



**DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
2 NAVY ANNEX  
WASHINGTON, DC 20380-1775**

IN REPLY REFER TO:  
CMC-MP  
8 Feb 00

WHITE LETTER NO. 01-00

From: Commandant of the Marine Corps  
To: All General Officers  
All Commanding Officers  
All Officers in Charge

Subj: FIRST QUARTER, FY00 FIRST-TERM POST-BOOTCAMP NON-EAS ATTRITION  
REPORT

Ref: (a) ALMAR 023/99  
(b) CMC White Letter 05-99 of 6 Dec 99  
(c) CMC White Letter 06-99 of 6 Dec 99

1. As stated in references (a) and (b), leadership is our most effective weapon to combat non-EAS attrition without compromising our values and standards. My intent is to focus on ways to reduce non-EAS attrition through foundational tenets of leadership by seeking solutions and options that provide our Marines the framework for success.

2. Reference (c) was a snapshot of your overall first-term post-bootcamp non-EAS attrition for FY99. Since that time, administrative functions for some commands have been consolidated at a higher level and currently, I cannot provide the level of detail for some units that you were given for FY99. Consequently, it would be difficult to draw comparisons to these data with the data below for units in which their administrative functions have been consolidated.

3. The data in paragraph 7 below summarizes first quarter, FY00's data at the lowest level possible. These data are current as of 14 January 2000 and will be updated during next quarter's report. As stated in reference (c), commanders are encouraged to review this report, compare themselves to like-units in the same deployment cycle, and make every effort to carry out my Commandant's Guidance through sharing of successful initiatives used in other commands.

4. This report is broken down by MCCs within MCCDC, MARFORLANT, and MARFORPAC only, since these major commands account for over 90 percent of the first-term force.

5. The categories of attrition are divided into four major groups, three of which a commander, using General Lejeune-style leadership and force of personality, can have a positive influence over. These three categories include:

a. Misconduct (alcohol, civilian offense, deserter, drugs, general/special courts-martial, homosexual act/admission, minor disciplinary infractions, pattern of misconduct, serious offenses, sexual perversion, unauthorized absence, or other misconduct).

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b. Physical disability (as a result of misconduct, not physically qualified, retire to permanent disability, previous injury, retire to temporary disability, or other).

c. Unsatisfactory performance (unsanitary habits, unsatisfactory performance, unsuitability, or weight control).

6. The fourth category (other) includes everything else not covered in misconduct, physical disability, and unsatisfactory performance, to include: accepting a commission, convenience of the government, death, hardship, parenthood, pregnancy, SecNav authority, service transfer, sole survivor, etc.

7. The following is a breakdown of first-term post-bootcamp non-EAS attrition for 1st Quarter, FY00. The next report will be published in April 2000 and will contain 2nd quarter, FY00 data, as well as a rollup of year-to-date information for FY00:

<u>UNIT</u>	<u>MISCON</u>	<u>PHYSDIS</u>	<u>UNSAT</u>	<u>OTHER</u>	<u>TOTAL</u>
MARFORLANT					
HQBN 2D MARDIV	0	1	0	1	2
HQ 2D MAR 2D MARDIV	0	2	0	1	3
1/2 2D MARDIV	0	0	0	0	0
2/2 2D MARDIV	0	1	0	0	1
3/2 2D MARDIV	1	2	0	0	3
HQ 6TH MAR 2D MARDIV	1	1	0	0	2
1/6 2D MARDIV	1	0	0	1	2
2/6 2D MARDIV	8	1	0	3	12
3/6 2D MARDIV	4	0	0	0	4
HQ 8TH MAR 2D MARDIV	0	4	0	2	6
1/8 2D MARDIV	0	0	0	0	0
2/8 2D MARDIV	4	1	0	0	5
3/8 2D MARDIV	0	0	0	0	0
HQ 10TH MAR 2D MARDIV	0	1	0	0	1
1/10 2D MARDIV	3	1	0	0	4
2/10 2D MARDIV	0	1	0	0	1
3/10 2D MARDIV	1	2	0	0	3
5/10 2D MARDIV	2	0	0	0	2
2D CE BN 2D MARDIV	1	0	0	1	2
2D LARBN 2D MARDIV	2	0	0	0	2
2D TANK BN 2D MARDIV	1	2	0	0	3
2D AA BN 2D MARDIV	5	1	0	2	8
MWHS-2 2D MAW	1	1	0	0	2
MALS-14 MAG-14 2D MAW	4	2	2	3	11
VMA-223 MAG-14 2D MAW	0	0	0	1	1
VMA-231 MAG-14 2D MAW	0	1	0	0	1
VMA-542 MAG-14 2D MAW	0	0	0	0	0
VMAQ-1 MAG-14 2D MAW	0	0	0	0	0
VMAQ-2 MAG-14 2D MAW	1	0	0	0	1

