

DEPARTMENT OF THE NAVY  
FISCAL YEAR (FY) 2009  
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES  
FEBRUARY 2008

MILITARY PERSONNEL, NAVY



## Department of Defense Appropriations Act, 2009

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### Military Personnel, Navy

For pay, allowances, individual clothing, subsistence, interest on deposits, gratuities, permanent change of station travel (including all expenses thereof for organizational movements), and expenses of temporary duty travel between permanent duty stations, for members of the Navy on active duty (except members of the Reserve provided for elsewhere); and for payments pursuant to section 156 of Public Law 97-377, as amended (42 U.S.C. 402 note), and to the Department of Defense Military Retirement Fund, \$24,080,598,000.

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## Section 1

### Summary of Requirements by Budget Program

## SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM ACTIVE FORCES

	FY 2007 <u>Estimate</u>	FY 2008 <u>Estimate</u>	FY 2009 <u>Estimate</u>
<b><u>DIRECT BASELINE PROGRAM FUNDING</u></b>			
Pay and Allowances of Officers	5,994,407	6,200,268	6,441,655
Pay and Allowances of Enlisted Personnel	14,925,931	15,321,530	15,753,687
Pay and Allowances of Cadets / Midshipmen	61,035	61,289	62,565
Subsistence of Enlisted Personnel	948,551	902,057	896,863
Permanent Change of Station Travel	741,876	722,637	791,021
Other Military Personnel Costs	131,779	110,695	134,807
<b>Total Direct Baseline Program Funding</b>	<b>22,803,579</b>	<b>23,318,476</b>	<b>24,080,598</b>
<b><u>REIMBURSABLE BASELINE PROGRAM FUNDING</u></b>			
Pay and Allowances of Officers	194,767	211,723	216,474
Pay and Allowances of Enlisted Personnel	94,029	97,029	94,642
Pay and Allowances of Cadets / Midshipmen	-	-	-
Subsistence of Enlisted Personnel	48,377	46,724	47,945
Permanent Change of Station Travel	3,156	3,317	3,413
Other Military Personnel Costs	-	-	-
<b>Total Reimbursable Baseline Program Funding</b>	<b>340,329</b>	<b>358,793</b>	<b>362,474</b>
<b><u>TOTAL BASELINE PROGRAM FUNDING</u></b>			
Pay and Allowances of Officers	6,189,174	6,411,991	6,658,129
Pay and Allowances of Enlisted Personnel	15,019,960	15,418,559	15,848,329
Pay and Allowances of Cadets / Midshipmen	61,035	61,289	62,565
Subsistence of Enlisted Personnel	996,928	948,781	944,808
Permanent Change of Station Travel	745,032	725,954	794,434
Other Military Personnel Costs	131,779	206,319	134,807
<b>Total Baseline Program Funding</b>	<b>23,143,908</b>	<b>23,772,893</b>	<b>24,443,072</b>
<b><u>GWOT Supplemental Funding (P.L. 110-28) and Title IX Funding (P.L. 109-289)</u></b>			
Pay and Allowances of Officers	233,890		
Pay and Allowances of Enlisted Personnel	359,796		
Pay and Allowances of Cadets and Midshipmen	-		
Subsistence of Enlisted Personnel	29,467		
Permanent Change of Station Travel	67,516		
Other Military Personnel Costs	144,754		
<b>Total GWOT Supplemental Program Funding</b>	<b>835,423</b>	-	-
<b><u>BAH Supplemental Funding (P.L. 110-28)</u></b>			
Pay and Allowances of Officers	-		
Pay and Allowances of Enlisted Personnel	408,283		
Pay and Allowances of Cadets and Midshipmen	-		
Subsistence of Enlisted Personnel	-		
Permanent Change of Station Travel	-		
Other Military Personnel Costs	-		
<b>Total BAH Supplemental Program Funding</b>	<b>408,283</b>	-	-
<b><u>Emergency Supplemental Appropriations Act For Defense</u></b>			
Other Military Personnel Costs		<b>95,624</b>	
<b><u>TOTAL PROGRAM FUNDING</u></b>			
Pay and Allowances of Officers	6,423,064	6,411,991	6,658,129
Pay and Allowances of Enlisted Personnel	15,788,039	15,418,559	15,848,329
Pay and Allowances of Cadets / Midshipmen	61,035	61,289	62,565
Subsistence of Enlisted Personnel	1,026,395	948,781	944,808
Permanent Change of Station Travel	812,548	725,954	794,434
Other Military Personnel Costs	276,533	206,319	134,807
<b>Total Program Funding</b>	<b>24,387,614</b>	<b>23,772,893</b>	<b>24,443,072</b>
Medicare-Eligible Retiree Health Fund Contribution, (Army, Navy, etc.)	2,098,369	1,935,495	1,771,025
<b>TOTAL MILITARY PERSONNEL PROGRAM COST</b>	<b>26,485,983</b>	<b>25,708,388</b>	<b>26,214,097</b>

Section 2  
Introduction

## MILITARY PERSONNEL, NAVY INTRODUCTION - ARMED FORCES

The Military Personnel, Navy (MPN) appropriation provides resources necessary to compensate military personnel required to man approved force structure and support infrastructure, including those officer and enlisted personnel within the individuals account: students, trainees, transients, patients, prisoners, holdees, and midshipmen. The Navy has budgeted for less end strength in FY 2008 and FY 2009. FY 2008 and FY 2009 programmed strength declines to 327,649 and 325,300 respectively. As the Navy becomes more technical, efficiencies can be gained resulting in a smaller and more capable work force. Through transformational concepts for employment of forces; changes in assignment practices; retirement of older, manpower intensive platforms; and substitution with civilian or contractor personnel, Navy has reduced its requirements for military manpower. In FY 2008 and FY 2009, members are budgeted to receive a 3.5% and a 3.4% pay raise, respectively. Funding requested in the FY 2009 Department of Navy's budget submission supports end strength of 327,649 in FY 2008 and 325,300 in FY 2009.

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Previously, the military personnel accounts were required to pay the accrued costs, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts have been created to show the cost of these payments. The appropriations requested for the military personnel accounts exclude funding to make the retiree health accrual payments. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. The Service Components and the Defense Finance and Accounting Service have been directed to work together to:

- develop the lowest, achievable percentage level of unobligated/unexpended balances
- develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances,
- add the necessary personnel resources to improve execution data collection, and
- closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's 5-year availability.

Additional funding has been budgeted for BAH costs associated with the privatization (Public-Private Venture) of approximately 8,958 family housing units in FY 2007 and 17,712 family housing units in FY 2008 and FY 2009. Additional funding has been budgeted for PPV Bachelor Quarters (BQ) of 2,432 units in FY 2007 and 3,671 units in FY 2008 and FY 2009 to support the Homeport Ashore Mission.

The Permanent Change of Station (PCS) program increases by \$102 million between FY 2008 and FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time the PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy change creates a one-time funding increase in FY 2009.

In an effort to reengineer the shipment of household goods and specifically improve on these deficiencies detailed in GAO-03-37 "Monitoring Costs and Benefits Needed While Implementing a New Program for Moving Household Goods", the Defense Future Personnel Property Program (DFPPP), or "Families First", was developed from best commercial practices and successful elements of previous Service-sponsored pilot programs. DFPPP features address problems identified with the HHG's liability/claims process, low quality of shipping service, and the inability to track shipments and their costs. The full replacement value feature of DFPP incorporates section 363 of the FY 2007 NDAA.

FY 2007 force structure gains include: 2 Arleigh Burke destroyers (DDG), 2 amphibious transport dock (LPD-17), and 1 nuclear powered attack submarine (SSN). FY 2007 reductions include: 1 aircraft carrier (CV), 4 mine hunter crews (MHC), 3 amphibious transport docks (LPD-4), 1 amphibious helicopter assault (LHA), and 3 nuclear powered attack submarine (SSN). FY 2007 Naval Aviation gains include the transition to 1 F/A-18E (VFA) squadron, F/A-18F (VFA) squadron and 1 MH-60S (HSC) squadron, and the establishment of 1 SH-60R (HSM) squadron. FY 2007 Aviation reductions include the transition from 1 F/A-18C (VFA) squadron, 1 F/A-18E (VFA) squadron, 1 SH-60F/H (HS) squadron, and the disestablishment of 1 S-3B (VS) squadron.

FY 2008 gains include: 2 Arleigh Burke destroyers (DDG), 1 littoral combat ship (LCS), 1 amphibious transport dock (LPD-17), and 1 nuclear powered attack submarine (SSN). FY 2008 reductions include: 1 aircraft carrier (CV), 4 minehunter crews (HC), and 1 nuclear powered attack submarine (SSN). FY 2008 Naval Aviation gains include the transition to 2 F/A-18E (VFA) Squadrons and the establishment of 1 SH-60R (HSM) squadron. FY 2008 Naval Aviation reductions include the transition from 2 F/A-18C (VFA) squadron and the disestablishment of 1 RC VP squadron, 1 RC VAQ squadron and 2 S-3B (VS) squadrons. 900 additional end strength was added for Navy support to the Marine Corps Grow the Force initiatives.

FY 2009 gains include: 1 aircraft carrier (CVN), 1 amphibious helicopter dock (LHD), 3 Arleigh Burke destroyers (DDG), 1 littoral combat ship (LCS), 1 amphibious transport dock (LPD-17), and 1 nuclear powered attack submarine (SSN). FY2009 reductions include: 2 amphibious transport docks (LPD-4) and 1 amphibious helicopter assault (LHA). FY 2009 Naval Aviation gains include the transition to 2 MH-60S (HSC) squadrons and 1 MH-60R (HSM) squadron and the establishment of 1 MH-60R (HSM) squadron. FY 2009 Naval Aviation reductions include the transition from 2 SH-60F/H (HS) and 1 SH-60B (HSM), and the disestablishment of 1 S-3B (VS) squadron. 22 additional end strength was added for Navy support to the Marine Corps Grow the Force initiatives.

Shaping and aligning the force profile is an important component of this budget. While reenlistment rates remain high and attrition rates low, personnel misalignment and force imbalance still persist. In order to correct the assets and deficiencies in the force profile and meet the Navy's mission, we must carefully consider the number and type of targeted separation incentives as well as the number and type of recruitment and retention incentives. This will enable us to continue to recruit, retain and deliver the right Sailors at the right time to the right place in the most cost-effective manner.



In accordance with the President's Management Agenda, Budget and Performance Integration initiative, this program has been assessed using the Program Assessment Rating Tool (PART). Remarks regarding program performance and plans for performance improvement can be located at the [Expectmore.gov](http://Expectmore.gov) website.

MILITARY PERSONNEL, NAVY  
PERFORMANCE MEASURES AND EVALUATION SUMMARY

Activity: Active Military Personnel

Activity Goal: Maintain the correct Active Military Personnel to execute the National Strategy.

Description of Activity: The Active Military Personnel appropriations provide resources necessary to compensate military personnel required to man approved force structure and support infrastructure, which include pay, allowances, individual clothing, subsistence, and permanent change of station.

PERFORMANCE MEASURES:

	FY 2007 Actual	FY 2008 Planned	FY 2009 Planned
Average Strength	352,118	327,984	321,092
End Strength	337,547	327,649	325,300
Authorized End Strength	340,700	328,400	

/1 FY 2007 supplemental average strength includes Mobilized Reserve Component in support of OEF/OIF.

Recruiting

	FY 2007 Planned	FY2008 Planned	FY 2009 Planned
1. Numeric goals			
Accession Goal	37,000	39,000	42,000
Accessions Attained	37,361	7,012*	
New Contract Objective *	35,809	42,482	42,000
New Contracts Attained **	36,093	9,213*	

Total recruiting accession mission is compared to actual accessions for the fiscal year. The percent of goal accomplished is the measurement.

\* All data as of 7 January, 2008

\*\*FY09 goals as per Goaling ltr dtd 28OCT07

2. Quality Goals

- HSDG percent	95.0%	95.0%	95.0%
Actual	93.0%		
-Test Score Category I-III A	70.0%	70.0%	70.0%
Actual	73.0%		

a. High School Diploma Graduate (HSDG) percent measures the number of non-prior service accessions who meet Tier I (HSDG) educational criteria relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 90% because these recruits generally have lower first-term attrition than do Tier II (alternate High School Credential or High School Graduate) and Tier III (Non-High School Graduate) recruits.

b. Test Score Category I-III A (CAT I-III A) percent measures the number of non-prior service accessions who score at or above the 50th percentile on the Armed Forces Qualification Test (AFQT) relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 60% because CAT I-III A recruits are generally better able to meet the challenges associated with the highly technical Navy of the 21st Century than are those who score lower on the AFQT. Navy does not currently assess CAT IV recruits.

## Section 3

### Summary Charts

MILITARY PERSONNEL, NAVY  
SUMMARY OF MILITARY PERSONNEL STRENGTH - ACTIVE FORCES

	FY 2007 Actual		FY 2008 Planned 2/		FY 2009 Planned	
	Average Strength	End Strength 30-Sep-07	Average Strength	End Strength 30-Sep-08	Average Strength	End Strength 30-Sep-09
<b>DIRECT PROGRAM</b>						
Officers	51,100	50,322	49,944	50,217	49,796	49,823
Enlisted	287,903	280,109	271,164	270,546	264,504	268,788
Academy (Cadets/Midshipmen)	4,401	4,390	4,201	4,300	4,156	4,300
Sub-Total	<u>343,404</u>	<u>334,821</u>	<u>325,309</u>	<u>325,063</u>	<u>318,456</u>	<u>322,911</u>
<b>REIMBURSABLE PROGRAM</b>						
Officers	1,076	1,063	1,065	1,049	1,052	1,022
Enlisted	1,697	1,663	1,610	1,537	1,584	1,367
Sub-Total	<u>2,773</u>	<u>2,726</u>	<u>2,675</u>	<u>2,586</u>	<u>2,636</u>	<u>2,389</u>
<b>TOTAL PROGRAM</b>						
Officers	52,176	51,385	51,009	51,266	50,848	50,845
Enlisted	289,600	281,772	272,774	272,083	266,088	270,155
Academy (Cadets/Midshipmen)	4,401	4,390	4,201	4,300	4,156	4,300
TOTAL PROGRAM	<u>346,177</u>	<u>337,547</u>	<u>327,984</u>	<u>327,649</u>	<u>321,092</u>	<u>325,300</u>
<b>FY 2007 Supplemental (Planned) 1/</b>						
Officers	1,498					
Enlisted	4,443					
Supplemental Funded Strength	5,941					
<b>REVISED TOTAL PROGRAM</b>						
Officers	53,674	51,385	51,009	51,266	50,848	50,845
Enlisted	294,043	281,772	272,774	272,083	266,088	270,155
Academy (Cadets/Midshipmen)	4,401	4,390	4,201	4,300	4,156	4,300
REVISED TOTAL PROGRAM	<u>352,118</u>	<u>337,547</u>	<u>327,984</u>	<u>327,649</u>	<u>321,092</u>	<u>325,300</u>

1/ FY 2007 Average Strength includes 1,498 officers and 4,443 enlisted mobilized Reserve Component in support of OEF/OIF.

2/ Projected end strength is lower than authorized request (328,400)

**Military Personnel, Navy**  
**End Strength by Grade - Active Forces**  
**TOTAL PROGRAM**

	FY 2007		FY 2008		FY 2009	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
<b>Commissioned Officers</b>						
0-10 Admiral	11	0	9	0	9	0
0-9 Vice Admiral	32	2	32	2	32	2
0-8 Rear Admiral (UH)	68	1	69	1	68	1
0-7 Rear Admiral (LH)	110	11	115	11	109	11
0-6 Captain	3,127	139	3,191	139	3,125	138
0-5 Commander	6,738	231	6,678	228	6,679	224
0-4 Lieutenant Commander	10,346	318	10,427	315	10,485	308
0-3 Lieutenant	17,085	259	16,527	256	15,829	247
0-2 Lieutenant (JG)	5,997	62	6,086	61	6,282	62
0-1 Ensign	6,290	18	6,535	17	6,605	14
<b>TOTAL</b>	<b>49,804</b>	<b>1,041</b>	<b>49,669</b>	<b>1,030</b>	<b>49,223</b>	<b>1,007</b>
<b>Warrant Officers</b>						
W-5 Warrant Officer	60	0	60	0	55	0
W-4 Warrant Officer	251	7	322	6	376	6
W-3 Warrant Officer	763	6	703	5	681	4
W-2 Warrant Officer	507	9	512	8	510	5
<b>TOTAL</b>	<b>1,581</b>	<b>22</b>	<b>1,597</b>	<b>19</b>	<b>1,622</b>	<b>15</b>
<b>Total Officer Personnel</b>	<b>51,385</b>	<b>1,063</b>	<b>51,266</b>	<b>1,049</b>	<b>50,845</b>	<b>1,022</b>
<b>Enlisted Personnel</b>						
E-9 Master Chief Petty Officer	2,857	24	2,595	24	2,572	24
E-8 Senior Chief Petty Officer	7,123	79	6,664	81	6,621	77
E-7 Chief Petty Officer	23,716	297	22,420	290	22,412	277
E-6 1st Class Petty Officer	50,049	543	49,029	501	46,498	471
E-5 2nd Class Petty Officer	69,498	542	67,946	488	67,022	389
E-4 3rd Class Petty Officer	52,360	137	50,601	114	52,763	95
E-3 Seaman	43,314	41	39,097	39	37,042	34
E-2 Seaman Apprentice	18,312	0	20,195	0	20,186	0
E-1 Seaman Recruit	14,543	0	13,536	0	15,039	0
<b>Total Enlisted</b>	<b>281,772</b>	<b>1,663</b>	<b>272,083</b>	<b>1,537</b>	<b>270,155</b>	<b>1,367</b>
<b>Total Officer and Enlisted</b>	<b>333,157</b>	<b>2,726</b>	<b>323,349</b>	<b>2,586</b>	<b>321,000</b>	<b>2,389</b>
Midshipmen	4,390		4,300		4,300	
<b>TOTAL STRENGTH</b>	<b>337,547</b>	<b>2,726</b>	1/ <b>327,649</b>	<b>2,586</b>	<b>325,300</b>	<b>2,389</b>

1/ Projected end strength is lower than authorized request (328,400)

**Military Personnel, Navy**  
**Average Strength by Grade - Active Forces**  
**Total Program**

	FY 2007		FY 2008		FY 2009	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
<b>Commissioned Officers</b>						
0-10 Admiral	9	0	9	0	9	0
0-9 Vice Admiral	34	2	32	2	32	2
0-8 Rear Admiral (UH)	68	1	69	1	69	1
0-7 Rear Admiral (LH)	116	11	115	11	110	11
0-6 Captain	3,268	139	3,125	136	3,099	133
0-5 Commander	7,236	251	6,775	245	6,770	237
0-4 Lieutenant Commander	10,719	312	10,266	302	10,395	292
0-3 Lieutenant	18,046	282	16,714	277	16,119	267
0-2 Lieutenant (JG)	6,273	43	6,045	42	6,256	42
0-1 Ensign	6,237	17	6,202	17	6,323	17
<b>Total</b>	<b>52,006</b>	<b>1,058</b>	<b>49,352</b>	<b>1,033</b>	<b>49,182</b>	<b>1,002</b>
<b>Warrant Officers</b>						
W-5 Warrant Officer	59	0	60	0	59	0
W-4 Warrant Officer	253	9	284	6	340	6
W-3 Warrant Officer	836	6	763	6	745	6
W-2 Warrant Officer	520	9	550	9	522	9
<b>Total</b>	<b>1,668</b>	<b>24</b>	<b>1,657</b>	<b>21</b>	<b>1,666</b>	<b>21</b>
<b>Total Officer Personnel</b>	<b>53,674</b>	<b>1,082</b>	<b>51,009</b>	<b>1,054</b>	<b>50,848</b>	<b>1,023</b>
<b>Enlisted Personnel</b>						
E-9 Master Chief Petty Officer	2,909	26	2,658	23	2,500	21
E-8 Senior Chief Petty Officer	6,814	91	6,857	81	6,607	74
E-7 Chief Petty Officer	24,319	320	22,400	295	21,580	270
E-6 1st Class Petty Officer	51,672	588	49,091	542	48,217	487
E-5 2nd Class Petty Officer	70,602	506	67,543	453	66,854	403
E-4 3rd Class Petty Officer	54,669	153	48,398	126	45,795	114
E-3 Seaman	49,910	23	45,265	22	43,189	19
E-2 Seaman Apprentice	18,771	0	17,711	0	19,046	0
E-1 Seaman Recruit	14,377	0	12,851	0	12,300	0
<b>Total Enlisted</b>	<b>294,043</b>	<b>1,707</b>	<b>272,774</b>	<b>1,542</b>	<b>266,088</b>	<b>1,388</b>
<b>Total Officer and Enlisted</b>	<b>347,717</b>	<b>2,789</b>	<b>323,783</b>	<b>2,596</b>	<b>316,936</b>	<b>2,411</b>
Midshipmen	4,401		4,201		4,156	
<b>TOTAL STRENGTH</b>	<b>352,118</b>	<b>2,789</b>	<b>327,984</b>	<b>2,596</b>	<b>321,092</b>	<b>2,411</b>

**MILITARY PERSONNEL NAVY  
ACTIVE DUTY STRENGTH BY MONTH 1/**

	FY 2007 2/ Estimate				FY 2008 3/ Estimate				FY 2009 Estimate			
	Off	Enl	Cadet	Total	Off	Enl	Cadet	Total	Off	Enl	Cadet	Total
September	51,943	293,818	4,436	350,197	51,385	281,772	4,390	337,547	51,266	272,083	4,300	327,649
October	51,814	291,452	4,427	347,693	51,265	280,565	4,384	336,214	51,110	268,713	4,278	324,101
November	51,726	290,697	4,417	346,840	51,223	279,538	4,380	335,141	51,031	266,762	4,267	322,060
December	51,717	289,452	4,399	345,568	51,230	278,216	4,325	333,771	50,962	264,912	4,259	320,133
January	51,532	287,776	4,379	343,687	51,147	277,136	4,300	332,583	50,758	264,033	4,249	319,040
February	51,342	287,088	4,364	342,794	50,846	267,944	4,249	323,039	49,653	263,408	4,241	317,302
March	51,189	286,005	4,356	341,550	49,630	268,000	4,224	321,854	49,505	263,501	4,236	317,242
April	51,087	285,129	4,352	340,568	49,544	267,985	4,214	321,743	49,452	263,494	4,230	317,176
May	52,391	284,161	3,296	339,848	50,871	267,990	3,179	322,040	50,800	263,562	3,158	317,520
June	52,405	283,873	4,466	340,744	50,746	268,161	3,154	322,061	50,804	264,932	3,142	318,878
July	52,128	283,181	4,435	339,744	50,597	269,095	4,318	324,010	50,547	266,862	4,318	321,727
August	51,844	282,424	4,403	338,671	50,614	269,704	4,318	324,636	50,407	268,722	4,310	323,439
September	51,385	281,772	4,390	337,547	51,266	272,083	4,300	327,649	50,845	270,155	4,300	325,300
<b>Average End Strength</b>	<b>53,428</b>	<b>293,873</b>	<b>4,401</b>	<b>351,702</b>	<b>50,904</b>	<b>272,605</b>	<b>4,201</b>	<b>327,710</b>	<b>50,653</b>	<b>265,838</b>	<b>4,156</b>	<b>320,647</b>
Active Duty for Operational Support (ADOS)												
<b>Average Strength</b>	<b>246</b>	<b>170</b>	<b>0.0</b>	<b>416</b>	<b>105</b>	<b>169</b>	<b>0.0</b>	<b>274</b>	<b>195</b>	<b>250</b>	<b>0.0</b>	<b>445</b>
Dollars in Millions	35.6	10.8	0.0	46.4	12.7	9.8	0.0	22.5	24.8	15.3	0.0	40.1
<b>Total Average Strength</b>	<b>53,674</b>	<b>294,043</b>	<b>4,401</b>	<b>352,118</b>	<b>51,009</b>	<b>272,774</b>	<b>4,201</b>	<b>327,984</b>	<b>50,848</b>	<b>266,088</b>	<b>4,156</b>	<b>321,092</b>

1/ Includes reimbursable active duty military pay strengths, but excludes active duty personnel paid from Civil Functions, Reserve, and National Guard Appropriations.

2/ FY 2007 average strength included 1,498 officers and 4,433 enlisted mobilized reservists

3/ FY 2008 authorized request is 328,400

MILITARY PERSONNEL, NAVY  
GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES

Officers

	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Begin Strength	51,943	51,385	51,266
Gains			
Naval Academy	806	792	785
Reserve Officer Training Corps	797	738	785
Senior ROTC			
Scholarship			
Health Professions Scholarships	437	479	445
Reserve Officer Candidates	0	0	0
Other Enlisted Commissioning Programs	1,423	1,634	1,592
Voluntary Active Duty	57	113	40
Direct Appointments	271	359	327
Warrant Officer Programs	253	242	226
Other			
Gain Adjustment	34	6	0
Total Gains	4,078	4,363	4,200
Losses			
Expiration of Contract / Obligation	394	389	374
Normal Early Release	98	97	94
Retirement	2,223	2,229	2,191
Disability	0	0	0
Non-disability			
TERA			
Voluntary Separation - VSI	0	0	0
Voluntary Separation - VSP	51	0	0
Voluntary Separation - SSB	0	0	0
Involuntary Separation - Reserve Officers	10	5	0
Involuntary Separation - Regular Officers	101	113	187
Reduction-in-Force			
Attrition	1,629	1,536	1,476
Other	43	75	70
Loss Adjustment	87	38	229
Total Losses	4,636	4,482	4,621
End Strength	51,385	51,266	50,845



		Enlisted	
	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Begin Strength	293,818	281,772	272,083
Gains			
Non-prior Service Enlistments	33,992	36,244	39,450
Male	27,647	28,820	32,026
Female	6,345	7,424	7,424
Prior Service Enlistments	719	1,000	1,000
National Call to Service	1,241	1,000	1,000
Reenlistments	37,266	35,669	35,582
Reserve Recall	100	151	195
Officer Candidate Programs	1,281	1,800	1,791
Returned from Dropped Rolls	2,857	2,652	2,682
Gain Adjustment	190	7	0
Total Gains	77,646	78,523	81,700
Losses			
Expiration of Term of Service (ETS)	19,769	19,695	19,914
Normal Early Release	0	0	0
Programmed Early Release	0	0	0
Separations - VSI	0	0	0
Separations - SSB	0	0	0
To Commissioned Officer	1,082	1,446	1,419
To Warrant Officer	210	191	196
Reenlistment	37,266	35,669	35,582
Retirement	8,414	8,000	7,559
TERA	0	0	0
Other	0	0	0
Dropped from Rolls (Deserters)	1,114	1,063	1,037
Attrition (Adverse Causes)	8,263	8,157	7,883
Attrition (Other)	11,944	12,786	9,474
Reserve Components	1,567	1,185	564
Other Losses	0	0	0
Loss Adjustment	63	20	0
Total Losses	89,692	88,212	83,628
End Strength	281,772	272,083	270,155

1/ Includes reimbursable active duty military personnel strengths, but excludes active duty military personnel paid from reserve appropriation.

MILITARY PERSONNEL, NAVY  
GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES

Cadets/Midshipmen

	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Begin Strength	4,436	4,390	4,300
Gains			
Entering Midshipmen	1,202	1,200	1,200
Total Gains	1,202	1,200	1,200
Losses			
Attrition	220	253	161
Graduates	1,028	1,037	1,039
Total Losses	1,248	1,290	1,200
End Strength	4,390	4,300	4,300

MILITARY PERSONNEL, NAVY  
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY  
(\$ in Thousands)

	FY 2007			FY 2008			FY 2009		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	3,404,521	8,027,277	11,431,798	3,330,882	7,724,338	11,055,220	3,430,563	7,786,068	11,216,631
2. Retired Pay Accrual	902,198	2,127,228	3,029,426	965,263	2,239,580	3,204,843	1,000,408	2,272,782	3,273,190
3. Basic Allowance for Housing	1,093,851	3,261,626	4,355,477	1,087,665	3,141,412	4,229,077	1,161,179	3,452,761	4,613,940
A. With Dependents - Domestic	776,887	2,402,790	3,179,677	760,673	2,240,795	3,001,468	822,363	2,464,125	3,286,488
B. Without Dependents - Domestic	241,654	638,973	880,627	244,180	698,842	943,022	254,402	777,681	1,032,083
C. Substandard Family Housing - Domestic	0	0	0	0	0	0	0	0	0
D. Partial - Domestic	56	6,785	6,841	58	6,481	6,539	59	6,649	6,708
E. With Dependents - Overseas	43,660	114,754	158,414	50,752	104,999	155,751	51,705	110,505	162,210
F. Without Dependents - Overseas	31,594	98,324	129,918	32,002	90,295	122,297	32,650	93,801	126,451
4. Subsistence	123,691	1,026,395	1,150,086	122,578	948,781	1,071,359	126,874	944,808	1,071,682
A. Basic Allowance for Subsistence	123,691	641,048	764,739	122,578	594,677	717,255	126,874	590,769	717,643
1. Authorized to Mess Separately	123,691	638,967	762,658	122,578	592,655	715,233	126,874	588,724	715,598
2. Leave Rations	0	0	0	0	0	0	0	0	0
3. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
4. BAS II	0	1,861	1,861	0	1,808	1,808	0	1,833	1,833
5. Augmentation for Separate Meals	0	220	220	0	214	214	0	212	212
6. Partial BAS	0	0	0	0	0	0	0	0	0
B. Subsistence-In-Kind	0	385,337	385,337	0	354,093	354,093	0	354,028	354,028
1. Subsistence in Messes	0	299,861	299,861	0	271,720	271,720	0	269,964	269,964
2. Special Rations	0	0	0	0	0	0	0	0	0
3. Operational Rations	0	1,323	1,323	0	1,327	1,327	0	1,361	1,361
4. Augmentation Rations	0	3,435	3,435	0	3,247	3,247	0	3,276	3,276
5. Other Programs	0	80,718	80,718	0	77,799	77,799	0	79,427	79,427
C. FSSA	0	10	10	0	11	11	0	11	11
5. Incentive Pay, Hazardous Duty, and Aviation Career	154,783	96,341	251,124	161,303	104,354	265,657	166,850	106,960	273,810
A. Flying Duty Pay	123,322	13,675	136,997	130,093	15,538	145,631	135,640	16,131	151,771
1. Aviation Career, Officers	72,077	0	72,077	75,477	0	75,477	76,449	0	76,449
2. Crew Members	96	1,080	1,176	113	1,080	1,193	113	1,080	1,193
3. Noncrew Member	14	202	216	32	216	248	32	216	248
4. Aviation Continuation Pay	51,135	0	51,135	54,471	0	54,471	59,046	0	59,046
5. Career Enlisted Flyer Pay	0	12,393	12,393	0	14,242	14,242	0	14,835	14,835
B. Submarine Duty Pay	26,412	55,057	81,469	26,700	58,888	85,588	26,700	60,695	87,395
D. Parachute Jumping Pay	2,128	7,727	9,855	1,817	7,369	9,186	1,817	7,575	9,392
E. Demolition Pay	1,931	6,772	8,703	1,480	6,858	8,338	1,480	6,858	8,338
H. Other Pays	990	13,110	14,100	1,213	15,701	16,914	1,213	15,701	16,914

MILITARY PERSONNEL, NAVY  
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY  
(\$ in Thousands)

	FY 2007			FY 2008			FY 2009		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	339,444	966,798	1,306,242	350,944	907,526	1,258,470	368,107	943,077	1,311,184
A. Medical Pay	159,225	0	159,225	158,595	0	158,595	161,781	0	161,781
B. Dental Pay	30,062	0	30,062	38,548	0	38,548	40,261	0	40,261
C. Optometrists Pay	428	0	428	587	0	587	587	0	587
D. Veterinarians	0	0	0	0	0	0	0	0	0
E. Board Certified Pay for Non-Physician Health	1,586	0	1,586	2,822	0	2,822	2,889	0	2,889
F. Nurses Pay	4,217	0	4,217	5,407	0	5,407	6,320	0	6,320
G. Nuclear Officer Incentive Pay	53,306	0	53,306	57,941	0	57,941	61,563	0	61,563
H. Nuclear Accession Bonus	0	2,730	2,730	0	2,640	2,640	0	2,640	2,640
I. Scientific/Engineering Bonus	0	0	0	0	0	0	0	0	0
J. Responsibility Pay	755	0	755	814	0	814	814	0	814
K. Sea and Foreign Duty, Total	25,449	261,064	286,513	25,817	259,462	285,279	26,714	258,237	284,951
1. Sea Duty	24,542	237,118	261,660	24,771	235,622	260,393	25,668	234,397	260,065
2. Duty at Certain Places	907	19,324	20,231	1,046	18,840	19,886	1,046	18,840	19,886
3. Overseas Extension Pay	0	4,622	4,622	0	5,000	5,000	0	5,000	5,000
L. Diving Duty Pay	3,934	11,996	15,930	3,449	11,909	15,358	3,449	11,909	15,358
M. Foreign Language Proficiency Pay	1,717	10,297	12,014	0	0	0	5,000	20,000	25,000
N. Imminent Danger Pay	8,100	85,269	93,369	2,182	899	3,081	2,182	899	3,081
O. Hardship Duty Pay	2,954	13,328	16,282	1,463	25	1,488	1,463	7,400	8,863
P. Judge Advocate Continuation Pay	2,235	0	2,235	1,997	0	1,997	1,997	0	1,997
Q. Special Warfare Officer Pay	2,829	0	2,829	2,160	0	2,160	2,267	0	2,267
R. Surface Warfare Officer	12,280	0	12,280	13,800	0	13,800	13,800	0	13,800
S. Critical Skill Retention Bonus	27,309	25,700	53,009	31,506	33,539	65,045	33,164	31,836	65,000
T. Conversion to Military Occupational Specialty	0	0	0	0	0	0	0	0	0
U. New Officers in Critical Skills Accession Bonus	540	0	540	360	0	360	360	0	360
V. Transfer Between Armed Forces Incentive Bonus	0	0	0	0	0	0	0	0	0
W. Combat-Related Injury Rehabilitation Bonus	0	14	14	0	0	0	0	0	0
X. Reenlistment Bonus	0	323,300	323,300	0	358,582	358,582	0	359,600	359,600
1. Regular	0	154,300	154,300	0	189,943	189,943	0	190,000	190,000
2. Selective	0	169,000	169,000	0	168,639	168,639	0	169,600	169,600
Y. Special Duty Assignment Pay	0	83,109	83,109	0	88,929	88,929	0	88,929	88,929
Z. Enlistment Bonus	0	106,031	106,031	0	105,125	105,125	0	108,797	108,797
aa. Education Benefits	0	4,859	4,859	0	5,403	5,403		5,541	5,541
bb. Loan Repayment Program	0	8,000	8,000	0	6,041	6,041		11,803	11,803
cc. Assignment Incentive Pay	253	31,101	31,354	99	34,972	35,071	99	35,486	35,585
W. Other Special Pay	2,265	0	2,265	3,397	0	3,397	3,397	0	3,397

MILITARY PERSONNEL, NAVY  
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY  
(\$ in Thousands)

