|           | 20               | 30        |
| O-7/O-10  | 71               | 71-80-81* |
| O-6       | 55               | 62        |
| O-5       | 50               | 51**      |
| O-4       | 43***            | -         |
| O-3       | 37***            | -         |
| O-3E      | 38***            | -         |
| O-2E      | 32***            | -         |
| O-1E      | 26***            | -         |
| W-4       | 36               | 40        |
| W-3       | 32               | 34        |
| W-2       | 29               | 30**      |
| W-1       | 26               | -         |
| E-9       | 31               | 35        |
| E-8       | 28               | 32**      |
| E-7       | 25               | 29        |
| E-6       | 22               | -         |
| E-5       | 19               | -         |
| E-4       | 16               | -         |

Legend

\*O-7 Stays at 71, O-8 is 80.

\*\*Maximum at 23 YOS, O-5 and E-8 tenure only to 28 YOS (commissioned for O-5)

\*\*\*Maximum pre-20 YOS. Possible tenure is limited to fixed number of years of commissioned service (O-4 at 24, O-3 and under to 20)

Table D-12  
DoD Military Retired Population Distribution\*  
(Non-Disabled Excluding Title III)

| Pay Grade | Total FY82 Population** |                       |            | FY82 Retirees***       |                       |              |
|-----------|-------------------------|-----------------------|------------|------------------------|-----------------------|--------------|
|           | Avg. YOS at Retirement  | Avg Age at Retirement | % of Total | Avg. YOS at Retirement | Avg Age at Retirement | % of Total** |
| O-7/O-10  | 33-35                   | 53-59                 | 1          | 31-36                  | 52-58                 | 1            |
| O-6       | 29                      | 51                    | 18         | 29                     | 50                    | 21           |
| O-5       | 24                      | 46                    | 33         | 24                     | 46                    | 35           |
| O-4       | 23                      | 44                    | 24         | 22                     | 43                    | 23           |
| O-3/O-3E  | 23                      | 43                    | 7          | 22                     | 41                    | 6            |
| O-2/O-1   | 23                      | 43-44                 | 2          | 22                     | 40                    | -            |
| W-4       | 28                      | 48                    | 4          | 27                     | 46                    | 5            |
| W-3       | 23                      | 43                    | 5          | 23                     | 42                    | 4            |
| W-2/W-1   | 22                      | 43                    | 6          | 22                     | 41                    | 3            |
| E-9       | 26                      | 45                    | 7          | 27                     | 46                    | 10           |
| E-8       | 23                      | 43                    | 14         | 24                     | 42                    | 22           |
| E-7       | 22                      | 42                    | 41         | 22                     | 41                    | 45           |
| E-6       | 21                      | 41                    | 30         | 21                     | 41                    | 21           |
| E-5       | 21                      | 42                    | 9          | 21                     | 41                    | 1            |
| E-4/E-1   | 21                      | 42                    | -          | 21                     | 41                    | -            |

Legend

\*All figures rounded to nearest year or %.

\*\*Percentages are done for officers (W-1/O-10) and enlisted separately.

\*\*\*Populations are as follows:

|                  |        |      |       |
|------------------|--------|------|-------|
| Total - Officers | 224760 | FY82 | 7178  |
| Warrants         | 38490  |      | 1027  |
| Enlisted         | 774785 |      | 23717 |

From these revised data one can find that although the military retirement plan is more generous than the private sector it certainly is not 5 to 6 times more generous in its total cost to either the employer (taxpayer) or the employee (service member). The same is true for the comparison of the total individual benefit. In fact, if as the PPSSCC recommended that the military retirement system should be better than the best private sector plans, it is not far off. However, that is not the real issue facing the U.S. Government. The real question remains, "Does the military retirement system effectively serve to help accomplish our national security objectives?" This issue is not only one of efficiency in terms of cost but more importantly does it (1) help provide the necessary number and mix of quality, experienced personnel, both active, reserve and on-call; (2) serve the needs of the individual service member in providing a stable basis for lifetime career planning; and (3) treat the taxpayer fairly. These are broader issues than one of pure economic, however important.

Atlanta  
Auckland  
Barcelona  
Birmingham  
Bogota  
Boston  
Brussels  
Calgary  
Capetown  
Caracas  
Chicago  
Dallas  
Dublin  
Dusseldorf  
East London  
Edinburgh  
Frankfurt  
Glasgow  
Hartford

COMPARABILITY OF MILITARY  
AND PRIVATE SECTOR  
RETIREMENT PROGRAMS

Helsinki  
Houston  
Johannesburg  
Kansas City  
London  
Los Angeles  
Lyon  
Madrid  
Manchester  
Melbourne  
Mexico City  
Milan  
Minneapolis  
Monterrey  
Montreal  
Newcastle-Upon-Tyne  
New York  
Paris  
Philadelphia  
Pittsburgh  
Port Elizabeth  
Rio de Janeiro  
San Francisco  
Sao Paulo  
Seattle  
Singapore  
Sydney  
Toronto  
Utrecht  
Vancouver  
Washington, DC  
Wellington  
Zurich

JULY 1983

Prepared by:

Edwin C. Hustead  
Director, Actuarial Consulting Services



**HAY ASSOCIATES**  
MEMBER - THE HAY GROUP  
WASHINGTON, D.C.

D-15

Atch 1

HAY ASSOCIATES  
MEMBER - THE HAY GROUP

*Management Consultants*

1110 VERMONT AVENUE, N.W. • WASHINGTON, D.C. 20005 • (202) 833-9250

July 12, 1983

Captain Norman A. Mayo  
QRMC  
5201 Leesburg Pike  
Skyline Place 3, Suite 1511  
Falls Church, VA 22041

Dear Captain Mayo:

As we discussed on June 28, we have reviewed and finalized the Hay Associates report on the comparability of military and private sector retirement programs. Attached are three copies of the report. We trust that this report will meet your needs and stand ready to discuss it further.

We have also reviewed the cost comparison used by the President's Private Sector Survey on Cost Control (PPSSCC). The PPSSCC comparison began with the 51% military normal cost and their calculation of a 6% private sector normal cost. They then recognized three factors that require adjustment of this comparison. Application of these adjustments changed the comparison to 41% for the military and 14% for the private sector. These adjustments were as follows:

- An addition of 2% to the private sector value to reflect the value of deferred compensation.
- Multiplication of the military value by 69% to allow for the actual covered retirement pay.
- An addition of 6% to both the military and private sector values to include Social Security.

In performing our analysis, we identified four other areas in which adjustments are needed. As a result of these adjustments the comparison was changed to 40% for the military and 20% for the private sector at \$30,000 Basic Military Compensation. Because of the varying effect of Social Security and integrated plans the comparison is slightly different at other BMC levels ranging from 41% compared to 19% at \$10,000 to 38% compared to 18% at \$70,000 (see table 4 of the report).

The first adjustment needed was to reduce the military Social Security value by 1% of pay to allow for the fact that not all of compensation is covered by Social Security even after consideration of the free credit of \$1,200.

D-17

Atch 1

THE HAY GROUP

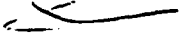
Captain Norman A. Mayo  
July 11, 1983  
Page 2

Second, the Hay NCC survey shows a normal cost of 8% in the private sector compared to 6% used by PPSSCC. While PPSSCC has referred extensively to the Hay report they did not explain how their cost was derived.

Two additional changes are needed to place both the military and private sector values on a standard yardstick. Therefore, the other two adjustments we made were to use the military demographic and economic assumptions in calculating the private sector values. The introduction of the military demographic assumptions increased the private sector value by 2% primarily because the military valuation includes an assumed improvement in mortality while most private sector valuations do not. Finally, by revising the private sector economic assumptions to the military assumptions the private sector values were increased by another 2%.

In addition to calculating the relative normal cost on the military assumptions, we also performed a comparison using Hay economic assumptions and a set of assumptions selected by QRM. The Hay economic assumptions show a 32% military value versus a 18% private sector value at the \$30,000 BMC level. The QRM economic assumptions show a comparison of 27% military to 17% private sector.

Sincerely yours,

  
Edwin C. Hustead  
Director, Actuarial  
Consulting Services

Enclosures.

**COMPARABILITY OF MILITARY AND PRIVATE SECTOR  
RETIREMENT PROGRAMS**

**TABLE OF CONTENTS**

|                                                                              | <u>Page</u> |
|------------------------------------------------------------------------------|-------------|
| I. INTRODUCTION AND SUMMARY OF FINDINGS . . . . .                            | D-21        |
| II. METHODOLOGY . . . . .                                                    | D-24        |
| III. COMPARISON OF THE VALUE OF RETIREMENT BENEFITS . . . . .                | D-27        |
| IV. COMPARISON OF THE PRACTICE IN PROVIDING<br>RETIREMENT BENEFITS . . . . . | D-40        |
| V. LEVEL OF BENEFITS AT RETIREMENT . . . . .                                 | D-63        |
| <br>APPENDIX A - Participants in Noncash Compensation Comparison             | <br>D-69    |



## COMPARABILITY OF MILITARY AND PRIVATE SECTOR RETIREMENT PROGRAMS

### I. INTRODUCTION

The Quadrennial Review of Military Compensation (QRMC) engaged Hay Associates to perform an analysis of the military retirement system. The objective of the analysis was to compare, both quantitatively and qualitatively, the military retirement system with retirement practices found in the private sector.

The military retirement system was compared to the retirement plan practices of the 805 firms represented in the 1982 Hay Noncash Compensation Comparison (NCC) survey. A list of the 805 firms, which are representative of the plans of large employers in the United States, will be found in Appendix A.

Hay considered it appropriate to include the value of capital accumulation plans with the retirement plans in the comparison. The primary forms of capital accumulation plans (thrift, profit sharing, and stock purchase) set aside money that the employee can use later for retirement income. When an employer considers the total appropriate level of retirement income of the individual; social security, capital accumulation plans, and retirement plans are typically viewed as a total package. For instance, employers with thrift plans, will typically provide lower pension benefits than they would without thrift plans.

Almost all employers provide either a pension plan or a capital accumulation plan or both. The NCC shows that 92% of employers provide a pension plan; 70% provide a capital accumulation plan; and two-thirds provide both types of plans.

The Hay comparisons also include the value of Social Security benefits for both the military and private sector systems. The

Social Security benefit for the military is only based on part of compensation with a tax-free credit of up to \$1,200 a year.

The military retirement system provides higher benefits at an earlier age than the typical pension plan found in the private sector. The typical retirement age in the private sector is age 62, whereas military personnel can retire on unreduced benefits, subject to approval, after twenty years of service. Since most military personnel enter the system between age 19 and 23, the earliest retirement age is age 39 to 43.

The military retirement system also is more liberal than the typical private retirement system since it provides full cost-of-living increases after retirement. Through 1985, however, retired personnel under age 62 will only receive a portion of the cost-of-living increase. Only 8% of private sector employers have a formal cost of living provision within their pension plan, but the majority have provided ad hoc increases with some frequency. The average increase for these employers has been approximately one-third of the growth in the cost-of-living over the last five years.

On the other hand, there are areas where the military benefits are substantially less liberal than average plans found in the private sector. Military personnel have to work twenty years to earn a vested benefit whereas private sector employers are required, by the Federal Government, to provide vested benefits much earlier. The most common provision for vesting in the private sector is full vesting at ten years of service. Further, the military pension is determined on base pay which is only 69% of all Basic Military Compensation (BMC). Private sector plans almost always credit all base compensation and may also consider additional compensation and/or bonuses and incentive awards.

These retirement and capital accumulation plans were compared using the Hay standard normal cost comparison methodology. Since retirement costs are very sensitive to the economic assumptions used to project benefits, the relative cost of the military system was measured using three different sets of economic assumptions. The sets used were the standard Hay assumptions, the military valuation assumptions, and assumptions selected by QPMC:

|                          | <u>Hay</u> | <u>DOD</u> | <u>QPMC</u> |
|--------------------------|------------|------------|-------------|
| Inflation                | 5.0%       | 5.0%       | 5.0%        |
| Annual Salary Increase   | 6.0        | 5.5        | 5.5         |
| Annual Investment Return | 7.0        | 6.0        | 7.5         |

For a BMC of \$30,000, the military retirement benefit under the QPMC set of assumptions was 27.4% of pay versus 16.8% provided by the average employer in the private sector. Using the military retirement system economic assumptions, the comparison was 39.8% to 20.2%. Under the standard Hay economic assumptions, the comparison was 32.4% to 18.3% of pay.

When all benefits deriving from both the employee and the employer contribution are considered, the normal cost comparison under the QPMC set of assumptions was 31.7% to 25.7% of pay; under the military assumptions 44.1% to 29.0%; and, under the Hay economic assumptions 36.7% to 27.1%.

## II. METHODOLOGY

The normal cost comparison method was used to establish a cash equivalent value of each pension and capital accumulation plan for the 805 employers represented in the 1982 Hay NCC. For each plan, Hay determined both the Total Benefit (TB) value and the Employer Provided (EP) value. The TB value is the normal cost for the total benefits to be paid from the pension plan. The EP value is the TB less the employee contribution. Thus, the EP value represents the Hay standardized value of the employer contribution for the benefits provided under pension and capital accumulation plans.

The standard Hay normal cost comparison method adds direct employer contributions, for defined contribution plans, to the normal cost for defined benefit plans. Normal cost is the percent of pay needed during the average entering employee's working life to provide the retirement plan benefits accrued by the employees and their survivors. The normal cost is determined using a work force representative of a typical United States employer with economic and other assumptions likely to be used for that employer. The key economic assumptions used by Hay are 5% inflation, 6% general salary increases, and 7% investment return.

The Defense Department valuation of the military retirement system, using the Hay set of economic assumptions, shows a normal cost of 40.0% of the pay that is covered for retirement. However, the Hay normal cost comparison methodology, applied to the military retirement system developed a cost of 32.9% of retirement covered pay. The difference is explained by the different population and demographic assumptions of the two models. One major difference, for instance, is that military costs are higher because they include lower mortality assumptions.

To convert the national standard to the military standard demographics, all Hay normal costs for defined benefit plans were multiplied by 1.216; the ratio of 40.0% to 32.9%. This adjustment did not affect defined contribution plans or employee contributions.

A second adjustment modified the military retirement value to allow for the fact that only a portion of Basic Military Compensation (BMC) is used to determine the retirement benefit. According to the 1982 DoD Statistical Report on the military retirement system, the basic pay covered by retirement represents approximately "69% of BMC for the entire force". Since the normal cost is a direct proportion of the present value of all future pay, the military normal costs were reduced 31% for a valid comparison to private sector benefits which are typically based on all elements of compensation.

After the above mentioned adjustments, the EP and TB values for the 805 Hay survey plans were compared to the military retirement plan values using the Hay standard normal cost comparison method. The values were also calculated for the set of economic assumptions used for the official DoD valuation and a set provided by QRM. In each case the 21.6% demographic conversion adjustment was used. The economic values and the military normal cost were:

|                                                   | <u>Hay</u> | <u>DOD</u> | <u>QRM</u> |
|---------------------------------------------------|------------|------------|------------|
| Inflation                                         | 5.0%       | 5.0%       | 5.0%       |
| Salary Increase                                   | 6.0        | 5.5        | 5.5        |
| Investment Return                                 | 7.0        | 6.0        | 7.5        |
| Total military normal cost                        | 40.0%      | 50.7%      | 32.8%      |
| Military normal cost after<br>base pay adjustment | 27.6%      | 35.0%      | 22.6%      |

The normal cost comparison values also include the value of Social Security benefits. Ultimately, the employer Social Security contribution will be 6.2% of pay. This contribution will obtain up to the maximum salary which, in 1983, is \$35,700. To allow for this, the EP values were increased 6.2% of pay up to \$2,213. The TB values were increased by twice this amount since employer and employee contributions are considered.

The value to be added for Social Security for military personnel is different than for equivalent salaries in the private sector because not all Base Military Compensation is credited as Social Security compensation. The Social Security contribution for military personnel is the same 6.2% but only covers an average of 69% of pay. On the other hand, military personnel receive a \$1,200 tax free credit.

To include the Social Security values in the military benefits, Hay determined that it would be appropriate to add an EP value of 6.2% of base compensation (69% of BMC) plus 12.4% of the \$1,200 tax free credit since the personnel that receive credit do not pay for the \$1,200. To obtain the TB value, the value added was 12.4% of all pay including the free credit.

When base pay is equal to or more than the maximum Social Security salary of \$35,700, the addition of Social Security values does not affect the comparison between military and the private sector. However, before that point, the Social Security benefits do produce different values.

### III. COMPARISON OF THE VALUE OF RETIREMENT BENEFITS

The following six charts and accompanying graphs compare the EP and TB values for the military to the range of private sector values for salaries from \$10,000 to \$70,000. Tables 1 and 2 show the results using the Hay economic assumptions; tables 3 and 4 show the results using the official military retirement system economic assumptions; and, tables 5 and 6 show the results using economic assumptions specified by QPMC.

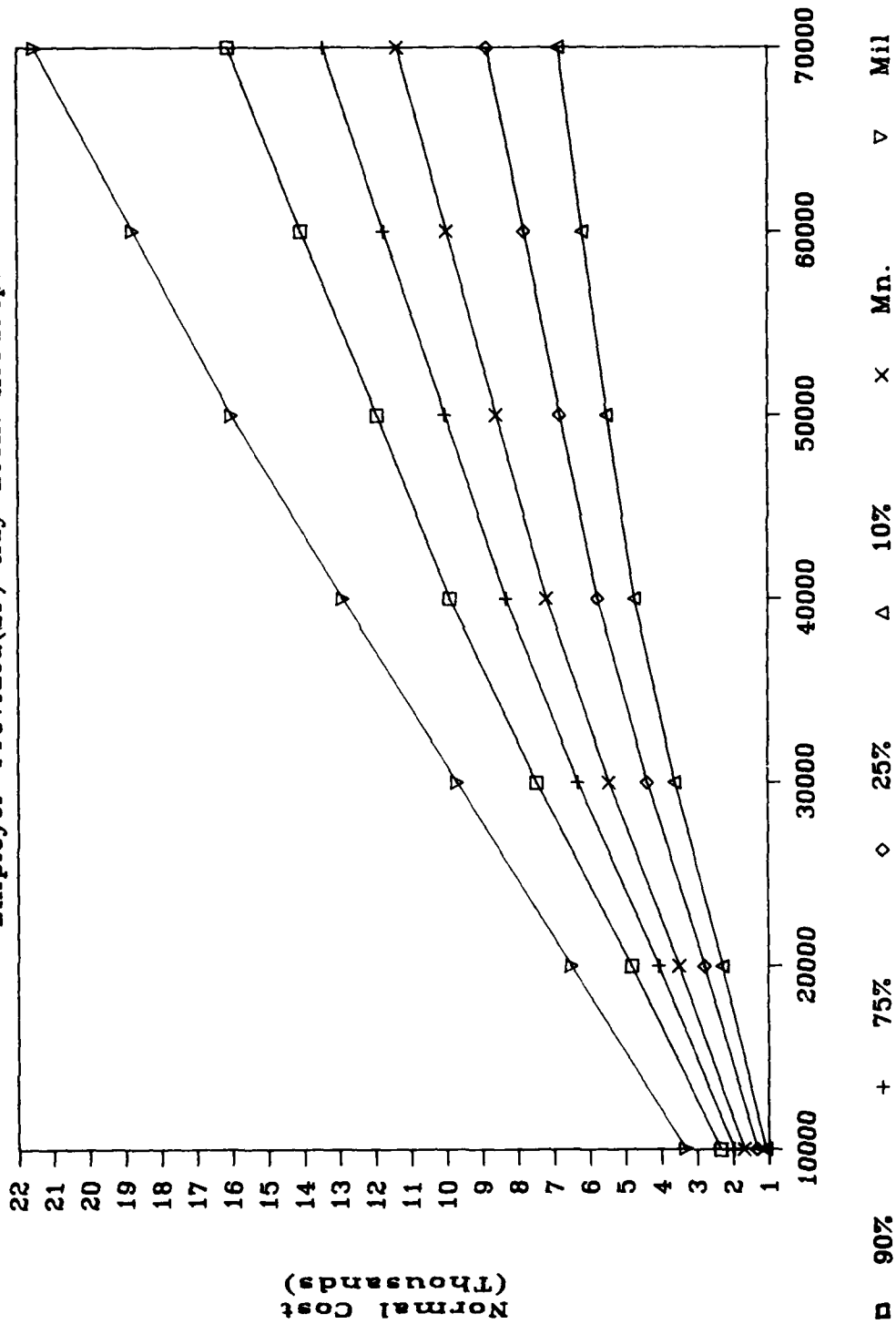
For instance, on the Hay set of economic assumptions, the military retirement system combined with Social Security provides an employer-provided benefit of \$9,712 for an officer earning \$30,000 of Basic Military Compensation. The average employer-provided pension program (including the average capital accumulation plan) is \$5,477. Ninety percent (90%) of the firms provide a benefit of \$7,491 or less. When employee as well as employer contributions are considered (the TB values), the military value is \$10,996 compared to a mean of \$8,143 with 10% of the firms providing benefits of \$10,917 or more.

As an example, the \$9,712 military value in table 1 at \$30,000 BMC was determined as follows:

|                                           |                   |            |
|-------------------------------------------|-------------------|------------|
| (1) Basic pay                             | = \$30,000 x .69  | = \$20,700 |
| (2) Military retirement normal cost value | = \$20,700 x .40  | = \$8,280  |
| (3) Covered Social Security value         | = \$20,700 x .062 | = \$1,283  |
| (4) Free Social Security credit           | \$1,200 x .124    | = \$149    |
| (5) Total (2) + (3) + (4)                 |                   | = \$9,712  |

# QRM C

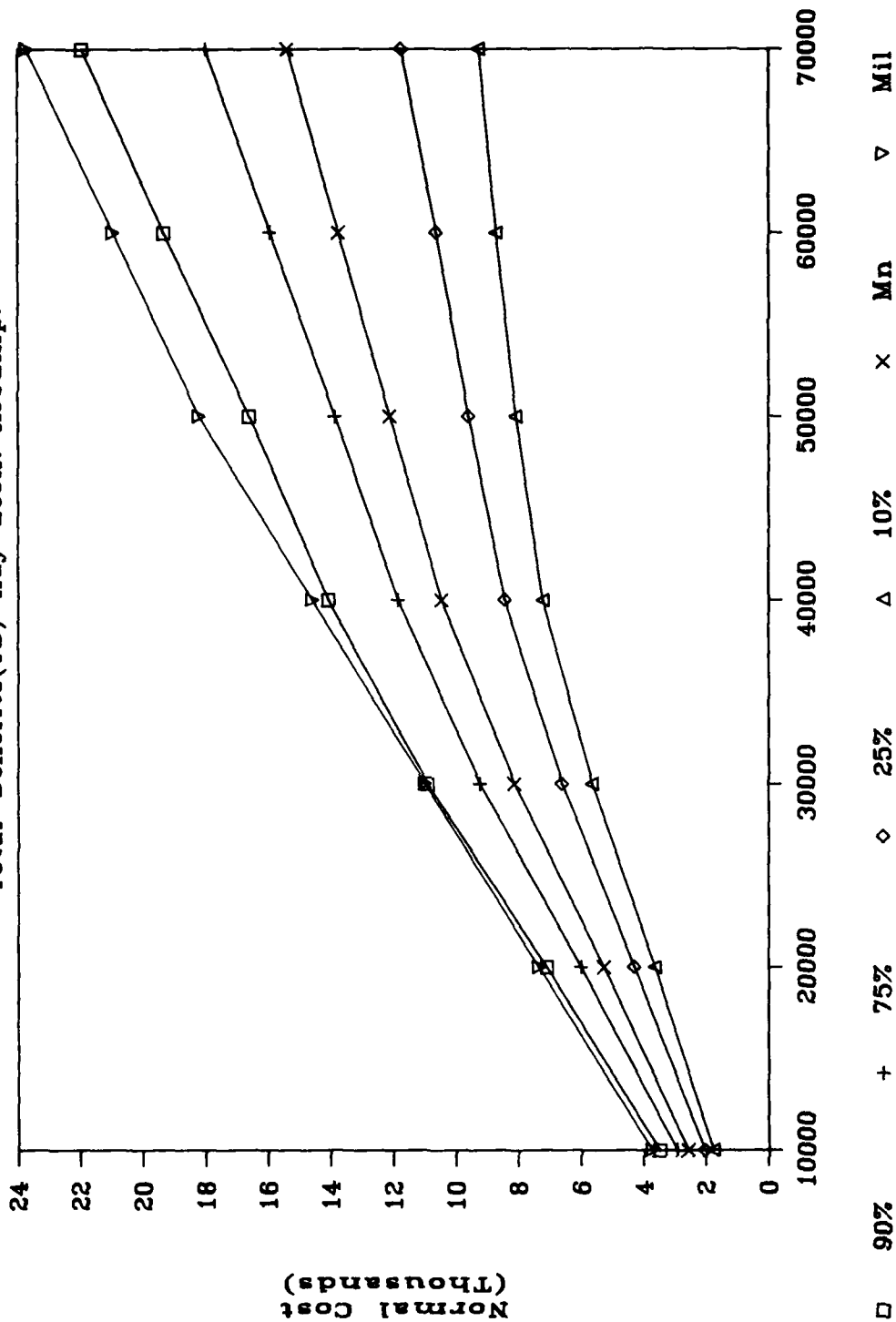
Employer-Provided(EP) Hay Econ. Assump.





# QRMC

Total-Benefits(TB) Hay Econ. Assump.

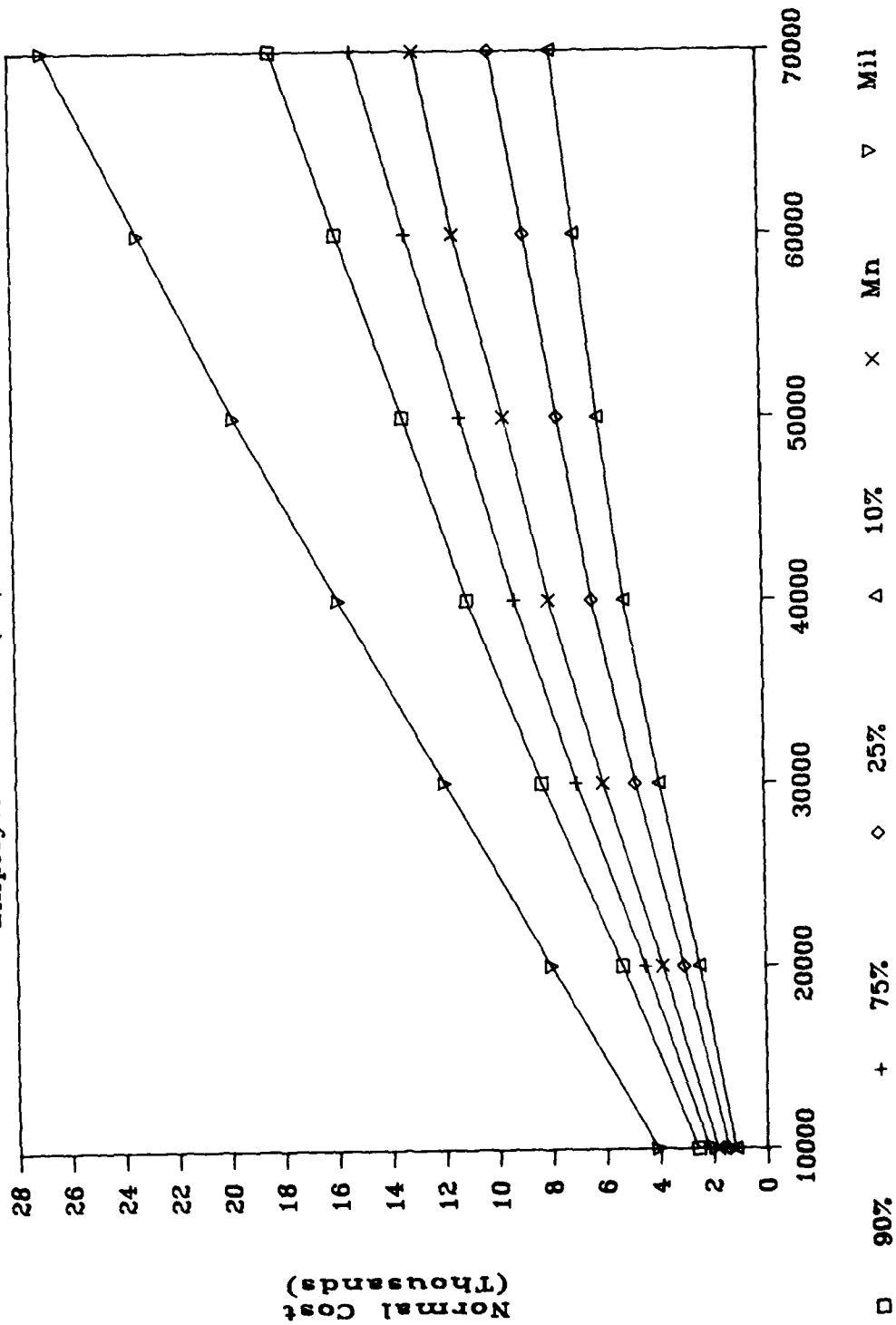


D-29

Atch 1

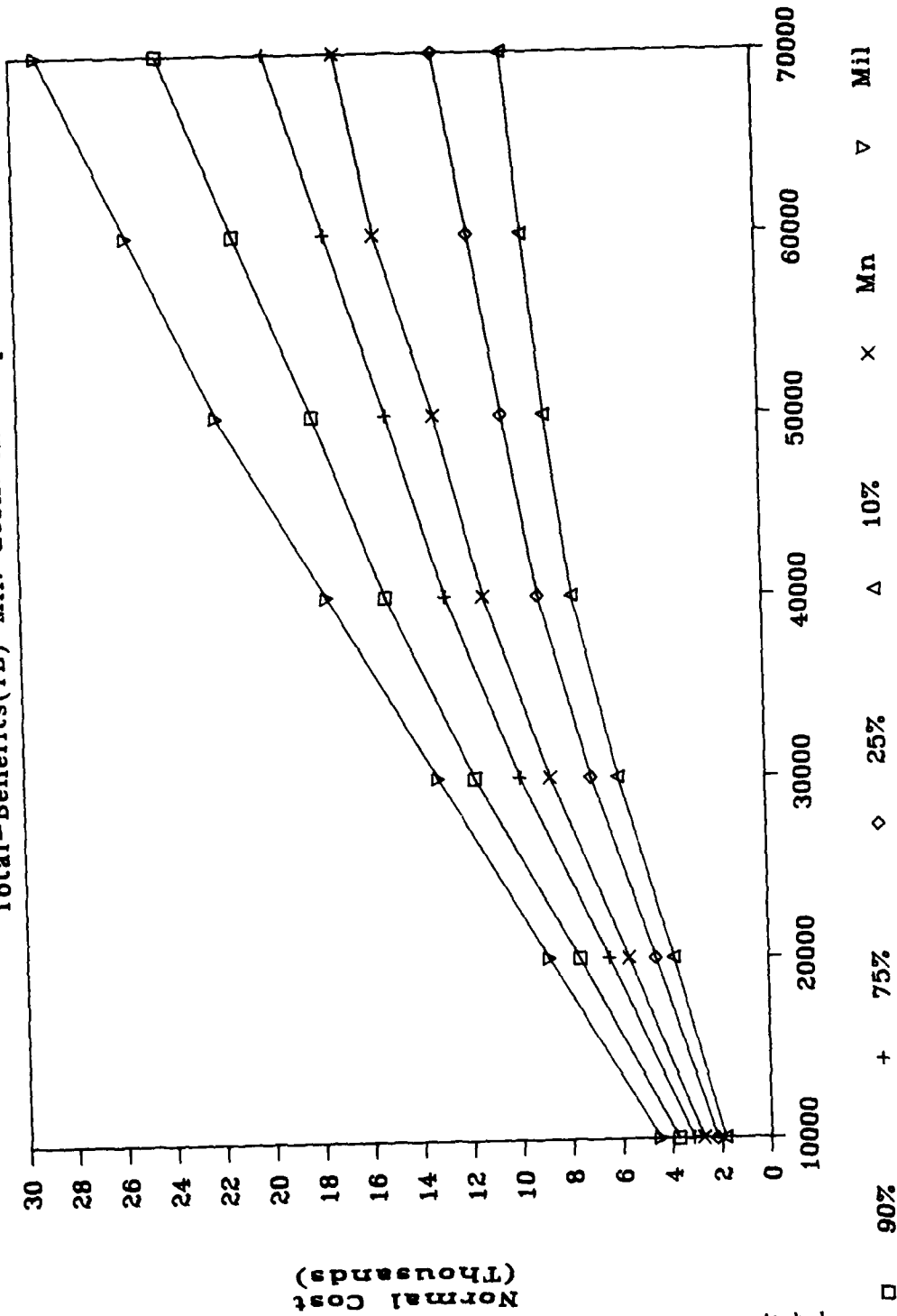
# QRMC

Employer-Provided (EP) Mil. Econ. Assump



# QRM C

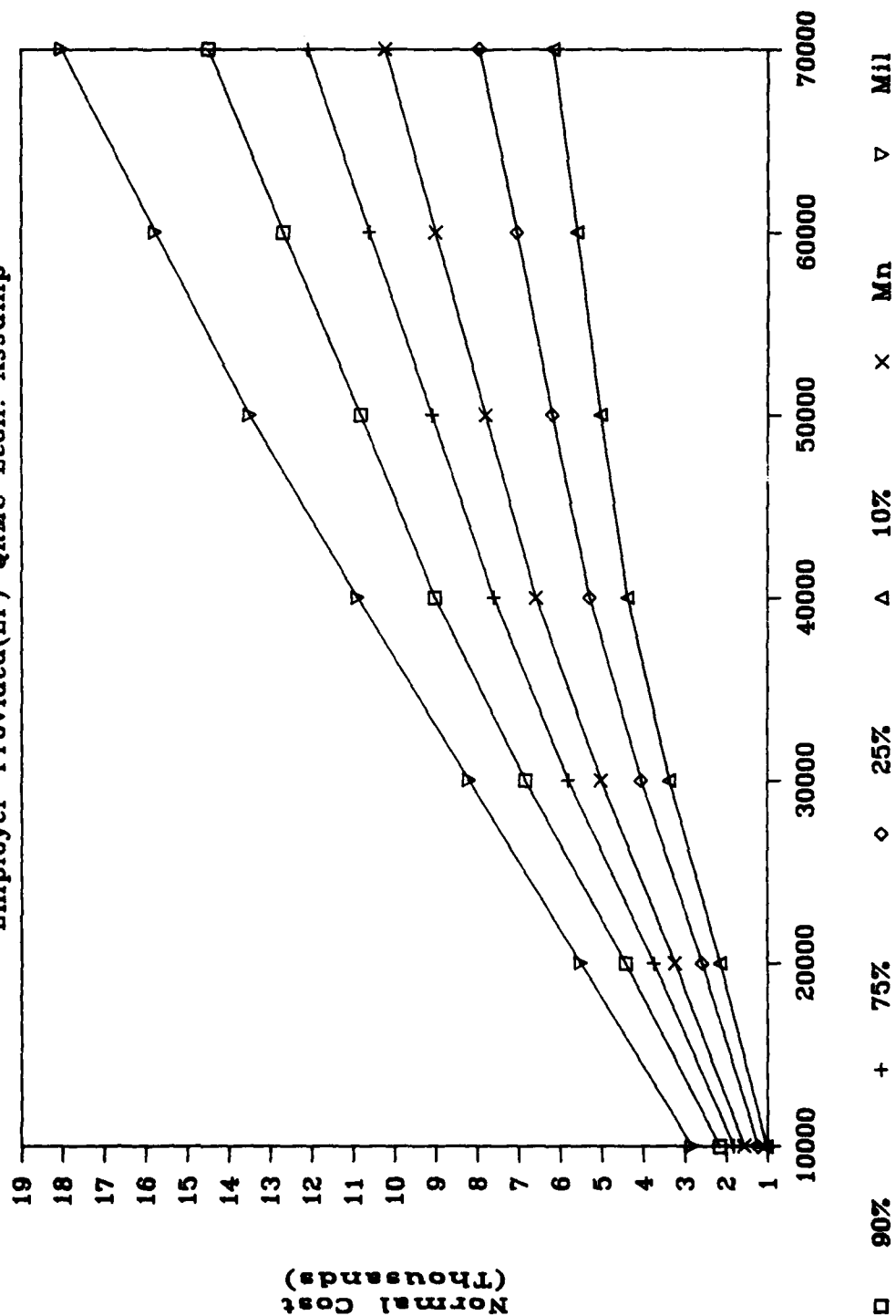
Total-Benefits(TB) Mil. Econ. Assump.



D-31

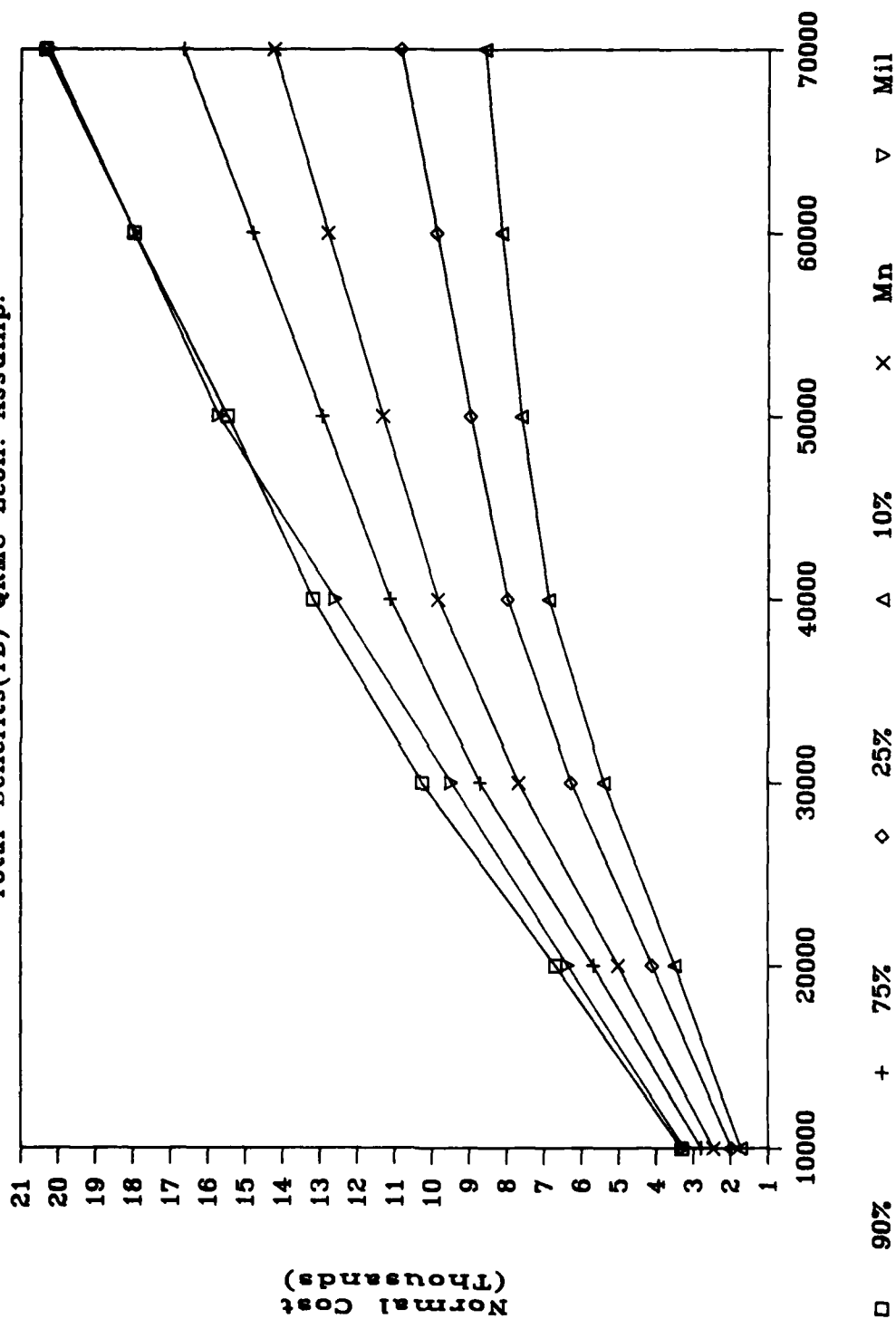
Atch 1

# QRMC Employer-Provided(EP) QRMC Econ. Assump



# QRCM

Total-Benefits(TB) QRCM Econ. Assump.



D-33

Atch 1

Table 1

| Employer-Provided (EP) Value Total Deferred Income<br>Hay Economic Assumptions |       |       |       |       |       |       |
|--------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Salary                                                                         | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 |
| 90th Percentile                                                                | 2353  | 4845  | 7491  | 9923  | 11953 | 14067 |
| 75th Percentile                                                                | 1984  | 4091  | 6348  | 8356  | 10048 | 11758 |
| Median                                                                         | 1652  | 3436  | 5324  | 7002  | 8328  | 9647  |
| 25th Percentile                                                                | 1337  | 2804  | 4398  | 5788  | 6834  | 7824  |
| 10th Percentile                                                                | 1104  | 2311  | 3633  | 4761  | 5520  | 6201  |
| Mean                                                                           | 1707  | 3524  | 5477  | 7215  | 8608  | 9994  |
| Military                                                                       | 3337  | 6524  | 9712  | 12901 | 16013 | 18773 |
|                                                                                |       |       |       |       |       | 21533 |

| Total-Benefits (TB) Value Total Deferred Income<br>Hay Economic Assumptions |       |       |       |       |       |       |
|-----------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Salary                                                                      | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 |
| 90th Percentile                                                             | 3514  | 7115  | 10917 | 14099 | 16619 | 19362 |
| 75th Percentile                                                             | 2953  | 6025  | 9255  | 11878 | 13886 | 15961 |
| Median                                                                      | 2505  | 5147  | 7821  | 10028 | 11541 | 13036 |
| 25th Percentile                                                             | 2081  | 4322  | 6626  | 8471  | 9612  | 10651 |
| 10th Percentile                                                             | 1804  | 3672  | 5665  | 7258  | 8099  | 8739  |
| Mean                                                                        | 2604  | 5305  | 8143  | 10488 | 12136 | 13775 |
| Military                                                                    | 3764  | 7380  | 10996 | 14611 | 18226 | 20986 |
|                                                                             |       |       |       |       |       | 23746 |

**Percentage of Total Salary  
Employer-Provided (EP) Value Total Deferred Income  
Has Economic Assumptions**

**Percentage of Total Salary  
Total-Benefits (TB) Value Total Deferred Income  
May Economic Assumptions**

Atch 1

Table 3

| Employer-Provided(EP) Value Total Deferred Income<br>Military Economic Assumptions |       |       |       |       |       |       |
|------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Salary                                                                             | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 |
| 90th Percentile                                                                    | 2603  | 5368  | 8315  | 11058 | 13408 | 15847 |
| 75th Percentile                                                                    | 2182  | 4517  | 7025  | 9297  | 11256 | 13238 |
| Median                                                                             | 1809  | 3777  | 5877  | 7780  | 9332  | 10879 |
| 25th Percentile                                                                    | 1456  | 3065  | 4828  | 6403  | 7636  | 8813  |
| 10th Percentile                                                                    | 1189  | 2504  | 3953  | 5227  | 6129  | 6957  |
| Mean                                                                               | 1872  | 3877  | 6046  | 8013  | 9634  | 11450 |
| Military                                                                           | 4077  | 8004  | 11932 | 15861 | 19713 | 23213 |
|                                                                                    |       |       |       |       |       | 26713 |

| Total-Benefits(TB) Value Total Deferred Income<br>Military Economic Assumptions |       |       |       |       |       |       |
|---------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Salary                                                                          | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 |
| 90th Percentile                                                                 | 3764  | 7638  | 11741 | 15234 | 18074 | 21141 |
| 75th Percentile                                                                 | 3151  | 6451  | 9932  | 12820 | 15094 | 17440 |
| Median                                                                          | 2662  | 5488  | 8373  | 10806 | 12545 | 14268 |
| 25th Percentile                                                                 | 2200  | 4583  | 7056  | 9085  | 10414 | 11639 |
| 10th Percentile                                                                 | 1889  | 3865  | 5984  | 7724  | 8708  | 9496  |
| Mean                                                                            | 2769  | 5658  | 8712  | 11285 | 13163 | 15441 |
| Military                                                                        | 4504  | 8860  | 13216 | 17571 | 21926 | 25426 |
|                                                                                 |       |       |       |       |       | 28926 |



### **Table 4**

|                 | Percentage of Total Salary<br>Employer-Provided(EP) Value Total Deferred Income<br>Military Economic Assumptions |       |       |       |       |       |
|-----------------|------------------------------------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|
|                 | 10000                                                                                                            | 20000 | 30000 | 40000 | 50000 | 60000 |
| Salary          |                                                                                                                  |       |       |       |       | 70000 |
| 90th Percentile | 28.03                                                                                                            | 26.84 | 27.72 | 27.65 | 26.82 | 26.41 |
| 75th Percentile | 21.82                                                                                                            | 22.58 | 23.42 | 23.24 | 22.51 | 22.06 |
| Median          | 18.09                                                                                                            | 18.89 | 19.59 | 19.45 | 18.66 | 18.13 |
| 25th Percentile | 14.56                                                                                                            | 15.32 | 16.09 | 16.01 | 15.27 | 14.69 |
| 10th Percentile | 11.89                                                                                                            | 12.52 | 13.18 | 13.07 | 12.26 | 11.60 |
| Mean            | 18.72                                                                                                            | 19.39 | 20.15 | 20.03 | 19.27 | 19.08 |
| Military        | 40.77                                                                                                            | 40.02 | 39.77 | 39.65 | 39.43 | 38.69 |
|                 |                                                                                                                  |       |       |       |       | 38.16 |

| Total-Benefits(TB) Value | Percentage of Total Salary<br>Deferred Income |       |       |       |       |
|--------------------------|-----------------------------------------------|-------|-------|-------|-------|
|                          | 10000                                         | 20000 | 30000 | 40000 | 50000 |
| Salary                   | 37.64                                         | 38.19 | 39.14 | 38.09 | 36.15 |
| 90th Percentile          | 31.51                                         | 32.26 | 33.11 | 32.05 | 30.19 |
| 75th Percentile          | 26.62                                         | 27.44 | 27.91 | 27.02 | 25.09 |
| Median                   | 22.00                                         | 22.92 | 23.52 | 22.71 | 20.83 |
| 25th Percentile          | 18.89                                         | 19.32 | 19.95 | 19.31 | 17.42 |
| 10th Percentile          | 27.69                                         | 28.29 | 29.04 | 28.21 | 26.33 |
| Mean                     | 45.04                                         | 44.30 | 44.05 | 43.93 | 43.85 |
| Military                 |                                               |       |       |       |       |

Table 5

| Employer-Provided (EP) Value Total Deferred Income<br>QRMC Economic Assumptions |       |       |       |       |       |       |       |
|---------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|
|                                                                                 | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 | 70000 |
| Salary                                                                          |       |       |       |       |       |       |       |
| 90th Percentile                                                                 | 2160  | 4440  | 6853  | 9043  | 10826 | 12688 | 14502 |
| 75th Percentile                                                                 | 1830  | 3760  | 5823  | 7626  | 9112  | 10612 | 12104 |
| Median                                                                          | 1530  | 3172  | 4896  | 6400  | 7550  | 8693  | 9861  |
| 25th Percentile                                                                 | 1245  | 2602  | 4065  | 5312  | 6212  | 7057  | 7963  |
| 10th Percentile                                                                 | 1038  | 2162  | 3385  | 4400  | 5049  | 5615  | 6184  |
| Mean                                                                            | 1579  | 3251  | 5036  | 6598  | 7812  | 9021  | 10230 |
| Military                                                                        | 2837  | 5524  | 8212  | 10901 | 13513 | 15773 | 18033 |

| Total-Benefits (TB) Value Total Deferred Income<br>QRMC Economic Assumptions |       |       |       |       |       |       |       |
|------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|
|                                                                              | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 | 70000 |
| Salary                                                                       |       |       |       |       |       |       |       |
| 90th Percentile                                                              | 3320  | 6710  | 10279 | 13219 | 15492 | 17983 | 20351 |
| 75th Percentile                                                              | 2799  | 5695  | 8730  | 11149 | 12950 | 14814 | 16670 |
| Median                                                                       | 2383  | 4883  | 7393  | 9425  | 10763 | 12082 | 13442 |
| 25th Percentile                                                              | 1989  | 4120  | 6293  | 7995  | 8991  | 9884  | 10866 |
| 10th Percentile                                                              | 1737  | 3522  | 5417  | 6897  | 7627  | 8153  | 8609  |
| Mean                                                                         | 2477  | 5031  | 7702  | 9870  | 11341 | 12802 | 14262 |
| Military                                                                     | 3264  | 6380  | 9496  | 12611 | 15726 | 17986 | 20246 |

Table 6

|                 | Percentage of Total Salary<br>Employer-Provided (EP) Value Total Deferred Income<br>QRMC Economic Assumptions |       |       |       |       |       |       |
|-----------------|---------------------------------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|
|                 | 10000                                                                                                         | 20000 | 30000 | 40000 | 50000 | 60000 | 70000 |
| Salary          |                                                                                                               |       |       |       |       |       |       |
| 90th Percentile | 21.60                                                                                                         | 22.20 | 22.84 | 22.61 | 21.65 | 21.15 | 20.72 |
| 75th Percentile | 18.30                                                                                                         | 18.80 | 19.41 | 19.06 | 18.22 | 17.69 | 17.29 |
| Median          | 15.30                                                                                                         | 15.86 | 16.32 | 16.00 | 15.10 | 14.49 | 14.09 |
| 25th Percentile | 12.45                                                                                                         | 13.01 | 13.55 | 13.28 | 12.42 | 11.76 | 11.38 |
| 10th Percentile | 10.38                                                                                                         | 10.81 | 11.28 | 11.00 | 10.10 | 9.36  | 8.83  |
| Mean            | 15.79                                                                                                         | 16.25 | 16.79 | 16.49 | 15.62 | 15.04 | 14.61 |
| Military        | 28.37                                                                                                         | 27.62 | 27.37 | 27.25 | 27.03 | 26.29 | 25.76 |

|                 | Percentage of Total Salary<br>Total-Benefits (TB) Value Total Deferred Income |       |       |       |       |       |       |
|-----------------|-------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|
|                 | QRMC Economic Assumptions                                                     |       |       |       |       |       |       |
| Salary          | 10000                                                                         | 20000 | 30000 | 40000 | 50000 | 60000 | 70000 |
| 90th Percentile | 33.20                                                                         | 33.55 | 34.26 | 33.05 | 30.98 | 29.97 | 29.07 |
| 75th Percentile | 27.99                                                                         | 28.48 | 29.10 | 27.87 | 25.90 | 24.69 | 23.81 |
| Median          | 23.83                                                                         | 24.41 | 24.64 | 23.56 | 21.53 | 20.14 | 19.20 |
| 25th Percentile | 19.89                                                                         | 20.60 | 20.98 | 19.99 | 17.98 | 16.47 | 15.52 |
| 10th Percentile | 17.37                                                                         | 17.61 | 18.06 | 17.24 | 15.25 | 13.59 | 12.30 |
| Mean            | 24.77                                                                         | 25.16 | 25.67 | 24.68 | 22.68 | 21.34 | 20.37 |
| Military        | 32.64                                                                         | 31.90 | 31.65 | 31.53 | 31.45 | 29.98 | 28.92 |

#### IV. COMPARISON OF THE PRACTICE IN PROVIDING RETIREMENT BENEFITS

##### A. General

The military retirement system provides 2.5% of covered basic pay per year of service up to thirty (30) years of service. For personnel entering service after September 1980, the benefit is based on the highest three years of basic pay. Benefits are paid to anybody leaving the service after twenty (20) years, but there is no vesting before twenty years. There is no employee contribution. The accompanying tables show the prevalence of practice in the private sector with a comparison, as asterisked, to the military system.

As with the military system, most benefits are based on final average earnings, although typically the average is over five years of service. Most plans also provide a level percentage of earnings, most commonly 1.25% to 1.75% per year of service. Of employers who have a final pay plan, 89% provide an offset for Social Security benefits either through a step-rate or a direct offset formula.

As required by law, most employers provide full vesting at ten (10) years of service with the others providing variations which are usually equivalent to that criteria. Almost all employers also provide benefits on full pay with some also covering bonuses.

In addition to the retirement system, 70% of employers provide capital accumulation plans. The most common are thrift plans where the employer typically matches half of the pay set aside by the employee up to an employer contribution of 3%.

One unique feature of the military retirement system, when compared to the private sector, is the allowance for full retirement after twenty (20) years of service. Because of the need to maintain a young and effective force, this is a practice peculiar to the

# A. GENERAL INFORMATION

| Retirement Plan Combinations       | Survey Participants |     |
|------------------------------------|---------------------|-----|
|                                    | No.                 | %   |
| Pension Plan Only                  | 222                 | 28* |
| Capital Accumulation Plan Only     | 52                  | 6   |
| Both Plans                         | 515                 | 64  |
| Neither Plan                       | 16                  | 2   |
| Total                              | 805                 | 100 |
| Employee Contributions             |                     |     |
| None                               | 593                 | 81* |
| Required                           | 82                  | 12  |
| Voluntary only                     | 52                  | 7   |
| Total                              | 727**               | 100 |
| Vesting Requirements               |                     |     |
| Full at 10 Years Service           | 540                 | 73  |
| Rule of 45                         | 25                  | 3   |
| Graded - 25% at 5 Years to         |                     |     |
| Full at 15 Years                   | 66                  | 9   |
| Full and Immediate                 | 17                  | 2   |
| Full at No. Years Service          |                     |     |
| Other than 10                      | 42                  | 6   |
| Combination                        | 4                   | 1   |
| Partial at Stated Years Service    |                     |     |
| Then Full at Other Years           | 38                  | 5   |
| Other                              | 5                   | 1   |
| No Vesting                         | 0                   | 0*  |
| Total Plans                        | 737                 | 100 |
| Compensation Credited for Coverage |                     |     |
| Incentive Awards                   |                     |     |
| Included                           | 166                 | 53  |
| Paid But Excluded                  | 147                 | 47  |
| Performance Bonuses                |                     |     |
| Included                           | 138                 | 49  |
| Paid But Excluded                  | 143                 | 51  |
| Commissions                        |                     |     |
| Included                           | 145                 | 67  |
| Paid But Excluded                  | 72                  | 33  |
| Overtime for Exempt                |                     |     |
| Included                           | 194                 | 90  |
| Paid But Excluded                  | 22                  | 10  |

Note: The military retirement system only credits basic pay (excludes quarters allowance, subsistence allowance, etc.).

\*Designates provision of the military retirement system.

\*\*The totals of this and the following pension questions are the portion of the 737 employers with pension plans who have a valid response to each question.

D-41

Atch 1

## B. BASIS OF PENSION FORMULA

| Benefits Determination                                               | Survey Participants |      |
|----------------------------------------------------------------------|---------------------|------|
|                                                                      | No.                 | %    |
| Final Average Earnings                                               | 492                 | 67 * |
| Final Average Earnings<br>with Flat Dollar Minimum                   | 141                 | 19   |
| Career Average Earnings                                              | 43                  | 6    |
| Career Average Earnings<br>with Flat Dollar Minimum                  | 13                  | 2    |
| Flat Dollar Amount                                                   | 3                   | 0    |
| Straight Money Purchase                                              | 24                  | 3    |
| Combination: Greater of Final<br>Average and Career Average Earnings | 12                  | 2    |
| Other                                                                | 9                   | 1    |
| Total Plans                                                          | 737                 | 100  |
| Types of Final Average Earnings Formula                              |                     |      |
| Level Percent per Year                                               | 273                 | 43 * |
| Step-Rate Percent Per<br>Year of Service                             | 110                 | 17   |
| Varies by Years of Service                                           | 108                 | 17   |
| Varies by Age                                                        | 5                   | 1    |
| Flat Percent After Stated<br>Number Years of Service                 | 71                  | 11   |
| Step-Rate Percent Per<br>Year of Service                             | 14                  | 2    |
| Combination, Greater of Type                                         | 26                  | 4    |
| Combination, Additive Type                                           | 25                  | 4    |
| Other                                                                | 9                   | 1    |
| Total                                                                | 641                 | 100  |
| Years for Averaging Under Final Average<br>Earnings Formulae         |                     |      |
| Final Year                                                           | 5                   | 1    |
| Final 2 Years                                                        | 2                   | 0    |
| Highest 3 Years                                                      | 35                  | 6 *  |
| Highest 3 of Last 5-15 Years                                         | 43                  | 7    |
| Final 3 Years                                                        | 16                  | 2    |
| Highest 4 Years                                                      | 1                   | 0    |
| Highest 4 of Last 10-15 Years                                        | 4                   | 1    |
| Final 4 Years                                                        | 1                   | 0    |
| Highest 5 Years                                                      | 81                  | 13   |

\*Designates provision of the military retirement system.

|                                                                               | Survey Participants |            |
|-------------------------------------------------------------------------------|---------------------|------------|
|                                                                               | <u>No.</u>          | <u>%</u>   |
| <b>Years for Averaging Under Final Average Earnings Formulae (continued)</b>  |                     |            |
| Highest 5 of Last 8-15 Years                                                  | 383                 | 60         |
| Final 5 Years                                                                 | 59                  | 9          |
| Final 9 Years                                                                 | 1                   | 0          |
| Highest 10 Years                                                              | 1                   | 0          |
| Highest 10 of Last 15 Years                                                   | 1                   | 0          |
| Final 10 Years                                                                | 8                   | 1          |
| Total Final Average Plans                                                     | <u>641</u>          | <u>100</u> |
| <b>Percent of Pay: Formulae with Level Percent of Pay Per Year of Service</b> |                     |            |
| <1.00                                                                         | 7                   | 2          |
| 1.00                                                                          | 14                  | 5          |
| 1.01-1.25                                                                     | 18                  | 6          |
| 1.26-1.49                                                                     | 19                  | 6          |
| 1.50                                                                          | 75                  | 24         |
| 1.51-1.75                                                                     | 83                  | 27         |
| 1.76-1.99                                                                     | 10                  | 3          |
| 2.00                                                                          | 65                  | 21         |
| 2.01-2.49                                                                     | 11                  | 4          |
| 2.50                                                                          | 1                   | 0 *        |
| >2.50                                                                         | 7                   | 2          |
| Total                                                                         | <u>310</u>          | <u>100</u> |

\*Designates provision of the military retirement system.

# C. SOCIAL SECURITY AND ERISA

| Social Security Offset -- Flat Percent Type | Survey Participants |     |
|---------------------------------------------|---------------------|-----|
|                                             | No.                 | %   |
| <50                                         | 4                   | 2   |
| 50                                          | 129                 | 79  |
| 51-74                                       | 13                  | 8   |
| 75                                          | 5                   | 3   |
| 76-99                                       | 11                  | 7   |
| 100                                         | 2                   | 1   |
| Total                                       | 164                 | 100 |

| Social Security Offset -- Percent Per Year |     |     |
|--------------------------------------------|-----|-----|
| <1.00                                      | 5   | 2   |
| 1.00                                       | 9   | 3   |
| 1.25                                       | 42  | 15  |
| 1.26-1.49                                  | 30  | 10  |
| 1.50                                       | 41  | 14  |
| 1.46-1.66                                  | 11  | 4   |
| 1.67                                       | 74  | 26  |
| 1.68-1.99                                  | 9   | 3   |
| 2.00                                       | 44  | 15  |
| >2.00                                      | 23  | 8   |
| Total Responding                           | 288 | 100 |

## Social Security Offset Percent Per Year of Service Together with Applicable Maximum

| Percent Per Year | 22.5-25 | 30 | 33-38 | 40 | 43-48 | 50  | 54-55 | 64 | 67-68 | 70 | No Max. | No. | %   |
|------------------|---------|----|-------|----|-------|-----|-------|----|-------|----|---------|-----|-----|
| <1.00            | -       | 2  | -     | -  | -     | -   | -     | -  | -     | -  | 2       | 4   | 1   |
| 1.00             | 1       | 1  | 2     | 2  | -     | 2   | -     | -  | -     | -  | -       | 8   | 3   |
| 1.25             | -       | -  | 1     | -  | 1     | 35  | -     | -  | -     | 3  | 4       | 44  | 15  |
| 1.32-1.46        | -       | -  | 1     | -  | -     | 26  | 2     | -  | -     | -  | 2       | 31  | 11  |
| 1.50             | 1       | 1  | -     | -  | 3     | 28  | 1     | 3  | -     | 1  | 3       | 41  | 14  |
| 1.56-1.71        | -       | 1  | 1     | -  | 1     | 75  | -     | 3  | -     | 2  | 1       | 84  | 29  |
| 1.72-1.90        | -       | -  | -     | 1  | -     | -   | 2     | 1  | 1     | -  | 2       | 7   | 2   |
| 2.00             | -       | -  | -     | -  | -     | 36  | -     | 6  | -     | 3  | -       | 45  | 16  |
| >2.00            | 1       | -  | -     | -  | 1     | 7   | -     | 1  | 1     | 13 | -       | 24  | 9   |
| Total            | 3       | 5  | 5     | 3  | 6     | 209 | 5     | 14 | 2     | 22 | 14      | 288 |     |
| Percent          | 1       | 2  | 2     | 1  | 2     | 72  | 2     | 5  | 0     | 8  | 5       |     | 100 |

\*Designates provision of the military retirement system.



**Plans Subject to ERISA Benefit Maximums**

|                                                             | Survey Participants |          |
|-------------------------------------------------------------|---------------------|----------|
|                                                             | <u>No.</u>          | <u>%</u> |
| ERISA Maximum                                               | 603                 | 88       |
| Maximum Below ERISA Limits                                  | 33                  | 5        |
| None -- Not Subject to ERISA                                | 23                  | 3        |
| None -- Benefits/Contributions<br>Cannot Reach ERISA Limits | 28                  | 4        |
| Total                                                       | 587                 | 100      |

---

NOTE: ERISA limits the maximum annual benefit payable under qualified plans. The old ERISA maximum of the lesser of \$136,425 and 100% of a participant's highest three year average pay was in force at the time of the survey.

\*Designates provision of the military retirement system.

#### D. COST-OF-LIVING INCREASES

| Type of Cost-of-Living and Related Pension<br>Adjustments | Survey Participants |            |
|-----------------------------------------------------------|---------------------|------------|
|                                                           | <u>No.</u>          | <u>%</u>   |
| Formal Cost-of-Living<br>Provision within the Plan        | 57                  | 8 *        |
| Increase by Plan Amendment                                | 227                 | 31         |
| Ad Hoc                                                    | 156                 | 21         |
| No Adjustment                                             | 294                 | 40         |
| Total                                                     | <u>734</u>          | <u>100</u> |

#### Formal Cost-of-Living Provisions -- Basis for Increases

|                                 |           |            |
|---------------------------------|-----------|------------|
| Full CPI (with or without cap)  | 33        | 58 *       |
| Portion of CPI                  | 4         | 7          |
| Fixed Percentage                | 17        | 30         |
| Varies with Investment Earnings | 1         | 2          |
| Other                           | 2         | 3          |
| Total with Formal Provision     | <u>57</u> | <u>100</u> |

The fixed percent increases are six at 2%, three at 3%, five at 5%, and one each at 1% and 4%.

The four plans based on a portion of CPI use 50%, 60%, and 66%. Thirty-six of the 37 plans in which adjustments are based on the CPI set a maximum for adjustments in any one year; indicated in the following table.

#### Maximum Cost-of-Living Increase Per Year

|            |           |            |
|------------|-----------|------------|
| 2.0        | 3         | 8          |
| 3.0        | 18        | 49         |
| 4.0-5.0    | 3         | 8          |
| 5.0        | 8         | 22         |
| 7.5-8.0    | 2         | 5          |
| Other      | 2         | 5          |
| No Maximum | 1         | 3 *        |
| Total      | <u>37</u> | <u>100</u> |

\*Designates provision of the military retirement system.

| Basis of Plan Amendment/Ad hoc Increases<br>in Monthly Pensions                    | Survey Participants |          |
|------------------------------------------------------------------------------------|---------------------|----------|
|                                                                                    | <u>No.</u>          | <u>%</u> |
| Consumer Price Index                                                               | 17                  | 4        |
| Percentage Increase/Year Since<br>Retirement or Last Increase                      | 155                 | 42       |
| Flat Percentage Increase<br>For All Retirees                                       | 62                  | 17       |
| Percentage Increase Varying<br>By Date of Retirement                               | 99                  | 27       |
| Flat Dollar Amount/Year<br>or For All Retirees                                     | 16                  | 4        |
| Other                                                                              | 21                  | 6        |
| Total                                                                              | 370                 | 100      |
| One-Time/Ad hoc Percentage Increases<br>Per Year Since Retirement or Last Increase |                     |          |
| <1.0                                                                               | 4                   | 3        |
| 1.0-1.9                                                                            | 22                  | 14       |
| 2.0-2.9                                                                            | 36                  | 23       |
| 3.0-3.9                                                                            | 67                  | 43       |
| 4.0-4.9                                                                            | 8                   | 5        |
| 5.0                                                                                | 13                  | 9        |
| >5.0                                                                               | 5                   | 3        |
| Total Plans With a One-Time Percent<br>Increase per Year of Retirement             | 155                 | 100      |
| One-Time/Ad hoc Percentage Increases<br>for All Retirees                           |                     |          |
| <5                                                                                 | 9                   | 15       |
| 5-9                                                                                | 21                  | 34       |
| 10                                                                                 | 19                  | 31       |
| 11-14                                                                              | 2                   | 3        |
| 15                                                                                 | 4                   | 6        |
| 20-25                                                                              | 7                   | 11       |
| Total                                                                              | 62                  | 100      |

\*Designates provision of the military retirement system.

One-Time/Ad hoc Flat Percentage Increases  
Per Year Equivalent For Increases Varying  
By Date of Retirement

|         |           |            |
|---------|-----------|------------|
| <1      | 37        | 37         |
| 1-1.4   | 31        | 32         |
| 1.5-1.9 | 17        | 17         |
| 2.0-2.4 | 3         | 3          |
| 2.5-2.9 | 5         | 5          |
| 3.0-3.9 | 4         | 4          |
| 4.0-4.9 | 1         | 1          |
| 5.0     | -         | -          |
| >5      | 1         | 1          |
| Total   | <u>99</u> | <u>100</u> |

Date of Last One-Time/Ad hoc Pension Increase

|       |            |            |
|-------|------------|------------|
| <1970 | 1          | 0          |
| 1971  | 1          | 0          |
| 1972  | 1          | 0          |
| 1973  | 1          | 0          |
| 1974  | 7          | 2          |
| 1975  | 3          | 1          |
| 1976  | 6          | 2          |
| 1977  | 9          | 2          |
| 1978  | 11         | 3          |
| 1979  | 73         | 20         |
| 1980  | 117        | 34         |
| 1981  | 95         | 26         |
| 1982  | 36         | 10         |
| Total | <u>361</u> | <u>100</u> |

\*Designates provision of the military retirement system.

# E. UNREDUCED EARLY RETIREMENT BENEFIT

|                                      | Survey Participants |          |
|--------------------------------------|---------------------|----------|
|                                      | <u>No.</u>          | <u>%</u> |
| Unreduced Early Retirement Available | 321                 | 45 *     |
| Not Available                        | 392                 | 55       |
| Total                                | 713                 | 100      |

## Age-Only Requirement

| <u>Age</u> |    |     |
|------------|----|-----|
| 60         | 1  | 1   |
| 60         | 14 | 16  |
| 62         | 72 | 84  |
| 63         | 1  | 1   |
| Total      | 88 | 100 |

## Age and Service Requirement

| <u>Years of Service</u> | <u>56</u> | <u>60</u> | <u>Age Requirement</u> |           |           | <u>No.</u> | <u>%</u> |
|-------------------------|-----------|-----------|------------------------|-----------|-----------|------------|----------|
|                         |           |           | <u>62</u>              | <u>63</u> | <u>64</u> |            |          |
| 5-6                     | -         | -         | 7                      | -         | -         | 7          | 4        |
| 10                      | 1         | 13        | 47                     | 3         | -         | 64         | 35       |
| 14                      | -         | -         | 2                      | -         | -         | 2          | 1        |
| 15                      | 1         | 3         | 15                     | -         | -         | 19         | 11       |
| 20                      | 6         | 7         | 13                     | -         | -         | 26         | 14       |
| 25                      | 1         | 8         | 6                      | -         | -         | 15         | 8        |
| 30                      | -         | 22        | 20                     | -         | 1         | 43         | 24       |
| 33-35                   | -         | -         | 1                      | -         | -         | 1          | 1        |
| 40                      | -         | 3         | 1                      | -         | -         | 4          | 2        |
| Total                   | 9         | 56        | 112                    | 3         | 1         | 181        | 100      |
| Percent                 | 5         | 30        | 62                     | 2         | 1         |            |          |

## Age or Service Requirement

| <u>Age</u> | <u>Years of Service</u> |           |           |           |           | <u>No.</u> | <u>%</u> |
|------------|-------------------------|-----------|-----------|-----------|-----------|------------|----------|
|            | <u>5</u>                | <u>20</u> | <u>25</u> | <u>30</u> | <u>35</u> |            |          |
| 55         | -                       | 1         | -         | -         | -         | 1          | 14       |
| 60         | -                       | -         | -         | 1         | -         | 1          | 14       |
| 62         | 1                       | -         | -         | 3         | 1         | 5          | 72       |
| Total      | 1                       | 1         | -         | 4         | 1         | 7          | 100      |
| Percent    | 14                      | 14        | -         | 58        | 14        |            |          |

NOTE: Military retirement system provides for unreduced benefit after 20 years of service at any age.

\*Designates provision of the military retirement system.

# F. REDUCED EARLY RETIREMENT BENEFIT

## Age-Only Requirement

## Survey Participants

|            | <u>No.</u> | <u>%</u>   |
|------------|------------|------------|
| <u>Age</u> |            |            |
| 50         | 6          | 6          |
| 55         | 68         | 69         |
| 60         | 20         | 20         |
| 62         | 5          | 5          |
| Total      | <u>99</u>  | <u>100</u> |

## Service-Only Requirement

| <u>Years of Service</u> |           |            |
|-------------------------|-----------|------------|
| 5                       | 3         | 10         |
| 10-15                   | 4         | 13         |
| 20                      | 1         | 3          |
| 25                      | 2         | 7          |
| 30                      | 20        | 67         |
| Total                   | <u>30</u> | <u>100</u> |

## Age and Service Requirement

| Service Requirement | 45       | 50        | Age Requirement |          |           |          | No.        | %             |
|---------------------|----------|-----------|-----------------|----------|-----------|----------|------------|---------------|
|                     |          |           | 55              | 57       | 60        | 62       |            |               |
| 1                   | -        | -         | 2               | -        | 1         | -        | 3          | 0             |
| 5                   | 1        | 2         | 48              | 2        | 6         | 2        | 61         | 10            |
| 6-9                 | -        | -         | 4               | -        | -         | 1        | 5          | 1             |
| 10                  | -        | 12        | 351             | 1        | 21        | -        | 385        | 66            |
| 13-14               | -        | -         | 1               | -        | -         | -        | 1          | 0             |
| 15                  | 2        | 6         | 72              | 1        | 7         | -        | 88         | 15            |
| 20                  | -        | 5         | 30              | -        | 2         | -        | 37         | 6             |
| 25                  | -        | 5         | 3               | -        | 1         | -        | 9          | 2             |
| 30                  | -        | -         | 3               | -        | -         | -        | 3          | 0             |
| Total Number        | <u>3</u> | <u>30</u> | <u>514</u>      | <u>4</u> | <u>38</u> | <u>3</u> | <u>592</u> | <u>      </u> |
| Percent             | 0        | 5         | 87              | 1        | 7         | 0        |            | 100           |

\*Designates provision of the military retirement system.

**Type of Reduction in Accrued Pension  
for Early Retirement**

**Survey Participants  
No.**

Full Actuarial Adjustment  
Rounded Percent Per Year Reduction  
Other  
Varies

212 33  
408 63  
17 3  
8 1

**Total**

**645 100**

**Percent of Full Pension Received for  
Retirement at Age 60**

Percent

<60  
60.01-65  
65.01-70  
70.01-75  
75.01-80  
80.01-85  
85.01-90  
90.01-95  
>95

8 2  
19 4  
127 23  
31 6  
65 12  
79 15  
72 14  
71 13  
59 11

**Total Responses**

**531 100**

**Percent of Full Pension Received for  
Retirement at Age 55**

Percent

<40  
40.01-45  
45.01-50  
50.01-55  
55.01-60  
60.01-65  
65.01-70  
70.01-75  
75.01-80  
>80

40 8  
9 2  
132 26  
32 6  
85 17  
47 9  
58 12  
51 10  
33 7  
16 3

**Total Responses**

**503 100**

**Early Retirement Supplements for  
All Retirees**

Supplement Equal to S.S.  
Supplement Less Than S.S.  
No Supplement

28 5  
20 3  
539 92

**Total**

**587 100**

\*Designates provision of the military retirement system.

• Supplement for Early retirement at  
Employer's Request

Supplement  
No Supplement

Total

Survey Participants  
No.                      %

|            |            |
|------------|------------|
| 45         | 8          |
| 548        | 92         |
| <u>593</u> | <u>100</u> |

\*Designates provision of the military retirement system.



# G. DISABILITY RETIREMENT BENEFIT

| Accrual of Pension Credits While on Disability | Survey Participants |      |
|------------------------------------------------|---------------------|------|
|                                                | No.                 | %    |
| Allowed                                        | 530                 | 73 * |
| Not Allowed                                    | 198                 | 27   |
| Total                                          | 728                 | 100  |

## Prevalence of Minimum Age and/or Service Requirements for Disability Pension

|                         |     |      |
|-------------------------|-----|------|
| No Requirements         | 40  | 18 * |
| Age Minimum             | 6   | 3    |
| Service Minimum         | 135 | 59   |
| Age and Service Minimum | 42  | 19   |
| Other                   | 3   | 1    |
| Total                   | 226 | 100  |

## Minimum Service Requirement for Disability Pension

| Years Service                             |     |     |
|-------------------------------------------|-----|-----|
| <2                                        | 4   | 3   |
| 2-4                                       | 7   | 5   |
| 5-9                                       | 24  | 18  |
| 10                                        | 53  | 39  |
| 13.3                                      | 1   | 1   |
| 15                                        | 38  | 28  |
| 20-25                                     | 8   | 6   |
| Total Plans With Service-Only Requirement | 135 | 100 |

## Minimum Age and Service Requirement for Disability Pension

| Years of Service | 35 | 40 | 45 | 48 | 50 | 55 | 60 | No. | %   |
|------------------|----|----|----|----|----|----|----|-----|-----|
| 5                | 4  | 1  | 1  | -  | 1  | 1  | -  | 8   | 19  |
| 10               | 1  | 2  | 3  | -  | 12 | 3  | 1  | 22  | 52  |
| 15               | 1  | 2  | 3  | 1  | 3  | -  | -  | 10  | 24  |
| 20               | -  | -  | -  | -  | 1  | -  | 1  | 2   | 5   |
| Total            | 6  | 5  | 7  | 1  | 17 | 4  | 2  | 42  | 100 |
| Percent          | 14 | 12 | 17 | 2  | 40 | 10 | 5  |     |     |

\*Designates provision of the military retirement system.

**Disability Pension Benefit****Survey Participants**

|                       | <u>No.</u> | <u>8</u> |
|-----------------------|------------|----------|
| Full Accrued          | 136        | 56       |
| Actuarially Reduced   | 67         | 28       |
| Pension Projected to  |            |          |
| Normal Retirement Age | 17         | 7        |
| Other                 | 23         | 9 *      |
| Total Plans With      |            |          |
| Disability Pensions   | 243        | 100      |

**Integration of Disability Pensions**

|                                    |     |      |
|------------------------------------|-----|------|
| Primary Social Security Disability | 101 | 42   |
| Family Social Security Disability  | 18  | 7    |
| Worker's Compensation              | 37  | 15   |
| All Employer Supported Plans       | 24  | 10   |
| Other                              | 5   | 2    |
| Not Integrated                     | 89  | 37 * |

NOTE: A number of plans are integrated with more than one of the categories shown above.

**Commencement of Disability Pension Payments**

|                        |     |     |
|------------------------|-----|-----|
| At Expiration of Short |     |     |
| Term Disability        | 87  | 42  |
| After a Specified      |     |     |
| Elimination Period     | 64  | 31  |
| Other                  | 54  | 26  |
| Total                  | 205 | 100 |

\*Designates provision of the military retirement system.

# G. DISABILITY RETIREMENT BENEFIT

| Accrual of Pension Credits While on Disability | Survey Participants |      |
|------------------------------------------------|---------------------|------|
|                                                | No.                 | %    |
| Allowed                                        | 530                 | 73 * |
| Not Allowed                                    | 198                 | 27   |
| Total                                          | 728                 | 100  |

## Prevalence of Minimum Age and/or Service Requirements for Disability Pension

|                         |     |      |
|-------------------------|-----|------|
| No Requirements         | 40  | 18 * |
| Age Minimum             | 6   | 3    |
| Service Minimum         | 135 | 59   |
| Age and Service Minimum | 42  | 19   |
| Other                   | 3   | 1    |
| Total                   | 226 | 100  |

## Minimum Service Requirement for Disability Pension

| <u>Years Service</u>                      |     |     |
|-------------------------------------------|-----|-----|
| <2                                        | 4   | 3   |
| 2-4                                       | 7   | 5   |
| 5-9                                       | 24  | 18  |
| 10                                        | 53  | 39  |
| 13.3                                      | 1   | 1   |
| 15                                        | 38  | 28  |
| 20-25                                     | 8   | 6   |
| Total Plans With Service-Only Requirement | 135 | 100 |

## Minimum Age and Service Requirement for Disability Pension

| <u>Years of Service</u> | <u>35</u> | <u>40</u> | <u>45</u> | <u>48</u> | <u>50</u> | <u>55</u> | <u>60</u> | <u>No.</u> | <u>%</u> |
|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|----------|
| 5                       | 4         | 1         | 1         | -         | 1         | 1         | -         | 8          | 19       |
| 10                      | 1         | 2         | 3         | -         | 12        | 3         | 1         | 22         | 52       |
| 15                      | 1         | 2         | 3         | 1         | 3         | -         | -         | 10         | 24       |
| 20                      | -         | -         | -         | -         | 1         | -         | 1         | 2          | 5        |
| Total                   | 6         | 5         | 7         | 1         | 17        | 4         | 2         | 42         |          |
| Percent                 | 14        | 12        | 17        | 2         | 40        | 10        | 5         |            | 100      |

\*Designates provision of the military retirement system.

## H. SURVIVOR BENEFITS

| Pre-Retirement Death Benefit Funding       | Survey Participants |            |
|--------------------------------------------|---------------------|------------|
|                                            | <u>No.</u>          | <u>%</u>   |
| Elective, Charged Against Employee Pension | 229                 | 32         |
| Automatic and Paid by Plan                 | 494                 | 68         |
| Other                                      | 3                   | -          |
| Total                                      | <u>726</u>          | <u>100</u> |

### Basis of Pension Plan Spouse's Benefit

|                                              |            |            |
|----------------------------------------------|------------|------------|
| Accrued Pension Reduced for Early Retirement | 566        | 79         |
| Full Accrued Pension                         | 129        | 18         |
| Pension Projected to Normal Retirement Date  | 24         | 3          |
| Total                                        | <u>719</u> | <u>100</u> |

Upon the employee's death prior to retirement, the basic pension benefit described above, is generally reduced for joint and survivor payment, as indicated below.

### Reduction in Pension for Payment in Joint & Survivor Form

|                                     | Based on Unreduced Benefit |            | Based on Accrued Benefit |            | Reduced for Early Retirement |            |
|-------------------------------------|----------------------------|------------|--------------------------|------------|------------------------------|------------|
|                                     | <u>No.</u>                 | <u>%</u>   | <u>No.</u>               | <u>%</u>   | <u>No.</u>                   | <u>%</u>   |
| Full Actuarial Reduction for J&S    | 11                         | 46         | 64                       | 50         | 477                          | 84         |
| Partial Actuarial Reduction for J&S | 3                          | 12         | 11                       | 8          | 34                           | 6          |
| Unreduced                           | 10                         | 42         | 54                       | 42         | 55                           | 10         |
| Total                               | <u>24</u>                  | <u>100</u> | <u>129</u>               | <u>100</u> | <u>566</u>                   | <u>100</u> |

\*Designates provision of the military retirement system.

Percent to Surviving Spouse Under  
Joint and Survivor Benefit

Survey Participants  
No.      %

Percent

|                                                           |            |            |
|-----------------------------------------------------------|------------|------------|
| 40                                                        | 2          | 0          |
| 50                                                        | 564        | 78         |
| 55                                                        | 5          | 1*         |
| 60                                                        | 8          | 1          |
| 65                                                        | 2          | 0          |
| 66-67                                                     | 13         | 2          |
| 70-75                                                     | 5          | 1          |
| 100                                                       | 69         | 10         |
| 50% with Employee Choice of<br>Higher Percent at Own Cost | 39         | 5          |
| Other                                                     | 12         | 2          |
| Total                                                     | <u>719</u> | <u>100</u> |

Age and/or Service Requirement for Pension  
Plan Death Benefits Prior to Early  
Retirement Eligibility

|                                                                             |            |            |
|-----------------------------------------------------------------------------|------------|------------|
| No Requirements                                                             | 61         | 23         |
| Age Minimum                                                                 | 15         | 6          |
| Service Minimum                                                             | 93         | 36         |
| Age or Service Minimum                                                      | 11         | 4          |
| Age and Service Minimum                                                     | 66         | 25         |
| Combination                                                                 | 12         | 5          |
| Other                                                                       | 2          | 1          |
| Total Plans with Death<br>Benefits Prior to Early<br>Retirement Eligibility | <u>260</u> | <u>100</u> |

\*Designates provision of the military retirement system.

# I. CAPITAL ACCUMULATION PLANS

|                                                                 | <u>No.</u> | <u>%</u> |
|-----------------------------------------------------------------|------------|----------|
| Thrift Plan                                                     |            |          |
| Provided                                                        | 322        | 41       |
| Not Provided                                                    | 483        | 59 *     |
| Maximum Employee Contribution Subject to<br>Employer Matching   |            |          |
| <6% of Pay                                                      | 120        | 238      |
| 6% of Pay                                                       | 177        | 56       |
| >6% of Pay                                                      | 17         | 5        |
| Employer Matching Contributions                                 |            |          |
| <50%                                                            | 27         | 11       |
| 50%                                                             | 143        | 58       |
| >50%                                                            | 81         | 31       |
| Profit Sharing or Stock Bonus Provided (stock companies only)   |            |          |
| Provided                                                        | 158        | 34       |
| Not Provided                                                    | 306        | 66       |
| Employer Contributions as a percent of<br>Employee Pay for 1982 |            |          |
| <6%                                                             | 51         | 44       |
| 6.1%-9%                                                         | 27         | 24       |
| >9%                                                             | 29         | 26       |
| No Contribution Made                                            | 7          | 6        |
| ESOPs of TRASOPs Provided (stock companies only)                |            |          |
| Provided                                                        | 138        | 30       |
| Not Provided                                                    | 326        | 70       |
| 1981 Employer Contribution as a Percent of Pay                  |            |          |
| <1%                                                             | 14         | 23       |
| 1%-1.99%                                                        | 18         | 20       |
| 2%-2.99%                                                        | 12         | 20       |
| 3%-4.99%                                                        | 9          | 15       |
| >5%                                                             | 8          | 12       |
| Stock Purchase Plan (Stock Companies Only)                      |            |          |
| Provided                                                        | 112        | 24       |
| Not Provided                                                    | 352        | 76 *     |

\*Designates provision of the military retirement system.

military service and other organizations with similar needs for a young workforce. The private sector typically permits retirement at age 62 or 65 with the preference now being age 62. However, in most of the private sector, employees are still very effective in their jobs well past age 62.

While most plans now permit full retirement at age 62, some provide even earlier retirement. Further, practically all employers permit reduced retirement down to age 55. While many of the employers provide a full actuarial reduction, which averages 6% or 7% a year, some employers only require a reduction of 3% to 4% a year.

The QRMC was particularly interested in four aspects of the retirement comparison which are discussed more thoroughly below.

#### B. Cost-of-Living Provisions

The vehicle used to assure that pension benefits contain a degree of stable purchasing power is an adjustment in the benefit payment. It is normally based on a specified price index. Under the simplest of these arrangements, benefits of retirees may be adjusted to reflect changes subsequent to retirement. The Consumer Price Index is the most frequently utilized basis for adjusting benefit payments.

The frequency of formal cost-of-living provisions in retirement plans is relatively low, 8% of the organizations surveyed in the NCC. However, ad hoc cost-of-living adjustments for retired employees are very common. Currently, 60% of Hay survey participants have made some cost-of-living adjustments. These adjustments are usually given on an ad-hoc basis, generally every other year, typically at the rate of around 3% per year of retirement. As retirement rolls continue to increase, these adjustments will continue to be a necessary part of the orderly transition from active employment to retirement.

Currently, however, there is concern among employers about the cost implications of cost-of-living adjustment provisions in private pension plans combined with the cost impact of automatic adjustment features under Social Security. These concerns have lead to the increased use of pension plans integrated with, or offset by Social Security. We feel companies will continue to seek and find funding relief for their defined benefit plans, but despite the added cost, ad-hoc cost-of-living adjustments will remain the norm. More companies will implement formal cost-of-living provisions, yet will probably begin to focus greater attention on other forms of deferred income benefits for employees like capital accumulation.

#### C. Capital Accumulation Plans

The most dramatic change in deferred compensation benefits during the next several years will involve capital accumulation plans. Often overlooked when comparisons are made between private pension plans and the military retirement system, 64% of the participants in our survey had another form of deferred compensation provided to their employees in addition to a pension plan. In November 1981, the IRS issued proposed regulations (under the Revenue Act of 1978) permitting a capital accumulation plan to provide a cash or deferred arrangement via salary reduction and qualified under Section 401(k) of the IRS code. The opportunity, virtually exclusive to the private sector, allows employees to contribute before tax, in lieu of after tax dollars, to a thrift or profit sharing plan. Even though plans qualified under 401(k) must meet stringent discrimination rules, the advantages are such that we predict a majority of capital accumulation plans will take advantage of Section 401(k) over the next few years.

In addition, Employee Stock Ownership plans (ESOP) and Tax Reduction Act Stock Ownership Plans (TRASOP) have also become increasingly popular. While just 18% of our stock company participants provided such plans in 1978, 30% of these participants



surveyed in 1982 provided ESOPs or TRASOPs. In 1983 a new plan - PAYSOP (Payroll-based Stock Ownership Plan) - replaced TRASOPs. Under a PAYSOP, a given percentage of covered payroll is put into a capital accumulation vehicle. Companies may then take a tax credit for most of the amount put aside for employees in the capital accumulation vehicle. Thus, for a taxpaying, profit making company, this is a virtually free employee benefit to supplement retirement. We predict that virtually all taxpaying companies will install PAYSOPs over the next few years.

In order to make a valid comparison between the retirement benefits of the military system and the private sector retirement plans it is necessary to understand and to take into consideration these company offered capital accumulation plans. These plans offer significant opportunities for employees to not only accumulate capital, but to defer income that would otherwise be taxed. These opportunities can add significantly to the retirement benefits provided by private pension plans.

#### D. Survivor Benefits

The majority of employers in the United States provide some form of death benefits for the surviving dependents of an employee. Among the companies participating in the 1982 Hay survey, 99% provide survivor benefits in the form of group life insurance. The most common amount provided is a multiple of salary equal to twice an employees salary. Death benefits are sometimes provided in other forms such as supplemental cash payments, split dollar insurance plans and, in recent years, formal survivor income plans. In 1982, the Hay survey indicated 11% of the participants had survivor income plans.

These survivor income plans are different from traditional employer-sponsored death benefit plans in that a benefit is payable only to certain specified dependents of the employee and only if

these dependents survive the employee. Moreover, the benefit is payable in installments and, as a rule, only for the period that the dependency status continues to exist.

The other common form of survivor benefits are those provided by a retirement plan. Survivor income protection can be provided for active or retired employees or for both. When provided before retirement, the coverage frequently has been limited to employees who satisfy an age (usually 50, 55, or 60) and a service (usually 10 or 15 years) requirement. ERISA required that an employee who is eligible for early retirement and is within ten years of the normal retirement date, must have the option of electing a pre-retirement spouse benefit. The required normal form of payment of benefits would be a 50% Joint and Survivor Annuity, unless otherwise elected. In 1982, 78% of the participants of the Hay Survey used the 50% Joint and Survivor form for surviving spouse benefits. The basis of the spouse's benefit provided by 79% of the survey participants was the employee's accrued pension reduced for early retirement. Under the military retirement system, survivor benefits are calculated on 55% of the employee's base amount, adjusted by the CPI, and integrated with Social Security and Veteran's benefits. Active members only receive this protection after 20 years of service.

#### E. Vesting Provisions

A major objective of ERISA was to require vesting of an employee's accrued benefit after some reasonable period of service. The Internal Revenue Service was given the authority to impose more stringent vesting requirements if such action is necessary to prevent discrimination. However, the Congress has directed the IRS not to require a vesting schedule more stringent than 40% vesting after four years of employment with 5% additional vesting for each of the next two years, and 10% vesting for each of the following 5

years. ERISA also stipulates minimum standards that must be followed in determining an employee's accrued benefit for purposes of applying a vesting schedule.

While the vesting practices of companies vary within ERISA guidelines, the military retirement system has no vesting. However, the de-facto vesting provision of the military retirement system is full vesting after 20 years of service. The restrictive military vesting schedule would not be permitted private pension plans under ERISA. The most common vesting schedule used by participants in the Hay NCC survey is full vesting after 10 years of service. This schedule is used by 73% of the survey participants. Under current laws affecting the private pension plans, full vesting of accrued benefits must occur after 15 years of service.

The NCC lists various retirement plan provisions and options available to private pension plans. We have compiled the prevalence of practice of the organizations surveyed. The information on the most relevant provisions is tabulated in this report as follows:

- o The number of companies surveyed providing the listed provision or option; and
- o The percentage of those companies providing the listed provision or option.

## V. LEVEL OF BENEFITS AT RETIREMENT

Previous sections have compared the practice of providing retirement benefits between the military system and private systems and the employer costs of these benefits. It is also important to look at the benefits as replacement income at retirement. The standard Hay methodology is to compare the full value of benefits produced by pension plans, capital accumulation plans, and Social Security at retirement at different ages and lengths of service.

Since private sector plans do not typically provide a full benefit after 20 years of service, the tables look at the benefit at the earliest full retirement age used by most plans, age 62, and at age 65 where all plans provide a full benefit. The benefits were compared for employees with 20 and 30 years of service.

Tables 7 through 10 show the comparison of benefits at common age and service conditions. These tables show that the replacement income provided by the military is in the range of the income provided by the plans in the private sector. For instance, the total replacement income for an employee with 30 years of service at age 65 earning \$30,000 is \$23,140 compared to \$24,298 for the average plan and \$32,867 for the 90% level plan. We used the DoD actuaries estimate that basic pay at retirement will be 74% of BMC.

For example, the military benefit for \$30,000 final BMC for age 65 with 30 years of service was determined as follows:

|                                             |          |
|---------------------------------------------|----------|
| (1) Percentage of salary credited 30 x .025 | 75.0%    |
| (2) Hi-three pay deflator (1) x .9163       | 68.7%    |
| (3) BMC Adjustment (2) x .74                | 50.8%    |
| (4) Military retirement pay (3) x \$30,000  | \$15,240 |
| (5) Social Security                         | \$7,900  |
| (6) Total benefit (4) + (5)                 | \$23,140 |

The difference between the position of the military values in the comparison of normal costs and employee replacement income is explained by the fact that the benefits provided in the military can be received after 20 years of service, rather than age 62 or later, and that the benefits are fully indexed after retirement.

