

Using Marine Corps Manpower Performance Indicators to Create Unit Profiles

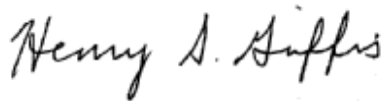
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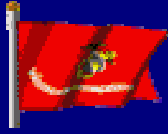
A handwritten signature in black ink that reads "Henry S. Griffis". The signature is written in a cursive style with a large initial 'H'.

Henry S. Griffis, Director
Workforce, Education and Training Team
Resource Analysis Division

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What Can Commanders Learn About Their Units From the MPIs?



www.manpower.usmc.mil/mpi

The Manpower Performance Indicator (MPI) site is accessed through the Marine Corps Manpower & Reserve Affairs (M&RA) website (<https://www.manpower.usmc.mil>).

Because of the nature of the data stored on the MPI site, only authorized personnel—that is, unit commanders and administration personnel—may request access to the MPIs. They must first complete an M&RA account form (located at <https://www.manpower.usmc.mil/registration>) or click the “Register” link in the upper-right corner of the M&RA homepage. Once an M&RA account is obtained, the MPI site is accessible at <https://www.manpower.usmc.mil/mpi>. The MPIs are also accessible through a link on the M&RA homepage (under Online Applications).

All data used are based on Marine Corps Total Force System (MCTFS) reporting. The website is updated daily.

Background

- Using MPIs, we have created some summary information about battalions and squadrons that a commanding officer might want to know

In this document, we used the MPIs on the website to create some examples of briefings that commanders could create for their commands. We have annotated two of the briefings: one for a battalion (1st Battalion 6th Marines) and one for a squadron (VMFA-224). Briefing slides for seven other commands are presented in the appendix:

- 3rd Battalion 4th Marines (3/4)
- 3rd Battalion 1st Marines (3/1)
- 3rd Battalion 5th Marines (3/5)
- HMLA-367
- HMLA-369
- HMH-464
- HMM-262.

Because the website is updated daily, commanders can check current situations in their units on a regular basis.*

*We have prepared a template that units can use for their own data. This template is included on the CD or can be obtained from Moskowm@cna.org.

1st Battalion 6th Marines (1/6)



The 1st Battalion 6th Marines (1/6) is one of three battalions in the 6th Marine Regiment. Located at Marine Corps Base, Camp Lejeune, North Carolina, the 1st Battalion 6th Marines is part of the 2nd Marine Division, which includes 16,000 or so Marines.

We extracted the MPIs at the end of August 2006, just as 1/6 was preparing to deploy to Iraq.

1st Battalion 6th Marines



- At the end of August 2006, there were 913 Marines assigned to 1/6
 - 866 Enlisted
 - 45 Officers
 - 2 Warrant Officers
- 740 of the Marines in 1/6 have Infantry MOSs (03s)
- 31% of the Marines in 1/6 were not in the Marine Corps 2 years ago

This slide shows the personnel in 1/6 as of the end of August 2006, just as 1/6 was getting ready for a September 2006 deployment.

Most Marines in infantry battalions have infantry MOSs. In 1/6, 740 of the 913 Marines in the battalion had infantry Military Occupational Specialties (MOSs).

The Marine Corps is a young force. Almost one-third of the Marines in 1/6 at the end of August 2006 entered the Marine Corps in September 2004 or later.

Deptempo of Marines Currently in 1/6



- Deptempo is measured as a ratio of deptempo event days to non-deptempo event days over the last 2 years
- 50% of the Marines in 1/6 have ratios of 1:2 (458 Marines)
- 6 Marines have ratios of 1:1
 - All are enlisted infantry Marines

Deptempo events are operations, exercises, unit training, home station training, and mission support TDY.

Since FY01, all the Services have been required to keep records of deployment tempo (deptempo) event days. DoD mandated that the Services keep track of five categories of deptempo events: operational days, exercise days, unit training days, home station training days, and mission support temporary duty (TDY) days. Any day that a Servicemember is engaged in one of these activities and is not at home in his or her bed at night is counted as a deptempo day.

The website allows one to look at deptempo event days over the last 2 years by number, type, or the ratio of deptempo event days to non-deptempo event days. As of late August 2006, half of the Marines in 1/6 had spent one-third of the time in some deptempo event (ratios of 1:2). Six of the Marines in the battalion had spent half of their last 2 years in deptempo events.

Note that this is the deptempo history of Marines in 1/6 as the unit is about to deploy. Some of the Marines in 1/6 had their past deptempo events when they were assigned to other Marine Corps units. In short, this is not the deptempo history of the 1/6 battalion, which we'll discuss in the next slide. Instead, it is the deptempo history of Marines in 1/6 as of late August 2006.

1/6 Battalion Deployments: Last 2 Years



- 1/6 had a deployment that ended in September 2004
- 7 months later, 1/6 deployed again, from March 2005 to September 2005
- There were “other” deployment activities for 1/6 in March, May, and June 2006 and in January 2005
- At the end August 2006, 1/6 was preparing for a new deployment; as of 10 October, 844 of the 876 Marines (96.3%) in 1/6 were deployed for operations.

The information used in operational tempo MPIs is based on monthly unit and/or community snapshots. Some MPIs provide a historical view of the unit’s deployment stress over time. For these MPIs, the population is constantly changing due to normal unit/community turnover over time. This deployment history of the unit/community is often called “Follow the Flag.” The website provides histories for the past 2 years.

1st Battalion 6th Marines’ deployment to Afghanistan for Operation Enduring Freedom ended in September 2004. Its next deployment—for Operation Iraqi Freedom III—was in March 2005, when the unit deployed to the Anbar Province. 1/6 returned from this deployment in September 2005. The battalion deployed again in September 2006.

No. of OIF/OEF Deployments by Marines Currently in 1/6



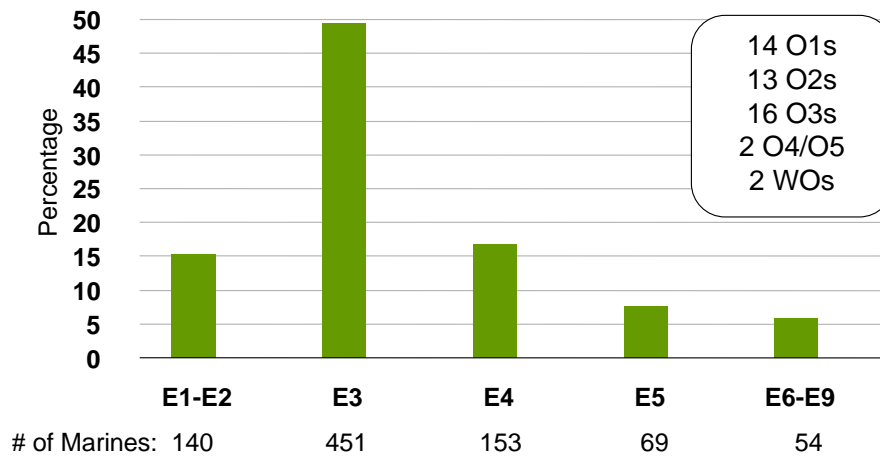
- Deployments of 180 consecutive days:
 - 46% of Marines had 1 deployment (425 Marines)
 - 10% had 2 deployments (89 Marines)
- Deployments of 90 consecutive days:
 - 46% had 1 deployment
 - 12% had 2 deployments
 - 3 Marines had 3 deployments

The MPI website also allows the user to look at the number of deployments for Operation Iraqi Freedom/Operation Enduring Freedom (OIF/OEF) for Marines in a particular unit. Unlike the deptime event days, which are only tracked for the last 2 years, deployments are tracked since the Global War on Terrorism (GWOT) began.

Almost half of the Marines currently in 1/6 had one previous deployment of at least 180 days.* Eighty-nine Marines (or 10 percent of the Marines in 1/6) have had two deployments of at least 180 days. These numbers may seem low, but remember that almost one-third of the Marines in 1/6 have been in the Marine Corps for 2 years or less. Since entry-level training takes about 8 months, these Marines have not been in the Corps long enough to have had many deployments.

*The website allows the user to pick the number of days that define a deployment (in 30-day increments).