	FY 2007			FY 2008			FY 2009		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Allowances	115,914	536,969	652,883	107,801	560,952	668,753	109,532	562,581	672,113
A. Uniform or Clothing Allowances	2,225	166,435	168,660	2,464	205,867	208,331	2,366	228,768	231,134
1. Initial Issue	1,711	51,066	52,777	1,895	50,190	52,085	1,833	56,048	57,881
a. Military	1,582	49,987	51,569	1,763	48,881	50,644	1,698	54,713	56,411
b. Civilian	129	1,079	1,208	132	1,309	1,441	135	1,335	1,470
2. Additional	514	0	514	569	0	569	533	0	533
3. Basic Maintenance	0	21,037	21,037	0	31,922	31,922	0	35,422	35,422
4. Standard Maintenance	0	70,434	70,434	0	103,365	103,365	0	115,075	115,075
5. Special	0	12,761	12,761	0	16,721	16,721	0	18,554	18,554
6. Supplementary	0	1,715	1,715	0	1,669	1,669	0	1,669	1,669
7. Civilian Clothing Maintenance	0	0	0	0	0	0	0	0	0
8. Task Force Uniform	0	9,422	9,422	0	2,000	2,000	0	2,000	2,000
B. Station Allowances Overseas	94,420	266,120	360,540	95,235	269,945	365,180	97,068	248,460	345,528
1. Cost-of-Living	84,836	246,252	331,088	86,211	250,372	336,583	87,925	229,971	317,896
2. Temporary Lodging	9,584	19,868	29,452	9,024	19,573	28,597	9,143	18,489	27,632
C. Family Separation Allowance	16,408	91,853	108,261	4,878	61,565	66,443	4,878	61,565	66,443
1. On PCS, No Government Quarters	2	5	7	3	5	8	3	5	8
2. On PCS, Dependent Not Authorized	3,369	23,802	27,171	1,074	17,226	18,300	1,074	17,226	18,300
3. Afloat	3,611	41,196	44,807	975	17,178	18,153	975	17,178	18,153
4. On TDY	9,426	26,850	36,276	2,826	27,156	29,982	2,826	27,156	29,982
D. Personal Money Allowance, General & Flag Office:	50	2	52	49	2	51	49	2	51
E. CONUS COLA	2,811	12,559	15,370	5,175	23,573	28,748	5,171	23,786	28,957
8. Separation Payments	30,435	157,713	188,148	32,363	149,484	181,847	33,631	128,466	162,097
A. Terminal Leave Pay	14,912	44,034	58,946	14,959	35,471	50,430	15,519	34,360	49,879
B. Lump Sum Readjustment Pay	0	0	0	0	0	0	0	0	0
C. Donations	0	10	10	0	10	10	0	10	10
D. Severance Pay, Disability	644	16,743	17,387	1,329	16,362	17,691	1,374	10,347	11,721
E. Severance Pay, Nonpromotion	4,642	0	4,642	6,220	0	6,220	6,661	0	6,661
F. Severance Pay, Invol Half (5%)	0	26,278	26,278	0	24,023	24,023	0	14,833	14,833
G. Severance Pay, Invol Full (10%)	3,515	12,975	16,490	6,465	11,798	18,263	6,687	7,296	13,983
H. Severance Pay, VSI	0	3,600	3,600	0	3,500	3,500	0	3,300	3,300
I. Severance Pay, VSP	4,282	0	4,282	0	0	0	0	0	0
J. Severance Pay, SSB	0	0	0	0	0	0	0	0	0
K. 15-Year Temporary Early Retirement	0	0	0	0	0	0	0	0	0
L. \$30,000 Lump Sum Bonus	2,440	54,073	56,513	3,390	58,320	61,710	3,390	58,320	61,710
9. Social Security Tax Payment	258,227	614,087	872,314	253,192	590,913	844,105	260,985	595,634	856,619
9a. Special Compensation for Combat-Related Disabled	0	0	0	0	0	0	0	0	0
10. Permanent Change of Station Travel	258,556	553,992	812,548	235,949	490,005	725,954	267,446	526,988	794,434

MILITARY PERSONNEL, NAVY  
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY  
(\$ in Thousands)

	FY 2007			FY 2008			FY 2009		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
11. Other Military Personnel Costs	71,527	205,006	276,533	69,729	136,590	206,319	41,988	92,819	134,807
A. Apprehension of Deserters	0	399	399	0	467	467	477	0	477
B. Interest on Uniformed Services Savings Deposit	412	618	1,030	426	638	1,064	436	654	1,090
C. Death Gratuities	3,000	15,500	18,500	4,500	20,900	25,400	4,500	20,900	25,400
D. Unemployment Compensation	0	104,042	104,042	0	35,412	35,412	0	60,034	60,034
E. Survivor Benefits	0	0	0	0	0	0	0	0	0
F. SGLI/T-SGLI	31,861	74,343	106,204	28,687	66,937	95,624	0	0	0
G. Education Benefits	0	5,038	5,038	0	8,152	8,152	0	7,156	7,156
H. Adoption Expenses	166	106	272	183	117	300	183	117	300
I. Transportation Subsidy	2,543	3,512	6,055	2,521	3,481	6,002	2,504	3,459	5,963
J. TSP	9	31	40	23	77	100	23	77	100
K. Partial Dislocation Allowance	119	397	516	122	409	531	126	422	548
L. Senior ROTC (Non-Scholarship)	1,434	0	1,434	1,722	0	1,722	1,755	0	1,755
M. Senior ROTC (Scholarship)	17,788	0	17,788	18,328	0	18,328	18,491	0	18,491
N. Junior ROTC	12,215	0	12,215	13,217	0	13,217	13,493	0	13,493
O. Reserve Income Replacement	1,980	1,020	3,000	0	0	0	0	0	0
12. Cadets/Midshipmen	61,035	0	61,035	61,289	0	61,289	62,565	0	62,565
Military Personnel Appropriation Total	6,814,182	17,573,432	24,387,614	6,778,958	16,993,935	23,772,893	7,030,128	17,412,944	24,443,072
13. Less Reimbursables	196,932	143,397	340,329	213,236	145,557	358,793	218,031	144,443	362,474
Military Personnel Appropriation Total, Direct	6,617,250	17,430,035	24,047,285	6,565,722	16,848,378	23,414,100	6,812,097	17,268,501	24,080,598

**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2008**  
(\$ in Thousands)

	FY 2008 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Subtotal	Bridge Funds	Anticipated Reprogramming	FY 2008 Col FY09 President's Budget
<b>Pay and Allowances of Officers</b>								
Basic Pay	3,316,590	11,724	3,328,314	2,568	3,330,882			3,330,882
Retired Pay Accrual	960,710	3,405	964,115	1,148	965,263			965,263
Incentive Pay	176,341		176,341	-15,038	161,303			161,303
Special Pay	344,512	-4,000	340,512	10,481	350,993			350,993
Basic Allowance for Housing	1,073,826		1,073,826	10,196	1,084,022		3,643	1,087,665
Basic Allowance for Subsistence	121,738		121,738	840	122,578			122,578
Station Allowances Overseas	95,840	310	96,150	-915	95,235			95,235
CONUS Cost of Living Allowances	5,462		5,462	-287	5,175			5,175
Uniform Allowances	2,223		2,223	241	2,464			2,464
Family Separation Allowances	11,271		11,271	-6,393	4,878			4,878
Separation Payments	34,683	137	34,820	-2,457	32,363			32,363
Social Security Tax-Employer's Contribution	252,117	891	253,008	184	253,192			253,192
<b>Total Obligations</b>	<b>6,395,313</b>	<b>12,467</b>	<b>6,407,780</b>	<b>568</b>	<b>6,408,348</b>	<b>0</b>	<b>3,643</b>	<b>6,411,991</b>
Less Reimbursements	211,723	0	211,723		211,723	0		211,723
<b>Total Direct Obligations</b>	<b>6,183,590</b>	<b>12,467</b>	<b>6,196,057</b>	<b>568</b>	<b>6,196,625</b>	<b>0</b>	<b>3,643</b>	<b>6,200,268</b>
<b>Pay and Allowances of Enlisted</b>								
Basic Pay	7,724,419	11,512	7,735,931	4,499	7,740,430		-16,092	7,724,338
Retired Pay Accrual	2,237,935	8,127	2,246,062	-6,482	2,239,580			2,239,580
Incentive Pay	105,469		105,469	-1,115	104,354			104,354
Special Pay	353,013	-23,432	329,581	13,867	343,448			343,448
Special Duty Assignment Pay	88,929		88,929	0	88,929			88,929
Reenlistment Bonus	358,582	697	359,279	-697	358,582			358,582
Enlistment Bonus	88,897		88,897	16,228	105,125			105,125
Navy College Fund	4,703		4,703	700	5,403			5,403
Loan Repayment Program	5,641		5,641	400	6,041			6,041
Basic Allowance for Housing	3,127,841		3,127,841	13,571	3,141,412			3,141,412
Station Allowances Overseas	282,618	910	283,528	-13,583	269,945			269,945
CONUS Cost of Living Allowances	15,239		15,239	8,334	23,573			23,573
Clothing Allowances	247,580		247,580	-41,713	205,867			205,867
Family Separation Allowances	67,553		67,553	-5,988	61,565			61,565
Separation Payments	149,962	322	150,284	-800	149,484			149,484
Social Security Tax-Employer's Contribution	585,990	2,143	588,133	2,780	590,913			590,913
<b>Total Obligations</b>	<b>15,444,371</b>	<b>279</b>	<b>15,444,650</b>	<b>-9,999</b>	<b>15,434,651</b>	<b>0</b>	<b>-16,092</b>	<b>15,418,559</b>
Less Reimbursements	97,029		97,029		97,029			97,029
<b>Total Direct Obligations</b>	<b>15,347,342</b>	<b>279</b>	<b>15,347,621</b>	<b>-9,999</b>	<b>15,337,622</b>	<b>0</b>	<b>-16,092</b>	<b>15,321,530</b>
<b>Pay and Allowances for Midshipmen</b>								
Academy Midshipmen	61,472	178	61,650	-361	61,289			61,289
<b>Total Obligations</b>	<b>61,472</b>	<b>178</b>	<b>61,650</b>	<b>-361</b>	<b>61,289</b>	<b>0</b>	<b>0</b>	<b>61,289</b>
Less Reimbursements	0		0	0	0	0	0	0
<b>Total Direct Obligations</b>	<b>61,472</b>	<b>178</b>	<b>61,650</b>	<b>-361</b>	<b>61,289</b>	<b>0</b>	<b>0</b>	<b>61,289</b>

**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2008**  
(\$ in Thousands)

	FY 2008 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Subtotal	Bridge Funds	Anticipated Reprogramming	FY 2008 Col FY09 President's Budget
<b>Subsistence of Enlisted Personnel</b>								
Basic Allow for Subsistence	591,589		591,589	3,088	594,677			594,677
Subsistence-in-Kind	344,721		344,721	6,922	351,643		2,450	354,093
FSSA	22		22	-11	11			11
<b>Total Obligations</b>	<b>936,332</b>	<b>0</b>	<b>936,332</b>	<b>9,999</b>	<b>946,331</b>	<b>0</b>	<b>2,450</b>	<b>948,781</b>
Less Reimbursements	46,724	0	46,724		46,724	0		46,724
<b>Total Direct Obligations</b>	<b>889,608</b>	<b>0</b>	<b>889,608</b>	<b>9,999</b>	<b>899,607</b>	<b>0</b>	<b>2,450</b>	<b>902,057</b>
<b>Permanent Change of Station Travel</b>								
Accession Travel	63,361	20	63,381	4,062	67,443		9,999	77,442
Training Travel	60,933	55	60,988	1,225	62,213			62,213
Operational Travel	183,330	136	183,466	-5,366	178,100			178,100
Rotational Travel	269,742	98	269,840	-22,428	247,412			247,412
Separation Travel	99,129		99,129	15,100	114,229			114,229
Travel of Organized Units	19,103	10	19,113	7,752	26,865			26,865
Non-Temporary Storage	7,243		7,243	-70	7,173			7,173
IPCOT/OTEIP	6,272		6,272	0	6,272			6,272
Temporary Lodging Expense	6,523		6,523	-275	6,248			6,248
<b>Total Obligations</b>	<b>715,636</b>	<b>319</b>	<b>715,955</b>	<b>0</b>	<b>715,955</b>	<b>0</b>	<b>9,999</b>	<b>725,954</b>
Less Reimbursements	3,317		3,317		3,317			3,317
<b>Total Direct Obligations</b>	<b>712,319</b>	<b>319</b>	<b>712,638</b>	<b>0</b>	<b>712,638</b>	<b>0</b>	<b>9,999</b>	<b>722,637</b>
<b>Other Personnel Costs</b>								
Apprehension of Military Deserters								
Absentees & Escaped Military								
Prisoners	741		741	-274	467			467
Interest on Uniform Svcs Savings (MIA)	780		780	284	1,064			1,064
Death Gratuities	25,400		25,400	0	25,400			25,400
Unemployment Compensation	35,412		35,412	0	35,412			35,412
SGLI	0		0	0	0	95,624		95,624
Education Benefits	7,925		7,925	227	8,152			8,152
Transportation Subsidy	5,958		5,958	44	6,002			6,002
Adoption Expenses	254		254	46	300			300
Partial Dislocation Allowance	1,065		1,065	-534	531			531
TSP	100		100	0	100			100
Senior ROTC	1,722		1,722	0	1,722			1,722
Scholarship ROTC	18,328		18,328	0	18,328			18,328
JROTC	13,217		13,217	0	13,217			13,217
<b>Total Obligations</b>	<b>110,902</b>	<b>0</b>	<b>110,902</b>	<b>-207</b>	<b>110,695</b>	<b>95,624</b>	<b>0</b>	<b>206,319</b>
Less Reimbursements	0		0	0	0		0	0
<b>Total Direct Obligations</b>	<b>110,902</b>	<b>0</b>	<b>110,902</b>	<b>-207</b>	<b>110,695</b>	<b>95,624</b>	<b>0</b>	<b>206,319</b>
<b>Total MPN Obligations</b>	<b>23,664,026</b>	<b>13,243</b>	<b>23,677,269</b>	<b>0</b>	<b>23,677,269</b>	<b>95,624</b>	<b>0</b>	<b>23,772,893</b>
Less Reimbursements	358,793	0	358,793	0	358,793	0	0	358,793
<b>Total Direct MPN Obligations</b>	<b>23,305,233</b>	<b>13,243</b>	<b>23,318,476</b>	<b>0</b>	<b>23,318,476</b>	<b>95,624</b>	<b>0</b>	<b>23,414,100</b>

Hardship Duty Pay and Foreign Language Proficiency Pay have been decreased because consideration of funding was deferred to the GWOT supplemental appropriations.



## Section 4

### Detail of Military Personnel Entitlements

MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES - SUMMARY  
(\$ in Thousands)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>FY 2008 Direct Program</b>	<b>6,200,268</b>	<b>15,321,530</b>	<b>61,289</b>	<b>902,057</b>	<b>722,637</b>	<b>206,319</b>	<b>23,414,100</b>
<b>INCREASES</b>							
<b>Pricing Increases</b>	<b>264,445</b>	<b>738,056</b>	<b>1,908</b>	<b>39,240</b>	<b>31,635</b>	<b>1,991</b>	<b>1,077,275</b>
Annualization of FY 2008 Pay Raise 3.5% (Effective 1 January 2008)	<b>38,749</b>	<b>90,163</b>	<b>389</b>		<b>456</b>		<b>129,757</b>
Basic Pay	28,315	65,387	361				94,063
Retired Pay Accrual	8,268	18,962					27,230
FICA	2,166	4,969	28				7,163
Separation Payments (Lump Sum Leave)		845					845
Dislocation Allowance					456		456
FY 2009 Pay Raise 3.4% (Effective 1 January 2009)	<b>112,925</b>	<b>261,434</b>	<b>1,168</b>		<b>2,229</b>		<b>377,756</b>
Basic Pay	82,518	190,556	1,083				274,157
Retired Pay Accrual	24,095	55,261					79,356
FICA	6,312	14,482	85				20,879
Separation Payments (Lump Sum Leave)		1,135					1,135
Dislocation Allowance					2,229		2,229
Annualization of FY 2008 Inflation 2.0% (Effective 1 January 2008)				<b>8,639</b>			<b>8,639</b>
Basic Allowance for Subsistence				8,639			8,639
Inflation Rate	<b>11,194</b>						11,194
RPA Full Time Rate growth from 29 to 29.2%	<b>6,631</b>						6,631
Basic Allowance for Subsistence	<b>4,560</b>		<b>351</b>	<b>30,601</b>			<b>35,512</b>
BAS Growth Rate of 3.4%	4,560			25,916			30,476
Increase in Basic Allowance for Subsistence Rate			351				351
Increase in SIK BDFR Rates				4,617			4,617
Increase in SIK Augmentation Rations Rate				68			68
Clothing Allowance	<b>3</b>	<b>5,621</b>					<b>5,624</b>
Initial - Rate		877					877
Replacement - Rate		4,744					4,744
Civilian Clothing - Rate (2.0%)	3						3
Permanent Change of Station (PCS) Travel					<b>28,950</b>		<b>28,950</b>
Industrially Funded and Commercially procured services due to Projected Inflation Factors					8,956		8,956
Families First Price Increase for Household Goods Shipments (5%)					19,994		19,994
BAH Rates	<b>79,973</b>	<b>343,586</b>					<b>423,559</b>
FY2009 Domestic Housing Rate Growth of 6%	78,156	339,587					417,743
BAH Overseas Rate	1,817	3,999					5,816
Other Pricing Increases		<b>37,252</b>					37,252
Separation Pays	<b>999</b>	<b>2,213</b>					<b>3,212</b>
Lump Sum Leave - Rate	513	1,135					1,648
Failure of Promotion	220						220
Severance Pay - Rate		343					343
Severance Pay Disability	45						45
Severance Pay Non-Disability Full	221	735					956

MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES - SUMMARY  
(\$ in Thousands)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Incentive Pay	<b>4,045</b>						<b>4,045</b>
Strength Related		<b>15,557</b>					<b>15,557</b>
Retired Pay Accrual 19.1% - Part Time		15,557					15,557
Aviation Career Continuation Pay Anniversary	4,045						4,045
Special Pay	<b>13,290</b>	<b>3,253</b>					<b>16,543</b>
Medical Multi Year Special Pay	2,321						2,321
Medical Incentive	132						132
Medical Accession	3,000						3,000
Dental Multi Year Special Pay	1,750						1,750
Psychologist Non Physician Pay	22						22
Foreign Language Proficiency Pay - Rate	5,000	3,030					8,030
Nurse Incentive Pay	913						913
SWO CSRB (Senior)	1						1
SWO CSRB (Junior)	127						127
Special Operations CSRB	24						24
Enlisted Supervisory Retention Initial Payment Aggregate - Rate		223					223
Reenlistment Bonus		<b>5,663</b>					<b>5,663</b>
Anniversary Payment Aggregate - Rate		5,663					5,663
Enlistment Bonus		<b>1,287</b>					<b>1,287</b>
Anniversary Payment - Rate		1,287					1,287
Overseas Station Allowance	<b>3,169</b>	<b>8,184</b>					<b>11,353</b>
COLA - Rate	2,990	7,821					10,811
TLA member entitled	179	363					542
CONUS COLA - Rate	<b>101</b>	<b>467</b>					<b>568</b>
Education Benefits		<b>628</b>					<b>628</b>
National Call to Service							
12 Month - Rate		<b>169</b>					<b>169</b>
36 Month - Rate		<b>459</b>					<b>459</b>
Other Military Personnel Costs						<b>1,991</b>	<b>1,991</b>
Unemployment Compensation						1,334	1,334
Partial DLA						18	18
Transportation Subsidy						134	134
JROTC Uniform Replacement						198	198
JROTC Uniform Alterations/Renovations						48	48
Senior ROTC Uniforms, Issue-in-Kind						13	13
Senior ROTC Uniforms, Commutation-in-Lieu of						14	14
Senior ROTC Pay and Allowances						6	6
Senior ROTC Summer Training Subsistence						2	2
Scholarship ROTC Uniforms, Issue-in-Kind						50	50
Scholarship ROTC Uniforms, Commutation-in-Lieu of						12	12
Scholarship ROTC Pay and Allowances						85	85

MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES - SUMMARY  
(\$ in Thousands)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Scholarship ROTC Summer Training Subsistence						19	19
JROTC Initial Issue						58	58
<b>Program Increases</b>	<b>15,325</b>	<b>75,272</b>	<b>0</b>	<b>2,365</b>	<b>105,862</b>	<b>23,746</b>	<b>222,570</b>
Strength Related	0	475		0	105,862		106,337
Permanent Change of Station (PCS) Travel							
Increase in Temporary Lodging Expense					583		583
One time increase for PCS obligation policy change					102,000		102,000
Increase in Accession Moves					2,980		2,980
Increase in Overseas Tour Extension Program					299		299
Retired Pay Accrual - Workyears		475					475
Strength Related	<b>4,990</b>	<b>14,078</b>					<b>19,068</b>
Basic Pay - Pay Grade Mix	3,646	6,636					10,282
Retired Pay Accrual - Pay Grade Mix	1,065	1,925					2,990
FICA - Pay Grade Mix	279	504					783
BAH Overseas - Number		5,013					5,013
Other	<b>10,335</b>	<b>48,420</b>					<b>58,755</b>
Incentive Pay	<b>2,339</b>	<b>2,606</b>					<b>4,945</b>
Aviation Career Continuation Pay	972						972
Aviation Career Continuation Pay Anniversary	1,367						1,367
Demolition Duty - Number		1					1
Parachute Pay - Number		206					206
Flight Deck Duty - Number		1					1
Submarine Pay - Number		1,804					1,804
Flying Duty Pay - Number		594					594
Special Pay	<b>7,996</b>	<b>27,256</b>					<b>35,252</b>
Physicians Board Certified	26						26
Medical Incentive	47						47
Medical Additional	150						150
Psyche Diplomat & Non Physician Pay	45						45
Dental Board Certified	58						58
Dental Additional	240						240
Dental CSRB	200						200
Dental CSAB	200						200
Foreign Language Proficiency Pay		16,970					16,970
Assignment Incentive Pay - Number		514					514

MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES - SUMMARY  
(\$ in Thousands)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Surface Warfare Officer CSRB Junior	108						108
Surface Warfare Officer CSRB(25+ yrs)	740						740
Career Sea Pay	896						896
Nuclear Officer Incentive Pay	3,638						3,638
Special Warfare Incentive Pay	157						157
NSW Officer CSRB	425						425
Hardship Duty Pay - Number		7,375					7,375
Enlistment Bonus - New Payment Number		7,171					7,171
Anniversary Payment Aggregate - Number		2,397					2,397
INTEL CSRB	793						793
Separations							
Severance Pay - Failure to Promote	220						220
Lump Sum Leave	53						53
Loan Repayment Program - Number		5,762					5,762
Education Benefits		644					644
\$350/Month - Number		468					468
Navy College First		176					176
Clothing		17,280					17,280
Initial Clothing - Number		4,981					4,981
Replacement Allowances-Number		12,299					12,299
Enlistment Bonus		7,171					7,171
New Payment - Number		7,171					7,171
SIK							
Increase in SIK Other Messing				2,331			2,331
Increase in Operational Rations				34			34
Other Military Personnel Costs						23,746	23,746
Interest on Savings due to participation						26	26
Unemployment Compensation						23,287	23,287
Scholarship ROTC Stipend For 8 Additional Midshipmen						27	27
Senior ROTC, Issue in Kind						1	1
JROTC Uniform initial issue						207	207
JROTC Uniform Replacement						180	180
JROTC Uniform Alterations/Renovations						8	8
Apprehension						10	10
<b>TOTAL INCREASES</b>	<b>279,770</b>	<b>813,328</b>	<b>1,908</b>	<b>41,605</b>	<b>137,497</b>	<b>25,737</b>	<b>1,299,845</b>

MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES - SUMMARY  
(\$ in Thousands)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>DECREASES</b>							
<b>Pricing Decreases</b>	<b>-1,030</b>	<b>-5,072</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-6,102</b>
Separation Payments							0
Severance Pay - Rate							0
Severance Pay Non-Disability - Rate							0
Other Pricing Decreases							0
Incentive Pay	-272						-272
Aviation Career Continuation Pay - Initial	-272						-272
Special Pay	-758	-5,072					-5,830
Physician Variable	-45						-45
Physician Board Certified	-5						-5
Dentist Variable	-139						-139
Nuclear Officer Incentive Pay	-16						-16
Special Warfare Incentive Pay	-50						-50
Intel CSRB	-503						-503
Enlisted Supervisory Retention Pay - Rate		-1,192					-1,192
Enlistment Bonus - Anniversary Payment Aggregate - Rate		-3,497					-3,497
Education Benefits		-383					-383
\$350/Month - Number		-162					-162
\$450/Month - Number		-68					-68
\$950/Month - Number		-146					-146
\$550/Month - Number		-7					-7
<b>Program Decreases</b>	<b>-37,353</b>	<b>-376,099</b>	<b>-632</b>	<b>-46,799</b>	<b>-69,113</b>	<b>-97,249</b>	<b>-627,245</b>
Strength Related	-32,251	-309,924					-342,175
Basic Pay Workyears	-17,684	-199,312	-481				-217,477
Retired Pay Accrual Workyears	-5,597	-58,250					-63,847
FICA Workyears	-1,154	-15,028	-37				-16,219
BAH Overseas - Number	-216						-216
BAH Domestic Number/Paygrade Mix	-7,112	-37,334					-44,446
BAS - Workyears	-387		-114	-38,498			-38,999
SIK				-8,262			-8,262
Decrease in SIK Workyears				-8,262			-8,262
Other							
Decrease in SIK Augmentation Rations				-39			-39
Clothing	-101						-101
Initial member entitled	-65						-65
Additional member entitled	-36						-36
Other	-5,102	-66,175					-71,277
Incentive Pay	-567						-567
Aviation Career Continuation Pay - Initial	-567						-567
Special Pay	-3,093	-4,356					-7,449
Physician							

MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES - SUMMARY  
(\$ in Thousands)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Variable	-102						-102
Multi Year Pay	-2,338						-2,338
Dental							
Variable	-301						-301
Multi Year Pay	-295						-295
SWO CSRB (Senior)	-33						-33
Special Operations CSRB	-24						-24
Career Sea Pay - Number		-1,225					-1,225
Enlisted Supervisor Retention Pay - Initial Payment - Number		-580					-580
Special Warfare SOCOM CSRB - Number		-2,551					-2,551
Reenlistment Bonus		<b>-4,645</b>					<b>-4,645</b>
Reenlistment Bonus - Anniversary Payment Number		-4,645					-4,645
Enlistment Bonus - Anniversary Payment - Number		<b>-1,289</b>					<b>-1,289</b>
CONUS COLA - Number	<b>-105</b>	<b>-254</b>					<b>-359</b>
OSA	<b>-1,337</b>	<b>-29,669</b>					<b>-31,006</b>
COLA	-1,276	-28,222					-29,498
TLA member entitled	-61	-1,447					-1,508
Separation Payments		<b>-25,211</b>					<b>-25,211</b>
Lump Sum Leave - Number		-4,426					-4,426
Severance Pay - Number		-6,358					-6,358
Severance Pay Non-Disability - Number		-14,427					-14,427
Education Benefits		<b>-751</b>					<b>-751</b>
\$450/Month - Number		-383					-383
\$550/Month - Number		-345					-345
National Call to Service - Number		-6					-6
12 Month - Rate		-17					-17
Other Military Personnel Costs						<b>-97,249</b>	<b>-97,249</b>
Transportation Subsidy						-175	-175
Scholarship ROTC Uniforms, Issue-in-Kind						-12	-12
Scholarship ROTC Uniforms, Commutation in Lieu						-18	-18
JROTC one time cost for outfitting new JROTC units						-423	-423
SGLI						-95,624	-95,624
Education Benefits						-996	-996
Partial DLA						-1	-1
Permanent Change of Station (PCS) Travel					<b>-69,113</b>		<b>-69,113</b>
Decrease in Non Temporary Storage					-258		-258
Decrease in Separation					-8,671		-8,671
Decrease in Organized Unit Moves					-7,745		-7,745
Increase in no cost moves due to geographic stability initiative					-51,915		-51,915
Decrease in In Place Consecutive Overseas Tours					-428		-428
Decrease in direct funding requirement due to increased reimbursable income					-96		-96
<b>TOTAL DECREASES</b>	<b>-38,383</b>	<b>-381,171</b>	<b>-632</b>	<b>-46,799</b>	<b>-69,113</b>	<b>-97,249</b>	<b>-633,347</b>
<b>FY 2009 Direct Program</b>	<b>6,441,655</b>	<b>15,753,687</b>	<b>62,565</b>	<b>896,863</b>	<b>791,021</b>	<b>134,807</b>	<b>24,080,598</b>

Budget Activity 1  
Pay and Allowances of Officers



MILITARY PERSONNEL, NAVY  
 SCHEDULE OF INCREASES AND DECREASES  
 PAY AND ALLOWANCES OF OFFICERS  
 (\$ in Thousands)

			<u>AMOUNT</u>
FY 2008 Direct Program			6,200,268
Increases			
Pricing Increases:			
Annualization of FY 2008 Pay Raise of 3.5% effective 1 January 2008		38,749	
Basic Pay	28,315		
RPA	8,268		
FICA	2,166		
FY 2009 Pay Raise of 3.4% effective 1 January 2009		112,926	
Basic Pay	82,518		
RPA	24,095		
FICA	6,313		
Inflation Rate		11,194	
RPA Full Time Rate growth from 29% to 29.2%	6,631		
BAS Rate Growth of 3.4%	4,560		
Clothing - Civilian Clothing Rate of 2.0%	3		
BAH Rates		82,011	
FY 2009 Housing Rate Growth of 6.0%	80,197		
BAH Overseas Rates Consistent with FCF Rates	1,814		
Separation Pays		999	
Lump Sum Leave - Rate	513		
Failure of Promotion	220		
Severance Pay Disability	45		
Severance Pay Non-Disability Full	221		
Other Pricing Increases			20,137
Incentive Pays		4,045	
Aviation Career Continuation Pay Anniversary	4,045		
Special Pays		13,290	

MILITARY PERSONNEL, NAVY  
 SCHEDULE OF INCREASES AND DECREASES  
 PAY AND ALLOWANCES OF OFFICERS  
 (\$ in Thousands)

			<u>AMOUNT</u>
Physician		5,453	
Medical Incentive	132		
Medical Multi Year Special	2,321		
Medical Accession	3,000		
Dental		1,750	
Multi Year Special Pay	1,750		
Nurse Incentive Pay		913	
Psychologist Non Physician Pay		22	
Foreign Language Proficiency Pay		5,000	
SWO CSRB (Senior)		1	
SWO CSRB (Junior)		127	
Special Operations CSRB		24	
OSA			2,701
COLA due to FCF rates		2,447	
TLA member entitled		254	
CONUS COLA			101
Total Pricing Increases			266,016
 Program Increases			
Strength Related			4,990
Basic Pay			3,646
Pay Grade Mix		3,646	
RPA			1,065
Pay Grade Mix		1,065	
FICA			279
Pay Grade Mix		279	

MILITARY PERSONNEL, NAVY  
 SCHEDULE OF INCREASES AND DECREASES  
 PAY AND ALLOWANCES OF OFFICERS  
 (\$ in Thousands)

AMOUNT

Other		10,335	
Incentive Pays		2,339	
Aviation Career Incentive Pay	972		
Aviation Career Continuation Pay Anniversary	1,367		
Special Pays		7,723	
Physician	223		
Additional	150		
Medical Board Certified	26		
Medical Incentive	47		
Dental	698		
Additional	240		
Board Certified	58		
CSAB	200		
CSRB	200		
Psyche Diplomat & Non Physician Pay	45		
Nuclear Officer Incentive Pay	3,638		
Career Sea Pay	896		
SWO CSRB (25+ yrs)	740		
SWO CSRB (Junior)	108		
Special Warfare Incentive Pay	157		
NSW Officer CSRB	425		
INTEL CSRB	793		
Separations		273	
Severance Pay - Failure to Promote	220		
Lump Sum Leave	53		
Total Program Increases		15,325	
Total Increases			281,341

MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES  
PAY AND ALLOWANCES OF OFFICERS  
(\$ in Thousands)

			<u>AMOUNT</u>
Pricing Decreases			
Other			-1,030
Incentive Pays			-272
Aviation Career Continuation Pay - Initial	-272		
Special Pays			-758
Physician	-50		
Variable	-45		
Board Certified	-5		
Dentist	-139		
Variable	-139		
Nuclear Officer Incentive Pay	-16		
Special Warfare Incentive Pay	-50		
Intel CSRB	-503		
Total Pricing Decreases			-1,030
Program Decreases			
Strength Related			-33,838
Basic Pay			-17,684
Workyears	-17,684		
RPA			-5,680
Workyears - Full Time	-5,489		
Workyears - Part Time	-191		
FICA			-1,322
Workyears	-1,322		
BAH			-8,664
Domestic Number/Paygrade Mix	-8,448		

MILITARY PERSONNEL, NAVY  
 SCHEDULE OF INCREASES AND DECREASES  
 PAY AND ALLOWANCES OF OFFICERS  
 (\$ in Thousands)

AMOUNT

BAH Overseas - Number	-216		
BAS		-387	
Workyears	-387		
Clothing		-101	
Initial member entitled	-65		
Additional member entitled	-36		
Other			-5,086
Incentive Pays		-567	
Aviation Career Continuation Pay - Initial	-567		
Special Pays		-3,093	
Physician		-2,440	
Variable	-102		
Multi Year Pay	-2,338		
Dental		-596	
Variable	-301		
Multi Year Pay	-295		
SWO CSRB (Senior)		-33	
Special Operations CSRB		-24	
OSA		-1,321	
COLA		-1,260	
TLA member entitled		-61	
CONUS COLA		-105	
Total Program Decreases			-38,924
Total Decreases			-39,954
FY 2009 Direct Program			6,441,655

(In Thousands Of Dollars)

Project: Basic Pay - Officer

FY 2009 Estimate \$3,430,563  
FY 2008 Estimate \$3,330,882  
FY 2007 Actuals \$3,404,521

### Part I - Purpose And Scope

Funds requested to provide for basic compensation for officers on active duty according to rank and length of service under provisions of Title 37 U.S.C. 201, 203, 204, 205. The estimate excludes those officers on active duty at the seat of government and at headquarters responsible for reserve affairs (Title 10 U.S.C. 12301) and those officers of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing and training of the reserve components (Title 10 U.S.C. 12301).