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<u>UNIT</u>	<u>MISCON</u>	<u>PHYSDIS</u>	<u>UNSAT</u>	<u>OTHER</u>	<u>TOTAL</u>
VMAQ-3 MAG-14 2D MAW	0	0	0	0	0
VMAQ-4 MAG-14 2D MAW	1	0	0	1	2
VMAT-203 MAG-14 2D MAW	1	0	1	1	3
VMGR-252 MAG-14 2D MAW	0	0	0	0	0
VMGRT-253 MAG-14 2D MAW	1	1	0	0	2
VMU-2 MAG-14 2D MAW	0	0	1	0	1
MALS-26 MAG-26 2D MAW	0	1	0	0	1
HMH-461 MAG-26 2D MAW	1	0	0	1	2
HMM-261 MAG-26 2D MAW	0	0	0	0	0
HMM-264 MAG-26 2D MAW	0	0	0	0	0
HMM-266 MAG-26 2D MAW	0	0	0	0	0
HMT-204 MAG-26 2D MAW	2	0	0	0	2
HMLA-167 MAG-26 2D MAW	1	0	0	0	1
MALS-29 MAG-29 2D MAW	0	2	0	0	2
HMH-464 MAG-29 2D MAW	0	1	0	1	2
HMLA-269 MAG-29 2D MAW	0	0	0	0	0
HMM-162 MAG-29 2D MAW	1	0	0	0	1
HMM-263 MAG-29 2D MAW	0	0	0	0	0
HMM-365 MAG-29 2D MAW	0	0	0	0	0
HMT-302 MAG-29 2D MAW	5	0	0	5	10
MALS-31 MAG-31 2D MAW	3	1	0	2	6
VMFA(AW)-224 MAG-31 2D MAW	0	0	0	0	0
VMFA(AW)-332 MAG-31 2D MAW	0	0	0	0	0
VMFA(AW)-533 MAG-31 2D MAW	0	0	0	0	0
VMFA-115 MAG-31 2D MAW	1	0	0	0	1
VMFA-122 MAG-31 2D MAW	0	0	0	0	0
VMFA-251 MAG-31 2D MAW	1	0	0	0	1
VMFA-312 MAG-31 2D MAW	0	0	1	0	1
MACS-2 MACG-28 2D MAW	3	3	0	0	6
MASS-1 MACG-28 2D MAW	0	0	0	0	0
2D LADD BN MACG-28 2D MAW	0	2	0	0	2
MTACS-28 MACG-28 2D MAW	2	0	0	0	2
MWCS-28 MACG-28 2D MAW	3	2	0	0	5
MWSG-27 2D MAW	0	0	0	0	0
MWSS-271 MWSG-27 2D MAW	7	0	0	1	8
MWSS-272 MWSG-27 2D MAW	3	1	0	1	5
MWSS-273 MWSG-27 2D MAW	3	4	0	2	9
MWSS-274 MWSG-27 2D MAW	3	2	1	2	8
H&S BN 2D FSSG	21	15	0	10	46
CSSD-21 2D FSSG	2	0	0	1	3
CSSD-23 2D FSSG	0	2	0	0	2
2D MAINT BN 2D FSSG	0	0	0	0	0
2D MED BN 2D FSSG	0	0	0	0	0
2D SUP BN 2D FSSG	0	0	0	0	0
2D TRANSSUP BN 2D FSSG	0	0	0	0	0
8TH ES BN 2D FSSG	0	0	0	1	1
8TH MT BN 2D FSSG	0	0	0	1	1
HQ FMFLANT	2	0	0	0	2
II MEF HQ	0	0	0	2	2

