USAR Grade vice Position Imbalance

Stacked Bar Chart grouping by Grade showing grade imbalances

Legend: Manpower, Position/Soldier Grade Match, Position/Soldier Grade Mismatch, Structure
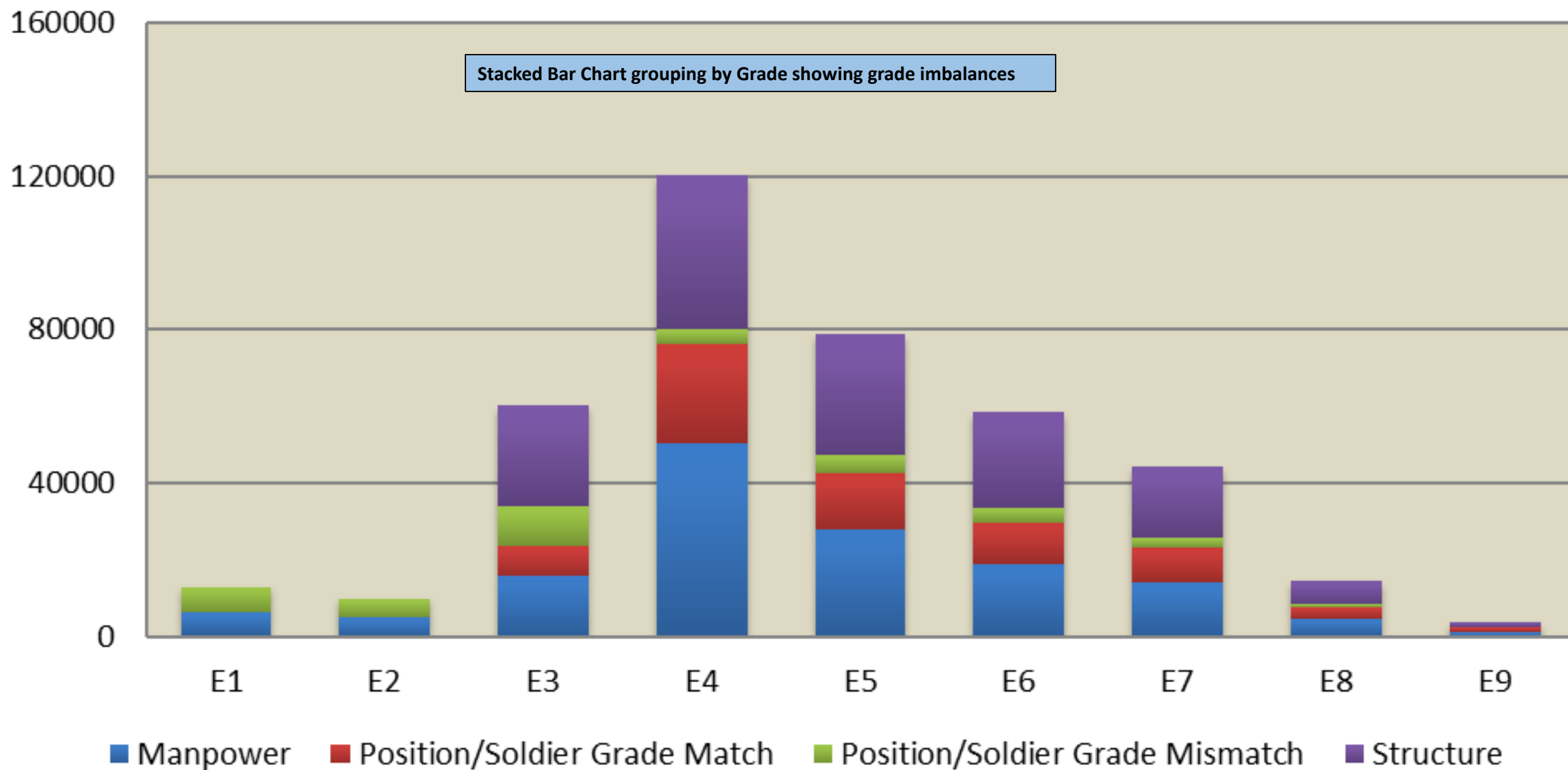
Historic End Strength with Milestones

Released "Stand To"

Over Manning Policy

Full Court Press

RFX Commander's Guidance Memo

Represents End-Strength Objective (ESO)

ESO Reduction

COVID -19 Pandemic

Operation RoARR

Dominant Eagle

CG's Army Reserve Priorities

EOM SEP Strength: 184,358 (2.7% below ESO)