### Part II - Justification Of Funds Requested

FY 2007 is based on an end strength of 51,385 and 53,674 workyears. FY 2008 is based on an end strength of 51,266 and 51,009 workyears. FY 2009 is based on an end strength of 50,845 and 50,848 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2007 includes a 2.2% pay raise effective 1 January 2007 with targeted pay raises for selected paygrades and pay table extension effective 1 April 2007. FY 2008 includes a 3.5% across the board pay raise effective 1 January 2008. FY 2009 includes a 3.4% across the board pay raise effective 1 January 2009.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Admiral	9	164,000.70	1,476	9	169,207.72	1,523	9	175,009.09	1,575
Vice Admiral	34	152,788.00	5,195	32	157,639.02	5,044	32	163,043.75	5,217
Rear Admiral (UH)	68	138,430.00	9,413	69	142,825.15	9,855	69	147,721.98	10,193
Rear Admiral (LH)	116	122,793.00	14,244	115	126,691.68	14,570	110	131,035.37	14,414
Captain	3,268	104,776.62	342,410	3,125	108,103.28	337,823	3,099	111,809.66	346,498
Commander	7,236	83,294.50	602,719	6,775	85,939.10	582,237	6,770	88,885.57	601,755
Lieutenant Commander	10,719	71,798.49	769,608	10,266	74,078.09	760,486	10,395	76,617.89	796,443
Lieutenant	18,046	58,248.03	1,051,144	16,714	60,097.41	1,004,468	16,119	62,157.88	1,001,923
Lieutenant Junior Grade	6,273	46,805.36	293,610	6,045	48,291.43	291,922	6,256	49,947.13	312,469
Ensign	6,237	34,191.44	213,252	6,202	35,277.02	218,788	6,323	36,486.51	230,704
Warrant Officer 5	59	80,728.81	4,763	60	83,291.95	4,998	59	86,147.66	5,083
Warrant Officer 4	253	74,335.97	18,807	284	76,696.14	21,782	340	79,325.71	26,971
Warrant Officer 3	836	60,771.53	50,805	763	62,701.03	47,841	745	64,850.77	48,314
Warrant Officer 2	520	52,067.31	27,075	550	53,720.44	29,546	522	55,562.27	29,004
Warrant Officer 1	0	0.00		0	0.00		0	0.00	
Total Basic Pay - Officer	53,674		3,404,521	51,009		3,330,882	50,848		3,430,563

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Officer	FY 2009 Estimate	\$1,000,408
	FY 2008 Estimate	\$965,263
	FY 2007 Actuals	\$902,198

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Additionally, funds are budgeted to support military retirement reform which changes the current retirement system from 40% of the average of high 3 years of monthly base pay to 50% of average of high 3 with COLA adjustments using modified Consumer Price Index.

The budgetary estimates are derived as a product of:

(a) normal cost percentage of 26.5% in FY 2007. Beginning in FY 2008, Title V, section 581 of the 2007 NDAA directs the Department of Defense to contribute at the part-time rate for Reserve Component sailors who are mobilized or on active duty for special work. The full time RPA % in FY08 is 29% and FY09 is 29.2% and the part-time RPA % in FY08 and FY09 is 19.1%.

(b) the total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

Cost computations are as follows:

	FY 2007			FY 2008			FY 2009		
Base Pay (1-A) - Full Time			3,404,521			3,323,887			3,417,527
Less Fines & Forfeitures			0			0			0
Base Pay Subject To RPA - Full Time			3,404,521			3,323,887			3,417,527
	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Retired Pay Accrual - Full Time	53,674	16,808.85	902,198	50,904	18,936.18	963,927	50,653	19,701.06	997,918
Base Pay (1-A) - Part Time					6,995			13,036	
Less Fines & Forfeitures					0			0	
Base Pay Subject To RPA - Part Time					6,995			13,036	
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Retired Pay Accrual - Part Time				105	12,723.97	1,336	195	12,768.73	2,490
Total Retired Pay Accrual -Officer	53,674		902,198	51,009		965,263	50,848		1,000,408

(In Thousands Of Dollars)

FY 2009 Estimate	\$166,850
FY 2008 Estimate	\$161,303
FY 2007 Actuals	\$154,783

Project: Incentive Pay For Hazardous Duty-Officer

Part I - Purpose And Scope

Funds requested provide payment to officers for the following types of duty:

(1A and 1B) Aviation Career Incentive Pay (ACIP) (37 U.S.C. 301a) - Financial incentive for members to serve as military aviators throughout a military career. Started in 1974. Last rate changes made by FY 1998 NDAA (to establish \$840 rate level) and by FY 1999 NDAA to facilitate payment of ACIP to warrant officers. Payment ranges from \$125 to \$840 per month, determined by years of aviation service.

(1C) Aviation Career Continuation Pay (ACCP) (37 U.S.C. 301b) -Financial incentive to retain qualified, experienced aviators who have completed their Active Duty Service Obligation (ADSO) to remain on active duty for a specified period of additional service. First authorized by FY 1990 NDAA. Last changed by FY 2000 NDAA to give the Services the discretion to pay ACCP to aviators in other than critically short aviation subspecialties; in amounts up to \$25,000 for each year of service agreement, regardless of the length of the contract; through 25 years of aviation service; and to aviators in grade 0-6.

(1D) Flying Duty Crew Members (37 U.S.C. 301(a) (1)) -For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$125 to \$250 per month, determined by grade.

(1E) Flying Duty Non-Crew Members (37 U.S.C. 301(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments other than as crew members. The FY 1998 NDAA increased the rate from \$110 to \$150 per month. Payment is a flat \$150 per month.

(2) Submarine duty (37 U.S.C. 301c) -Duty involving frequent and regular performance of operational submarine duty, restricted to members who hold or are in training for submarine duty designator and remain in the submarine service on a career basis. The FY 2002 NDAA removed the rate table from law and vested authority in the Secretary of the Navy to set submarine pay rates within a cap of \$1,000 per month.

(3) Parachute jumping (37 U.S.C. 301(a) (3)) -Duty involving parachute jumping as an essential part of military duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which receive \$225 per month.

(4) Duty inside a high or low pressure chamber (37 U.S.C. 301(a) (5),(6),(7)) - Duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.

(5) Demolition Duty (37 U.S.C. 301(a)(4)) - Duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.

(6) Flight Deck Duty (37 U.S.C. 301(a)(8)) - Duty involving participation in flight operations on ships from which aircraft are launched. Payment is a flat \$150 per month.

(7) Toxic Material Pay (37 U.S.C. 301(a)(9),(10)) - Duty involving exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.

(8) Visit, Board, Search and Seizure (VBSS) (37 U.S.C. 301(a)(11)) - Maritime Interdiction Operations - for the performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.



Part II - Justification Of Funds Requested

Hazardous duty pay is computed using the average number of officers eligible for each type of payment. Average rates for flying duty for crew members are based on statutory rates categorized by years of aviation/commissioned service. Aviation career continuation pay (ACCP) long term contracts are computed at no greater than \$25,000 per year for pilots and \$15,000 per year for naval flight officers (NFOs) if the officer agrees to remain on active duty for 5 years, with a 50% up front lump sum payment option. The lump sum of \$67,000 for pilots and \$37,500 for NFOs is the basis for all long term ACCP payments. All short term (3 years or less) payment projections are based on \$15,000 for both pilots and NFOs with no lump sum option. Average rates for submarine duty are based on statutory rates by pay grade within each longevity step. All other hazardous duty is computed at the statutory rate of \$1,320/\$1,800 per annum for each workyear, except for those officers who receive \$1,980/\$2,700 per year for performing high altitude/low opening parachute jumps.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1A) Flying Duty - Commissioned Officers</b>									
Regular (2) years	2,039	1,500.00	3,059	2,052	1,500.00	3,078	2,055	1,500.00	3,083
Regular (2-3) years	864	1,872.00	1,617	880	1,872.00	1,647	875	1,872.00	1,638
Regular (3-4) years	840	2,256.00	1,895	846	2,256.00	1,909	845	2,256.00	1,906
Regular (4-6) years	1,476	2,472.00	3,649	1,614	2,472.00	3,990	1,616	2,472.00	3,995
Regular (6-14) years	4,356	7,800.00	33,977	4,505	7,800.00	35,139	4,511	7,800.00	35,186
Regular (14-22) years	2,419	10,080.00	24,384	2,601	10,080.00	26,218	2,693	10,080.00	27,145
Regular (> 22) years	219	7,020.00	1,537	219	7,020.00	1,537	219	7,020.00	1,537
Regular (> 23) years	102	5,940.00	606	102	5,940.00	606	102	5,940.00	606
Regular (> 24) years	176	4,620.00	813	176	4,620.00	813	176	4,620.00	813
Regular (> 25) years	152	3,000.00	456	152	3,000.00	456	152	3,000.00	456
<b>Total - (1A)</b>	<b>12,643</b>		<b>71,993</b>	<b>13,147</b>		<b>75,393</b>	<b>13,244</b>		<b>76,365</b>
<b>(1B) Flying Duty - Warrant Officers</b>									
2 Years	4	1,500.00	6	4	1,500.00	6	4	1,500.00	6
2 - 3 Years	2	1,872.00	4	2	1,872.00	4	2	1,872.00	4
3 - 4 Years	1	2,256.00	2	1	2,256.00	2	1	2,256.00	2
4 - 6 Years	1	2,472.00	2	1	2,472.00	2	1	2,472.00	2
6 - 18 Years	9	7,800.00	70	9	7,800.00	70	9	7,800.00	70
<b>Total - (1B)</b>	<b>17</b>		<b>84</b>	<b>17</b>		<b>84</b>	<b>17</b>		<b>84</b>
<b>SubTotal</b>	<b>12,660</b>		<b>72,077</b>	<b>13,164</b>		<b>75,477</b>	<b>13,261</b>		<b>76,449</b>

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1C) ACCP INITIAL PAYMENTS</b>									
Pilots	516	20,001.53	10,321	517	20,252.00	10,470	498	19,845.00	9,883
Flight Officers	285	18,652.63	5,316	329	18,154.00	5,973	319	17,939.00	5,723
Total - (1C)	801		15,637	846		16,443	817		15,606
<b>(1C) ACCP Anniversary Payments</b>									
Pilots	1,479	17,860.42	26,416	1,447	17,621.00	25,498	1,495	18,991.00	28,392
Flight Officers	792	11,467.33	9,082	722	17,355.00	12,530	752	20,010.00	15,048
Total - (1C)	2,271		35,498	2,169		38,028	2,247		43,440
SubTotal	3,072		51,135	3,015		54,471	3,064		59,046
(1D) Crew Members	42	2,275.31	96	50	2,265.31	113	50	2,265.31	113
(1E) Non-Crew Members	8	1,800.00	14	18	1,800.00	32	18	1,800.00	32
Total - (Group) ( 1)	15,782		123,322	16,247		130,093	16,393		135,640
<b>(2) Submarine Pay for Officers</b>									
09 - Vice Admiral	0	4,260.00	0	0	4,260.00	0	0	4,260.00	0
08 - Rear Admiral (UH)	1	4,260.00	4	1	4,260.00	4	1	4,260.00	4
07 - Rear Admiral (LH)	4	4,260.00	17	4	4,260.00	17	4	4,260.00	17
06 - Captain	186	10,020.00	1,864	186	10,020.00	1,864	186	10,020.00	1,864
05 - Commander	341	10,020.00	3,417	354	10,020.00	3,547	354	10,020.00	3,547
04 - Lieutenant Commander	519	9,480.00	4,920	519	9,480.00	4,920	519	9,480.00	4,920
03 - Lieutenant	1,337	8,460.00	11,311	1,350	8,460.00	11,421	1,350	8,460.00	11,421
02 - Lieutenant (JG)	690	3,660.00	2,525	703	3,660.00	2,573	703	3,660.00	2,573
01 - Ensign	705	2,760.00	1,946	705	2,760.00	1,946	705	2,760.00	1,946
W5 - Warrant Officer	3	5,100.00	15	3	5,100.00	15	3	5,100.00	15
W4 - Warrant Officer	11	5,100.00	56	11	5,100.00	56	11	5,100.00	56
W3 - Warrant Officer	19	5,100.00	97	19	5,100.00	97	19	5,100.00	97
W2 - Warrant Officer	47	5,100.00	240	47	5,100.00	240	47	5,100.00	240
W1 - Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
Total - (2)	3,863		26,412	3,902		26,700	3,902		26,700

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Parachute Jumping (Officer)									
Parachute Jumping	911	2,336.00	2,128	778	2,336.00	1,817	778	2,336.00	1,817
(4) Duty inside a high/low pressure chamber									
Hi/Lo Pressure Chamber	52	1,800.00	94	70	1,800.00	126	70	1,800.00	126
(5) Demolition Duty (Officer)									
Demolition Duty	1,073	1,800.00	1,931	822	1,800.00	1,480	822	1,800.00	1,480
(6) Flight Deck Duty	479	1,800.00	862	579	1,800.00	1,042	579	1,800.00	1,042
(7) Toxic Material Pay	0	0.00	0	1	1,800.00	2	1	1,800.00	2
(8) Visit, Board, Search and Seizure	19	1,800.00	34	24	1,800.00	43	24	1,800.00	43
Total Incentive Pay For Hazardous Duty-Officer	22,179		154,783	22,423		161,303	22,569		166,850

(In Thousands Of Dollars)

Project: Special Pay-Officer

FY 2009 Estimate	\$368,156
FY 2008 Estimate	\$350,993
FY 2007 Actuals	\$339,494

Funds requested provide for the following special pay:

(1) Physicians pay (37 U.S.C. 302):

(a) Variable special pay (37 U.S.C. 302 (a) - monthly payment to medical corps officers on active duty under a call or order to active duty for a period of not less than one year. Amount paid varies with total length of creditable service and ranges from \$1,200 to \$12,000 per year.

(b) Additional special pay (37 U.S.C. 302 (a) - an annual payment which varies with length of creditable service paid to medical corps officers who execute a written agreement to remain on active duty for a period of not less than one year and who are not undergoing medical or osteopathic internship, or initial residency. Flat \$15,000 for a 12-month active duty service agreement.

(c) Board certified pay (37 U.S.C. 302 (a) - a monthly payment which varies with length of creditable service paid to medical corps officers who become certified or re-certified as having successfully met specified post-graduate education, training and experience requirements in a medical or osteopathic specialty. Payment ranges from \$2,500 to \$6,000 per year.

(d) Medical incentive pay (37 U.S.C. 302 (b) - for medical corps officers, 0-6 and below, who meet certain criteria, and who agree to remain on active duty for a period of one year for up to \$50,000 and who are not undergoing medical or osteopathic internship, initial residency, subspecialty or fellowship training.

(e) Multiyear specialty pay (MSP) (37 U.S.C. 301d) - a bonus payable to medical corps officers who have eight years of creditable service or no further post graduate medical training obligation and executes an agreement to serve an additional two to four years on active duty for up to \$50,000 per year.

(2) Dentists pay:

(a) Variable special pay (37 U.S.C. 302b) - monthly payment to dental corps officers on active duty under a call or order to active duty for a period of not less than one year. Amount paid varies with total length of creditable service and ranges from \$3,000 to \$12,000 per year.

(b) Additional special pay (37 U.S.C. 302b) - FY2007 NDAA allows for an annual payment which varies with length of creditable service which is paid to dental corps officers who execute a written agreement to remain on active duty for a period of not less than one year and who are undergoing dental internships or residency training. Payment ranges from \$4,000 to \$15,000 per year.

(c) Board certified pay (37 U.S.C. 302b) - a monthly payment which varies with length of creditable service paid to dental corps officers who attain board certification or board certification equivalency requirements. Payment ranges from \$2,500 to \$6,000 per year.

(d) Accession bonus (37 U.S.C. 302h) - FY2007 NDAA increases the amount of bonus paid to a dental school graduate who agrees to accept a commission as an office and remains on active duty on active duty for a period of not less than four years from up to \$30,000 to \$400,000.

(e) Multiyear specialty pay (MSP) (37 U.S.C. 301e) - MSP is a bonus payable to a dental corps officer who has at least eight years of creditable service, or has completed any active duty service commitment incurred for dental education and training, has completed specialty training, and executes an agreement to serve an additional two to four years on active duty for up to \$40,000 per year.

(f) Dental Critical Skills Retention Bonus (CSRB) (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(3) Optometrists pay (37 U.S.C. 302a)

(a) Special pay (37 U.S.C. 302a) - a monthly pay of \$100 to officers on active duty designated as optometrists.

(b) Multiyear retention bonus (37 U.S.C. 302a) - an annual payment of \$6,000 per year of contract for designated officers who agree to remain on active duty as an optometrist. First authorized by FY1990 NDAA for an annual bonus not to exceed \$15,000, payable to officers drawing optometrist regular special pay who have completed initial ADSO for education and training and who execute a 12 month active duty service agreement.

- (4) Pharmacy accession bonus:
- (a) Accession bonus (37 U.S.C. 302j) - authorized payment not to exceed \$30,000 to eligible commissioned officers who sign a written agreement to serve on active duty in exchange for receiving the accession bonus.
  - (b) Special pay (37 U.S.C. 302i) - payable to active duty officers designated as pharmacists who agree to remain on active duty for a period of one year or more.
- (5) Nurse pay (37 U.S.C. 302d and 302e)
- (a) Accession bonus - a bonus paid to a person who is a registered nurse, for up to \$30,000, who agrees to accept a commission as an officer and remain on active duty for a period of not less than three years.
  - (b) Incentive - for nurse anesthetists who agree to remain on active duty for a period of one year or more. Up to \$50,000 payable for a 12-month agreement .
- (6) Psychologists diplomate /non physician
- (a) Board certified pay (37 U.S.C. 302c) - an annual payment for medical service corps officers who are health care providers, certified by a professional board of their specialty and awarded a diploma as a diplomate in psychology. Payment ranges from \$2,000 to \$5,000 dependent on years of creditable service.
  - (b) Critical Skills Retention Bonus (CSR) (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First Authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSR to an eligible member over a career, not payable past completion of 25 years of active duty.
- (7) Personal money allowances (37 U.S.C. 414)
- (a) Personal money allowances - paid to flag officers on active duty who are serving as Chairman, Joint Chiefs of Staff, Vice Admirals, senior members of the military staff committee of the United Nations, Admiral, or Chief of Naval Operations.
  - (b) Special allowances (37 U.S.C. 414b) - paid to officers on active duty serving as Commandant of Midshipmen, U. S. Naval Academy; Superintendent, Naval Post Graduate School; President, Naval War College; Superintendent, U. S. Naval Academy, or Director of Naval Intelligence.
- (8) Save Pay (37 U.S.C. 907) - stipulates that a Warrant Officer who accepts an appointment as a commissioned officer in a pay grade above W-4 be paid the greater of:
- (a) the pay and allowance to which he is entitled as such commissioned officer;
  - (b) the pay and allowances to which he would be entitled if he were in the last warrant officer grade he held before his appointment as such a commissioned officer; or
  - (c) in the case of an officer who was formerly an enlisted member, the pay and allowances to which he would be entitled if he were in the last enlisted grade he held before his appointment as an officer.
- (9) Responsibility pay (37 U.S.C. 306) - an amount which varies by pay grade, payable to officers on active duty serving in Secretary of the Navy designated positions of unusual responsibility which are of a critical nature to the Navy.
- (10) Diving duty pay (37 U.S.C. 304) - a monthly amount not to exceed \$240, paid to officers on active duty assigned to diving duty. Recipients of diving duty pay are required to maintain proficiency as divers and must actually perform diving duty.
- (11) Nuclear Officer Incentive Pay (37 U.S.C. 312, 312b and 312c) :
- (a) an annual bonus not to exceed \$25,000 paid to officers below the pay grade of 0-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and agree to remain on active duty.
  - (b) a bonus not to exceed \$20,000 paid to officers who complete nuclear power training.
  - (c) an annual bonus not to exceed \$22,000 (\$10,000 for LDOs) paid to officers below the pay grade of 0-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants.
- (12) Sea pay (37 U.S.C. 305a) :
- (a) Career sea pay (CSP) - a variable amount paid monthly that ranges from \$50 to \$700 to officers on active duty who are permanently or temporarily serving on a ship, the primary mission of which is accomplished while underway, or while serving as a member of the off crew of a two-crewed submarine; or when serving on a ship, the primary mission of which is accomplished while in port. CSP is earned only during a period that the ship is away from its homeport for 30 consecutive days or more. The FY 2001 National Defense Authorization Act enhanced CSP which increases existing sea pay rates in order to restore incentive values of sea pay and expands CSP to officers with less than three years of sea duty if they are assigned to qualifying sea duty.

(b) Premium sea pay - \$100 per month paid to officers who are entitled to CSP who have served more than 36 consecutive months on sea duty payable on the 37th consecutive month.

(13) Imminent danger pay (37 U.S.C. 310) - a monthly payment of \$150 to officers on active duty who are in designated areas or to members who are exposed to hostile fire or explosion of hostile mines, or members who are in a foreign country in which member was subject to the threat of physical harm or imminent danger on the basis of civil insurrection, civil war, terrorism, or wartime conditions. The FY03 Emergency Wartime Supplemental temporarily increased the monthly rate from \$150 to \$225 from October 1, 2002 through September 30, 2003. The FY04 NDAA extended the authority for the temporary increased rate (\$225) through December 31, 2004. The FY05 NDAA further extended the increase through 2005 and will serve to make the increase permanent in FY06.

(14) Foreign language proficiency pay (37 U.S.C. 316) - a monthly payment made to qualified officers whose military specialty requires proficiency in a foreign language. The FY05 NDAA increased the monthly cap from \$300 to \$1,000 per month for members entitled to basic pay and a one-time bonus not to exceed \$6,000 for Reserve component members who fulfill a 12 month certification period.

(15) Judge advocate continuation pay (JACP) (37 U.S.C. 321) - authorizes up to \$60,000 per uniformed judge advocate. The Navy plan consists of three phases: (1) \$30,000 payment at augmentation with three years obligated service; (2) \$15,000 payment upon promotion to O4 (2 years obligated service); and (3) \$15,000 payment upon reaching 10 years of active commissioned service as a JAG (2 years obligated service).

(16) Hardship Duty Pay (HDP) (37 U.S.C. 305) - paid to members at specified duty locations and special missions effective January 2001, not to exceed \$750 monthly.

(17) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2003 NDAA. The monthly statutory maximum payable is \$3,000.

(18) Submarine Support Incentive Pay (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(19a) Surface Warfare Officer (SWO) Continuation Pay (37 U.S.C. 319) - financial incentive for SWO's selected for Department Head (DH) to agree to remain on active duty to complete that tour. Payment is up to \$50,000 as a one-time bonus for eligible officers.

(19b,c,d,e) Surface Warfare Officer Critical Skills Retention Bonus (CSRB) (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, currently not payable past completion of 25 years of active duty. FY08 legislative proposal would expand eligibility to over 25 years of service.

(20a) Special Warfare Officer Incentive Pay (37 U.S.C. 318) - financial incentive for qualified, experienced Special Warfare officers to remain on duty beyond their initial ADSO. Up to \$15,000 per year payable to eligible officers.

(20b) Special Operations CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(20c) Special Warfare Special Operations Command (SOCOM) CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(20c) Special Warfare Critical Skills Accession Bonus (CSAB) (37 U.S.C. 324) - broad authority that gives service secretaries authority to offer up to \$60,000 to an individual who agrees to accept a commission and serve on active duty in a designated critical skill for the period specified in the agreement. First authorized by the FY 2002 NDAA.

(20d) Naval Special Warfare Officer Critical Skills Retention Bonus (37 U.S.C. 323) - financial incentive to address the critical shortages of Seal Control grade officers (LCDR, CDR and CAPT). The program offers two options for service, a five year option for \$25,000 per year and a three year option for \$15,000 per year (both bonuses

are paid in equal installments , the first upon contract acceptance and the remainder paid annually on the contract anniversary date).

(21) Intelligence Officers (INTEL) CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(22) Bahrain AIP (37 U.S.C. 307a)- a limited program for officer continuity billets in Bahrain authorized by OSD 5 Jan 06. Payment is a flat rate of \$500 per month.

(23) Combat-related Injury Rehabilitation Pay (CIP) was enacted by section 642 of the National Defense Authorization Act for FY 2006. Members eligible for CIP under 37 U.S.C. sec. 328 and continued HF/IDP under 37 U.S.C. sec.310(b), are those who, while in the line of duty, incur a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and are evacuated from theater of the combat operation or from the combat zone for medical treatment. CIP will terminate at the end of the first month which; (1) the member is paid Traumatic Service members' Group Life Insurance or (2) receives notification of the eligibility of the member for a benefit under T-SGLI and a period of 30 days expires after the date of such notification, or (3) is no longer hospitalized in a military treatment facility or a facility under the auspices of the military health care system.

#### Part II - Justification Of Funds Requested

Special pay for physicians and dentists is computed by multiplying the statutory rates for members within each applicable longevity step. Costs for career sea pay are based on average rates and grade distribution experienced in FY 2006. Other special pays are computed by applying statutory or average rates to the average number of personnel programmed to be eligible.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Physicians									
Variable	3,784	7,807.10	29,542	3,773	7,888.00	29,761	3,760	7,876.00	29,614
Additional	2,725	15,000.00	40,875	2,765	15,000.00	41,475	2,775	15,000.00	41,625
Board Certified	1,850	4,038.38	7,471	1,815	4,306.00	7,815	1,821	4,303.00	7,836
Medical Incentive	2,069	22,750.00	47,070	2,000	23,296.00	46,592	2,002	23,362.00	46,771
Multi Year Pay	1,314	26,078.50	34,267	1,184	27,831.00	32,952	1,100	29,941.00	32,935
Medical Accession Bonus	0	0.00	0	0	0.00	0	20	150,000.00	3,000
Total - (1)	11,742		159,225	11,537		158,595	11,478		161,781
(2) Dentists									
Variable	1,138	6,710.15	7,636	1,113	7,715.00	8,587	1,074	7,586.00	8,147
Additional	966	10,002.00	9,662	1,050	10,000.00	10,500	1,074	10,000.00	10,740
Board Certified	250	5,325.00	1,331	254	5,325.00	1,353	265	5,325.00	1,411
Accession Bonus	7	60,000.00	420	10	75,000.00	750	10	75,000.00	750
Dental CSAB	1	10,000.00	10	10	10,000.00	100	30	10,000.00	300
Dental ISP	111	25,000.00	2,775	75	25,000.00	1,875	75	25,000.00	1,875
MYSP	360	20,966.66	7,548	409	32,721.00	13,383	400	37,096.00	14,838
Critical Skills Retention Bonus	34	20,000.00	680	100	20,000.00	2,000	110	20,000.00	2,200
Total - (2)	2,867		30,062	3,021		38,548	3,038		40,261

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Optometrists									
Special Pay	117	1,250.00	146	124	1,250.00	155	124	1,250.00	155
Multi Year Retention Bonus	47	6,000.00	282	72	6,000.00	432	72	6,000.00	432
Total - (3)	164		428	196		587	196		587
(4) Pharmacy Pay									
Accession Bonus	0	30,000.00	0	3	30,000.00	90	3	30,000.00	90
Special Pay	28	8,399.71	235	117	8,265.00	967	117	8,265.00	967
Total - (4)	28		235	120		1,057	120		1,057
(5) Nurses Bonus									
Accession Bonus	50	24,950.00	1,248	100	30,000.00	3,000	100	30,000.00	3,000
Incentive Pay		20,200.36	2,969	130	18,515.00	2,407	130	25,538.00	3,320
Total - (5)	50		4,217	230		5,407	230		6,320
(6) Psyche Diplomat & Non Physicians									
Psyche Diplomat & Non Physician Pay	612	2,591.13	1,586	635	2,554.00	1,622	653	2,587.00	1,689
Critical Skills Retention Bonus	0	15,000.00	0	80	15,000.00	1,200	80	15,000.00	1,200
Total - (6)	612		1,586	715		2,822	733		2,889
(7A) Personal Money Allowance									
0-10 Admiral	1	4,000.00	4	1	4,000.00	4	1	4,000.00	4
0-9 Vice Admiral	7	2,200.00	15	6	2,200.00	13	6	2,200.00	13
0-8 Rear Admiral (UH)	1	2,700.00	3	1	2,700.00	3	1	2,700.00	3
0-7 Rear Admiral (LH)	55	500.00	28	41	500.00	21	41	500.00	21
Total - (7A)	64		50	49		41	49		41
(7B) Special Allowances	0	2,520.00	0	3	2,520.00	8	3	2,520.00	8
Total - (Group) ( 7)	64		50	52		49	52		49
(8) Save Pay	132	1,541.00	203	222	1,543.00	343	222	1,543.00	343
(9) Responsibility Pay	557	1,354.61	755	601	1,354.69	814	601	1,354.69	814
(10) Diving Duty Pay	1,476	2,665.00	3,934	1,294	2,665.00	3,449	1,294	2,665.00	3,449



	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(11) Nuclear Officer Incentive Pay</b>									
Initial Payments	1,173	22,742.50	26,677	1,226	22,746.12	27,887	1,306	22,736.04	29,693
Anniversary Payments	1,171	22,740.00	26,629	1,322	22,733.50	30,054	1,402	22,731.50	31,870
<b>Total - (11)</b>	<b>2,344</b>		<b>53,306</b>	<b>2,548</b>		<b>57,941</b>	<b>2,708</b>		<b>61,563</b>
<b>(12A) Career Sea Pay (Officers)</b>									
06 - Captain	202	4,031.16	814	205	4,031.16	826	213	4,031.16	859
05 - Commander	767	3,249.69	2,493	774	3,249.69	2,515	802	3,249.69	2,606
04 - Lieutenant Commander	1,867	2,499.69	4,667	1,885	2,499.69	4,712	1,953	2,499.69	4,882
03 - Lieutenant	2,818	1,850.62	5,215	2,847	1,850.62	5,269	2,948	1,850.62	5,456
02 - Lieutenant (JG)	3,380	1,429.27	4,831	3,409	1,429.27	4,872	3,532	1,429.27	5,048
01 - Ensign	2,360	1,430.82	3,377	2,373	1,430.82	3,395	2,459	1,430.82	3,518
W-5 Warrant Officer	4	6,486.00	26	2	6,486.00	13	3	6,486.00	19
W-4 Warrant Officer	64	6,663.96	426	65	6,663.96	433	68	6,663.96	453
W-3 Warrant Officer	141	5,823.94	821	143	5,823.94	833	148	5,823.94	862
W-2 Warrant Officer	361	5,184.94	1,872	367	5,184.94	1,903	379	5,184.94	1,965
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (12A)</b>	<b>11,964</b>		<b>24,542</b>	<b>12,070</b>		<b>24,771</b>	<b>12,505</b>		<b>25,668</b>
(12B) Premium Sea Pay	756	1,200.00	907	872	1,200.00	1,046	872	1,200.00	1,046
<b>Total - (Group) ( 12)</b>	<b>12,720</b>		<b>25,449</b>	<b>12,942</b>		<b>25,817</b>	<b>13,377</b>		<b>26,714</b>
(13) Imminent Danger Pay	3,000	2,700.00	8,100	808	2,700.00	2,182	808	2,700.00	2,182
(14) Foreign Language Proficiency Pay 1/	477	3,600.00	1,717	0	0.00	0	850	5,882.35	5,000
(15) Judge Advocate Judge Advocate Cont Pay	159	14,059.00	2,235	142	14,060.00	1,997	142	14,060.00	1,997
(16) Hardship Duty Pay									
Location - 150	993	1,800.00	1,787	494	1,800.00	889	494	1,800.00	889
Location - 100	156	1,200.00	187	73	1,200.00	88	73	1,200.00	88
Location - 50	1,610	600.00	966	799	600.00	479	799	600.00	479
Mission	8	1,800.00	14	4	1,800.00	7	4	1,800.00	7
<b>Total - (16)</b>	<b>2,767</b>		<b>2,954</b>	<b>1,370</b>		<b>1,463</b>	<b>1,370</b>		<b>1,463</b>

1/ FY 2008 Appropriations Bill deferred funding to GWOT Supplemental

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(17) SOCOM Assignment Incentive Pay	28	9,020.00	253	11	9,000.00	99	11	9,000.00	99
(18) Submarine Support Incentive Pay									
Initial Payments	30	11,700.00	351	30	11,700.00	351	30	11,700.00	351
Anniversary Payments	138	10,090.00	1,392	163	10,100.00	1,646	163	10,100.00	1,646
Total - (18)	168		1,743	193		1,997	193		1,997
(19A) SWO OCP									
Initial Payments	228	10,000.00	2,280	332	10,000.00	3,320	332	10,000.00	3,320
Anniversary Payments	1,000	10,000.00	10,000	1,048	10,000.00	10,480	1,048	10,000.00	10,480
Total - (19A)	1,228		12,280	1,380		13,800	1,380		13,800
(19B) SWO CSR (Post DH)									
Initial Payments	186	22,000.00	4,092	214	22,000.00	4,708	214	22,000.00	4,708
Anniversary Payments	215	12,000.00	2,580	386	12,000.00	4,632	386	12,000.00	4,632
Total - (19B)	401		6,672	600		9,340	600		9,340
(19C) SWO CSR (Senior)									
Initial Payments	208	15,960.00	3,320	229	16,300.00	3,733	230	16,300.00	3,749
Anniversary Payments	96	15,960.00	1,532	118	16,300.00	1,923	115	16,300.00	1,875
Total - (19C)	304		4,852	347		5,656	345		5,624
(19D) SWO CSR (25+ YOS)									
Initial Payments	0	0.00	0	42	17,620.00	740	42	17,620.00	740
Anniversary Payments	0	0.00	0	0	0.00	0	42	17,620.00	740
Total - (19D)	0		0	42		740	84		1,480
(19E) SWO CSR (Junior)									
Initial Payments	288	15,000.00	4,320	278	15,000.00	4,170	295	15,000.00	4,425
Anniversary Payments	600	5,000.00	3,000	569	5,000.00	2,845	565	5,000.00	2,825
Total - (19E)	888		7,320	847		7,015	860		7,250
Total - (Group) ( 19)	2,821		31,124	3,216		36,551	3,269		37,494

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(20A) Special Warfare Incentive Pay (OCP)									
Initial Payments	93	15,000.00	1,395	39	15,000.00	585	33	15,000.00	495
Anniversary Payments	153	9,375.00	1,434	168	9,375.00	1,575	189	9,375.00	1,772
Total - (20A)	246		2,829	207		2,160	222		2,267
(20B) SPECOPS CSRB									
Initial Payments									
Initial Pay \$25,000	20	25,000.00	500	24	25,000.00	600	16	25,000.00	400
Initial Pay \$20,000	2	20,000.00	40	4	20,000.00	80	4	20,000.00	80
Anniversary Payments									
Anniversary Pay \$25,000	13	25,000.00	325	34	25,000.00	850	46	25,000.00	1,150
Anniversary Pay \$ 20,000	14	20,000.00	280	10	20,000.00	200	5	20,000.00	100
Total - (20B)	49		1,145	72		1,730	71		1,730
(20C) Special Warfare Pay									
SPECWAR SOCOM CSRB	69	28,405.00	1,960	12	98,353.00	1,180	12	98,353.00	1,180
SPECWAR CSAB	12	45,000.00	540	8	45,000.00	360	8	45,000.00	360
Total - (20C)	81		2,500	20		1,540	20		1,540
(20D) NSW Officer CSRB									
Initial Payments	72	27,222.00	1,960	59	25,000.00	1,475	17	25,000.00	425
Anniversary Payments	0	0.00	0	72	25,000.00	1,800	131	25,000.00	3,275
Total - (20D)	72		1,960	131		3,275	148		3,700
Total - (Group) ( 20)	448		8,434	430		8,705	461		9,237
(21) INTEL CSRB									
Initial	170	20,000.00	3,400	86	20,000.00	1,720	79	20,000.00	1,580
Anniversary	0	0.00	0	170	5,000.00	850	256	5,000.00	1,280
Total - (21)	170		3,400	256		2,570	335		2,860
(22) Bahrain AIP	14	6,000.00	84	0	0.00	0	0	0.00	0
(23) Combat Injury Pay	0	0.00	0	0	0.00	0	0	0.00	0
Total Special Pay-Officer	42,808		339,494	39,904		350,993	41,488		368,156

**MILITARY PERSONNEL, NAVY**  
**NAVAL SPECIAL WARFARE (NSW) OFFICER CRITICAL SKILLS RETENTION BONUS**  
**(Dollars in Thousands)**

