

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2018
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
MAY 2017

Military Personnel, Navy (MPN)

The estimated cost for this report for the Department of Navy (DON) is \$24,845.

The estimated total cost for supporting the DON budget justification material is approximately \$1,142,960 for the 2017 fiscal year. This includes \$76,659 in supplies and \$1,066,301 in labor.

Department of Defense Appropriations Act, 2018

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, \$28,917,918,000.

**INTENTIONALLY
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Department of Defense
 FY 2018 President's Budget Request
 Exhibit M-1 FY 2018 President's Budget Request
 Total Obligational Authority
 (Dollars in Thousands)

09 May 2017

Military Personnel, Navy	FY 2016 Base + OCO	FY 2017 PB Request with CR Adj Base	FY 2017 Total PB Requests* with CR Adj Base	FY 2017 PB Request with CR Adj OCO	FY 2017 Total PB Requests* with CR Adj OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj OCO	S e c
Budget Activity 01: Pay and Allowances of Officers								
1453N 5 Basic Pay	4,147,124	4,120,767	4,144,258	58,913	60,029	-1,116	58,913	U
1453N 10 Retired Pay Accrual	1,293,910	1,214,093	1,196,072	13,903	14,167	-264	13,903	U
1453N 11 Thrift Savings Plan Matching Contributions								U
1453N 25 Basic Allowance for Housing	1,463,185	1,497,045	1,546,612	19,879	20,255	-376	19,879	U
1453N 30 Basic Allowance for Subsistence	168,659	170,255	170,815	2,141	2,181	-40	2,141	U
1453N 35 Incentive Pays	129,836	132,868	130,051	480	480		480	U
1453N 40 Special Pays	410,960	428,731	431,299	3,128	3,202	-2,194	1,008	U
1453N 45 Allowances	123,819	118,231	119,414	7,280	7,337	-57	7,280	U
1453N 50 Separation Pay	39,780	47,200	41,196					U
1453N 55 Social Security Tax	315,162	313,964	283,078	4,507	4,592	-85	4,507	U
Total Budget Activity 01	8,092,435	8,043,154	8,062,795	110,231	112,243	-4,132	108,111	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel								
1453N 60 Basic Pay	8,934,646	8,940,145	8,919,996	76,964	79,091	-2,127	76,964	U
1453N 65 Retired Pay Accrual	2,797,670	2,636,817	2,574,433	18,163	18,665	-502	18,163	U
1453N 66 Thrift Savings Plan Matching Contributions								U
1453N 80 Basic Allowance for Housing	4,165,988	4,254,377	4,286,671	40,353	41,467	-1,114	40,353	U
1453N 85 Incentive Pays	96,219	103,685	101,719	211	211		211	U
1453N 90 Special Pays	772,652	752,380	766,305	5,931	6,602	-1,681	4,921	U
1453N 95 Allowances	550,167	544,072	566,922	16,913	17,438	-525	16,913	U
1453N 100 Separation Pay	132,803	161,985	135,982					U
1453N 105 Social Security Tax	679,583	683,920	665,637	5,888	6,051	-163	5,888	U
Total Budget Activity 02	18,129,728	18,077,381	18,017,665	164,423	169,525	-6,112	163,413	
Budget Activity 03: Pay And Allowances Of Cadets								
1453N 110 Midshipmen	80,055	81,580	80,394					U
Total Budget Activity 03	80,055	81,580	80,394					
Budget Activity 04: Subsistence of Enlisted Personnel								
1453N 115 Basic Allowance for Subsistence	794,475	804,972	779,174	8,693	8,933	-240	8,693	U
1453N 120 Subsistence-In-Kind	402,230	378,674	398,865	25,446	25,446		25,446	U
1453N 121 Family Subsistence Supplemental Allowance	10	10	10					U
Total Budget Activity 04	1,196,715	1,183,656	1,178,049	34,139	34,379	-240	34,139	

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	FY 2017 Total PB Requests** with CR Adj Base+OCO+SAA	FY 2017 Total PB Requests* with CR Adj Base + OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj Base + OCO	FY 2018 Base	FY 2018 OCO	FY 2018 Total	S e c
Military Personnel, Navy								
Budget Activity 01: Pay and Allowances of Officers								
1453N 5 Basic Pay	4,180,796	4,204,287	-1,116	4,203,171	4,250,732	74,171	4,324,903	U
1453N 10 Retired Pay Accrual	1,228,260	1,210,239	-264	1,209,975	1,209,645	16,763	1,226,408	U
1453N 11 Thrift Savings Plan Matching Contributions					46,944		46,944	U
1453N 25 Basic Allowance for Housing	1,517,300	1,566,867	-376	1,566,491	1,554,695	25,185	1,579,880	U
1453N 30 Basic Allowance for Subsistence	172,436	172,996	-40	172,956	171,681	2,616	174,297	U
1453N 35 Incentive Pays	133,348	130,531		130,531	131,251	631	131,882	U
1453N 40 Special Pays	434,053	434,501	-2,194	432,307	445,426	3,168	448,594	U
1453N 45 Allowances	125,568	126,751	-57	126,694	120,469	7,597	128,066	U
1453N 50 Separation Pay	47,200	41,196		41,196	43,709		43,709	U
1453N 55 Social Security Tax	318,556	287,670	-85	287,585	324,231	5,674	329,905	U
Total Budget Activity 01	8,157,517	8,175,038	-4,132	8,170,906	8,298,783	135,805	8,434,588	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel								
1453N 60 Basic Pay	9,019,236	8,999,087	-2,127	8,996,960	9,165,195	86,671	9,251,866	U
1453N 65 Retired Pay Accrual	2,655,482	2,593,098	-502	2,592,596	2,611,852	19,588	2,631,440	U
1453N 66 Thrift Savings Plan Matching Contributions					102,201		102,201	U
1453N 80 Basic Allowance for Housing	4,295,844	4,328,138	-1,114	4,327,024	4,382,826	46,974	4,429,800	U
1453N 85 Incentive Pays	103,896	101,930		101,930	104,363		104,363	U
1453N 90 Special Pays	759,992	772,907	-1,681	771,226	798,735	6,542	805,277	U
1453N 95 Allowances	561,510	584,360	-525	583,835	589,072	17,995	607,067	U
1453N 100 Separation Pay	161,985	135,982		135,982	138,013		138,013	U
1453N 105 Social Security Tax	689,971	671,688	-163	671,525	701,137	6,630	707,767	U
Total Budget Activity 02	18,247,916	18,187,190	-6,112	18,181,078	18,593,394	184,400	18,777,794	
Budget Activity 03: Pay And Allowances Of Cadets								
1453N 110 Midshipmen	81,580	80,394		80,394	81,501		81,501	U
Total Budget Activity 03	81,580	80,394		80,394	81,501		81,501	
Budget Activity 04: Subsistence of Enlisted Personnel								
1453N 115 Basic Allowance for Subsistence	813,905	788,107	-240	787,867	803,889	10,359	814,248	U
1453N 120 Subsistence-In-Kind	404,120	424,311		424,311	415,383	29,101	444,484	U
1453N 121 Family Subsistence Supplemental Allowance	10	10		10	10		10	U
Total Budget Activity 04	1,218,035	1,212,428	-240	1,212,188	1,219,282	39,460	1,258,742	