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CE 22D MEU	0	0	0	0	0
CE 24TH MEU	0	0	0	0	0
CE 26TH MEU	0	0	0	0	0
CBIRF	0	0	0	1	1
MAR SPT BN NAV SEC GROUP	0	0	0	1	1
MARBKS GITMO	0	0	0	0	0
MARBKS US NAVAL ACAD	5	2	1	2	10
MC ELM EWTGLANT	0	0	0	0	0
HMX-1	2	0	0	0	2
DFAS KANSAS CITY	1	0	0	0	1
2D SRI GRP II MEF	0	1	0	0	1
2D RADBN II MEF	0	1	0	1	2
2D INTEL BN II MEF	1	0	0	0	1
8TH COMM BN II MEF	0	1	0	0	1
MCSF BATTALION	5	10	1	4	20
MCB CAMLEJ	8	0	1	1	10
SOI MCB CAMLEJ	16	6	0	24	46
MCSSS MCB CAMLEJ	1	0	0	4	5
FORMAL SCOLS MCB CAMLEJ	3	0	0	3	6
MCAS CHERRY PT	2	0	0	0	2
MCAF BEAUFORT	2	1	0	0	3
MCAF NEW RIVER	1	0	0	1	2
MARFORLANT TOTAL	154	84	9	89	336
MARFORPAC					
HQBN 1ST MARDIV	4	6	0	1	11
HQ 1ST MAR 1ST MARDIV	5	3	0	0	8
1/1 1ST MARDIV	0	0	0	0	0
2/1 1ST MARDIV	2	0	0	0	2
3/1 1ST MARDIV	0	0	0	2	2
HQ 5THMAR 1ST MARDIV	3	0	0	0	3
1/5 1ST MARDIV	0	1	0	0	1
2/5 1ST MARDIV	14	4	0	0	18
3/5 1ST MARDIV	14	2	0	0	16
HQ 7TH MAR 1ST MARDIV	0	1	0	0	1
1/7 1ST MARDIV	7	2	0	6	15
2/7 1ST MARDIV	2	2	1	4	9
3/7 1ST MARDIV	3	0	0	0	3
HQ 11TH MAR 1ST MARDIV	2	0	0	0	2
1/11 1ST MARDIV	1	0	0	0	1
2/11 1ST MARDIV	2	1	0	0	3
3/11 1ST MARDIV	4	1	0	1	6
5/11 1ST MARDIV	8	0	0	0	8
1/4 1ST MARDIV	12	1	0	1	14
2/4 1ST MARDIV	3	1	0	2	6
3/4 1ST MARDIV	3	1	0	1	5
1ST CE BN 1ST MARDIV	2	0	1	0	3
1ST LARBN 1ST MARDIV	3	0	0	1	4
3D LAR BN 1ST MARDIV	10	1	0	1	12
1ST TANK BN 1ST MARDIV	2	0	0	1	3

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<u>UNIT</u>	<u>MISCON</u>	<u>PHYSDIS</u>	<u>UNSAT</u>	<u>OTHER</u>	<u>TOTAL</u>
3D AA BN 1ST MARDIV	2	1	0	0	3
HQBN 3D MARDIV	0	0	0	1	1
HQ 3D MAR 3D MARDIV	0	1	0	0	1
1/3 3D MARDIV	0	0	0	0	0
2/3 3D MARDIV	0	0	0	0	0
3/3 3D MARDIV	4	0	0	0	4
HQ 4TH MAR 3D MARDIV	0	0	0	0	0
CA BN 3D MARDIV	0	0	0	1	1
HQ 12TH MAR 3D MARDIV	0	0	0	0	0
1/12 3D MARDIV	0	0	0	0	0
3/12 3D MARDIV	2	0	0	0	2
MWHS-3 3D MAW	4	0	0	0	4
MAWTS-1 3D MAW	0	0	0	0	0
MALS-11 MAG-11 3D MAW	2	0	0	0	2
VMFA(AW)-225 MAG-11 3D MAW	0	0	0	1	1
VMFA(AW)-121 MAG-11 3D MAW	0	0	0	0	0
VMFA-232 MAG-11 3D MAW	0	0	0	0	0
VMFA-323 MAG-11 3D MAW	0	0	0	0	0
VMFAT-101 MAG-11 3D MAW	3	0	0	1	4
VMGR-352 MAG-11 3D MAW	0	0	0	1	1
VMFA-314 MAG-11 3D MAW	0	0	0	0	0
MALS-13 MAG-13 3D MAW	1	1	0	0	2
VMA-211 MAG-13 3D MAW	1	0	0	0	1
VMA-214 MAG-13 3D MAW	0	0	0	0	0
VMA-311 MAG-13 3D MAW	2	0	0	0	2
VMA-513 MAG-13 3D MAW	1	0	0	1	2
VMU-1 MAG-13 3D MAW	1	0	0	0	1
MALS-16 MAG-16 3D MAW	7	1	0	1	9
HMH-361 MAG-16 3D MAW	1	0	0	0	1
HMH-462 MAG-16 3D MAW	0	1	0	0	1
HMH-466 MAG-16 3D MAW	1	0	0	0	1
HMM-161 MAG-16 3D MAW	1	0	0	0	1
HMM-163 MAG-16 3D MAW	0	0	0	0	0
HMM-165 MAG-16 3D MAW	1	0	0	0	1
HMM-166 MAG-16 3D MAW	0	1	0	0	1
HMM-364 MAG-16 3D MAW	0	0	0	0	0
MALS-39 MAG-39 3D MAW	1	1	0	0	2
HMLA-169 MAG-39 3D MAW	0	0	0	0	0
HMLA-267 MAG-39 3D MAW	0	0	0	0	0
HMLA-367 MAG-39 3D MAW	0	0	0	0	0
HMLA-369 MAG-39 3D MAW	1	0	0	0	1
HMM-164 MAG-39 3D MAW	0	0	0	0	0
HMM-268 MAG-39 3D MAW	0	0	0	0	0
HMM-164 MAG-39 3D MAW	1	0	0	0	1
HMT-303 MAG-39 3D MAW	1	0	0	1	2
MACS-1 MACG-38 3D MAW	1	3	0	0	4
MASS-3 MACG-38 3D MAW	2	0	0	0	2
MTACS-38 MACG-38 3D MAW	1	0	0	0	1
MWCS-38 MACG-38 3D MAW	2	3	0	1	6
HQ 3D LAADBN MACG-38 3D MAW	1	0	0	0	1

