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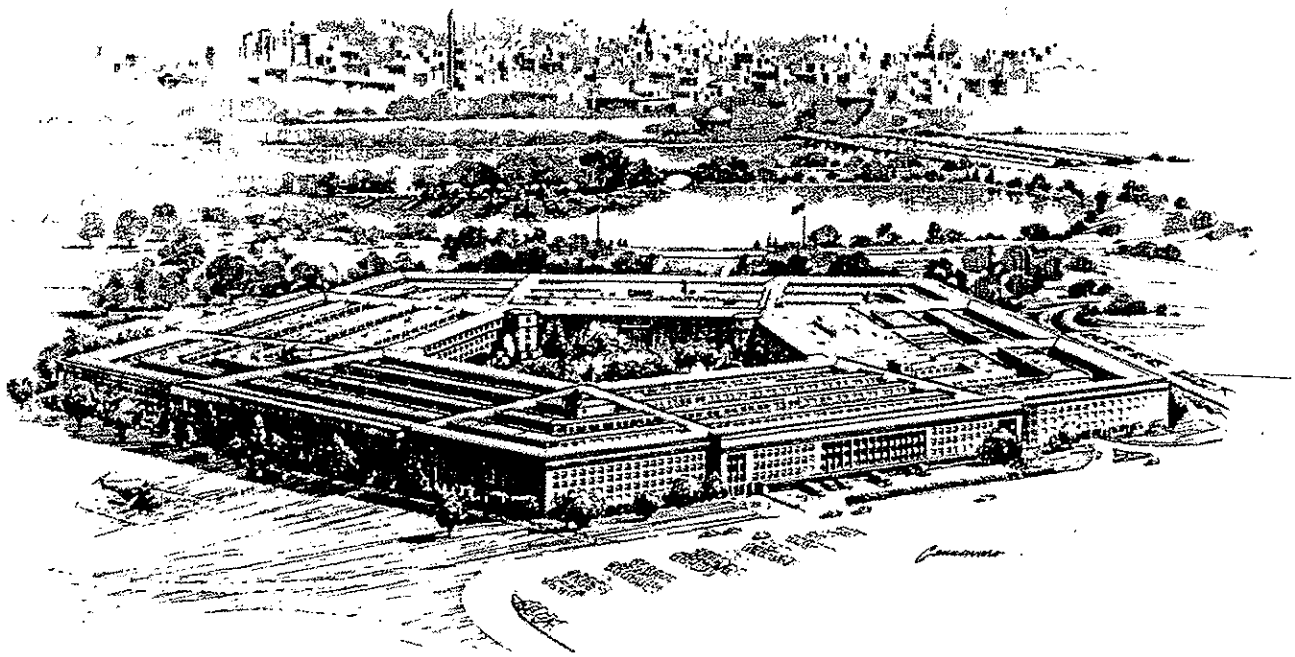
Annual Report to the President and the Congress



Les Aspin
Secretary of Defense

January 1994

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Report of the Secretary of Defense to the President and the Congress

January 1994

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PART VII: Statutory Reports

REPORT OF THE SECRETARY OF THE ARMY 257

REPORT OF THE SECRETARY OF THE NAVY 262

REPORT OF THE SECRETARY OF THE AIR FORCE 272

REPORT OF THE CHAIRMAN OF THE RESERVE FORCES POLICY BOARD 282

Appendices

Department of Defense Organizational Charts A-1
Budget Tables B-1
Personnel Tables C-1
Force Structure Tables D-1
Goldwater-Nichols Act Implementation Report E-1
Defense Acquisition Workforce Improvement Report F-1
Freedom of Navigation G-1

DEFENSE ACQUISITION WORKFORCE IMPROVEMENT REPORT

The Department continued to make significant progress in implementing its programs to enhance the professionalism of the workforce and achieve full compliance with the provisions of the Defense Acquisition Workforce Improvement Act (DAWIA). Each of the four major areas of emphasis (management of the acquisition workforce, career development, training, and education) made dramatic strides toward enhancing the quality of acquisition professionals. Uniform certification standards were implemented, critical acquisition positions were verified, and each of the military components finalized preparations to establish fully integrated military/civilian acquisition corps on October 1, 1993. Functional career boards reviewed mandatory experience, training, and education requirements to ensure the programs supported the Department's goal of enhanced competency and expertise. The Defense Acquisition University completed its first fully operational year, highlighted by the graduation of the first class of the Senior Acquisition Course.

MANAGEMENT OF THE ACQUISITION WORKFORCE

The Department reviewed and verified approximately 128,000 acquisition positions, documenting them in the Management Information System. Additionally, individual personnel entries now describe the professional training, education, and experience characteristics of each member of the acquisition workforce.