Rank Distribution of Marines in 1/6

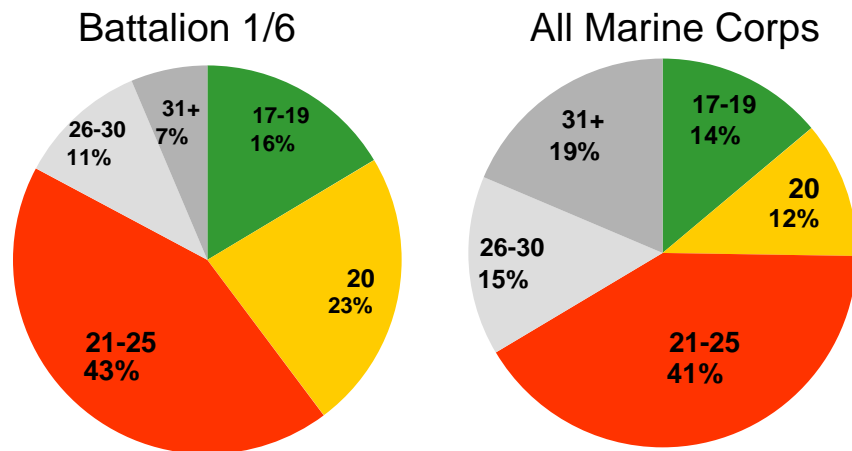


This slide shows the rank distribution of the Marines in 1/6 as of late August 2006.

It is interesting to compare the rank distribution of 1/6 (which is typical for an infantry battalion) with that of the entire Marine Corps. In the Corps, proportionally more Marines are in grades E1 and E2, but the great majority of these Marines are still in their initial skill training. If we condition on having completed initial skill training and having an assignable MOS, E1s and E2s are overrepresented in battalions, relative to their overall representation in the Marine Corps. Similarly, Lance Corporals (E3s) are overrepresented in infantry battalions relative to their overall representation in the Corps; Lance Corporals make up less than 23 percent of the Marine Corps. Corporals (E4s) have similar representation in the battalions, as well as in the Corps overall. All other grades are underrepresented in infantry battalions.*

*We report the Marine Corps' enlisted rank distribution on slide 18.

Age Distribution



This slide compares the age distribution of Marines in 1/6 with that of the entire Marine Corps. Although the entire Marine Corps is a young organization, Marines in infantry battalions are even younger than the overall Marine Corps.

The percentages of Marines under the age of 21 are 26 percent for Marines overall and 39 percent in 1/6. Similarly, whereas 67 percent of all Marines are 25 years old or younger, 82 percent of Marines in 1/6 are age 25 or younger.

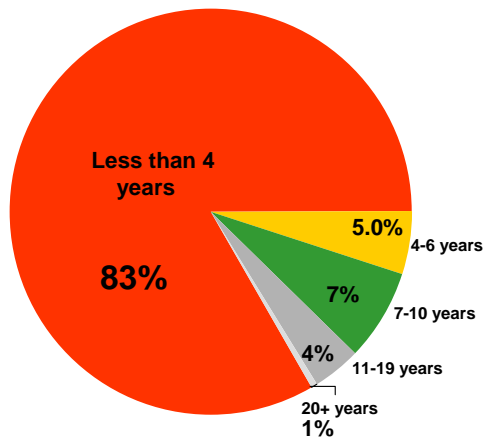
Just as battalion Marines are younger than the average Marine, the Marine Corps is younger than the other Services. Seven percent of all DoD Servicemembers are under 20 years old, compared with 12 percent of Marines. And, whereas 36 percent of all DoD Servicemembers are age 30 or older, the percentage in the Marine Corps is about 20 percent.

Note: The Defense Manpower Data Center provided tabulations for all Services as of September 2005.

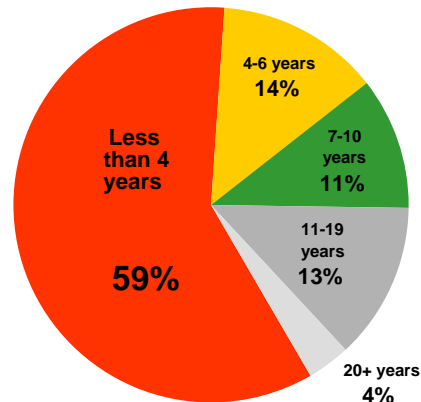
Years-of-Service Distribution



Battalion 1/6



All Marine Corps



This slide compares the years-of-service distributions for the Marines in 1/6 versus the entire Marine Corps. Again, Marines in the battalion have fewer years of service than is average for the Corps as a whole. Marines who have less than 4 years of service represent:

- 59 percent of the entire Marine Corps
- 83 percent of the Marines in 1/6.

Of all the military Services, the Marine Corps has the highest percentage of Servicemembers with less than 4 years of service. Data from the Defense Manpower Data Center (DMDC) from September 2005 report the following proportions of members with less than 4 years of service:

- 35 percent Air Force
- 41 percent Navy
- 50 percent Army
- 64 percent Marine Corps.

Racial/Ethnic Distribution



- Battalion 1/6 is 81% white compared with 67% for the Marine Corps
 - 6% are African-American
 - 8% are Hispanic
 - 4% are other ethnicities
 - 1% declined to respond



This slide provides the racial/ethnic distribution of the Marines in 1/6 as of late August 2006. The data on the slide above was drawn from the MPI website.

For comparison purposes, as of September 2005, a DMDC briefing* provides the following racial/ethnic distributions for the Services:

Service	White	African-American	Hispanic	Other
Army	62.7%	22.3%	10.8%	4.1%
Navy	74.4%	15.3%	5.8%	4.5%
Marine Corps	69.7%**	11.6%	14.3%	4.4%
Air Force	62.4%	19.3%	8.0%	10.3%

*Active Duty Demographic Profile, DMDC, Department of Defense, December 2005.

**Marine Corps data in August, 2006 show a smaller percentage of white Marines. The Marine Corps is missing racial information on some Marines, while the DMDC data doesn't include a "declined to respond" category.

Dependents



- 494 dependents for the 914 Marines in 1/6
 - 299 spouses
 - 195 children (57% under age 6)
- For the 591 Privates to Lance Corporals
 - 174 dependents (142 spouses, 32 children)
- For the 222 Non-Commissioned Officers
 - 160 dependents (92 spouses, 68 children)

This slide provides the number of dependents for Marines in 1/6 as of late August 2006. The table below compares the distribution of dependent family members by the Marines' grade for 1/6 with that of the entire Marine Corps. As is clear from the table, Marines in 1/6 with dependents represent a much younger population than do Marines with dependents Corps-wide.

Population	Percentage of dependents	
	1/6	Marine Corps
Private to Lance Corporal (E1-E3)	33.3%	11.0%
Non-Commissioned Officers (E4-E5)	32.2%	31.3%
Senior Non-Commissioned Officers (E6-E9)	24.0%	38.5%
Warrant Officers	1.6%	3.0%
Commissioned Officers	8.9%	16.2%
Total	100.0%	100.0%

VMFA-224 Squadron



Marine All-Weather Fighter Attack Squadron 224 (VMFA-224) is a United States Marine Corps F/A-18 Hornet squadron. Also known as the “Bengals,” the squadron is based at Marine Corps Air Station Beaufort, South Carolina, and is attached to Marine Aircraft Group 31 (MAG-31), 2nd Marine Aircraft Wing (2nd MAW).

VMFA-224 Squadron



- As of 6 September 2006, there were 200 Marines assigned to VMFA-224
 - 168 Enlisted
 - 31 Commissioned Officers (30 pilots/naval flight officers)
 - 1 Warrant Officer
- 17% were not in the Marine Corps 2 years ago
- 4% are female

We collected MPIs for VMFA-224 Squadron as of early September 2006. The slide shows the personnel assigned to the unit at that time. Of the 200 Marines in VMFA-224, 17 percent entered the Marine Corps some time within the last 2 years. Four percent of the Marines in the unit are women.

Squadrons have a larger proportion of officers than do infantry battalions. Virtually all of the officers are aviators who have come through long training pipelines.

Deptempo of Marines Currently in VMFA-224



- Deptempo is measured as a ratio of deptempo event days to non-deptempo event days over the last 2 years
- 40% of the Marines in VMFA-224 have deptempo ratios of 1:2 (79 Marines)
- None have ratios of 1:1
- 44% (87) have ratios higher than 1:3

Deptempo events are operations, exercises, unit training, home station training, and mission support TDY.