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY2006																
Initial	0	0														
Anniversary	0	0														
FY2007																
Initial			72	1,960												
Anniversary					72	1,800	72	1,800	55	1,375	38	950				
FY2008																
Initial					59	1,475										
Anniversary							59	1,475	55	1,375	55	1,375	17	425		
FY2009																
Initial							17	425								
Anniversary									17	425	17	425	17	425	13	325
FY2010																
Initial									21	525						
Anniversary											21	525	21	525	21	525
FY2011																
Initial											17	425				
Anniversary													17	425	17	425
FY2012																
Initial													76	1,900		
Anniversary															76	1,900
FY2013																
Initial															21	525
Anniversary																
Total Initial	0	0	72	1,960	59	1,475	17	425	21	525	17	425	76	1,900	21	525
Total Anniversary	0	0	0	0	72	1,800	131	3,275	127	3,175	131	3,275	72	1,800	127	3,175
Total NSW CSRB	0	0	72	1,960	131	3,275	148	3,700	148	3,700	148	3,700	148	3,700	148	3,700

**MILITARY PERSONNEL, NAVY  
SUBMARINE SUPPORT INCENTIVE PAY  
(Dollars in Thousands)**

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY2006																
Initial	53	485														
Anniversary	85	777	138	1,393	133	1,343	103	1,040	74	740						
FY2007																
Initial			30	350												
Anniversary					30	303	30	303	30	303	30	303				
FY2008																
Initial					30	351										
Anniversary							30	303	30	303	30	303	30	303		
FY2009																
Initial							30	351								
Anniversary									30	303	30	303	30	303	30	303
FY2010																
Initial									30	351						
Anniversary											30	303	30	303	30	303
FY2011																
Initial											74	788				
Anniversary													74	740	74	740
FY2012																
Initial													30	351		
Anniversary															30	303
FY2013																
Initial																30
Anniversary																351
Total Initial	53	485	30	350	30	351	30	351	30	351	74	788	30	351	30	351
Total Anniversary	85	777	138	1,393	163	1,646	163	1,646	164	1,649	120	1,212	164	1,649	164	1,649
Total Submarine CSRB	138	1,262	168	1,743	193	1,997	193	1,997	194	2,000	194	2,000	194	2,000	194	2,000

**MILITARY PERSONNEL, NAVY**  
**INTELLIGENCE OFFICER CRITICAL SKILLS RETENTION BONUS**  
**(Dollars in Thousands)**

	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY2006																
Initial	0	0														
Anniversary	0	0														
FY2007																
Initial			170	3,400												
Anniversary					170	850	170	850	142	710	109	545				
FY2008																
Initial					86	1,720										
Anniversary							86	430	78	390	74	370	73	365		
FY2009																
Initial							79	1,580								
Anniversary									78	390	75	375	74	370	73	365
FY2010																
Initial									79	1,580						
Anniversary											75	375	74	370	73	365
FY2011																
Initial											72	1,440				
Anniversary													72	360	72	360
FY2012																
Initial													88	1,760		
Anniversary															85	425
FY2013																
Initial															86	1,720
Anniversary																
Total Initial	0	0	170	3,400	86	1,720	79	1,580	79	1,580	72	1,440	88	1,760	86	1,720
Total Anniversary	0	0	0	0	170	850	256	1,280	298	1,490	333	1,665	293	1,465	303	1,515
Total Intelligence CSRB	0	0	170	3,400	256	2,570	335	2,860	377	3,070	405	3,105	381	3,225	389	3,235

**MILITARY PERSONNEL, NAVY**  
**SURFACE WARFARE OFFICER CONTINUATION PAY**  
**(Dollars in Thousands)**

	<u>FY 2006</u>		<u>FY 2007</u>		<u>FY 2008</u>		<u>FY 2009</u>		<u>FY 2010</u>		<u>FY 2011</u>		<u>FY 2012</u>		<u>FY 2013</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2006																
Initial Payments	344	3,440														
Anniversary Payments	999	9,990	1,000	10,000	820	8,200	489	4,890	197	1,970						
FY 2007																
Initial Payments			228	2,280												
Anniversary Payments					228	2,280	228	2,280	220	2,200	200	2,000				
FY 2008																
Initial Payments					332	3,320										
Anniversary Payments							331	3,310	300	3,000	256	2,560	225	2,250		
FY 2009																
Initial Payments							332	3,320								
Anniversary Payments									331	3,310	280	2,800	201	2,010	138	1,380
FY 2010																
Initial Payments									332	3,320						
Anniversary Payments											322	3,220	310	3,100	284	2,840
FY 2011																
Initial Payments											322	3,220				
Anniversary Payments													322	3,220	314	3,140
FY 2012																
Initial Payments													322	3,220		
Anniversary Payments															322	3,220
FY 2013																
Initial Payments															322	3,220
Anniversary Payments																
Total																
Initial Payments	344	3,440	228	2,280	332	3,320	332	3,320	332	3,320	322	3,220	322	3,220	322	3,220
Anniversary Payments	999	9,990	1,000	10,000	1,048	10,480	1,048	10,480	1,048	10,480	1,058	10,580	1,058	10,580	1,058	10,580
Total SWO OCP	1,343	13,430	1,228	12,280	1,380	13,800	1,380	13,800	1,380	13,800	1,380	13,800	1,380	13,800	1,380	13,800

(In Thousands Of Dollars)

Project: Basic Allowance For Housing	FY 2009	Estimate	\$1,161,179
	FY 2008	Estimate	\$1,087,665
	FY 2007	Actual	\$1,093,851

Part I - Purpose And Scope

Congress approved the payment of a Basic Allowance for Housing (BAH) to service members in the FY 1998 National Defense Authorization Act. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include projected annual rate increases of 4.3% for FY2007, 6.0% for FY2008, and 5.0% for FY2009. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1A) BAH Domestic - Officers with Dependents</b>									
07 to 010 with Dependents	159	28,240.42	4,490	159	29,934.85	4,760	160	31,431.59	5,029
06 with Dependents	2,930	26,833.78	78,623	2,654	28,443.81	75,490	2,661	29,866.00	79,473
05 with Dependents	5,916	26,282.82	155,489	5,478	27,859.79	152,616	5,483	29,252.78	160,393
04 with Dependents	8,398	23,586.98	198,083	7,961	25,002.20	199,043	8,006	26,252.31	210,176
03 with Dependents	10,465	21,839.71	228,553	10,258	23,150.09	237,474	9,756	24,307.60	237,145
02 with Dependents	2,573	19,413.50	49,951	2,663	20,578.31	54,800	2,754	21,607.23	59,506
01 with Dependents	1,919	17,613.25	33,800	1,982	18,670.05	37,004	2,040	19,603.55	39,991
<b>Total - (1A)</b>	<b>32,360</b>		<b>748,989</b>	<b>31,155</b>		<b>761,187</b>	<b>30,860</b>		<b>791,713</b>
<b>(1B) BAH Domestic - Warrant Officers with Dependents</b>									
W-5 Warrant Officer	47	21,845.14	1,027	48	23,155.85	1,111	48	24,313.64	1,167
W-4 Warrant Officer	227	20,455.62	4,643	241	21,682.96	5,226	288	22,767.11	6,557
W-3 Warrant Officer	706	20,037.27	14,146	640	21,239.51	13,593	627	22,301.48	13,983
W-2 Warrant Officer	424	18,973.82	8,045	437	20,112.25	8,789	422	21,117.86	8,912
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (1B)</b>	<b>1,404</b>		<b>27,861</b>	<b>1,366</b>		<b>28,719</b>	<b>1,385</b>		<b>30,619</b>
<b>(1C) BAH Differential</b>	<b>17</b>	<b>2,176.47</b>	<b>37</b>	<b>14</b>	<b>2,307.06</b>	<b>32</b>	<b>13</b>	<b>2,422.41</b>	<b>31</b>
<b>Total - (Group) ( 1)</b>	<b>33,781</b>		<b>776,887</b>	<b>32,535</b>		<b>789,938</b>	<b>32,258</b>		<b>822,363</b>



	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(2A) BAH Domestic - Officers without Dependents</b>									
07 - 010 without Dependents	9	24,254.50	218	7	25,709.77	180	7	26,995.26	189
06 without Dependents	266	22,712.26	6,041	236	24,075.00	5,682	233	25,278.75	5,890
05 without Dependents	767	21,433.27	16,439	697	22,719.27	15,835	690	23,855.23	16,460
04 without Dependents	1,439	20,987.69	30,201	1,384	22,246.95	30,790	1,394	23,359.30	32,563
03 without Dependents	5,188	18,104.14	93,924	4,880	19,190.39	93,649	4,631	20,149.91	93,314
02 without Dependents	2,977	14,924.77	44,431	2,880	15,820.26	45,562	2,972	16,611.27	49,369
01 without Dependents	3,749	12,942.93	48,523	3,692	13,719.51	50,652	3,795	14,405.48	54,669
<b>Total - (2A)</b>	<b>14,395</b>		<b>239,777</b>	<b>13,776</b>		<b>242,350</b>	<b>13,722</b>		<b>252,454</b>
<b>(2B) BAH Domestic - Warrant Officers without Dependents</b>									
W-5 Warrant Officer	8	19,819.85	159	7	21,009.04	147	7	22,059.49	154
W-4 Warrant Officer	15	19,197.63	288	17	20,349.49	346	20	21,366.96	427
W-3 Warrant Officer	57	16,662.82	950	44	17,662.59	777	43	18,545.72	797
W-2 Warrant Officer	30	16,010.60	480	33	16,971.24	560	32	17,819.80	570
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (2B)</b>	<b>110</b>		<b>1,877</b>	<b>101</b>		<b>1,830</b>	<b>102</b>		<b>1,948</b>
<b>Total - (Group) ( 2)</b>	<b>14,505</b>		<b>241,654</b>	<b>13,877</b>		<b>244,180</b>	<b>13,824</b>		<b>254,402</b>
<b>(3A) Officer Partial BAH</b>									
07-10 Flag Officers	1	611.10	1	1	647.77	1	1	680.15	1
0-6 Captain	4	425.86	2	4	451.41	2	4	473.98	2
0-5 Commander	10	400.15	4	10	424.16	4	10	445.37	4
0-4 Lieutenant Commander	21	320.40	7	20	339.62	7	20	356.61	7
0-3 Lieutenant	81	264.07	21	76	279.91	21	73	293.91	21
0-2 Lieutenant (JG)	41	217.34	9	42	230.38	10	43	241.90	10
0-1 Ensign	77	153.68	12	77	162.90	13	79	171.05	14
<b>Total - (3A)</b>	<b>235</b>		<b>56</b>	<b>230</b>		<b>58</b>	<b>230</b>		<b>59</b>
<b>(3B) Warrant Officer Partial BAH</b>									
W-5 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-4 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-3 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-2 Warrant Officer	2	191.57	0	2	203.06	0	2	213.22	0
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (3B)</b>	<b>2</b>		<b>0</b>	<b>2</b>		<b>0</b>	<b>2</b>		<b>0</b>
<b>Total - (Group) ( 3)</b>	<b>237</b>		<b>56</b>	<b>232</b>		<b>58</b>	<b>232</b>		<b>59</b>

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(4A) BAH - Inadequate Family Housing (Officers)</b>									
07-10 Flag Officers	0	0.00	0	0	0.00	0	0	0.00	0
0-6 Captain	0	0.00	0	0	0.00	0	0	0.00	0
0-5 Commander	0	0.00	0	0	0.00	0	0	0.00	0
0-4 Lieutenant Commander	0	0.00	0	0	0.00	0	0	0.00	0
0-3 Lieutenant	0	0.00	0	0	0.00	0	0	0.00	0
0-2 Lieutenant (JG)	0	0.00	0	0	0.00	0	0	0.00	0
0-1 Ensign	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (4A)</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>(4B) BAH - Warrant Officers Inadequate Family Housing</b>									
W-5 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-4 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-3 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-2 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (4B)</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>Total - (Group) ( 4)</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>SubTotal (1) (2) (3) (4)</b>	<b>48,523</b>		<b>1,018,597</b>	<b>46,644</b>		<b>1,034,176</b>	<b>46,314</b>		<b>1,076,824</b>
<b>(5A) BAH Overseas - Officers with Dependents</b>									
07 - 010 with Dependents	2	39,425.94	79	2	40,175.03	80	2	41,058.88	82
06 with Dependents	89	38,077.24	3,389	88	38,800.71	3,414	88	39,653.33	3,489
05 with Dependents	281	36,999.71	10,397	300	37,702.70	11,311	299	38,533.16	11,521
04 with Dependents	328	33,068.55	10,846	395	33,696.85	13,310	394	34,438.18	13,569
03 with Dependents	477	30,485.79	14,542	575	31,054.83	17,857	574	31,738.04	18,218
02 with Dependents	65	28,330.62	1,841	76	28,868.90	2,194	76	29,504.02	2,242
01 with Dependents	45	26,876.16	1,209	44	27,386.81	1,205	44	27,989.32	1,232
<b>Total - (5A)</b>	<b>1,287</b>		<b>42,303</b>	<b>1,480</b>		<b>49,371</b>	<b>1,477</b>		<b>50,353</b>

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(5B) BAH OverSeas - Warrant Officers With Dependents</b>									
W-5 Warrant Officer	1	30,951.53	31	1	31,539.61	32	1	32,233.48	32
W-4 Warrant Officer	10	30,642.13	306	9	31,224.33	281	9	31,931.70	290
W-3 Warrant Officer	21	29,850.82	627	21	30,417.99	639	19	31,087.19	591
W-2 Warrant Officer	14	28,075.50	393	15	28,608.93	429	15	29,238.33	439
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (5B)</b>	<b>46</b>		<b>1,357</b>	<b>46</b>		<b>1,381</b>	<b>44</b>		<b>1,352</b>
<b>Total - (Group) ( 5)</b>	<b>1,333</b>		<b>43,660</b>	<b>1,526</b>		<b>50,752</b>	<b>1,521</b>		<b>51,705</b>
<b>(6A) BAH Overseas - Officers without Dependents</b>									
07 - 010 without Dependents	0	0.00	0	0	0.00	0	0	0.00	0
06 without Dependents	22	37,226.86	819	21	37,934.17	797	21	38,768.72	814
05 without Dependents	70	32,643.68	2,285	69	33,263.91	2,295	69	33,995.72	2,346
04 without Dependents	141	31,094.39	4,384	139	31,685.18	4,404	139	32,382.25	4,501
03 without Dependents	575	26,170.56	15,048	575	26,667.80	15,334	573	27,254.49	15,617
02 without Dependents	189	25,657.03	4,849	186	26,144.52	4,863	185	26,719.70	4,943
01 without Dependents	162	24,364.93	3,947	163	24,827.83	4,047	164	25,374.04	4,161
<b>Total - (6A)</b>	<b>1,159</b>		<b>31,332</b>	<b>1,153</b>		<b>31,740</b>	<b>1,151</b>		<b>32,382</b>
<b>(6B) BAH OverSeas - Warrant Officers Without Dependents</b>									
W-5 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-4 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-3 Warrant Officer	4	31,449.53	126	3	32,047.07	96	3	32,752.11	98
W-2 Warrant Officer	5	27,207.33	136	6	27,724.27	166	6	28,334.20	170
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (6B)</b>	<b>9</b>		<b>262</b>	<b>9</b>		<b>262</b>	<b>9</b>		<b>268</b>
<b>Total - (Group) ( 6)</b>	<b>1,168</b>		<b>31,594</b>	<b>1,162</b>		<b>32,002</b>	<b>1,160</b>		<b>32,650</b>
<b>SubTotal (5) (6)</b>	<b>2,501</b>		<b>75,254</b>	<b>2,688</b>		<b>82,754</b>	<b>2,681</b>		<b>84,355</b>
<b>Total Basic Allowance For Housing - Officer</b>	<b>51,024</b>		<b>1,093,851</b>	<b>49,332</b>		<b>1,116,930</b>	<b>48,995</b>		<b>1,161,179</b>
Estimated Amount to be Reprogrammed During Execution - Based on Revised Estimates 1/						29,265			
<b>TOTAL FUNDED</b>						<b>1,087,665</b>			
1/ Housing growth rate from 4.3% to 6%, numbers receiving BAH, dependency status and grade structure									

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence-Officer	FY 2009 Estimate	\$126,874
	FY 2008 Estimate	\$122,578
	FY 2007 Actuals	\$123,691

Part I - Purpose And Scope

Funds requested will provide for a cash allowance, payable by law to officers at all times, to reimburse them for the expense of subsisting themselves (37 U.S.C. 402).

Part II - Justification Of Funds Requested

Basic Allowance for Subsistence (BAS) is computed by multiplying the total officer workyear average by a fiscal year rate using the statutory rate of \$192.74 per month effective 01 January 2007, \$202.76 per month effective 01 January 2008 and \$209.65 per month effective 01 January 2009.

Section 602 of the FY 2001 National Defense Authorization Act (NDAA) repeals the transition of the BAS program, effective October 1, 2000, and increases the BAS rate in effect by the amount of increases in food costs, as determined by growth in the Department of Agriculture moderate food plan.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Basic Allowance For Subsistence	53,674	2,304.49	123,691	51,009	2,403.06	122,578	50,848	2,495.16	126,874
Total Basic Allowance For Subsistence-Officer	53,674		123,691	51,009		122,578	50,848		126,874

Project: Station Allowances, Overseas-Officer

FY 2009 Estimate	97,068
FY 2008 Estimate	95,235
FY 2007 Actuals	94,420

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 405 and the Joint Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for cost of living allowance (COLA) are based on actual experience adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1A) Station Allowances - Cost Of Living	7,203	11,777.93	84,836	7,095	12,150.93	86,211	6,990	12,578.62	87,925
(2B) Station Allowances - Temporary Lodging	8,139	1,177.48	9,584	7,521	1,199.85	9,024	7,471	1,223.85	9,143
Total Station Allowances, Overseas-Officer	15,342		94,420	14,616		95,235	14,461		97,068

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA)-Officer	FY 2009 Estimate	\$5,171
	FY 2008 Estimate	\$5,175
	FY 2007 Actuals	\$2,811

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to officers who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHAs) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spend able income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage. (37 U.S.C. 403b)

Part II - Justification Of Funds Requested

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost Of Living (COLA)									
CONUS COLA	2,369	1,186.58	2,811	4,279	1,209.35	5,175	4,192	1,233.54	5,171
Total CONUS Cost Of Living Allowance (COLA)-Officer	2,369		2,811	4,279		5,175	4,192		5,171

(In Thousands Of Dollars)

Project: Uniform Allowance-Officer

FY 2009 Estimate \$2,366  
FY 2008 Estimate \$2,464  
FY 2007 Actuals \$2,225

Part I - Purpose And Scope

Funds requested will provide for payment of an initial clothing allowance (U.S.C.415 and 416) to officers upon commissioning and an active clothing allowance to reserves upon entry or reentry on active duty for a period of 90 days or more. Additionally, a Special Initial Clothing Allowance is paid to Chief Warrant Officers upon commissioning into the Flying Chief Warrant Officer Pilot Program. Civilian clothing allowances are authorized by 37 U.S.C. 419.

Part II - Justification Of Funds Requested

Uniform allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Initial									
Reserves	2,423	400.00	969	2,807	400.00	1,123	2,636	400.00	1,054
Regular	1,497	400.00	599	1,556	400.00	622	1,564	400.00	626
CWO Pilot Program	13	1,091.80	14	16	1,118.00	18	16	1,143.72	18
Total (1)	3,933		1,582	4,379		1,763	4,216		1,698
(2)Additional	2,568	200.00	514	2,845	200.00	569	2,667	200.00	533
(3)Civilian	258	500.00	129	258	512.00	132	258	524.00	135
Total Uniform Allowance- Officer	6,759		2,225	7,482		2,464	7,141		2,366

(In Thousands Of Dollars)

Project: Family Separation Allowance-Officer

FY 2009 Estimate	\$4,878
FY 2008 Estimate	\$4,878
FY 2007 Actuals	\$16,408

Part I - Purpose And Scope

Funds requested provide an allowance to officers with dependents for added separation expenses when the requirements listed below are met (37 U.S.C. 427):

(1) movement of dependents to an overseas permanent duty station is not authorized and the member must maintain two homes.

(2) movement of dependents to the permanent duty station or a place near the station is not authorized at government expense under the Joint Travel Regulations and the member's dependents do not reside at or near that station.

(3) member is on duty on board a ship away from the home port of the ship for a continuous period of more than 30 days.

(4) member is on temporary duty or temporary additional duty away from their permanent station for a continuous period of more than 30 days and the member's dependents do not reside at or near the member's temporary additional duty station.

Part II - Justification Of Funds Requested

Family separation allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) On Permanent Change of Station with Dependents Not Authorized/Government Quarters Not Allowed (Type 1)									
0-6 Captain	0	0.00	0	0	0.00	0	0	0.00	0
0-5 Commander	0	0.00	0	0	0.00	0	0	0.00	0
0-4 Lieutenant Commander	3	691.61	2	2	691.61	1	2	691.61	1
0-3 Lieutenant	0	0.00	0	1	2,133.26	2	1	2,133.26	2
0-2 Lieutenant (JG)	0	0.00	0	0	0.00	0	0	0.00	0
0-1 Ensign	0	0.00	0	0	0.00	0	0	0.00	0
W-5 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-4 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0



	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
W-3 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-2 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
Total - (1)	3		2	3		3	3		3
(2) Family Separation Allowance - On Permanent Change of Station (Type 2)									
On PCS With Dependents Not Authorized(Type 2A)	1,123	3,000.00	3,369	358	3,000.00	1,074	358	3,000.00	1,074
(3) On Board Ship More Than 30 Days (Type 2B)	1,204	3,000.00	3,611	325	3,000.00	975	325	3,000.00	975
(4) Family Separation Allowance - On Temporary Duty (Type 2C)									
On Temporary Duty More Than 30 Days with Dependent	3,142	3,000.00	9,426	942	3,000.00	2,826	942	3,000.00	2,826
Total Family Separation Allowance-Officer	5,472		16,408	1,628		4,878	1,628		4,878

(In Thousands Of Dollars)

Project: Separation Payments-Officer

FY 2009 Estimate	\$33,631
FY 2008 Estimate	\$32,363
FY 2007 Actuals	\$30,435

Part I - Purpose And Scope

Funds requested provide:

- (1) Lump sum terminal leave payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701.
- (2) Lump sum payment to reservists who are involuntarily released from active duty after having completed at least six years of active duty as provided under provisions of 10 U.S.C. 12319.
- (3) Severance pay for failure of promotion or for reasons other than physical disability under provisions of (10 U.S.C. 6383).
- (4) Severance pay disability for members on active duty and temporary disability retired list that are separated for physical reasons under the provisions of (10 U.S.C. 1212).
- (5a) Involuntary - half severance pay is (5% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members not fully qualified for retention and are denied reenlistment or continuation.
- (5b) Involuntary - full severance pay is (10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members involuntarily separated from active duty but who are fully qualified for retention, but are denied reenlistment or continuation.
- (6) Voluntary- Force shaping separation incentives for military members in selected over manned skills:
  - a. a lump sum payment for members who have at least six years of service
  - b. an annuity and lump sum payment to members who have at least 15 years

Special Separation Benefits ((SSB) 10 U.S.C. 1174a) pays members a lump-sum amount equal to 15% of their annual basic pay multiplied by their years of service. The authority for this program expired on 31 December 2001.

Voluntary Separation Incentive ((VSI) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service. The authority for this program expired on 31 December 2001.

(7) 15 Year Early Retirement Program (ERP) for members on active duty with more than 15 but less than 20 years of service. The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The authority to use the early retirement program expired on 1 October 2001.

(8) \$30,000 lump sum bonus - the FY 2000 National Defense Authorization Act provides service members who entered the uniform service on or after August 1, 1986 the option to retire under the pre-1986 military plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one-time \$30,000 lump sum bonus and remain under redux retirement plan (40% retirement benefit at 20 years of service, with partial COLA). Sailors are permitted to select between the two retirement programs within 180 days of completing 15 years of service. Sailors who elect to accept the lump sum bonus are obligated to serve the remaining five years to become retirement eligible. Those who do not complete the required service are required to repay a pro-rated amount based on the unserved amount of the obligation.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2007 includes a 2.2% across the board pay raise effective 1 January 2007 plus additional selective increases for targeted paygrades. FY 2008 includes a 3.5% pay raise effective 1 January 2008. FY 2009 includes a 3.4% pay raise effective 1 January 2009.

Computation of fund requirements is provided in the following table:

	FY 2007				FY 2008				FY 2009			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1)Separation Pay - Lump sum Leave Payment(Officer)												
Flag Officers	39	29	5,680.00	222	39	29	5,860.06	229	39	29	6,060.47	236
0-6 Captain	500	21	5,773.00	2,887	498	21	5,956.00	2,966	502	21	6,159.70	3,092
0-5 Commander	615	15	4,028.00	2,477	609	15	4,155.69	2,531	614	15	4,297.81	2,639
0-4 Lieutenant Commander	887	14	3,480.00	3,087	850	14	3,590.32	3,052	846	14	3,713.11	3,141
0-3 Lieutenant	1595	19	3,292.00	5,251	1528	19	3,396.36	5,190	1,540	19	3,512.52	5,409
0-2 Lieutenant (JG)	168	16	2,475.00	416	166	16	2,553.46	424	167	16	2,640.79	441
0-1 Ensign	72	20	1,924.00	139	69	20	1,984.99	137	68	20	2,052.88	140
W-5 Warrant Officer	23	17	4,128.00	95	22	17	4,258.86	94	21	17	4,404.51	92
W-4 Warrant Officer	56	17	2,963.00	166	54	17	3,056.93	165	52	17	3,161.48	164
W-3 Warrant Officer	67	12	2,022.00	135	62	12	2,086.10	129	65	12	2,157.44	140
W-2 Warrant Officer	20	12	1,833.00	37	22	12	1,891.11	42	13	12	1,955.79	25
W-1 Warrant Officer	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0
Total - (1)	4,042			14,912	3,919			14,959	3,927			15,519
(2)Separation Pay - Severance Pay, Failure of Promotion	87		53,354.22	4642	113		55,045.55	6,220	117		56,928.11	6,661
(3)Separation Pay - Severance Pay, Disability	13		49,535.24	644	26		51,105.51	1,329	26		52,853.32	1,374
(4)Separation Pay - Severance Pay, Non-Disability												
Invol - Full Pay (10%)	69		50,949.14	3515	123		52,564.23	6,465	123		54,361.93	6,687
Invol - Half Pay (5%)	0		0.00	0	0		0.00	0	0		0.00	0
Total - (4)	69			3,515	123			6,465	123			6,687
(5)Separation Pay - Voluntary Separation												
Targeted Separation Incentive	51		83,960.78	4,282	0		0.00	0	0		0.00	0
VSI	0		0.00	0	0		0.00	0	0		0.00	0
VSI Trust Fund	0		0.00	0	0		0.00	0	0		0.00	0
Total - (5)	51			4,282	0			0	0			0
(6)Separation Pay - 15 YR Retirement Program	0		0.00	0	0		0.00	0	0		0.00	0
(7)Separation Pay - \$30,000 Lump Sum Bonus	81		30,000.00	2,440	113		30,000.00	3,390	113		30,000.00	3,390
Total Separation Payments-Officer	4,343			30,435	4,294			32,363	4,306			33,631

(In Thousands Of Dollars)

Project: Social Security Tax-Officer

FY 2009 Estimate	\$260,985
FY 2008 Estimate	\$253,192
FY 2007 Actuals	\$258,227

Part I - Purpose And Scope

Funds requested represent the government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101, 3111, and P.L. 98-21 "Social Security Amendment of 1983".

Part II - Justification Of Funds Requested

Social Security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The old age, survivor and disability income (OASDI) rate is 6.2% and the hospital insurance (HI) is 1.45%. There is no wage cap on the 1.45% medical contribution. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings for OASDI are as follows:

- Calendar year 2007 - 7.65% on first \$97,500
- Calendar year 2008 - 7.65% on first \$102,300
- Calendar year 2009 - 7.65% on first \$106,800

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Social Security Tax - Employer's contribution	53,674	4,811.03	258,227	51,009	4,963.67	253,192	50,848	5,132.65	260,985
Total Social Security Tax-Officer	53,674		258,227	51,009		253,192	50,848		260,985
Total Obligations			6,423,064			6,411,991			6,658,129
Less Reimbursables			194,767			211,723			216,474
Total Direct Obligations			6,228,297			6,200,268			6,441,655

## Budget Activity 2

### Pay and Allowances of Enlisted Personnel

MILITARY PERSONNEL, NAVY  
 SCHEDULE OF INCREASES AND DECREASES  
 PAY AND ALLOWANCES OF ENLISTED  
 (\$ in Thousands)

		<u>Amount</u>
<b>FY 2008 Direct Program</b>		<b>15,321,530</b>
<b>Increases:</b>		
<b>Pricing Increases</b>		
Annualization of FY 2008 Pay Raise of 3.5% effective 1 January 2008		90,163
Basic Pay	65,387	
Retired Pay Accrual	18,962	
FICA	4,969	
Separation Payments (Lump Sum Leave)	845	
FY 2009 Pay Raise of 3.4% effective 1 January 2009		261,434
Basic Pay	190,556	
Retired Pay Accrual	55,261	
FICA	14,482	
Separation Payments (Lump Sum Leave)	1,135	
Inflation		5,621
Clothing Allowances		
Initial Clothing - Rate	877	
Replacement Clothing - Rate	4,744	
BAH - Rates		343,586
BAH Domestic - Rate	339,587	
BAH Overseas - Rates	3,999	
Other Pricing Increases		37,252
Strength Related		
Retired Pay Accrual 19.1% - Part Time	15,557	
Other Pricing Increases		
Reenlistment Bonus		
Anniversary Payment Aggregate - Rate	5,663	

MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES  
PAY AND ALLOWANCES OF ENLISTED  
(\$ in Thousands)

		<u>Amount</u>
Overseas Station Allowance		8,184
COLA - Rate	7,821	
Temporary Lodging Allowance - Rate	363	
CONUS COLA - Rate		467
Enlistment Bonus - Anniversary Payment Rate		1,287
Education Benefits		
National Call to Service		628
12 Month - Rate	169	
36 Month - Rate	459	
Special Pay		3,253
Foreign Language Proficiency Pay - Rate	3,030	
Enlisted Supervisory Retention Pay		
Initial Payment Aggregate - Rate	223	
Separation Payments		2,213
Severance Pay - Rate	343	
Severance Pay Non-Disability - Rate	735	
Lump Sum Leave - Rate	1,135	
<b>Total Pricing Increases:</b>		<b>\$738,056</b>
<b>Program Increases</b>		
Strength Related		475
Retired Pay Accrual - Part Time Workyears		475
Other Strength Related		14,078
Basic Pay - Pay Grade Mix	6,636	
Retired Pay Accrual - Pay Grade Mix	1,925	
FICA - Pay Grade Mix	504	

MILITARY PERSONNEL, NAVY  
 SCHEDULE OF INCREASES AND DECREASES  
 PAY AND ALLOWANCES OF ENLISTED  
 (\$ in Thousands)

		<u>Amount</u>
BAH Overseas - Number	5,013	
Other		60,719
Incentive Pay	2,606	
Parachute Pay - Number	206	
Demolition Duty Pay - Number	1	
Flight Deck Duty Pay -Number	1	
Submarine Pay -Number	1,804	
Flying Duty Pay -Number	594	
Special Pay	27,256	
Assignment Incentive Pay - Number	514	
Enlisted Supervisory Retention Pay		
Anniversary Payment Aggregate - Number	2,397	
Foreign Language Proficiency Pay -Number	16,970	
Hardship Duty Pay -Number	7,375	
Enlistment Bonus		
New Payment - Number	7,171	
Loan Repayment Program - Number	5,762	
Clothing Allowances	17,280	
Clothing Allowance - Initial Clothing - Number	4,981	
Replacement Allowances - Number	12,299	
Education Benefits	644	
\$350/Month - Number	468	
Navy College First	176	
<b>Total Program Increases:</b>		<b>\$75,272</b>
<b>Total Increases:</b>		<b>\$813,328</b>



MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES  
PAY AND ALLOWANCES OF ENLISTED  
(\$ in Thousands)

			<u>Amount</u>
<b>Decreases:</b>			
<b>Pricing Decreases</b>			
Special Pay			-5,072
Enlisted Supervisory Retention Pay - Rate	-1,192		
Enlistment Bonus			
Anniversary Payment Aggregate - Rate	-3,497		
Education Benefits		-383	
\$350/Month - Number	-162		
\$450/Month - Number	-68		
\$950/Month - Number	-146		
\$550/Month - Number	-7		
36 Month - Rate			
<b>Total Pricing Decreases:</b>			<b>-\$5,072</b>
<b>Program Decreases</b>			
Strength Related			-309,924
Basic Pay - Workyears	-199,312		
Retired Pay Accrual - Workyears	-58,250		
FICA - Workyears	-15,028		
BAH Domestic - Number	-37,334		
Other			-66,175
Special Pay		-4,356	
Career Sea Pay - Number	-1,225		
Enlisted Supervisor Retention Pay			
Initial Payment - Number	-580		
Special Warfare SOCOM CSRB - Number	-2,551		

MILITARY PERSONNEL, NAVY  
 SCHEDULE OF INCREASES AND DECREASES  
 PAY AND ALLOWANCES OF ENLISTED  
 (\$ in Thousands)

			<u>Amount</u>
CONUS Cola - Number	-254		
Overseas Station Allowance		-29,669	
COLA - Number	-28,222		
Overseas Station Allowance - TLA - Number	-1,447		
Separation Payments		-25,211	
Severance Pay - Number	-6,358		
Severance Pay Non-Disability - Number	-14,427		
Lump Sum Leave - Number	-4,426		
Reenlistment Bonus - Anniversary Payment- Number		-4,645	
Enlistment Bonus - Anniversary Payment- Number		-1,289	
Education Benefits		-751	
\$450/Month - Number	-383		
\$550/Month - Number	-345		
National Call to Service - Number	-6		
12 Month - Rate	-17		
36 Month - Rate			
<b>Total Program Decreases:</b>			<b>-\$376,099</b>
<b>Total Decreases:</b>			<b>-\$381,171</b>
<b>FY 2009 Direct Program</b>			<b>\$15,753,687</b>

(In Thousands Of Dollars)

Project: Basic Pay - Enlisted

FY 2009 Estimate \$7,786,068  
FY 2008 Estimate \$7,724,338  
FY 2007 Actuals \$8,027,277

Part I - Purpose And Scope

Funds requested provide for basic compensation (37 U.S.C.) of enlisted personnel on active duty, according to pay grade and length of service increments. The estimate excludes those enlisted members of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing and training of the reserve components (10 U.S.C. 12310).

Part II - Justification Of Funds Requested

FY 2007 is based on end strength of 281,772 and 294,043 workyears. FY 2008 is based on end strength of 272,083 and 272,774. FY 2009 is based on an end strength of 270,155 and 266,088 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2007 includes a 2.2% pay raise across the board effective 1 January 2007 with targeted pay raises for select paygrades effective 1 April 2007. FY 2008 includes a 3.5% across the board pay raise effectively 1 January 2008. FY 2009 includes a 3.4% across board pay raise effective 1 January 2009.