CIVILIAN/MILITARY MIX

During FY 1993, the civilian/military mix achieved a rough parity for each of the three major categories of the workforce. Civilians currently represent 81 percent of the total workforce, occupy 80 percent of the total number of critical acquisition positions, and hold 76 percent of the senior management positions within the acquisition workforce. This represents a continuation of the consistent trend toward increasing the level of civilian participation in upper management positions.

PROGRAM MANAGERS (PMs)

The development and assignment of military and civilian program managers were major issues during FY 1993. Significant efforts to identify and assign the best qualified individuals as major system program managers have resulted in high quality program managers and dramatically improved tenure for all PMs.

Since May 1990, when the House Armed Services Committee published an analysis of DoD PMs in a report entitled Life is Too Short, the Department increased the percentage of civilian PMs of major systems by 8 percent. This is particularly noteworthy since during this same period, the average tenure of a major system program manager increased from 24.6 months to 42 months. Additionally, the average tenure for Deputy Program Managers increased from 28 months last year to 49 months this year.

Not only has the tenure of PMs and their deputies increased, but the experience levels have also dramatically improved. The average program manager assigned during FY 1993 reported with 9.7 years of acquisition experience (DAWIA requires 8 years), and 5.3 years of experience in a program office (DAWIA requires 2 years). This increased level of experience in PMs combined with greater stability in the program leadership directly benefits the program offices.

These improvements are reinforced by the fact that only in exceptional circumstances have waivers been executed for the education, training, experience, and tenure requirements mandated for major system PMs.

Specifically, 16 waivers for tenure and 13 waivers for education, training, and experience standards were executed — a 53 percent decrease since last year.

CAREER DEVELOPMENT

New certification standards for each career path were identified and are in the process of being coordinated. These standards will result in equal rating and certification standards across all components, improved professionalism and reciprocity of certification throughout the Department, while complying with the uniformity provisions of DAWIA.

Pursuant to the FY 1993 Authorization Act, a fulfillment program was established to enable acquisition workforce members to satisfy mandatory training standards based on previous education and experience. Fulfillment is based on individual competencies required by the career management functional boards for each level of certification. This new program has already been used by the components to eliminate costly and unnecessary training of individuals whose on-the-job experience has honed their technical expertise to a level where the training would be superfluous.

TRAINING PROGRAMS

Integral to the goal of increasing the capabilities and efficiency of the workforce are the expanded training opportunities available to acquisition professionals. The Department developed an integrated training curriculum that embodies three types of courses: core courses, functional courses, and assignment-specific courses. This curriculum structure resulted from a review of the essential competencies necessary to effectively perform at the various career certification levels.

The core courses focus on the essential skills and knowledge of acquisition required by each person in the workforce. These courses, such as Fundamentals of System Acquisition Management, define a precise set of principles and skills every acquisition professional should possess. The complexity and level of sophistication of these courses increase at each certification level, providing a common knowledge base for all career fields. The anticipated result of this initiative is an increased knowledge level within the workforce and an improved understanding of the interaction between the various functional career fields. This program will ensure the workforce is cognizant of basic acquisition principles and exposed to all aspects of the systems acquisition process.

The functional courses are derived from the 12 acquisition career fields — each with a required level of proficiency for a unique functional area. These specific courses focus on the disciplined preparation of individuals within the career field by improving their understanding and awareness of the ideas, concepts, and skills essential for effective and efficient performance of their daily tasks. These courses build on the core courses, previous instruction in other functional courses, specialized training gained from experience, and other academic experiences.

Finally, assignment specific courses are driven by the performance requirements of a particular job. Attendance at these courses is tailored to students en route to, or currently serving in, jobs requiring unique skills and competencies. A classic example of an assignment specific course is Part II of the soon to be restructured Program Management Course at the Defense Systems Management College. This revised course will be specifically developed for ACAT I and II program managers.

DEFENSE ACQUISITION UNIVERSITY (DAU)

This year, the DAU consortium focussed on addressing the backlog for mandatory training and on assisting the career management functional boards to develop competencies for the 12 acquisition career fields. The backlog

will be addressed by offering approximately 35 percent more seats in the mandatory classes, without increasing infrastructure. This increase will be achieved by taking advantage of consortium-wide capabilities, certifying additional consortium schools to teach courses where requirements substantially exceed the capability of existing offerors, and by using alternative delivery methods. During FY 1994, DAU will integrate the competencies identified by the career management functional boards into its curriculum by developing 16 new courses and making major revisions to 13 others, bringing the total number of mandatory courses to 66.

