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

IN REPLY REFER TO:

CMC-MP
6 Dec 99

WHITE LETTER NO. 06-99

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

Subj: FIRST-TERM POST-BOOTCAMP NON-EAS ATTRITION REPORT

Ref: (a) ALMAR 023/99
(b) CMC White Letter 05-99 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. On a quarterly basis, I intend to provide commanders with a snapshot of their first-term post-bootcamp non-EAS attrition. 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.

3. 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.

4. 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).

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).

5. 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.

6. The following is a breakdown of first-term post-bootcamp non-EAS attrition for FY99. This is an initial report to provide a starting point. The next report will be published in January 2000 and will contain 1st quarter, FY00 data. Subsequent reports will contain quarterly data with a rollup of year-to-date information.

UNIT	MISCON	PHYSDIS	UNSAT	OTHER	TOTAL
MARFORLANT					
HQBN 2D MARDIV	25	18	1	15	59
HQ 2D MAR 2D MARDIV	22	16	0	6	44
1/2 2D MARDIV	15	23	0	7	45
2/2 2D MARDIV	6	13	0	21	40
3/2 2D MARDIV	14	21	0	8	43
HQ 6TH MAR 2D MARDIV	18	17	0	7	42
1/6 2D MARDIV	12	3	0	4	19
2/6 2D MARDIV	12	7	0	3	22
3/6 2D MARDIV	27	5	0	4	36
HQ 8TH MAR 2D MARDIV	40	33	0	15	88
1/8 2D MARDIV	15	5	0	8	28
2/8 2D MARDIV	8	15	1	9	33
3/8 2D MARDIV	33	7	0	6	46
HQ 10TH MAR 2D MARDIV	5	8	0	1	14
1/10 2D MARDIV	14	7	0	2	23
2/10 2D MARDIV	5	7	0	1	13
3/10 2D MARDIV	12	7	0	3	22
5/10 2D MARDIV	5	4	0	3	12
2D CE BN 2D MARDIV	15	7	0	4	26
2D LARBN 2D MARDIV	11	16	0	3	30
2D TANK BN 2D MARDIV	4	7	0	2	13
2D AA BN 2D MARDIV	31	13	1	8	53
MWHS-2 2D MAW	3	2	0	1	6
MALS-14 MAG-14 2D MAW	24	12	6	31	73
VMA-223 MAG-14 2D MAW	4	1	0	1	6
VMA-231 MAG-14 2D MAW	6	2	2	1	11
VMA-542 MAG-14 2D MAW	1	2	0	1	4
VMAQ-1 MAG-14 2D MAW	2	2	0	1	5
VMAQ-2 MAG-14 2D MAW	5	1	1	3	10
VMAQ-3 MAG-14 2D MAW	1	0	0	1	2
VMAQ-4 MAG-14 2D MAW	0	1	1	1	3
VMAT-203 MAG-14 2D MAW	17	5	0	0	22
VMGR-252 MAG-14 2D MAW	7	1	2	0	10
VMGRT-253 MAG-14 2D MAW	10	2	0	2	14