Computation of fund requirements is provided in the following table

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
E9	2,909	62,437.69	181,631	2,658	64,416.96	171,220	2,500	66,620.02	166,550
E8	6,814	50,024.30	340,866	6,857	51,610.07	353,890	6,607	53,375.13	352,649
E7	24,319	42,283.23	1,028,286	22,400	43,623.61	977,169	21,580	45,115.54	973,593
E6	51,672	34,592.90	1,787,484	49,091	35,689.49	1,752,033	48,217	36,910.08	1,779,693
E5	70,602	27,795.84	1,962,442	67,543	28,676.97	1,936,929	66,854	29,657.72	1,982,737
E4	54,669	22,556.66	1,233,150	48,398	23,271.71	1,126,304	45,795	24,067.60	1,102,176
E3	49,910	19,060.18	951,294	45,265	19,664.39	890,109	43,189	20,336.91	878,331
E2	18,771	17,404.71	326,704	17,711	17,956.44	318,027	19,046	18,570.55	353,695
E1	14,377	14,983.68	215,420	12,851	15,458.49	198,657	12,300	15,987.35	196,644
Total Basic Pay - Enlisted	294,043		8,027,277	272,774		7,724,338	266,088		7,786,068

(In Thousands of Dollars)

Project: Retired Pay Accrual -Enlisted

FY 2009 Estimate \$2,272,782  
 FY 2008 Estimate \$2,239,580  
 FY 2007 Actuals \$2,127,228

Part I - Purpose And Scope

Funds requested provide for the Department of Defense's contribution to it's Military Retirement Fund, in accordance with 10 U.S.C. 1466. Additionally, funds are budgeted to support military retirement reform which changes the current retirement system from 40% of the average of high 3 years of monthly base pay to 50% of average of high 3 with COLA adjustments using modified Consumer Price Index.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

- (a) normal cost percentage of 26.5% in FY 2007. Beginning in FY 2008, Title V, section 591 of the 2007 NDAA directs the Department of Defense to contribute at the part-time rate for Reserve Component sailors who are mobilized or on active duty for special work. The full time RPA % in FY08 is 29%, FY09 is 29.2% and the part-time RPA % in FY08 and FY09 is 19.1%.
- (b) the total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

Cost computations are as follows:

	FY 2007			FY 2008			FY 2009			
Base Pay (1-A) - Full Time		8,027,277		7,719,493		7,778,654				
Less Fines & Forfeitures		0		0		0				
Base Pay Subject To RPA - Full Time		8,027,277		7,719,493		7,778,654				
		FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	
Retired Pay Accrual - Full Time	294,043	7,234.41	2,127,228	272,605	8,212.08	2,238,654	265,838	8,544.17	2,271,366	
Base Pay (1-A) - Part Time					4,845			7,414		
Less Fines & Forfeitures										
Base Pay Subject To RPA - Part Time					4,845			7,414		
				Number	Rate	Amount	Number	Rate	Amount	
Retired Pay Accrual - Part Time				169	5,479.29	926	250	5,664.00	1,416	
Total Retired Pay Accrual -Enlisted	294,043		2,127,228	272,774		2,239,580	266,088		2,272,782	

(In Thousands of Dollars)

Project: Incentive Pay For Hazardous Duty - Enlisted

FY 2009 Estimate	\$106,960
FY 2008 Estimate	\$104,354
FY 2007 Actual	\$96,341

Part I - Purpose And Scope

Funds requested provide for pay to enlisted personnel for the following types of duty (37 U.S.C. 301(a)(1-11) and 320):

- (1A) Career Enlisted Flyer Incentive Pay (37 U.S.C. 320) - duty involving frequent and regular participation in aerial flight as a crew or non-crew member.
- (1B) Flying Duty Crew Members (37 U.S.C. 301(a) (1)) - for performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$125 to \$250 per month, determined by grade.
- (1C) Flying Duty Non-Crew Members (37 U.S.C. 301(a)(2)) - for performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments as other than crew members. The FY 1998 NDAA increased the rate from \$110 to \$150 per month.
- (2) Submarine duty (37 U.S.C. 301c) - duty involving frequent and regular performance of operational submarine duty, restricted to members who hold or are in training for submarine duty designator and remain in the submarine service on a career basis. The FY 2002 NDAA removed the rate table from law and vested authority in the Secretary of the Navy to set submarine pay rates within a cap of \$1,000 per month.
- (3) Parachute jumping (37 U.S.C. 301(a) (3)) - duty involving parachute jumping as an essential part of military duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which receive \$225 per month.
- (4) Toxic Material Pay (37 U.S.C. 301(a)(9),(10)) - duty involving exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (5) Duty inside a high or low pressure chamber (37 U.S.C. 301(a) (5),(6),(7)) - duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.
- (6) Demolition Duty (37 U.S.C. 301(a)(4)) - duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (7) Flight Deck Duty (37 U.S.C. 301(a)(8)) - duty involving participation in flight operations on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (8) Visit, Board, Search and Seizure (VBSS) (37 U.S.C. 301(a)(11)) - Maritime Interdiction Operations - for the performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.
- (9) Incentive Bonus For Conversion (37 U.S.C. 326) - to provide an incentive for members converts to, and serve for a period of not less than 3 years in, in a military occupational specialty for which is a shortage of trained qualified personnel. First authorized by the FY 2004 NDAA. Payment not to exceed \$4,000.

(In Thousands of Dollars)

Part II - Justification Of Funds Requested

Hazardous duty pay is computed on the basis of the average number of enlisted personnel who are eligible for payment. Average rates for submarine duty are those prescribed by law, based on average years of service by pay grade. Rates for flying duty crewmembers are prescribed by pay grade and years of service dates. All other hazardous pays are computed at the statutory rate of \$1,800 per workyear, except for those members performing high altitude/low opening jumps entitled to \$2,700 per workyear.

Submarine Service Entry Date (SSED) for nuclear trained personnel is the date the member started nuclear field "A" school. This assignment occurs upon graduation from nuclear power training unit (about 14 months after starting nuclear field "A" school). This results in an increase in entitlement (displayed as student members) to submarine duty pay for approximately 800 members at the E-4 and E-5 level. The pay accrues while attending nuclear power operator pipeline schools and is paid upon completion of training.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1A) Flying Duty - Career</b>									
Under 4 yrs	1,224	1,800.00	2,203	1,402	1,800.00	2,524	1,604	1,800.00	2,887
4 - 8 yrs	1,239	2,700.00	3,345	1,477	2,700.00	3,988	1,518	2,700.00	4,099
8 - 14 yrs	727	4,200.00	3,053	805	4,200.00	3,381	919	4,200.00	3,860
Over 14 yrs	790	4,800.00	3,792	906	4,800.00	4,349	831	4,800.00	3,989
<b>Total - (1A)</b>	<b>3,980</b>		<b>12,393</b>	<b>4,590</b>		<b>14,242</b>	<b>4,872</b>		<b>14,835</b>
<b>(1B) Flying Duty - Non Career</b>									
E-9	3	2,880.00	9	3	2,888.00	9	3	2,880.00	9
E-8	11	2,880.00	32	11	2,880.00	32	11	2,880.00	32
E-7	33	2,880.00	95	34	2,880.00	98	34	2,880.00	98
E-6	120	2,580.00	310	120	2,580.00	310	120	2,580.00	310
E-5	138	2,280.00	315	135	2,280.00	308	135	2,280.00	308
E-4	142	1,980.00	281	145	1,980.00	287	145	1,980.00	287
E-3	21	1,800.00	38	20	1,800.00	36	20	1,800.00	36
E-2	0	1,800.00	0	0	1,800.00	0	0	1,800.00	0
E-1	0	1,800.00	0	0	1,800.00	0	0	1,800.00	0
<b>Total - (1B)</b>	<b>468</b>		<b>1,080</b>	<b>468</b>		<b>1,080</b>	<b>468</b>		<b>1,080</b>
<b>(1C) Non-Crew (HDIP)</b>	<b>112</b>	<b>1,800.00</b>	<b>202</b>	<b>120</b>	<b>1,800.00</b>	<b>216</b>	<b>120</b>	<b>1,800.00</b>	<b>216</b>
<b>Total - (Group) ( 1)</b>	<b>4,560</b>		<b>13,675</b>	<b>5,178</b>		<b>15,538</b>	<b>5,460</b>		<b>16,131</b>

## (In Thousands of Dollars)

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Submarine Pay									
E-9	225	5,100.00	1,148	300	5,100.00	1,530	309	5,100.00	1,576
E-8	616	4,980.00	3,068	700	4,980.00	3,486	722	4,980.00	3,596
E-7	1961	4,860.00	9,530	2,100	4,860.00	10,206	2,166	4,860.00	10,527
E-6	3407	4,464.00	15,209	3,900	4,464.00	17,410	4,023	4,464.00	17,959
E-5	6097	2,868.00	17,486	5,500	2,868.00	15,774	5,673	2,868.00	16,270
E-4	2996	1,512.00	4,530	4,000	1,512.00	6,048	4,126	1,512.00	6,239
E-3	1512	1,008.00	1,524	1,800	1,008.00	1,814	1,856	1,008.00	1,871
E-2	794	912.00	724	850	912.00	775	876	912.00	799
E-1	442	900.00	398	450	900.00	405	464	900.00	418
Student	1,500		1,440	1,500		1,440	1,500		1,440
Total - (2)	19,550		55,057	21,100		58,888	21,715		60,695
(3) Parachute Jumping (Enl)									
Parachute Jumping	3,495	2,211.00	7,727	3,333	2,211.00	7,369	3,426	2,211.00	7,575
(4) Toxic Material Pay (Enl)									
Toxic Material Pay	21	1,800.00	38	10	1,800.00	18	10	1,800.00	18
(5) Duty Inside HiLo Chamber (Enl)									
Test subjects in thermal stress experiments	198	1,800.00	356	213	1,800.00	383	213	1,800.00	383
(6) Demolition Duty (Enl)									
Demolition Duty	3,762	1,800.00	6,772	3,810	1,800.00	6,858	3,810	1,800.00	6,858
(7) Flight Deck Duty (Enl)									
Flight Deck Duty	6,907	1,800.00	12,433	8,350	1,800.00	15,030	8,350	1,800.00	15,030
(8) Visit, Board, Search and Seizure	157	1,800.00	283	150	1,800.00	270	150	1,800.00	270
Total Incentive Pay For Hazardous Duty - Enlisted	38,650		96,341	42,144		104,354	43,134		106,960

(In Thousands Of Dollars)

Project: Special Pay - Enlisted

FY 2009 Estimate \$368,409  
FY 2008 Estimate \$343,448  
FY 2007 Estimate \$441,501

Part I - Purpose And Scope

Funds requested provide for special pay to enlisted personnel as follows:

(1) Sea Pay (37 U.S.C. 305a):

(a) Career Sea Pay - a variable amount paid monthly to enlisted personnel who are permanently or temporarily serving on a ship or while serving as a member of the off-crew of a two-crew submarine. The FY 2001 NDAA authorized Career Sea Pay Reform, under which it allowed the Secretary of the Service concerned to establish a monthly maximum cap of \$750.

(b) Premium Sea Pay - \$100 per month paid to enlisted personnel who are entitled to career sea pay; have less than eight years of sea duty, and have served more than 36 consecutive months on sea duty.

(2) Hardship Duty Pay (37 U.S.C. 305) - a monthly amount payable to enlisted personnel on duty at specific locations and special missions effective 1 January 2001. Not to exceed \$750 per month.

(3) Diving Duty Pay (37 U.S.C. 304) - a monthly amount which varies depending on skill/class of diver, payable to members assigned to diving duty who maintain their proficiency as divers with a monthly maximum cap of \$340.

(4) Overseas Extension Pay (37 U.S.C.314) - a monthly amount of \$80 payable to enlisted members in certain specialties who have completed a tour of duty at an overseas location and executed an agreement to extend that tour for a period of not less than 1 year. Changed in 1997 to allow Services the option to offer a \$2,000 bonus for year's extension versus an \$80 per month payment.

(5) Nuclear Accession Bonus (37 U.S.C. 312b) - a bonus not to exceed \$20,000 paid to an individual upon acceptance for naval nuclear power training who agrees to participate in a program of training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants. Funding also provides an increase for Submarine Nuclear Accession Bonus to \$15,000. Surface Nuclear Accession Bonus remains at \$10,000.

(6) Imminent Danger Pay (37 U.S.C. 310) - a monthly amount of \$225 payable to members in designated hostile areas, or to members who are exposed to hostile fire, or explosion of hostile mines, or members who are in a foreign country in which member was subject to the threat of physical harm or imminent danger on the basis of civil insurrection, civil war, terrorism, or wartime conditions.

(7) Foreign Language Proficiency Pay (37 U.S.C. 316) - military specialty requires proficiency in a foreign language with a monthly payment not to exceed \$1000. The maximum amount of the bonus paid to a member may not exceed \$12,000 for the one-year period covered by the certification of the member. This pay improves linguistic readiness across the active and reserve components.

(8) Personal Money Allowance (37 U.S.C.. 414c) - paid to the master chief petty officer of the Navy to defray expenses incurred in connection with official duties.

(9A) Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - enables the services to pay a flexible, market based incentive to encourage enlisted members to volunteer for difficult to fill jobs or less desirable geographic locations. The monthly statutory maximum payable is \$3,000.

(9B) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2006 NDAA. The monthly statutory maximum payable is \$3,000.



(9C) Bahrain AIP (37 U.S.C. 307a) a limited program for enlisted continuity billets in Bahrain authorized by OSD 5 Jan 2006. Payment is a flat rate of \$1,000 per month.

(10) Explosive Ordnance Disposal (EOD)/Seal/Master Diver CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(11) Enlisted Supervisor Retention Pay CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(12) Special Warfare SOCOM CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(13) Combat-related Injury Rehabilitation Pay (CIP) was enacted by section 642 of the National Defense Authorization Act for FY 2006. Members eligible for CIP under 37 U.S.C. sec. 328 and continued HF/IDP under 37 U.S.C. sec. 310(b), are those, who while in the line of duty, incur a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and are evacuated from theater of the combat operation or from the combat zone for medical treatment. CIP will terminate at the end of the first month which; (1) the member is paid Traumatic Service members' Group Life Insurance or (2) receives notification of the eligibility of the member for a benefit under T-SGLI and a period of 30 days expires after the date of such notification, or (3) is no longer hospitalized in a military treatment facility or a facility under the auspices of the military health care system.

#### Part II - Justification Of Funds Requested

Special pay is computed by applying statutory rates to the average number of personnel who are eligible for payment.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1A) Career Sea Pay (Enl)									
E-9	656	6,077.60	3,987	657	6,077.60	3,993	657	6,077.60	3,993
E-8	1,645	5,595.60	9,205	1,627	5,595.60	9,104	1,618	5,595.60	9,054
E-7	6,726	5,081.30	34,177	6,746	5,081.30	34,278	6,711	5,081.30	34,101
E-6	14,228	3,982.30	56,660	13,845	3,982.30	55,135	13,771	3,982.30	54,840
E-5	22,144	2,865.90	63,462	21,895	2,865.90	62,749	21,780	2,865.90	62,419
E-4	24,044	1,923.90	46,258	24,183	1,923.90	46,526	24,056	1,923.90	46,281
E-3	21,352	830.50	17,733	21,340	830.50	17,723	21,227	830.50	17,629
E-2	7,315	625.90	4,578	7,255	625.90	4,541	7,214	625.90	4,515
E-1	1,776	595.90	1,058	2,639	595.90	1,573	2,626	595.90	1,565
Total - (1A)	99,886		237,118	100,187		235,622	99,660		234,397
(1B) Premium Sea Pay (Enl)									
Premium Sea Pay	16,103	1,200.00	19,324	15,700	1,200.00	18,840	15,700	1,200.00	18,840
Total - (Group) ( 1)	115,989		256,442	115,887		254,462	115,360		253,237

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2A) HDP Mission (Enl) HDP Mission	6	1,800.00	11	14	1,800.00	25	15	1,800.00	27
(2B) HDP Location (Enl) 1/ Location #1	920	1,800.00	1,656	0	1,800.00	0	394	1,800.00	709
Location #2	8,378	1,200.00	10,054	0	1,200.00	0	5,358	1,200.00	6,430
Location #3	1,008	600.00	605	0	600.00	0	390	600.00	234
Total - (2B)	10,306		12,315	0		0	6,142		7,373
HDIP GTMO			1,002			0			0
Total - (Group) ( 2)	10,312		13,328	14		25	6,157		7,400
(3) Diving Duty Pay (Enl) Diving Duty Pay	4,568	2,626.00	11,996	4,535	2,626.00	11,909	4,535	2,626.00	11,909
(4) Overseas Extension Pay (Enl) Overseas Extension Pay	2,311	2,000.00	4,622	2,500	2,000.00	5,000	2,500	2,000.00	5,000
(5) Nuclear Accession Bonus (Enl) Nuclear Accession Bonus	182	15,000.00	2,730	176	15,000.00	2,640	176	15,000.00	2,640
(6) Imminent Danger Pay (Enl) Imminent Danger Pay	31,581	2,700.00	85,269	333	2,700.00	899	333	2,700.00	899
(7) Foreign Language Proficiency Pay (Enl) 1/ Foreign Language Proficiency Pay	2,716	3,791.34	10,297	0	4,848.49	0	3,500	5,714.29	20,000
(8) Personal Money Allowance (PMA) Personal Money Allowance	1	2,000.00	2	1	2,000.00	2	1	2,000.00	2

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(9) Assignment Incentive Pay (Enl)									
A. Assignment Incentive Pay	9,605	3,096.73	29,744	9,782	3,096.73	30,292	9,948	3,096.73	30,806
B. SOCOM Assignment Incentive Pay	68	9,000.00	612	0	9,000.00	0	0	9,000.00	0
C. Bahrain AIP	12	12,000.00	144	0	12,000.00	0	0	12,000.00	0
D. GTMO First Assignment	61	7,200.00	439	0	7,200.00	0	0	7,200.00	0
E. SDIP	18	9,000.00	162	520	9,000.00	4,680	520	9,000.00	4,680
Total - (9)	9,764		31,101	10,302		34,972	10,468		35,486
(10) EOD/Seal/Master Diver CSRB	35	37,142.86	1,300	81	44,444.44	3,600	120	30,000.00	3,600
(11) Enlisted Supervisor Retention Pay CSRB									
Initial Payments	407	32,126.00	13,075	367	34,109.00	12,518	350	30,704.00	10,746
Anniversary Payments	477	6,341.00	3,025	884	6,532.00	5,774	1,251	6,710.00	8,394
Total - (11)	884		16,100	1,251		18,292	1,601		19,140
(12) Special Warfare SOCOM CSRB	83	100,000.00	8,300	105	110,921.00	11,647	82	110,921.00	9,096
(13) Combat Injury	4	3,500.00	14	0	0.00	0	0	0.00	0
Total Special Pay - Enlisted	178,430		441,501	135,185		343,448	144,833		368,409

1/ FY 2008 Appropriations Bill Deferred Funding to GWOT Supplemental

MILITARY PERSONNEL, NAVY  
ENLISTED SUPERVISOR RETENTION PAY  
(In Thousands of Dollars)

	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
	FY 2006		FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	95	10,079	297	1,901	406	2,616	262	1,693	127	788						
FY 2006 New	546	9,319														
Anniversary			180	1,124	245	1,546	298	1,864	186	1,084	128	734				
FY 2007 New			407	13,075												
Anniversary					233	1,612	337	2,319	271	1,812	178	1,096	124	730		
FY 2008 New					367	12,518										
Anniversary							354	2,518	339	2,348	293	1,956	191	1,170	133	765
FY 2009 New							350	10,746								
Anniversary									328	2,362	328	2,278	285	1,901	185	1,139
FY 2010 New									350	10,746						
Anniversary											324	2,330	325	2,254	274	1,831
FY 2011 New											350	10,746				
Anniversary													326	2,339	317	2,203
FY 2012 New													350	10,746		
Anniversary															342	2,456
FY 2013 New															350	10,746
Anniversary																
Total New	546	9,319	407	13,075	367	12,518	350	10,746	350	10,746	350	10,746	350	10,746	350	10,746
Anniversary	95	10,079	477	3,025	884	5,774	1,251	8,394	1,251	8,394	1,251	8,394	1,251	8,394	1,251	8,394
Accelerated Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total ESRB	641	19,398	884	16,100	1,251	18,292	1,601	19,140	1,601	19,140	1,601	19,140	1,601	19,140	1,601	19,140

MILITARY PERSONNEL NAVY  
EOD/SEAL/MASTER DIVER CSRB  
(Dollars in Thousands)

	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2007 New Anniversary	35	1,300												
FY 2008 New Anniversary			31	1,031	25	755	21	474	18	244	10	152		
FY 2009 New Anniversary			50	2,569	45	937	42	608	38	432	33	231	18	154
FY 2010 New Anniversary					50	1,908			45	610	42	383	33	229
FY 2011 New Anniversary							50	1,908			45	472	42	444
FY 2012 New Anniversary									50	1,908			45	496
FY 2013 New Anniversary													50	1,908
Total New Anniversary	35	1,300	50	2,569	50	1,908	50	1,908	50	1,908	50	1,908	50	1,908
Total ESRB	35	1,300	81	3,600	120	3,600	158	3,600	193	3,600	218	3,600	226	3,600

(In Thousands Of Dollars)

Project: Special Duty Assignment Pay And Proficiency Pay - Enlisted

FY 2009 Estimate \$88,929  
 FY 2008 Estimate \$88,929  
 FY 2007 Estimate \$83,109

Part I - Purpose And Scope

Special duty assignment pay (SDAP) - 37 U.S.C. 307 provides for payments to enlisted personnel to obtain a sufficient number of qualified volunteers to sustain adequate manning levels in designated special duty assignments.

Part II - Justification Of Funds Requested

The estimate is based on the average number of personnel required in the following skills:

Nuclear propulsion plant supervisor	Air crewman	Harbor pilots, unlimited
Shipboard engineering plant program mgr	C9 crew chief	Recruiters
Main propulsion asst on MCM and MHC	MCM helo air crewman	Divers
Acoustic intelligence specialist	Independent duty hospital corpsmen	Helicopter rescue air crewman
ASW/Air intercept controller/supervisors	EOD technician	Special operations technician
JCS joint comm unit	P-3 flight engineer	LAMPS MI III Ataco
Helicopter mine countermeasures	Combatant swimmer	Naval test parachutists
Coxswain	Air intercept controller/supervisor	White House Communication personnel
On-site inspection personnel	SDY pilot/navigator	Combatant craft member
Joint special operations personnel	ASW/ASUW tact air ctrl (ASTAC)	Personnel resource development officer
Ship engineering plant program manager	Command Master Chiefs	Shipboard Tactical data system technician

Career recruiters are Navy's professional sales force of proven recruiters, responsible for the training and supervision of fleet sailors assigned to recruiting duty.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
\$450/month	1,985	5,400.00	10,719	1,579	5,400.00	8,527	1,535	5,400.00	8,289
\$375/month	4,901	4,500.00	22,055	5,350	4,500.00	24,075	5,098	4,500.00	22,941
\$350/month	0	4,200.00	0	0	4,200.00	0	0	4,200.00	0
\$300/month	886	3,600.00	3,190	1,399	3,600.00	5,036	1,358	3,600.00	4,889
\$275/month	0	3,300.00	0	0	3,300.00	0	0	3,300.00	0
\$255/month	0	0.00	0	0	3,060.00	0	0	3,060.00	0
\$225/month	3,377	2,700.00	9,118	3,679	2,700.00	9,933	3,619	2,700.00	9,771
\$220/month	0	2,640.00	0	0	2,640.00	0	0	2,640.00	0
\$175/month	0	2,100.00	0	0	2,100.00	0	0	2,100.00	0
\$165/month	0	1,980.00	0	0	1,980.00	0	0	1,980.00	0
\$150/month	7,778	1,800.00	14,000	8,479	1,800.00	15,262	8,400	1,800.00	15,120
\$110/month	0	1,320.00	0	0	1,320.00	0	0	1,320.00	0
\$100/month	0	1,200.00	0	0	1,200.00	0	0	1,200.00	0
\$75/month	1,832	900.00	1,649	1,618	900.00	1,456	1,513	900.00	1,362
\$55/month	0	660.00	0	0	660.00	0	0	660.00	0
\$50/month	0	600.00	0	0	600.00	0	0	600.00	0
Total - (1)	20,759		60,731	22,104		64,289	21,523		62,372
(2) Recruiter									
Recruiter (\$375)	0	4,500.00	0	0	4,500.00	0	0	4,500.00	0
Recruiter (\$450)	4,144	5,400.00	22,378	4,563	5,400.00	24,640	4,918	5,400.00	26,557
Total - (2)	4,144		22,378	4,563		24,640	4,918		26,557
Total Special Duty Assignment Pay And Proficiency Pay - Enlisted	24,903		83,109	26,667		88,929	26,441		88,929

(In Thousands Of Dollars)

Project: Reenlistment Bonus - Enlisted

FY 2009 Estimat \$359,600  
 FY 2008 Estimat \$358,582  
 FY 2007 Estimat \$323,300

Part I - Purpose And Scope

Reenlistment Bonus (37 U.S.C. 308) - provides a bonus to enlisted personnel who reenlist in a skill characterized by inadequate manning, low retention, and high replacement costs, payable to an individual with between twenty-one months and sixteen years active service. Payment is based on monthly basic pay times a specified award level (not to exceed 10) times the number of additional years of obligated service (not to exceed 6). Obligated service in excess of eighteen years is not used in the computation. The maximum payment is \$90,000. While there is authority for \$90,000 payment, the Navy has no plans of making a payment of this amount.

Part II - Justification Of Funds Requested

The rates include pay raises.

Twenty most undermanned critical skills:

- |  |  |
|--|--|
| Fire controlman (FC)                             | Sonar Technician surface (STG)           |
| Electronic technician, subsurface warfare (ETSS) | Nuclear Field (ET, MM, EM)               |
| Cryptologic technician collection (CTR)          | Gunners Mate (GM)                        |
| Aviation Warfare Systems Tech (AW)               | Operations Specialist (OS)               |
| Dental Technician (DT)                           | Electronic Warfare Technician (EW)       |
| Information Systems Technician (IT)              | Legalman (LN)                            |
| Mineman (MM)                                     | Electronic Warfare Tech (EW)             |
| Air traffic controller (AC)                      | Hospital Corpsman (HM)                   |
| Cryptologic Technician Interpretive (CTI)        | Cryptologic Technician Technical (CTT)   |
| Master-at-Arms (MA)                              | Cryptologic Technician Maintenance (CTM) |

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Reenlistment Bonus									
Initial Payment	13,977	11,039.57	154,300	16,677	11,389.52	189,943	16,129	11,780.02	190,000
Anniversary	61,830	2,733.30	169,000	61,696	2,733.39	168,639	59,996	2,826.86	169,600
Distribution	0	0.00	0	0	0.00	0	0	0.00	0
Total - (1)	75,807		323,300	78,373		358,582	76,125		359,600
Total Reenlistment Bonus - Enlisted	75,807		323,300	78,373		358,582	76,125		359,600

Reenlistment Bonus	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	59,699	165,400	46,139	124,700	28,370	76,100	15,446	39,100	6,600	15,674				
Accelerated Payments	2,131	3,600	2,131	3,639	2,131	3,594	2,131	3,602	2,131	3,623	2,131	3,623	2,131	3,623
FY 2007 New	13,977	154,300												
Anniversary			13,426	40,300	13,369	40,100	13,102	38,723	8,587	24,128	6,069	16,879		
FY 2008 New			16,677	189,943										
Anniversary					16,126	49,806	16,055	49,573	13,845	42,566	9,386	25,650	7,104	18,094
FY 2009 New					16,129	190,000								
Anniversary							15,578	49,806	15,510	49,573	13,374	42,566	8,907	26,947
FY 2010 New							15,875	193,363						
Anniversary									15,324	50,704	15,257	50,466	13,156	43,335
FY 2011 New									15,848	199,599				
Anniversary											15,297	52,369	15,230	52,124
FY 2012 New											16,988	221,237		
Anniversary													16,437	58,147
FY 2013 New													17,757	239,112
Anniversary														
Total New	13,977	154,300	16,677	189,943	16,129	190,000	15,875	193,363	15,848	199,599	16,988	221,237	17,757	239,112
Anniversary	59,699	165,400	59,565	165,000	57,865	166,006	60,181	177,202	59,866	182,645	59,383	187,930	60,834	198,647
Accelerated Payments	2,131	3,600	2,131	3,639	2,131	3,594	2,131	3,602	2,131	3,623	2,131	3,623	2,131	3,623
Total SRB	75,807	323,300	78,373	358,582	76,125	359,600	78,187	374,167	77,845	385,867	78,502	412,790	80,722	441,382



(In Thousands of Dollars)

Project: Enlistment Bonus - Enlisted

FY 2009 Estimate \$108,797  
 FY 2008 Estimate \$105,125  
 FY 2007 Estimate \$106,031

Part I - Purpose And Scope

Funds requested provide for an enlistment bonus (37 U.S.C. 309) - payable to a member who enlists for a minimum of five years or extends active duty obligation a least one year beyond the normal enlistment in a designated skill. Eligible skills are characterized by an enlistment rate less than that required to ensure adequate first term manning. The enlistment bonus program is unique in that the bonus is contractually obligated at the time of enlistment into the Delayed Entry Program (DEP) but is not paid until the successful completion of all training leading to designation in the skill. In the case of nuclear field candidates, payment of the bonu occurs 24 to 36 months after enlistment in the DEP.

Part II - Justification Of Funds Requested

The bonus is payable upon completion of training. Most training pipelines for enlistment bonus recipients are approximately two years. The enlisted signing bonu will further enhance recruiting efforts to enlist personnel to serve in skill areas designated as critical.

Computation of fund requirements is provided in the following table

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Enlistment Bonus - New Pay									
New Pay \$1,000	0	1,000.00	0	150	1,000.00	150	210	1,000.00	210
New Pay \$1,500	0	1,500.00	0	0	1,500.00	0	0	1,500.00	0
New Pay \$2,000	14	2,000.00	28	0	2,000.00	0	0	2,000.00	0
New Pay \$2,500	0	2,500.00	0	0	2,500.00	0	0	2,500.00	0
New Pay \$2,750	0	2,750.00	0	0	2,750.00	0	0	2,750.00	0
New Pay \$3,000	15	3,000.00	45	552	3,000.00	1,656	654	3,000.00	1,962
New Pay \$3,500	0	3,500.00	0	0	3,500.00	0	0	3,500.00	0
New Pay \$3,750	0	3,750.00	0	0	3,750.00	0	0	3,750.00	0
New Pay \$4,000	591	4,000.00	2,364	999	4,000.00	3,996	900	4,000.00	3,600
New Pay \$5,000	1,325	5,000.00	6,625	1,301	5,000.00	6,505	647	5,000.00	3,235
New Pay \$6,000	273	6,000.00	1,638	804	6,000.00	4,824	2,041	6,000.00	12,246
New Pay \$7,000	507	7,000.00	3,549	856	7,000.00	5,992	1,105	7,000.00	7,735
New Pay \$7,500	0	7,500.00	0	500	7,500.00	3,750	0	7,500.00	0
New Pay \$8,000	202	8,000.00	1,616	75	8,000.00	600	1,087	8,000.00	8,696
New Pay \$9,000	201	9,000.00	1,809	125	9,000.00	1,125	0	9,000.00	0
New Pay \$9,500	0	9,500.00	0	0	9,500.00	0	0	9,500.00	0
New Pay \$10,000	396	10,000.00	3,960	253	10,000.00	2,530	285	10,000.00	2,850
New Pay \$11,000	496	11,000.00	5,456	65	11,000.00	715	0	11,000.00	0
New Pay \$12,000	283	12,000.00	3,396	72	12,000.00	864	72	12,000.00	864
New Pay \$13,000	47	13,000.00	611	18	13,000.00	234	26	13,000.00	338
New Pay \$14,000	19	14,000.00	266	16	14,000.00	224	12	14,000.00	168
New Pay \$15,000	9	15,000.00	135	29	15,000.00	435	8	15,000.00	120
New Pay \$16,000	10	16,000.00	160	3	16,000.00	48	5	16,000.00	80
New Pay \$17,000	2	17,000.00	34	8	17,000.00	136	8	17,000.00	136
New Pay \$18,000	9	18,000.00	162	5	18,000.00	90	3	18,000.00	54
New Pay \$19,000	3	19,000.00	57	1	19,000.00	19	3	19,000.00	57
Signing Bonus	0		0	0		0	0	20,000.00	0
New Pay Gendet	0		0	0		0	0		0
Total - (1)	4,402		31,911	5,832		33,893	7,066		42,351

## (In Thousands of Dollars)

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Residuals \$1,000	16	1,000.00	16	0	1,000.00	0	0	1,000.00	0
Residuals \$1,500	0	1,500.00	0	0	1,500.00	0	0	1,500.00	0
Residuals \$2,000	2	2,000.00	4	94	2,000.00	188	100	2,000.00	200
Residuals \$2,500	0	2,500.00	0	0	2,500.00	0	0	2,500.00	0
Residuals \$2,750	0	2,750.00	0	0	2,750.00	0	0	2,750.00	0
Residuals \$3,000	85	3,000.00	255	105	3,000.00	315	150	3,000.00	450
Residuals \$3,500	0	3,500.00	0.00	0	3,500.00	0	0	3,500.00	0
Residuals \$3,750	0	3,750.00	0.00	0	3,750.00	0	0	3,750.00	0
Residuals \$4,000	304	4,000.00	1,216	1,084	4,000.00	4,336	985	4,000.00	3,940
Residuals \$5,000	1,510	5,000.00	7,550	1,940	5,000.00	9,700	1,500	5,000.00	7,500
Residuals \$6,000	405	6,000.00	2,430	400	6,000.00	2,400	386	6,000.00	2,316
Residuals \$7,000	1,094	7,000.00	7,658	300	7,000.00	2,100	350	7,000.00	2,450
Residuals \$7,500	0	7,500.00	0	0	7,500.00	0	0	7,500.00	0
Residuals \$8,000	580	8,000.00	4,640	521	8,000.00	4,168	625	8,000.00	5,000
Residuals \$9,000	1,025	9,000.00	9,225	200	9,000.00	1,800	382	9,000.00	3,438
Residuals \$9,500	0	9,500.00	0.00	0	9,500.00	0	0	9,500.00	0
Residuals \$10,000	1,462	10,000.00	14,620	760	10,000.00	7,600	361	10,000.00	3,610
Residuals \$11,000	626	11,000.00	6,886	200	11,000.00	2,200	356	11,000.00	3,916
Residuals \$12,000	453	12,000.00	5,436	198	12,000.00	2,376	585	12,000.00	7,020
Residuals \$13,000	87	13,000.00	1,131	43	13,000.00	559	65	13,000.00	845
Residuals \$14,000	114	14,000.00	1,596	39	14,000.00	546	61	14,000.00	854
Residuals \$15,000	72	15,000.00	1,080	50	15,000.00	750	100	15,000.00	1,500
Residuals \$16,000	51	16,000.00	816	90	16,000.00	1,440	220	16,000.00	3,520
Residuals \$17,000	63	17,000.00	1,071	27	17,000.00	459	35	17,000.00	595
Residuals \$18,000	23	18,000.00	414	81	18,000.00	1,458	26	18,000.00	468
Residuals \$19,000	4	19,000.00	76	89	19,000.00	1,691	24	19,000.00	456
Residuals \$20,000	39	20,000.00	780	84	20,000.00	1,680	103	20,000.00	2,060
Residuals \$24,000	40	24,000.00	960	28	24,000.00	672	38	24,000.00	912
Residuals \$26,000	6	26,000.00	156	15	26,000.00	390	19	26,000.00	494
Residuals \$28,000	3	28,000.00	84	40	28,000.00	1,120	55	28,000.00	1,540
Residuals \$30,000	100	30,000.00	3,000	65	30,000.00	1,950	83	30,000.00	2,490
Residuals \$32,000	1	32,000.00	32	20	32,000.00	640	25	32,000.00	800
Residuals \$34,000	0	34,000.00	0	176	34,000.00	5,984	20	34,000.00	680
Residuals \$36,000	33	36,000.00	1,188	10	36,000.00	360	17	36,000.00	612
Residuals \$38,000	0	38,000.00	0	5	38,000.00	190	10	38,000.00	380
Residuals \$40,000	45	40,000.00	1,800	354	40,000.00	14,160	210	40,000.00	8,400
Residuals Gendet									
Total - (2)	8,243		74,120	7,018		71,232	6,891		66,446
Total Enlistment Bonus - Enlistec	12,645		106,031	12,850		105,125	13,957		108,797

Enlistment Bonus	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	641	5,073												
FY 2006 Initial Payments														
Residual Payments	7,602	69,047	2,411	19,233										
Installments														
FY 2007 Initial Payments	4,402	31,911												
Residual Payments			4,607	51,999	2,342	23,078								
Installments														
FY 2008 Initial Payments			5,832	33,893										
Residual Payments					4,549	43,368	2,379	27,264						
Installments														
FY 2009 Initial Payments					7,066	42,351								
Residual Payments							4,976	50,478	2,597	29,810				
Installments														
FY 2010 Initial Payments							7,433	45,355						
Residual Payments									5,026	54,823	2,797	32,053		
Installments														
FY 2011 Initial Payments									7,425	44,479				
Residual Payments											5,356	59,551	2,935	33,662
Installments														
FY 2012 Initial Payments											7,999	47,543		
Residual Payments													6,119	64,505
Installments														
FY 2013 Initial Payment													8,328	49,748
Residual Payments														
Installments														
Total Initial Payments	4,402	31,911	5,832	33,893	7,066	42,351	7,433	45,355	7,425	44,479	7,999	47,543	8,699	49,749
Residual Payments	8,243	74,120	7,018	71,232	6,891	66,446	7,355	77,742	7,623	84,633	8,153	91,604	9,054	98,167
Installments		0		0		0		0		0		0		0
Total EB	12,645	106,031	12,850	105,125	13,957	108,797	14,788	123,097	15,048	129,112	16,152	139,147	17,753	147,916

(In Thousands Of Dollars)

Project: Educational Benefits - Enlisted

FY 2009 Estimate \$5,541  
 FY 2008 Estimate \$5,403  
 FY 2007 Estimate \$4,859

Part I - Purpose And Scope

Funds are for payment to the Department of Defense Education Benefits Funds, a trust fund. This program is governed by Title 38 U.S.C. Chapter 30. The program funds additional and supplemental benefit payments above a basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals are made by the Veterans Administration from funds transferred from the trust account. The Navy College Fund program attracts members for three and four year commitments, primarily into undermanned hard to fill ratings.