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1ST LAAM BN MACG-38 3D MAW	2	0	0	0	2
HQ MWSG-37 3D MAW	0	0	0	0	0
MWSS-372 MWSG-37 3D MAW	0	1	0	0	1
MWSS-373 MWSG-37 3D MAW	2	1	0	0	3
MWSS-374 MWSG-37 3D MAW	4	0	0	2	6
MWHS-1 1ST MAW	0	0	0	0	0
HQ MAG-12 1ST MAW	0	0	0	0	0
MALS-12 MAG-12 1ST MAW	0	0	0	0	0
VMFA(AW)-242 MAG-12 1ST MAW	0	0	0	0	0
VMFA-212 MAG-12 1ST MAW	0	0	0	0	0
MALS-36 MAG-36 1ST MAW	0	0	0	0	0
HMH-465 MAG-36 1ST MAW	0	0	0	0	0
HMM-262 MAG-36 1ST MAW	0	0	0	0	0
HMM-265 MAG-36 1ST MAW	0	0	0	0	0
VMGR-152 MAG-36 1ST MAW	0	0	0	0	0
HMH-366 MALSE 1ST MAW KBAY	0	0	0	0	0
HMH-463 MALSE 1ST MAW KBAY	0	0	0	0	0
HMT-301 MALSE 1ST MAW KBAY	0	0	0	0	0
HMH-362 MALSE 1ST MAW KBAY	0	0	0	0	0
HMH-363 MALSE 1ST MAW KBAY	0	0	0	0	0
MALS MALSE 1ST MAW KBAY	2	1	0	0	3
MACS-4 MACG-18 1ST MAW	0	0	0	0	0
MTACS-18 MACG-18 1ST MAW	0	0	0	0	0
MWCS-18 MACG-18 1ST MAW	0	0	0	0	0
1ST STBTRY MACG-18 1ST MAW	0	0	0	0	0
MASS-2 MACG-18 1ST MAW	0	0	0	0	0
HQ MWSG-17 1ST MAW	0	0	0	0	0
MWSS-171 MWSG-17 1ST MAW	1	0	0	1	2
MWSS-172 MWSG-17 1ST MAW	0	0	0	0	0
H&SBN 1ST FSSG	13	4	1	16	34
MSSG-11 1ST FSSG	0	0	0	0	0
MSSG-13 1ST FSSG	0	0	0	0	0
MSSG-15 1ST FSSG	0	0	0	0	0
CSSG-1 1ST FSSG	1	0	0	0	1
CSSD-14 1ST FSSG	0	1	0	0	1
CSSD-16 1ST FSSG	0	0	0	0	0
3D FSSG	0	0	0	0	0
H&S BN 3D FSSG	1	2	0	1	4
MSSG-31 3D FSSG	0	0	0	0	0
CSSG-3	2	0	0	0	2
CSSD-36 3D FSSG	0	0	0	0	0
3D MAINT BN 3D FSSG	0	0	0	1	1
3D MED BN 3D FSSG	0	0	0	0	0
3D SUPPORT BN 3D FSSG	0	0	0	0	0
9TH ENGR SPT BN 3D FSSG	0	0	0	0	0
HQ FMFPAC	0	0	0	0	0
I MEF HQ	1	0	0	0	1
III MEF HQ	0	0	0	0	0
CE 11TH MEU	0	0	0	0	0
CE 13TH MEU	0	0	0	0	0

