



***Subcommittee on Ensuring a Ready, Capable,  
Available and Sustainable Operational Reserve***

**Observations from Defense Manpower Data Center's (DMDC)  
Status of Forces Survey of Reserve Component Personnel**

**As presented to the Full Board in Open Session on 5 March 2014**

***Vice Admiral John Cotton, USN (Ret)  
Subcommittee Chair***



# Purpose



- To present observations from a review of recently released Defense Manpower Data Center's Status of Forces Survey of Reserve Component Personnel.

## The Defense Manpower Data Center

DMDC is the Department of Defense's human resource information source, serving as the authoritative source of information on over 42 million people (current members and those previously connected to DoD). Among its functions is the conduct of DoD-wide personnel surveys to provide empirical data quickly to senior Pentagon leaders for more timely and informed policy decisions.

## The Data

Data in this presentation comes from two primary sources: 1) The Status of Forces Survey of Reserve Component Personnel, December 2013: Leading Indicators Briefing and 2) The Status of Forces Survey of Reserve Component Personnel, September 2012 : Briefing on Activations/Deployments, Effects of Activations/Deployments, and Retention and Future Activations.



# General Observations

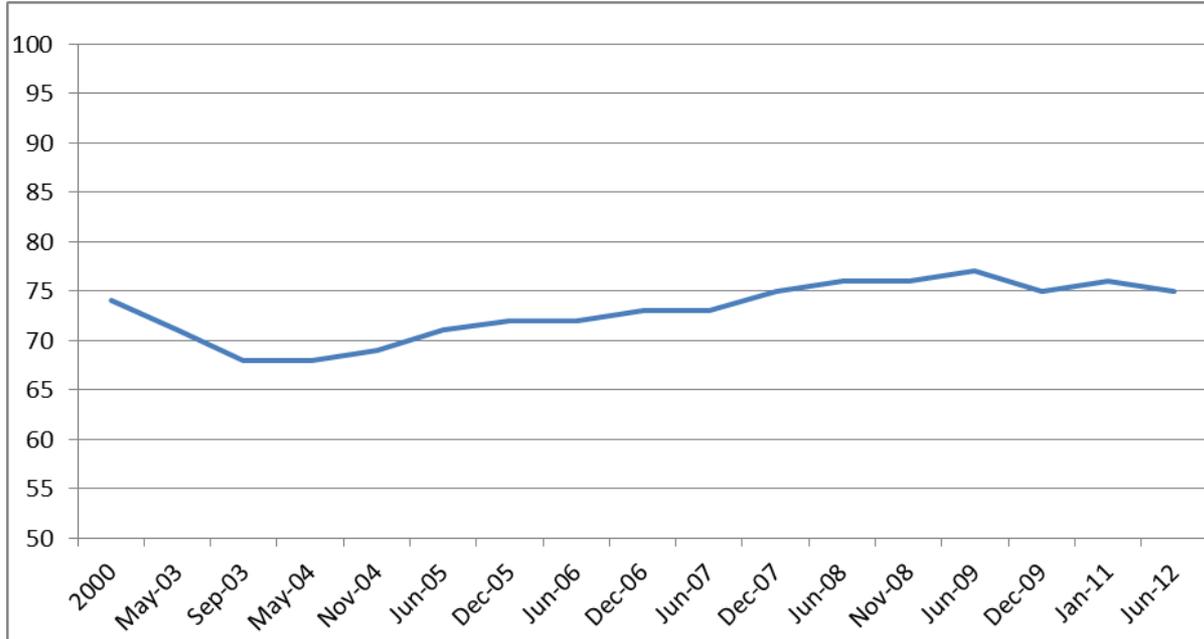
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- More than half of RC Members have been activated one or more times since 9/11, with most activations greater than 30 days resulting in deployments to a combat zone.
- Most Reserve Component members are satisfied with the Military Way of Life and their families and employers support their participation in the military.
- Given the opportunity, most Reserve Component members choose to stay in. The top factor influencing continued service is the opportunity to serve.
- Reserve Component Service Members, many of whom have served through multiple deployments, continue to support recurring use of the Reserve Components and are willing to serve in support of a wide variety of missions at home and abroad.