The Industrial College of the Armed Forces, a member of the DAU consortium, graduated the first pilot class of 37 Senior Acquisition Course students. Based upon student and faculty input, the program has been enhanced, expanded, and made an increasingly more relevant and rigorous experience. The second pilot course is currently underway with 35 acquisition students enrolled.

EDUCATION PROGRAMS

Higher education opportunities for members of the acquisition workforce continue to grow. The Tuition Reimbursement Program and Defense Acquisition Scholarship Program have experienced dramatic increases. Tuition reimbursement grew by 63 percent over last year's figure, while the Department completed the second year of the Defense Acquisition Scholarships by doubling the enrollment. Two of the 10 students selected for the scholarship program during the first year have completed their program of study, received their Masters of Business Administration, and are now members of the acquisition workforce. Eleven new and outstanding science, engineering, and management students were selected to participate in the program. We now have a total of 19 students representing each of the military departments and the Defense Logistics Agency.

POSTURED FOR THE FUTURE

The net result of these achievements is a much more qualified, higher quality, professional workforce postured to support and implement acquisition reform initiatives. Certainly, as the size of the Department decreases, coincident with reductions in budgets and programs, the acquisition workforce must adapt accordingly. The size of the workforce will be smaller; but the efficiency and competence of the workforce will continue to increase, as it must, to meet new challenges. This will be achieved through aggressive career development programs, rigorous management standards, and expanded education and training opportunities for members of the acquisition workforce.

REPORTS

The information contained in Tables F-1 through F-17 reflects DAWIA-directed reporting requirements as of September 30, 1993. Additional reporting requirements are discussed below.

Section 1762(c)(9) — Personnel in critical acquisition positions who were reassigned after three years or longer in that critical position: Three years has not elapsed since the effective date of this requirement. This information should be available in FY 1996.

Section 1762(c)(11) — Personnel in critical acquisition positions who were reviewed for reassignment after five years in that critical position: The FY 1993 Authorization Act mandated the start date for five year reviews under Section 1734(e)(2) as October 1, 1995. Therefore, review information will not be available until FY 1996.

Section 1762(c)(13) — Number of personnel paid a bonus under Section 317, 37 U.S. Code: During FY 1993, the Service Secretaries did not request approval from the Secretary of Defense to exercise this authority.

CRITICAL ACQUISITION POSITIONS HELD {SECTION 1762 (c) (3)} ALL COMPONENTS

Table F-1

Position Category		GS/ GM-13	O-4	GS/ GM-14	O-5	GS/ GM-15	O-6	SES	Gen/ Flag Officer	Civilian Total	Military Total	Combined Total
Acquisition Management[a]	Total	26	64	1644	1096	1062	622	194	83	2926	1865	4791
PEOs		0	0	0	0	0	0	9	15	9	15	24
PMs[b]		1	0	2	10	11	144	5	11	19	165	184
DPMs[b]		0	2	9	9	91	29	7	0	107	40	147
Division Heads		3	19	369	168	314	279	137	48	823	514	1337
Proc and Contracting	Total	38	48	1282	268	471	156	63	16	1854	488	2342
Sr. Contracting Officials		1	1	365	2	88	17	36	7	490	27	517
Division Heads		6	12	564	69	161	92	36	11	767	184	951
Business and Financial Mgmt	Total	10	4	421	56	140	25	9	1	580	86	666
Division Heads		1	1	86	33	49	20	7	1	143	55	198
Auditing	Total	0	0	225	0	54	0	15	0	294	0	294
Division Heads		0	0	180	0	52	0	15	0	247	0	247
Production	Total	3	2	548	37	121	57	8	12	680	108	788
Division Heads		0	0	205	4	59	56	5	12	269	72	341
Acquisition Logistics	Total	10	11	443	112	158	84	15	2	626	209	835
Division Heads		2	4	152	53	86	81	13	2	253	140	393
Sys. Eng and Testing	Total	9	16	5013	514	1823	155	243	17	7088	702	7790
Division Heads		1	2	704	89	625	100	150	13	1480	204	1684
Education, Training, and Career Development	Total	1	3	5	36	16	7	6	0	28	46	74
Division Heads		0	3	0	6	0	5	4	0	4	14	18
Other	Total	0	0	115	16	26	10	2	0	143	26	169
Division Heads		0	0	11	2	10	1	0	0	21	3	24
Total		97	148	9696	2135	3871	1116	555	131	14219	3530	17749

Source: DMDC data verified by Component Records

[a] Acquisition Management includes Program Management and Communications/Computer Systems position categories.