Table 7

**Replacement Income for Employees Retiring at Age 62  
With 20 Years of Service**

|                 | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 | 70000 |
|-----------------|-------|-------|-------|-------|-------|-------|-------|
| <b>Salary</b>   |       |       |       |       |       |       |       |
| 90th Percentile | 9919  | 16504 | 22520 | 28352 | 33469 | 39876 | 45877 |
| 75th Percentile | 8427  | 14084 | 19116 | 23950 | 28253 | 33415 | 38396 |
| Median          | 7323  | 12263 | 16066 | 20054 | 23461 | 27476 | 31326 |
| 25th Percentile | 6341  | 10499 | 13613 | 16824 | 19381 | 22438 | 25540 |
| 10th Percentile | 5510  | 8933  | 11411 | 14079 | 16635 | 18304 | 20434 |
| <b>Mean</b>     | 7602  | 12551 | 16594 | 20811 | 24363 | 28638 | 32733 |
| <b>Military</b> | 7090  | 11980 | 16470 | 19960 | 23350 | 26740 | 30130 |

D-65

**Replacement Income for Employees Retiring at Age 62  
With 30 Years of Service**

|                 | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 | 70000 |
|-----------------|-------|-------|-------|-------|-------|-------|-------|
| <b>Salary</b>   |       |       |       |       |       |       |       |
| 90th Percentile | 12398 | 21366 | 29789 | 38528 | 46804 | 56063 | 64895 |
| 75th Percentile | 10305 | 18065 | 25224 | 32165 | 38755 | 46162 | 53429 |
| Median          | 8760  | 15514 | 21069 | 26800 | 31992 | 37704 | 43385 |
| 25th Percentile | 7366  | 12828 | 17435 | 22115 | 26197 | 30477 | 34985 |
| 10th Percentile | 6394  | 10569 | 13891 | 17658 | 20802 | 23736 | 26591 |
| <b>Mean</b>     | 9168  | 15777 | 20780 | 27597 | 33019 | 39057 | 44934 |
| <b>Military</b> | 8780  | 15360 | 21540 | 26720 | 31800 | 36880 | 41960 |

Atch 1

Table 8

**Replacement Income for Employees Retiring at Age 65  
With 20 Years of Service**

|                 | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 | 70000 |
|-----------------|-------|-------|-------|-------|-------|-------|-------|
| <b>Salary</b>   |       |       |       |       |       |       |       |
| 90th Percentile | 11679 | 18934 | 25484 | 31956 | 37503 | 44508 | 50999 |
| 75th Percentile | 10084 | 16169 | 22068 | 27333 | 31829 | 37612 | 43135 |
| Median          | 8782  | 14240 | 18734 | 23150 | 26769 | 31248 | 35583 |
| 25th Percentile | 7624  | 12456 | 15994 | 19827 | 22872 | 26472 | 30246 |
| 10th Percentile | 6488  | 10637 | 13576 | 16693 | 19852 | 22227 | 25386 |
| <b>Mean</b>     | 9006  | 14552 | 19140 | 24037 | 27139 | 32503 | 37096 |
| <b>Military</b> | 7990  | 13280 | 18070 | 21660 | 25050 | 28440 | 31830 |

**Replacement Income for Employees Retiring at Age 65  
With 30 Years of Service**

|                 | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 | 70000 |
|-----------------|-------|-------|-------|-------|-------|-------|-------|
| <b>Salary</b>   |       |       |       |       |       |       |       |
| 90th Percentile | 14266 | 23810 | 32867 | 41837 | 50014 | 59714 | 68801 |
| 75th Percentile | 11785 | 20156 | 28394 | 35953 | 43035 | 51006 | 58947 |
| Median          | 10241 | 17375 | 23737 | 29812 | 35141 | 41462 | 47765 |
| 25th Percentile | 8620  | 14949 | 20087 | 25439 | 30086 | 35102 | 40310 |
| 10th Percentile | 7699  | 12442 | 16699 | 20892 | 24192 | 27496 | 30643 |
| <b>Mean</b>     | 10577 | 17826 | 24298 | 30836 | 36661 | 43239 | 49665 |
| <b>Military</b> | 9680  | 16660 | 23140 | 28420 | 33500 | 38580 | 43660 |

Table 9

| Replacement Income for Employees Retiring at Age 62<br>With 20 Years of Service |       |       |       |       |       |       |
|---------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Salary                                                                          | 10000 | 20000 | 30000 | 40000 | 50000 | 60000 |
| 90th Percentile                                                                 | 99.19 | 82.52 | 75.07 | 70.88 | 66.94 | 66.46 |
| 75th Percentile                                                                 | 84.27 | 70.42 | 63.72 | 59.87 | 56.51 | 55.69 |
| Median                                                                          | 73.23 | 61.31 | 53.55 | 50.13 | 46.92 | 45.79 |
| 25th Percentile                                                                 | 63.41 | 52.49 | 45.38 | 42.06 | 38.76 | 37.40 |
| 10th Percentile                                                                 | 55.10 | 44.66 | 38.04 | 35.20 | 33.27 | 30.51 |
| Mean                                                                            | 76.02 | 62.76 | 55.31 | 52.03 | 48.73 | 47.73 |
| Military                                                                        | 70.90 | 59.90 | 54.90 | 49.90 | 46.70 | 44.57 |
|                                                                                 |       |       |       |       |       | 43.04 |

| Replacement Income for Employees Retiring at Age 62<br>With 30 Years of Service |        |        |       |       |       |       |
|---------------------------------------------------------------------------------|--------|--------|-------|-------|-------|-------|
| Salary                                                                          | 10000  | 20000  | 30000 | 40000 | 50000 | 60000 |
| 90th Percentile                                                                 | 123.98 | 106.83 | 99.30 | 96.32 | 93.61 | 93.44 |
| 75th Percentile                                                                 | 103.05 | 90.33  | 84.08 | 80.41 | 77.51 | 76.94 |
| Median                                                                          | 87.60  | 77.57  | 70.23 | 67.00 | 63.98 | 62.84 |
| 25th Percentile                                                                 | 73.66  | 64.14  | 58.12 | 55.29 | 52.39 | 50.79 |
| 10th Percentile                                                                 | 63.94  | 52.84  | 46.30 | 44.14 | 41.60 | 39.56 |
| Mean                                                                            | 91.68  | 78.88  | 69.27 | 68.99 | 66.04 | 65.10 |
| Military                                                                        | 87.80  | 76.80  | 71.80 | 66.80 | 63.60 | 61.47 |
|                                                                                 |        |        |       |       |       | 59.94 |



Table 10

| Replacement Income for Employees Retiring at Age 65<br>With 20 Years of Service |        |       |       |       |       |       |
|---------------------------------------------------------------------------------|--------|-------|-------|-------|-------|-------|
| Salary                                                                          | 10000  | 20000 | 30000 | 40000 | 50000 | 60000 |
| 90th Percentile                                                                 | 116.79 | 94.67 | 84.95 | 79.89 | 75.01 | 74.18 |
| 75th Percentile                                                                 | 100.84 | 80.84 | 73.56 | 68.33 | 63.66 | 62.69 |
| Median                                                                          | 87.82  | 71.20 | 62.45 | 57.88 | 53.54 | 52.08 |
| 25th Percentile                                                                 | 76.24  | 62.28 | 53.31 | 49.57 | 45.74 | 44.12 |
| 10th Percentile                                                                 | 64.88  | 53.18 | 45.25 | 41.73 | 39.70 | 37.05 |
| Mean                                                                            | 90.06  | 72.76 | 63.80 | 60.09 | 54.28 | 54.17 |
| Military                                                                        | 79.90  | 66.40 | 60.23 | 54.15 | 50.10 | 47.40 |
|                                                                                 |        |       |       |       |       | 45.47 |

| Replacement Income for Employees Retiring at Age 65<br>With 30 Years of Service |        |        |        |        |        |       |
|---------------------------------------------------------------------------------|--------|--------|--------|--------|--------|-------|
| Salary                                                                          | 10000  | 20000  | 30000  | 40000  | 50000  | 60000 |
| 90th Percentile                                                                 | 142.66 | 119.05 | 109.56 | 104.59 | 100.03 | 99.52 |
| 75th Percentile                                                                 | 117.85 | 100.78 | 94.65  | 89.88  | 86.07  | 85.01 |
| Median                                                                          | 102.41 | 86.88  | 79.12  | 74.53  | 70.28  | 69.10 |
| 25th Percentile                                                                 | 86.20  | 74.75  | 66.96  | 63.60  | 60.17  | 58.50 |
| 10th Percentile                                                                 | 76.99  | 62.21  | 55.66  | 52.23  | 48.38  | 45.83 |
| Mean                                                                            | 105.77 | 89.13  | 80.99  | 77.09  | 73.32  | 72.06 |
| Military                                                                        | 96.80  | 83.30  | 77.13  | 71.05  | 67.00  | 64.30 |
|                                                                                 |        |        |        |        |        | 62.37 |

APPENDIX A

LIST OF PARTICIPANTS IN NONCASH COMPENSATION COMPARISON

## LIST OF PARTICIPANTS

Abbott Northwestern Hospital  
 Acacia Mutual Life Insurance Company  
 Action Industries, Inc.  
 Air Products and Chemicals  
 AIRCOA  
 Alabama Power Company  
 Alascom, Inc.  
 Alcan Aluminum  
 ALCOA  
 Alexander & Baldwin, Inc.  
 Allegheny Intermediate Unit  
 Allen Bradley Company  
 Allendale Mutual Insurance  
 Allied Bank International  
 Allied Corporation  
 Allis Chalmers Company  
 AMAX, Inc.  
 Amerada Hess Corporation  
 American Association  
     for the Advancement of Science  
 American Bank and Trust of Pennsylvania  
 American Bankers Association  
 American Broadcasting Company, Inc.  
 American Chemical Society  
 The American College  
 American Council of Life Insurance  
 American Crystal Sugar  
 American Express Company  
 American Family Insurance Group  
 American Gas Association  
 American Heart Association, Inc.  
 American Hoechst  
 American Hospital Supply Corporation  
 American Institute for Research  
 American Institute of CPA's  
 American Iron and Steel Institute  
 American Public Transit Association  
 American Reinsurance Company  
 American Security and Trust Company, Inc.  
 American Security and Trust Company  
 American Shipbuilding  
 American Society of Civil Engineers  
 American Society of Refrigerator  
     & Air Conditioner Engineers  
 American Standard, Inc.  
 American States Insurance Companies  
 American Sterilizer Company  
 American Telephone & Telegraph Company  
 Ameritrust  
 Amerisham  
 Amfac Hotels  
 Amtrak  
 Anaconda Minerals Company  
 Anchor/Darling Industries  
 Anchor Hocking Corporation  
 Arthur Anderson & Company  
 The Andersons  
 ARC America  
 Arcata Corporation  
 Archbishop Bergan Mercy Hospital

Archer-Daniels Midland  
 Argo International  
 Arizona Bank  
 Armco, Inc.  
 Armco Insurance Group  
 Armstrong World Industries, Inc.  
 Arvida Corporation  
 Asarco, Inc.  
 Ashland Oil, Inc.  
 Atlantic Aviation Corporation  
 Atlantic Mutual Insurance Company  
 Automobile Club of Michigan  
 Avery Products Corporation  
 BABB, Inc.  
 Badische Corporation  
 Baker Industries  
 Baltimore Aircoil  
 Bank Fund Staff Federal Credit Union  
 Bank Marketing Association  
 Bank of New England, N.A.  
 BankEast Corporation  
 Bankers Life and Casualty Company  
 The Bankers Life Company  
 Bankers Life of Nebraska  
 Barber-Greene Company  
 Barclays Bank of California  
 Barclays Bank of New York  
 Barden Corporation  
 Bariven Corporation  
 Barnett Banks of Florida  
 Basin Electric Power Cooperative  
 BATUS, Inc.  
 L.L. Bean, Inc.  
 Beaven Companies  
 Bechtel Corporation  
 Bell Helicopter Textron  
 Bell Telephone of Pennsylvania  
 Berkshire Life Insurance Company  
 Berol Corporation  
 Bessemer & Lake Erie Railroad Company  
 Best Products Company, Inc.  
 Bethesda Hospital  
 Betz Laboratories  
 Beverage Management, Inc.  
 Bishop Clarkson Memorial Hospital  
 Black & Decker Manufacturing Company  
 Dick Blick Company  
 Blue Cross Hospital Service, Inc. -  
     St. Louis, Missouri  
 Blue Cross of Greater Philadelphia  
 Blue Cross of Northeast Ohio  
 Blue Cross of Northeastern New York  
 Blue Cross of Southern California  
 Blue Cross/Blue Shield Associations, Inc.  
 Blue Cross/Blue Shield of Alabama  
 Blue Cross/Blue Shield of Connecticut, Inc.  
 Blue Cross/Blue Shield of Delaware, Inc.  
 Blue Cross/Blue Shield of Florida  
 Blue Cross/Blue Shield of Iowa  
 Blue Cross/Blue Shield of Kansas

Blue Cross/Blue Shield of Maryland  
 Blue Cross/Blue Shield of Massachusetts  
 Blue Cross/Blue Shield of Michigan  
 Blue Cross/Blue Shield of Nebraska  
 Blue Cross/Blue Shield of North Carolina  
 Blue Cross/Blue Shield of Southern West Virginia  
 Blue Cross/Blue Shield of Texas  
 Blue Cross/Blue Shield of Virginia  
 Boone County National Bank  
 Borg Warner Acceptance Corporation  
 Boston Edison Company  
 B.P. Alaska Exploration  
 Braden Steel Corporation  
 Bristol-Myers Company  
 Brooklyn Union Gas  
 Brooks and Perkins, Inc.  
 Brown & Williamson Tobacco  
 Brunswick Corporation  
 Buckeye Gas Products  
 Bucyrus Erie Company  
 Burger King Corporation  
 Burlington Northern, Inc.  
 Leo Burnett Company  
 Business Men's Assurance Company of America  
 Butler Manufacturing Company  
 H.E. Butt Grocery Company  
 Buttes Gas & Oil Company  
 California & Hawaiian Sugar Company  
 Cameron Iron Works  
 Campbell Soup Company  
 Capitol Holding Corporation  
 Cargill, Inc.  
 Carle Foundation  
 Carrier Corporation  
 A.M. Castle & Company  
 Castle & Cooke, Inc.  
 Caterpillar Tractor Company  
 Ceco Corporation  
 Central Bancshares of the South  
 Central Life Assurance  
 Central Soya Company, Inc.  
 Central Telephone and Utilities Corporation  
 Central Trust Bank  
 Centronics  
 CertainTeed Corporation  
 CFS Continental  
 Chamber of Commerce of the United States  
 Chase Federal Savings and Loan  
 Chase Manhattan Bank  
 Chemical Bank  
 Chesapeake Life Insurance Company  
 Chesebrough-Pond's, Inc.  
 Chicago Board of Trade  
 Chicago Bridge & Iron Industries, Inc.  
 Chicago & Northwestern Transportation Company  
 Chicago Title and Trust  
 Chicago Tribune  
 Chipman-Union, Inc.  
 Chrysler Corporation  
 Ciba-Geigy Corporation

## LIST OF PARTICIPANTS (Continued)

|                                            |                                             |                                            |
|--------------------------------------------|---------------------------------------------|--------------------------------------------|
| Citibank, N.A.                             | CRST, Inc.                                  | First Interstate Bank of Arizona, N.A.     |
| Citizen's Bank & Trust, Maryland           | CSX Corporation                             | First Mississippi Corporation              |
| Citizen's Gas & Coke Utility               | Cyclops Corporation                         | First National Bank of Clayton             |
| Citizen's Bank                             | Danly Machine Corporation                   | First National Bank of Maryland            |
| City Bank & Trust                          | Dayton Power and Light Company              | First National Bank of Mexico, Missouri    |
| City of Chesapeake                         | Dayton-Hudson Corporation                   | First National Bank of Minneapolis         |
| City of Colorado Springs                   | Dead River Company                          | First National Exchange Bank               |
| City of Hampton                            | Deluxe Check Printers, Inc.                 | First Oklahoma Bancorporation              |
| City of Los Angeles                        | Dentsply International, Inc.                | First Pennsylvania Bank                    |
| City of Los Angeles (Fire & Police)        | Deposit Guaranty National Bank              | First Security Corporation                 |
| City of Los Angeles (General)              | Detroit Edison Company                      | Fisher-Price Toys                          |
| City of Los Angeles (Water & Power)        | Dexter Corporation                          | Flickinger Corporation                     |
| City of Newport News                       | Dial Financial Corporation                  | Flo-Valve Company                          |
| City of Norfolk                            | Diamond Shamrock                            | Florida Power Corporation                  |
| City of Portsmouth                         | A.B. Dick Company                           | Florida Steel Corporation                  |
| City of Richmond                           | DiGiorgio Corporation                       | FMC Corporation                            |
| City of Suffolk                            | Disston                                     | Foremost-McKesson                          |
| Cleveland Electric Illuminating            | Distribution Centers, Inc.                  | L.B. Foster Company                        |
| Clow Corporation                           | Dixie Yarns, Inc.                           | Four Cities United Way                     |
| CNA Insurance                              | Dominion Bank Shares                        | Fox & Jacobs, Inc.                         |
| The Coastal Corporation                    | Donaldson Company                           | Fox-Stanley Photo Products, Inc.           |
| Coca-Cola Bottling Company United, Inc.    | Dow Chemical, U.S.A.                        | Foxboro Company                            |
| Coca-Cola Company, Inc.                    | Dow Corning Corporation                     | Frantz Manufacturing Company               |
| Cole National Corporation                  | Dravo Corporation                           | Freeport-McMoran, Inc.                     |
| Colonial Life and Accident                 | Duke Power Company                          | Freightliner Corporation                   |
| Columbia Gas System Service Corporation    | Dupage County                               | R.T. French Company                        |
| Columbia Hospital                          | Duriron Company, Inc.                       | Friendly Ice Cream Corporation             |
| Columbia Nitrogen Corporation              | Durr Fillauer Medical, Inc.                 | Frito-Lay, Inc.                            |
| Commercial Security Bank                   | Dynallectron Corporation                    | Fruit Growers Express                      |
| Commercial Shearing, Inc.                  | East New York Savings Bank                  | Fusion Systems Corporation                 |
| Commercial Union Insurance Companies       | Eastern Stainless Steel                     | Gallaudet College                          |
| Commonwealth National Bank                 | Ecodyne (Lindsey Div.)                      | General Electric Company                   |
| Commonwealth of Pennsylvania               | Economics Laboratory, Inc.                  | General Foods Corporation                  |
| Community Consolidated School District 146 | EG & G Idaho                                | General Mills                              |
| Community Federal Savings and Loan         | EMC Technologies, Inc.                      | General Shale Products Corporation         |
| Computer Sciences Corporation              | Empire Bank                                 | General Signal Corporation                 |
| COMSAT                                     | Energy Reserves Group                       | Genstar, Ltd.                              |
| Congressional Budget Office                | Equibank, N.A.                              | Georgetown Texas Steel                     |
| Connecticut Bank and Trust                 | Equitable Life Assurance Society            | Georgia Power Company                      |
| Connecticut Mutual Life Insurance          | Equitable Trust                             | Germantown Savings Bank                    |
| Consolidated Rail Corporation              | Erie Insurance Group                        | Girard Bank                                |
| Continental Bank                           | Euclid, Inc.                                | Girl Scouts of the U.S.A.                  |
| Continental Corporation                    | Evans & Sutherland Computers                | Godfather's Investments                    |
| Continental-Emsco Company                  | Ex-Cell-O Corporation                       | Gould SEL, Inc.                            |
| Continental Materials Corporation          | Excelsior Truck Leasing Company, Inc.       | Government Employee's Life Insurance       |
| Contraves Goerz Corporation                | Factory Mutual Engineering Corporation      | GPU Service Corporation                    |
| Conwed Corporation                         | Farm Credit Banks of Springfield            | Grand Trunk Western Railroad Company       |
| Thomas Cooke, Inc.                         | Farm Credit Banks of St. Paul               | Graybar Electric Company                   |
| Cooper Industries                          | Farm Family Life/Mutual Insurance Companies | Great Southern Life Insurance Company      |
| Copperweld Corporation                     | Federal Express Corporation                 | Greatwest Casualty Corporation             |
| Corroon and Black of Tennessee, Inc.       | Federal Home Loan Mortgage Corporation      | GRI Corporation                            |
| Cotton States Insurance                    | Federal National Mortgage Association       | GTE Automatic Electric, Inc.               |
| Country Pride Foods, Ltd.                  | Federal Reserve Bank of San Francisco       | Guarantee Federal Savings and Loan         |
| County of Lake                             | Fidelity Bank                               | Hahnemann Medical College Hospital         |
| Courier Corporation                        | Fidelity Mutual Life Insurance              | Hallmark Cards, Inc.                       |
| Cox Cable Communications, Inc.             | Firestone Tire & Rubber Company             | Hanes Corporation                          |
| Crane & Company, Inc.                      | First American Bank & Trust, Maryland       | John Hancock Mutual Life Insurance Company |
| Crocker National Bank                      | First American Bank, N.A.                   | Hannaford Brothers                         |
| Crompton & Knowles Corporation             | First Amtekn Corporation                    | Hart, Schaffner & Marx                     |
| Crowley Maritime Corporation               | First Bank System, Inc.                     | Hartford Hospital                          |

## LIST OF PARTICIPANTS (Continued)

|                                         |                                                |                                               |
|-----------------------------------------|------------------------------------------------|-----------------------------------------------|
| H.J. Heinz Company                      | Kellogg Company                                | Metpath, Inc.                                 |
| Hewlett-Packard Company                 | Kendall Company                                | Metropolitan Life Insurance Company           |
| Highlands Energy Corporation            | Kennametal, Inc.                               | Fred Meyer, Inc.                              |
| Hillcrest Medical Center                | Kennecott Corporation                          | MIB, Inc.                                     |
| Hilti Industries, Inc.                  | Kent-Moore Corporation                         | Michigan Wisconsin Pipe Line Company          |
| Hilti, Inc.                             | Kepner-Tregoe, Inc.                            | Mid-Atlantic Toyota Distributors, Inc.        |
| Hiram Walker                            | Kerr-McGee Corporation                         | Midcon Corporation                            |
| Holmes & Narver, Inc.                   | Kimberly-Clark Corporation                     | Midland Mutual Life Insurance Company         |
| Home Federal Savings and Loan           | Knapp-King-Size Corporation                    | Midwest Stock Exchange, Inc.                  |
| Home Petroleum                          | Koehring Company                               | Milchem, Inc.                                 |
| Honeywell, Inc. - PMSD                  | Kroger Company                                 | Miles Laboratories                            |
| Hooker Chemicals                        | Lamb-Weston, Inc.                              | Milwaukee Sanitation Department               |
| Hormel & Company                        | Lavino Shipping Company                        | Minnesota Fabrics, Inc.                       |
| Hospital Data Center of Virginia        | Lawrence Livermore Laboratory                  | Minnesota Mining & Manufacturing Company      |
| Hospital Service Plan of New Jersey     | Lebanon Steel Foundry                          | Minnesota Mutual Life Insurance Company       |
| Houghton Mifflin Company                | Leeds & Northrup Company                       | Minolta Corporation                           |
| Howard Johnson Company                  | Lever Brothers Company                         | Missouri Pacific Railroad Company             |
| Howard University                       | Levi Strauss & Company                         | Mitre Corporation                             |
| Howe-Baker, Inc.                        | Charles Levy Circulating Company               | Mitsubishi International                      |
| Hubbard Milling                         | Leybold Hereaus Vacuum                         | Modern Drop Forge                             |
| J.M. Huber Corporation                  | Libbey-Owens-Ford Company                      | Modern Merchandising, Inc.                    |
| Human Resources Research Organization   | Liberty National Bank & Trust Company          | Modine Manufacturing Company                  |
| Phillip A. Hunt Chemical Corporation    | Liberty National Life Insurance Company        | Monarch Capital Corporation                   |
| Hunt Manufacturing Company              | LIMRA                                          | Montana Power Company                         |
| Husky Oil                               | Lincoln National Corporation                   | Montefiore Hospital and Medical Center        |
| Hygeia Coca-Cola Bottling Company       | Lipe-Rollway Corporation                       | Montgomery Ward and Company                   |
| IBM Corporation                         | Thomas J. Lipton, Inc.                         | Moog, Inc.                                    |
| IBM Employee's Credit Union             | Lithium Corporation                            | Moore Business Forms, Inc.                    |
| ICI Americas, Inc.                      | Lucas CAV Industries, Inc.                     | Morgan Guarantee Trust Company of New York    |
| Illinois Bell Telephone                 | Lucas Industries, Inc.                         | Phillip Morris, U.S.A.                        |
| Illinois Central Gulf Railroad          | Lutheran Brotherhood                           | Morrison, Inc.                                |
| Illinois Power Company                  | Lutheran Mutual Life Insurance Company         | Morrison-Knudsen Company                      |
| Illinois Tool Works, Inc.               | Mack Printing Company                          | Motorola, Inc.                                |
| INA Corporation                         | Mack Trucks, Inc.                              | MSI Insurance Company                         |
| Inco Electric Energy (ESB)              | Madison General Hospital                       | Murphy Oil Corporation                        |
| Independent Life Insurance              | Magnetic Controls Company                      | Mutual Benefit Life Insurance                 |
| Indianapolis Life Insurance             | Mallinckrodt                                   | Mutual Broadcasting System                    |
| Indianapolis Power & Light              | Manchester Memorial Hospital                   | Mutual Federal Savings and Loan Association   |
| Ingersoll-Rand Company                  | Manufacturers and Traders Trust                | Mutual Life Insurance Company of New York     |
| Insurance Services Office               | MAPCO, Inc.                                    | Mutual of Omaha                               |
| Interfirst Corporation                  | Marathon U.S. Realities                        | NACUBO                                        |
| Intermedics, Inc.                       | Mary Kay Cosmetics                             | Nalco Chemical Company                        |
| Intermountain Health Care               | Maryland National Bank                         | Narco Scientific Industries, Inc.             |
| International Packings Corporation      | Massachusetts Mutual Life Insurance Company    | National Bank of Detroit                      |
| Investors Diversified Services          | The Mathes Company                             | National Can Corporation                      |
| Iowa Methodist Medical Center           | Matsushita, Inc.                               | National Constructors Association             |
| Itek Graphic Systems                    | Mattel, Inc.                                   | National Electrical Manufacturing Association |
| & Communications Industries             | May Department Stores Company                  | National Gypsum Corporation                   |
| IU International Management Corporation | Mayflower Corporation                          | National Railroad Labor Conference            |
| Industrial Valley Bank                  | McGraw-Edison Company                          | National Rural Utilities Cooperative          |
| Jameson Memorial Hospital               | Robert E. McKee, Inc.                          | Finance Corporation                           |
| Jefferson Bank of Miami                 | McQuay-Perlex, Inc.                            | National Savings and Trust Bank               |
| E.F. Johnson                            | Mead Corporation                               | National Supply                               |
| S.C. Johnson & Son                      | Mellon Bank                                    | Natomas                                       |
| Jones & Laughlin Steel Corporation      | Memorex Corporation                            | Navy Federal Credit Union                     |
| Joy Manufacturing Company               | Memorial Hospital Medical Center of Long Beach | NCNB Corporation                              |
| Kaiser Foundation Health Plan           | Memorial Hospital System of Houston            | NCR Corporation                               |
| Kaiser Steel                            | Memphis Light, Gas, & Water Division           | NERCO                                         |
| Kansas City Power & Light               | Merchants Insurance Group                      | New England Mutual Life Insurance Company     |
| Kawasaki Motors Corporation, U.S.A.     | Merck & Company, Inc.                          |                                               |

## LIST OF PARTICIPANTS (Continued)

Newport News Shipbuilding & Drydock  
 Nipponendo of Los Angeles  
 NKC, Inc.  
 Norfolk & Western Railway Company  
 North American Philips Corporation  
 North Mississippi Medical Center  
 Northern Trust Bank  
 Northern Trust Company  
 Northwest Bancorporation  
 Northwest Industries, Inc.  
 Northwest Pipeline Corporation  
 Northwestern Bell Telephone Company  
 Northwestern Mutual Life Insurance Company  
 Northwestern National Life Insurance Company  
 Norton Company  
 Ohio Edison Company  
 Ohio Medical Indemnity Mutual Corporation  
 Ohio Valley Medical Center, Inc.  
 OKIDATA Corporation  
 Old Kent Bank and Trust  
 Old Stone Bank  
 Olin Corporation  
 Omaha Airport Authority  
 Omaha Public Power District  
 Overseas Development Council  
 Owens-Corning Fiberglas Corporation  
 Owens-Illinois, Inc.  
 Paccar, Inc.  
 Pacific Mutual Life Insurance  
 Pacific Resources, Inc.  
 Pako Corporation  
 Palco, Inc.  
 Paper Converting Machine Company  
 Peavey Company  
 Pendleton Woolen Mills  
 Penn Central Energy Group  
 Penn Virginia Corporation  
 Pennfield Corporation  
 Pennsylvania Blue Shield  
 Pennsylvania Medical Society  
 Pennsylvania Power & Light Company  
 Pennwalt Corporation  
 Pentagon Federal Credit Union  
 Peoples Gas, Light & Coke Company  
 Peoples Natural Gas Company, Inc.  
 Peoples Savings Bank  
 Peoples Security, Maryland  
 Perkin-Elmer Company  
 Pet, Inc.  
 Pfizer, Inc.  
 Philadelphia Electric Company  
 Philips Coal Company  
 Piedmont Natural Gas  
 Pillsbury Company  
 PIMA County Governmental Center  
 Pioneer Savings and Loan  
 Pittsburgh & Lake Erie Railroad Company  
 Pittsburgh National Bank  
 Pizza Hut, Inc.  
 Plains Electric Generation  
 & Transmission Cooperative  
 Pontiac State Bank

Gregory Poole Equipment Company  
 Portland General Electric  
 Power Authority of State of New York  
 PPG Industries  
 PQ Corporation  
 Preferred Risk Mutual Insurance Company  
 T. Rowe Price Associates, Inc.  
 Price Brothers Company  
 Protective Life Insurance Company  
 Provident Life and Accident Insurance  
 Company  
 Provident National Bank  
 Public Broadcasting Service  
 Public Service Company of New Mexico  
 Puget Sound National Bank  
 Puritan-Bennett Corporation  
 Racal-Milgo, Inc.  
 Rainier National Bank  
 Rapistan, Inc.  
 Raymond International  
 Reading & Bates Corporation  
 Recognition Equipment  
 Recreation Vehicle Industry  
 Red Owl Stores  
 Michael Reese Hospital  
 Regional Transportation Authority  
 Research Triangle Institute  
 Research-Cottrell, Inc.  
 Resnord, Inc.  
 R.J. Reynolds Industries  
 Reynolds Metals  
 Richardson-Vicks, Inc.  
 Richmond School District  
 Riggs National Bank  
 Riviana Foods, Inc.  
 A.H. Robbins  
 Rogers Corporation  
 Rouse Company  
 Royal Bank of Canada  
 Royal Insurance Company  
 Royster Company  
 Ryan Homes, Inc.  
 Ryder System, Inc.  
 Safeguard Industries, Inc.  
 Saga Corporation  
 Samaritan Health Services  
 San Diego Trust and Savings Bank  
 Sanders Associates, Inc.  
 Sandia Corporation  
 Sandvik, Inc.  
 Santa Fe Railroad  
 Santee Cooper/S. Carolina  
 Public Service Authority  
 Schering-Plough Corporation  
 Schreiber Foods, Inc.  
 SCM Corporation  
 Scott Paper Company  
 Sears, Roebuck and Company  
 Sentry Insurance Company  
 Shaklee Corporation

Shawmut Bank of Boston, N.A.  
 Sherex Chemical Corporation  
 Siemens Corporation  
 Sierra Pacific Power Company  
 SIFCO Industries, Inc.  
 Signode Corporation  
 Sioux Valley Hospital Association  
 R & G Sloane Manufacturing  
 Smith & Welton  
 Society For Savings  
 Society of Manufacturing Engineers  
 Solar Energy Research Institute  
 Soltex-Polymer Corporation  
 Sonoco Products Company  
 Soo Line Railroad Company  
 Sorbus Service Division of M.A.I.  
 South Jersey Industries, Inc.  
 South Suburban Hospital  
 Southeast Bank, N.A.  
 Southern Company Services  
 Southern Pacific Transportation Company  
 Southern Railway System  
 Spohn Hospital  
 SPS Technologies  
 St. Joe Minerals Company  
 St. Luke's Episcopal & Texas Children's Hospital  
 St. Luke's Hospitals (Fargo)  
 St. Mary's Medical and Health Center  
 St. Paul Companies, Inc.  
 St. Paul Fire and Marine  
 St. Vincent Hospital and Medical Center  
 A.E. Staley Manufacturing Company  
 Stanadyne, Inc.  
 Standard Oil of California  
 State Department Federal Credit Union  
 State Farm Insurance Companies  
 State Merit System (Georgia)  
 State of Virginia  
 State of Wisconsin  
 State Street Bank and Trust Company  
 Stauffer Chemical Company  
 Steelcase, Inc.  
 Steiger-Tractor, Inc.  
 Storer Broadcasting Company  
 Strategic Planning Association  
 Student Loan Marketing Association  
 Suburban Bancorporation  
 Suburban Propane Gas  
 Sun Chemical Company  
 Sun Company, Inc.  
 The Sunpapers  
 Supermarket General Corporation  
 Susquehanna Corporation  
 Sverdrup/Aro Technology, Inc.  
 Syntex  
 Syracuse Research Laboratories  
 Systems Research Laboratories  
 Talon  
 Tennessee Valley Authority  
 Terra Chemicals International, Inc.

## LIST OF PARTICIPANTS (Continued)

Tesoro Petroleum Corporation  
 Tetley, Inc.  
 Texas Federal Savings and Loan  
 Texas Instruments  
 Texas Oil & Gas Corporation  
 Texas Utilities Services, Inc.  
 Textron, Inc.  
 Thermo Electron  
 Third National Bank and Trust of Dayton  
 TIAA - CREF  
 Time Life Books  
 Timex Corporation  
 Tonka Corporation  
 Topps Chewing Gum, Inc.  
 Tower Federal Credit Union  
 Townsend-Textron Cherry Fasteners  
 Trailer Train Company  
 Transamerica Corporation  
 Travenol Laboratories  
 Triangle Corporation  
 Triangle Publications, Inc.  
 Uarco, Inc.  
 UGI Corporation  
 Unigard Mutual Insurance Company  
 Union Carbide Corporation  
 Union Mutual Life Insurance Company  
 Union Pacific Railroad Company  
 Union Planters National Bank  
 Union Special Corporation  
 Unit Rig & Equipment Company  
 United Hospital  
 United Insurance Company of America

United Nuclear Corporation  
 United Services Life Insurance Company  
 United Telecommunications  
 United Virginia Bank  
 United Way of Southeastern Pennsylvania  
 Universal Oil Products  
 University Hospitals of Cleveland  
 University of Alaska  
 University of California  
 Upjohn Company  
 Upstate Milk Cooperative  
 U.S. Brewers Association, Inc.  
 U.S. Gypsum Company  
 U.S. Life Corporation  
 Utah International, Inc.  
 Utah Power and Light Company  
 Valero Energy Corporation  
 Vallen Corporation  
 Valley National Bank  
 Versa Technologies  
 Viacom International  
 Virginia Chemical Corporation  
 Virginia National Bank  
 Volunteer Electric Cooperative  
 Vulcan, Inc.  
 Wagner Electric Company  
 Ward Foods  
 Warner & Swasey Company  
 Washington National Corporation  
 Washington Natural Gas

The Washington Post  
 Washington Public Power Supply System  
 Wausau Homes, Inc.  
 Webster Spring  
 Wesley Medical Center  
 West Penn Motor Club  
 Western Forge Corporation  
 Western Life Insurance  
 Western Publishing  
 Western Union International  
 Western Union Telegraph  
 Westin Hotels  
 Morris Wheeler  
 Wheeling Dollar Savings and Trust  
 Wickland Oil Company  
 Amherst H. Wilder Foundation  
 John Wiley & Sons, Inc.  
 Williams Brothers Engineering  
 Williams Companies  
 Williams International  
 Wisconsin Public Service Corporation  
 Wool Bureau, Inc.  
 F.W. Woolworth Company  
 Barry Wright Corporation  
 Wm. Wrigley Jr. Company  
 Wyman-Gordon Company  
 YMCA of the United States  
 Zale Corporation  
 Zayre Corporation  
 Zenith Radio Corporation

## 1982 LIST OF PARTICIPANTS BY MAJOR CATEGORY

## INDUSTRIALS

Action Industries, Inc.  
Air Products and Chemicals  
Alabama Power Company  
Alascom, Inc.  
Alcan Aluminum  
ALCOA  
Alexander & Baldwin, Inc.  
Allen Bradley Company  
Allied Corporation  
Allis Chalmers Company  
AMAX, Inc.  
Amerada Hess Corporation  
American Broadcasting Company, Inc.  
American Crystal Sugar  
American Hoechst  
American Hospital Supply Corporation  
American Shipbuilding  
American Standard, Inc.  
American Sterilizer Company  
American Telephone & Telegraph Company  
Amersham  
Amtrak  
Anaconda Minerals Company  
Anchor/Darling Industries  
Anchor Hocking Corporation  
The Andersons  
ARC America  
Arcata Corporation  
Archer-Daniels Midland  
Argo International  
Armco, Inc.  
Armstrong World Industries, Inc.  
Asarco, Inc.  
Ashland Oil, Inc.  
Atlantic Aviation Corporation  
Avery Products Corporation

Badische Corporation  
Baltimore Aircoil  
Barber-Greene Company  
Barden Corporation  
Bariven Corporation  
Basin Electric Power Cooperative  
L.L. Bean, Inc.  
Bechtel Corporation  
Bell Helicopter Textron  
Bell Telephone of Pennsylvania  
Berol Corporation  
Bessemer & Lake Erie Railroad Company  
Best Products Company, Inc.  
Betz Laboratories  
Beverage Management, Inc.  
Black & Decker Manufacturing Company  
Dick Blick Company  
Boston Edison Company  
B.P. Alaska Exploration  
Braden Steel Corporation  
Bristol-Myers Company  
Brooklyn Union Gas  
Brooks and Perkins, Inc.  
Brown & Williamson Tobacco  
Brunswick Corporation

Buckeye Gas Products  
Bucyrus Erie Company  
Burger King Corporation  
Burlington Northern, Inc.  
Butler Manufacturing Company  
H.E. Butt Grocery Company  
Buttes Gas & Oil Company  
  
California & Hawaiian Sugar Company  
Cameron Iron Works  
Campbell Soup Company  
Cargill, Inc.  
Carrier Corporation  
A.M. Castle & Company  
Castle & Cooke, Inc.  
Caterpillar Tractor Company  
Ceco Corporation  
Central Soya Company, Inc.  
Central Telephone and Utilities Corporation  
Centronics  
CertainTeed Corporation  
CFS Continental  
Chesebrough-Pond's, Inc.  
Chicago Bridge & Iron Industries, Inc.  
Chicago & Northwestern Transportation Company  
Chicago Tribune  
Chipman-Union, Inc.  
Chrysler Corporation  
Ciba-Geigy Corporation  
Citizen's Gas & Coke Utility  
Cleveland Electric Illuminating  
Clow Corporation  
The Coastal Corporation  
Coca-Cola Bottling Company United, Inc.  
Coca-Cola Company, Inc.  
Cole National Corporation  
Columbia Gas System Service Corporation  
Columbia Nitrogen Corporation  
Commercial Shearing, Inc.  
COMSAT  
Consolidated Rail Corporation  
Continental Corporation  
Continental Emsco Company  
Continental Materials Corporation  
Contraves Goerz Corporation  
Conwed Corporation  
Cooper Industries  
Copperweld Corporation  
Country Pride Foods, Ltd.  
Courier Corporation  
Cox Cable Communications, Inc.  
Crane & Company, Inc.  
Crompton & Knowles Corporation  
Crowley Maritime Corporation  
CRST, Inc.  
CSX Corporation  
Cyclops Corporation

Danly Machine Corporation  
Dayton Power and Light Company  
Dayton-Hudson Corporation  
Dead River Company  
Deluxe Check Printers, Inc.

D-76

Dentsply International, Inc.  
Detroit Edison Company  
Dexter Corporation  
Diamond Shamrock  
A.B. Dick Company  
DiGiorgio Corporation  
Disston  
Distribution Centers, Inc.  
Dixie Yarns, Inc.  
Donaldson Company  
Dow Chemical, U.S.A.  
Dow Corning Corporation  
Dravo Corporation  
Duke Power Company  
Durrion Company, Inc.  
Durr-Fillauer Medical, Inc.  
  
Eastern Stainless Steel  
Ecodyne (Lindsey Div.)  
Economics Laboratory, Inc.  
EMC Technologies, Inc.  
Energy Reserves Group  
Euclid, Inc.  
Evans & Sutherland Computers  
Ex-Cell-O Corporation  
Excelsior Truck Leasing Company, Inc.

Federal Express Corporation  
Firestone Tire & Rubber Company  
First Mississippi Corporation  
Fisher-Price Toys  
Flickinger Corporation  
Flo-Valve Company  
Florida Power Corporation  
Florida Steel Corporation  
FMC Corporation  
Foremost-McKesson  
L.B. Foster Company  
Fox & Jacobs, Inc.  
Fox-Stanley Photo Products, Inc.  
Foxboro Company  
Frantz Manufacturing Company  
Freeport-McMoRan, Inc.  
Freightliner Corporation  
R.T. French Company  
Friendly Ice Cream Corporation  
Frito-Lay, Inc.  
Fruit Growers Express  
Fusion Systems Corporation

General Electric Company  
General Foods Corporation  
General Mills  
General Shale Products Corporation  
General Signal Corporation  
Genstar, Ltd.  
Georgetown Texas Steel  
Georgia Power Company  
Gould SLL, Inc.  
GPU Service Corporation  
Grand Trunk Western Railroad Company  
Graybar Electric Company

Atch 1



## INDUSTRIALS (Continued)

GRI Corporation  
GTE Automatic Electric, Inc.

Hallmark Cards, Inc.  
Hanes Corporation  
Hannaford Brothers  
Hart, Schaffner & Marx  
H.J. Heinz Company  
Hewlett-Packard Company  
Highlands Energy Corporation  
Hilti Industries, Inc.  
Hilti, Inc.  
Hiram Walker  
Home Petroleum  
Hooker Chemicals  
Hormel & Company  
Houghton Mifflin Company  
Howard Johnson Company  
Howe-Baker, Inc.  
Hubbard Milling  
J.M. Huber Corporation  
Phillip A. Hunt Chemical Corporation  
Hunt Manufacturing Company  
Husky Oil  
Hygeia Coca-Cola Bottling Company

IBM Corporation  
ICI Americas, Inc.  
Illinois Bell Telephone  
Illinois Central Gulf Railroad  
Illinois Power Company  
Illinois Tool Works, Inc.  
Inco Electric Energy (ESB)  
Indianapolis Power & Light  
Ingersoll-Rand Company  
Intermedics, Inc.  
International Packings Corporation  
Itek Graphic Systems & Communications Industries

E.F. Johnson  
S.C. Johnson & Son  
Jones & Laughlin Steel Corporation  
Joy Manufacturing Company

Kaiser Steel  
Kansas City Power & Light  
Kawasaki Motors Corporation, U.S.A.  
Kellogg Company  
Kendall Company  
Kennametal, Inc.  
Kennecott Corporation  
Kent-Moore Corporation  
Kerr-McGee Corporation  
Kimberly-Clark Corporation  
Knapp-King-Size Corporation  
Koehring Company  
Kroger Company

Lamb-Weston, Inc.  
Lebanon Steel Foundry

Leeds & Northrup Company  
Lever Brothers Company  
Levi Strauss & Company  
Charles Levy Circulating Company  
Leybold Hereaus Vacuum  
Libbey-Owens-Ford Company  
Lipe-Rollway Corporation  
Thomas J. Lipton, Inc.  
Lithium Corporation  
Lucas CAV Industries, Inc.  
Lucas Industries, Inc.

Mack Printing Company  
Mack Trucks, Inc.  
Magnetic Controls Company  
Mallinckrodt  
MAPCO, Inc.  
Mary Kay Cosmetics  
The Mathes Company  
Matsushita, Inc.  
Mattel, Inc.  
May Department Stores Company  
Mayflower Corporation  
McGraw-Edison Company  
Robert E. McKee, Inc.  
McQuay-Perfex, Inc.  
Mead Corporation  
Memorex Corporation  
Memphis Light, Gas, & Water Division  
Merck & Company, Inc.  
Michigan Wisconsin Pipe Line Company  
Mid-Atlantic Toyota Distributors, Inc.  
Midcon Corporation  
Milchem, Inc.  
Miles Laboratories  
Milwaukee Sanitation Department  
Minnesota Fabrics, Inc.  
Minnesota Mining & Manufacturing Company  
Minolta Corporation  
Missouri Pacific Railroad Company  
Mitsubishi International  
Modern Drop Forge  
Modern Merchandising, Inc.  
Modine Manufacturing Company  
Montana Power Company  
Montgomery Ward and Company  
Moog, Inc.  
Moore Business Forms, Inc.  
Phillip Morris, U.S.A.  
Morrison, Inc.  
Morrison-Knudsen Company  
Motorola, Inc.  
Murphy Oil Corporation  
Mutual Broadcasting System

Nalco Chemical Company  
Narco Scientific Industries, Inc.  
National Can Corporation  
National Cypsum Corporation  
National Railroad Labor Conference  
National Supply  
Natomas  
NCR Corporation  
NERCO

Newport News Shipbuilding & Drydock  
Nippondenso of Los Angeles  
Norfolk & Western Railway Company  
North American Philips Corporation  
Northwest Industries, Inc.  
Northwest Pipeline Corporation  
Northwestern Bell Telephone Company  
Norton Company

Ohio Edison Company  
OKIDATA Corporation  
Olin Corporation  
Omaha Public Power District  
Owens-Corning Fiberglass Corporation  
Owens-Illinois, Inc.

Paccar, Inc.  
Pacific Resources, Inc.  
Pako Corporation  
Palco, Inc.  
Paper Converting Machine Company  
Peavey Company  
Pendleton Woolen Mills  
Penn Central Energy Group  
Pennfield Corporation  
Pennsylvania Power & Light Company  
Pennwalt Corporation  
Peoples Gas, Light & Coke Company  
Peoples Natural Gas Company, Inc.  
Perkin-Elmer Company  
Pet, Inc.  
Pfizer, Inc.  
Philadelphia Electric Company  
Philips Coal Company  
Piedmont Natural Gas  
Pillsbury Company  
Pittsburgh & Lake Erie Railroad Company  
Pizza Hut, Inc.  
Plains Electric Generation & Transmission Cooperative  
Gregory Poole Equipment Company  
Portland General Electric  
Power Authority of State of New York  
PPG Industries  
PQ Corporation  
Price Brothers Company  
Public Broadcasting Service  
Public Service Company of New Mexico  
Puritan-Bennett Corporation

Racal-Milgo, Inc.  
Rapistan, Inc.  
Raymond International  
Reading & Bates Corporation  
Recognition Equipment  
Recreation Vehicle Industry  
Red Owl Stores, Inc.  
Research-Cottrell, Inc.  
Rexnord, Inc.  
R.J. Reynolds Industries  
Reynolds Metals  
Richardson-Vicks, Inc.

INDUSTRIALS (Continued)

Riviana Foods, Inc.  
A.H. Robbins  
Rogers Corporation  
Royster Company  
Ryan Homes, Inc.  
Ryder System, Inc.

Safeguard Industries, Inc.  
Saga Corporation  
Sanders Associates, Inc.  
Sandvik, Inc.  
Santa Fe Railroad  
Santee Cooper/S. Carolina Public Service Authority  
Schering-Plough Corporation  
Schreiber Foods, Inc.  
SCM Corporation  
Scott Paper Company  
Sears, Roebuck and Company  
Shaklee Corporation  
Sherex Chemical Corporation  
Siemens Corporation  
Sierra Pacific Power Company  
SIFCO Industries, Inc.  
Signode Corporation  
R & C Sloane Manufacturing  
Smith & Welton  
Sollex-Polymer Corporation  
Sonoco Products Company  
Soo Line Railroad Company  
Sorbus Service Division of M.A.I.  
South Jersey Industries, Inc.  
Southern Company Services  
Southern Pacific Transportation Company  
Southern Railway System  
SPS Technologies  
St. Joe Minerals Company  
A.E. Staley Manufacturing Company  
Stanadyne, Inc.  
Standard Oil of California  
Stauffer Chemical Company  
Steelcase, Inc.  
Steiger-Tractor, Inc.  
Storer Broadcasting Company  
Suburban Propane Gas  
Sun Chemical Company  
Sun Company, Inc.  
The Sunpapers  
Supermarket General Corporation  
Susquehanna Corporation  
Syntex

Talon  
Tennessee Valley Authority  
Terra Chemicals International, Inc.  
Tesoro Petroleum Corporation  
Tetley, Inc.  
Texas Instruments  
Texas Oil & Gas Corporation  
Texas Utilities Services, Inc.  
Textron, Inc.  
Thermo Electron  
Time Life Books

Times Corporation  
Tonka Corporation  
Topps Chewing Gum, Inc.  
Townsend-Textron Cherry Fasteners  
Trailer Train Company  
Travenol Laboratories  
Triangle Corporation  
Triangle Publications, Inc.

Uarco, Inc.  
UGI Corporation  
Union Carbide Corporation  
Union Pacific Railroad Company  
Union Special Corporation  
Unit Rig & Equipment Company  
United Nuclear Corporation  
United Telecommunications  
Universal Oil Products  
Upjohn Company  
Upstate Milk Cooperative  
U.S. Gypsum Company  
Utah International, Inc.  
Utah Power and Light Company

Valero Energy Corporation  
Vallen Corporation  
Versa Technologies  
Viacom International  
Virginia Chemical Corporation  
Volunteer Electric Cooperative  
Vulcan, Inc.

Wagner Electric Company  
Ward Foods  
Warner & Swasey Company  
Washington Natural Gas  
The Washington Post  
Washington Public Power Supply System  
Wausau Homes, Inc.  
Webster Spring  
Western Forge Corporation  
Western Publishing  
Western Union International  
Western Union Telegraph  
Wickland Oil Company  
John Wiley & Sons, Inc.  
Williams Brothers Engineering  
Williams Companies  
Williams International  
Wisconsin Public Service Corporation  
F.W. Woolworth Company  
Barry Wright Corporation  
Wm. Wrigley Jr. Company  
Wyman-Gordon Company

Zale Corporation  
Zayre Corporation  
Zenith Radio Corporation

INDUSTRIAL SERVICES

AIRCOA  
American Association for the Advancement of Science

American Chemical Society  
American Society of Civil Engineers  
American Society of Refrigerator & Air Conditioner Engineers  
Amfac Hotels  
Arthur Anderson & Company

Baker Industries  
BATUS, Inc.  
Leo Burnett Company

Computer Sciences Corporation

Dynallectron Corporation

EC & C Idaho

Factory Mutual Engineering Corporation

Holmes & Narver, Inc.  
Honeywell, Inc. - PMSD  
Hospital Data Center of Virginia  
Human Resources Research Organization

I.U. International Corporation

Kepner-Tregoe, Inc.

Lavino Shipping Company  
Lawrence Livermore Laboratory

Marathon U.S. Realities  
Metpath, Inc.  
MIB, Inc.  
Mitre Corporation  
National Constructors Association  
National Electrical Manufacturing Association

Penn Virginia Corporation

Regional Transportation Authority  
Rouse Company

Sandia Corporation  
Society of Manufacturing Engineers  
Solar Energy Research Institute  
Strategic Planning Association  
Sverdrup/Aro Technology, Inc.  
Systems Research Laboratories

Transamerica Corporation

U.S. Brewers Association, Inc.

Westin Hotels  
Morris Wheeler  
Wool Bureau, Inc.

## FINANCIALS (BANKS)

Allied Bank International  
American Bank and Trust of Pennsylvania  
American Security and Trust Company, Inc.  
American Security and Trust Company  
Ameritrust Federal Savings & Loan  
Ameritrust  
Arizona Bank

BankEast Corporation  
Bank of New England, N.A.  
Barclays Bank of California  
Barclays Bank of New York  
Barnett Banks of Florida  
Boone County National Bank

Central Bancshares of the South  
Central Trust Bank  
Chase Federal Savings & Loan  
Chase Manhattan Bank  
Chemical Bank  
Citibank, N.A.  
Citizen's Bank & Trust, Maryland  
Citizen's Bank  
City Bank & Trust  
Commercial Security Bank  
Commonwealth National Bank  
Community Federal Savings and Loan  
Connecticut Bank and Trust  
Continental Bank  
Crocket National Bank

Deposit Guaranty National Bank  
Dominion Bankshares Corporations

East New York Savings Bank  
Empire Bank  
Equibank, N.A.  
Equitable Trust

Farm Credit Banks of Springfield  
Federal Reserve Bank of San Francisco  
Fidelity Bank  
First American Bank & Trust, Maryland  
First American Bank, N.A.  
First Amtekn Corporation  
First Bank System, Inc.  
First Interstate Bank of Arizona, N.A.  
First National Bank of Clayton  
First National Bank of Maryland  
First National Bank of Mexico, Missouri  
First National Bank of Minneapolis  
First Oklahoma Bancorporation  
First Pennsylvania Bank  
First Security Corporation

Germantown Savings Bank  
Girard Bank  
Guarantee Federal Savings and Loan

Interfirst Corporation  
Industrial Valley Bank

Jefferson Bank of Miami

Liberty National Bank & Trust

Manufacturers and Traders Trust  
Maryland National Bank  
Mellon Bank  
Morgan Guarantee Trust Company of  
New York

National Bank of Detroit  
National Savings and Trust Bank  
NCNB Corporation  
Northern Trust Bank  
Northern Trust Company  
Northwest Bancorporation

Old Kent Bank and Trust  
Old Stone Bank

Peoples Savings Bank  
Pittsburgh National Bank  
Pontiac State Bank  
Provident National Bank  
Puget Sound National Bank

Rainier National Bank  
Riggs National Bank  
Royal Bank of Canada

San Diego Trust and Savings Bank  
Shawmut Bank of Boston, N.A.  
Society for Savings  
Southeast Bank, N.A.  
State Street Bank and Trust Company  
Student Loan Marketing Association  
Suburban Bancorporation

Texas Federal Savings and Loan  
Third National Bank and Trust of Dayton

Union Planters National Bank  
United Virginia Bank

Valley National Bank  
Virginia National Bank

Wheeling Dollar Savings and Trust

## FINANCIALS (INSURANCE)

Acacia Mutual Life Insurance Company  
Allendale Mutual Insurance  
American Family Insurance Group  
American Reinsurance Company  
American States Insurance Companies  
Armco Insurance Group  
Atlantic Mutual Insurance Company  
Automobile Club of Michigan

BAB, Inc.  
Banker Life and Casualty Company  
The Bankers Life Company  
Bankers Life of Nebraska  
Beaven Companies  
Berkshire Life Insurance Company  
Business Men's Assurance Company of  
America  
Capital Holding Corporation

Central Life Assurance  
Chesapeake Life Insurance Company  
Chicago Title and Trust  
CNA Insurance  
Colonial Life and Accident  
Commercial Union Insurance Companies  
Connecticut Mutual Life Insurance  
Corroon and Black of Tennessee, Inc.  
Cotton States Insurance

Equitable Life Assurance Society  
Erie Insurance Group

Farm Family Life/Mutual Insurance  
Companies  
Fidelity Mutual Life Insurance

Government Employee's Life Insurance  
Great Southern Life Insurance Company  
Greatwest Casualty Corporation

John Hancock Mutual Life Insurance  
Company

INA Corporation  
Independent Life Insurance  
Indianapolis Life Insurance  
Insurance Services Office

Liberty National Life Insurance Company  
LIMRA  
Lincoln National Corporation  
Lutheran Brotherhood  
Lutheran Mutual Life Insurance Company

Massachusetts Mutual Life Insurance  
Company  
Merchants Insurance Group  
Metropolitan Life Insurance Company  
Fred Meyer, Inc.  
Midland Mutual Life Insurance Company  
Minnesota Mutual Life Insurance Company  
Monarch Capital Corporation  
MSI Insurance Company  
Mutual Benefit Life Insurance  
Mutual Life Insurance Company of New York  
Mutual of Omaha

New England Mutual Life Insurance  
Company  
Northwestern Mutual Life Insurance Company  
Northwestern National Life Insurance  
Company

Pacific Mutual Life Insurance  
Preferred Risk Mutual Insurance Company  
Protective Life Insurance Company  
Provident Life & Accident Insurance Company

Royal Insurance Company

Sentry Insurance Company  
St. Paul Companies, Inc.  
St. Paul Fire and Marine  
State Farm Insurance Companies

**TIAA - CREF**

Unigard Mutual Insurance Company  
Union Mutual Life Insurance Company  
United Insurance Company of America  
United Services Life Insurance Company  
U.S. Life Corporation

Washington National Corporation  
Western Life Insurance

**OTHER FINANCIALS**

American Bankers Association  
American Express Company

Bank Fund Staff Federal Credit Union  
Bank Marketing Association  
Borg Warner Acceptance Corporation

Chicago Board of Trade

Dial Financial Corporation  
Farm Credit Banks of St. Paul  
Federal Home Loan Mortgage Corporation  
Federal National Mortgage Association  
First National Exchange Bank

Home Federal Savings and Loan

IBM Employee's Credit Union  
Investors Diversified Services

Kaiser Foundation Health Plan

Midwest Stock Exchange  
Mutual Federal Savings and Loan Association

National Rural Utilities Cooperative Finance Corporation  
Navy Federal Credit Union

Pentagon Federal Credit Union  
Peoples Security, Maryland  
Pioneer Savings and Loan

T. Rowe Price Associates, Inc.

State Department Federal Credit Union

Tower Federal Credit Union

**BLUE CROSS/BLUE SHIELD**

Blue Cross Hospital Service Inc. - St. Louis, Missouri  
Blue Cross of Greater Philadelphia

Blue Cross of Northeast Ohio  
Blue Cross of Northeastern New York  
Blue Cross of Southern California  
Blue Cross/Blue Shield Associations, Inc.  
Blue Cross/Blue Shield of Alabama  
Blue Cross/Blue Shield of Connecticut, Inc.  
Blue Cross/Blue Shield of Delaware, Inc.  
Blue Cross/Blue Shield of Florida  
Blue Cross/Blue Shield of Iowa  
Blue Cross/Blue Shield of Kansas  
Blue Cross/Blue Shield of Maryland  
Blue Cross/Blue Shield of Massachusetts  
Blue Cross/Blue Shield of Michigan  
Blue Cross/Blue Shield of Nebraska  
Blue Cross/Blue Shield of North Carolina  
Blue Cross/Blue Shield of Southern West Virginia  
Blue Cross/Blue Shield of Texas  
Blue Cross/Blue Shield of Virginia  
Hospital Service Plan of New Jersey  
Ohio Medical Indemnity Mutual Corporation  
Pennsylvania Blue Shield

**OTHER SERVICES**

Abbott Northwestern Hospital  
Allegheny Intermediate Unit  
The American College  
American Council of Life Insurance  
American Gas Association  
American Heart Association, Inc.  
American Institute for Research  
American Institute of CPA's  
American Iron and Steel Institute  
American Public Transit Association  
Archbishop Bergan Mercy Hospital  
Arvida Corporation

Bethesda Hospital  
Bishop Clarkson Memorial Hospital

Carle Foundation  
Chamber of Commerce of the United States  
City of Chesapeake  
City of Colorado Springs  
City of Hampton  
City of Los Angeles  
City of Los Angeles (Fire & Police)  
City of Los Angeles (General)  
City of Los Angeles (Water & Power)  
City of Newport News  
City of Norfolk  
City of Portsmouth  
City of Richmond  
City of Suffolk  
Columbia Hospital  
Commonwealth of Pennsylvania  
Community Consolidated School District 146  
Congressional Budget Office  
Thomas Cooke, Inc.  
County of Lake

Dupage County

Four Cities United Way

Callaudet College  
Girl Scouts of the U.S.A.  
Godfather's Investments

Hahnemann Medical College Hospital  
Hartford Hospital  
Hillcrest Medical Center  
Howard University

Intermountain Health Care  
Iowa Methodist Medical Center

Jameson Memorial Hospital

Madison General Hospital  
Manchester Memorial Hospital  
Memorial Hospital Medical Center of Long Beach  
Memorial Hospital System of Houston  
Montefiore Hospital and Medical Center

NACUBO  
NKC, Inc.  
North Mississippi Medical Center

Ohio Valley Medical Center, Inc.  
Omaha Airport Authority  
Overseas Development Council

Pennsylvania Medical Society  
PIMA County Governmental Center

Michael Reese Hospital  
Research Triangle Institute  
Richmond School District

Samaritan Health Services  
Sioux Valley Hospital Association  
South Suburban Hospital  
Spohn Hospital  
St. Luke's Episcopal & Texas Children's Hospital

St. Luke's Hospitals (Fargo)  
St. Mary's Medical and Health Center  
St. Vincent Hospital and Medical Center  
State Merit System (Georgia)  
State of Virginia  
State of Wisconsin  
Syracuse Research Laboratories

United Hospital  
United Way of Southeastern Pennsylvania  
University Hospitals of Cleveland  
University of Alaska  
University of California

Wesley Medical Center  
West Penn Motor Club  
Amherst H. Wilder Foundation

YMCA of the United States

PRESENT VALUE OF RETIREMENT LIFESTREAM EARNINGS  
(\$000)

Case 1.

Assumptions. Military personnel retire at 20 years of service; enlisted members at age 39 and officers at age 43. Private Sector workers retire at 20 years of service and age 62.

Economic factors are 5% CPI, 6% interest. Social Security is fully indexed with CPI from age 62. Private sector capital accumulation is not indexed. Private sector retired pay is indexed by 2% vice 5% CPI. Military pay is fully indexed from age of retirement. Military Social Security annual payment has been inflated to age 62 from age 39 or 43 by 5% and then discounted back to 39 or 43 by 6%. It was then modified by the probability of living to age 62. The respective total multipliers are .66 for enlisted and .74 for officers.

MILITARY EARNINGS

| BMC<br>At<br>Retirement | Social Security |      | Capital Accum |     | Retired Pay |       | Total |       |
|-------------------------|-----------------|------|---------------|-----|-------------|-------|-------|-------|
|                         | Enl             | Off  | Enl           | Off | Enl         | Off   | Enl   | Off   |
| 10                      | 35.6            | -    | -             | -   | 98.6        | -     | 134.2 | -     |
| 20                      | 50.0            | -    | -             | -   | 200.0       | -     | 250.0 | -     |
| 30                      | 60.6            | 77.1 | -             | -   | 295.9       | 293.9 | 356.5 | 371.0 |
| 40                      | -               | 78.3 | -             | -   | -           | 391.9 | -     | 470.2 |
| 50                      | -               | 78.3 | -             | -   | -           | 498.9 | -     | 577.2 |
| 60                      | -               | 78.3 | -             | -   | -           | 587.8 | -     | 666.1 |
| 70                      | -               | 78.3 | -             | -   | -           | 685.8 | -     | 764.1 |

PRIVATE SECTOR EARNINGS (MEDIAN LEVEL)

| Salary At<br>Retirement | Social Security |       | Capital Accum |      | Retired Pay |       | Total |       |
|-------------------------|-----------------|-------|---------------|------|-------------|-------|-------|-------|
|                         | Enl             | Off   | Enl           | Off  | Enl         | Off   | Enl   | Off   |
| 10                      | 67.2            | -     | 8.3           | -    | 20.7        | -     | 96.2  | -     |
| 20                      | 90.5            | -     | 11.8          | -    | 48.4        | -     | 150.7 | -     |
| 30                      | 93.4            | 105.6 | 22.7          | 25.1 | 81.5        | 90.3  | 197.6 | 220.9 |
| 40                      | -               | 105.6 | -             | 31.6 | -           | 131.9 | -     | 269.2 |
| 50                      | -               | 105.6 | -             | 38.4 | -           | 166.2 | -     | 310.2 |
| 60                      | -               | 105.6 | -             | 44.7 | -           | 208.6 | -     | 358.9 |
| 70                      | -               | 105.6 | -             | 51.8 | -           | 247.4 | -     | 405.3 |

PRIVATE SECTOR EARNINGS (90TH PERCENTILE)

| <u>Salary At<br/>Retirement</u> | <u>Social Security</u> |            | <u>Capital Accum</u> |            | <u>Retired Pay</u> |            | <u>Total</u> |            |
|---------------------------------|------------------------|------------|----------------------|------------|--------------------|------------|--------------|------------|
|                                 | <u>Enl</u>             | <u>Off</u> | <u>Enl</u>           | <u>Off</u> | <u>Enl</u>         | <u>Off</u> | <u>Enl</u>   | <u>Off</u> |
| 10                              | 67.2                   | -          | 18.2                 | -          | 38.1               | -          | 123.5        | -          |
| 20                              | 90.5                   | -          | 38.3                 | -          | 70.2               | -          | 199.1        | -          |
| 30                              | 93.4                   | 105.6      | 54.3                 | 60.1       | 116.5              | 129.0      | 264.3        | 294.6      |
| 40                              | -                      | 105.6      | -                    | 77.6       | -                  | 180.5      | -            | 373.8      |
| 50                              | -                      | 105.6      | -                    | 95.2       | -                  | 223.2      | -            | 424.0      |
| 60                              | -                      | 105.6      | -                    | 116.9      | -                  | 277.0      | -            | 499.5      |
| 70                              | -                      | 105.6      | -                    | 136.3      | -                  | 328.6      | -            | 570.5      |

Case 2.

Assumptions. Military retire at 30 years of service and age 49 for enlisted or 53 for officer. Private Sector retire at 30 years of service and age 65.

Economic factors are 5% CPI, 6% interest. Social Security is fully indexed with CPI from age 65. Private sector capital accumulation is not indexed. Private sector retired pay is indexed by 2% vice 5% CPI. Military pay is fully indexed from age of retirement. Military Social Security annual payment has been inflated to age 65 from age 49 or 53 by 5% and then discounted back to 49 or 53 by 6%. It was then modified by the probability of living to age 65. The respective total multipliers are .70 for enlisted and .81 for officers.

MILITARY EARNINGS

| BMC<br>At<br>Retirement | Social Security |      | Capital Accum |     | Retired Pay |       | Total |       |
|-------------------------|-----------------|------|---------------|-----|-------------|-------|-------|-------|
|                         | Enl             | Off  | Enl           | Off | Enl         | Off   | Enl   | Off   |
| 10                      | 41.9            | -    | -             | -   | 114.3       | -     | 156.2 | -     |
| 20                      | 59.3            | -    | -             | -   | 228.4       | -     | 287.7 | -     |
| 30                      | 72.1            | -    | -             | -   | 342.9       | -     | 415.0 | -     |
| 40                      | 73.9            | 95.6 | -             | -   | 457.2       | 453.1 | 531.1 | 548.7 |
| 50                      | -               | 95.6 | -             | -   | -           | 566.4 | -     | 662.0 |
| 60                      | -               | 95.6 | -             | -   | -           | 679.7 | -     | 775.3 |
| 70                      | -               | 95.6 | -             | -   | -           | 793.0 | -     | 888.6 |

PRIVATE SECTOR EARNINGS (MEDIAN LEVEL)

| Salary At<br>Retirement | Social Security |       | Capital Accum |      | Retired Pay |       | Total |       |
|-------------------------|-----------------|-------|---------------|------|-------------|-------|-------|-------|
|                         | Enl             | Off   | Enl           | Off  | Enl         | Off   | Enl   | Off   |
| 10                      | 75.4            | -     | 12.7          | -    | 30.6        | -     | 118.7 | -     |
| 20                      | 100.1           | -     | 25.3          | -    | 69.4        | -     | 194.8 | -     |
| 30                      | 105.3           | -     | 34.6          | -    | 119.3       | -     | 259.3 | -     |
| 40                      | 105.3           | 118.3 | 43.8          | 48.2 | 170.7       | 189.2 | 319.2 | 355.7 |
| 50                      | -               | 118.3 | -             | 58.6 | -           | 237.3 | -     | 414.2 |
| 60                      | -               | 118.3 | -             | 68.1 | -           | 297.6 | -     | 484.0 |
| 70                      | -               | 118.3 | -             | 79.0 | -           | 356.2 | -     | 553.4 |

PRIVATE SECTOR EARNINGS (90TH PERCENTILE)

| <u>Salary At Retirement</u> | <u>Social Security</u> |            | <u>Capital Accum</u> |            | <u>Retired Pay</u> |            | <u>Total</u> |            |
|-----------------------------|------------------------|------------|----------------------|------------|--------------------|------------|--------------|------------|
|                             | <u>Enl</u>             | <u>Off</u> | <u>Enl</u>           | <u>Off</u> | <u>Enl</u>         | <u>Off</u> | <u>Enl</u>   | <u>Off</u> |
| 10                          | 75.4                   | -          | 27.9                 | -          | 54.1               | -          | 157.3        | -          |
| 20                          | 100.1                  | -          | 54.6                 | -          | 101.0              | -          | 255.7        | -          |
| 30                          | 105.3                  | -          | 83.0                 | -          | 156.4              | -          | 344.7        | -          |
| 40                          | 105.3                  | 118.3      | 107.3                | 118.3      | 219.7              | 243.4      | 432.3        | 480.0      |
| 50                          | -                      | 118.3      | -                    | 145.2      | -                  | 304.5      | -            | 567.0      |
| 60                          | -                      | 118.3      | -                    | 178.2      | -                  | 375.6      | -            | 672.1      |
| 70                          | -                      | 118.3      | -                    | 207.7      | -                  | 443.9      | -            | 769.9      |



Case 3.

Assumptions. Military retire at 20 years of service and age 39 for enlisted or 43 for officer. Private Sector retire at 20 years of service and age 62.

Economic factors are 5% CPI, 6% interest. Social Security is fully indexed with CPI from age 62. Private sector capital accumulation is not indexed. Private sector retired pay is not indexed. Military pay is fully indexed from age of retirement. Military Social Security annual payment has been inflated to age 62 from age 39 or 43 by 5% and then discounted back to 39 or 43 by 6%. It was then modified by the probability of living to age 62. The respective total multipliers are .66 for enlisted and .74 for officers.

MILITARY EARNINGS

| BMC<br>At<br>Retirement | Social Security |      | Capital Accum |     | Retired Pay |       | Total |       |
|-------------------------|-----------------|------|---------------|-----|-------------|-------|-------|-------|
|                         | Enl             | Off  | Enl           | Off | Enl         | Off   | Enl   | Off   |
| 10                      | 35.6            | -    | -             | -   | 98.6        | -     | 134.2 | -     |
| 20                      | 50.0            | -    | -             | -   | 200.0       | -     | 250.0 | -     |
| 30                      | 60.6            | 77.1 | -             | -   | 295.9       | 293.9 | 356.5 | 371.0 |
| 40                      | -               | 78.3 | -             | -   | -           | 391.9 | -     | 470.2 |
| 50                      | -               | 78.3 | -             | -   | -           | 498.9 | -     | 577.2 |
| 60                      | -               | 78.3 | -             | -   | -           | 587.8 | -     | 666.1 |
| 70                      | -               | 78.3 | -             | -   | -           | 685.8 | -     | 764.1 |

PRIVATE SECTOR EARNINGS (MEDIAN LEVEL)

| Salary At<br>Retirement | Social Security |       | Capital Accum |      | Retired Pay |       | Total |       |
|-------------------------|-----------------|-------|---------------|------|-------------|-------|-------|-------|
|                         | Enl             | Off   | Enl           | Off  | Enl         | Off   | Enl   | Off   |
| 10                      | 67.2            | -     | 8.3           | -    | 17.6        | -     | 93.1  | -     |
| 20                      | 90.5            | -     | 11.8          | -    | 41.0        | -     | 143.3 | -     |
| 30                      | 93.4            | 105.6 | 22.7          | 25.1 | 69.2        | 76.4  | 185.3 | 207.0 |
| 40                      | -               | 105.6 | -             | 31.6 | -           | 111.7 | -     | 249.0 |
| 50                      | -               | 105.6 | -             | 38.4 | -           | 140.7 | -     | 284.7 |
| 60                      | -               | 105.6 | -             | 44.7 | -           | 176.6 | -     | 326.9 |
| 70                      | -               | 105.6 | -             | 51.8 | -           | 209.9 | -     | 367.8 |

PRIVATE SECTOR EARNINGS (90TH PERCENTILE)

| <u>Salary At Retirement</u> | <u>Social Security</u> |            | <u>Capital Accum</u> |            | <u>Retired Pay</u> |            | <u>Total</u> |            |
|-----------------------------|------------------------|------------|----------------------|------------|--------------------|------------|--------------|------------|
|                             | <u>Enl</u>             | <u>Off</u> | <u>Enl</u>           | <u>Off</u> | <u>Enl</u>         | <u>Off</u> | <u>Enl</u>   | <u>Off</u> |
| 10                          | 67.2                   | -          | 18.2                 | -          | 32.3               | -          | 117.7        | -          |
| 20                          | 90.5                   | -          | 38.3                 | -          | 59.6               | -          | 188.5        | -          |
| 30                          | 93.4                   | 105.6      | 54.3                 | 60.1       | 98.8               | 109.2      | 246.6        | 274.8      |
| 40                          | -                      | 105.6      | -                    | 77.6       | -                  | 152.9      | -            | 346.2      |
| 50                          | -                      | 105.6      | -                    | 95.2       | -                  | 189.0      | -            | 389.8      |
| 60                          | -                      | 105.6      | -                    | 116.9      | -                  | 234.6      | -            | 457.1      |
| 70                          | -                      | 105.6      | -                    | 136.3      | -                  | 278.3      | -            | 520.2      |

Case 4.

Assumptions. Military retire at 30 years of service and age 49 for enlisted or 53 for officer. Private Sector retire at 30 years of service and age 65.

Economic factors are 5% CPI, 6% interest. Social Security is fully indexed with CPI from age 65. Private sector capital accumulation is not indexed. Private sector retired pay is not indexed. Military pay is fully indexed from age of retirement. Military Social Security annual payment has been inflated to age 65 from age 49 or 53 by 5% and then discounted back to 49 or 53 by 6%. It was then modified by the probability of living to age 65. The respective total multipliers are .68 for enlisted and .79 for officers.

MILITARY EARNINGS

| BMC<br>At<br>Retirement | Social Security |      | Capital Accum |     | Retired Pay |       | Total |       |
|-------------------------|-----------------|------|---------------|-----|-------------|-------|-------|-------|
|                         | Enl             | Off  | Enl           | Off | Enl         | Off   | Enl   | Off   |
| 10                      | 41.9            | -    | -             | -   | 114.3       | -     | 156.2 | -     |
| 20                      | 59.3            | -    | -             | -   | 228.4       | -     | 287.7 | -     |
| 30                      | 72.1            | -    | -             | -   | 342.9       | -     | 415.0 | -     |
| 40                      | 73.9            | 95.6 | -             | -   | 457.2       | 453.1 | 531.1 | 548.7 |
| 50                      | -               | 95.6 | -             | -   | -           | 566.4 | -     | 662.0 |
| 60                      | -               | 95.6 | -             | -   | -           | 679.7 | -     | 775.3 |
| 70                      | -               | 95.6 | -             | -   | -           | 793.0 | -     | 888.6 |

PRIVATE SECTOR EARNINGS (MEDIAN LEVEL)

| Salary<br>At<br>Retirement | Social Security |       | Capital Accum |      | Retired Pay |       | Total |       |
|----------------------------|-----------------|-------|---------------|------|-------------|-------|-------|-------|
|                            | Enl             | Off   | Enl           | Off  | Enl         | Off   | Enl   | Off   |
| 10                         | 75.4            | -     | 12.7          | -    | 26.4        | -     | 114.5 | -     |
| 20                         | 100.1           | -     | 25.3          | -    | 59.8        | -     | 185.2 | -     |
| 30                         | 105.3           | -     | 34.6          | -    | 103.0       | -     | 243.0 | -     |
| 40                         | 105.3           | 118.3 | 43.8          | 48.2 | 147.3       | 162.4 | 295.8 | 328.9 |
| 50                         | -               | 118.3 | -             | 58.6 | -           | 203.7 | -     | 380.6 |
| 60                         | -               | 118.3 | -             | 68.1 | -           | 255.5 | -     | 441.9 |
| 70                         | -               | 118.3 | -             | 79.0 | -           | 305.7 | -     | 502.9 |

PRIVATE SECTOR EARNINGS (90TH PERCENTILE)

| Salary<br>At<br>Retirement | Social Security |       | Capital Accum |       | Retired Pay |       | Total |       |
|----------------------------|-----------------|-------|---------------|-------|-------------|-------|-------|-------|
|                            | Enl             | Off   | Enl           | Off   | Enl         | Off   | Enl   | Off   |
| 10                         | 75.4            | -     | 27.9          | -     | 46.6        | -     | 149.8 | -     |
| 20                         | 100.1           | -     | 54.6          | -     | 87.1        | -     | 241.8 | -     |
| 30                         | 105.3           | -     | 83.0          | -     | 134.9       | -     | 323.2 | -     |
| 40                         | 105.3           | 118.3 | 107.3         | 118.3 | 189.6       | 208.9 | 402.2 | 455.5 |
| 50                         | -               | 118.3 | -             | 145.2 | -           | 261.4 | -     | 523.9 |
| 60                         | -               | 118.3 | -             | 178.2 | -           | 322.4 | -     | 618.9 |
| 70                         | -               | 118.3 | -             | 207.7 | -           | 381.1 | -     | 707.1 |

Case 5.

Assumptions. Military retire at 20 years of service and age 39 for enlisted or 43 for officer. Private Sector retire at 20 years of of service and age 62.

Economic factors are 5% CPI, 7.5% interest. Social Security is fully indexed with CPI from age 62. Private sector capital accumulation is not indexed. Private sector retired pay is indexed by 2% vice 5% CPI. Military pay is fully indexed from age of retirement. Military Social Security annual payment has been inflated to age 62 from age 39 or 43 by 5% and then discounted back to 39 or 43 by 7.5%. It was then modified by the probability of living to age 62. The respective total multipliers are .48 for enlisted and .57 for officers.

MILITARY EARNINGS

| BMC<br>At<br>Retirement | Social Security |      | Capital Accum |     | Retired Pay |       | Total |       |
|-------------------------|-----------------|------|---------------|-----|-------------|-------|-------|-------|
|                         | Enl             | Off  | Enl           | Off | Enl         | Off   | Enl   | Off   |
| 10                      | 22.7            | -    | -             | -   | 77.6        | -     | 100.3 | -     |
| 20                      | 31.9            | -    | -             | -   | 155.3       | -     | 187.2 | -     |
| 30                      | 38.7            | 51.3 | -             | -   | 232.9       | 231.9 | 271.6 | 283.2 |
| 40                      | -               | 52.2 | -             | -   | -           | 309.2 | -     | 361.4 |
| 50                      | -               | 52.2 | -             | -   | -           | 386.5 | -     | 438.7 |
| 60                      | -               | 52.2 | -             | -   | -           | 463.8 | -     | 516.0 |
| 70                      | -               | 52.2 | -             | -   | -           | 541.0 | -     | 593.2 |

PRIVATE SECTOR EARNINGS (MEDIAN LEVEL)

| Salary<br>At<br>Retirement | Social Security |      | Capital Accum |      | Retired Pay |       | Total |       |
|----------------------------|-----------------|------|---------------|------|-------------|-------|-------|-------|
|                            | Enl             | Off  | Enl           | Off  | Enl         | Off   | Enl   | Off   |
| 10                         | 58.9            | -    | 7.5           | -    | 18.5        | -     | 84.9  | -     |
| 20                         | 79.3            | -    | 10.7          | -    | 43.2        | -     | 133.2 | -     |
| 30                         | 81.9            | 91.5 | 20.5          | 22.4 | 72.8        | 80.0  | 175.2 | 193.9 |
| 40                         | -               | 91.5 | -             | 28.3 | -           | 117.0 | -     | 236.8 |
| 50                         | -               | 91.5 | -             | 34.4 | -           | 142.4 | -     | 268.3 |
| 60                         | -               | 91.5 | -             | 40.0 | -           | 185.0 | -     | 316.5 |
| 70                         | -               | 91.5 | -             | 46.4 | -           | 219.9 | -     | 357.8 |

PRIVATE SECTOR EARNINGS (90TH PERCENTILE)

| Salary<br>At<br>Retirement | Social Security |            | Capital Accum |            | Retired Pay |            | Total      |            |
|----------------------------|-----------------|------------|---------------|------------|-------------|------------|------------|------------|
|                            | <u>Enl</u>      | <u>Off</u> | <u>Enl</u>    | <u>Off</u> | <u>Enl</u>  | <u>Off</u> | <u>Enl</u> | <u>Off</u> |
| 10                         | 58.9            | -          | 16.5          | -          | 34.0        | -          | 109.4      | -          |
| 20                         | 79.3            | -          | 34.7          | -          | 62.7        | -          | 176.7      | -          |
| 30                         | 81.9            | 91.5       | 49.2          | 53.8       | 104.0       | 114.4      | 235.1      | 259.7      |
| 40                         | -               | 91.5       | -             | 69.5       | -           | 160.2      | -          | 321.2      |
| 50                         | -               | 91.5       | -             | 85.2       | -           | 198.0      | -          | 374.7      |
| 60                         | -               | 91.5       | -             | 104.7      | -           | 245.7      | -          | 441.9      |
| 70                         | -               | 91.5       | -             | 122.0      | -           | 291.5      | -          | 505.0      |

Case 6.

Assumptions. Military retire at 30 years of service and age 49 for enlisted or 53 for officer. Private Sector retire at 30 years of service and age 65.

Economic factors are 5% CPI, 7.5% interest. Social Security is fully indexed with CPI from age 65. Private sector capital accumulation is not indexed. Private sector retired pay is indexed by 2% vice 5% CPI. Military pay is fully indexed from age of retirement. Military Social Security annual payment has been inflated to age 65 from age 49 or 53 by 5% and then discounted back to 49 or 53 by 2.5%. It was then modified by the probability of living to age 65. The respective total multipliers are .58 for enlisted and .71 for officers.

MILITARY EARNINGS

| BMC<br>At<br>Retirement | Social Security |      | Capital Accum |     | Retired Pay |       | Total |       |
|-------------------------|-----------------|------|---------------|-----|-------------|-------|-------|-------|
|                         | Enl             | Off  | Enl           | Off | Enl         | Off   | Enl   | Off   |
| 10                      | 30.7            | -    | -             | -   | 94.0        | -     | 124.7 | -     |
| 20                      | 43.4            | -    | -             | -   | 188.1       | -     | 231.5 | -     |
| 30                      | 52.7            | -    | -             | -   | 282.1       | -     | 334.8 | -     |
| 40                      | 54.0            | 73.6 | -             | -   | 375.9       | 375.9 | 429.9 | 449.5 |
| 50                      | -               | 73.6 | -             | -   | -           | 469.9 | -     | 543.5 |
| 60                      | -               | 73.6 | -             | -   | -           | 563.9 | -     | 637.5 |
| 70                      | -               | 73.6 | -             | -   | -           | 657.9 | -     | 731.5 |

PRIVATE SECTOR EARNINGS (MEDIAN LEVEL)

| Salary<br>At<br>Retirement | Social Security |       | Capital Accum |      | Retired Pay |       | Total |       |
|----------------------------|-----------------|-------|---------------|------|-------------|-------|-------|-------|
|                            | Enl             | Off   | Enl           | Off  | Enl         | Off   | Enl   | Off   |
| 10                         | 66.7            | -     | 11.5          | -    | 27.3        | -     | 105.5 | -     |
| 20                         | 88.6            | -     | 23.0          | -    | 61.8        | -     | 173.4 | -     |
| 30                         | 93.2            | -     | 31.5          | -    | 106.5       | -     | 231.2 | -     |
| 40                         | 93.2            | 103.7 | 39.4          | 42.8 | 152.3       | 169.1 | 284.9 | 315.6 |
| 50                         | -               | 103.7 | -             | 52.6 | -           | 212.1 | -     | 368.4 |
| 60                         | -               | 103.7 | -             | 61.1 | -           | 266.0 | -     | 430.8 |
| 70                         | -               | 103.7 | -             | 70.9 | -           | 318.4 | -     | 493.0 |

PRIVATE SECTOR EARNINGS (90TH PERCENTILE)

| Salary<br>At<br>Retirement | Social Security |            | Capital Accum |            | Retired Pay |            | Total      |            |
|----------------------------|-----------------|------------|---------------|------------|-------------|------------|------------|------------|
|                            | <u>Enl</u>      | <u>Off</u> | <u>Enl</u>    | <u>Off</u> | <u>Enl</u>  | <u>Off</u> | <u>Enl</u> | <u>Off</u> |
| 10                         | 66.7            | -          | 25.3          | -          | 48.2        | -          | 140.2      | -          |
| 20                         | 88.6            | -          | 49.7          | -          | 90.1        | -          | 228.4      | -          |
| 30                         | 93.2            | -          | 75.5          | -          | 139.5       | -          | 308.2      | -          |
| 40                         | 93.2            | 103.7      | 97.5          | 106.1      | 196.0       | 217.6      | 386.7      | 427.4      |
| 50                         | -               | 103.7      | -             | 130.2      | -           | 272.2      | -          | 506.1      |
| 60                         | -               | 103.7      | -             | 159.9      | -           | 335.7      | -          | 599.3      |
| 70                         | -               | 103.7      | -             | 186.3      | -           | 396.8      | -          | 686.8      |



**APPENDIX E  
MOBILIZATION ASPECTS  
OF THE  
U.S. MILITARY RETIREMENT SYSTEM**



**MOBILIZATION CONCEPTS DEVELOPMENT CENTER  
NATIONAL DEFENSE UNIVERSITY  
COL ROBERT R. RUMPH, USA  
CDR HARDY L. MERRITT, USNR**

## EXECUTIVE SUMMARY

During the remainder of this decade, the total pool of military non-disability retirees will approach 1.5 million pretrained individuals, consisting of about one-third retired officers. This represents sixty-eight percent of the present active duty contingent of our armed forces. Although the numbers of retirees considered to be mobilization assets under current DoD guidance (Classes I and II) vary considerably by data source, the most current "estimate" of active force and reserve retirees is just under 850,000. This represents about sixty percent of the total retired population. Strength figures are based primarily upon retiree personnel data files maintained by the respective Services and vary in accuracy for the accounting of retiree assets. Until recently, factual data on the availability and utilization of retirees was rather sketchy and retiree strength projection methodology was not--and still is not--uniform throughout DoD. Reconciliation of data should continue between the Defense Manpower Data Center (DMDC) Office of the DoD Actuary and the respective Services FY84-88 Program Objective Memorandum (POM). The total retired population in each Service can be expected to experience a slow but steady growth; however, for the most part, that portion of the retired population considered to be mobilization assets (Classes I and II) will probably not change significantly. It is doubtful that, except in special cases, any other category of retired persons would be considered as mobilization assets.

Military retirees of all Services, particularly the Regular retirees capable of performing duty, should be considered for mobilization assignments. This effort should be proactive across all the Services. At a minimum, these retirees could reasonably be available to relieve active duty military manpower now assigned to the Support Activities category of the armed forces, consisting of a little under 650,000 projected requirements in FY84. This would permit about one-third of the total active duty forces dedicated to those functions to be reassigned to combat-related elements or service (support) units where shortages will occur. This figure does not include Reserve Component military manpower also assigned to Support Activities, nor does it include comprehensive consideration of the entire spectrum of CONUS-based positions that could be filled by retirees making more youthful and efficient military personnel available for deployment. Given the present condition of the Selected Reserve--more particularly the Individual Ready Reserve (IRR)--and overall deterioration of the Standby Reserve inactive status strength, combined with lack of effective legislative authority to recall unobligated veterans, this pool of retirees is particularly valuable as a "mobilization asset" in the truest sense of the term. Skill deterioration in utilization of retirees for support functions is deemed to be factor of minor concern, considering the vast experience and knowledge gained over a military career and the proven competency for service.

There should be no difference between the Service components concerning liability for recall to active duty; hence, there is a real need to achieve standardization of the authorities to order retirees to active duty. As a

general observation regarding recall, by statutory authority: Regular retirees are more readily available than Reserve retirees; Army and Air Force Regular retirees are more readily available than Navy and Marine Corps; and retired Regular officers are more readily available than retired Reserve officers. Of all the retired categories, the mobilization vulnerability of retired Regular enlisted members to involuntary recall is the least understood, since between their 20th and 30th service anniversary and upon transfer to the Army, Air Force, Fleet or Fleet Marine Corps Reserve respectively, they essentially enjoy a "dual status" which requires further legal determination or change in legislation concerning appropriate recall authority. The ambiguity of current recall authorities militate for legislative review and revision.

In the absence of a state of war or declaration of national emergency, Regular retirees of the Army and Air Force could be selectively recalled to strengthen the armed forces quickly with available trained assets of upwards to 575,000 personnel. Additionally, Regular enlisted retirees in the Fleet Reserve and Fleet Marine Corps Reserve numbering some 93,000 strong can be called up for training (up to two months every four years) and precedent exists for the Army and Air Force to execute similar periodic mobilization training duties, if desired, to immediately augment active duty forces for a limited period in the interest of national defense under conditions of "partial" and "full" mobilization.

Retirees who are not presently considered for use as mobilization assets (age limitation, retired over ten years or disabled), de facto Class III, constitute considerable potential in their individual areas of expertise for use in an extreme national emergency involving "total" mobilization. This is a subject suitable for further study.

Assessment of the Service plans and procedures for recall of retirees results in the following observations:

- o The Marine Corps has the most mature program for the recall and integration of retirees into OPLANS for a mobilization contingency. The computerized match of requirements (billets) with specified skilled assets is most noteworthy. Expedient alert notification is fully accomplished by mailgram--although subject to communication network overload constraints at time of implementation. In sum, this program stands at the forefront, reflecting the spirit and intent of current DoD guidance.
- o The Army program for recall and integration of retirees into the CONUS sustaining base under a mobilization contingency is maturing steadily. Retirees with "hip pocket" orders -- and therefore not subject to communication network overload in times of emergency -- have increased sufficiently in numbers; the program only requires further refinement to iteratively meet internal goals involving MOS mismatch. Recent initiatives involving the consideration of retirees during "partial" mobilization, assignment of retirees to flesh out

USAR Training Divisions and use of overseas retirees in-theater add significant credibility to the Army program. This program now stands up well under close scrutiny.

- o The Navy program for recall and integration of retirees exists via NAMMOS inasmuch as the requirements (billets) by officer and enlisted grades have been identified. However, matching specified assets with concomitant skills has not received sufficient emphasis and the established milestones for accomplishment are quite optimistic. Unless a robust approach is taken to realistically expedite target dates, the program will become moribund and lack the necessary degree of credibility demanded by compliance with DoD directives.
- o The Air Force program for recall and integration of retirees is virtually non-existent due to philosophical reservations on their effective use, primarily due to availability and skill deterioration. Although the Air Force recognizes the potential for retiree utilization in a national emergency and accordingly maintains asset lists, planning for eventual use of retirees is being deferred until such crises must be ultimately reckoned with. As such, the program lacks the thrust and impetus desired by DoD guidance.

A new DoD Directive entitled "Management and Mobilization of Regular and Reserve Retired Military Personnel" is currently in the staffing process. This document, when published, will no doubt improve uniformity among the Services in establishing mobilization categories for all retirees, tracking and screening procedures, and obtaining changes in personnel information which affect mobilization availability. It is essential that this document also include specific instructions to the respective Services regarding what portion of the retiree pool can and should be used, and what type positions are appropriate for fill. This should alleviate variances in service interpretation of DoD guidance.

## TABLE OF CONTENTS

|                                                                  | Page  |
|------------------------------------------------------------------|-------|
| EXECUTIVE SUMMARY.....                                           | E-1   |
| TABLE OF CONTENTS.....                                           | E-v   |
| DISCLAIMER.....                                                  | E-vii |
| ACKNOWLEDGEMENTS.....                                            | E-vii |
| INTRODUCTION.....                                                | E-1   |
| HISTORICAL PERSPECTIVE.....                                      | E-3   |
| World War II.....                                                | E-3   |
| Korean War.....                                                  | E-5   |
| Berlin Crisis and Vietnam War.....                               | E-6   |
| Perspective on Retirees as Mobilization Assets.....              | E-7   |
| RETIREE INVENTORY.....                                           | E-9   |
| LEGISLATIVE BASIS FOR RECALL OF RETIREES.....                    | E-11  |
| AIR FORCE RETIREE MANAGEMENT PROGRAM.....                        | E-15  |
| Assessment of the Air Force Retiree Recall Program.....          | E-16  |
| ARMY RETIREE MANAGEMENT PROGRAM.....                             | E-19  |
| Assessment of the Army Retiree Recall Program.....               | E-20  |
| MARINE CORPS RETIREE MANAGEMENT PROGRAM.....                     | E-25  |
| Assessment of the Marine Corps Retiree Recall Program.....       | E-26  |
| NAVY RETIREE MANAGEMENT PROGRAM.....                             | E-29  |
| Assessment of the Navy Retiree Recall Program.....               | E-30  |
| SUMMARY AND CONCLUSIONS. ....                                    | E-33  |
| POINTS OF CONTACT.....                                           | E-37  |
| BIBLIOGRAPHY.....                                                | E-41  |
| <br>APPENDICES                                                   |       |
| Appendix A: Legal Authorities -- Air Force Retirees.....         | E-45  |
| Appendix B: Legal Authorities -- Army Retirees.....              | E-47  |
| Appendix C: Legal Authorities -- Navy/Marine Corps Retirees..... | E-49  |
| ADDENDUM: COAST GUARD RETIREE MANAGEMENT PROGRAM.....            | E-51  |

#### DISCLAIMER

The analyses and opinions expressed or implied herein are solely those of the authors. They do not necessarily represent the views of the National Defense University, the Joint Chiefs of Staff, the Department of Defense or any other U.S. government agency.

#### ACKNOWLEDGEMENTS

The authors are indebted to the Director and staff of the Mobilization Concepts Development Center and the President of the National Defense University for their support of this research. The project could not have been completed within the established target dates without the superb research assistance accomplished by Colonel James E. McSparrow, USA, and Captain Norman L. Beal, USNR, while in resident student status at the Industrial College of the Armed Forces. The editorial assistance provided by Major Luther F. Carter, USMCR, while on active duty for training with the National Defense University is also gratefully appreciated.

## INTRODUCTION

In response to a Memorandum from the Vice Director, Joint Staff (DJSJ 418-83) dated 18 March 1983, the President of the National Defense University (NDU) tasked the Mobilization Concepts Development Center (MCDC) to conduct a study of the mobilization aspects of the military retirement system for use by the Fifth Quadrennial Review of Military Compensation (QRMC). Specifically, the tasking requested that a study be accomplished to articulate current plans, procedures and issues associated with the projected use of retirees under national conditions requiring a mobilization. This study is important from the following standpoints:

- o Retiree potential should be included in baseline figures for military balance, including both peacetime strengths and time-phased availability of wartime augmentations under "partial", "full" and "total" mobilization;
- o Retiree assets are considered to be a necessary ingredient in building and maintaining a more effective Total Force structure;
- o Retiree recall statutory authorities are not definitive, inasmuch as the legal basis for recall under certain circumstances lacks sufficient clarity; and
- o The potential use of retirees during mobilization generates presents issues for policy consideration and yields insight into implementation problems.

Retired military personnel constitute a pool of individuals who are not currently members of either the active force or the Selected Reserve and who have prior military experience. Pretrained individuals are important military assets and are a potential source of military manpower which would be available to reinforce our force structure during the early stages of a major conflict. In the event of mobilization, retirees could be recalled to active duty to be used as fillers to bring non-tactical units to wartime strength and to expand the continental United States (CONUS) support base. In recent years, wartime manpower planning has shown that the supply of pretrained individual manpower would be insufficient to meet the early needs of the military Services; therefore, the retiree pool constitutes assets with a minimal deterioration of military skill proficiency level to meet time-phased wartime requirements. The Department of Defense has recognized the need to seek better utilization of this source of wartime manpower and is placing due emphasis on the retired community as a mobilization asset.

The analytical framework for this study includes individual discussion sections concerning: a historical perspective tracing the use of military retirees during past national emergencies; composition of the retiree inventory; legislative basis and authorities for recall of retirees; descriptions of respective Service management programs; an assessment of the respective Service plans and procedures for recall; and a recap summary.

## HISTORICAL PERSPECTIVE

Retired military members have historically been called upon to reenter active duty only in times of war or armed conflict. Notwithstanding this, the true significance of the total numbers involved and the degree of volunteerism exercised are subject to continued debate. An analysis of the use of retirees from a historical perspective follows:

### World War II

In discussions concerning past manpower mobilization by the armed forces, it has become apparent that there were no realistic or practical plans for addressing manpower utilization prior to World War II. Mobilization requirements, even today, are characterized by disagreements over the best means of identifying skills and apportioning available manpower for optimum utilization. In 1940, total Army Reserves numbered only 43,000 and the Army National Guard stood at just over half that figure. To augment the active forces during the period from 1940-1941, the National Guard was mobilized and increased to 60,000 strong. The sea services recalled about 17,500 retired enlisted men in 1942 representing 65% of paid retirees available to them, but the vast majority were voluntary. By 1944, it became evident that there was a shortage of manpower in uniform. By the end of the war, there was no strategic reserve uncommitted in any theater. This could be interpreted as remarkably accurate planning for minimum required forces, providing a fairly narrow margin of victory.

It is pertinent to consider quantity when addressing requirements for the armed forces in light of the experience of World War II. The United States mobilized twelve million men from which there were formed approximately one hundred divisional-sized or equivalent units. This startling fact must be considered in any future global war. During the war, the number of fighting men required by the Armed Forces was dependent upon, among other factors, the number and types of equipment supported in the inventory. Considering this, it becomes apparent that a portion of the required increase should be attributed to the support roles necessary for sustaining combat units. It is in this area that retired personnel become important assets.

By way of example, in July 1944, the President authorized a strength ceiling of 3,384,000 for the Navy to be reached by June 1945. This was considerably more personnel than the pre-Pearl Harbor estimate of a yearly increase of 160,000, then thought to be necessary for the building of a two-ocean fleet. By June 1945, the Navy experienced a 20-fold increase from the 160,997 personnel initially on active duty when the Naval Expansion Act of 1940 became law. This figure included the recall of 5,700 retired active duty enlisted personnel and 3,010,293 Reserves. To reach this strength, the Navy procured personnel at an average rate of 14,200 per week. The high point was reached during fiscal year 1943-44 when the rate of 25,000 per week was equivalent to manning a Navy of the 1940's every seven weeks. Training and processing this manpower source in the face of changing requirements both as



types of skills and numbers was a challenging mission. New programs and technological improvements in equipment required approximately half a million specifically trained officers and men. The task of transforming large numbers of civilian personnel into technically trained Navy men required careful selection and classification on the basis of natural abilities and prior education. When manpower became critical and it became evident that many billets could be filled by women, legislation was enacted in July 1942 to admit them to the officer and enlisted ranks of the Navy. Three years later, more than 82,000 women were serving in the continental United States and certain bases overseas.

The broad scope of amphibious warfare in the Pacific brought about a 16-fold expansion of Marine Corps personnel over a five-year period. The over-all strength of the Marine Corps expanded from 28,364 personnel in July 1940 to 476,709 personnel in June 1945. 185,000 men comprising the ground units of the Fleet Marine Forces were shipped overseas. The aviation branch of the Fleet Marine Forces consisted of 80,000 men and the Marine Corps women's reserve was organized and brought to its maximum strength of 18,000.

The United States Coast Guard was placed under the operational control of the Navy in November 1941. During the war years, its normal functions were greatly expanded, and its operations were enlarged to include naval duties especially suited to its personnel, requiring an increase from 13,776 in July 1940 to 171,192 in June 1945. This figure includes 136 retired personnel recalled, 52,845 Temporary Reservists and Coast Guard Auxiliary, along with 143,523 Reserves. This expansion included an increase in personnel assigned from Coast Guard units -- 66,000 for the Navy and 6,700 for the Army/Marine Corps. Early in 1942, the Coast Guard was given responsibilities for the protection of ports against sabotage and other contingencies as well as handling explosives and other dangerous cargoes which entailed a maximum of 31,000 personnel ashore and 10,400 afloat. Coastal protection involved approximately 23,500 men. Additionally, an air-sea rescue service was established in 1944, and the Coast Guard had 33,000 men operating and maintaining the long-range aids to navigation, to include weather and hydrographic functions.

Considerable Army manpower was assigned to the Zone of Interior and when the demand for combat troops was critical, about 600,000 enlisted men who were qualified for overseas duty were serving in fixed installation in jobs that would never take them outside the United States. Eventually, this number was reduced by one-half toward the end of 1944. The Army National Guard and Reserve were mobilized and by June 1941, more than 55,000 Reserve officers had been ordered to active duty. Call-up of the enlisted Reserve was subject to criticism due to the fact that in many cases the Services laid claim to personnel whose skills would have been better utilized in areas unrelated to their Reserve assignment. It should be recognized that in December 1942, the voluntary enlistment of men between the inclusive ages of 18 and 37 years was ordered terminated as of February 1943. From that date on, manpower requirements for the Services were supplied by the Selective Service System which inducted an enlisted total equivalent to the Army's peacetime strength for each month of recruiting. Army historical records indicate that from 1941-1945, peaking in June of 1943, a total of 1,042 retired officers were recalled to active duty.

Throughout the period, the pressure of organizing, recruiting and mobilizing manpower assets while simultaneously conducting wartime operations did not permit each Service the luxury of studying of use of smaller and less demanding assets, such as the retired military community. Quite possibly, some retirees may have enlisted immediately and some may have volunteered for induction through the Selective Service System. In any case, it can be assumed that better planning on the part of each Service would have improved policies and controls governing use of their talents, thereby releasing substantial numbers of personnel qualified for duty in combat areas through the substitution of limited service personnel. By a careful process of selection and placement, it is probable that thousands more retired personnel possessing sufficient health, intelligence and ability to work at the required degree of efficiency could have been found and used to good advantage.

#### Korean War

During the interim period prior to the outbreak of the Korean War, mobilization planning was based upon the assumption that the next war would be a "total" effort in the mold of World War II. There were no provisions for a "partial" mobilization, which ultimately led to an ill-prepared and chaotic call-up for the Korean War. Lessons learned from the confused Korean mobilization led to the Armed Forces Reserve Act of 1952 (66 Stat. 489) and the Reserve Forces Act of 1955. This legislation created clearly defined categories of reservists; the Ready Reserve, Standby Reserve and Retired Reserve. Until that time, there were 2,500,000 personnel in the Active Reserve which included one quarter in the Organized Reserve and the remainder in the Volunteer Reserve. Additionally, there was an Inactive Reserve, sometimes included as part of the Volunteer Reserve by some Services, but for the most part, these were personnel age 60 with no military commitment who were awaiting retirement and pension under Public Law 810. Reviewing the principal problems which arose out of the necessity for "partial" mobilization reveals the following: the manner in which the reserves were organized apparently did not lend itself to calling portions to active duty; officers not in organized units, whether Volunteer or Inactive, were just as important as those in units; and, the essentiality of maintaining the integrity of organized reserve units in event of "total" mobilization was not addressed.

Required active forces for the Korean War demanded a fifty percent strength increase, from two million personnel. At that time, the number of Reserve units had increased dramatically until the assigned strength of the Army Reserve, in particular, stood at 600,000 in June 1950. More than 165,000 Individual Reservists were ordered to active duty in numerous recalls. The Army individually recalled almost 100,000 enlisted Inactive and Volunteer Reserve. By July 1950, the Presidential authorization under Public Law 599 involuntarily recalled all Reserve and retired personnel to meet the strength requirement of 971,000 for the Air Force. It is interesting to note that of 100,000 Reserves called up, over 24,000 requested deferment, including sixty percent for hardship reasons. Additionally the Air Force Reserve, numbering 56,000 officers and 90,000 enlisted (which included Air National Guard) constituted seventy-one percent of the Air Force on active duty. Approximately 19,000 Volunteer Reserve airman plus Inactive Reserve airman

totaling approximately 46,750 were ordered to active duty. In the Organized Reserve of the Navy, some 1,300 officers and 10,000 enlisted volunteered and were ordered to active duty, as was the case with 8,000 officers in the Volunteer Reserve. Officer members of the Organized Reserve in the Navy ordered involuntarily to active duty numbered 6,500 out of 26,000 on the rolls; likewise, Volunteer Reserve recalls numbered 2,100 out of 250,000 on the rolls. Petty officers of the Organized Reserve in the Navy ordered involuntarily to active duty numbered 39,000 out of 68,000; likewise, Volunteer Reserve recalls numbered 47,000 out of 310,000. Navy enlisted members of the Organized Reserve in non-rated status who were involuntarily ordered to active duty numbered 19,000 out of 93,000; likewise, Volunteer Reservists numbered 23,000 out of 320,000. From the beginning of the Korean action until May 1952, 4646 Fleet Reservists were ordered to active duty, as well as 5,500 enlisted retirees--the latter representing approximately seventy-one percent of those available and on the rolls in 1951. By June 1950, the Volunteer Reserve was by far the largest component of the Marine Corps Reserve, with 87,655 reservists on inactive duty, thereby exceeding the active duty strength by 13,382. At the end of March 1951, 51,942 of the 84,821 Reservists on active duty were Volunteer Reservists.

By 1953, our Ready Reserve stood at 1.8 million. In January 1954, recognizing the personnel problems during the Korean outbreak, the Director of the Office of Defense Mobilization submitted a report to the President concerning the availability of manpower to operate a military training program, to supply military personnel for active service, and to simultaneously meet the needs of the civilian economy. This report recognized the benefits of maintaining a strong reserve while decreasing the numbers in a total active duty military force. It also pointed out the importance of new technology to national security, in that there was an increasing military requirement for manpower with technical skills to maintain and operate modern weapon systems. This requirement provided an incentive to the armed forces to make long-term career service attractive and placed heavy emphasis on activities to promote enlistments and reenlistments. The report also contained a section relating to the Reserve Act noting that the terms "Ready Reserve" and "Standby Reserve" represented arbitrarily established categories and therefore did not indicate the degree of readiness for military operations. Further, it included the observation that the Ready Reserve, at that time, could not be considered in a high state of training or availability for service; whereas, the Standby Reserve was deemed to be in a suitable state of readiness for active duty. In conclusion, the Office of Defense Mobilization suggested that the Retired Reserve would also be utilized as a resource for mobilization in any extended conflict.

#### Berlin Crisis and Vietnam War

The Army Reserve was just beginning to feel the beneficial effects of the 1952 and 1955 Acts when more than 400 Army Reserve units and 40,000 Individual Reservists were mobilized for the 1961 Berlin Crisis, not including an involuntary recall of retirees. The President ordered the Reservists to active duty to demonstrate America's national resolve by reinforcing the

country's non-nuclear capability. Correspondingly, the Vietnam era is of insignificant value to assess retired mobilization issues, because in 1965, the President decided not to recall to active duty either Reservists or retirees. The limited number of retirees that did in fact serve did so on a voluntary basis.

#### Perspective on Retirees as Mobilization Assets

It can be argued that the vast majority of the retired population -- even after 30 years of service -- do not suddenly wish to be non-contributors in a national mobilization effort. There is a psychological and sociological cast to military members and their families that goes well beyond the obligation of the average citizen. For most not in uniform, patriotism and national interests are often abstracts that are brought to light in a true national crisis; however, by contrast, military members live with the visible elements of this abstract and are aware that they constitute a public symbol in recognition of these ideals. A retirees' career experience provides him with a strong allegiance to service and country. To promote the belief that the Retired Reserve is not a mobilization asset in time of crisis ignores these basic tenets. The experiences of World War II, Korea, and to some degree, Vietnam point out that proper planning and administration can -- and will -- make the retired community a viable mobilization asset.

## RETIREE INVENTORY

According to data available through the Defense Manpower Data Center (DMDC) Office of the DoD Actuary, long-term retired military strength projections through the year 2000 increase steadily over the period, and the number of enlisted retirees approach one million in the out years, with the officer retiree ranks leveling at half a million. Each Service includes projection of retired military strength in its annual Program Objectives Memorandum (POM), by category for regular and reserve, officer and enlisted, and determines the number of retirees considered to be mobilization assets by the following categories:

- o Class I -- Under age 60 and retired less than 5 years.
- o Class II -- Under age 60 and retired 5 to 10 years, with the notable exception of the Army which has no upper limit on years since retirement.
- o All other personnel, including disabled retirees and retirees who have been retired more than 10 years or are 60 years and older, are excluded (de facto Class III).

Service projection methodology varies considerably and estimates of the retired rolls are tempered by socioeconomic conditions and actuarial factors. Because the Services have inadequate management data on the Reserve retiree population, inventory changes are approximated and are suspect in a rigorous analysis of retiree inventory forecasts. The total retiree population has averaged a 45,000 growth-rate per year from 1977 to the FY82 total of 1,426,000. The most current "estimate" of retirees who are considered to be mobilization assets as of 30 September 1982 can be compared with similar data reported in the same timeframe in 1981 (strengths in thousands):

| <u>Service</u>     | <u>Regular Retirees</u><br>(Classes I & II) |           | <u>Reserve Retirees</u><br>(Classes I & II) |          |
|--------------------|---------------------------------------------|-----------|---------------------------------------------|----------|
|                    | 1982                                        | 1981      | 1982                                        | 1981     |
| o Army             | 216.9                                       | 184       | 27.5                                        | 72       |
| o Navy             | 205.7                                       | 106       | 19.3                                        | 27       |
| o Marine Corps     | 42.5                                        | 25        | 3.4                                         | 3        |
| o <u>Air Force</u> | <u>314.0</u>                                | <u>84</u> | <u>19.2</u>                                 | <u>9</u> |
| o DoD Total        | 779.1                                       | 399       | 69.4                                        | 111      |

(Source: Reserve Forces Policy Board)

The grand total of both Regular and Reserve retirees in Classes I and II for 1982 was 848,500 as compared to the 1981 total of 510,000. The 1981 figure has been confirmed by other DoD sources to be approximately 514,000, although with the exception of the Navy and Marine Corps, there is a great differential in the numbers by Service breakdown. For example, the Army second source estimate for combined regular and reserve (Classes I & II) retirees is about 100,000 less than that indicated; correspondingly, the Air Force is about the same amount over that indicated.

The 1982 figure indicates a large overall increase in the number of available retirees--almost a forty percent increase--with a significant rise in each Service of Regular retiree mobilization assets and an overall mixed-Service readjustment in Reserve retiree mobilization assets. This large swing is not easily explained, unless a total reevaluation of the inventory was undertaken by each Service, but lends credence to the belief that factual data on the availability and utilization of retirees is often misleading or inaccurate. This inconsistency in data militates for standardizing the reporting format so that information can be tracked successively each year. Relying on strength projections of questionable accuracy could result in an adverse impact on future management decisions regarding retirees.

## LEGISLATIVE BASIS FOR RECALL OF RETIREES

Numerous sections of Title 10 United States Code (USC) provide the authority to order to active duty different categories of retired personnel. Pertinent legislative authorities for each service are included in Appendices A, B, and C. The following broad categories of retiree recall assets are provided for discussion:

- o Regular officers who retire with 20 or more years of active service are immediately placed and permanently retained on the Regular Officer Retired List maintained by the respective Service Secretary. Under the provisions of 10 USC 688, Retired Regular officers of all Services may be recalled to active duty by the Service Secretary at any time under regulations prescribed by the Secretary of Defense. This would appear to be a delegated action to the Service Secretary from the broader provisions of 10 USC 3504 for the Army, and 10 USC 8504 for the Air Force, which authorizes recall to active duty by the President at any time without legal restrictions in the interest of national defense. Confusion exists in the application of 10 USC 688 when applied to the other services. 10 USC 6485 authorizes officers of the Regular Navy and Regular Marine Corps who request retirement after 20 or more years of service and at least 10 years of commissioned service to be available for recall without consent to active duty at sea or on shore in a state of war or national emergency declared by the President and ordered by the Secretary of the Navy. They can be recalled at any other time, only with consent. Consequently, the Army and Air Force mobilization assets represent the most readily available trained officer manpower to augment the active forces in peace and war. All retired regular officers from the respective Services provide a major capability to expand the force quickly in time of national emergency.
- o Reserve officers who retire after 20 or more years of active service or with 20 or more years credit for various types of service are transferred to the Retired Reserve. They can be recalled only with their consent, or in a state of war or national emergency declared by Congress, without their consent, under the provisions of 10 USC 675 -- with the proviso under 10 USC 672, that involuntary recall will be made only upon determination by the Service Secretary with the approval of the Secretary of Defense that there are no other reserve personnel readily available. Because of the determination caveat, and without consent, these mobilization assets represent trained officer manpower to augment the active forces only in times of national emergency. It should be noted that retired reserve officers with credit "for various types of service" may lack the degree of experience to be considered mobilization assets, and some officers placed in the Retired Reserve as a result of failure to meet standards of effectiveness may not be deemed of sufficient quality to merit recall.

- o Regular enlisted members who have completed 20 years of service, and are between their 20th and 30th service anniversaries, by law can be retired (in the case of the Army and Air Force) and, by request (in the case of the Navy and Marine Corps), are transferred to the Army Reserve, Air Force Reserve, Navy Fleet Reserve and Fleet Marine Corps Reserve respectively until their 30th service anniversary. Retired enlisted members in this category deserve special attention because of their status: for the Army and Air Force they are in dual status as both Retired Regulars and Reservists (separate legal opinions by the Services for the most part classify the latter in the Retired Reserve category as a matter of course); and, for the Fleet Reservists of the Navy and Marine Corps, although not formally retired, they enjoy a status similar to retirees in that they receive retainer pay and may be called up for not more than two months of training every four years. Confusion exists, inasmuch as availability for recall depends upon the determination of the status selected and authority by which it is invoked. For members of the Army and Air Force, there could be three alternatives for recall to active duty, because of their status: as a Reservist, without consent, under the general authority of 10 USC 672 during a state of war or national emergency declared by the Congress or the President and ordered by the Service Secretary at his determination; as Retired Regulars under authority of 10 USC 688, 10 USC 3504 and 10 USC 8504 at the discretion of the President at any time in the interest of national defense by the Service Secretary; or, as a Retired Reservist, without consent, under authority of 10 USC 675 during a state of war or national emergency declared by Congress. A determination must be made as to which authority would be most appropriate; but in any case, these mobilization assets represent trained enlisted manpower to augment the active forces only in times of emergency (as a worst case determination). Arguments have been made for the least restrictive determination as a Retired Regular. On the other hand, for members in the Navy and Marine Corps, since there is an optional category in this case, there could be two alternatives for recall to active duty because of their status: as Fleet Reserve (which could also be construed to be categorized as Retired Reserve) without consent, under the authority of 10 USC 6485 in a state of war or national emergency by the Service Secretary; or, as Retired Regulars under the authority of 10 USC 6482 in a state of war or national emergency declared by Congress or the President. In both instances, these mobilization assets represent trained enlisted manpower to augment the active forces only in times of emergency.
- o Regular enlisted members who retire with 30 or more years of active service may retire directly at their discretion, or after completion of a combined total of 30 years of service and/or Reserve duty, and are transferred to the Regular Retired list maintained by the Service Secretary. Army and Air Force Regular enlisted retirees are available for recall at any time by the President in the interest of national defense under provisions of 10 USC 688, 10 USC 3504 and 10 USC 8504. However, in the Navy and Marine Corps, they may be ordered



to active duty in a state of war or national emergency by the Secretary of the Navy under provisions of 10 USC 6482. It appears that after completing reserve duty, the Army and Air Force retirees represent the most readily available source of trained enlisted manpower to augment the active forces in peace and war.

- o Reserve enlisted members who retire with 20 or more years of active service on a "varied basis" (Army and Air Force), or when active service and Reserve time equals 30 years (Navy and Marine Corps), are transferred to the Retired Reserve. They can be recalled only with their consent or in a state of war or national emergency declared by Congress, without their consent, under the provisions of 10 USC 675 -- with the proviso under 10 USC 672, that involuntary recall will be made only upon determination by the Service Secretary with the approval of the Secretary of Defense that there are no other reserve personnel readily available. Because of the determination caveat, and without consent, these mobilization assets represent trained enlisted manpower to augment the active forces only in times of national emergency. Additionally, Retired Reserve enlisted members with active service on a "varied basis" may lack the degree of experience to be considered mobilization assets. Presently, no Service has significant numbers of retired reserve enlisted members who have retired after 20 or more years of active duty.

## AIR FORCE RETIREE MANAGEMENT PROGRAM

The wartime manpower planning process commences with force level guidance sent by the Air Staff to the Major Commands (MAJCOMs). The MAJCOMs determine their total manpower needs and submit requirements to HQ, Department of the Air Force. These requirements are consolidated and processed by the Air Force Wartime Manpower and Personnel Readiness Team (AFWMPRT) at Ft. Richie, MD. A time-phased Air Force wartime manpower requirements list is produced and forwarded to the Deputy Chief of Staff for Manpower and Organization, and the Director of Personnel Plans. The DCS for Manpower and Organization is responsible for developing personnel policy for all Air Force manpower, including retirees. The Director of Personnel Plans serves as the focal point for all mobilization actions, including retired mobilization management policy, and approves total force planning factors for time-phased wartime manpower supply data. The Chief of Air Force Reserve has delegated personnel management responsibilities for retirees to the Air Force Reserve Personnel Center (ARPC) in Denver, CO. ARPC's management responsibilities, however, do not include selecting individuals to fill mobilization positions. Records of all military retirees are maintained by the Air Force Manpower and Personnel Center (AFMPC) in San Antonio, TX. The AFMPC selects personnel to fill wartime positions, including available retirees, during mobilization. Selections are passed to ARPC who notifies the individual for call to active duty.

Currently, Air Force studies indicate a manpower shortage of small dimensions in wartime mobilization planning. The total strength of both officer and enlisted retired inventories is expected to increase at a modest rate; however, the number of retirees who are mobilization assets (Classes I & II) is not expected to increase significantly. Comparison of strength projections from the Service POM with Defense Manpower Data Center (DMDC), Office of the DoD Actuary data, for both officer and enlisted, coincide but the former reflects the impact on enlisted retiree classification of skill deterioration rates as a more accurate assessment of retiree mobilization potential. Total (Regular and Reserve) officers in retired status in 1983 approximate 148,000 increasing by about 22,000 through 1987; likewise, the number of total (Regular and Reserve) enlisted in retired status in 1983 is approximately 334,000 increasing by about 36,000 through 1987. The retired officers considered to be mobilization assets (Classes I & II) in 1983 approximate 28,000 (75% Regular officers) increasing by about 11,000 through 1987; whereas, enlisted strength as mobilization assets in 1983 approximate 67,000 (45% Regular enlisted) decreasing by about 7,000 through 1987, due to an estimated mean skill deterioration period virtually eliminating all Class II retirees as mobilization assets.

The Air Force could expect to have at least 95,000 retirees, under current initiatives, and probably up to 221,000 available by the beginning of 1984. There are sufficient wartime positions appropriate for these retirees; for FY84, there are 273,600 active Air Force members projected in the Support Activities category of the Armed Forces. There are presently no positions identified to accommodate retirees; however, when authorization to recall

retirees is accomplished, they would be used as unit fillers in the event of "full" mobilization. The remaining members of the retired pool (Class III and/or age limitation) are not considered as mobilization assets; however, they do constitute a considerable potential for use in assisting the Civil Reserve Air Fleet (CRAF), Military Airlift Command (MAC), Military Traffic Management Command (MTMC), War Air Service Program (WASP) and Civil Air Patrol (CAP) in an extreme national emergency involving "total" mobilization.

#### Assessment of the Air Force Retiree Recall Program

Current laws provide for the involuntary recall of retirees to active duty with the Air Force; however, the Air Force does not propose at this time to seek authority to recall any retirees involuntarily unless there has been a formally declared war or national emergency. In essence, the Air Force will mobilize and meet contingencies with the existing peacetime force structure, primarily through the use of the Selected Reserve which is considered to be immediately available. As a practical matter, the Air Force believes it unwise to expect prior-service members in civilian status to be available in a timely, predictable manner during the early stages of a contingency. If and when authorized, retirees would be recalled on a highly selective basis to fill shortages by grade and Air Force Specialty Code (AFSC). Members would be used to fill positions in CONUS sustaining units vacated by members deployed to a theater or as theater replacements. The specific timing, duration, size and provisions of the recall would be determined by the contingency and statutory authorities. Retirees with the most recent service by date of retirement would be selected first in order to minimize the need for requalification. Retirees in Class III would be considered for recall only on a case-by-case basis. Application by qualified volunteers would be accepted. Members will normally be recalled involuntarily in the following priority: Individual Ready Reserve, Retired Regulars, Standby Reservists and Retired Reservists. Retired resource assets totaling 199,229 personnel are reported to be available by the Air Force, composed of 179,262 Retired Regulars (23,357 officers and 156,315 enlisted) and 19,557 Retired Reserve (14,688 officers and 4,889 enlisted).

Air Force Regulation (AFR) 28-5, Change 2, currently in draft revision, outlines responsibilities for the mobilization of Retired Regular members. Retired members of the Regular Air Force may be recalled to extended active duty for an indefinite period and represent a viable filler resource of highly trained and experienced officer and NCO assets during a war or national emergency. Retired members will not be involuntarily recalled during a Presidential callup authority or partial mobilization except on a case-by-case basis. Selection criteria include only those personnel 60 years of age or under and those without documented physical disability. Members excluded from this criteria may be recalled in a shortage AFSC in order to resolve critical unfilled requirements. The Secretary of the Air Force notifies responsible Air Force agencies of the recall action and provides any special guidance or instructions. Headquarters, USAF determines the need and seeks authority to recall retired regulars. AFMPC identifies shortages to be filled by retirees

and provides requirements to the ARPC who publishes special orders, creates Western Union mailgram tapes, makes substitutions as necessary and processes applications for delays and exemptions. If after 30 days it is reasonably determined that a retiree has no knowledge of the recall orders, ARPC will revoke the orders and the member will remain in retired status until located and selected for subsequent recall. If the situation warrants, all retirees, regardless of age or physical status are susceptible to recall.

Because of the Air Force philosophy concerning the use of retirees in any contingency short of a national emergency -- and maybe justifiably so, given the unique Service perspective on skill deterioration -- the retiree recall program does not fully meet the spirit and intent of DoD desires regarding their use as mobilization assets. The Air Force has made it a matter of record for over a decade that mobilization of personnel cannot be approached only in terms of trained bodies, due to the highly mechanized nature of the Service, but must be couched in terms of complex equipment and complex skills. Notwithstanding, current planning does not provide for the use of retirees in any detail and there is a need not only to use this resource in order to maximize potential, but also to plan comprehensively for that use.

## ARMY RETIREE MANAGEMENT PROGRAM

The wartime manpower requirements are developed in the Force Management and Operations Directorates of the Office of the Deputy Chief of Staff for Operations and Plans (ODCSOPS). These directorates establish time-phased plans for the generation and deployment of Army forces based upon inputs from the Major Commands (MACOMs). The Office of the Chief of Staff for Personnel (DCSPER) establishes the time-phased manpower program designed to supply adequate levels of Army manpower, including retirees, upon mobilization. Within DCSPER, the Mobilization Division of the Personnel Plans and Systems Directorate is responsible for establishing detailed mobilization manpower needs and the Army manpower programs necessary to meet these requirements. Thus, the Mobilization Division serves as the focal point for all mobilization manpower planning, including retirees. On the personnel side, the Army has assigned responsibility for the management of retiree assets to the Reserve Components Personnel and Administrative Center (RCPAC) in St. Louis, MO. RCPAC provides appropriate input to the Mobilization Division via the Adjutant General regarding retiree resources available. As the field agency responsible for personnel management of Army retirees, RCPAC performs numerous functions, to include: accessing and maintaining personnel records for Army retirees; operating the wartime assignment and notification system for retirees; and, managing retirees who are mobilization assets.