Part II - Justification Of Funds Requested

The Navy College Fund is a critical element in Navy's recruiting strategy. The purpose of the Navy College Fund is to expand the recruiting market to include college bound youth. The allure of a college education dominates the plans of 60-80% of all high school seniors and represents a major obstruction to the recruiter. The Navy College Fund will provide a source of high quality recruits, primarily in the critical skill sea intensive ratings. By providing the recruiters with a tool to address this market, many college bound youth who would not otherwise have considered the Navy, are exposed to the educational opportunities and programs that the Navy provides. This portion of the Navy College Fund program provides an additional source of high quality recruits. The program is directed at the 17-35 year old, non-prior service recruits in aptitude category I or II (minimum ASVAB AFQT of 50) with a high school diploma. Enrollment in the Montgomery G. I. Bill is required.

The FY 2004 National Defense Authorization Act (NDAA) authorized the implementation of the Navy's College First Program. This Pilot Program pays \$475 per month (assuming recruits in the first year of participation) to Delayed Entry Program (DEP) personnel pursuing post secondary education or vocational/technical training. In FY 2007, Navy introduced a pilot program, Accelerate to Excellence (A2E), under which a recruit participates in College First for two semesters before boot camp then completes the requirements to receive an Associate's Degree during initial skills training. This pilot is scheduled to run for three years. The estimated number of months sailors will receive the College First/A2E benefit is ten months. Navy continues to offer recruits the basic College First program for one semester.

The FY 2003 National Defense Authorization Act amended chapter 31 of title 10 USC to include the National Call to Service (NCS). Enlistment under NCS program will incur an eight-year military service obligation (MSO). NCS participants will be given the opportunity to select one of the following incentives upon enlistment: Education allowance for up to 12 months payable at the monthly rate for basic educational assistance allowances under Sec. 3015 (a) (1) title 38, USC, or educational allowance for up to 36 months payable at one-half of the monthly rate for basic educational assistance allowances under section 3015 (b) (1) of title 38, USC.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Navy College Fund Program (Enl)									
\$350/month	685	2,050.00	1,404	549	2,116.00	1,162	770	1,906.00	1,468
\$450/month	292	2,688.00	785	387	2,772.00	1,073	249	2,498.00	622
\$550/month	453	3,347.00	1,516	530	3,449.00	1,828	430	3,109.00	1,337
\$950/Month	6	6,183.00	37	11	6,357.00	70	11	5,745.00	63
Total - (1)	1,436		3,742	1,477		4,133	1,460		3,490

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) National Call to Service									
12 Month Enlistments	90	5,313.00	478	84	5,632.00	473	83	7,666.00	636
36 Month Enlistments	185	3,187.00	590	122	3,434.00	419	117	7,358.00	861
Total - (2)	275		1,068	206		892	200		1,497
(3) Navy College First	103	475.00	49	796	475.00	378	1,166	475.00	554
Total Educational Benefits - Enlisted	1,814		4,859	2,479		5,403	2,826		5,541

(In Thousands Of Dollars)

Project: Loan Repayment Program

FY 2009 Estimate \$11,803  
 FY 2008 Estimate \$6,041  
 FY 2007 Actuals \$8,000

Part I - Purpose And Scope

The Loan Repayment Program (LRP) is authorized by P.L. 99-145, Section 2171. The LRP is an enlistment incentive designed to increase test scope category I-III.A. The LRP repays loans up to the maximum ceiling of \$65,000. Only Guaranteed Student Loans (GSLI)/Stafford loans, Federally Insured Student Loans (FISL), National Direct Student Loans (NDSL)/Perkins loans, or any loan covered under Title IV of the Higher Education Act of 1965, Parts (b) and (e), are authorized for payment under the Department of Navy LRP.

Part II - Justification Of Funds Requested

The LRP is a major enlistment incentive program.

Fund requirements for this incentive program are provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Navy College Loan Repayment (Enl) Navy College Loan Repayment	963	8,307.37	8,000	649	9,308.25	6,041	1,268	9,308.00	11,803
Total Loan Repayment Program	963		8,000	649		6,041	1,268		11,803

(In Thousands Of Dollars)

Project: Basic Allowance For Housing - Enlisted

FY 2009 Estimate \$3,452,761  
 FY 2008 Estimate \$3,141,412  
 FY 2007 Actuals \$3,261,626

Part I - Purpose And Scope

Congress approved in the FY 1998 National Defense Authorization Act the payment of a Basic Allowance for Housing (BAH) to service members. BAH combines housing payments formerly provided by the Basic Allowance for Quarters (BAQ) and the Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include projected annual rate increases of 4.3% for FY 2007, 6% for FY 2008 and 5% for FY 2009. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1A) BAH Domestic - Enlisted with Dependents									
E9 with Dependents	2,482	21,177.92	52,564	2,265	22,448.60	50,846	2,110	23,571.02	49,735
E8 with Dependents	5,891	19,612.84	115,539	5,797	20,789.61	120,517	5,538	21,829.09	120,890
E7 with Dependents	19,639	19,064.93	374,416	18,028	20,208.83	364,325	17,262	21,219.27	366,287
E6 with Dependents	37,369	18,282.10	683,184	35,498	19,379.03	687,917	34,662	20,347.98	705,302
E5 with Dependents	38,420	16,022.70	615,592	37,082	16,984.06	629,803	36,609	17,833.27	652,858
E4 with Dependents	19,346	15,892.12	307,449	18,545	16,845.65	312,403	17,550	17,687.93	310,423
E3 with Dependents	12,520	15,499.05	194,048	12,080	16,428.99	198,462	11,387	17,250.44	196,431
E2 with Dependents	2,680	14,783.59	39,620	2,546	15,670.61	39,897	2,706	16,454.14	44,525
E1 with Dependents	1,261	13,133.98	16,562	1,009	13,922.02	14,047	954	14,618.12	13,946
Total - (1A)	139,608		2,398,974	132,850		2,418,217	128,778		2,460,397
(1B) BAH Differential (ENL)									
BAH Differential	1,678	2,274.14	3,816	1,511	2,410.59	3,642	1,473	2,531.12	3,728
Total - (Group) ( 1)	141,286		2,402,790	134,361		2,421,859	130,251		2,464,125

## (In Thousands Of Dollars)

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) BAH Domestic - Enlisted without Dependents									
E9 without Dependents	142	22,164.05	3,147	161	23,493.89	3,783	150	24,668.59	3,700
E8 without Dependents	403	17,131.63	6,904	410	18,159.53	7,445	391	19,067.50	7,455
E7 without Dependents	1,956	16,149.96	31,589	1,923	17,118.96	32,920	1,835	17,974.91	32,984
E6 without Dependents	7,384	15,348.26	113,332	7,612	16,269.16	123,841	7,397	17,082.61	126,360
E5 without Dependents	20,302	13,737.56	278,900	20,063	14,561.81	292,154	19,647	15,289.90	300,401
E4 without Dependents	10,640	13,446.72	143,073	12,179	14,253.52	173,594	16,125	14,966.20	241,330
E3 without Dependents	4,300	12,296.42	52,875	4,331	13,034.21	56,451	4,088	13,685.92	55,948
E2 without Dependents	587	12,118.68	7,114	590	12,845.80	7,579	628	13,488.09	8,471
E1 without Dependents	189	10,786.55	2,039	94	11,433.74	1,075	86	12,005.43	1,032
Total - (2)	45,903		638,973	47,363		698,842	50,347		777,681
(3) BAH Domestic Partial (Enlisted)									
E-9	3	223.32	1	2	236.72	0	2	248.56	0
E-8	12	186.09	2	12	197.26	2	12	207.12	2
E-7	60	144.40	9	55	153.06	8	53	160.72	9
E-6	363	119.05	43	343	126.19	43	337	132.50	45
E-5	2,651	104.39	277	2,532	110.65	280	2,506	116.19	291
E-4	16,794	97.19	1,632	14,873	103.02	1,532	14,073	108.17	1,522
E-3	27,872	93.65	2,610	25,563	99.27	2,538	24,390	104.23	2,542
E-2	14,142	86.41	1,222	13,095	91.59	1,199	14,083	96.17	1,354
E-1	11,901	83.07	989	9,987	88.05	879	9,558	92.46	884
Total - (3)	73,798		6,785	66,462		6,481	65,014		6,649
(4) BAH Domestic Inadequate (Enl)									
E-9	0	4,901.31	0	0	0.00	0	0	0.00	0
E-8	0	4,507.03	0	0	0.00	0	0	0.00	0
E-7	0	4,286.16	0	0	0.00	0	0	0.00	0
E-6	0	4,051.81	0	0	0.00	0	0	0.00	0
E-5	0	3,614.17	0	0	0.00	0	0	0.00	0
E-4	0	3,472.87	0	0	0.00	0	0	0.00	0
E-3	0	3,512.99	0	0	0.00	0	0	0.00	0
E-2	0	3,412.17	0	0	0.00	0	0	0.00	0
E-1	0	3,401.07	0	0	0.00	0	0	0.00	0
Total - (4)	0		0	0		0	0		0
Subtotal (1) (2) (3) (4)	260,987		3,048,548	248,186		3,127,182	245,612		3,248,455



## (In Thousands Of Dollars)

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(5A) BAH Overseas - Enlisted with Dependents</b>									
E9 with Dependents	67	30,109.62	2,017	62	30,681.70	1,902	60	31,356.70	1,881
E8 with Dependents	180	27,858.17	5,014	167	28,387.48	4,741	165	29,012.00	4,787
E7 with Dependents	698	27,147.31	18,949	644	27,663.11	17,815	668	28,271.70	18,885
E6 with Dependents	1,483	26,297.92	39,000	1,303	26,797.58	34,917	1,340	27,387.13	36,699
E5 with Dependents	1,531	24,472.21	37,467	1,360	24,937.18	33,915	1,418	25,485.80	36,139
E4 with Dependents	451	22,735.73	10,254	418	23,167.71	9,684	427	23,677.40	10,110
E3 with Dependents	87	22,195.18	1,931	84	22,616.89	1,900	82	23,114.46	1,895
E2 with Dependents	6	17,824.52	107	6	18,163.19	109	5	18,562.78	93
E1 with Dependents	1	15,282.45	15	1	15,572.82	16	1	15,915.42	16
<b>Total - (5A)</b>	<b>4,504</b>		<b>114,754</b>	<b>4,045</b>		<b>104,999</b>	<b>4,166</b>		<b>110,505</b>
<b>(5B) BAH Overseas - Enlisted without Dependents</b>									
E9 without Dependents	12	30,409.47	365	11	30,987.25	341	11	31,668.97	348
E8 without Dependents	40	27,660.32	1,106	37	28,185.87	1,043	36	28,805.96	1,037
E7 without Dependents	206	26,550.93	5,469	190	27,055.40	5,141	185	27,650.62	5,115
E6 without Dependents	885	24,083.99	21,314	847	24,541.59	20,787	833	25,081.50	20,893
E5 without Dependents	2,207	22,918.15	50,580	1,910	23,343.60	44,586	2,005	23,857.16	47,834
E4 without Dependents	754	21,789.75	16,429	700	22,203.75	15,543	693	22,692.23	15,726
E3 without Dependents	131	21,694.16	2,842	119	22,106.35	2,631	116	22,592.69	2,621
E2 without Dependents	9	21,867.46	197	9	22,282.94	201	9	22,773.16	205
E1 without Dependents	1	21,518.86	22	1	21,927.72	22	1	22,410.13	22
<b>Total - (5B)</b>	<b>4,245</b>		<b>98,324</b>	<b>3,824</b>		<b>90,295</b>	<b>3,889</b>		<b>93,801</b>
<b>Subtotal</b>	<b>8,749</b>		<b>213,078</b>	<b>7,869</b>		<b>195,294</b>	<b>8,055</b>		<b>204,306</b>
<b>Total Basic Allowance For</b>	<b>269,736</b>		<b>3,261,626</b>	<b>256,055</b>		<b>3,322,476</b>	<b>253,667</b>		<b>3,452,761</b>
Estimated Amount to be Reprogrammed During Execution - Based on Revised Estimates 1/						181,064			
<b>TOTAL FUNDED</b>						<b>3,141,412</b>			
1/ Housing growth rate from 4.3% to 6%, numbers receiving BAH, dependency status and grade structure									

(In Thousands Of Dollars)

Project: Station Allowance, Overseas - Enlisted

FY 2009 Estimate \$248,460  
FY 2008 Estimate \$269,945  
FY 2007 Actuals \$266,120

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 405 and the Joint Federal Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for Cost of Living Allowance (COLA) are based on actual experience adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Overseas Station Allowance (Enl) COLA	40,267	6,115.45	246,252	39,682	6,309.46	250,372	35,209	6,531.60	229,971
(1) Temporary Lodging (Enl) Temporary Lodging	22,148	897.05	19,868	21,413	914.09	19,573	19,830	932.37	18,489
Total Station Allowance, Overseas - Enlisted	62,415		266,120	61,095		269,945	55,039		248,460

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA) - Enlisted

FY 2009 Estimate \$23,786  
 FY 2008 Estimate \$23,573  
 FY 2007 Actuals \$12,559

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to sailors who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage.

Part II - Justification Of Funds Requested

CONUS COLA payments are determined multiplying the projected number of personnel eligible by an estimated rate.

Detailed cost computations are provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost of Living Allowance (COLA) - Enl CONUS Cost of Living Allowance (COLA)	13,176	953.17	12,559	24,270	971.30	23,573	24,009	990.73	23,786
Total CONUS Cost Of Living Allowance (COLA) - Enlisted	13,176		12,559	24,270		23,573	24,009		23,786

(In Thousands Of Dollars)

Project: Clothing Allowance - Enlisted

FY 2009 Estimate \$228,768  
FY 2008 Estimate \$205,867  
FY 2007 Actuals \$166,435

Part I - Purpose And Scope

Funds requested will provide enlisted personnel with prescribed clothing as authorized by the Secretary of Defense under provisions of (37 U.S.C. 418). Included are:

- (1) Initial clothing upon enlistment, advancement to chief petty officer (pay grade E-7) and civilian clothing allowance when authorized by competent orders.
- (2) Basic maintenance allowance is payable to members upon completion of six months active duty and accrues during the remainder of the first three years of continuous service. Standard or special maintenance allowance is payable to a member upon completion of 36 months of active duty and continues during the remainder of continuous active duty.
- (3) Supplementary clothing allowances are payable to members assigned to special duty where additional items of clothing are required.

Part II - Justification Of Funds Requested

Initial clothing allowances are based on planned numbers of accessions by type of accession at rates prescribed by the Secretary of Defense. Clothing maintenance allowances are computed based on past experience for numbers of members entitled and rates prescribed by the Secretary of Defense. Supplementary clothing allowances are based on numbers planned for assignment to qualifying special duties multiplied by the rates prescribed by the Secretary of Defense.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(A)Initial Military									
Male	28,705	1,174.65	33,718	27,519	1,203.64	33,123	30,463	1,227.71	37,400
Female	6,495	1,366.56	8,876	6,825	1,432.15	9,774	6,821	1,460.79	9,964
Prior Service	1,145	1,226.47	1,404	1,072	1,265.34	1,356	1,112	1,290.64	1,435
OCS Newport	311	1,425.50	443	287	1,447.32	415	285	1,476.27	421
On Advancement E7	4,879	1,080.18	5,270	3,394	1,161.40	3,942	4,404	1,184.63	5,217
Navy Unit Bands	260	1,060.49	276	237	1,143.11	271	237	1,165.97	276
Total - (A)	41,795		49,987	39,334		48,881	43,322		54,713
(B)Enlisted Civilian Clothing									
Initial Civilian	714	1,511.13	1,079	850	1,539.84	1,309	850	1,570.64	1,335
Total (1)	42,509		51,066	40,184		50,190	44,172		56,048

## (In Thousands Of Dollars)

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2A)Replacement Allowances									
(Basic) Male	64,291	273.60	17,590	57,528	464.40	26,716	62,680	473.69	29,691
(Basic) Female	12,276	280.80	3,447	10,955	475.20	5,206	11,824	484.70	5,731
Total - (2A)	76,567		21,037	68,483		31,922	74,504		35,422
(2B)Replacement Allowances									
(Std) Male	153,346	392.40	60,173	135,370	662.40	89,669	147,601	676.65	99,874
(Std) Female	25,449	403.20	10,261	20,129	680.40	13,696	21,903	694.01	15,201
Total - (2B)	178,795		70,434	155,499		103,365	169,504		115,075
(2C)Replacement Allowances									
(Spl) Male	18,420	644.40	11,869	16,764	871.20	14,605	18,231	888.62	16,200
(Spl) Female	1,332	669.60	892	2,252	939.60	2,116	2,456	958.39	2,354
Total - (2C)	19,752		12,761	19,016		16,721	20,687		18,554
Total (2)	275,114		104,232	242,998		152,008	264,695		169,051
(3)Supplementary Clothing (Enl)	5,181	331.04	1,715	5,041	331.04	1,669	5,041	331.04	1,669
(4)Up-Front Purchases			-			2,000			2,000
(5) Initial Inventory - New Navy Uniform Rollout			9,422			-			
Total Clothing Allowance - Enlistec	322,804		166,435	288,223		205,867	313,908		228,768

(In Thousands of Dollars)

Project: Family Separation Allowance - Enlisted

FY 2009 Estimate \$61,565  
FY 2008 Estimate \$61,565  
FY 2007 Actuals \$91,853

Part I - Purpose And Scope

Funds requested provide an allowance to enlisted members with dependents (37 U.S.C. 427) for added separation expenses when the requirements listed below are met:

- (1) The movement of dependents to an overseas permanent duty station is not authorized and the member must maintain two homes.
- (2) The movement of dependents to the permanent duty station or a place near the station is not authorized at government expense under the Joint Travel Regulations and the member's dependents do not reside at or near that station.
- (3) The member is on duty on board a ship away from the home port of the ship for a continuous period of more than 30 days.
- (4) The member is on temporary duty or temporary additional duty away from his permanent station for a continuous period of more than 30 days and the member's dependents do not reside at or near the member's temporary or temporary additional duty station.

Part II - Justification Of Funds Requested

Family separation allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Family Separation Allowance - Enlisted Type 1									
E-9	0	8,273.00	0	0	8,273.00	0	0	8,273.00	0
E-8	0	7,595.00	0	0	7,595.00	0	0	7,595.00	0
E-7	0	6,406.00	0	0	6,406.00	0	0	6,406.00	0
E-6	0	5,864.00	0	0	5,864.00	0	0	5,864.00	0
E-5	0	5,419.00	0	0	5,419.00	0	0	5,419.00	0
E-4	1	4,754.00	5	1	4,754.00	5	1	4,754.00	5
E-3	0	4,463.00	0	0	4,463.00	0	0	4,463.00	0
E-2	0	3,746.00	0	0	3,746.00	0	0	3,746.00	0
E-1	0	0.00	0	0	0.00	0	0	0.00	0
Total - (1)	1		5	1		5	1		5
(2) Family Separation Allowance - Enlisted Type 2									
PCS w/dep not auth/gov quarters not avail	7,934	3,000.00	23,802	5,742	3,000.00	17,226	5742	3,000.00	17,226
Onboard > 30 days	13,732	3,000.00	41,196	5,726	3,000.00	17,178	5726	3,000.00	17,178
TDY > 30 days	8,950	3,000.00	26,850	9,052	3,000.00	27,156	9052	3,000.00	27,156
Total - (2)	30,616		91,848	20,520		61,560	20,520		61,560
Total Family Separation Allowance - Enlisted	30,617		91,853	20,521		61,565	20,521		61,565

(In Thousands Of Dollars)

Project: Separation Payments - Enlisted

FY 2009 Estimate	\$128,466
FY 2008 Estimate	\$149,484
FY 2007 Actuals	\$157,713

Part I - Purpose And Scope

Funds requested will provide for the following separation payments:

(1) Lump Sum Terminal Leave Payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C 701. Funding request includes a legislative proposal to allow service members to sell back leave in conjunction with reenlistment, not just within three months prior to expiration of active service.

(2) Severance Pay Disability - Payment to members separated (not retired) for physical disability under provisions of 10 U.S.C. 1212.

(3) Involuntary - Half Severance Pay is 5% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members not fully qualified for retention and denied reenlistment or continuation.

Involuntary - Full Severance Pay is 10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members involuntarily separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.

(4) Voluntary - Force shaping separation incentives for military members in selected over manned skills:  
a. A lump sum payment for members who have at least six years of service.  
b. An annuity and lump sum payment to members who have at least fifteen years of service.

Voluntary - Special Separation Benefits ((SSB) 10 U.S.C. 1174a) will pay members a lump-sum amount equal to 15% of their annual basic pay multiplied by their years of service. Force Shaping Tools were approved in the FY 2006 NDAA. Force Shaping Tools are used to incentivize members with more than 6 years of service to leave active duty, some short of retirement. It would consist of four tools: an annuity, a buy-out, 6 months of transition benefits and repeal of the expanded Selective Early Retirement authority.

Voluntary Separation Incentive ((VSI) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service.

(5) Discharge Gratuity donation not to exceed \$25, to member separated with a dishonorable, bad conduct, or undesirable discharge for reasons of security, unfitness etc., under provisions of (10 U.S.C. 771a).

(6) 15 year Early Retirement Program (ERP) for members on active duty with more than 15 but less than 20 years of service. The FY 1993 Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The authority to use the early retirement program expires on 1 October 2003.

(7) \$30,000 Lump Sum Bonus: the FY 2000 National Defense Authorization Act provides to service members who entered the uniformed service on or after August 1, 1986, the option to retire under the pre-1986 military retirement plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one-time \$30,000 lump sum bonus and to remain under the redux retirement plan (40% retirement benefit at 20 years of service, with partial COLA). Sailors are permitted to select between the two retirement programs within 180 days of completing 15 years of service. Sailors who elect to accept the lump sum bonus are obligated to serve the remaining five years to become retirement eligible. Those who do not complete the required service are required to repay a pro-rated amount based on the unserved amount of the obligation.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2007, FY 2008, and FY 2009 include a 2.2%, 3.5%, and 3.4% pay raise effective 1 January of each year respectively.

Computation of fund requirements is provided in the following table:

	FY 2007				FY 2008				FY 2009			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
<b>(1)Lump Sum Terminal Leave Payments</b>												
E-9	250	16	3,034.32	759	188	16	3,130.51	589	186	16	3,237.57	602
E-8	774	17	2,460.36	1,904	598	17	2,538.35	1,518	554	17	2,625.17	1,454
E-7	2740	18	2,184.74	5,986	2,056	18	2,254.00	4,634	1,925	18	2,331.08	4,487
E-6	4663	19	1,529.61	7,133	3,495	19	1,578.10	5,515	3,191	19	1,632.07	5,208
E-5	7901	18	1,319.29	10,424	6,209	18	1,361.11	8,451	5,942	18	1,407.66	8,364
E-4	8117	18	1,276.84	10,364	6,710	18	1,317.32	8,839	6,431	18	1,362.37	8,761
E-3	4963	17	1,069.52	5,308	3,769	17	1,103.42	4,159	3,166	17	1,141.16	3,613
E-2	1829	15	818.60	1,497	1,415	15	844.55	1,195	1,489	15	873.43	1,301
E-1	1682	8	391.67	659	1,410	8	404.99	571	1,364	8	417.91	570
<b>Total - (1)</b>	<b>32,919</b>			<b>44,034</b>	<b>25,850</b>			<b>35,471</b>	<b>24,248</b>			<b>34,360</b>
<b>(2)Severance Pay, Disability (Enl)</b>	<b>739</b>		<b>22,656.29</b>	<b>16,743</b>	<b>700</b>		<b>23,374.49</b>	<b>16,362</b>	<b>428</b>		<b>24,175.31</b>	<b>10,347</b>
<b>(3)Severance Pay, Non-Disability (Enl)</b>												
Invol - Full Pay	649		19,992.84	12,975	572		20,626.61	11,798	342		21,332.04	7,296
Invol - Half Pay	1,896		13,859.76	26,278	1,680		14,299.11	24,023	1,003		14,788.14	14,833
<b>Total - (3)</b>	<b>2,545</b>			<b>39,253</b>	<b>2,252</b>			<b>35,821</b>	<b>1,345</b>			<b>22,129</b>
<b>(4)Voluntary Separation (Enl)</b>												
Targeted Separation Incentive Pay	0		0.00	0	0		0.00	0	0		0	0
VSI	0		0.00	0	0		0.00	0	0		0	0
VSI Trust Fund	0		0.00	3,600	0		0.00	3,500	0		0	3,300
<b>Total - (4)</b>	<b>0</b>			<b>3,600</b>	<b>0</b>			<b>3,500</b>	<b>0</b>			<b>3,300</b>
<b>(5)Discharge Gratuity</b>	<b>410</b>		<b>24.00</b>	<b>10</b>	<b>410</b>		<b>24.00</b>	<b>10</b>	<b>410</b>		<b>24</b>	<b>10</b>
<b>(6)15 YR Retirement Program</b>	<b>0</b>		<b>0.00</b>	<b>0</b>	<b>0</b>		<b>0.00</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>
<b>(7)\$30,000 Lump Sum Bonus (Enl)</b>	<b>1,802</b>		<b>30,000.00</b>	<b>54,073</b>	<b>1,944</b>		<b>30,000.00</b>	<b>58,320</b>	<b>1,944</b>		<b>30,000.00</b>	<b>58,320</b>
<b>Total Separation Payments - Enlisted</b>	<b>38,415</b>			<b>157,713</b>	<b>31,156</b>			<b>149,484</b>	<b>28,375</b>			<b>128,466</b>



(In Thousands Of Dollars)

Project: Social Security Tax - Employer's Share - Enlisted

FY 2009 Estimate \$595,634  
FY 2008 Estimate \$590,913  
FY 2007 Actuals \$614,087

Part I - Purpose And Scope

Funds requested represent the government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101, 3111, and P.L. 98-21 "Social Security Amendment of 1983".

Part II - Justification Of Funds Requested

Social security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Income (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% medical contribution. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings for OASDI are as follows:

Calendar year 2007 - 7.65% on first \$97,500  
Calendar year 2008 - 7.65% on first \$102,300  
Calendar year 2009 - 7.65% on first \$106,800

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Social Security Tax - Employer's contribution	294,043	2,088.42	614,087	272,774	2,166.31	590,913	266,088	2,238.48	595,634
Total Social Security Tax - Employer's Share - Enlisted	294,043		614,087	272,774		590,913	266,088		595,634
Total Obligations			15,788,039			15,418,559			15,848,329
Less Reimbursables			94,029			97,029			94,642
Total Direct Obligations			15,694,010			15,321,530			15,753,687

## Budget Activity 3

### Pay and Allowances of Cadets/Midshipmen

SCHEDULE OF INCREASES AND DECREASES  
Pay and Allowances of Cadets/Midshipmen  
(Dollars in Thousands)

		<u>Amount</u>
<b>FY 2008 Direct Program</b>		<b>\$61,289</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
Annualization of FY 2008 Pay Raise of 3.5% effective 1 January 2008		389
Base Pay	361	
FICA	28	
FY 2009 Pay Raise of 3.4% effective 1 January 2009		1,168
Base Pay	1,083	
FICA	85	
Inflation Rate		351
Increase in Basic Allowance for Subsistence Rate	351	
<b>Total Pricing Increases</b>		<b>1,908</b>
<b>Total Increases</b>		<b>1,908</b>
<b>Decreases:</b>		
<b>Program Decreases</b>		
Strength Related		-632
Decrease in Basic Pay Workyears	-481	
Decrease in Social Security Tax Workyears	-37	
Decrease in Basic Allowance for Subsistence Workyears	-114	
<b>Total Program Decreases</b>		<b>-632</b>
<b>Total Decreases</b>		<b>-632</b>
<b>FY 2009 Direct Program</b>		<b>\$62,565</b>

(In Thousands Of Dollars)

Project: Midshipmen

FY 2009 Estimate \$62,565  
FY 2008 Estimate \$61,289  
FY 2007 Actuals \$61,035

Funds requested are to provide for basic pay under the provisions of 37 U.S.C. 203(c)(1); commuted rations allowance under the provisions of 37 U.S.C. 422; for employer's contribution of FICA as provided by the Federal Insurance Contribution Act (26 U.S.C. 3101 and 3111); and for nuclear accession bonus (37 U.S.C. 312b).

Funds required are determined by applying statutory rates to the projected workyears. Funding has been provided to link midshipmen pay to 35 percent of Ensign (0-1) pay, as authorized by section 612 of the FY 2001 National Defense Authorization Act. Provision is made for an average of 4,401 in FY 2007; 4,201 in FY 2008; and 4,156 in FY 2009. Funding also provides in FY07 for Submarine and Surface Nuclear Accession Bonuses to be \$15,000.

Subsistence rates are \$6.60 per day for FY 2007, \$6.95 for FY 2008, and \$7.20 per day for FY 2009.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay	4,401	10,094.32	44,425	4,201	10,682.26	44,876	4,156	11,029.75	45,840
(2) Subsistence Allowance	4,401	2,357.63	10,376	4,201	2,543.70	10,686	4,156	2,628.09	10,922
(3) Social Security Tax -	4,401	772.22	3,399	4,201	816.91	3,432	4,156	844.03	3,508
(4) Nuclear Accession Bonus	189	15,000.00	2,835	153	15,000.00	2,295	153	15,000.00	2,295
Total Obligations			61,035			61,289			62,565
Less Reimbursable Obligations			0			0			0
Total Direct Obligations			61,035			61,289			62,565
Total 3-B			61,035			61,289			62,565

Budget Activity 4  
Subsistence of Enlisted Personnel

MILITARY PERSONNEL, NAVY  
 SCHEDULE OF INCREASES AND DECREASES  
 Subsistence of Enlisted Personnel  
 (Dollars in Thousands)

		Amount
FY 2008 Direct Program		\$902,057
Increases:		
Pricing Increases:		
Annualization of FY 2008 Inflation of 5.2% Effective Jan 1 2008	8,639	
Basic Allowance Subsistence		
Inflation Rate		
FY 2009 BAS Inflation of 3.4% Effective Jan 1 2009	25,916	
Increase in SIK BDFA Rates	4,617	
Increase in SIK Augmentation Rations Rate	68	
Total Pricing Increases	39,240	
Program Increases:		
Other	0	
Increase in SIK Other Messing	2,331	
Increase in Operational Rations	34	
Total Program Increases	2,365	
Total Increases		41,605
Decreases:		
Program Decreases:		
Strength Related		
Decrease in SIK Workyears	-8,262	
Decrease in BAS Workyears	-38,498	
Decrease in SIK Augmentation Rations	-39	
Total Program Decreases	-46,799	
Total Decreases		-46,799
FY 2009 Direct Program		\$896,863

(In Thousands of Dollars)

Project: Basic Allowance For Subsistence

FY 2009 Estimate	\$896,863
FY 2008 Estimate	\$902,057
FY 2007 Actual	\$978,018

Part I - Purpose And Scope

The funds requested will provide all military members entitled to basic pay to have a continuous entitlement to Basic Allowance for Subsistence (BAS), as stipulated by law (Title 37 U.S.C. section 402) except when they are:

- (a) attending Basic Military Training (boot camp/BMT). Those members in BMT will be provided government messing at no cost.
- (b) in excess leave status,
- (c) in an absent without leave status, unless the absence is excused as unavoidable, (Title 37U.S.C. section 503)

Subsistence-in-Kind

The funds requested will provide for Subsistence-In-Kind furnished active duty enlisted personnel ( 37 U.S.C), (10 U.S.C. 6081a), (10 U.S.C.6087). Funds are included for testing of new food items, for the replacement of emergency rations, and the rotation of operational rations. The additional cost of subsisting submarine enlisted personnel is included in supplemental allowances to identify the cost which is in excess of that required for surface ships. Funds to cover losses of subsistence inventories are also included.

Family Subsistence Supplemental Allowance (FSSA)

Section 604 of the FY 2001 National Defense Authorization Act requires the Secretary of Defense to establish a program to pay a monthly supplemental allowance, not to exceed \$500, to members who qualify for food stamps using state income eligibility standards. The value of either the member's Basic Allowance for Housing (BAH) or value of the "in-kind" benefit for members residing in military housing must be included as income in determination of eligibility.