[b] ACAT I and ACAT II only

CRITICAL ACQUISTION POSITIONS HELD {SECTION 1762 (c) (3)} COMPONENT: ARMY

Table F-2

Position Category	GS /GM-13	O4	GS /GM-14	O5	GS /GM-15	O6	SES	Gen/ Flag Officer	Civilian Total	Military Total	Combined Total
Acquisition Management [a] Total			572	320	356	166	51	17	979	503	1482
PEOs							4	6	4	6	10
PMs [b]				3		37	1		1	40	41
DPMs [b]					37	1	1		38	1	39
Division Heads			104	34	141	19	38	11	283	64	347
Proc. and Contracting: Total			393	108	115	52	15	2	523	162	685
Sr. Contracting Officials			21	1	25	5	13	2	59	8	67
Division Heads			121	16	45	6	10		176	22	198
Business and Financial Mgmt: Total			158		31		1		190	0	190
Division Heads			37		19		1		57	0	57
Auditing: Total									0	0	0
Division Heads									0	0	0
Production: Total			236	3	57				293	3	296
Division Heads			37		24				61	0	61
Acquisition Logistics: Total			108	3	19				127	3	130
Division Heads			29		13				42	0	42
Sys. Eng. and Testing: Total			2310	91	907	12	100	4	3317	107	3424
Division Heads			295	23	393	4	63	4	751	31	782
Education, Training, and Career Development: Total			2	28	1	2			3	30	33
Division Heads				1					0	1	1
Other: Total			114	14	24	9			138	23	161
Division Heads			11	2	9				20	2	22
Total	0	0	3893	567	1510	241	167	23	5570	831	6401

Source: DMDC data verified by Component Records

[a] Acquisition Management includes Program Management and Communications/Computer Systems position categories.

[b] ACAT I and ACAT II only

CRITICAL ACQUISITION POSITIONS HELD {SECTION 1762 (c) (3)} COMPONENT: NAVY

Table F-3

Position Category	GS/ GM-13	O-4	GS/ GM-14	O-5	GS/ GM-15	O-6	SES	Gen/ Flag Officer	Civilian Total	Military Total	Combined Total
Acquisition Management[a] Total			620	111	347	180	66	35	1033	326	1359
PEOs							3	5	3	5	8
PMs [b]				3	7	73	3	4	10	80	90
DPMs [b]			3	4	36	10	6		45	14	59
Division Heads			87		63	105	55	19	205	124	329
Proc. and Contracting: Total			298	36	122	53	18	12	438	101	539
Sr. Contracting Officials					2	5	10	3	12	8	20
Division Heads			71		35	49	8	9	114	58	172
Business and Financial Mgmt: Total			157		47	4	3		207	4	211
Division Heads			32		20	4	3		55	4	59
Auditing: Total									0	0	0
Division Heads									0	0	0
Production: Total			95	16	18	53	1	12	114	81	195
Division Heads			29		10	52	1	12	40	64	104
Acquisition Logistics: Total			185	14	62	23	7	1	254	38	292
Division Heads			54		30	23	7	1	91	24	115
Sys. Eng. and Testing: Total			1555	78	359	57	61	8	1975	143	2118
Division Heads			254		119	57	61	8	434	65	499
Education, Training, and Career Development: Total			3		3	4	2		8	4	12
Division Heads						4	2		2	4	6
Other: Total									0	0	0
Division Heads									0	0	0
Total	0	0	2913	255	958	374	158	68	4029	697	4726

Source: DMDC data verified by Component Records

[a]Acquisition Management includes Program Management and Communications/Computer Systems position categories.
[b]ACAT I and ACAT II only

CRITICAL ACQUISITION POSITIONS HELD {SECTION 1762 (c) (3)} COMPONENT: MARINE CORPS

Table F-4

Position Category	GS/ GM-13	O-4	GS/ GM-14	O-5	GS/ GM-15	O-6	SES	Gen/ Flag Officer	Civilian Total	Military Total	Combined Total
Acquisition Management: [a] Total			15	71	7	30	1	1	23	102	125
PEOs									0	0	0
PMs [b]					1	3			1	3	4
DPMs [b]					1	2			1	2	3
Division Heads			12		5	25	1	1	18	26	44
Proc. and Contracting: Total			14		3		1		18	0	18
Sr. Contracting Officials					1		1		2	0	2
Division Heads			2		2				4	0	4
Business and Financial Mgmt: Total			1	1	1				2	1	3
Division Heads									0	0	0
Auditing: Total									0	0	0
Division Heads									0	0	0
Production: Total				3		1			0	4	4
Division Heads						1			0	1	1
Acquisition Logistics: Total			9	2	2	1			11	3	14
Division Heads			5		1	1			6	1	7
Sys. Eng. and Testing: Total			24	12	6	1			30	13	43
Division Heads			16		2	1			18	1	19
Education, Training, and Career Development: Total				1	1				1	1	2
Division Heads									0	0	0
Other: Total									0	0	0
Division Heads									0	0	0
Total	0	0	63	90	20	33	2	1	85	124	209