LTG Luckey Assumes Command
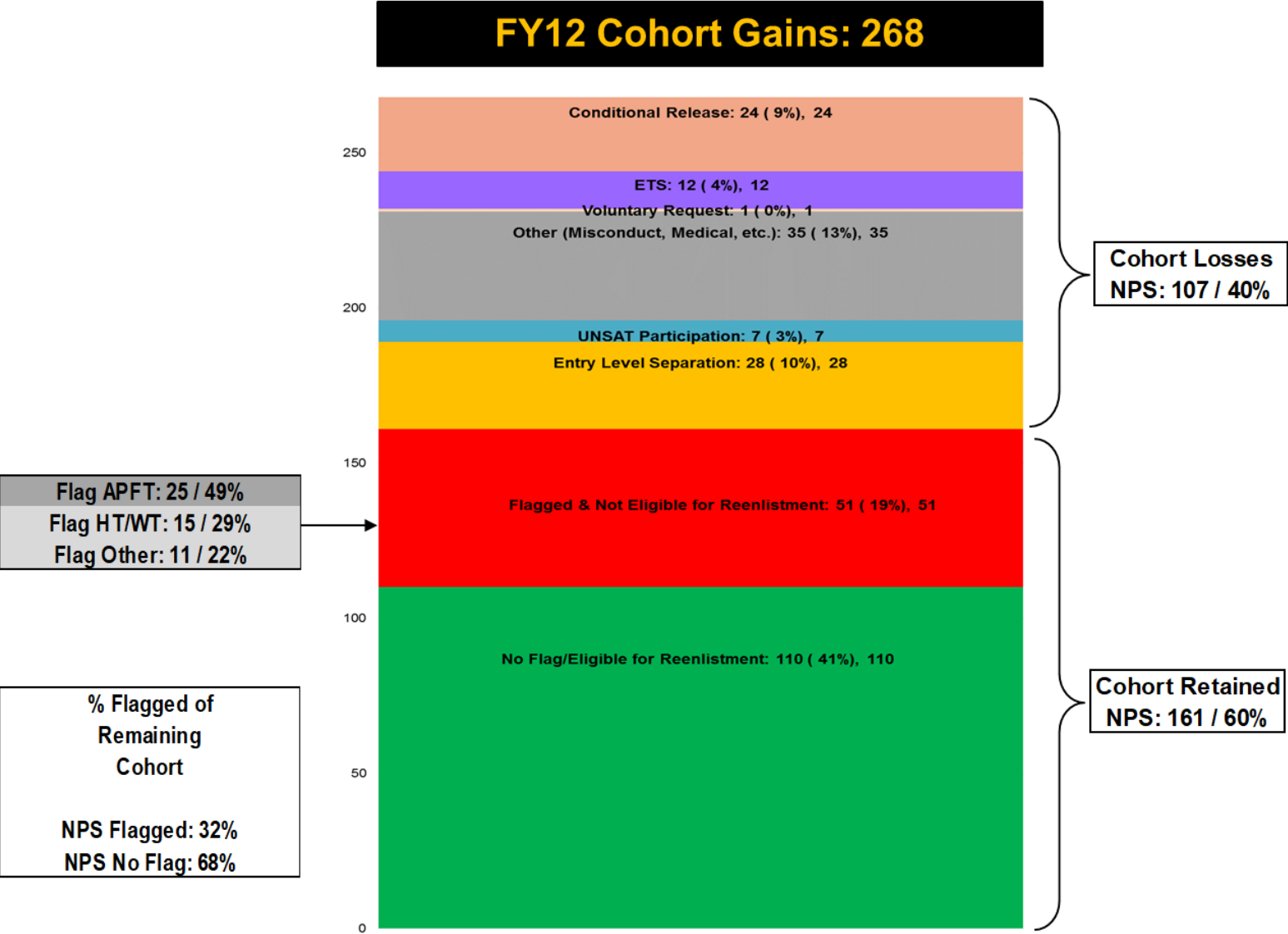
LTG Daniels Assumes Command
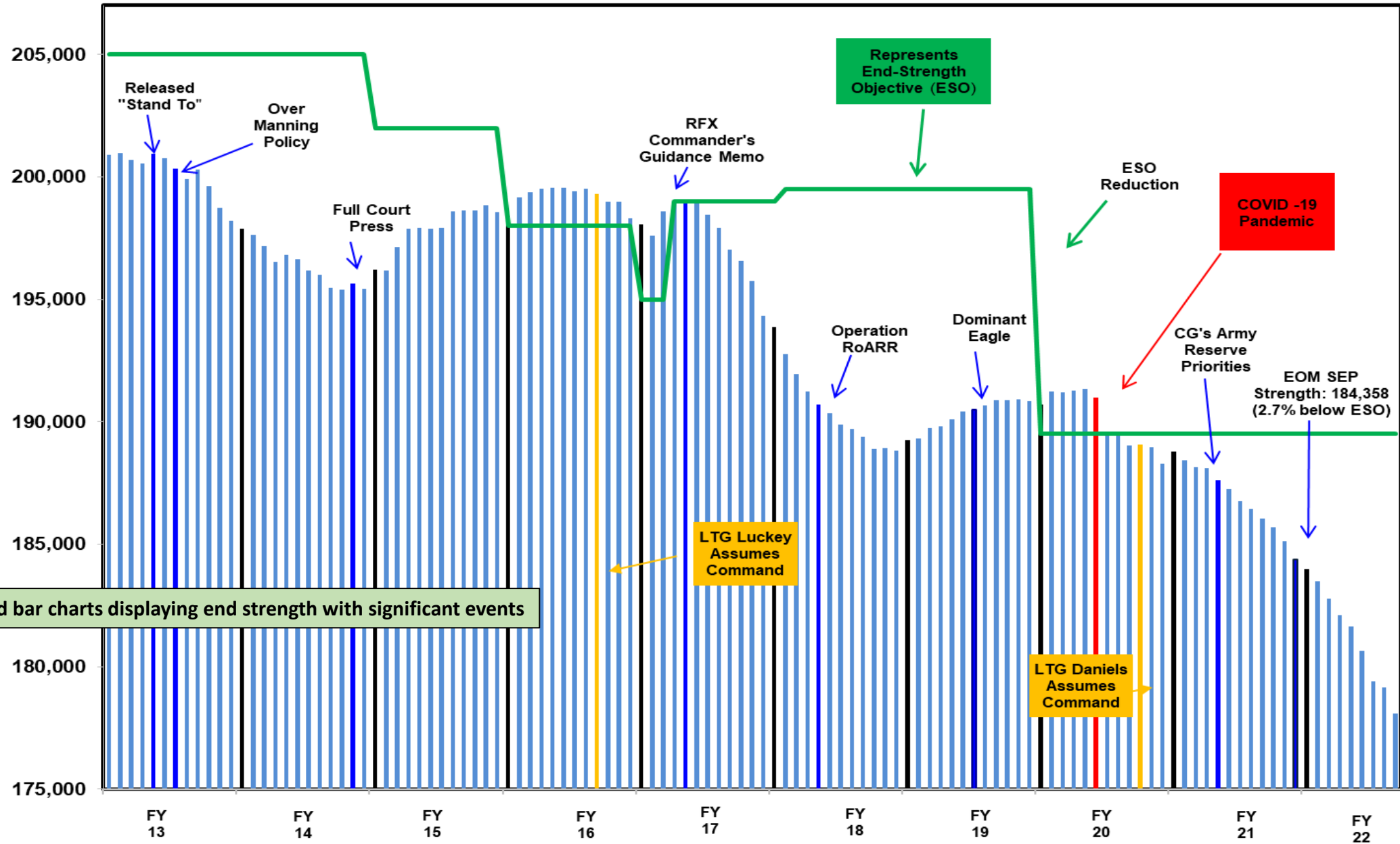
Multiple line and bar charts displaying end strength with significant events