Currently, Army studies indicate a large manpower deficit to meet the demand in wartime mobilization planning. The total strength of both officer and enlisted retired inventories is expected to increase at a moderate rate; however, the number of retirees who are mobilization assets (Classes I & II) is not expected to increase significantly. Comparison of retiree strength projections from the Service POM with Defense Manpower Data Center (DMDC), Office of the DoD Actuary data, for both officer and enlisted, generally corroborate each other. Total (Regular and Reserve) officers in retired status in 1983 approximate 212,000 increasing by about 15,000 through 1987; likewise, the number of total (Regular and Reserve) enlisted in retired status in 1983 is approximately 276,000 increasing by 45,000 through 1987. The retired officers considered as mobilization assets (Classes I & II) in 1983 approximate 76,000 (25% Regular officers) increasing by about 7,000 through 1987; and, enlisted strength as mobilization assets in 1983 approximate 179,000 (95% Regular enlisted) increasing by about 5,000 through 1987.

The Army could expect to have over 255,000 eligible (Class I and II) retirees immediately available by the beginning of 1984. There are not quite enough wartime positions deemed to be appropriate for these retirees; for FY84, there are 174,600 active Army members projected in the Support Activities category of the armed forces and there could be as many as 182,000 CONUS jobs for retired personnel. Presently, only 123,000 identified requirements are assigned for fill in the CONUS support base to accommodate retirees and hopefully free an equivalent equal number of active personnel for combat units in the event of "full" mobilization--although not one-for-one if used on an augmentation basis. The remaining members of the retired pool (Class III and/or age limitation) are not considered as mobilization assets;

however, they do constitute a considerable potential for use in augmenting DoD Civilian Manpower (Borrowed Military Manpower) or in Military Support to Civil Authority (MACA/MSCD) and National Defense Executive Reserve (NDER) roles in an extreme national emergency involving "total" mobilization.

#### Assessment of the Army Retiree Recall Program

The Army retiree recall program was initiated in 1977. Current policies and procedures, however, only date back to November 1981 when enough data had been developed to issue involuntary preassignment orders for Army retirees. As of January 1983, over 123,000 retirees have received active duty preassignment orders directing them to a CONUS Army installation in the event of full mobilization. Of this number, 6,700 retired members voluntarily requested preassignment orders. On 2 April 1983, the Army announced plans to increase retiree preassignment totals to 200,000.

The Army's retiree recall program generally follows the broad guidelines of DoD Directive 1352. AR 601-10, Subject: "Mobilization of Retired Members of the Army" is currently under revision. Category I and II personnel are assigned to Army installations in a non-deployable status based upon requirements identified in Mobilization Tables of Distribution and Allowances (MOBTDA). Thus, Army retiree personnel needs in wartime are based on installation level mobilization planning and Army manpower authorization documents down to Unit Identification Code (UIC). RCPAC issues preassignment orders by matching The Army Authorization Document System (TAADS) based requirements file, which is derived from MOBTDA, against computerized Adjutant General retiree lists by grade, skill, and category. Preassignment orders then alert the retiree of his involuntary recall status to an installation closest to the retiree's geographical area. The Army retiree asset file currently lists 238,000 retirees eligible for recall, while the RCPAC TAADS requirements file numbers 182,000 positions suitable for retirees--and, as indicated, 123,000 MOBTDA positions have been filled. The nearly 50,000 position short-fall means that many skills are in a shortage status. Retired personnel in specialties such as medical, dental and judge advocate are limited, while TAADS requirements for infantrymen, cannon/missile sergeants and track vehicle repairmen are fewer than assets available. MOS imbalance is an important factor affecting the percent of retirees who receive preassignment orders.

From May 1981 to March 1982, the General Accounting Office (GAO) reviewed the Army retiree recall program and concluded that it required improvement in three major areas: show rate predictability; skill deterioration/refresher training; and installation accession planning. While the Army recognized the overall validity of the report, the report was considered premature because it was conducted shortly after the program was implemented. The process of developing retiree asset files and a MOBTDA authorization requirements base has been a complex and time-consuming undertaking. This initial process has now been largely completed and, if evaluated today, should receive high marks for installation-level accession planning.

The GAO report made major conclusions on the basis of little or no data. For example, it assumed the need for a high degree of capability and competency on the part of a retiree, and concluded that skill decay would be a serious detriment to the potential use of retirees. It charged that the Army had no meaningful data on skill decay and retiree qualifications. Indeed, retiree skill qualification requirements have not been well defined. But, there is justification for the position that high initial skill levels may not, in fact, be required for the kinds of jobs allocated for retirees. It should be pointed out that retirees are not assigned to deployable combat units. Skill decay as a meaningful factor for a TDA position determined suitable for a retiree is not the same problem as it might be for a retiree deploying immediately with a combat or combat support unit with the Army's latest equipment. Also, most of the Army's manpower shortfall occurs well after M-day at a point where retirees should be able to perform acceptably. The basic premise is the need to release those better able to fight, and some degradation of effort is expected of all categories of personnel called upon to serve immediately upon hostilities. It is Army policy that installation commanders determine the exact timing that a retiree replaces an incumbent active unit member.

Additionally, the lack of data concerning probable show rates was noted as a serious flaw in the program. The report advocated a more "scientific" approach--i.e., the use of statistical survey data. Again, the actual recall process delimits this as a serious problem. In accordance with HQDA Letter 601-82-2, DAPE-DSM, Subject: Mobilization Preassignment and Recall of Retired Army Personnel, dated 20 July 82, the installation/activity commander during mobilization will determine (most importantly) where and when a recalled retiree can effectively replace an incumbent active component member and how soon the active member may be released for reassignment. Preassigned retirees then report to an installation for actual assignment based on MOBTDA (UIC) generated requirements and become a pretrained manpower pool for the installation in their specialty. Thus, a small percentage variation in report rates would not be an unmanageable situation for the installation commander who has the final say on the actual assignment of retirees and other mobilization assets.

Because of the Army's highly decentralized mobilization concept, Army MOBTDA's are developed at the installation level. The Army MACOMs, who have responsibility for MOBTDA development, hold the position that the installation/activity commander is best suited to determine mobilization needs. However, early MOBTDA's were developed without sufficient guidance to installation commanders. Most MOBTDA determinations include the installation perception of retiree capability, availability and mobilization conditions. Thus, the most vulnerable part of the Army retiree preassignment program is the actual "hands on" development of MOBTDA and the follow-on actual assignment of retirees to a MOBTDA position. A review of five Training and Doctrine Command (TRADOC) service school TDAs revealed a wide disparity in actual positions considered suitable for retirees. As a result of this uneven approach, many positions suitable for retirees have not been so designated. For example, in the absence of more definitive guidance, the combat arms

schools at Fort Benning, Sill and Knox tended to code many training and key administrative positions as suitable for active duty personnel only. Subject to an in-depth analysis, it could be demonstrated that many more TRADOC TDA positions--and other MACOMs as well--could be designated for retirees. Many of these positions would require the specialties that now appear to be in an over-supply status such as infantry, armor and artillery trainers. Preassignment of such personnel in these specialties would make better use of combat and combat support pretrained personnel assets. To help overcome this problem, TRADOC reported that recent guidance to the field required almost all military MOBTDA positions to be coded suitable for retirees.

There also appears to be a widely held bias at the installation level favoring the assignment of other pretrained personnel assets before considering a retiree in MOBTDA positions. For example, personnel from non-deployable active units at various installations are assigned to installation MOBTDA positions ahead of retirees. It appears that many CONUS installations prioritize the use of retirees at a fairly low level, expecting to get a fair share of a newly created active component pool. This expectation may not be the case under "full" mobilization and a realistic appraisal would indicate that retirees may be the only source of available manpower for many MACOM positions. Confusion in the field concerning the exact correlation of Military Personnel Office (MILPO) retiree lists and the corresponding MOBTDA would be minimized by a better understanding of the preassignment program at the installation level. A detailed MOBTDA review at the MACOM level would also help resolve many inconsistencies that now impact on the program.

A retiree follow-on refresher program could be suggested to improve and solidify the program. The Army makes a strong point that the administration cost of the 123,000 preassigned retirees now in the program is highly cost effective at three million dollars annually. It is argued that training costs are avoided and not even required. However, this austere approach could lead to criticism of retiree accession planning. There is little doubt that MOBTDA requirements and the retiree computerized asset file do not have to match by grade and skill--position for position--in order for the installation commander to satisfy the most demanding mobilization scenario. However, there should be a reasonable match on a large number of positions, including the most critical positions, in order to avoid severe degradation during mobilization. Many retirees have reported that an annual two-week active duty tour to a preassigned position at the installation/activity level would greatly reduce potential confusion. In all fairness to the retiree, he/she should have a good idea what would eventually occur. It would also permit the Army to evaluate the retirees physical and mental qualifications, much of it subjective by nature; in turn, the retiree would feel more involved and committed. A two week program, or something considerably less, should not be billed simply as a "training cost". Most importantly, a program of this kind would help the installation commanders to do a better job in terms of need determination, accession planning, billeting, and other administrative processes. Such a refresher program would add credibility to the Army claim that retirees are an important source of pretrained manpower in the event of mobilization.



In order to more fully utilize its pretrained manpower assets in the event of mobilization, the Army has adopted two new programs which further commits itself to the use of retirees as viable pretrained assets. The first is the use of retirees under conditions of "partial" mobilization on a selected basis. The other program envisions the extensive use of retirees in USAR Training Divisions which are tasked to take over the CONUS training base on mobilization. These divisions have a minimal cadre strength during peacetime and expand as required, depending upon the activity assigned during wartime. The latter program should increase the use of retirees significantly in many of the present over-supply combat and combat support specialty categories.

On balance, the Army retiree recall program is a successful and dynamic one. Current procedures provide for the identification and use of thousands of eligible retirees. As the program is refined, particularly at the installation level, many aspects of the program will undoubtedly improve. For example, the TAADS requirements base requires only a broader DA policy, MACOM review, and better retiree alignment procedures to resolve many problems brought about by a necessarily decentralized approach. Adoption by the Army of a refresher active duty period would increase the effectiveness of the program at all levels. Use of retirees under "partial" mobilization would significantly expand the possible use of retirees. The programming of retiree assets to USAR Training Divisions recognizes the importance of retirees as a pretrained combat arms asset. Now that the data base has been developed, it is time for the Army to reevaluate its procedures and institute a more disciplined and centralized approach to ensure conformity.

## MARINE CORPS RETIREE MANAGEMENT PROGRAM

The wartime manpower requirements are determined by the Manpower Policy, Planning Programming and Budget Branch under the Deputy Chief of Staff for Manpower. This branch is responsible for developing manpower mobilization policy and plans relating to the utilization of Marine Corps retirees, and serves as the focal point for retiree policy in HQ, USMC. Programs are developed by the Deputy Chief of Staff for Reserve Affairs (DCSRA) who is responsible for the management and administration of individual member records, and is assisted by the Marine Corps Reserve Forces Administrative Center (MCRFAC) located in Kansas City, MO. In 1980, a reorganization effort resulted in the creation of the Marine Corps Reserve Support Center (MCRSC), and MCRFAC was incorporated into the new organization. The new MCRSC has the personnel management responsibility of maintaining personnel records and identifying individuals to fill selected mobilization positions, but does not include management of retirees except for maintaining the personnel records for members of the Fleet Marine Corps Reserve. Other retiree records are maintained by the Office of the Deputy Chief of Staff for Manpower, and mobilization assignment of retirees is made by HQ, USMC, with back-up assignment capability at the MCRSC.

Currently, the Marine Corps has reported manpower assets adequate to meet the demand in wartime mobilization planning. The total strength of both officer and enlisted retired inventories reflects a steady increase in the retired population, and the number of retirees who are mobilization assets is expected to remain constant. Comparison of strength projections from the Service POM with Defense Manpower Data Center (DMDC), Office of the DoD Actuary data, for both officer and enlisted, indicates a smaller retired population and may therefore exclude a substantial number of retirees. Total (Regular and Reserve) officers in retired status in 1983 approximate 27,000 (89% Regular officers) increasing by about 5,000 through 1987; likewise, total Regular, Reserve and Fleet Reserve) enlisted in retired status in 1983 approximate 54,000 (71% Regular Enlisted) increasing by about 2,000 through 1987. It is noteworthy that about one-quarter of the enlisted retired strength are in the Fleet Marine Corps Reserve. Total mobilization assets (Classes I & II) from active and reserve retirees approach 45,000.

The Marine Corps could expect to have well over 45,000 eligible (Class I & II) retirees immediately available by the beginning of 1984. There are just about enough wartime positions deemed appropriate for these retirees; for FY84, there are 44,100 active Marine Corps members projected in the Support Activities category of the armed forces. There are currently 45,000 scheduled recall positions which could accommodate retirees and hopefully augment combat units in the event of "full" mobilization. Equally important to note is the fact that the retiree mobilization assets cited herein include approximately 15,000 members of the Fleet Marine Corps Reserve. Although not formally retired, they are in a status similar to retirees and therefore must be discounted to preclude duplication in statistical analysis.

#### Assessment of the Marine Corps Retiree Recall Program

A change in USMC manpower management philosophy was reflected in late 1978, with a change in the status of the system for mobilization. Previously, the active force data base resided in the Manpower Management System file, which was maintained in a computer at the Marine Corps Automated Services Center in Kansas City. It received updates from all reporting units company-size and above, and from Headquarters Marine Corps in Washington, DC. This information was maintained in a weekly extract called the Headquarters Master File. The reserve force data base, held separately in the Reserve Personnel Management Information System file, was maintained by the Marine Corps Reserve Facility, also in Kansas City, MO. It received inputs from the Reserve units spread throughout the country. The retired list data base, also held at the reserve facility, received inputs from Headquarters, USMC and from those commands retiring individual marines. The system was under the control of the Director of Personnel Management who reported to the Deputy Chief of Staff for Manpower. A computer-aided assignment model was used at Headquarters, USMC to match active force personnel against the force structure billets for requirements, using policy logic normally employed for assignment of the peacetime force. The same model had been used for personnel assignments since 1966. When the active forces were mobilized, the unfilled billets were recorded on magnetic tape and sent by courier to the Reserve Facility in Kansas City to be filled by reservists or retirees. Reserve forces then were mobilized by matching the unfilled total force billets (active and reserve) against the reserve file after identifying eligibility. A newly designed computer model, the Reserve Automated Manpower Process, under the control of the Deputy Chief of Staff for Reserve Affairs was used to identify the individual reservists to be called up. After identification, each was issued assignment orders, and a temporary personnel data file was created and forwarded to the receiving command.

Retired individuals were mobilized by predesignation to fill selected billets in the Continental United States (CONUS) supporting base and, because the number of retirees to be mobilized was quite small, preassignments from the retired list were made manually by the Office of the Deputy Chief of Staff for Reserve Affairs. This system was obviously operations driven. The Deputy Chief of Staff for Operations identified the active and reserve units' manpower requirements and passed that information to the manpower department. The DC/S for Manpower scanned the active lists to fill the active force structure, then sent any remaining active force requirements to the reserve facility for call up of reserves. Likewise, when the DC/S for Operations identified the reserve units to be mobilized, that information was passed to the manpower department and the reserve affairs departments. This policy, for simplicity of execution and cohesion of active force, precluded any attempt at centralized, operations-analysis optimization of personnel assets. In essence, the Marine Corps, like all the other services, questioned if it had the best system, policies, and organization for mobilization.

Since that time, the Marine Corps has proposed and implemented a centralized system integrating previously existing computer programs with improved results. Headquarters, USMC can now identify requirements by Operations Order (OPORDER) and respond accordingly. Headquarters, USMC matches wartime billet requirements against the active force file, then matches the remainder against the reserve force file to determine who is to be called up. The reserve and retired force file is now maintained at Headquarters, USMC, as well as in Kansas City. The assignments list, on magnetic tape, is sent to the reserve facility for an abridged run to create personnel files for those to be called up, and transmission to the receiving commands once the marines are actually assigned to the units. Headquarters, USMC creates the assignment orders and delivers them to the Washington, D.C. Western Union mailgram Center for delivery to the called-up Marines. The new centralized method also creates all the reports necessary for Headquarters, USMC to respond to status inquiries. In 1981, this new method was successfully tested using a new scenario, structure, and personnel assets. The centralization has worked well, and control was significantly improved. This system uniquely matches individual reservists and retirees to specific mobilization billets.

The Marine Corps has the most mature retiree mobilization system of any of the Services today. The problems currently confronting planners are primarily administrative. Critical areas of concern are: transportation of mobilized individuals after recall; effective management cadre for recallers; identification of civilian skills acquired by retirees to update specialties; cost and applicability of the requirements to obtain annual physicals, with a military physical every four years; and maintenance of a current address system for the retired population.

## NAVY RETIREE MANAGEMENT PROGRAM

The wartime manpower requirements are determined through the mobilization planning guidance from the Chief of Naval Operations (CNO). Fleet Commanders determine time-phased mobilization manpower requirements and forward them to the Deputy CNO for Manpower, Personnel and Training (OP-01) for validation by the Total Force Programming Division (OP-12) and forwarding to the Total Force Planning Division (OP-11) for inclusion in the Navy Manpower Mobilization System (NAMMOS). NAMMOS currently contains the total time-phased wartime manpower requirements for mobilization. Overall program and policy guidance are established by the Assistant for Reserve Plans from the Mobilization Plans Branch, Total Force Planning Division (OP-113R) and is coordinated with the Military Personnel/Training Division (OP-13). The Naval Reserve Personnel Management Department of the Naval Military Personnel Command (NMPC-9) is responsible for developing retiree resource requirements, assisted by the Naval Reserve Personnel Center (NRPC). Records administration, training and personnel management of all Navy retirees are the responsibility of the NRPC. The Navy's management structure is facilitated by the direct link between OP-01, NMPC and NRPC, with OP-113R as the focal point to adequately handle management of mobilization programs designed to improve the mobilization of all personnel, including retirees.

Currently, Navy studies indicate an apparent manpower shortage of small dimensions in wartime mobilization planning. The total strength of both officer and enlisted retired inventories is expected to increase at a modest rate, with relatively little change in the number of retirees who are mobilization assets (Classes I & II). Comparison of strength projections from the Service POM with Defense Manpower Data Center (DMDC), Office of the DoD Actuary data, for both officer and enlisted, indicates a larger than normal retired population and may therefore substantially overstate the number of available retirees. Total (Regular and Reserve) officers in retired status in 1983 approximate 184,000 increasing by about 7,000 through 1987; likewise, total (Regular, Reserve and Fleet Reserve) enlisted in retired status in 1983 approximate 292,000 increasing by about 2,000 through 1987. The retired officers considered mobilization assets (Classes I & II) in 1983 approximate 41,000 (50% Regular officers) increasing by about 1,000 through 1987; whereas, enlisted strength as mobilization assets remains constant at around 97,000 (90% Regular enlisted) through 1987. It is noteworthy that over three-quarters of the enlisted retired strength (Classes I & II), are in the Fleet Reserve.

The Navy could expect to have more than 138,000 eligible (Classes I & II) retirees immediately available by the beginning of 1984. There are sufficient wartime positions deemed to be appropriate for these retirees; for FY84, there are 156,7000 active Navy members projected in the Support Activity category of the armed forces. There are presently no positions specifically designated to accommodate these retirees, however, the capability exists within NAMMOS to identify billets suitable for fill by retirees and hopefully free an equivalent number of active duty personnel for combat units in the event of "full" mobilization. Equally important to note is the fact that the retiree mobilization assets cited herein include approximately 78,500 members of the

Fleet Reserve. Although not formally retired, they are in a status similar to retirees, and must therefore be discounted to preclude duplication in statistical analysis. The remaining members of the retired pool (Class III and/or age limitation) are not considered as mobilization assets; however, they do constitute a considerable potential for use in assisting the Merchant Marine effort, Military Sealift Command (MSC), Military Traffic Management Command (MTMC) and the National Defense Reserve Fleet (NDRF) in an extreme national emergency involving "total" mobilization.

#### Assessment of the Navy Retiree Recall Program

The Navy's Selected Reserve and Individual Ready Reserve programs were basically restructured in the early 1970's and are considered to be highly effective. The retiree recall program is being totally automated today and it is expected to be fully operational some time in 1984 at the earliest. Once operational, there probably will be billet assignment problems. To date, the Navy has not identified billets for assignment of Fleet Reserve personnel. A change to unit manpower planning documents is envisioned which will require each unit to evaluate billets and identify those which can be used for recalled Fleet Reservists. The target date for accomplishment is early 1985, but it is unlikely that operational units will have a good idea of the Fleet Reservist's capability.

In 1979, the Navy implemented the Navy Manpower Mobilization System (NAMMOS), a process for projecting long and short-term mobilization requirements for its active and reserve components. This macro-level, computer assisted system estimates the time-phased requirements for mobilization by establishing peacetime levels and extrapolating manpower profiles based on projected scenarios. The NAMMOS analysts forecast these for seven fiscal years through the use of regression analysis and linear modeling. Since its inception, the system claims a yearly correlation of .85 to .95 between predicted and actual values.

At present, there are two design shortcomings which serve to hinder NAMMOS effectiveness. First, the estimates are based on "full" as opposed to "total" mobilization assumptions and do not provide a realistic assessment of the manning needs in the event that the latter should occur. In addition, since the projections are based on present requirements (through a survey of tables of organization, staffing standards, ship requirements and true position coverage), the concept is based upon extrapolating future needs from present patterns. The intrusion of a stochastic event, the type of event most likely to trigger a mobilization crisis, could impair the value of the predictions appreciably. Despite the problems, however, NAMMOS does provide an empirical basis for ascertaining manpower needs when such needs were previously determined solely through intuitive presumption.

There are two smaller programs in the Navy today that are designed to utilize Fleet Reservists. First is the Convoy Commodore Program, which has identified requirements for 1400 to 1500 Convoy Commodores upon "total" mobilization. They undergo training and are pre-assigned for mobilization. The second program is the Joint Augmentation Unit (JAU) program, wherein retirees can volunteer to train for assignment to manpower processing units

for the Selective Service System. Upon mobilization, they report to predesignated facilities and begin processing draftees. There is also a plan to change the Naval Reserve Training Plan (NRTP) so that retirees can drill in a no-pay status. This program does not in any way provide for preassignment to any specific unit.

To date, the Naval Reserve Personnel Center (NRPC) performs a manual update of requirements on a monthly basis. The matching is limited to officer and enlisted by numbers only. There is no provision for identifying skill requirements for any specific billet, which severely handicaps the use of Fleet Reservists as a mobilization asset. A more viable mobilization program for retirees would include a skill recognition scale. Skills would have to be related to billets and records would have to be maintained on current civilian skills of Fleet Reservists.

Overall, the Navy retiree recall program will be more effective once the potential of the NAMMOS system is fully realized. However, the procedure for the identification and use of thousands of eligible retirees is only on the near horizon, given the current emphasis and rate of maturity. Considering the amount of time required by others to integrate retirees into mobilization documents, no lesser time can be envisioned for the work that must follow. Time, therefore, is critical and piecemeal measures will not serve. Failure to act vigorously in accounting and planning for the effective use of retirees will certainly detract from the credibility of meeting projected wartime manpower shortages.

## SUMMARY AND CONCLUSIONS

The present non-disability retirement system is an outgrowth of a law enacted in 1870, and in the intervening one hundred-odd years, has been modified repeatedly to attract and retain qualified personnel and provide a socially acceptable means to separate personnel in the interest of a youthful and vigorous military establishment. However, the military retirement system is a complex subject, when taken in the broader context of availability for recall as a "mobilization asset". The economic and sociological costs can be identified and measured, no matter how subtle, only if data can be obtained and systematically analyzed. The relatively large increase in the retired population experienced in the past decade, especially during the Vietnam timeframe, has begun to abate somewhat but the direct cost of retired individuals as a function of the military budget has been rising sharply. The critical fact is that the current projections on the growth of the retired population, and its attendant cost under the present system, may well be acceptable only if justified in terms of the national need to maintain these assets readily available in a crisis or national emergency.

The military retirement system basically comprises three separate components: disability retirement, non-disability Reserve retirement and non-disability Regular retirement. Of the total numbers of individuals who retire each year, the retired disabled and Reserves account for a negligible number in comparison to the far larger non-disability group, and the focus should remain on this latter group. Although the original intent underlying non-disability retirement was to compensate an individual for service extending beyond 30 years, eligibility for retirement came to be set at 20 years of active service. Previous studies indicate that over one-half of retirees leave the service before completing 23 years of active duty, are under 50 years old and are retired less than 6 years as the norm. Most would be competent, healthy and reasonably available for recall with an acceptable yield rate.

Retiree data analysis is a particularly troublesome problem in that pay and personnel files are inconsistent, combined with the fact that current reports do not adequately reflect the various categorizations of retirees to allow yearly reconciliation. Development of improved sources of data and projection methodology is needed and should be vigorously pursued.

The ultimate proof of military retirees as a "mobilization asset" is based upon their availability for call-up during peace, and vulnerability to involuntary recall in time of war or national emergency. Almost, but not equally as important is the requirement to maintain a reasonable degree of professional proficiency at a desired standard, along with provisions for maintaining suitable physical/medical fitness. Finally, the respective Services must fully incorporate these viable assets into on-going mobilization planning. Indicated at Table 1 is a matrix of recall vulnerabilities -- which highlights the variegated authority presently in the system and suggests a real need for examination. Currently, each Service is wrestling with the skill decay and physical deterioration portion of this equation -- the Army and Marine Corps more so than the others. This enigma could be assuaged



somewhat by more definitive DoD guidance regarding the types of positions that could be filled in an emergency and closer personal coordination between Service and retirees, at least on an annual basis. Adoption of a questionnaire or other scientific statistical approach, such as is being done by the Army and Air Force at this time, may provide the aggregate data necessary for appropriate determination of retiree suitability; however, a one-on-one requirement-to-asset interface on-site would be preferable, if cost effective. Lastly, planning for the utilization of retirees in the Total Force structure is continuing at a varying pace among the Services. Suffice it to say that the Army is within one year of being where the Marine Corps stands now -- i.e., the refinement phase, requiring only minor readjustment and fine tuning of the program. Correspondingly, the Navy is at least two to three years behind where the Army is now and has the appropriate vehicle to catch up with ease, should motivation so dictate. The Air Force, on the other hand, has the least sophisticated program and may not stand the test of time in regard to the current exhaustive and multi-faceted examination of the present military retirement system.

TABLE 1

## RETIRED CATEGORY (BY SERVICE) AND METHOD OF RECALL TO ACTIVE DUTY

| <u>Retired<br/>Category</u> | <u>Armed<br/>Service</u> | <u>Recall during<br/>Peacetime</u> |                    | <u>Recall during War or<br/>National Emergency</u> |                    |
|-----------------------------|--------------------------|------------------------------------|--------------------|----------------------------------------------------|--------------------|
|                             |                          | <u>Consent</u>                     | <u>Involuntary</u> | <u>Consent</u>                                     | <u>Involuntary</u> |
| Regular<br>Officers         | Air Force                | Yes                                | Yes                | Yes                                                | Note 2             |
|                             | Army                     | Yes                                | Yes                | Yes                                                | Note 2             |
|                             | Marine Corps             | Yes                                | No                 | Yes                                                | Note 3             |
|                             | Navy                     | Yes                                | No                 | Yes                                                | Note 3             |
| Regular<br>Enlisted         | Air Force                | Yes                                | No                 | Yes                                                | Note 2             |
|                             | Army                     | Yes                                | No                 | Yes                                                | Note 2             |
|                             | Marine Corps             | Yes                                | Note 1             | Yes                                                | Note 3             |
|                             | Navy                     | Yes                                | Note 1             | Yes                                                | Note 3             |
| Reserve<br>Officers         | Air Force                | Yes                                | No                 | Yes                                                | Note 4             |
|                             | Army                     | Yes                                | No                 | Yes                                                | Note 4             |
|                             | Marine Corps             | Yes                                | No                 | Yes                                                | Note 4             |
|                             | Navy                     | Yes                                | No                 | Yes                                                | Note 4             |
| Reserve<br>Enlisted         | Air Force                | Yes                                | No                 | Yes                                                | Note 4             |
|                             | Army                     | Yes                                | No                 | Yes                                                | Note 4             |
|                             | Marine Corps             | Yes                                | No                 | Yes                                                | Note 4             |
|                             | Navy                     | Yes                                | No                 | Yes                                                | Note 4             |

Notes: 1 - Up to 2 months training every 4 years  
 2 - Anytime by the President  
 3 - National emergency declared by the President  
 4 - National emergency declared by the Congress

## POINTS OF CONTACT

The research conducted during this study primarily involved a literature search, review of regulations and directives and analysis of available statistical data. Visits were made to the Office of the Secretary of Defense and the military Service headquarters which materially contributed to the collection of reference material. The following Department/Service and Agency sites were visited chronologically during the period:

### Office of the Secretary of Defense

Interview with Lieutenant General R. D. Tice, USA, Deputy Assistant Secretary (Military Personnel and Force Management) OASDMRA&L and Major General Sherman, USAF, Director, Quadrennial Review of Military Compensation

Interview with Captain N. Mayo, USN, and Colonel C. Reiber, USA, Director's Staff, Quadrennial Review of Military Compensation

Interview with Captain R. Jones, USN, and Messrs B. Amis and P. Ogloblin, Compensation Policy, Office of the Assistant Secretary of Defense (Military Personnel and Force Management) OASDMRA&L

Interview with Colonel J. Gould, USAFR, Director for Mobilization Planning and Operations, Office of Deputy Assistant Secretary (Reserve Affairs) OASDMRA&L/RA

Interview with Colonel S. Denney, USA, Director for Mobilization Planning and Requirements, Office of the Deputy Assistant Secretary (Program Integration) OASDMRA&L

### Office of the Joint Chiefs of Staff

Telephone conversation and material furnished by Lieutenant Colonel M.J. Campbell, USMC, J-1 Directorate, Office of the Joint Chiefs of Staff

### Department of the Air Force

Interview with Colonel Arcari, USAF, Director of Entitlements Division, Headquarters U.S. Air Force (AF/MPXE)

Telephone conversation and material furnished by Colonel W. Freeman, USAFR, Headquarters U.S. Air Force (AF/MPXJ)

Briefing by Major J. Decker, USAF, Plans and Utilization Division, Headquarters U.S. Air Force (MPMX)

### Department of the Army

Interviews with Dr. H. Ludden and Major T. Prostack, USA, Mobilization Division, ODCSPER, Headquarters Department of the Army (DAPE-PSM)

Interview with Colonel Trisdel (USA, retired) and Lieutenant Colonel L. Holmes, USA, Compensation and Entitlements Division, ODCSPER, Headquarters Department of the Army

Interview with Lieutenant Colonel Modine, USA, and Mr. D. Johnson, Headquarters Department of the Army (DAMO-FDP)

Interview with Sergeant Major Grahm and Mr. Z. Monar, MOBTDA Division, Force Development Directorate, Headquarters U.S. Army Training and Doctrine Command (TRADOC)

Interview with Captain McDonald, USA, Mobilization Division, Force Development Directorate, Headquarters U.S. Army Training and Doctrine Command (TRADOC)

Interview with Captain Stuart, USA, Management Division, Force Development Directorate, Headquarters U.S. Army Training and Doctrine Command (TRADOC)

Interview with Mr. W. Alson and Ms. E. Brown, Mobilization Branch, Headquarters U.S. Army Training and Doctrine Command (TRADOC)

Interview with Sergeant Crane and Mr. Minetti, Military Personnel Office (MILPO), Headquarters U.S. Army Training and Doctrine Command (TRADOC)

Interview with Captain Heffley, Military Personnel Office (MILPO), Headquarters U.S. Army Logistics Management Center.

Interview with Ms. V. Crowder, Management and TDA Development Branch, Headquarters U.S. Army Logistics Management Center

Interview with Mr. T. Coldwell, Reserve Components Personnel and Administration Center

Interview with Messrs C. Gilroy and C. Dale, Ms. G. Nogami and Captain E. Williams, USA, Personnel Policy Research Group, U.S. Army Research Institute.

Telephone conversation with Ms. J. Davis, Curator, U.S. Army Center of Military History

Telephone conversation and material furnished by Mr. J. Webb, U.S. Army Center of Military History

#### Department of the Navy

Interview with Captain L. Wardlow, USN, (OP-13), Captain T.A. Kelly, USN (OP-113R) and Commander W.T. Cook, USN (OP-113C) Office of the Chief of Naval Operations

Briefing by Captain T. Hale, USN, and Commander T. McGinlay, Military Compensation Policy Branch, Office of the Chief of Naval Operations

Interview with Major J. Creed, USMC, Plans Programs and Budget, Headquarters  
U.S. Marine Corps

Interview with Ms. B. Lynch, Research Analyst, Navy Library

Federal Agencies

Interview with Colonel R. Baldwin, USA, Federal Emergency Management Agency  
(NP-MP)

Interview and information furnished by Lieutenant Commander D. Wood, USCG,  
Headquarters U.S. Coast Guard

#### BIBLIOGRAPHY

Appley, Lawrence A. Manpower Resources for National Security. Washington: U.S. Govt. Print. Off., 1954.

"Army To Notify Retirees of Plan for Mobilization." New York Times, 3 April 1980, p. A12.

Brayton, Abbott A. "American Mobilization Policies for the 1980s." RUSI Journal 126 ( March 1981): 26-33.

Coffey, Kenneth J. Manpower for Military Mobilization. Washington: American Enterprise Institute, 1978.

Corson, John J. Manpower for Victory: Total Mobilization for Total War. New York: Farrar and Rinehart, 1943.

Croizat, V. J. "The Military Retiree - Forgotten Firehorse." U.S. Naval Institute Proceedings (July 1972): 63-69.

Earley, Pete. "Some Old Soldiers Aren't Fading Away Yet." Washington Post, 5 November 1982, p. A13.

Fagan, Brian J. Manpower Mobilization for the U.S. Marine Corps: Who Is In Charge of What? Washington: Industrial College of the Armed Forces, 1982.

Giusti, Ernest H. Mobilization of the Marine Corps Reserve in the Korean Conflict, 1950-1951. Washington: U.S. Marine Corps, Historical Branch, 1951.

Heimdahl, William C. and Marolda, Edward J. Guide to United States Administrative Histories of World War II. Washington: Naval Historical Division, 1976.

Kline, Edward C., Jr. Navy Enlisted Mobilization Training. Washington: Linton and Company, 1979.

Loome, James, et. al. Analyses of Pretrained Individual Manpower Strengths and Training. McLean, VA: General Research Corp., 1981. (ADA105204)

Loome, James; Cottle, Robert and McNiff, John. Pretrained Individual Manpower Study. McLean, VA: General Research Corp., 1981. (ADA097015)

"Manpower Controls in a Future Emergency." Report of the Economic Mobilization Course, Industrial College of the Armed Forces, Washington, D.C., 7 March 1947. (SR47-30)

"Recalling Retirees: Survey Charts Responsiveness." Air Force Times, 5 May 1980, p. 4.

Skinner, Russell, "Utilization of Manpower in the Armed Forces." Lecture presented at the Industrial College of the Armed Forces, Washington D.C., 7 February 1947.

Stewart, William G. Air Force Retirees as Mobilization Assets. Washington: Linton and Company, 1978. (ADA054112)

Stewart, William G. Army Retirees as Mobilization Assets. Washington: Linton and Company, 1978. (ADA054109)

Stewart, William G. Marine Corps Retirees as Mobilization Assets. Washington: Linton and Company, 1978. (ADA054410)

Stewart, William G. Military Retirees as Mobilization Assets. Washington: Linton and Company, 1978. (ADA053781)

Stewart, William G. Mobilization Inventories of Military Retirees. Washington: Linton and Company, 1979. (ADA067858)

Stewart, William G. Navy Retirees as Mobilization Assets. Washington: Linton and Company, 1978. (ADA054111).

U.S. Bureau of Naval Personnel. "Annual Report of the Bureau of Naval Personnel to the Secretary of the Navy for the Year Ending 30 June 1952." Memorandum dated 22 September 1952.

U.S. Congress. House. Committee on Armed Services. Military Posture and H.R.5068, Department of Defense Authorization for Appropriations for Fiscal Year 1978: Hearings. 95th Cong., 1st Sess. Washington: U.S. Govt. Print. Off., 1977.

U.S. Congress. House. Committee on Armed Services. Reserve Components; Hearings. 82nd Cong., 1st Sess. Washington: U.S. Govt. Print. Off., 1951.

U.S. Department of Defense. Annual Report of the Secretary of Defense on Reserve Forces. Fiscal Years 1974-1977. Washington: Dept. of Defense, 1975-79.

U.S. General Accounting Office. Army's Ability to Mobilize and Use Retirees as Planned is Doubtful. Washington: GAO, 1982.

U.S. Navy Department. "Annual Report Fiscal Year 1945," Secretary of the Navy. Washington, 1946.

U.S. Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics). Manpower Requirements Report for FY 1983. Washington, 1982.

U.S. Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics). Manpower Requirements Report for FY 1984. Washington, 1983.

U.S. Reserve Components Personnel and Administration Center. Retiree Mobilization Program. St. Louis: RCPAC, 1982.

U.S. Reserve Forces Policy Board. Fiscal Year 1981 Readiness Assessment of the Reserve Components. Washington: Office of the Secretary of Defense, 1981.

U.S. Reserve Forces Policy Board. Fiscal Year 1982 Readiness Assessment of the Reserve Components. Washington: Office of the Secretary of Defense, 1983.

U.S. War Department. "Strength of the Army: 1 October 1945." Office of the Adjutant General. Washington: November 1945. (GC-P3-31)

"Veterans Pool Availability for Mobilization (Emergency Reserve)." Defense Management Issues Analysis #2. Washington: Industrial College of the Armed Forces, 1979.

Wilson, George C. "Guard Chief One Happy General." Washington Post, 17 May 1983, p. A17.



## APPENDIX A

### Legal Authorities -- Air Force Retirees

- o 10 U.S.C. 672 Recall authority for Reserve components in a state of war or national emergency declared by Congress the Service Secretary may, without consent, order any unit and any member not assigned to a unit of a reserve component to active duty--however, a member of an inactive status list or in a retired status may not be ordered to active duty unless the Secretary concerned, with the approval of the Secretary of Defense, determines that there are not enough qualified Reserves in an active status in the required category who are readily available--or at any time with consent of the member
- o 10 U.S.C. 675 Retired Reserve may be ordered to active duty, without consent, only in a state of war, national emergency declared by Congress or otherwise authorized by law
- o 10 U.S.C. 688 Recall authority for Regulars by the Secretary of the Air Force at anytime, under regulations prescribed by the Secretary of Defense
- o 10 U.S.C. 8504 President may order any retired member of the Regular Air Force to active duty at any time in the interest of national defense
- o 10 U.S.C. 8911 Regular and Reserve officers may retire with 20 or more years of active service with at least 10 years of active service as an officer, upon request and at the discretion of Secretary of the Air Force
- o 10 U.S.C. 8914 Regular enlisted members between their 20th and 30th service anniversaries, are retired and at their request transferred to the Air Force Reserve until their 30th service anniversary
- o 10 U.S.C. 9817 Regular enlisted members past their 30th service anniversary, or completion of Air Force Reserve, will retire
- o 10 U.S.C. 8925 Years of service computation schedule for inactive service credit
- o 10 U.S.C. 8966 Retired Regular officers after their 30th anniversary are placed on the Regular Officers Retired list Retired Reserve maintained by the Secretary of the Air Force

## APPENDIX B

### Legal Authorities -- Army Retirees

- o 10 U.S.C. 672 Recall authority for Reserve components in a state of war or national emergency declared by Congress the Service Secretary may, without consent, order any unit and any member not assigned to a unit of a reserve component to active duty--however, a member of an inactive status list or in a retired status may not be ordered to active duty unless the Secretary concerned, with the approval of the Secretary of Defense, determines that there are not enough qualified Reserves in an active status in the required category who are readily available--or at any time with consent of the member
- o 10 U.S.C. 675 Retired Reserve may be ordered to active duty, without consent, only in a state of war, national emergency declared by Congress or otherwise authorized by law
- o 10 U.S.C. 688 Recall authority for Regulars by the Secretary of the Army at any time, under regulations prescribed by the Secretary of Defense
- o 10 U.S.C. 1331 Retired reserve officers must be at least 60 years of age in order to receive retired pay
- o 10 U.S.C. 1332 Retired reserve officers must have at least 20 years of qualifying service to receive retired pay
- o 10 U.S.C. 3504 President may order any retired member of the Regular Army to active duty as considered necessary in the interest of national defense
- o 10 U.S.C. 3911 Regular and Reserve officers, upon request, may be retired by the Secretary of the Army with at least 20 years of service, at least 10 years of which has been active service as an officer
- o 10 U.S.C. 3914 Regular enlisted members who have at least 20 years but less than 30 years of service, are retired and become a member of the Army Reserve until their 30th service anniversary
- o 10 U.S.C. 3917 Regular enlisted members with at least 30 years of service retire at their own request
- o 10 U.S.C. 3925 Years of service computation schedule for inactive service credit
- o 10 U.S.C. 3966 Regular officers and Regular enlisted (after 30th anniversary) retirees are placed on appropriate retired list maintained by Secretary of the Army

## APPENDIX C

### Legal Authorities --- Navy/Marine Corps Retirees

- o 10 U.S.C. 672 Recall authority for Reserve components in a state of war or national emergency declared by Congress the Service Secretary may, without consent, order any unit and any member not assigned to a unit of a reserve component to active duty--however, a member of an inactive status list or in a retired status may not be ordered to active duty unless the Secretary concerned, with the approval of the Secretary of Defense, determines that there are not enough qualified Reserves in an active status in the required category who are readily available--or at any time with consent of the member
- o 10 U.S.C. 675 Retired Reserve may be ordered to active duty, without consent, only in a state of war or national emergency declared by Congress or otherwise authorized by law
- o 10 U.S.C. 688 Recall authority for Regulars by the Secretary of the Navy at any time, under regulations prescribed by the Secretary of Defense
- o 10 U.S.C. 6321 Regular Navy, Regular Marine Corps, Naval and Marine Corps Reserve officers with 40 or more years of service retires at own request
- o 10 U.S.C. 6322 Regular Navy, Regular Marine Corps, Naval and Marine Corps Reserve officers with at least 30 years but less than 40 years of service retires at the discretion of the Secretary of the Navy
- o 10 U.S.C. 6323 Regular Navy, Regular Marine Corps, Naval and Marine Corps Reserve officers may request retirement after 20 or more years of service and at least 10 years commissioned service, at discretion of the President
- o 10 U.S.C. 6326 Regular enlisted members with 30 or more years of service retire directly, without service in the Fleet (Marine Corps) Reserve
- o 10 U.S.C. 6330 Members with 20 or more years of service may request transfer to the Fleet (Marine Corps) Reserve and serve until their 30th service anniversary
- o 10 U.S.C. 6331 Transfer from Fleet (Marine Corps) Reserve to Regular Retired List or Retired Reserve at 30th service anniversary

- o 10 U.S.C. 6481 Recall authority for retired officers in the Regular Navy and Regular Marine Corps in a state of war by national emergency declared by the President
- o 10 U.S.C. 6482 Recall authority for retired enlisted members of the Regular Navy and Regular Marine Corps in a state of war or national emergency by the Secretary of the Navy
- o 10 U.S.C. 6485 Recall authority for members of the Fleet (Marine Corps) Reserve in a state of war, national emergency declared by Congress or the President or when otherwise authorized by law

## ADDENDUM

### COAST GUARD RETIREE MANAGEMENT PROGRAM

Effective with the publication of the 6 April 1983 "draft copy" of United States Coast Guard Reserve and Retiree Mobilization Manual as COMDTINST M3060.9G in the near future and full implementation of the contents of that document, the new Coast Guard mobilization planning system is intended to identify the most effective wartime use of all available personnel resources. It includes reassignment of active service personnel from low priority missions, assignment of specific duties to Ready Reservists, Standby Reservists, active and reserve retirees, new recruits and the Coast Guard Auxiliary. The Coast Guard Reserve is organized and maintained exclusively as a mobilization resource. The Coast Guard recognizes retirees only as an additional source of highly trained personnel. Personnel requirements for the Coast Guard are determined by District Commanders who translate force component listings from Operation Plan (OPLAN) Time-phased Force and Deployment Lists into individual mobilization billets for the computerized MOBSYSTEM data base, resulting in a personnel requirements list of billets for each approved OPLAN. MOBSYSTEM consists of a series of computer programs which provide the mechanism for matching individuals to mobilization billets and issuing MOBORDERS.

#### Assessment of the Coast Guard Retiree Recall Program

Because there are no plans currently in existence that require the recall and assignment of retirees in the event of war or national emergency, the need for improvement and reorganization has recently been recognized--thus, a new program is under development. Billets are identified and entered into the new MOBSYSTEM data base. The MOBSYSTEM programs create a series of management reports designed to assist in the evaluation of mobilization readiness at all levels of command. As part of the input files, information on active and reserve retirees (except those reservists retired without pay) including rank/rate, address, SSAN, age and date of retirement is maintained; likewise, a district personnel file includes retiree information for that specific district and a master billet file describing all mobilization billet requirements are also maintained. Through integration of eight separate programs, the MOBSYSTEM ultimately results in the accounting and processing of mobilization assignments. Each billet requiring fill is assigned by the District Commander to a specific Selected Reserve unit to identify individual assets. Inadequate personnel resources available cause billets to remain vacant, and the remaining OPLAN requirements are then assigned as Individual Ready Reserve (IRR) billet requirements.

Matching of reserve assets is handled at the group and unit level which permits assignments based on local knowledge and promotes unit training stability. The IRR requirements are matched to mobilization billets by the District mobilization administrative offices. At this point, if there are still billet assignment requirements, remaining retirees will be matched by a procedure utilizing Classes I & II fill in that priority. The MOBSYSTEM program which prints unassigned personnel lists will only show the retirees in these latter two groups. Once an individual is assigned to a mobilization

unit, his Commanding Officer issues temporary mobilization orders until the District can issue permanent computerized orders. Each individual will ultimately be issued computerized advanced orders for mobilization (MOBORDERS) by the District Reserve Mobilization Administration (MOB ADMIN) unit. The orders are designed to be wallet-sized and carried at all times. Detailed instructions on reporting, along with basic information for the gaining command to process the individual to active duty, are contained in these orders.

Although the Coast Guard will have a system which allows recall and assignment of retirees, there is little need envisioned for these assets. The OPLANS in existence today fully utilize the approximately 6,000 Selected and Individual Ready Reserve under mobilization conditions. A retired community of approximately the same size exists (approximately 4000 to 6000), but there is no great necessity for their use since the re-sizing of Coast Guard mobilization billets from over 171,000 in World War II to the present 6000 billets in today's OPLANS. Notwithstanding, under conditions of "full" mobilization, there will be an urgent need to use retirees to accomplish necessary and envisioned expansion of active forces, especially in time of war or when the President directs the Coast Guard to become an element of the Navy under provisions of 14 USC 3. During "total" mobilization, retirees constitute a considerable potential for use in assisting the merchant marine effort and vital port protection/harbor security missions. Therefore, plans for retiree utilization are incomplete and are still to be accomplished.

Legal Authorities -- Coast Guard Retirees

- o 14 U.S.C. 331 In time of war or national emergency, the Secretary of the Department in which the Coast Guard is operating may order any regular officer on the retired list to active duty
- o 14 U.S.C. 359 In time of war or national emergency, the Commandant of the Coast Guard may order any enlisted man on the retired list to active duty
- o 10 U.S.C. 675 Retired reserve may be ordered to active duty, without consent, only in time of war, national emergency declared by the Congress or otherwise authorized by law

# **APPENDIX F**

## **RETIREMENT COST ANALYSES**



**CAPT NORMAN A. MAYO, USN**



## RETIREMENT COST GROWTH ANALYSES

Over the last 27 years (1955-1982), the cost of active duty non-disability retirement has grown from \$233,622,204 in FY55 to \$13,195,333,000 in FY82. The purpose of this appendix is to examine and explain this cost growth and to determine its primary causes. Before attempting this analysis, it is necessary to define non-disability retirement. Non-disability retirements come from two separate and distinct sources, active duty and Reserve Component retirement (commonly called "Title III" retirements because legislative authority for this category of retirements was established by Title III of the Army and Air Force Vitalization and Retirement Equalization Act of June 29, 1948). Although, in general, Title III retirements have been excluded from the analysis of the non-disability retirement system, it was found that Title III retirement cost history follows the same pattern as the active duty system; however, because it is less mature, the cost has grown at a higher percentage.

Recognizing that the 1955 data is somewhat imprecise, Table F-1 displays both the numbers of retirees and the costs associated with both active duty and Title III non-disability retirements for the period of time being examined. It should be noted that in FY55 the average cost of an officer retirement annuity was \$4,053, while an enlisted retirement annuity was \$1,861. In FY82 these annuity averages were \$20,183 and \$8,932, respectively.

It is postulated that four factors have caused the increase in retired benefits:

1. increase in the retired population;
2. increase due to CPI inflation;
3. increase due to basic pay (retired pay base) exceeding inflation; and
4. increase due to retired pay adjustment mechanism (COLA).

Each of these four factors is examined separately below.

FACTOR ONE: INCREASE IN THE RETIRED POPULATION. The retired officer population has increased from 25,381 in FY55 to 263,153 in FY82, a factor of 10.368. Similarly, the enlisted population has increased from 64,936 in FY55 to 774,931, a factor of 11.934.

FACTOR TWO: INFLATION. Inflation, as measured by the Customer Price Index (CPI), has increased by a factor of 3.647 (computed using Department of Labor, Bureau of Labor Statistics CPI for 1955 to 1982).

Growth in retired costs from FY55 to FY82 directly attributable to Factors 1 and 2 can be computed using these two points. These computations will then establish how much of the increased costs remains to be attri-

Table F-1

## FY55-FY82 Number of Retirees and Associated Costs\*

|                               | FY55   |       | FY82      |          | Increase<br>FY55-FY82 |          |
|-------------------------------|--------|-------|-----------|----------|-----------------------|----------|
|                               | Number | Cost  | Number    | Cost     | Number                | Cost     |
| <u>Officer:</u>               |        |       |           |          |                       |          |
| Total Non-Disability Retirees | 33,335 | \$113 | 370,303   | \$6,163  | 336,968               | \$ 6,050 |
| Title III Non-Disability      | 7,954  | 10    | 107,150   | 852      | 99,196                | 842      |
| Retirees                      |        |       |           |          |                       |          |
| Active Duty Non-Disability    | 25,381 | \$103 | 263,153   | \$5,311  | 237,772               | \$ 5,208 |
| Retirees                      |        |       |           |          |                       |          |
| <u>Enlisted:</u>              |        |       |           |          |                       |          |
| Total Non-Disability Retirees | 64,936 | \$121 | 801,025   | \$7,032  | 736,089               | \$ 6,911 |
| Title III Non-Disability      | 0      | 0     | 26,094    | 110      | 26,094                | 110      |
| Retirees                      |        |       |           |          |                       |          |
| Active Duty Non-Disability    | 64,936 | \$121 | 774,931   | \$6,922  | 709,995               | \$ 6,801 |
| Retirees                      |        |       |           |          |                       |          |
| <u>Total:</u>                 |        |       |           |          |                       |          |
| Total Non-Disability Retirees | 98,271 | \$234 | 1,171,328 | \$13,195 | 1,073,057             | \$12,961 |
| Title III Non-Disability      | 7,954  | 10    | 133,244   | 852      | 125,291               | 842      |
| Retirees                      |        |       |           |          |                       |          |
| Active Duty Non-Disability    | 90,317 | \$224 | 1,038,084 | \$12,343 | 947,767               | \$12,119 |
| Retirees                      |        |       |           |          |                       |          |

\*In millions

buted to Factors 3 and 4. If only the size of the retired population had increased between 1955 and 1982, the FY82 non-disability costs would have been:

|           |                                                 |
|-----------|-------------------------------------------------|
| OFFICER:  | $\$102,869,193 \times 10.368 = \$1,066,547,900$ |
| ENLISTED: | $\$120,591,614 \times 11.934 = \$1,439,140,200$ |
| TOTAL:    | $\$2,505,687,100$                               |

NOTES: OFFICER. The cost factor is the officer cost of active duty nondisability retirement in 1955. This cost is multiplied by 10.368, the factor which represents the officer retired population growth 1955-1982 (263,153 divided by 25,381)

ENLISTED. The cost factor is the enlisted cost of active duty non-disability retirement in 1955. The factor 11.934 represents the enlisted retired population growth 1955-1982 (774,931 divided by 64,936)

Considering the factors of increased population and CPI inflation, the following would result:

|           |                                                              |
|-----------|--------------------------------------------------------------|
| OFFICER:  | $\$102,869,193 \times 10.363 \times 3.647 = \$3,889,700,100$ |
| ENLISTED: | $\$120,591,614 \times 11.934 \times 3.647 = \$5,248,544,100$ |
| TOTAL:    | $\$9,138,244,200$                                            |

This says that \$3,889,700,100 is what officer non-disability retirement would cost in FY82 if increased population and inflation were the only factors being considered. But, we know that officer non-disability retirement cost \$5,311,187,324 in FY82. Therefore, there is \$1,421,487,200 that must be due to other factors. Later, we will calculate how much of this \$1,421,487,200 is possibly attributable to Factors 3 and 4.

Similarly, for the enlisted non-disability retirement costs, accounting for both increased population and CPI inflation, implies FY82 costs would have been \$5,248,544,100. This value compares to an actual enlisted cost of \$6,922,035,172, or a difference of \$1,673,491,100 which will also be evaluated as attributable to Factors 3 and 4.

FACTORS 3 and 4. Before proceeding with an analysis of the pay raise mechanism and the retired pay mechanism impact on FY82 retired pay costs, a brief explanation of three factors must be made. We need to understand the CPI adjustment mechanism, the base pay increases that have occurred, and the retired pay adjustment mechanism during the period 1955 to 1982. Listed in Table F-2 are the annual or "as occurring" changes and their cumulative impact. Note that the CPI cumulative column shows 3.647, the rate used to adjust for inflation in the previous discussion of Factor 2. Also, the basic pay increases are the actual increases in basic pay for retirement-eligible active duty members, i.e., those with over 20 years of service. The retired pay adjustment mechanism reflects the increases

in retirement benefits of those on the retiree pay rolls at the time the adjustment occurred. As shown in Table F-2, this mechanism tracks closely with the CPI through 1971. Beginning in 1972, when the 1% "kicker" (or add-on) was instituted, the cumulative retired pay adjustment mechanism outpaces the CPI. The kicker was removed from this adjustment mechanism in 1976.

Table F-2  
CPI, Base Pay, and Retired Pay Adjustment Mechanism Indices  
(1955 = 100)

|      | CPI  |        | Basic Pay*<br>(over 20) |        | Retired Pay<br>Adjustment<br>Mechanism |        |
|------|------|--------|-------------------------|--------|----------------------------------------|--------|
|      | %    | Cum    | %                       | Cum    | %                                      | Cum    |
| 1955 | 0.0  | 100.00 | 0.0                     | 100.0  | 0.0                                    | 100.00 |
| 56   | 1.4  | 101.36 | 0.0                     | 100.0  | 0.0                                    | 100.00 |
| 57   | 3.6  | 104.97 | 0.0                     | 100.0  | 0.0                                    | 100.00 |
| 58   | 2.8  | 107.92 | 0.0                     | 100.0  | 6.0                                    | 106.00 |
| 59   | 0.8  | 108.82 | 15.6                    | 115.6  | 0.0                                    | 106.00 |
| 60   | 1.7  | 110.63 | 0.0                     | 115.6  | 0.0                                    | 106.00 |
| 61   | 1.0  | 111.77 | 0.0                     | 115.6  | 0.0                                    | 106.00 |
| 62   | 1.0  | 112.90 | 0.0                     | 115.6  | 0.0                                    | 106.00 |
| 63   | 0.6  | 113.58 | 0.0                     | 115.6  | 5.0                                    | 111.30 |
| 64   | 2.0  | 115.84 | 14.7                    | 132.59 | 0.0                                    | 111.30 |
| 65   | 1.8  | 117.87 | 2.5                     | 135.91 | 4.4                                    | 116.19 |
| 66   | 2.9  | 121.27 | 7.4                     | 145.96 | 3.7                                    | 120.49 |
| 67   | 2.8  | 124.66 | 3.2                     | 150.63 | 0.0                                    | 120.49 |
| 68   | 4.2  | 129.86 | 5.6                     | 159.07 | 3.9                                    | 125.19 |
| 69   | 5.4  | 136.88 | 6.9                     | 170.04 | 5.3                                    | 137.10 |
| 70   | 6.0  | 145.02 | 12.6                    | 191.47 | 5.6                                    | 144.78 |
| 71   | 4.2  | 151.13 | 8.1                     | 206.98 | 4.5                                    | 151.30 |
| 72   | 3.3  | 156.11 | 7.9                     | 223.32 | 4.8                                    | 158.56 |
| 73   | 6.2  | 165.84 | 14.4                    | 255.49 | 6.1                                    | 168.23 |
| 74   | 11.1 | 184.16 | 6.2                     | 271.33 | 6.3                                    | 188.67 |
| 75   | 9.1  | 200.91 | 5.5                     | 286.25 | 5.1                                    | 212.76 |
| 76   | 5.7  | 212.44 | 5.0                     | 300.56 | 5.4                                    | 224.25 |
| 77   | 6.5  | 226.24 | 3.62                    | 311.44 | 4.3                                    | 245.12 |
| 78   | 7.6  | 243.44 | 6.2                     | 330.75 | 4.9                                    | 263.31 |
| 79   | 11.3 | 271.04 | 5.5                     | 348.94 | 6.9                                    | 292.45 |
| 80   | 13.5 | 307.69 | 7.02                    | 374.06 | 7.7                                    | 333.87 |
| 81   | 10.4 | 339.59 | 11.7                    | 417.83 | 4.4                                    | 348.56 |
| 82   | 7.4  | 364.71 | 14.3                    | 477.58 | 8.7                                    | 378.88 |

\* Percentage base pay increases reflect the average increases for members over 20 years of service. The fact that the entire pay raise went into basic pay in the 1960's, and that large increases in basic pay occurred upon transition to the AVF, caused the base pay index to exceed CPI.

Turning to the FY82 retiree population, we know the composition of retirees on the FY82 rolls. Table F-3 shows the numbers of non-disability retirees on the retiree rolls as of 30 September 1982 by the year in which they retired. The average retirement benefit being received in 1982 for members who retired in preceding years is also shown. With these data, we can multiply the annual payments by the populations for each year of retirement and sum to check for correctness of data. Doing this for the officer values, for instance, results in an aggregate cost of \$5,359,138,092. This compares favorably with the budgeted \$5,311,187,324 in Table F-1, a net difference of \$48 million, or less than 1%.

Table F-3  
Number of Non-Disability Retirees on the Retired Rolls 30 September 1982  
by Year of Retirement and their Average 1982 Retirement Benefit

| Fiscal Year<br>of<br>Retirement | Officer |                                                  | Enlisted |                                                  |
|---------------------------------|---------|--------------------------------------------------|----------|--------------------------------------------------|
|                                 | Number  | Average Annual<br>Retired Pay<br>Received/Annual | Number   | Average Annual<br>Retired Pay<br>Received/Annual |
| 1955(and prior)                 | 8,154   | \$14,784                                         | 11,390   | \$ 7,119                                         |
| 56                              | 2,506   | 14,328                                           | 2,782    | 6,785                                            |
| 57                              | 3,972   | 14,232                                           | 3,623    | 6,866                                            |
| 58                              | 4,180   | 14,244                                           | 4,277    | 6,831                                            |
| 59                              | 3,931   | 14,628                                           | 5,152    | 7,027                                            |
| 60                              | 5,145   | 15,312                                           | 10,169   | 6,843                                            |
| 61                              | 10,201  | 14,928                                           | 13,262   | 6,600                                            |
| 62                              | 8,478   | 14,976                                           | 15,696   | 7,013                                            |
| 63                              | 11,727  | 14,976                                           | 23,673   | 6,451                                            |
| 64                              | 11,583  | 16,565                                           | 25,208   | 6,831                                            |
| 65                              | 10,889  | 17,760                                           | 25,336   | 6,992                                            |
| 66                              | 9,919   | 19,080                                           | 26,976   | 7,465                                            |
| 67                              | 10,162  | 20,184                                           | 36,873   | 8,052                                            |
| 68                              | 10,347  | 20,544                                           | 38,269   | 8,087                                            |
| 69                              | 9,699   | 21,384                                           | 36,006   | 8,582                                            |
| 70                              | 14,538  | 23,700                                           | 35,365   | 9,746                                            |
| 71                              | 12,828  | 23,580                                           | 41,604   | 9,907                                            |
| 72                              | 10,173  | 24,564                                           | 43,939   | 9,757                                            |
| 73                              | 11,639  | 25,452                                           | 46,991   | 10,287                                           |
| 74                              | 11,452  | 25,272                                           | 49,094   | 10,345                                           |
| 75                              | 11,280  | 24,984                                           | 48,675   | 10,091                                           |
| 76                              | 14,303  | 23,592                                           | 52,794   | 9,976                                            |
| 77                              | 9,226   | 21,840                                           | 35,005   | 9,412                                            |
| 78                              | 9,421   | 21,408                                           | 30,880   | 9,469                                            |
| 79                              | 10,873  | 21,288                                           | 30,833   | 10,362                                           |
| 80                              | 10,361  | 20,544                                           | 31,492   | 9,343                                            |
| 81                              | 7,961   | 20,100                                           | 25,850   | 9,135                                            |
| 82                              | 8,205   | 19,328                                           | 23,717   | 8,854                                            |
| TOTAL:                          | 263,153 |                                                  | 774,931  |                                                  |

The amount currently being received in FY82 by an officer retiring in 1955 (or earlier) is \$14,784. This retirement benefit in 1955 was \$4,053 per year (\$337.81 per month), the result of dividing \$102,869,193 by 25,381 (Table F-1). Enlisted personnel retiring in 1955 or earlier received an average of \$1,857 (\$120,591,614 divided by 64,936), or \$154.75 per month, in 1955. These same retirees in 1982 received an average retired benefit of \$7,119.

Using 1955 as the base year, it is now possible to isolate the influence of basic pay raises and retired pay adjustments on the costs of maintaining the retired force. The values of \$337.81 per month (\$4,053.72 per year) for officers and \$154.75 per month for enlisted, are used as the basis for constructing Tables F-4 and F-5. A description of the contents of each column in Tables I-4 and I-5 follows.

Column I: The value of the officer/enlisted retirement benefit that was initially received upon retirement. It reflects the fact that the retired pay base is established by basic pay and is, therefore, influenced by the basic pay raise mechanism.

Column II: The value of the initial retirement benefit adjusted by CPI to reflect 1982 dollars.

Column III: The CPI adjusted value of the initial 1955 benefit in 1982 dollars.

Column IV: What the retiree actually received in 1982.

Column V: The amount currently received in 1982 that is attributable to the basic pay raise mechanism. It is the difference in Column II and Column III. Remember, we have already isolated the amount of the FY82 costs attributable to CPI inflation (Factor 2). Therefore, this column isolates only the amount of the current annuity attributable to the pay raise mechanism.

Column VI: The amount of the current benefit attributable to the retired pay adjustment mechanism. It is the difference of the amount currently received (Column IV) less the CPI adjusted value (Column III) less the amount previously identified as attributable to the basic pay raise mechanism (Column V).

Using Column V of Table F-4 and Table F-5, along with the numbers of retirees on the 1982 retirement rolls from Table F-2, one can now determine the amount of the retirement budget attributable to adjustments in basic pay. Similarly, using Column VI of Table F-4, one can determine the amount of the retirement budget attributable to the retired pay adjustment mechanism. These calculations are shown in Table F-6 for officers and Table F-7 for enlisted retirees.

Table F-4  
Analysis of Retired Pay Benefit and Costs in FY82  
Attributable to Basic Pay Raises and Retired Pay Adjustment  
(Officer)

| YEAR | PAY<br>ADJUSTMENT | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V | COLUMN VI |
|------|-------------------|----------|-----------|------------|-----------|----------|-----------|
| 1955 |                   | \$ 4,053 | \$14,784  | \$14,784   | \$14,784  | \$ 0     | \$ 0      |
| 1956 |                   | 4,053    | 14,586    | 14,784     | 14,328    | - 198    | - 258     |
| 1957 |                   | 4,053    | 14,083    | 14,784     | 14,232    | - 701    | 149       |
| 1958 |                   | 4,053    | 13,699    | 14,784     | 14,244    | - 1,084  | 544       |
| 1959 | 15.60%            | 4,686    | 15,704    | 14,784     | 14,628    | 920      | - 1,076   |
| 1960 |                   | 4,686    | 15,447    | 14,784     | 15,312    | 663      | - 135     |
| 1961 |                   | 4,686    | 15,291    | 14,784     | 14,928    | 507      | - 363     |
| 1962 |                   | 4,686    | 15,138    | 14,784     | 14,976    | 354      | - 162     |
| 1963 |                   | 4,686    | 15,047    | 14,784     | 14,976    | 263      | - 710     |
| 1964 | 14.70             | 5,375    | 16,922    | 14,784     | 16,565    | 2,139    | - 358     |
| 1965 | 2.50              | 5,509    | 17,046    | 14,784     | 17,760    | 2,262    | 714       |
| 1966 | 7.40              | 5,916    | 17,795    | 14,784     | 19,080    | 3,011    | 1,286     |
| 1967 | 3.20              | 6,106    | 17,864    | 14,784     | 20,184    | 3,080    | 2,320     |
| 1968 | 5.60              | 6,448    | 18,019    | 14,784     | 20,544    | 3,325    | 2,435     |
| 1969 | 6.90              | 6,893    | 18,366    | 14,784     | 21,384    | 3,582    | 3,018     |
| 1970 | 12.60             | 7,761    | 19,519    | 14,784     | 23,700    | 4,735    | 4,181     |
| 1971 | 8.10              | 8,390    | 20,247    | 14,784     | 23,580    | 5,463    | 3,333     |
| 1972 | 7.90              | 9,053    | 21,150    | 14,784     | 24,564    | 6,366    | 3,412     |
| 1973 | 14.40             | 10,357   | 22,777    | 14,784     | 25,452    | 7,993    | 2,675     |
| 1974 | 6.20              | 10,999   | 21,782    | 14,784     | 25,272    | 6,998    | 3,490     |
| 1975 | 5.50              | 11,604   | 21,065    | 14,784     | 24,984    | 6,281    | 3,919     |
| 1976 | 5.00              | 12,184   | 20,917    | 14,784     | 23,592    | 6,133    | 2,675     |
| 1977 | 3.62              | 12,625   | 20,352    | 14,784     | 21,840    | 5,568    | 1,448     |
| 1978 | 6.20              | 13,408   | 20,087    | 14,784     | 21,408    | 5,303    | 1,321     |
| 1979 | 5.50              | 14,145   | 19,034    | 14,784     | 21,888    | 4,250    | 2,254     |
| 1980 | 7.02              | 15,138   | 17,943    | 14,784     | 20,544    | 3,159    | 2,601     |
| 1981 | 11.70             | 16,909   | 18,160    | 14,784     | 20,100    | 3,376    | 1,940     |
| 1982 | 14.30             | 19,328   | 19,328    | 14,784     | 19,328    | 4,544    | 0         |

Table F-5  
Analysis of Retired Pay Benefit and Costs in FY82  
Attributable to Basic Pay Raises and Retired Pay Adjustment  
(Enlisted)

| FISCAL<br>YEAR | PAY<br>ADJUSTMENT | COLUMN I | COLUMN II | COLUMN III | COLUMN IV | COLUMN V | COLUMN VI |
|----------------|-------------------|----------|-----------|------------|-----------|----------|-----------|
| 1955           |                   | \$1,857  | \$6,772   | \$6,772    | \$7,119   | \$ 0     | \$ 347    |
| 1956           |                   | 1,857    | 6,682     | 6,772      | 6,785     | 90       | 103       |
| 1957           |                   | 1,857    | 6,451     | 6,772      | 6,866     | 321      | 415       |
| 1958           |                   | 1,857    | 6,276     | 6,772      | 6,831     | 496      | 555       |
| 1959           | 15.60%            | 2,147    | 7,195     | 6,772      | 7,027     | 423      | 168       |
| 1960           |                   | 2,147    | 7,077     | 6,772      | 6,843     | 305      | 234       |
| 1961           |                   | 2,147    | 7,006     | 6,772      | 6,600     | 234      | 406       |
| 1962           |                   | 2,147    | 6,936     | 6,772      | 7,013     | 164      | 77        |
| 1963           |                   | 2,147    | 6,894     | 6,772      | 6,451     | 122      | 443       |
| 1964           | 14.70             | 2,462    | 7,751     | 6,772      | 6,831     | 979      | 920       |
| 1965           | 2.50              | 2,523    | 7,806     | 6,772      | 6,992     | 1,034    | 814       |
| 1966           | 7.40              | 2,710    | 8,150     | 6,772      | 7,465     | 1,378    | 685       |
| 1967           | 3.20              | 2,797    | 8,183     | 6,772      | 8,052     | 1,411    | 131       |
| 1968           | 5.60              | 2,954    | 8,296     | 6,772      | 8,087     | 1,524    | 209       |
| 1969           | 6.90              | 3,158    | 8,414     | 6,772      | 8,582     | 1,642    | 168       |
| 1970           | 12.60             | 3,556    | 8,943     | 6,772      | 9,746     | 2,171    | 803       |
| 1971           | 8.10              | 3,844    | 9,276     | 6,772      | 9,907     | 2,504    | 631       |
| 1972           | 7.90              | 4,147    | 9,688     | 6,772      | 9,757     | 2,916    | 69        |
| 1973           | 14.40             | 4,744    | 10,433    | 6,772      | 10,287    | 3,661    | 146       |
| 1974           | 6.20              | 5,039    | 9,979     | 6,772      | 10,345    | 3,207    | 366       |
| 1975           | 5.50              | 5,316    | 9,650     | 6,772      | 10,091    | 2,878    | 441       |
| 1976           | 5.00              | 5,582    | 9,583     | 6,772      | 9,976     | 2,811    | 393       |
| 1977           | 3.62              | 5,783    | 9,322     | 6,772      | 9,412     | 2,550    | 90        |
| 1978           | 6.20              | 6,142    | 9,201     | 6,772      | 9,469     | 2,429    | 268       |
| 1979           | 5.50              | 6,480    | 8,719     | 6,772      | 10,362    | 1,947    | 1,643     |
| 1980           | 7.02              | 6,934    | 8,219     | 6,772      | 9,343     | 1,447    | 1,124     |
| 1981           | 11.70             | 7,746    | 8,319     | 6,772      | 9,135     | 1,547    | 816       |
| 1982           | 14.30             | 8,854    | 8,854     | 6,772      | 8,854     | 2,082    | 0         |



From Table F-6 it has been determined that \$970,045,340 of the amount currently received by officer retirees in FY82 is a result of the basic pay multiplier exceeding the CPI during the period 1955 to 1982. Similarly, \$462,906,623 is attributable to the retired pay adjustment mechanism. In total, these two factors account for \$1,432,951,963 of the \$1,421,487,200 difference between retired pay in 1982 and 1955 retired pay adjusted for retired population growth and CPI inflation during the period 1955 to 1982. Thus, these factors explained all (100.8%) of the costs unexplained by growth in the officer retiree population and by inflation.

Evaluation of the enlisted data (Table F-7) indicates that \$1,555,489,223 is attributable to the fact that the basic pay multiplier exceeded the CPI, while \$172,833,739 is attributable to the retired pay adjustment mechanism. These two factors account for \$1,728,322,962 of the \$1,673,491,100 difference between 1982 retired pay and 1955 enlisted retired pay adjusted for retired population growth and CPI inflation during the period. Thus, these two factors explain all (103.3%) of the costs unexplained by growth in the enlisted retiree population and by inflation.

#### Conclusions.

1. Nearly all of the growth in retired costs between 1955 and 1982 (from \$223,460,807 to \$12,233,222,496) is attributable to four factors. The following data shows how these costs are distributed across these factors:

| <u>Factor</u>          | <u>Amount</u>            | <u>%</u> |
|------------------------|--------------------------|----------|
| Officer:               |                          |          |
| Population Growth      | \$1,066,547,900          | 8.72     |
| CPI Inflation          | 2,823,142,200            | 23.08    |
| Basic Pay Growth       | 970,045,340              | 7.93     |
| Retired Pay Adjustment | 462,906,623              | 3.78     |
| Enlisted:              |                          |          |
| Population Growth      | 1,439,140,200            | 11.76    |
| CPI Inflation          | 3,809,403,900            | 31.14    |
| Basic Pay Growth       | 1,555,489,223            | 12.72    |
| Retired Pay Adjustment | 172,833,739              | 1.41     |
| TOTAL:                 | \$12,299,519,125         | 100.54   |
| BUDGET:                | \$12,233,222,496         |          |
| NET DIFFERENCE:        | \$ 66,000,000 + (or .5%) |          |

2. The following factors are not considered to be major factors associated with the growth in the retired costs FY82.

- ° Change in officer/enlisted retired mix
- ° Change in grade/rank/YOS at retirement
- ° Life expectancy increases
- ° Establishment of paygrades E8/9

Table F-6  
Costing Recapitulation in 1982 Dollars (Officers)

|                 | # RETIRED | BASIC PAY ADJUSTMENT |               | RETIRED PAY ADJUSTMENT |               |
|-----------------|-----------|----------------------|---------------|------------------------|---------------|
|                 |           | AVERAGE              | TOTAL         | AVERAGE                | TOTAL         |
| 1955(or before) | 8,154     | \$ 0                 | \$ 0          | \$ 0                   | \$ 0          |
| 56              | 2,506     | - 198                | - 496,188     | 258                    | - 646,548     |
| 57              | 3,972     | - 701                | - 2,784,372   | 149                    | - 591,828     |
| 58              | 4,180     | - 1,084              | - 4,531,120   | 544                    | 2,273,920     |
| 59              | 3,931     | 920                  | 3,616,520     | - 1,076                | - 4,229,756   |
| 60              | 5,145     | 663                  | 3,411,135     | - 135                  | - 694,575     |
| 61              | 10,201    | 507                  | 5,171,907     | - 363                  | - 3,702,963   |
| 62              | 8,478     | 354                  | 3,001,212     | - 162                  | - 1,373,436   |
| 63              | 11,727    | 263                  | 3,084,201     | - 710                  | - 8,326,170   |
| 64              | 11,585    | 2,139                | 24,780,315    | - 358                  | - 4,147,430   |
| 65              | 10,889    | 2,262                | 24,630,918    | 714                    | 7,774,746     |
| 66              | 9,919     | 3,011                | 29,866,109    | 1,286                  | 12,755,834    |
| 67              | 10,162    | 3,080                | 31,298,960    | 2,320                  | 23,575,840    |
| 68              | 10,347    | 3,325                | 34,403,775    | 2,435                  | 25,194,945    |
| 69              | 9,699     | 3,582                | 34,741,818    | 3,018                  | 29,271,582    |
| 70              | 14,538    | 4,735                | 68,837,430    | 4,181                  | 60,783,378    |
| 71              | 12,828    | 5,463                | 70,079,364    | 3,333                  | 42,755,724    |
| 72              | 10,173    | 6,366                | 64,761,318    | 3,414                  | 34,730,622    |
| 73              | 11,639    | 7,993                | 93,030,527    | 2,675                  | 31,134,686    |
| 74              | 11,452    | 6,998                | 80,141,096    | 3,490                  | 39,967,480    |
| 75              | 11,280    | 6,281                | 70,849,680    | 3,919                  | 44,206,320    |
| 76              | 14,303    | 6,133                | 87,720,299    | 2,675                  | 38,260,525    |
| 77              | 9,226     | 5,568                | 51,370,368    | 1,448                  | 13,359,248    |
| 78              | 9,421     | 5,303                | 49,959,563    | 1,321                  | 12,445,141    |
| 79              | 10,873    | 4,250                | 46,210,250    | 2,254                  | 24,507,742    |
| 80              | 10,361    | 3,159                | 32,730,399    | 2,601                  | 26,948,961    |
| 81              | 7,961     | 3,376                | 26,876,336    | 1,940                  | 15,444,340    |
| 82              | 8,205     | 4,554                | 37,283,520    | 0                      | 0             |
| Total           |           |                      | \$970,045,340 |                        | \$462,906,623 |

GRAND TOTAL: \$1,432,951,963

Table F-7  
Costing Recapitulation in 1982 Dollars (Enlisted)

|                 | # RETIRED | BASIC PAY ADJUSTMENT |                 | RETIRED PAY ADJUSTMENT |               |
|-----------------|-----------|----------------------|-----------------|------------------------|---------------|
|                 |           | AVERAGE              | TOTAL           | AVERAGE                | TOTAL         |
| 1955(or before) | 11,786    | \$ 0                 | \$ 0            | \$ 347                 | \$ 4,089,048  |
| 56              | 2,782     | -                    | -               | 103                    | 286,546       |
| 57              | 3,623     | -                    | 250,380         | 415                    | 1,503,545     |
| 58              | 4,277     | -                    | 1,162,983       | 555                    | 2,373,735     |
| 59              | 5,152     | -                    | 2,121,392       | 168                    | -865,536      |
| 60              | 10,107    | 423                  | 2,179,296       | -                      | -             |
| 61              | 13,262    | 305                  | 3,082,635       | 234                    | 2,365,038     |
| 62              | 15,696    | 234                  | 3,103,308       | 406                    | 5,384,372     |
| 63              | 23,673    | 164                  | 2,574,144       | 77                     | 1,208,592     |
| 64              | 25,208    | 122                  | 2,888,106       | 443                    | -10,487,139   |
| 65              | 25,336    | 979                  | 24,678,632      | 920                    | -23,191,360   |
| 66              | 26,976    | 1,034                | 26,197,424      | 814                    | -20,623,504   |
| 67              | 36,873    | 1,378                | 37,172,928      | 685                    | -18,478,560   |
| 68              | 38,269    | 1,411                | 52,027,803      | 131                    | -4,830,363    |
| 69              | 36,006    | 1,524                | 58,321,956      | 209                    | -7,998,221    |
| 70              | 35,365    | 1,642                | 59,121,852      | 168                    | 6,049,008     |
| 71              | 41,604    | 2,171                | 76,777,415      | 803                    | 28,398,095    |
| 72              | 43,939    | 2,507                | 104,301,230     | 631                    | 26,252,124    |
| 73              | 46,991    | 2,916                | 128,126,120     | 69                     | 3,031,791     |
| 74              | 49,094    | 3,661                | 172,034,050     | 146                    | -6,860,686    |
| 75              | 48,675    | 3,207                | 157,444,460     | 366                    | 17,968,404    |
| 76              | 52,794    | 2,878                | 140,086,650     | 441                    | 21,465,675    |
| 77              | 35,005    | 2,811                | 148,403,930     | 393                    | 20,748,042    |
| 78              | 30,880    | 2,550                | 90,525,000      | 90                     | 3,150,450     |
| 79              | 30,833    | 2,429                | 75,007,520      | 268                    | 8,275,840     |
| 80              | 31,492    | 1,947                | 60,031,850      | 1,643                  | 50,658,619    |
| 81              | 25,850    | 1,447                | 45,568,925      | 1,124                  | 35,397,000    |
| 82              | 23,717    | 1,547                | 39,989,950      | 816                    | 21,093,600    |
|                 |           | \$2,082              | 49,378,794      | 0                      | 0             |
| TOTAL           |           |                      | \$1,555,489,223 |                        | \$172,833,739 |

GRAND TOTAL: \$1,728,322,962

**APPENDIX G**  
**FORCE STRUCTURE/RETIREMENT TRENDS**  
**AND STATISTICS**



**MAJGEN STUART H. SHERMAN, JR., USAF**

## FORCE STRUCTURE/RETIREMENT TRENDS AND STATISTICS

This appendix contains various Figures and Tables in support of Section VIII of Volume I, "Uniformed Services Retirement System."

A. EXPLANATION OF FIGURES. The first part of the appendix contains Figures G-1 through G-51. Figures G-1 and G-2 deal with retirement system costs. Figures G-3 and G-4 are DoD force profile data. Figures G-5 through G-51 display various trends (age, percent of eligibles retiring, YOS at retirement, etc.) of the retirees.

B. EXPLANATION OF TABLES. Tables G-1 through G-30 are the basic DoD and Service force strengths by each year of Federal active service. These have been drawn from both automated data (FY71 through FY82) and non-automated records (remaining years) located at Defense Manpower Data Center (DMDC). They represent the most complete set of longitudinal data (30 years) known to exist, but they are not without problems. Data for FY57 and FY59 were missing and the QRMCI attempted to recreate it by extrapolation. The enlisted data are believed reasonable, although the officer data are suspect.

Tables G-31a through G-40b reformat these strengths by cohort (entry) year and years-of-service (YOS) one through 30+. These tables are for DoD and each of the Services for both officers (G-30a through G-35b) and enlisted personnel (G-36a through G-40b).

Tables G-41 through G-50 are summaries of those data for various years of service. The average years-of-service (YOS) and expected service life (ESL) are also shown for each segment of the population summarized.

Tables G-51 through G-55 are historical officer annual continuation rates for the period FY74 through FY82, as well as several multiple year averages of these rates obtained from DMDC. DoD-wide and Service-specific data are listed.

Tables G-56 through G-60 are the annual continuation rates for enlisted personnel from FY73 through FY82.

**Figure G-1**  
**TOTAL DOD SERVICE RETIREE (NON-DISABLED / DISABLED) COST**  
 (ECONOMIC ASSUMPTIONS - 5% COLA, 5.5% WAGE, 6% INTEREST)  
 (CONSTANT FY DOLLARS)

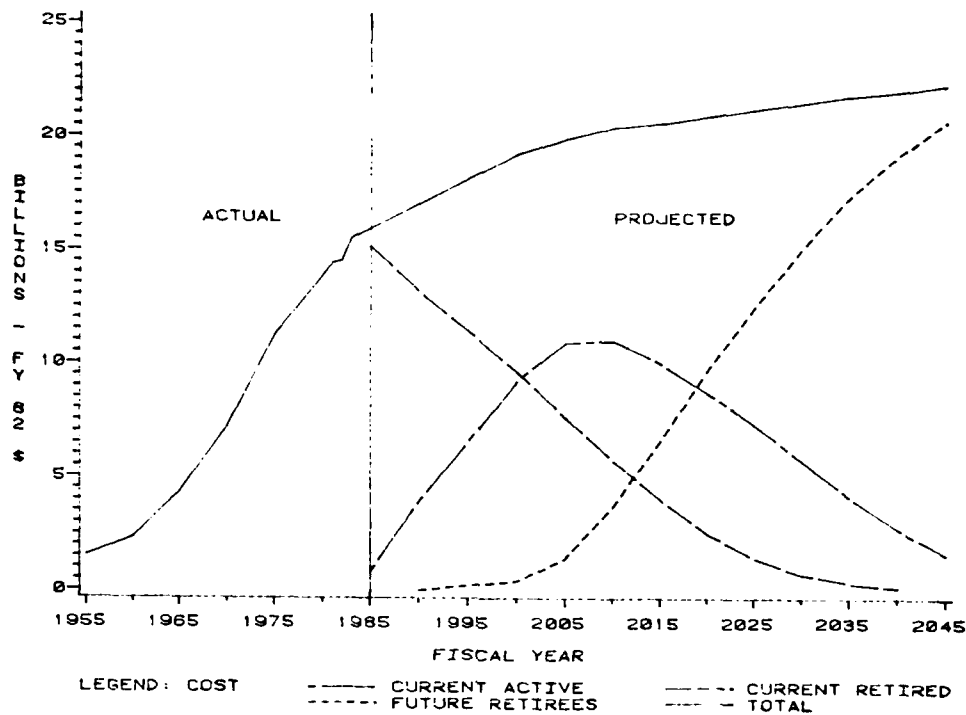


**Figure G-2**  
**TOTAL DOD SERVICE RETIREE (NON-DISABLED / DISABLED) COST**  
 (ECONOMIC ASSUMPTIONS - 5% COLA, 5.5% WAGE, 6% INTEREST)  
 (THEN YEAR \$)

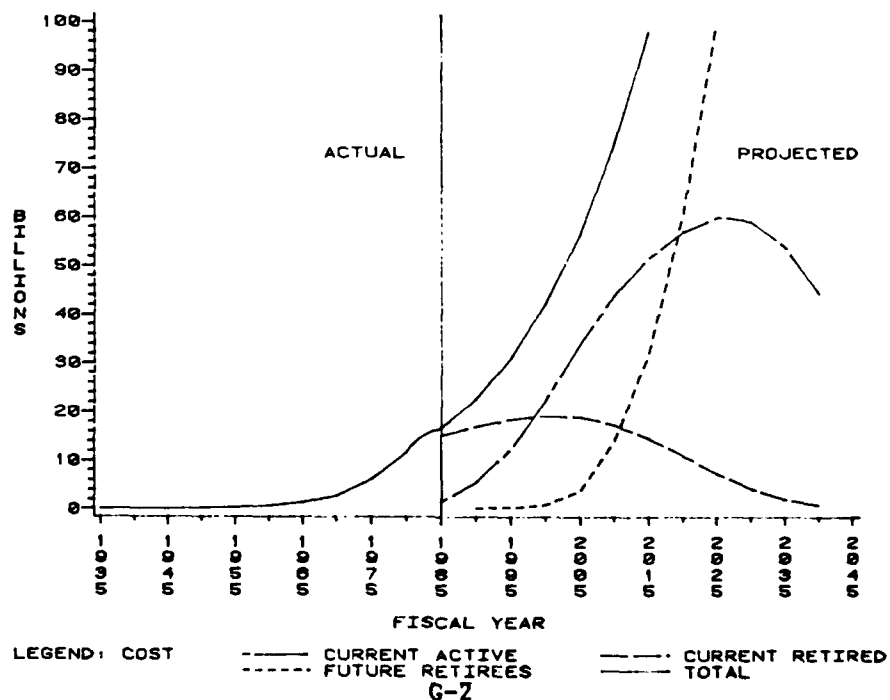


Figure G-3  
DOD TOTAL SERVICE STRENGTHS - OFFICER  
(THOUSANDS)

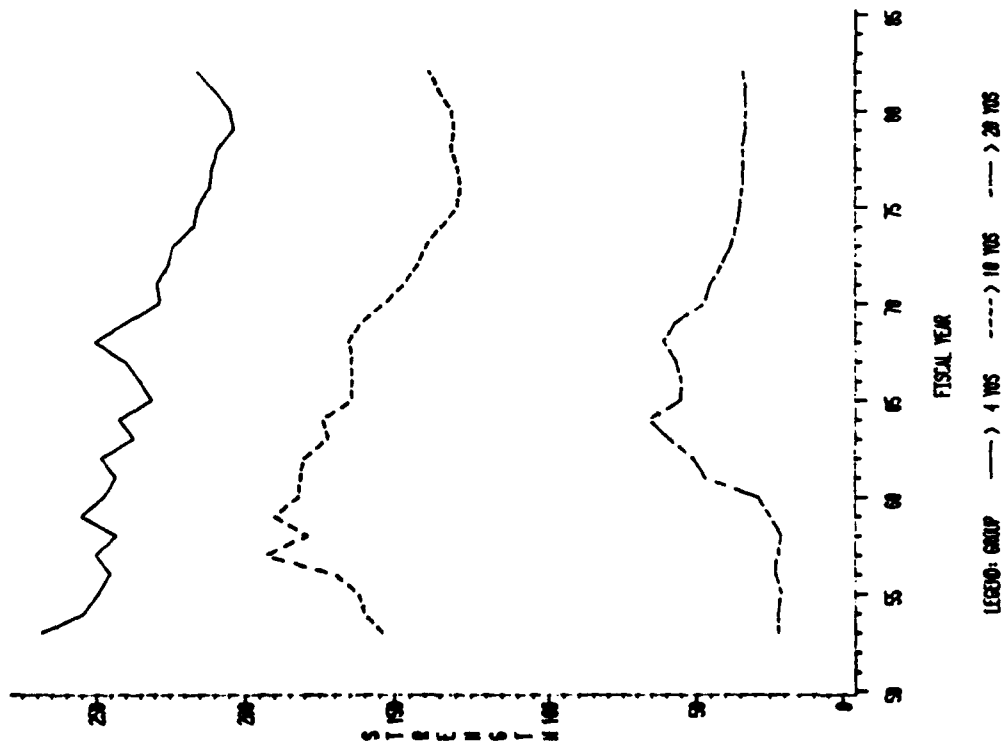


Figure G-4  
DOD TOTAL SERVICE STRENGTHS - ENLISTED  
(THOUSANDS)

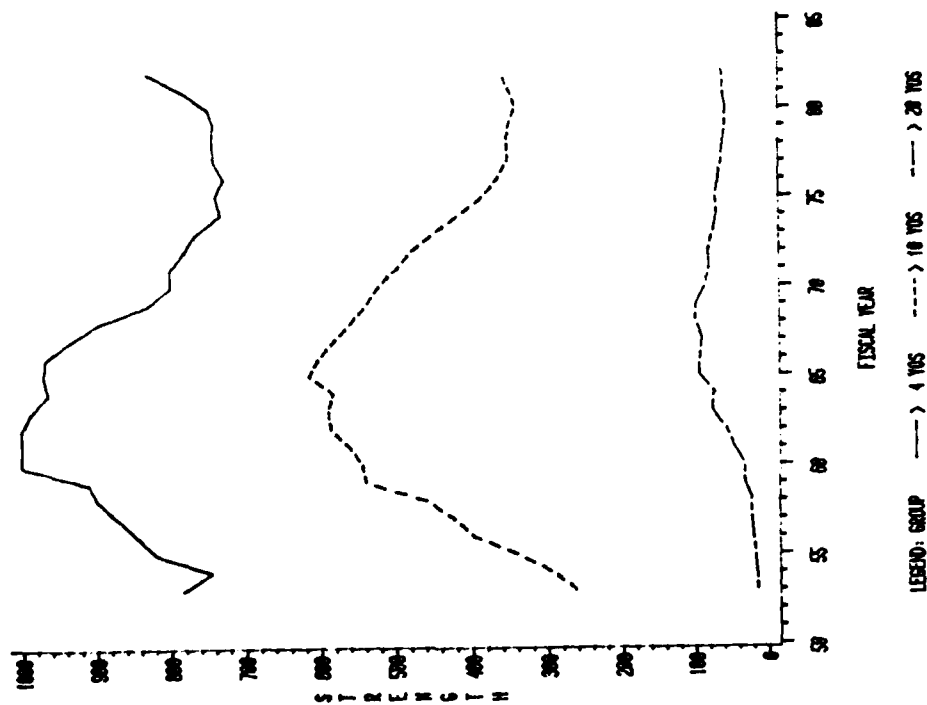


Figure G-5  
**DOD RETIREMENTS**  
 TYPE=ENLISTED SERVICE=ARMY

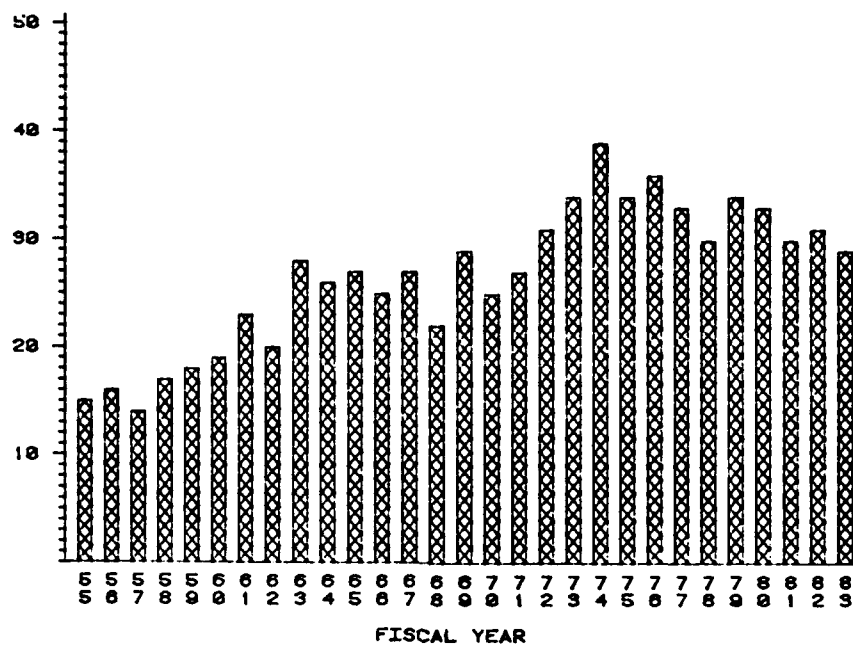
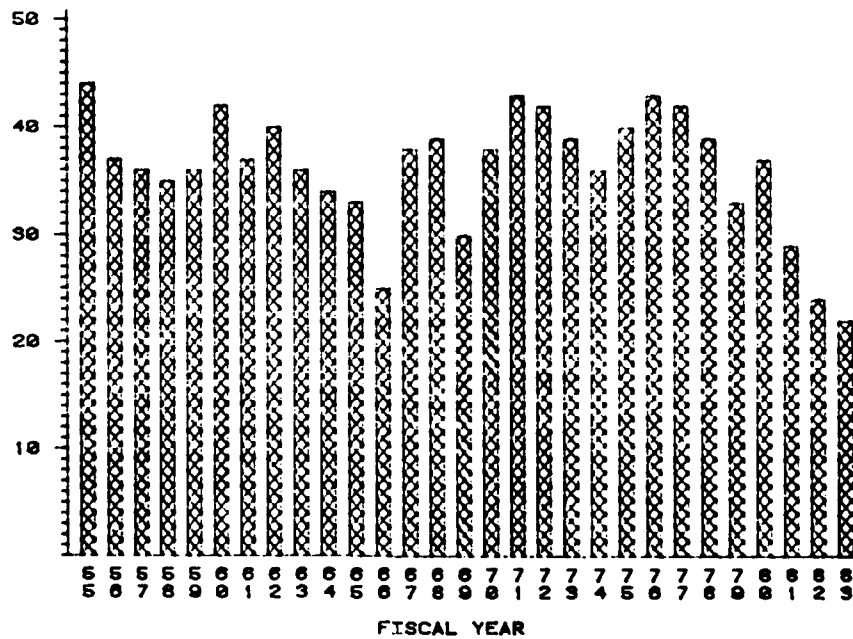