Part II - Justification Of Funds Requested

Section 603 of the FY 2001 National Defense Authorization Act (NDAA) repeals the transition of the Basic Allowance for Subsistence (BAS) program effective October 1, 2001, and increases the BAS rate in effect by the amount of increases in food costs, as determined by growth in the Department of Agriculture moderate food plan. Funds requested will provide all enlisted military members a BAS payment, except when they are attending basic military training (boot camp), or in a non-pay status. Section 604 of the FY 2001 NDAA authorized a monthly supplemental allowance, not to exceed \$500, to members who qualify for food stamps. The value of either the member's Basic Allowance for Housing (BAH) or the "in-kind" benefit for members residing in military housing must be included as income in determining eligibility.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance for Subsistence									
(A) When Authorized to Mess Separately	285,050	3,335.73	950,850	264,432	3,489.52	922,741	257,849	3,623.26	934,254
(B) When Rations-In-Kind Not Available	0	0.00	0	0	0.00	0	0	0.00	0
(C) BAS II	279	6,671.40	1,861	259	6,979.04	1,808	253	7,246.50	1,833
(D) Augmentation of Commuted Rations	(1,288)	170.91	220	(1,227)	174.15	214	(1,197)	177.48	212
(E) Less Collections			311,883			330,086			345,530
Total (1)	285,329		641,048	264,691		594,677	258,102		590,769

## (In Thousands of Dollars)

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Subsistence-In-Kind									
(1) Trainee/Non-Pay Status	8,714	3,077.64	26,819	8,083	3,136.12	25,349	7,986	3,198.83	25,546
(2) Members Taking Meals In Mess	73,053	3,737.59	273,042	64,688	3,808.60	246,371	62,917	3,884.77	244,418
Total(2)(A)	81,767		299,861	72,771		271,720	70,903		269,964
(B) Operational Rations									
(1) MREs			1,116			1,143			1,169
(2) Unitized Rations			206			183			191
(3) Other Package Operational Rations			1			1			1
Total(2)(B)			1,323			1,327			1,361
(C) Augmentation Rations/Other Programs									
(1) Augmentation Rations	14,615	235.03	3,435	13,558	239.49	3,247	13,395	244.55	3,276
(2) Other Regionalization			0			0			0
(3) Other Messing			80,718			77,799			79,427
Total(2)(C)	14,615		84,153	13,558		81,046	13,395		82,703
Total(2)	96,382		385,337	86,329		354,093	84,298		354,028
(3) Family Subsistence Supplemental Allowance			10			11			11
Subtotal 4-A			1,026,395			948,781			944,808
Less Reimbursables			48,377			46,724			47,945
Total 4-A			978,018			902,057			896,863



Budget Activity 5  
Permanent Change of Station

**MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES  
Permanent Change of Station (PCS) Travel  
(\$ in Thousands)**

		<u>Amount</u>
<b>FY 2008 Direct Program</b>		<b>722,637</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
Annualized of FY 2008 Pay Raise of 3.5% Effective January 2008	456	456
Dislocation Allowance	456	
FY 2009 Pay Raise of 3.4% Effective January 2009	2,229	2,229
Dislocation Allowance	2,229	
Inflation Rate		28,950
Commercially Procured Services (2.0% inflation) and Various Industrial Fund Services (various rates)	8,956	
Families First Price Increase for Household Goods shipments (5%)	19,994	
<b>Total Pricing Increases</b>		<b>31,635</b>
<b>Program Increases</b>		
One time increase for PCS obligation policy change (Operational, Rotational and Training PCS)	102,000	
Other		102,000
Permanent Change of Station (PCS) Travel		3,862
Increase in Temporary Lodging Expense	583	
Increase in Overseas Tour Extension Program	299	
Increase in Accession Moves (2,087 moves)	2,980	
<b>Total Program Increases</b>		<b>105,862</b>
<b>Total Increases</b>		<b>137,497</b>
<b>Program Decreases:</b>		
Other Program Decreases		
Permanent Change of Station (PCS) Travel		-69,113
Decrease in Non Temporary Storage	-258	
Decrease in In Place Consecutive Overseas Tours (-56 number)	-428	
Decrease in Organized Unit Moves (-1,743 moves)	-7,745	
Increase in no cost moves due to geographic stability initiative (Operational, Rotational and Training PCS)	-51,915	
Decrease in direct funding requirement due to increased reimbursable income	-96	
Decrease in Separation Moves (-3,977 moves)	-8,671	
<b>Total Program Decreases</b>		<b>-69,113</b>
		<b>-69,113</b>
<b>FY 2009 Direct Program</b>		<b>791,021</b>

**SUMMARY OF REQUIREMENTS BY TYPES OF COST MOVES**  
**(In Thousands of Dollars)**

	FY 2007 ACTUALS		FY 2008		FY 2009 <u>3/</u>	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Accession Travel <u>1/</u>	44,136	73,756	45,415	77,442	47,502	82,223
(2) Training Travel	14,020	73,077	10,677	62,213	11,891	71,890
(3) Operational Travel Between Duty Stations	35,116	208,876	28,027	178,100	31,231	205,866
(4) Rotational Travel To and From Overseas	25,166	297,498	20,079	247,412	22,354	281,934
(5) Separation Travel <u>1/</u>	54,838	128,012	45,305	114,229	41,328	111,890
(6) Travel Of Organized Units <u>2/</u>	1,994	9,214	5,728	26,865	3,985	20,345
(7) IPCOT / OTEIP		6,242		6,272		6,272
(8) Non-Temporary Storage		8,654		7,173		7,058
(9) Temporary Lodging Expense		7,219		6,248		6,956
Total Obligations	175,270	812,548	155,231	725,954	158,291	794,434
Less Reimbursables		3,156		3,317		3,413
Total Direct Obligations	175,270	\$809,392	155,231	\$722,637	158,291	\$791,021

1/ Includes Academy Midshipmen  
2/ Reflects Number of Family Moves  
3/ Includes one time increase due to  
obligation policy change

**SUMMARY OF PROJECT REQUIREMENT MOVES**  
**(In Thousands of Dollars)**

	FY 2007 ACTUALS		FY 2008		FY 2009 <u>2/</u>	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Travel Of Military Members <u>1/</u>						
(A) Mileage and Per Diem	180,817	132,207	163,247	123,436	164,604	129,177
(B) MAC	15,128	16,523	13,171	15,229	13,967	17,912
(C) Commercial Air	19,463	14,553	17,447	13,631	18,302	15,226
Total (1)	215,408	163,283	193,865	152,296	196,873	162,315
(2) Travel of Dependents (Family)						
(A) Mileage	55,088	40,426	49,214	36,276	49,641	37,643
(B) MAC	10,243	7,235	8,907	6,659	9,565	7,954
(C) Commercial Air	21,810	9,727	19,006	8,912	20,291	10,099
Total (2)	87,141	57,388	77,127	51,847	79,497	55,696
Goods						
(A) M Tons – MSC	2,088	167	1,814	129	1,900	154
(B) S Tons – MAC	12,314	65,958	10,358	56,138	11,208	59,084
(C) Household Goods Land	71,930	267,440	65,732	240,194	68,495	264,565
(D) ITGBL	11,554	81,373	9,776	76,861	10,522	85,972
(E) Commercial Air	4,459	22,302	4,035	20,347	4,222	23,282
Total (3)	102,345	437,240	91,715	393,669	96,347	433,057
(4) Dislocation Allowance	45,531	96,609	36,587	82,554	40,101	93,239
(5) Trailer Allowance	57	76	52	63	52	64
(6) Global POV	9,890	29,297	8,474	21,118	9,060	25,338
(7) Non-Temporary Storage		8,654		7,173		7,058
(8) Cargo Operations		6,541		4,714		4,439
(9) Temporary Lodging Expense		7,219		6,248		6,956
(10) IPCOT / OTEIP		6,241		6,272		6,272
Total Obligations	460,372	812,548	407,820	725,954	421,930	794,434
Less Reimbursables		3,156		3,317		3,413
Total Direct Obligations	460,372	\$809,392	407,820	\$722,637	421,930	\$791,021

1/ Includes Academy Midshipmen

2/ Includes one time increase due to obligation policy change

(In Thousands of Dollars)

Project: Accession Travel

FY 2009 Estimate \$82,223  
 FY 2008 Estimate \$77,442  
 FY 2007 Actuals \$73,756

Part I - Purpose And Scope

(A) Officer covers PCS movements of: (1) officers appointed to a commissioned grade from civil life, military academies, reserve and NROTC called or recalled to extended active duty, from home or point where orders were received to first permanent duty station or training school of twenty weeks or more duration and (2) officers or warrant officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of twenty weeks or more duration (includes officers appointed from enlisted status upon graduation from OCS or basic flying training)

(B) Enlisted covers PCS movements of: (1) enlistees, reenlistees, and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of twenty weeks or more duration

(C) Officer candidates covers PCS movements of: (1) individuals selected as academy midshipmen upon entry into the academy and (2) individuals who travel to the academy but fail to pass the physical entrance examinations and return home.

Part II - Justification of Funds Requested

PCS moves for members entering active duty. Accession moves are directly related to the number of personnel entering or returning to active naval service. The planned number of personnel to be accessioned is determined by the number of personnel who are expected to separate from active naval service and by planned increases or decreases in personnel strength in a given fiscal year. Average rates are based on statistical data, ratios and percentages that have been generated from actual PCS moves during prior accounting periods adjusted for projected cost increases/decreases

Computation of fund requirements is provided in the following table

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	3,916	1,071.77	4,197	3,907	1,116.06	4,360	3,803	1,141.16	4,340
(2) Travel of Dependents	1,201	780.33	937	1,177	822.95	969	1,146	855.19	980
(3) Transportation of Household Goods									
(A) Land/ITG/BL	2,092	3,163.73	6,619	2,176	3,416.83	7,435	2,118	3,587.67	7,599
(B) Overseas			1,129			872			993
<b>Total(3)</b>			<b>7,748</b>			<b>8,307</b>			<b>8,592</b>
(4) Dislocation Allowance	1,543	2,958.22	4,565	1,551	3,052.14	4,734	1,498	3,156.68	4,729
(5) Trailer Allowance	0	0.00	0	0	0.00	0	0	0.00	0
(6) Global POV									
(A) Full Service	116	2,939.08	341	103	2,492.34	257	98	2,756.53	270
(B) Partial Service	33	2,335.88	77	28	1,980.83	55	26	2,190.79	57
<b>TOTAL(6)</b>			<b>418</b>			<b>312</b>			<b>327</b>
(7) Cargo Operations ((HHG), M, TONS)	4	20.26	0	3	21.26	0	3	22.30	0
<b>Total Officer</b>			<b>17,865</b>			<b>18,682</b>			<b>18,968</b>
<b>Project: Accession Travel</b>									
<b>Enlisted</b>									
(1) Travel of Military Member	39,021	811.80	31,677	40,308	821.60	33,117	42,499	830.07	35,277
(2) Travel of Dependents	2,474	504.90	1,249	2,505	530.17	1,328	2,633	549.46	1,447
(3) Transportation of Household Goods									

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(A) Land/ITGBL	9,795	1,926.46	18,870	9,845	2,080.58	20,483	10,349	2,184.60	22,608
(B) Overseas			3,121			2,803			2,837
TOTAL(3)			21,991			23,286			25,445
(4) Dislocation Allowance	327	1,841.96	602	340	1,900.44	646	353	1,965.53	694
(5) Trailer Allowance	0	0.00	0	0	0.00	0	0	0.00	0
(6) Global POV									
(A) Full Service	1	2,939.08	3	3	2,492.34	7	3	2,681.76	8
(B) Partial Service	1	2,335.88	2	1	1,980.83	2	1	2,131.37	2
TOTAL(6)			5			9			10
(7) Cargo Operations ((HHG), M, TONS)	0	0.00	0	0	0.00	0	0	0.00	0
Total Enlisted			55,524			58,386			62,873
Officer Candidates									
(1) Travel of Military Member									
Midshipmen	1,199	306.08	367	1,200	311.90	374	1,200	318.14	382
Total Midshipmen			367			374			382
Total 5-A			73,756			77,442			82,223

(In Thousands of Dollars)

Project: Training Travel

FY 2009 Estimate \$71,890  
FY 2008 Estimate \$62,213  
FY 2007 Actuals \$73,077

Part I - Purpose And Scope

(A) Officer covers PCS movements of: (1) officers and warrant officers from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; and (2) officer and warrant officer school graduates and eliminees from school to their next permanent CONUS duty station (excludes academy graduates, OCS, NROTC graduates and others chargeable to accession travel).

(B) Enlisted covers PCS movements of: (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other courses of instruction, or 20 weeks duration or more; (2) enlisted school graduates and eliminees from school to their next CONUS permanent duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more.

Part II - Justification of Funds Requested

Estimates are based on planned training input for officer and enlisted personnel, necessary to maintain needed skill levels and educational requirements.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	5,413	1,073.02	5,808	4,689	1,115.47	5,230	5,214	1,139.14	5,939
(2) Travel of Dependents	2,529	819.56	2,073	2,191	851.03	1,865	2,436	868.08	2,115
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,807	6,046.99	29,068	4,164	6,530.75	27,194	4,630	6,857.29	31,749
(B) Overseas			135			124			144
Total(3)			29,203			27,318			31,893
(4) Dislocation Allowance	3,271	2,958.22	9,676	2,813	3,052.14	8,586	3,098	3,156.68	9,779
(5) Trailer Allowance	0	0.00	0	0	0.00	0	0	0.00	0
(6) Global POV									
(A) Full Service	19	2,939.08	56	16	2,492.34	40	18	2,681.76	48
(B) Partial Service	5	2,335.88	12	5	1,980.83	10	5	2,131.37	11
TOTAL(6)			68			50			59
(7) Cargo Operations ((HHG), M, TONS)	0	0.00	0	0	0.00	0	0	0.00	0
Total Officer Project: Training Travel			46,828			43,049			49,785
Enlisted									
(1) Travel of Military Member	8,607	835.47	7,191	5,988	870.47	5,212	6,677	891.63	5,953
(2) Travel of Dependents	2,221	589.09	1,308	1,545	612.11	946	1,723	624.76	1,076

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,313	2,906.08	9,628	2,305	3,138.57	7,234	2,570	3,295.50	8,469
(B) Overseas			258			186			218
TOTAL(3)			9,886			7,420			8,687
(4) Dislocation Allowance	4,196	1,841.96	7,729	2,898	1,900.44	5,507	3,202	1,965.53	6,294
(5) Trailer Allowance	0	0.00	0	0	0.00	0		0.00	0
(6) Global POV									
(A) Full Service	37	2,939.08	109	26	2,492.34	65	29	2,681.76	78
(B) Partial Service	11	2,335.88	26	7	1,980.83	14	8	2,131.37	17
TOTAL(6)			135			79			95
(7) Cargo Operations ((HHG), M, TONS)	0	0.00	0	0	0.00	0	0	0.00	0
Total Enlisted			26,249			19,164			22,105
Total (5B)			73,077			62,213			71,890



(In Thousands of Dollars)

Project: Operational Travel

FY 2009 Estimate \$205,866  
 FY 2008 Estimate \$178,100  
 FY 2007 Actuals \$208,876

Part I - Purpose And Scope

(A) Officer covers PCS movements of: (1) officers, and warrant officers to and from permanent duty stations located within the United States; (2) officers and warrant officers to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and warrant officers who are interned, missing or captured when no transoceanic travel is involved. Oceanic travel by member from homeport to join deployed unit is proper.

(B) Enlisted covers PCS movements of: (1) enlisted personnel to and from permanent duty stations located within the United States; (2) enlisted personnel to and from permanent duty stations within an overseas area when no transoceanic travel is involved, and (3) dependents, household goods, personal effects, trailer allowances, and privately owned vehicles of enlisted personnel who are interned, missing or captured when no transoceanic travel is involved. Oceanic travel by member from homeport to join deployed unit is proper.

Part II - Justification of Funds Requested

Operational moves are PCS moves for individuals going from one duty station to another within the same theater without transoceanic travel (e.g., CONUS to CONUS or European to European. Operational moves also include individuals reassigned within a given theater resulting from force structure changes. Operational moves are primarily a function of requirements to balance grade and skill inventories with vacancies. Average rates are based on statistical data, rates and percentages that have been generated from actual PCS moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	6,572	1,267.15	8,328	5,628	1,320.84	7,434	6,256	1,353.26	8,466
(2) Travel of Dependents	3,629	946.22	3,434	3,108	985.03	3,061	3,455	1,007.27	3,480
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,188	8,252.19	34,560	3,586	8,912.36	31,960	3,987	9,357.98	37,310
(B) Overseas			2,270			1,993			2,265
Total(3)			36,830			33,953			39,575
(4) Dislocation Allowance	5,070	2,958.22	14,998	4,342	3,030.34	13,158	4,826	3,104.21	14,981
(5) Trailer Allowance	0	0.00	0	0	0.00	0	0	0.00	0
(6) Global POV									
(A) Full Service	71	2,939.08	209	61	2,492.34	152	67	2,756.53	185
(B) Partial Service	20	2,335.88	47	17	1,980.83	34	19	2,190.79	42
TOTAL(6)			256			186			227
(7) Cargo Operations ((HHG), M, TONS)	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total Officer</b>			<b>63,846</b>			<b>57,792</b>			<b>66,729</b>
<b>Project: Operational Travel</b>									
<b>Enlisted</b>									
(1) Travel of Military Member	28,544	1,106.40	31,581	22,399	1,155.92	25,891	24,975	1,187.70	29,663
(2) Travel of Dependents	12,498	759.88	9,497	9,808	793.57	7,783	10,936	813.44	8,896
(3) Transportation of Household Goods									
(A) Land/ITGBL	16,160	4,603.47	74,392	12,681	4,971.75	63,047	14,140	5,220.34	73,816

	FY 2007			(In Thousands of Dollars) FY 2008			FY 2009		
	Number	Rate	Amount 997	Number	Rate	Amount 815	Number	Rate	Amount 933
(B) Overseas									
TOTAL(3)			75,389			63,862			74,749
(4) Dislocation Allowance	14,756	1,841.96	27,180	11,580	1,886.86	21,850	12,911	1,932.86	24,955
(5) Trailer Allowance	11	1,454.78	16	9	1,482.42	13	10	1,512.07	15
(6) Global POV									
(A) Full Service	380	2,939.08	1,117	298	2,492.34	743	249	2,756.53	686
(B) Partial Service	107	2,335.88	250	84	1,980.83	166	79	2,190.79	173
TOTAL(6)			1,367			909			859
(7) Cargo Operations ((HHG), M, TONS)	0	0.00	0	0	0.00	0	0	0.00	0
Total Enlisted			145,030			120,308			139,137
Total (5C)			208,876			178,100			205,866

(In Thousands of Dollars)

FY 2009 Estimate \$281,934  
FY 2008 Estimate \$247,412  
FY 2007 Actuals \$297,498

Project: Rotational Travel

Part I - Purpose And Scope

(A) Officer PCS movements of: (1) officers and warrant officers from permanent duty stations in CONUS to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations in CONUS; (3) officers and warrant officers from permanent duty stations in an overseas area to permanent duty stations in other overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and warrant officers who are interned, missing, or captured when transoceanic travel is involved.

(B) Enlisted PCS movements of: (1) enlisted personnel from permanent duty stations in CONUS us to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS; (3) enlisted personnel from permanent duty stations in an overseas area to permanent duty stations in other overseas area when transoceanic travel is involved, and (4) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of enlisted personnel who are interned, missing, or captured when transoceanic travel is involved.

Part II - Justification of Funds Requested

Rotational travel moves are PCS moves for personnel going from CONUS to an overseas assignment, or returning from an overseas assignment to CONUS. Rotational moves are a function of overseas strength in accompanied (long tour) areas and in unaccompanied (short tour) areas. Average rates are based on statistical data, ratios and percentages that have been generated from actual PCS moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	4,988	2,320.62	11,575	4,112	2,443.75	10,049	4,572	2,530.43	11,569
(2) Travel of Dependents	3,368	1,838.17	6,191	2,776	1,963.59	5,451	3,087	2,065.20	6,375
(3) Transportation of Household Goods									
(A) Land/ITGBL	7,202	5,300.14	38,172	6,021	5,724.15	34,465	6,694	6,010.36	40,233
(B) Overseas			19,812			17,026			19,545
Total(3)			57,984			51,491			59,778
(4) Dislocation Allowance	3,395	2,958.22	10,043	2,779	3,052.14	8,482	3,116	3,156.68	9,836
(5) Trailer Allowance	0	0.00	0	0	0.00	0	0	0.00	0
(6) Global POV									
(A) Full Service	2,114	2,939.08	6,213	1,742	2,492.34	4,342	1,937	2,681.76	5,195
(B) Partial Service	596	2,335.88	1,392	491	1,980.83	973	546	2,131.37	1,164
TOTAL(6)			7,605			5,315			6,359
(7) Cargo Operations ((HHG), M, TONS)	0	0.00	0	0	0.00	0	0	0.00	0
Total Officer			93,398			80,788			93,917

Project: Rotational Travel

<b>Enlisted</b>									
(1) Travel of Military Member	20,178	1,495.19	30,170	15,967	1,591.22	25,407	17,782	1,669.65	29,690
(2) Travel of Dependents	9,109	1,863.96	16,979	7,208	1,987.78	14,328	8,027	2,086.93	16,752

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Transportation of Household Goods									
(A) Land/ITGBL	19,661	3,147.10	61,875	15,429	3,398.90	52,442	16,063	3,568.85	57,326
(B) Overseas			52,182			42,761			46,753
TOTAL(3)			114,057			95,203			104,079
(4) Dislocation Allowance	11,289	1,841.96	20,794	8,869	1,900.44	16,855	10,033	1,965.53	19,720
(5) Trailer Allowance	4	224.31	1	3	228.57	1	4	233.14	1
(6) Global POV									
(A) Full Service	6,142	2,939.08	18,052	4,860	2,492.34	12,113	5,414	2,681.76	14,519
(B) Partial Service	1,732	2,335.88	4,046	1,371	1,980.83	2,716	1,527	2,131.37	3,255
TOTAL(6)			22,098			14,829			17,774
(7) Cargo Operations ((HHG), M, TONS)	62	20.26	1	49	21.26	1	55	22.30	1
Total Enlisted			204,100			166,624			188,017
Total 5-D			297,498			247,412			281,934

(In Thousands of Dollars)

Project: Separation Travel

FY 2009 Estimate \$111,890  
FY 2008 Estimate \$114,229  
FY 2007 Actuals \$128,012

Part I - Purpose And Scope

(A) Officer covers PCS movements of: (1) officers and warrant officers upon release or separation from the service from last permanent duty station to home of record or entry into service or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances and personal effects of officers and warrant officers who are decreased.

(b) Enlisted covers PCS movements of: (1) enlisted personnel upon release or separation from the service from last permanent duty station to home of record or entry into service or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances and personal effects of enlisted personnel who are deceased.

(c) Officer candidates covers PCS movement upon separation of academy midshipmen or aviation cadets to home of record or point of entry into service.

Part II - Justification of Funds Requested

Estimates are based on planned personnel losses and retirements.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,473	659.35	2,949	4,030	686.94	2,768	4,224	703.59	2,972
(2) Travel of Dependents	2,022	948.11	1,917	1,822	993.59	1,810	1,909	1,024.87	1,956
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,125	5,559.76	22,934	3,702	6,004.54	22,229	3,881	6,304.80	24,469
(B) Overseas			1,228			1,136			1,160
Total(3)			24,162			23,365			25,629
(4) Dislocation Allowance	0	0.00	0	0	0.00	0	0	0.00	0
(5) Trailer Allowance	19	1,017.13	19	17	1,036.46	18	18	1,057.19	19
(6) Global POV									
(A) Full Service	161	2,939.08	473	133	2,492.34	331	154	2,681.76	413
(B) Partial Service	33	2,335.88	77	42	1,980.83	83	43	2,131.37	92
TOTAL(6)			550			414			505
(7) Cargo Operations ((HHG), M, TONS)	4	20.26	0	3	21.26	0	3	22.30	0
Total Officer			29,597			28,375			31,081

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Project: Separation Travel									
Enlisted									
(1) Travel of Military Member	52,602	494.87	26,031	43,230	518.50	22,415	39,258	534.40	20,979
(2) Travel of Dependents	13,659	929.15	12,691	11,348	969.91	11,007	10,305	994.48	10,248
(3) Transportation of Household Goods									
(A) Land/ITGBL	18,019	2,789.57	50,265	14,420	3,013.72	43,458	13,095	3,164.41	41,438
(B) Overseas			6,634			6,738			5,931
TOTAL(3)			56,899			50,196			47,369
(4) Dislocation Allowance	0	0.00	0	0	0.00	0	0	0.00	0
(5) Trailer Allowance	30	1,338.57	40	23	1,364.01	31	21	1,391.29	29
(6) Global POV									
(A) Full Service	745	2,939.08	2,190	694	2,492.34	1,730	650	2,681.76	1,743
(B) Partial Service	210	2,335.88	491	196	1,980.83	388	180	2,131.37	384
TOTAL(6)			2,681			2,118			2,127
(7) Cargo Operations ((HHG), M, TONS)	28	20.26	1	26	21.26	1	23	22.30	1
Total Enlisted			98,343			85,768			80,753
Officer Candidates									
(1) Travel of Military Member									
Midshipmen	214	334.73	72	253	341.09	86	161	347.91	56
Total Midshipmen			72			86			56
Total 5-E			128,012			114,229			111,890

(In Thousands of Dollars)

FY 2009 Estimate \$20,345  
FY 2008 Estimate \$26,865  
FY 2007 Actuals \$9,214

Project: Travel Of Organized Units

Part I - Purpose And Scope

(A) Officer covers PCS movements, CONUS or overseas, of officers and warrant officers directed to move as members or an organized unit movement.

(b) Enlisted covers PCS movements, CONUS or overseas, of enlisted personnel directed to move as members of an organized unit movement.

Part II - Justification of Funds Requested

Organized unit moves are PCS moves associated with transferring the families and belongings of personnel assigned to units which are relocated from one station to another. These moves are a function of known in projected force positioning due to operational requirements. Average rates are based on a point-to-point pricing of each unit move utilizing statistical data, ratios, and percentages that have been generated from actual PCS moves during a given period.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	406	847.48	344	749	840.22	629	978	859.80	841
(2) Travel of Dependents	218	638.53	139	404	653.83	264	528	671.02	354
(3) Transportation of Household Goods									
(A) Land/ITGBL	262	1,848.65	484	509	1,996.54	1,016	665	2,096.37	1,394
(B) Overseas			135			374			507
Total(3)			619			1,390			1,901
(4) Dislocation Allowance	140	2,958.22	414	284	3,052.14	867	370	3,156.68	1,168
(5) Trailer Allowance	0	0.00	0	0	0.00	0	0	0.00	0
(6) Global POV									
(A) Full Service	26	2,939.08	76	57	2,492.34	142	74	2,681.76	198
(B) Partial Service	7	2,335.88	16	16	1,980.83	32	21	2,131.37	45
TOTAL(6)			92			174			243
(7) Cargo Operations ((HHG), M, TONS)	1	20.26	0	1	21.26	0	0	22.30	0
Total Officer			1,608			3,324			4,507

Project: Travel Of Organized Units

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted									
(1) Travel of Military Member	3,599	831.10	2,991	10,788	864.15	9,322	7,005	883.21	6,187
(2) Travel of Dependents	1,776	547.62	973	5,324	570.19	3,036	3,457	583.43	2,017
(3) Transportation of Household Goods									
(A) Land/ITGBL	779	2,502.03	1,949	2,245	2,771.12	6,221	1458	2,909.39	4,242
(B) Overseas			523			1657			1,118
TOTAL(3)			2,472			7,878			5,360
(4) Dislocation Allowance	329	1,841.96	606	983	1,900.44	1,868	550	1,965.53	1,081
(5) Trailer Allowance	0	0.00	0	0	0	0	0	0.00	0
(6) Global POV									
(A) Full Service	157	2,939.08	461	471	2,492.34	1,174	363	2,681.76	973
(B) Partial Service	44	2,335.88	103	133	1,980.83	263	103	2,131.37	220
TOTAL(6)			564			1,437			1,193
(7) Cargo Operations ((HHG), M, TONS)	0	0.00	0	0	0.00	0	0	0.00	0
Total Enlisted			7,606			23,541			15,838
Total 5-F			9,214			26,865			20,345



(In Thousands of Dollars)

Project: Nontemporary Storage

FY 2009 Estimate \$7,058  
FY 2008 Estimate \$7,173  
FY 2007 Actuals \$8,654

Part I - Purpose And Scope

Covers the cost of household goods placed in storage at government expense or moved to another destination under the provisions of Title 37 U.S.C. 406 when a member is ordered to a duty station to which the shipment of household goods is not authorized.

Part II - Justification of Funds Requested

Entitlement for non-temporary storage exists when personal property shipment is not authorized or elected. The number planned is determined by historical actual data of members that exercised the entitlement. Average rates are also based on statistical data adjusted for projected cost increases/decreases.

Fund requirements are provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Non-Temporary Storage			8,654			7,173			7,058
Total 5-G			8,654			7,173			7,058

(In Thousands of Dollars)

Project: Temporary Lodging Expense

FY 2009 Estimate \$6,956  
FY 2008 Estimate \$6,248  
FY 2007 Actuals \$7,219

Part I - Purpose And Scope

For reimbursement of expenses incurred as a result of a PCS move, not to exceed \$180 per day for up to ten days under the provisions of 37 U.S.C. 404D. Limited to five days within CONUS when member moves from CONUS to overseas.

Part II - Justification of Funds Requested

Defrays some of the expenses of temporary lodging incurred when relocating between permanent duty stations. Ratios and percentages of personnel to use the entitlement are based on statistical data of previous entitlements used in actual moves. Average rates are based on statistical data from actual PCS moves during prior accounting periods.

Fund requirements are provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Temporary-Lodging Expense			7,219			6,248			6,956
Total 5-H			7,219			6,248			6,956

(In Thousands of Dollars)

Project: In-Place Consecutive Overseas Tour (IPCOT)

FY 2009 Estimate \$4,687  
FY 2008 Estimate \$5,018  
FY 2007 Actuals \$5,334

Part I - Purpose And Scope

Covers the cost of members/dependents travel in connection with leave taken between consecutive in-place overseas duty assignments.

Part II - Justification of Funds Requested

This entitlement is for in-place consecutive overseas tour leave travel and transportation allowances for the member and command sponsored dependents who are authorized to accompany the member at the duty stations.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	101	9,792.08	989	68	9,978.13	678	61	10,177.69	621
Enlisted	613	7,088.20	4,345	601	7,221.29	4,340	552	7,365.73	4,066
TOTAL 5-I	714		5,334			5,018	613		4,687

(In Thousands of Dollars)

FY 2009 Estimate \$1,585  
FY 2008 Estimate \$1,254  
FY 2007 Actuals \$908

Project: Overseas Tour Extension Incentives Program (OTEIP)

Part I - Purpose And Scope

The OTEIP is offered to eligible enlisted personnel for extension of their current planned rotation date for 12 months or more outside the continental united states.

Part II - Justification of Funds Requested

Entitlement to the overseas tour extension incentive occurs when members of the armed forces are authorized rest and recuperative absence of not more than 15 days, round trip transportation at government expense from the location of the extended tour of duty to the port of debarkation and return during the period of the extension.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	45	1,747.96	79	37	1,781.17	66	46	1,816.79	84
Enlisted	474	1,747.96	829	667	1,781.17	1,188	822	1,816.79	1,501
TOTAL 5-J	519		908	704		1,254	868		1,585
Total Obligations			812,548			725,954			794,434
Less Reimbursable Obligations			3,156			3,317			3,413
Total Direct Obligations			809,392			722,637			791,021

Budget Activity 6  
Other Military Personnel Costs

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Other Military Personnel Costs**  
**(\$ in Thousands)**

		<u>Amount</u>
<b>FY 2008 Direct Program</b>		<b>\$206,319</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
Other Pricing Increases		
Unemployment Compensation	1,334	
Partial DLA	18	
Senior ROTC Uniforms, Issue-in-Kind	13	
Senior ROTC Uniforms, Commutation in Lieu of	14	
Senior ROTC Pay and Allowances	6	
Senior ROTC Subsistence	2	
Scholarship ROTC Uniforms, Issue-in-Kind	50	
Scholarship ROTC Uniforms, Commutation in Lieu of	12	
Scholarship ROTC Pay and Allowances	85	
Scholarship ROTC Summer Training Subsistence	19	
JROTC Uniform alterations/renovations	48	
JROTC Replacement	198	
JROTC Initial Issue - New Units	58	
Transportation Subsidy	134	
<b>Total Pricing Increases</b>		<b>1,991</b>

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Other Military Personnel Costs**  
**(\$ in Thousands)**

		<u>Amount</u>
<b>Program Increases:</b>		
Other		
Unemployment Compensation	23,287	
Interest on Savings due to participation	26	
Scholarship ROTC Stipend	27	
Senior ROTC-Issue in Kind	1	
JROTC Uniform initial issue	207	
JROTC Uniform replacement	180	
JROTC Uniform alterations/renovations	8	
Apprehension	10	
<b>Total Program Increases</b>		<b>23,746</b>
<b>Total Increases:</b>		<b>25,737</b>
<b>Decreases:</b>		
<b>Program Decreases:</b>		
Transportation Subsidy	-175	
Scholarship ROTC Uniforms, Issue-in-Kind	-12	
Scholarship ROTC Uniforms, Commutation in Lieu of	-18	
JROTC Uniforms, Issue-in-Kind, Initial Issue	-423	
SGLI	-95,624	
Education Benefits	-996	
Partial DLA	-1	
<b>Total Program Decreases</b>		<b>-97,249</b>
<b>Total Decreases:</b>		<b>-97,249</b>
<b>FY 2009 Direct Program</b>		<b>\$134,807</b>

(In Thousands Of Dollars)

Project: Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners

FY 2009 Estimate \$477  
FY 2008 Estimate \$467  
FY 2007 Actuals \$399

Funds requested provide for expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners; and for their delivery to military control, including the cost of subsistence furnished during the period an enlisted member is detained in civil confinement for safekeeping when so requested by military authority; costs of rewards and reimbursement for expenses incurred; and cost of transportation, lodging and subsistence of a guard sent in pursuit of an absentee member.

Prior year costs are utilized as the basis for developing estimates. Estimates reflect rewards of \$50.00 for apprehension and \$75.00 for apprehension and return to military control. Estimates also reflect financial responsibility for guard/escort travel in connection with the member's further return to permanent duty station.

The following estimates are provided:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Apprehension			399			467			477
Total Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners			399			467			477



(In Thousands Of Dollars)

Project: Interest On Savings Deposit

FY 2009 Estimate \$1,090  
FY 2008 Estimate \$1,064  
FY 2007 Actuals \$1,030

Funds requested will provide payment of interest for service members participating in the Servicemen's Savings Deposit Program under the provisions of P.L. 8-586, 10 U.S.C. 1035 and DOD FMR 7A, Ch 51.

The Servicemen's Savings Deposit Program was reinstated for participants in Operation Desert Shield/Storm and those serving in the area of Operations Joint Endeavor, Joint Forge, Enduring Freedom, and Iraqi Freedom. This program allows members to deposit up to \$10,000 of their allotted pays into the savings program and be reimbursed up to 10% interest on all deposits.

The following estimates are provided:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Interest			1,030			1,064			1,090
Total Interest On Savings Deposit			1,030			1,064			1,090

(In Thousands Of Dollars)

FY 2009 Estimate \$25,400  
FY 2008 Estimate \$25,400  
FY 2007 Actuals \$18,500

Project: Death Gratuities

Funds requested will provide for payment of death gratuities to beneficiaries of military personnel pursuant to 10 U.S.C. 1475-1480 as amended by H.R. 1281, dated March 22,1991. Section 643 of the National Defense Authorization Act for Fiscal Year 2005 indexed the value of death gratuity payments to annual increases in basic pay. The rate increased to \$12,420 effective January 1, 2004. An Enhanced Death Gratuity of \$88,000 was created by Public Law 109-13 for retroactive payment of death benefits that meet specific date and circumstance criteria outlined in 10 U.S.C. 1478. 38 U.S.C. 1967 authorizes a new \$150,000 Combat Addition to SGLI beginning September 1, 2005. The FY 2006 National Defense Authorization Act increased death gratuity benefits for all personnel to \$100,000 per death.