205,000
200,000
195,000
190,000
185,000
180,000
175,000

FY 13   FY 14   FY 15   FY 16   FY 17   FY 18   FY 19   FY 20   FY 21   FY 22

Soldier Life Cycle Analysis

Stacked full bar chart dividing the total cohort into specific categories

FY12 Cohort Gains: 268

Conditional Release: 24 (9%), 24

ETS: 12 (4%), 12

Voluntary Request: 1 (0%), 1

Other (Misconduct, Medical, etc.): 35 (13%), 35

UNSAT Participation: 7 (3%), 7

Entry Level Separation: 28 (10%), 28

Cohort Losses NPS: 107 / 40%

Flag APFT: 25 / 49%
Flag HT/WT: 15 / 29%
Flag Other: 11 / 22%

Flagged & Not Eligible for Reenlistment: 51 (19%), 51

No Flag/Eligible for Reenlistment: 110 (41%), 110

Cohort Retained NPS: 161 / 60%

% Flagged of Remaining Cohort

NPS Flagged: 32%
NPS No Flag: 68%

Soldier Life Cycle Analysis

Stacked full bar charts split into distinct categories with raised effects

FY13 Cohort Gains: 10627

Flagged/Eligible for Reenlistment: 1944 (18%)

No Flag/Eligible for Reenlistment: 3577 (33%)

RETAINED : 5521 / 52 %

ETS: 410 (4%)

Voluntary Request: 85 (1%)

Conditional Release: 590 (6%)

Other(Misconduct, Medical, etc): 2892 (27%)

UNSAT Participation: 1129 (11%)