# Reserve Component Satisfaction with the Military Way of Life



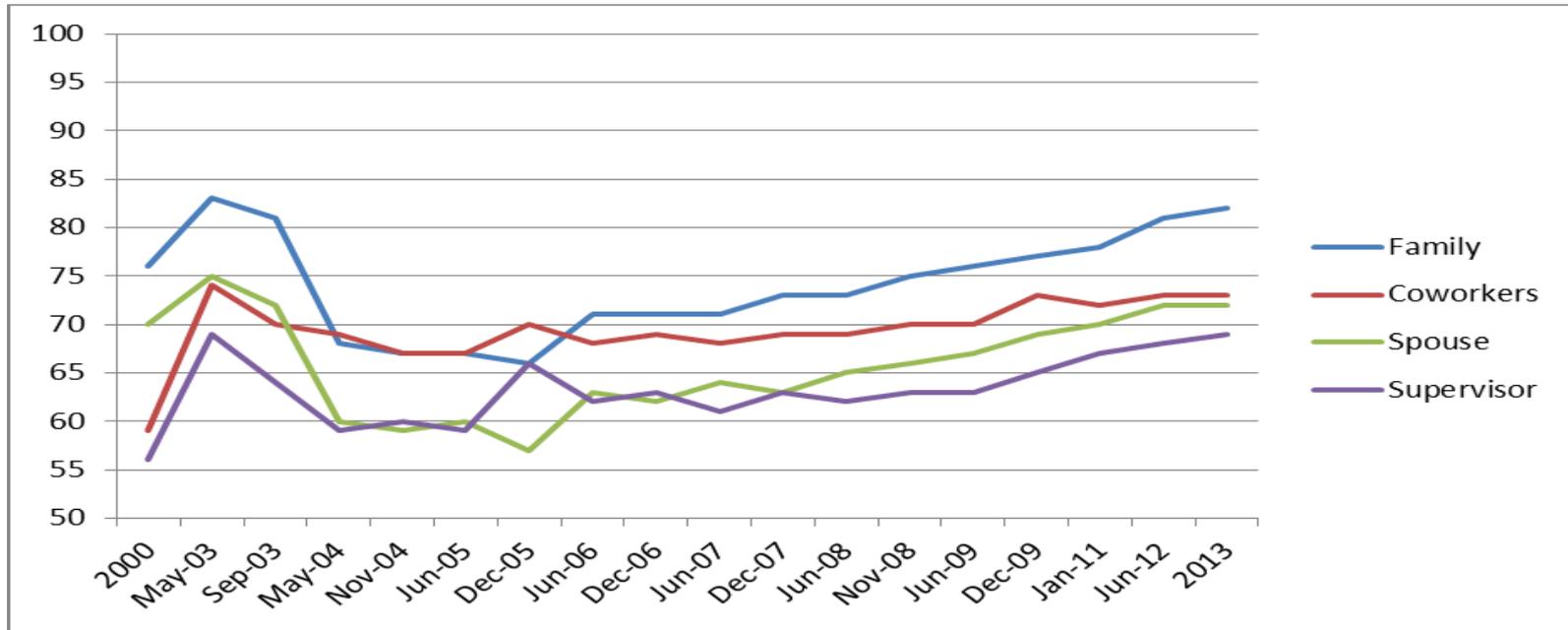
**Component Highs and Lows**  
(Percent of Respondents)

COMP	Low	Hi	Curr
ARNG	2004	2009	75
	62	76	
USAR	2004	2012	72
	60	74	
USNR	2006	2009	75
	73	80	
USMCR	2005	2012	66
	62	74	
ANG	2003	2009	80
	77	84	
USAFR	2004	2009	79
	77	83	

- 75% of serving Reserve Component Service Members are satisfied with the Military way of Life; Recent highs but starting to dip.



# Views of Participation in the Nation Guard and Reserve

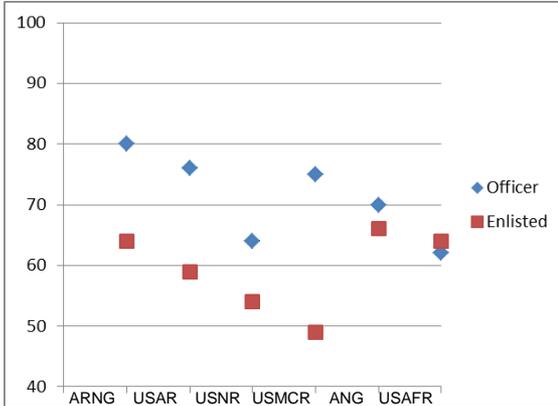


- Vast Majority (69-82%) of Families, Coworkers, Spouses and Supervisors have favorable views of RC Service.