Source: DMDC data verified by Component Records

[a] Acquisition Management includes Program Management and Communications/Computer Systems position categories
[b] ACAT I and ACAT II only

CRITICAL ACQUISITION POSITIONS HELD {SECTION1762 (c) (3)} COMPONENT: AIR FORCE

Table F-5

Position Category	GS/ GM-13	O-4	GS/ GM-14	O-5	GS/ GM-15	O-6	SES	Gen/ Flag Officer	Civilian Total	Military Total	Combined Total
Acquisition Management: [a] Total	23	64	277	594	134	246	18	30	452	934	1386
PEOs							2	4	2	4	6
PMs [b]	1		2	4	3	31		7	6	42	48
DPMs [b]		2	5	5	13	16			18	23	41
Division Heads	3	19	102	134	60	130	6	17	171	300	471
Proc. and Contracting: Total	36	48	225	124	86	51	9	2	356	225	581
Sr. Contracting Officials		1	2	1	5	7	7	2	14	11	25
Division Heads	6	12	84	53	31	37	1	2	122	104	226
Business and Financial Mgmt: Total	10	4	101	55	34	21	5	1	150	81	231
Division Heads	1	1	16	33	3	16	3	1	23	51	74
Auditing: Total									0	0	0
Division Heads									0	0	0
Production: Total	2	2	35	15	6	3			43	20	63
Division Heads			2	4		3			2	7	9
Acquisition Logistics: Total	10	11	128	93	64	60	5	1	207	165	372
Division Heads	2	4	62	53	38	57	3	1	105	115	220
Sys. Eng. and Testing: Total	9	16	1048	333	456	85	62	5	1575	439	2014
Division Heads	1	2	122	66	74	38	18	1	215	107	322
Education, Training, and Career Development: Total		3		7		1			0	11	11
Division Heads		3		5		1			0	9	9
Other: Total			1	2	2	1	2		5	3	8
Division Heads					1	1			1	1	2
Total	90	148	1815	1223	782	468	101	39	2788	1878	4666

Source: DMDC data verified by Component Records

[a] Acquisition Management includes Program Management and Communications/Computer Systems position categories
[b] ACAT I and ACAT II only

CRITICAL ACQUISITION POSITIONS HELD {SECTION1762 (c) (3)} COMPONENT: OSD/DoD AGENCIES AND OTHER COMPONENTS [a]

(Numbers for military members assigned OSD/DoD Agencies and other components reflected in individual Services totals.)

Table F-6

Position Category		GS/ GM-13	O-4	GS/ GM-14	O-5	GS/ GM-15	O-6	SES	Gen/ Flag Officer	Civilian Total	Military Total	Combined Total
Acquisition Management [b]	Total	3		160		218		58		439	0	439
PEOs										0	0	0
PMs [c]								1		1	0	1
DPMs [c]				1		4				5	0	5
Division Heads				64		45		37		146	0	146
Proc. and Contracting:	Total	2		352		145		20		519	0	519
Sr. Contracting Officials		1		342		55		5		403	0	403
Division Heads				286		48		17		351	0	351
Business and Financial Mgmt:	Total			4		27				31	0	31
Division Heads				1		7				8	0	8
Auditing:	Total			225		54		15		294	0	294
Division Heads				180		52		15		247	0	247
Production:	Total	1		182		40		7		230	0	230
Division Heads				137		25		4		166	0	166
Acquisition Logistics:	Total			13		11		3		27	0	27
Division Heads				2		4		3		9	0	9
Sys. Eng. and Testing:	Total			76		95		20		191	0	191
Division Heads				17		37		8		62	0	62
Education Training, and Career Development:	Total	1				11		4		16	0	16
Division Heads								2		2	0	2
Other:	Total									0	0	0
Division Heads										0	0	0
Total		7		1012		601		127		1747	0	1747

Source: DMDC data verified by Component Records

[a] NSA / DIA not included.
[b] Acquisition Management includes Program Management and Communications/Computer Systems position categories.
[c] ACAT I and ACAT II only