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Military Personnel, Navy		FY 2016 Base + OCO	FY 2017	FY 2017	FY 2017	FY 2017	FY 2017	FY 2017
			PB Request with CR Adj Base	Total PB Requests* with CR Adj Base	PB Request with CR Adj OCO	Total PB Requests* with CR Adj OCO	Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj OCO
Budget Activity 05: Permanent Change of Station Travel								
1453N	125 Accession Travel	82,514	84,530	89,980	1,427	1,427		1,427 U
1453N	130 Training Travel	89,169	66,298	100,633				U
1453N	135 Operational Travel	248,260	184,700	257,349	1,825	1,825		1,825 U
1453N	140 Rotational Travel	339,402	228,489	348,341	4,634	4,634		4,634 U
1453N	145 Separation Travel	112,983	123,633	115,946	1,937	1,937		1,937 U
1453N	150 Travel of Organized Units	18,568	24,746	24,736				U
1453N	155 Non-Temporary Storage	12,662	12,686	12,437				U
1453N	160 Temporary Lodging Expense	15,374	16,225	17,517				U
Total Budget Activity 05		918,932	741,307	966,939	9,823	9,823		9,823
Budget Activity 06: Other Military Personnel Costs								
1453N	170 Apprehension of Military Deserters	57	71	58				U
1453N	175 Interest on Uniformed Services Savings	1,117	1,060	1,138				U
1453N	180 Death Gratuities	18,947	13,500	18,500	300	300		300 U
1453N	185 Unemployment Benefits	67,814	78,956	60,078	6,959	6,959		6,959 U
1453N	195 Education Benefits	19,421	16,505	16,476				U
1453N	200 Adoption Expenses	215	250	219				U
1453N	210 Transportation Subsidy	4,555	8,434	4,926				U
1453N	212 Reserve Income Replacement Program	3			9	9		9 U
1453N	215 Partial Dislocation Allowance	10	30	10				U
1453N	216 SGLI Extra Hazard Payments	3,777			4,673	4,673		4,673 U
1453N	217 Reserve Officers Training Corps (ROTC)	20,115	20,234	20,591				U
1453N	218 Junior ROTC	14,673	14,990	15,512				U
1453N	240 Cancelled Account Payment	195						U
Total Budget Activity 06		150,899	154,030	137,508	11,941	11,941		11,941

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Military Personnel, Navy	FY 2017 Total PB Requests** with CR Adj Base+OCO+SAA	FY 2017 Total PB Requests* with CR Adj Base + OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj Base + OCO	FY 2018 Base	FY 2018 OCO	FY 2018 Total	S e c
Budget Activity 05: Permanent Change of Station Travel								
1453N 125 Accession Travel	85,957	91,407		91,407	92,004	3,806	95,810	U
1453N 130 Training Travel	66,298	100,633		100,633	88,677		88,677	U
1453N 135 Operational Travel	186,525	259,174		259,174	219,686	1,264	220,950	U
1453N 140 Rotational Travel	233,123	352,975		352,975	347,267	600	347,867	U
1453N 145 Separation Travel	125,570	117,883		117,883	118,410	2,152	120,562	U
1453N 150 Travel of Organized Units	24,746	24,736		24,736	30,884		30,884	U
1453N 155 Non-Temporary Storage	12,686	12,437		12,437	12,673		12,673	U
1453N 160 Temporary Lodging Expense	16,225	17,517		17,517	17,850		17,850	U
Total Budget Activity 05	751,130	976,762		976,762	927,451	7,822	935,273	
Budget Activity 06: Other Military Personnel Costs								
1453N 170 Apprehension of Military Deserters	71	58		58	59		59	U
1453N 175 Interest on Uniformed Services Savings	1,060	1,138		1,138	1,162		1,162	U
1453N 180 Death Gratuities	13,800	18,800		18,800	18,500	300	18,800	U
1453N 185 Unemployment Benefits	85,915	67,037		67,037	65,326	5,978	71,304	U
1453N 195 Education Benefits	16,505	16,476		16,476	16,736		16,736	U
1453N 200 Adoption Expenses	250	219		219	223		223	U
1453N 210 Transportation Subsidy	8,434	4,926		4,926	4,926		4,926	U
1453N 212 Reserve Income Replacement Program	9	9		9		9	9	U
1453N 215 Partial Dislocation Allowance	30	10		10	10		10	U
1453N 216 SGLI Extra Hazard Payments	4,673	4,673		4,673		4,083	4,083	U
1453N 217 Reserve Officers Training Corps (ROTC)	20,234	20,591		20,591	20,536		20,536	U
1453N 218 Junior ROTC	14,990	15,512		15,512	15,410		15,410	U
1453N 240 Cancelled Account Payment								U
Total Budget Activity 06	165,971	149,449		149,449	142,888	10,370	153,258	