Figure G-6  
**DOD RETIREMENTS**  
 TYPE=ENLISTED SERVICE=NAVY



G-4



Figure G-7

# **DOD RETIREMENTS** TYPE=ENLISTED SERVICE=MARINE

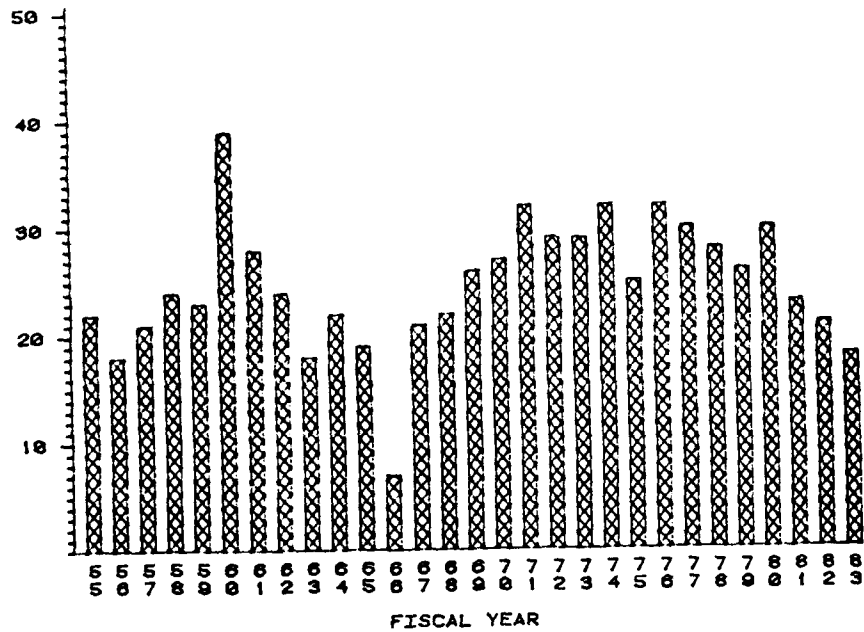


Figure G-8

# **DOD RETIREMENTS** TYPE=ENLISTED SERVICE=AIR FORCE

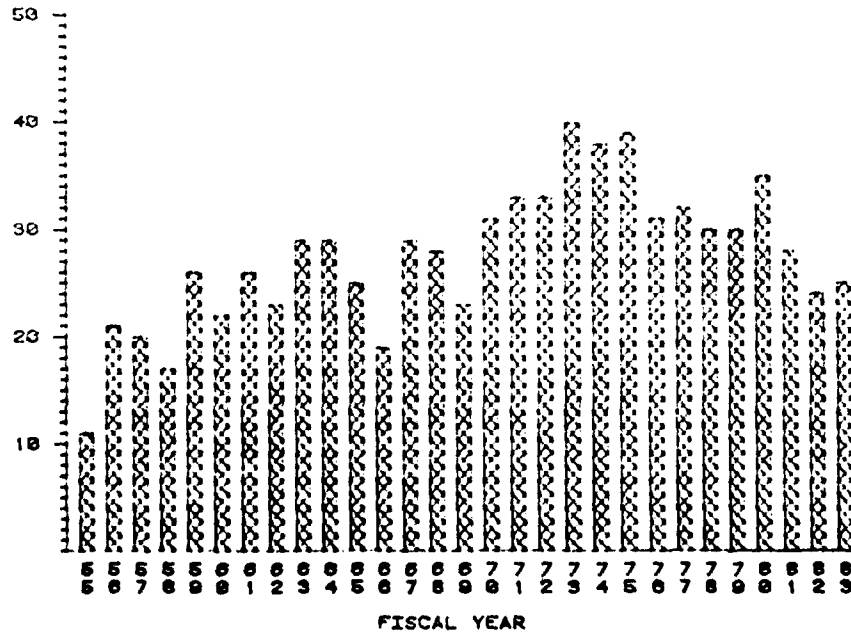


Figure G-5  
**DOD RETIREMENTS**  
 TYPE=OFFICER SERVICE=ARMY

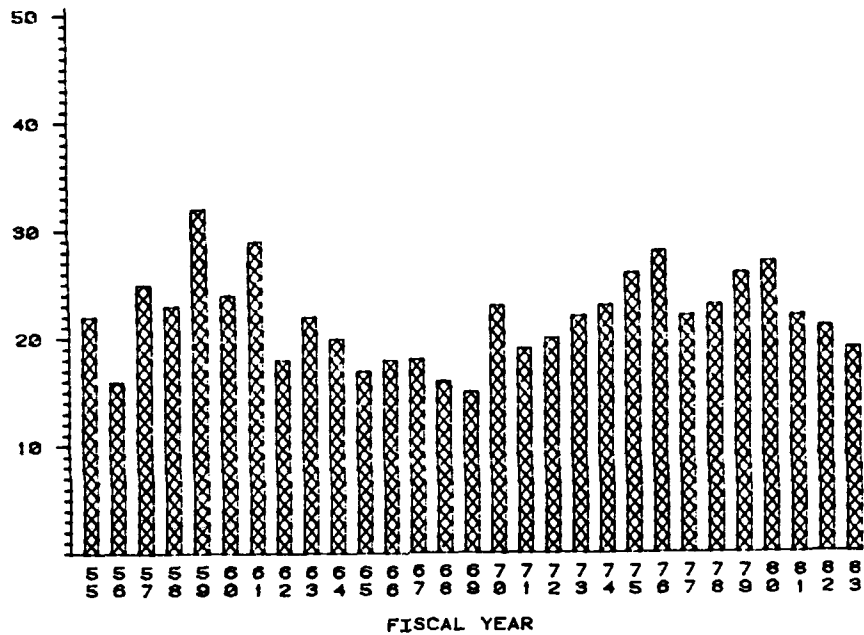


Figure G-6  
**DOD RETIREMENTS**  
 TYPE=OFFICER SERVICE=NAVY

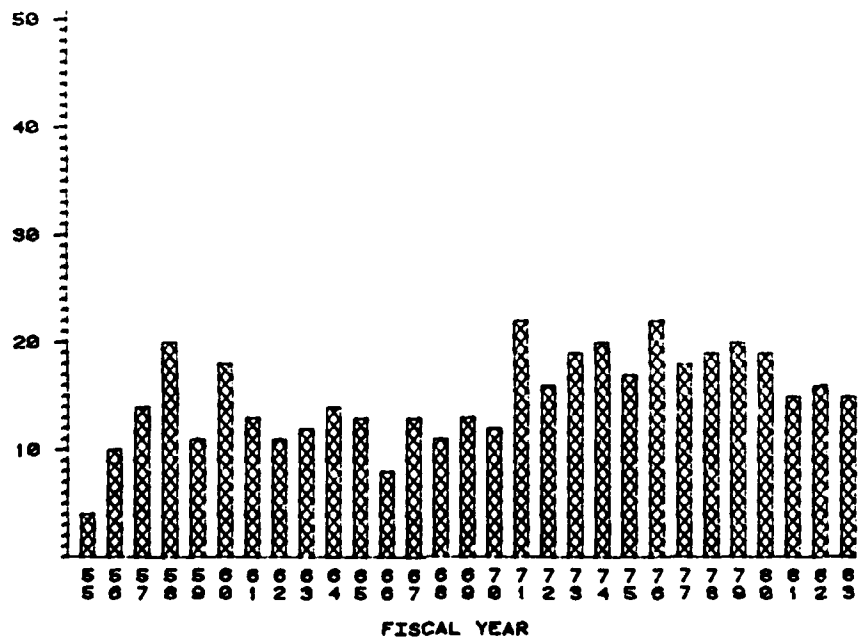


Figure G-11

# **DOD RETIREMENTS** TYPE=OFFICER SERVICE=MARINE

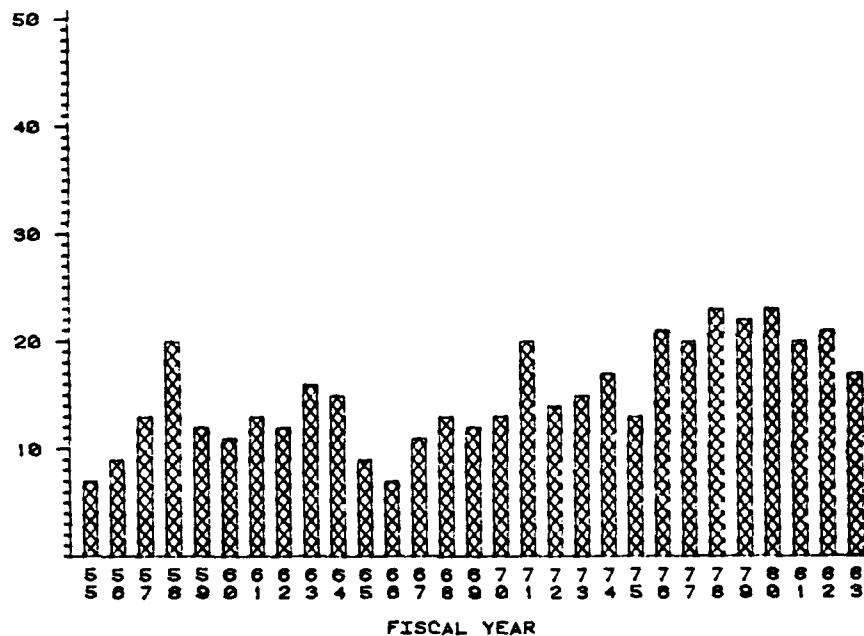


Figure G-12

# **DOD RETIREMENTS** TYPE=OFFICER SERVICE=AIR FORCE

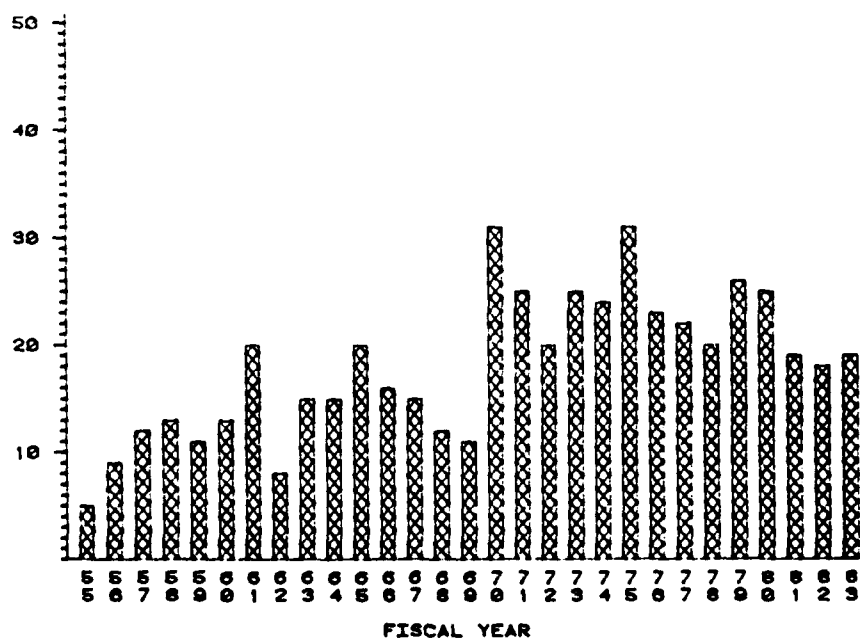


Figure G-13

# NEW RETIREES BY FY -- YOS DOD WIDE -- ACTIVE NON DISABLED 01-010

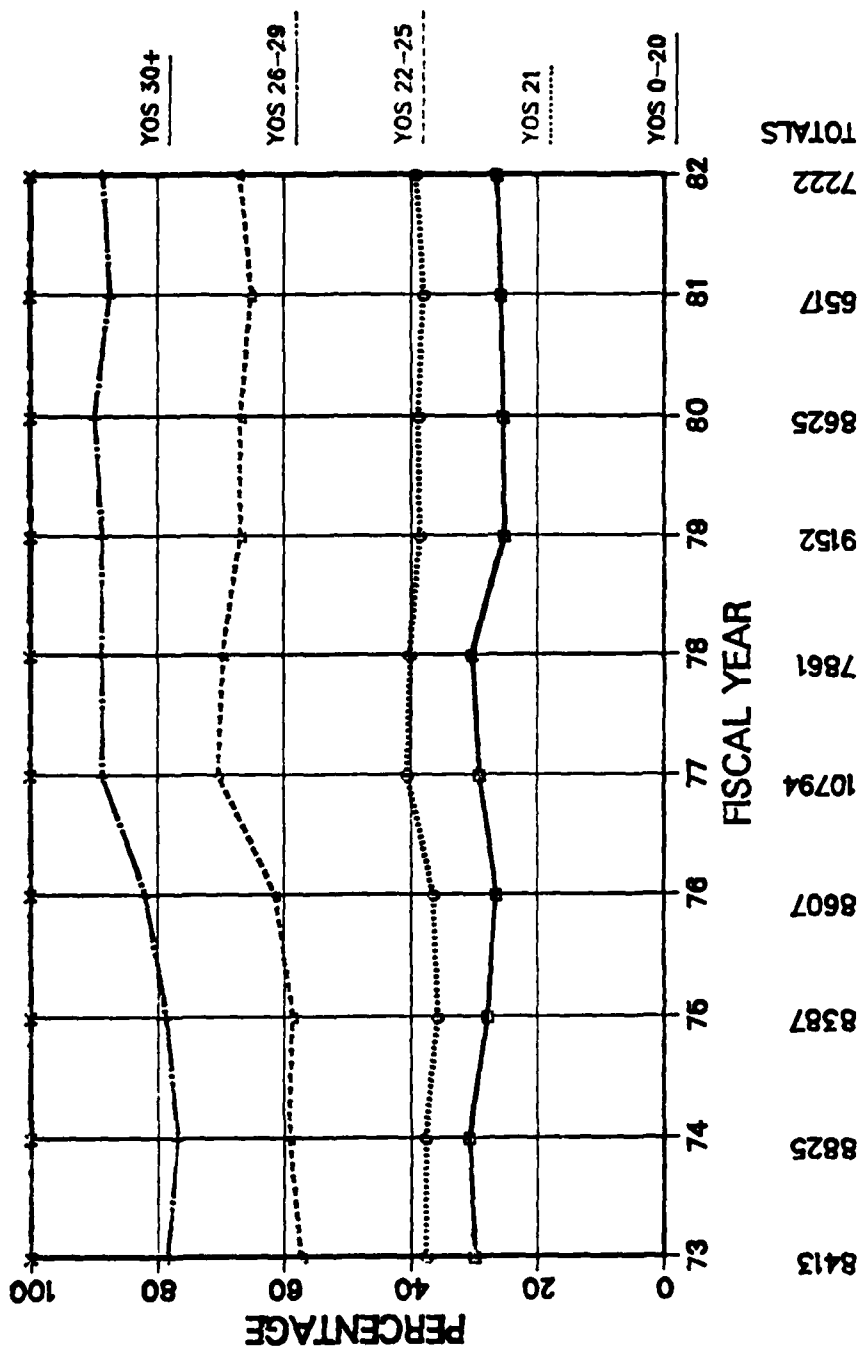


Figure G-14

# NEW RETIREES BY FY -- YOS DOD WEDEI -- ACTIVE NON DISABLED

05

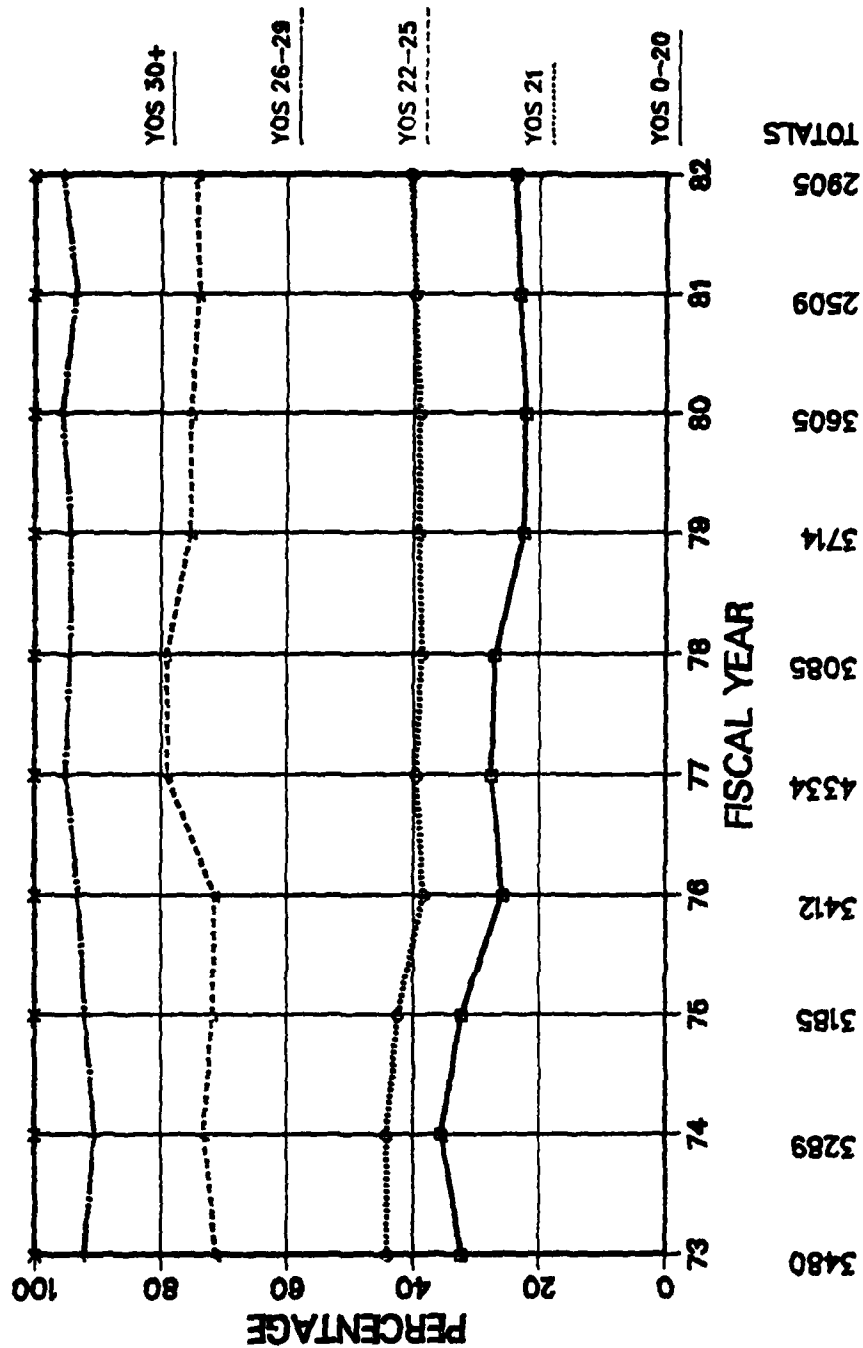


Figure G-15

# NEW RETIREES BY FY -- YOS DOD WIDE -- ACTIVE NON DISABLED VI--W4

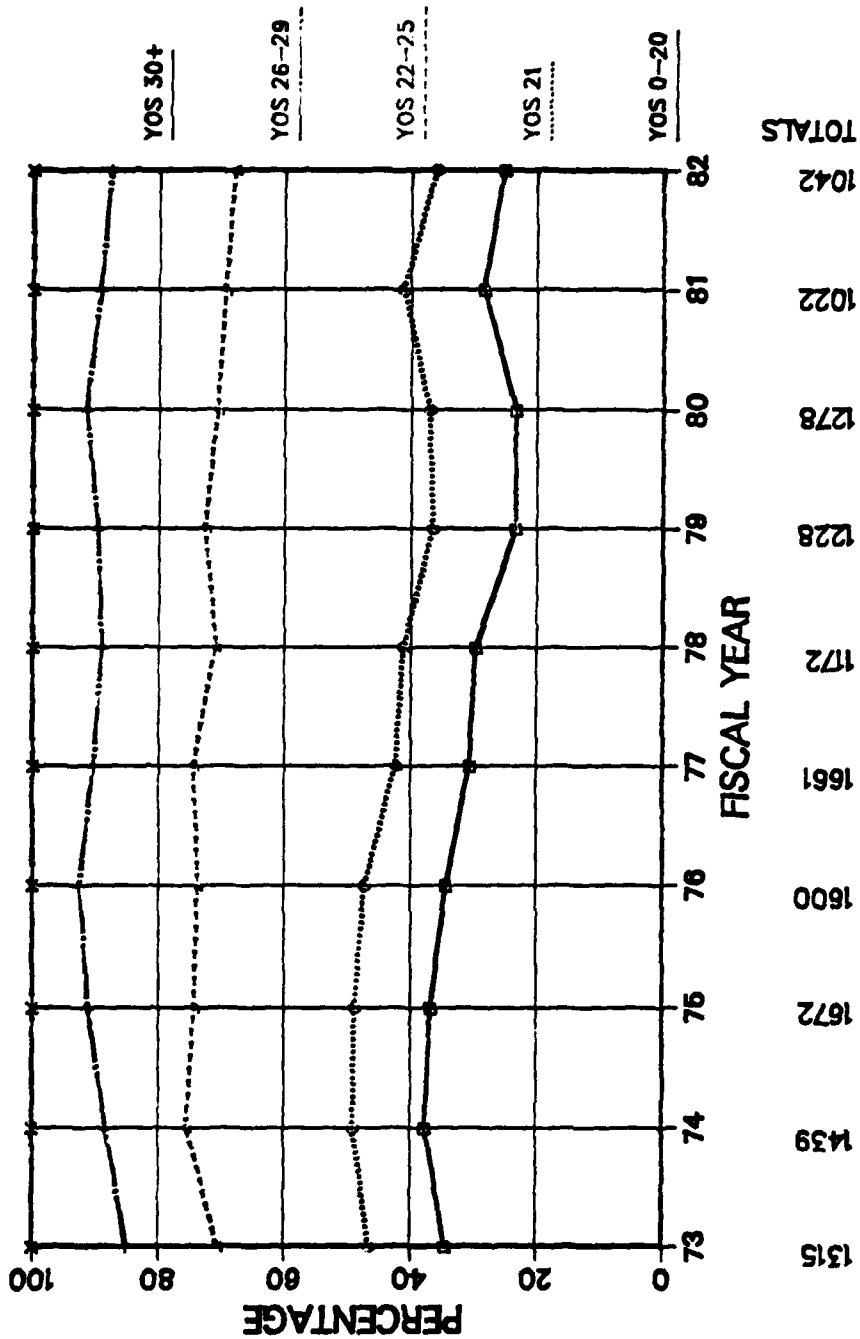


Figure G-16

# NEW RETIREES BY FY -- YOS DOD WIDE -- ACTIVE NON DISABLED E1-M9

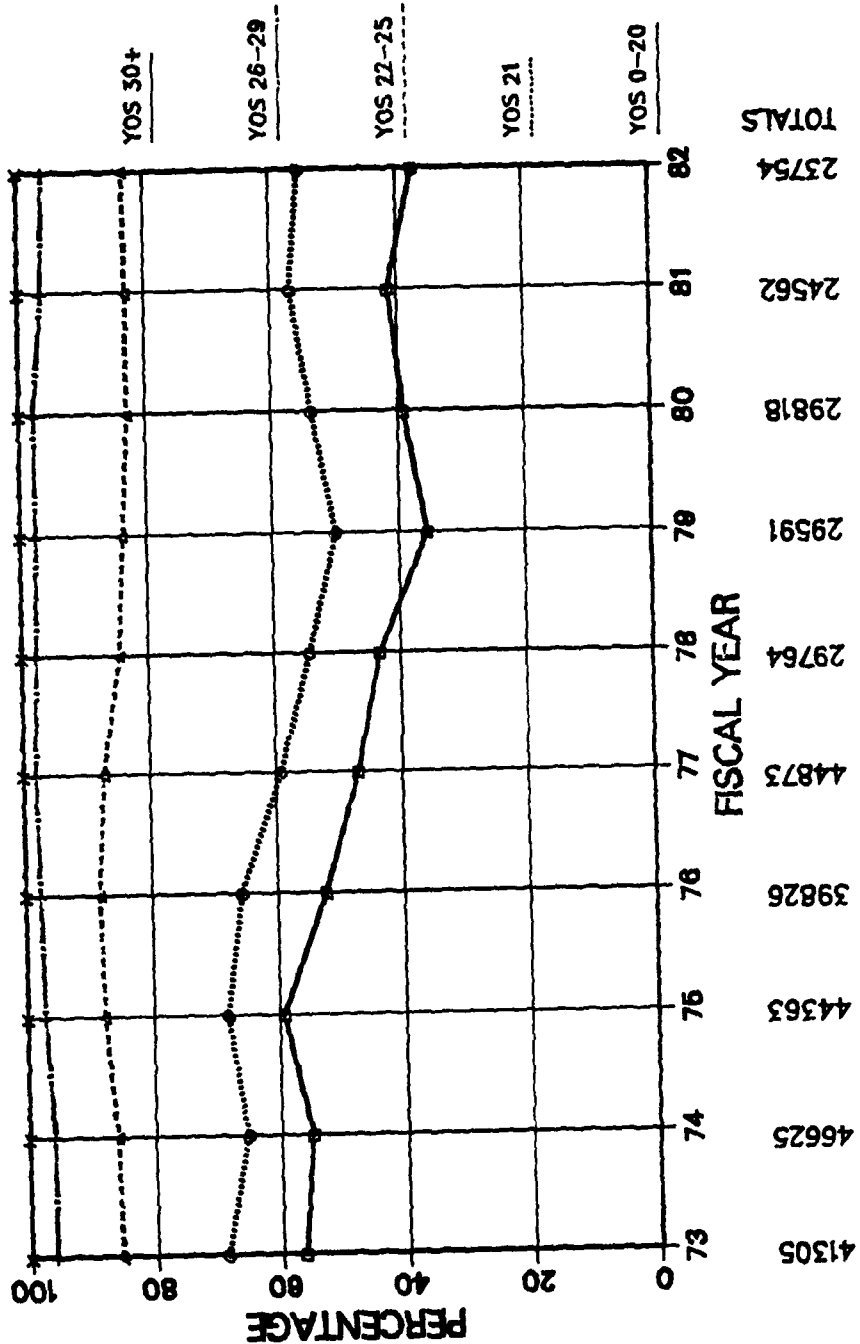


Figure G-17

# NEW RETIREES BY FY -- YOS DOD WIDE -- ACTIVE NON DISABLED

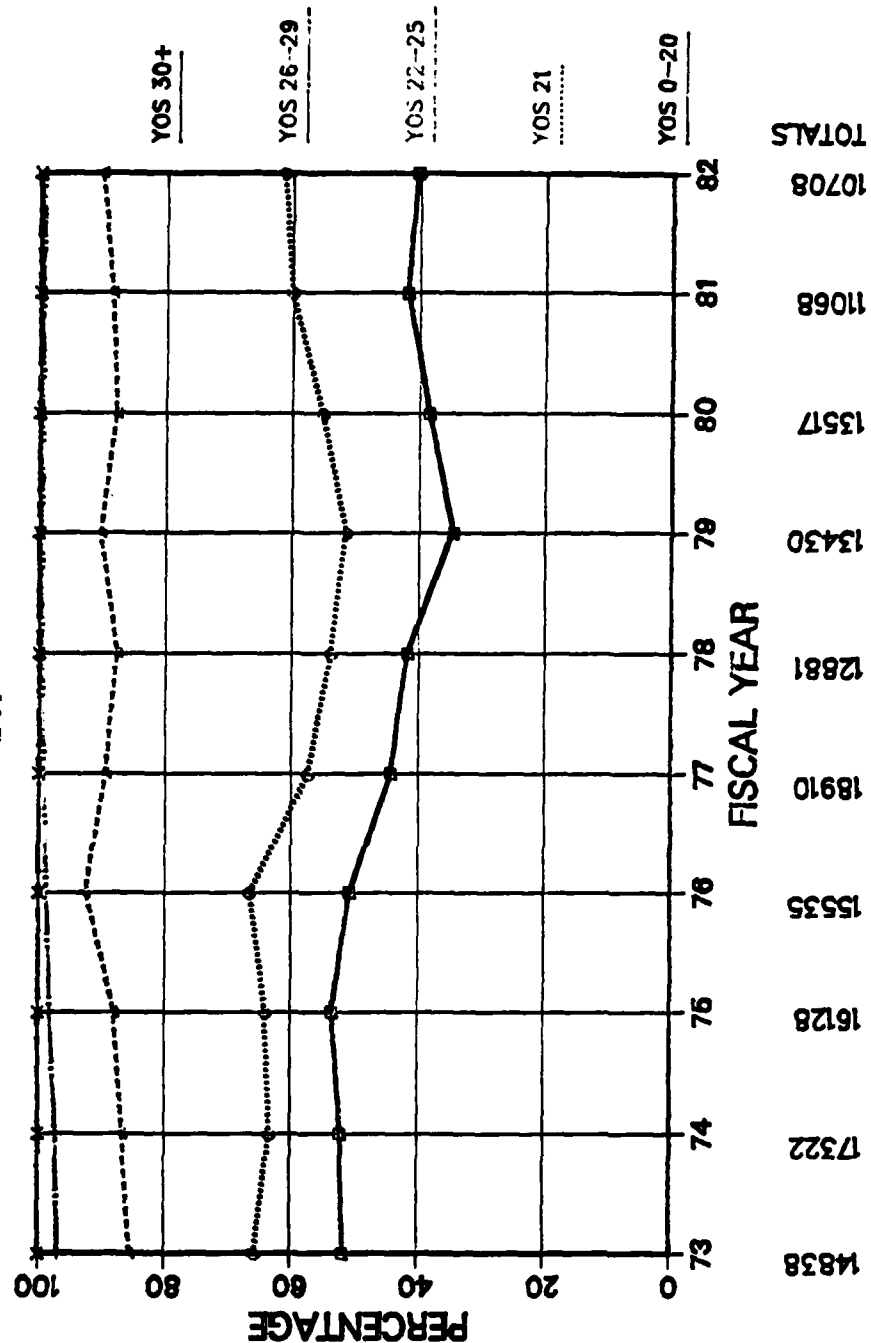




Figure G-18

NEW RETIREES BY FY - YOS  
ACTIVE NON DISABLED  
ARMY  
01-010

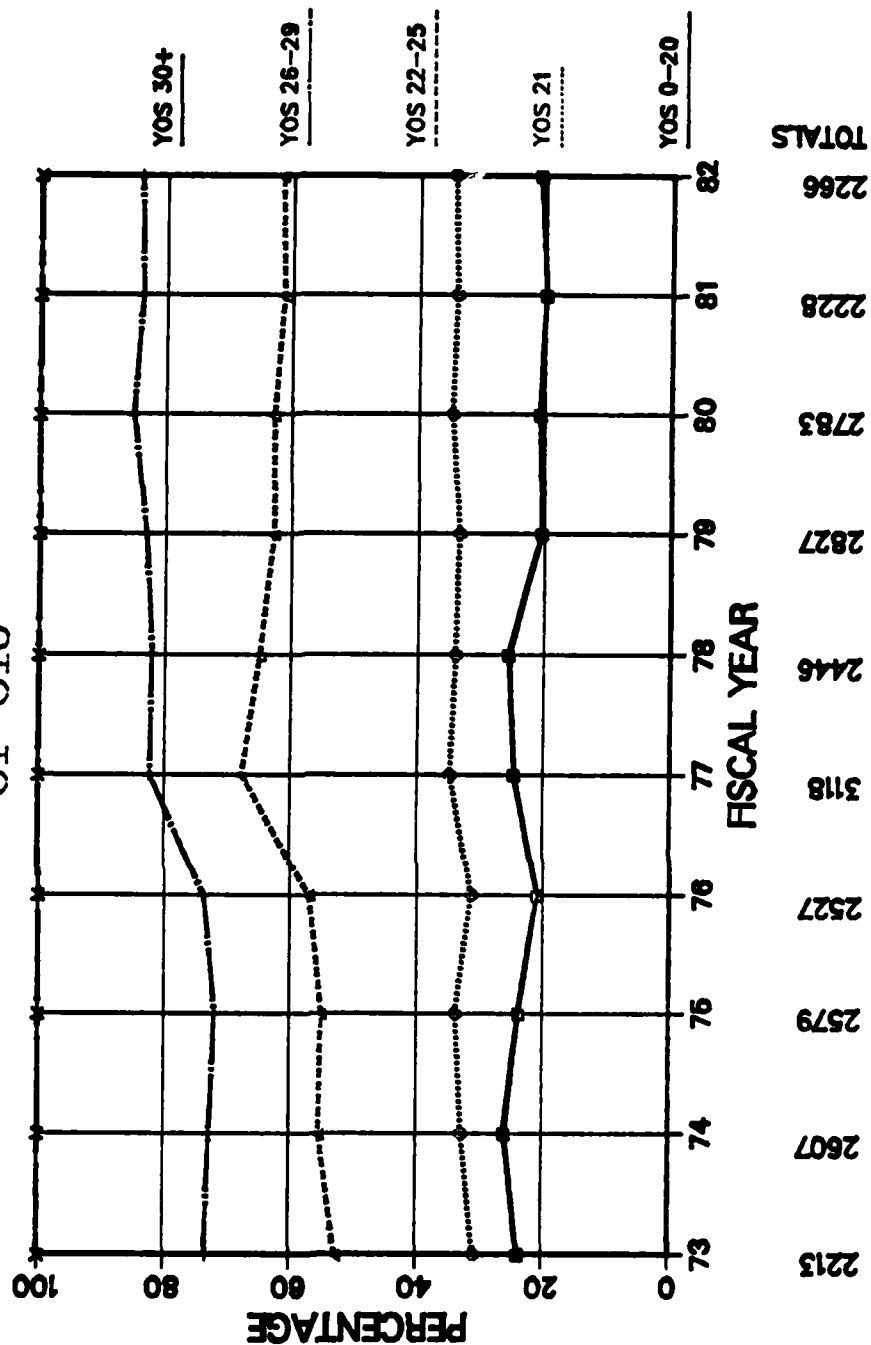


Figure G-19

NEW RETIREES BY FY - YOS  
ACTIVATION DISABLED  
MAY Y  
01-010

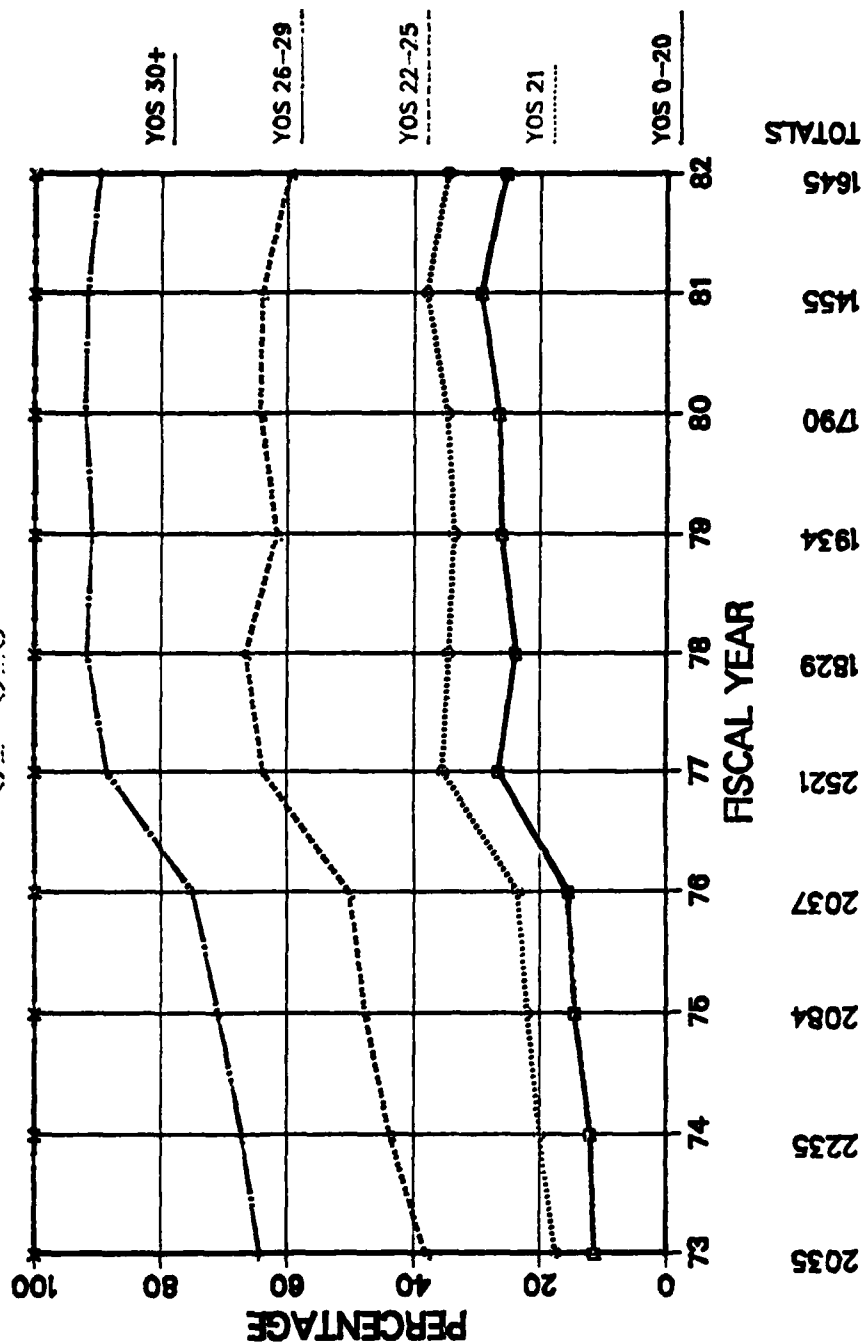


Figure G-20

NEW RETIREES BY FY -- YOS  
ACTIVE NON DISABLED  
MARINE CORPS  
01-010

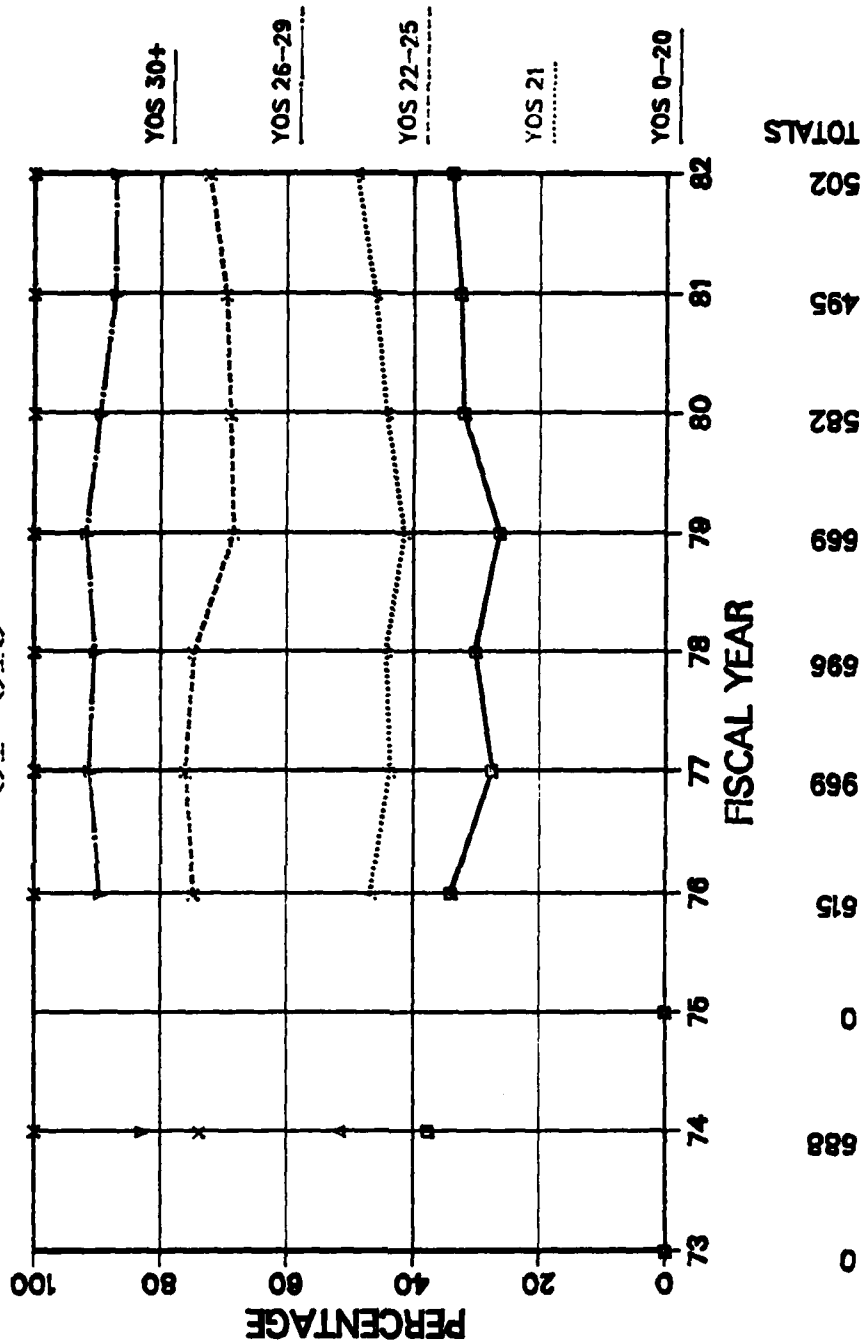


Figure G-21

NEW RETIREES BY FY -- YOS  
ACTIVE NON-DISABLED  
AIR FORCE  
01-010

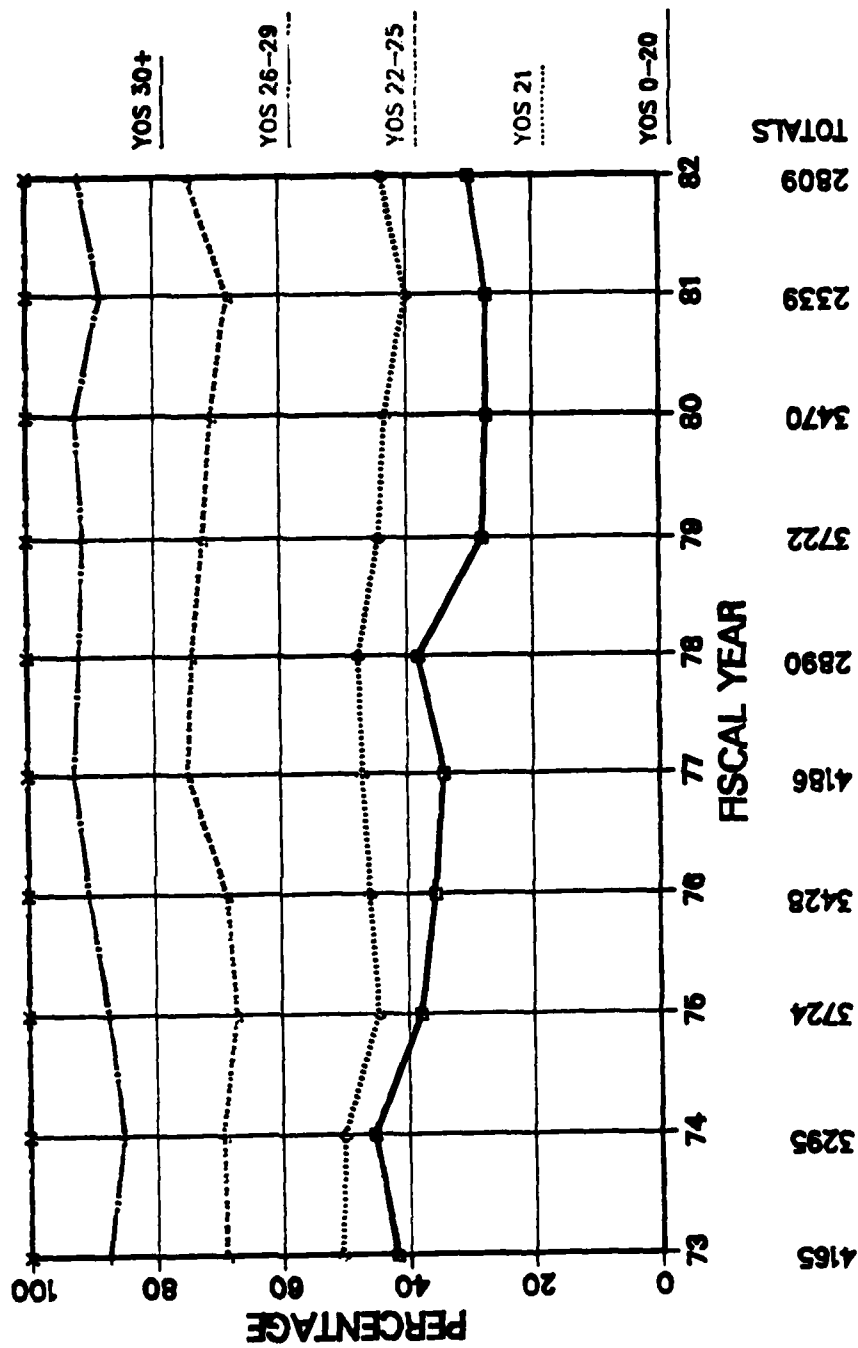


Figure G-22

NEW RETIREES BY FY -- YOS  
ACTIVE NON-DISABLED  
ARMY  
1971-1974

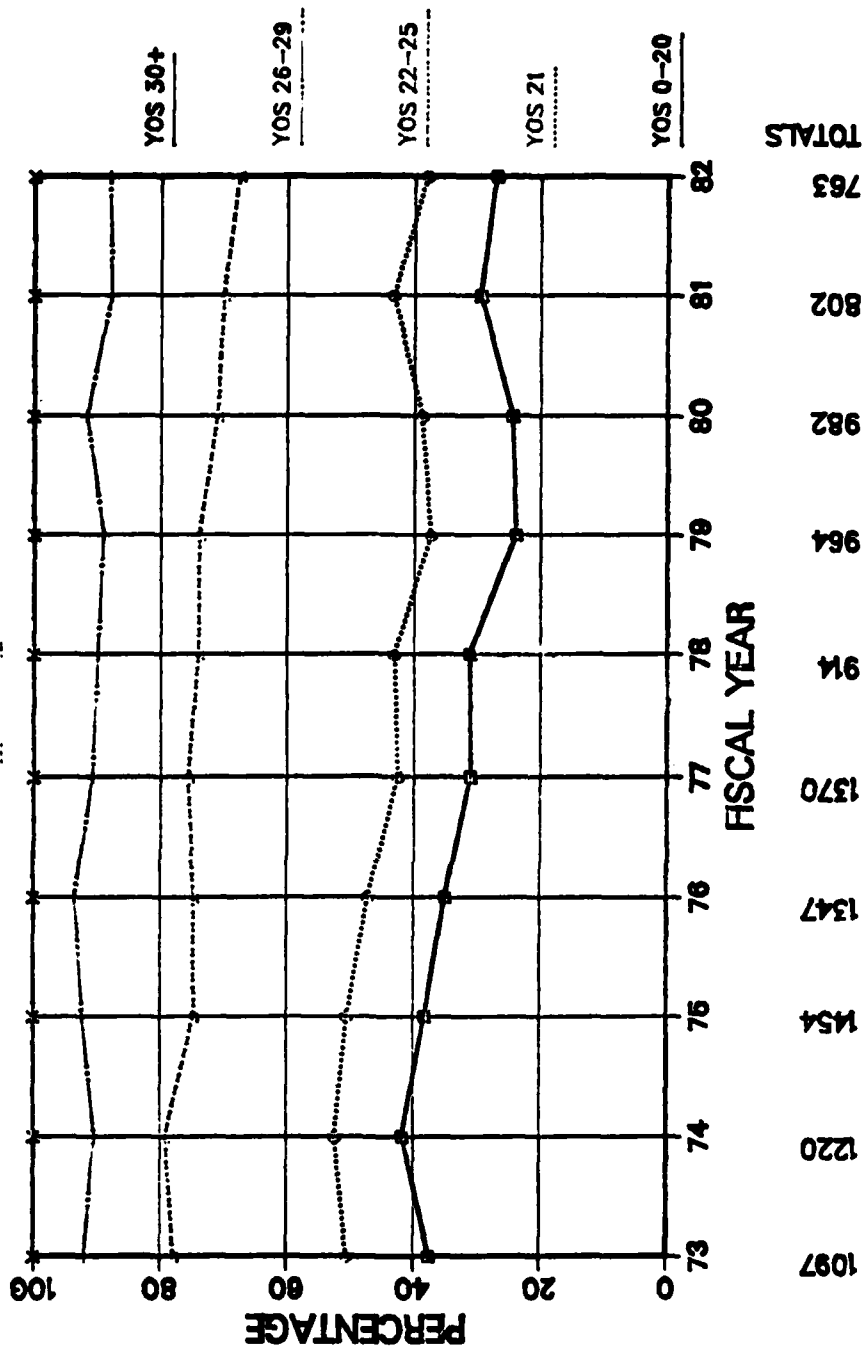


Figure G-23  
 NEW RETIREES BY FY - YOS  
 ACTIVE NON-DISABLED  
 NAVY  
 W1-W4

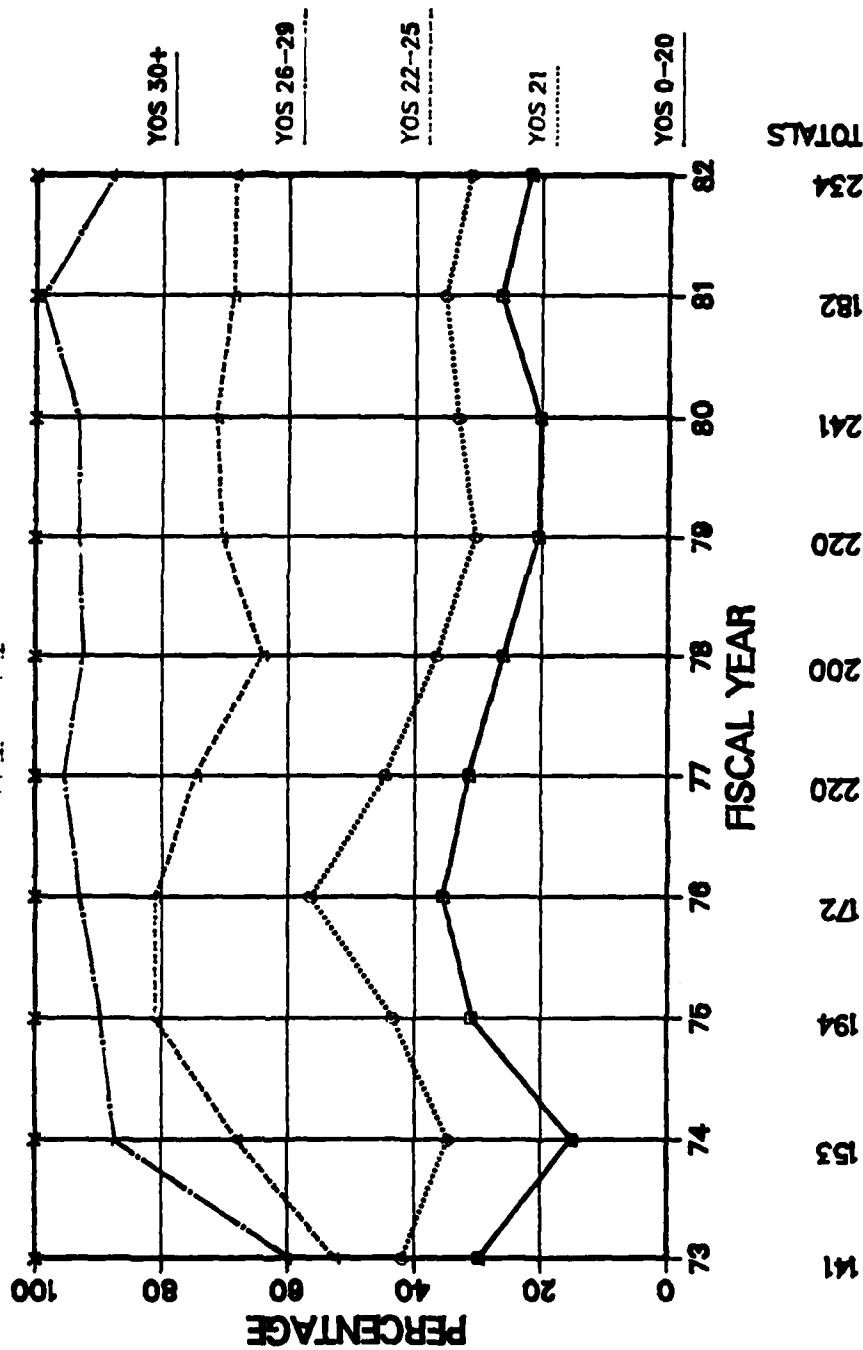


Figure G-24  
 NEW RETIREES BY FY - YOS  
 ACTIVE NON DISABLED  
 MARINE CORPS  
 V1-V4

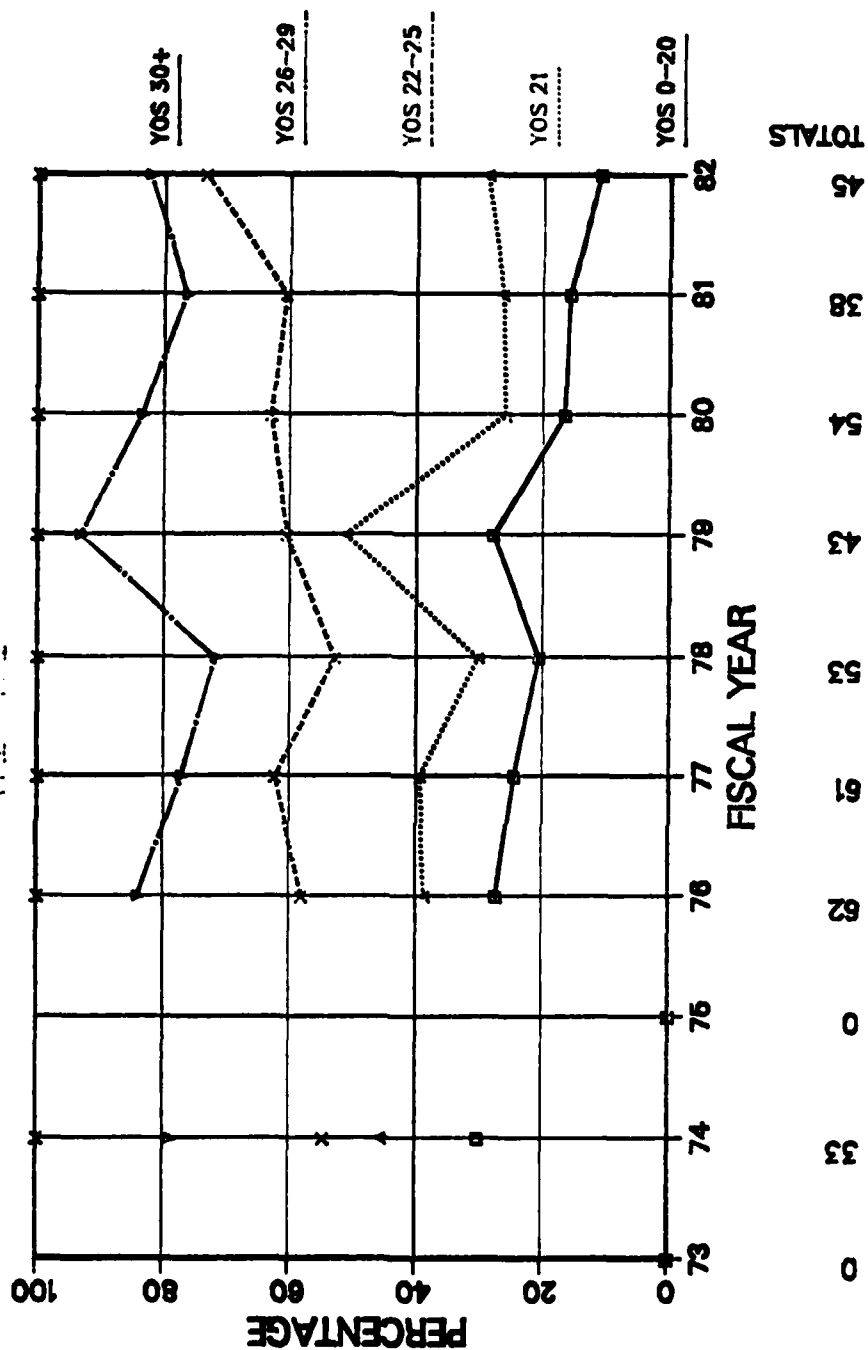


Figure G-25  
NEW RETIREES BY FY -- YOS  
ACTIVE NON DISABLED  
ARMY  
E1-E9

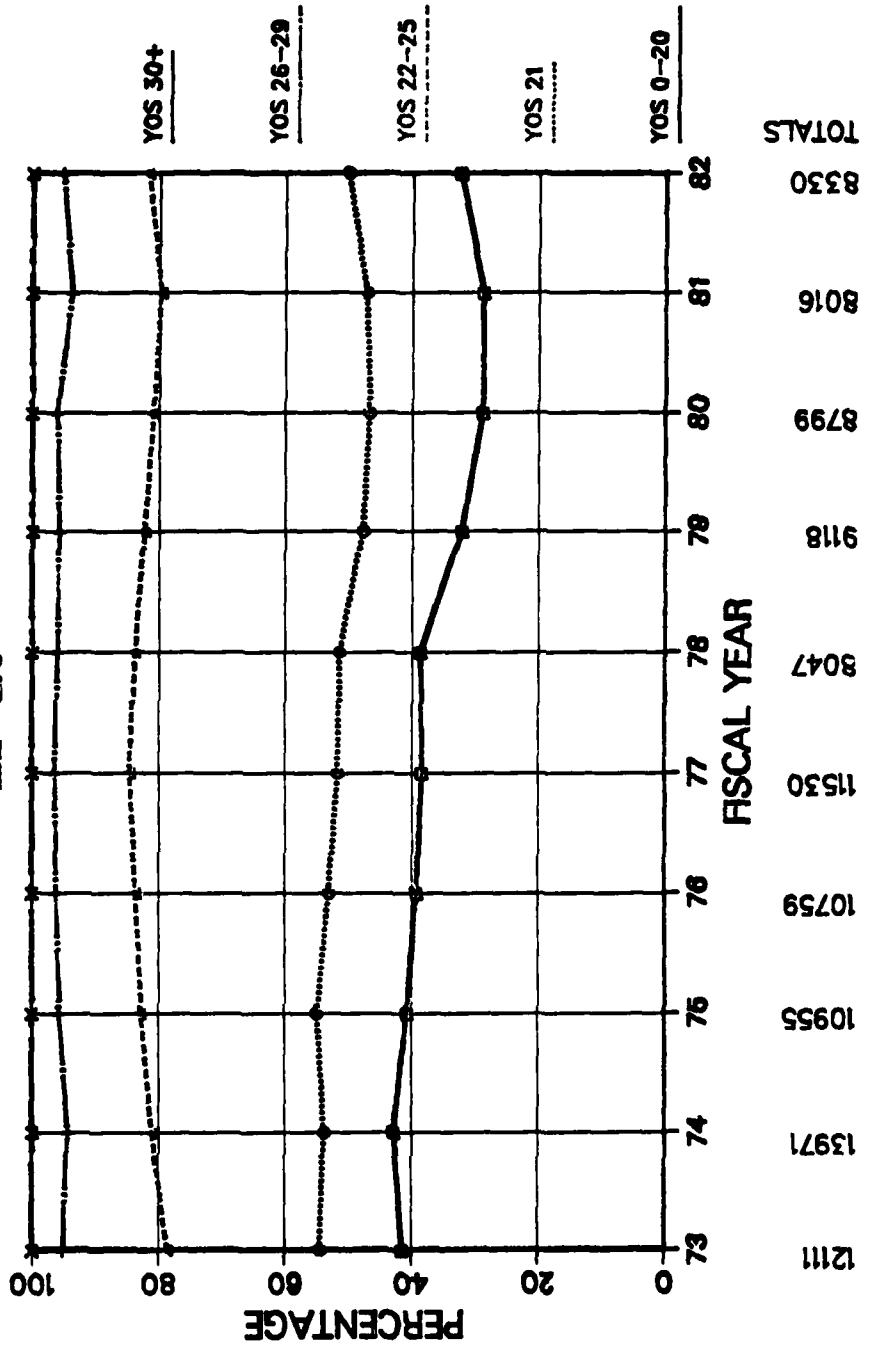




Figure G-26

NEW RETIREES BY FY -- YOS  
ACTIVE NON DISABLED  
NAVY  
F1-99

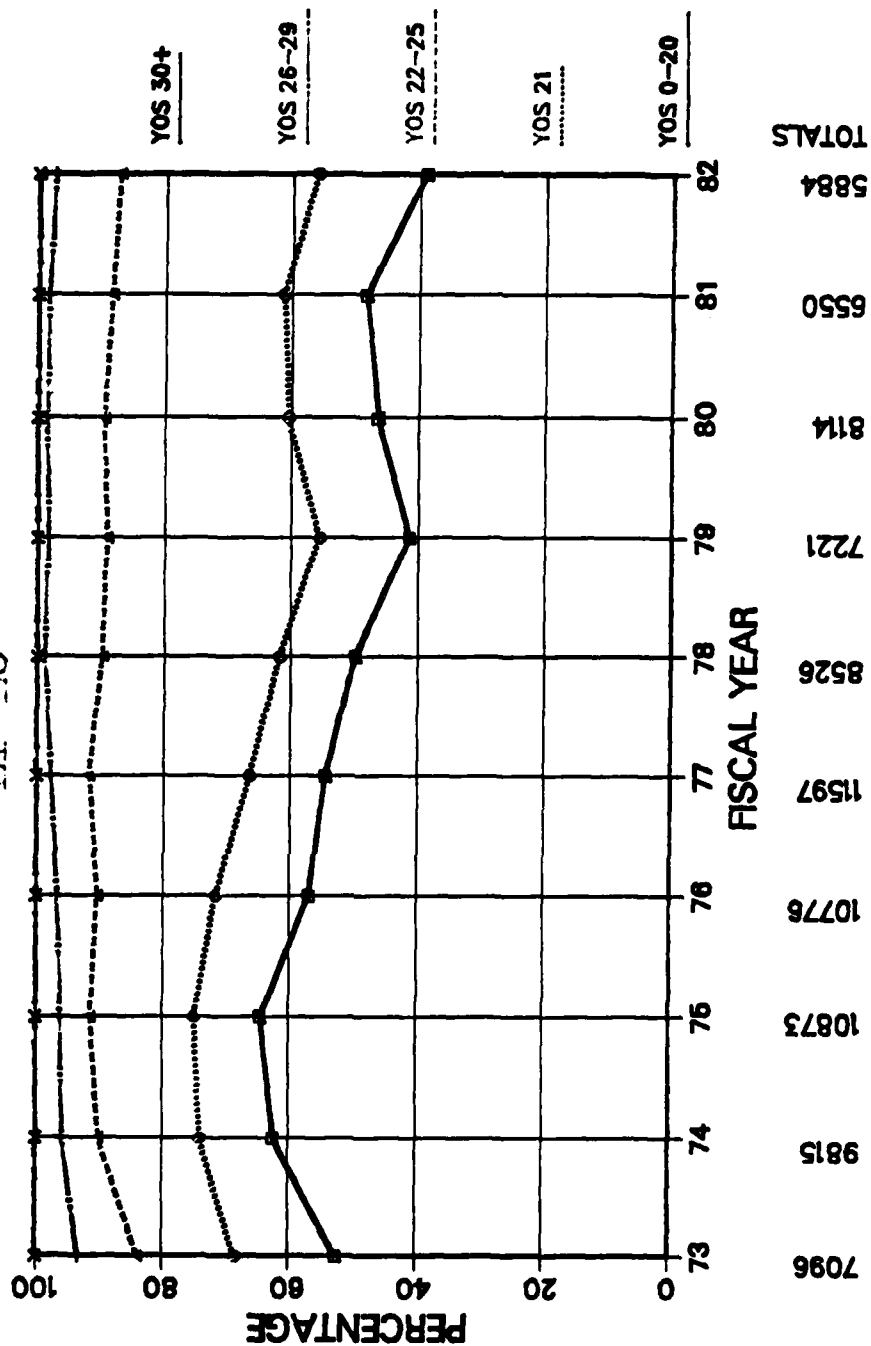


Figure G-27  
 NEW RETIRES BY FY -- YOS  
 ACTIVE NON-DISABLED  
 MARINE CORPS  
 M1-59

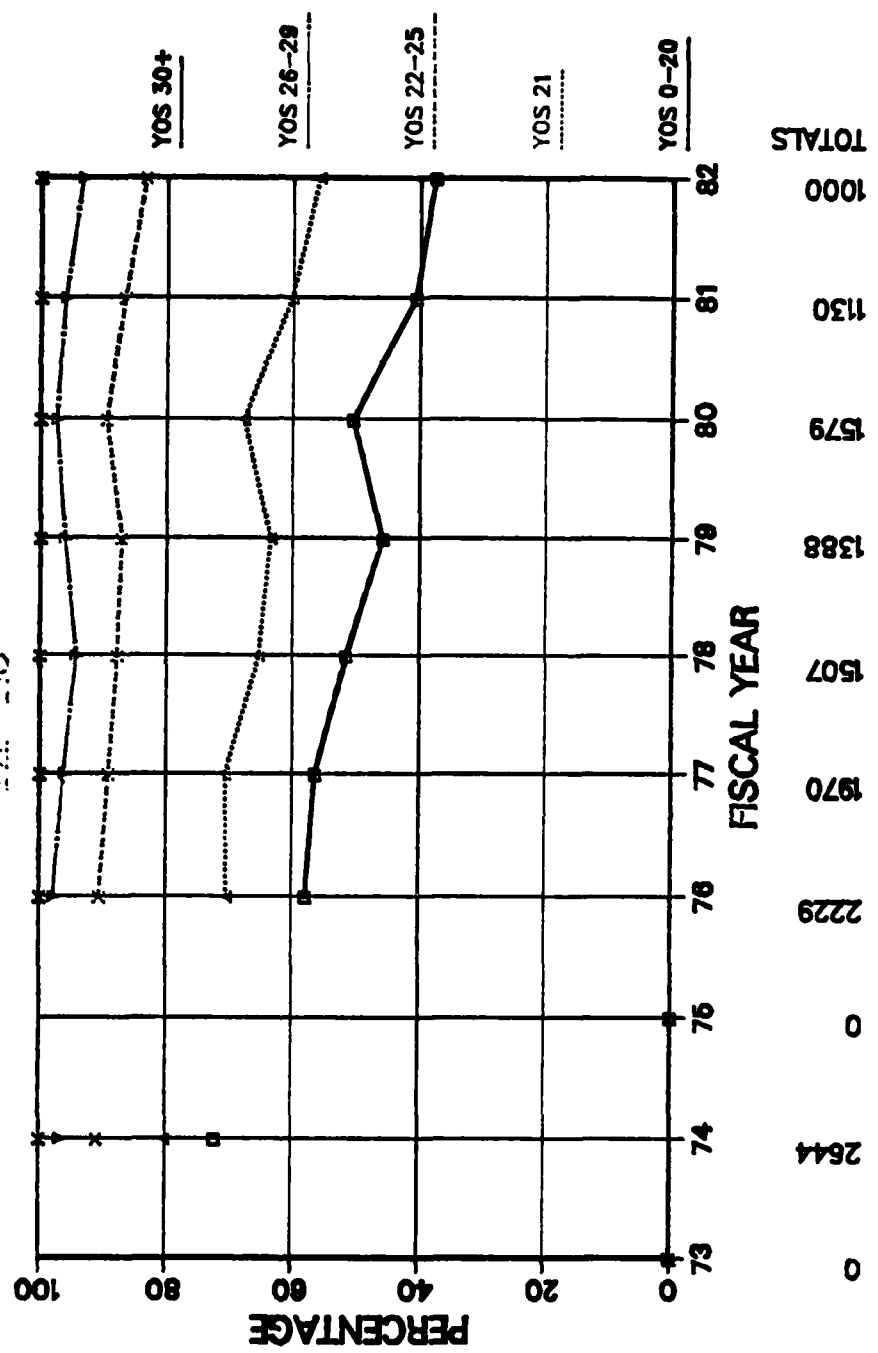


Figure G-28

NEW RETIREES BY FY -- YOS  
ACTIVE NON DISABLED  
AIR FORCE  
E1-E9

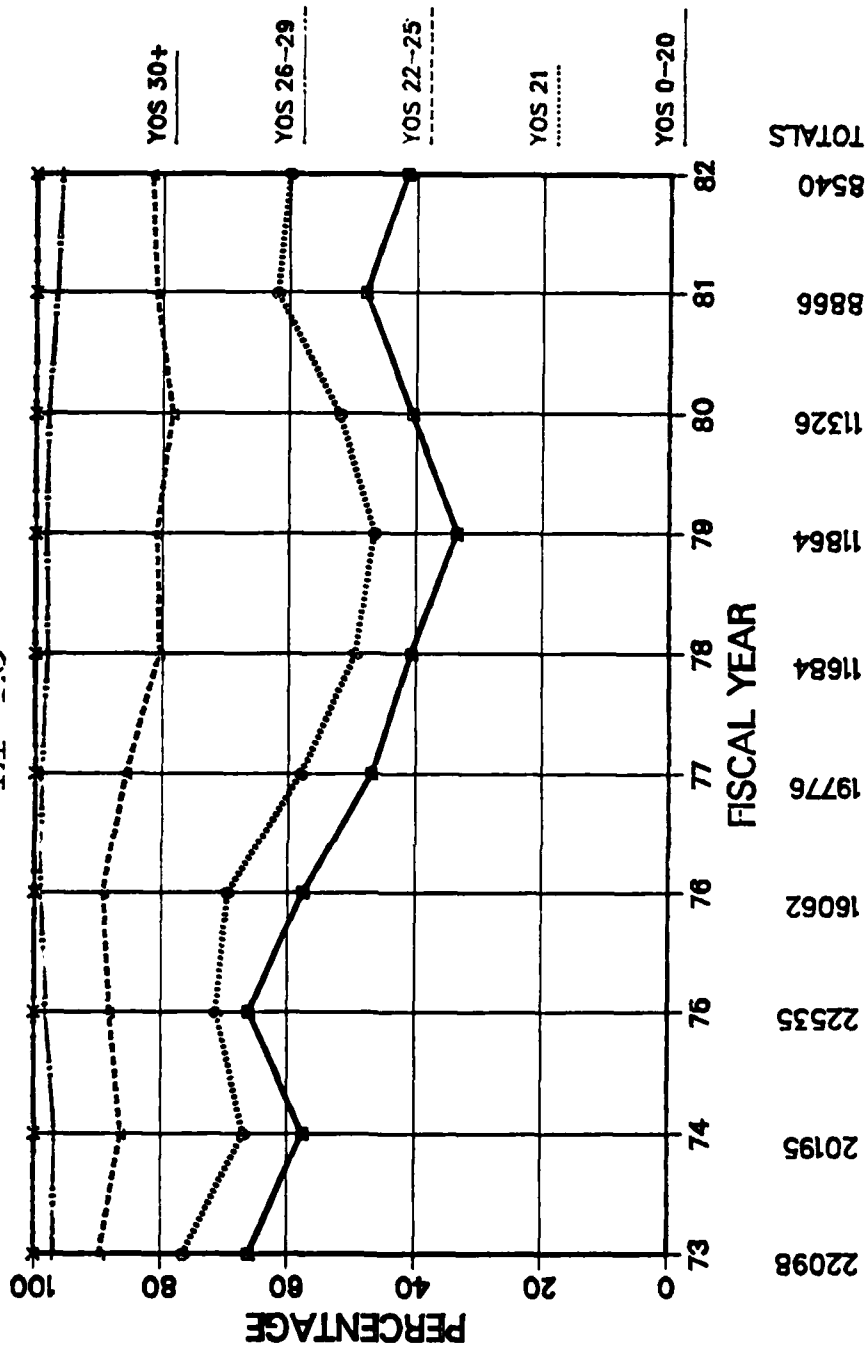


Figure G-29

# NEW REVERSES BY FY - AGE DOD WITH ACTIVATION DISABLED 01-010

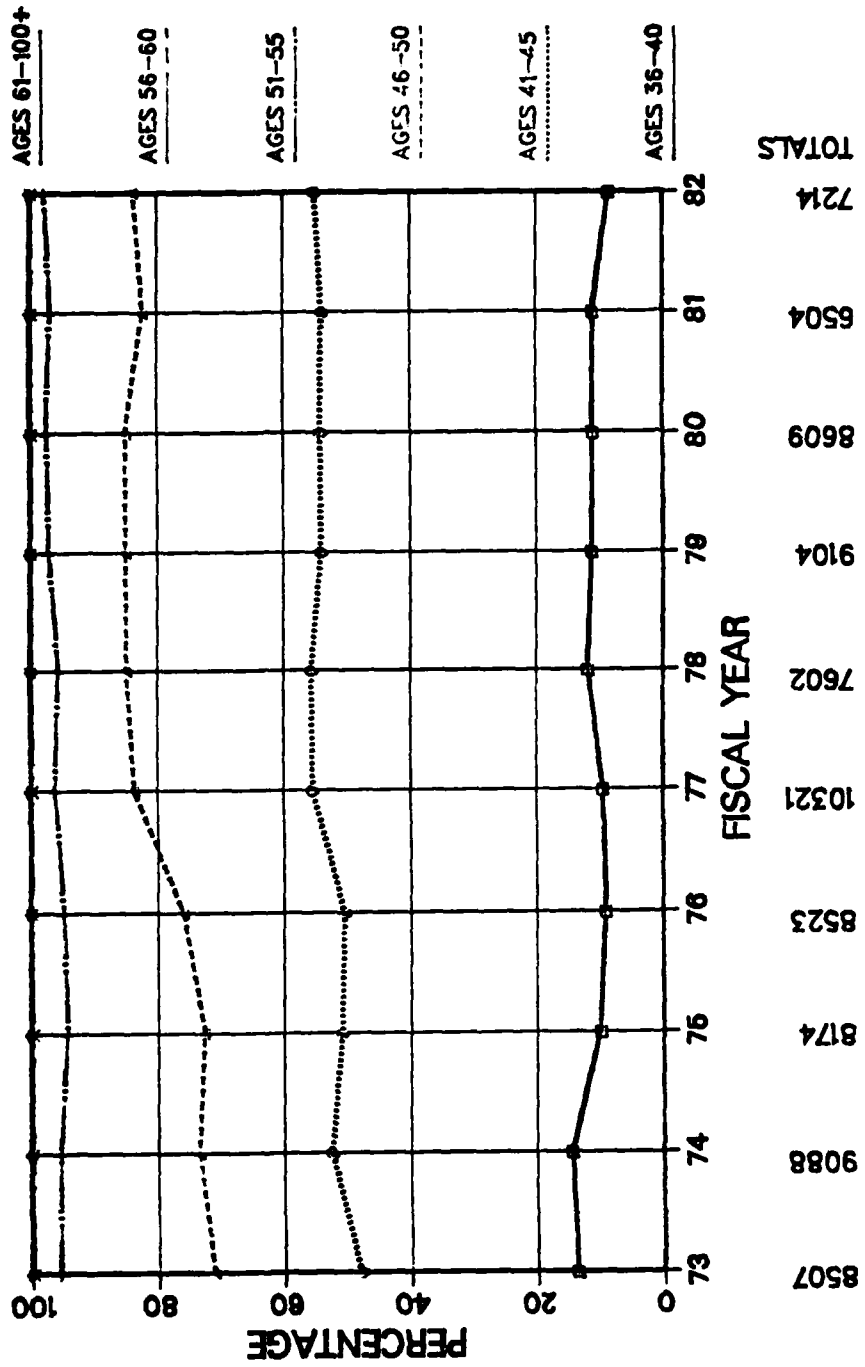


Figure G-30

# NEW RECIPIENTS BY AGE DOD WIDOW - ACTIVATION OF DISABILITY

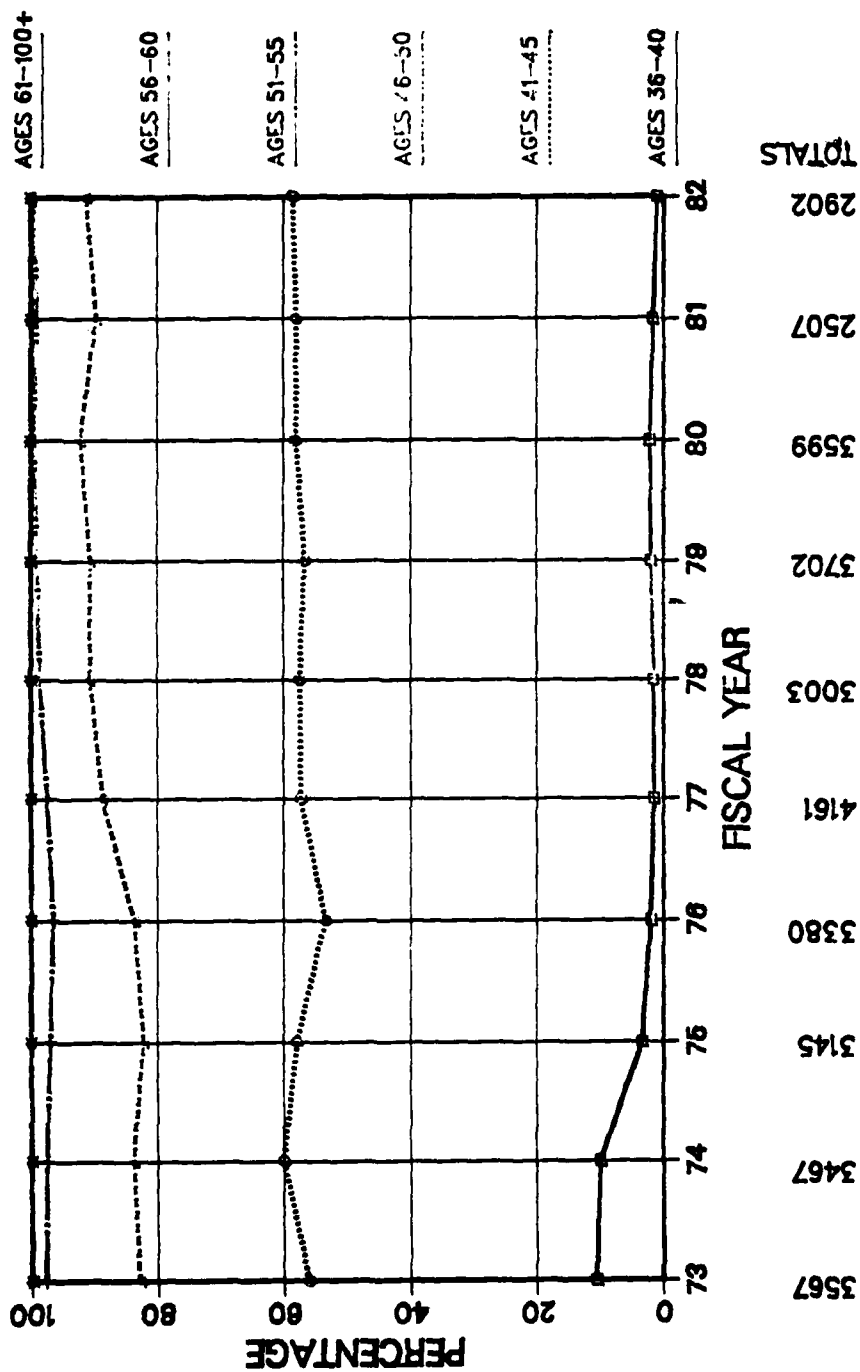


Figure G-31

NEW RETIREES BY FY - AGE  
 DOD WIDE - ACTIVE NON-DISABLED  
 W1-W4

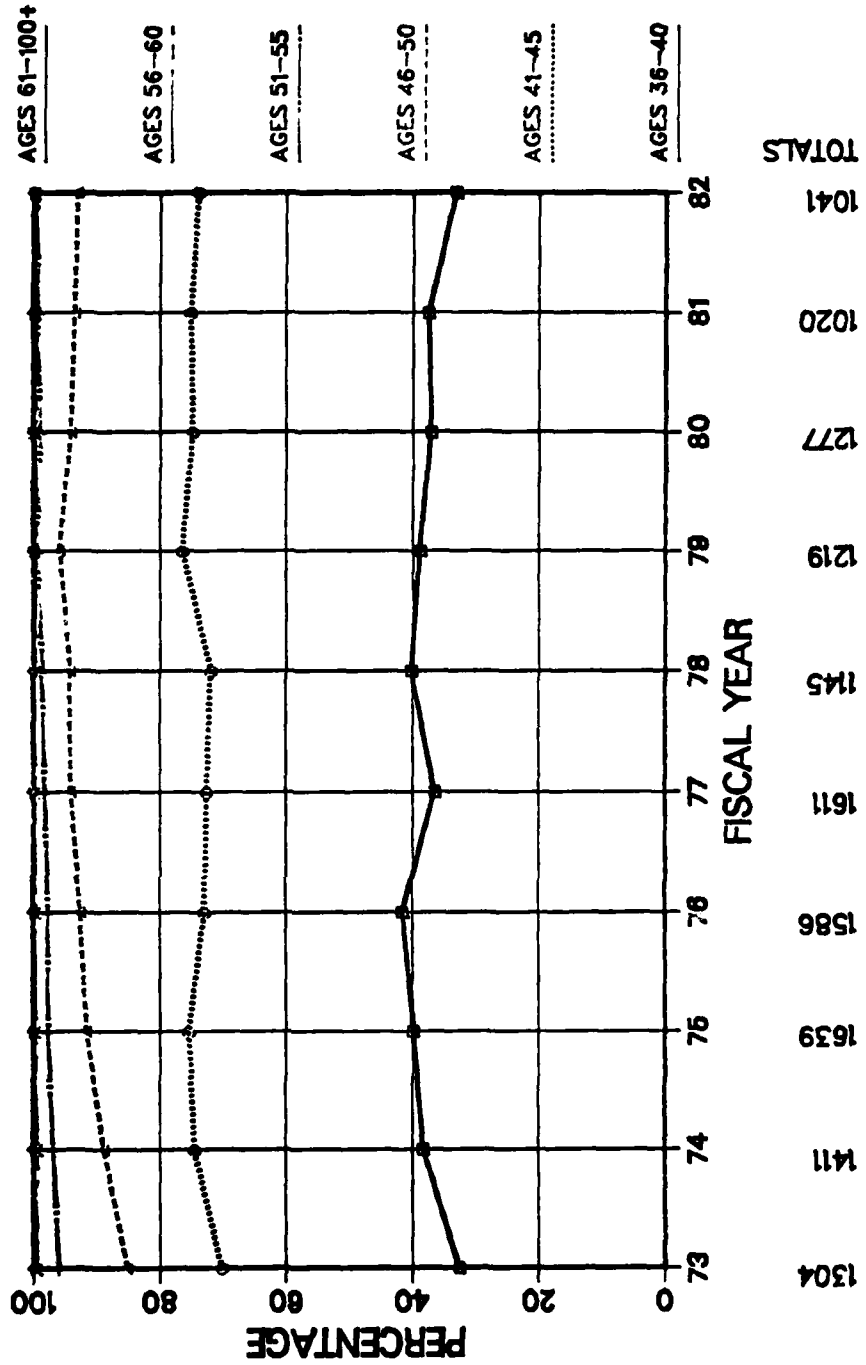


Figure G-32

# NEW REFERREES BY FY -- AGM DOD WIDE -- ACTIVE NON-DISABLED M AG

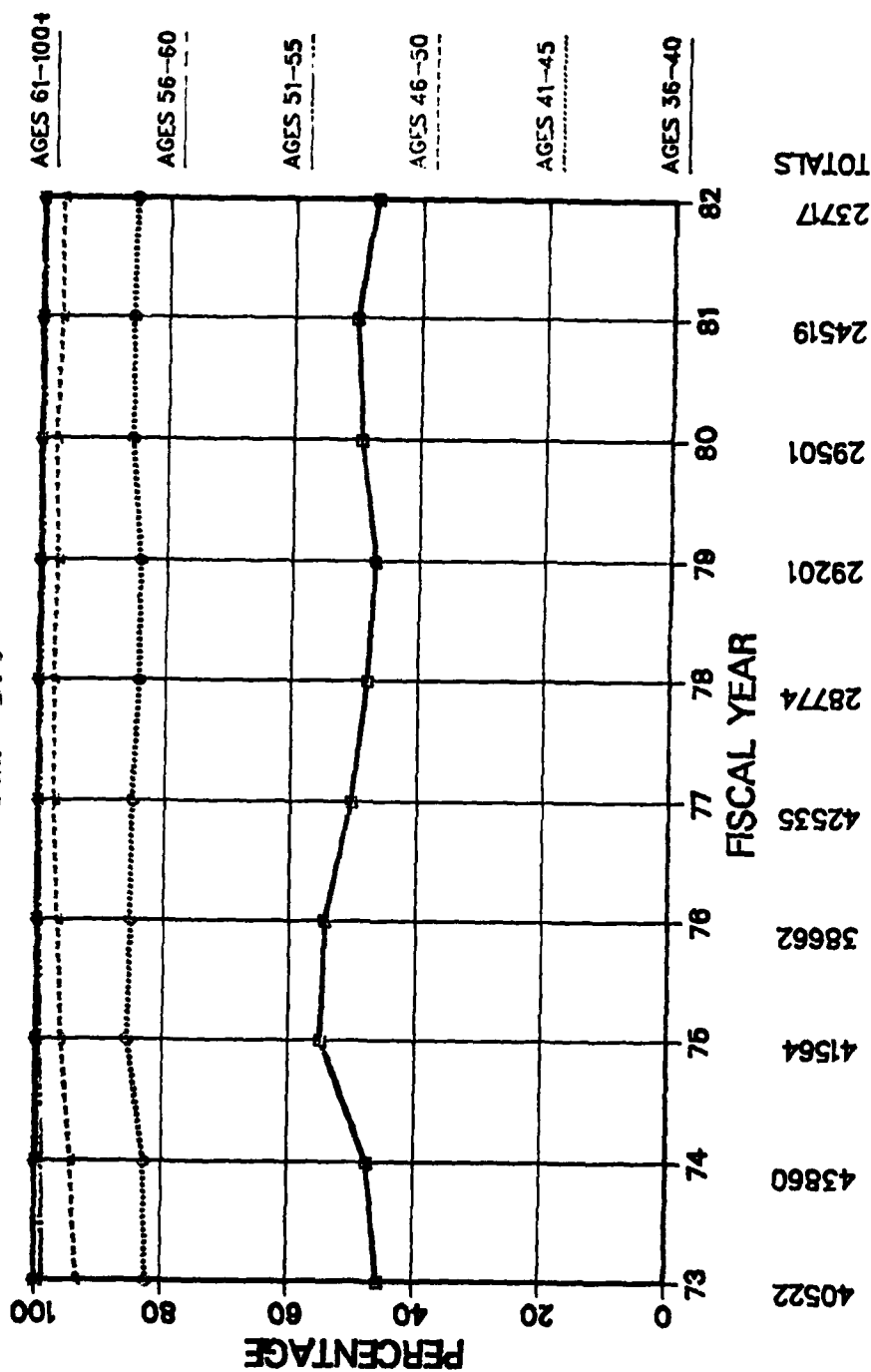


Figure G-33

# NEW RETIREES BY FY -- AGE DOD WIDE -- ACTIVE NON DISABLED

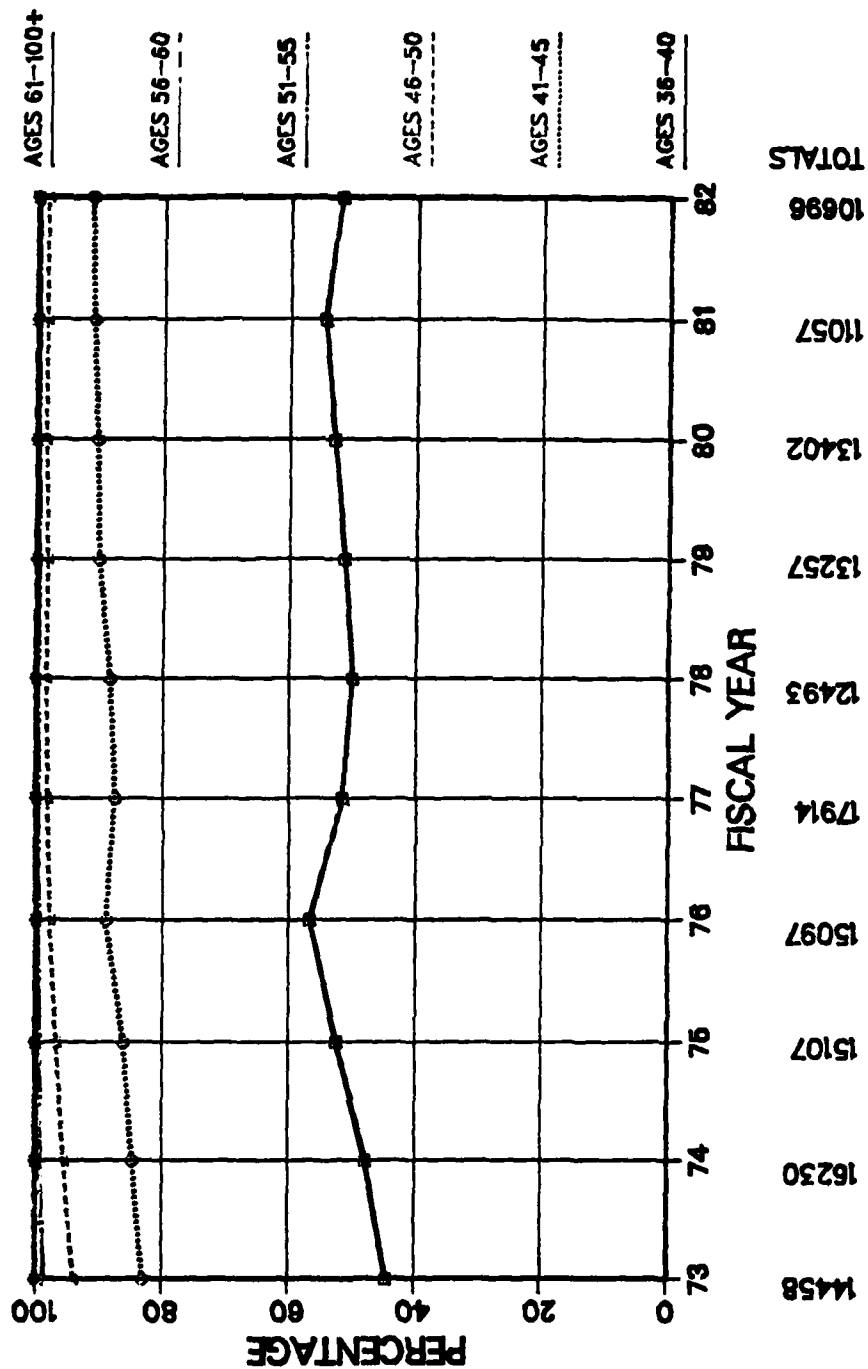




Figure G-34

NEW RETIREES BY FY -- AGE  
ACTIVE NON DISABLED  
ARMY  
01-010

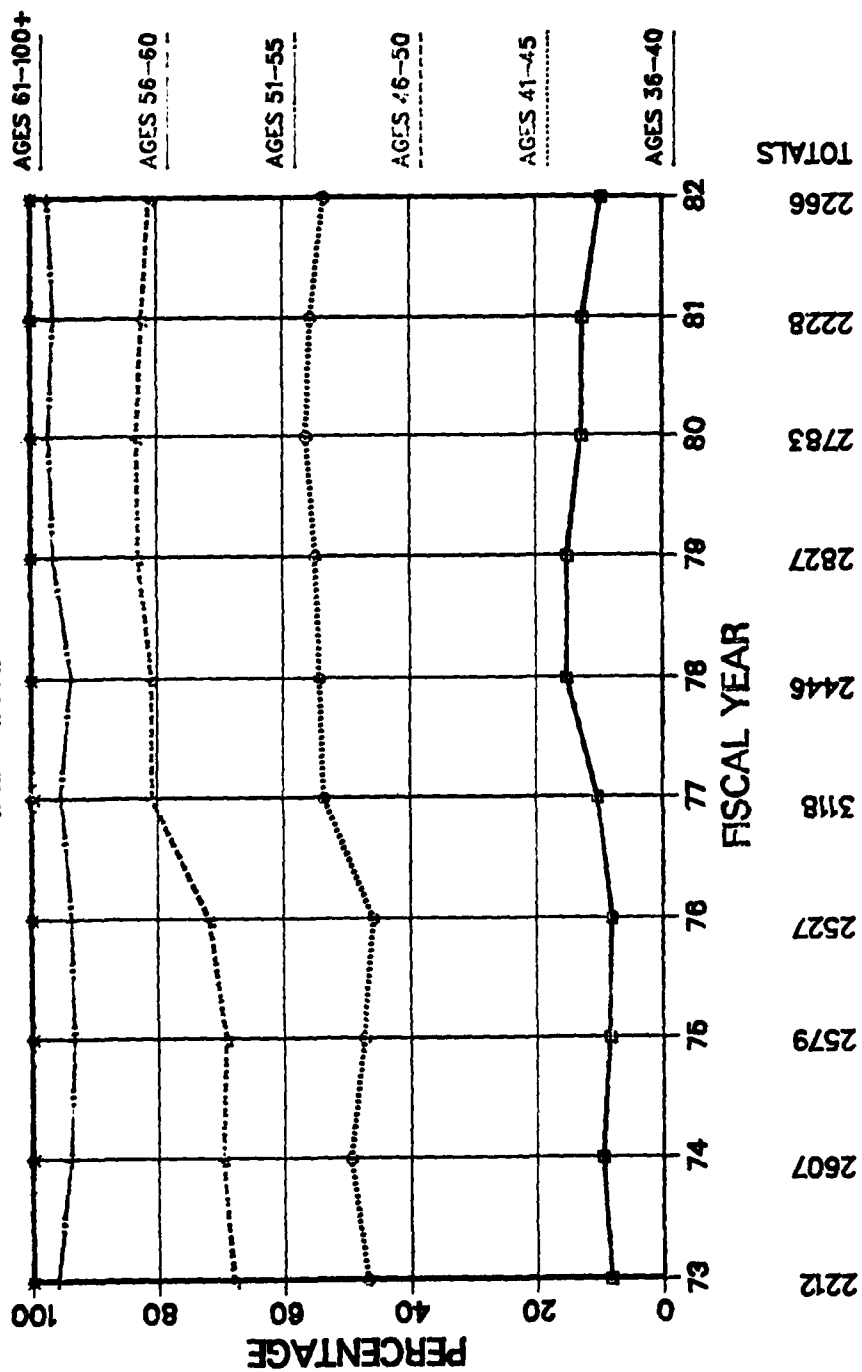


Figure G-35  
 NEW RETIREES BY FY -- AGE  
 ACTIVE NON-DISABLED  
 NAVY  
 01-010

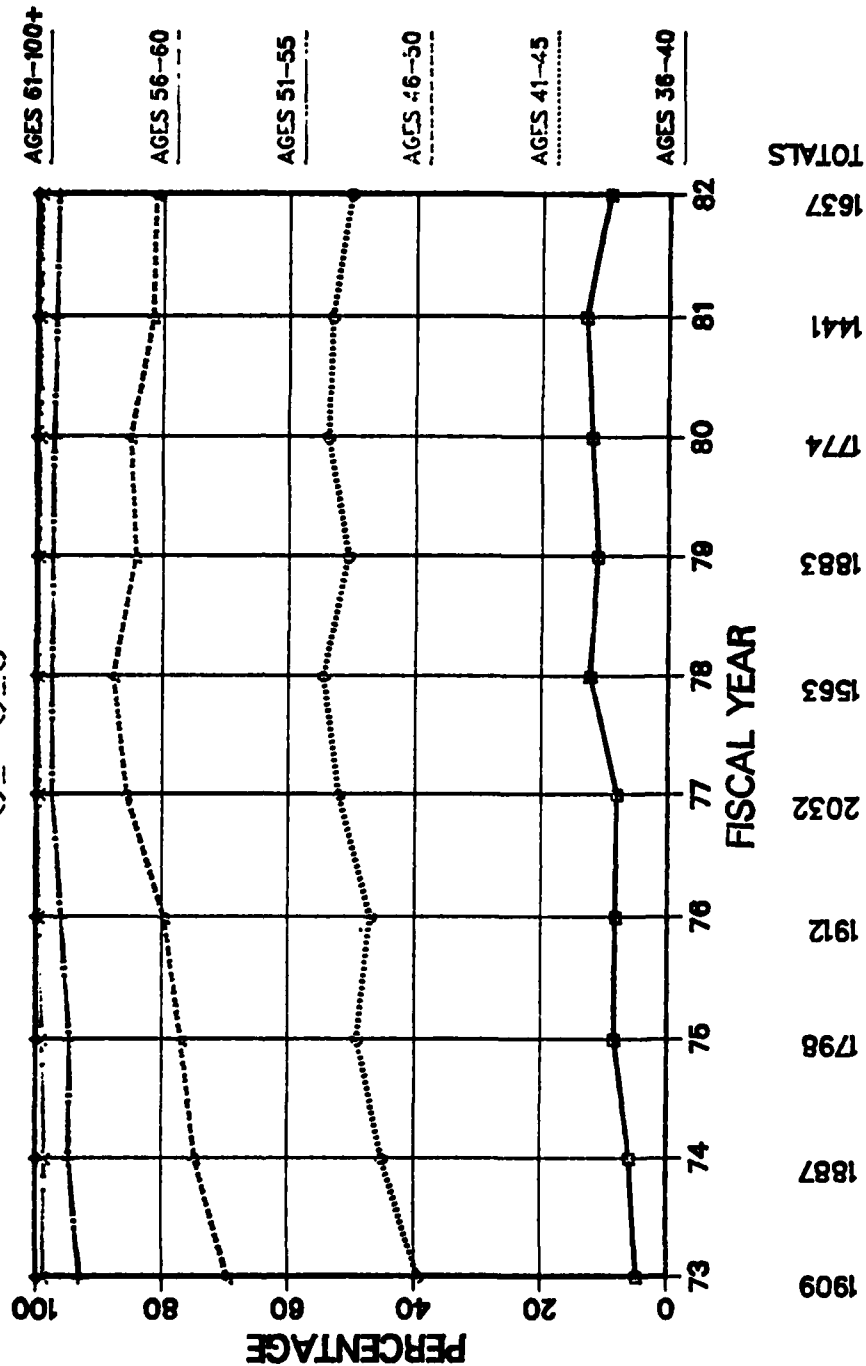


Figure G-36

NEW RETIREES BY FY -- AGE  
ACTIVE NON DISABLED  
AIR FORCE  
01-010

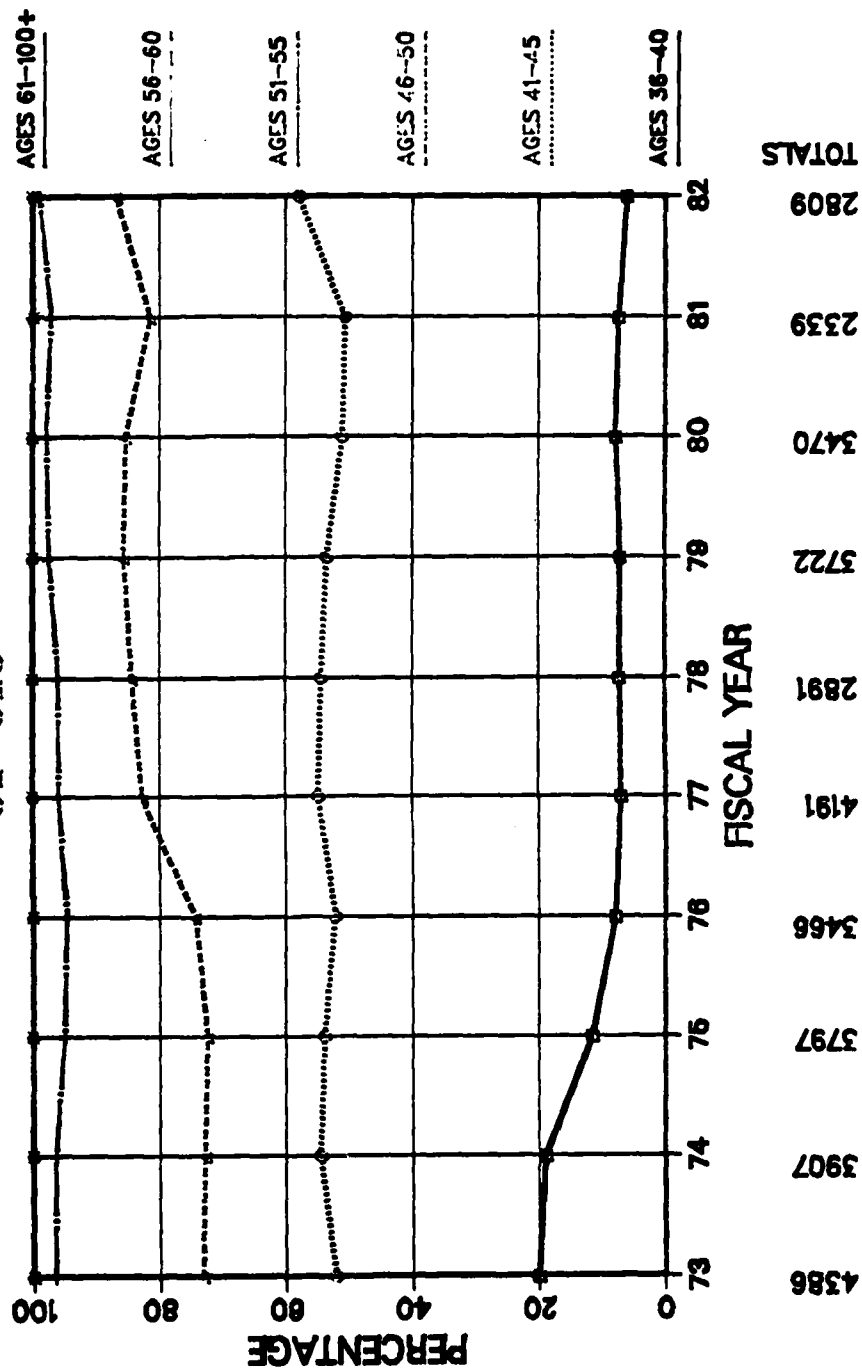


Figure G-37

NEW RETIREES BY FY -- AGE  
ACTIVE NON-DISABLED  
MARINE CORPS  
01-010

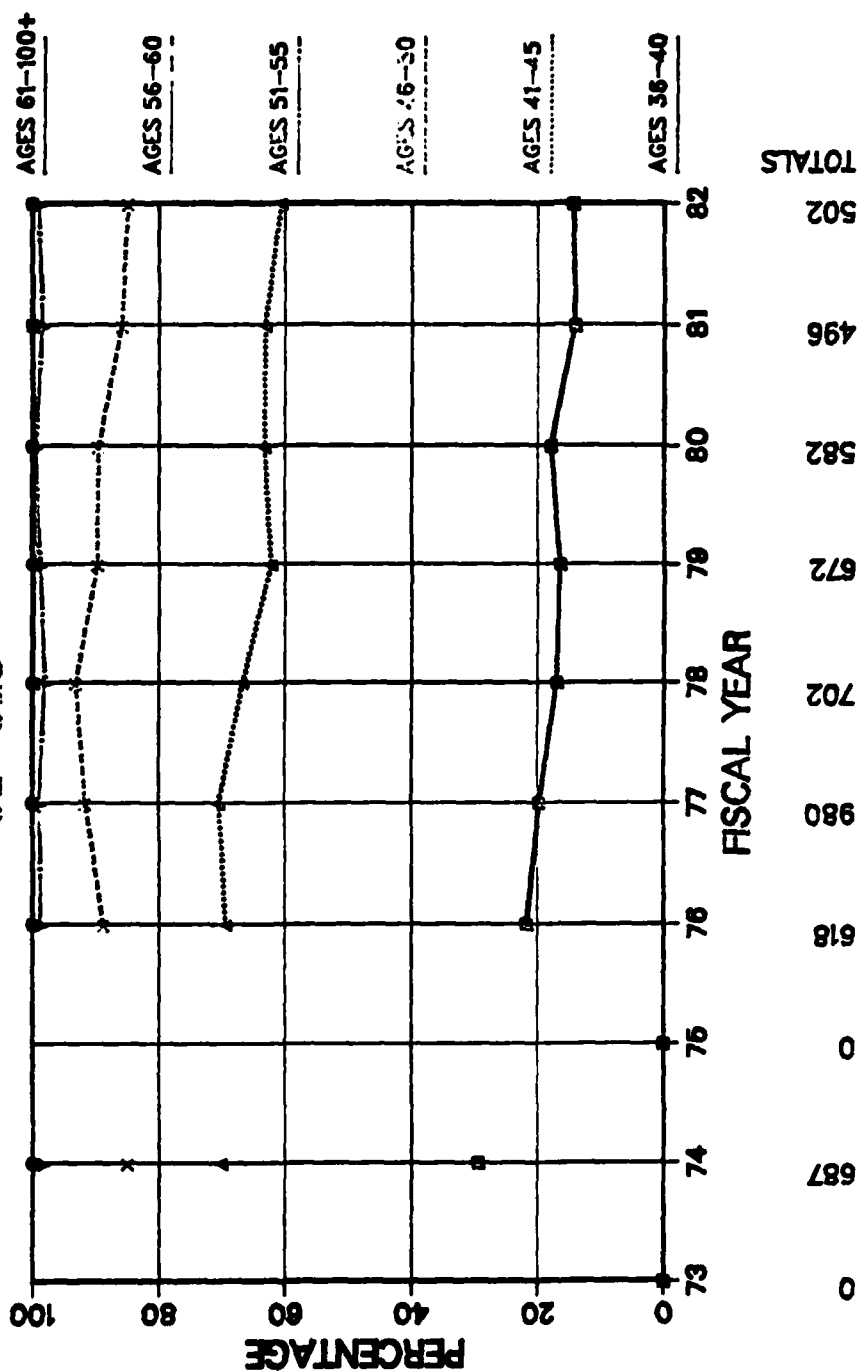


Figure G-38

NEW RETIREES BY FY - AGE  
ACTIVE NON-DISABLED  
ARMY  
W1-W4

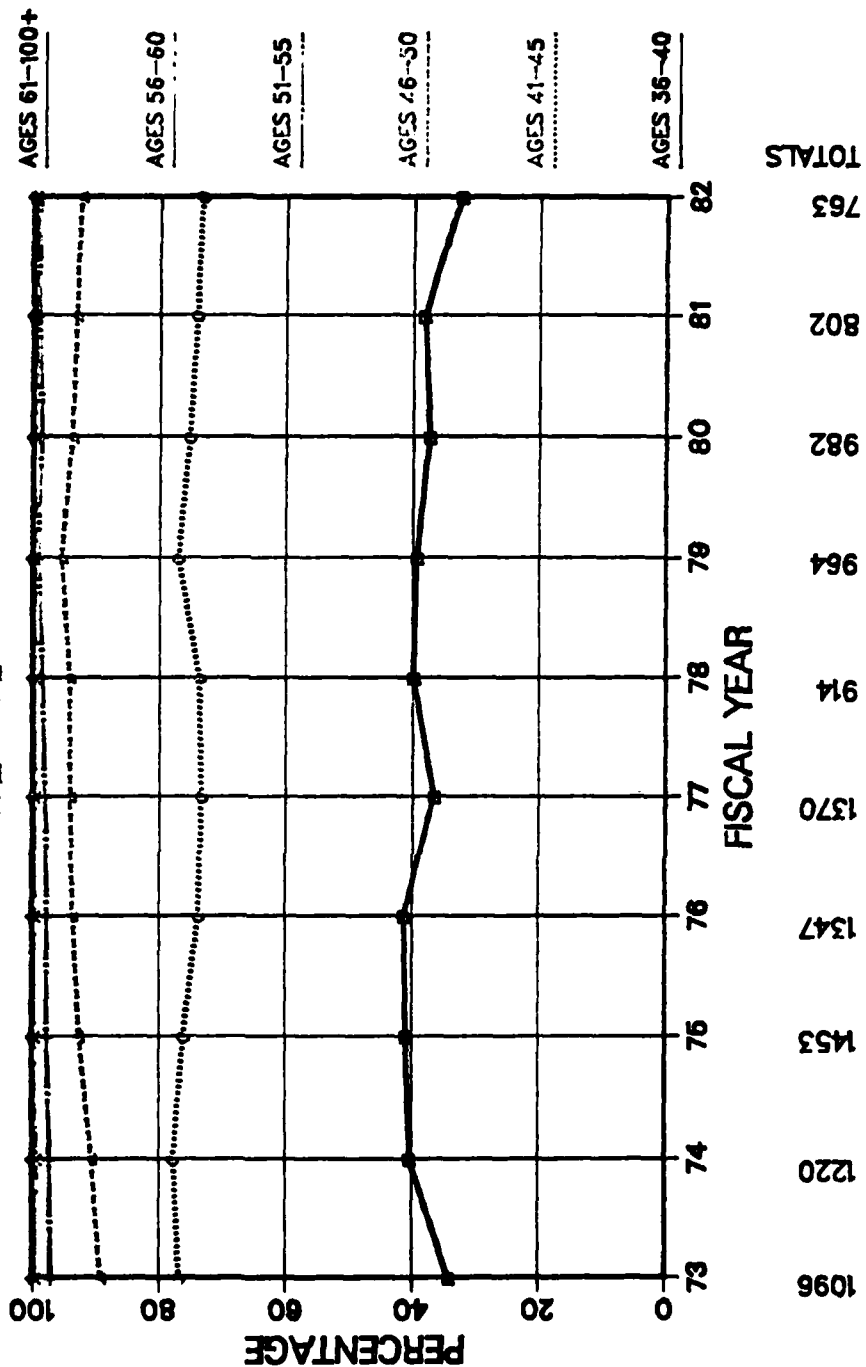


Figure G-39

# NEW RETIREES BY FY - AGE ACTIVE NON DISABLED

NAVY  
W1-W4

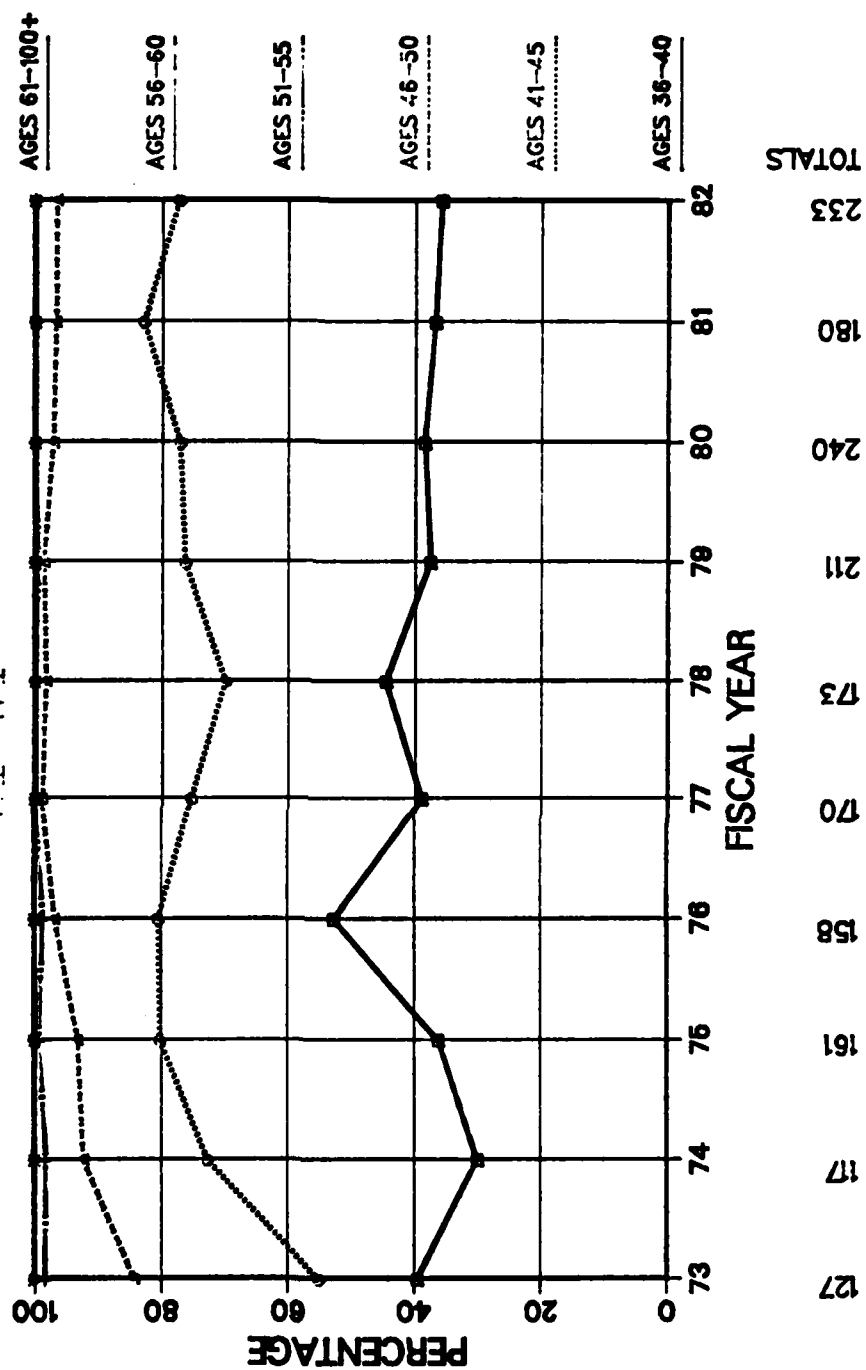


Figure G-40

NEW RETIREES BY FY -- AGE  
ACTIVE NON DISABLED  
MARINE CORPS  
W1-W4

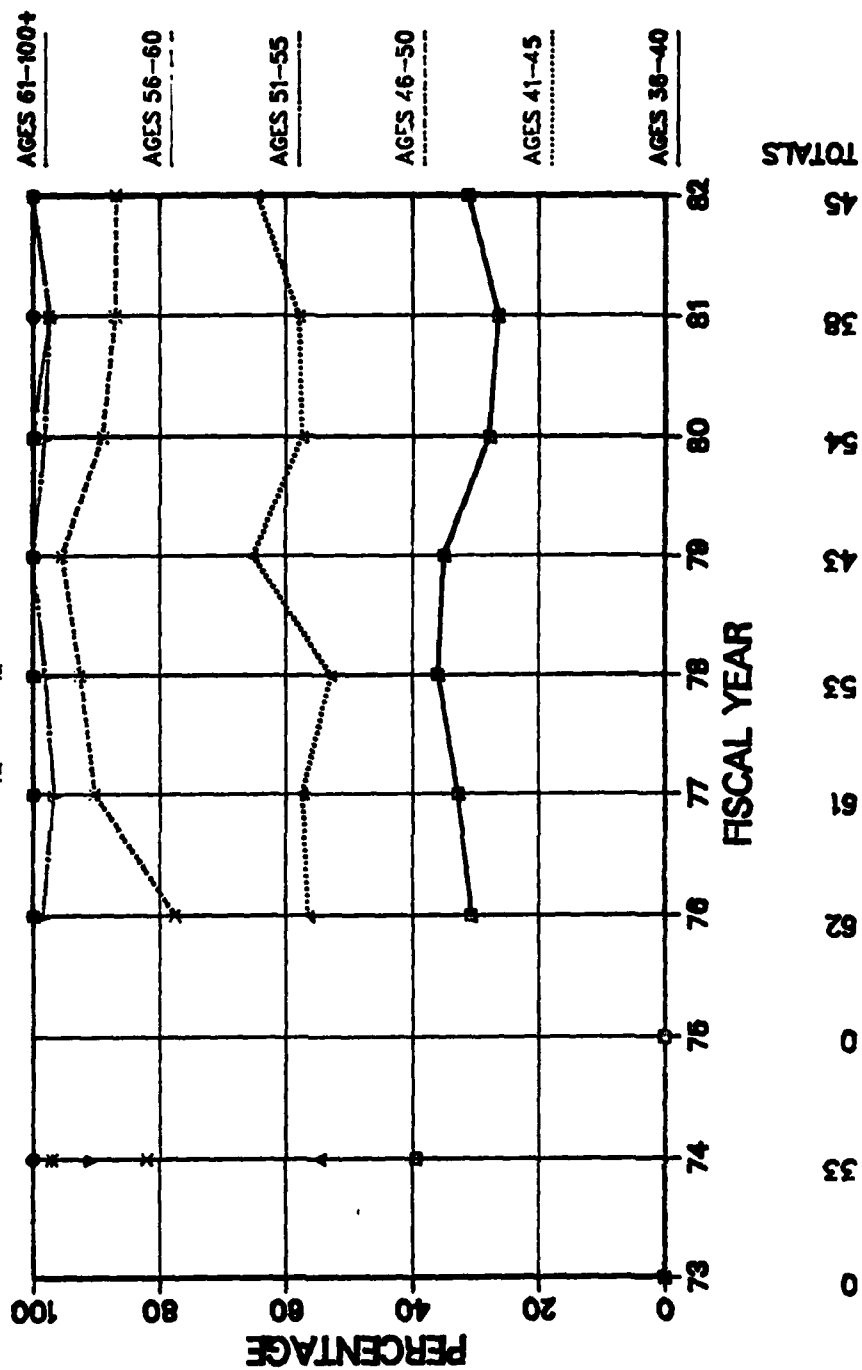


Figure G-41

NEW RETIREES BY FY - AGE  
ACTIVE NON DISABLED  
ARMY  
M1-39

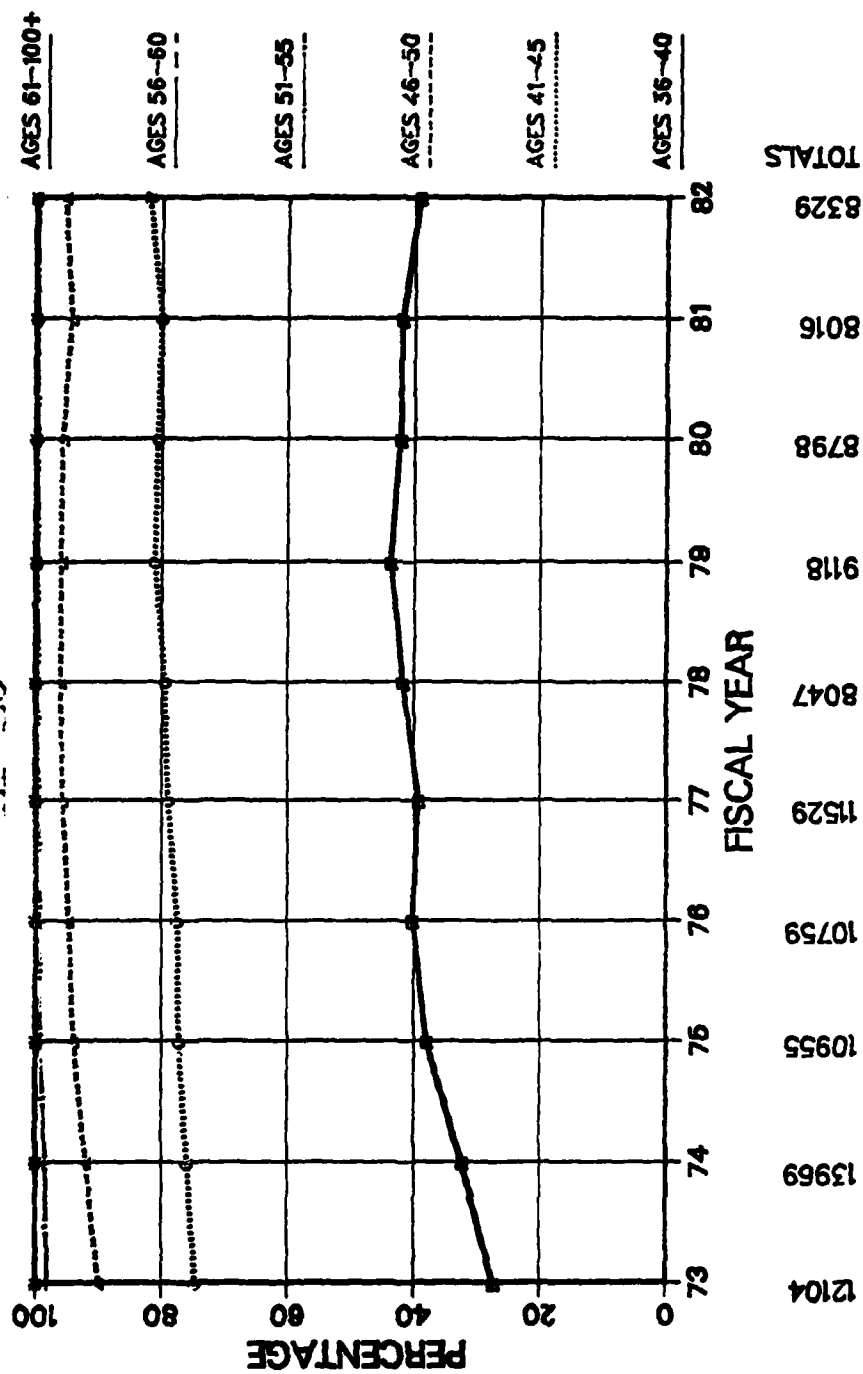




Figure G-42

NEW REQUIRES BY FY -- AGE  
ACTIVE NON DISABLED  
NAVY  
M1-99

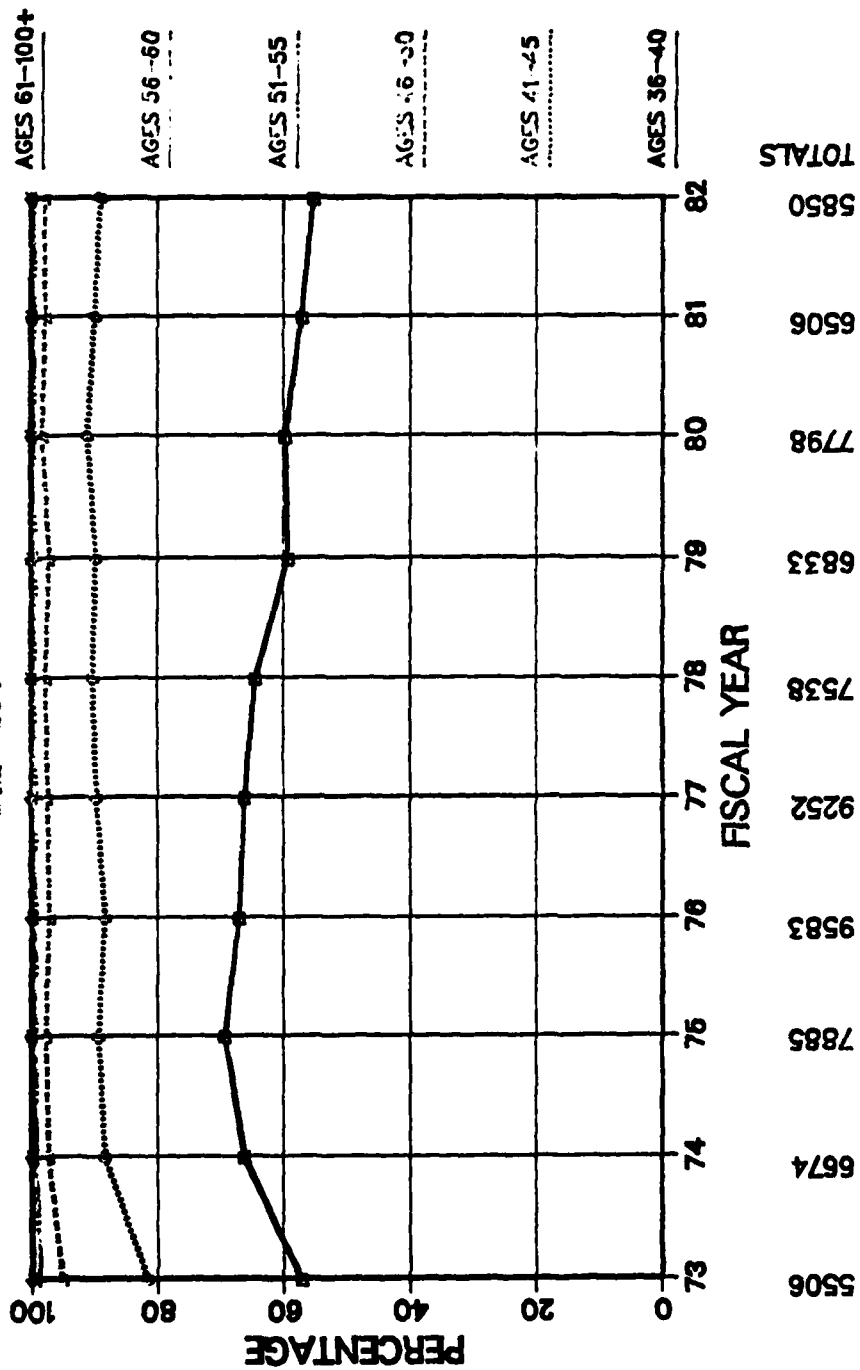


Figure G-43

# NEW RETIREES BY FY -- AGE ACTIVE NON DISABLED MARINE CORPS M-1-69

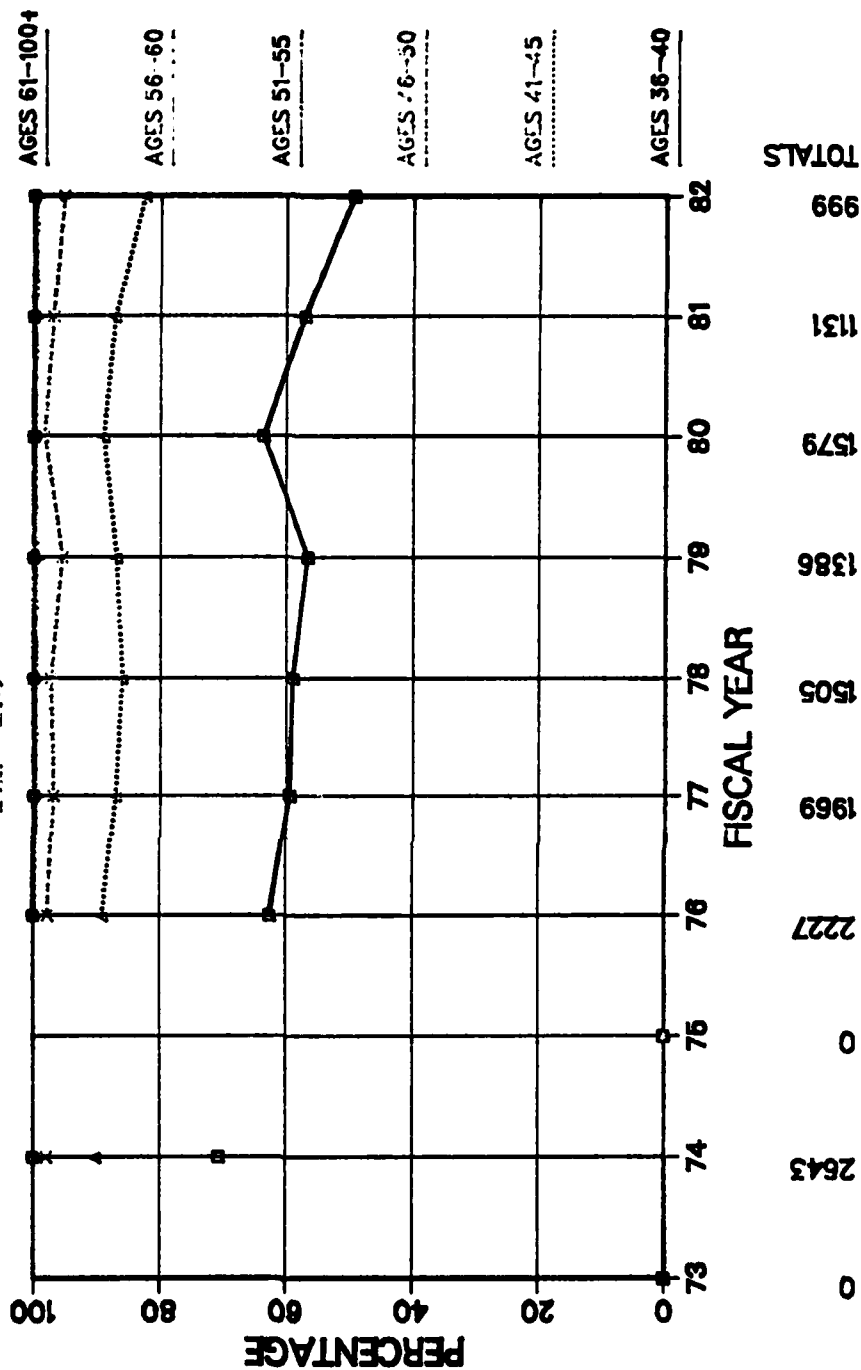


Figure G-44

NEW RETIREES BY FY -- AGE  
ACTIVE NON DISABLED  
AIR FORCE  
M-59

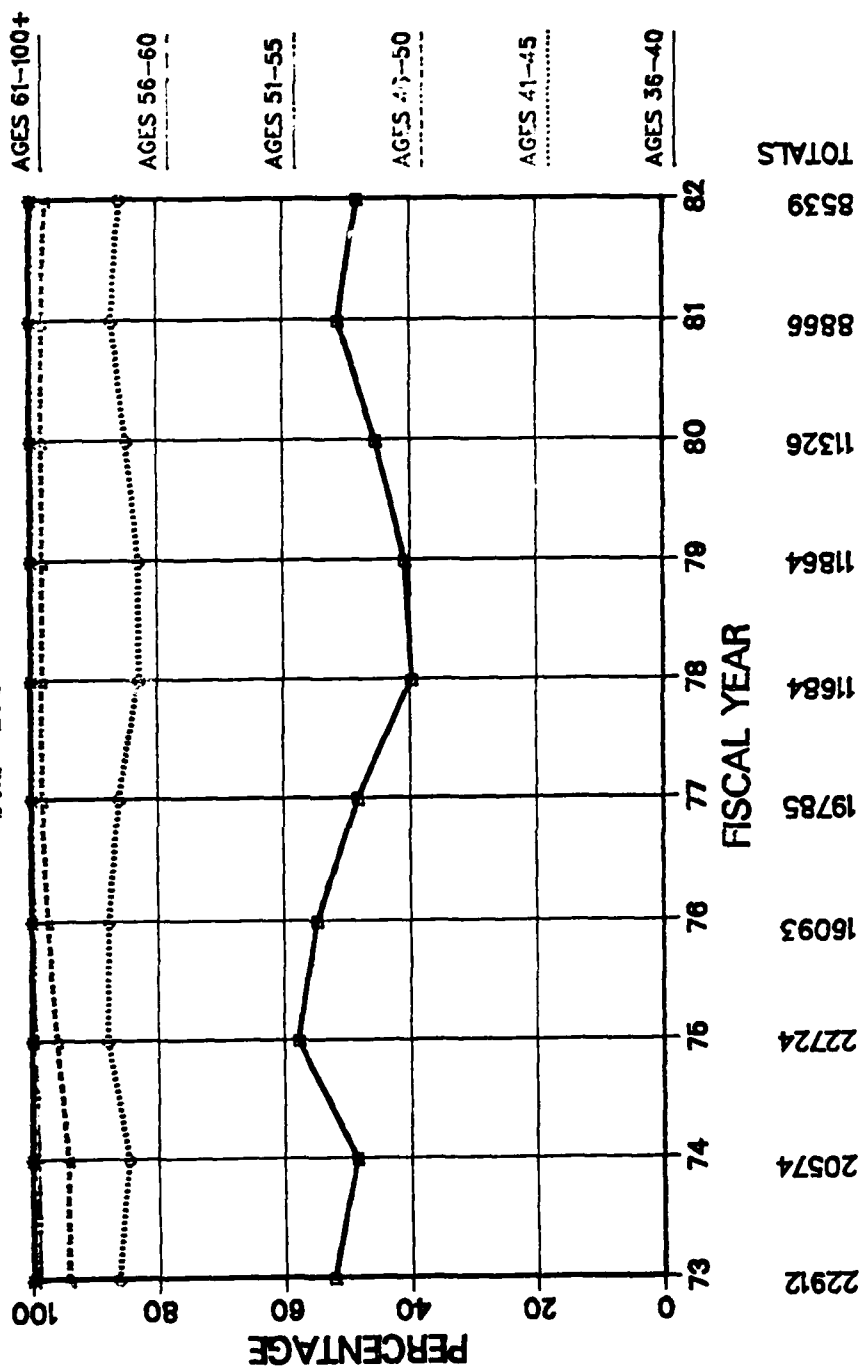


Figure G-45  
AGE DISTRIBUTION OF RETIREES (HUNDREDS)  
DISABLED AND NONDISABLED ACTIVE AND RESERVE  
YEAR=1949

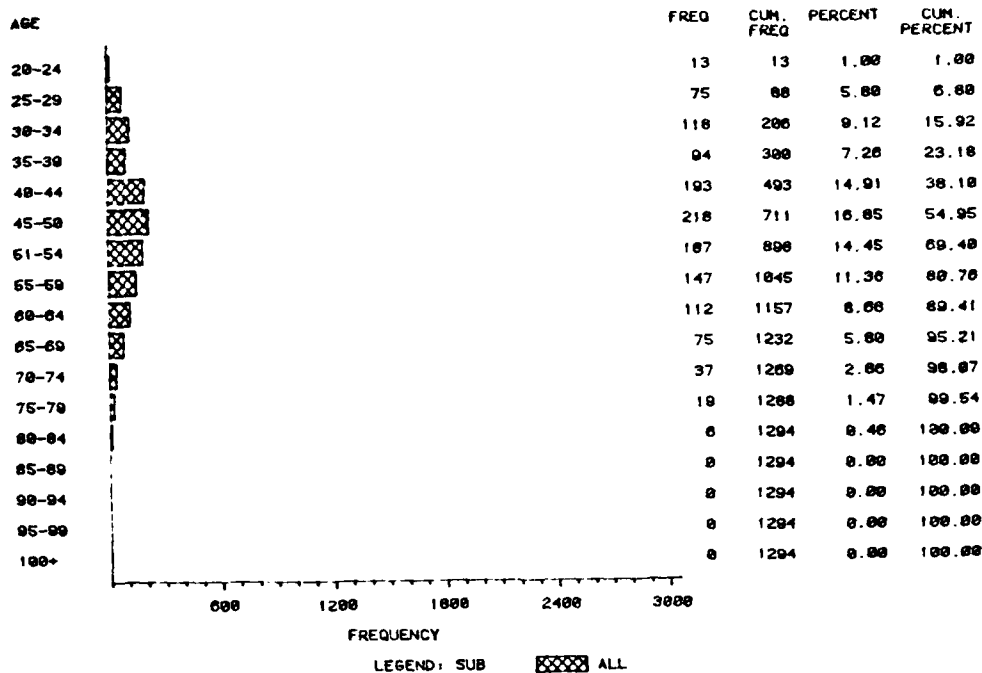


Figure G-46  
AGE DISTRIBUTION OF RETIREES (HUNDREDS)  
DISABLED AND NONDISABLED ACTIVE AND RESERVE  
YEAR=1969

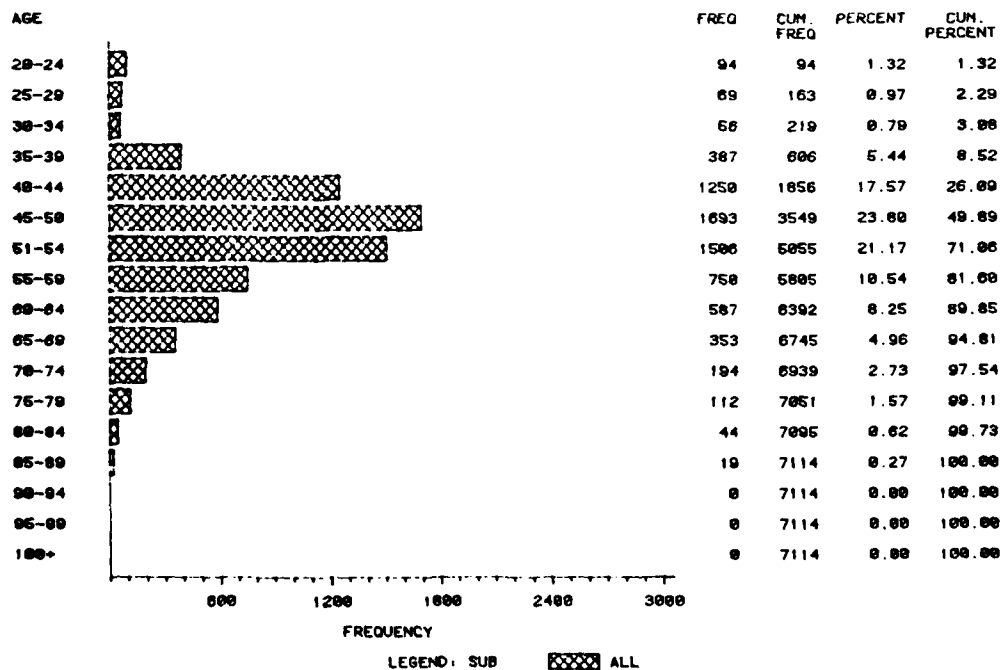


Figure G-41  
AGE DISTRIBUTION OF RETIREES (HUNDREDS)  
DISABLED AND NONDISABLED ACTIVE AND RESERVE  
YEAR=1970

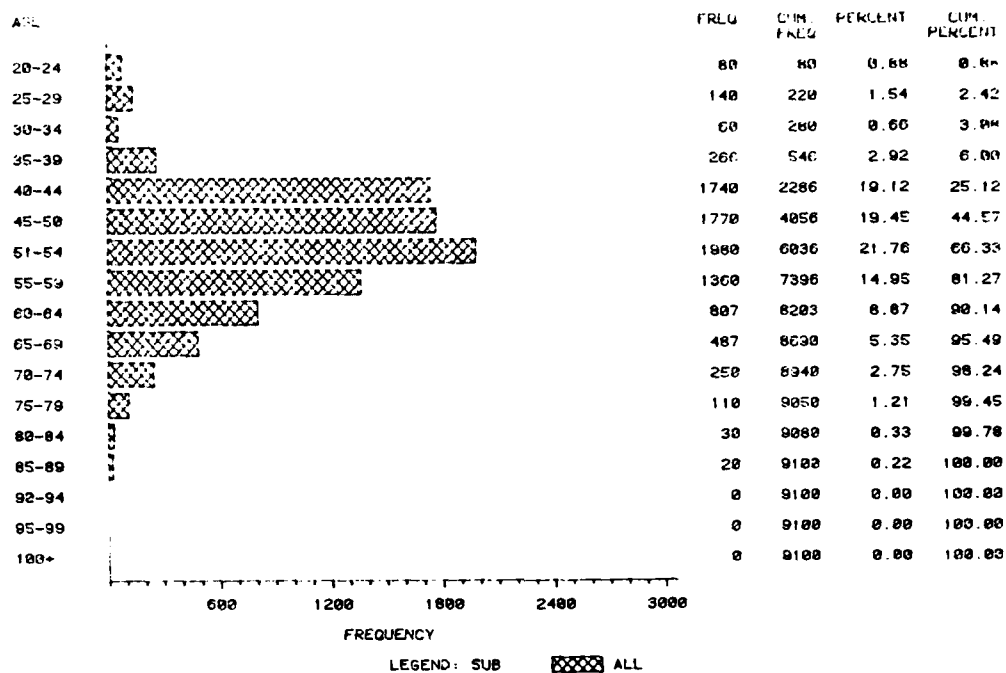


Figure G-42  
AGE DISTRIBUTION OF RETIREES (HUNDREDS)  
DISABLED AND NONDISABLED ACTIVE AND RESERVE  
YEAR=1970

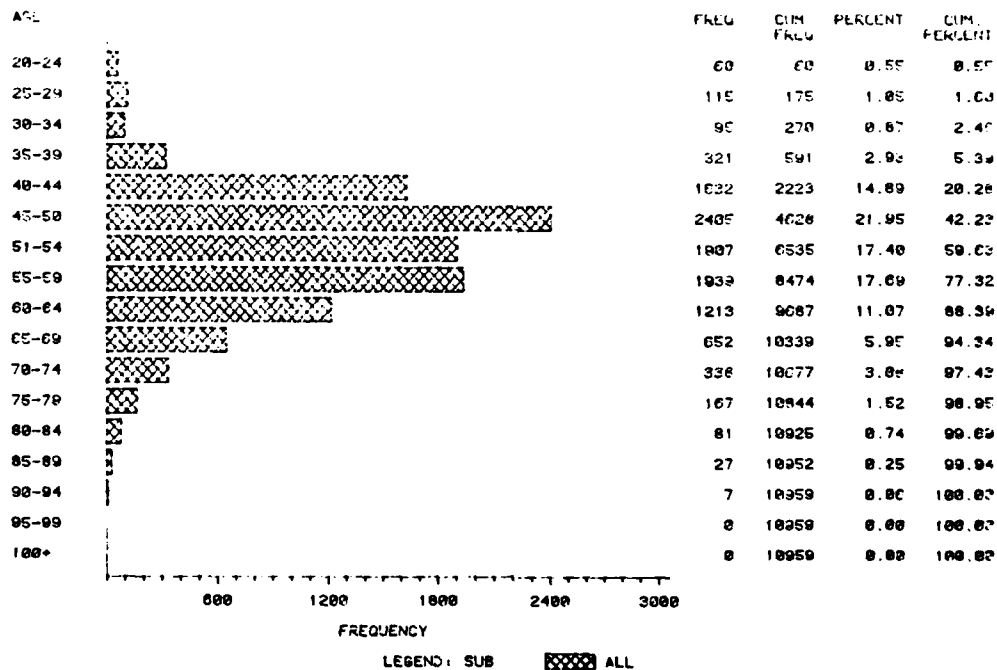


Figure G-49  
AGE DISTRIBUTION OF RETIREES (HUNDREDS)  
DISABLED AND NONDISABLED ACTIVE AND RESERVE  
YEAR=1962

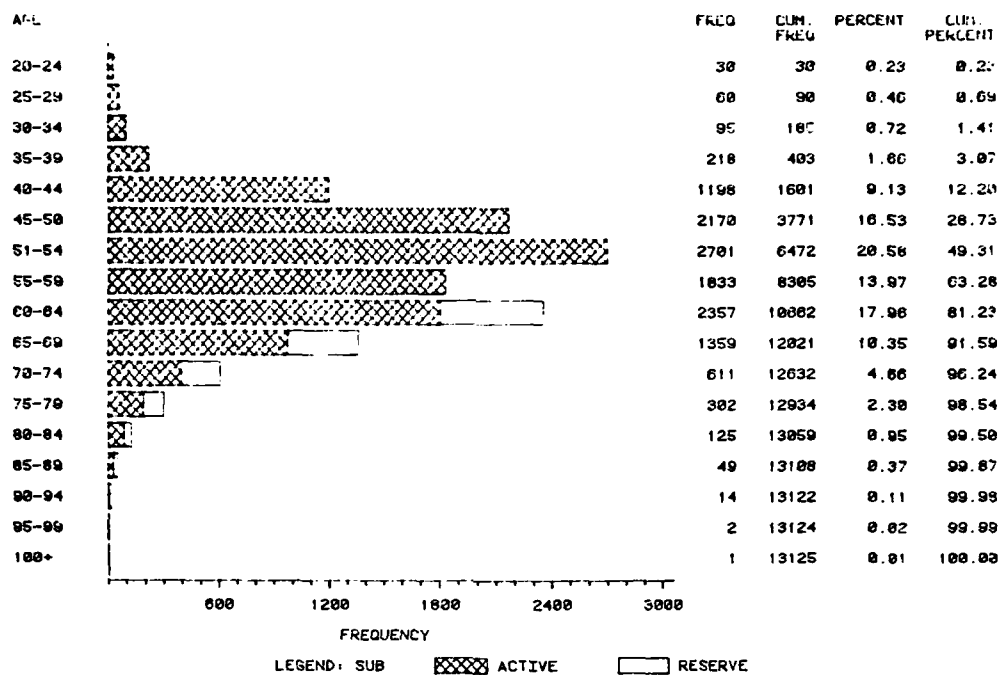


Figure G-50  
AGE DISTRIBUTION OF RETIREES (HUNDREDS)  
DISABLED AND NONDISABLED ACTIVE AND RESERVE  
YEAR=2004

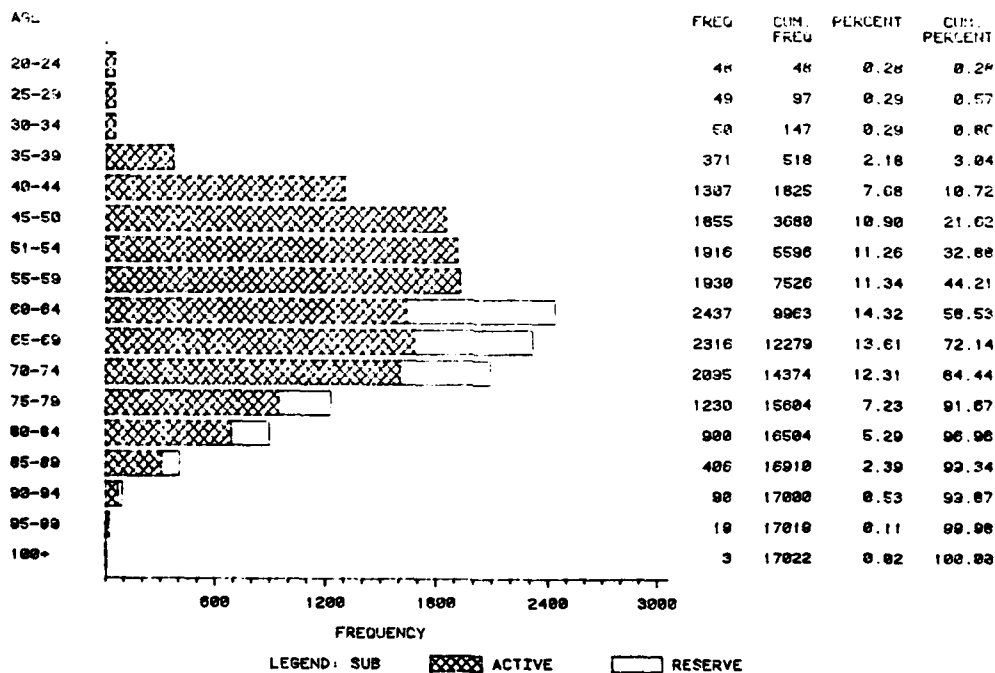


Figure 6-1  
**AGE DISTRIBUTION OF RETIREES (HUNDREDS)**  
 DETACHED AND RE-ESTABLISHED ACTIVE AND RESERVE  
 YEAR-2000

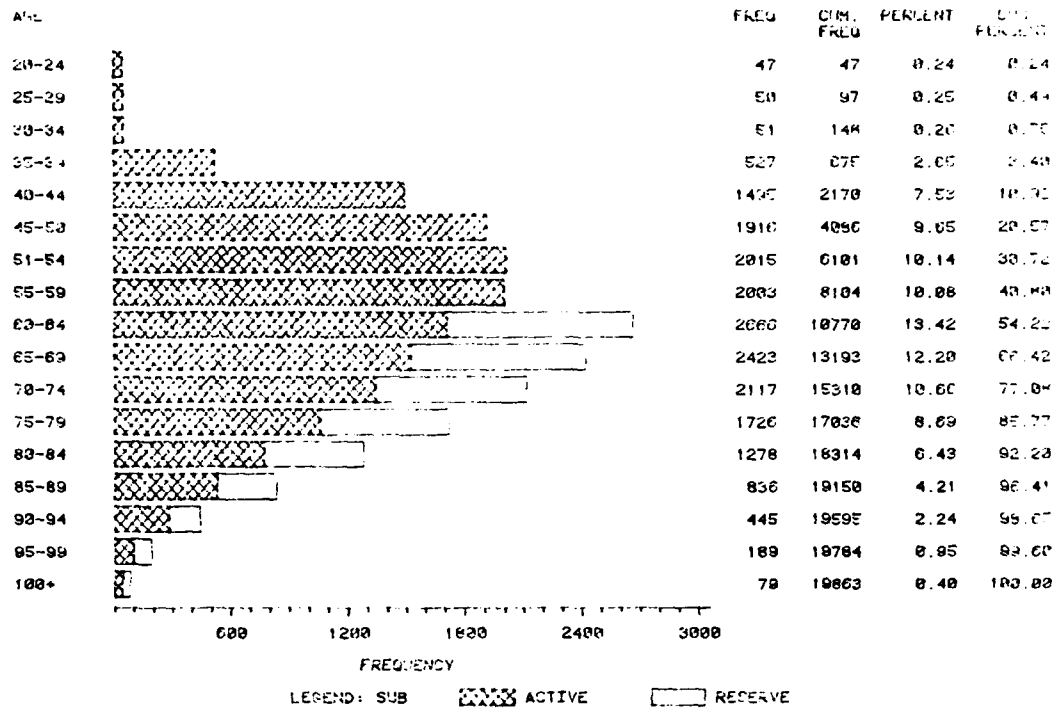


Table G-1  
END FY 1953 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|       | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 25172   | 853669   | 11993   | 625504   | 1605    | 87242    | 10572   | 97745    | 1002    | 43178    |
| 2     | 32882   | 769333   | 13234   | 328075   | 7887    | 158822   | 10065   | 179960   | 1696    | 102476   |
| 3     | 32671   | 603553   | 11451   | 162746   | 7784    | 185788   | 11652   | 220844   | 1784    | 34175    |
| 4     | 18207   | 150555   | 4823    | 27669    | 4540    | 40801    | 7436    | 72674    | 1408    | 9411     |
| 5     | 18660   | 123653   | 5108    | 44945    | 3022    | 29538    | 9359    | 41954    | 1171    | 7216     |
| 6     | 21756   | 115819   | 6389    | 36707    | 3215    | 37539    | 11192   | 34128    | 960     | 7445     |
| 7     | 20112   | 83543    | 7702    | 28898    | 3035    | 22459    | 8624    | 27432    | 751     | 4754     |
| 8     | 19013   | 73012    | 8556    | 28261    | 3093    | 18483    | 6756    | 22470    | 608     | 3798     |
| 9     | 15035   | 66818    | 6807    | 25379    | 2930    | 20493    | 4756    | 17891    | 542     | 3055     |
| 10    | 19020   | 59224    | 8160    | 23134    | 3358    | 16159    | 7014    | 16862    | 488     | 3089     |
| 11    | 32022   | 69984    | 12358   | 27554    | 7170    | 18474    | 11210   | 21502    | 1284    | 2454     |
| 12    | 28256   | 51561    | 11630   | 15024    | 5890    | 14619    | 9183    | 19666    | 1553    | 2252     |
| 13    | 27084   | 42253    | 12718   | 12657    | 4860    | 15956    | 8370    | 11719    | 1136    | 1921     |
| 14    | 11761   | 24367    | 4939    | 5666     | 2653    | 9784     | 3524    | 7584     | 645     | 1333     |
| 15    | 7298    | 15326    | 3043    | 3779     | 2052    | 6409     | 1686    | 4316     | 517     | 822      |
| 16    | 5990    | 10666    | 2437    | 3342     | 1906    | 3994     | 1194    | 2541     | 453     | 789      |
| 17    | 5606    | 12395    | 2082    | 3028     | 1856    | 6338     | 1242    | 2461     | 426     | 568      |
| 18    | 6136    | 8780     | 2500    | 2563     | 2387    | 3794     | 868     | 1977     | 381     | 446      |
| 19    | 4220    | 6639     | 1756    | 1598     | 1614    | 3163     | 511     | 1513     | 339     | 365      |
| 20    | 3467    | 4590     | 1236    | 1433     | 1564    | 1691     | 425     | 1210     | 242     | 256      |
| 21    | 2742    | 3253     | 1182    | 1177     | 966     | 1262     | 461     | 706      | 133     | 108      |
| 22    | 2569    | 1916     | 892     | 647      | 1218    | 732      | 347     | 444      | 112     | 93       |
| 23    | 2482    | 1908     | 730     | 943      | 1153    | 536      | 459     | 323      | 140     | 106      |
| 24    | 2395    | 1776     | 832     | 791      | 1128    | 648      | 273     | 242      | 162     | 95       |
| 25    | 2380    | 1210     | 770     | 671      | 1044    | 267      | 435     | 202      | 131     | 70       |
| 26    | 2154    | 1545     | 748     | 680      | 932     | 588      | 339     | 222      | 135     | 55       |
| 27    | 1903    | 899      | 573     | 356      | 939     | 254      | 268     | 242      | 123     | 47       |
| 28    | 1148    | 837      | 392     | 453      | 484     | 165      | 185     | 182      | 87      | 37       |
| 29    | 1307    | 543      | 601     | 296      | 432     | 128      | 187     | 101      | 87      | 18       |
| 30    | 977     | 477      | 400     | 242      | 446     | 90       | 72      | 121      | 59      | 24       |
| >30   | 2294    | 897      | 1243    | 484      | 568     | 159      | 308     | 222      | 175     | 32       |
| SUM-> | 376719  | 3161001  | 147285  | 1414702  | 81731   | 706375   | 128973  | 809456   | 18730   | 230488   |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |       |       |        |      |       |
|-------|--------|-------|--------|------|-------|-------|--------|------|-------|
| 33000 | 906801 | 12500 | 643655 | 4000 | 88050 | 12100 | 134325 | 1400 | 40771 |
|-------|--------|-------|--------|------|-------|-------|--------|------|-------|



Table G-2  
END FY 1954 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS                             | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|---------------------------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|                                 | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1                               | 26766   | 603650   | 9150    | 292463   | 5582    | 88116    | 10506   | 128870   | 1532    | 94201    |
| 2                               | 29627   | 955848   | 12481   | 620386   | 3707    | 156043   | 12042   | 146032   | 1397    | 33387    |
| 3                               | 21745   | 377845   | 6090    | 79568    | 5553    | 127853   | 8489    | 135543   | 1613    | 34881    |
| 4                               | 21947   | 249894   | 4578    | 35411    | 7223    | 57230    | 8131    | 146244   | 2015    | 11009    |
| 5                               | 14726   | 94224    | 4058    | 27474    | 2899    | 20711    | 6902    | 41340    | 867     | 4699     |
| 6                               | 14885   | 79501    | 4116    | 34168    | 2300    | 16267    | 7762    | 25611    | 707     | 3455     |
| 7                               | 17550   | 85728    | 5090    | 26278    | 2781    | 25345    | 9033    | 29934    | 646     | 4171     |
| 8                               | 17266   | 67445    | 6695    | 22144    | 2304    | 17330    | 7743    | 24759    | 524     | 3212     |
| 9                               | 16282   | 66435    | 7672    | 23189    | 1771    | 17169    | 6385    | 22612    | 454     | 2835     |
| 10                              | 12919   | 56722    | 6143    | 20968    | 1739    | 17079    | 4636    | 16397    | 401     | 2278     |
| 11                              | 16654   | 54559    | 7226    | 20068    | 2394    | 15494    | 6681    | 16743    | 353     | 2254     |
| 12                              | 29946   | 64172    | 11059   | 23139    | 7244    | 17429    | 10327   | 21789    | 1318    | 1815     |
| 13                              | 26702   | 46980    | 10179   | 13399    | 5638    | 14012    | 9302    | 17905    | 1583    | 1664     |
| 14                              | 26558   | 41375    | 12304   | 11178    | 4679    | 16203    | 8452    | 12568    | 1123    | 1426     |
| 15                              | 10995   | 22016    | 4458    | 5217     | 2267    | 9044     | 3647    | 6727     | 623     | 1028     |
| 16                              | 6639    | 12730    | 2791    | 3535     | 1746    | 5139     | 1594    | 3403     | 499     | 653      |
| 17                              | 5835    | 10728    | 2296    | 3034     | 1817    | 4457     | 1285    | 2626     | 437     | 611      |
| 18                              | 5989    | 12441    | 2323    | 2770     | 2007    | 6561     | 1238    | 2666     | 421     | 444      |
| 19                              | 5905    | 8242     | 2460    | 2286     | 1295    | 3550     | 775     | 2052     | 375     | 354      |
| 20                              | 3322    | 4434     | 1257    | 1279     | 1339    | 1725     | 400     | 1176     | 326     | 254      |
| 21                              | 3747    | 4886     | 1393    | 1410     | 1618    | 1906     | 498     | 1417     | 238     | 153      |
| 22                              | 2288    | 2106     | 836     | 908      | 926     | 714      | 404     | 383      | 122     | 101      |
| 23                              | 2213    | 1292     | 696     | 453      | 1084    | 460      | 326     | 301      | 107     | 78       |
| 24                              | 2107    | 1443     | 592     | 656      | 1041    | 415      | 343     | 309      | 131     | 63       |
| 25                              | 2177    | 1401     | 712     | 611      | 1055    | 485      | 253     | 247      | 157     | 58       |
| 26                              | 2161    | 1140     | 752     | 525      | 963     | 282      | 327     | 283      | 119     | 50       |
| 27                              | 1769    | 1202     | 533     | 521      | 849     | 385      | 270     | 255      | 117     | 41       |
| 28                              | 1644    | 779      | 470     | 243      | 822     | 245      | 234     | 261      | 118     | 30       |
| 29                              | 967     | 735      | 276     | 365      | 438     | 151      | 166     | 192      | 87      | 27       |
| 30                              | 1260    | 415      | 574     | 190      | 431     | 138      | 184     | 72       | 71      | 15       |
| >30                             | 1210    | 852      | 247     | 337      | 768     | 110      | 83      | 377      | 112     | 28       |
| SUM->                           | 353801  | 2931220  | 129507  | 1274173  | 76280   | 642048   | 128418  | 809094   | 18593   | 205275   |
| ESTIMATED FIRST YEAR ACCESSIONS |         |          |         |          |         |          |         |          |         |          |
| 30000                           | 594159  | 9200     | 358698  | 5600     | 54917   | 11500    | 108126  | 1700     | 72418   |          |

Table G-3

END FY 1955 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD              |                  | ARMY             |                  | NAVY             |                  | USAF             |                  | USMC             |                  |
|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|       | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |
| 1     | 39458            | 558584           | 16424            | 270503           | 6563             | 104027           | 15425            | 158247           | 1046             | 25807            |
| 2     | 27421            | 625967           | 9002             | 294662           | 5527             | 96016            | 11200            | 141759           | 1692             | 93530            |
| 3     | 20552            | 371956           | 5581             | 133130           | 3178             | 115013           | 10256            | 108363           | 1537             | 15450            |
| 4     | 15970            | 194804           | 2607             | 22233            | 5492             | 51375            | 6078             | 105855           | 1793             | 15341            |
| 5     | 18135            | 154703           | 4138             | 38973            | 4271             | 28190            | 8175             | 80196            | 1551             | 7434             |
| 6     | 11438            | 59825            | 3078             | 22007            | 2402             | 10582            | 5384             | 24211            | 574              | 3025             |
| 7     | 12073            | 61340            | 3259             | 26606            | 2013             | 11123            | 6286             | 21007            | 515              | 2604             |
| 8     | 15328            | 77558            | 4419             | 22706            | 2204             | 21500            | 8199             | 29527            | 506              | 3825             |
| 9     | 15236            | 63849            | 5986             | 20632            | 1472             | 15569            | 7371             | 24396            | 407              | 3252             |
| 10    | 14450            | 62423            | 6822             | 22407            | 1166             | 15850            | 6114             | 21305            | 348              | 2861             |
| 11    | 11526            | 53836            | 5391             | 19718            | 1391             | 16198            | 4394             | 15677            | 350              | 2243             |
| 12    | 15296            | 53426            | 6310             | 19298            | 2282             | 15270            | 6368             | 16597            | 336              | 2261             |
| 13    | 28539            | 63962            | 9807             | 23169            | 7237             | 17415            | 10181            | 21546            | 1314             | 1832             |
| 14    | 25989            | 46580            | 9317             | 13939            | 5485             | 13850            | 9626             | 17096            | 1561             | 1695             |
| 15    | 25790            | 40416            | 11566            | 11795            | 4215             | 15535            | 8921             | 11565            | 1086             | 1521             |
| 16    | 10965            | 21292            | 4189             | 5483             | 1989             | 8560             | 3793             | 6080             | 594              | 1129             |
| 17    | 6485             | 12613            | 3568             | 3642             | 1680             | 5054             | 1623             | 3219             | 475              | 698              |
| 18    | 5928             | 11122            | 2348             | 3052             | 1857             | 4641             | 1301             | 2771             | 422              | 658              |
| 19    | 5904             | 12552            | 2307             | 2741             | 2009             | 6419             | 1184             | 2906             | 404              | 486              |
| 20    | 4571             | 6329             | 1692             | 2263             | 1926             | 2083             | 597              | 1642             | 356              | 341              |
| 21    | 3514             | 4830             | 1309             | 1445             | 1449             | 1883             | 440              | 1294             | 316              | 208              |
| 22    | 3209             | 3352             | 1039             | 1197             | 1442             | 1128             | 506              | 872              | 222              | 155              |
| 23    | 1883             | 1502             | 602              | 745              | 812              | 420              | 357              | 247              | 112              | 90               |
| 24    | 1920             | 1046             | 566              | 390              | 992              | 337              | 264              | 266              | 98               | 53               |
| 25    | 1878             | 1307             | 514              | 584              | 969              | 342              | 274              | 333              | 121              | 48               |
| 26    | 1937             | 1281             | 619              | 563              | 970              | 395              | 205              | 272              | 143              | 51               |
| 27    | 1857             | 1079             | 616              | 503              | 866              | 221              | 269              | 311              | 106              | 44               |
| 28    | 1493             | 1125             | 395              | 503              | 750              | 309              | 236              | 281              | 112              | 32               |
| 29    | 1401             | 744              | 329              | 217              | 743              | 226              | 214              | 275              | 115              | 26               |
| 30    | 867              | 592              | 198              | 260              | 437              | 165              | 163              | 137              | 69               | 30               |
| >30   | 1351             | 709              | 299              | 293              | 738              | 168              | 180              | 225              | 134              | 23               |
| SUM-> | 352364           | 2570704          | 124297           | 985659           | 74527            | 579864           | 135584           | 818478           | 18415            | 186753           |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |        |       |        |      |       |
|-------|--------|-------|--------|------|--------|-------|--------|------|-------|
| 40000 | 655459 | 16500 | 334966 | 6600 | 121411 | 16000 | 171962 | 1200 | 27120 |
|-------|--------|-------|--------|------|--------|-------|--------|------|-------|

Table G-4

END FY 1956 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD     |          |        | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|--------|---------|----------|---------|----------|---------|----------|---------|----------|
|       | OFFICER | ENLISTED |        | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 31059   | 505312   | 12602  | 230859  | 4538     | 126529  | 13352    | 105313  | 567      | 42611   |          |
| 2     | 38958   | 566715   | 15892  | 277800  | 5937     | 119766  | 15954    | 149420  | 1175     | 23729   |          |
| 3     | 18936   | 292776   | 3744   | 91977   | 4784     | 60212   | 87575    | 1164    | 53012    |         |          |
| 4     | 18349   | 248217   | 2869   | 40711   | 5087     | 68924   | 8246     | 121674  | 2147     | 16908   |          |
| 5     | 12179   | 114615   | 2547   | 27003   | 2468     | 24852   | 5930     | 55399   | 1234     | 7361    |          |
| 6     | 13635   | 81263    | 3028   | 28237   | 3281     | 12410   | 6211     | 36118   | 1115     | 4498    |          |
| 7     | 8896    | 47682    | 2330   | 18015   | 2203     | 7600    | 3968     | 18736   | 395      | 3331    |          |
| 8     | 11596   | 64977    | 3247   | 25446   | 1554     | 11911   | 6345     | 23936   | 450      | 3684    |          |
| 9     | 14205   | 80503    | 4093   | 22654   | 1605     | 20598   | 8035     | 32105   | 472      | 5146    |          |
| 10    | 13907   | 58191    | 5516   | 19768   | 986      | 14625   | 7027     | 20303   | 378      | 3495    |          |
| 11    | 13155   | 62218    | 6071   | 21782   | 971      | 16878   | 5771     | 20255   | 342      | 3303    |          |
| 12    | 10898   | 53038    | 4848   | 19257   | 1372     | 15985   | 4313     | 15174   | 365      | 2622    |          |
| 13    | 14646   | 57706    | 5684   | 20480   | 2187     | 17090   | 6447     | 17263   | 328      | 2873    |          |
| 14    | 28918   | 64695    | 9370   | 23820   | 7688     | 17644   | 10444    | 21063   | 1416     | 2168    |          |
| 15    | 26025   | 44238    | 8891   | 14434   | 4784     | 13385   | 10768    | 14366   | 1582     | 2053    |          |
| 16    | 25992   | 40652    | 11884  | 11581   | 3831     | 15614   | 9213     | 11612   | 1064     | 1845    |          |
| 17    | 10252   | 20361    | 3958   | 5449    | 1910     | 8232    | 3801     | 5485    | 583      | 1195    |          |
| 18    | 6395    | 11721    | 2736   | 3658    | 1690     | 4416    | 1498     | 2850    | 471      | 797     |          |
| 19    | 5939    | 12363    | 2280   | 3066    | 1874     | 5248    | 1364     | 3253    | 421      | 796     |          |
| 20    | 4900    | 9499     | 1791   | 2749    | 1820     | 3855    | 888      | 2375    | 401      | 520     |          |
| 21    | 4839    | 6760     | 1804   | 2542    | 2061     | 2236    | 615      | 1710    | 359      | 272     |          |
| 22    | 3024    | 3093     | 948    | 1055    | 1302     | 1047    | 470      | 760     | 304      | 231     |          |
| 23    | 2765    | 2395     | 831    | 968     | 1229     | 709     | 494      | 594     | 211      | 124     |          |
| 24    | 1656    | 1262     | 484    | 683     | 821      | 320     | 247      | 190     | 104      | 69      |          |
| 25    | 1862    | 1061     | 566    | 382     | 973      | 325     | 228      | 309     | 95       | 45      |          |
| 26    | 1711    | 1332     | 483    | 542     | 905      | 321     | 209      | 404     | 114      | 65      |          |
| 27    | 1751    | 1215     | 519    | 576     | 897      | 289     | 200      | 287     | 137      | 63      |          |
| 28    | 1658    | 1156     | 545    | 485     | 790      | 220     | 222      | 415     | 101      | 36      |          |
| 29    | 1269    | 1025     | 231    | 427     | 711      | 240     | 219      | 319     | 108      | 39      |          |
| 30    | 1364    | 707      | 300    | 172     | 743      | 311     | 227      | 190     | 94       | 34      |          |
| >30   | 1161    | 1084     | 127    | 407     | 770      | 204     | 152      | 427     | 112      | 46      |          |
| SUM-> | 351900  | 2457832  | 120219 | 916985  | 71772    | 591996  | 142102   | 765880  | 17809    | 182971  |          |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |        |       |        |      |       |
|-------|--------|-------|--------|------|--------|-------|--------|------|-------|
| 39000 | 508172 | 12650 | 202139 | 6600 | 140243 | 13400 | 128894 | 1400 | 36896 |
|-------|--------|-------|--------|------|--------|-------|--------|------|-------|

Table G-5  
END FY 1957 ESTIMATED STRENGTH BY YEAR OF SERVICE

|       | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| YOS   | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 13320   | 465315   | 14600   | 215446   | 12037   | 90172    | 12934   | 110498   | 1716    | 35905    |
| 2     | 26499   | 401597   | 7888    | 151734   | 5544    | 112959   | 11301   | 100345   | 968     | 36560    |
| 3     | 23506   | 394335   | 9491    | 152325   | 5053    | 96390    | 11148   | 125650   | 1203    | 19971    |
| 4     | 16861   | 196623   | 3265    | 58235    | 3423    | 35764    | 7557    | 70124    | 968     | 32501    |
| 5     | 13149   | 168418   | 2751    | 32557    | 4135    | 42703    | 6691    | 81468    | 1626    | 11690    |
| 6     | 12109   | 98764    | 2433    | 21744    | 2770    | 19549    | 5184    | 51020    | 948     | 6453     |
| 7     | 12451   | 69999    | 2981    | 24920    | 2697    | 10536    | 6034    | 30458    | 928     | 4085     |
| 8     | 7040    | 46655    | 2229    | 14913    | 1708    | 6881     | 3774    | 21791    | 373     | 3070     |
| 9     | 5735    | 64128    | 3267    | 24078    | 1572    | 13264    | 5895    | 23420    | 422     | 3367     |
| 10    | 6817    | 72448    | 3920    | 21787    | 1843    | 17743    | 7958    | 28264    | 453     | 4656     |
| 11    | 5888    | 55706    | 5156    | 19068    | 1300    | 13451    | 7005    | 19900    | 371     | 3288     |
| 12    | 6336    | 57975    | 5871    | 21030    | 1239    | 15290    | 5495    | 18509    | 336     | 3147     |
| 13    | 7021    | 51093    | 5124    | 19141    | 1523    | 14136    | 4383    | 15289    | 361     | 2527     |
| 14    | 8479    | 56679    | 5746    | 20022    | 2286    | 15176    | 6137    | 18691    | 329     | 2791     |
| 15    | 21474   | 60633    | 8816    | 23330    | 6941    | 16426    | 10666   | 18775    | 1353    | 2103     |
| 16    | 45358   | 42819    | 8256    | 14159    | 4539    | 13326    | 10519   | 13295    | 1553    | 2039     |
| 17    | 26145   | 38101    | 11159   | 11455    | 3907    | 14769    | 9099    | 10067    | 1045    | 1810     |
| 18    | 18266   | 18459    | 4026    | 5152     | 1981    | 7002     | 3697    | 5129     | 573     | 1176     |
| 19    | 11043   | 10899    | 2322    | 3459     | 1720    | 4016     | 1535    | 2671     | 461     | 754      |
| 20    | 7697    | 9597     | 1590    | 2748     | 1811    | 3499     | 1280    | 2709     | 395     | 642      |
| 21    | 5884    | 6874     | 1266    | 2088     | 1626    | 2512     | 946     | 1858     | 350     | 416      |
| 22    | 5455    | 5001     | 1253    | 2045     | 1803    | 1482     | 683     | 1248     | 319     | 226      |
| 23    | 4288    | 2414     | 673     | 968      | 1150    | 727      | 417     | 533      | 263     | 187      |
| 24    | 3773    | 1736     | 576     | 712      | 1074    | 452      | 419     | 476      | 183     | 97       |
| 25    | 2968    | 1173     | 386     | 651      | 712     | 226      | 235     | 237      | 87      | 60       |
| 26    | 2425    | 842      | 388     | 313      | 853     | 228      | 194     | 260      | 79      | 42       |
| 27    | 2204    | 1164     | 350     | 514      | 769     | 245      | 179     | 354      | 93      | 52       |
| 28    | 2296    | 934      | 355     | 395      | 756     | 231      | 173     | 260      | 108     | 49       |
| 29    | 1444    | 856      | 343     | 334      | 639     | 187      | 174     | 305      | 81      | 31       |
| 30    | 1364    | 944      | 272     | 336      | 774     | 269      | 209     | 249      | 105     | 41       |
| >30   | 2785    | 974      | 220     | 275      | 783     | 271      | 193     | 265      | 102     | 41       |
| SUM-> | 330080  | 2403155  | 116973  | 865934   | 78968   | 569882   | 142114  | 774118   | 18152   | 179777   |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |       |       |        |      |       |
|-------|--------|-------|--------|-------|-------|-------|--------|------|-------|
| 50300 | 482526 | 14600 | 248184 | 17300 | 80360 | 16000 | 123523 | 2400 | 30459 |
|-------|--------|-------|--------|-------|-------|-------|--------|------|-------|

NOTE: FOR DOD, YOS = LENGTH OF SERVICE FOR PAY PURPOSES.  
DATA INTERPOLATED FROM YEARS 1956/1958 FOR ARMY, NAVY, USMC, AND USAF.

Table G-6

END FY 1958 ESTIMATED STRENGTH BY YEAR OF SERVICE

| DOD    |                  | ARMY             |                  | NAVY             |                  | USAF             |                  | USMC             |                  |
|--------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| YOS    | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |
| 1      | 22843            | 425317           | 12601            | 225695           | 2764             | 96140            | 6908             | 76835            | 570              |
| 2      | 25373            | 421514           | 7612             | 182708           | 6773             | 99984            | 9867             | 97472            | 1121             |
| 3      | 20341            | 297882           | 3174             | 72609            | 6550             | 99388            | 9249             | 95377            | 1368             |
| 4      | 14830            | 221955           | 3089             | 26850            | 4168             | 73013            | 6342             | 105879           | 1231             |
| 5      | 11487            | 100470           | 2785             | 24492            | 2061             | 11316            | 5869             | 52672            | 772              |
| 6      | 12055            | 88618            | 2632             | 24402            | 3183             | 16482            | 5136             | 41262            | 1104             |
| 7      | 10489            | 82913            | 2319             | 16484            | 3072             | 14245            | 4437             | 46640            | 661              |
| 8      | 11644            | 58735            | 2933             | 21603            | 2113             | 8662             | 5857             | 24798            | 741              |
| 9      | 7269             | 45627            | 2127             | 11811            | 1212             | 6162             | 3580             | 24845            | 350              |
| 10     | 10716            | 63278            | 3287             | 22710            | 1590             | 14616            | 5445             | 22903            | 394              |
| 11     | 14139            | 64393            | 3746             | 20919            | 2080             | 14887            | 7880             | 24422            | 433              |
| 12     | 13755            | 53221            | 4796             | 18368            | 1613             | 12277            | 6982             | 19496            | 364              |
| 13     | 12726            | 53732            | 5671             | 20278            | 1507             | 13701            | 5219             | 16762            | 329              |
| 14     | 11881            | 49147            | 5400             | 19025            | 1673             | 12287            | 4452             | 15403            | 356              |
| 15     | 14348            | 55651            | 5807             | 19563            | 2384             | 13262            | 5827             | 20118            | 330              |
| 16     | 26633            | 56570            | 8262             | 22839            | 6193             | 15208            | 10888            | 16486            | 1290             |
| 17     | 23707            | 41399            | 7621             | 13883            | 4293             | 13267            | 10270            | 12224            | 1523             |
| 18     | 24425            | 35549            | 10433            | 11328            | 3982             | 13924            | 8985             | 8522             | 1025             |
| 19     | 10300            | 16556            | 4094             | 4854             | 2051             | 5772             | 3592             | 4773             | 563              |
| 20     | 5680             | 10076            | 1907             | 3259             | 1750             | 3616             | 1572             | 2491             | 451              |
| 21     | 4210             | 6831             | 899              | 2429             | 1748             | 1749             | 1195             | 2165             | 368              |
| 22     | 3474             | 4248             | 741              | 1427             | 1431             | 1169             | 1004             | 1341             | 298              |
| 23     | 3276             | 3241             | 702              | 1548             | 1545             | 727              | 750              | 786              | 279              |
| 24     | 1981             | 1735             | 398              | 881              | 997              | 406              | 364              | 306              | 222              |
| 25     | 1738             | 1076             | 321              | 455              | 919              | 194              | 344              | 358              | 154              |
| 26     | 1184             | 1083             | 288              | 618              | 603              | 131              | 223              | 283              | 70               |
| 27     | 1166             | 622              | 210              | 243              | 733              | 130              | 160              | 210              | 63               |
| 28     | 1068             | 996              | 217              | 486              | 632              | 168              | 148              | 303              | 71               |
| 29     | 1030             | 652              | 191              | 213              | 615              | 173              | 145              | 233              | 79               |
| 30     | 812              | 556              | 140              | 183              | 487              | 153              | 125              | 195              | 60               |
| >30    | 1451             | 863              | 313              | 245              | 837              | 298              | 199              | 178              | 101              |
| SUM--> | 326031           | 2264506          | 104716           | 792408           | 71559            | 563507           | 133014           | 735738           | 16741            |
|        |                  |                  |                  |                  |                  |                  |                  |                  | 172754           |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |       |       |       |      |       |
|-------|--------|-------|--------|-------|-------|-------|-------|------|-------|
| 61400 | 397630 | 17800 | 204764 | 11900 | 89751 | 29100 | 76424 | 2600 | 26681 |
|-------|--------|-------|--------|-------|-------|-------|-------|------|-------|

Table G-7

END FY 1959 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|       | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 4284    | 352666   | 1237    | 198759   | 801     | 75474    | 1891    | 107263   | 359     | 31170    |
| 2     | 17302   | 324880   | 5775    | 161012   | 4642    | 76931    | 5816    | 60151    | 1069    | 26786    |
| 3     | 22258   | 251820   | 6613    | 60061    | 6251    | 78586    | 7919    | 86482    | 1475    | 26691    |
| 4     | 16041   | 209024   | 2773    | 24819    | 4329    | 81818    | 7868    | 86898    | 1073    | 15489    |
| 5     | 12594   | 114841   | 2586    | 23703    | 2406    | 31504    | 6753    | 52480    | 849     | 7154     |
| 6     | 11703   | 95313    | 2952    | 21760    | 2451    | 17611    | 5707    | 46496    | 592     | 9446     |
| 7     | 12970   | 81716    | 3845    | 22749    | 3199    | 16068    | 5212    | 37342    | 814     | 5557     |
| 8     | 10823   | 85943    | 3195    | 16216    | 2242    | 19072    | 4818    | 45552    | 565     | 5103     |
| 9     | 10782   | 73156    | 2823    | 20986    | 1801    | 9465     | 5503    | 39333    | 645     | 3372     |
| 10    | 5790    | 37520    | 2207    | 11698    | 1033    | 5887     | 2218    | 17305    | 328     | 2630     |
| 11    | 5853    | 55339    | 2520    | 20452    | 1140    | 9433     | 2386    | 22519    | 378     | 2935     |
| 12    | 7024    | 68382    | 2632    | 18594    | 1456    | 16647    | 2477    | 29186    | 412     | 3955     |
| 13    | 5463    | 47481    | 2164    | 15989    | 1079    | 10260    | 1825    | 18285    | 365     | 2947     |
| 14    | 6291    | 57194    | 2923    | 12679    | 1192    | 15305    | 1814    | 18566    | 319     | 2888     |
| 15    | 7387    | 50808    | 3593    | 18531    | 1501    | 14438    | 1852    | 15502    | 365     | 2337     |
| 16    | 10277   | 52737    | 3589    | 18920    | 2381    | 15656    | 4051    | 15505    | 327     | 2665     |
| 17    | 32531   | 64443    | 5867    | 24662    | 6985    | 16433    | 18452   | 21291    | 1227    | 2057     |
| 18    | 34865   | 44998    | 10913   | 15029    | 4557    | 12603    | 17920   | 15366    | 1474    | 2000     |
| 19    | 24829   | 43371    | 8451    | 14081    | 4050    | 14791    | 11313   | 12641    | 1017    | 1858     |
| 20    | 13520   | 21069    | 6040    | 6057     | 2017    | 7120     | 4904    | 6901     | 560     | 991      |
| 21    | 8490    | 8413     | 4028    | 3155     | 1563    | 2111     | 2507    | 2713     | 392     | 434      |
| 22    | 6338    | 6374     | 2588    | 2366     | 1505    | 1650     | 1937    | 2029     | 308     | 329      |
| 23    | 5344    | 4860     | 2212    | 2044     | 1244    | 1001     | 1624    | 1580     | 266     | 235      |
| 24    | 4570    | 3657     | 1923    | 1703     | 1298    | 750      | 1104    | 1064     | 245     | 140      |
| 25    | 3312    | 2014     | 1488    | 988      | 864     | 372      | 764     | 524      | 196     | 130      |
| 26    | 2745    | 1530     | 1216    | 789      | 792     | 289      | 604     | 398      | 133     | 54       |
| 27    | 2239    | 1023     | 1121    | 566      | 535     | 146      | 527     | 287      | 56      | 24       |
| 28    | 2048    | 838      | 919     | 465      | 608     | 159      | 470     | 177      | 51      | 37       |
| 29    | 1774    | 827      | 814     | 466      | 542     | 171      | 362     | 166      | 56      | 24       |
| 30    | 1581    | 877      | 685     | 469      | 520     | 187      | 315     | 191      | 61      | 30       |
| >30   | 3455    | 1846     | 1930    | 1155     | 750     | 279      | 686     | 369      | 89      | 43       |
| SUM-> | 314483  | 2164960  | 101622  | 740923   | 65734   | 552217   | 131599  | 764562   | 16066   | 159511   |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |       |       |       |      |       |
|-------|--------|-------|--------|-------|-------|-------|-------|------|-------|
| 39700 | 420310 | 11500 | 224268 | 11500 | 86442 | 14600 | 72146 | 2100 | 37454 |
|-------|--------|-------|--------|-------|-------|-------|-------|------|-------|

NOTE: YOS = LENGTH OF SERVICE FOR PAY PURPOSES

Table C-8

END FY 1960 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS                             |         | DOD      |  | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|---------------------------------|---------|----------|--|---------|----------|---------|----------|---------|----------|---------|----------|
|                                 | OFFICER | ENLISTED |  | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1                               | 17185   | 345559   |  | 6637    | 153332   |         | 4756     |         | 83052    |         | 5387     |
| 2                               | 22976   | 388308   |  | 9437    | 220126   |         | 4993     |         | 79591    |         | 7832     |
| 3                               | 16352   | 224912   |  | 4613    | 73302    |         | 4067     |         | 76309    |         | 6394     |
| 4                               | 13054   | 169026   |  | 4042    | 21005    |         | 3550     |         | 58006    |         | 4175     |
| 5                               | 11464   | 85674    |  | 2709    | 19005    |         | 2365     |         | 30719    |         | 5448     |
| 6                               | 12096   | 92432    |  | 3294    | 19644    |         | 2611     |         | 26707    |         | 5451     |
| 7                               | 11170   | 78604    |  | 2755    | 18284    |         | 2547     |         | 15857    |         | 5313     |
| 8                               | 10807   | 72723    |  | 2542    | 20054    |         | 2528     |         | 14408    |         | 4958     |
| 9                               | 8748    | 83626    |  | 1963    | 15925    |         | 1930     |         | 17766    |         | 4280     |
| 10                              | 10947   | 65088    |  | 2738    | 18874    |         | 1702     |         | 8747     |         | 5839     |
| 11                              | 6651    | 37929    |  | 1866    | 12386    |         | 997      |         | 5339     |         | 3444     |
| 12                              | 9686    | 49717    |  | 2811    | 19464    |         | 1216     |         | 8837     |         | 5279     |
| 13                              | 12750   | 65145    |  | 3037    | 19464    |         | 1680     |         | 16128    |         | 7631     |
| 14                              | 12514   | 48549    |  | 4061    | 15335    |         | 1318     |         | 9876     |         | 6781     |
| 15                              | 11818   | 55391    |  | 4979    | 19464    |         | 1522     |         | 14822    |         | 4999     |
| 16                              | 10763   | 50903    |  | 4090    | 18874    |         | 2008     |         | 14150    |         | 4298     |
| 17                              | 13193   | 52397    |  | 4799    | 17695    |         | 2434     |         | 15259    |         | 5628     |
| 18                              | 26483   | 62309    |  | 7914    | 24183    |         | 6820     |         | 16147    |         | 10528    |
| 19                              | 24021   | 46362    |  | 8036    | 15925    |         | 4584     |         | 12252    |         | 9931     |
| 20                              | 24933   | 41048    |  | 11112   | 15335    |         | 4112     |         | 12078    |         | 8697     |
| 21                              | 7613    | 12666    |  | 2180    | 4024     |         | 1881     |         | 3391     |         | 3059     |
| 22                              | 4197    | 5160     |  | 1259    | 2176     |         | 1412     |         | 1290     |         | 1200     |
| 23                              | 3428    | 4118     |  | 894     | 1693     |         | 1416     |         | 917      |         | 849      |
| 24                              | 2954    | 4315     |  | 764     | 1490     |         | 1216     |         | 661      |         | 745      |
| 25                              | 2703    | 2572     |  | 667     | 1234     |         | 1279     |         | 529      |         | 536      |
| 26                              | 1735    | 1388     |  | 400     | 386      |         | 887      |         | 274      |         | 280      |
| 27                              | 1491    | 703      |  | 327     | 316      |         | 795      |         | 216      |         | 245      |
| 28                              | 1046    | 529      |  | 290     | 228      |         | 531      |         | 126      |         | 178      |
| 29                              | 997     | 456      |  | 240     | 180      |         | 612      |         | 131      |         | 102      |
| 30                              | 906     | 489      |  | 211     | 190      |         | 575      |         | 151      |         | 80       |
| >30                             | 2006    | 962      |  | 569     | 469      |         | 1215     |         | 304      |         | 122      |
| SUM->                           | 316687  | 2149060  |  | 101236  | 770062   |         | 69559    |         | 544040   |         | 129689   |
|                                 |         |          |  |         |          |         |          |         | 680666   |         | 16203    |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
| ESTIMATED FIRST YEAR ACCESSIONS |         |          |  |         |          |         |          |         |          |         |          |
| 30800                           | 414463  |          |  | 10300   | 192380   |         | 9400     |         | 91440    |         | 9300     |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |
|                                 |         |          |  |         |          |         |          |         |          |         |          |

ESTIMATED FIRST YEAR ACCESSIONS

| 30800 | 4114463 | 10300 | 192380 | 9400 | 91440 | 9300 | 89928 | 1800 | 40715 |
|-------|---------|-------|--------|------|-------|------|-------|------|-------|
|-------|---------|-------|--------|------|-------|------|-------|------|-------|

Table G-9  
END FY 1961 ESTIMATED STRENGTH BY YEAR OF SERVICE

|       | DOD              |                  | ARMY             |                  | NAVY             |                  | USAF             |                  | USMC             |                  |
|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| YOS   | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |
| 1     | 15782            | 386423           | 9278             | 163762           | 5369             | 104278           | 704              | 91241            | 431              | 27142            |
| 2     | 22350            | 370687           | 8952             | 165055           | 7461             | 94281            | 5050             | 79084            | 887              | 32267            |
| 3     | 18627            | 252867           | 4192             | 92502            | 5810             | 74717            | 7734             | 55972            | 891              | 29676            |
| 4     | 15469            | 141476           | 3253             | 22870            | 4160             | 58893            | 6920             | 46073            | 1136             | 13640            |
| 5     | 11841            | 73605            | 3202             | 19639            | 3155             | 19029            | 4419             | 29437            | 1065             | 5500             |
| 6     | 9947             | 75292            | 2804             | 19730            | 2461             | 21895            | 3884             | 28380            | 798              | 5287             |
| 7     | 10255            | 87777            | 2623             | 19759            | 2146             | 21554            | 4845             | 42407            | 641              | 4057             |
| 8     | 10084            | 72635            | 2348             | 18537            | 1861             | 11487            | 5304             | 35794            | 571              | 6817             |
| 9     | 9999             | 65677            | 2233             | 20423            | 1789             | 11300            | 5211             | 29309            | 766              | 4645             |
| 10    | 9272             | 72004            | 2314             | 14702            | 1510             | 13627            | 4889             | 39583            | 559              | 4092             |
| 11    | 8898             | 64736            | 2404             | 19580            | 1545             | 8403             | 4275             | 34079            | 674              | 2674             |
| 12    | 9278             | 33941            | 1836             | 10984            | 1408             | 5117             | 5692             | 15514            | 342              | 2326             |
| 13    | 8069             | 52585            | 2446             | 19555            | 1867             | 9584             | 3373             | 20733            | 383              | 2713             |
| 14    | 11139            | 66490            | 3226             | 17718            | 2279             | 16926            | 5232             | 28245            | 402              | 3601             |
| 15    | 14054            | 46357            | 4383             | 15338            | 1770             | 10142            | 7553             | 18064            | 348              | 2813             |
| 16    | 14493            | 54368            | 5564             | 19622            | 1929             | 14168            | 6686             | 17891            | 314              | 2687             |
| 17    | 11786            | 46330            | 4626             | 17913            | 1855             | 11705            | 4942             | 14532            | 363              | 2180             |
| 18    | 13697            | 48307            | 5688             | 18124            | 3513             | 12179            | 4166             | 15567            | 330              | 2437             |