ARMY ACQUISITION CORPS MEMBERS [a] {SECTION1762 (c) (2)}

Table F-7

Career Field	GS/ GM-13	O-4	GS/ GM-14	O-5	GS/ GM-15	O-6	SES	Gen/ Flag Officer	Total
Program Management	0	183	62	278	94	114	5	12	74
Contracting, Industrial Property Management, Manufacturing and Production	12	169	169	114	72	58	13	3	610
Quality Assurance	0	7	1	0	0	0	0		8
Business, Cost Estimating, and Financial Management	42	2	149	0	32	0	0	0	225
Acquisition Logistics	47	10	141	0	54	0	0	0	252
Communications, Computer System	26	90	65	35	15	5	0	2	238
Systems Planning, Research, Development, and Engineering/Test and Evaluation	65	493	492	163	390	53	6	8	1670
Total	192	954	1079	590	657	230	24	25	3751

Source: Component Records

[a]Acquisition corps for other components were not established until October 1, 1993.

ACQUISITION CORPS EXCEPTIONS FROM EDUCATIONAL REQUIREMENTS {SECTION 1762 (c) (6) AND 1732 (b) (2) (A) AND (B)}

Table F-8

Component	10 Years of Experience Section 1732 (c) (1)	24 Semester Hour Exam Section 1732 (c) (2)	Total
Army	NO EXCEPTIONS GRANTED		
Navy			
Marine Corps			
Air Force			
OSD, DoD agencies, and other components			
Total			

Source: Component Records

PERSONNEL PARTICIPATING IN ACQUISITION INTERN, COOPERATIVE EDUCATION, SCHOLARSHIP, AND TUITION REIMBURSEMENT PROGRAMS DURING FY 1993 {SECTION 1762 (c) (12)}

Table F-9

Component	Interns {Sec 1742}	Cooperative Education {Sec 1743}	DoD Scholarships {Sec 174}	Tuition Reimbursement {Sec 1745 (a)}	Repayment of Student Loans {Sec 1745 (b)}
Army	262	2	7	417	0
Navy	381	0	6	1130	0
Marine Corps	0	0	0	85	0
Air Force	111	0	5	1415	0
OSD, DoD agencies, and other components	101	2	1	3021	0
Total	855	4	19[a]	6068	0

Source: OUSD (A&T)/AET&CD and Component Records

[a] 11 students starting their first year and 8 students starting second year of the two year scholarship program.

PERSONNEL CERTIFIED BY ACQUISITION CAREER PROGRAM BOARDS IN LIEU OF A BACCALAUREATE DEGREE IN FY 1993 {SECTIONS 1762 (c) (7) AND 1732 (b) (2) (A) (II)}

Table F-10

Component	Military	Civilian
Army	NO EXCEPTIONS GRANTED	
Navy		
Marine Corps		
Air Force		
OSD, DoD agencies, and other components		
Total		

Source: Component Records

MAJOR DEFENSE ACQUISITION PROGRAM MANAGER REASSIGNMENTS DURING FY 1993 {SECTION 1762 (c) (8) AND 1734 (b) (1) (A)}

Table F-11

PROGRAM MANAGERS FOUR YEAR/MILESTONE

	Number of Reassignments				Average Length of Assignments (Months)		
Component	Full-term	Less than Full-term	Total	Percent Full-term	Full-term	Less than Full-term	All
Army	4	3	7	57%	52	30	43
Navy	8	2	10	80%	52	35	48.8
Marine Corps	1	2	3	33%	48	43.5	45
Air Force	3	7	10	30%	51	25	33
OSD, DoD agencies, and other components	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	16	14	30	53%	51.6	30.1	41.6

Source: OUSD (A&T)/AET&CD records verified by Components

MAJOR DEFENSE ACQUISITION DEPUTY PROGRAM MANAGER REASSIGNMENTS DURING FY 1993 {SECTION 1762 (c) (8) AND 1734 (b) (1) (A)}

Table F-12

PROGRAM MANAGERS FOUR YEAR/MILESTONE

	Number of Reassignments				Average Length of Assignments (Months)		
Component	Full-term	Less than Full-term	Total	Percent Full-term	Full-term	Less than Full-term	All
Army	0	1	1	0%	N/A	12	12
Navy	5	0	5	100%	69.4	N/A	69.4
Marine Corps	0	0	0	N/A	N/A	N/A	N/A
Air Force	8	0	8	100%	41	N/A	41
OSD, DoD agencies, and other components	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	13	1	14	93%	52	12	49