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Military Personnel, Navy	FY 2016 Base + OCO	FY 2017 PB Request with CR Adj Base	FY 2017 Total PB Requests*	FY 2017 PB Request with CR Adj OCO	FY 2017 Total PB Requests*	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj OCO	
Budget Activity 20: Undistributed								
1453N CR1 Adj to Match Continuing Resolution		-300,230	-300,230	-79,546	-79,546		-79,546	U
Total Budget Activity 20		-300,230	-300,230	-79,546	-79,546		-79,546	
Total Military Personnel, Navy	28,568,764	27,980,878	28,143,120	251,011	258,365	-10,484	247,881	
Less Reimbursables	337,368	329,503	329,503					
Total Direct - Military Personnel, Navy	28,231,396	27,651,375	27,813,617	251,011	258,365	-10,484	247,881	
Total Active Navy Military Personnel Costs	28,231,396	27,651,375	27,813,617	251,011	258,365	-10,484	247,881	
Total Direct - Navy Military Appropriations	28,231,396	27,651,375	27,813,617	251,011	258,365	-10,484	247,881	
Grand Total Direct - Navy Military Personnel Costs	28,231,396	27,651,375	27,813,617	251,011	258,365	-10,484	247,881	

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	FY 2017 Total PB Requests** with CR Adj Base+OCO+SAA -----	FY 2017 Total PB Requests* with CR Adj Base + OCO -----	FY 2017 Less Enacted Div B P.L.114-254** OCO -----	FY 2017 Remaining Req with CR Adj Base + OCO -----	FY 2018 Base -----	FY 2018 OCO -----	FY 2018 Total -----	S e c -
Military Personnel, Navy								
Budget Activity 20: Undistributed								
1453N CR1 Adj to Match Continuing Resolution	-379,776	-379,776		-379,776				U
Total Budget Activity 20	-379,776	-379,776		-379,776				
Total Military Personnel, Navy	28,242,373	28,401,485	-10,484	28,391,001	29,263,299	377,857	29,641,156	
Less Reimbursables	329,503	329,503		329,503	345,381		345,381	
Total Direct - Military Personnel, Navy	27,912,870	28,071,982	-10,484	28,061,498	28,917,918	377,857	29,295,775	
Total Active Navy Military Personnel Costs	27,912,870	28,071,982	-10,484	28,061,498	28,917,918	377,857	29,295,775	
Total Direct - Navy Military Appropriations	27,912,870	28,071,982	-10,484	28,061,498	28,917,918	377,857	29,295,775	
Grand Total Direct - Navy Military Personnel Costs	27,912,870	28,071,982	-10,484	28,061,498	28,917,918	377,857	29,295,775	

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Military Personnel, Grand Total	FY 2016 Base + OCO	FY 2017 PB Request with CR Adj Base	FY 2017 Total PB Requests* Base	FY 2017 PB Request with CR Adj OCO	FY 2017 Total PB Requests* OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj OCO	e c
Budget Activity 01: Pay and Allowances of Officers								
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25 Basic Allowance for Housing	1,463,185	1,497,045	1,546,612	19,879	20,255	-376	19,879	
30 Basic Allowance for Subsistence	168,659	170,255	170,815	2,141	2,181	-40	2,141	
35 Incentive Pays	129,836	132,868	130,051	480	480		480	
40 Special Pays	410,960	428,731	431,299	3,128	3,202	-2,194	1,008	
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66 Thrift Savings Plan Matching Contributions					102,201		102,201	
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85 Incentive Pays	103,896	101,930		101,930	104,363		104,363	
90 Special Pays	759,992	772,907	-1,681	771,226	798,735	6,542	805,277	
95 Allowances	561,510	584,360	-525	583,835	589,072	17,995	607,067	
100 Separation Pay	161,985	135,982		135,982	138,013		138,013	
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120 Subsistence-In-Kind	404,120	424,311		424,311	415,383	29,101	444,484	
121 Family Subsistence Supplemental Allowance	10	10		10	10		10	
Total Budget Activity 04	1,218,035	1,212,428	-240	1,212,188	1,219,282	39,460	1,258,742	

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Budget Activity 05: Permanent Change of Station Travel								
125 Accession Travel	82,514	84,530	89,980	1,427	1,427		1,427	
130 Training Travel	89,169	66,298	100,633					
135 Operational Travel	248,260	184,700	257,349	1,825	1,825		1,825	
140 Rotational Travel	339,402	228,489	348,341	4,634	4,634		4,634	
145 Separation Travel	112,983	123,633	115,946	1,937	1,937		1,937	
150 Travel of Organized Units	18,568	24,746	24,736					
155 Non-Temporary Storage	12,662	12,686	12,437					
160 Temporary Lodging Expense	15,374	16,225	17,517					
Total Budget Activity 05	918,932	741,307	966,939	9,823	9,823		9,823	
Budget Activity 06: Other Military Personnel Costs								
170 Apprehension of Military Deserters	57	71	58					
175 Interest on Uniformed Services Savings	1,117	1,060	1,138					
180 Death Gratuities	18,947	13,500	18,500	300	300		300	
185 Unemployment Benefits	67,814	78,956	60,078	6,959	6,959		6,959	
195 Education Benefits	19,421	16,505	16,476					
200 Adoption Expenses	215	250	219					
210 Transportation Subsidy	4,555	8,434	4,926					
212 Reserve Income Replacement Program	3			9	9		9	
215 Partial Dislocation Allowance	10	30	10					
216 SGLI Extra Hazard Payments	3,777			4,673	4,673		4,673	
217 Reserve Officers Training Corps (ROTC)	20,115	20,234	20,591					
218 Junior ROTC	14,673	14,990	15,512					
240 Cancelled Account Payment	195							
Total Budget Activity 06	150,899	154,030	137,508	11,941	11,941		11,941	
Budget Activity 20: Undistributed								
CR1 Adj to Match Continuing Resolution		-300,230	-300,230	-79,546	-79,546		-79,546	
Total Budget Activity 20		-300,230	-300,230	-79,546	-79,546		-79,546	
Total Military Personnel - Active	28,568,764	27,980,878	28,143,120	251,011	258,365	-10,484	247,881	
Less Reimbursables	337,368	329,503	329,503					
Total Direct - Active	28,231,396	27,651,375	27,813,617	251,011	258,365	-10,484	247,881	
Grand Total Direct - Active Personnel Costs	28,231,396	27,651,375	27,813,617	251,011	258,365	-10,484	247,881	