| 19    | 18743            | 59919            | 7753             | 24524            | 4353             | 14277            | 5430             | 18967            | 1207             | 2151             |
| 20    | 23789            | 40485            | 8034             | 14671            | 3788             | 9597             | 10524            | 14459            | 1443             | 1758             |
| 21    | 17913            | 23969            | 3841             | 9850             | 3393             | 5007             | 9776             | 8216             | 903              | 896              |
| 22    | 11200            | 8129             | 2641             | 3408             | 1292             | 1614             | 6875             | 2744             | 392              | 363              |
| 23    | 4950             | 3590             | 1625             | 2000             | 879              | 478              | 2157             | 907              | 289              | 205              |
| 24    | 3019             | 2732             | 1134             | 1508             | 789              | 386              | 875              | 697              | 221              | 141              |
| 25    | 2427             | 2204             | 846              | 1218             | 736              | 282              | 645              | 597              | 200              | 107              |
| 26    | 2199             | 1967             | 638              | 1245             | 807              | 243              | 566              | 397              | 188              | 82               |
| 27    | 1565             | 1048             | 488              | 644              | 543              | 128              | 396              | 200              | 138              | 76               |
| 28    | 1145             | 819              | 373              | 524              | 483              | 93               | 189              | 175              | 100              | 27               |
| 29    | 803              | 557              | 333              | 374              | 252              | 53               | 179              | 106              | 39               | 24               |
| 30    | 709              | 407              | 251              | 287              | 316              | 60               | 116              | 43               | 26               | 17               |
| >30   | 1325             | 1147             | 592              | 866              | 462              | 100              | 186              | 144              | 85               | 37               |
| SUM-> | 314827           | 2158530          | 99921            | 756932           | 69981            | 551603           | 128793           | 689557           | 16132            | 160438           |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |       |      |        |      |       |
|-------|--------|-------|--------|------|-------|------|--------|------|-------|
| 29300 | 419817 | 10600 | 176345 | 7600 | 94178 | 9200 | 118775 | 1900 | 30519 |
|-------|--------|-------|--------|------|-------|------|--------|------|-------|



Table G-10  
END FY 1962 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD              |                  | ARMY             |                  | NAVY             |                  | USAF             |                  | USMC             |        |
|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------|
|       | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |        |
| 1     | 26063            | 534137           | 14447            | 262851           | 7593             | 123760           | 3276             | 118782           | 747              | 28744  |
| 2     | 33047            | 433878           | 13219            | 205438           | 6211             | 98532            | 12640            | 101136           | 977              | 28772  |
| 3     | 20613            | 305453           | 5564             | 122970           | 6556             | 78440            | 7404             | 72218            | 1089             | 31825  |
| 4     | 15669            | 172179           | 4397             | 39777            | 4536             | 58172            | 5828             | 49252            | 908              | 24978  |
| 5     | 12785            | 76698            | 3673             | 25120            | 3439             | 23362            | 4736             | 22474            | 937              | 5742   |
| 6     | 11918            | 65394            | 3594             | 20315            | 3088             | 17344            | 4307             | 23131            | 929              | 4604   |
| 7     | 11213            | 70126            | 2930             | 18861            | 2500             | 20789            | 5071             | 25574            | 712              | 4902   |
| 8     | 10847            | 82020            | 2550             | 17336            | 2196             | 20714            | 5472             | 40120            | 629              | 3850   |
| 9     | 10521            | 66443            | 2747             | 17602            | 1902             | 10934            | 5261             | 31630            | 611              | 6277   |
| 10    | 10291            | 61183            | 2759             | 18585            | 1820             | 10654            | 4895             | 27304            | 817              | 4640   |
| 11    | 9278             | 67596            | 2780             | 14100            | 1615             | 12731            | 4282             | 36850            | 601              | 3915   |
| 12    | 10422            | 60328            | 2448             | 18369            | 1642             | 8040             | 5649             | 31311            | 683              | 2608   |
| 13    | 7559             | 32490            | 2392             | 10965            | 1469             | 4899             | 3350             | 14363            | 348              | 2263   |
| 14    | 10805            | 50428            | 3181             | 18585            | 2011             | 9234             | 5209             | 20149            | 404              | 2460   |
| 15    | 14600            | 66489            | 4239             | 18740            | 2472             | 16526            | 7471             | 27652            | 418              | 3571   |
| 16    | 13267            | 47059            | 4573             | 16973            | 1861             | 9824             | 6482             | 17580            | 351              | 2682   |
| 17    | 13105            | 53456            | 5936             | 19303            | 2007             | 13963            | 4834             | 17568            | 328              | 2622   |
| 18    | 11209            | 44676            | 4821             | 16816            | 1931             | 11434            | 4085             | 14157            | 372              | 2269   |
| 19    | 14909            | 49294            | 5647             | 19544            | 3506             | 12097            | 5428             | 15302            | 328              | 2351   |
| 20    | 23593            | 55727            | 7602             | 23075            | 4357             | 11742            | 10431            | 19028            | 1203             | 1882   |
| 21    | 19184            | 26189            | 5628             | 9438             | 3652             | 5121             | 8563             | 10525            | 1341             | 1105   |
| 22    | 13188            | 15675            | 3529             | 6227             | 3136             | 3272             | 5780             | 5495             | 743              | 681    |
| 23    | 5633             | 5844             | 2154             | 2336             | 1246             | 1089             | 1900             | 2081             | 333              | 338    |
| 24    | 3196             | 2603             | 1377             | 1412             | 837              | 380              | 741              | 651              | 241              | 160    |
| 25    | 2394             | 2006             | 938              | 1066             | 714              | 293              | 555              | 543              | 187              | 104    |
| 26    | 1980             | 1659             | 663              | 857              | 686              | 224              | 467              | 485              | 164              | 93     |
| 27    | 1777             | 1242             | 561              | 669              | 736              | 190              | 320              | 321              | 160              | 62     |
| 28    | 1152             | 714              | 431              | 383              | 453              | 101              | 156              | 176              | 112              | 54     |
| 29    | 965              | 567              | 328              | 318              | 434              | 91               | 131              | 132              | 72               | 26     |
| 30    | 645              | 372              | 302              | 220              | 228              | 46               | 84               | 91               | 31               | 15     |
| >30   | 1293             | 543              | 640              | 346              | 468              | 73               | 100              | 104              | 85               | 20     |
| SUM-> | 343121           | 2452468          | 116050           | 948597           | 75302            | 584071           | 134908           | 746185           | 16861            | 173615 |

ESTIMATED FIRST YEAR ACCESSIONS

|              |              |              |              |            |
|--------------|--------------|--------------|--------------|------------|
| 41400 542430 | 18200 284580 | 10000 107414 | 10900 113220 | 2400 37216 |
|--------------|--------------|--------------|--------------|------------|

Table G-11  
END FY 1963 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD              |                  |                  | ARMY             |                  |                  | NAVY             |                  |                  | USAF             |                  |                  | USMC             |                  |                  |
|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|       | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |
| 1     | 21300            | 403419           | 12454            | 180630           | 6370             | 100135           | 2109             | 97992            | 367              | 24662            |                  |                  |                  |                  |                  |
| 2     | 43803            | 493006           | 15969            | 247777           | 8870             | 114945           | 17665            | 97147            | 1299             | 33137            |                  |                  |                  |                  |                  |
| 3     | 17537            | 297118           | 5131             | 98400            | 5663             | 81608            | 5509             | 89299            | 1234             | 27811            |                  |                  |                  |                  |                  |
| 4     | 14656            | 173801           | 3571             | 26573            | 4334             | 60615            | 5642             | 58001            | 1109             | 28612            |                  |                  |                  |                  |                  |
| 5     | 12998            | 74843            | 3782             | 24828            | 3241             | 22361            | 5163             | 20630            | 812              | 7024             |                  |                  |                  |                  |                  |
| 6     | 10754            | 59726            | 3112             | 17463            | 2747             | 20129            | 4140             | 18924            | 755              | 3210             |                  |                  |                  |                  |                  |
| 7     | 9967             | 59877            | 2913             | 17859            | 2640             | 16364            | 3723             | 21833            | 691              | 3821             |                  |                  |                  |                  |                  |
| 8     | 10510            | 67067            | 2958             | 17034            | 2300             | 19754            | 4637             | 26067            | 615              | 4212             |                  |                  |                  |                  |                  |
| 9     | 10752            | 77964            | 2748             | 18142            | 2108             | 19483            | 5279             | 36884            | 617              | 3455             |                  |                  |                  |                  |                  |
| 10    | 10184            | 59902            | 2600             | 17282            | 1832             | 10350            | 5117             | 26502            | 628              | 5768             |                  |                  |                  |                  |                  |
| 11    | 10223            | 59808            | 2796             | 18617            | 1817             | 10052            | 4782             | 27261            | 828              | 3878             |                  |                  |                  |                  |                  |
| 12    | 8691             | 65741            | 2242             | 13800            | 1656             | 12332            | 4200             | 36003            | 593              | 3606             |                  |                  |                  |                  |                  |
| 13    | 10537            | 55018            | 2493             | 18122            | 1719             | 7703             | 5645             | 26772            | 680              | 2421             |                  |                  |                  |                  |                  |
| 14    | 7267             | 31276            | 2071             | 10084            | 1495             | 4704             | 3342             | 21917            | 359              | 2106             |                  |                  |                  |                  |                  |
| 15    | 11101            | 52092            | 3356             | 18584            | 2087             | 9071             | 5230             | 21917            | 428              | 2520             |                  |                  |                  |                  |                  |
| 16    | 13902            | 61609            | 3642             | 16918            | 2603             | 16045            | 7216             | 25311            | 441              | 3335             |                  |                  |                  |                  |                  |
| 17    | 12589            | 44966            | 4087             | 14715            | 1872             | 9663             | 6247             | 17927            | 383              | 2661             |                  |                  |                  |                  |                  |
| 18    | 12926            | 51843            | 5887             | 18884            | 2038             | 13876            | 4656             | 16537            | 345              | 2546             |                  |                  |                  |                  |                  |
| 19    | 11509            | 44994            | 5208             | 17290            | 1930             | 11359            | 3990             | 14241            | 381              | 2104             |                  |                  |                  |                  |                  |
| 20    | 14114            | 44468            | 5019             | 17605            | 3482             | 9675             | 5272             | 21917            | 341              | 2165             |                  |                  |                  |                  |                  |
| 21    | 16900            | 35292            | 3762             | 16340            | 4037             | 6170             | 8026             | 11468            | 1075             | 1314             |                  |                  |                  |                  |                  |
| 22    | 15396            | 16684            | 4130             | 6950             | 3029             | 3151             | 7141             | 5746             | 1096             | 837              |                  |                  |                  |                  |                  |
| 23    | 11431            | 11439            | 2967             | 5147             | 2714             | 2207             | 5151             | 3489             | 599              | 596              |                  |                  |                  |                  |                  |
| 24    | 4653             | 4259             | 1593             | 1880             | 1118             | 774              | 1678             | 1368             | 264              | 237              |                  |                  |                  |                  |                  |
| 25    | 2705             | 2059             | 1127             | 1119             | 747              | 288              | 649              | 502              | 182              | 150              |                  |                  |                  |                  |                  |
| 26    | 1933             | 1787             | 640              | 1060             | 642              | 228              | 502              | 404              | 148              | 95               |                  |                  |                  |                  |                  |
| 27    | 1643             | 1449             | 507              | 830              | 583              | 173              | 419              | 368              | 134              | 78               |                  |                  |                  |                  |                  |
| 28    | 1486             | 1098             | 461              | 621              | 639              | 162              | 270              | 259              | 116              | 56               |                  |                  |                  |                  |                  |
| 29    | 941              | 662              | 319              | 384              | 412              | 81               | 129              | 131              | 81               | 60               |                  |                  |                  |                  |                  |
| 30    | 835              | 562              | 273              | 311              | 396              | 77               | 109              | 152              | 57               | 22               |                  |                  |                  |                  |                  |
| >30   | 1108             | 702              | 484              | 519              | 420              | 55               | 125              | 86               | 79               | 42               |                  |                  |                  |                  |                  |
| SUM-> | 334351           | 2354531          | 108302           | 865768           | 75548            | 583596           | 133763           | 739520           | 16737            | 172541           |                  |                  |                  |                  |                  |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |       |       |        |      |       |
|-------|--------|-------|--------|-------|-------|-------|--------|------|-------|
| 41000 | 402132 | 16000 | 186133 | 10100 | 85265 | 12900 | 102317 | 2000 | 28417 |
|-------|--------|-------|--------|-------|-------|-------|--------|------|-------|

Table G-12  
END FY 1964 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS    | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|--------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|        | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1      | 25255   | 479251   | 8983    | 247822   | 6924    | 109133   | 9050    | 89256    | 298     | 33040    |
| 2      | 29349   | 364309   | 10752   | 164388   | 7101    | 93122    | 10891   | 81260    | 605     | 25039    |
| 3      | 26699   | 345633   | 8483    | 130312   | 8390    | 90571    | 8210    | 92740    | 1616    | 32010    |
| 4      | 14126   | 185002   | 4054    | 28925    | 4345    | 61705    | 4340    | 70557    | 1387    | 23815    |
| 5      | 13173   | 78951    | 3331    | 24211    | 3245    | 22107    | 5517    | 24684    | 1080    | 7949     |
| 6      | 12525   | 63067    | 4154    | 22902    | 2648    | 20007    | 4971    | 16028    | 752     | 4133     |
| 7      | 10732   | 55586    | 3699    | 17013    | 2416    | 18856    | 3948    | 16934    | 669     | 2783     |
| 8      | 9761    | 54102    | 3039    | 14396    | 2430    | 15825    | 3624    | 20543    | 668     | 3338     |
| 9      | 10328   | 60301    | 2990    | 14396    | 2170    | 18825    | 4540    | 23369    | 628     | 3711     |
| 10     | 11155   | 71347    | 3298    | 15704    | 2017    | 18549    | 5210    | 34038    | 630     | 3056     |
| 11     | 11196   | 54502    | 3673    | 13741    | 1802    | 9896     | 5071    | 25608    | 650     | 5257     |
| 12     | 11312   | 54431    | 3981    | 13741    | 1805    | 9940     | 4704    | 27091    | 822     | 3659     |
| 13     | 9218    | 62934    | 2763    | 12433    | 1721    | 12039    | 4137    | 35016    | 597     | 3446     |
| 14     | 11062   | 53099    | 3037    | 16359    | 1761    | 7511     | 5575    | 26893    | 689     | 2336     |
| 15     | 7627    | 31310    | 2480    | 10469    | 1511    | 4574     | 3281    | 14237    | 355     | 2030     |
| 16     | 11206   | 51574    | 3465    | 18976    | 2153    | 8945     | 5174    | 21195    | 414     | 2458     |
| 17     | 13565   | 59881    | 3344    | 15704    | 2735    | 15672    | 7046    | 25246    | 440     | 3259     |
| 18     | 11723   | 46055    | 3313    | 16359    | 1889    | 9452     | 6134    | 17615    | 387     | 2629     |
| 19     | 10955   | 51816    | 4017    | 18976    | 2037    | 13685    | 4561    | 16639    | 340     | 2516     |
| 20     | 10500   | 42289    | 4303    | 17667    | 1883    | 9200     | 3937    | 13477    | 377     | 1945     |
| 21     | 10603   | 24025    | 3544    | 7997     | 2941    | 5246     | 3809    | 9311     | 309     | 1471     |
| 22     | 15821   | 21426    | 5184    | 7885     | 3215    | 4222     | 6543    | 8325     | 879     | 994      |
| 23     | 12451   | 10925    | 3011    | 3465     | 2658    | 2329     | 5874    | 4514     | 903     | 617      |
| 24     | 11342   | 7822     | 4153    | 2593     | 2434    | 1784     | 4249    | 2987     | 506     | 458      |
| 25     | 4552    | 3043     | 1968    | 995      | 1011    | 630      | 1341    | 1226     | 232     | 192      |
| 26     | 2844    | 1445     | 1459    | 618      | 691     | 239      | 529     | 464      | 165     | 124      |
| 27     | 2229    | 1128     | 1155    | 488      | 566     | 195      | 386     | 366      | 122     | 81       |
| 28     | 1875    | 1050     | 958     | 491      | 512     | 155      | 304     | 333      | 101     | 71       |
| 29     | 1709    | 806      | 847     | 385      | 566     | 148      | 203     | 224      | 93      | 49       |
| 30     | 1058    | 445      | 549     | 217      | 354     | 79       | 93      | 97       | 62      | 52       |
| >30    | 1551    | 598      | 883     | 386      | 469     | 59       | 137     | 101      | 62      | 52       |
| SUM--> | 337502  | 2338153  | 110870  | 860514   | 76400   | 584700   | 133389  | 720372   | 16838   | 11567    |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |       |       |       |      |       |
|-------|--------|-------|--------|------|-------|-------|-------|------|-------|
| 41000 | 495866 | 17800 | 266890 | 9500 | 95040 | 12300 | 94836 | 1700 | 39100 |
|-------|--------|-------|--------|------|-------|-------|-------|------|-------|

Table G-13

END FY 1965 ESTIMATED STRENGTH BY YEAR OF SERVICE

| DOD   |                  | ARMY             |                  | NAVY             |                  | USAF             |                  | USMC             |                  |
|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| YOS   | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |
| 1     | 28403            | 399258           | 12316            | 187173           | 6874             | 111945           | 8757             | 69530            | 456              |
| 2     | 34076            | 454321           | 15390            | 243007           | 7828             | 102608           | 10273            | 75047            | 585              |
| 3     | 25023            | 276538           | 7631             | 101840           | 7101             | 72373            | 9087             | 78336            | 1204             |
| 4     | 20112            | 206162           | 5159             | 29750            | 6581             | 68760            | 6684             | 81054            | 1688             |
| 5     | 12941            | 86844            | 4097             | 26032            | 3485             | 22170            | 4076             | 31275            | 1283             |
| 6     | 12532            | 63117            | 3975             | 20453            | 2567             | 19662            | 5054             | 18022            | 936              |
| 7     | 11669            | 56178            | 3803             | 20453            | 2415             | 18497            | 4664             | 13531            | 787              |
| 8     | 10221            | 49275            | 3392             | 16734            | 2278             | 17942            | 3778             | 12078            | 773              |
| 9     | 9688             | 45812            | 3175             | 12396            | 2300             | 14851            | 3483             | 15674            | 730              |
| 10    | 9851             | 53299            | 2670             | 13635            | 2086             | 17868            | 4423             | 18624            | 672              |
| 11    | 10893            | 63059            | 3044             | 14875            | 2051             | 17273            | 5120             | 28231            | 678              |
| 12    | 10377            | 55607            | 2816             | 14255            | 1771             | 9568             | 5006             | 27026            | 784              |
| 13    | 10036            | 51446            | 2829             | 14255            | 1840             | 9616             | 4652             | 24187            | 715              |
| 14    | 8672             | 60903            | 2315             | 11156            | 1795             | 11673            | 4076             | 34813            | 486              |
| 15    | 11105            | 56360            | 3122             | 16734            | 1811             | 7293             | 5513             | 30120            | 659              |
| 16    | 7399             | 32292            | 2288             | 11776            | 1519             | 4494             | 3192             | 14104            | 400              |
| 17    | 11385            | 45689            | 3714             | 16115            | 2178             | 8767             | 5039             | 18502            | 454              |
| 18    | 14098            | 60812            | 3877             | 17354            | 2752             | 15369            | 6911             | 24952            | 558              |
| 19    | 13102            | 42529            | 4729             | 14255            | 1881             | 9241             | 6100             | 16480            | 392              |
| 20    | 12363            | 51313            | 5451             | 21073            | 2033             | 10861            | 4528             | 17197            | 351              |
| 21    | 7420             | 26932            | 3045             | 10158            | 1612             | 5045             | 2560             | 10323            | 203              |
| 22    | 8121             | 22985            | 2293             | 10015            | 2403             | 3624             | 3076             | 8167             | 349              |
| 23    | 10972            | 18066            | 2892             | 4401             | 2670             | 3137             | 4734             | 9746             | 676              |
| 24    | 10070            | 11135            | 2412             | 3293             | 2294             | 1822             | 4857             | 5523             | 507              |
| 25    | 8808             | 6877             | 2840             | 1263             | 2053             | 1470             | 3456             | 3757             | 459              |
| 26    | 3327             | 3028             | 1090             | 592              | 879              | 556              | 1185             | 1714             | 173              |
| 27    | 1842             | 1423             | 552              | 468              | 750              | 195              | 453              | 657              | 87               |
| 28    | 1364             | 1195             | 342              | 471              | 634              | 164              | 316              | 489              | 72               |
| 29    | 1104             | 999              | 291              | 369              | 500              | 141              | 240              | 431              | 73               |
| 30    | 937              | 709              | 249              | 208              | 495              | 142              | 150              | 320              | 43               |
| >30   | 911              | 766              | 321              | 370              | 430              | 56               | 135              | 267              | 25               |
| SUM-> | 338822           | 2304929          | 112120           | 854929           | 77866            | 587183           | 131578           | 690177           | 17258            |
|       |                  |                  |                  |                  |                  |                  |                  |                  | 172640           |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |       |       |       |      |       |
|-------|--------|-------|--------|-------|-------|-------|-------|------|-------|
| 41300 | 420764 | 16300 | 204398 | 10800 | 94301 | 11000 | 87697 | 2000 | 34368 |
|-------|--------|-------|--------|-------|-------|-------|-------|------|-------|

Table G-14

END FY 1966 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD              |                  | ARMY             |                  | NAVY             |                  | USAF             |                  | USMC             |                  |
|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|       | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |
| 1     | 32260            | 898904           | 13094            | 482912           | 7738             | 168896           | 10360            | 156367           | 1068             | 90729            |
| 2     | 34028            | 392767           | 15981            | 179343           | 8262             | 106859           | 8970             | 75584            | 815              | 30981            |
| 3     | 26567            | 291755           | 9370             | 101513           | 7932             | 82559            | 8422             | 73387            | 843              | 34296            |
| 4     | 21455            | 182966           | 6032             | 30125            | 6121             | 60772            | 8259             | 70664            | 1043             | 21405            |
| 5     | 16675            | 94952            | 5430             | 27628            | 4037             | 28390            | 5771             | 26234            | 1437             | 12700            |
| 6     | 11698            | 67366            | 4252             | 21229            | 2581             | 19564            | 3648             | 22638            | 1217             | 3935             |
| 7     | 12026            | 59376            | 4118             | 18417            | 2342             | 18104            | 4683             | 18118            | 883              | 4737             |
| 8     | 11206            | 55179            | 3969             | 19690            | 2212             | 17724            | 4403             | 14313            | 622              | 3452             |
| 9     | 9892             | 45751            | 3548             | 13973            | 2149             | 16889            | 3548             | 12467            | 647              | 2422             |
| 10    | 9482             | 44944            | 3304             | 12315            | 2156             | 13855            | 3333             | 16050            | 689              | 2724             |
| 11    | 9832             | 50487            | 2777             | 12057            | 2132             | 16451            | 4253             | 19012            | 670              | 2967             |
| 12    | 10826            | 63438            | 3145             | 13001            | 2033             | 16462            | 4987             | 31258            | 661              | 2717             |
| 13    | 10385            | 51269            | 2885             | 12909            | 1764             | 9158             | 4879             | 24526            | 857              | 4676             |
| 14    | 10429            | 51588            | 2897             | 14783            | 1974             | 9108             | 4525             | 24425            | 1033             | 3272             |
| 15    | 9065             | 59377            | 2353             | 10989            | 1971             | 11253            | 3988             | 34084            | 753              | 3051             |
| 16    | 11475            | 51990            | 3171             | 15584            | 1982             | 7004             | 5398             | 27423            | 924              | 1979             |
| 17    | 7586             | 28124            | 2284             | 8868             | 1504             | 4332             | 3122             | 13239            | 676              | 1685             |
| 18    | 11614            | 48247            | 3734             | 17621            | 2189             | 8528             | 4948             | 20047            | 743              | 2051             |
| 19    | 14272            | 60370            | 3833             | 16356            | 2746             | 14930            | 6804             | 26285            | 889              | 2799             |
| 20    | 13276            | 42036            | 4789             | 15149            | 1850             | 7836             | 5994             | 16755            | 643              | 2296             |
| 21    | 8659             | 30875            | 3692             | 12351            | 1731             | 6833             | 2759             | 9945             | 477              | 1746             |
| 22    | 6253             | 16857            | 2347             | 6830             | 1393             | 3716             | 2151             | 5016             | 362              | 1235             |
| 23    | 6862             | 12920            | 1872             | 4870             | 2091             | 2749             | 2473             | 4232             | 426              | 1069             |
| 24    | 9656             | 12906            | 2436             | 4993             | 2324             | 2567             | 4261             | 4640             | 635              | 706              |
| 25    | 8461             | 7318             | 2006             | 2378             | 2048             | 1610             | 3847             | 2875             | 560              | 455              |
| 26    | 7519             | 5954             | 2393             | 1998             | 1789             | 1371             | 2965             | 2218             | 422              | 367              |
| 27    | 2853             | 2010             | 876              | 547              | 788              | 513              | 970              | 796              | 219              | 154              |
| 28    | 1558             | 940              | 458              | 360              | 614              | 166              | 379              | 318              | 107              | 96               |
| 29    | 1064             | 794              | 252              | 342              | 512              | 158              | 241              | 232              | 59               | 62               |
| 30    | 821              | 744              | 203              | 318              | 356              | 136              | 194              | 233              | 68               | 57               |
| >30   | 1072             | 501              | 335              | 233              | 484              | 82               | 189              | 96               | 64               | 90               |
| SUM-> | 348827           | 2732705          | 117836           | 1079682          | 79805            | 658635           | 130724           | 753477           | 20512            | 240911           |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |        |       |        |      |       |
|-------|--------|-------|--------|-------|--------|-------|--------|------|-------|
| 51100 | 887969 | 26100 | 487622 | 10300 | 145729 | 11000 | 166126 | 3600 | 88492 |
|-------|--------|-------|--------|-------|--------|-------|--------|------|-------|

Table G-15  
END FY 1967 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|       | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 39915   | 758723   | 17686   | 459186   | 5420    | 136831   | 15509   | 107398   | 1300    | 55308    |
| 2     | 55385   | 830778   | 31687   | 426121   | 10191   | 158044   | 10993   | 149136   | 2504    | 97477    |
| 3     | 25709   | 271470   | 87951   | 87981    | 7975    | 82529    | 7579    | 71788    | 1400    | 29172    |
| 4     | 22830   | 188438   | 6795    | 33233    | 6283    | 62949    | 8013    | 66216    | 1739    | 26040    |
| 5     | 17786   | 63902    | 5461    | 21760    | 3695    | 18238    | 7326    | 17991    | 1304    | 5913     |
| 6     | 13959   | 71897    | 5241    | 27933    | 3033    | 19295    | 4768    | 20958    | 917     | 3711     |
| 7     | 10985   | 68047    | 4509    | 24903    | 2385    | 17805    | 3329    | 22134    | 762     | 3205     |
| 8     | 11668   | 60918    | 4430    | 23525    | 2313    | 16392    | 4333    | 16759    | 592     | 4242     |
| 9     | 11502   | 46460    | 4402    | 16358    | 2302    | 15570    | 4161    | 11448    | 637     | 3084     |
| 10    | 10278   | 40993    | 3875    | 11591    | 2312    | 15202    | 3372    | 12147    | 719     | 2053     |
| 11    | 9746    | 41548    | 3593    | 10963    | 2248    | 12408    | 3193    | 15874    | 712     | 2303     |
| 12    | 10099   | 47993    | 3041    | 10868    | 2196    | 15776    | 4077    | 18403    | 785     | 2946     |
| 13    | 11258   | 60648    | 3392    | 11957    | 2211    | 15964    | 4804    | 30461    | 851     | 2266     |
| 14    | 10818   | 48032    | 3155    | 12020    | 1898    | 8866     | 4663    | 23025    | 1102    | 4121     |
| 15    | 10500   | 49575    | 3138    | 13916    | 2029    | 8762     | 4335    | 24069    | 998     | 2828     |
| 16    | 9216    | 59144    | 2549    | 11513    | 2032    | 10934    | 3838    | 33957    | 797     | 2740     |
| 17    | 11769   | 51266    | 3404    | 15924    | 2007    | 6783     | 5270    | 26794    | 1088    | 1765     |
| 18    | 7795    | 28112    | 2456    | 9196     | 1566    | 4171     | 3063    | 13160    | 710     | 1585     |
| 19    | 11996   | 47506    | 3981    | 17096    | 2294    | 8397     | 4909    | 20083    | 812     | 1930     |
| 20    | 14575   | 55979    | 4033    | 15649    | 2868    | 11791    | 6792    | 26005    | 882     | 2534     |
| 21    | 9503    | 23103    | 3395    | 8839     | 1680    | 3589     | 3922    | 9064     | 506     | 1611     |
| 22    | 7276    | 19330    | 3039    | 7799     | 1605    | 4132     | 2282    | 6144     | 350     | 1255     |
| 23    | 5196    | 11436    | 1968    | 4611     | 1282    | 2366     | 1751    | 3501     | 195     | 958      |
| 24    | 5977    | 9475     | 1613    | 3615     | 1962    | 1809     | 2110    | 3186     | 292     | 865      |
| 25    | 8820    | 10077    | 2226    | 3898     | 2227    | 1968     | 3807    | 3617     | 560     | 594      |
| 26    | 7651    | 6650     | 1845    | 2475     | 1983    | 1362     | 3399    | 2391     | 424     | 422      |
| 27    | 6681    | 5103     | 2097    | 2015     | 1762    | 1043     | 2455    | 1750     | 367     | 295      |
| 28    | 2351    | 1950     | 770     | 758      | 705     | 395      | 771     | 665      | 105     | 132      |
| 29    | 1238    | 791      | 411     | 311      | 410     | 143      | 296     | 254      | 61      | 83       |
| 30    | 895     | 649      | 222     | 290      | 433     | 138      | 184     | 178      | 56      | 43       |
| >30   | 1119    | 673      | 338     | 299      | 535     | 179      | 181     | 92       | 65      | 103      |
| SUM-> | 384496  | 2980666  | 143507  | 1296603  | 81842   | 663831   | 135485  | 758648   | 23592   | 261584   |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |        |       |        |      |       |
|-------|--------|-------|--------|-------|--------|-------|--------|------|-------|
| 72200 | 782673 | 37800 | 489389 | 11700 | 101083 | 17300 | 120781 | 5400 | 71320 |
|-------|--------|-------|--------|-------|--------|-------|--------|------|-------|

Table G-16

END FY 1968 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|       | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 35169   | 820231   | 13997   | 515236   | 8346    | 132818   | 11600   | 90081    | 1226    | 82096    |
| 2     | 61371   | 721209   | 33907   | 421197   | 8487    | 128432   | 16947   | 106858   | 2030    | 64002    |
| 3     | 48533   | 512511   | 28630   | 169787   | 6823    | 129468   | 10279   | 153281   | 2801    | 59975    |
| 4     | 20336   | 186944   | 7016    | 29810    | 5114    | 63928    | 6874    | 67981    | 1332    | 25225    |
| 5     | 19161   | 71792    | 5699    | 25773    | 4974    | 22899    | 7338    | 16361    | 1150    | 6759     |
| 6     | 15824   | 52338    | 5158    | 19993    | 3451    | 15974    | 6304    | 13651    | 911     | 2720     |
| 7     | 14102   | 54961    | 5201    | 18387    | 3102    | 16812    | 4860    | 16591    | 939     | 3171     |
| 8     | 11832   | 54292    | 4621    | 16651    | 3109    | 15846    | 3295    | 18899    | 807     | 2896     |
| 9     | 12054   | 48064    | 4559    | 15082    | 2671    | 14307    | 4173    | 14773    | 651     | 3902     |
| 10    | 12007   | 41221    | 4521    | 13927    | 2718    | 13887    | 4143    | 10717    | 625     | 2690     |
| 11    | 10484   | 38704    | 4028    | 11859    | 2374    | 13829    | 3428    | 11235    | 654     | 1781     |
| 12    | 9946    | 39670    | 3674    | 10715    | 2438    | 11832    | 3149    | 14997    | 685     | 2126     |
| 13    | 10265   | 45557    | 3369    | 10757    | 2272    | 14792    | 3886    | 17565    | 738     | 2443     |
| 14    | 11209   | 58299    | 3686    | 11708    | 2275    | 15706    | 4445    | 28793    | 803     | 2092     |
| 15    | 11371   | 47794    | 3378    | 11740    | 2325    | 9254     | 4595    | 23230    | 1073    | 3570     |
| 16    | 10718   | 47994    | 3435    | 13986    | 2027    | 8275     | 4161    | 22863    | 1095    | 2870     |
| 17    | 9243    | 56892    | 2728    | 10906    | 1979    | 10556    | 3651    | 32759    | 885     | 2671     |
| 18    | 11943   | 52010    | 3550    | 15281    | 1853    | 6858     | 5513    | 28154    | 1027    | 1717     |
| 19    | 7924    | 27213    | 2545    | 9065     | 1537    | 4027     | 3024    | 12626    | 818     | 1495     |
| 20    | 11727   | 42954    | 3960    | 18436    | 2374    | 5817     | 4576    | 17093    | 817     | 1608     |
| 21    | 11644   | 35002    | 3218    | 6576     | 2366    | 5871     | 5142    | 20669    | 918     | 1886     |
| 22    | 8114    | 14450    | 2778    | 5343     | 1440    | 2362     | 3404    | 5593     | 492     | 1152     |
| 23    | 6292    | 13233    | 2605    | 5367     | 1357    | 2774     | 2011    | 4104     | 319     | 988      |
| 24    | 4507    | 8728     | 1692    | 3463     | 1069    | 1743     | 1561    | 2747     | 185     | 775      |
| 25    | 4719    | 7551     | 1370    | 2756     | 1387    | 1374     | 1788    | 2728     | 174     | 693      |
| 26    | 8393    | 8353     | 2021    | 3219     | 2287    | 1659     | 3553    | 2965     | 532     | 510      |
| 27    | 6611    | 4723     | 1616    | 1415     | 1667    | 1042     | 2936    | 1899     | 392     | 367      |
| 28    | 5387    | 3853     | 1721    | 1354     | 1507    | 884      | 1910    | 1389     | 249     | 226      |
| 29    | 2121    | 1591     | 643     | 524      | 667     | 372      | 713     | 558      | 98      | 137      |
| 30    | 1057    | 657      | 382     | 232      | 397     | 126      | 229     | 229      | 49      | 70       |
| >30   | 1780    | 750      | 465     | 462      | 1032    | 86       | 203     | 118      | 80      | 84       |
| SUM-> | 415844  | 3119541  | 166173  | 1401007  | 85425   | 673610   | 139691  | 761507   | 24555   | 282697   |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |        |       |       |      |       |
|-------|--------|-------|--------|-------|--------|-------|-------|------|-------|
| 70000 | 852684 | 36200 | 533082 | 11900 | 122793 | 17900 | 98422 | 3700 | 98387 |
|-------|--------|-------|--------|-------|--------|-------|-------|------|-------|

Table G-17  
END FY 1969 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | OFFICER ENLISTED | ARMY             | NAVY             | USAF             | USMC             |        |        |        |       |        |
|-------|------------------|------------------|------------------|------------------|------------------|--------|--------|--------|-------|--------|
|       |                  | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |        |        |        |       |        |
| 1     | 56543            | 793402           | 35634            | 428242           | 9393             | 162976 | 10541  | 112944 | 975   | 89240  |
| 2     | 52592            | 748884           | 28702            | 465244           | 7625             | 124361 | 14160  | 83874  | 2105  | 75405  |
| 3     | 40528            | 393476           | 16493            | 160182           | 7517             | 89274  | 14058  | 98387  | 2460  | 45633  |
| 4     | 29046            | 270109           | 11961            | 43608            | 6089             | 98864  | 8032   | 99595  | 2964  | 28042  |
| 5     | 18353            | 57199            | 5370             | 19582            | 6226             | 18795  | 5327   | 14535  | 1430  | 4287   |
| 6     | 15207            | 50216            | 4995             | 17280            | 4293             | 16029  | 5077   | 13632  | 842   | 3275   |
| 7     | 12854            | 44543            | 4912             | 14407            | 2177             | 13438  | 5016   | 14409  | 749   | 2289   |
| 8     | 11160            | 51581            | 4535             | 15869            | 1866             | 14777  | 3978   | 18130  | 781   | 2805   |
| 9     | 9976             | 44059            | 4552             | 12912            | 1671             | 13665  | 3054   | 14924  | 699   | 2558   |
| 10    | 11226            | 40011            | 4602             | 12045            | 2001             | 12723  | 3981   | 12038  | 642   | 3205   |
| 11    | 11036            | 38640            | 4233             | 13368            | 2241             | 12501  | 3926   | 10646  | 636   | 2125   |
| 12    | 10288            | 35944            | 4010             | 10271            | 2410             | 12784  | 3210   | 11366  | 658   | 1523   |
| 13    | 9646             | 37556            | 3447             | 9876             | 2480             | 11417  | 3043   | 14321  | 676   | 1942   |
| 14    | 10640            | 43914            | 3511             | 9958             | 2551             | 14763  | 3801   | 16917  | 777   | 2276   |
| 15    | 11491            | 57169            | 3639             | 11212            | 2562             | 15053  | 4466   | 28934  | 824   | 1970   |
| 16    | 10775            | 45660            | 3160             | 11598            | 2046             | 8421   | 4420   | 22087  | 1149  | 3554   |
| 17    | 10695            | 48005            | 3174             | 13540            | 2202             | 8408   | 4218   | 23479  | 1101  | 2578   |
| 18    | 9925             | 56149            | 3063             | 10035            | 2243             | 10380  | 3781   | 33146  | 838   | 2588   |
| 19    | 11750            | 48974            | 3340             | 14575            | 2082             | 6371   | 5229   | 26382  | 1099  | 1646   |
| 20    | 8245             | 25735            | 2946             | 8369             | 1517             | 3073   | 3015   | 12887  | 767   | 1406   |
| 21    | 8751             | 26025            | 2501             | 9867             | 1802             | 3196   | 3728   | 11813  | 720   | 1149   |
| 22    | 9110             | 20140            | 2275             | 6050             | 1988             | 3403   | 4145   | 9530   | 702   | 1157   |
| 23    | 6441             | 10974            | 2154             | 4065             | 1166             | 1606   | 2744   | 4528   | 377   | 775    |
| 24    | 5029             | 10879            | 1872             | 4288             | 1191             | 2083   | 1703   | 3843   | 263   | 665    |
| 25    | 3877             | 6896             | 1374             | 2720             | 969              | 1362   | 1386   | 2305   | 148   | 509    |
| 26    | 4787             | 6355             | 1319             | 2416             | 1509             | 1168   | 1716   | 2262   | 243   | 509    |
| 27    | 6844             | 6767             | 1538             | 2583             | 1693             | 1298   | 3165   | 2527   | 448   | 359    |
| 28    | 5475             | 3889             | 1452             | 1236             | 1362             | 846    | 2381   | 1558   | 280   | 249    |
| 29    | 3886             | 3256             | 971              | 1058             | 1238             | 744    | 1475   | 1269   | 202   | 185    |
| 30    | 1426             | 1219             | 370              | 318              | 540              | 298    | 445    | 517    | 71    | 86     |
| >30   | 1361             | 575              | 485              | 273              | 549              | 68     | 255    | 151    | 72    | 83     |
| SUM-> | 418963           | 3028201          | 172590           | 1337047          | 85199            | 684145 | 135476 | 722936 | 25698 | 284073 |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |        |       |        |      |       |
|-------|--------|-------|--------|-------|--------|-------|--------|------|-------|
| 60800 | 819119 | 30500 | 455037 | 13600 | 147085 | 12600 | 122314 | 4100 | 94683 |
|-------|--------|-------|--------|-------|--------|-------|--------|------|-------|