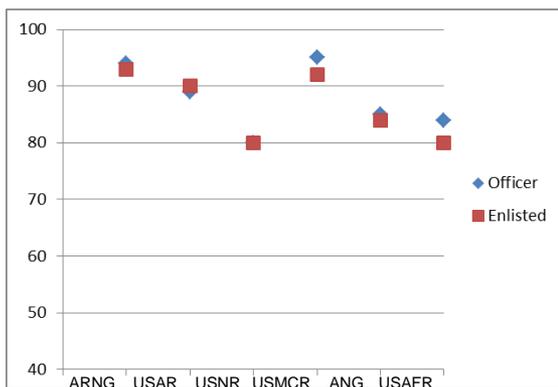


# Activations

## Members Activated More than 30 Days



## Members Activated More than 30 Days Resulting in Deployment to a Combat Zone



- **64%** of RC Members have been activated one or more times (for more than 30 days) since 9/11.
- Average number of deployments **2.1**.
- Average days activated (Voluntary / Involuntary): **494/412**.
- Most activations greater than 30 days resulted in deployment to a combat zone (89%) – highest among ground components.
- Rate of activations is higher among Officers than enlisted (except ANG and USAFR) and may indicate the loss of combat experienced enlisted personnel.

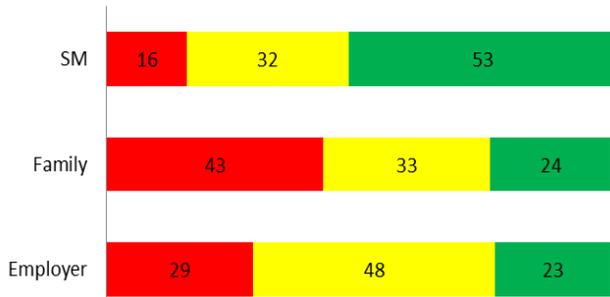


# Effects of Activations



## Effects of Repeated Deployments

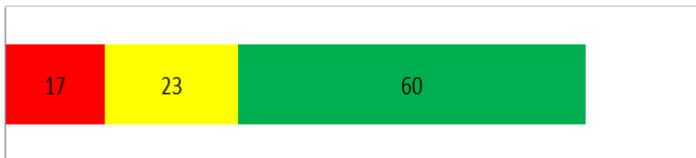
■ Negatively   ■ Neither Positively or Negatively   ■ Positively



- For personnel with more than one deployment since 9/11, **53%** of members noted positive personal effects.

## Change in Income and Benefits During Most Recent Deployment

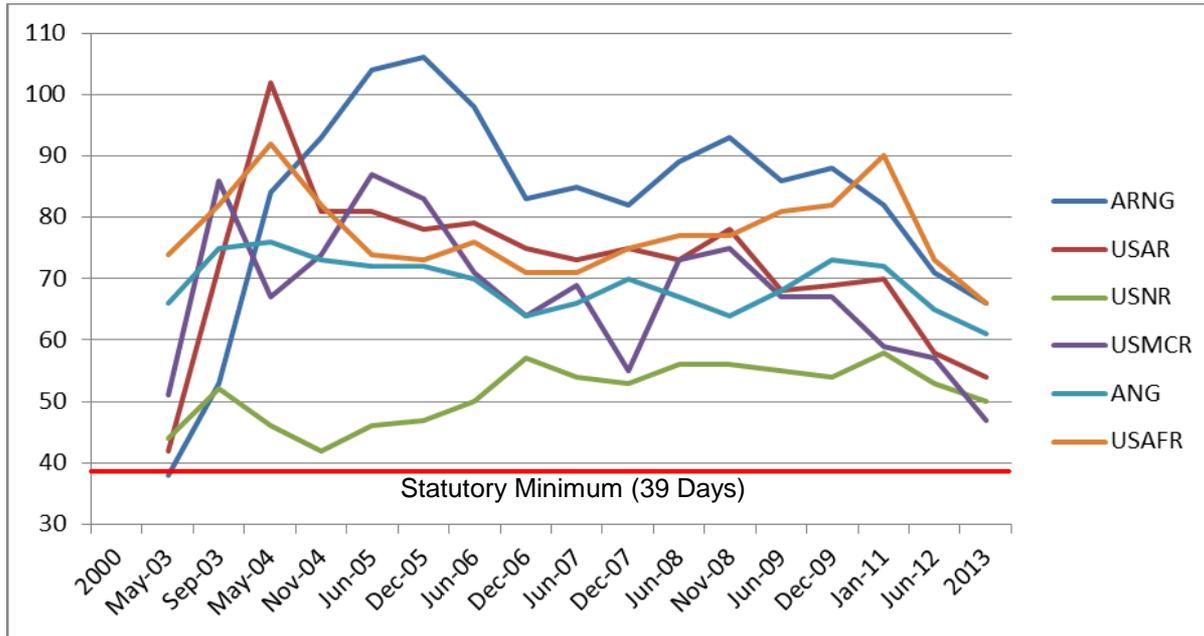
■ Decreased   ■ Stayed the Same   ■ Increased



- During their most recent deployment, **60%** of members reported an increase in Income and Benefits.