Source: OUSD(A&T)/AET&CD records verified by Components

ACQUISITION WORKFORCE WAIVERS/EXCEPTIONS GRANTED DURING FY 1993 {SECTION 1762 (c) (10)}

Table F-13

	Contracting Officer/ GS-1102 Qualification Requirements Section 1724 (d)		Acquisition Corps Eligibility Criteria Section 1732 (d)		Critical Acquisition Positions Assignment Period/ Service Obligations:Section 1734 (d)		Other Waivers to Acquisition workforce Provisions		Incumbent Qualification Exceptions: 1736 (c)	Total By Service
Component	Reason Code	Number	Reason Code	Number	Reason Code	Number	Reason Code	Number	Number	
Army		0		0	G	5	E & F	1 & 1	0	7
Navy		0		0	C & D	2 & 2	E	5	0	9
Marine Corps		0		0	C & D	1 & 1		0	0	2
Air Force		0		0	B & C	2 & 5		1	4	11
OSD, DoD agencies, and other components[a]		0		0		0		0	0	0
Total		0		0		18		7	4	29

Source: OUSD(A&T)/AET&CD records verified by Components

[a]NSA / DIA excluded

REASON CODE:
(A) ACPB screened based on demonstrated potential
(B) Promotion
(C) Reassignment in government's interest
(D) Humanitarian reassignment/discharge
(E) Service Secretary determination (PEO/PM waivers)
(F) GO/SES Assignment
(G) ACAT I PM Reassignment

OFFICER PROMOTION RATE COMPARISONS FY 1993 COMPONENT: ARMY

Table F-14

To Grade	Categories	TOTAL NUMBER PROMOTED	% PROMOTION RATES		
			IN ZONE	BELOW ZONE[a]	ABOVE ZONE[a]
O-8	Acquisition Corps	3	30	N/A	N/A
	Non-Acquisition Equivalent/Line Officers [b]	28	29.5	N/A	N/A
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	31	29.5	N/A	N/A
O-7	Acquisition Corps	2	1.4	N/A	N/A
	Non-Acquisition Equivalent/Line Officers [b]	38	2.2	N/A	N/A
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	40	2.2	N/A	N/A
O-6	Acquisition Corps	38	55.7	0.6	7.5
	Non-Acquisition Equivalent/Line Officers [b]	448	43.6	2.3	0.7
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	486	44.3	2.1	0.9
O-5	Acquisition Corps	127	76.9	0.6	3.2
	Non-Acquisition Equivalent/Line Officers [b]	1211	61.8	5.7	1.4
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	1338	63.1	5.2	1.6

Source: Service Selection Board Results

%Promoted = (Number Promoted / Total Eligible Within Category)
[a]Below Zone and Above Zone Categories do not apply to General Officers
[b]Army PERSCOM Officer Personnel Management Directorate - Managed Officers

OFFICER PROMOTION RATE COMPARISONS FY 1993
COMPONENT: NAVY

Table F-15

To Grade	Categories	TOTAL NUMBER PROMOTED	% PROMOTION RATES		
			IN ZONE	BELOW ZONE[a]	ABOVE ZONE[a]
O-8	Acquisition Corps (URL/RL MP)	3	37.5	N/A	N/A
	Non-Acquisition Equivalent/Line Officers	19	46.3	N/A	N/A
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	22	44.9	N/A	N/A
O-7	Acquisition Corps (URL/RL MP)	6	2.3	N/A	N/A
	Non-Acquisition Equivalent/Line Officers	24	2.3	N/A	N/A
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	30	2.3	N/A	N/A
O-6	Acquisition Corps (URL/RL MP)	48	45.6	0	5.5
	Non-Acquisition Equivalent/Line Officers	241	49	1.8	1.6
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	289	48.6	1.6	2
O-5	Acquisition Corps (URL/RL MP)	67	74.2	0	2.5
	Non-Acquisition Equivalent/Line Officers	344	61.7	0.2	0.7
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	411	63	0.1	0.9

Source: Service Selection Board Results

%Promoted = (Number Promoted / Total Eligible Within Category)
[a]Below Zone and Above Zone Categories do not apply to Flag Officers
[b]Data provided for URL/RL Materiel Professionals (MP) since Acquisition Corps not effective until October 1, 1993. Next report will address Acquisition Corps.