Deptempo event days are operational days, exercise days, unit training days, home station training days, and mission support temporary duty (TDY) days. Any day that a Servicemember is engaged in one of these activities and is not at home in his or her bed at night is counted as a deptempo day.

Over the last 2 years, 40 percent of the Marines in VMFA-224 Squadron had spent one-third of the time in some deptempo event (ratios of 1:2). No Marines in the squadron had spent half of their time in deptempo events.

Note that this is the deptempo history of Marines in VMFA-224 as of early September 2006. Some of the Marines in VMFA-224 had their past deptempo events when they were assigned to other Marine Corps units. In short, this is not the deptempo history of the VMFA-224 Squadron, which we'll discuss in the next slide. Instead it's the deptempo history of the Marines in VMFA-224 as of early September 2006.

VMFA-224 Squadron Deployments: Last 2 Years



- VMFA-224 was deployed from January 2005 to July 2005
- Scheduled to deploy in late winter 2007

Whereas some MPIs, such as the ones discussed on the previous slide, provide deptime histories of Marines currently in the unit, other MPIs (such as the one shown here) provide the unit's deptime history. This information is based on monthly unit snapshots.

On 11 January 2005, VMFA-224 deployed to Al Asad Airbase, Iraq, in support of Operation Iraqi Freedom. While in support of OIF, the Bengals employed 65,225 pounds of ordnance and flew over 2,500 sorties and 7,000 hours in direct support of Marine, Army, and Coalition ground units. The unit returned from deployment in July 2005. The unit is scheduled to deploy again in late winter 2007.

Number of OIF/OEF Deployments for Marines Currently in VMFA-224

- Deployments of 180 consecutive days:
 - 48% of Marines had 1 deployment (95 Marines)
 - 2% of Marines had 2 deployments (4 Marines)
- Deployments of 90 consecutive days:
 - 51% had 1 deployment (101 Marines)
 - 4% had 2 deployments (8 Marines)
 - 1 Marine had 3 deployments

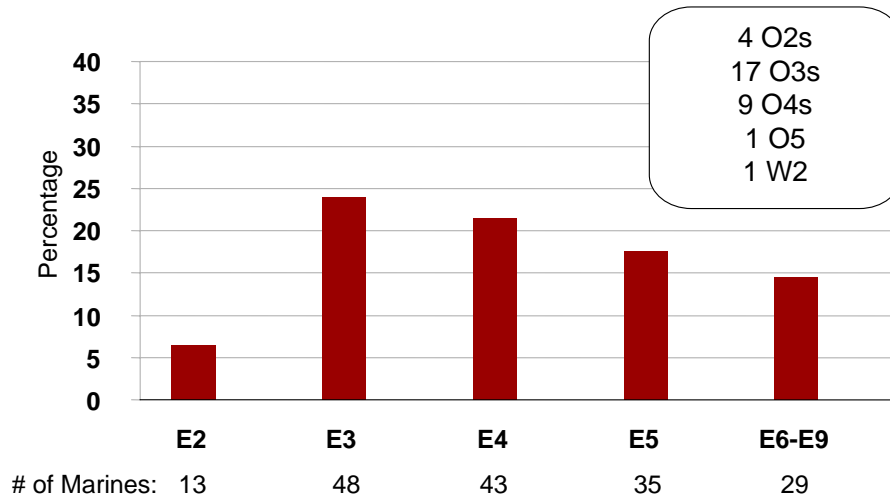


The MPI website allows the user to look at the number of OIF/OEF deployments for Marines currently in the unit. Unlike the deptime event days, which are only tracked for the last 2 years, deployments are tracked since the Global War on Terrorism began.

As of early September 2006, almost half of the VMFA-224 Marines had experienced one OIF/OEF deployment of 180 days or more. These deployments could have been with VMFA-224 or with another unit.

The screen allows the user to select the length of these crisis deployments (in 30-day segments).

Rank Distribution of Marines in VMFA-224



This is the rank distribution of the Marines in VMFA-224 as of early September 2006. While infantry battalions are considerably more junior in rank than the overall Marine Corps, the rank distribution of a squadron is more similar to the rank distribution of the Marine Corps. The table below compares the enlisted rank distribution across the Services.

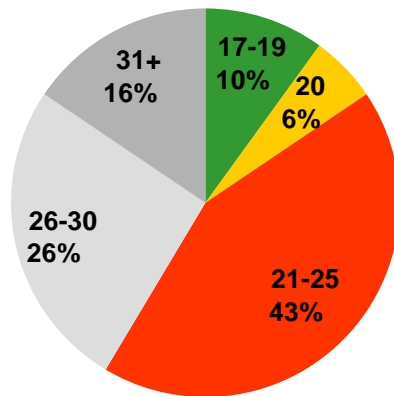
Rank	Marine Corps	Army	Navy	Air Force
E1	9%	5%	5%	3%
E2	13%	7%	5%	3%
E3	26%	15%	17%	17%
E4	20%	27%	20%	21%
E5	15%	19%	24%	26%
E6	9%	15%	17%	17%
E7	5%	9%	8%	10%
E8	2%	3%	2%	2%
E9	1%	1%	1%	1%

Note: The Defense Manpower Data Center provided tabulations for all Services as of September 2005.

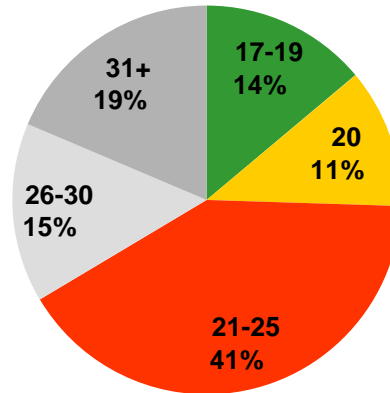
Age Distribution



VMFA-224 Squadron



All Marine Corps



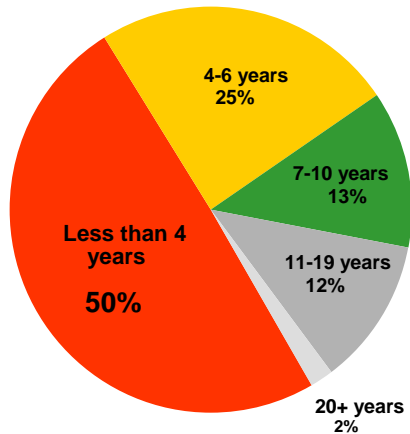
This slide compares the age distribution of Marines in VMFA-224 with that of the entire Marine Corps in early September 2006. The Marine Corps is a young organization. Although Marines in squadrons are young, they are slightly older than is average for the Marine Corps as a whole—partly because of the larger proportion of officers, most of whom are pilots. Whereas 25 percent of Marines are under age 21, 16 percent of the Marines in VMFA-224 are under age 21. Similarly, while 66 percent of Marines are 25 years old or younger, 59 percent of Marines in VMFA-224 are 25 years old or younger.

In the Marine Corps as a whole, 19 percent are over 30 years of age; however, in VMFA-224, 16 percent are over 30 years of age.

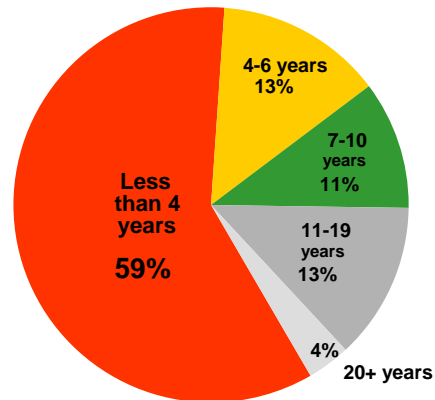
Years-of-Service Distribution



VMFA-224 Squadron



All Marine Corps



This slide compares the years-of-service distribution for the Marines in VMFA-224 with that of the entire Marine Corps. Marines in the squadron usually have more years of service than is average for the Corps as a whole. Marines who have less than 4 years of service represent:

- 59 percent of the entire Marine Corps
- 50 percent of the Marines in VMFA-224.

Of all the military Services, the Marine Corps has the highest percentage of Servicemembers with less than 4 years of service. DMDC data from September 2005 reports the following proportions of Servicemembers with less than 4 years of service:

- 35 percent Air Force
- 41 percent Navy
- 50 percent Army
- 64 percent Marine Corps.