LOSSES: 5106 / 48%
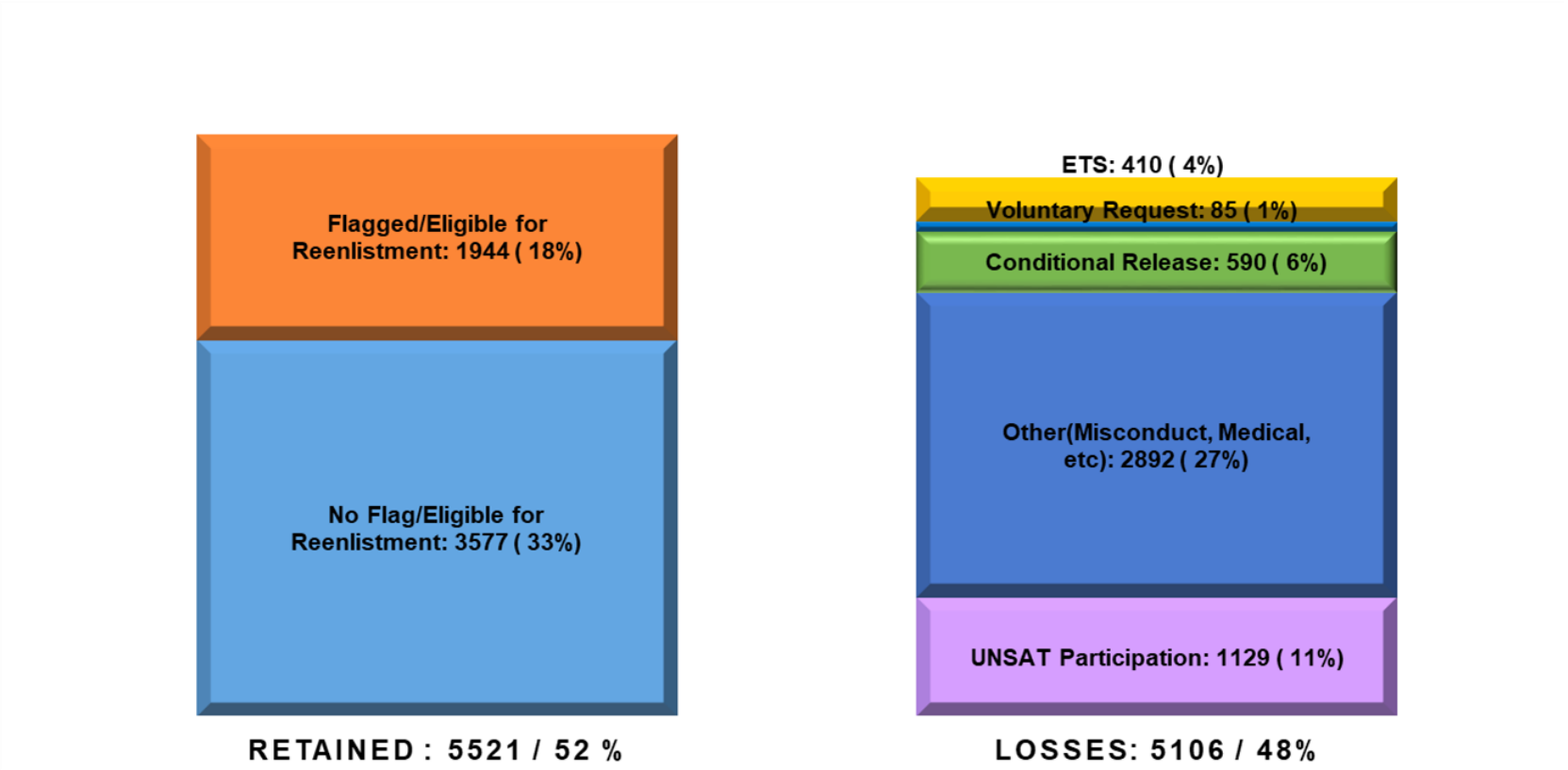
48% of the Soldiers accessed in FY13 are losses. Of the 52% retained, 18% of them are