# Compensated Days



## Component Officer/Enlisted Days and Averages

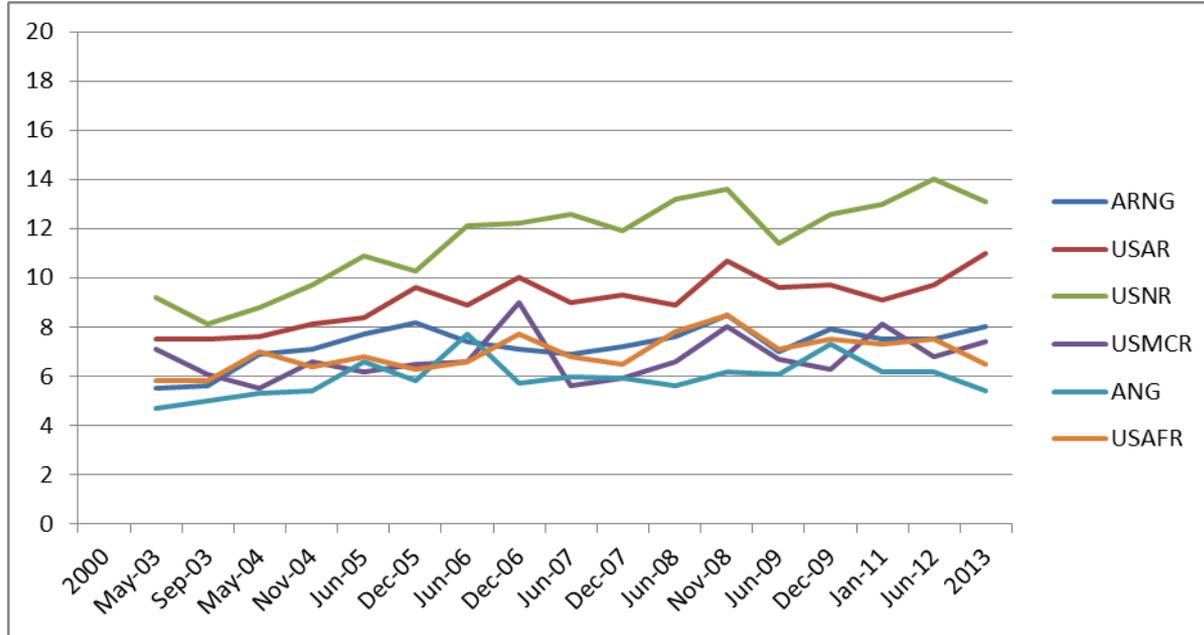
COMP	OFF	ENL	AVG
ARNG	90	63	66
USAR	73	50	54
USNR	64	45	50
USMCR	82	43	47
ANG	84	58	61
USAFR	78	63	66

Note: Full Compensated Days for Non-FTS Personnel

- All Reserve Components have averaged well over the statutory minimum of 39 compensated days for the past decade.
  - Reserve Component personnel averaged **61** days of compensated duty in the 12 preceding months; down from highs in 2005 (85 days) and 2008 (81 days).
  - Ready Reserve minimum from Title 10 Section 10147 requires participation in 48 drills/training periods and 14 days on active duty for training (excluding travel).