Racial/Ethnic Distribution



- VMFA-224 is 74% white, compared with 67% for the Marine Corps
 - 9% are African-American
 - 9% are Hispanic
 - 2% are other ethnicities
 - 6% declined to respond



This slide shows the racial/ethnic distribution of VMFA-224. Six percent of Marines in the squadron declined to respond to questions about racial/ethnic background.

Dependents



- 252 dependents for the 200 Marines in VMFA-224
 - 116 are spouses
 - 135 are children (53% under age 6)
 - 1 “other” dependent
- For the 61 Privates to Lance Corporals
 - 31 dependents (19 spouses, 12 children)
- For the 78 Non-Commissioned Officers
 - 92 dependents (48 spouses, 44 children)

This slide provides the number of dependents for Marines in VMFA-224 as of early September 2006. The table below compares the distribution of dependents, by the Marines’ grade, for VMFA-224 with the distribution for the entire Marine Corps.

Population	Percentage of dependents	
	VMFA-224	Marine Corps
Private to Lance Corporal (E1-E3)	15.2%	11.0%
Non-Commissioned Officers (E4-E5)	35.3%	31.3%
Senior Non-Commissioned Officers (E6-E9)	27.9%	38.5%
Warrant Officers	1.62%	3.0%
Commissioned Officers	20.5%	16.2%
Total	100.0%	100.0%

Appendix

3rd Battalion 4th Marines (3/4)



3rd Battalion 4th Marines



- As of 8 September 2006, there were 954 Marines assigned to 3/4
 - 914 Enlisted
 - 38 Commissioned Officers (30 pilots)
 - 2 Warrant Officers
- 775 of the Marines in 3/4 have Infantry MOSs (03s)
- 41% were not in the Marine Corps 2 years ago

Deptempo of Marines Currently in 3/4



- Deptempo is measured as a ratio of deptempo event days to non-deptempo event days over the last 2 years
- 18% of the Marines in 3/4 have deptempo ratios of 1:2 (169 Marines)
- 2 Marines have ratios of 1:1
- 44% of the Marines have ratios higher than 1:3 (572 Marines)
 - 165 are E1s or E2s

Deptempo events are operations, exercises, unit training, home station training, and mission support TDY.

3/4 Battalion Deployments: Last 2 Years



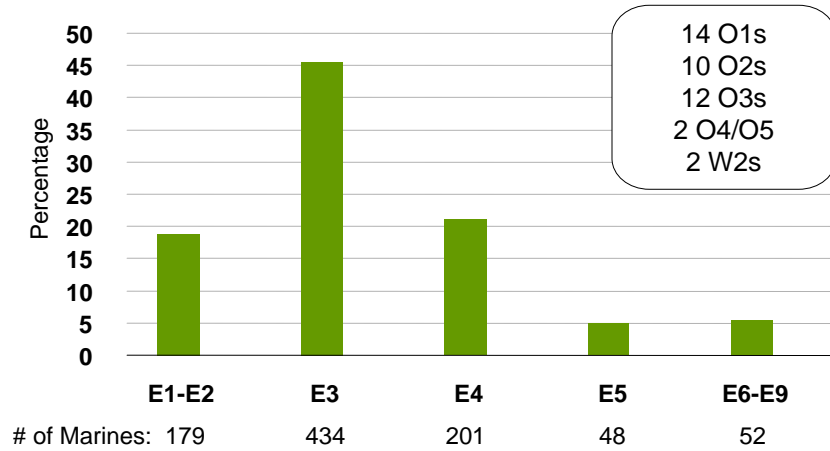
- 3/4 was deployed from January 2005 to June 2005
- This battalion deployed in September 2006. There are currently 836 of the 947 Marines (88%) deployed for operations.

Number of OIF/OEF Deployments for Marines Currently in 3/4

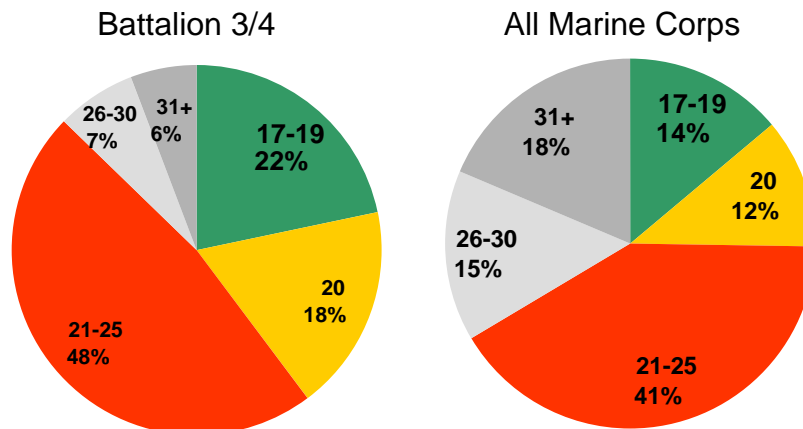
- Deployments of 180 consecutive days:
 - 38% of Marines had 1 deployment (362 Marines)
 - 4 Marines had 2 deployments
- Deployments of 90 consecutive days:
 - 24% had 1 deployment (227 Marines)
 - 17% had 2 deployments (157 Marines)
 - 7 Marines had 3 deployments



Rank Distribution of Marines in 3/4



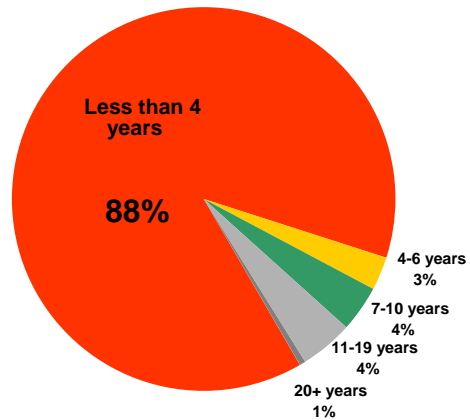
Age Distribution



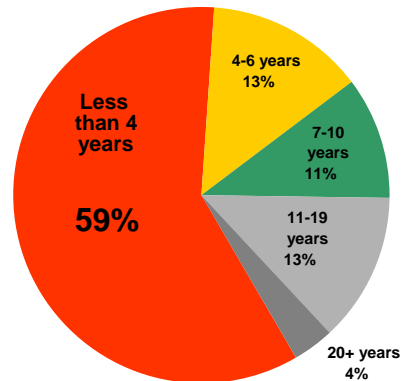
Years-of-Service Distribution



Battalion 3/4



All Marine Corps



Racial/Ethnic Distribution



- Battalion 3/4 is 73% white, compared with 67% for the Marine Corps
 - 5% are African-American
 - 16% are Hispanic
 - 5% are other ethnicities
 - 1% declined to respond



Dependents



- 517 dependents for the 954 Marines in 3/4
 - 309 are spouses
 - 207 are children (64% under age 6)
 - There is also one “other dependent”
- For the 613 Privates to Lance Corporals
 - 183 dependents (138 spouses, 45 children)
- For the 249 Non-Commissioned Officers
 - 180 dependents (113 spouses, 67 children)

3rd Battalion 1st Marines (3/1)



3rd Battalion 1st Marines



- As of 7 September 2006, there were 840 Marines assigned to 3/1
 - 805 Enlisted
 - 33 Commissioned Officers
 - 2 Warrant Officers
- 685 of the Marines in 3/1 have Infantry MOSs (03s)
- 47% were not in the Marine Corps 2 years ago

Deptempo of Marines Currently in 3/1



- Deptempo is measured as a ratio of deptempo event days to non-deptempo event days over the last 2 years
- 30% of the Marines in 3/1 have deptempo ratios of 1:2 (253 Marines)
- 2% have ratios of 1:1 (19 Marines)
- 39% have ratios higher than 1:3 (328 Marines)
 - 215 are E1s or E2s

Deptempo events are operations, exercises, unit training, home station training, and mission support TDY.