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 Total Obligational Authority
 (Dollars in Thousands)

09 May 2017

	FY 2017 Total PB Requests** with CR Adj Base+OCO+SAA	FY 2017 Total PB Requests* with CR Adj Base + OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj Base + OCO	FY 2018 Base	FY 2018 OCO	FY 2018 Total	S e c
	-----	-----	-----	-----	-----	-----	-----	-
Military Personnel, Grand Total								
Budget Activity 05: Permanent Change of Station Travel								
125 Accession Travel	85,957	91,407		91,407	92,004	3,806	95,810	
130 Training Travel	66,298	100,633		100,633	88,677		88,677	
135 Operational Travel	186,525	259,174		259,174	219,686	1,264	220,950	
140 Rotational Travel	233,123	352,975		352,975	347,267	600	347,867	
145 Separation Travel	125,570	117,883		117,883	118,410	2,152	120,562	
150 Travel of Organized Units	24,746	24,736		24,736	30,884		30,884	
155 Non-Temporary Storage	12,686	12,437		12,437	12,673		12,673	
160 Temporary Lodging Expense	16,225	17,517		17,517	17,850		17,850	
Total Budget Activity 05	751,130	976,762		976,762	927,451	7,822	935,273	
Budget Activity 06: Other Military Personnel Costs								
170 Apprehension of Military Deserters	71	58		58	59		59	
175 Interest on Uniformed Services Savings	1,060	1,138		1,138	1,162		1,162	
180 Death Gratuities	13,800	18,800		18,800	18,500	300	18,800	
185 Unemployment Benefits	85,915	67,037		67,037	65,326	5,978	71,304	
195 Education Benefits	16,505	16,476		16,476	16,736		16,736	
200 Adoption Expenses	250	219		219	223		223	
210 Transportation Subsidy	8,434	4,926		4,926	4,926		4,926	
212 Reserve Income Replacement Program	9	9		9		9	9	
215 Partial Dislocation Allowance	30	10		10	10		10	
216 SGLI Extra Hazard Payments	4,673	4,673		4,673		4,083	4,083	
217 Reserve Officers Training Corps (ROTC)	20,234	20,591		20,591	20,536		20,536	
218 Junior ROTC	14,990	15,512		15,512	15,410		15,410	
240 Cancelled Account Payment								
Total Budget Activity 06	165,971	149,449		149,449	142,888	10,370	153,258	
Budget Activity 20: Undistributed								
CR1 Adj to Match Continuing Resolution	-379,776	-379,776		-379,776				
Total Budget Activity 20	-379,776	-379,776		-379,776				
Total Military Personnel - Active	28,242,373	28,401,485	-10,484	28,391,001	29,263,299	377,857	29,641,156	
Less Reimbursables	329,503	329,503		329,503	345,381		345,381	
Total Direct - Active	27,912,870	28,071,982	-10,484	28,061,498	28,917,918	377,857	29,295,775	
Grand Total Direct - Active Personnel Costs	27,912,870	28,071,982	-10,484	28,061,498	28,917,918	377,857	29,295,775	

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09 May 2017

	FY 2016 Base + OCO	FY 2017 PB Request with CR Adj Base	FY 2017 Total PB Requests* with CR Adj Base	FY 2017 PB Request with CR Adj OCO	FY 2017 Total PB Requests* with CR Adj OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req S with CR Adj e OCO c
Military Personnel, Grand Total							
Grand Total Direct - Military Personnel	28,231,396	27,651,375	27,813,617	251,011	258,365	-10,484	247,881

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 (Dollars in Thousands)

09 May 2017

	FY 2017 Total PB Requests** with CR Adj Base+OCO+SAA -----	FY 2017 Total PB Requests* with CR Adj Base + OCO -----	FY 2017 Less Enacted Div B P.L.114-254** OCO -----	FY 2017 Remaining Req with CR Adj Base + OCO -----	FY 2018 Base -----	FY 2018 OCO -----	FY 2018 Total -----	S e c -
Military Personnel, Grand Total								
Grand Total Direct - Military Personnel	27,912,870	28,071,982	-10,484	28,061,498	28,917,918	377,857	29,295,775	

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 (Dollars in Thousands)

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MEDICARE - Retiree Health Care Contribution, N	FY 2016 Base + OCO -----	FY 2017	FY 2017	FY 2017	FY 2017	FY 2017	FY 2017
		PB Request with CR Adj Base -----	Total PB Requests* with CR Adj Base -----	PB Request with CR Adj OCO -----	Total PB Requests* with CR Adj OCO -----	Less Enacted Div B P.L.114-254** OCO -----	FY 2017 Remaining Req S with CR Adj e OCO -----
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts 1000N 300 Navy	1,281,468	1,352,369	1,352,369				U
Total Active Navy Military Personnel Costs	1,281,468	1,352,369	1,352,369				
Total Direct - Navy MERHFC Accounts	1,281,468	1,352,369	1,352,369				
Grand Total Direct - Navy Military Personnel Costs	1,281,468	1,352,369	1,352,369				