flagged and 33% are eligible for reenlistment.
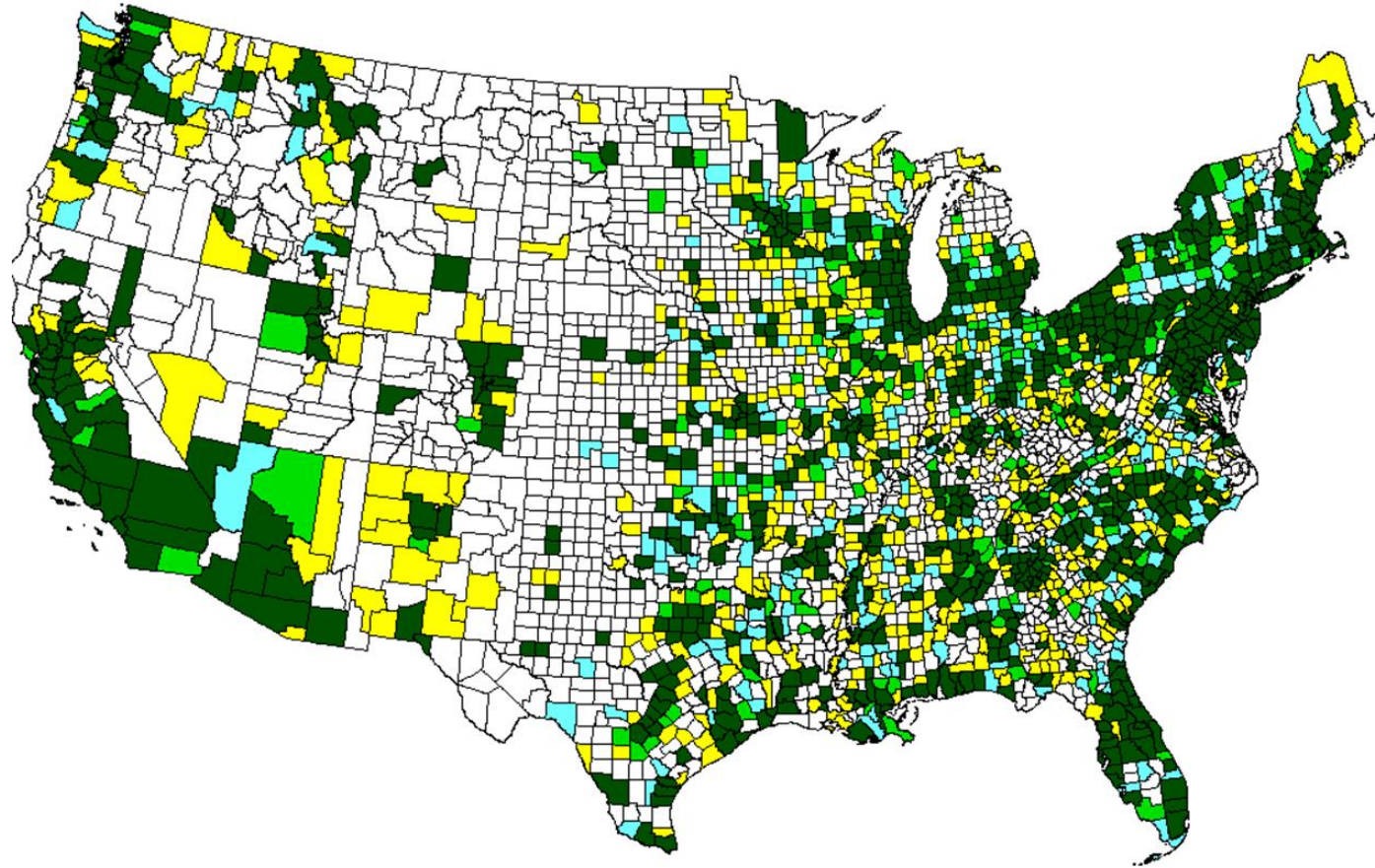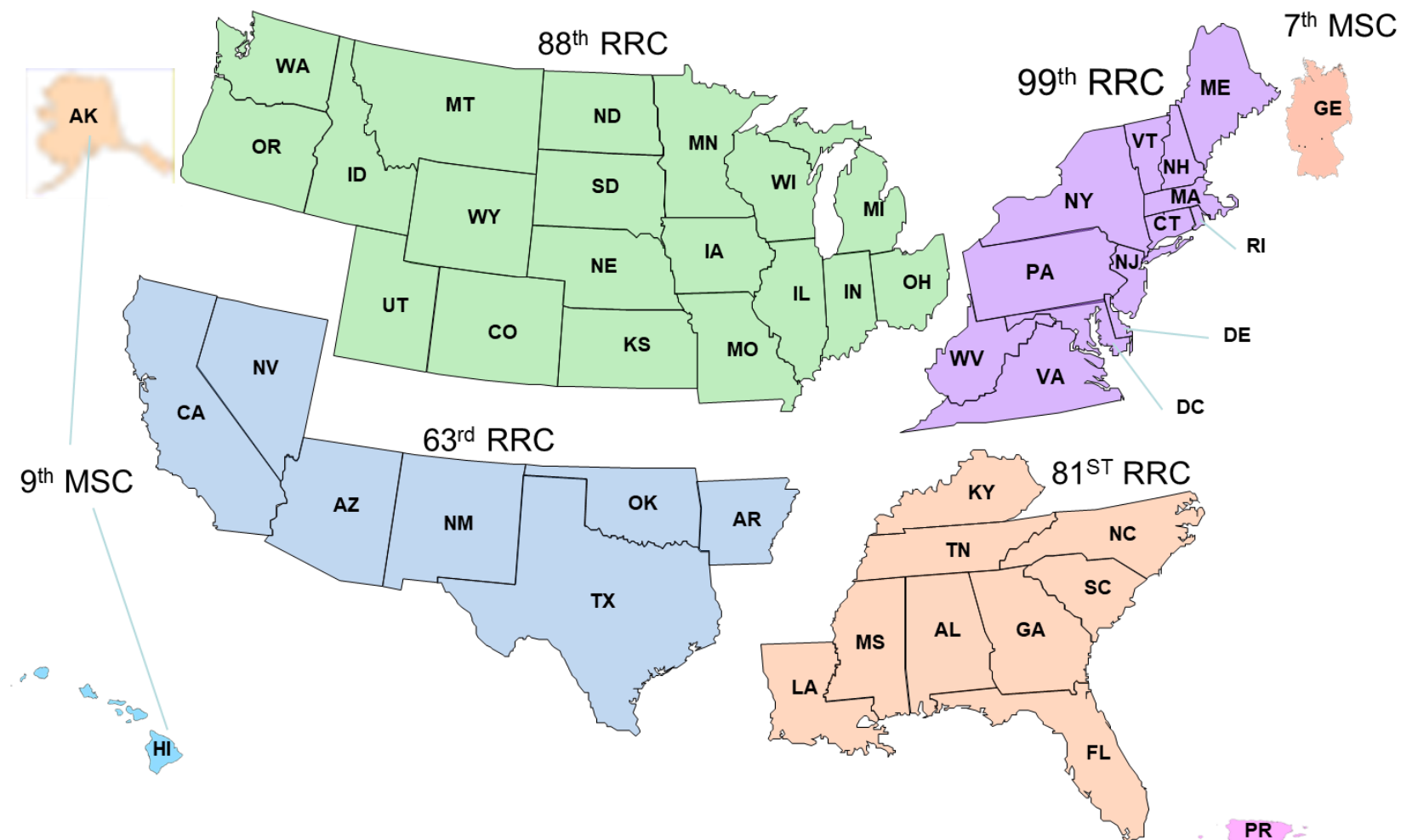
Historical Attrition

