DoD Logistics
Human Capital Strategy (HCS)

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The DoD Logistics functional community comprises over 615,000 active duty military and civilian personnel*

Workforce Sizing by Category

<table>
<thead>
<tr>
<th>Category</th>
<th>Civ</th>
<th>Mil</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance Support</td>
<td>143,295</td>
<td>199,516</td>
<td>342,811</td>
</tr>
<tr>
<td>Supply Management</td>
<td>63,350</td>
<td>72,037</td>
<td>135,387</td>
</tr>
<tr>
<td>Cross-Category (SM &amp; D/D/T)</td>
<td>11,012</td>
<td>11,012</td>
<td>11,012</td>
</tr>
<tr>
<td>Deploy/Dist/Trans</td>
<td>56,194</td>
<td>56,679</td>
<td>112,873</td>
</tr>
<tr>
<td>Life Cycle Logistics</td>
<td>12,426</td>
<td>935</td>
<td>13,361</td>
</tr>
</tbody>
</table>

Total: 275,265 (46%) | 340,179 (54%) | 615,444 (100%)

*Augmented by over 200,000 Guard/Reserve personnel

Demographics current as Sep 30, 2008

Sources: Defense Civilian Personnel Data System (DCPDS)
Defense Manpower Data Center (DMDC)
Military Services
Notes: * Augmented by over 200,000 Guard/Reserve personnel
Improving Logistics performance requires the right skill sets

DoD Inventory

Moving From Acquisition to Life Cycle Management Framework

Traditional Acquisition Perspective

Life Cycle Management Perspective

60-75% of Life Cycle Cost

Mean Customer Wait Time by Customer

Systems Supported by DoD Maintenance

~34,000 Combat vehicles
~800 Strategic missiles
~280 ships
~14,000 Aircraft/helicopters
+ ~336,000 Tactical vehicles
+ Communications/electronics equipment
+ Support equipment
+ Other systems

DoD’s military equipment is valued at ~$345 billion

Maintained by:
• 650,000 DoD personnel
• Private-sector companies

Maintenance cost:
~$84 billion (FY2007)

Source: LMI analysis of DoD data
The DoD Logistics Civilian Leader Development Framework

**SUPPLY MANAGEMENT**
- Forecasting and Demand Planning
- Supply Planning
- Sourcing
- Inventory Management

**MAINTENANCE SUPPORT**
- Maintenance Operations (includes depot maintenance)
- Production & Support

**DEPLOYMENT/DISTRIBUTION/TRANSPORTATION**
- Physical Distribution/Transportation Operations
- Deployment Planning

**LIFE CYCLE LOGISTICS**
- Logistics Design Influence
- Integrated Logistics Support Planning
- Product Support & Sustainment
- Configuration Management
- Reliability and Maintainability Analysis
- Technical/Product Data Management
- Supportability Analysis

**Core Competencies**
- Leading Change
- Leading People
- Results Driven
- Business Acumen
- Building Coalition
- Enterprise-Wide Perspective