3/1 Battalion Deployments: Last 2 Years



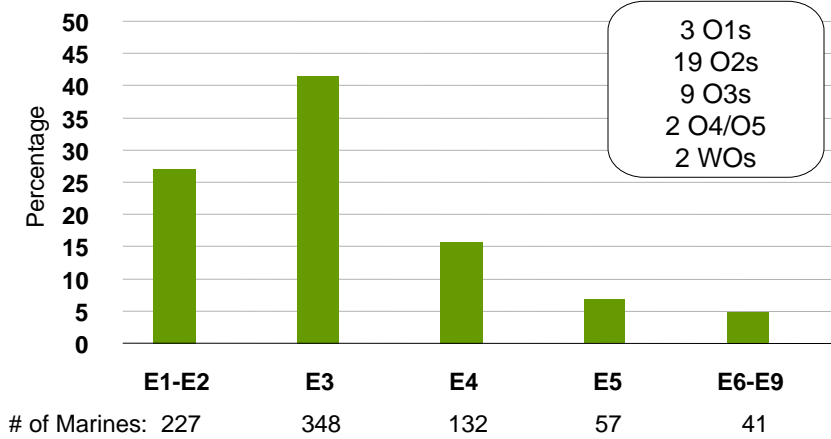
- 3/1 had a deployment that went through September 2004 and ended December 2004
- The battalion was also deployed from September 2005 to March 2006
- Scheduled to deploy again in early spring 2007

Number of OIF/OEF Deployments for Marines Currently in 3/1

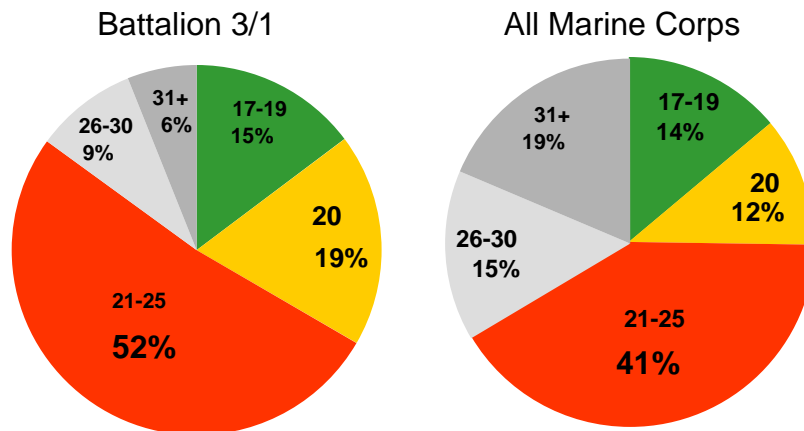
- Deployments of 180 consecutive days:
 - 32% of Marines had 1 deployment (267 Marines)
 - 30% had 2 deployments (249 Marines)
 - 2 Marines had 3 deployments
- Deployments of 90 consecutive days:
 - 29% had 1 deployment (247 Marines)
 - 33% had 2 deployments (273 Marines)
 - 7 Marines had 3 deployments



Rank Distribution of Marines in 3/1

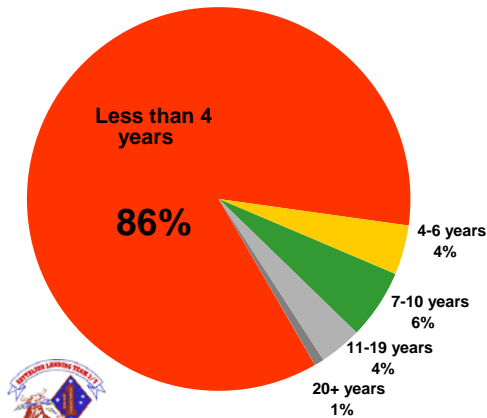


Age Distribution

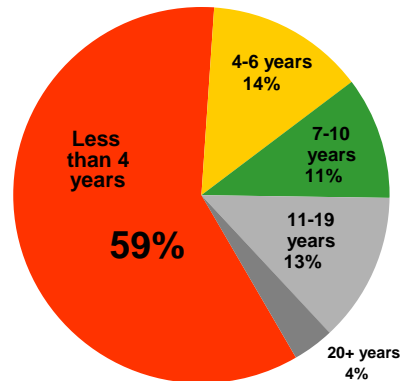


Years-of-Service Distribution

Battalion 3/1



All Marine Corps



Racial/Ethnic Distribution



- Battalion 3/1 is 63% white, compared with 67% for the Marine Corps
 - 5% are African-American
 - 16% are Hispanic
 - 13% are other ethnicities
 - 3% declined to respond
- There are 72 Marines of American Indian or Alaskan descent (9% of the battalion). This group represents 2% of the overall Marine Corps.





Dependents

- 411 dependents for the 840 Marines in 3/1
 - 250 are spouses
 - 161 are children (53% under age 6)
- For the 575 Privates to Lance Corporals
 - 127 dependents (106 spouses, 21 children)
- For the 189 Non-Commissioned Officers
 - 149 dependents (93 spouses, 56 children)

3rd Battalion 5th Marines (3/5)



3rd Battalion 5th Marines



- As of 12 September 2006, there were 1,087 Marines assigned to 3/5
 - 1,048 Enlisted
 - 37 Officers
 - 2 Warrant Officers
- There are 881 Marines with Infantry MOSs (03s)
- 45% of the Marines in 3/5 were not in the Marine Corps 2 years ago

Deptempo of Marines Currently in 3/5



- Deptempo is measured as a ratio of deptempo event days to non-deptempo event days over the last 2 years
- 13% of the Marines in 3/5 have deptempo ratios of 1:2 (142 Marines)
- 35% have a ratio of 1:1 (382 Marines)
- 24% have ratios higher than 1:3 (257 Marines)
 - 212 are E1s or E2s

Deptempo events are operations, exercises, unit training, home station training, and mission support TDY.

3/5 Battalion Deployments: Last 2 Years



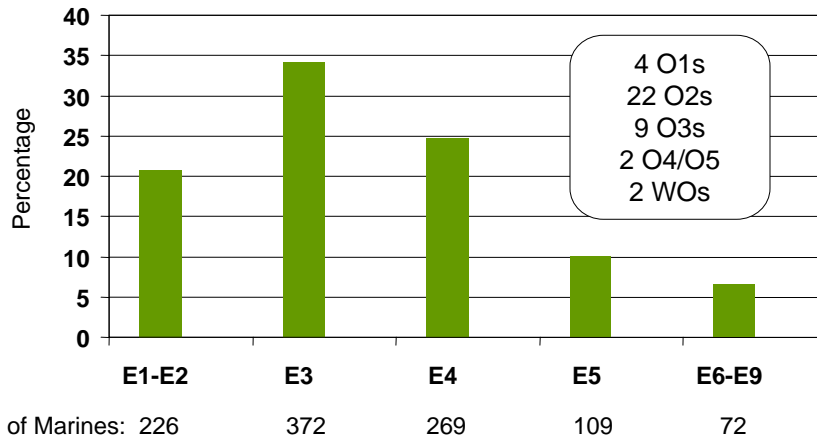
- 3/5 was deployed from September 2004 to March 2005. This unit was also deployed from January 2006 to July 2006
- There were “other” deployment activities in August 2005 and October 2005, with over half of the battalion’s Marines deployed for these activities.
- Scheduled to deploy in summer 2007

Number of OIF/OEF Deployments for Marines Currently in 3/5

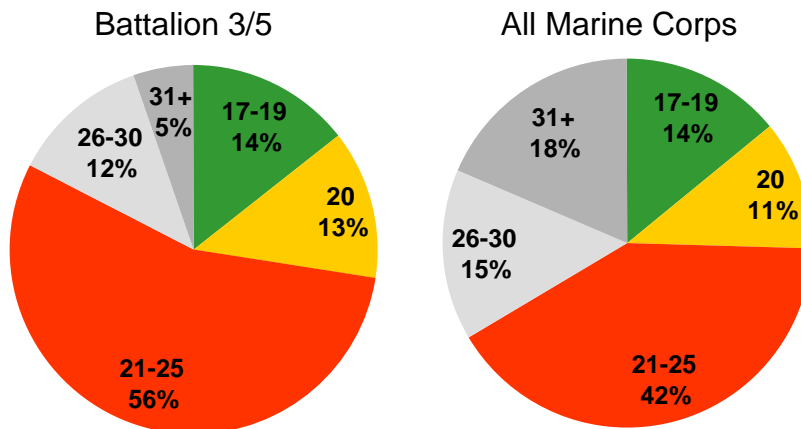
- Deployments of 180 consecutive days:
 - 42% of Marines had 1 deployment (458 Marines)
 - 32% had 2 deployments (353 Marines)
 - 23 Marines had 3 deployments
- Deployments of 90 consecutive days:
 - 40% had 1 deployment (431 Marines)
 - 29% had 2 deployments (318 Marines)
 - 8% had 3 deployments (90 Marines)
 - 2 Marines had 4 or more deployments