Year	Value
FY00	25.44%
FY01	23.92%
FY02	21.54%
FY03	19.64%
FY04	20.58%
FY05	20.73%
FY06	18.52%
FY07	20.98%
FY08	18.12%
FY09	14.83%
FY10	14.52%
FY11	15.92%
FY12	15.76%
FY13	16.44%
FY14	16.85%
FY15	15.11%
FY16	16.53%
FY17	17.51%
FY18	16.90%
FY19	15.79%
FY20	17.85%
FY21	16.74%
FY22	14.38%
FYTD 22	19.17%
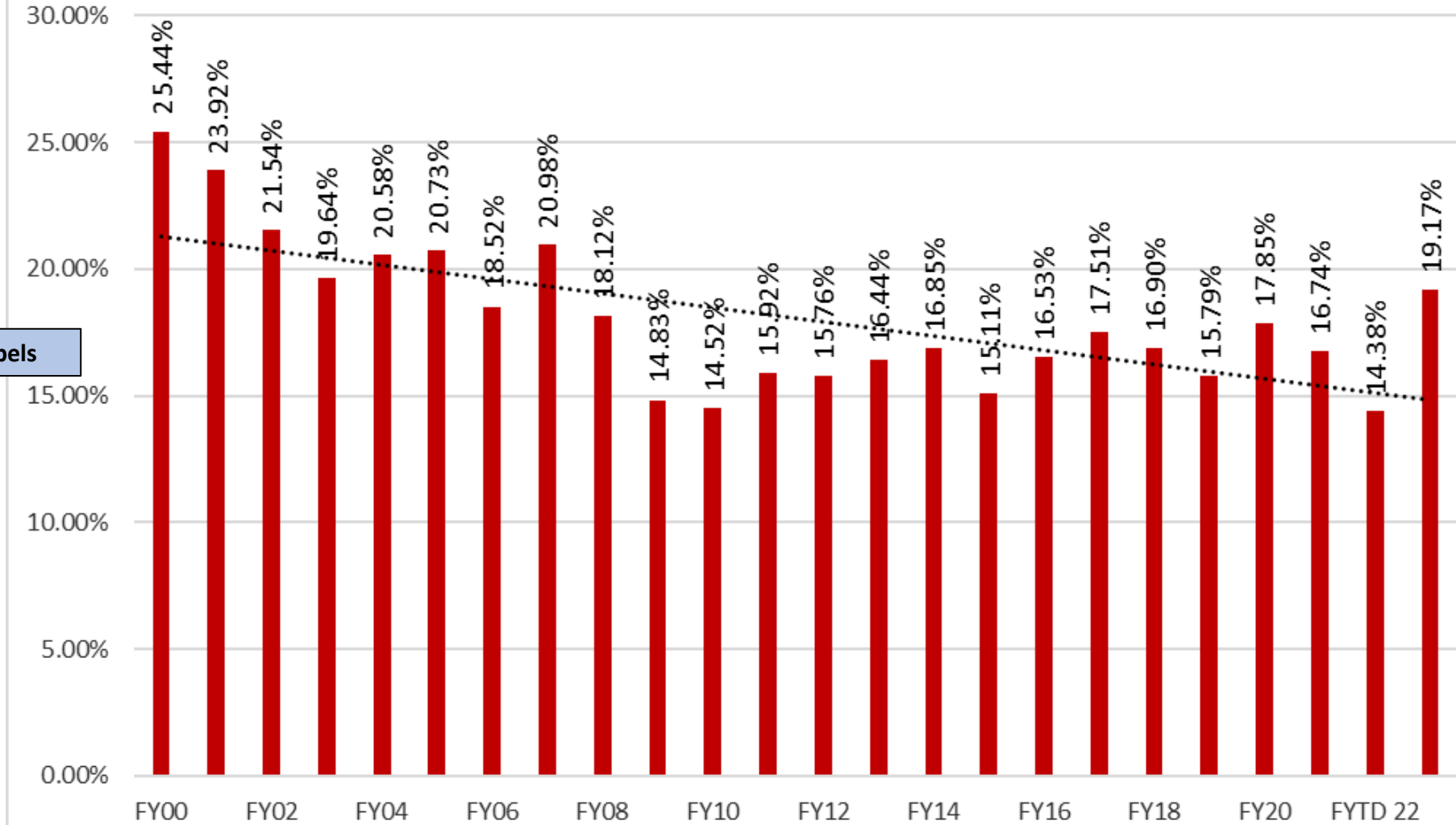
Trend line and bar labels