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 (Dollars in Thousands)

09 May 2017

	FY 2017 Total PB Requests** with CR Adj Base+OCO+SAA -----	FY 2017 Total PB Requests* with CR Adj Base + OCO -----	FY 2017 Less Enacted Div B P.L.114-254** OCO -----	FY 2017 Remaining Req with CR Adj Base + OCO -----	FY 2018 Base -----	FY 2018 OCO -----	FY 2018 Total -----	S e c -
MEDICARE - Retiree Health Care Contribution, N								
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts 1000N 300 Navy	1,352,369	1,352,369		1,352,369	1,513,633		1,513,633	U
Total Active Navy Military Personnel Costs	1,352,369	1,352,369		1,352,369	1,513,633		1,513,633	
Total Direct - Navy MERHFC Accounts	1,352,369	1,352,369		1,352,369	1,513,633		1,513,633	
Grand Total Direct - Navy Military Personnel Costs	1,352,369	1,352,369		1,352,369	1,513,633		1,513,633	

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 (Dollars in Thousands)

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Military Personnel, Grand Total	FY 2016 Base + OCO	FY 2017 PB Request with CR Adj Base	FY 2017 Total PB Requests* with CR Adj Base	FY 2017 PB Request with CR Adj OCO	FY 2017 Total PB Requests* with CR Adj OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req S with CR Adj e OCO
Total Direct - Active							
300 Medicare-Eligible Retiree Health Fund Contribution	1,281,468	1,352,369	1,352,369				
Grand Total Direct - Active Personnel Costs	1,281,468	1,352,369	1,352,369				
Grand Total Direct - Military Personnel	1,281,468	1,352,369	1,352,369				

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 FY 2018 President's Budget Request
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 (Dollars in Thousands)

09 May 2017

	FY 2017 Total PB Requests** with CR Adj Base+OCO+SAA -----	FY 2017 Total PB Requests* with CR Adj Base + OCO -----	FY 2017 Less Enacted Div B P.L.114-254** OCO -----	FY 2017 Remaining Req with CR Adj Base + OCO -----	FY 2018 Base -----	FY 2018 OCO -----	FY 2018 Total -----	S e c -
Military Personnel, Grand Total								
Total Direct - Active								
300 Medicare-Eligible Retiree Health Fund Contribution	1,352,369	1,352,369		1,352,369	1,513,633		1,513,633	
Grand Total Direct - Active Personnel Costs	1,352,369	1,352,369		1,352,369	1,513,633		1,513,633	
Grand Total Direct - Military Personnel	1,352,369	1,352,369		1,352,369	1,513,633		1,513,633	

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Section 1

Summary of Requirements by Budget Program

MILITARY PERSONNEL, NAVY
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
ACTIVE FORCES
(In Thousands of Dollars)

	FY 2016 Actual	FY 2017* Estimate	FY 2018 Estimate
DIRECT BASELINE PROGRAM			
Pay and Allowances of Officers	7,734,815	7,828,417	8,048,521
Pay and Allowances of Enlisted Personnel	17,867,938	17,930,496	18,507,145
Pay and Allowances of Cadets / Midshipmen	80,055	80,394	81,501
Subsistence of Enlisted Personnel	1,153,820	1,170,093	1,210,412
Permanent Change of Station Travel	911,943	966,939	927,451
Other Military Personnel Costs	140,277	137,508	142,888
<i>FY 2017 CR Adjustment</i>	-	<i>(300,230)</i>	-
Total Baseline Program Funding	27,888,848	27,813,617	28,917,918
REIMBURSABLE PROGRAM FUNDING			
Pay and Allowances of Officers	235,662	234,378	250,262
Pay and Allowances of Enlisted Personnel	94,114	87,169	86,249
Pay and Allowances of Cadets / Midshipmen	-	-	-
Subsistence of Enlisted Personnel	7,592	7,956	8,870
Permanent Change of Station Travel	-	-	-
Other Military Personnel Costs	-	-	-
Total Reimbursable Baseline Program Funding	337,368	329,503	345,381
TOTAL BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers	7,970,477	8,062,795	8,298,783
Pay and Allowances of Enlisted Personnel	17,962,052	18,017,665	18,593,394
Pay and Allowances of Cadets / Midshipmen	80,055	80,394	81,501
Subsistence of Enlisted Personnel	1,161,412	1,178,049	1,219,282
Permanent Change of Station Travel	911,943	966,939	927,451
Other Military Personnel Costs	140,277	137,508	142,888
<i>FY 2017 CR Adjustment</i>	-	<i>(300,230)</i>	-
Total Baseline Program Funding	28,226,216	28,143,120	29,263,299

MILITARY PERSONNEL, NAVY
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
ACTIVE FORCES
(In Thousands of Dollars)

	FY 2016 Actual	FY 2017* Estimate	FY 2018 Estimate
OCO FUNDING (FY 2016 P.L. 114-113; FY 2017 P.L. 114-254)			
Pay and Allowances of Officers	121,959	4,132	-
Pay and Allowances of Enlisted Personnel	167,678	6,112	-
Pay and Allowances of Cadets / Midshipmen	-	-	-
Subsistence of Enlisted Personnel	35,303	240	-
Permanent Change of Station Travel	6,989	-	-
Other Military Personnel Costs	10,622	-	-
Total OCO Program Funding	342,551	10,484	-
TOTAL PROGRAM FUNDING			
Pay and Allowances of Officers	8,092,435	8,066,927	8,298,783
Pay and Allowances of Enlisted Personnel	18,129,728	18,023,777	18,593,394
Pay and Allowances of Cadets / Midshipmen	80,055	80,394	81,501
Subsistence of Enlisted Personnel	1,196,715	1,178,289	1,219,282
Permanent Change of Station Travel	918,932	966,939	927,451
Other Military Personnel Costs	150,899	137,508	142,888
<i>FY 2017 CR Adjustment</i>	<i>-</i>	<i>(300,230)</i>	<i>-</i>
Total Program Funding	28,568,764	28,153,604	29,263,299
LESS: FY 2017 P.L. 114-254			
Pay and Allowances of Officers		(4,132)	
Pay and Allowances of Enlisted Personnel		(6,112)	
Pay and Allowances of Cadets / Midshipmen		-	
Subsistence of Enlisted Personnel		(240)	
Permanent Change of Station Travel		-	
Other Military Personnel Costs		-	
TOTAL PROGRAM	-	(10,484)	-