Rank Distribution of Marines in 3/5



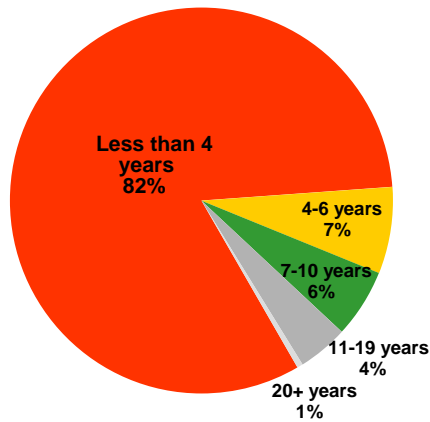
Age Distribution



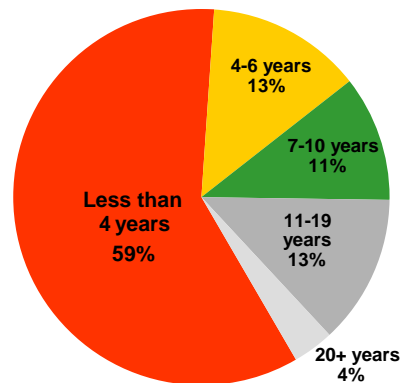
Years-of-Service Distribution



Battalion 3/5



All Marine Corps



Racial/Ethnic Distribution



- Battalion 3/5 is 64% white, compared with 67% for the Marine Corps
 - 6% are African American
 - 13% are Hispanic
 - 6% are other ethnicities
 - 11% declined to respond



Dependents



- 679 dependents for the 1,087 Marines in 3/5
 - 393 are spouses
 - 282 are children (60% under age 6)
 - 2 are parents; 2 are other dependents
- For the 598 Privates to Lance Corporals
 - 165 dependents (118 spouses, 47 children)
- For the 378 Non-Commissioned Officers
 - 300 dependents (194 spouses, 105 children, 1 other)

HMLA-367 Squadron



HMLA-367



- As of 12 September 2006, there were 342 Marines assigned to HMLA-367
 - 283 Enlisted
 - 57 Officers
 - 2 Warrant Officers
- There are 55 Pilots/Naval Flight Officers
- 18% of the Marines in HMLA-367 were not in the Marine Corps 2 years ago
- 6% of the Marines in this squadron are women

Deptempo of Marines Currently in HMLA-367



- Deptempo is measured as a ratio of deptempo event days to non-deptempo event days over the last 2 years
- 20% of the Marines in HMLA-367 have deptempo ratios of 1:2 (68 Marines)
- One Marine has a ratio of 1:1
- 55% have ratios higher than 1:3 (189 Marines)

Deptempo events are operations, exercises, unit training, home station training, and mission support TDY.

HMLA-367 Squadron Deployments: Last 2 Years



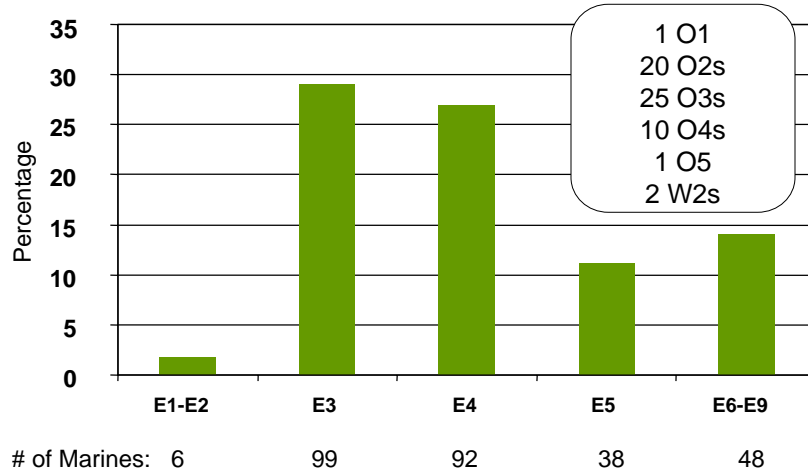
- HMLA-367 was deployed from September 2004 to March 2005
- When we collected the data on 12 Sept., HMLA-367 was beginning a new deployment and had 46 Marines deployed
- As of 10 October, there are 308 of the 330 Marines (93%) deployed in support of operations

Number of OIF/OEF Deployments for Marines Currently in HMLA-367

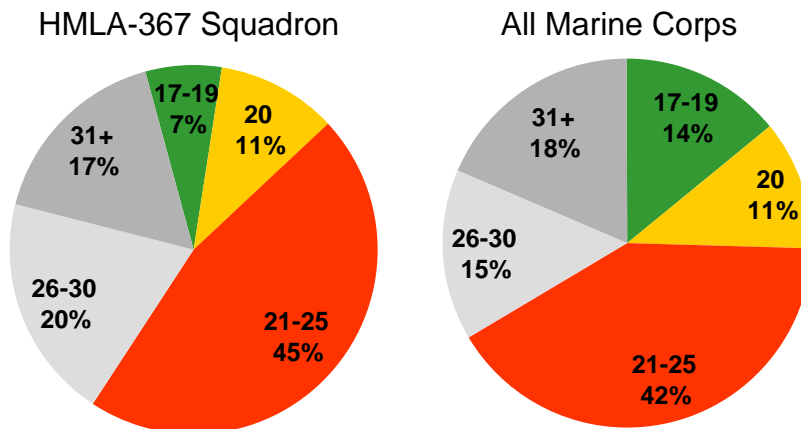
- Deployments of 180 consecutive days:
 - 41% of Marines had 1 deployment (141 Marines)
 - 11 Marines had 2 deployments
- Deployments of 90 consecutive days:
 - 42% had 1 deployment (145 Marines)
 - 5% had 2 deployments (18 Marines)
 - 1 Marine had 3 deployments



Rank Distribution of Marines in HMLA-367



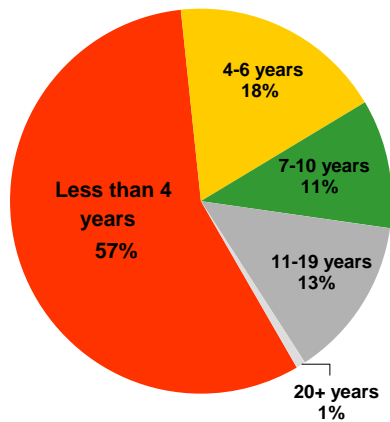
Age Distribution



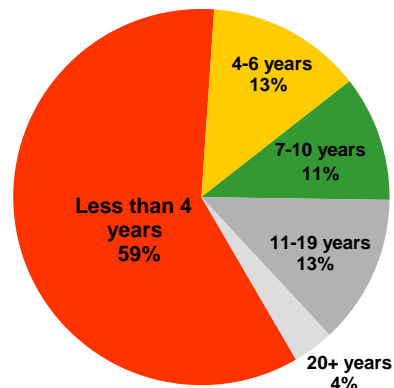
Years-of-Service Distribution



HMLA-367 Squadron



All Marine Corps



Racial/Ethnic Distribution



- HMLA-367 is 69% white, compared with 67% for the Marine Corps
 - 6% are African-American
 - 14% are Hispanic
 - 5% are other ethnicities
 - 6% declined to respond



Dependents



- 306 dependents for the 342 Marines in HMLA-367
 - 168 are spouses
 - 138 are children (48% under age 6)
- For the 105 Privates to Lance Corporals
 - 38 dependents (32 spouses, 6 children)
- For the 130 Non-Commissioned Officers
 - 80 dependents (58 spouses, 22 children)

HMLA-369 Squadron



HMLA-369



- As of 12 September 2006, there were 297 Marines assigned to HMLA-369
 - 246 Enlisted
 - 48 Officers
 - 3 Warrant Officers
- There are 47 Pilots/Naval Flight Officers
- 17.2% of the Marines in HMLA-369 were not in the Marine Corps 2 years ago
- 4% of the Marines in this squadron are women

Deptempo of Marines Currently in HMLA-369



- Deptempo is measured as a ratio of deptempo event days to non-deptempo event days over the last 2 years
- 29% of the Marines in HMLA-369 have deptempo ratios of 1:2 (87 Marines)
- 4% have a ratio of 1:1 (13 Marines)
- 27% have ratios higher than 1:3 (80 Marines)

Deptempo events are operations, exercises, unit training, home station training, and mission support TDY.

