This report presents the results of an empirical analysis of data on Army “tempo” during the period from 1994 through 2000. The purpose is to provide a firm basis for describing recent rates of deployments and other Army activities that take soldiers away from their home stations and, sometimes, from their units. It should interest those involved in planning and managing U.S. military personnel, operations, and deployment policies.

The report rests primarily on analyses of (1) unit DEPTEMPO data from the official readiness reporting system, documenting deployment rates for units; and (2) individual data from the personnel system, documenting the deployment histories of soldiers. It also reflects insights gleaned from an extensive series of RAND visits to operational units in 1998–1999. This analysis focuses on the Army Active Component only; similar issues may be raised about the Reserve Components, but they lie beyond the scope of the data used in this report.

This research was sponsored by the Army Deputy Chief of Staff for Personnel and was conducted in RAND Arroyo Center’s Manpower and Training Program. The Arroyo Center is a federally funded research and development center sponsored by the United States Army.