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CE 15TH MEU	0	0	0	0	0
CE 31ST MEU	0	0	0	0	0
1ST SRI GRP I MEF	2	1	0	0	3
1ST RADB N	0	2	0	0	2
3D INTEL BN III MEF	0	0	0	0	0
7TH COMM BN III MEF	0	0	0	0	0
9TH COMM BN I MEF	3	0	0	1	4
MC ELM EWTGPAC	1	1	0	3	5
MCB CAMPEN	28	4	0	5	37
AA SCOL MCB CAMPEN	0	0	0	0	0
FORMAL SCOLS MCB CAMPEN	0	0	0	0	0
SOI MCB CAMPEN	11	2	0	18	31
MCAF CAMPEN	0	0	0	0	0
MCTSSA CAMPEN	0	0	0	0	0
WTBN MCB CAMPEN	0	0	0	0	0
MCB KANEOHE BAY HI	1	3	0	1	5
MCAS EL TORO	2	1	1	0	4
MCAS FUTENMA	0	0	0	0	0
MCAS IWAKUNI	0	0	0	0	0
MCAS YUMA	0	0	1	0	1
MCB CAMBUT	0	0	0	1	1
MCB CAMP FUJI	0	0	0	0	0
MARFORPAC TOTAL	228	64	5	80	377
MCCDC/SCOLS					
MCCDC QUANT	11	8	0	4	23
BLOUNT ISLAND	0	0	0	0	0
MARDET FT HUACHUCA	0	1	0	0	1
MARDET FT BLISS	0	0	0	0	0
MARDET FT GORDON	0	0	0	0	0
MARDET FT KNOX	0	0	0	0	0
MARDET FT LEE	1	0	0	0	1
MARDET FT LEONARDWOOD	2	1	0	0	3
MARDET FT MCCLELLAN	0	0	0	1	1
MARDET FT MEADE	0	0	0	0	0
MARDET FT SILL	1	0	0	1	2
MARDET KEESLER AFB	0	2	0	0	2
MARDET LACKLAND AFB	0	1	0	0	1
MARDET MONTEREY	1	1	1	2	5
MARDET NEWPORT	0	0	0	0	0
MARDET NMC INTEL CNTR	0	0	0	0	0
MARDET SAN ANGELO	0	1	0	0	1
MARDET ABERDEEN PROV GRND	3	0	0	0	3
MARDET REDSTONE ARSENAL	0	0	0	0	0
TRNG SPT CTR FT EUSTIS	0	0	0	0	0
MATSG CECIL FIELD	0	1	0	1	2
NATC MATSG PENSACOLA	13	2	0	13	28
MATSG MERIDIAN	1	0	0	2	3
F/18 MAINT SCOL NAS LEMOORE	3	0	0	0	3

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MCWF LAB QUANTICO	0	0	0	0	0
MCAF QUANT	0	1	0	0	1
MCLB ALBANY	1	2	0	1	4
MCLB BARSTOW	0	0	0	0	0
MCMWTC BRIDGEPORT	1	1	0	0	2
MCRD PISC	2	3	0	0	5
MCRD SDIEGO	2	3	1	0	6
MSGBN QUANT	0	0	0	0	0
MCAGCC 29 PALMS	3	0	0	2	5
MCCDC/SCOLS TOTAL	52	32	2	35	121
OTHER	7	4	0	8	19
HQBN HQMC	0	5	0	3	8
CMC HQMC M&RA (HRD)	16	0	0	0	16
APPEL LV ACT WASHDC	150	0	0	0	150
TOTALS	600	185	16	207	1008

  
J. L. JONES