MILITARY PERSONNEL, NAVY
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
ACTIVE FORCES
(In Thousands of Dollars)

	FY 2016 Actual	FY 2017* Estimate	FY 2018 Estimate
Revised Total Program			
Pay and Allowances of Officers	8,092,436	8,062,795	8,298,783
Pay and Allowances of Enlisted Personnel	18,129,730	18,017,665	18,593,394
Pay and Allowances of Cadets / Midshipmen	80,055	80,394	81,501
Subsistence of Enlisted Personnel	1,196,715	1,178,049	1,219,282
Permanent Change of Station Travel	918,932	966,939	927,451
Other Military Personnel Costs	150,899	137,508	142,888
<i>FY 2017 CR Adjustment</i>	-	<i>(300,230)</i>	-
REVISED TOTAL PROGRAM*	28,568,767	28,143,120	29,263,299
Medicare-Eligible Retiree Health Fund Contribution, Navy	1,281,468	1,352,386	1,513,633
TOTAL MILITARY PERSONNEL PROGRAM COST	29,850,232	29,495,506	30,776,932

*A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-254). The amounts included for 2017 reflect the annualized level provided by the continuing resolution.

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.

Funding requested in the FY 2018 Department of Navy's budget submission supports end strength of 324,557 in FY 2016, 326,400 in FY 2017 and 327,900 in FY 2018.

FY 2016 Surface/Subsurface gains include: 1 Zumwalt destroyer (DDG-1000); 3 Littoral Combat Ships (LCS); 1 Amphibious Transport Dock (LPD); and 1 nuclear powered attack submarines (SSN). FY 2016 Surface/Subsurface reductions include: 3 nuclear powered attack submarines (SSN); Military Sealift Command Ship gains include: 1 Fast Combat Support Ship (T-AOE) and 2 Expeditionary Fast Transport Vessels (T-EPF). FY 2016 Aviation increases include: 1 MH-53E (HM) FRS; 1MH-60R (HSM) squadron. FY 2016 Aviation transitions include transition from 2 F/A-18C (VFA) squadrons to 2 F/A-18E/F (VFA) squadrons; transition from 1 E-2C (VAW) squadron to 1 E-2D (VAW) squadron; transition from 1 P-3C (VP) squadron to 1 P-8A (VP) squadron, and the transition from 1 SH-60F/MH-60H (HS) to 1 MH-60S (HSC) squadron. FY 2016 Naval Aviation reductions include: disestablishment of 1 integrated Active/Reserve HH-60H (HSC) squadron. FY 2016 Aviation other actions include: restructuring of 1 MH-53E (HM) FRD/AWSTS.

FY 2017 Surface/Subsurface gains include: 1 Aircraft Carrier (CVN 78); 3 Arleigh Burke destroyers (DDG); 5 Littoral Combat Ships (LCS); 1 Amphibious Transport Dock (LPD); and 2 nuclear powered attack submarines (SSN). FY 2017 Surface/Subsurface reductions include: 3 nuclear powered attack submarines (SSN). FY 2017 Aviation gains include: 1 F-35C (VFA) FRS squadron. FY 2017 transitions include: transition from 2 P-3C (VP) squadrons to 2 P-8A (VP) squadrons. FY 2017 Naval Aviation reductions include : the proposed deactivation of the TENTH Carrier Airwing (CVW) [1 F/A-18C (VFA) squadron, 1 EA-18G (VAQ) squadron, 1 E-2C (VAW) squadron, and 1 MH-60S (HSC) squadron].

FY 2018 Surface/Subsurface additions include: 2 Arleigh Burke Destroyer (DDG); 1 Zumwalt destroyer (DDG-1000); 4 Littoral Combat Ships (LCS); 2 nuclear powered attack submarines (SSN). FY 2018 Surface/Subsurface reductions include: 1 nuclear powered attack submarine (SSN). FY 2018 Aviation gains include: transition to 1 F-35C (VFA) squadron; transition to 2 P-8A (VP) squadrons. FY 2018 Naval Aviation reductions include: transition from 1 F/A-18E/F (VFA) squadron and transition from 2 P-3C (VP) squadrons.

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. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

SUMMARY OF ECONOMIC ASSUMPTIONS

FISCAL YEAR 2016

- a. The \$28,568,767 funding supported an end strength of 324,557 with an average strength 332,701.
- b. Retired pay accrual percentage was 31.4 percent of the basic pay for full-time active duty and 23.0 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 1.3 percent across the board, effective 1 January 2016.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.5 percent effective 1 October 2015.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was 0.1 percent for both officers and enlisted personnel, effective 1 January 2016.
- f. The non-pay inflation rate was 1.3 percent.

FISCAL YEAR 2017

- a. Estimated funding of \$28,443,350 supports an end strength of 326,400 with an average strength 325,163.
- b. Retired pay accrual percentage is 28.9 percent of the basic pay for full-time active duty and 22.8 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 2.1 percent across the board and effective 1 January 2017.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 4.2 percent, effective 1 October 2016.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 0 percent for both officers and enlisted personnel, effective 1 January 2017.
- f. The non-pay inflation rate is 1.8 percent.