HMLA-369 Squadron Deployments: Last 2 Years



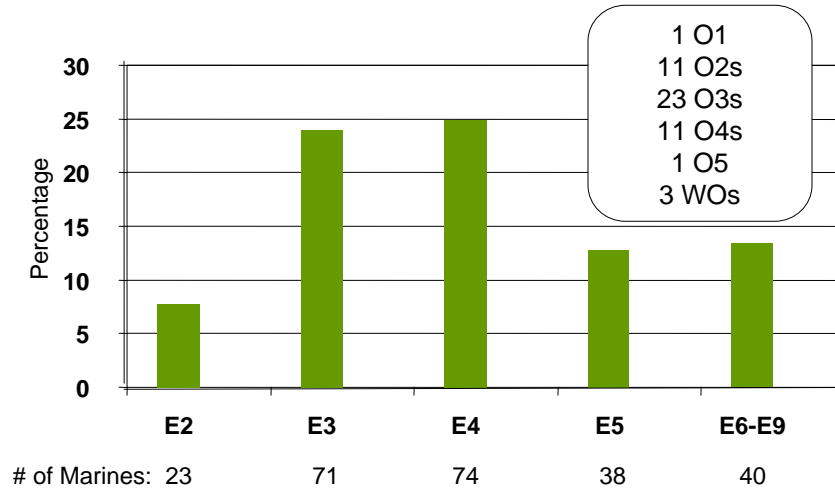
- HMLA-369 was deployed from September 2005 to March 2006
- Scheduled to deploy in winter 2007

Number of OIF/OEF Deployments for Marines Currently in HMLA-369

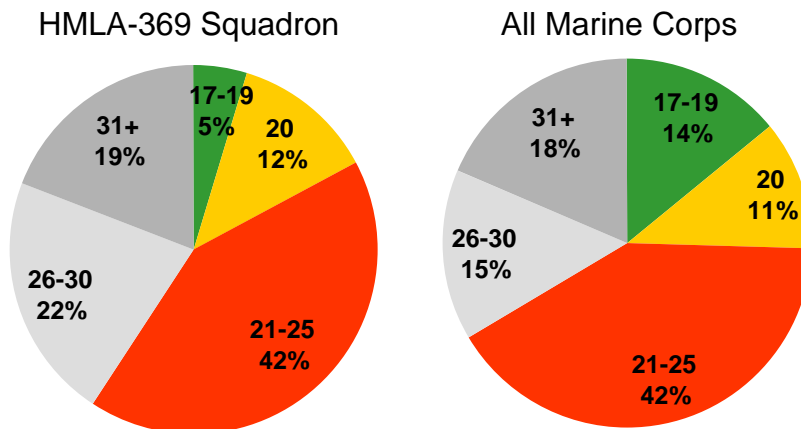
- Deployments of 180 consecutive days:
 - 69% of Marines had 1 deployment (205 Marines)
 - 15 Marines had 2 deployments
- Deployments of 90 consecutive days:
 - 57% had 1 deployment (168 Marines)
 - 19% had 2 deployments (55 Marines)
 - 1 Marine had 3 deployments



Rank Distribution of Marines in HMLA-369



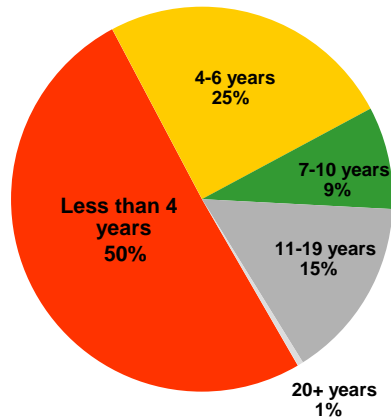
Age Distribution



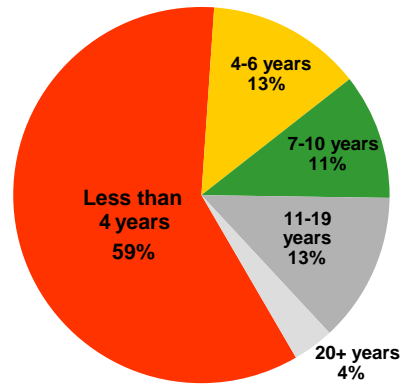
Years-of-Service Distribution



HMLA-369 Squadron



All Marine Corps



Racial/Ethnic Distribution



- HMLA-369 is 72% white, compared with 67% for the Marine Corps
 - 6% are African-American
 - 11% are Hispanic
 - 5% are other ethnicities
 - 6% declined to respond



Dependents



- 270 dependents for the 297 Marines in HMLA-369
 - 144 are spouses
 - 126 are children (49% under age 6)
- For the 94 Privates to Lance Corporals
 - 31 dependents (21 spouses, 10 children)
- For the 112 Non-Commissioned Officers
 - 96 dependents (61 spouses, 35 children)

HMH-464 Squadron



HMH-464



- As of 12 September 2006, there were 201 Marines assigned to HMH-464
 - 176 Enlisted
 - 25 Officers
- There were 24 Pilots/Naval Flight Officers
- 15.4% of the Marines in HMH-464 were not in the Marine Corps 2 years ago
- 8% of the Marines in this squadron are women

Deptempo of Marines Currently in HMH-464



- Deptempo is measured as a ratio of deptempo event days to non-deptempo event days over the last 2 years
- 24% of the Marines in HMH-464 have deptempo ratios of 1:2 (49 Marines)
- One Marine has a ratio of 1:1
- 54% have ratios higher than 1:3 (109 Marines)

Deptempo events are operations, exercises, unit training, home station training, and mission support TDY.

HMH-464 Squadron Deployments: Last 2 Years



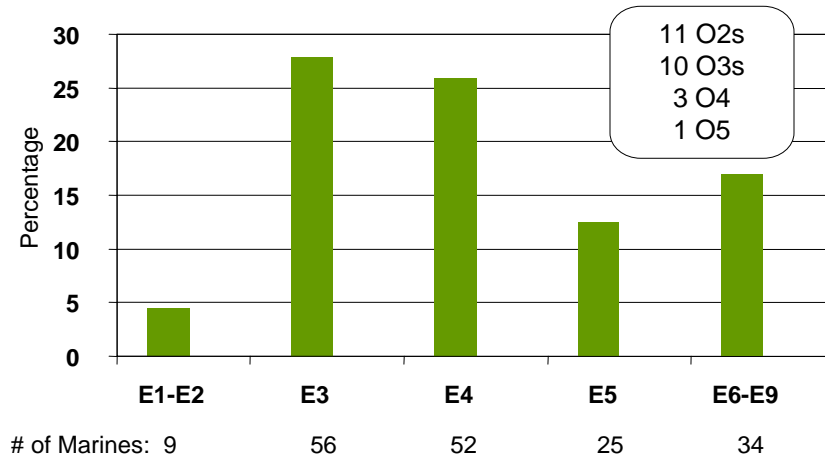
- HMH-464 saw between 1/3 and 1/2 of its members deployed for operations between April 2005 and February 2006
- There also were “other” deployment activities between February 2005 and July 2005, which saw up to 1/3 of the squadron deployed for those as well
- Scheduled to deploy in early spring 2007

Number of OIF/OEF Deployments for Marines Currently in HMH-464

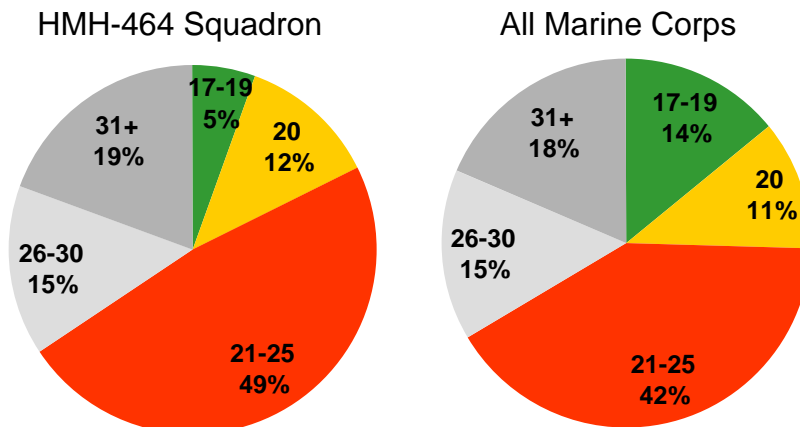
- Deployments of 180 consecutive days:
 - 35% of Marines had 1 deployment (71 Marines)
 - 19 Marines had 2 deployments
- Deployments of 90 consecutive days:
 - 38% had 1 deployment (76 Marines)
 - 15% had 2 deployments (30 Marines)
 - 9 Marines had 3 deployments