# Uncompensated Hours



**Component Officer/Enlisted Hours and Averages**

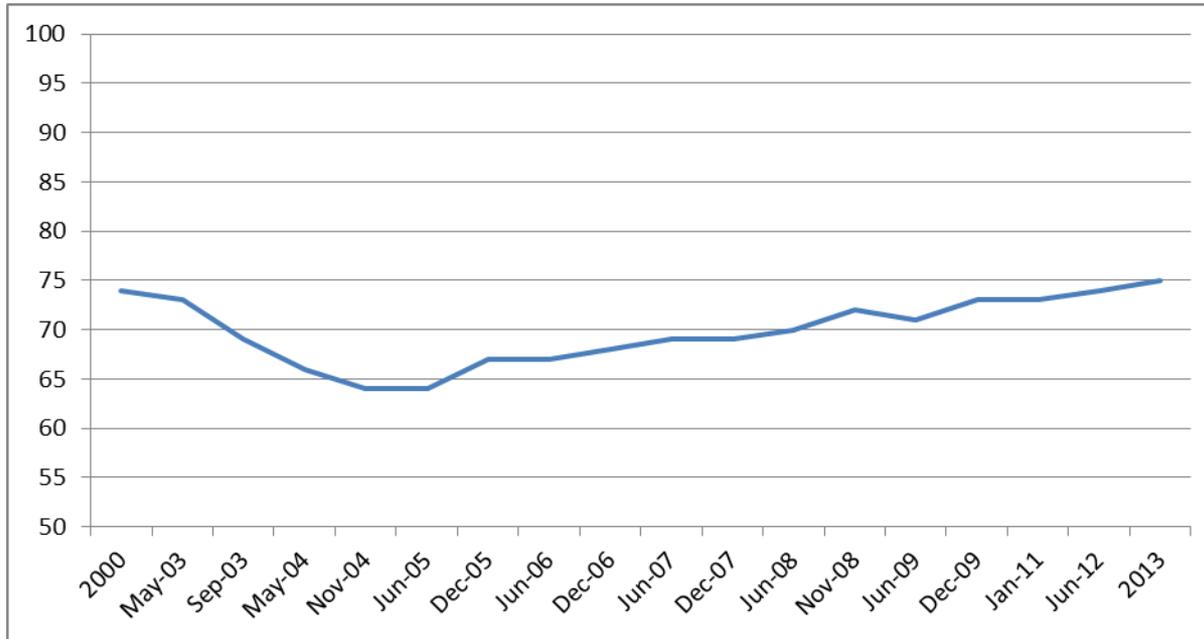
COMP	OFF	ENL	AVG
ARNG	16.9	6.8	8.0
USAR	17.3	9.7	11.0
USNR	16.2	12.1	13.1
USMCR	13.7	6.7	7.4
ANG	10.5	4.6	5.4
USAFR	10.3	5.6	6.5

Note: Full Compensated hours for Non-FTS Personnel

- Reserve Component personnel perform unit business in an unpaid off-duty status.
  - Averaged between 7-9 hours per month from 2004-2013.
  - Equates to approximately 12 uncompensated days per year performing unit business.



# Likelihood Service Members will Stay in the Reserve Components



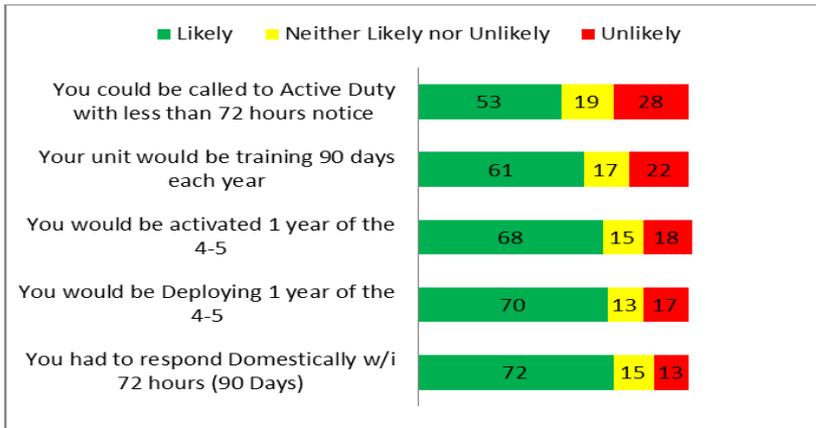
**Component Highs and Low**

COMP	Low	Hi	Curr
ARNG	2004	2013	2013
	58	73	73
USAR	2005	2013	2013
	56	72	72
USNR	2006	2003	2013
	73	82	79
USMCR	2005	2012	2013
	44	58	57
ANG	2003	2009	2013
	78	84	83
USAFR	2005	2013	2013
	76	82	82