Army Reserve TPU Population by County

Thematic heat map with US County overlay w/ FIP inputs

RRC by STATE

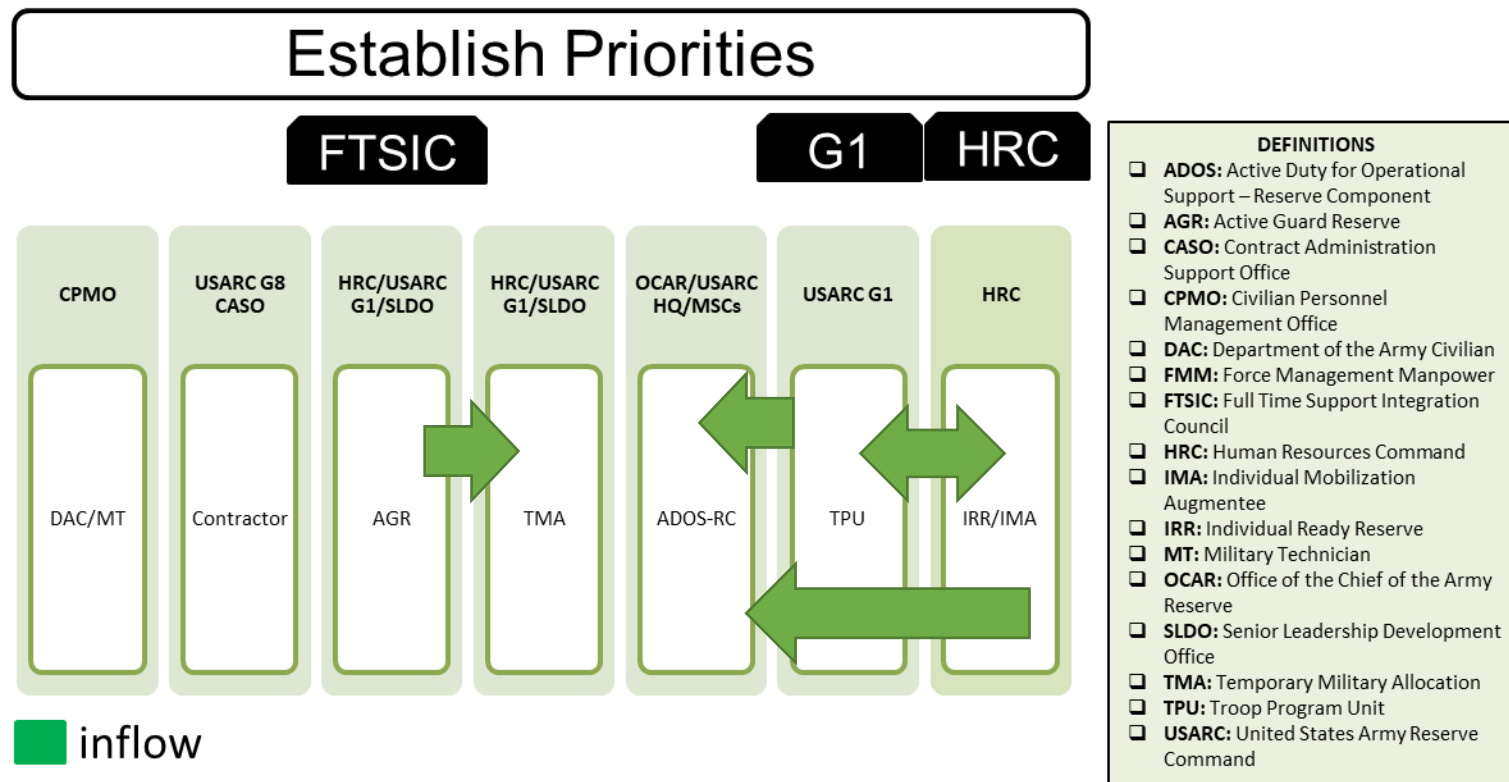**88th RRC**

7th MSC

99th RRC

63rd RRC

9th MSC

81ST RRC

WA
MT
OR
ID
WY
UT
CO
ND
MN
SD
NE
KS
WI
IA
IL IN OH
MI
MO

AK

NV
CA
AZ
NM
TX
OK
AR

HI

ME
VT
NH
NY
MA
CT
PA
NJ
WV
VA
RI
DE
DC

GE

KY
TN
NC
SC
MS AL GA
LA
FL

PR

Army Reserve People Strategy

HOLISTIC MANNING STRATEGY

Establish Priorities

FTSIC   G1   HRC

CPMO	USARC G8 CASO	HRC/USARC G1/SLDO	HRC/USARC G1/SLDO	OCAR/USARC HQ/MSCs	USARC G1	HRC
DAC/MT	Contractor	AGR	TMA	ADOS-RC	TPU	IRR/IMA