Rank Distribution of Marines in HMH-464



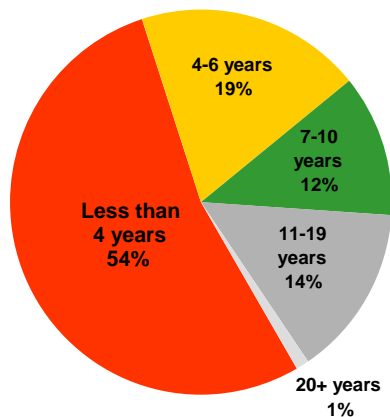
Age Distribution



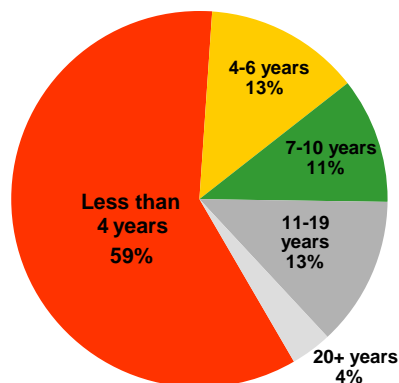
Years-of-Service Distribution



HMH-464 Squadron



All Marine Corps



Racial/Ethnic Distribution



- HMH-464 is 76% white, compared with 67% for the Marine Corps
 - 8% are African-American
 - 7% are Hispanic
 - 4% are other ethnicities
 - 5% declined to respond



Dependents



- 241 dependents for the 201 Marines in the HMH-464 squadron
 - 106 are spouses
 - 135 are children (43% under age 6)
- For the 65 Privates to Lance Corporals
 - 32 dependents (21 spouses, 11 children)
- For the 77 Non-Commissioned Officers
 - 63 dependents (35 spouses, 28 children)

HMM-262 Squadron



HMM-262



- As of 12 September 2006, there were 150 Marines assigned to HMM-262
 - 124 Enlisted
 - 25 Officers
 - 1 Warrant Officer
- There were 24 Pilots/Naval Flight Officers
- 19.3% of the Marines in HMM-262 were not in the Marine Corps 2 years ago
- 3% of the Marines in this squadron are women

Deptempo of Marines Currently in HMM-262



- Deptempo is measured as a ratio of deptempo event days to non-deptempo event days over the last 2 years
- 24% of the Marines in HMM-262 have deptempo ratios of 1:2 (21 Marines)
- No Marines have a ratio of 1:1
- 57% have ratios higher than 1:3 (85 Marines)

Deptempo events are operations, exercises, unit training, home station training, and mission support TDY.

HMM-262 Squadron Deployments: Last 2 Years



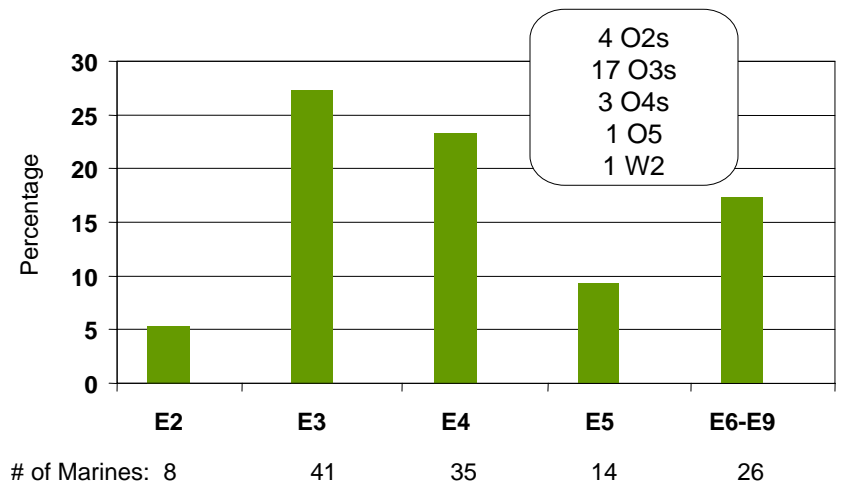
- HMM-262 saw some portion of its Marines deployed for operations from January 2005 to June 2006
- About 1/4 of the squadron deployed for exercises from February 2006 to June 2006, as well as September and October of 2005
- In addition, members of HMM-262 were deployed for “other” activities between August 2005 and July 2006, with over half of the squadron deployed in October 2005, as well as from January 2006 to June 2006
- Scheduled to deploy in summer 2007

Number of OIF/OEF Deployments for Marines Currently in HMM-262

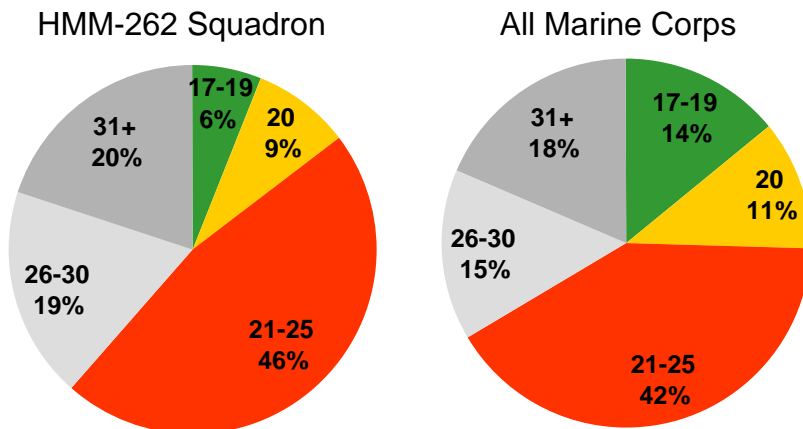
- Deployments of 180 consecutive days:
 - 9% of Marines had 1 deployment (13 Marines)
 - 1 Marine had 2 deployments
- Deployments of 90 consecutive days:
 - 9% had 1 deployment (14 Marines)
 - 4 Marines had 2 deployments



Rank Distribution of Marines in HMM-262



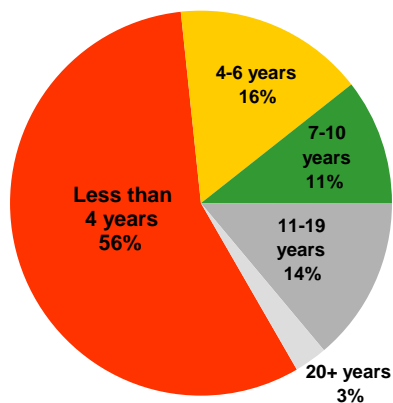
Age Distribution



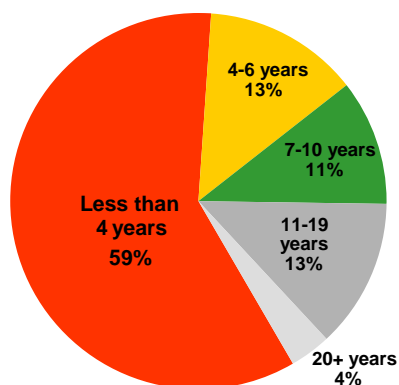
Years-of-Service Distribution



HMM-262 Squadron



All Marine Corps



Racial/Ethnic Distribution



- HMM-262 is 73% white, compared with 67% for the Marine Corps
 - 9% are African-American
 - 8% are Hispanic
 - 5% are other ethnicities
 - 5% declined to respond



Dependents



- 138 dependents for the 150 Marines in HMM-262
 - 63 are spouses
 - 75 are children (47% under age 6)
- For the 49 Privates to Lance Corporals
 - 10 dependents (9 spouses, 1 child)
- For the 49 Non-Commissioned Officers
 - 19 dependents (11 spouses, 8 children)

Dependents



- 138 dependents for the 150 Marines in HMM-262
 - 63 are spouses
 - 75 are children (47% under age 6)
- For the 49 Privates to Lance Corporals
 - 10 dependents (9 spouses, 1 child)
- For the 49 Non-Commissioned Officers
 - 19 dependents (11 spouses, 8 children)