FISCAL YEAR 2018

- a. The requested \$29,263,299 funding will support an end strength of 327,900 with an average strength 327,456.
- b. Retired pay accrual percentage is 28.5 percent of the basic pay for full-time active duty and 22.6 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise is 2.1 percent across the board and effective 1 January 2018.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate is 3.6 percent effective 1 October 2017.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 3.4 percent for both officers and enlisted personnel, effective 1 January 2018.
- f. The non-pay inflation rate is 2.0 percent.

**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:

	<u>FY 2016 Actual</u>	<u>FY 2017 Planned</u>	<u>FY 2018 Planned</u>
Average Strength/1	332,701	325,163	327,456
End Strength	324,557	326,400	327,900
Authorization End Strength	329,200	323,900	

/1 FY 2016 overseas contingency operations average strength includes 2,786 Mobilized Reserve Component and zero Active Component over strength in support of OEF/OIF/OIR/OFS.

Recruiting

	<u>FY 2016 Actual</u>	<u>FY 2017 Planned</u>	<u>FY 2018 Planned</u>
1. Numeric goals - Active Enlisted			
Accession Goal	30,600	36,300	36,600
Accessions Attained	30,606		
New Contract Objective (NCO)	34,648	35,160	39,518
New Contracts Attained (NCA)	34,657		

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

Note: NCO and NCA includes contracts for the New Accession Training program because Active Duty recruiters work this mission.

	<u>FY 2016 Actual</u>	<u>FY 2017 Planned</u>	<u>FY 2018 Planned</u>
2. Quality Goals			
- HSDG percent	95.0	95.0	95.0
Actual	99.0		
- Test Score Category I-III percent	70.0	70.0	70.0
Actual	84.9		

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 (CAT I-III) 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 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.

Dwell Time Assessment

The SASC Report 112-173 accompanying the FY 2013 NDAA, directs the Secretary of Defense (SECDEF) to include with the budget submissions in each of fiscal years 2015 through 2017 a statement of estimated deployment to dwell ratios for both active and reserve component personnel for that fiscal year based on expected operational demand and requested end strength levels.

Dwell Time Assessment: The Navy met dwell time goals for FY 2016 and is forecasted to meet these goals in FY 2017 and FY 2018. The following ratios are provided:

Dwell Time (ratio of operationally deployed days to non-deployed days)			
	Actual	Current Year Forecast	Budget Year Forecast
<i>Navy</i>	1:2.8	1:2.9	1:2.7
<i>Navy Reserve</i>	1:5	1:5	1:5

Section 3

Summary Charts

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

	FY 2016 Actual		FY 2017 Planned		FY 2018 Planned	
	Average Strength	End Strength 30-Sep-16	Average Strength	End Strength 30-Sep-17	Average Strength	End Strength 30-Sep-18
DIRECT PROGRAM						
Officers	54,321	53,373	53,769	53,502	53,996	53,250
Enlisted	270,147	264,552	264,902	266,358	267,021	268,123
Academy (Cadets/Midshipmen)	4,335	4,423	4,295	4,368	4,263	4,357
Sub-Total	328,803	322,348	322,966	324,228	325,280	325,730
REIMBURSABLE PROGRAM						
Officers	514	1,019	1,017	1,008	1,010	1,006
Enlisted	598	1,190	1,180	1,164	1,166	1,164
Sub-Total	1,112	2,209	2,197	2,172	2,176	2,170
TOTAL PROGRAM						
Officers	54,835	54,392	54,786	54,510	55,006	54,256
Enlisted	270,745	265,742	266,082	267,522	268,187	269,287
Academy (Cadets/Midshipmen)	4,335	4,423	4,295	4,368	4,263	4,357
TOTAL PROGRAM	329,915	324,557	325,163	326,400	327,456	327,900
FY 2016 Supplemental 1/						
Officers	775					
Enlisted	2,011					
Supplemental Funded Strength	2,786					
REVISED TOTAL PROGRAM						
Officers	55,610	54,392	54,786	54,510	55,006	54,256
Enlisted	272,756	265,742	266,082	267,522	268,187	269,287
Academy (Cadets/Midshipmen)	4,335	4,423	4,295	4,368	4,263	4,357
REVISED TOTAL PROGRAM	332,701	324,557	325,163	326,400	327,456	327,900

1/ FY 2016 Average Strength includes 775 Officers and 2,011 enlisted mobilized Reserve Component in support of OEF/OIF/OIR/OFS.

The Navy is required to document the number of Reserve and National Guard members who have performed operational support duty for the Navy for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days.

	FY 2016 Actual	FY 2017 Projected	FY 2018 Projected
Navy Reserve	11	11	11

These totals are part of the end strength figures that are displayed throughout the justification material.

**MILITARY PERSONNEL, NAVY
END STRENGTH BY GRADE - ACTIVE FORCES
TOTAL PROGRAM**

	FY 2016		FY 2017		FY 2018	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	9		10		10	
0-9 Vice Admiral	32	1	34	1	35	1
0-8 Rear Admiral (UH)	63	1	67	1	68	1
0-7 Rear Admiral (LH)	106	2	110	2	112	2
0-6 Captain	3,155	59	3,162	58	3,085	57
0-5 Commander	6,604	124	6,613	123	6,672	123
0-4 Lieutenant Commander	10,621	199	10,833	200	10,937	203
0-3 Lieutenant	18,617	349	18,428	342	17,709	328
0-2 Lieutenant (JG)	6,692	125	6,840	126	6,953	129
0-1 Ensign	6,827	128	6,717	124	6,934	129
TOTAL	52,726	988	52,814	977	52,515	973
Warrant Officers						
W-5 Warrant Officer	75	1	78	1	81	2
W-4 Warrant Officer	386	7	389	7	380	7
W-3 Warrant Officer	584	11	646	12	656	12
W-2 Warrant Officer	621	12	583	11	624	12
W-1 Warrant Officer						
TOTAL	1,666	31	1,696	31	1,741	33
Total Officer Personnel	54,392	1,019	54,510	1,008	54,256	1,006
Enlisted Personnel						
E-9 Master Chief Petty Officer	2,571	12	2,605	11	2,644	11
E-8 Senior Chief Petty Officer	6,442	29	6,947	30	7,451	32
E-7 Chief Petty Officer	21,414	96	21,501	94	21,477	93
E-6 1st Class Petty Officer	47,059	211	45,875	200	45,825	198
E-5 2nd Class Petty Officer	63,854	285	63,221	275	63,679	276
E-4 3rd Class Petty Officer	52,840	237	51,878	226	56,180	243
E-3 Seaman	49,547	222	50,414	219	45,622	197
E-2 Seaman Apprentice	14,144	63	15,911	69	16,976	73
E-1 Seaman Recruit	7,871	35	9,170	40	9,433	41
Total Enlisted	265,742	1,190	267,522	1,164	269,287	1,164
Total Officer and Enlisted	320,134	2,209	322,032	2,172	323,543	2,170
Midshipmen	4,423		4,368		4,357	
TOTAL END STRENGTH	324,557	2,209	326,400	2,172	327,900	2,170