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UNIT	MISCON	PHYSDIS	UNSAT	OTHER	TOTAL
VMU-2 MAG-14 2D MAW	2	1	3	0	6
MALS-26 MAG-26 2D MAW	16	6	1	3	26
HMH-461 MAG-26 2D MAW	2	3	0	1	6
HMM-264 MAG-26 2D MAW	1	1	0	0	2
HMM-266 MAG-26 2D MAW	0	0	0	2	2
HMT-204 MAG-26 2D MAW	8	3	3	2	16
HMLA-167 MAG-26 2D MAW	4	2	0	0	6
MALS-29 MAG-29 2D MAW	6	9	0	1	16
HMH-464 MAG-29 2D MAW	6	1	0	8	15
HMLA-269 MAG-29 2D MAW	3	0	0	5	8
HMM-162 MAG-29 2D MAW	2	1	0	0	3
HMM-263 MAG-29 2D MAW	4	0	0	1	5
HMM-365 MAG-29 2D MAW	3	2	0	0	5
HMT-302 MAG-29 2D MAW	14	3	0	0	17
MALS-31 MAG-31 2D MAW	10	8	4	5	27
VMFA(AW)-224 MAG-31 2D MAW	0	0	1	0	1
VMFA(AW)-332 MAG-31 2D MAW	2	2	0	0	4
VMFA(AW)-533 MAG-31 2D MAW	1	0	1	1	3
VMFA-115 MAG-31 2D MAW	1	2	0	1	4
VMFA-122 MAG-31 2D MAW	5	0	0	0	5
VMFA-251 MAG-31 2D MAW	1	1	0	0	2
MACS-2 MACG-28 2D MAW	7	8	0	1	16
MASS-1 MACG-28 2D MAW	3	26	0	0	29
2D LADD BN MACG-28 2D MAW	17	7	0	2	26
MTACS-28 MACG-28 2D MAW	2	2	0	2	6
MWCS-28 MACG-28 2D MAW	6	5	1	3	15
MWSG-27 2D MAW	1	0	0	2	3
MWSS-271 MWSG-27 2D MAW	11	3	0	4	18
MWSS-272 MWSG-27 2D MAW	14	14	0	6	34
MWSS-273 MWSG-27 2D MAW	14	11	0	6	31
MWSS-274 MWSG-27 2D MAW	15	10	0	7	32
H&S BN 2D FSSG	42	43	1	24	110
CSSD-21 2D FSSG	10	9	1	1	21
CSSD-23 2D FSSG	2	0	0	1	3
2D MAINT BN 2D FSSG	11	12	0	2	25
2D MED BN 2D FSSG	1	0	0	1	2
2D SUP BN 2D FSSG	15	17	2	5	39
2D TRANSSUP BN 2D FSSG	11	11	1	7	30
8TH ES BN 2D FSSG	36	20	0	7	63
8TH MT BN 2D FSSG	16	8	0	1	25
II MEF HQ	7	10	1	3	21
CE 26TH MEU	0	0	0	4	4
CBIRF	9	4	0	0	13
MAR SPT BN NAV SEC GROUP	5	9	0	5	19
MARBKS GITMO	6	7	0	6	19
MARBKS US NAVAL ACAD	20	20	1	21	62
MC ELM EWTGLANT	5	1	0	2	8
HMX-1	2	2	0	9	13

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UNIT	MISCON	PHYSDIS	UNSAT	OTHER	TOTAL
DFAS KANSAS CITY	2	0	1	2	5
2D SRI GRP II MEF	1	0	0	1	2
2D RADBN II MEF	7	7	5	7	26
2D INTEL BN II MEF	1	0	0	0	1
8TH COMM BN II MEF	24	10	0	9	43
MCSF BATTALION	19	67	0	22	108
MCB CAMLEJ	114	32	2	42	190
SOI MCB CAMLEJ	132	170	0	107	409
MCSSS MCB CAMLEJ	21	14	0	15	50
FORMAL SCOLS MCB CAMLEJ	17	7	3	14	41
MCAS CHERRY PT	38	1	1	4	44
MCAF BEAUFORT	8	5	0	2	15
MCAF NEW RIVER	5	2	0	4	11
SUBTOTALS	1,197	909	48	574	2,728
MARFORPAC					
HQBN 1ST MARDIV	26	34	1	10	71
HQ 1ST MAR 1ST MARDIV	4	5	2	2	13
1/1 1ST MARDIV	26	7	0	5	38
2/1 1ST MARDIV	1	5	0	1	7
3/1 1ST MARDIV	6	2	0	4	12
HQ 5THMAR 1ST MARDIV	8	5	0	0	13
1/5 1ST MARDIV	22	12	0	5	39
2/5 1ST MARDIV	28	16	0	7	51
3/5 1ST MARDIV	9	8	0	6	23
HQ 7TH MAR 1ST MARDIV	0	1	0	0	1
1/7 1ST MARDIV	29	24	1	6	60
2/7 1ST MARDIV	15	5	0	6	26
3/7 1ST MARDIV	10	11	2	10	33
HQ 11TH MAR 1ST MARDIV	5	3	0	2	10
1/11 1ST MARDIV	8	3	0	0	11
2/11 1ST MARDIV	7	4	0	3	14
3/11 1ST MARDIV	8	2	0	4	14
5/11 1ST MARDIV	9	17	0	4	30
1/4 1ST MARDIV	57	11	0	19	87
2/4 1ST MARDIV	3	5	0	3	11
3/4 1ST MARDIV	13	9	0	10	32
1ST CE BN 1ST MARDIV	18	5	5	3	31
1ST LARBN 1ST MARDIV	23	3	0	7	33
3D LAR BN 1ST MARDIV	19	8	0	3	30
1ST TANK BN 1ST MARDIV	8	7	0	3	18
3D AA BN 1ST MARDIV	53	13	0	8	74
HQBN 3D MARDIV	6	6	1	0	13
HQ 3D MAR 3D MARDIV	11	13	0	1	25
1/3 3D MARDIV	19	7	0	10	36
2/3 3D MARDIV	37	26	0	13	76
3/3 3D MARDIV	11	23	0	7	41