OFFICER PROMOTION RATE COMPARISONS FY 1993
COMPONENT: MARINE CORPS

Table F-16

To Grade	Categories	TOTAL NUMBER PROMOTED	% PROMOTION RATES		
			IN ZONE	BELOW ZONE	ABOVE ZONE
O-8	Acquisition Corps	0	0	0	0
	Non-Acquisition Equivalent/Line Officers	11	56.2	0	50
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	11	56.2	0	50
O-7	Acquisition Corps	0	0	0	0
	Non-Acquisition Equivalent/Line Officers	15	11.1	1.2	0.8
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	15	11.1	1.2	0.8
O-6	Acquisition Corps	7	71.4	0	25
	Non-Acquisition Equivalent/Line Officers	91	41.8	0.8	1.2
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	98	41.7	0.8	1.9
O-5	Acquisition Corps	3	50	0	0
	Non-Acquisition Equivalent/Line Officers	194	53	1	3
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	197	54.2	1	3

Source: Service Selection Board Results

%Promoted = (Number Promoted / Total Eligible Within Category)

OFFICER PROMOTION RATE COMPARISONS FY 1993 COMPONENT: AIR FORCE

Table F-17

To Grade	Categories	TOTAL NUMBER PROMOTED	% PROMOTION RATES IN ZONE	BELOW ZONE[a]	ABOVE ZONE[a]
O-8	Acquisition Corps	3 [a]	27	N/A	N/A
	Non-Acquisition Equivalent/Line Officers	19 [a]	25.7	N/A	N/A
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	22 [a]	25.9	N/A	N/A
O-7[b]	Acquisition Corps	N/A	N/A	N/A	N/A
	Non-Acquisition Equivalent/Line Officers	N/A	N/A	N/A	N/A
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officer	39	2.2	N/A	N/A
O-6 [b]	Acquisition Corps	N/A	N/A	N/A	N/A
	Non-Acquisition Equivalent/Line Officers	N/A	N/A	N/A	N/A
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officer	551	41.6	2.5	4.5
O-5 [b]	Acquisition Corps	N/A	N/A	N/A	N/A
	Non-Acquisition Equivalent/Line Officers	N/A	N/A	N/A	N/A
	TOTAL: Acquisition and Non-Acquisition Equivalent/Line Officers	1321	63.4	1.7	1.5

Source: Service Selection Board Results

% Promoted = (Number Promoted / Total Eligible Within Category)
[a] FY 1992 promotio n board released during FY 1993. No promotion board held during FY 1993.
[b] O-7, O-6, and O-5 promotion rate comparisons not available. Acquisition Corps personnel were not identified prior to convening the selection boards in FY 1993.

FREEDOM OF NAVIGATION

The United States remains committed to the principle that the world's seas must be open to all nations. The armed forces continue to be the instrument for the United States to exercise and assert its navigation and overflight rights and freedoms consistent with the 1982 Law of the Sea Convention. As a matter of policy, the United States will not acquiesce in unilateral acts of other states that unlawfully restrict the rights and freedoms of the international community in navigation and overflight and other related high seas uses. When nations do not exercise these rights, the international community may come to accept claims constraining use of the seas as binding. Accordingly, it is necessary for maritime nations, such as the United States, to protest excessive claims through diplomatic channels and to exercise their navigation and overflight rights in the disputed regions. The United States has accepted this responsibility as an important tenet of national policy. Therefore, the Department of Defense maintains an active Freedom of Navigation program. From October 1, 1992, to September 30, 1993, Freedom of Navigation assertions were conducted against the following countries with maritime claims contrary to international law.

Country	Excessive Claims Challenged
Burma*	Prior permission for warship to enter 12 nautical mile (nm) territorial sea
Cambodia*	Prior permission for warship to enter 12 nm territorial sea; excessive straight baselines
China*	Prior permission for warships to enter 12 nm territorial sea
Djibouti*	Excess straight baselines
Ecuador*	200 nm territorial sea
Egypt	Prior notification for warship to enter 12 nm territorial sea
India*	Prior notification for warship to enter 12 nm territorial sea; historic claim to Gulf of Mannar
Iran*	Prior permission for warship to enter 12 nm territorial sea
Maldives*	Prior permission for warship to enter 12 nm territorial sea
Mauritania	Excess straight baselines
Nicaragua*	200 nm territorial sea (and overflight clearance); 25 nm security zone
Oman*	Excessive straight baselines; recognizes only innocent passage, not transit passage, through international straits
Peru*	200 nm territorial sea
Philippines	Excessive straight baselines; claims archipelagic waters as internal waters
Somalia*	200 nm territorial sea
Sudan*	Prior permission for warship to enter 12 nm territorial sea
Sweden	Prior permission for warship to enter 12 nm territorial sea

*Denotes that Freedom of Navigation assertion was also conducted in FY 1992.

In addition, military craft frequently conducted routine transits on, over, and under international straits, such as the Strait of Gibraltar and Strait of Hormuz, and through archipelagic sea lanes, such as those of Indonesia and the Philippines, in accordance with the 1982 Law of the Sea Convention.