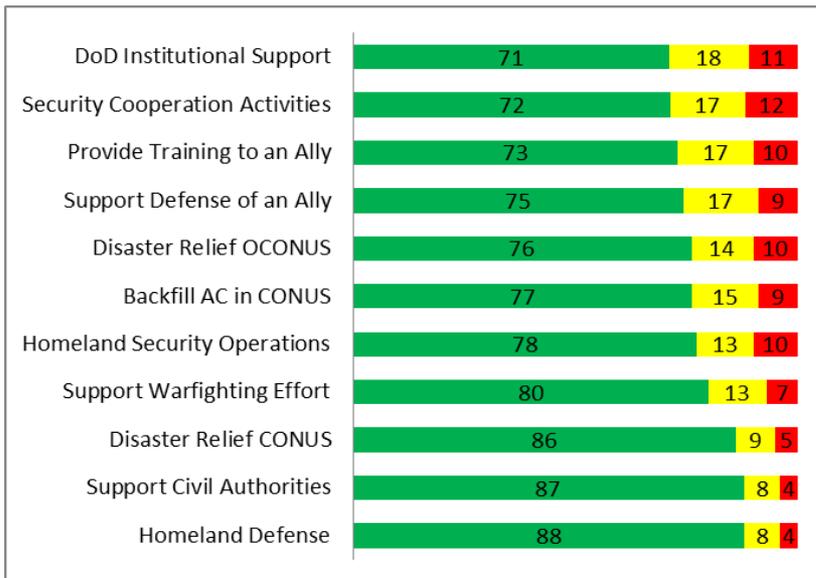
- 75% of serving Reserve Component Service Members choose to stay in; an increasing trend.
- Top 3 factors influencing continued service: opportunity to serve (24%); military pension (12%); and opportunity for advancement (11%).



# Likelihood Service Members will Stay in for 4-5 years if.....



## Willingness to be Activated for Specific Causes



- Strong majority of Reserve Component Service Members are likely to continue serving even if there are lengthy, recurring, or short notice deployments.
- Vast majority of Reserve Component Service Members are willing to support any mission, at home or abroad, that the Nation requires.



# Closing Observations

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- For more than a decade, Reservists and National Guardsmen have shown themselves to be ready, accessible, and available to support the needs of our Nation while at war.
- Some have suggested Reservists and National Guardsmen, their families, and employers are weary of repeated activations and deployments.
- The data suggests quite to the contrary - That Reservists and National Guardsmen intend to continue their service; their families and employers support their participation; and they are willing to serve in support of a wide variety of missions at home and abroad.



# Questions?

*Vice Admiral John Cotton, USN (Ret)*  
*Subcommittee Chair*



# BACKUP



# Data Details



- The SOFS-R, December 2013 Briefing
  - Survey Fielded July 30-September 18, 2013 with a sample size of 80,423
- The SOFS-R, September 2012 Briefing
  - Survey Fielded January 30-March 8, 2012 with a sample size of 109,999
- Complete list of data sets used:

2007-2013				
Survey	Administration Dates	Sample Size	Response Rate	Margin of Error <sup>a</sup>
2013	07/24/13-09/18/13	80,423	23%	±1.2%
Jun 2012	06/29/12-09/10/12	112,824	26%	±1.0%
Jan 2012	01/30/12-03/08/12	109,999	26%	±0.9%
Jan 2011	01/10/11-02/18/11	120,724	23%	±1.2%
Dec 2009	11/23/09-01/08/10	85,545	27%	±1.0%
Jun 2009	06/15/09-07/24/09	82,565	28%	±1.1%
Nov 2008	11/04/08-12/19/08	97,284	29%	±0.9%
Jun 2008	06/09/08-07/17/08	78,557	25%	±0.9%
Dec 2007	11/26/07-01/17/08	81,961	31%	±0.7%
Jun 2007	06/04/07-07/12/07	65,292	30%	±1.4%

2000-2006				
Survey	Administration Dates	Sample Size	Response Rate	Margin of Error <sup>a</sup>
Dec 2006	12/04/06-01/11/07	60,296	34%	±1.2%
Jun 2006	05/22/06-06/29/06	58,596	34%	±1.0%
Dec 2005	12/05/05-01/12/06	64,955	36%	±0.8%
Jun 2005	06/13/05-07/21/05	211,003	36%	±0.9%
Nov 2004	11/08/04-12/16/04	66,612	42%	±1.0%
May 2004	04/26/04-06/03/04	55,794	39%	±1.0%
Sep 2003	09/08/03-10/16/03	55,155	38%	±1.5%
May 2003	04/30/03-06/12/03	71,701	40%	±1.3%
2000 RCS <sup>b</sup>	08/11/00-12/29/00	74,487	47%	±0.9%