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UNIT	MISCON	PHYSDIS	UNSAT	OTHER	TOTAL
HQ 4TH MAR 3D MARDIV	3	0	0	0	3
CA BN 3D MARDIV	3	2	0	2	7
HQ 12TH MAR 3D MARDIV	5	2	0	1	8
1/12 3D MARDIV	10	4	0	3	17
3/12 3D MARDIV	9	10	0	1	20
MWHS-3 3D MAW	3	3	1	8	15
MAWTS-1 3D MAW	1	0	0	0	1
MALS-11 MAG-11 3D MAW	5	4	1	8	18
VMFA(AW)-225 MAG-11 3D MAW	0	1	0	0	1
VMFA(AW)-121 MAG-11 3D MAW	0	0	0	1	1
VMFA-232 MAG-11 3D MAW	7	1	0	1	9
VMFA-323 MAG-11 3D MAW	4	0	2	4	10
VMFAT-101 MAG-11 3D MAW	0	2	2	2	6
VMGR-352 MAG-11 3D MAW	2	0	0	4	6
VMFA-314 MAG-11 3D MAW	2	0	0	1	3
MALS-13 MAG-13 3D MAW	10	7	1	0	18
VMA-211 MAG-13 3D MAW	4	3	0	0	7
VMA-214 MAG-13 3D MAW	3	0	0	0	3
VMA-311 MAG-13 3D MAW	2	0	0	0	2
VMA-513 MAG-13 3D MAW	2	0	0	1	3
VMU-1 MAG-13 3D MAW	3	2	0	1	6
MALS-16 MAG-16 3D MAW	5	7	0	1	13
HMH-361 MAG-16 3D MAW	0	0	0	2	2
HMH-462 MAG-16 3D MAW	1	1	0	1	3
HMH-466 MAG-16 3D MAW	0	0	0	1	1
HMM-161 MAG-16 3D MAW	3	0	0	0	3
HMM-165 MAG-16 3D MAW	0	0	0	2	2
HMM-166 MAG-16 3D MAW	4	2	0	0	6
MALS-39 MAG-39 3D MAW	17	14	3	2	36
HMLA-169 MAG-39 3D MAW	3	0	0	0	3
HMLA-267 MAG-39 3D MAW	0	2	2	0	4
HMLA-369 MAG-39 3D MAW	0	2	2	1	5
HMLA-367 MAG-39 3D MAW	3	2	0	2	7
HMM-164 MAG-39 3D MAW	3	0	0	0	3
HMT-303 MAG-39 3D MAW	10	3	0	3	16
MACS-1 MACG-38 3D MAW	12	9	0	0	21
MASS-3 MACG-38 3D MAW	5	1	0	2	8
MTACS-38 MACG-38 3D MAW	1	0	0	0	1
MWCS-38 MACG-38 3D MAW	4	4	2	3	13
HQ 3D LAADBN MACG-38 3D MAW	6	1	0	2	9
1ST LAAM BN MACG-38 3D MAW	10	4	3	0	17
HQ MWSG-37 3D MAW	1	0	0	0	1
MWSS-372 MWSG-37 3D MAW	12	3	0	2	17
MWSS-373 MWSG-37 3D MAW	6	12	0	1	19
MWSS-374 MWSG-37 3D MAW	5	2	2	2	11
AGESE MWSG-37 3D MAW	4	2	0	1	7
MWHS-1 1ST MAW	3	0	0	0	3
HQ MAG-12 1ST MAW	1	0	0	1	2