Table G-18

END FY 1970 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS                             | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|---------------------------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|                                 | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1                               | 47226   | 523859   | 22847   | 310291   | 5825    | 98851    | 17730   | 61333    | 824     | 53384    |
| 2                               | 52301   | 687663   | 27208   | 371712   | 11120   | 142794   | 11980   | 101397   | 1993    | 71760    |
| 3                               | 41758   | 399702   | 18463   | 189042   | 9480    | 91903    | 11287   | 80985    | 2528    | 37772    |
| 4                               | 32408   | 229608   | 14091   | 48213    | 4886    | 71062    | 11206   | 86055    | 2225    | 24278    |
| 5                               | 20910   | 81710    | 9660    | 24662    | 3606    | 17081    | 5624    | 31741    | 2020    | 8226     |
| 6                               | 11337   | 46292    | 4351    | 15671    | 2336    | 14944    | 3584    | 12347    | 1066    | 3330     |
| 7                               | 11434   | 42794    | 4520    | 14069    | 2112    | 13345    | 4086    | 12636    | 716     | 2744     |
| 8                               | 10934   | 38839    | 4245    | 12380    | 1743    | 11588    | 4220    | 12840    | 726     | 2031     |
| 9                               | 11120   | 42012    | 4562    | 13663    | 1909    | 12365    | 3853    | 13623    | 796     | 2361     |
| 10                              | 9974    | 39419    | 4334    | 11480    | 2106    | 11939    | 2828    | 13892    | 706     | 2108     |
| 11                              | 10785   | 36977    | 4364    | 11306    | 2033    | 11205    | 3719    | 11766    | 669     | 2700     |
| 12                              | 11376   | 36185    | 4555    | 12528    | 2283    | 11649    | 3885    | 10057    | 653     | 1951     |
| 13                              | 10264   | 34274    | 4018    | 9914     | 2347    | 12536    | 3209    | 10356    | 690     | 1468     |
| 14                              | 9997    | 35745    | 3399    | 9435     | 2493    | 11030    | 2961    | 13446    | 706     | 1834     |
| 15                              | 10139   | 41836    | 3334    | 9662     | 2333    | 13980    | 3703    | 16059    | 769     | 2135     |
| 16                              | 11256   | 54720    | 3773    | 10827    | 2358    | 14987    | 4328    | 27035    | 797     | 1871     |
| 17                              | 11185   | 46695    | 3484    | 11119    | 2000    | 8886     | 4638    | 23457    | 1063    | 3231     |
| 18                              | 10710   | 45737    | 3441    | 13426    | 2080    | 7970     | 4168    | 21719    | 1021    | 2622     |
| 19                              | 9526    | 54067    | 2791    | 9958     | 2144    | 10177    | 3788    | 31403    | 801     | 2529     |
| 20                              | 10924   | 48817    | 2640    | 14138    | 1967    | 5117     | 4342    | 28012    | 975     | 1560     |
| 21                              | 5102    | 16356    | 1836    | 5297     | 1305    | 1466     | 1397    | 8626     | 564     | 966      |
| 22                              | 5868    | 14912    | 2148    | 5445     | 1531    | 1785     | 1707    | 6933     | 482     | 749      |
| 23                              | 6318    | 14320    | 1733    | 4289     | 1825    | 2227     | 7015    | 523      | 523     | 789      |
| 24                              | 4637    | 8130     | 1592    | 2951     | 1124    | 1105     | 1659    | 3539     | 262     | 535      |
| 25                              | 4228    | 8263     | 1641    | 3215     | 1144    | 1563     | 1231    | 3038     | 212     | 467      |
| 26                              | 3105    | 5493     | 1155    | 2196     | 880     | 1078     | 948     | 1839     | 122     | 380      |
| 27                              | 3311    | 4723     | 953     | 1833     | 1075    | 793      | 1152    | 1729     | 131     | 368      |
| 28                              | 5767    | 5130     | 1404    | 2027     | 1627    | 979      | 2315    | 1868     | 421     | 256      |
| 29                              | 3631    | 3226     | 1019    | 998      | 1156    | 736      | 1230    | 1286     | 226     | 206      |
| 30                              | 2932    | 2725     | 1087    | 910      | 1146    | 653      | 541     | 1044     | 158     | 118      |
| >30                             | 1663    | 881      | 635     | 356      | 685     | 122      | 247     | 326      | 96      | 77       |
| SUM->                           | 402126  | 2651110  | 165283  | 1153013  | 80659   | 605916   | 129803  | 657402   | 24941   | 234806   |
| ESTIMATED FIRST YEAR ACCESSIONS |         |          |         |          |         |          |         |          |         |          |
| 62900                           | 630260  | 34000    | 375949  | 12500    | 100165  | 13300    | 77712   | 3100     | 76434   |          |

Table G-19  
END FY 1971 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD              |         | ARMY             |        | NAVY             |        | USAF             |        | USMC             |        |
|-------|------------------|---------|------------------|--------|------------------|--------|------------------|--------|------------------|--------|
|       | OFFICER ENLISTED |         | OFFICER ENLISTED |        | OFFICER ENLISTED |        | OFFICER ENLISTED |        | OFFICER ENLISTED |        |
| 1     | 23928            | 509528  | 11445            | 283505 | 2872             | 90457  | 9119             | 91984  | 492              | 43582  |
| 2     | 45653            | 484027  | 24150            | 275427 | 8184             | 93979  | 11860            | 63512  | 1459             | 51109  |
| 3     | 39001            | 351785  | 18402            | 130066 | 8493             | 94595  | 9915             | 98481  | 2191             | 28643  |
| 4     | 27869            | 211426  | 8850             | 50239  | 5342             | 70257  | 11451            | 68580  | 2226             | 22350  |
| 5     | 23345            | 64276   | 9008             | 25262  | 3632             | 15815  | 9086             | 17672  | 1619             | 5527   |
| 6     | 17027            | 56226   | 7741             | 19505  | 2676             | 14847  | 5154             | 17233  | 1456             | 4641   |
| 7     | 10576            | 40469   | 3823             | 13472  | 2191             | 12756  | 3820             | 11754  | 742              | 2487   |
| 8     | 10738            | 37764   | 4137             | 12039  | 2085             | 11330  | 3964             | 12032  | 552              | 2363   |
| 9     | 10378            | 32940   | 3919             | 11106  | 1695             | 9764   | 4233             | 10350  | 531              | 1720   |
| 10    | 10667            | 38505   | 4387             | 12524  | 1974             | 11029  | 3669             | 12844  | 637              | 2108   |
| 11    | 9553             | 37081   | 4191             | 10705  | 1873             | 11038  | 2888             | 13590  | 601              | 1748   |
| 12    | 10651            | 35223   | 4181             | 10805  | 2069             | 10735  | 3823             | 11310  | 578              | 2373   |
| 13    | 10977            | 35183   | 4399             | 12141  | 2160             | 11400  | 3827             | 9719   | 591              | 1923   |
| 14    | 9973             | 33039   | 3895             | 9333   | 2336             | 11876  | 3124             | 10389  | 618              | 1441   |
| 15    | 9629             | 35601   | 3729             | 9259   | 2340             | 10729  | 2930             | 13841  | 630              | 1772   |
| 16    | 9874             | 42041   | 3220             | 9440   | 2322             | 13992  | 3648             | 16488  | 684              | 2121   |
| 17    | 10916            | 55439   | 3674             | 10588  | 2304             | 14483  | 4239             | 28512  | 699              | 1856   |
| 18    | 10396            | 44516   | 3409             | 11053  | 1885             | 8070   | 4173             | 21937  | 929              | 3456   |
| 19    | 10205            | 46718   | 3356             | 12940  | 2054             | 7953   | 3943             | 23341  | 852              | 2484   |
| 20    | 9202             | 51351   | 2763             | 9540   | 2080             | 6751   | 3709             | 32802  | 650              | 2258   |
| 21    | 7801             | 23602   | 2302             | 8041   | 1572             | 2156   | 3249             | 12489  | 678              | 916    |
| 22    | 3946             | 8031    | 1455             | 2749   | 879              | 752    | 1249             | 3929   | 363              | 601    |
| 23    | 4968             | 10183   | 1718             | 3839   | 1231             | 1173   | 1670             | 4670   | 349              | 501    |
| 24    | 5264             | 9547    | 1426             | 2957   | 1424             | 373    | 2079             | 4680   | 335              | 537    |
| 25    | 3778             | 5975    | 1287             | 2203   | 821              | 765    | 1501             | 2590   | 169              | 417    |
| 26    | 3486             | 6434    | 1348             | 2557   | 892              | 1161   | 1101             | 2373   | 145              | 343    |
| 27    | 2590             | 3901    | 957              | 1566   | 695              | 744    | 858              | 1346   | 80               | 245    |
| 28    | 3044             | 3348    | 755              | 1320   | 1019             | 593    | 1103             | 1231   | 167              | 204    |
| 29    | 4493             | 4012    | 1105             | 1505   | 1074             | 853    | 2044             | 1484   | 270              | 170    |
| 30    | 2858             | 2439    | 806              | 738    | 903              | 612    | 997              | 968    | 152              | 121    |
| >30   | 2426             | 1186    | 1093             | 578    | 595              | 203    | 613              | 375    | 125              | 30     |
| SUM-> | 365212           | 2321796 | 146931           | 967002 | 71672            | 541241 | 125039           | 622506 | 21570            | 190047 |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |       |       |        |      |       |
|-------|--------|-------|--------|------|-------|-------|--------|------|-------|
| 42800 | 552303 | 20000 | 313702 | 9200 | 78702 | 11600 | 101140 | 2000 | 58759 |
|-------|--------|-------|--------|------|-------|-------|--------|------|-------|

Table G-20

END FY 1972 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD              |                  | ARMY             |                  | NAVY             |                  | USAF             |                  | USMC             |                  |
|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|       | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |
| 1     | 21175            | 389320           | 8963             | 166724           | 3143             | 94262            | 8686             | 78952            | 383              | 49382            |
| 2     | 30516            | 387930           | 11403            | 187576           | 6962             | 79080            | 10879            | 82196            | 1272             | 39078            |
| 3     | 28199            | 211939           | 10052            | 61219            | 6709             | 64227            | 9813             | 82196            | 1625             | 27572            |
| 4     | 25092            | 218727           | 8749             | 33689            | 5918             | 80651            | 8724             | 86476            | 1701             | 17911            |
| 5     | 19974            | 84251            | 6252             | 32462            | 3705             | 20551            | 8507             | 23890            | 1510             | 7348             |
| 6     | 18088            | 55725            | 7020             | 21440            | 2763             | 13376            | 7170             | 17018            | 1135             | 3891             |
| 7     | 14600            | 49779            | 6468             | 17205            | 2383             | 12151            | 4693             | 16744            | 1056             | 3679             |
| 8     | 9707             | 36523            | 3443             | 12028            | 2039             | 11470            | 3603             | 11068            | 622              | 1957             |
| 9     | 10149            | 33459            | 3809             | 10734            | 2021             | 10082            | 3842             | 10638            | 477              | 2005             |
| 10    | 9936             | 31024            | 3636             | 10293            | 1645             | 8894             | 4146             | 10349            | 509              | 1488             |
| 11    | 10312            | 36767            | 4106             | 12045            | 1978             | 10180            | 3651             | 12781            | 577              | 1761             |
| 12    | 9376             | 35774            | 4012             | 10184            | 1928             | 10622            | 2864             | 13378            | 572              | 1590             |
| 13    | 10442            | 34072            | 4028             | 10305            | 2147             | 10372            | 3722             | 11091            | 545              | 2304             |
| 14    | 10754            | 34684            | 4233             | 11893            | 2215             | 11063            | 3717             | 9748             | 589              | 1980             |
| 15    | 9844             | 32565            | 3781             | 9082             | 2382             | 11599            | 3060             | 10377            | 621              | 1507             |
| 16    | 9469             | 35287            | 3624             | 9188             | 2337             | 10535            | 2895             | 13792            | 613              | 1772             |
| 17    | 9763             | 41761            | 3178             | 9451             | 2297             | 13722            | 3613             | 16382            | 675              | 2206             |
| 18    | 10760            | 55209            | 3612             | 10602            | 2283             | 14305            | 4202             | 28390            | 663              | 1912             |
| 19    | 10343            | 44393            | 3421             | 10998            | 1863             | 7841             | 4157             | 21831            | 902              | 3723             |
| 20    | 10143            | 43191            | 3389             | 12878            | 2017             | 5210             | 3924             | 23188            | 813              | 1915             |
| 21    | 6124             | 24681            | 1724             | 5136             | 1690             | 3231             | 2194             | 15347            | 516              | 967              |
| 22    | 6411             | 15900            | 1782             | 5186             | 1393             | 1371             | 2717             | 8827             | 519              | 516              |
| 23    | 3270             | 5744             | 1150             | 1897             | 778              | 500              | 1055             | 3045             | 287              | 302              |
| 24    | 4132             | 7730             | 1361             | 2824             | 1085             | 863              | 1435             | 3741             | 251              | 302              |
| 25    | 4439             | 7210             | 1146             | 2053             | 1250             | 1063             | 1781             | 3726             | 262              | 368              |
| 26    | 3098             | 4858             | 1006             | 1676             | 708              | 619              | 1251             | 2224             | 133              | 309              |
| 27    | 2905             | 4688             | 1064             | 1795             | 785              | 850              | 941              | 1849             | 115              | 194              |
| 28    | 2178             | 2639             | 790              | 930              | 611              | 581              | 712              | 1020             | 65               | 108              |
| 29    | 2468             | 2472             | 599              | 844              | 873              | 523              | 863              | 991              | 133              | 114              |
| 30    | 3513             | 2911             | 920              | 979              | 887              | 688              | 1483             | 1132             | 223              | 112              |
| >30   | 2591             | 1199             | 1033             | 478              | 592              | 157              | 798              | 529              | 168              | 35               |
| SUM-> | 329771           | 1972412          | 119754           | 683794           | 69387            | 510669           | 121098           | 599641           | 19532            | 178308           |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |       |       |       |       |      |       |
|-------|--------|-------|--------|-------|-------|-------|-------|------|-------|
| 36000 | 423779 | 12600 | 187190 | 10100 | 89210 | 11500 | 91349 | 1700 | 56030 |
|-------|--------|-------|--------|-------|-------|-------|-------|------|-------|

Table G-21  
END FY 1973 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|       | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 19277   | 423139   | 8019    | 190653   | 2675    | 100715   | 7552    | 85191    | 1031    | 46580    |
| 2     | 27598   | 344007   | 10340   | 144899   | 7009    | 82252    | 8953    | 71570    | 1296    | 45286    |
| 3     | 24839   | 242713   | 8488    | 89355    | 6288    | 54362    | 8329    | 74535    | 1734    | 24461    |
| 4     | 22796   | 153319   | 7791    | 27297    | 5230    | 55886    | 8331    | 52920    | 1444    | 17216    |
| 5     | 19927   | 85280    | 7216    | 24916    | 4436    | 23593    | 6991    | 30267    | 1284    | 6504     |
| 6     | 16189   | 71738    | 5646    | 26856    | 2948    | 17608    | 6557    | 22013    | 1038    | 5261     |
| 7     | 15885   | 47568    | 6420    | 17903    | 2391    | 10446    | 6278    | 16063    | 796     | 3156     |
| 8     | 13500   | 43511    | 6136    | 14963    | 2196    | 10965    | 4423    | 14581    | 745     | 3002     |
| 9     | 9303    | 32072    | 3325    | 10337    | 1988    | 10357    | 3483    | 9541     | 507     | 1837     |
| 10    | 9845    | 31009    | 3702    | 9686     | 1948    | 9352     | 3780    | 10278    | 415     | 1693     |
| 11    | 9823    | 29432    | 3567    | 9792     | 1656    | 8313     | 4125    | 10136    | 475     | 1191     |
| 12    | 10230   | 35464    | 4037    | 11487    | 2004    | 9816     | 3629    | 12514    | 560     | 1647     |
| 13    | 9360    | 34687    | 3951    | 9770     | 1972    | 10406    | 2904    | 13019    | 533     | 1492     |
| 14    | 10483   | 33447    | 4011    | 10157    | 2196    | 10167    | 3729    | 10958    | 547     | 2165     |
| 15    | 10748   | 34096    | 4189    | 11755    | 2259    | 10732    | 3705    | 9678     | 595     | 1931     |
| 16    | 9797    | 32195    | 3732    | 9116     | 2405    | 11208    | 3042    | 10323    | 618     | 1548     |
| 17    | 9437    | 34796    | 3568    | 9147     | 2366    | 10299    | 2893    | 13670    | 698     | 2192     |
| 18    | 9794    | 41621    | 3156    | 9501     | 2328    | 13596    | 3612    | 16332    | 669     | 1744     |
| 19    | 10780   | 54511    | 3612    | 10625    | 2300    | 13881    | 4199    | 28261    | 917     | 2911     |
| 20    | 10291   | 41303    | 3380    | 10895    | 1830    | 5764     | 4164    | 21733    | 645     | 769      |
| 21    | 6368    | 19351    | 1970    | 6440     | 1601    | 2688     | 2152    | 9454     | 392     | 527      |
| 22    | 4818    | 15296    | 1292    | 2995     | 1439    | 2149     | 1695    | 9625     | 346     | 346      |
| 23    | 5395    | 11319    | 1473    | 3666     | 1183    | 974      | 2285    | 6333     | 228     | 191      |
| 24    | 2707    | 4126     | 932     | 1321     | 677     | 391      | 870     | 2223     | 230     | 230      |
| 25    | 3433    | 5654     | 1107    | 1915     | 927     | 714      | 1194    | 2795     | 220     | 275      |
| 26    | 3604    | 5687     | 923     | 1544     | 1034    | 922      | 1427    | 2946     | 113     | 184      |
| 27    | 2504    | 3286     | 814     | 1075     | 571     | 531      | 1006    | 1496     | 88      | 143      |
| 28    | 2352    | 3040     | 873     | 1040     | 643     | 702      | 748     | 1146     | 57      | 73       |
| 29    | 1732    | 1802     | 648     | 588      | 504     | 496      | 523     | 645      | 110     | 88       |
| 30    | 1836    | 1728     | 452     | 515      | 715     | 444      | 559     | 681      | 230     | 40       |
| >30   | 3128    | 1282     | 1064    | 477      | 699     | 279      | 1135    | 486      |         |          |
| SUM-> | 31779   | 1918479  | 115834  | 680695   | 68418   | 490008   | 114273  | 571413   | 19254   | 176363   |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |       |       |       |      |       |
|-------|--------|-------|--------|------|-------|-------|-------|------|-------|
| 30800 | 463886 | 10700 | 215029 | 7500 | 99078 | 10300 | 97878 | 2200 | 51901 |
|-------|--------|-------|--------|------|-------|-------|-------|------|-------|

Table G-22

END FY 1974 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS                             | DOD     |          |  | ARMY    |          |  | NAVY    |          |  | USAF    |          |  | USMC    |          |  |
|---------------------------------|---------|----------|--|---------|----------|--|---------|----------|--|---------|----------|--|---------|----------|--|
|                                 | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  |
| 1                               | 17260   | 356333   |  | 6150    | 159949   |  | 4301    | 86131    |  | 5944    | 68145    |  | 865     | 42108    |  |
| 2                               | 23965   | 304590   |  | 8887    | 162716   |  | 4997    | 86515    |  | 8496    | 73396    |  | 1585    | 41963    |  |
| 3                               | 21725   | 246052   |  | 7185    | 94854    |  | 5911    | 62939    |  | 7071    | 61791    |  | 1558    | 26468    |  |
| 4                               | 21826   | 152801   |  | 7468    | 35773    |  | 5061    | 46529    |  | 7846    | 53866    |  | 1451    | 16633    |  |
| 5                               | 18111   | 69077    |  | 5462    | 22250    |  | 4251    | 21080    |  | 7276    | 18789    |  | 1122    | 6958     |  |
| 6                               | 15298   | 74067    |  | 5280    | 21446    |  | 3560    | 19593    |  | 5547    | 27808    |  | 911     | 5220     |  |
| 7                               | 13807   | 60427    |  | 4688    | 22509    |  | 2553    | 13204    |  | 5751    | 20312    |  | 815     | 4402     |  |
| 8                               | 14012   | 41298    |  | 5244    | 15454    |  | 2190    | 9293     |  | 5873    | 13811    |  | 705     | 2740     |  |
| 9                               | 12022   | 37577    |  | 5003    | 12631    |  | 2094    | 9902     |  | 4249    | 12435    |  | 676     | 2609     |  |
| 10                              | 8765    | 29291    |  | 3039    | 9134     |  | 1872    | 8566     |  | 3394    | 9130     |  | 460     | 1534     |  |
| 11                              | 9337    | 28890    |  | 3433    | 8972     |  | 1792    | 8566     |  | 3731    | 9975     |  | 381     | 1377     |  |
| 12                              | 9432    | 27993    |  | 3384    | 9131     |  | 1600    | 7930     |  | 3998    | 9824     |  | 450     | 1108     |  |
| 13                              | 9879    | 33903    |  | 3797    | 10864    |  | 1987    | 9440     |  | 3552    | 12074    |  | 543     | 1525     |  |
| 14                              | 9145    | 33756    |  | 3760    | 9169     |  | 1948    | 10101    |  | 2904    | 12796    |  | 533     | 1390     |  |
| 15                              | 10253   | 32719    |  | 3828    | 9901     |  | 2166    | 9945     |  | 3696    | 10823    |  | 563     | 2050     |  |
| 16                              | 10415   | 33401    |  | 3921    | 11473    |  | 2248    | 10476    |  | 3646    | 9601     |  | 600     | 1851     |  |
| 17                              | 9636    | 31660    |  | 3600    | 9024     |  | 2374    | 10909    |  | 3033    | 10216    |  | 629     | 1511     |  |
| 18                              | 9329    | 34468    |  | 3500    | 9102     |  | 2316    | 10122    |  | 2878    | 13595    |  | 635     | 1649     |  |
| 19                              | 9723    | 40630    |  | 3129    | 9364     |  | 2293    | 12827    |  | 3606    | 16274    |  | 695     | 2165     |  |
| 20                              | 10670   | 49010    |  | 3573    | 10480    |  | 2245    | 8956     |  | 4185    | 28110    |  | 667     | 1464     |  |
| 21                              | 6406    | 18910    |  | 1938    | 4853     |  | 1402    | 2813     |  | 2390    | 9949     |  | 676     | 1295     |  |
| 22                              | 5208    | 12534    |  | 1501    | 3841     |  | 1331    | 1756     |  | 1887    | 6459     |  | 489     | 478      |  |
| 23                              | 4021    | 10923    |  | 1070    | 2062     |  | 1157    | 1479     |  | 1455    | 6999     |  | 339     | 383      |  |
| 24                              | 4553    | 8128     |  | 1218    | 2522     |  | 982     | 763      |  | 1983    | 4579     |  | 370     | 264      |  |
| 25                              | 2398    | 2945     |  | 801     | 859      |  | 575     | 305      |  | 735     | 1623     |  | 197     | 158      |  |
| 26                              | 2833    | 4539     |  | 920     | 1458     |  | 754     | 603      |  | 991     | 2285     |  | 168     | 193      |  |
| 27                              | 2854    | 3670     |  | 753     | 982      |  | 791     | 691      |  | 1133    | 1774     |  | 177     | 223      |  |
| 28                              | 1954    | 2058     |  | 643     | 599      |  | 442     | 428      |  | 779     | 888      |  | 90      | 143      |  |
| 29                              | 1891    | 1975     |  | 718     | 663      |  | 508     | 628      |  | 590     | 580      |  | 75      | 104      |  |
| 30                              | 1276    | 1303     |  | 508     | 384      |  | 382     | 414      |  | 339     | 414      |  | 47      | 61       |  |
| >30                             | 2815    | 820      |  | 986     | 264      |  | 743     | 254      |  | 886     | 263      |  | 200     | 39       |  |
| SUM->                           | 300729  | 1845748  |  | 105387  | 672983   |  | 66826   | 474085   |  | 109844  | 528614   |  | 18672   | 170066   |  |
| ESTIMATED FIRST YEAR ACCESSIONS |         |          |  |         |          |  |         |          |  |         |          |  |         |          |  |
| 24800                           | 391500  |          |  | 8400    | 185699   |  | 5800    | 83618    |  | 8700    | 75419    |  | 1800    | 46764    |  |

Table G-23  
END FY 1975 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD     |          |  | ARMY    |          |  | NAVY    |          |  | USAF    |          |  | USMC    |          |  |
|-------|---------|----------|--|---------|----------|--|---------|----------|--|---------|----------|--|---------|----------|--|
|       | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  |
| 1     | 17638   | 367486   |  | 7115    | 159700   |  | 4361    | 91457    |  | 5254    | 67430    |  | 908     | 48899    |  |
| 2     | 19687   | 301372   |  | 7294    | 133710   |  | 4262    | 71630    |  | 6646    | 58617    |  | 1485    | 37415    |  |
| 3     | 19800   | 265857   |  | 6825    | 107961   |  | 4512    | 66419    |  | 6809    | 62224    |  | 1654    | 29253    |  |
| 4     | 18335   | 164560   |  | 5662    | 46642    |  | 4982    | 46686    |  | 6440    | 52977    |  | 1251    | 18255    |  |
| 5     | 18138   | 85991    |  | 5983    | 31799    |  | 4110    | 21932    |  | 6846    | 25096    |  | 1199    | 7164     |  |
| 6     | 15652   | 62266    |  | 4897    | 20318    |  | 3662    | 18876    |  | 6190    | 17477    |  | 903     | 5595     |  |
| 7     | 13778   | 64177    |  | 4801    | 19176    |  | 3228    | 15288    |  | 4965    | 25344    |  | 784     | 4369     |  |
| 8     | 13094   | 53415    |  | 4476    | 20073    |  | 2474    | 12035    |  | 5367    | 17559    |  | 777     | 3748     |  |
| 9     | 13406   | 36341    |  | 5055    | 13494    |  | 2174    | 8514     |  | 5470    | 11975    |  | 707     | 2358     |  |
| 10    | 11662   | 34296    |  | 4894    | 11171    |  | 2007    | 9147     |  | 4097    | 11893    |  | 664     | 2085     |  |
| 11    | 8402    | 27466    |  | 2995    | 8465     |  | 1710    | 8843     |  | 3248    | 8893     |  | 449     | 1265     |  |
| 12    | 8964    | 27649    |  | 3390    | 8440     |  | 1709    | 8239     |  | 3492    | 9697     |  | 373     | 1273     |  |
| 13    | 9090    | 26792    |  | 3367    | 8590     |  | 1569    | 7619     |  | 3700    | 9555     |  | 454     | 1028     |  |
| 14    | 9848    | 33061    |  | 3785    | 10517    |  | 1971    | 9215     |  | 3532    | 11906    |  | 560     | 1423     |  |
| 15    | 9088    | 33149    |  | 3764    | 9201     |  | 1930    | 9948     |  | 2842    | 12701    |  | 552     | 1299     |  |
| 16    | 9996    | 32179    |  | 3695    | 9692     |  | 2138    | 9758     |  | 3587    | 10766    |  | 576     | 1963     |  |
| 17    | 10277   | 32902    |  | 3879    | 11347    |  | 2234    | 10199    |  | 3561    | 9572     |  | 603     | 1784     |  |
| 18    | 9566    | 31324    |  | 3582    | 8924     |  | 2347    | 10724    |  | 3000    | 10179    |  | 637     | 1497     |  |
| 19    | 9271    | 33691    |  | 3477    | 8997     |  | 2290    | 9515     |  | 2858    | 13556    |  | 646     | 1623     |  |
| 20    | 9608    | 35382    |  | 3079    | 9276     |  | 2239    | 8029     |  | 3589    | 16191    |  | 701     | 1886     |  |
| 21    | 7065    | 23845    |  | 2011    | 5130     |  | 1676    | 4404     |  | 2826    | 13536    |  | 552     | 775      |  |
| 22    | 5122    | 12384    |  | 1434    | 3118     |  | 1151    | 1730     |  | 2005    | 6665     |  | 532     | 871      |  |
| 23    | 4341    | 9042     |  | 1250    | 2725     |  | 1088    | 1187     |  | 1580    | 4767     |  | 423     | 363      |  |
| 24    | 3367    | 7637     |  | 889     | 1510     |  | 987     | 1072     |  | 1196    | 4745     |  | 295     | 310      |  |
| 25    | 3794    | 6243     |  | 1023    | 1806     |  | 797     | 626      |  | 1652    | 3594     |  | 322     | 217      |  |
| 26    | 1873    | 2417     |  | 693     | 684      |  | 424     | 246      |  | 592     | 1355     |  | 164     | 132      |  |
| 27    | 2267    | 2750     |  | 735     | 992      |  | 627     | 451      |  | 765     | 1155     |  | 140     | 152      |  |
| 28    | 2269    | 2340     |  | 580     | 627      |  | 673     | 561      |  | 868     | 981      |  | 148     | 171      |  |
| 29    | 1473    | 1287     |  | 487     | 443      |  | 358     | 366      |  | 556     | 375      |  | 72      | 103      |  |
| 30    | 1363    | 1320     |  | 522     | 448      |  | 407     | 467      |  | 378     | 342      |  | 56      | 63       |  |
| >30   | 2163    | 459      |  | 834     | 167      |  | 619     | 222      |  | 557     | 42       |  | 153     | 28       |  |
| SUM-> | 290397  | 1819080  |  | 102473  | 675143   |  | 64716   | 465405   |  | 104468  | 501165   |  | 18740   | 177367   |  |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |      |        |      |       |      |       |      |       |
|-------|--------|------|--------|------|-------|------|-------|------|-------|
| 24200 | 414700 | 8200 | 191500 | 6200 | 89700 | 7700 | 78000 | 2200 | 55600 |
|-------|--------|------|--------|------|-------|------|-------|------|-------|

Table C-24

END FY 1976 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD              | ARMY             | NAVY             | USAF             | USMC             |
|-------|------------------|------------------|------------------|------------------|------------------|
|       | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |
| 1     | 15934            | 325715           | 3615             | 86182            | 66612            |
| 2     | 18124            | 301530           | 4374             | 76758            | 60457            |
| 3     | 16890            | 237932           | 4073             | 58887            | 50380            |
| 4     | 16261            | 158737           | 3801             | 43937            | 48705            |
| 5     | 15815            | 99090            | 4054             | 24935            | 23920            |
| 6     | 15679            | 82732            | 3661             | 21680            | 24933            |
| 7     | 14068            | 53827            | 3199             | 15558            | 15277            |
| 8     | 12775            | 53199            | 3058             | 14142            | 18621            |
| 9     | 12494            | 48986            | 2605             | 11496            | 16529            |
| 10    | 12104            | 34829            | 2102             | 8116             | 12412            |
| 11    | 11860            | 31285            | 1884             | 7618             | 11468            |
| 12    | 7866             | 26913            | 1609             | 8933             | 8878             |
| 13    | 8283             | 25820            | 1618             | 7763             | 9128             |
| 14    | 8861             | 25868            | 1664             | 7413             | 9624             |
| 15    | 9855             | 30210            | 1818             | 8628             | 10967            |
| 16    | 8969             | 32607            | 2018             | 9372             | 12581            |
| 17    | 9555             | 32978            | 2099             | 9991             | 11745            |
| 18    | 10053            | 31529            | 2274             | 9869             | 9505             |
| 19    | 9781             | 31689            | 2431             | 10456            | 9785             |
| 20    | 9142             | 28335            | 2257             | 5822             | 12440            |
| 21    | 6496             | 17219            | 1701             | 3879             | 8380             |
| 22    | 5559             | 14687            | 1395             | 2955             | 8379             |
| 23    | 4357             | 10529            | 998              | 1402             | 6722             |
| 24    | 3431             | 5697             | 882              | 757              | 2639             |
| 25    | 3116             | 5740             | 848              | 833              | 3582             |
| 26    | 3070             | 5526             | 669              | 589              | 3484             |
| 27    | 1652             | 1809             | 338              | 216              | 882              |
| 28    | 1469             | 1443             | 376              | 282              | 616              |
| 29    | 1727             | 1609             | 588              | 466              | 490              |
| 30    | 1040             | 823              | 293              | 268              | 244              |
| >30   | 1708             | 291              | 516              | 145              | 28               |
| SUM-> | 277994           | 1789184          | 679208           | 459348           | 99128            |
|       |                  |                  | 62818            | 479413           | 18667            |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |      |        |      |       |      |       |      |       |
|-------|--------|------|--------|------|-------|------|-------|------|-------|
| 22300 | 396700 | 8100 | 186100 | 6300 | 84700 | 6000 | 74200 | 1900 | 51700 |
|-------|--------|------|--------|------|-------|------|-------|------|-------|

Table G-25  
END FY 1977 ESTIMATED STRENGTH BY YEAR OF SERVICE

|       | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| YOS   | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 15958   | 336759   | 6772    | 144082   | 3990    | 87851    | 4670    | 65467    | 526     | 39359    |
| 2     | 18347   | 305300   | 7190    | 133661   | 4475    | 73576    | 4792    | 59799    | 1890    | 38264    |
| 3     | 15459   | 250367   | 5874    | 104251   | 3739    | 62431    | 4032    | 52047    | 1814    | 31638    |
| 4     | 15423   | 152665   | 5513    | 47324    | 3745    | 45529    | 4993    | 40413    | 1172    | 19399    |
| 5     | 14794   | 94264    | 4787    | 36392    | 3744    | 22809    | 5263    | 27522    | 1000    | 7541     |
| 6     | 14180   | 86878    | 4662    | 37582    | 3328    | 22703    | 5198    | 20587    | 992     | 6006     |
| 7     | 14149   | 70294    | 4362    | 25814    | 3190    | 16867    | 5645    | 22998    | 952     | 4615     |
| 8     | 13074   | 47096    | 4448    | 15720    | 2861    | 14248    | 4970    | 13171    | 795     | 3957     |
| 9     | 12177   | 45723    | 3955    | 13808    | 2831    | 12423    | 4611    | 16288    | 780     | 3204     |
| 10    | 12219   | 43672    | 4054    | 15104    | 2502    | 10164    | 4872    | 15695    | 791     | 2709     |
| 11    | 11654   | 31919    | 3918    | 10928    | 1918    | 7333     | 5110    | 11953    | 708     | 1705     |
| 12    | 11334   | 29299    | 4724    | 9465     | 1782    | 7261     | 4125    | 10976    | 703     | 1597     |
| 13    | 7726    | 25502    | 2957    | 7287     | 1641    | 8538     | 2681    | 8585     | 447     | 1092     |
| 14    | 8267    | 24852    | 3069    | 7295     | 1661    | 7471     | 3145    | 8974     | 392     | 1112     |
| 15    | 8792    | 25119    | 3241    | 7489     | 1751    | 7166     | 3418    | 9546     | 382     | 918      |
| 16    | 9697    | 29591    | 3517    | 9193     | 1912    | 8426     | 3740    | 10884    | 528     | 1088     |
| 17    | 8876    | 32073    | 3491    | 9162     | 2101    | 9156     | 2789    | 12493    | 495     | 1262     |
| 18    | 9480    | 32532    | 3406    | 9259     | 2185    | 9801     | 3316    | 11696    | 573     | 1776     |
| 19    | 10062   | 30839    | 3557    | 10463    | 2348    | 9347     | 3605    | 9462     | 552     | 1567     |
| 20    | 9800    | 27582    | 3578    | 9644     | 2439    | 6733     | 3150    | 9727     | 641     | 1478     |
| 21    | 6584    | 14921    | 2308    | 4320     | 1753    | 3272     | 2047    | 6633     | 476     | 696      |
| 22    | 5134    | 11547    | 1484    | 2764     | 1423    | 2595     | 1888    | 5586     | 339     | 602      |
| 23    | 4590    | 10620    | 1268    | 2137     | 1197    | 2017     | 1804    | 6098     | 321     | 368      |
| 24    | 3676    | 7465     | 1025    | 1533     | 857     | 1058     | 1505    | 4530     | 289     | 344      |
| 25    | 2933    | 4606     | 913     | 1564     | 779     | 584      | 952     | 2184     | 274     | 202      |
| 26    | 2682    | 5002     | 719     | 916      | 746     | 704      | 998     | 3180     | 219     | 202      |
| 27    | 2512    | 3362     | 694     | 948      | 558     | 458      | 1065    | 1834     | 195     | 122      |
| 28    | 1352    | 1220     | 491     | 409      | 274     | 164      | 454     | 557      | 133     | 90       |
| 29    | 1169    | 993      | 418     | 357      | 305     | 236      | 375     | 332      | 71      | 68       |
| 30    | 1347    | 1166     | 391     | 377      | 479     | 350      | 380     | 340      | 97      | 99       |
| >30   | 1734    | 233      | 651     | 43       | 528     | 135      | 451     | 28       | 104     | 27       |
| SUM-> | 275181  | 1783461  | 97437   | 679291   | 63042   | 461406   | 96044   | 469585   | 18666   | 173179   |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |      |        |      |       |      |       |      |       |
|-------|--------|------|--------|------|-------|------|-------|------|-------|
| 25200 | 381300 | 9000 | 173000 | 6500 | 90300 | 7900 | 73000 | 1900 | 45300 |
|-------|--------|------|--------|------|-------|------|-------|------|-------|



Table G-26

END FY 1978 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|       | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 16843   | 285069   | 7692    | 114935   | 4007    | 73728    | 4447    | 61350    | 697     | 35056    |
| 2     | 18213   | 297795   | 6656    | 125562   | 4746    | 78029    | 5254    | 58750    | 1557    | 35454    |
| 3     | 16333   | 273127   | 6291    | 120088   | 4038    | 66102    | 4265    | 53229    | 1739    | 33708    |
| 4     | 14189   | 175831   | 5210    | 52724    | 3542    | 53783    | 3974    | 45139    | 1463    | 24185    |
| 5     | 14217   | 94517    | 4795    | 36630    | 3696    | 24416    | 4778    | 26147    | 948     | 7324     |
| 6     | 13144   | 82605    | 4371    | 32230    | 2863    | 20362    | 5067    | 24110    | 843     | 5903     |
| 7     | 12540   | 72240    | 4331    | 31115    | 2797    | 17447    | 4593    | 18828    | 819     | 4850     |
| 8     | 12800   | 60394    | 4127    | 21715    | 2673    | 15330    | 5114    | 19661    | 886     | 3688     |
| 9     | 12144   | 39396    | 4254    | 13398    | 2528    | 11721    | 4603    | 11112    | 759     | 3165     |
| 10    | 11608   | 41070    | 3828    | 12232    | 2632    | 10814    | 4385    | 15461    | 763     | 2563     |
| 11    | 11934   | 39931    | 4048    | 13752    | 2362    | 9086     | 4753    | 14922    | 771     | 2171     |
| 12    | 11371   | 29993    | 3855    | 10119    | 1830    | 6954     | 5014    | 11392    | 672     | 1528     |
| 13    | 11068   | 27649    | 4486    | 8800     | 1769    | 6854     | 4138    | 10531    | 675     | 1464     |
| 14    | 7676    | 24577    | 2874    | 6923     | 1675    | 8222     | 2688    | 8407     | 439     | 1025     |
| 15    | 8355    | 24143    | 3089    | 7047     | 1725    | 7214     | 3155    | 8822     | 386     | 1060     |
| 16    | 8711    | 24531    | 3073    | 7290     | 1807    | 6978     | 3446    | 9388     | 385     | 875      |
| 17    | 9704    | 29145    | 3453    | 9062     | 1973    | 8228     | 3755    | 10804    | 523     | 1051     |
| 18    | 8825    | 31688    | 3367    | 9064     | 2152    | 8989     | 2802    | 12390    | 504     | 1245     |
| 19    | 9451    | 31932    | 3319    | 9213     | 2236    | 9360     | 3320    | 11614    | 576     | 1745     |
| 20    | 10069   | 27521    | 3564    | 10377    | 2357    | 6359     | 3600    | 9393     | 548     | 1392     |
| 21    | 7006    | 15672    | 2373    | 5421     | 1841    | 3867     | 2352    | 5539     | 440     | 845      |
| 22    | 5084    | 10262    | 1736    | 2814     | 1409    | 2208     | 1607    | 4766     | 332     | 474      |
| 23    | 4248    | 8622     | 1222    | 2108     | 1211    | 1796     | 1558    | 4276     | 257     | 442      |
| 24    | 3928    | 7532     | 1094    | 1643     | 1037    | 1482     | 1532    | 4133     | 265     | 274      |
| 25    | 3148    | 5993     | 880     | 1348     | 729     | 832      | 1301    | 3669     | 238     | 273      |
| 26    | 2551    | 3950     | 804     | 721      | 687     | 472      | 827     | 1893     | 233     | 237      |
| 27    | 2202    | 3055     | 618     | 721      | 600     | 510      | 804     | 1665     | 180     | 159      |
| 28    | 2029    | 2404     | 566     | 655      | 450     | 351      | 861     | 1302     | 152     | 96       |
| 29    | 1082    | 860      | 377     | 318      | 237     | 148      | 357     | 322      | 111     | 72       |
| 30    | 881     | 699      | 322     | 254      | 240     | 178      | 267     | 211      | 52      | 56       |
| >30   | 1757    | 297      | 599     | 67       | 574     | 153      | 471     | 46       | 113     | 31       |
| SUM-> | 273111  | 1772500  | 97274   | 668844   | 62423   | 461973   | 95088   | 469272   | 18326   | 172411   |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |       |      |       |      |       |
|-------|--------|-------|--------|------|-------|------|-------|------|-------|
| 25700 | 308400 | 10300 | 128300 | 6300 | 70100 | 7200 | 68400 | 1900 | 41600 |
|-------|--------|-------|--------|------|-------|------|-------|------|-------|

Table G-27

END FY 1979 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | OFFICER ENLISTED | ARMY    | NAVY  | USAF   | USMC  |        |       |        |       |        |
|-------|------------------|---------|-------|--------|-------|--------|-------|--------|-------|--------|
| 1     | 18701            | 292436  | 8008  | 123301 | 3581  | 72159  | 6505  | 60940  | 607   | 36036  |
| 2     | 18364            | 252976  | 6933  | 101182 | 4356  | 65719  | 5407  | 54887  | 1668  | 31188  |
| 3     | 17607            | 265998  | 6332  | 111401 | 4523  | 70379  | 5257  | 52332  | 1495  | 31886  |
| 4     | 15693            | 188627  | 5805  | 62488  | 3958  | 55447  | 4386  | 47533  | 1544  | 23159  |
| 5     | 13266            | 95273   | 4547  | 35569  | 3524  | 28593  | 4063  | 22847  | 1132  | 8264   |
| 6     | 12915            | 81136   | 4357  | 33096  | 3000  | 20027  | 4722  | 22248  | 836   | 5765   |
| 7     | 11812            | 67628   | 4025  | 27237  | 2457  | 16051  | 4577  | 19649  | 753   | 4691   |
| 8     | 11323            | 61186   | 4049  | 25173  | 2401  | 15520  | 4138  | 16683  | 735   | 3810   |
| 9     | 11846            | 50389   | 3913  | 17883  | 2437  | 12713  | 4657  | 16918  | 839   | 2875   |
| 10    | 11516            | 34974   | 4147  | 11988  | 2358  | 10225  | 4278  | 10227  | 733   | 2534   |
| 11    | 11258            | 37484   | 3745  | 11255  | 2542  | 9538   | 4211  | 14501  | 760   | 2190   |
| 12    | 11526            | 37268   | 3902  | 12865  | 2268  | 8579   | 4594  | 13862  | 762   | 1962   |
| 13    | 10701            | 28294   | 3699  | 9493   | 1845  | 6632   | 4528  | 10742  | 629   | 1427   |
| 14    | 10902            | 26620   | 4357  | 8343   | 1823  | 6622   | 4058  | 10264  | 664   | 1391   |
| 15    | 7753             | 23838   | 2855  | 6696   | 1768  | 7913   | 2690  | 8245   | 440   | 984    |
| 16    | 8236             | 23567   | 2956  | 6838   | 1818  | 6982   | 3072  | 8719   | 390   | 1028   |
| 17    | 8800             | 24030   | 3042  | 7140   | 1927  | 6752   | 3443  | 9273   | 388   | 865    |
| 18    | 9638             | 28784   | 3331  | 8952   | 2034  | 8073   | 3751  | 10719  | 522   | 1040   |
| 19    | 8831             | 31330   | 3325  | 8998   | 2206  | 8777   | 2800  | 12327  | 500   | 1228   |
| 20    | 9437             | 30120   | 3290  | 9095   | 2257  | 7768   | 3321  | 11552  | 569   | 1705   |
| 21    | 7192             | 15235   | 2398  | 5816   | 1812  | 3558   | 2608  | 5080   | 781   | 781    |
| 22    | 5153             | 10087   | 1714  | 3528   | 1441  | 2423   | 1689  | 3574   | 309   | 562    |
| 23    | 4127             | 7298    | 1388  | 2063   | 1187  | 1504   | 1282  | 3383   | 270   | 348    |
| 24    | 3511             | 5964    | 1009  | 1557   | 1016  | 1265   | 1277  | 2805   | 209   | 337    |
| 25    | 3246             | 5766    | 923   | 1261   | 852   | 1148   | 1260  | 3149   | 211   | 208    |
| 26    | 2640             | 4904    | 769   | 989    | 623   | 673    | 1054  | 3013   | 194   | 229    |
| 27    | 1975             | 2481    | 657   | 1015   | 533   | 343    | 617   | 935    | 168   | 188    |
| 28    | 1736             | 2085    | 503   | 490    | 491   | 402    | 609   | 1063   | 133   | 130    |
| 29    | 1520             | 1574    | 442   | 511    | 360   | 307    | 610   | 676    | 108   | 80     |
| 30    | 788              | 623     | 289   | 234    | 187   | 117    | 235   | 216    | 77    | 56     |
| >30   | 1484             | 234     | 521   | 48     | 477   | 118    | 381   | 44     | 105   | 24     |
| SUM-> | 273497           | 1738209 | 97231 | 656505 | 62062 | 456327 | 96080 | 458406 | 18124 | 166971 |

ESTIMATED FIRST YEAR ACCESSIONS

| 28700 | 310400 | 9500 | 133200 | 7000 | 65600 | 10200 | 70100 | 2000 | 41400 |
|-------|--------|------|--------|------|-------|-------|-------|------|-------|
|       |        |      |        |      |       |       |       |      |       |

Table G-28

END FY 1980 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOO     |          | ARMY    |          | NAVY    |          | USAF    |          | USMC    |          |
|-------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
|       | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED | OFFICER | ENLISTED |
| 1     | 18188   | 325394   | 8232    | 144249   | 3689    | 78322    | 5544    | 65561    | 723     | 37262    |
| 2     | 20593   | 261362   | 7441    | 108382   | 4534    | 65902    | 7212    | 54097    | 1406    | 32981    |
| 3     | 18381   | 229605   | 6789    | 90696    | 4408    | 60622    | 5604    | 49637    | 1580    | 28650    |
| 4     | 16753   | 196002   | 5850    | 62802    | 4345    | 60515    | 5165    | 48876    | 1393    | 23809    |
| 5     | 14823   | 103655   | 5095    | 42017    | 3998    | 28115    | 4487    | 24084    | 1243    | 9439     |
| 6     | 12337   | 80284    | 4194    | 31678    | 2939    | 22496    | 4183    | 19567    | 1021    | 6543     |
| 7     | 11765   | 66124    | 3993    | 27823    | 2612    | 15670    | 4399    | 17756    | 761     | 4875     |
| 8     | 10851   | 58732    | 3741    | 22673    | 2182    | 14593    | 4198    | 17530    | 730     | 3936     |
| 9     | 10806   | 51818    | 3872    | 21346    | 2226    | 13193    | 4003    | 14031    | 705     | 3248     |
| 10    | 11540   | 45238    | 3875    | 16040    | 2344    | 11329    | 4501    | 15306    | 820     | 2563     |
| 11    | 11384   | 32052    | 4084    | 10971    | 2328    | 9128     | 4246    | 9677     | 726     | 2276     |
| 12    | 11133   | 34975    | 3653    | 10430    | 2495    | 8991     | 4229    | 13510    | 756     | 2044     |
| 13    | 11473   | 35162    | 3905    | 12061    | 2282    | 8113     | 4547    | 13174    | 739     | 1814     |
| 14    | 10595   | 27183    | 3661    | 8990     | 1881    | 6371     | 4440    | 10464    | 613     | 1358     |
| 15    | 11020   | 25785    | 4343    | 7996     | 1917    | 6388     | 4100    | 10071    | 660     | 1330     |
| 16    | 7685    | 23309    | 2762    | 6487     | 1851    | 7711     | 2631    | 8140     | 441     | 971      |
| 17    | 8283    | 23137    | 2935    | 6691     | 1902    | 6796     | 3073    | 8641     | 373     | 1009     |
| 18    | 8802    | 23736    | 3001    | 7027     | 1970    | 6628     | 3449    | 9228     | 382     | 853      |
| 19    | 9661    | 28479    | 3309    | 8849     | 2098    | 7927     | 3737    | 10678    | 517     | 1025     |
| 20    | 8816    | 29613    | 3298    | 8896     | 2229    | 7240     | 2791    | 12282    | 498     | 1195     |
| 21    | 6631    | 16750    | 2088    | 5231     | 1705    | 4002     | 2430    | 6582     | 408     | 935      |
| 22    | 5350    | 9921     | 1676    | 3682     | 1431    | 2386     | 1974    | 3342     | 269     | 511      |
| 23    | 4150    | 7066     | 1322    | 2504     | 1202    | 1636     | 1370    | 2503     | 256     | 403      |
| 24    | 3444    | 5133     | 1158    | 1505     | 984     | 1089     | 1078    | 2272     | 224     | 267      |
| 25    | 2878    | 4549     | 823     | 1174     | 847     | 941      | 1032    | 2150     | 176     | 284      |
| 26    | 2703    | 4704     | 789     | 1018     | 731     | 915      | 1001    | 2586     | 182     | 185      |
| 27    | 2045    | 3052     | 608     | 718      | 484     | 492      | 791     | 1670     | 152     | 172      |
| 28    | 1541    | 1696     | 564     | 698      | 418     | 260      | 434     | 595      | 125     | 143      |
| 29    | 1311    | 1363     | 376     | 368      | 418     | 340      | 413     | 547      | 104     | 108      |
| 30    | 1105    | 1096     | 316     | 375      | 291     | 211      | 411     | 446      | 87      | 64       |
| >30   | 1386    | 273      | 496     | 53       | 423     | 111      | 351     | 75       | 116     | 34       |
| SUM-> | 277433  | 1757248  | 98249   | 673430   | 63164   | 458453   | 97824   | 455078   | 18186   | 170287   |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |       |      |       |      |       |
|-------|--------|-------|--------|------|-------|------|-------|------|-------|
| 29200 | 355600 | 10900 | 163100 | 6700 | 75100 | 9700 | 75500 | 1800 | 42000 |
|-------|--------|-------|--------|------|-------|------|-------|------|-------|

Table G-29  
END FY 1981 ESTIMATED STRENGTH BY YEAR OF SERVICE

|       | DOD     |          |  | ARMY    |          |  | NAVY    |          |  | USAF    |          |  | USMC    |          |  |
|-------|---------|----------|--|---------|----------|--|---------|----------|--|---------|----------|--|---------|----------|--|
| YOS   | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  | OFFICER | ENLISTED |  |
| 1     | 18440   | 295581   |  | 8806    | 110019   |  | 3950    | 81731    |  | 5088    | 69098    |  | 596     | 34733    |  |
| 2     | 19969   | 289910   |  | 7680    | 123165   |  | 4633    | 72655    |  | 6138    | 59500    |  | 1518    | 34590    |  |
| 3     | 20267   | 233287   |  | 7146    | 95146    |  | 4599    | 59516    |  | 7166    | 49270    |  | 1356    | 29355    |  |
| 4     | 17450   | 181166   |  | 6259    | 61368    |  | 4219    | 51638    |  | 5429    | 46647    |  | 1543    | 21513    |  |
| 5     | 15999   | 119398   |  | 5250    | 46999    |  | 4588    | 34311    |  | 5027    | 27197    |  | 1134    | 10891    |  |
| 6     | 14050   | 90115    |  | 4742    | 38215    |  | 3536    | 23641    |  | 4660    | 20984    |  | 1112    | 7275     |  |
| 7     | 11439   | 66568    |  | 3934    | 27030    |  | 2655    | 17378    |  | 3969    | 16479    |  | 881     | 5681     |  |
| 8     | 10954   | 58719    |  | 3834    | 23870    |  | 2334    | 14339    |  | 4059    | 16408    |  | 727     | 4102     |  |
| 9     | 10601   | 52021    |  | 3656    | 19992    |  | 2117    | 12922    |  | 4083    | 15645    |  | 745     | 3462     |  |
| 10    | 10733   | 46927    |  | 3902    | 19207    |  | 2191    | 12071    |  | 3917    | 12714    |  | 723     | 2935     |  |
| 11    | 11420   | 41834    |  | 3884    | 14861    |  | 2284    | 10268    |  | 4436    | 9330     |  | 812     | 2386     |  |
| 12    | 11242   | 30446    |  | 4066    | 10258    |  | 2294    | 8696     |  | 4163    | 14319    |  | 719     | 2162     |  |
| 13    | 11092   | 33352    |  | 3671    | 9868     |  | 2562    | 8537     |  | 4110    | 13036    |  | 749     | 1911     |  |
| 14    | 11474   | 34079    |  | 3931    | 11549    |  | 2375    | 7891     |  | 4430    | 12892    |  | 738     | 1747     |  |
| 15    | 10705   | 26508    |  | 3688    | 8709     |  | 1959    | 6184     |  | 4443    | 10315    |  | 615     | 1300     |  |
| 16    | 11031   | 25272    |  | 4285    | 7835     |  | 2027    | 6200     |  | 4069    | 9924     |  | 650     | 1313     |  |
| 17    | 7766    | 22986    |  | 2771    | 6358     |  | 1926    | 7556     |  | 2636    | 8100     |  | 433     | 972      |  |
| 18    | 8315    | 22843    |  | 2911    | 6582     |  | 1957    | 6678     |  | 3074    | 8571     |  | 373     | 1012     |  |
| 19    | 8854    | 23462    |  | 2997    | 6939     |  | 2035    | 6509     |  | 3446    | 9175     |  | 376     | 839      |  |
| 20    | 9598    | 27268    |  | 3253    | 8729     |  | 2108    | 6899     |  | 3727    | 10627    |  | 510     | 1013     |  |
| 21    | 6697    | 18128    |  | 2316    | 5472     |  | 1799    | 4124     |  | 2220    | 7776     |  | 362     | 756      |  |
| 22    | 5341    | 11680    |  | 1635    | 3467     |  | 1371    | 2842     |  | 2038    | 4712     |  | 297     | 659      |  |
| 23    | 4591    | 7424     |  | 1410    | 2719     |  | 1251    | 1717     |  | 1704    | 2601     |  | 226     | 387      |  |
| 24    | 3582    | 5429     |  | 1135    | 1902     |  | 1045    | 1292     |  | 1184    | 1915     |  | 218     | 320      |  |
| 25    | 2991    | 4233     |  | 1019    | 1188     |  | 847     | 907      |  | 930     | 1911     |  | 195     | 227      |  |
| 26    | 2504    | 3877     |  | 714     | 969      |  | 751     | 783      |  | 889     | 1881     |  | 150     | 244      |  |
| 27    | 2276    | 3318     |  | 688     | 797      |  | 609     | 712      |  | 828     | 1661     |  | 151     | 148      |  |
| 28    | 1720    | 2301     |  | 530     | 520      |  | 400     | 412      |  | 655     | 1226     |  | 135     | 143      |  |
| 29    | 1233    | 1318     |  | 449     | 558      |  | 357     | 239      |  | 324     | 403      |  | 103     | 118      |  |
| 30    | 1051    | 1082     |  | 304     | 292      |  | 365     | 272      |  | 301     | 423      |  | 81      | 95       |  |
| >30   | 1505    | 473      |  | 466     | 46       |  | 461     | 169      |  | 450     | 212      |  | 128     | 46       |  |
| SUM-> | 284890  | 1781005  |  | 101332  | 674629   |  | 65609   | 469089   |  | 99593   | 464952   |  | 18356   | 172335   |  |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |       |        |      |       |      |       |      |       |
|-------|--------|-------|--------|------|-------|------|-------|------|-------|
| 29100 | 320700 | 11200 | 120700 | 7700 | 79100 | 8300 | 79900 | 1900 | 41000 |
|-------|--------|-------|--------|------|-------|------|-------|------|-------|

Table G-30  
END FY 1982 ESTIMATED STRENGTH BY YEAR OF SERVICE

| YOS   | DOD              |                  | ARMY             |                  | NAVY             |                  | USAF             |                  | USMC             |                  |
|-------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|       | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED | OFFICER ENLISTED |
| 1     | 17893            | 270067           | 7574             | 107689           | 3839             | 68969            | 5642             | 61718            | 838              | 31691            |
| 2     | 20856            | 271295           | 8124             | 96542            | 5395             | 76973            | 5861             | 64424            | 1476             | 33356            |
| 3     | 19684            | 254800           | 7381             | 104785           | 4677             | 65198            | 6165             | 54029            | 1461             | 30788            |
| 4     | 19118            | 180639           | 6414             | 63118            | 4408             | 50377            | 6997             | 45368            | 1299             | 21776            |
| 5     | 16290            | 124765           | 5693             | 46192            | 4097             | 35861            | 5233             | 31334            | 1267             | 11378            |
| 6     | 14928            | 104013           | 4924             | 42109            | 3937             | 29218            | 5017             | 23846            | 1050             | 8840             |
| 7     | 13243            | 76122            | 4468             | 32652            | 3287             | 18728            | 4465             | 18348            | 1023             | 6394             |
| 8     | 11107            | 60056            | 3813             | 23308            | 2522             | 16114            | 3897             | 15624            | 875              | 5010             |
| 9     | 10748            | 54113            | 3776             | 21728            | 2236             | 13296            | 3994             | 15357            | 742              | 3732             |
| 10    | 10605            | 48691            | 3659             | 18422            | 2113             | 12378            | 4071             | 14670            | 762              | 3221             |
| 11    | 10815            | 44198            | 3988             | 17865            | 2187             | 11476            | 3879             | 12117            | 761              | 2739             |
| 12    | 11464            | 39921            | 3923             | 13989            | 2325             | 9882             | 4432             | 13807            | 784              | 2243             |
| 13    | 11237            | 29307            | 4035             | 9707             | 2309             | 8415             | 4163             | 9136             | 730              | 2049             |
| 14    | 11197            | 32459            | 3680             | 9456             | 2620             | 8328             | 4137             | 12839            | 760              | 1836             |
| 15    | 11588            | 33358            | 3969             | 11200            | 2400             | 7741             | 4456             | 12706            | 763              | 1711             |
| 16    | 10832            | 25965            | 3786             | 8434             | 1991             | 6084             | 4440             | 10180            | 615              | 1267             |
| 17    | 11090            | 24982            | 4310             | 7706             | 2054             | 6122             | 4073             | 9853             | 653              | 1301             |
| 18    | 7757             | 22757            | 2755             | 6286             | 1939             | 7476             | 2630             | 8038             | 433              | 957              |
| 19    | 8346             | 22619            | 2919             | 6457             | 1976             | 6626             | 3078             | 8531             | 373              | 1005             |
| 20    | 8824             | 22659            | 2964             | 6851             | 2042             | 5876             | 3443             | 9116             | 375              | 816              |
| 21    | 7446             | 16987            | 2431             | 5221             | 1675             | 4221             | 2986             | 6880             | 354              | 665              |
| 22    | 5150             | 12651            | 1763             | 3528             | 1413             | 2985             | 1708             | 5594             | 266              | 544              |
| 23    | 4430             | 8823             | 1354             | 2478             | 1187             | 2097             | 1639             | 3729             | 250              | 519              |
| 24    | 3863             | 5759             | 1196             | 2060             | 1108             | 1344             | 1373             | 2030             | 186              | 325              |
| 25    | 3092             | 4361             | 981              | 1474             | 914              | 1050             | 1010             | 1572             | 187              | 265              |
| 26    | 2552             | 3595             | 888              | 974              | 719              | 771              | 782              | 1651             | 163              | 199              |
| 27    | 2087             | 2892             | 616              | 736              | 632              | 638              | 708              | 1321             | 131              | 197              |
| 28    | 1848             | 2544             | 571              | 559              | 491              | 601              | 659              | 1265             | 127              | 119              |
| 29    | 1352             | 1740             | 418              | 399              | 337              | 388              | 487              | 834              | 110              | 119              |
| 30    | 991              | 1050             | 363              | 429              | 300              | 195              | 245              | 322              | 83               | 104              |
| >30   | 1624             | 639              | 461              | 61               | 567              | 249              | 462              | 261              | 134              | 68               |
| SUM-> | 292057           | 1803827          | 103197           | 672415           | 67697            | 479677           | 102132           | 476500           | 19031            | 175234           |

ESTIMATED FIRST YEAR ACCESSIONS

|       |        |      |        |      |       |      |       |      |       |
|-------|--------|------|--------|------|-------|------|-------|------|-------|
| 29000 | 330000 | 9417 | 122800 | 7028 | 63900 | 8858 | 70000 | 2109 | 39700 |
|-------|--------|------|--------|------|-------|------|-------|------|-------|

Table G-31a

| FY   | 1923  | 1982  | DOD   | OFFICER STRENGTH BY YEARS OF SERVICE (YOS) |       |       |       |       |       |       |       |       |       |       |       |       |  |  |
|------|-------|-------|-------|--------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|--|
| FY   | GAINS | 1     | 2     | 3                                          | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    |  |  |
| 1923 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1924 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1925 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1926 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1927 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1928 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1929 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1930 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1931 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1932 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1933 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1934 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1935 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1936 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1937 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1938 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1939 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1940 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1941 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1942 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1943 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1944 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1945 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1946 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1947 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1948 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1949 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1950 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1951 | 0     | 0     | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1952 | 0     | 0     | 32882 | 32671                                      | 21947 | 18135 | 13635 | 12451 | 11644 | 10782 | 10947 | 8898  | 10422 | 10537 | 11062 | 11105 |  |  |
| 1953 | 33000 | 25172 | 29627 | 20552                                      | 18349 | 13149 | 12109 | 10488 | 10823 | 8758  | 9272  | 7878  | 8691  | 9218  | 8672  | 9048  |  |  |
| 1954 | 30000 | 26766 | 27421 | 18936                                      | 16861 | 11487 | 11703 | 11170 | 10084 | 10521 | 10184 | 11196 | 10377 | 10385 | 10818 | 11371 |  |  |
| 1955 | 40000 | 39458 | 38958 | 23506                                      | 14830 | 12594 | 12096 | 10255 | 10847 | 10752 | 11155 | 10893 | 10826 | 11258 | 11209 | 11491 |  |  |
| 1956 | 39000 | 31059 | 26499 | 20341                                      | 16041 | 11464 | 9947  | 11213 | 10510 | 10328 | 9851  | 9832  | 10099 | 10265 | 10640 | 10139 |  |  |
| 1957 | 50300 | 13320 | 25373 | 22258                                      | 13054 | 11847 | 11918 | 9967  | 9761  | 9688  | 9482  | 9145  | 9946  | 9646  | 9997  | 9629  |  |  |
| 1958 | 61400 | 22843 | 17302 | 16352                                      | 15469 | 12785 | 10754 | 10732 | 10221 | 9892  | 10278 | 10484 | 10288 | 10264 | 9973  | 9844  |  |  |
| 1959 | 39700 | 4284  | 22976 | 18627                                      | 15669 | 12998 | 12525 | 11669 | 11206 | 11502 | 12007 | 11036 | 11376 | 10977 | 10754 | 10748 |  |  |
| 1960 | 30800 | 17185 | 27350 | 20613                                      | 14656 | 13173 | 12532 | 12026 | 11668 | 12054 | 11226 | 10785 | 10651 | 10442 | 10483 | 10753 |  |  |
| 1961 | 29300 | 15782 | 33047 | 17537                                      | 14126 | 12941 | 11698 | 10985 | 11832 | 9976  | 9974  | 9553  | 9376  | 9360  | 9745  | 9088  |  |  |
| 1962 | 41400 | 26063 | 43803 | 26699                                      | 20112 | 16675 | 13959 | 14102 | 11160 | 11120 | 10667 | 10312 | 10230 | 9879  | 9848  | 9855  |  |  |
| 1963 | 41000 | 21300 | 29349 | 25023                                      | 21455 | 17786 | 15824 | 12854 | 10934 | 10378 | 9936  | 9823  | 9432  | 9090  | 8861  | 8792  |  |  |
| 1964 | 41000 | 25255 | 34076 | 26567                                      | 22830 | 19161 | 15207 | 11434 | 10738 | 10149 | 9845  | 9337  | 8964  | 8283  | 8267  | 8155  |  |  |
| 1965 | 41300 | 28403 | 34028 | 25709                                      | 20336 | 18353 | 13337 | 10576 | 9707  | 9303  | 8765  | 8402  | 7866  | 7726  | 7676  | 7753  |  |  |
| 1966 | 51100 | 32260 | 55385 | 48533                                      | 29046 | 20910 | 17027 | 14600 | 13500 | 12022 | 11662 | 11860 | 11334 | 11068 | 10902 | 11020 |  |  |
| 1967 | 72200 | 39915 | 61371 | 41528                                      | 32408 | 23345 | 18088 | 15885 | 14012 | 13406 | 12104 | 11654 | 11371 | 10701 | 10595 | 10701 |  |  |
| 1968 | 70000 | 35169 | 52592 | 41758                                      | 27869 | 19974 | 16189 | 13807 | 13094 | 12494 | 12219 | 11934 | 11526 | 11473 | 11474 | 11568 |  |  |
| 1969 | 60800 | 56543 | 52301 | 39001                                      | 25092 | 19927 | 15298 | 13778 | 12775 | 12177 | 11608 | 11258 | 11133 | 11092 | 11197 | 0     |  |  |
| 1970 | 62900 | 47226 | 45653 | 28199                                      | 22796 | 18111 | 15652 | 14068 | 13074 | 12144 | 11516 | 11384 | 11242 | 11237 | 0     | 0     |  |  |
| 1971 | 42800 | 23928 | 30516 | 24839                                      | 21826 | 18138 | 15679 | 14149 | 12800 | 11846 | 11540 | 11420 | 11404 | 0     | 0     | 0     |  |  |
| 1972 | 36000 | 21175 | 27598 | 21725                                      | 18335 | 15815 | 14180 | 12540 | 11323 | 10806 | 10733 | 10815 | 0     | 0     | 0     | 0     |  |  |
| 1973 | 30800 | 19277 | 23965 | 19800                                      | 16261 | 14794 | 13144 | 11812 | 10851 | 10601 | 10605 | 0     | 0     | 0     | 0     | 0     |  |  |
| 1974 | 24800 | 17260 | 19687 | 16890                                      | 15423 | 14217 | 12915 | 11765 | 10954 | 10748 | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1975 | 24200 | 17638 | 18124 | 15449                                      | 14189 | 13766 | 12337 | 11435 | 11107 | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1976 | 22300 | 15934 | 18347 | 16333                                      | 15693 | 14823 | 14050 | 13243 | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1977 | 25200 | 15958 | 18213 | 17607                                      | 16753 | 15999 | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1978 | 25700 | 16843 | 18364 | 18381                                      | 17450 | 16290 | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1979 | 24700 | 18701 | 20593 | 20267                                      | 19118 | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1980 | 29200 | 18188 | 19969 | 19684                                      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1981 | 29100 | 18440 | 20856 | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |
| 1982 | 29000 | 17893 | 0     | 0                                          | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |  |  |

**Table G-31b**[illegible]

Table G-32a

| FY 1923 TO 1982 ARMY |       | OFFICER STRENGTH BY YEARS OF SERVICE (YOS) |       |       |       |      |      |      |      |      |      |       |       |       |       |       |
|----------------------|-------|--------------------------------------------|-------|-------|-------|------|------|------|------|------|------|-------|-------|-------|-------|-------|
| FY                   | GAINS | 1                                          | 2     | 3     | 4     | 5    | 6    | 7    | 8    | 9    | 10   | 11    | 12    | 13    | 14    | 15    |
| 1923                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1924                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1925                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1926                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1927                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1928                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1929                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1930                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1931                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1932                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1933                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1934                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1935                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1936                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1937                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1938                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1939                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1940                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     |
| 1941                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 4939  | 4458  |
| 1942                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 12718 | 12304 | 11566 |
| 1943                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 12358 | 11059 | 10179 | 9317  | 8891  |
| 1944                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 7226  | 6310  | 5684  | 5746  | 5807  |
| 1945                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 5397  | 4888  | 5124  | 5400  | 3559  |
| 1946                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 6807  | 6071  | 5871  | 5671  | 2923  |
| 1947                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 0    | 8556 | 7672 | 6822 | 5516 | 5156  | 4796  | 2164  | 4061  | 4383  |
| 1948                 | 0     | 0                                          | 0     | 0     | 0     | 0    | 6389 | 5090 | 4419 | 4093 | 3920 | 3746  | 2632  | 3037  | 3226  | 4239  |
| 1949                 | 0     | 0                                          | 0     | 0     | 0     | 5108 | 4116 | 3259 | 3247 | 3267 | 3287 | 2520  | 2811  | 2446  | 3181  | 3356  |
| 1950                 | 0     | 0                                          | 0     | 0     | 4823  | 4058 | 3078 | 2330 | 2229 | 2127 | 2207 | 1866  | 1836  | 2392  | 2071  | 2480  |
| 1951                 | 0     | 0                                          | 11451 | 4578  | 4138  | 3028 | 2981 | 2933 | 2823 | 2738 | 2404 | 2468  | 2493  | 3037  | 3122  |       |
| 1952                 | 0     | 0                                          | 13234 | 6090  | 2607  | 2547 | 2433 | 2319 | 2195 | 1963 | 2314 | 2180  | 2242  | 2163  | 2315  | 2353  |
| 1953                 | 12500 | 11993                                      | 12481 | 5581  | 2869  | 2751 | 2632 | 3845 | 2542 | 2233 | 2759 | 2796  | 3981  | 2829  | 2897  | 3138  |
| 1954                 | 9200  | 9150                                       | 9042  | 3744  | 3265  | 2785 | 2952 | 2755 | 2348 | 2747 | 2600 | 3673  | 2816  | 2885  | 3155  | 3378  |
| 1955                 | 16500 | 16424                                      | 15892 | 9491  | 3189  | 2586 | 3294 | 2623 | 2550 | 2748 | 3298 | 3044  | 3145  | 3342  | 3686  | 3639  |
| 1956                 | 12650 | 12402                                      | 7888  | 3174  | 2773  | 2709 | 2804 | 2930 | 2958 | 2990 | 2670 | 2777  | 3041  | 3349  | 3511  | 3334  |
| 1957                 | 14600 | 14600                                      | 7612  | 6613  | 4042  | 3202 | 3594 | 2913 | 3039 | 3175 | 3304 | 3593  | 3674  | 3447  | 3399  | 3729  |
| 1958                 | 17800 | 12601                                      | 5175  | 4613  | 3253  | 3673 | 3112 | 3699 | 3392 | 3548 | 3875 | 4028  | 4010  | 4018  | 3895  | 3781  |
| 1959                 | 11500 | 1237                                       | 9437  | 4192  | 4397  | 3782 | 4154 | 3803 | 3969 | 4402 | 4521 | 4233  | 4555  | 4399  | 4233  | 4189  |
| 1960                 | 10300 | 6637                                       | 8952  | 5564  | 3571  | 333  | 3975 | 4118 | 4430 | 4559 | 4602 | 4364  | 4181  | 4028  | 4011  | 3874  |
| 1961                 | 10600 | 9278                                       | 13219 | 5131  | 4054  | 4097 | 4252 | 4509 | 4621 | 4552 | 4334 | 4191  | 4012  | 3951  | 3760  | 3764  |
| 1962                 | 18200 | 14447                                      | 15969 | 8483  | 5159  | 5430 | 5241 | 5201 | 4935 | 4567 | 4387 | 4106  | 4037  | 3797  | 3785  | 3674  |
| 1963                 | 16000 | 12454                                      | 10752 | 7631  | 6032  | 5461 | 5158 | 4912 | 4245 | 3919 | 3636 | 3567  | 3384  | 3167  | 3253  | 3241  |
| 1964                 | 17800 | 8983                                       | 15390 | 9370  | 6795  | 5699 | 4995 | 4520 | 4137 | 3809 | 3702 | 3433  | 3390  | 3096  | 3069  | 3089  |
| 1965                 | 16300 | 12316                                      | 15981 | 8755  | 7016  | 5370 | 4351 | 3823 | 3443 | 3325 | 3039 | 2995  | 2998  | 2957  | 2874  | 2855  |
| 1966                 | 26100 | 13094                                      | 31687 | 28630 | 11961 | 9660 | 7741 | 6468 | 6736 | 5003 | 4894 | 4819  | 4724  | 4586  | 4357  | 4343  |
| 1967                 | 37800 | 17686                                      | 33907 | 16493 | 14091 | 9008 | 7020 | 6420 | 5244 | 5055 | 4006 | 3918  | 3855  | 3699  | 3661  | 3688  |
| 1968                 | 36200 | 13997                                      | 28702 | 18463 | 8850  | 6252 | 5646 | 4658 | 4476 | 4123 | 4054 | 4048  | 3902  | 3905  | 3931  | 3969  |
| 1969                 | 30500 | 35634                                      | 27208 | 18402 | 8749  | 7216 | 5280 | 4801 | 4012 | 3955 | 3828 | 3745  | 3653  | 3671  | 3680  |       |
| 1970                 | 34000 | 22847                                      | 24150 | 10052 | 7791  | 5462 | 4897 | 4634 | 4448 | 4254 | 4147 | 4084  | 4066  | 4035  |       |       |
| 1971                 | 23000 | 11445                                      | 11403 | 8488  | 7468  | 5983 | 4703 | 4362 | 4127 | 3913 | 3875 | 3884  | 3923  |       |       |       |
| 1972                 | 12600 | 8963                                       | 10340 | 7185  | 5662  | 5157 | 4662 | 4331 | 4049 | 3872 | 3902 | 3988  |       |       |       |       |
| 1973                 | 11700 | 8019                                       | 8887  | 6825  | 5447  | 4787 | 4371 | 4025 | 3741 | 3656 | 3659 |       |       |       |       |       |
| 1974                 | 8400  | 6150                                       | 7294  | 6175  | 5513  | 4795 | 4357 | 3991 | 3834 | 3776 |      |       |       |       |       |       |
| 1975                 | 8200  | 7115                                       | 6724  | 5874  | 5210  | 4547 | 4194 | 3934 | 3813 |      |      |       |       |       |       |       |
| 1976                 | 8100  | 7131                                       | 7190  | 6291  | 5805  | 5095 | 4742 | 4468 |      |      |      |       |       |       |       |       |
| 1977                 | 9000  | 6772                                       | 6656  | 6332  | 5850  | 5250 | 4924 |      |      |      |      |       |       |       |       |       |
| 1978                 | 10300 | 7692                                       | 6933  | 6789  | 6259  | 5693 |      |      |      |      |      |       |       |       |       |       |
| 1979                 | 9500  | 8048                                       | 7441  | 7146  | 6414  |      |      |      |      |      |      |       |       |       |       |       |
| 1980                 | 10900 | 8232                                       | 7680  | 7381  |       |      |      |      |      |      |      |       |       |       |       |       |
| 1981                 | 11200 | 8806                                       | 8124  |       |       |      |      |      |      |      |      |       |       |       |       |       |
| 1982                 | 9417  | 7574                                       |       |       |       |      |      |      |      |      |      |       |       |       |       |       |



Table G-32b

| ARMY OFFICER STRENGTH CONTINUED |       |       |      |       |      |      |      |      |      |      |      |      |      |      | YEAR |      |
|---------------------------------|-------|-------|------|-------|------|------|------|------|------|------|------|------|------|------|------|------|
| 16                              | 17    | 18    | 19   | 20    | 21   | 22   | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30   | > 30 | YEAR |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1243 | 1923 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 400  | 247  | 1924 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 601  | 574  | 299  | 1925 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 392  | 276  | 198  | 127  | 1926 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 573  | 470  | 329  | 300  | 220  | 1927 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 748  | 533  | 395  | 231  | 272  | 313  | 1928 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 770  | 752  | 616  | 545  | 343  | 140  | 1930 | 1929 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 832  | 712  | 619  | 519  | 355  | 191  | 685  | 569  | 1930 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 730  | 592  | 514  | 483  | 350  | 217  | 814  | 211  | 592  | 1931 | 1931 |
| 0                               | 0     | 0     | 0    | 0     | 892  | 696  | 566  | 566  | 388  | 210  | 919  | 240  | 251  | 640  | 1932 | 1932 |
| 0                               | 0     | 0     | 0    | 1182  | 836  | 602  | 484  | 386  | 288  | 112  | 290  | 331  | 302  | 484  | 1933 | 1933 |
| 0                               | 0     | 0     | 1236 | 1393  | 831  | 576  | 321  | 1216 | 327  | 373  | 328  | 273  | 883  | 1934 | 1934 | 1934 |
| 0                               | 0     | 2500  | 2460 | 1692  | 1804 | 1253 | 702  | 1921 | 667  | 638  | 561  | 461  | 847  | 249  | 315  | 1935 |
| 0                               | 2082  | 2323  | 2147 | 1791  | 1266 | 741  | 2212 | 764  | 846  | 663  | 507  | 958  | 291  | 203  | 338  | 1937 |
| 2437                            | 2296  | 2348  | 2280 | 1590  | 899  | 2588 | 894  | 1134 | 938  | 640  | 1155 | 342  | 252  | 222  | 465  | 1938 |
| 2791                            | 3568  | 2736  | 2222 | 1907  | 4028 | 1259 | 1625 | 1377 | 1127 | 1459 | 552  | 458  | 411  | 382  | 485  | 1939 |
| 4889                            | 3958  | 4026  | 4094 | 6040  | 2180 | 2641 | 2154 | 1594 | 1908 | 1090 | 876  | 770  | 643  | 370  | 635  | 1940 |
| 11884                           | 11159 | 10913 | 8551 | 11112 | 3841 | 3529 | 2967 | 4153 | 2840 | 2393 | 2097 | 1721 | 971  | 1087 | 1093 | 1941 |
| 8256                            | 7621  | 10913 | 8036 | 8034  | 5628 | 4130 | 3011 | 2412 | 2006 | 1845 | 1616 | 1452 | 1019 | 806  | 1033 | 1942 |
| 8262                            | 5867  | 7514  | 7753 | 7602  | 3762 | 5184 | 2892 | 2436 | 2226 | 2021 | 1538 | 1404 | 1105 | 920  | 1064 | 1943 |
| 3537                            | 4799  | 5688  | 5647 | 5019  | 3544 | 2793 | 1872 | 1613 | 1370 | 1319 | 953  | 795  | 599  | 452  | 986  | 1944 |
| 4400                            | 4626  | 4821  | 5208 | 4303  | 3665 | 2347 | 1968 | 1692 | 1374 | 1155 | 957  | 790  | 648  | 548  | 834  | 1945 |
| 5564                            | 5936  | 5887  | 4017 | 5451  | 3692 | 3039 | 2605 | 1872 | 1641 | 1348 | 1064 | 873  | 718  | 522  | 630  | 1946 |
| 4573                            | 4087  | 3313  | 4729 | 4789  | 3395 | 2778 | 2154 | 1592 | 1287 | 1006 | 814  | 643  | 487  | 341  | 651  | 1947 |
| 3642                            | 3344  | 3877  | 3833 | 4033  | 3218 | 2275 | 1733 | 1426 | 1146 | 923  | 753  | 580  | 466  | 391  | 599  | 1948 |
| 3465                            | 3714  | 3734  | 3981 | 3960  | 2501 | 2148 | 1718 | 1361 | 1107 | 920  | 735  | 511  | 418  | 322  | 521  | 1949 |
| 2288                            | 2284  | 2456  | 2545 | 2946  | 1836 | 1455 | 1150 | 932  | 801  | 693  | 574  | 491  | 377  | 289  | 496  | 1950 |
| 3171                            | 3404  | 3550  | 3340 | 2640  | 2302 | 1782 | 1473 | 1218 | 1023 | 817  | 694  | 566  | 442  | 316  | 466  | 1951 |
| 2549                            | 2728  | 3063  | 2791 | 2763  | 1724 | 1292 | 1070 | 889  | 813  | 719  | 618  | 503  | 376  | 304  | 461  | 1952 |
| 3415                            | 3174  | 3441  | 1156 | 3189  | 1970 | 1541 | 1250 | 1067 | 913  | 804  | 657  | 564  | 449  | 363  | 0    | 1953 |
| 3160                            | 3484  | 3409  | 3421 | 3380  | 1938 | 1434 | 1196 | 1025 | 880  | 769  | 608  | 530  | 418  | 0    | 0    | 1954 |
| 3773                            | 3674  | 3612  | 3672 | 3573  | 2011 | 1479 | 1268 | 1094 | 923  | 789  | 688  | 571  | 0    | 0    | 0    | 1955 |
| 3220                            | 3178  | 3156  | 3079 | 1850  | 1484 | 1222 | 1009 | 823  | 714  | 616  | 0    | 0    | 0    | 0    | 0    | 1956 |
| 3624                            | 3568  | 3500  | 3477 | 3439  | 2308 | 1736 | 1388 | 1158 | 1019 | 888  | 0    | 0    | 0    | 0    | 0    | 1957 |
| 3732                            | 3600  | 3582  | 3545 | 3578  | 2373 | 1714 | 1322 | 1135 | 981  | 0    | 0    | 0    | 0    | 0    | 0    | 1958 |
| 3921                            | 3879  | 3599  | 3557 | 3564  | 2398 | 1676 | 1410 | 1196 | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1959 |
| 3695                            | 3535  | 3406  | 3119 | 3290  | 2088 | 1635 | 1354 | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1960 |
| 3819                            | 3491  | 3367  | 3325 | 3298  | 2316 | 1763 | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1961 |
| 3517                            | 3453  | 3331  | 3309 | 3253  | 2431 | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1962 |
| 3073                            | 3042  | 3001  | 2997 | 2964  | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1963 |
| 2956                            | 2935  | 2911  | 2919 | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1964 |
| 2762                            | 2771  | 2755  | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1965 |
| 4285                            | 4310  | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1966 |
| 3786                            | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1967 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1968 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1969 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1970 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1971 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1972 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1973 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1974 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1975 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1976 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1977 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1978 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1979 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1980 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1981 |
| 0                               | 0     | 0     | 0    | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1982 |

Table G-33a

| FY 1923 TO 1982 NAVY OFFICER STRENGTH BY YEARS OF SERVICE (YOS) |       |       |       |      |      |      |      |      |      |      |      |      |      |      |      |      |
|-----------------------------------------------------------------|-------|-------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| FY                                                              | GAINS | 1     | 2     | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   |
| 1923                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1924                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1925                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1926                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1927                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1928                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1929                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1930                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1931                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1932                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1933                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1934                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1935                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1936                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1937                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1938                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1939                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1940                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 2653 | 2671 |
| 1941                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 2669 | 2671 |
| 1942                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 5893 | 5638 | 5689 | 5786 |
| 1943                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 7170 | 7246 | 7231 | 7688 | 6947 |
| 1944                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 3328 | 2239 | 2282 | 2187 | 2246 | 2104 |
| 1945                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 2930 | 1739 | 1391 | 1372 | 1523 | 1673 | 1601 | 1601 |
| 1946                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 3093 | 1771 | 1166 | 971  | 1239 | 1503 | 1492 | 1602 |
| 1947                                                            | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 3035 | 2304 | 1672 | 983  | 1360 | 1641 | 1605 | 1578 | 1601 |
| 1948                                                            | 0     | 0     | 0     | 0    | 0    | 3215 | 2781 | 2206 | 1605 | 1861 | 2080 | 1656 | 1606 | 2249 | 2672 | 2672 |
| 1949                                                            | 0     | 0     | 0     | 0    | 3022 | 2300 | 2013 | 1554 | 1572 | 1590 | 1145 | 1216 | 1087 | 1011 | 2047 | 2047 |
| 1950                                                            | 0     | 0     | 0     | 4540 | 2899 | 2402 | 2003 | 1708 | 1212 | 1033 | 997  | 1008 | 1009 | 1005 | 1511 | 1511 |
| 1951                                                            | 0     | 0     | 7784  | 7223 | 6211 | 3281 | 2697 | 2113 | 1801 | 1502 | 1545 | 1655 | 1601 | 1715 | 1601 | 1601 |
| 1952                                                            | 0     | 7887  | 5553  | 5492 | 2468 | 2770 | 3472 | 2462 | 3930 | 1500 | 1615 | 1606 | 1601 | 1601 | 1601 | 1601 |
| 1953                                                            | 4000  | 1605  | 3707  | 3178 | 5087 | 4135 | 3183 | 3199 | 2528 | 1789 | 1820 | 1817 | 1805 | 1800 | 1976 | 2029 |
| 1954                                                            | 5600  | 5582  | 5527  | 4784 | 3423 | 2061 | 2051 | 2047 | 1861 | 1902 | 1839 | 1802 | 1777 | 1705 | 1898 | 2109 |
| 1955                                                            | 6600  | 6563  | 5937  | 5093 | 4168 | 2406 | 2611 | 2146 | 2196 | 2108 | 2017 | 2051 | 2035 | 2217 | 2212 | 2152 |
| 1956                                                            | 6600  | 4518  | 5544  | 6550 | 4329 | 2365 | 2461 | 2500 | 2300 | 2170 | 2086 | 2122 | 2196 | 2222 | 2595 | 2313 |
| 1957                                                            | 17300 | 12037 | 6773  | 6251 | 3550 | 3155 | 3088 | 2649 | 2430 | 2300 | 2156 | 2248 | 2438 | 2481 | 2493 | 2366 |
| 1958                                                            | 11900 | 2764  | 4642  | 4067 | 4160 | 3439 | 2747 | 2416 | 2278 | 2149 | 2312 | 2374 | 2470 | 2307 | 2336 | 2382 |
| 1959                                                            | 11500 | 801   | 4993  | 5810 | 4536 | 3241 | 2698 | 2415 | 2212 | 2302 | 2178 | 2241 | 2283 | 2310 | 2215 | 2299 |
| 1960                                                            | 9400  | 4756  | 7461  | 6556 | 4334 | 3295 | 2567 | 2342 | 2113 | 2671 | 2001 | 2031 | 2069 | 2147 | 2196 | 2146 |
| 1961                                                            | 7600  | 5369  | 6211  | 5663 | 4345 | 3485 | 2981 | 2185 | 3106 | 1671 | 2106 | 1873 | 1928 | 1924 | 1948 | 1950 |
| 1962                                                            | 10000 | 7593  | 8870  | 8390 | 6581 | 4437 | 3033 | 3102 | 1866 | 1909 | 1974 | 1978 | 2000 | 1988 | 1977 | 1890 |
| 1963                                                            | 10100 | 6370  | 7101  | 7101 | 6121 | 3695 | 3451 | 2177 | 1713 | 1695 | 1645 | 1656 | 1600 | 1584 | 1600 | 1591 |
| 1964                                                            | 9500  | 6924  | 7828  | 7932 | 6283 | 4974 | 4293 | 2112 | 2085 | 2021 | 1948 | 1792 | 1709 | 1618 | 1607 | 1529 |
| 1965                                                            | 10300 | 6874  | 8262  | 7975 | 5174 | 6226 | 2336 | 2191 | 2039 | 1988 | 1872 | 1770 | 1609 | 1607 | 1675 | 1588 |
| 1966                                                            | 10300 | 7738  | 10191 | 6823 | 6089 | 3606 | 2676 | 2383 | 2196 | 2094 | 2007 | 1884 | 1742 | 1700 | 1723 | 1677 |
| 1967                                                            | 11700 | 5420  | 8487  | 7517 | 4886 | 3632 | 2763 | 2391 | 2190 | 2174 | 2102 | 1918 | 1830 | 1801 | 1807 | 1699 |
| 1968                                                            | 11900 | 8346  | 7625  | 9480 | 5342 | 3705 | 2948 | 2553 | 2474 | 2605 | 2502 | 2362 | 2268 | 2282 | 2435 | 2401 |
| 1969                                                            | 13600 | 9393  | 11120 | 8493 | 5918 | 4436 | 3560 | 3228 | 3058 | 2831 | 2632 | 2562 | 2405 | 2502 | 2600 | 2500 |
| 1970                                                            | 12500 | 5825  | 8184  | 6709 | 5230 | 4251 | 3662 | 3190 | 2861 | 2528 | 2358 | 2328 | 2294 | 2210 | 2100 | 2000 |
| 1971                                                            | 9200  | 2872  | 6962  | 6288 | 5061 | 4110 | 3661 | 3190 | 2673 | 2437 | 2304 | 2288 | 2325 | 2210 | 2100 | 2000 |
| 1972                                                            | 10100 | 3143  | 7009  | 5911 | 4982 | 4054 | 3328 | 2797 | 2401 | 2226 | 2191 | 2187 | 2100 | 2000 | 2000 | 2000 |
| 1973                                                            | 7500  | 2675  | 4997  | 4512 | 3801 | 3744 | 2863 | 2457 | 2182 | 2117 | 2113 | 2113 | 2100 | 2000 | 2000 | 2000 |
| 1974                                                            | 5800  | 4301  | 4262  | 4073 | 3745 | 3696 | 3000 | 2612 | 2334 | 2236 | 2100 | 2100 | 2100 | 2100 | 2100 | 2100 |
| 1975                                                            | 6200  | 4361  | 4374  | 3739 | 3542 | 3524 | 2939 | 2655 | 2522 | 2400 | 2300 | 2200 | 2100 | 2000 | 2000 | 2000 |
| 1976                                                            | 6300  | 3615  | 4475  | 4038 | 3958 | 3998 | 3536 | 3287 | 3000 | 2800 | 2600 | 2400 | 2200 | 2000 | 2000 | 2000 |
| 1977                                                            | 6500  | 3990  | 4746  | 4523 | 4345 | 4588 | 3937 | 3600 | 3300 | 3000 | 2800 | 2600 | 2400 | 2200 | 2000 | 2000 |
| 1978                                                            | 6300  | 4007  | 4355  | 4408 | 4219 | 4097 | 3600 | 3300 | 3000 | 2800 | 2600 | 2400 | 2200 | 2000 | 2000 | 2000 |
| 1979                                                            | 7000  | 3581  | 4550  | 4599 | 4408 | 4000 | 3600 | 3300 | 3000 | 2800 | 2600 | 2400 | 2200 | 2000 | 2000 | 2000 |
| 1980                                                            | 6700  | 3699  | 4633  | 4677 | 4000 | 3600 | 3300 | 3000 | 2800 | 2600 | 2400 | 2200 | 2000 | 2000 | 2000 | 2000 |
| 1981                                                            | 7700  | 3950  | 5395  | 4000 | 3600 | 3300 | 3000 | 2800 | 2600 | 2400 | 2200 | 2000 | 2000 | 2000 | 2000 | 2000 |
| 1982                                                            | 7028  | 3819  | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |

Table G-33b

| NAVY OFFICER STRENGTH CONTINUED |                                                                                |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
|---------------------------------|--------------------------------------------------------------------------------|----|---------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------|------------------------------------------------|--------------------------------------------|-----------------------------------------|-----------------------------------|----------------------|----|----------------------|------------------|----|--------------|----------|
| 16                              | 17                                                                             | 18 | 19                                                            | 20                                                        | 21                                               | 22                                             | 23                                         | 24                                      | 25                                | 26                   | 27 | 28                   | 29               | 30 | > 30         | YEAR     |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 0                                              | 0                                          | 0                                       | 0                                 | 0                    | 0  | 0                    | 0                | 0  | 0            | 568 1923 |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 0                                              | 0                                          | 0                                       | 0                                 | 0                    | 0  | 0                    | 0                | 0  | 446 768 1924 |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 0                                              | 0                                          | 0                                       | 0                                 | 0                    | 0  | 0                    | 432 431 738 1925 |    |              |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 0                                              | 0                                          | 0                                       | 0                                 | 0                    | 0  | 484 438 437 770 1926 |                  |    |              |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 0                                              | 0                                          | 0                                       | 0                                 | 939 822 741 783 1927 |    |                      |                  |    |              |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 0                                              | 0                                          | 0                                       | 932 849 750 711 774 817 1928      |                      |    |                      |                  |    |              |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 0                                              | 0                                          | 0                                       | 1044 963 866 790 639 487 710 1929 |                      |    |                      |                  |    |              |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 0                                              | 0                                          | 1128 1055 970 897 756 615 520 1215 1930 |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 0                                              | 1153 1041 969 905 769 632 542 575 467 1931 |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 0                                                | 1218 1084 994 973 853 733 608 612 316 465 1932 |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 0                                                         | 966 926 812 821 712 603 535 531 252 228 420 1933 |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0                                                                              | 0  | 0                                                             | 1564 1618 1662 1229 1074 919 792 795 683 634 396 469 1934 |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0                                                                              | 0  | 1614 1339 1365 1362 1150 997 864 887 593 453 372 354 430 1935 |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 1856 2007 2400 1820 1626 1417 1264 1276 736 686 583 512 504 256 535 1936       |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1906                            | 1817 1857 1844 1811 1628 1505 1476 1404 734 661 566 634 512 413 1032 1938      |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1746                            | 1680 1650 1521 1456 1352 1279 1179 1077 747 677 590 674 611 397 269 1939       |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1987                            | 1910 1981 2015 1965 1869 1769 1666 1578 1077 879 788 695 667 540 685 1940      |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 3831                            | 3907 3942 4004 4112 4176 4176 2774 2434 2053 1789 1762 1507 1238 1146 595 1941 |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 4539                            | 4293 4597 4554 3788 3412 3079 2648 2297 2048 1943 1667 1362 1150 903 592 1942  |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 6193                            | 6945 6840 6193 4397 3477 3275 2671 2374 2227 2297 1693 1627 1074 887 699 1943  |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2381                            | 2434 3513 3507 3402 2601 2401 1902 1387 1509 1475 1079 873 715 743 743 1944    |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2608                            | 1855 1931 1931 1843 1617 1393 1262 1069 909 880 695 611 504 382 619 1945       |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1929                            | 2617 2038 2127 2127 1717 1675 1377 1121 1176 892 785 643 508 407 516 1946      |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1851                            | 1872 1849 1847 1844 1689 1500 1366 1124 1248 821 708 571 462 388 293 528 1947  |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2613                            | 2735 2752 2746 2808 2316 1944 1879 1629 1629 1034 797 673 588 479 274 1948     |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2193                            | 2178 2189 2189 2177 1817 1517 1231 1035 967 794 677 576 495 264 477 1949       |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1979                            | 1504 1505 1511 1517 1312 1119 778 677 575 474 338 274 237 187 423 1950         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1982                            | 2047 1853 1847 1907 1572 1393 1183 982 797 669 598 450 360 297 467 1951        |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2612                            | 1979 2013 2104 2046 1602 1429 1157 987 848 746 600 491 418 365 567 1952        |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2627                            | 2262 2039 2077 2077 1617 1337 1088 852 779 687 533 418 357 304 0 1953          |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2646                            | 2044 1885 1813 1836 1412 1157 998 857 729 623 484 400 337 0 0 1954             |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2358                            | 2304 2283 2208 2045 1616 1395 1197 1017 852 731 609 457 0 0 0 1955             |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2312                            | 2277 2328 2203 2219 1603 1403 1211 1076 897 751 632 0 0 0 0 0 1956             |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2337                            | 2366 2316 2200 2257 1793 1549 1187 984 897 719 0 0 0 0 0 0 1957                |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2405                            | 2374 2347 2417 2439 1847 1607 1202 1005 974 0 0 0 0 0 0 0 1958                 |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2148                            | 2234 2274 2348 2357 1812 1431 1251 1108 0 0 0 0 0 0 0 0 1959                   |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2138                            | 2099 2185 2236 2297 1705 1371 1187 0 0 0 0 0 0 0 0 0 1960                      |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2018                            | 2101 2152 2207 2249 1709 1473 0 0 0 0 0 0 0 0 0 0 0 1961                       |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1917                            | 1973 2034 2038 2108 1675 0 0 0 0 0 0 0 0 0 0 0 0 1962                          |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1897                            | 1927 1970 2035 2042 0 0 0 0 0 0 0 0 0 0 0 0 0 1963                             |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1818                            | 1902 1957 1976 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1964                                |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1851                            | 1926 1939 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1965                                   |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 2027                            | 2094 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1966                                      |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 1971                            | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1967                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1968                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1969                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1970                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1971                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1972                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1973                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1974                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1975                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1976                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1977                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1978                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1979                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1980                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1981                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1982                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1983                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1984                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1985                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1986                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1987                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1988                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1989                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1990                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1991                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1992                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1993                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1994                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1995                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1996                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1997                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1998                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1999                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |
| 0                               | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 2000                                         |    |                                                               |                                                           |                                                  |                                                |                                            |                                         |                                   |                      |    |                      |                  |    |              |          |

Table G-34a

| FY 1923 TO 1982 USMC OFFICER STRENGTH BY YEARS OF SERVICE (YOS) |      |      |      |      |      |      |      |      |     |     |      |      |      |      |      |      |
|-----------------------------------------------------------------|------|------|------|------|------|------|------|------|-----|-----|------|------|------|------|------|------|
| FY                                                              | 1    | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9   | 10  | 11   | 12   | 13   | 14   | 15   |      |
| GAINS                                                           |      |      |      |      |      |      |      |      |     |     |      |      |      |      |      |      |
| 1923                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1924                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1925                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1926                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1927                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1928                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1929                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1930                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1931                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1932                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1933                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1934                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1935                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1936                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1937                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1938                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1939                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 517  |
| 1940                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 645  |
| 1941                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 1136 | 623  |      |
| 1942                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 1553 | 1086 |
| 1943                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1280 | 1316 | 1583 | 1561 | 1587 |      |
| 1944                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 488  | 1314 | 1314 | 1416 | 1416 | 331  |
| 1945                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 488 | 353  | 336  | 328  | 329  | 330  |      |
| 1946                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 542 | 401 | 350  | 365  | 361  | 356  | 365  |      |
| 1947                                                            | 0    | 0    | 0    | 0    | 0    | 0    | 608  | 454  | 348 | 342 | 336  | 329  | 319  | 318  | 318  |      |
| 1948                                                            | 0    | 0    | 0    | 0    | 0    | 751  | 524  | 407  | 378 | 371 | 364  | 365  | 354  | 348  | 348  |      |
| 1949                                                            | 0    | 0    | 0    | 0    | 0    | 646  | 506  | 472  | 453 | 433 | 412  | 402  | 402  | 418  | 418  |      |
| 1950                                                            | 0    | 0    | 0    | 0    | 1171 | 707  | 515  | 450  | 422 | 394 | 378  | 380  | 383  | 404  | 428  |      |
| 1951                                                            | 0    | 0    | 0    | 1408 | 867  | 574  | 395  | 373  | 350 | 328 | 344  | 342  | 348  | 359  | 355  |      |
| 1952                                                            | 0    | 0    | 1696 | 2015 | 1551 | 1115 | 928  | 741  | 645 | 608 | 676  | 683  | 680  | 689  | 689  |      |
| 1953                                                            | 1400 | 1002 | 1397 | 1537 | 2147 | 1626 | 1164 | 814  | 719 | 766 | 817  | 828  | 822  | 715  | 1033 | 998  |
| 1954                                                            | 1700 | 1532 | 1692 | 1164 | 968  | 712  | 592  | 555  | 571 | 611 | 628  | 650  | 684  | 657  | 1102 | 1073 |
| 1955                                                            | 1200 | 1046 | 1175 | 1203 | 1231 | 842  | 750  | 643  | 629 | 617 | 630  | 678  | 661  | 851  | 803  | 824  |
| 1956                                                            | 1400 | 567  | 968  | 1368 | 1073 | 942  | 198  | 712  | 615 | 628 | 672  | 670  | 785  | 738  | 777  | 769  |
| 1957                                                            | 2400 | 1716 | 1121 | 1475 | 1287 | 1065 | 929  | 691  | 668 | 730 | 689  | 712  | 685  | 676  | 706  | 630  |
| 1958                                                            | 2600 | 570  | 1069 | 1278 | 1136 | 937  | 755  | 669  | 713 | 647 | 719  | 654  | 658  | 690  | 678  | 621  |
| 1959                                                            | 2100 | 359  | 714  | 891  | 908  | 812  | 752  | 787  | 622 | 637 | 625  | 636  | 653  | 591  | 589  | 595  |
| 1960                                                            | 1800 | 405  | 887  | 1089 | 1109 | 1080 | 936  | 883  | 592 | 651 | 642  | 669  | 578  | 545  | 547  | 563  |
| 1961                                                            | 1900 | 431  | 977  | 1239 | 1387 | 1283 | 1217 | 762  | 807 | 699 | 706  | 601  | 572  | 533  | 533  | 552  |
| 1962                                                            | 2400 | 747  | 1299 | 1616 | 1688 | 1437 | 917  | 939  | 781 | 796 | 637  | 577  | 560  | 543  | 560  | 536  |
| 1963                                                            | 2000 | 367  | 605  | 1204 | 1043 | 1304 | 911  | 749  | 726 | 531 | 509  | 475  | 450  | 454  | 394  | 382  |
| 1964                                                            | 1700 | 298  | 585  | 843  | 739  | 1150 | 842  | 716  | 552 | 477 | 415  | 381  | 373  | 384  | 392  | 386  |
| 1965                                                            | 2000 | 456  | 815  | 1400 | 1332 | 1430 | 1066 | 742  | 622 | 507 | 460  | 449  | 456  | 447  | 439  | 440  |
| 1966                                                            | 1600 | 1108 | 2504 | 2801 | 2964 | 2020 | 1456 | 1056 | 745 | 676 | 664  | 720  | 743  | 675  | 664  | 660  |
| 1967                                                            | 5400 | 1330 | 2030 | 2460 | 2225 | 1619 | 1135 | 796  | 715 | 707 | 697  | 708  | 672  | 629  | 613  | 615  |
| 1968                                                            | 3700 | 1246 | 2105 | 2528 | 2226 | 1510 | 1038 | 815  | 777 | 780 | 751  | 771  | 762  | 739  | 738  | 763  |
| 1969                                                            | 4400 | 975  | 1993 | 2191 | 1701 | 1284 | 911  | 784  | 786 | 780 | 763  | 760  | 756  | 749  | 760  | 0    |
| 1970                                                            | 3100 | 824  | 1459 | 1625 | 1444 | 1122 | 903  | 813  | 745 | 759 | 733  | 726  | 719  | 730  | 0    | 0    |
| 1971                                                            | 2000 | 492  | 1272 | 1734 | 1451 | 1199 | 1019 | 952  | 886 | 839 | 820  | 812  | 784  | 0    | 0    | 0    |
| 1972                                                            | 1700 | 383  | 1246 | 1558 | 1251 | 1143 | 992  | 819  | 735 | 705 | 723  | 761  | 0    | 0    | 0    | 0    |
| 1973                                                            | 2700 | 1031 | 1585 | 1654 | 1237 | 1000 | 843  | 753  | 730 | 745 | 742  | 0    | 0    | 0    | 0    | 0    |
| 1974                                                            | 1800 | 865  | 1485 | 1388 | 1172 | 958  | 836  | 761  | 727 | 742 | 0    | 0    | 0    | 0    | 0    | 0    |
| 1975                                                            | 2200 | 778  | 2120 | 1874 | 1463 | 1132 | 1021 | 881  | 875 | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1976                                                            | 1900 | 736  | 1870 | 1739 | 1544 | 1243 | 1112 | 1023 | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1977                                                            | 1900 | 526  | 1557 | 1525 | 1343 | 1134 | 1050 | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1978                                                            | 1900 | 697  | 1668 | 1580 | 1543 | 1267 | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1979                                                            | 2400 | 607  | 1400 | 1356 | 1299 | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1980                                                            | 1300 | 723  | 1518 | 1461 | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1981                                                            | 1900 | 596  | 1476 | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |
| 1982                                                            | 2109 | 838  | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0    | 0    | 0    | 0    | 0    |

Table G-34b

| USMC | OFFICER STRENGTH CONTINUED |      |      |      |      |      |     |     |     |     |     |     |     |     |     |      |      | YEAR |
|------|----------------------------|------|------|------|------|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|
|      | 16                         | 17   | 18   | 19   | 20   | 21   | 22  | 23  | 24  | 25  | 26  | 27  | 28  | 29  | 30  | > 30 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 175  | 1923 |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 59  | 112  | 1924 |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 87  | 71  | 134  | 1925 |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 87  | 87  | 69  | 112  | 1926 |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 123 | 118 | 115 | 94  | 102  | 1927 |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 135 | 117 | 112 | 108 | 105 | 101 | 1928 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 131 | 119 | 106 | 101 | 81  | 60  | 89  | 1929 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 162 | 157 | 143 | 137 | 108 | 79  | 61  | 100 | 1930 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 140 | 131 | 121 | 114 | 93  | 71  | 56  | 40  | 85   | 1931 |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 112 | 107 | 98  | 95  | 79  | 63  | 51  | 43  | 26  | 85   | 1932 |      |
| 0    | 0                          | 0    | 0    | 0    | 133  | 122  | 112 | 104 | 87  | 70  | 56  | 47  | 39  | 31  | 79  | 1933 |      |      |
| 0    | 0                          | 0    | 0    | 242  | 238  | 222  | 211 | 183 | 154 | 133 | 124 | 100 | 73  | 57  | 62  | 1934 |      |      |
| 0    | 0                          | 0    | 339  | 326  | 316  | 304  | 263 | 222 | 196 | 168 | 138 | 112 | 81  | 62  | 29  | 1935 |      |      |
| 0    | 0                          | 0    | 375  | 356  | 359  | 319  | 279 | 245 | 221 | 188 | 160 | 116 | 93  | 43  | 64  | 1936 |      |      |
| 426  | 421                        | 404  | 401  | 394  | 349  | 298  | 266 | 229 | 200 | 164 | 134 | 101 | 73  | 68  | 65  | 1937 |      |      |
| 453  | 437                        | 422  | 421  | 395  | 368  | 308  | 269 | 221 | 187 | 148 | 122 | 72  | 59  | 56  | 85  | 1938 |      |      |
| 499  | 475                        | 471  | 461  | 451  | 392  | 326  | 289 | 241 | 182 | 165 | 87  | 107 | 67  | 49  | 77  | 1939 |      |      |
| 594  | 583                        | 573  | 563  | 560  | 493  | 392  | 333 | 264 | 232 | 173 | 219 | 105 | 98  | 73  | 96  | 1940 |      |      |
| 1064 | 1045                       | 1025 | 1017 | 1012 | 903  | 743  | 599 | 506 | 459 | 422 | 367 | 249 | 202 | 158 | 125 | 1941 |      |      |
| 1553 | 1523                       | 1474 | 1470 | 1443 | 1341 | 1096 | 903 | 507 | 560 | 424 | 392 | 280 | 226 | 192 | 168 | 1942 |      |      |
| 1290 | 1227                       | 1221 | 1207 | 1203 | 1075 | 879  | 676 | 635 | 560 | 532 | 448 | 421 | 270 | 223 | 230 | 1943 |      |      |
| 327  | 312                        | 310  | 308  | 341  | 309  | 349  | 426 | 292 | 174 | 243 | 131 | 167 | 133 | 116 | 100 | 1944 |      |      |
| 367  | 363                        | 372  | 381  | 377  | 202  | 362  | 195 | 185 | 148 | 122 | 80  | 65  | 57  | 47  | 193 | 1945 |      |      |
| 314  | 328                        | 345  | 340  | 351  | 477  | 350  | 319 | 263 | 212 | 145 | 115 | 88  | 75  | 56  | 111 | 1946 |      |      |
| 351  | 383                        | 387  | 392  | 643  | 506  | 492  | 377 | 262 | 169 | 133 | 113 | 90  | 72  | 48  | 104 | 1947 |      |      |
| 411  | 440                        | 558  | 889  | 882  | 918  | 702  | 523 | 315 | 262 | 220 | 177 | 148 | 119 | 92  | 113 | 1948 |      |      |
| 414  | 454                        | 743  | 812  | 817  | 720  | 482  | 349 | 251 | 205 | 168 | 140 | 89  | 71  | 52  | 105 | 1949 |      |      |
| 440  | 676                        | 710  | 818  | 767  | 564  | 363  | 287 | 197 | 161 | 167 | 133 | 105 | 77  | 58  | 109 | 1950 |      |      |
| 954  | 1088                       | 1027 | 1099 | 975  | 678  | 519  | 494 | 374 | 322 | 245 | 195 | 152 | 108 | 87  | 128 | 1951 |      |      |
| 797  | 835                        | 838  | 801  | 650  | 516  | 392  | 339 | 295 | 264 | 219 | 180 | 133 | 104 | 81  | 134 | 1952 |      |      |
| 1095 | 1101                       | 1021 | 852  | 813  | 645  | 489  | 423 | 345 | 289 | 233 | 168 | 125 | 103 | 83  | 0   | 1953 |      |      |
| 1149 | 1063                       | 929  | 902  | 917  | 676  | 532  | 354 | 289 | 238 | 194 | 152 | 135 | 113 | 0   | 0   | 1954 |      |      |
| 797  | 699                        | 663  | 669  | 667  | 552  | 390  | 321 | 265 | 211 | 182 | 151 | 127 | 9   | 0   | 0   | 1955 |      |      |
| 654  | 675                        | 698  | 695  | 701  | 466  | 339  | 257 | 209 | 176 | 150 | 131 | 0   | 0   | 0   | 0   | 1956 |      |      |
| 613  | 610                        | 635  | 646  | 668  | 476  | 332  | 270 | 224 | 195 | 163 | 0   | 0   | 0   | 0   | 0   | 1957 |      |      |
| 618  | 629                        | 637  | 648  | 641  | 440  | 309  | 256 | 218 | 187 | 0   | 0   | 0   | 0   | 0   | 0   | 1958 |      |      |
| 600  | 603                        | 562  | 552  | 548  | 374  | 269  | 226 | 186 | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1959 |      |      |
| 576  | 575                        | 573  | 576  | 569  | 408  | 297  | 250 | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1960 |      |      |
| 507  | 495                        | 504  | 500  | 498  | 362  | 266  | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1961 |      |      |
| 528  | 523                        | 522  | 517  | 510  | 354  | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1962 |      |      |
| 335  | 388                        | 382  | 376  | 375  | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1963 |      |      |
| 320  | 373                        | 373  | 373  | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1964 |      |      |
| 441  | 433                        | 433  | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1965 |      |      |
| 659  | 653                        | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1966 |      |      |
| 615  | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1967 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1968 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1969 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1970 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1971 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1972 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1973 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1974 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1975 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1976 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1977 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1978 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1979 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1980 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1981 |      |      |
| 0    | 0                          | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 1982 |      |      |

