

July 3, 2017

# Military Enlisted Personnel

## Grade and Rank

The armed forces are hierarchical organizations with clearly defined levels of authority. These different levels are called *grades*, while *rank* refers to the order of precedence among those in different grades and within the same grade (e.g., someone who has been a Sergeant for three years outranks someone who has been a Sergeant for two years).

However, it is common for the term rank to be used as a synonym for grade. Pay grade is an administrative classification that determines certain rates of pay, but it is sometimes used to indicate grade as well. For example, a Staff Sergeant in the Army may also be referred to as an E-6. See **Figure 1** on reverse. The Service Secretaries manage the accession, promotion, and assignments of enlisted members under broad statutory authorities.

## Numbers and Roles

Enlisted personnel make up about 82% of the armed forces, with officers making up the remaining 18%. Enlisted personnel rank below all officers. **Table 1** lists the number of active duty enlisted personnel in each pay grade.

**Junior enlisted personnel** (pay grades E-1 to E-4) typically work in small units across the DOD. Individuals normally serve in these grades during their first enlistment term (usually 4 years). More senior enlisted personnel

supervise them. Junior enlisted make up about 53% of the enlisted workforce.

**Mid-level Noncommissioned Officers (NCOs)** (pay grades E-5 to E-7). NCOs have significantly more responsibility than junior enlisted personnel. They lead small units, typically ranging from a few to several dozen personnel, and serve as technical experts in their occupational specialties. NCOs at this level translate orders from their superior officers into action. They make up about 43% of the enlisted workforce.

**Senior Noncommissioned Officers** (pay grades E-8 and E-9) typically serve as senior enlisted advisors to commanders or as staff NCOs. They also serve as a channel of support for the enlisted force in general. By law, enlisted personnel in pay grades E-8 and E-9 may not be more than 2.15% and 1.25%, respectively, of the number of enlisted members of a given Service who are on active duty (10 U.S.C. §517).

## Insignia






As shown in **Figure 1**, each enlisted grade in the armed forces has distinctive insignia, typically worn on the sleeve, shoulder, collar, and/or headgear (caps, berets, helmets, etc.)

**Table 1. Active Duty Military Enlisted by Pay Grade (as of September 30, 2016)**

Pay Grade	Services				Total
	Army	Navy	Marine Corps	Air Force	
E-9	3,379	2,571	1,514	2,515	9,979
E-8	10,778	6,441	3,751	4,995	25,965
E-7	35,212	21,410	8,322	24,484	89,428
E-6	54,189	47,059	13,483	39,677	154,408
E-5	64,861	63,838	26,202	59,395	214,296
E-4	114,509	52,855	35,340	59,550	262,254
E-3	47,289	49,548	43,073	43,852	183,762
E-2	26,699	14,130	20,146	7,021	67,996
E-1	21,862	7,864	10,997	11,273	51,996

**Source:** Department of Defense, Defense Manpower Data Center.

**Figure 1. Pay Grade, Grade, and Insignia of Enlisted Service Members**

Paygrade	Army	Navy	Marine Corps	Air Force
E1	Private <i>NO INSIGNIA</i>	Seaman Recruit <i>NO INSIGNIA</i>	Private <i>NO INSIGNIA</i>	Airman Basic <i>NO INSIGNIA</i>
E2	Private E-2 	Seaman Apprentice 	Private First Class 	Airman 
E3	Private First Class 	Seaman 	Lance Corporal 	Airman First Class 
E4	Corporal  Specialist 	Petty Officer Third Class 	Corporal 	Senior Airman 
E5	Sergeant 	Petty Officer Second Class 	Sergeant 	Staff Sergeant 
E6	Staff Sergeant 	Petty Officer First Class 	Staff Sergeant 	Technical Sergeant 
E7	Sergeant First Class 	Chief Petty Officer 	Gunnery Sergeant 	Master Sergeant  First Sergeant 
E8	Master Sergeant  First Sergeant 	Senior Chief Petty Officer 	Master Sergeant  First Sergeant 	Senior Master Sergeant  First Sergeant 
E9	Sergeant Major  Command Sergeant Major 	Master Chief Petty Officer  Fleet/Command Master Chief Petty Officer 	Master Gunnery Sergeant  Sergeant Major 	Chief Master Sergeant  First Sergeant  Command Chief Master Sergeant 
E9	Sergeant Major of the Army 	Master Chief Petty Officer of the Navy 	Sergeant Major of the Marine Corps 	Chief Master Sergeant of the Air Force 

Source: CRS adaptation of Department of Defense webpage: <https://www.defense.gov/About/Insignias/Enlisted/>

### Relevant Statute

Chapter 31 of Title 10, U.S.C.

### Other Resources

Department of Defense Instruction 1304.30, Enlisted Personnel Management Plan (EPMP) Procedures, March 14, 2006.  
Army Regulation 600-20, Army Command Policy, November 6, 2014.

### Other Resources (continued)

Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Vol 1, NAVPERS 18068F, January 2017.  
Air Force Instruction 36-2618, The Enlisted Force Structure, February 27, 2009.

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