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UNIT	MISCON	PHYSDIS	UNSAT	OTHER	TOTAL
MALS-12 MAG-12 1ST MAW	3	0	0	0	3
VMFA-212 MAG-12 1ST MAW	0	1	0	0	1
MALS-36 MAG-36 1ST MAW	7	1	0	4	12
HMH-465 MAG-36 1ST MAW	0	3	0	0	3
HMM-262 MAG-36 1ST MAW	3	0	0	0	3
HMM-265 MAG-36 1ST MAW	0	1	0	0	1
VMGR-152 MAG-36 1ST MAW	3	0	3	1	7
HMH-366 MALSE 1ST MAW KBAY	2	1	0	1	4
HMH-463 MALSE 1ST MAW KBAY	3	1	1	1	6
HMT-301 MALSE 1ST MAW KBAY	4	0	0	0	4
HMH-362 MALSE 1ST MAW KBAY	2	0	0	0	2
HMH-363 MALSE 1ST MAW KBAY	2	0	1	0	3
MALS MALSE 1ST MAW KBAY	2	19	0	1	22
MACS-4 MACG-18 1ST MAW	2	1	1	5	9
MTACS-18 MACG-18 1ST MAW	0	1	0	0	1
MWCS-18 MACG-18 1ST MAW	6	1	0	0	7
1ST STBTRY MACG-18 1ST MAW	2	0	2	0	4
MASS-2 MACG-18 1ST MAW	5	0	0	1	6
HQ MWSG-17 1ST MAW	0	1	0	0	1
MWSS-171 MWSG-17 1ST MAW	10	5	0	5	20
MWSS-172 MWSG-17 1ST MAW	2	5	1	1	9
H&SBN 1ST FSSG	133	87	17	49	286
MSSG-11 1ST FSSG	2	0	0	1	3
MSSG-15 1ST FSSG	0	9	0	1	10
CSSG-1 1ST FSSG	11	10	0	2	23
CSSD-16 1ST FSSG	2	0	0	1	3
3D FSSG	4	0	0	0	4
H&S BN 3D FSSG	4	2	0	0	6
MSSG-31 3D FSSG	0	1	0	1	2
CSSG-3	9	9	0	2	20
CSSD-36 3D FSSG	1	2	0	1	4
3D MAINT BN 3D FSSG	6	21	1	3	31
3D MED BN 3D FSSG	0	2	0	4	6
3D SUPPORT BN 3D FSSG	8	7	0	5	20
9TH ENGR SPT BN 3D FSSG	10	1	0	2	13
3D SUPPLY BN 3D FSSG	1	1	0	3	5
HQ FMFPAC	6	0	1	0	7
I MEF HQ	3	0	0	0	3
III MEF HQ	3	4	0	4	11
CE 11TH MEU	1	0	0	0	1
CE 15TH MEU	1	0	0	0	1
1ST SRI GRP I MEF	12	6	3	2	23
1ST RADBN	5	2	2	2	11
7TH COMM BN III MEF	3	2	0	6	11
9TH COMM BN I MEF	26	10	0	4	40
MC ELM EWTGPAC	2	3	0	1	6
MCB CAMPEN	60	53	0	3	116
AA SCOL MCB CAMPEN	8	2	0	5	15

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UNIT	MISCON	PHYSDIS	UNSAT	OTHER	TOTAL
SOI MCB CAMPEN	100	196	0	8	304
MCAF CAMPEN	6	1	0	0	7
MCTSSA CAMPEN	2	0	0	1	3
WTBN MCB CAMPEN	0	1	2	0	3
MCB KANEOHE BAY HI	6	6	0	2	14
MCAS EL TORO	6	5	3	3	17
MCAS FUTENMA	1	0	0	0	1
MCAS IWAKUNI	3	4	0	0	7
MCAS YUMA	8	2	0	2	12
MCB CAMBUT	6	4	0	2	12
MCB CAMP FUJI	7	0	0	1	8
SUBTOTALS	1,220	906	71	370	2,567
MCCDC/SCOLS					
MCCDC QUANT	53	18	0	120	191
MARDET FT HUACHUCA	1	1	0	1	3
MARDET FT BLISS	0	0	1	3	4
MARDET FT KNOX	0	2	0	0	2
MARDET FT LEE	2	5	0	3	10
MARDET FT LEONARDWOOD	9	9	0	1	19
MARDET FT MCCLELLAN	7	0	1	4	12
MARDET FT MEADE	1	32	0	1	34
MARDET FT SILL	13	4	0	1	18
MARDET KEESLER AFB	7	1	1	1	10
MARDET LACKLAND AFB	0	2	0	0	2
MARDET MONTERY	2	13	5	27	47
MARDET NEWPORT	0	0	0	15	15
MARDET NMC INTEL CNTR	0	2	0	1	3
MARDET SAN ANGELO	3	3	0	8	14
MARDET ABERDEEN PROV GRND	4	1	0	3	8
TRNG SPT CTR FT EUSTIS	1	0	0	0	1
MATSG CECIL FIELD	15	14	1	4	34
NATC MATSG PENSACOLA	105	35	1	41	182
MATSG MERIDIAN	2	0	0	1	3
F/18 MAINT SCOL NAS LEMOORE	2	2	0	2	6
MCAF QUANT	0	1	0	0	1
MCLB ALBANY	6	4	5	7	22
MCLB BARSTOW	1	1	3	0	5
MCMWTC BRIDGEPORT	1	2	1	0	4
MCRD PISC	36	9	0	4	49
MCRD SDIEGO	22	21	5	8	56
MSGBN QUANT	3	6	0	1	10
MCAGCC 29 PALMS	34	19	4	34	91
HQBN HQMC	17	34	4	6	61

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UNIT		MISCON	PHYSDIS	UNSAT	OTHER	TOTAL
	SUBTOTALS	347	241	32	297	917
OTHER		63	45	3	60	171
HUMS STATUS		3	2	0	22	27
	TOTALS	2,830	2,103	154	1,323	6,410

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