■ inflow

DEFINITIONS

- **ADOS:** Active Duty for Operational Support – Reserve Component
- **AGR:** Active Guard Reserve
- **CASO:** Contract Administration Support Office
- **CPMO:** Civilian Personnel Management Office
- **DAC:** Department of the Army Civilian
- **FMM:** Force Management Manpower
- **FTSIC:** Full Time Support Integration Council
- **HRC:** Human Resources Command
- **IMA:** Individual Mobilization Augmentee
- **IRR:** Individual Ready Reserve
- **MT:** Military Technician
- **OCAR:** Office of the Chief of the Army Reserve
- **SLDO:** Senior Leadership Development Office
- **TMA:** Temporary Military Allocation
- **TPU:** Troop Program Unit
- **USARC:** United States Army Reserve Command

Full Time Support Integration Council: FTSIC is intended to facilitate personnel solutions in support of HQ USARC and its MSCs, not other organizations, including deployments.
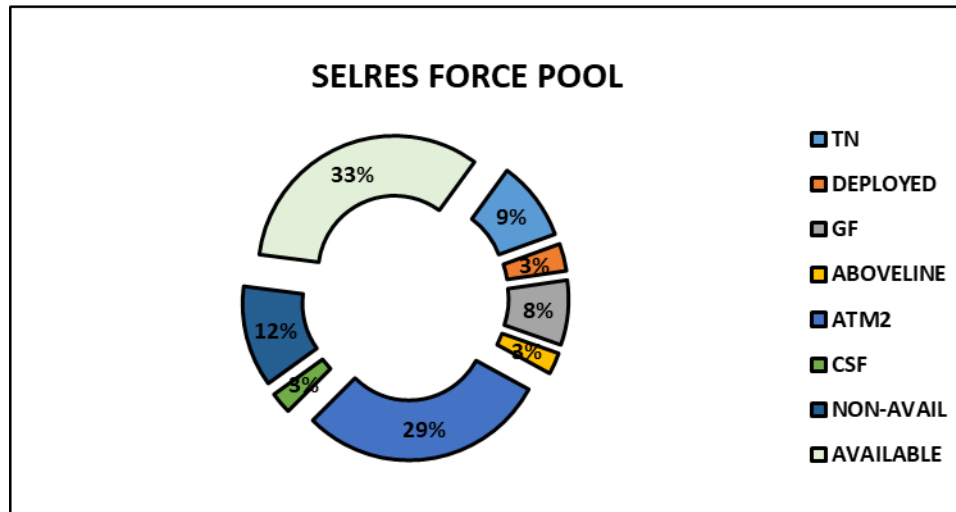
G-3/5/7 FMM: integrates the planning, programming, and budgeting of manning, equipping, and stationing of U.S. Army Reserve units, maintains oversight of U.S. Army Reserve full-time support requirements, authorization, and documentation.

OCAR: focuses on policy issues; leads programming; manages the Full-Time Support Program (future); interfaces between the component and the HQDA, Joint Staff, and OSD. OCAR sets strategic priorities for the Army Reserve.

SELRES Force Pool

	SELRES	Starting End Strength	186,040	AS of 30 JUN 21, Data Source: TAPDB-R
PRIORITY	CATEGORY	TOTAL	BALANCE	DEFINTION
1	TN	17,582	168,458	TRAINING PIPELINE (TN, SM, EC)
2	DEPLOYED	6,038	162,420	DEPLOYED
3	GF	14,291	148,129	TRAINING COMMAND (80th, 84th, 108th)
4	ABOVELINE	4,773	143,356	OCAR, USARC, IMA SOLDIERS
5	ATM2	54,971	88,385	DEPLOYABLE SOLDIERS ASSIGNED TO ATM2
6	CSF	4,784	83,601	DEPLOYABLE SOLDIERS ASSIGNED TO CSF
7	NON-AVAIL	22,312	61,289	MVNAR NON-DEPLOYABLE SOLDIERS, FLAGGED, MEDICAL
8	AVAILABLE	61,289	0	SOLDIERS AVAILABLE TO DEPLOY

- **9,872 SMs of the Available cohort are pre-slotted for one-to-one vacancy fills within ATM2 and CSF units**
- **Remaining 51,417 SMs are available for additional mission requirements and/or replacement operations**

SELRES FORCE POOL

- TN
- DEPLOYED
- GF
- ABOVELINE
- ATM2
- CSF
- NON-AVAIL
- AVAILABLE

33%
9%
3%
8%
2%
29%
3%
12%

- Soldiers are placed into distinct cohorts based upon current categorical prioritization.
- Soldiers are accounted for one time: once binned in a higher category, the Soldier is no longer available for subsequent categories.

Medical Force Pool

SELRES Churn