Table G-35a

| FY 1923 TO 1982 USAF<br>FY GAINS | OFFICER STRENGTH BY YEARS OF SERVICE (YOS) |       |       |       |       |       |      |      |      |      |       |       |       |       |       |      |
|----------------------------------|--------------------------------------------|-------|-------|-------|-------|-------|------|------|------|------|-------|-------|-------|-------|-------|------|
|                                  | 1                                          | 2     | 3     | 4     | 5     | 6     | 7    | 8    | 9    | 10   | 11    | 12    | 13    | 14    | 15    |      |
| 1923                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1924                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1925                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1926                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1927                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1928                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1929                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1930                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1931                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1932                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1933                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1934                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1935                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1936                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1937                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1938                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1939                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 1686 |
| 1940                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 352   | 3647 |
| 1941                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 8370  | 8452  | 8921  |      |
| 1942                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 9183  | 9302  | 9626  | 10768 |      |
| 1943                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 11210 | 10327 | 10181 | 10444 | 10666 |      |
| 1944                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 7014 | 6681  | 6368  | 6447  | 6137  | 5827  |      |
| 1945                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 4756 | 4636 | 4394  | 4313  | 4383  | 4422  | 4492  |      |
| 1946                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 0    | 6796 | 6385 | 6114 | 5771  | 5695  | 5219  | 4874  | 4699  |      |
| 1947                             | 0                                          | 0     | 0     | 0     | 0     | 0     | 8624 | 7743 | 7371 | 7027 | 7005  | 6942  | 7825  | 6781  | 6593  |      |
| 1948                             | 0                                          | 0     | 0     | 0     | 0     | 11192 | 9033 | 8199 | 8035 | 7958 | 7880  | 2477  | 7637  | 5232  | 5271  |      |
| 1949                             | 0                                          | 0     | 0     | 0     | 9359  | 7762  | 6286 | 6345 | 5895 | 5445 | 2386  | 5279  | 3373  | 5219  | 5271  |      |
| 1950                             | 0                                          | 0     | 0     | 7436  | 6902  | 5384  | 3928 | 3774 | 3580 | 2218 | 3444  | 5692  | 2350  | 3302  | 3287  |      |
| 1951                             | 0                                          | 0     | 11652 | 8131  | 8175  | 6211  | 6034 | 5857 | 5503 | 5819 | 4275  | 5649  | 5645  | 5545  | 5574  |      |
| 1952                             | 0                                          | 10065 | 8489  | 6078  | 5930  | 5184  | 4837 | 4818 | 4280 | 4889 | 4282  | 6200  | 4717  | 4076  | 3949  |      |
| 1953                             | 12100                                      | 10572 | 12042 | 10256 | 8246  | 6691  | 5136 | 5212 | 4998 | 5211 | 4895  | 4782  | 4744  | 4652  | 4579  | 4335 |
| 1954                             | 11500                                      | 10506 | 11200 | 9244  | 7557  | 5869  | 5107 | 5313 | 5304 | 5261 | 5117  | 5071  | 5046  | 4879  | 4463  | 4525 |
| 1955                             | 16000                                      | 15425 | 15954 | 11148 | 8342  | 6793  | 5451 | 4845 | 5472 | 5279 | 5210  | 5129  | 4987  | 4894  | 4645  | 4446 |
| 1956                             | 13400                                      | 13352 | 11301 | 9249  | 7868  | 5448  | 3884 | 5071 | 4637 | 4540 | 4423  | 4293  | 4077  | 3826  | 3871  | 3735 |
| 1957                             | 16000                                      | 12934 | 9867  | 7919  | 4175  | 4419  | 4307 | 3723 | 3624 | 3483 | 3333  | 3193  | 3149  | 3013  | 2961  | 2930 |
| 1958                             | 29100                                      | 6908  | 5816  | 6394  | 6920  | 4736  | 4140 | 3948 | 3778 | 3548 | 3372  | 3428  | 3270  | 3209  | 3124  | 3061 |
| 1959                             | 14600                                      | 1891  | 7832  | 7734  | 5828  | 5163  | 4971 | 4664 | 4403 | 4161 | 4143  | 3926  | 3885  | 3827  | 3717  | 3709 |
| 1960                             | 9100                                       | 5387  | 5050  | 7404  | 5642  | 5517  | 5054 | 4683 | 4333 | 4173 | 3981  | 3719  | 3823  | 3752  | 3729  | 3696 |
| 1961                             | 9200                                       | 704   | 12640 | 5509  | 4340  | 4076  | 3648 | 3349 | 3295 | 3094 | 2828  | 2888  | 2864  | 2944  | 2944  | 2887 |
| 1962                             | 10900                                      | 3276  | 17665 | 8210  | 6684  | 5771  | 4768 | 4860 | 3978 | 3853 | 3669  | 3657  | 3649  | 3572  | 3532  | 3483 |
| 1963                             | 12900                                      | 2109  | 10891 | 9487  | 8259  | 7326  | 6304 | 5016 | 4220 | 4233 | 4146  | 4125  | 3998  | 3703  | 3544  | 3478 |
| 1964                             | 12300                                      | 9050  | 10273 | 8422  | 8013  | 7338  | 5077 | 4086 | 3964 | 3842 | 3781  | 3731  | 3492  | 3195  | 3145  | 3155 |
| 1965                             | 11000                                      | 8757  | 8970  | 7579  | 6874  | 5327  | 3584 | 3820 | 3603 | 3483 | 3394  | 3248  | 2843  | 2641  | 2628  | 2609 |
| 1966                             | 11000                                      | 10360 | 10993 | 10279 | 8032  | 5624  | 5154 | 4693 | 4423 | 4249 | 4097  | 4437  | 4125  | 4118  | 4058  | 4110 |
| 1967                             | 17300                                      | 15509 | 16947 | 14058 | 11206 | 9036  | 7170 | 6278 | 5873 | 5470 | 5299  | 5110  | 5074  | 4948  | 4441  | 4413 |
| 1968                             | 17900                                      | 11600 | 14160 | 11287 | 11451 | 8507  | 6557 | 5751 | 5367 | 4986 | 4872  | 4753  | 4594  | 4567  | 4413  | 4456 |
| 1969                             | 12600                                      | 10541 | 11980 | 9915  | 8724  | 6991  | 5567 | 4965 | 4919 | 4611 | 4385  | 4211  | 4229  | 4170  | 4143  | 4107 |
| 1970                             | 13300                                      | 17730 | 11860 | 9813  | 8331  | 7276  | 6190 | 5422 | 4970 | 4603 | 4278  | 4246  | 4163  | 4163  | 4143  | 4107 |
| 1971                             | 11600                                      | 9119  | 10879 | 8329  | 7846  | 6846  | 6296 | 5645 | 5174 | 4657 | 4507  | 4436  | 4432  | 4407  | 4371  | 4345 |
| 1972                             | 11500                                      | 8686  | 8953  | 7071  | 6440  | 5461  | 5198 | 4593 | 4138 | 4003 | 3917  | 3879  | 0     | 0     | 0     | 0    |
| 1973                             | 10300                                      | 7552  | 8496  | 6809  | 5776  | 5263  | 5067 | 4577 | 4198 | 4033 | 4071  | 0     | 0     | 0     | 0     | 0    |
| 1974                             | 8700                                       | 5944  | 6646  | 5254  | 4993  | 4778  | 4722 | 4399 | 4059 | 3994 | 0     | 0     | 0     | 0     | 0     | 0    |
| 1975                             | 7700                                       | 5254  | 5006  | 4032  | 3974  | 4063  | 4183 | 3969 | 3897 | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1976                             | 6000                                       | 4450  | 4792  | 4265  | 4386  | 4487  | 4609 | 4465 | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1977                             | 7900                                       | 4670  | 5254  | 5257  | 5165  | 5027  | 5017 | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1978                             | 7200                                       | 4447  | 5407  | 5604  | 5429  | 5233  | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1979                             | 10200                                      | 6505  | 7212  | 7166  | 6997  | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1980                             | 9700                                       | 5544  | 6138  | 6165  | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1981                             | 8300                                       | 5088  | 5861  | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |
| 1982                             | 8858                                       | 5642  | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0     | 0     | 0     | 0     | 0     | 0    |

Table G-35b

| USAF  | OFFICER STRENGTH CONTINUED                                                         |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          | YEAR |
|-------|------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------|------------------------------------------------------|-------------------------------------------------|----------------------------------------------|-----------------------------------------|--------------------------------------|----------------------------------|------------------------------|---------------------|----|----------------------|------------------|------------|----------|------|
|       | 16                                                                                 | 17                                                               | 18                                                            | 19                                                      | 20                                                   | 21                                              | 22                                           | 23                                      | 24                                   | 25                               | 26                           | 27                  | 28 | 29                   | 30               | > 30       |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 0                                            | 0                                       | 0                                    | 0                                | 0                            | 0                   | 0  | 0                    | 0                | 0          | 308 1923 |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 0                                            | 0                                       | 0                                    | 0                                | 0                            | 0                   | 0  | 0                    | 0                | 72 83 1924 |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 0                                            | 0                                       | 0                                    | 0                                | 0                            | 0                   | 0  | 0                    | 187 184 180 1925 |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 0                                            | 0                                       | 0                                    | 0                                | 0                            | 0                   | 0  | 185 166 163 152 1926 |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 0                                            | 0                                       | 0                                    | 0                                | 0                            | 268 234 214 227 193 |    |                      |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 0                                            | 0                                       | 0                                    | 0                                | 339 270 236 219 209 199 1928 |                     |    |                      |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 0                                            | 0                                       | 0                                    | 435 327 269 222 174 125 686 1929 |                              |                     |    |                      |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 0                                            | 0                                       | 273 253 205 200 173 145 315 122 1930 |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 0                                            | 459 343 274 209 179 148 362 80 186 1931 |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 0                                               | 347 326 264 228 194 160 470 102 116 100 1932 |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 0                                                    | 461 404 357 247 235 223 527 178 179 84 125 1933 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 0                                                       | 425 498 506 494 439 344 604 245 189 131 109 137 1934 |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 0                                                             | 517 400 440 463 417 364 764 280 396 156 129 93 135 1935 |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0                                                                                  | 0                                                                | 863 775 597 612 683 750 1104 536 566 320 270 203 150 189 1936 |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0                                                                                  | 1242 1238 1184 888 946 1004 742 645 467 419 304 240 194 181 1937 |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 1194  | 1285 1301 1364 1250 1195 1937 849 875 555 502 386 316 241 184 203 1938             |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 1594  | 1623 1498 1535 1572 2507 1210 2157 741 649 529 453 379 296 229 255 1939            |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3793  | 3801 3697 3592 4904 3059 6275 1960 1678 1341 1185 970 777 713 445 247 1940         |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 9213  | 9099 8985 11113 8697 9776 5780 5151 4249 3456 2965 2455 1910 1475 541 613 1941     |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 10519 | 10270 17920 9931 10524 8563 7741 5874 4857 3847 3399 2936 2381 1230 997 798 1942   |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 10883 | 18452 10528 5430 10431 8026 6543 4734 4267 3807 3553 3165 2315 2044 1483 1135 1943 |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 4451  | 5628 4166 5628 5272 3809 3076 2473 2110 1788 1716 1152 1103 861 559 886 1944       |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 4458  | 4942 4085 3990 3937 2960 2157 1751 1261 1386 948 808 712 523 339 557 1945          |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 6636  | 4834 4656 4641 4528 2759 2282 2011 1703 1231 1101 941 748 590 378 445 1946         |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 6432  | 6247 6134 6140 5994 3922 3804 2744 1659 1501 1251 1006 779 556 358 451 1947        |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 7216  | 7046 6911 6804 6742 5142 4745 2237 2049 1781 1427 1133 868 554 380 471 1948        |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 5175  | 5039 4948 4909 4576 3728 3707 1670 1435 1194 991 765 493 379 267 381 1949          |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3192  | 3122 3063 3024 3075 1397 1249 1055 870 739 592 573 454 357 235 351 1950            |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 5398  | 5270 5513 5229 4342 3249 2717 2285 1981 1652 1339 1065 861 610 411 450 1951        |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3838  | 3651 3781 3788 3709 2194 1695 1355 1196 1191 998 804 609 413 301 462 1952          |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 4161  | 4218 4168 3943 3924 2752 1887 1580 1317 952 827 617 434 324 245 0 1953             |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 4450  | 4638 4773 4157 4164 2390 2005 1809 1505 1301 1054 791 655 487 0 0 1954             |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 4378  | 4219 4242 4199 4185 2826 2295 1804 1517 1260 1001 828 659 0 0 0 1955               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3644  | 3613 3612 3616 3589 2479 1808 1598 1277 1032 889 708 0 0 0 0 1956                  |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 2417  | 2893 2878 2850 2778 2047 1607 1282 1078 930 782 0 0 0 0 0 1957                     |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3042  | 3133 3000 3157 3150 2452 1689 1370 1104 1010 0 0 0 0 0 0 1958                      |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3646  | 3561 3618 3605 3600 2608 1974 1704 1373 0 0 0 0 0 0 0 1959                         |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3587  | 3346 3316 3324 3321 2430 2038 1639 0 0 0 0 0 0 0 0 1960                            |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 2425  | 2737 2802 2860 2791 2220 1708 0 0 0 0 0 0 0 0 0 0 1961                             |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3740  | 3755 3751 3737 3727 2986 0 0 0 0 0 0 0 0 0 0 0 1962                                |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3446  | 3443 3449 3446 3443 0 0 0 0 0 0 0 0 0 0 0 0 1963                                   |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 3972  | 3973 3974 3978 0 0 0 0 0 0 0 0 0 0 0 0 0 1964                                      |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 2631  | 2636 2630 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1965                                         |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 4069  | 4073 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1966                                            |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
| 4440  | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1967                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1968                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1969                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1970                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1971                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1972                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1973                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1974                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1975                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1976                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1977                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1978                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1979                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1980                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1981                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |
|       | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1982                                               |                                                                  |                                                               |                                                         |                                                      |                                                 |                                              |                                         |                                      |                                  |                              |                     |    |                      |                  |            |          |      |

Table G-36a

| FY 1923 to 1982 |        | DOD ENLISTED STRENGTH BY YEARS OF SERVICE (YOS) |        |        |        |        |        |        |        |        |       |       |       |       |       |       |  |
|-----------------|--------|-------------------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|--|
| FY              | CA:AS  | 1                                               | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      | 10    | 11    | 12    | 13    | 14    | 15    |  |
| 1923            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1924            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1925            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1926            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1927            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1928            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1929            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1930            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1931            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1932            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1933            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1934            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1935            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1936            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1937            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1938            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1939            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1940            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1941            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1942            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1943            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1944            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1945            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 66818  | 56722 | 53836 | 53038 | 51093 | 49177 | 50808 |  |
| 1946            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 73012  | 66135 | 62423 | 62181 | 57917 | 53132 | 51194 |  |
| 1947            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 83543  | 67445 | 63849 | 58191 | 57066 | 52221 | 47481 |  |
| 1948            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 85728  | 77558 | 80503 | 72448 | 64393 | 63832 | 65145 |  |
| 1949            | 0      | 0                                               | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 115819 | 98578 | 85051 | 72448 | 64393 | 63832 | 65145 |  |
| 1950            | 0      | 0                                               | 0      | 0      | 0      | 0      | 123653 | 79501  | 61340  | 64977  | 64128 | 63218 | 59339 | 49717 | 52285 | 50428 |  |
| 1951            | 0      | 0                                               | 0      | 0      | 0      | 0      | 150555 | 94224  | 59825  | 47682  | 46655 | 45627 | 37520 | 37929 | 33981 | 31216 |  |
| 1952            | 0      | 0                                               | 0      | 0      | 0      | 0      | 603553 | 249894 | 154703 | 81263  | 69999 | 58735 | 73156 | 65088 | 64736 | 55018 |  |
| 1953            | 0      | 0                                               | 0      | 0      | 0      | 0      | 769333 | 377845 | 194804 | 114611 | 98764 | 82913 | 85502 | 83626 | 67596 | 62949 |  |
| 1954            | 906801 | 853669                                          | 955848 | 371956 | 248217 | 168418 | 88618  | 81716  | 72723  | 65677  | 61183 | 59808 | 54431 | 51446 | 51588 | 49575 |  |
| 1955            | 594159 | 603650                                          | 625967 | 292176 | 196623 | 100470 | 95313  | 78604  | 72635  | 66443  | 59902 | 54502 | 55607 | 51262 | 48032 | 47794 |  |
| 1956            | 508172 | 505312                                          | 401597 | 297882 | 209024 | 85674  | 75292  | 70126  | 67067  | 60301  | 53299 | 50487 | 47993 | 45547 | 43914 | 41836 |  |
| 1957            | 482526 | 465115                                          | 421514 | 251820 | 169026 | 73605  | 65394  | 59877  | 54102  | 45812  | 44944 | 41508 | 39670 | 37556 | 35745 | 35601 |  |
| 1958            | 397630 | 425117                                          | 324880 | 224912 | 141476 | 76198  | 59726  | 55586  | 49275  | 45751  | 40993 | 38704 | 35944 | 34274 | 33039 | 32505 |  |
| 1959            | 420310 | 352666                                          | 388308 | 252867 | 172179 | 74843  | 63067  | 56178  | 55179  | 46460  | 41221 | 38640 | 38185 | 35183 | 34684 | 34096 |  |
| 1960            | 414463 | 315559                                          | 370687 | 305453 | 173801 | 78951  | 63117  | 59376  | 60918  | 48064  | 40011 | 36971 | 35223 | 34072 | 33487 | 32719 |  |
| 1961            | 415917 | 386423                                          | 433878 | 297118 | 185002 | 86044  | 67366  | 68047  | 54292  | 44059  | 39419 | 37081 | 35774 | 34687 | 33756 | 33149 |  |
| 1962            | 544430 | 514117                                          | 493106 | 345633 | 246162 | 94952  | 71897  | 54964  | 51581  | 42012  | 38505 | 36767 | 35464 | 33903 | 33061 | 32210 |  |
| 1963            | 402132 | 403419                                          | 364309 | 276438 | 182966 | 63902  | 52138  | 44543  | 38839  | 32940  | 31024 | 29432 | 27993 | 26792 | 25868 | 25119 |  |
| 1964            | 495866 | 479251                                          | 454321 | 291755 | 188438 | 71792  | 50216  | 42794  | 37764  | 33459  | 31009 | 28890 | 27649 | 25894 | 24432 | 24143 |  |
| 1965            | 420764 | 399258                                          | 392767 | 271470 | 186944 | 57199  | 46292  | 40469  | 36523  | 32072  | 29291 | 27466 | 26913 | 25502 | 24577 | 23838 |  |
| 1966            | 837969 | 898904                                          | 830778 | 512511 | 270109 | 81710  | 56226  | 49779  | 43511  | 37577  | 34296 | 31285 | 29299 | 27649 | 26620 | 25785 |  |
| 1967            | 782673 | 758723                                          | 721209 | 393476 | 229608 | 64276  | 55725  | 47568  | 41298  | 36341  | 34829 | 31919 | 29993 | 28294 | 27183 | 26508 |  |
| 1968            | 852684 | 820231                                          | 718884 | 399702 | 211426 | 84251  | 71738  | 60427  | 53415  | 48986  | 43672 | 39931 | 37268 | 35162 | 34079 | 33358 |  |
| 1969            | 819119 | 793402                                          | 687663 | 351785 | 218727 | 85280  | 74067  | 64171  | 53199  | 45723  | 41070 | 37484 | 34975 | 33452 | 32459 | 0     |  |
| 1970            | 610260 | 523859                                          | 484027 | 211939 | 153319 | 69977  | 62266  | 53827  | 47096  | 39396  | 34974 | 32052 | 30446 | 29107 | 0     | 0     |  |
| 1971            | 552103 | 509528                                          | 381930 | 242713 | 152801 | 85991  | 82732  | 70294  | 60394  | 50389  | 45238 | 41834 | 39921 | 0     | 0     | 0     |  |
| 1972            | 423779 | 389320                                          | 344007 | 246052 | 164560 | 99090  | 86878  | 72240  | 61186  | 51818  | 46927 | 44198 | 0     | 0     | 0     | 0     |  |
| 1973            | 463886 | 423139                                          | 364590 | 265857 | 158737 | 94264  | 82605  | 67628  | 58732  | 52021  | 48691 | 0     | 0     | 0     | 0     | 0     |  |
| 1974            | 391500 | 356333                                          | 301372 | 237932 | 152665 | 94517  | 81136  | 66124  | 58719  | 54113  | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1975            | 414700 | 367486                                          | 301530 | 250367 | 175831 | 95273  | 80284  | 66568  | 60056  | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1976            | 396700 | 355715                                          | 315400 | 273127 | 188627 | 103655 | 90115  | 76122  | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1977            | 381300 | 336759                                          | 297795 | 265998 | 196002 | 119398 | 104013 | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1978            | 308400 | 285069                                          | 252976 | 229605 | 181166 | 124765 | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1979            | 310400 | 292436                                          | 261362 | 233287 | 180639 | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1980            | 355600 | 325394                                          | 289910 | 254800 | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1981            | 320700 | 295581                                          | 271295 | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |
| 1982            | 330000 | 270067                                          | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     |  |



Table G-36b

| DOLLAR ENLISTED STRENGTH CONTINUED |       |       |       |       |       |       |       |       |       |      |      |      |      |      |      | YEAR |
|------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|------|------|------|------|
| 16                                 | 17    | 18    | 19    | 20    | 21    | 22    | 23    | 24    | 25    | 26   | 27   | 28   | 29   | 30   | > 30 | YEAR |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 897  | 1923 |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 477  | 852  | 1924 |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 543  | 415  | 709  | 1925 |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 837  | 735  | 592  | 1084 | 1926 |      |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 899  | 779  | 744  | 707  | 974  | 1927 |      |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 1545  | 1202 | 1129 | 1029 | 944  | 863  | 1928 |      |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 1210  | 1140 | 1079 | 1156 | 856  | 556  | 1846 | 1929 |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 1776  | 1401  | 1281 | 1215 | 934  | 652  | 877  | 962  | 1930 |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 0     | 1908  | 1443  | 1307  | 1332 | 1164 | 996  | 827  | 489  | 1147 | 1931 |
| 0                                  | 0     | 0     | 0     | 0     | 0     | 1916  | 1292  | 1046  | 1061  | 842  | 622  | 838  | 456  | 407  | 543  | 1932 |
| 0                                  | 0     | 0     | 0     | 0     | 3253  | 2106  | 1502  | 1267  | 1173  | 1083 | 1023 | 529  | 557  | 372  | 702  | 1933 |
| 0                                  | 0     | 0     | 0     | 4590  | 4886  | 3352  | 2395  | 1736  | 1076  | 1530 | 703  | 819  | 567  | 562  | 598  | 1934 |
| 0                                  | 0     | 0     | 6639  | 4434  | 4830  | 3093  | 2414  | 1735  | 2014  | 1388 | 1048 | 714  | 662  | 445  | 766  | 1935 |
| 0                                  | 0     | 8780  | 8242  | 6329  | 6760  | 5007  | 3241  | 3617  | 2572  | 1967 | 1242 | 1098 | 806  | 709  | 501  | 1936 |
| 12395                              | 12441 | 17582 | 9099  | 6812  | 4228  | 4860  | 4315  | 2204  | 1659  | 1049 | 1094 | 999  | 748  | 673  | 1937 |      |
| 10666                              | 10728 | 11122 | 12363 | 9597  | 6831  | 6374  | 4118  | 2732  | 2006  | 1787 | 1128 | 1195 | 794  | 649  | 750  | 1938 |
| 12733                              | 12613 | 11721 | 10899 | 10076 | 8413  | 5160  | 3590  | 2603  | 2059  | 1445 | 1423 | 940  | 791  | 657  | 575  | 1939 |
| 21292                              | 20361 | 18459 | 16556 | 21069 | 18666 | 8129  | 5844  | 4259  | 3043  | 3028 | 2010 | 1950 | 1591 | 1219 | 881  | 1940 |
| 40662                              | 38101 | 35549 | 41371 | 41048 | 23969 | 15675 | 11439 | 1822  | 6877  | 5954 | 5103 | 3853 | 3256 | 2725 | 1186 | 1941 |
| 42819                              | 41399 | 44994 | 42162 | 40485 | 26189 | 16684 | 10922 | 11135 | 7318  | 6650 | 4723 | 3889 | 3226 | 2439 | 1199 | 1942 |
| 56570                              | 64443 | 62109 | 59979 | 55727 | 35922 | 21426 | 18166 | 12906 | 10477 | 8353 | 6767 | 5130 | 4012 | 2911 | 1282 | 1943 |
| 52713                              | 52197 | 48307 | 49294 | 44468 | 24025 | 22285 | 12920 | 9475  | 7551  | 6355 | 4723 | 3348 | 2472 | 1728 | 820  | 1944 |
| 50949                              | 46130 | 44676 | 44999 | 42281 | 26732 | 16857 | 11446 | 8748  | 6896  | 5493 | 3902 | 2602 | 1802 | 1363 | 459  | 1945 |
| 54468                              | 53476 | 51843 | 51816 | 51313 | 30875 | 19330 | 13233 | 10879 | 8263  | 6434 | 4688 | 3040 | 1975 | 1320 | 291  | 1946 |
| 47059                              | 44966 | 44055 | 42529 | 42436 | 23103 | 14450 | 10974 | 8130  | 5279  | 4858 | 3286 | 2058 | 1287 | 823  | 233  | 1947 |
| 61609                              | 59281 | 60812 | 60370 | 55979 | 35002 | 20140 | 14329 | 9547  | 7210  | 5687 | 3670 | 2340 | 1609 | 1166 | 297  | 1948 |
| 51744                              | 45689 | 48474 | 47264 | 42954 | 26025 | 14912 | 10183 | 7130  | 5654  | 4319 | 2750 | 1443 | 993  | 699  | 234  |      |

Table G-37a

| FY 1923 TO 1982 ARMY ENLISTED STRENGTH BY YEARS OF SERVICE (YOS) |        |        |        |        |       |       |       |       |       |       |       |       |       |       |       |
|------------------------------------------------------------------|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| FY                                                               | 1      | 2      | 3      | 4      | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    |
| 1923                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1924                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1925                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1926                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1927                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1928                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1929                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1930                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1931                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1932                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1933                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1934                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1935                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1936                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1937                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1938                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1939                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1940                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 3779  |
| 1941                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 5666  |
| 1942                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 15024 | 12657 | 11178 | 11195 |
| 1943                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 13399 | 13399 | 13399 | 14434 |
| 1944                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 27554 | 23139 | 23169 | 23330 |
| 1945                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 23134 | 20068 | 19298 | 20080 | 20022 | 19563 |
| 1946                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 20968 | 19718 | 19257 | 19447 | 19029 | 18531 |
| 1947                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 22189 | 22407 | 21782 | 21030 | 20278 | 19464 |
| 1948                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 22104 | 20632 | 19768 | 18368 | 17580 | 16335 |
| 1949                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 28898 | 26606 | 25406 | 24078 | 22710 | 20452 |
| 1950                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 36707 | 34168 | 32606 | 30406 | 28452 | 26452 |
| 1951                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 27475 | 26067 | 24615 | 22920 | 21603 | 20086 |
| 1952                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 38973 | 38973 | 38973 | 38973 | 38973 | 38973 |
| 1953                                                             | 64365  | 62550  | 62038  | 61311  | 60711 | 60057 | 59402 | 58747 | 58092 | 57437 | 56782 | 56127 | 55472 | 54817 | 54162 |
| 1954                                                             | 158698 | 292461 | 294461 | 91911  | 58235 | 26402 | 21760 | 18284 | 18317 | 17602 | 17282 | 17047 | 16825 | 16603 | 16381 |
| 1955                                                             | 114960 | 270503 | 277800 | 152325 | 26850 | 23703 | 19684 | 19725 | 17326 | 18342 | 15704 | 14875 | 13001 | 11957 | 11108 |
| 1956                                                             | 202139 | 230859 | 151734 | 126609 | 24819 | 19605 | 19730 | 18864 | 17034 | 14396 | 11635 | 12057 | 10868 | 10757 | 9958  |
| 1957                                                             | 248184 | 215446 | 182708 | 60061  | 21005 | 19639 | 20315 | 17829 | 14396 | 12496 | 12315 | 10963 | 10775 | 9876  | 9135  |
| 1958                                                             | 204764 | 275695 | 161012 | 73302  | 22870 | 25120 | 17463 | 17013 | 16734 | 13973 | 11591 | 11859 | 10271 | 9914  | 9333  |
| 1959                                                             | 224265 | 198759 | 220126 | 92502  | 39777 | 24828 | 22902 | 20953 | 19690 | 16358 | 13927 | 13368 | 12528 | 12141 | 11893 |
| 1960                                                             | 192350 | 153332 | 165055 | 122970 | 26573 | 26311 | 20453 | 18417 | 23525 | 15082 | 12045 | 11306 | 10805 | 10305 | 10157 |
| 1961                                                             | 176345 | 163761 | 205434 | 98400  | 28025 | 26012 | 21529 | 20903 | 16651 | 12912 | 13480 | 10709 | 10184 | 9770  | 9469  |
| 1962                                                             | 284530 | 262851 | 247777 | 130312 | 29750 | 27628 | 21933 | 18387 | 15869 | 13664 | 12524 | 12005 | 11487 | 10864 | 10217 |
| 1963                                                             | 186133 | 180630 | 164888 | 101840 | 30125 | 21760 | 19293 | 16607 | 12380 | 11106 | 10291 | 9792  | 9131  | 8790  | 7889  |
| 1964                                                             | 204890 | 247822 | 243107 | 101513 | 33233 | 25773 | 17280 | 14669 | 12039 | 10734 | 9686  | 8972  | 8440  | 7753  | 7047  |
| 1965                                                             | 204398 | 187173 | 179343 | 87981  | 29810 | 19582 | 15671 | 13472 | 12028 | 10337 | 9734  | 8465  | 7910  | 7287  | 6696  |
| 1966                                                             | 487622 | 462912 | 426121 | 169787 | 43608 | 26662 | 19505 | 17205 | 14963 | 12631 | 11171 | 10435 | 9465  | 8800  | 8343  |
| 1967                                                             | 439359 | 459186 | 421197 | 160182 | 46213 | 25262 | 21400 | 17913 | 15254 | 13094 | 11243 | 10228 | 10119 | 9493  | 8709  |
| 1968                                                             | 533082 | 515236 | 465244 | 189042 | 50239 | 32462 | 26826 | 22509 | 20073 | 17605 | 15704 | 13752 | 12865 | 12067 | 11200 |
| 1969                                                             | 455037 | 429242 | 371772 | 130066 | 33689 | 26916 | 21946 | 19176 | 16774 | 13808 | 12232 | 11255 | 10430 | 9868  | 9201  |
| 1970                                                             | 375949 | 310291 | 275427 | 61219  | 27297 | 22250 | 20318 | 18229 | 15720 | 13398 | 11988 | 10971 | 10258 | 9707  | 9107  |
| 1971                                                             | 313702 | 283505 | 187576 | 89355  | 35773 | 31799 | 30355 | 25814 | 21715 | 17883 | 16040 | 14861 | 13989 | 0     | 0     |
| 1972                                                             | 187790 | 166724 | 144899 | 98354  | 46642 | 42756 | 37582 | 31115 | 25773 | 21546 | 19207 | 17865 | 0     | 0     | 0     |
| 1973                                                             | 215029 | 190653 | 162716 | 107961 | 47311 | 36392 | 32230 | 27237 | 22673 | 19992 | 18422 | 0     | 0     | 0     | 0     |
| 1974                                                             | 185699 | 159940 | 133710 | 102269 | 47324 | 36630 | 33096 | 27823 | 23870 | 21728 | 0     | 0     | 0     | 0     | 0     |
| 1975                                                             | 197500 | 159700 | 125074 | 104251 | 52724 | 35569 | 31678 | 27030 | 23308 | 0     | 0     | 0     | 0     | 0     | 0     |
| 1976                                                             | 186100 | 160186 | 133661 | 120088 | 62488 | 42017 | 38215 | 32652 | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1977                                                             | 173000 | 140082 | 125562 | 111401 | 62802 | 46999 | 42109 | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1978                                                             | 128300 | 114935 | 101182 | 90626  | 61368 | 46192 | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1979                                                             | 133200 | 123301 | 108352 | 95146  | 63118 | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1980                                                             | 163100 | 144249 | 123105 | 104785 | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1981                                                             | 120100 | 110019 | 96542  | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1982                                                             | 122800 | 107689 | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |

Table G-37b

| ARMY ENLISTED STRENGTH CONTINUED |       |       |       |       |       |       |      |      |      |      |      |      |      |     | 20  | 21   | 22 | 23 | 24 | 25 | 26 | 27 | 28   | 29   | 30   | > 30 | YEAR |      |      |      |      |      |      |      |      |      |      |
|----------------------------------|-------|-------|-------|-------|-------|-------|------|------|------|------|------|------|------|-----|-----|------|----|----|----|----|----|----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 16                               | 17    | 18    | 19    | 20    | 21    | 22    | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30  |     |      |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 0    | 0    | 0    | 484  | 1923 |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 0    | 0    | 0    | 242  | 337  | 1924 |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 0    | 0    | 296  | 190  | 293  | 1925 |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 0    | 453  | 365  | 260  | 407  | 1926 |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 0    | 356  | 243  | 217  | 172  | 275  | 1927 |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 689  | 521  | 503  | 427  | 336  | 245  | 1928 |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 671  | 525  | 503  | 485  | 334  | 183  | 1155 | 1929 |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 791  | 611  | 563  | 576  | 395  | 213  | 469  | 1930 |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 943  | 656  | 584  | 542  | 514  | 486  | 466  | 190  | 866  | 1931 |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 647  | 453  | 390  | 382  | 313  | 243  | 465  | 180  | 287  | 346  | 1932 |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 1177 | 908  | 745  | 683  | 651  | 618  | 566  | 228  | 374  | 220  | 519  | 1933 |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 1433 | 1410 | 1197 | 968  | 712  | 455  | 789  | 316  | 524  | 318  | 311  | 386  | 1934 |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 1598 | 1279 | 1445 | 1055 | 968  | 881  | 988  | 386  | 644  | 383  | 384  | 217  | 370  | 1935 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 2563 | 2286 | 2263 | 2512 | 2045 | 1518 | 1103 | 1234 | 1245 | 669  | 621  | 385  | 208  | 233  | 1936 |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0    | 0  | 0  | 0  | 0  | 0  | 0  | 2770 | 2741 | 2749 | 2088 | 1427 | 2049 | 1218 | 857  | 830  | 491  | 369  | 318  | 299  | 1937 |      |
| 3342                             | 3034  | 3052  | 3066  | 2748  | 2429  | 2366  | 1693 | 1508 | 1066 | 1060 | 488  | 471  | 342  | 290 | 462 | 1938 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 3535                             | 3642  | 3658  | 3459  | 3259  | 3155  | 2176  | 2000 | 1412 | 1119 | 618  | 468  | 360  | 311  | 232 | 273 | 1939 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 5483                             | 5449  | 5152  | 4854  | 6057  | 4024  | 3408  | 2336 | 1880 | 995  | 592  | 547  | 758  | 524  | 318 | 356 | 1940 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 11531                            | 11455 | 11328 | 14081 | 15335 | 9840  | 6227  | 5147 | 2593 | 1263 | 1998 | 2015 | 1354 | 1058 | 910 | 578 | 1941 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 14159                            | 13883 | 15029 | 15925 | 14671 | 9438  | 6950  | 3465 | 3293 | 2378 | 2475 | 1415 | 1236 | 998  | 738 | 478 | 1942 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 22839                            | 24662 | 24183 | 24524 | 23175 | 16340 | 7885  | 4401 | 4093 | 3898 | 3219 | 2583 | 2027 | 1505 | 979 | 477 | 1943 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 18920                            | 17695 | 18124 | 19544 | 17605 | 7997  | 10075 | 4870 | 3675 | 2756 | 2416 | 1833 | 1320 | 844  | 515 | 264 | 1944 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 18874                            | 17913 | 16816 | 17293 | 17667 | 10158 | 6840  | 4611 | 3463 | 2720 | 2196 | 1566 | 930  | 588  | 384 | 167 | 1945 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 17622                            | 19303 | 18884 | 18976 | 21173 | 12351 | 7799  | 5367 | 4288 | 3215 | 2557 | 1795 | 1049 | 663  | 448 | 81  | 1946 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 16973                            | 14715 | 16359 | 14255 | 15149 | 8839  | 5343  | 4065 | 2951 | 2203 | 1676 | 1075 | 599  | 443  | 263 | 43  | 1947 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 16918                            | 15704 | 17354 | 16356 | 15649 | 6576  | 6040  | 4289 | 2957 | 2053 | 1544 | 982  | 627  | 520  | 377 | 67  | 1948 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 18975                            | 16115 | 17621 | 17056 | 18436 | 9867  | 5445  | 3839 | 2824 | 1915 | 1458 | 992  | 457  | 357  | 254 | 48  | 1949 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 11776                            | 8868  | 9196  | 9065  | 8169  | 5297  | 2749  | 1897 | 1321 | 859  | 684  | 599  | 409  | 318  | 234 | 53  | 1950 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 15584                            | 15924 | 15281 | 14575 | 14118 | 8041  | 5186  | 3666 | 2522 | 1806 | 1296 | 948  | 655  | 511  | 375 | 46  | 1951 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 11513                            | 10906 | 10035 | 9958  | 9540  | 5136  | 2959  | 2062 | 1510 | 1092 | 916  | 721  | 490  | 368  | 292 | 61  | 1952 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 13986                            | 13540 | 13426 | 12940 | 12878 | 6440  | 3841  | 2725 | 1962 | 1564 | 1348 | 1015 | 698  | 558  | 429 | 0   | 1953 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 11598                            | 11119 | 11053 | 10998 | 10895 | 4853  | 3118  | 1968 | 1533 | 1219 | 989  | 718  | 520  | 399  | 0   | 0   | 1954 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 10827                            | 10588 | 10602 | 10625 | 10480 | 5130  | 2855  | 2137 | 1643 | 1261 | 1018 | 797  | 559  | 0    | 0   | 0   | 1955 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 9140                             | 9451  | 9501  | 9364  | 9276  | 4096  | 2764  | 2108 | 1557 | 1174 | 969  | 736  | 0    | 0    | 0   | 0   | 1956 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 9168                             | 9147  | 9102  | 8997  | 8723  | 4320  | 2814  | 2063 | 1505 | 1188 | 974  | 0    | 0    | 0    | 0   | 0   | 1957 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 7116                             | 7024  | 8924  | 9739  | 9644  | 5421  | 3528  | 2504 | 1902 | 1474 | 0    | 0    | 0    | 0    | 0   | 0   | 1958 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 11473                            | 11347 | 10562 | 10463 | 10377 | 5816  | 3682  | 2719 | 2060 | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1959 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 9692                             | 9431  | 9259  | 9213  | 9095  | 5231  | 3467  | 2478 | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1960 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 9354                             | 9162  | 9064  | 8948  | 8896  | 5472  | 3528  | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1961 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 9133                             | 9062  | 8952  | 8849  | 8729  | 5221  | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1962 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 7290                             | 7140  | 7027  | 6939  | 6851  | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1963 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 6414                             | 6691  | 6582  | 6457  | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1964 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 6487                             | 6358  | 6286  | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1965 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 7835                             | 7706  | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1966 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 8434                             | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1967 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1968 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1969 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1970 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1971 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1972 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1973 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1974 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1975 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1976 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1977 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 1978 |    |    |    |    |    |    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |

Table G-38a

| FY 1923 TO 1982 NAVY ENLISTED STRENGTH BY YEARS OF SERVICE (YOS) | 1      | 2      | 3      | 4      | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    |
|------------------------------------------------------------------|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| FY GAINS                                                         | 1      | 2      | 3      | 4      | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    |
| 1923                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1924                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1925                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1926                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1927                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1928                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1929                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1930                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1931                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1932                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1933                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1934                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1935                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1936                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1937                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1938                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1939                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1940                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1941                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1942                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1943                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1944                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1945                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1946                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1947                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1948                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1949                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1950                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1951                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1952                                                             | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1953                                                             | 88050  | 87267  | 156043 | 115111 | 88926 | 62303 | 16462 | 16629 | 14608 | 11300 | 10656 | 10052 | 9974  | 9676  | 9168  |
| 1954                                                             | 50717  | 86116  | 156043 | 115111 | 88926 | 62303 | 16462 | 16629 | 14608 | 11300 | 10656 | 10052 | 9974  | 9676  | 9168  |
| 1955                                                             | 127611 | 160027 | 119766 | 96390  | 73013 | 53506 | 26397 | 21506 | 20776 | 19483 | 18509 | 17733 | 16662 | 15666 | 14766 |
| 1956                                                             | 160253 | 126529 | 112959 | 99388  | 81818 | 60719 | 21895 | 20799 | 19754 | 18805 | 17868 | 16951 | 15976 | 14963 | 13980 |
| 1957                                                             | 80360  | 90172  | 99985  | 10586  | 58006 | 39029 | 23358 | 16364 | 15629 | 14853 | 13895 | 12908 | 11832 | 10717 | 9549  |
| 1958                                                             | 87551  | 96390  | 10721  | 5309   | 58893 | 29367 | 20399 | 12822 | 12092 | 11309 | 10529 | 9739  | 8916  | 8056  | 7169  |
| 1959                                                             | 36467  | 79676  | 10591  | 16712  | 58175 | 29367 | 20399 | 12822 | 12092 | 11309 | 10529 | 9739  | 8916  | 8056  | 7169  |
| 1960                                                             | 97640  | 81062  | 96281  | 28000  | 60619 | 20362 | 16662 | 16313 | 16302 | 16223 | 16205 | 16182 | 16162 | 16147 | 16135 |
| 1961                                                             | 99729  | 106278 | 58532  | 81602  | 61705 | 22770 | 19568 | 16875 | 1636  | 16165 | 16029 | 15828 | 15626 | 15426 | 15226 |
| 1962                                                             | 107476 | 121760 | 117065 | 90571  | 68705 | 28396 | 19295 | 16812 | 16317 | 16165 | 16029 | 15828 | 15626 | 15426 | 15226 |
| 1963                                                             | 87265  | 160135 | 91722  | 12772  | 60772 | 16278 | 15974 | 15678 | 15388 | 15098 | 14808 | 14518 | 14228 | 13938 | 13648 |
| 1964                                                             | 55661  | 160133 | 102608 | 82559  | 67949 | 26899 | 16029 | 15655 | 15281 | 14907 | 14533 | 14159 | 13785 | 13411 | 13037 |
| 1965                                                             | 96301  | 111965 | 166859 | 82525  | 63928 | 26705 | 15994 | 15620 | 15246 | 14872 | 14498 | 14124 | 13750 | 13376 | 13002 |
| 1966                                                             | 147729 | 168896 | 150006 | 129428 | 98866 | 70007 | 16077 | 15703 | 15329 | 14955 | 14581 | 14207 | 13833 | 13459 | 13085 |
| 1967                                                             | 103482 | 136631 | 126435 | 10476  | 71062 | 35815 | 15376 | 15002 | 14628 | 14254 | 13880 | 13506 | 13132 | 12758 | 12384 |
| 1968                                                             | 122792 | 132678 | 124261 | 10501  | 70297 | 26951 | 15376 | 15002 | 14628 | 14254 | 13880 | 13506 | 13132 | 12758 | 12384 |
| 1969                                                             | 147025 | 162976 | 142296 | 99995  | 80697 | 23593 | 16093 | 15719 | 15345 | 14971 | 14597 | 14223 | 13849 | 13475 | 13101 |
| 1970                                                             | 160765 | 98851  | 93979  | 65567  | 95886 | 27380 | 16876 | 16502 | 16128 | 15754 | 15380 | 15006 | 14632 | 14258 | 13884 |
| 1971                                                             | 23702  | 99457  | 79003  | 13362  | 66529 | 27380 | 21384 | 16967 | 16593 | 16219 | 15845 | 15471 | 15097 | 14723 | 14349 |
| 1972                                                             | 59210  | 94262  | 82252  | 62939  | 66686 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1973                                                             | 90778  | 160775 | 80515  | 66679  | 66977 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1974                                                             | 87728  | 86131  | 16670  | 97587  | 67529 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1975                                                             | 84400  | 91657  | 76797  | 62221  | 67583 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1976                                                             | 94000  | 86182  | 72571  | 67592  | 67592 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1977                                                             | 16000  | 87851  | 78271  | 67579  | 67579 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1978                                                             | 90778  | 73728  | 67577  | 67577  | 67577 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1979                                                             | 60778  | 72759  | 67577  | 67577  | 67577 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1980                                                             | 90778  | 78322  | 67577  | 67577  | 67577 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1981                                                             | 90778  | 81731  | 67577  | 67577  | 67577 | 26005 | 22043 | 16717 | 16343 | 15969 | 15595 | 15221 | 14847 | 14473 | 14099 |
| 1982                                                             | 67970  | 83969  | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |

Table G-38b

| NAVY ENLISTED STRENGTH CONTINUED |       |       |       |       |      |      |      |      |      |      |      |     |     |     |      | YEAR |
|----------------------------------|-------|-------|-------|-------|------|------|------|------|------|------|------|-----|-----|-----|------|------|
| 16                               | 17    | 18    | 19    | 20    | 21   | 22   | 23   | 24   | 25   | 26   | 27   | 28  | 29  | 30  | > 30 |      |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 159  | 1923 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 90  | 110  | 1924 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 128 | 138 | 168  | 1925 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 165 | 151 | 165 | 200  | 1926 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 254  | 245 | 226 | 311 | 271  | 1927 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 588  | 385  | 309 | 240 | 269 | 298  | 1928 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 267  | 282  | 221  | 220 | 187 | 153 | 279  | 1929 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 648  | 485  | 395  | 289  | 231 | 173 | 187 | 304  | 1930 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 536  | 415  | 342  | 321  | 245  | 168 | 171 | 151 | 100  | 1931 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 732  | 460  | 337  | 325  | 228  | 130  | 159 | 131 | 60  | 73   | 1932 |
| 0                                | 0     | 0     | 0     | 0     | 1262 | 716  | 420  | 320  | 226  | 131  | 146  | 126 | 53  | 46  | 55   | 1933 |
| 0                                | 0     | 0     | 0     | 1691  | 1965 | 1128 | 709  | 422  | 194  | 289  | 216  | 93  | 91  | 77  | 59   | 1934 |
| 0                                | 0     | 0     | 3163  | 1725  | 1883 | 1047 | 727  | 406  | 372  | 274  | 128  | 101 | 87  | 79  | 56   | 1935 |
| 0                                | 0     | 3794  | 3550  | 2083  | 2236 | 1482 | 727  | 750  | 529  | 243  | 190  | 162 | 148 | 142 | 82   | 1936 |
| 0                                | 6338  | 6561  | 6613  | 3855  | 2512 | 1169 | 1001 | 661  | 282  | 220  | 173  | 155 | 141 | 136 | 179  | 1937 |
| 3994                             | 4457  | 4641  | 5248  | 3699  | 1749 | 1650 | 917  | 386  | 293  | 228  | 195  | 164 | 158 | 138 | 86   | 1938 |
| 5139                             | 5054  | 4416  | 4016  | 3616  | 2133 | 1290 | 478  | 380  | 288  | 239  | 195  | 166 | 143 | 126 | 68   | 1939 |
| 8560                             | 8232  | 7602  | 5772  | 7120  | 3391 | 1618 | 1089 | 720  | 630  | 556  | 513  | 395 | 372 | 298 | 127  | 1940 |
| 15614                            | 14769 | 13924 | 14791 | 12075 | 5007 | 3732 | 2207 | 1785 | 1470 | 1371 | 1043 | 884 | 744 | 653 | 203  | 1941 |
| 13126                            | 13267 | 12603 | 12252 | 9597  | 5121 | 3151 | 2129 | 1822 | 1610 | 1362 | 1042 | 846 | 736 | 612 | 157  | 1942 |
| 15204                            | 16433 | 16147 | 14277 | 11742 | 6170 | 4232 | 3137 | 2547 | 1968 | 1659 | 1298 | 979 | 851 | 688 | 279  | 1943 |
| 15229                            | 15229 | 12179 | 12097 | 9675  | 5206 | 3626 | 2709 | 1809 | 1370 | 1168 | 793  | 593 | 523 | 444 | 254  | 1944 |
| 14750                            | 11705 | 11434 | 11359 | 9200  | 5045 | 3776 | 2366 | 1743 | 1362 | 1078 | 744  | 581 | 496 | 414 | 222  | 1945 |
| 14168                            | 13963 | 13876 | 13685 | 10861 | 6833 | 4132 | 2774 | 2083 | 1563 | 1161 | 850  | 702 | 628 | 467 | 155  | 1946 |
| 9824                             | 9663  | 9452  | 9241  | 7836  | 3589 | 2362 | 1606 | 1105 | 765  | 609  | 531  | 478 | 366 | 268 | 112  | 1947 |
| 16005                            | 15672 | 15369 | 14930 | 11791 | 5871 | 3403 | 2227 | 1713 | 1063 | 922  | 691  | 561 | 466 | 390 | 153  | 1948 |
| 8445                             | 8767  | 8528  | 8397  | 5817  | 3196 | 1785 | 1113 | 863  | 710  | 603  | 451  | 282 | 236 | 178 | 118  | 1949 |
| 4494                             | 4332  | 4171  | 4027  | 3073  | 1466 | 752  | 500  | 395  | 305  | 246  | 216  | 164 | 148 | 117 | 111  | 1950 |
| 14004                            | 6783  | 6848  | 6373  | 5117  | 2126 | 1371 | 978  | 763  | 626  | 589  | 448  | 351 | 307 | 211 | 169  | 1951 |
| 10934                            | 10506 | 10380 | 10177 | 6751  | 3231 | 2149 | 1479 | 1072 | 813  | 604  | 510  | 402 | 340 | 272 | 219  | 1952 |
| 8075                             | 8008  | 7970  | 7951  | 5210  | 2638 | 1756 | 1187 | 777  | 580  | 477  | 341  | 260 | 219 | 195 | 0    | 1953 |
| 2423                             | 2286  | 8070  | 7841  | 5764  | 2813 | 1730 | 1402 | 1058 | 812  | 673  | 492  | 412 | 388 | 0   | 0    | 1954 |
| 15087                            | 15081 | 14305 | 13881 | 8956  | 4004 | 2955 | 2017 | 1482 | 1148 | 915  | 712  | 601 | 0   | 0   | 0    | 1955 |
| 13027                            | 13772 | 13506 | 12947 | 8029  | 3879 | 2595 | 1796 | 1265 | 941  | 781  | 618  | 0   | 0   | 0   | 0    | 1956 |
| 10535                            | 10099 | 10122 | 9515  | 5822  | 3732 | 2508 | 1500 | 1089 | 907  | 771  | 0    | 0   | 0   | 0   | 0    | 1957 |
| 11208                            | 10909 | 10724 | 10556 | 6733  | 3867 | 2423 | 1656 | 1292 | 1050 | 0    | 0    | 0   | 0   | 0   | 0    | 1958 |
| 10476                            | 10199 | 9869  | 9347  | 6359  | 3528 | 2186 | 1717 | 1344 | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1959 |
| 9754                             | 9991  | 9211  | 9160  | 7768  | 4002 | 2862 | 2097 | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1960 |
| 9172                             | 9156  | 8989  | 8777  | 7200  | 4124 | 2985 | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1961 |
| 8025                             | 8208  | 8073  | 7927  | 6899  | 4221 | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1962 |
| 6978                             | 6752  | 6628  | 6509  | 5876  | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1963 |
| 6562                             | 6796  | 6675  | 6626  | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1964 |
| 7711                             | 7556  | 7476  | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1965 |
| 6200                             | 6122  | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1966 |
| 6084                             | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1967 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1968 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1969 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1970 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1971 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1972 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1973 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1974 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1975 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1976 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1977 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1978 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1979 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1980 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1981 |
| 0                                | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0   | 0   | 0   | 0    | 1982 |

Table G-39a

| FY    | 1923 | 1924 | 1925 | 1926 | 1927 | 1928 | 1929 | 1930 | 1931 | 1932 | 1933 | 1934 | 1935 | 1936 | 1937 | 1938 | 1939 | 1940 | 1941 | 1942 | 1943 | 1944 | 1945 | 1946 | 1947 | 1948 | 1949 | 1950 | 1951 | 1952 | 1953 | 1954 | 1955 | 1956 | 1957 | 1958 | 1959 | 1960 | 1961 | 1962 | 1963 | 1964 | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |  |
|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|--|
| GAINS | 1    | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   | 16   | 17   | 18   | 19   | 20   | 21   | 22   | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30   | 31   | 32   | 33   | 34   | 35   | 36   | 37   | 38   | 39   | 40   | 41   | 42   | 43   | 44   | 45   | 46   | 47   | 48   | 49   | 50   | 51   | 52   | 53   | 54   | 55   | 56   | 57   | 58   | 59   | 60   | 61 | 62 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 77 | 78 | 79 | 80 | 81 | 82 | 83 | 84 | 85 | 86 | 87 | 88 | 89 | 90 | 91 | 92 | 93 | 94 | 95 | 96 | 97 | 98 | 99 | 100 | 101 | 102 | 103 | 104 | 105 | 106 | 107 | 108 | 109 | 110 | 111 | 112 | 113 | 114 | 115 | 116 | 117 | 118 | 119 | 120 | 121 | 122 | 123 | 124 | 125 | 126 | 127 | 128 | 129 | 130 | 131 | 132 | 133 | 134 | 135 | 136 | 137 | 138 | 139 | 140 | 141 | 142 | 143 | 144 | 145 | 146 | 147 | 148 | 149 | 150 | 151 | 152 | 153 | 154 | 155 | 156 | 157 | 158 | 159 | 160 | 161 | 162 | 163 | 164 | 165 | 166 | 167 | 168 | 169 | 170 | 171 | 172 | 173 | 174 | 175 | 176 | 177 | 178 | 179 | 180 | 181 | 182 | 183 | 184 | 185 | 186 | 187 | 188 | 189 | 190 | 191 | 192 | 193 | 194 | 195 | 196 | 197 | 198 | 199 | 200 | 201 | 202 | 203 | 204 | 205 | 206 | 207 | 208 | 209 | 210 | 211 | 212 | 213 | 214 | 215 | 216 | 217 | 218 | 219 | 220 | 221 | 222 | 223 | 224 | 225 | 226 | 227 | 228 | 229 | 230 | 231 | 232 | 233 | 234 | 235 | 236 | 237 | 238 | 239 | 240 | 241 | 242 | 243 | 244 | 245 | 246 | 247 | 248 | 249 | 250 | 251 | 252 | 253 | 254 | 255 | 256 | 257 | 258 | 259 | 260 | 261 | 262 | 263 | 264 | 265 | 266 | 267 | 268 | 269 | 270 | 271 | 272 | 273 | 274 | 275 | 276 | 277 | 278 | 279 | 280 | 281 | 282 | 283 | 284 | 285 | 286 | 287 | 288 | 289 | 290 | 291 | 292 | 293 | 294 | 295 | 296 | 297 | 298 | 299 | 300 | 301 | 302 | 303 | 304 | 305 | 306 | 307 | 308 | 309 | 310 | 311 | 312 | 313 | 314 | 315 | 316 | 317 | 318 | 319 | 320 | 321 | 322 | 323 | 324 | 325 | 326 | 327 | 328 | 329 | 330 | 331 | 332 | 333 | 334 | 335 | 336 | 337 | 338 | 339 | 340 | 341 | 342 | 343 | 344 | 345 | 346 | 347 | 348 | 349 | 350 | 351 | 352 | 353 | 354 | 355 | 356 | 357 | 358 | 359 | 360 | 361 | 362 | 363 | 364 | 365 | 366 | 367 | 368 | 369 | 370 | 371 | 372 | 373 | 374 | 375 | 376 | 377 | 378 | 379 | 380 | 381 | 382 | 383 | 384 | 385 | 386 | 387 | 388 | 389 | 390 | 391 | 392 | 393 | 394 | 395 | 396 | 397 | 398 | 399 | 400 | 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 410 | 411 | 412 | 413 | 414 | 415 | 416 | 417 | 418 | 419 | 420 | 421 | 422 | 423 | 424 | 425 | 426 | 427 | 428 | 429 | 430 | 431 | 432 | 433 | 434 | 435 | 436 | 437 | 438 | 439 | 440 | 441 | 442 | 443 | 444 | 445 | 446 | 447 | 448 | 449 | 450 | 451 | 452 | 453 | 454 | 455 | 456 | 457 | 458 | 459 | 460 | 461 | 462 | 463 | 464 | 465 | 466 | 467 | 468 | 469 | 470 | 471 | 472 | 473 | 474 | 475 | 476 | 477 | 478 | 479 | 480 | 481 | 482 | 483 | 484 | 485 | 486 | 487 | 488 | 489 | 490 | 491 | 492 | 493 | 494 | 495 | 496 | 497 | 498 | 499 | 500 | 501 | 502 | 503 | 504 | 505 | 506 | 507 | 508 | 509 | 510 | 511 | 512 | 513 | 514 | 515 | 516 | 517 | 518 | 519 | 520 | 521 | 522 | 523 | 524 | 525 | 526 | 527 | 528 | 529 | 530 | 531 | 532 | 533 | 534 | 535 | 536 | 537 | 538 | 539 | 540 | 541 | 542 | 543 | 544 | 545 | 546 | 547 | 548 | 549 | 550 | 551 | 552 | 553 | 554 | 555 | 556 | 557 | 558 | 559 | 560 | 561 | 562 | 563 | 564 | 565 | 566 | 567 | 568 | 569 | 570 | 571 | 572 | 573 | 574 | 575 | 576 | 577 | 578 | 579 | 580 | 581 | 582 | 583 | 584 | 585 | 586 | 587 | 588 | 589 | 590 | 591 | 592 | 593 | 594 | 595 | 596 | 597 | 598 | 599 | 600 | 601 | 602 | 603 | 604 | 605 | 606 | 607 | 608 | 609 | 610 | 611 | 612 | 613 | 614 | 615 | 616 | 617 | 618 | 619 | 620 | 621 | 622 | 623 | 624 | 625 | 626 | 627 | 628 | 629 | 630 | 631 | 632 | 633 | 634 | 635 | 636 | 637 | 638 | 639 | 640 | 641 | 642 | 643 | 644 | 645 | 646 | 647 | 648 | 649 | 650 | 651 | 652 | 653 | 654 | 655 | 656 | 657 | 658 | 659 | 660 | 661 | 662 | 663 | 664 | 665 | 666 | 667 | 668 | 669 | 670 | 671 | 672 | 673 | 674 | 675 | 676 | 677 | 678 | 679 | 680 | 681 | 682 | 683 | 684 | 685 | 686 | 687 | 688 | 689 | 690 | 691 | 692 | 693 | 694 | 695 | 696 | 697 | 698 | 699 | 700 | 701 | 702 | 703 | 704 | 705 | 706 | 707 | 708 | 709 | 710 | 711 | 712 | 713 | 714 | 715 | 716 | 717 | 718 | 719 | 720 | 721 | 722 | 723 | 724 | 725 | 726 | 727 | 728 | 729 | 730 | 731 | 732 | 733 | 734 | 735 | 736 | 737 | 738 | 739 | 740 | 741 | 742 | 743 | 744 | 745 | 746 | 747 | 748 | 749 | 750 | 751 | 752 | 753 | 754 | 755 | 756 | 757 | 758 | 759 | 760 | 761 | 762 | 763 | 764 | 765 | 766 | 767 | 768 | 769 | 770 | 771 | 772 | 773 | 774 | 775 | 776 | 777 | 778 | 779 | 780 | 781 | 782 | 783 | 784 | 785 | 786 | 787 | 788 | 789 | 790 | 791 | 792 | 793 | 794 | 795 | 796 | 797 | 798 | 799 | 800 | 801 | 802 | 803 | 804 | 805 | 806 | 807 | 808 | 809 | 810 | 811 | 812 | 813 | 814 | 815 | 816 | 817 | 818 | 819 | 820 | 821 | 822 | 823 | 824 | 825 | 826 | 827 | 828 | 829 | 830 | 831 | 832 | 833 | 834 | 835 | 836 | 837 | 838 | 839 | 840 | 841 | 842 | 843 | 844 | 845 | 846 | 847 | 848 | 849 | 850 | 851 | 852 | 853 | 854 | 855 | 856 | 857 | 858 | 859 | 860 | 861 | 862 | 863 | 864 | 865 | 866 | 867 | 868 | 869 | 870 | 871 | 872 | 873 | 874 | 875 | 876 | 877 | 878 | 879 | 880 | 881 | 882 | 883 | 884 | 885 | 886 | 887 | 888 | 889 | 890 | 891 | 892 | 893 | 894 | 895 | 896 | 897 | 898 | 899 | 900 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 | 910 | 911 | 912 | 913 | 914 | 915 | 916 | 917 | 918 | 919 | 920 | 921 | 922 | 923 | 924 | 925 | 926 | 927 | 928 | 929 | 930 | 931 | 932 | 933 | 934 | 935 | 936 | 937 | 938 | 939 | 940 | 941 | 942 | 943 | 944 | 945 | 946 | 947 | 948 | 949 | 950 | 951 | 952 | 953 | 954 | 955 | 956 | 957 | 958 | 959 | 960 | 961 | 962 | 963 | 964 | 965 | 966 | 967 | 968 | 969 | 970 | 971 | 972 | 973 | 974 | 975 | 976 | 977 | 978 | 979 | 980 | 981 | 982 | 983 | 984 | 985 | 986 | 987 | 988 | 989 | 990 | 991 | 992 | 993 | 994 | 995 | 996 | 997 | 998 | 999 | 1000 | 1001 | 1002 | 1003 | 1004 | 1005 | 1006 | 1007 | 1008 | 1009 | 1010 | 1011 | 1012 | 1013 | 1014 | 1015 | 1016 | 1017 | 1018 | 1019 | 1020 | 1021 | 1022 | 1023 | 1024 | 1025 | 1026 | 1027 | 1028 | 1029 | 1030 | 1031 | 1032 | 1033 | 1034 | 1035 | 1036 | 1037 | 1038 | 1039 | 1040 | 1041 | 1042 | 1043 | 1044 | 1045 | 1046 | 1047 | 1048 | 1049 | 1050 | 1051 | 1052 | 1053 | 1054 | 1055 | 1056 | 1057 | 1058 | 1059 | 1060 | 1061 | 1062 | 1063 | 1064 | 1065 | 1066 | 1067 | 1068 | 1069 | 1070 | 1071 | 1072 | 1073 | 1074 | 1075 | 1076 | 1077 | 1078 | 1079 | 1080 | 1081 | 1082 | 1083 | 1084 | 1085 | 1086 | 1087 | 1088 | 1089 | 1090 | 1091 | 1092 | 1093 | 1094 | 1095 | 1096 | 1097 | 1098 | 1099 | 1100 | 1101 | 1102 | 1103 | 1104 | 1105 | 1106 | 1107 | 1108 | 1109 | 1110 | 1111 | 1112 | 1113 | 1114 | 1115 | 1116 | 1117 | 1118 | 1119 | 1120 | 1121 | 1122 | 1123 | 1124 | 1125 | 1126 | 1127 | 1128 | 1129 | 1130 | 1131 | 1132 | 1133 | 1134 | 1135 | 1136 | 1137 | 1138 | 1139 | 1140 | 1141 | 1142 | 1143 | 1144 | 1145 | 1146 | 1147 | 1148 | 1149 | 1150 | 1151 | 1152 | 1153 | 1154 | 1155 | 1156 | 1157 | 1158 | 1159 | 1160 | 1161 | 1162 | 1163 | 1164 | 1165 | 1166 | 1167 | 1168 | 1169 | 1170 | 1171 | 1172 | 1173 | 1174 | 1175 | 1176 | 1177 | 1178 | 1179 | 1180 | 1181 | 1182 | 1183 | 1184 | 1185 | 1186 | 1187 | 1188 | 1189 | 1190 | 1191 | 1192 | 1193 | 1194 | 1195 | 1196 | 1197 | 1198 | 1199 | 1200 | 1201 | 1202 | 1203 | 1204 | 1205 | 1206 | 1207 | 1208 | 1209 | 1210 | 1211 | 1212 | 1213 | 1214 | 1215 | 1216 | 1217 | 1218 | 1219 | 1220 | 1221 | 1222 | 1223 | 1224 | 1225 | 1226 | 1227 | 1228 | 1229 | 1230 | 1231 | 1232 | 1233 | 1234 | 1235 | 1236 | 1237 | 1238 | 1239 | 1240 | 1241 | 1242 | 1243 | 1244 | 1245 | 1246 | 1247 | 1248 | 1249 | 1250 | 1251 | 1252 | 1253 | 1254 | 1255 | 1256 | 1257 | 1258 | 1259 | 1260 | 1261 | 1262 | 1263 | 1264 | 1265 | 1266 | 1267 | 1268 | 1269 | 1270 | 1271 | 1272 | 1273 | 1274 | 1275 | 1276 | 1277 | 1278 | 1279 | 1280 | 1281 | 1282 | 1283 | 1284 | 1285 | 1286 | 1287 | 1288 | 1289 | 1290 | 1291 | 1292 | 1293 | 1294 | 1295 | 1296 | 1297 | 1298 | 1299 | 1300 | 1301 | 1302 | 1303 | 1304 | 1305 | 1306 | 1307 | 1308 | 1309 | 1310 | 1311 | 1312 | 1313 | 1314 | 1315 | 1316 | 1317 | 1318 | 1319 | 1320 | 1321 | 1322 | 1323 | 1324 | 1325 | 1326 | 1327 | 1328 | 1329 | 1330 | 1331 | 1332 | 1333 | 1334 | 1335 | 1336 | 1337 | 1338 | 1339 | 1340 | 1341 | 1342 | 1343 | 1344 | 1345 | 1346 | 1347 | 1348 | 1349 | 1350 | 1351 | 1352 | 1353 | 1354 | 1355 | 1356 | 1357 | 1358 | 1359 | 1360 | 1361 | 1362 | 1363 | 1364 | 1365 | 1366 | 1367 | 1368 | 1369 | 1370 | 1371 | 1372 | 1373 | 1374 | 1375 | 1376 | 1377 | 1378 | 1379 | 1380 | 1381 | 1382 | 1383 | 1384 | 1385 | 1386 | 1387 | 1388 | 1389 | 1390 | 1391 | 1392 | 1393 | 1394 | 1395 | 1396 | 1397 | 1398 | 1399 | 1400 | 1401 | 1402 | 1403 | 1404 | 1405 | 1406 | 1407 | 1408 | 1409 | 1410 | 1411 | 1412 | 1413 | 1414 | 1415 | 1416 | 1417 | 1418 | 1419 | 1420 | 1421 | 1422 | 1423 | 1424 | 1425 | 1426 | 1427 | 1428 | 1429 |  |

Table C-39b

| USMC | ENLISTED | STRENGTH | CONTINUED | 20   | 21   | 22   | 23  | 24  | 25  | 26  | 27  | 28  | 29  | 30  | > 30 | YEAR |
|------|----------|----------|-----------|------|------|------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|
| 16   | 17       | 18       | 19        |      |      |      |     |     |     |     |     |     |     |     |      |      |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 32   | 1923 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 24  | 28   | 1924 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 18  | 15  | 23   | 1925 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 37  | 27  | 30  | 46  | 1926 |      |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 47  | 30  | 26  | 34  | 41   | 1927 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 59  | 41  | 32  | 41  | 39  | 42  | 48   | 1928 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 70  | 50  | 44  | 36  | 31  | 25  | 43   | 1929 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 95  | 58  | 51  | 63  | 49  | 34  | 30  | 38   | 1930 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 106 | 63  | 48  | 65  | 52  | 39  | 24  | 22  | 37   | 1931 |
| 0    | 0        | 0        | 0         | 0    | 93   | 78   | 53  | 45  | 42  | 39  | 37  | 17  | 17  | 20  | 1932 |      |
| 0    | 0        | 0        | 0         | 0    | 108  | 101  | 90  | 69  | 60  | 51  | 24  | 40  | 24  | 15  | 42   | 1933 |
| 0    | 0        | 0        | 0         | 256  | 153  | 125  | 124 | 97  | 69  | 54  | 30  | 27  | 26  | 22  | 52   | 1934 |
| 0    | 0        | 365      | 254       | 208  | 231  | 187  | 147 | 130 | 82  | 76  | 54  | 60  | 52  | 73  | 1935 |      |
| 0    | 446      | 354      | 341       | 272  | 226  | 180  | 140 | 93  | 62  | 62  | 56  | 49  | 39  | 90  | 1936 |      |
| 568  | 444      | 486      | 520       | 466  | 311  | 245  | 127 | 117 | 73  | 78  | 71  | 58  | 57  | 103 | 1937 |      |
| 789  | 611      | 658      | 796       | 642  | 483  | 329  | 197 | 141 | 104 | 95  | 81  | 71  | 62  | 43  | 84   | 1938 |
| 653  | 698      | 797      | 754       | 710  | 434  | 285  | 205 | 160 | 150 | 124 | 103 | 96  | 82  | 70  | 83   | 1939 |
| 1129 | 1195     | 1176     | 1157      | 991  | 491  | 363  | 338 | 237 | 197 | 166 | 154 | 132 | 137 | 86  | 77   | 1940 |
| 1845 | 1810     | 1775     | 1858      | 1395 | 896  | 681  | 596 | 458 | 387 | 367 | 295 | 226 | 185 | 118 | 30   | 1941 |
| 2039 | 2025     | 2000     | 1869      | 1758 | 1119 | 837  | 617 | 497 | 455 | 422 | 367 | 249 | 206 | 121 | 35   | 1942 |
| 2337 | 2057     | 2260     | 2151      | 1882 | 1304 | 994  | 782 | 594 | 510 | 379 | 256 | 170 | 112 | 40  | 1943 |      |
| 2665 | 2043     | 2013     | 235       | 2165 | 1669 | 1069 | 867 | 691 | 509 | 368 | 244 | 174 | 88  | 39  | 1944 |      |
| 2290 | 2180     | 2269     | 2104      | 1945 | 1406 | 1235 | 958 | 775 | 509 | 380 | 245 | 108 | 73  | 61  | 28   | 1945 |
| 2687 | 2622     | 2546     | 2516      | 2182 | 1746 | 1255 | 988 | 665 | 467 | 343 | 194 | 143 | 104 | 63  | 37   | 1946 |
| 2682 | 2661     | 2629     | 2553      | 2296 | 1611 | 1152 | 775 | 535 | 417 | 309 | 184 | 143 | 103 | 48  | 27   | 1947 |
| 3135 | 3259     | 3137     | 2799      | 2534 | 1886 | 1157 | 789 | 537 | 368 | 275 | 223 | 171 | 133 | 99  | 31   | 1948 |
| 2458 | 2305     | 2051     | 1930      | 1608 | 1149 | 749  | 501 | 362 | 230 | 193 | 152 | 88  | 68  | 56  | 24   | 1949 |
| 1919 | 1685     | 1585     | 1495      | 1406 | 966  | 601  | 302 | 191 | 158 | 132 | 112 | 90  | 72  | 56  | 34   | 1950 |
| 1979 | 1765     | 1717     | 1646      | 1560 | 916  | 516  | 346 | 248 | 217 | 157 | 122 | 96  | 64  | 46  | 1951 |      |
| 2240 | 2671     | 2588     | 2529      | 2258 | 963  | 520  | 383 | 319 | 233 | 202 | 159 | 130 | 108 | 55  | 68   | 1952 |
| 2619 | 2578     | 2662     | 2681      | 1915 | 69   | 478  | 363 | 349 | 274 | 227 | 188 | 143 | 118 | 104 | 0    | 1953 |
| 3554 | 3231     | 3056     | 3723      | 2911 | 295  | 871  | 437 | 344 | 273 | 229 | 172 | 143 | 119 | 0   | 0    | 1954 |
| 1871 | 1356     | 1912     | 1744      | 1464 | 775  | 498  | 368 | 244 | 208 | 185 | 148 | 119 | 0   | 0   | 0    | 1955 |
| 2121 | 2206     | 2192     | 2165      | 1886 | 864  | 602  | 442 | 337 | 284 | 244 | 197 | 0   | 0   | 0   | 0    | 1956 |
| 1772 | 1680     | 1649     | 1623      | 1351 | 696  | 474  | 348 | 267 | 227 | 199 | 0   | 0   | 0   | 0   | 0    | 1957 |
| 1548 | 1511     | 1497     | 1469      | 14   | 845  | 562  | 403 | 320 | 265 | 0   | 0   | 0   | 0   | 0   | 0    | 1958 |
| 1851 | 1784     | 1593     | 1567      | 12   | 781  | 511  | 387 | 329 | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1959 |
| 1963 | 1811     | 1776     | 1745      | 15   | 935  | 659  | 519 | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1960 |
| 1400 | 1262     | 1295     | 1228      | 9    | 716  | 540  | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1961 |
| 1608 | 1051     | 1041     | 1025      | 0113 | 665  | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1962 |
| 875  | 865      | 853      | 830       | 816  | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1963 |
| 1628 | 1009     | 1012     | 1005      | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1964 |
| 971  | 972      | 957      | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1965 |
| 1313 | 1301     | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1966 |
| 1267 | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1967 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1968 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1969 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1970 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1971 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1972 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1973 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1974 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1975 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1976 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1977 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1978 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1979 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1980 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1981 |
| 0    | 0        | 0        | 0         | 0    | 0    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0    | 1982 |

Table G-40a

| FY 1923 TO 1982 USAF ENLISTED STRENGTH BY YEARS OF SERVICE (YOS) |        |        |        |        |        |       |       |       |       |       |       |       |       |       |
|------------------------------------------------------------------|--------|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| FY                                                               | GAINS  | 1      | 2      | 3      | 4      | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    |
| 1923                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1924                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1925                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1926                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1927                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1928                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1929                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1930                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1931                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1932                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1933                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1934                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1935                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1936                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1937                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1938                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1939                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1940                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1941                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1942                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1943                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1944                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1945                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1946                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1947                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1948                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1949                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1950                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1951                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1952                                                             | 0      | 0      | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1953                                                             | 134325 | 97745  | 146032 | 108363 | 121674 | 81468 | 41262 | 37342 | 33320 | 29309 | 27304 | 27261 | 27091 | 26187 |
| 1954                                                             | 108126 | 128870 | 141759 | 87575  | 70124  | 52672 | 46496 | 37400 | 35794 | 31630 | 26502 | 25608 | 27026 | 24524 |
| 1955                                                             | 171962 | 158247 | 145420 | 125650 | 105879 | 52480 | 41479 | 42407 | 40120 | 36884 | 34038 | 28231 | 31258 | 30467 |
| 1956                                                             | 128894 | 105313 | 100345 | 95377  | 86898  | 29239 | 28180 | 25574 | 26067 | 23369 | 18624 | 19012 | 18403 | 17565 |
| 1957                                                             | 123573 | 110498 | 97472  | 86482  | 80918  | 29437 | 23131 | 21833 | 20543 | 15674 | 16050 | 15874 | 14997 | 14321 |
| 1958                                                             | 76424  | 76835  | 60151  | 53039  | 46073  | 22474 | 18924 | 16934 | 12078 | 12467 | 12147 | 11235 | 11366 | 10389 |
| 1959                                                             | 72146  | 107263 | 57119  | 55972  | 49252  | 20630 | 16028 | 13531 | 14313 | 11448 | 10717 | 10646 | 10057 | 9719  |
| 1960                                                             | 89928  | 74798  | 79084  | 72218  | 58001  | 24684 | 18022 | 18118 | 16759 | 14713 | 12038 | 11766 | 11310 | 11091 |
| 1961                                                             | 118775 | 91241  | 101136 | 89299  | 70557  | 31275 | 22638 | 22134 | 18694 | 14624 | 13892 | 13590 | 13378 | 13019 |
| 1962                                                             | 112220 | 118782 | 97147  | 92780  | 81054  | 26234 | 20958 | 16591 | 18130 | 13623 | 12844 | 12781 | 12514 | 12074 |
| 1963                                                             | 102317 | 97992  | 81260  | 78336  | 70664  | 17991 | 13651 | 14489 | 12840 | 10350 | 10349 | 10136 | 9824  | 9555  |
| 1964                                                             | 94836  | 89256  | 75047  | 73387  | 66216  | 16361 | 13632 | 12636 | 12032 | 10638 | 10278 | 9975  | 9697  | 9128  |
| 1965                                                             | 87597  | 69530  | 75584  | 71788  | 67981  | 14535 | 12347 | 11754 | 11068 | 9541  | 9130  | 8893  | 8878  | 8585  |
| 1966                                                             | 146126 | 156367 | 149136 | 153281 | 99595  | 31741 | 17233 | 16744 | 14581 | 12435 | 11893 | 11468 | 10976 | 10531 |
| 1967                                                             | 120781 | 107398 | 106858 | 98387  | 86055  | 17672 | 17018 | 16463 | 13811 | 11975 | 12412 | 11953 | 11392 | 10782 |
| 1968                                                             | 98412  | 90481  | 83874  | 80985  | 68580  | 23890 | 22013 | 20312 | 17559 | 16529 | 15629 | 14922 | 13862 | 13174 |
| 1969                                                             | 123315 | 112944 | 101397 | 98481  | 86476  | 30267 | 27808 | 25344 | 18621 | 16288 | 15461 | 14501 | 13510 | 13036 |
| 1970                                                             | 77712  | 61313  | 63512  | 56921  | 52920  | 18789 | 17477 | 15277 | 13171 | 11112 | 10227 | 9677  | 9330  | 9136  |
| 1971                                                             | 101140 | 91984  | 82196  | 74535  | 53866  | 25096 | 24933 | 22998 | 19661 | 16918 | 15306 | 14319 | 13807 | 0     |
| 1972                                                             | 91349  | 78952  | 71570  | 61791  | 52977  | 23920 | 20587 | 18828 | 16683 | 14031 | 12714 | 12117 | 0     | 0     |
| 1973                                                             | 97878  | 85191  | 73396  | 62224  | 48705  | 27522 | 24110 | 19649 | 17530 | 15645 | 14670 | 0     | 0     | 0     |
| 1974                                                             | 75419  | 68145  | 58617  | 50380  | 40413  | 26147 | 22248 | 17756 | 16408 | 15357 | 0     | 0     | 0     | 0     |
| 1975                                                             | 78009  | 67430  | 60457  | 52047  | 45139  | 22847 | 19567 | 16479 | 15624 | 0     | 0     | 0     | 0     | 0     |
| 1976                                                             | 74200  | 66612  | 59799  | 51229  | 47533  | 24084 | 20984 | 18348 | 0     | 0     | 0     | 0     | 0     | 0     |
| 1977                                                             | 71000  | 65467  | 58750  | 52332  | 48876  | 27197 | 23846 | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1978                                                             | 68400  | 61350  | 54887  | 49637  | 46647  | 31334 | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1979                                                             | 70100  | 60940  | 54097  | 49270  | 45368  | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1980                                                             | 75500  | 65561  | 59500  | 54029  | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1981                                                             | 70900  | 69098  | 64424  | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |
| 1982                                                             | 72000  | 61716  | 0      | 0      | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     |



Table G-40b

| USAF ENLISTED STRENGTH CONTINUED |       |       |       |       |       |      |      |      |      |      |      |      |      |      |      |      | YEAR |
|----------------------------------|-------|-------|-------|-------|-------|------|------|------|------|------|------|------|------|------|------|------|------|
| 16                               | 17    | 18    | 19    | 20    | 21    | 22   | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30   | > 30 |      |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 222  | 1923 |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 121  | 317  | 1924 |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 101  | 72   | 225  | 1925 |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 182  | 192  | 137  | 47   | 197  | 1926 |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 287  | 261  | 215  | 190  | 265  | 1927 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 222  | 255  | 281  | 318  | 249  | 178  | 219  | 1928 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 202  | 283  | 311  | 305  | 305  | 369  | 1929 | 1930 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 242  | 247  | 272  | 287  | 260  | 233  | 191  | 151  | 1931 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 323  | 309  | 333  | 404  | 354  | 303  | 166  | 176  | 144  | 1931 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 444  | 301  | 266  | 309  | 260  | 210  | 177  | 128  | 43   | 104  | 1932 |      |
| 0                                | 0     | 0     | 0     | 0     | 706   | 383  | 247  | 191  | 237  | 283  | 287  | 135  | 106  | 91   | 86   | 1933 |      |
| 0                                | 0     | 0     | 0     | 1210  | 1417  | 872  | 594  | 476  | 358  | 398  | 141  | 175  | 132  | 152  | 101  | 1934 |      |
| 0                                | 0     | 0     | 1513  | 1176  | 1294  | 760  | 531  | 306  | 524  | 616  | 210  | 176  | 131  | 97   | 267  | 1935 |      |
| 0                                | 0     | 1977  | 2052  | 1642  | 1710  | 1248 | 786  | 1084 | 716  | 397  | 321  | 259  | 224  | 320  | 96   | 1936 |      |
| 2541                             | 2461  | 2666  | 2906  | 2375  | 1893  | 1391 | 1580 | 2031 | 597  | 485  | 368  | 431  | 213  | 62   | 1937 | 1938 |      |
| 34019                            | 2626  | 2771  | 3253  | 2709  | 2165  | 2029 | 1311 | 697  | 543  | 404  | 364  | 489  | 232  | 178  | 118  | 1938 |      |
| 63819                            | 5485  | 5129  | 4773  | 6901  | 4760  | 2744 | 2081 | 1368 | 1226 | 1714 | 796  | 665  | 568  | 517  | 326  | 1940 |      |
| 11612                            | 10067 | 8522  | 12644 | 12240 | 8216  | 5495 | 3489 | 2987 | 3757 | 2218 | 1750 | 1389 | 1469 | 1044 | 375  | 1941 |      |
| 13295                            | 12224 | 15366 | 16320 | 14459 | 10525 | 5746 | 4514 | 5573 | 2875 | 2391 | 1899 | 1558 | 1286 | 968  | 529  | 1942 |      |
| 16496                            | 21291 | 19719 | 18967 | 19028 | 11468 | 8325 | 9746 | 4010 | 3617 | 2965 | 2527 | 1868 | 1484 | 1132 | 486  | 1943 |      |
| 15545                            | 17000 | 15567 | 15302 | 21917 | 9311  | 8167 | 4232 | 3166 | 2728 | 2262 | 1729 | 1231 | 991  | 681  | 263  | 1944 |      |
| 15831                            | 16532 | 18117 | 17441 | 13441 | 10153 | 5411 | 2741 | 2741 | 2304 | 1834 | 1346 | 1044 | 644  | 444  | 47   | 1945 |      |
| 17531                            | 17548 | 16547 | 16639 | 17197 | 9944  | 6144 | 4144 | 3814 | 3148 | 2473 | 1849 | 1146 | 581  | 347  | 78   | 1946 |      |
| 17580                            | 17927 | 17615 | 16480 | 16755 | 9064  | 5593 | 4528 | 3539 | 2990 | 2224 | 1496 | 888  | 375  | 244  | 78   | 1947 |      |
| 25311                            | 25246 | 24952 | 26235 | 26005 | 20669 | 9530 | 4114 | 4681 | 3726 | 2946 | 1774 | 981  | 490  | 310  | 46   | 1948 |      |
| 21195                            | 18502 | 20047 | 20043 | 17093 | 11813 | 6933 | 4670 | 3741 | 2795 | 2285 | 1155 | 616  | 332  | 211  | 44   | 1949 |      |
| 14104                            | 13239 | 13160 | 12676 | 12857 | 8626  | 3933 | 3045 | 2223 | 1623 | 1355 | 882  | 557  | 322  | 216  | 75   | 1950 |      |
| 27423                            | 26794 | 28154 | 26382 | 28072 | 12989 | 8827 | 6333 | 4579 | 3594 | 3484 | 1834 | 1302 | 676  | 446  | 262  | 1951 |      |
| 33957                            | 32799 | 33146 | 31403 | 32802 | 15347 | 9625 | 6999 | 4745 | 3582 | 3180 | 1665 | 1063 | 547  | 423  | 281  | 1952 |      |
| 22641                            | 23479 | 21719 | 23341 | 23188 | 9454  | 6459 | 4767 | 2639 | 2184 | 1893 | 935  | 595  | 403  | 322  | 0    | 1953 |      |
| 24447                            | 23147 | 21913 | 21831 | 21713 | 9949  | 6645 | 6722 | 4511 | 3669 | 3013 | 1670 | 1226 | 834  | 0    | 0    | 1954 |      |
| 27037                            | 28512 | 28390 | 28261 | 28110 | 13516 | 8179 | 6098 | 4113 | 3149 | 2486 | 1661 | 1265 | 0    | 0    | 0    | 1955 |      |
| 16438                            | 16167 | 16332 | 16274 | 16191 | 8380  | 5586 | 4276 | 2815 | 2150 | 1881 | 1321 | 0    | 0    | 0    | 0    | 1956 |      |
| 13792                            | 13670 | 13595 | 13556 | 12446 | 6633  | 4766 | 3383 | 2742 | 1911 | 1651 | 0    | 0    | 0    | 0    | 0    | 1957 |      |
| 10323                            | 10216 | 10179 | 9785  | 9727  | 5539  | 3574 | 2503 | 1915 | 1572 | 0    | 0    | 0    | 0    | 0    | 0    | 1958 |      |
| 9601                             | 9572  | 9505  | 9462  | 9391  | 5080  | 3342 | 2601 | 2030 | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1959 |      |
| 10766                            | 11163 | 11696 | 11614 | 11552 | 6582  | 4712 | 3729 | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1960 |      |
| 12581                            | 12493 | 12390 | 12327 | 12282 | 7776  | 5594 | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1961 |      |
| 14837                            | 14844 | 14719 | 14678 | 14627 | 6880  | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1962 |      |
| 9338                             | 9273  | 9228  | 9175  | 9116  | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1963 |      |
| 8719                             | 8641  | 8571  | 8531  | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1964 |      |
| 8144                             | 8100  | 8038  | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1965 |      |
| 9974                             | 9853  | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1966 |      |
| 10180                            | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1967 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1968 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1969 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1970 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1971 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1972 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1973 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1974 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1975 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1976 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1977 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1978 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1979 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1980 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1981 |      |
| 0                                | 0     | 0     | 0     | 0     | 0     | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1982 |      |

Table G-41

| DOD<br>YEAR | OFFICER POPULATION<br>FULL POPULATION |        |      | POPULATION >4 YOS |       |      | POPULATION >10 YOS |       |      | POPULATION >20 YOS |       |      |
|-------------|---------------------------------------|--------|------|-------------------|-------|------|--------------------|-------|------|--------------------|-------|------|
|             | #                                     | %      | ESL  | #                 | %     | ESL  | #                  | %     | ESL  | #                  | %     | ESL  |
| 1953        | 376719.                               | 100.00 | 8.6  | 267787.           | 71.08 | 11.4 | 154191.            | 40.93 | 14.6 | 22351.             | 5.93  | 28.2 |
| 1954        | 353801.                               | 100.00 | 9.1  | 253716.           | 71.71 | 11.9 | 160088.            | 45.25 | 14.8 | 21543.             | 6.09  | 25.7 |
| 1955        | 352364.                               | 100.00 | 9.2  | 248963.           | 70.66 | 12.4 | 162303.            | 46.06 | 15.3 | 21310.             | 6.05  | 26.1 |
| 1956        | 351900.                               | 100.00 | 9.6  | 244598.           | 69.51 | 13.0 | 170180.            | 48.36 | 15.6 | 23060.             | 6.55  | 24.8 |
| 1957        | 330080.                               | 100.00 | 11.6 | 248894.           | 75.71 | 14.7 | 192593.            | 58.35 | 17.1 | 34886.             | 10.57 | 25.9 |
| 1958        | 326031.                               | 100.00 | 10.6 | 242644.           | 74.42 | 13.7 | 178984.            | 54.90 | 16.1 | 21390.             | 6.56  | 25.1 |
| 1959        | 314483.                               | 100.00 | 12.8 | 254598.           | 80.96 | 15.2 | 189936.            | 60.40 | 18.1 | 41896.             | 13.32 | 24.9 |
| 1960        | 316887.                               | 100.00 | 11.8 | 247120.           | 78.03 | 14.6 | 181888.            | 57.43 | 17.3 | 29076.             | 9.18  | 23.8 |
| 1961        | 314827.                               | 100.00 | 11.9 | 242599.           | 77.06 | 14.9 | 181201.            | 57.56 | 17.6 | 47255.             | 15.01 | 22.5 |
| 1962        | 343121.                               | 100.00 | 11.1 | 247729.           | 72.20 | 14.7 | 180154.            | 52.50 | 17.6 | 51407.             | 14.98 | 22.6 |
| 1963        | 334351.                               | 100.00 | 11.0 | 237055.           | 70.90 | 14.8 | 171890.            | 51.41 | 17.8 | 59031.             | 17.66 | 23.5 |
| 1964        | 337502.                               | 100.00 | 11.2 | 242073.           | 71.72 | 15.0 | 174399.            | 51.67 | 18.1 | 66035.             | 19.57 | 26.2 |
| 1965        | 338822.                               | 100.00 | 10.6 | 231208.           | 68.24 | 14.7 | 164306.            | 48.49 | 18.0 | 54876.             | 16.20 | 27.4 |
| 1966        | 348827.                               | 100.00 | 10.4 | 234517.           | 67.23 | 14.6 | 163538.            | 46.88 | 18.1 | 54778.             | 15.70 | 26.3 |
| 1967        | 384496.                               | 100.00 | 9.8  | 240657.           | 62.59 | 14.6 | 164479.            | 42.78 | 18.2 | 56707.             | 14.75 | 26.0 |
| 1968        | 415844.                               | 100.00 | 9.4  | 250435.           | 60.22 | 14.4 | 165455.            | 39.79 | 18.3 | 60629.             | 14.58 | 25.2 |
| 1969        | 418963.                               | 100.00 | 9.0  | 240254.           | 57.34 | 14.4 | 161478.            | 38.54 | 18.2 | 56987.             | 13.60 | 26.5 |
| 1970        | 402126.                               | 100.00 | 8.9  | 228133.           | 56.81 | 14.2 | 152724.            | 37.98 | 18.0 | 46562.             | 11.58 | 29.1 |
| 1971        | 365212.                               | 100.00 | 9.4  | 228761.           | 62.64 | 13.8 | 146030.            | 39.98 | 17.9 | 44654.             | 12.23 | 25.7 |
| 1972        | 329771.                               | 100.00 | 10.0 | 224789.           | 68.17 | 13.7 | 142335.            | 43.16 | 17.8 | 41129.             | 12.47 | 26.7 |
| 1973        | 317779.                               | 100.00 | 10.0 | 223269.           | 70.26 | 13.4 | 138620.            | 43.62 | 17.6 | 37877.             | 11.92 | 25.9 |
| 1974        | 300729.                               | 100.00 | 10.2 | 215953.           | 71.81 | 13.4 | 133938.            | 44.54 | 17.5 | 36119.             | 12.01 | 24.3 |
| 1975        | 290397.                               | 100.00 | 10.3 | 214937.           | 74.01 | 13.2 | 129207.            | 44.49 | 17.5 | 35097.             | 12.09 | 25.0 |
| 1976        | 277994.                               | 100.00 | 10.5 | 210785.           | 75.82 | 13.2 | 127850.            | 45.99 | 17.3 | 33625.             | 12.10 | 25.2 |
| 1977        | 275181.                               | 100.00 | 10.6 | 209994.           | 76.31 | 13.3 | 129401.            | 47.02 | 17.3 | 33713.             | 12.25 | 25.1 |
| 1978        | 273111.                               | 100.00 | 10.6 | 207533.           | 75.99 | 13.4 | 131080.            | 48.00 | 17.1 | 33916.             | 12.42 | 24.8 |
| 1979        | 273497.                               | 100.00 | 10.5 | 203132.           | 74.27 | 13.4 | 130454.            | 47.70 | 17.1 | 33372.             | 12.20 | 24.6 |
| 1980        | 277433.                               | 100.00 | 10.3 | 203518.           | 73.36 | 13.4 | 131396.            | 47.36 | 17.0 | 32544.             | 11.73 | 24.9 |
| 1981        | 284890.                               | 100.00 | 10.3 | 208764.           | 73.28 | 13.4 | 134988.            | 47.38 | 17.0 | 33491.             | 11.76 | 23.8 |
| 1982        | 292057.                               | 100.00 | 10.3 | 214506.           | 73.45 | 13.3 | 137585.            | 47.11 | 17.0 | 34435.             | 11.79 | 24.6 |

Table G-42

| ARMY<br>YEAR | OFFICER POPULATION |        |      | POPULATION >4 YOS |       |      | POPULATION >10 YOS |       |      | POPULATION >20 YOS |       |      |
|--------------|--------------------|--------|------|-------------------|-------|------|--------------------|-------|------|--------------------|-------|------|
|              | #                  | %      | ESL  | #                 | %     | ESL  | #                  | %     | ESL  | #                  | %     | ESL  |
| 1953         | 147285             | 100.00 | 8.8  | 105784            | 71.82 | 11.6 | 63062              | 42.82 | 14.5 | 8363               | 5.68  | 25.1 |
| 1954         | 129507             | 100.00 | 9.5  | 97208             | 75.06 | 12.1 | 63434              | 48.98 | 14.6 | 7081               | 5.47  | 24.3 |
| 1955         | 124297             | 100.00 | 9.6  | 90683             | 72.96 | 12.7 | 62981              | 50.67 | 15.0 | 6186               | 5.22  | 24.0 |
| 1956         | 120219             | 100.00 | 9.9  | 85112             | 70.80 | 13.4 | 61351              | 53.53 | 15.3 | 6838               | 5.69  | 23.6 |
| 1957         | 116973             | 100.00 | 10.0 | 81729             | 69.87 | 13.7 | 64148              | 54.84 | 15.5 | 6082               | 5.20  | 23.8 |
| 1958         | 104716             | 100.00 | 10.8 | 78240             | 74.72 | 13.9 | 62157              | 59.36 | 15.7 | 4420               | 4.22  | 23.8 |
| 1959         | 101622             | 100.00 | 13.9 | 85224             | 83.86 | 16.1 | 67616              | 66.54 | 18.5 | 18924              | 18.62 | 24.2 |
| 1960         | 101236             | 100.00 | 11.9 | 76507             | 75.57 | 15.1 | 60506              | 59.77 | 17.3 | 7801               | 7.71  | 23.5 |
| 1961         | 99921              | 100.00 | 11.9 | 74246             | 74.30 | 15.4 | 58722              | 58.77 | 17.7 | 12762              | 12.77 | 23.0 |
| 1962         | 116050             | 100.00 | 10.8 | 78423             | 67.58 | 15.3 | 60170              | 51.85 | 17.8 | 16551              | 14.26 | 22.7 |
| 1963         | 108302             | 100.00 | 10.5 | 71177             | 65.72 | 15.2 | 53064              | 49.00 | 18.0 | 16263              | 15.02 | 22.9 |
| 1964         | 110870             | 100.00 | 11.5 | 78598             | 70.89 | 15.5 | 58087              | 52.39 | 18.6 | 23711              | 21.39 | 23.6 |
| 1965         | 112120             | 100.00 | 10.0 | 71624             | 63.88 | 14.8 | 50512              | 45.05 | 18.1 | 16327              | 14.56 | 23.3 |
| 1966         | 117836             | 100.00 | 9.6  | 73359             | 62.26 | 14.3 | 48738              | 41.36 | 18.2 | 16870              | 14.32 | 23.4 |
| 1967         | 143507             | 100.00 | 8.4  | 78584             | 54.76 | 14.1 | 50666              | 35.31 | 18.1 | 17924              | 12.49 | 23.7 |
| 1968         | 166173             | 100.00 | 7.9  | 82623             | 49.72 | 14.0 | 52864              | 31.81 | 18.0 | 18511              | 11.14 | 23.9 |
| 1969         | 172590             | 100.00 | 7.2  | 79800             | 46.24 | 13.8 | 50834              | 29.45 | 17.7 | 16311              | 9.45  | 24.2 |
| 1970         | 165283             | 100.00 | 7.6  | 82674             | 50.02 | 13.4 | 51002              | 30.86 | 17.6 | 15203              | 9.20  | 24.6 |
| 1971         | 146931             | 100.00 | 8.3  | 84084             | 57.23 | 13.1 | 51069              | 34.76 | 17.4 | 14252              | 9.70  | 24.6 |
| 1972         | 119754             | 100.00 | 9.5  | 80587             | 67.29 | 13.2 | 49959              | 41.72 | 17.3 | 12575              | 10.50 | 24.7 |
| 1973         | 115834             | 100.00 | 9.7  | 81196             | 70.10 | 12.9 | 48751              | 42.09 | 17.2 | 11548              | 9.97  | 24.5 |
| 1974         | 105387             | 100.00 | 10.1 | 75697             | 71.83 | 13.3 | 46981              | 44.58 | 17.2 | 11056              | 10.49 | 24.5 |
| 1975         | 102473             | 100.00 | 10.1 | 75577             | 73.75 | 13.1 | 45471              | 44.37 | 17.2 | 10458              | 10.21 | 24.3 |
| 1976         | 97381              | 100.00 | 10.2 | 71902             | 73.84 | 13.2 | 45267              | 46.48 | 16.9 | 9750               | 10.01 | 24.0 |
| 1977         | 97437              | 100.00 | 10.3 | 72088             | 73.98 | 13.3 | 45719              | 47.03 | 16.9 | 10362              | 10.63 | 23.9 |
| 1978         | 97274              | 100.00 | 10.3 | 71425             | 73.43 | 13.3 | 45115              | 47.00 | 16.9 | 10591              | 10.89 | 23.8 |
| 1979         | 97231              | 100.00 | 10.1 | 70153             | 72.15 | 13.3 | 45167              | 46.40 | 16.8 | 10613              | 10.92 | 23.7 |
| 1980         | 98249              | 100.00 | 10.0 | 69937             | 71.18 | 13.3 | 45167              | 45.97 | 16.8 | 10216              | 10.40 | 23.8 |
| 1981         | 101332             | 100.00 | 9.9  | 71441             | 70.50 | 13.3 | 46123              | 45.52 | 16.8 | 10666              | 10.53 | 23.7 |
| 1982         | 103197             | 100.00 | 10.0 | 73704             | 71.42 | 13.2 | 47371              | 45.90 | 16.8 | 11042              | 10.70 | 23.7 |

Table G-43

| NAVY<br>YEAR | OFFICER POPULATION<br>FULL POPULATION |        |      | POPULATION >4 YOS |       |      | POPULATION >10 YOS |       |      | POPULATION >20 YOS |       |      |
|--------------|---------------------------------------|--------|------|-------------------|-------|------|--------------------|-------|------|--------------------|-------|------|
|              | #                                     | %      | ESL  | #                 | %     | ESL  | #                  | %     | ESL  | #                  | %     | ESL  |
| 1953         | 81731                                 | 100.00 | 10.3 | 59915             | 73.31 | 23.8 | 41262              | 50.49 | 16.0 | 9310               | 11.39 | 29.6 |
| 1954         | 76280                                 | 100.00 | 10.5 | 54215             | 71.07 | 22.7 | 40421              | 52.99 | 16.4 | 9995               | 13.10 | 26.6 |
| 1955         | 74527                                 | 100.00 | 10.8 | 53767             | 72.14 | 14.3 | 40239              | 53.99 | 17.0 | 10168              | 13.64 | 27.0 |
| 1956         | 71772                                 | 100.00 | 11.3 | 51426             | 71.65 | 15.0 | 39329              | 54.80 | 17.6 | 11202              | 15.61 | 24.6 |
| 1957         | 78968                                 | 100.00 | 10.4 | 52911             | 67.00 | 14.7 | 38186              | 48.36 | 17.9 | 10939              | 13.85 | 26.7 |
| 1958         | 71559                                 | 100.00 | 11.4 | 51304             | 71.69 | 15.0 | 38073              | 53.21 | 17.9 | 10547              | 14.74 | 24.4 |
| 1959         | 65734                                 | 100.00 | 12.2 | 49711             | 75.62 | 15.3 | 36579              | 55.65 | 18.5 | 10221              | 15.55 | 26.0 |
| 1960         | 69559                                 | 100.00 | 12.3 | 52193             | 75.03 | 15.8 | 38510              | 55.36 | 19.0 | 11819              | 16.99 | 26.3 |
| 1961         | 69981                                 | 100.00 | 10.7 | 47181             | 67.42 | 15.0 | 34259              | 48.95 | 18.1 | 9952               | 14.22 | 23.4 |
| 1962         | 75302                                 | 100.00 | 10.6 | 50406             | 66.94 | 14.9 | 35461              | 47.09 | 18.4 | 12590              | 16.72 | 23.1 |
| 1963         | 75548                                 | 100.00 | 10.7 | 50311             | 66.59 | 15.1 | 35436              | 46.91 | 18.6 | 14737              | 19.51 | 23.7 |
| 1964         | 76400                                 | 100.00 | 10.5 | 49640             | 64.97 | 15.2 | 34714              | 45.44 | 18.8 | 15417              | 20.18 | 23.3 |
| 1965         | 77866                                 | 100.00 | 10.4 | 49482             | 63.55 | 15.2 | 34351              | 44.12 | 18.9 | 14720              | 18.90 | 23.8 |
| 1966         | 79805                                 | 100.00 | 10.1 | 49752             | 62.34 | 15.0 | 34275              | 42.95 | 18.8 | 14130              | 17.71 | 24.1 |
| 1967         | 81842                                 | 100.00 | 10.3 | 51973             | 63.50 | 15.1 | 35933              | 43.91 | 18.9 | 14584              | 17.82 | 24.4 |
| 1968         | 85425                                 | 100.00 | 10.3 | 51973             | 63.50 | 15.1 | 35933              | 43.91 | 18.9 | 14584              | 17.82 | 24.4 |
| 1969         | 85199                                 | 100.00 | 9.9  | 56555             | 66.32 | 14.6 | 36630              | 42.88 | 18.9 | 15176              | 17.77 | 24.7 |
| 1970         | 80659                                 | 100.00 | 10.2 | 54575             | 64.06 | 14.5 | 36341              | 42.65 | 18.6 | 14007              | 16.44 | 24.7 |
| 1971         | 71672                                 | 100.00 | 10.4 | 49348             | 61.18 | 15.4 | 35536              | 44.06 | 18.8 | 13498              | 16.73 | 25.1 |
| 1972         | 69387                                 | 100.00 | 10.5 | 46781             | 65.27 | 14.8 | 32528              | 45.38 | 18.4 | 11105              | 15.49 | 24.9 |
| 1973         | 68418                                 | 100.00 | 10.5 | 46555             | 67.24 | 14.6 | 32099              | 46.26 | 18.2 | 10652              | 15.35 | 24.5 |
| 1974         | 66826                                 | 100.00 | 10.3 | 47216             | 69.01 | 14.2 | 31309              | 45.76 | 18.1 | 9993               | 14.61 | 24.5 |
| 1975         | 64716                                 | 100.00 | 10.4 | 46556             | 69.67 | 13.9 | 30036              | 44.95 | 18.0 | 9067               | 13.57 | 24.4 |
| 1976         | 62818                                 | 100.00 | 10.6 | 46599             | 72.01 | 13.7 | 28944              | 44.72 | 18.0 | 8807               | 13.61 | 24.2 |
| 1977         | 63042                                 | 100.00 | 10.7 | 46955             | 74.75 | 13.5 | 28276              | 45.01 | 18.0 | 8604               | 13.70 | 24.0 |
| 1978         | 62423                                 | 100.00 | 10.6 | 47093             | 74.70 | 13.6 | 28637              | 45.43 | 18.0 | 8899               | 14.12 | 23.9 |
| 1979         | 62062                                 | 100.00 | 10.7 | 46090             | 73.83 | 13.7 | 28901              | 46.30 | 17.8 | 9015               | 14.44 | 23.8 |
| 1980         | 63164                                 | 100.00 | 10.6 | 45644             | 73.55 | 13.8 | 29467              | 47.48 | 17.6 | 8979               | 14.47 | 23.8 |
| 1981         | 65609                                 | 100.00 | 10.5 | 46188             | 73.12 | 13.7 | 29887              | 47.32 | 17.6 | 8934               | 14.14 | 23.8 |
| 1982         | 67697                                 | 100.00 | 10.4 | 48208             | 73.12 | 13.6 | 30787              | 46.92 | 17.5 | 9256               | 14.11 | 23.9 |
|              |                                       |        |      | 49378             | 72.94 | 13.5 | 31186              | 46.07 | 17.6 | 9343               | 13.80 | 24.0 |