Fund requirements are based on actual experience as to the number of deaths, multiplied by the death gratuity payment.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Death Gratuities									
Officer	28	100,000.00	2,800	42	100,000.00	4,200	42	100,000.00	4,200
Enlisted	155	100,000.00	15,500	209	100,000.00	20,900	209	100,000.00	20,900
Midshipmen/NAVCADS	2	100,000.00	200	3	100,000.00	300	3	100,000.00	300
Total - (1)	185		18,500	254		25,400	254		25,400
Total Death Gratuities	185		18,500	254		25,400	254		25,400

FY 2007 total amount includes supplemental funding for the Global War on Terrorism

(In Thousands Of Dollars)

Project: Unemployment Compensation, Paid To Ex-Service Members

FY 2009 Estimate	\$60,034
FY 2008 Estimate	\$35,412
FY 2007 Actuals	\$104,042

Funds requested are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in paragraph (1) of section 8521(a) of Title 5, United States Code as amended by Section 301, P.L. 102-164. Generally, eligibility is defined as active service in the armed forces where upon an individual was discharged under honorable conditions and had completed their first full term of active service; or was discharged before completing their first term under an early release program, because of hardship, for medical reasons, or for personality disorders, or inaptitude (but only if the service was continuous for 365 days or more).

The number of individuals eligible for unemployment benefits payable in a benefit year is based on estimated losses, factored to exclude retirements for other than honorable conditions as defined by section 8521(a) of Title 5, U.S. Code, as amended.

Computation of funds requirements is provided in the following table:

	Actuals			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Unemployment Compensation	15,932	6,530.36	104,042	5,228	6,773.55	35,412	8,666	6,927.48	60,034
Total Unemployment Compensation, Paid To Ex-Service Members			104,042			35,412			60,034

(In Thousands Of Dollars)

Project: Service Group Life Insurance (SGLI)

FY 2009	Estimate	\$0
FY 2008	Estimate	\$95,624
FY 2007	Actuals	\$106,204

Part 1: Purpose and Scope

The funds requested will provide for reimbursement payments to the Department of Veteran Affairs (VA) for military personnel deaths due to extra hazards of duty when actual mortality exceeds peacetime mortality (38 U.S.C. 1969). The FY 2007 NDAA section 606 authorized the payment of the full premium for SGLI for those serving in support of Operation Enduring Freedom/Operation Iraqi Freedom (OEF/OIF). On December 1, 2005, all members eligible for SGLI became insured for traumatic injury protection (T-SGLI) of up to \$100,000.

T-SGLI was established under section 1032 of the FY2005 DOD Emergency Supplemental Appropriations for the Global War on Terror and Tsunami Relief (P.L 109-13) and is designed to provide financial assistance to service members during their recovery period

between Oct. 7, 2001, and Dec. 1, 2005, to receive benefits when losses were a direct result of injuries incurred in Operations Enduring or Iraqi Freedom.

SGLI premium was a payment of an SGLI refund legislated due to member entry into a Combat Zone, authorized only for FY2007.

Funds requirements are based on the Veteran Affairs (VA) actuaries performance of a peacetime mortality study, based upon the most recent three years of service member claim experience.

The following estimate is provided:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Service Group Life Insurance (SGLI) Extra Hazard Payment	0	0.00	100,300	0	0.00	\$92,620	0	0.00	0
(2) Service Group Life Insurance (SGLI) Premium	0	0.00	3,504	0	0.00	0	0	0.00	0
(3) Traumatic Service Group Life Insurance (T-SGLI)	0	0.00	2,400	0	0.00	3,004	0	0.00	0
<b>Total - Service Group Life Insurance (SGLI)</b>	<b>0</b>		<b>106,204</b>	<b>0</b>		<b>95,624</b>	<b>0</b>		<b>0</b>

\*FY 2008 Bridge Funding

(In Thousands Of Dollars)

Project: Education Benefits	FY 2009 Estimate	\$7,156
	FY 2008 Estimate	\$8,152
	FY 2007 Actuals	\$5,038

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. Title 38 U.S.C. Chapter 30 section 3011 governs this program. The program funds additional and supplemental benefit payments above the basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals are made by the Veterans Administration from funds transferred from the trust account.

Public Law 101-510 allows service members who were on active duty 30 September 1990 and involuntarily separated after 3 February 1991, the opportunity to enroll in the Montgomery G. I. Bill. The FY 1998 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery G. I. Bill as a result of changes in the law. The services will be required to make additional contributions to the DOD educational benefits fund.

The following estimate is provided:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Involuntary Separatees			1,728			1,955			1,955
Unfunded liability			3,310			6,197			5,201
Total Education Benefits			5,038			8,152			7,156

(In Thousands Of Dollars)

Project: Adoption Expenses	FY 2009 Estimate	\$300
	FY 2008 Estimate	\$300
	FY 2007 Actuals	\$272

Funds requested will provide reimbursement for qualifying adoption expenses under the provisions of Title 10 U.S.C. Chapter 53, Section 1052.

All active duty individuals who initiate adoption proceedings are eligible to receive reimbursement for expenses related to the adoption of children less than 18 years of age. Reimbursement, which is made only after the adoption is final, is limited to not more than \$2,000 to a member of the armed forces or, to two such members who are spouses of each other, for expenses incurred in the adoption of a child. A maximum of not more than \$5,000 in any calendar year may be paid to any member or two such members who are spouses.

The following estimate is provided:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Adoption Expenses			272			300			300
Total Adoption Expenses			272			300			300

(In Thousands Of Dollars)

Project: Transportation Subsidy

FY 2009 Estimate	\$5,963
FY 2008 Estimate	\$6,002
FY 2007 Actuals	\$6,055

Executive Order 13150 on federal workforce transportation, dated April 21, 2000, requires that by no later than October 1, 2000, federal agencies shall implement a transit pass fringe benefit program for qualified federal employees in the National Capital Region (NCR). Washington Headquarters Service (WHS) has been designated to run the within NCR transit pass program for DOD and has been working closely with the Department of Transportation to ensure that costs will be identified to the major command level. In addition, funding is being provided for a transit pass fringe program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

Under this program, participating employees will receive, in addition to their current compensation, "transit passes" in amounts equal to personal commuting costs, not to exceed \$65 per month (26 U.S.C. 132(f)(2)). The rate was increased to \$110.00 per month as of 1 January 2007 and to \$115.00 per month 1 January 2008.

Computation of fund requirements is provided in the following table.

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
National Capital Region	2,741	1,305.00	3,577	2,534	1,365.00	3,459	2,506	1,380.00	3,458
Outside National Capital Region	1,899	1,305.00	2,478	1,863	1,365.00	2,543	1,815	1,380.00	2,505
Total Transportation Subsidy			6,055			6,002			5,963

(In Thousands Of Dollars)

Project: Partial DLA

FY 2009 Estimate \$548  
FY 2008 Estimate \$531  
FY 2007 Actuals \$516

Part I - Purpose And Scope

Section 634 of the FY 2002 National Defense Authorization Act provided for a new element of compensations for certain members. This partial dislocation allowance is paid to a member ordered to occupy or vacate Government family-type quarters due to privatization, renovation or any other reason for the convenience of the Government other than a permanent change of station (PCS) move. Members are not entitled to the allowance for local moves from government quarters upon separation/retirement, change in family size/status or due to member's misconduct.

JFTR U5630 B15 outlines the Partial DLA requirements and states that participating members will receive a one-time payment when they receive orders to vacate government family style quarters. The FY 2002 NDAA section 1009 specifies that the rate increases shall be indexed to the annual increases in basic pay. Effective January 1, 2008, the partial DLA payment was set at \$614.34.

The following estimate is provided:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	201	592.72	119	200	611.54	122	200	632.49	126
Enlisted	669	592.72	397	668	611.54	409	667	632.49	422
Total Partial DLA			516			531			548



(In Thousands Of Dollars)

Project: Thrift Savings Plan (TSP)

FY 2009 Estimate \$100  
FY 2008 Estimate \$100  
FY 2007 Actuals \$40

The funds requested will provide for agency contributions into the Thrift Savings Plan on behalf of the member when the member's initial enrollment into the program is delayed while in-processing, and causes the member to lose the potential earnings on the requested contributions. 37 U.S.C. 211 and DOD FMR 7A states that the agency is responsible to the member for the losses.

Funds requirements are based on actual expenditure data provided by DFAS.

The following estimate is provided:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Thrift Savings Plan (TSP)			40			100			100
Total Thrift Savings Plan (TSP)			40			100			100

(In Thousands Of Dollars)

Project: Reserve Income Replacement

FY 2009 Estimate	\$0
FY 2008 Estimate	\$0
FY 2007 Actuals	\$3,000

Reserve Income Replacement Program (RIRP) (37 U.S.C. 910) -The FY 2006 NDAA authorized the payment to members of the reserves who are involuntarily mobilized and experiencing a monthly active duty income differential as a result of extended or frequent mobilizations. Payment is up to \$3,000/month.

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Reserve Income Replacement			3,000			0			0
Total Reserve Income Replacement			3,000			0			0

(In Thousands Of Dollars)

FY 2009 Estimate \$1,755  
 FY 2008 Estimate \$1,722  
 FY 2007 Actuals \$1,434

Project: Senior ROTC (Non-Scholarship Program)

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Senior program authorized by 10 U.S.C., 2101-2111. Designated applicants perform summer training at a Naval installation and receive indoctrination in various Naval Science courses to enable them to enter the NROTC program in the fall. Active duty training costs vary between years due to the length of training and location of sites at which training is performed. NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

Stipend - to provide an allowance of \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science MS III and MS IV courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide for uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu - to provide for commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while performing Active Duty Training, etc. □

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1) Stipend</b>									
MS III	71	3,220.00	229	68	3,220.00	219	68	3,220.00	219
MS IV	32	3,680.00	118	49	3,680.00	180	49	3,680.00	180
Total - (1)	103		347	117		399	117		399
<b>(2) Uniform, Issue-In-Kind</b>									
Non-Military Schools	527	714.14	376	702	731.28	513	703	748.10	526
Field Training	94	542.75	51	90	555.78	50	90	568.56	51
Total - (2)	621		427	792		563	793		577

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Uniforms, Commutations-in-Lieu									
Juniors	40	2,818.96	113	40	2,886.62	115	40	2,953.01	118
Freshmen/Sophomores	405	939.65	381	492	962.20	473	492	984.33	484
Total - (3)	445		494	532		588	532		602
(4) Pay & Allowances									
NROTC	2,240	30.42	68	2,240	31.19	70	2,240	32.31	72
Designated Applicants	2,250	30.42	68	2,250	31.19	70	2,250	32.31	73
Total - (4)	4490		136	4490		140	4490		145
(5) Subsistence of Reserve Officer Candidates									
NROTC	2,240	6.60	15	2,240	6.95	16	2,240	7.20	16
Designated Applicants	2,250	6.60	15	2,250	6.95	16	2,250	7.20	16
Total - (5)	4490		30	4490		32	4490		32
Total Senior ROTC (Non-Scholarship Program)	10,149		1,434	10,421		1,722	10,422		1,755

(In Thousands Of Dollars)

Project: Senior ROTC (Scholarship Program)

FY 2009 Estimate \$18,491  
FY 2008 Estimate \$18,328  
FY 2007 Actuals \$17,788

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Scholarship program authorized by 10 U.S.C. 2101-2111. During the fiscal year, scholarships are offered to select students as authorized by 10 U.S.C. 2107. Active duty training costs vary between years due to the length of training and location of sites at which training is performed. NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

Stipend - to provide an allowance of \$250 per month for MS I, \$300 per month for MS II, \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu- to provide commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

Part II - Justification Of Funds Requested

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while performing Active Duty Training, etc.□□□□

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	922	2,300.00	2,121	978	2,300.00	2,249	985	2,300.00	2,266
MS II	1,003	2,760.00	2,768	1,035	2,760.00	2,857	1,042	2,760.00	2,876
MS III	956	3,220.00	3,078	1,107	3,220.00	3,565	1,078	3,220.00	3,471
MS IV	1,157	3,680.00	4,258	1,091	3,680.00	4,015	1,114	3,680.00	4,100
Total - (1)	4,038		12,225	4,211		12,686	4,219		12,713
(2) Uniforms, Issue-in-Kind									
Non-Military Schools	2,108	714.14	1,505	2,025	731.28	1,481	2,017	748.10	1,509
Field Training	1,437	542.75	780	1,302	555.78	724	1,291	568.56	734
Total - (2)	3,545		2,285	3,327		2,205	3,308		2,243

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Uniforms, Commutation-in-Lieu									
Juniors	98	2,818.96	276	117	2,886.62	338	111	2,953.01	328
Freshmen/Sophomores	199	939.65	187	216	962.60	208	215	984.33	212
Total - (3)	297		463	333		546	326		540
(4) Pay & Allowances	76,020	30.42	2,313	75,796	31.19	2,364	75,796	32.31	2,449
(5) Subsistence of Reserve Officer Candidates									
Subsistence	76,020	6.60	502	75,796	6.95	527	75,796	7.20	546
Total Senior ROTC (Scholarship Program)	159,920		17,788	159,463		18,328	159,445		18,491

(In Thousands Of Dollars)

Project: Junior ROTC

FY 2009 Estimate \$13,493  
FY 2008 Estimate \$13,217  
FY 2007 Actuals \$12,215

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

Uniforms, issue-in-kind - to provides uniforms, including replacement items, to members of the Junior ROTC program.

Subsistence of Junior Officer Candidates - to provide subsistence for members attending summer camp.

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031.

Computation of fund requirements is provided in the following table:

	FY 2007			FY 2008			FY 2009		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1) Uniforms, Issue-in-Kind</b>									
Initial Issue (New Units)				623	679.12	423			
Initial Issue	38,734	56.74	2,198	39,500	58.10	2,295	43,060	59.44	2,559
Replacement	19,278	415.61	8,012	19,750	425.58	8,405	20,174	435.37	8,783
Alterations/Renovation	77,453	25.89	2,005	79,000	26.51	2,094	79,300	27.12	2,151
<b>Total - (1)</b>	<b>135,465</b>		<b>12,215</b>	<b>138,250</b>		<b>13,217</b>	<b>142,534</b>		<b>13,493</b>
<b>(2) Subsistence of Junior Officer Candidates</b>									
Non-Military Schools	0	0.00	0	0	0.00	0	0	0.00	0
Field Training	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (2)</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>Total Junior ROTC</b>	<b>135,465</b>		<b>12,215</b>	<b>138,250</b>		<b>13,217</b>	<b>142,534</b>		<b>13,493</b>

\* 10 new ROTC units to stand up in FY08 with approx. 63 students/unit. Each student will receive an initial sea bag at a cost of \$679.12 per student.

Total BA6 Obligations	276,533	206,319	134,807
Less Reimbursables	0	0	0
Total BA6 Direct Obligations	276,533	206,319	134,807

Section 5  
Special Analysis



SECTION 5  
NAVY MILITARY STRENGTH ASSIGNED OUTSIDE DOD  
(End Strength)

ASSIGNED OUTSIDE DOD	FY 07			FY 08			FY 09		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b>NON-REIMBURSABLE PERSONNEL</b>									
EXECUTIVE OFFICE OF THE PRESIDENT	13	11	24	11	11	22	10	7	17
OFFICE OF THE VICE PRESIDENT	-	9	9	-	9	9	-	9	9
STATE DEPARTMENT	12	22	34	12	22	34	12	22	34
STATE DEPARTMENT(U N TRUCE SUPERVISION)	7	-	7	7	-	7	7	-	7
JUSTICE DEPARTMENT	1	-	1	1	-	1	1	-	1
ENERGY DEPARTMENT	5	-	5	5	-	5	5	-	5
NATL DRUG INTERDICTION PROGRAM	4	5	9	4	5	9	4	5	9
CLASSIFIED ACTIVITIES	-	-	-	-	-	-	-	-	-
DOD PROJECT OFFICE	15	2	17	15	2	17	15	2	17
CENTRAL INTELLIGENCE AGENCY	2	-	2	3	-	3	2	-	2
COMMERCE DEPT	-	-	-	-	-	-	-	-	-
DEPT OF TRANSP	6	-	6	3	-	3	3	-	3
DEPT OF HOMELAND SECURITY	-	-	-	-	-	-	-	-	-
<b>SUB TOTAL NON REIMB PROGRAM</b>	<b>65</b>	<b>49</b>	<b>114</b>	<b>61</b>	<b>49</b>	<b>110</b>	<b>59</b>	<b>45</b>	<b>104</b>
<b>REIMBURSABLE PERSONNEL</b>									
EXECUTIVE OFFICE OF THE PRESIDENT	-	-	-	-	-	-	-	-	-
ARMS CONT'L & DISARMAMENT AGENCY	-	-	-	-	-	-	-	-	-
STATE DEPARTMENT	-	-	-	-	-	-	-	-	-
DOT (MARITIME)	-	-	-	-	-	-	-	-	-
DOT (FAA)	1	-	1	1	-	1	1	-	1
DOT (COAST GUARD)	3	-	3	3	-	3	3	-	3
DOT( MERCHANT MARINE)	2	-	2	2	-	2	2	-	2
NASA	34	-	34	34	-	34	34	-	34
OFFICE OF PHYSICIAN TO CONGRESS	5	9	14	5	9	14	5	9	14
CLASSIFIED ACTIVITIES	7	5	12	7	6	13	6	6	12
ENERGY DEPT (DOE)	-	-	-	-	-	-	-	-	-
NAVAL HOME	2	1	3	2	1	3	2	1	3
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>54</b>	<b>15</b>	<b>69</b>	<b>54</b>	<b>16</b>	<b>70</b>	<b>53</b>	<b>16</b>	<b>69</b>
<b>TOTAL OUTSIDE DOD</b>	<b>119</b>	<b>64</b>	<b>183</b>	<b>115</b>	<b>65</b>	<b>180</b>	<b>112</b>	<b>61</b>	<b>173</b>
<b>ASSIGNED TO DOD ACTIVITIES</b>									
<b>REIMBURSABLE PERSONNEL</b>									
WORKING CAPITAL FUND	705	1,230	1,935	699	1,120	1,819	674	954	1,628
WCF-DEFENSE	218	176	394	212	176	388	212	174	386
<b>WCF TOTAL</b>	<b>923</b>	<b>1,406</b>	<b>2,329</b>	<b>911</b>	<b>1,296</b>	<b>2,207</b>	<b>886</b>	<b>1,128</b>	<b>2,014</b>
STATE DEPARTMENT (CB'S)	1	128	129	1	128	129	1	128	129
NATIONAL SCIENCE FOUNDATION	-	-	-	-	-	-	-	-	-
FOREIGN MILITARY SALES	85	114	199	83	97	180	82	95	177
<b>SUB TOTAL DOD REIMBURSABLE PERSONNEL</b>	<b>1,009</b>	<b>1,648</b>	<b>2,657</b>	<b>995</b>	<b>1,521</b>	<b>2,516</b>	<b>969</b>	<b>1,351</b>	<b>2,320</b>
<b>TOTAL NON-REIMBURSABLE PERSONNEL</b>	<b>65</b>	<b>49</b>	<b>114</b>	<b>61</b>	<b>49</b>	<b>110</b>	<b>59</b>	<b>45</b>	<b>104</b>
<b>TOTAL REIMBURSABLE PERSONNEL</b>	<b>1,063</b>	<b>1,663</b>	<b>2,726</b>	<b>1,049</b>	<b>1,537</b>	<b>2,586</b>	<b>1,022</b>	<b>1,367</b>	<b>2,389</b>
<b>GRAND TOTAL</b>	<b>1,128</b>	<b>1,712</b>	<b>2,840</b>	<b>1,110</b>	<b>1,586</b>	<b>2,696</b>	<b>1,081</b>	<b>1,412</b>	<b>2,493</b>

MILITARY PERSONNEL, NAVY  
REIMBURSABLE PROGRAM  
(In Thousands of Dollars)

	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
<b><u>SUBSISTENCE (SIK)</u></b>	<b>\$47,897</b>	<b>\$42,496</b>	<b>\$43,679</b>
Sale of Meals - Bulk Subsistence	47,897	42,496	43,679
<b><u>STRENGTH RELATED</u></b>	<b>\$292,432</b>	<b>\$316,297</b>	<b>\$318,795</b>
Officer	191,889	176,724	180,792
Basic Pay	(187,941)	(128,549)	(131,437)
Other Pays and Allowances	(3,948)	(48,175)	(49,355)
Enlisted	92,685	85,566	83,945
Basic Pay	(89,715)	(59,245)	(57,708)
Other Pays and Allowances	(2,970)	(26,321)	(26,237)
Retired Pay Accrual (Officer and Enlisted)	4,702	50,690	50,645
PCS Travel	3,156	3,317	3,413
<b>TOTAL PROGRAM</b>	<b>\$340,329</b>	<b>\$358,793</b>	<b>\$362,474</b>
Includes the following anticipated reimbursements from the DHP Trust Fund (Over 65):	\$115,961	\$122,252	\$123,507

MILITARY PERSONNEL, NAVY  
Reserve Officer Training Candidates (ROTC) Enrollment

	<u>FY 2007</u>			<u>FY 2008</u>			<u>FY 2009</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Senior ROTC (Excluding Scholarship Program)</u>									
First Year	688	691	694	950	900	850	950	900	850
Second Year	355	324	292	400	350	300	400	350	300
Total Basic ROTC	1,043	1,015	986	1,350	1,250	1,150	1,350	1,250	1,150
Third Year	102	94	86	100	90	80	100	90	80
Fourth Year	48	42	36	80	65	50	80	65	50
Total Adv ROTC	150	136	122	180	155	130	180	155	130
Total Senior ROTC Enrollment	1,193	1,151	1,108	1,530	1,405	1,280	1,530	1,405	1,280
<u>Scholarship Program</u>									
First Year	897	922	947	963	978	992	972	985	997
Second Year	946	1,003	1,060	1,028	1,035	1,041	1,049	1,042	1,035
Total Basic ROTC	1,843	1,925	2,007	1,991	2,013	2,033	2,021	2,027	2,032
Third Year	916	956	995	1,128	1,107	1,085	1,099	1,078	1,057
Fourth Year	1,206	1,157	1,108	1,118	1,091	1,064	1,141	1,114	1,087
Total Advanced ROTC	2,122	2,113	2,103	2,246	2,198	2,149	2,240	2,192	2,144
Total Scholarship Enrollment	3,965	4,038	4,110	4,237	4,211	4,182	4,261	4,219	4,176
<u>Total Enrollment</u>									
First Year	1,585	1,613	1,641	1,913	1,878	1,842	1,922	1,885	1,847
Second Year	1,301	1,327	1,352	1,428	1,385	1,341	1,449	1,392	1,335
Total Advanced ROTC	2,886	2,940	2,993	3,341	3,263	3,183	3,371	3,277	3,182
Third Year	1,018	1,050	1,081	1,228	1,197	1,165	1,199	1,168	1,137
Fourth	1,254	1,199	1,144	1,198	1,156	1,114	1,221	1,179	1,137
Total Advanced ROTC	2,272	2,249	2,225	2,426	2,353	2,279	2,420	2,347	2,274
Total ROTC Enrollment	5,158	5,189	5,218	5,767	5,616	5,462	5,791	5,624	5,456
Completed ROTC & Commissioned		1,017			1,000			1,005	

MILITARY PERSONNEL, NAVY  
Reserve Officer Candidates (ROTC) Program

Number of schools and the civilian and military personnel associated with the ROTC program follow:

	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
<b><u>NROTC</u></b>			
Schools *	154	154	154
Civilian Personnel (End Strength)	104	181	181
Military Personnel (End Strength)	390	325	323
 <b><u>NJROTC</u></b>			
Schools	616	626	626
Civilian Personnel (End Strength)	4	20	20
Military Personnel (End Strength)	11	1	0

Note: These personnel are not paid by the Reserve Personnel appropriations. They are funded under the O&M and Active Military Personnel appropriations.

\* Includes number of college/university campuses (71 host institutions and 83 cross town campuses)

MILITARY PERSONNEL, NAVY  
MONTHLY END STRENGTH BY GRADE  
FY 2007

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	10	10	10	10	10	10	11	11	11	11	11	11
O-9	VADM	32	34	33	35	37	33	32	32	33	30	33	32
O-8	RADM	70	70	71	70	70	71	71	70	69	70	74	68
O-7	RMDL	110	112	110	111	111	110	111	108	110	112	110	110
O-6	CAPT	3,163	3,161	3,143	3,128	3,141	3,131	3,141	3,131	3,126	3,137	3,150	3,127
O-5	CDR	6,758	6,768	6,746	6,734	6,732	6,738	6,729	6,695	6,737	6,755	6,744	6,738
O-4	LCDR	10,366	10,364	10,378	10,337	10,326	10,318	10,342	10,319	10,368	10,366	10,415	10,346
O-3	LT	17,601	17,586	17,442	17,464	17,311	17,177	17,074	17,075	18,226	17,841	17,401	17,085
O-2	LTJG	6,113	6,006	6,152	5,959	5,905	5,870	5,915	7,218	5,919	5,933	6,053	5,997
O-1	ENS	6,012	6,020	6,031	6,079	6,103	6,134	6,037	6,096	6,176	6,255	6,253	6,290
W-5	CWO5	54	53	53	54	54	54	55	53	55	58	60	60
W-4	CWO4	248	245	243	238	235	233	235	243	244	240	243	251
W-3	CWO3	795	802	796	812	818	818	833	825	820	810	789	763
W-2	CWO2	482	495	509	501	489	492	501	515	511	510	508	507
W-1	CWO1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Officers</b>		<b>51,814</b>	<b>51,726</b>	<b>51,717</b>	<b>51,532</b>	<b>51,342</b>	<b>51,189</b>	<b>51,087</b>	<b>52,391</b>	<b>52,405</b>	<b>52,128</b>	<b>51,844</b>	<b>51,385</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,882	2,865	2,870	2,846	2,836	2,800	2,787	2,765	2,873	2,845	2,804	2,857
E-8	SCPO	6,684	6,678	6,678	6,644	6,636	6,607	6,569	6,519	6,645	6,591	6,573	7,123
E-7	CPO	24,608	24,515	24,467	24,209	24,013	23,774	23,593	23,382	22,861	22,534	22,423	23,716
E-6	PO1	50,821	50,224	50,879	50,555	50,212	49,731	49,373	48,994	51,460	51,175	50,513	50,049
E-5	PO2	70,067	69,366	69,709	69,077	68,560	67,976	67,560	67,075	68,998	68,294	67,414	69,498
E-4	PO3	55,870	55,299	54,200	53,602	53,190	52,698	52,554	52,082	52,843	51,945	51,080	52,360
E-3	SN	46,362	46,966	46,425	47,692	49,647	51,224	52,315	53,292	47,898	48,277	49,114	43,314
E-2	SA	19,400	19,878	19,780	19,074	17,793	17,005	16,963	17,420	17,592	18,064	17,894	18,312
E-1	SR	14,758	14,906	14,444	14,077	14,201	14,190	13,415	12,632	12,703	13,456	14,609	14,543
<b>Total Enlisted</b>		<b>291,452</b>	<b>290,697</b>	<b>289,452</b>	<b>287,776</b>	<b>287,088</b>	<b>286,005</b>	<b>285,129</b>	<b>284,161</b>	<b>283,873</b>	<b>283,181</b>	<b>282,424</b>	<b>281,772</b>
<u>Cadets/Midshipmen</u>		4,427	4,417	4,399	4,379	4,364	4,356	4,352	3,296	4,466	4,435	4,403	4,390
<b>Total End Strength</b>		<b>347,693</b>	<b>346,840</b>	<b>345,568</b>	<b>343,687</b>	<b>342,794</b>	<b>341,550</b>	<b>340,568</b>	<b>339,848</b>	<b>340,744</b>	<b>339,744</b>	<b>338,671</b>	<b>337,547</b>

MILITARY PERSONNEL, NAVY  
MONTHLY END STRENGTH BY PAY GRADE  
FY2008

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	11	11	10	10	10	10	10	10	9	9	10	9
O-9	VADM	33	34	33	33	33	33	33	33	33	33	33	32
O-8	RADM	69	70	69	69	69	69	69	69	69	69	68	67
O-7	RMDL	111	112	111	111	111	111	111	110	110	110	110	110
O-6	CAPT	3,128	3,132	3,122	3,113	3,131	3,001	3,020	3,020	3,036	3,091	3,145	3,191
O-5	CDR	6,713	6,714	6,727	6,710	6,693	6,487	6,498	6,498	6,557	6,606	6,642	6,678
O-4	LCDR	10,324	10,333	10,303	10,293	10,266	9,968	10,001	10,003	10,108	10,207	10,303	10,434
O-3	LT	17,061	17,034	16,888	16,974	16,686	16,182	16,058	16,018	17,039	16,694	16,388	16,527
O-2	LTJG	5,975	5,892	6,084	5,879	5,808	5,734	5,771	7,324	5,988	5,975	5,990	6,086
O-1	ENS	6,239	6,263	6,252	6,297	6,362	6,344	6,293	6,121	6,150	6,166	6,312	6,535
W-5	CWO5	61	61	60	59	58	56	58	57	56	58	59	60
W-4	CWO4	257	264	262	263	272	277	279	292	297	295	306	322
W-3	CWO3	780	784	781	787	777	764	763	745	737	740	720	703
W-2	CWO2	503	519	528	549	570	594	580	571	557	544	528	512
W-1	CWO1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Officers</b>		<b>51,265</b>	<b>51,223</b>	<b>51,230</b>	<b>51,147</b>	<b>50,846</b>	<b>49,630</b>	<b>49,544</b>	<b>50,871</b>	<b>50,746</b>	<b>50,597</b>	<b>50,614</b>	<b>51,266</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,844	2,823	2,798	2,746	2,624	2,606	2,565	2,527	2,580	2,545	2,506	2,595
E-8	SCPO	7,122	7,096	7,081	7,014	6,883	6,871	6,789	6,711	6,678	6,610	6,530	6,664
E-7	CPO	23,632	23,463	23,371	23,047	22,566	22,360	22,140	21,941	21,016	20,854	21,346	22,420
E-6	PO1	49,654	49,142	49,923	49,488	48,652	48,332	47,957	47,563	50,131	49,876	48,842	49,029
E-5	PO2	68,861	68,147	68,921	68,406	66,635	66,334	65,720	65,096	67,971	67,265	66,412	67,946
E-4	PO3	51,928	51,459	49,907	49,283	47,537	47,224	46,774	46,232	47,214	46,330	45,413	50,601
E-3	SN	43,855	44,656	44,284	45,288	44,769	46,363	48,127	49,795	43,190	44,894	46,751	39,097
E-2	SA	18,193	18,397	18,324	17,997	15,726	15,434	16,011	17,066	18,118	18,748	19,266	20,195
E-1	SR	14,476	14,355	13,607	13,867	12,552	12,476	11,902	11,059	11,263	11,973	12,638	13,536
<b>Total Enlisted</b>		<b>280,565</b>	<b>279,538</b>	<b>278,216</b>	<b>277,136</b>	<b>267,944</b>	<b>268,000</b>	<b>267,985</b>	<b>267,990</b>	<b>268,161</b>	<b>269,095</b>	<b>269,704</b>	<b>272,083</b>
<u>Cadets/Midshipmen</u>		4,384	4,380	4,325	4,300	4,249	4,224	4,214	3,179	3,154	4,318	4,318	4,300
<b>Total End Strength</b>		<b>336,214</b>	<b>335,141</b>	<b>333,771</b>	<b>332,583</b>	<b>323,039</b>	<b>321,854</b>	<b>321,743</b>	<b>322,040</b>	<b>322,061</b>	<b>324,010</b>	<b>324,636</b>	<b>327,649</b>

MILITARY PERSONNEL, NAVY  
MONTHLY END STRENGTH BY PAY GRADE  
FY09

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	9	10	9	9	9	9	9	9	9	9	9	9
O-9	VADM	32	31	30	32	32	31	32	30	31	30	31	31
O-8	RADM	68	68	68	68	68	68	68	68	68	68	69	69
O-7	RMDL	108	110	108	109	110	109	109	109	109	109	109	109
O-6	CAPT	3,178	3,178	3,163	3,139	2,947	2,955	2,975	2,972	2,989	3,039	3,086	3,125
O-5	CDR	6,640	6,649	6,633	6,615	6,358	6,385	6,398	6,411	6,475	6,536	6,602	6,679
O-4	LCDR	10,399	10,394	10,386	10,360	10,185	10,199	10,206	10,240	10,358	10,407	10,493	10,485
O-3	LT	16,380	16,371	16,254	16,201	15,810	15,640	15,510	15,525	16,678	16,296	15,877	15,829
O-2	LTJG	6,140	6,048	6,198	6,107	6,069	6,074	6,063	7,481	6,118	6,185	6,282	6,282
O-1	ENS	6,522	6,525	6,463	6,464	6,417	6,387	6,410	6,274	6,296	6,208	6,207	6,605
W-5	CWO5	59	58	57	57	57	58	58	56	57	58	56	55
W-4	CWO4	330	327	324	323	326	326	328	341	346	346	360	376
W-3	CWO3	720	731	725	746	755	756	778	765	757	744	716	681
W-2	CWO2	525	531	544	528	510	508	508	519	513	512	510	510
W-1	CWO1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Officers</b>		<b>51,110</b>	<b>51,031</b>	<b>50,962</b>	<b>50,758</b>	<b>49,653</b>	<b>49,505</b>	<b>49,452</b>	<b>50,800</b>	<b>50,804</b>	<b>50,547</b>	<b>50,407</b>	<b>50,845</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,556	2,537	2,520	2,492	2,481	2,467	2,465	2,462	2,498	2,479	2,456	2,572
E-8	SCPO	6,607	6,587	6,577	6,545	6,547	6,545	6,566	6,588	6,722	6,697	6,659	6,621
E-7	CPO	22,137	21,968	21,841	21,663	21,558	21,453	21,402	21,369	21,042	20,974	21,127	22,412
E-6	PO1	48,307	47,771	48,718	48,344	48,012	47,677	47,397	47,119	49,574	49,267	48,646	46,498
E-5	PO2	66,864	66,075	67,082	66,663	66,203	65,998	65,702	65,427	67,875	67,271	66,608	67,022
E-4	PO3	49,386	48,470	45,195	44,668	44,296	44,162	44,006	43,753	45,322	44,615	43,981	52,763
E-3	SN	39,759	40,338	41,064	42,303	43,819	45,670	47,078	48,388	42,282	43,857	45,634	37,042
E-2	SA	19,982	20,326	19,874	19,137	18,018	17,294	17,459	18,157	18,952	19,408	19,751	20,186
E-1	SR	13,115	12,690	12,041	12,218	12,474	12,235	11,419	10,299	10,665	12,294	13,860	15,039
<b>Total Enlisted</b>		<b>268,713</b>	<b>266,762</b>	<b>264,912</b>	<b>264,033</b>	<b>263,408</b>	<b>263,501</b>	<b>263,494</b>	<b>263,562</b>	<b>264,932</b>	<b>266,862</b>	<b>268,722</b>	<b>270,155</b>
<u>Cadets/Midshipmen</u>		4,278	4,267	4,259	4,249	4,241	4,236	4,230	3,158	3,142	4,318	4,310	4,300
<b>Total End Strength</b>		<b>324,101</b>	<b>322,060</b>	<b>320,133</b>	<b>319,040</b>	<b>317,302</b>	<b>317,242</b>	<b>317,176</b>	<b>317,520</b>	<b>318,878</b>	<b>321,727</b>	<b>323,439</b>	<b>325,300</b>