Table G-44

| USMC<br>YEAR | OFFICER POPULATION<br>FULL POPULATION | %      | YOS  | ESL  | POPULATION >4 YOS<br># | %     | YOS  | ESL  | POPULATION >10 YOS<br># | %     | YOS  | ESL  | POPULATION >20 YOS<br># | %     | YOS  | ESL  |
|--------------|---------------------------------------|--------|------|------|------------------------|-------|------|------|-------------------------|-------|------|------|-------------------------|-------|------|------|
| 1953         | 18730                                 | 100.00 | 9.0  | 13.4 | 12840                  | 68.55 | 12.2 | 15.0 | 8320                    | 44.42 | 15.3 | 16.5 | 1344                    | 7.18  | 25.3 | 30.1 |
| 1954         | 18593                                 | 100.00 | 9.2  | 10.9 | 12036                  | 64.73 | 13.0 | 17.9 | 8437                    | 45.38 | 15.7 | 33.9 | 1379                    | 7.42  | 24.8 | 25.8 |
| 1955         | 18415                                 | 100.00 | 9.5  | 15.3 | 12347                  | 67.05 | 13.1 | 12.0 | 8446                    | 45.86 | 16.3 | 34.1 | 1548                    | 8.41  | 24.5 | 24.9 |
| 1956         | 17809                                 | 100.00 | 10.3 | 12.7 | 12756                  | 71.63 | 13.4 | 14.3 | 8712                    | 48.92 | 16.7 | 35.5 | 1739                    | 9.76  | 24.1 | 24.8 |
| 1957         | 18152                                 | 100.00 | 10.1 | 7.6  | 13297                  | 73.25 | 13.2 | 12.2 | 8547                    | 47.09 | 17.1 | 33.0 | 1770                    | 9.75  | 23.9 | 25.1 |
| 1958         | 16741                                 | 100.00 | 10.9 | 6.4  | 12451                  | 74.37 | 13.9 | 20.1 | 8429                    | 50.35 | 17.4 | 29.5 | 1765                    | 10.54 | 23.6 | 24.8 |
| 1959         | 16066                                 | 100.00 | 11.3 | 7.7  | 12090                  | 75.25 | 14.3 | 18.2 | 8297                    | 51.64 | 17.8 | 31.9 | 1853                    | 11.53 | 23.4 | 24.7 |
| 1960         | 16203                                 | 100.00 | 11.6 | 9.0  | 12519                  | 77.26 | 14.3 | 17.3 | 8260                    | 50.98 | 18.2 | 34.0 | 2060                    | 12.71 | 23.4 | 24.2 |
| 1961         | 16132                                 | 100.00 | 11.8 | 8.5  | 12787                  | 79.26 | 14.2 | 16.0 | 8387                    | 51.99 | 18.2 | 24.2 | 2581                    | 16.00 | 22.9 | 22.9 |
| 1962         | 16861                                 | 100.00 | 11.5 | 7.0  | 13140                  | 77.93 | 14.2 | 18.0 | 8505                    | 50.44 | 18.2 | 24.2 | 3469                    | 20.57 | 22.6 | 22.6 |
| 1963         | 16737                                 | 100.00 | 11.5 | 8.4  | 12728                  | 76.05 | 14.4 | 19.7 | 8610                    | 51.44 | 18.0 | 20.4 | 3831                    | 22.89 | 22.6 | 23.6 |
| 1964         | 16838                                 | 100.00 | 11.4 | 9.9  | 12932                  | 76.80 | 14.0 | 16.0 | 8505                    | 50.51 | 17.9 | 23.1 | 3434                    | 20.39 | 23.2 | 31.1 |
| 1965         | 17258                                 | 100.00 | 10.8 | 8.6  | 13325                  | 77.21 | 13.2 | 14.4 | 8114                    | 47.19 | 17.4 | 22.0 | 2667                    | 15.45 | 23.6 | 33.1 |
| 1966         | 20512                                 | 100.00 | 11.8 | 5.7  | 16743                  | 81.63 | 14.0 | 15.7 | 11248                   | 54.84 | 17.7 | 26.8 | 3399                    | 16.57 | 23.8 | 27.1 |
| 1967         | 23592                                 | 100.00 | 10.6 | 4.4  | 16649                  | 70.57 | 14.2 | 16.8 | 11718                   | 49.67 | 17.3 | 26.5 | 2981                    | 12.64 | 24.0 | 25.9 |
| 1968         | 24555                                 | 100.00 | 10.7 | 6.6  | 17166                  | 69.91 | 14.4 | 18.9 | 12083                   | 49.21 | 17.7 | 28.5 | 3488                    | 14.20 | 23.7 | 23.8 |
| 1969         | 25698                                 | 100.00 | 10.5 | 6.3  | 17194                  | 66.91 | 14.5 | 16.0 | 12051                   | 46.89 | 17.8 | 28.9 | 3526                    | 13.72 | 23.8 | 24.9 |
| 1970         | 24941                                 | 100.00 | 10.4 | 8.0  | 17371                  | 69.65 | 13.9 | 12.6 | 11341                   | 45.47 | 17.9 | 27.0 | 3197                    | 12.82 | 24.2 | 25.7 |
| 1971         | 21570                                 | 100.00 | 10.3 | 10.8 | 15202                  | 70.48 | 13.6 | 13.4 | 9665                    | 44.81 | 17.9 | 26.1 | 2833                    | 13.13 | 24.0 | 24.2 |
| 1972         | 19532                                 | 100.00 | 10.8 | 11.5 | 14551                  | 74.50 | 13.7 | 13.6 | 9242                    | 47.32 | 17.9 | 26.0 | 2672                    | 13.68 | 24.0 | 25.2 |
| 1973         | 19254                                 | 100.00 | 10.6 | 8.8  | 13749                  | 71.41 | 14.0 | 14.7 | 8964                    | 46.56 | 18.0 | 28.9 | 2742                    | 14.24 | 23.8 | 24.3 |
| 1974         | 18672                                 | 100.00 | 10.6 | 10.4 | 13213                  | 70.76 | 14.0 | 15.8 | 8524                    | 45.55 | 18.1 | 32.4 | 2828                    | 15.15 | 23.5 | 24.2 |
| 1975         | 18740                                 | 100.00 | 10.6 | 8.5  | 13442                  | 71.73 | 13.9 | 15.2 | 8408                    | 44.87 | 18.2 | 28.7 | 2857                    | 15.25 | 23.6 | 25.2 |
| 1976         | 18667                                 | 100.00 | 10.2 | 9.8  | 13286                  | 71.17 | 13.5 | 15.6 | 8018                    | 43.11 | 18.0 | 21.2 | 2598                    | 13.92 | 23.8 | 25.6 |
| 1977         | 18666                                 | 100.00 | 10.2 | 9.8  | 13264                  | 71.06 | 13.4 | 17.3 | 7954                    | 42.61 | 17.8 | 21.2 | 2533                    | 13.57 | 23.9 | 25.3 |
| 1978         | 18326                                 | 100.00 | 10.1 | 9.6  | 12870                  | 70.23 | 13.4 | 17.6 | 7852                    | 42.85 | 17.5 | 20.2 | 2373                    | 12.95 | 24.0 | 25.4 |
| 1979         | 18124                                 | 100.00 | 9.9  | 9.1  | 12810                  | 70.68 | 13.1 | 15.3 | 7782                    | 42.94 | 17.2 | 20.2 | 2158                    | 11.91 | 24.1 | 25.8 |
| 1980         | 18186                                 | 100.00 | 9.9  | 10.1 | 13084                  | 71.95 | 12.9 | 14.5 | 7804                    | 42.91 | 17.0 | 20.7 | 2099                    | 11.54 | 24.1 | 25.1 |
| 1981         | 18356                                 | 100.00 | 9.9  | 9.7  | 13343                  | 72.69 | 12.8 | 15.8 | 8021                    | 43.70 | 16.9 | 19.9 | 2046                    | 11.15 | 24.2 | 25.7 |
| 1982         | 19031                                 | 100.00 | 9.8  | 9.0  | 13957                  | 73.34 | 12.6 | 15.0 | 8238                    | 43.29 | 16.7 | 20.8 | 1991                    | 10.46 | 24.3 | 25.6 |

Table G-45

| USAF<br>YEAR | OFFICER POPULATION |        |      | POPULATION >4 YOS |       |      | POPULATION >10 YOS |       |      | POPULATION >20 YOS |       |      | ESL  |
|--------------|--------------------|--------|------|-------------------|-------|------|--------------------|-------|------|--------------------|-------|------|------|
|              | #                  | %      | YOS  | #                 | %     | ESL  | #                  | %     | ESL  | #                  | %     | ESL  |      |
| 1953         | 128973.            | 100.00 | 7.3  | 89248.            | 69.20 | 13.5 | 41547.             | 32.21 | 13.3 | 3334.              | 2.59  | 24.6 | 27.2 |
| 1954         | 128418.            | 100.00 | 7.8  | 89250.            | 69.50 | 10.4 | 46789.             | 36.43 | 13.6 | 3088.              | 2.40  | 24.3 | 26.2 |
| 1955         | 135584.            | 100.00 | 8.0  | 92625.            | 68.32 | 10.9 | 51096.             | 37.69 | 14.2 | 3108.              | 2.29  | 24.5 | 27.1 |
| 1956         | 142102.            | 100.00 | 8.4  | 95306.            | 67.07 | 11.7 | 57790.             | 40.67 | 14.6 | 3283.              | 2.31  | 24.2 | 25.3 |
| 1957         | 142114.            | 100.00 | 9.0  | 99174.            | 69.78 | 12.1 | 63638.             | 44.78 | 14.9 | 3822.              | 2.69  | 23.7 | 24.0 |
| 1958         | 133014.            | 100.00 | 10.1 | 100648.           | 75.67 | 12.7 | 70324.             | 52.87 | 15.3 | 4657.              | 3.50  | 23.2 | 23.9 |
| 1959         | 131599.            | 100.00 | 12.4 | 108105.           | 82.15 | 14.5 | 77894.             | 59.19 | 17.6 | 10900.             | 8.28  | 23.6 | 24.3 |
| 1960         | 129689.            | 100.00 | 11.4 | 105901.           | 81.66 | 13.6 | 74612.             | 57.53 | 16.3 | 7396.              | 5.70  | 22.4 | 22.4 |
| 1961         | 128793.            | 100.00 | 12.6 | 108385.           | 84.15 | 14.6 | 79833.             | 61.99 | 17.2 | 21960.             | 17.05 | 21.7 | 22.2 |
| 1962         | 134908.            | 100.00 | 11.6 | 105760.           | 78.39 | 14.2 | 76018.             | 56.35 | 17.0 | 18797.             | 13.93 | 21.7 | 22.2 |
| 1963         | 133763.            | 100.00 | 11.6 | 102838.           | 76.88 | 14.5 | 74779.             | 55.90 | 17.3 | 24199.             | 18.09 | 22.0 | 23.0 |
| 1964         | 133389.            | 100.00 | 11.4 | 100898.           | 75.64 | 14.7 | 73088.             | 54.19 | 17.5 | 23468.             | 17.59 | 22.5 | 26.2 |
| 1965         | 131578.            | 100.00 | 11.3 | 96777.            | 73.55 | 14.7 | 71299.             | 54.19 | 17.5 | 21162.             | 16.08 | 23.2 | 28.3 |
| 1966         | 130724.            | 100.00 | 11.2 | 94713.            | 72.45 | 14.8 | 69327.             | 53.03 | 17.7 | 20429.             | 15.63 | 23.6 | 27.4 |
| 1967         | 135485.            | 100.00 | 10.7 | 93391.            | 68.93 | 14.7 | 66102.             | 48.79 | 18.1 | 21158.             | 15.62 | 23.8 | 25.4 |
| 1968         | 139691.            | 100.00 | 10.4 | 93991.            | 67.28 | 14.6 | 63878.             | 45.73 | 18.4 | 23450.             | 16.79 | 23.8 | 24.6 |
| 1969         | 135476.            | 100.00 | 10.5 | 88685.            | 65.46 | 15.0 | 62252.             | 45.95 | 18.5 | 23143.             | 17.08 | 24.1 | 26.2 |
| 1970         | 129803.            | 100.00 | 9.3  | 77600.            | 59.78 | 14.3 | 53405.             | 41.14 | 17.8 | 14664.             | 11.30 | 24.7 | 30.5 |
| 1971         | 125039.            | 100.00 | 9.9  | 82694.            | 66.13 | 13.9 | 52768.             | 42.20 | 18.1 | 16464.             | 13.17 | 24.5 | 25.1 |
| 1972         | 121098.            | 100.00 | 9.9  | 82996.            | 68.54 | 13.6 | 51035.             | 42.14 | 18.0 | 15230.             | 12.58 | 24.5 | 26.9 |
| 1973         | 114273.            | 100.00 | 10.0 | 81108.            | 70.98 | 13.3 | 49596.             | 43.40 | 17.6 | 13594.             | 11.90 | 24.4 | 26.3 |
| 1974         | 109844.            | 100.00 | 10.2 | 80487.            | 73.27 | 13.1 | 48397.             | 44.06 | 17.5 | 13168.             | 11.99 | 24.1 | 25.5 |
| 1975         | 104468.            | 100.00 | 10.4 | 79319.            | 75.93 | 13.0 | 46384.             | 44.40 | 17.4 | 12975.             | 12.42 | 23.8 | 24.6 |
| 1976         | 99128.             | 100.00 | 10.7 | 78642.            | 79.33 | 13.0 | 46259.             | 46.67 | 17.2 | 12673.             | 12.78 | 23.6 | 25.1 |
| 1977         | 96044.             | 100.00 | 10.9 | 77557.            | 80.75 | 13.1 | 46998.             | 48.93 | 17.0 | 11919.             | 12.41 | 23.8 | 25.8 |
| 1978         | 95088.             | 100.00 | 11.1 | 77148.            | 81.13 | 13.2 | 48608.             | 51.12 | 16.9 | 11937.             | 12.55 | 23.8 | 25.1 |
| 1979         | 96080.             | 100.00 | 10.8 | 74525.            | 77.57 | 13.3 | 48090.             | 50.05 | 16.8 | 11622.             | 12.10 | 23.7 | 24.5 |
| 1980         | 97824.             | 100.00 | 10.6 | 74299.            | 75.95 | 13.3 | 48528.             | 49.61 | 16.7 | 11285.             | 11.54 | 23.6 | 24.6 |
| 1981         | 99593.             | 100.00 | 10.7 | 75772.            | 76.08 | 13.4 | 50057.             | 50.26 | 16.8 | 11523.             | 11.57 | 23.7 | 25.2 |
| 1982         | 102132.            | 100.00 | 10.6 | 77467.            | 75.85 | 13.4 | 50790.             | 49.73 | 16.8 | 12059.             | 11.81 | 23.5 | 24.0 |

Table G-46

| YEAR | DOD ENLISTED POPULATION |        |     | POPULATION >4 YOS |       |      | POPULATION >10 YOS |       |      | POPULATION >20 YOS |      |      |
|------|-------------------------|--------|-----|-------------------|-------|------|--------------------|-------|------|--------------------|------|------|
|      | #                       | %      | ESL | #                 | %     | ESL  | #                  | %     | ESL  | #                  | %    | ESL  |
| 1953 | 3161001                 | 100.00 | 3.3 | 783891            | 24.80 | 8.8  | 261822             | 8.28  | 13.4 | 15261              | 0.48 | 23.9 |
| 1954 | 2931220                 | 100.00 | 3.6 | 743983            | 25.38 | 9.4  | 293928             | 10.03 | 13.6 | 16251              | 0.55 | 23.6 |
| 1955 | 2570704                 | 100.00 | 4.1 | 819393            | 31.87 | 9.6  | 339695             | 13.21 | 13.8 | 17567              | 0.68 | 23.6 |
| 1956 | 2457832                 | 100.00 | 4.6 | 844812            | 34.37 | 10.2 | 397581             | 16.18 | 14.0 | 21090              | 0.86 | 23.5 |
| 1957 | 2403155                 | 100.00 | 5.0 | 945285            | 39.34 | 10.0 | 424873             | 17.68 | 14.3 | 22912              | 0.95 | 23.2 |
| 1958 | 2264506                 | 100.00 | 5.3 | 897838            | 39.65 | 10.6 | 458197             | 20.23 | 14.4 | 21903              | 0.97 | 23.0 |
| 1959 | 2164960                 | 100.00 | 6.2 | 1026570           | 47.42 | 11.0 | 538081             | 24.85 | 15.1 | 32259              | 1.49 | 23.8 |
| 1960 | 2149060                 | 100.00 | 6.3 | 1021255           | 47.52 | 11.4 | 543108             | 25.27 | 15.5 | 33358              | 1.55 | 22.6 |
| 1961 | 2158530                 | 100.00 | 6.3 | 1007077           | 46.66 | 11.7 | 560087             | 25.95 | 15.5 | 46569              | 2.16 | 22.1 |
| 1962 | 2452468                 | 100.00 | 5.8 | 1006821           | 41.05 | 11.9 | 584957             | 23.85 | 15.6 | 57414              | 2.34 | 21.8 |
| 1963 | 2354531                 | 100.00 | 6.1 | 987187            | 41.93 | 12.2 | 587808             | 24.96 | 15.7 | 75993              | 3.23 | 21.9 |
| 1964 | 2338153                 | 100.00 | 6.0 | 963958            | 41.23 | 12.2 | 580604             | 24.83 | 15.7 | 72713              | 3.11 | 22.1 |
| 1965 | 2304929                 | 100.00 | 6.3 | 968650            | 42.03 | 12.6 | 614125             | 26.64 | 15.9 | 94115              | 4.08 | 22.3 |
| 1966 | 2732705                 | 100.00 | 5.3 | 931257            | 35.36 | 12.4 | 598745             | 21.91 | 16.0 | 91819              | 3.36 | 22.4 |
| 1967 | 2980666                 | 100.00 | 4.9 | 878646            | 31.24 | 12.6 | 579040             | 19.43 | 16.2 | 89237              | 2.99 | 22.8 |
| 1968 | 3119541                 | 100.00 | 4.7 | 878646            | 28.17 | 12.8 | 555978             | 17.82 | 16.4 | 98891              | 3.17 | 22.7 |
| 1969 | 3028201                 | 100.00 | 4.7 | 822330            | 27.16 | 13.1 | 534721             | 17.66 | 16.5 | 96975              | 3.20 | 23.0 |
| 1970 | 2651110                 | 100.00 | 5.2 | 810278            | 30.56 | 13.1 | 519212             | 19.58 | 16.7 | 84159              | 3.17 | 23.5 |
| 1971 | 2321796                 | 100.00 | 5.4 | 765030            | 32.95 | 13.1 | 494850             | 21.31 | 16.7 | 78658              | 3.39 | 23.4 |
| 1972 | 1972412                 | 100.00 | 6.0 | 764496            | 38.76 | 12.7 | 473735             | 24.02 | 16.6 | 80032              | 4.06 | 23.1 |
| 1973 | 1918479                 | 100.00 | 5.9 | 753301            | 39.37 | 12.4 | 444123             | 23.15 | 16.6 | 72571              | 3.78 | 23.1 |
| 1974 | 1845748                 | 100.00 | 5.8 | 725972            | 39.33 | 12.3 | 414235             | 22.44 | 16.6 | 67805              | 3.67 | 23.6 |
| 1975 | 1819080                 | 100.00 | 5.7 | 719805            | 39.57 | 11.9 | 383319             | 21.07 | 16.6 | 69724              | 3.83 | 22.9 |
| 1976 | 1789184                 | 100.00 | 5.7 | 732270            | 41.10 | 11.4 | 362607             | 20.27 | 16.5 | 65373              | 3.65 | 22.8 |
| 1977 | 1783461                 | 100.00 | 5.6 | 738370            | 41.40 | 11.2 | 350443             | 19.65 | 16.4 | 61135              | 3.43 | 22.9 |
| 1978 | 1772500                 | 100.00 | 5.7 | 740678            | 41.79 | 11.1 | 350456             | 19.77 | 16.3 | 59316              | 3.35 | 22.9 |
| 1979 | 1738209                 | 100.00 | 5.7 | 738172            | 42.47 | 11.0 | 347586             | 20.00 | 16.1 | 56251              | 3.24 | 23.0 |
| 1980 | 1757248                 | 100.00 | 5.6 | 744885            | 42.39 | 10.9 | 339034             | 19.29 | 16.1 | 55603              | 3.16 | 22.9 |
| 1981 | 1781005                 | 100.00 | 5.7 | 781061            | 43.86 | 10.7 | 347313             | 19.50 | 16.0 | 59263              | 3.33 | 22.9 |
| 1982 | 1803827                 | 100.00 | 5.8 | 827026            | 45.85 | 10.5 | 359266             | 19.92 | 15.8 | 61041              | 3.38 | 22.9 |

Table G-47

| YEAR | ARMY ENLISTED POPULATION |        |     | POPULATION >4 YOS |       |      | POPULATION >10 YOS |       |      | POPULATION >20 YOS |      |      |
|------|--------------------------|--------|-----|-------------------|-------|------|--------------------|-------|------|--------------------|------|------|
|      | #                        | %      | ESL | #                 | %     | ESL  | #                  | %     | ESL  | #                  | %    | ESL  |
| 1953 | 1414702.                 | 100.00 | 2.6 | 270708.           | 19.14 | 8.7  | 83384.             | 5.89  | 13.4 | 6740.              | 0.48 | 24.3 |
| 1954 | 1274173.                 | 100.00 | 2.9 | 246345.           | 19.33 | 9.3  | 92124.             | 7.23  | 13.5 | 6219.              | 0.49 | 24.0 |
| 1955 | 985659.                  | 100.00 | 3.6 | 265131.           | 26.90 | 9.7  | 111800.            | 11.34 | 13.7 | 6700.              | 0.68 | 23.9 |
| 1956 | 916985.                  | 100.00 | 4.1 | 275638.           | 30.06 | 10.3 | 134515.            | 14.67 | 13.9 | 8239.              | 0.90 | 23.6 |
| 1957 | 865934.                  | 100.00 | 4.6 | 288194.           | 33.28 | 10.6 | 148195.            | 17.11 | 14.2 | 8631.              | 1.00 | 23.3 |
| 1958 | 792408.                  | 100.00 | 4.9 | 284546.           | 35.91 | 11.2 | 163044.            | 20.58 | 14.5 | 8728.              | 1.10 | 23.1 |
| 1959 | 740923.                  | 100.00 | 5.5 | 296272.           | 39.99 | 11.9 | 179160.            | 24.18 | 15.3 | 14166.             | 1.91 | 23.7 |
| 1960 | 770062.                  | 100.00 | 5.7 | 302297.           | 39.26 | 12.4 | 190511.            | 24.74 | 15.6 | 12386.             | 1.61 | 22.8 |
| 1961 | 756932.                  | 100.00 | 6.1 | 312743.           | 41.32 | 12.7 | 199953.            | 26.42 | 15.9 | 21924.             | 2.90 | 22.5 |
| 1962 | 948597.                  | 100.00 | 5.2 | 317561.           | 33.48 | 12.7 | 199742.            | 21.06 | 16.1 | 23272.             | 2.45 | 22.1 |
| 1963 | 865768.                  | 100.00 | 4.7 | 312388.           | 36.08 | 12.9 | 199780.            | 23.08 | 16.3 | 35161.             | 4.06 | 22.0 |
| 1964 | 860514.                  | 100.00 | 5.2 | 288567.           | 33.53 | 12.7 | 179945.            | 20.91 | 16.3 | 25520.             | 2.97 | 22.3 |
| 1965 | 854929.                  | 100.00 | 5.3 | 293159.           | 34.29 | 12.8 | 183456.            | 21.46 | 16.4 | 31608.             | 3.70 | 22.1 |
| 1966 | 1079882.                 | 100.00 | 4.2 | 285789.           | 26.47 | 12.7 | 172537.            | 15.98 | 16.7 | 35220.             | 3.26 | 22.3 |
| 1967 | 1296603.                 | 100.00 | 3.7 | 290082.           | 22.37 | 12.5 | 164012.            | 12.65 | 16.9 | 34910.             | 2.69 | 22.8 |
| 1968 | 1401007.                 | 100.00 | 3.4 | 264977.           | 18.91 | 12.6 | 155164.            | 11.08 | 16.8 | 30711.             | 2.19 | 23.2 |
| 1969 | 1337047.                 | 100.00 | 3.4 | 239771.           | 17.93 | 13.0 | 147676.            | 11.04 | 16.9 | 34874.             | 2.61 | 23.0 |
| 1970 | 1153013.                 | 100.00 | 3.8 | 233755.           | 20.27 | 12.8 | 141830.            | 12.30 | 16.9 | 29517.             | 2.56 | 23.6 |
| 1971 | 967002.                  | 100.00 | 4.0 | 227765.           | 23.55 | 12.6 | 133857.            | 13.84 | 16.8 | 28053.             | 2.90 | 23.5 |
| 1972 | 683794.                  | 100.00 | 5.1 | 234586.           | 34.31 | 12.0 | 130424.            | 19.07 | 16.6 | 23798.             | 3.48 | 23.5 |
| 1973 | 680695.                  | 100.00 | 4.9 | 228491.           | 33.57 | 11.8 | 123830.            | 18.19 | 16.4 | 21585.             | 3.17 | 23.2 |
| 1974 | 672983.                  | 100.00 | 4.8 | 219691.           | 32.64 | 11.7 | 116267.            | 17.28 | 16.3 | 18487.             | 2.75 | 23.1 |
| 1975 | 675143.                  | 100.00 | 4.9 | 227130.           | 33.64 | 11.3 | 111099.            | 16.46 | 16.3 | 17650.             | 2.61 | 23.0 |
| 1976 | 679208.                  | 100.00 | 4.8 | 244368.           | 35.98 | 10.6 | 106456.            | 15.67 | 16.2 | 15189.             | 2.24 | 23.0 |
| 1977 | 679291.                  | 100.00 | 4.9 | 249973.           | 36.80 | 10.5 | 105553.            | 15.54 | 16.2 | 15368.             | 2.26 | 23.0 |
| 1978 | 668844.                  | 100.00 | 5.1 | 255535.           | 38.21 | 10.5 | 108215.            | 16.18 | 16.1 | 16568.             | 2.48 | 22.8 |
| 1979 | 656505.                  | 100.00 | 5.2 | 258133.           | 39.32 | 10.4 | 107187.            | 16.33 | 16.0 | 17512.             | 2.67 | 22.7 |
| 1980 | 673430.                  | 100.00 | 5.1 | 267301.           | 39.69 | 10.2 | 105724.            | 15.70 | 16.0 | 17326.             | 2.57 | 22.8 |
| 1981 | 674629.                  | 100.00 | 5.3 | 284931.           | 42.24 | 10.0 | 109618.            | 16.25 | 15.8 | 17930.             | 2.66 | 22.7 |
| 1982 | 672415.                  | 100.00 | 5.4 | 300281.           | 44.66 | 9.9  | 115870.            | 17.23 | 15.4 | 17919.             | 2.66 | 22.8 |



Table G-48

| YEAR | NAVY ENLISTED POPULATION |        |     | POPULATION >4 YOS |       |      | POPULATION >10 YOS |       |      | POPULATION >20 YOS |      |      |
|------|--------------------------|--------|-----|-------------------|-------|------|--------------------|-------|------|--------------------|------|------|
|      | FULL #                   | %      | YOS | #                 | %     | ESL  | #                  | %     | ESL  | #                  | %    | ESL  |
| 1953 | 706375                   | 100.00 | 4.3 | 233722            | 33.09 | 9.3  | 89051              | 12.61 | 13.7 | 4829               | 0.68 | 23.4 |
| 1954 | 642048                   | 100.00 | 4.6 | 212806            | 33.14 | 10.2 | 89005              | 15.40 | 13.9 | 5291               | 0.82 | 23.8 |
| 1955 | 579864                   | 100.00 | 5.0 | 213433            | 36.81 | 10.6 | 110619             | 19.08 | 14.1 | 5594               | 0.96 | 23.1 |
| 1956 | 591996                   | 100.00 | 5.1 | 216565            | 36.58 | 11.1 | 124569             | 21.04 | 14.3 | 6222               | 1.05 | 23.1 |
| 1957 | 569882                   | 100.00 | 5.4 | 234597            | 41.17 | 10.7 | 123921             | 21.75 | 14.6 | 6830               | 1.20 | 22.8 |
| 1958 | 563507                   | 100.00 | 5.4 | 194982            | 34.60 | 11.9 | 123499             | 21.92 | 14.8 | 5298               | 0.94 | 22.9 |
| 1959 | 552217                   | 100.00 | 6.2 | 239408            | 43.35 | 11.6 | 139601             | 25.32 | 15.3 | 7115               | 1.29 | 22.8 |
| 1960 | 544040                   | 100.00 | 6.2 | 247082            | 45.42 | 11.5 | 120342             | 24.42 | 15.8 | 7990               | 1.47 | 22.5 |
| 1961 | 551603                   | 100.00 | 5.7 | 219434            | 39.78 | 11.7 | 120342             | 21.85 | 15.8 | 8444               | 1.53 | 21.6 |
| 1962 | 584071                   | 100.00 | 5.5 | 225167            | 38.55 | 11.6 | 121370             | 20.78 | 15.8 | 10880              | 1.86 | 21.7 |
| 1963 | 583596                   | 100.00 | 5.6 | 226293            | 38.78 | 11.5 | 117852             | 20.19 | 15.9 | 13372              | 2.29 | 21.7 |
| 1964 | 584700                   | 100.00 | 5.6 | 230169            | 39.37 | 11.5 | 116000             | 19.84 | 16.1 | 15086              | 2.58 | 22.0 |
| 1965 | 587183                   | 100.00 | 5.6 | 231497            | 39.43 | 11.5 | 120507             | 20.52 | 15.8 | 16352              | 2.78 | 22.3 |
| 1966 | 658635                   | 100.00 | 5.2 | 239549            | 36.37 | 11.4 | 125023             | 18.98 | 15.7 | 19961              | 3.03 | 22.4 |
| 1967 | 663831                   | 100.00 | 5.0 | 223478            | 33.66 | 11.6 | 120976             | 18.22 | 15.6 | 17124              | 2.58 | 23.0 |
| 1968 | 673610                   | 100.00 | 4.9 | 218964            | 32.51 | 11.5 | 119239             | 17.70 | 15.4 | 18293              | 2.72 | 23.1 |
| 1969 | 684145                   | 100.00 | 4.8 | 208670            | 30.50 | 11.7 | 119243             | 17.43 | 15.5 | 16072              | 2.35 | 23.4 |
| 1970 | 605916                   | 100.00 | 5.2 | 201306            | 33.22 | 12.0 | 120044             | 19.81 | 15.6 | 12507              | 2.06 | 24.2 |
| 1971 | 541241                   | 100.00 | 5.5 | 191953            | 35.47 | 12.0 | 116412             | 21.51 | 15.5 | 9385               | 1.73 | 24.3 |
| 1972 | 510669                   | 100.00 | 5.7 | 192449            | 37.69 | 12.0 | 115925             | 22.70 | 15.6 | 10176              | 2.05 | 23.7 |
| 1973 | 490008                   | 100.00 | 5.8 | 196793            | 40.16 | 11.9 | 114472             | 23.36 | 15.9 | 10290              | 2.10 | 23.6 |
| 1974 | 474085                   | 100.00 | 5.9 | 191971            | 40.49 | 11.9 | 109406             | 23.08 | 16.0 | 10134              | 2.14 | 23.4 |
| 1975 | 465405                   | 100.00 | 5.8 | 189213            | 40.66 | 11.6 | 103421             | 22.22 | 16.0 | 11332              | 2.43 | 22.9 |
| 1976 | 459348                   | 100.00 | 5.7 | 193584            | 42.14 | 11.2 | 97657              | 21.26 | 16.0 | 11792              | 2.57 | 22.6 |
| 1977 | 461406                   | 100.00 | 5.7 | 192019            | 41.62 | 11.1 | 92805              | 20.11 | 16.1 | 11573              | 2.51 | 22.7 |
| 1978 | 461973                   | 100.00 | 5.6 | 190331            | 41.20 | 11.0 | 90241              | 19.53 | 16.0 | 11997              | 2.60 | 22.6 |
| 1979 | 456327                   | 100.00 | 5.7 | 192623            | 42.21 | 10.9 | 89494              | 19.61 | 16.0 | 11858              | 2.60 | 22.9 |
| 1980 | 458453                   | 100.00 | 5.6 | 193092            | 42.12 | 10.8 | 87696              | 19.13 | 15.9 | 12403              | 2.71 | 23.1 |
| 1981 | 469089                   | 100.00 | 5.6 | 203549            | 43.39 | 10.5 | 88887              | 18.95 | 15.8 | 13469              | 2.87 | 22.8 |
| 1982 | 479677                   | 100.00 | 5.7 | 218160            | 45.48 | 10.3 | 92565              | 19.30 | 15.8 | 14539              | 3.03 | 22.9 |

Table G-49

| YEAR | USMC ENLISTED POPULATION |        |     | POPULATION >4 YOS |        |       | POPULATION >10 YOS |      |        | POPULATION >20 YOS |      |      |      |
|------|--------------------------|--------|-----|-------------------|--------|-------|--------------------|------|--------|--------------------|------|------|------|
|      | FULL POPULATION          | #      | %   | YOS               | ESL    | #     | %                  | YOS  | ESL    | #                  | %    | YOS  | ESL  |
| 1953 | 230488.                  | 100.00 | 2.8 | 5.7               | 41248. | 17.90 | 8.5                | 9.7  | 11891. | 5.16               | 13.7 | 14.8 | 26.3 |
| 1954 | 205275.                  | 100.00 | 2.5 | 2.8               | 31797. | 15.49 | 9.2                | 10.8 | 11147. | 5.43               | 13.8 | 14.9 | 24.2 |
| 1955 | 186753.                  | 100.00 | 3.1 | 6.9               | 36625. | 19.61 | 9.3                | 8.9  | 13624. | 7.30               | 14.0 | 16.1 | 23.7 |
| 1956 | 182971.                  | 100.00 | 3.8 | 5.0               | 46711. | 25.53 | 9.7                | 10.3 | 19196. | 10.49              | 14.1 | 15.8 | 23.8 |
| 1957 | 179777.                  | 100.00 | 4.2 | 5.9               | 54840. | 30.50 | 9.4                | 8.7  | 21519. | 11.97              | 14.3 | 16.5 | 22.9 |
| 1958 | 172754.                  | 100.00 | 4.4 | 6.5               | 58036. | 33.59 | 9.6                | 8.8  | 24500. | 14.18              | 14.4 | 15.9 | 22.9 |
| 1959 | 159511.                  | 100.00 | 4.8 | 4.3               | 59375. | 37.22 | 10.0               | 12.3 | 26113. | 16.37              | 14.7 | 18.9 | 23.4 |
| 1960 | 154242.                  | 100.00 | 4.9 | 3.8               | 57034. | 36.98 | 10.5               | 12.6 | 26603. | 17.25              | 14.9 | 20.5 | 22.9 |
| 1961 | 160438.                  | 100.00 | 5.0 | 5.3               | 57713. | 35.97 | 10.8               | 14.5 | 27315. | 17.03              | 15.2 | 20.2 | 22.2 |
| 1962 | 173615.                  | 100.00 | 5.1 | 4.7               | 59296. | 34.15 | 11.1               | 14.3 | 29281. | 16.87              | 15.3 | 17.5 | 22.4 |
| 1963 | 172541.                  | 100.00 | 5.2 | 6.1               | 58319. | 33.80 | 11.4               | 12.3 | 30829. | 17.87              | 15.4 | 17.9 | 22.7 |
| 1964 | 172567.                  | 100.00 | 5.2 | 4.4               | 58663. | 33.99 | 11.6               | 11.4 | 33696. | 19.53              | 15.3 | 16.4 | 22.8 |
| 1965 | 172640.                  | 100.00 | 5.2 | 5.0               | 57784. | 33.47 | 11.7               | 11.8 | 33156. | 19.21              | 15.7 | 22.4 | 23.5 |
| 1966 | 240911.                  | 100.00 | 4.0 | 2.7               | 63500. | 26.36 | 11.3               | 9.0  | 33530. | 13.92              | 16.0 | 21.3 | 23.5 |
| 1967 | 261584.                  | 100.00 | 3.8 | 3.7               | 53587. | 20.49 | 12.3               | 13.1 | 31379. | 12.00              | 16.3 | 23.6 | 23.7 |
| 1968 | 282697.                  | 100.00 | 3.6 | 2.9               | 51399. | 18.18 | 12.4               | 11.6 | 29261. | 10.35              | 16.7 | 26.4 | 23.7 |
| 1969 | 284073.                  | 100.00 | 3.4 | 3.0               | 45753. | 16.11 | 12.7               | 14.7 | 27334. | 9.62               | 16.7 | 22.9 | 25.0 |
| 1970 | 234806.                  | 100.00 | 3.8 | 3.1               | 47612. | 20.28 | 12.1               | 9.8  | 26812. | 11.42              | 16.6 | 19.9 | 25.1 |
| 1971 | 190047.                  | 100.00 | 4.2 | 3.2               | 44363. | 23.34 | 12.3               | 12.0 | 25517. | 13.43              | 16.6 | 24.6 | 24.5 |
| 1972 | 178308.                  | 100.00 | 4.1 | 3.2               | 44365. | 24.88 | 11.7               | 10.0 | 23997. | 13.46              | 16.5 | 23.6 | 23.4 |
| 1973 | 176363.                  | 100.00 | 4.0 | 3.4               | 42820. | 24.28 | 11.4               | 10.6 | 21367. | 12.12              | 16.5 | 27.9 | 23.7 |
| 1974 | 170066.                  | 100.00 | 4.0 | 3.6               | 42894. | 25.22 | 10.9               | 10.2 | 19431. | 11.43              | 16.6 | 24.1 | 22.6 |
| 1975 | 177367.                  | 100.00 | 3.8 | 3.2               | 43545. | 24.55 | 10.7               | 10.1 | 18226. | 10.28              | 16.7 | 24.4 | 24.1 |
| 1976 | 171215.                  | 100.00 | 3.9 | 3.3               | 44059. | 25.73 | 10.3               | 9.9  | 16927. | 9.89               | 16.5 | 19.6 | 23.4 |
| 1977 | 173179.                  | 100.00 | 3.9 | 3.8               | 44519. | 25.71 | 10.1               | 9.9  | 16487. | 9.52               | 16.5 | 19.7 | 24.2 |
| 1978 | 172411.                  | 100.00 | 4.0 | 4.1               | 44008. | 25.53 | 10.1               | 10.0 | 16515. | 9.58               | 16.2 | 17.6 | 23.5 |
| 1979 | 166971.                  | 100.00 | 4.0 | 4.0               | 44702. | 26.77 | 10.0               | 9.4  | 16763. | 10.04              | 16.0 | 17.7 | 23.8 |
| 1980 | 170287.                  | 100.00 | 4.0 | 4.1               | 47585. | 27.94 | 9.7                | 9.0  | 16981. | 9.97               | 15.8 | 17.5 | 23.3 |
| 1981 | 172335.                  | 100.00 | 4.1 | 4.2               | 52144. | 30.26 | 9.4                | 8.8  | 17798. | 10.33              | 15.7 | 17.5 | 24.2 |
| 1982 | 175234.                  | 100.00 | 4.3 | 4.4               | 57623. | 32.88 | 9.3                | 9.1  | 19048. | 10.87              | 15.5 | 17.0 | 24.7 |

Table G-50

| YEAR | USAF ENLISTED POPULATION |        |     | POPULATION >4 YOS |       |      | POPULATION >10 YOS |       |      | POPULATION >20 YOS |      |      |
|------|--------------------------|--------|-----|-------------------|-------|------|--------------------|-------|------|--------------------|------|------|
|      | #                        | %      | ESL | #                 | %     | ESL  | #                  | %     | ESL  | #                  | %    | ESL  |
| 1953 | 809456                   | 100.00 | 3.9 | 238233            | 29.43 | 8.6  | 77496              | 9.57  | 12.9 | 3007               | 0.37 | 24.3 |
| 1954 | 809094                   | 100.00 | 4.2 | 252405            | 31.20 | 9.0  | 91752              | 11.34 | 13.3 | 4097               | 0.51 | 23.8 |
| 1955 | 818478                   | 100.00 | 4.4 | 304254            | 37.17 | 8.8  | 103612             | 12.66 | 13.6 | 4513               | 0.55 | 23.5 |
| 1956 | 765880                   | 100.00 | 4.9 | 305898            | 39.94 | 9.4  | 119301             | 15.58 | 13.9 | 5605               | 0.73 | 23.3 |
| 1957 | 774118                   | 100.00 | 5.3 | 367501            | 47.47 | 9.0  | 131080             | 16.93 | 14.1 | 6045               | 0.78 | 23.4 |
| 1958 | 735738                   | 100.00 | 5.8 | 360175            | 48.95 | 9.6  | 147035             | 19.99 | 14.1 | 6358               | 0.86 | 22.9 |
| 1959 | 764562                   | 100.00 | 6.5 | 423768            | 55.43 | 10.1 | 185260             | 24.23 | 14.7 | 9498               | 1.24 | 22.8 |
| 1960 | 680666                   | 100.00 | 7.4 | 414792            | 60.94 | 10.8 | 193116             | 28.37 | 15.2 | 11560              | 1.70 | 22.4 |
| 1961 | 685557                   | 100.00 | 7.4 | 417187            | 60.50 | 11.1 | 212277             | 30.78 | 14.9 | 14226              | 2.06 | 21.6 |
| 1962 | 746185                   | 100.00 | 7.1 | 404797            | 54.25 | 11.7 | 234564             | 31.44 | 15.0 | 20604              | 2.76 | 21.6 |
| 1963 | 739520                   | 100.00 | 7.4 | 397081            | 53.69 | 12.2 | 246241             | 33.30 | 15.2 | 23973              | 3.24 | 21.7 |
| 1964 | 720372                   | 100.00 | 7.6 | 386559            | 53.66 | 12.4 | 250963             | 34.84 | 15.2 | 27946              | 3.88 | 22.0 |
| 1965 | 690177                   | 100.00 | 8.3 | 386210            | 55.96 | 13.1 | 277006             | 40.14 | 15.7 | 41394              | 6.00 | 22.5 |
| 1966 | 753477                   | 100.00 | 7.3 | 377475            | 50.10 | 13.0 | 267655             | 35.52 | 15.6 | 30601              | 4.06 | 22.5 |
| 1967 | 758648                   | 100.00 | 7.3 | 364110            | 47.99 | 13.4 | 262673             | 34.62 | 16.0 | 30842              | 4.07 | 22.7 |
| 1968 | 761507                   | 100.00 | 7.4 | 343306            | 45.08 | 13.9 | 252314             | 33.13 | 16.4 | 42999              | 5.65 | 22.3 |
| 1969 | 725936                   | 100.00 | 7.5 | 328136            | 45.39 | 14.2 | 240468             | 33.26 | 16.8 | 40303              | 5.57 | 22.8 |
| 1970 | 657402                   | 100.00 | 8.0 | 327632            | 49.84 | 14.0 | 230523             | 35.07 | 17.2 | 37213              | 5.67 | 23.2 |
| 1971 | 622506                   | 100.00 | 7.9 | 299949            | 48.18 | 14.3 | 218064             | 35.03 | 17.2 | 36135              | 5.80 | 23.0 |
| 1972 | 598641                   | 100.00 | 7.8 | 293096            | 48.88 | 14.0 | 203389             | 33.92 | 17.3 | 42431              | 7.08 | 22.7 |
| 1973 | 571413                   | 100.00 | 7.6 | 287197            | 50.26 | 13.3 | 184454             | 32.28 | 17.3 | 37830              | 6.62 | 22.8 |
| 1974 | 528614                   | 100.00 | 7.7 | 271416            | 51.34 | 13.2 | 169131             | 32.00 | 17.3 | 35843              | 6.78 | 22.7 |
| 1975 | 501165                   | 100.00 | 7.5 | 259917            | 51.86 | 12.7 | 150573             | 30.04 | 17.1 | 37557              | 7.49 | 22.4 |
| 1976 | 479413                   | 100.00 | 7.4 | 253259            | 52.83 | 12.4 | 141567             | 29.53 | 17.0 | 35446              | 7.39 | 22.7 |
| 1977 | 469585                   | 100.00 | 7.3 | 251859            | 53.63 | 12.1 | 135598             | 28.88 | 16.8 | 31302              | 6.67 | 23.0 |
| 1978 | 469272                   | 100.00 | 7.3 | 250804            | 53.45 | 12.0 | 135485             | 28.87 | 16.6 | 31302              | 6.67 | 23.0 |
| 1979 | 458406                   | 100.00 | 7.2 | 242714            | 52.95 | 12.0 | 134142             | 29.26 | 16.3 | 29328              | 5.93 | 23.2 |
| 1980 | 455078                   | 100.00 | 7.1 | 236907            | 52.06 | 11.9 | 128633             | 28.27 | 16.3 | 22768              | 5.00 | 23.1 |
| 1981 | 464952                   | 100.00 | 7.0 | 240437            | 51.71 | 11.8 | 131010             | 28.18 | 16.2 | 24721              | 5.32 | 22.9 |
| 1982 | 476500                   | 100.00 | 7.0 | 250961            | 52.67 | 11.6 | 131782             | 27.66 | 16.2 | 25459              | 5.34 | 23.0 |

Table G-51

| YOS | DOD OFFICER CONTINUATION RATES FOR FY 74-82 |       |       |       |       |       |       |       |       |       |       | 82    | 10 YR | 9 YR  | 7 YR  | 5 YR  |
|-----|---------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     | 74                                          | 75    | 76    | 77    | 78    | 79    | 80    | 81    | 82    | 83    | 84    |       |       |       |       |       |
| 1   | .9284                                       | .9504 | .9350 | .9670 | .9702 | .9653 | .9756 | .9691 | .9577 | .9507 | .9576 | .9632 | .9507 | .9576 | .9632 | .9675 |
| 2   | .7657                                       | .8172 | .8243 | .8532 | .8729 | .9404 | .9672 | .9774 | .9710 | .8657 | .8844 | .9181 | .8657 | .8844 | .9181 | .9481 |
| 3   | .8058                                       | .8148 | .8380 | .8810 | .8920 | .8948 | .8940 | .8996 | .8906 | .8578 | .8687 | .8886 | .8578 | .8687 | .8886 | .9006 |
| 4   | .7939                                       | .8250 | .8468 | .8624 | .8704 | .8600 | .8757 | .8801 | .8906 | .8457 | .8528 | .8696 | .8457 | .8528 | .8696 | .8761 |
| 5   | .7903                                       | .8660 | .8621 | .8748 | .8870 | .8857 | .8891 | .9018 | .9175 | .8644 | .8718 | .8879 | .8644 | .8718 | .8879 | .8967 |
| 6   | .8446                                       | .8991 | .8704 | .8804 | .8609 | .8574 | .8622 | .8782 | .9030 | .8748 | .8722 | .8730 | .8748 | .8722 | .8730 | .8720 |
| 7   | .8581                                       | .9199 | .8981 | .9097 | .8874 | .8763 | .8883 | .9081 | .9249 | .8979 | .8953 | .8987 | .8979 | .8953 | .8987 | .8961 |
| 8   | .9250                                       | .9222 | .8886 | .9193 | .9093 | .8994 | .9109 | .9352 | .9446 | .9180 | .9160 | .9135 | .9180 | .9160 | .9135 | .9186 |
| 9   | .9453                                       | .9456 | .9055 | .9371 | .9281 | .9160 | .9328 | .9485 | .9572 | .9350 | .9332 | .9302 | .9350 | .9332 | .9302 | .9352 |
| 10  | .9313                                       | .9257 | .9282 | .9217 | .9170 | .8988 | .9195 | .9294 | .9480 | .9263 | .9235 | .9222 | .9263 | .9235 | .9222 | .9212 |
| 11  | .9329                                       | .9219 | .8799 | .8859 | .9115 | .8959 | .9179 | .9314 | .9465 | .9168 | .9135 | .9100 | .9168 | .9135 | .9100 | .9195 |
| 12  | .9437                                       | .9360 | .9309 | .9289 | .9202 | .8959 | .9250 | .9327 | .9450 | .9303 | .9277 | .9244 | .9303 | .9277 | .9244 | .9227 |
| 13  | .9680                                       | .9624 | .9621 | .9575 | .9534 | .9261 | .9435 | .9491 | .9640 | .9547 | .9533 | .9502 | .9547 | .9533 | .9502 | .9468 |
| 14  | .9650                                       | .9515 | .9498 | .9470 | .9644 | .9490 | .9460 | .9613 | .9639 | .9573 | .9565 | .9548 | .9573 | .9565 | .9548 | .9573 |
| 15  | .9563                                       | .9444 | .9370 | .9357 | .9401 | .9296 | .9299 | .9454 | .9614 | .9442 | .9429 | .9410 | .9442 | .9429 | .9410 | .9428 |
| 16  | .9684                                       | .9691 | .9714 | .9541 | .9490 | .9559 | .9640 | .9673 | .9634 | .9610 | .9622 | .9603 | .9610 | .9622 | .9603 | .9594 |
| 17  | .9523                                       | .9582 | .9557 | .9468 | .9468 | .9423 | .9486 | .9627 | .9632 | .9536 | .9526 | .9519 | .9536 | .9526 | .9519 | .9521 |
| 18  | .9449                                       | .9360 | .9550 | .9570 | .9383 | .9461 | .9336 | .9568 | .9601 | .9421 | .9472 | .9493 | .9421 | .9472 | .9493 | .9467 |
| 19  | .8595                                       | .9246 | .9391 | .9350 | .9375 | .9071 | .9057 | .9423 | .9391 | .9101 | .9195 | .9270 | .9101 | .9195 | .9270 | .9270 |
| 20  | .7668                                       | .7472 | .7605 | .7687 | .7608 | .7472 | .7387 | .7806 | .7837 | .7645 | .7623 | .7641 | .7645 | .7623 | .7641 | .7640 |
| 21  | .8219                                       | .8112 | .8059 | .8091 | .8076 | .7598 | .7688 | .8487 | .7969 | .8046 | .8041 | .7997 | .8046 | .8041 | .7997 | .7960 |
| 22  | .8246                                       | .8210 | .8267 | .8361 | .8484 | .8277 | .8215 | .8728 | .8404 | .8289 | .8344 | .8385 | .8289 | .8344 | .8385 | .8419 |
| 23  | .8041                                       | .8315 | .8408 | .8586 | .8518 | .8281 | .8549 | .8820 | .8606 | .8431 | .8417 | .8527 | .8431 | .8417 | .8527 | .8544 |
| 24  | .8537                                       | .7646 | .8249 | .8507 | .8685 | .8301 | .8151 | .8683 | .8483 | .8283 | .8307 | .8434 | .8283 | .8307 | .8434 | .8459 |
| 25  | .7913                                       | .8292 | .7337 | .8426 | .8306 | .8079 | .8029 | .8636 | .8532 | .8079 | .8127 | .8138 | .8079 | .8127 | .8138 | .8306 |
| 26  | .7317                                       | .7527 | .7758 | .7499 | .7954 | .7501 | .7581 | .8279 | .8131 | .7695 | .7729 | .7804 | .7695 | .7729 | .7804 | .7881 |
| 27  | .7437                                       | .7440 | .7253 | .7868 | .7233 | .7579 | .7691 | .8290 | .7933 | .7690 | .7640 | .7683 | .7690 | .7640 | .7683 | .7729 |
| 28  | .7823                                       | .7001 | .7386 | .6841 | .6760 | .5995 | .6690 | .7013 | .7302 | .7055 | .6967 | .6837 | .7055 | .6967 | .6837 | .6750 |
| 29  | .7316                                       | .7199 | .6458 | .7427 | .7337 | .7103 | .6757 | .7608 | .7579 | .7204 | .7222 | .7202 | .7204 | .7222 | .7202 | .7298 |
| 30  | .5202                                       | .5146 | .5021 | .6636 | .5366 | .5012 | .5256 | .5195 | .5199 | .5152 | .5267 | .5329 | .5152 | .5267 | .5329 | .5205 |

Table G-52

| YOS | ARMY OFFICER CONTINUATION RATES FOR FY 74-82 |       |       |       |       |       |       |       |       |       |       |       |       |  |
|-----|----------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
|     | 74                                           | 75    | 76    | 77    | 78    | 79    | 80    | 81    | 82    | 10 YR | 9 YR  | 7 YR  | 5 YR  |  |
| 1   | .8892                                        | .9554 | .9674 | .9615 | .9640 | .9675 | .9570 | .9493 | .9292 | .9392 | .9473 | .9557 | .9527 |  |
| 2   | .6723                                        | .7681 | .7864 | .8316 | .8555 | .9260 | .9547 | .9664 | .9545 | .8276 | .8530 | .8991 | .9322 |  |
| 3   | .7672                                        | .7987 | .8123 | .8227 | .8396 | .8569 | .8572 | .8613 | .8712 | .8285 | .8316 | .8477 | .8588 |  |
| 4   | .7533                                        | .8165 | .8265 | .8470 | .8341 | .8301 | .8486 | .8680 | .8807 | .8299 | .8300 | .8500 | .8549 |  |
| 5   | .8038                                        | .9070 | .8818 | .8588 | .8817 | .8707 | .8895 | .8985 | .9106 | .8755 | .8765 | .8854 | .8914 |  |
| 6   | .8044                                        | .9166 | .8407 | .8937 | .8864 | .8888 | .8912 | .8958 | .9105 | .8822 | .8753 | .8835 | .8949 |  |
| 7   | .8006                                        | .9296 | .8603 | .9302 | .9137 | .9038 | .8914 | .9227 | .9289 | .8925 | .8880 | .9056 | .9116 |  |
| 8   | .9168                                        | .9179 | .8348 | .9181 | .9314 | .9139 | .9080 | .9367 | .9448 | .9137 | .9110 | .9085 | .9270 |  |
| 9   | .9398                                        | .9525 | .8568 | .9145 | .9382 | .9456 | .9430 | .9533 | .9436 | .9285 | .9263 | .9212 | .9442 |  |
| 10  | .9104                                        | .9353 | .9426 | .9246 | .9220 | .9113 | .9212 | .9461 | .9550 | .9292 | .9283 | .9299 | .9287 |  |
| 11  | .9353                                        | .9441 | .8812 | .8781 | .8832 | .8816 | .9115 | .9494 | .9621 | .9156 | .9122 | .9058 | .9151 |  |
| 12  | .9325                                        | .9469 | .9209 | .9118 | .8942 | .9101 | .9375 | .9436 | .9267 | .9263 | .9241 | .9202 | .9212 |  |
| 13  | .9516                                        | .9526 | .9410 | .9432 | .9382 | .9099 | .9373 | .9609 | .9617 | .9458 | .9435 | .9413 | .9411 |  |
| 14  | .9613                                        | .9553 | .9337 | .9567 | .9488 | .9264 | .9202 | .9458 | .9703 | .9475 | .9459 | .9430 | .9426 |  |
| 15  | .9258                                        | .9124 | .8957 | .9112 | .8807 | .8941 | .8846 | .9046 | .9352 | .9088 | .9070 | .9040 | .9038 |  |
| 16  | .9464                                        | .9566 | .9633 | .9184 | .9298 | .9443 | .9441 | .9539 | .9337 | .9399 | .9426 | .9402 | .9400 |  |
| 17  | .9201                                        | .9263 | .9249 | .9291 | .9067 | .9172 | .9265 | .9367 | .9538 | .9272 | .9262 | .9271 | .9272 |  |
| 18  | .9422                                        | .9324 | .9419 | .9479 | .9279 | .9238 | .9080 | .9289 | .9330 | .9325 | .9312 | .9296 | .9238 |  |
| 19  | .9205                                        | .9177 | .9333 | .9419 | .9477 | .9416 | .9356 | .9348 | .9306 | .9245 | .9340 | .9378 | .9380 |  |
| 20  | .7265                                        | .7140 | .7446 | .7720 | .7806 | .7863 | .7349 | .8022 | .8233 | .7661 | .7666 | .7794 | .7870 |  |
| 21  | .7853                                        | .7854 | .8324 | .8523 | .8300 | .7869 | .7751 | .8302 | .8374 | .8067 | .8119 | .8193 | .8113 |  |
| 22  | .8351                                        | .8645 | .8370 | .8706 | .8327 | .8336 | .7778 | .8528 | .8441 | .8322 | .8381 | .8351 | .8284 |  |
| 23  | .8429                                        | .8413 | .8585 | .8824 | .8321 | .8397 | .8651 | .8824 | .8673 | .8574 | .8558 | .8612 | .8578 |  |
| 24  | .8907                                        | .7770 | .8451 | .8886 | .8925 | .8526 | .8388 | .8617 | .8575 | .8489 | .8507 | .8618 | .8609 |  |
| 25  | .8289                                        | .8396 | .7689 | .8532 | .8602 | .8473 | .8456 | .8786 | .8844 | .8373 | .8421 | .8444 | .8638 |  |
| 26  | .7171                                        | .7456 | .8304 | .8106 | .8338 | .8185 | .7892 | .8569 | .9040 | .8043 | .8159 | .8330 | .8393 |  |
| 27  | .7404                                        | .7389 | .6823 | .8392 | .7564 | .7838 | .8222 | .8861 | .8186 | .7914 | .7874 | .7951 | .8085 |  |
| 28  | .8237                                        | .6421 | .6767 | .6531 | .6342 | .6159 | .6585 | .7472 | .7429 | .7030 | .6856 | .6738 | .6766 |  |
| 29  | .7788                                        | .7078 | .5690 | .7407 | .7188 | .7220 | .6691 | .7932 | .8015 | .7345 | .7303 | .7234 | .7433 |  |
| 30  | .6142                                        | .5480 | .4714 | .7500 | .4706 | .4552 | .5119 | .5185 | .4559 | .5246 | .5353 | .5108 | .4819 |  |

Table G-53

| YOS | NAVY OFFICER CONTINUATION RATES FOR FY 74-82 |       |       |       |       |       |       |       |       |       |       |       | 5 YR  |
|-----|----------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     | 74                                           | 75    | 76    | 77    | 78    | 79    | 80    | 81    | 82    | 10 YR | 9 YR  | 7 YR  |       |
| 1   | .9267                                        | .9246 | .9032 | .9661 | .9681 | .9344 | .9881 | .9846 | .9753 | .9507 | .9543 | .9615 | .9703 |
| 2   | .8172                                        | .8910 | .8843 | .8733 | .8840 | .9354 | .9709 | .9758 | .9753 | .8965 | .9084 | .9308 | .9505 |
| 3   | .7399                                        | .7814 | .8022 | .9168 | .9255 | .9245 | .9256 | .9197 | .9256 | .8528 | .8669 | .9063 | .9242 |
| 4   | .8243                                        | .8311 | .8447 | .8591 | .8906 | .8794 | .8904 | .8901 | .8977 | .8555 | .8657 | .8779 | .8897 |
| 5   | .8016                                        | .8699 | .8332 | .8455 | .8439 | .8291 | .8362 | .8692 | .8884 | .8442 | .8472 | .8502 | .8545 |
| 6   | .8589                                        | .8822 | .8837 | .8653 | .8210 | .8295 | .8480 | .8647 | .8774 | .8588 | .8600 | .8570 | .8482 |
| 7   | .8695                                        | .9042 | .8934 | .8731 | .8483 | .8418 | .8615 | .8706 | .8985 | .8744 | .8741 | .8700 | .8641 |
| 8   | .9083                                        | .9333 | .8926 | .9050 | .8673 | .9043 | .8991 | .9280 | .9293 | .9059 | .9049 | .9018 | .9032 |
| 9   | .9152                                        | .9308 | .9119 | .9302 | .9025 | .8985 | .9209 | .9342 | .9549 | .9211 | .9213 | .9210 | .9200 |
| 10  | .8939                                        | .8888 | .8781 | .8502 | .8742 | .8648 | .9034 | .8984 | .9442 | .8913 | .8879 | .8872 | .8947 |
| 11  | .9433                                        | .9417 | .8914 | .9185 | .8730 | .8793 | .8968 | .9016 | .9457 | .9111 | .9080 | .9012 | .8995 |
| 12  | .9684                                        | .9624 | .9537 | .9370 | .9471 | .9210 | .8932 | .9371 | .9388 | .9380 | .9373 | .9310 | .9264 |
| 13  | .9603                                        | .9676 | .9806 | .9649 | .9357 | .9241 | .9455 | .9205 | .9461 | .9227 | .9507 | .9472 | .9396 |
| 14  | .9688                                        | .9707 | .9840 | .9571 | .9671 | .9639 | .9738 | .9597 | .9457 | .9663 | .9653 | .9640 | .9613 |
| 15  | .9806                                        | .9824 | .9719 | .9724 | .9561 | .9718 | .9725 | .9802 | .9795 | .9756 | .9745 | .9722 | .9722 |
| 16  | .9829                                        | .9849 | .9833 | .9810 | .9554 | .9677 | .9771 | .9624 | .9813 | .9766 | .9755 | .9726 | .9685 |
| 17  | .9735                                        | .9852 | .9853 | .9514 | .9601 | .9678 | .9553 | .9736 | .9624 | .9711 | .9692 | .9654 | .9639 |
| 18  | .9834                                        | .9862 | .9877 | .9814 | .9199 | .9678 | .9599 | .9767 | .9799 | .9742 | .9724 | .9677 | .9593 |
| 19  | .9781                                        | .9846 | .9834 | .9384 | .9474 | .9187 | .9321 | .9477 | .9356 | .9380 | .9556 | .9454 | .9364 |
| 20  | .7630                                        | .7421 | .7799 | .7727 | .7405 | .7290 | .7251 | .7598 | .7396 | .7564 | .7519 | .7520 | .7386 |
| 21  | .8333                                        | .8197 | .7966 | .8509 | .8471 | .8182 | .8127 | .8702 | .8070 | .8310 | .8278 | .8281 | .8316 |
| 22  | .8036                                        | .8225 | .8464 | .8910 | .8581 | .8466 | .8602 | .8856 | .8690 | .8498 | .8499 | .8641 | .8625 |
| 23  | .8336                                        | .8512 | .8612 | .8659 | .8475 | .8370 | .8576 | .8766 | .8672 | .8553 | .8541 | .8583 | .8562 |
| 24  | .8445                                        | .8450 | .8362 | .8643 | .8608 | .8230 | .8316 | .8680 | .8367 | .8459 | .8457 | .8460 | .8444 |
| 25  | .8135                                        | .8259 | .8444 | .8793 | .8697 | .8449 | .8122 | .8680 | .8417 | .8401 | .8435 | .8512 | .8478 |
| 26  | .7683                                        | .8188 | .7980 | .7757 | .7327 | .7187 | .7349 | .8209 | .7616 | .7727 | .7699 | .7605 | .7524 |
| 27  | .7670                                        | .7954 | .8030 | .7970 | .7788 | .7585 | .7753 | .8307 | .7799 | .7913 | .7876 | .7895 | .7843 |
| 28  | .7893                                        | .7685 | .7974 | .8100 | .8241 | .7803 | .8438 | .8534 | .8245 | .8101 | .8062 | .8174 | .8272 |
| 29  | .7633                                        | .7653 | .7204 | .8281 | .8156 | .7654 | .7923 | .8293 | .7748 | .7868 | .7755 | .7822 | .7951 |
| 30  | .5329                                        | .5513 | .5325 | .6372 | .5969 | .5455 | .5824 | .5668 | .5910 | .5473 | .5587 | .5715 | .5769 |

Table G-54

| YOS | MARINE OFFICER CONTINUATION RATES FOR FY 74-82 |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |
|-----|------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|--|--|
|     | 74                                             | 75    | 76    | 77    | 78    | 79    | 80    | 81    | 82    | 10 YR | 9 YR  | 7 YR  | 5 YR  |  |  |  |
| 1   | .9770                                          | .9751 | .9800 | .9781 | .9836 | .9819 | .9804 | .9791 | .9812 | .9783 | .9796 | .9805 | .9812 |  |  |  |
| 2   | .9836                                          | .9051 | .9291 | .9133 | .9258 | .9805 | .9842 | .9916 | .9795 | .9753 | .9515 | .9553 | .9702 |  |  |  |
| 3   | .7678                                          | .6860 | .8206 | .8249 | .8366 | .8502 | .8788 | .9035 | .9138 | .8044 | .8308 | .8599 | .8750 |  |  |  |
| 4   | .7676                                          | .8127 | .8351 | .8658 | .8658 | .8473 | .8731 | .8706 | .8841 | .8387 | .8456 | .8643 | .8685 |  |  |  |
| 5   | .7285                                          | .7837 | .8047 | .8439 | .8616 | .8673 | .8812 | .8834 | .9319 | .8227 | .8404 | .8707 | .8871 |  |  |  |
| 6   | .8338                                          | .8654 | .8759 | .8656 | .8257 | .8544 | .8605 | .8549 | .8990 | .8575 | .8607 | .8638 | .8610 |  |  |  |
| 7   | .8903                                          | .8776 | .9216 | .9053 | .8723 | .8714 | .9013 | .9094 | .9322 | .8990 | .8989 | .9036 | .8989 |  |  |  |
| 8   | .8983                                          | .9368 | .9304 | .9038 | .8882 | .8588 | .8957 | .9269 | .9463 | .9096 | .9104 | .9076 | .9039 |  |  |  |
| 9   | .8895                                          | .9180 | .9180 | .9426 | .9180 | .9189 | .9168 | .9299 | .9697 | .9260 | .9254 | .9303 | .9315 |  |  |  |
| 10  | .8465                                          | .8780 | .8718 | .9573 | .9163 | .9083 | .9383 | .9388 | .9298 | .9119 | .9119 | .9201 | .9277 |  |  |  |
| 11  | .8450                                          | .8750 | .8087 | .7755 | .9021 | .9217 | .8971 | .8782 | .8608 | .8608 | .8589 | .8591 | .8944 |  |  |  |
| 12  | .8791                                          | .8950 | .8876 | .9510 | .7924 | .8511 | .8505 | .8841 | .9573 | .8739 | .8697 | .8662 | .8564 |  |  |  |
| 13  | .9800                                          | .9786 | .9301 | .9503 | .9559 | .8355 | .9440 | .9558 | .9533 | .9350 | .9342 | .9238 | .9203 |  |  |  |
| 14  | .9785                                          | .9769 | .9429 | .9429 | .9403 | .9464 | .8939 | .9766 | .9575 | .9485 | .9486 | .9412 | .9406 |  |  |  |
| 15  | .9813                                          | .9796 | .9708 | .9644 | .9539 | .9390 | .9365 | .9218 | .9869 | .9604 | .9593 | .9538 | .9482 |  |  |  |
| 16  | .9719                                          | .9827 | .9850 | .9756 | .9544 | .9509 | .9600 | .9648 | .9509 | .9647 | .9661 | .9629 | .9552 |  |  |  |
| 17  | .9766                                          | .9700 | .9690 | .9724 | .9701 | .9733 | .9531 | .9597 | .9436 | .9665 | .9667 | .9644 | .9615 |  |  |  |
| 18  | .9451                                          | .9524 | .9604 | .9538 | .9505 | .9323 | .9512 | .9764 | .9435 | .9516 | .9514 | .9523 | .9500 |  |  |  |
| 19  | .8862                                          | .9363 | .9275 | .9296 | .9126 | .9112 | .9305 | .9424 | .9283 | .9185 | .9221 | .9261 | .9249 |  |  |  |
| 20  | .8329                                          | .8680 | .7681 | .6426 | .5969 | .6444 | .7006 | .6458 | .6739 | .7330 | .7114 | .6675 | .6514 |  |  |  |
| 21  | .7976                                          | .8245 | .6946 | .8402 | .7979 | .7888 | .8000 | .8304 | .7581 | .7907 | .7910 | .7824 | .7953 |  |  |  |
| 22  | .8632                                          | .8714 | .8549 | .8367 | .8111 | .8194 | .8859 | .8904 | .8396 | .8550 | .8544 | .8480 | .8486 |  |  |  |
| 23  | .8170                                          | .8674 | .8398 | .9006 | .8571 | .8414 | .8740 | .9245 | .8438 | .8596 | .8591 | .8659 | .8693 |  |  |  |
| 24  | .8154                                          | .8168 | .8848 | .8769 | .8494 | .8333 | .8197 | .8938 | .8836 | .8541 | .8557 | .8647 | .8553 |  |  |  |
| 25  | .8222                                          | .8824 | .8302 | .7919 | .7824 | .7929 | .8417 | .8614 | .7822 | .8122 | .8118 | .8077 | .8060 |  |  |  |
| 26  | .8947                                          | .8919 | .7333 | .7662 | .7541 | .7204 | .7232 | .7157 | .7471 | .7516 | .7477 | .7376 | .7307 |  |  |  |
| 27  | .7826                                          | .7059 | .8182 | .8571 | .7563 | .7391 | .8222 | .7805 | .7808 | .7833 | .7849 | .7873 | .7784 |  |  |  |
| 28  | .7674                                          | .7895 | .7692 | .8889 | .9048 | .7363 | .7206 | .7568 | .8125 | .7795 | .7754 | .7764 | .7713 |  |  |  |
| 29  | .6220                                          | .7121 | .6250 | .7857 | .6875 | .7895 | .7941 | .7200 | .7176 | .7099 | .7149 | .7422 | .7471 |  |  |  |
| 30  | .5507                                          | .5427 | .5324 | .6000 | .4815 | .5789 | .5200 | .5185 | .4872 | .5404 | .5365 | .5287 | .5116 |  |  |  |

Table G-55

| AIR FORCE |       | OFFICER CONTINUATION RATES FOR FY 74-82 |       |       |       |       |       |       |       |       |       |       |       |
|-----------|-------|-----------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| YOS       | 74    | 75                                      | 76    | 77    | 78    | 79    | 80    | 81    | 82    | 10 YR | 9 YR  | 7 YR  | 5 YR  |
| 1         | .9667 | .9564                                   | .9069 | .9729 | .9786 | .9842 | .9854 | .9795 | .9790 | .9596 | .9683 | .9705 | .9815 |
| 2         | .7920 | .8078                                   | .8056 | .8431 | .8715 | .9562 | .9776 | .9809 | .9840 | .8699 | .8886 | .9227 | .9609 |
| 3         | .9115 | .8877                                   | .8920 | .9335 | .9491 | .9452 | .9225 | .9316 | .9548 | .9103 | .9238 | .9322 | .9418 |
| 4         | .8288 | .8324                                   | .8679 | .8787 | .8924 | .8808 | .9022 | .8896 | .8994 | .8576 | .8703 | .8863 | .8930 |
| 5         | .7816 | .8333                                   | .8710 | .9152 | .9262 | .9432 | .9423 | .9429 | .9523 | .8760 | .8923 | .9244 | .9406 |
| 6         | .8855 | .8965                                   | .8960 | .8808 | .8723 | .8459 | .8472 | .8782 | .9168 | .8804 | .8794 | .8757 | .8693 |
| 7         | .9342 | .9242                                   | .9437 | .9113 | .8909 | .8759 | .8977 | .9185 | .9417 | .9172 | .9151 | .9097 | .9022 |
| 8         | .9505 | .9213                                   | .9379 | .9341 | .9139 | .8901 | .9231 | .9395 | .9534 | .9306 | .9285 | .9268 | .9225 |
| 9         | .9713 | .9522                                   | .9637 | .9602 | .9363 | .8898 | .9331 | .9562 | .9683 | .9506 | .9482 | .9448 | .9360 |
| 10        | .9748 | .9394                                   | .9501 | .9420 | .9385 | .9049 | .9243 | .9282 | .9474 | .9431 | .9392 | .9341 | .9289 |
| 11        | .9382 | .8995                                   | .8830 | .9140 | .9566 | .9122 | .9436 | .9361 | .9458 | .9297 | .9263 | .9283 | .9390 |
| 12        | .9525 | .9244                                   | .9350 | .9376 | .9754 | .8799 | .9451 | .9274 | .9711 | .9393 | .9359 | .9354 | .9352 |
| 13        | .9829 | .9677                                   | .9757 | .9669 | .9777 | .9515 | .9491 | .9536 | .9803 | .9665 | .9662 | .9638 | .9606 |
| 14        | .9642 | .9599                                   | .9509 | .9365 | .9782 | .9607 | .9696 | .9757 | .9690 | .9627 | .9628 | .9631 | .9712 |
| 15        | .9657 | .9458                                   | .9469 | .9374 | .9777 | .9395 | .9430 | .9723 | .9782 | .9572 | .9569 | .9574 | .9638 |
| 16        | .9756 | .9680                                   | .9695 | .9665 | .9608 | .9597 | .9738 | .9813 | .9832 | .9691 | .9704 | .9701 | .9708 |
| 17        | .9617 | .9623                                   | .9613 | .9538 | .9680 | .9471 | .9604 | .9773 | .9731 | .9619 | .9623 | .9624 | .9642 |
| 18        | .9248 | .9002                                   | .9397 | .9500 | .9549 | .9531 | .9387 | .9653 | .9718 | .9301 | .9442 | .9537 | .9567 |
| 19        | .7677 | .8914                                   | .9100 | .9281 | .9260 | .8757 | .8661 | .9451 | .9467 | .8733 | .8893 | .9158 | .9147 |
| 20        | .7841 | .7551                                   | .7552 | .7802 | .7879 | .7395 | .7557 | .8125 | .7881 | .7727 | .7725 | .7737 | .7773 |
| 21        | .8379 | .8188                                   | .8127 | .7563 | .7584 | .6964 | .7314 | .8527 | .7649 | .7880 | .7861 | .7697 | .7610 |
| 22        | .8290 | .7913                                   | .8063 | .7933 | .8561 | .8062 | .8217 | .8804 | .8210 | .8110 | .8189 | .8230 | .8371 |
| 23        | .7730 | .8008                                   | .8198 | .8365 | .8637 | .8134 | .8404 | .8791 | .8517 | .8238 | .8228 | .8414 | .8488 |
| 24        | .8289 | .7204                                   | .7866 | .8168 | .8613 | .8224 | .7879 | .8719 | .8437 | .7984 | .8042 | .8261 | .8356 |
| 25        | .7132 | .8166                                   | .6531 | .8189 | .7983 | .7658 | .7719 | .8504 | .8438 | .7617 | .7702 | .7715 | .8011 |
| 26        | .6520 | .6467                                   | .6998 | .6957 | .8100 | .7367 | .7563 | .8283 | .7957 | .7410 | .7462 | .7614 | .7853 |
| 27        | .6645 | .6157                                   | .6254 | .7036 | .6662 | .7369 | .7163 | .7946 | .7873 | .7229 | .7188 | .7281 | .7396 |
| 28        | .6909 | .5644                                   | .5723 | .5952 | .5748 | .4623 | .5634 | .5324 | .6501 | .5757 | .5682 | .5605 | .5556 |
| 29        | .6667 | .5614                                   | .4561 | .6196 | .6600 | .6027 | .5419 | .6679 | .7029 | .6146 | .6308 | .6275 | .6377 |
| 30        | .3778 | .3657                                   | .4222 | .5893 | .5285 | .4573 | .4294 | .4301 | .5116 | .4067 | .4276 | .4733 | .4717 |



Table G-56

| VOS | DOD   |       | ENLISTED CONTINUATION RATES 73-82 |       |       |       |       |       |       |       |        |        | 82     | 81     | 80 | 79 | 78 | 77 | 76 | 75 | 74 | 73 | 9YR | 10YR | 7YR | 5YR |
|-----|-------|-------|-----------------------------------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|----|----|----|----|----|----|----|----|-----|------|-----|-----|
|     | 73    | 74    |                                   |       |       |       |       |       |       |       |        |        |        |        |    |    |    |    |    |    |    |    |     |      |     |     |
| 1   | 85.31 | 84.10 | 81.79                             | 82.92 | 83.96 | 86.38 | 86.65 | 86.73 | 86.32 | 88.11 | 85.073 | 85.043 | 85.733 | 86.817 |    |    |    |    |    |    |    |    |     |      |     |     |
| 2   | 60.39 | 69.72 | 70.48                             | 74.80 | 81.33 | 88.34 | 88.48 | 89.63 | 88.10 | 87.07 | 78.678 | 81.287 | 85.227 | 88.295 |    |    |    |    |    |    |    |    |     |      |     |     |
| 3   | 68.61 | 60.87 | 64.08                             | 61.10 | 62.16 | 68.50 | 67.47 | 71.33 | 75.14 | 74.70 | 67.299 | 67.175 | 68.480 | 71.248 |    |    |    |    |    |    |    |    |     |      |     |     |
| 4   | 35.39 | 41.88 | 52.30                             | 54.17 | 56.57 | 59.46 | 51.97 | 51.90 | 56.56 | 63.03 | 51.971 | 54.351 | 56.179 | 56.480 |    |    |    |    |    |    |    |    |     |      |     |     |
| 5   | 82.37 | 84.51 | 86.63                             | 87.53 | 86.42 | 86.28 | 84.59 | 82.67 | 84.78 | 85.11 | 85.062 | 85.329 | 85.301 | 84.704 |    |    |    |    |    |    |    |    |     |      |     |     |
| 6   | 83.25 | 83.13 | 84.46                             | 83.23 | 84.05 | 82.30 | 80.85 | 80.05 | 80.79 | 82.80 | 82.425 | 82.361 | 81.989 | 81.400 |    |    |    |    |    |    |    |    |     |      |     |     |
| 7   | 86.14 | 86.15 | 87.21                             | 86.91 | 86.69 | 85.19 | 83.93 | 85.61 | 87.16 | 88.65 | 86.328 | 86.344 | 86.251 | 86.059 |    |    |    |    |    |    |    |    |     |      |     |     |
| 8   | 85.46 | 85.82 | 86.77                             | 85.91 | 85.31 | 82.74 | 82.59 | 83.43 | 86.51 | 90.10 | 85.448 | 85.448 | 85.267 | 85.140 |    |    |    |    |    |    |    |    |     |      |     |     |
| 9   | 90.70 | 90.48 | 90.62                             | 90.23 | 88.56 | 89.30 | 88.05 | 88.89 | 89.30 | 92.00 | 89.773 | 89.694 | 89.509 | 89.594 |    |    |    |    |    |    |    |    |     |      |     |     |
| 10  | 93.08 | 92.41 | 92.91                             | 92.82 | 91.12 | 91.03 | 90.71 | 90.66 | 91.48 | 93.04 | 91.874 | 91.765 | 91.574 | 91.448 |    |    |    |    |    |    |    |    |     |      |     |     |
| 11  | 95.22 | 94.41 | 94.54                             | 94.07 | 93.18 | 93.52 | 92.99 | 92.87 | 93.80 | 94.72 | 93.924 | 93.765 | 93.594 | 93.594 |    |    |    |    |    |    |    |    |     |      |     |     |
| 12  | 95.49 | 94.81 | 94.73                             | 94.67 | 94.20 | 94.13 | 93.82 | 93.89 | 94.57 | 95.26 | 94.566 | 94.448 | 94.353 | 94.324 |    |    |    |    |    |    |    |    |     |      |     |     |
| 13  | 96.94 | 96.80 | 96.63                             | 96.34 | 95.82 | 96.14 | 95.85 | 95.70 | 96.56 | 96.73 | 96.395 | 96.326 | 96.194 | 96.233 |    |    |    |    |    |    |    |    |     |      |     |     |
| 14  | 97.27 | 97.18 | 97.16                             | 97.16 | 96.69 | 96.81 | 96.80 | 96.63 | 97.08 | 97.54 | 97.099 | 97.076 | 96.991 | 97.007 |    |    |    |    |    |    |    |    |     |      |     |     |
| 15  | 97.80 | 97.42 | 97.46                             | 97.71 | 97.51 | 97.50 | 97.50 | 97.42 | 97.55 | 97.83 | 97.573 | 97.544 | 97.581 | 97.564 |    |    |    |    |    |    |    |    |     |      |     |     |
| 16  | 98.15 | 97.70 | 97.66                             | 97.78 | 97.96 | 98.07 | 97.74 | 97.94 | 98.26 | 98.45 | 97.957 | 97.931 | 98.017 | 98.092 |    |    |    |    |    |    |    |    |     |      |     |     |
| 17  | 98.50 | 98.38 | 98.15                             | 98.01 | 98.14 | 98.43 | 98.53 | 98.48 | 98.47 | 98.83 | 98.374 | 98.355 | 98.383 | 98.538 |    |    |    |    |    |    |    |    |     |      |     |     |
| 18  | 98.15 | 97.32 | 97.18                             | 96.76 | 97.31 | 97.81 | 98.59 | 98.77 | 98.71 | 98.83 | 97.884 | 97.832 | 98.048 | 98.505 |    |    |    |    |    |    |    |    |     |      |     |     |
| 19  | 92.15 | 89.66 | 86.62                             | 87.21 | 86.75 | 89.01 | 94.16 | 94.40 | 95.49 | 96.28 | 90.816 | 90.623 | 91.640 | 93.723 |    |    |    |    |    |    |    |    |     |      |     |     |
| 20  | 44.89 | 45.77 | 48.80                             | 49.25 | 52.66 | 56.67 | 55.32 | 55.49 | 61.01 | 61.96 | 52.188 | 53.252 | 55.814 | 58.077 |    |    |    |    |    |    |    |    |     |      |     |     |
| 21  | 62.15 | 64.85 | 65.58                             | 65.93 | 66.75 | 68.83 | 64.21 | 65.05 | 69.40 | 69.48 | 66.031 | 66.629 | 67.075 | 67.483 |    |    |    |    |    |    |    |    |     |      |     |     |
| 22  | 70.91 | 71.36 | 72.46                             | 70.94 | 72.38 | 74.71 | 71.08 | 69.91 | 74.76 | 75.32 | 72.305 | 72.510 | 72.737 | 73.251 |    |    |    |    |    |    |    |    |     |      |     |     |
| 23  | 72.37 | 72.07 | 70.03                             | 69.70 | 71.04 | 70.93 | 69.25 | 70.40 | 76.65 | 77.41 | 71.737 | 71.693 | 71.923 | 72.640 |    |    |    |    |    |    |    |    |     |      |     |     |
| 24  | 73.09 | 71.18 | 76.86                             | 79.14 | 80.95 | 80.40 | 76.23 | 75.99 | 82.29 | 80.01 | 77.624 | 78.238 | 79.137 | 78.809 |    |    |    |    |    |    |    |    |     |      |     |     |
| 25  | 78.83 | 80.10 | 82.14                             | 84.53 | 87.18 | 85.67 | 81.86 | 81.51 | 85.25 | 84.86 | 82.991 | 83.647 | 84.306 | 83.595 |    |    |    |    |    |    |    |    |     |      |     |     |
| 26  | 67.68 | 64.62 | 60.30                             | 58.25 | 60.95 | 61.06 | 62.73 | 62.34 | 70.41 | 74.41 | 64.363 | 63.966 | 64.391 | 65.900 |    |    |    |    |    |    |    |    |     |      |     |     |
| 27  | 64.91 | 62.45 | 63.73                             | 68.80 | 67.44 | 71.36 | 68.41 | 68.28 | 75.36 | 76.52 | 68.532 | 69.166 | 71.286 | 72.190 |    |    |    |    |    |    |    |    |     |      |     |     |
| 28  | 69.42 | 64.31 | 62.15                             | 63.38 | 68.68 | 70.49 | 65.35 | 65.42 | 77.30 | 75.49 | 67.762 | 67.527 | 69.072 | 70.503 |    |    |    |    |    |    |    |    |     |      |     |     |
| 29  | 69.58 | 72.25 | 67.19                             | 59.83 | 72.22 | 70.09 | 72.56 | 69.82 | 79.02 | 79.36 | 70.956 | 71.222 | 71.901 | 74.361 |    |    |    |    |    |    |    |    |     |      |     |     |
| 30  | 31.68 | 26.84 | 22.19                             | 18.27 | 21.63 | 21.30 | 23.90 | 31.86 | 34.77 | 41.29 | 27.709 | 26.560 | 27.490 | 31.203 |    |    |    |    |    |    |    |    |     |      |     |     |

Table G-57

| YOS | ARMY ENLISTED CONTINUATION RATES FOR FY 74-82 |       |       |       |       |       |       |       |       |       |       |       |       |       | 81 | 82 | 10YR | 9 YR | 7 YR | 5 YR |
|-----|-----------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|----|------|------|------|------|
|     | 73                                            | 74    | 75    | 76    | 77    | 78    | 79    | 80    |       |       |       |       |       |       |    |    |      |      |      |      |
| 1   | .8376                                         | .8334 | .8055 | .8062 | .8110 | .8475 | .8499 | .8425 | .8329 | .8596 | .8308 | .8299 | .8333 | .8457 |    |    |      |      |      |      |
| 2   | .4492                                         | .6232 | .6256 | .7028 | .8081 | .8824 | .8751 | .8846 | .8655 | .8445 | .7330 | .7789 | .8348 | .8703 |    |    |      |      |      |      |
| 3   | .3686                                         | .3592 | .4373 | .4553 | .4364 | .4825 | .4982 | .5311 | .6171 | .6359 | .4868 | .4947 | .5187 | .5479 |    |    |      |      |      |      |
| 4   | .6813                                         | .7572 | .8225 | .7945 | .7326 | .7477 | .6526 | .6506 | .7153 | .7294 | .7224 | .7255 | .7141 | .6980 |    |    |      |      |      |      |
| 5   | .7988                                         | .8204 | .8741 | .8704 | .8660 | .8714 | .8920 | .8797 | .8964 | .8871 | .8686 | .8757 | .8809 | .8858 |    |    |      |      |      |      |
| 6   | .8091                                         | .8229 | .8488 | .8621 | .8386 | .8206 | .8345 | .8293 | .8359 | .8474 | .8344 | .8364 | .8369 | .8336 |    |    |      |      |      |      |
| 7   | .8542                                         | .8596 | .8775 | .8776 | .8553 | .8344 | .8018 | .8237 | .8469 | .8538 | .8452 | .8445 | .8388 | .8313 |    |    |      |      |      |      |
| 8   | .8390                                         | .8441 | .8608 | .8381 | .8208 | .8419 | .8177 | .8413 | .8695 | .9041 | .8495 | .8502 | .8497 | .8563 |    |    |      |      |      |      |
| 9   | .8745                                         | .8733 | .8823 | .8651 | .8512 | .8818 | .8914 | .8922 | .8939 | .9151 | .8839 | .8846 | .8858 | .8961 |    |    |      |      |      |      |
| 10  | .9196                                         | .9172 | .9205 | .9123 | .8912 | .9081 | .9170 | .9098 | .9213 | .9266 | .9148 | .9144 | .9136 | .9174 |    |    |      |      |      |      |
| 11  | .9328                                         | .9235 | .9272 | .9141 | .9069 | .9228 | .9334 | .9263 | .9300 | .9375 | .9265 | .9257 | .9258 | .9306 |    |    |      |      |      |      |
| 12  | .9298                                         | .9311 | .9339 | .9210 | .9159 | .9302 | .9344 | .9351 | .9427 | .9437 | .9324 | .9327 | .9328 | .9372 |    |    |      |      |      |      |
| 13  | .9560                                         | .9531 | .9546 | .9407 | .9363 | .9479 | .9445 | .9466 | .9549 | .9528 | .9494 | .9486 | .9469 | .9498 |    |    |      |      |      |      |
| 14  | .9591                                         | .9617 | .9574 | .9527 | .9484 | .9605 | .9630 | .9595 | .9661 | .9677 | .9598 | .9599 | .9599 | .9638 |    |    |      |      |      |      |
| 15  | .9644                                         | .9638 | .9632 | .9648 | .9632 | .9686 | .9729 | .9655 | .9747 | .9682 | .9666 | .9668 | .9681 | .9701 |    |    |      |      |      |      |
| 16  | .9708                                         | .9715 | .9762 | .9698 | .9712 | .9785 | .9801 | .9766 | .9797 | .9816 | .9752 | .9757 | .9763 | .9793 |    |    |      |      |      |      |
| 17  | .9746                                         | .9784 | .9778 | .9759 | .9730 | .9814 | .9852 | .9793 | .9806 | .9833 | .9786 | .9791 | .9794 | .9821 |    |    |      |      |      |      |
| 18  | .9775                                         | .9788 | .9814 | .9818 | .9823 | .9862 | .9864 | .9866 | .9851 | .9821 | .9827 | .9834 | .9844 | .9855 |    |    |      |      |      |      |
| 19  | .9698                                         | .9788 | .9798 | .9791 | .9827 | .9858 | .9856 | .9856 | .9861 | .9843 | .9815 | .9830 | .9842 | .9855 |    |    |      |      |      |      |
| 20  | .4984                                         | .4473 | .4990 | .4530 | .4990 | .5623 | .5596 | .5737 | .6157 | .5986 | .5276 | .5319 | .5515 | .5809 |    |    |      |      |      |      |
| 21  | .5931                                         | .6005 | .6511 | .5828 | .6687 | .6528 | .6499 | .6329 | .6609 | .6435 | .6319 | .6361 | .6406 | .6474 |    |    |      |      |      |      |
| 22  | .6998                                         | .6875 | .7222 | .6754 | .7541 | .7656 | .7335 | .7072 | .7395 | .7153 | .7182 | .7215 | .7260 | .7307 |    |    |      |      |      |      |
| 23  | .7037                                         | .6972 | .7507 | .7189 | .7851 | .7702 | .7396 | .7344 | .7584 | .7569 | .7388 | .7418 | .7508 | .7525 |    |    |      |      |      |      |
| 24  | .6813                                         | .6518 | .7240 | .7093 | .7956 | .8017 | .7638 | .7521 | .7880 | .7750 | .7417 | .7528 | .7705 | .7758 |    |    |      |      |      |      |
| 25  | .7477                                         | .7608 | .7974 | .8151 | .8471 | .8613 | .8130 | .8097 | .8262 | .8241 | .8055 | .8153 | .8281 | .8286 |    |    |      |      |      |      |
| 26  | .6402                                         | .6418 | .6804 | .6944 | .7353 | .7882 | .7537 | .7250 | .7809 | .7534 | .7114 | .7230 | .7490 | .7595 |    |    |      |      |      |      |
| 27  | .5838                                         | .5553 | .6466 | .6290 | .6861 | .6909 | .6852 | .6867 | .7242 | .7014 | .6472 | .6617 | .7330 | .6966 |    |    |      |      |      |      |
| 28  | .6280                                         | .6263 | .7312 | .7241 | .7790 | .7800 | .7786 | .7531 | .7937 | .7692 | .7213 | .7371 | .7682 | .7763 |    |    |      |      |      |      |
| 29  | .6066                                         | .6582 | .6863 | .5959 | .7212 | .7003 | .7453 | .7378 | .7826 | .7616 | .6905 | .7069 | .7207 | .7467 |    |    |      |      |      |      |
| 30  | .3404                                         | .2611 | .2762 | .1837 | .1424 | .1643 | .1526 | .1950 | .1075 | .1805 | .2354 | .2005 | .1608 | .1565 |    |    |      |      |      |      |

Table G-58

| YOS | 73   | 74   | 75   | 76   | 77   | 78   | 79   | 80   | 81   | 82   | 10YR | 9 YR | 7 YR | 5 YR |
|-----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1   | 8487 | 8380 | 8023 | 8447 | 8421 | 8702 | 8817 | 8920 | 8867 | 8920 | 8580 | 8592 | 8715 | 8842 |
| 2   | 6748 | 7592 | 7537 | 7846 | 7978 | 8889 | 8941 | 9061 | 8844 | 8823 | 8184 | 8353 | 8617 | 8910 |
| 3   | 8555 | 8434 | 7268 | 6622 | 7482 | 8394 | 8188 | 8342 | 8149 | 8105 | 7948 | 7879 | 7897 | 8239 |
| 4   | 2661 | 3420 | 4182 | 4542 | 4714 | 4997 | 4949 | 4599 | 5008 | 5978 | 4402 | 4708 | 4977 | 5097 |
| 5   | 8339 | 8135 | 8556 | 8917 | 8914 | 8695 | 8027 | 7669 | 8094 | 8231 | 8329 | 8328 | 8327 | 8128 |
| 6   | 7617 | 7398 | 7591 | 7573 | 7637 | 7538 | 7698 | 7565 | 7424 | 7635 | 7568 | 7564 | 7580 | 7850 |
| 7   | 8847 | 8758 | 8921 | 9141 | 9025 | 8941 | 8769 | 8865 | 8882 | 9041 | 8925 | 8932 | 8949 | 8900 |
| 8   | 8820 | 8898 | 8926 | 8846 | 8652 | 8100 | 8127 | 8259 | 8497 | 8879 | 8565 | 8540 | 8466 | 8368 |
| 9   | 9101 | 9055 | 9051 | 9141 | 8717 | 8577 | 8570 | 8708 | 8904 | 9267 | 8896 | 8876 | 8833 | 8812 |
| 10  | 9175 | 9025 | 9144 | 9195 | 8870 | 8829 | 8698 | 8741 | 8871 | 9261 | 8979 | 8960 | 8927 | 8891 |
| 11  | 9578 | 9438 | 9428 | 9484 | 9379 | 9374 | 9342 | 9343 | 9358 | 9515 | 9428 | 9409 | 9402 | 9390 |
| 12  | 9686 | 9563 | 9473 | 9591 | 9488 | 9354 | 9408 | 9379 | 9376 | 9522 | 9493 | 9465 | 9448 | 9409 |
| 13  | 9755 | 9696 | 9643 | 9665 | 9558 | 9598 | 9568 | 9537 | 9662 | 9665 | 9643 | 9627 | 9611 | 9611 |
| 14  | 9784 | 9734 | 9772 | 9749 | 9624 | 9608 | 9608 | 9573 | 9622 | 9740 | 9693 | 9680 | 9652 | 9633 |
| 15  | 9809 | 9756 | 9734 | 9753 | 9710 | 9701 | 9662 | 9711 | 9642 | 9788 | 9733 | 9721 | 9711 | 9700 |
| 16  | 9807 | 9718 | 9659 | 9740 | 9736 | 9735 | 9659 | 9712 | 9765 | 9806 | 9733 | 9723 | 9736 | 9735 |
| 17  | 9853 | 9797 | 9741 | 9729 | 9774 | 9786 | 9792 | 9784 | 9791 | 9874 | 9792 | 9782 | 9787 | 9805 |
| 18  | 9616 | 9424 | 9320 | 9290 | 9414 | 9525 | 9741 | 9791 | 9787 | 9868 | 9549 | 9538 | 9599 | 9727 |
| 19  | 7164 | 6434 | 6238 | 6037 | 6429 | 6789 | 8274 | 8247 | 8644 | 8946 | 7157 | 7156 | 7508 | 8111 |
| 20  | 5050 | 4863 | 4883 | 5094 | 5589 | 5703 | 5592 | 5133 | 5604 | 5981 | 5338 | 5362 | 5509 | 5590 |
| 21  | 6506 | 6492 | 6068 | 6294 | 6646 | 6748 | 6245 | 6669 | 7014 | 7136 | 6599 | 6608 | 6676 | 6772 |
| 22  | 7221 | 6882 | 6691 | 6601 | 6822 | 6917 | 6748 | 6806 | 7167 | 7280 | 6922 | 6902 | 6926 | 6996 |
| 23  | 7580 | 7741 | 7187 | 7279 | 7496 | 7313 | 7060 | 7234 | 7736 | 7764 | 7417 | 7412 | 7412 | 7417 |
| 24  | 8146 | 7775 | 8087 | 7836 | 7807 | 7854 | 7665 | 7407 | 8274 | 8026 | 7872 | 7846 | 7827 | 7827 |
| 25  | 8692 | 8375 | 8131 | 8371 | 8427 | 8082 | 8077 | 7962 | 8289 | 8434 | 8297 | 8237 | 8225 | 8166 |
| 26  | 8120 | 7505 | 7347 | 7276 | 7793 | 7244 | 7246 | 7370 | 7749 | 8097 | 7613 | 7557 | 7597 | 7587 |
| 27  | 8271 | 8098 | 8003 | 8182 | 7500 | 7620 | 7882 | 7580 | 8374 | 8441 | 8072 | 8034 | 8030 | 8048 |
| 28  | 8985 | 8832 | 8435 | 8396 | 8227 | 9024 | 8718 | 8383 | 9115 | 9320 | 8733 | 8692 | 8697 | 8886 |
| 29  | 8375 | 8266 | 7325 | 6311 | 7532 | 7500 | 7905 | 6840 | 8000 | 8159 | 7631 | 7511 | 7388 | 7646 |
| 30  | 3290 | 3472 | 3323 | 2467 | 3245 | 3134 | 3625 | 4681 | 5280 | 5714 | 3608 | 3671 | 3800 | 4432 |

Table G-59

| YOS | MARINE ENLISTED CONTINUATION RATES FOR FY 74-82 |      |      |      |      |      |      |      |      |      |      |      |      | 10YR | 9 YR | 7 YR | 5 YR |
|-----|-------------------------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|     | 73                                              | 74   | 75   | 76   | 77   | 78   | 79   | 80   | 81   | 82   |      |      |      |      |      |      |      |
| 1   | 8408                                            | 8447 | 8381 | 8123 | 8618 | 8611 | 8623 | 8922 | 8876 | 8909 | 8565 | 8586 | 8641 | 8786 |      |      |      |
| 2   | 5787                                            | 5630 | 6627 | 6623 | 7898 | 8703 | 8915 | 9056 | 8815 | 8817 | 7575 | 7783 | 8369 | 8855 |      |      |      |
| 3   | 5780                                            | 6546 | 6687 | 6419 | 7211 | 7546 | 6816 | 7345 | 7313 | 7150 | 6900 | 7018 | 7114 | 7228 |      |      |      |
| 4   | 3050                                            | 3751 | 4033 | 3988 | 3843 | 3661 | 3302 | 3841 | 4247 | 4794 | 3860 | 3939 | 3951 | 3963 |      |      |      |
| 5   | 6422                                            | 7637 | 7768 | 7896 | 7826 | 7739 | 7717 | 7672 | 7469 | 7912 | 7616 | 7738 | 7746 | 7707 |      |      |      |
| 6   | 7530                                            | 8050 | 8151 | 8154 | 7939 | 7950 | 7821 | 8196 | 8543 | 8543 | 8112 | 8155 | 8168 | 8212 |      |      |      |
| 7   | 7877                                            | 8403 | 8389 | 8405 | 8253 | 7946 | 7779 | 8246 | 8246 | 8567 | 8217 | 8247 | 8214 | 8172 |      |      |      |
| 8   | 8559                                            | 8464 | 8500 | 8615 | 8026 | 7956 | 7671 | 8349 | 8592 | 8940 | 8422 | 8414 | 8399 | 8314 |      |      |      |
| 9   | 8070                                            | 8318 | 7999 | 8206 | 8063 | 7971 | 7937 | 8730 | 8907 | 9214 | 8369 | 8392 | 8446 | 8561 |      |      |      |
| 10  | 7823                                            | 8057 | 8194 | 8134 | 8217 | 7948 | 8412 | 8875 | 9142 | 9257 | 8478 | 8526 | 8600 | 8733 |      |      |      |
| 11  | 8819                                            | 9118 | 9099 | 8941 | 9008 | 8985 | 9037 | 9251 | 9407 | 9388 | 9130 | 9164 | 9174 | 9229 |      |      |      |
| 12  | 9157                                            | 9126 | 9197 | 9089 | 9153 | 9130 | 9326 | 9174 | 9291 | 9403 | 9216 | 9223 | 9239 | 9270 |      |      |      |
| 13  | 9314                                            | 9269 | 9357 | 9387 | 9379 | 9332 | 9481 | 9460 | 9620 | 9555 | 9422 | 9441 | 9479 | 9507 |      |      |      |
| 14  | 9409                                            | 9349 | 9489 | 9410 | 9534 | 9487 | 9629 | 9547 | 9573 | 9674 | 9498 | 9512 | 9554 | 9588 |      |      |      |
| 15  | 9429                                            | 9539 | 9546 | 9492 | 9661 | 9564 | 9670 | 9756 | 9850 | 9792 | 9616 | 9640 | 9688 | 9739 |      |      |      |
| 16  | 9577                                            | 9612 | 9633 | 9608 | 9700 | 9706 | 9749 | 9825 | 9876 | 9779 | 9685 | 9701 | 9732 | 9786 |      |      |      |
| 17  | 9606                                            | 9595 | 9742 | 9624 | 9757 | 9778 | 9838 | 9838 | 9921 | 9907 | 9731 | 9754 | 9786 | 9853 |      |      |      |
| 18  | 9566                                            | 9745 | 9721 | 9699 | 9787 | 9797 | 9815 | 9856 | 9918 | 9921 | 9761 | 9790 | 9814 | 9850 |      |      |      |
| 19  | 7902                                            | 8303 | 8564 | 8435 | 8602 | 8864 | 9731 | 9682 | 9746 | 9785 | 8740 | 8968 | 9177 | 9519 |      |      |      |
| 20  | 4548                                            | 4449 | 5335 | 4560 | 5141 | 5697 | 5568 | 5472 | 6343 | 6505 | 5192 | 5278 | 5511 | 5848 |      |      |      |
| 21  | 5957                                            | 6229 | 6764 | 5755 | 6910 | 6810 | 6639 | 6556 | 7005 | 7090 | 6578 | 6656 | 6690 | 6823 |      |      |      |
| 22  | 6318                                            | 7230 | 7678 | 6200 | 7329 | 7326 | 7426 | 7206 | 7573 | 7860 | 7164 | 7248 | 7201 | 7489 |      |      |      |
| 23  | 7252                                            | 7746 | 7963 | 7218 | 7986 | 7582 | 7602 | 7586 | 7965 | 8424 | 7751 | 7794 | 7777 | 7834 |      |      |      |
| 24  | 7616                                            | 7801 | 8068 | 7581 | 8171 | 7907 | 7591 | 8249 | 8464 | 8156 | 7968 | 8008 | 8019 | 8074 |      |      |      |
| 25  | 7582                                            | 8522 | 8671 | 8111 | 8584 | 8577 | 8425 | 8750 | 8627 | 8767 | 8410 | 8555 | 8549 | 8618 |      |      |      |
| 26  | 6278                                            | 7782 | 7668 | 6970 | 7707 | 7772 | 7848 | 7555 | 7946 | 8115 | 7536 | 7745 | 7749 | 7849 |      |      |      |
| 27  | 7474                                            | 7446 | 7534 | 7171 | 8214 | 7623 | 8302 | 7553 | 8256 | 7770 | 7709 | 7740 | 7835 | 7909 |      |      |      |
| 28  | 7407                                            | 6923 | 7413 | 6408 | 7841 | 7889 | 8125 | 8462 | 8182 | 8322 | 7689 | 7716 | 7898 | 8223 |      |      |      |
| 29  | 7982                                            | 8082 | 6731 | 6408 | 7218 | 8676 | 7778 | 8250 | 8704 | 8814 | 7821 | 7800 | 7933 | 8498 |      |      |      |
| 30  | 2789                                            | 2813 | 2800 | 2857 | 3529 | 2381 | 2759 | 4250 | 4898 | 4823 | 3370 | 3462 | 3672 | 3835 |      |      |      |

Table G-60

| ENLISTED CONTINUATION RATES FOR FY 74-82 |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |
|------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|--|--|
| YOS                                      | 73    | 74    | 75    | 76    | 77    | 78    | 79    | 80    | 81    | 82    | 10YR  | 9 YR  | 7 YR  | 5 YR  |  |  |  |
| 1                                        | .8988 | .8595 | .8544 | .8748 | .8911 | .8928 | .8816 | .8737 | .8878 | .8975 | .8809 | .8786 | .8858 | .8870 |  |  |  |
| 2                                        | .9007 | .8606 | .8469 | .8607 | .8591 | .8874 | .8891 | .9008 | .9077 | .9044 | .8809 | .8779 | .8866 | .8977 |  |  |  |
| 3                                        | .8821 | .7217 | .8537 | .8120 | .7974 | .8631 | .8894 | .9256 | .9310 | .9039 | .8517 | .8481 | .8727 | .9023 |  |  |  |
| 4                                        | .3184 | .3394 | .4516 | .4456 | .5585 | .6317 | .4957 | .4806 | .5222 | .6055 | .4682 | .4979 | .5308 | .5447 |  |  |  |
| 5                                        | .9046 | .9077 | .9022 | .8915 | .8584 | .8702 | .8426 | .8406 | .8472 | .8482 | .8712 | .8677 | .8572 | .8502 |  |  |  |
| 6                                        | .9358 | .9211 | .9071 | .8843 | .9203 | .9120 | .8130 | .7923 | .8255 | .8560 | .8764 | .8713 | .8573 | .8383 |  |  |  |
| 7                                        | .8681 | .8584 | .8603 | .8406 | .8576 | .8522 | .8824 | .8838 | .9088 | .9320 | .8724 | .8728 | .8764 | .8889 |  |  |  |
| 8                                        | .8431 | .8513 | .8621 | .8652 | .8711 | .8384 | .8563 | .8314 | .8734 | .9096 | .8614 | .8628 | .8643 | .8826 |  |  |  |
| 9                                        | .9556 | .9522 | .9537 | .9519 | .9478 | .9482 | .9168 | .9016 | .8944 | .9204 | .9326 | .9307 | .9259 | .9168 |  |  |  |
| 10                                       | .9749 | .9698 | .9715 | .9700 | .9616 | .9502 | .9364 | .9399 | .9287 | .9412 | .9523 | .9503 | .9461 | .9392 |  |  |  |
| 11                                       | .9757 | .9679 | .9688 | .9650 | .9553 | .9504 | .9280 | .9274 | .9484 | .9555 | .9526 | .9498 | .9454 | .9410 |  |  |  |
| 12                                       | .9676 | .9619 | .9628 | .9636 | .9620 | .9589 | .9407 | .9460 | .9560 | .9657 | .9581 | .9568 | .9552 | .9528 |  |  |  |
| 13                                       | .9840 | .9825 | .9823 | .9839 | .9814 | .9781 | .9727 | .9696 | .9754 | .9804 | .9790 | .9785 | .9772 | .9754 |  |  |  |
| 14                                       | .9893 | .9869 | .9882 | .9894 | .9870 | .9827 | .9797 | .9792 | .9817 | .9843 | .9851 | .9846 | .9837 | .9817 |  |  |  |
| 15                                       | .9916 | .9895 | .9900 | .9903 | .9894 | .9854 | .9849 | .9840 | .9820 | .9864 | .9876 | .9871 | .9864 | .9846 |  |  |  |
| 16                                       | .9922 | .9898 | .9914 | .9916 | .9912 | .9891 | .9840 | .9878 | .9900 | .9901 | .9899 | .9896 | .9893 | .9882 |  |  |  |
| 17                                       | .9940 | .9936 | .9936 | .9960 | .9924 | .9912 | .9902 | .9937 | .9913 | .9927 | .9929 | .9927 | .9924 | .9917 |  |  |  |
| 18                                       | .9947 | .9954 | .9950 | .9953 | .9949 | .9930 | .9945 | .9954 | .9943 | .9937 | .9947 | .9947 | .9944 | .9942 |  |  |  |
| 19                                       | .9933 | .9941 | .9932 | .9930 | .9941 | .9936 | .9941 | .9963 | .9943 | .9935 | .9939 | .9940 | .9941 | .9944 |  |  |  |
| 20                                       | .4084 | .4571 | .4814 | .5111 | .5321 | .5681 | .5415 | .5693 | .6331 | .6478 | .5132 | .5317 | .5686 | .5944 |  |  |  |
| 21                                       | .6266 | .6831 | .6693 | .7029 | .6658 | .7188 | .6434 | .6583 | .7150 | .7197 | .6775 | .6882 | .6926 | .6953 |  |  |  |
| 22                                       | .7170 | .7269 | .7379 | .7497 | .7277 | .7653 | .7109 | .7003 | .7771 | .7916 | .7375 | .7409 | .7451 | .7504 |  |  |  |
| 23                                       | .7304 | .7232 | .7662 | .6748 | .6747 | .6778 | .6567 | .6713 | .7651 | .7805 | .6944 | .6919 | .6889 | .6976 |  |  |  |
| 24                                       | .7466 | .7301 | .7842 | .8215 | .8272 | .8102 | .7605 | .7651 | .8411 | .8209 | .7900 | .7954 | .8040 | .7948 |  |  |  |
| 25                                       | .7907 | .8150 | .8312 | .8639 | .8869 | .8663 | .8212 | .8203 | .8758 | .8629 | .8412 | .8488 | .8549 | .8436 |  |  |  |
| 26                                       | .6718 | .6035 | .5050 | .4886 | .5267 | .5236 | .4934 | .5546 | .6423 | .7033 | .5706 | .5606 | .5607 | .5779 |  |  |  |
| 27                                       | .6203 | .5936 | .5541 | .6840 | .6293 | .7099 | .6378 | .6364 | .7341 | .7610 | .6576 | .6629 | .6931 | .7017 |  |  |  |
| 28                                       | .6333 | .5052 | .4212 | .4506 | .5422 | .5781 | .5200 | .5155 | .6773 | .6803 | .5492 | .5389 | .5615 | .5870 |  |  |  |
| 29                                       | .6852 | .6915 | .5897 | .5573 | .6939 | .6325 | .6646 | .6598 | .7733 | .7990 | .6773 | .6755 | .6881 | .7083 |  |  |  |
| 30                                       | .2932 | .2245 | .0594 | .0417 | .1029 | .1277 | .1751 | .2846 | .4069 | .4110 | .2365 | .2159 | .2532 | .3131 |  |  |  |