**MILITARY PERSONNEL, NAVY
AVERAGE STRENGTH BY GRADE - ACTIVE FORCES
TOTAL PROGRAM**

	FY 2016		FY 2017		FY 2018	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	11		11		11	
0-9 Vice Admiral	36	1	39	1	39	1
0-8 Rear Admiral (UH)	70	1	72	1	79	1
0-7 Rear Admiral (LH)	107	1	100	2	101	2
0-6 Captain	3,206	30	3,119	59	3,094	58
0-5 Commander	6,844	62	6,566	124	6,612	123
0-4 Lieutenant Commander	10,864	100	10,567	200	10,702	202
0-3 Lieutenant	19,328	175	19,032	346	18,932	335
0-2 Lieutenant (JG)	6,764	63	6,913	126	6,978	128
0-1 Ensign	6,683	64	6,656	126	6,715	127
TOTAL	53,913	497	53,075	985	53,263	977
Warrant Officers						
W-5 Warrant Officer	70	1	74	1	77	2
W-4 Warrant Officer	401	4	395	7	387	7
W-3 Warrant Officer	627	6	655	12	682	12
W-2 Warrant Officer	599	6	587	12	597	12
W-1 Warrant Officer						
TOTAL	1,697	17	1,711	32	1,743	33
Total Officer Personnel	55,610	514	54,786	1,017	55,006	1,010
Enlisted Personnel						
E-9 Master Chief Petty Officer	2,604	6	2,570	12	2,603	11
E-8 Senior Chief Petty Officer	6,507	15	6,643	30	7,136	31
E-7 Chief Petty Officer	21,168	48	21,100	95	21,142	94
E-6 1st Class Petty Officer	48,608	106	47,362	206	46,701	199
E-5 2nd Class Petty Officer	64,841	143	63,725	280	64,362	276
E-4 3rd Class Petty Officer	53,504	119	52,583	232	52,609	235
E-3 Seaman	50,840	111	49,997	221	48,451	208
E-2 Seaman Apprentice	14,900	32	13,878	66	16,083	71
E-1 Seaman Recruit	9,784	18	8,224	38	9,100	41
Total Enlisted	272,756	598	266,082	1,180	268,187	1,166
Total Officer and Enlisted	328,366	1,112	320,868	2,197	323,193	2,176
Midshipmen	4,335		4,295		4,263	
TOTAL AVERAGE STRENGTH	332,701	1,112	325,163	2,197	327,456	2,176

**MILITARY PERSONNEL, NAVY
ACTIVE DUTY STRENGTH BY MONTHS 1/**

	FY 2016 Actual				FY 2017 Estimate				FY 2018 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
September	54,223	269,172	4,467	327,862	54,392	265,742	4,423	324,557	54,510	267,522	4,368	326,400
October	54,135	268,907	4,461	327,503	54,287	265,084	4,421	323,792	54,479	266,623	4,394	325,496
November	54,020	269,340	4,454	327,814	54,128	265,208	4,415	323,751	54,345	266,663	4,386	325,394
December	54,013	269,734	4,447	328,194	54,080	264,718	4,399	323,197	54,309	266,588	4,372	325,269
January	53,863	270,397	4,432	328,692	54,026	264,756	4,382	323,164	54,240	266,773	4,356	325,369
February	53,822	270,580	4,426	328,828	53,919	264,799	4,375	323,093	54,147	267,019	4,349	325,515
March	53,725	271,199	4,421	329,345	53,757	265,212	4,369	323,338	53,998	267,733	4,343	326,074
April	53,649	271,199	4,417	329,265	53,704	265,691	4,365	323,760	53,967	268,157	4,339	326,463
May	54,861	271,449	3,337	329,647	54,887	266,114	3,295	324,296	55,183	268,695	3,269	327,147
June	54,982	271,126	4,482	330,590	55,081	266,707	4,449	326,237	55,213	268,944	4,403	328,560
July	54,852	269,995	4,455	329,302	54,943	267,202	4,430	326,575	55,077	269,121	4,384	328,582
August	54,561	268,104	4,434	327,099	54,773	267,565	4,412	326,750	54,889	269,429	4,366	328,684
September	54,392	265,742	4,423	324,557	54,510	267,522	4,368	326,400	54,256	269,287	4,357	327,900
Average Strength	54,440	270,526	4,335	332,087	54,457	265,808	4,295	324,560	54,659	267,860	4,263	326,782

Active Duty for Operational Support (ADOS)

	FY 2016				FY 2017				FY 2018			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
<u>Baseline ADOS</u>												
Average Strength	106	84		190	103	99		202	107	92		199
Dollars in Millions	14.6	7.7		22.3	14.5	9.2		23.7	15.4	8.7		24.1
<u>Reimbursable ADOS</u>												
Average Strength	190	115		305	125	151		276	125	151		276
Dollars in Millions	16.4	12.3		28.7	11.0	16.5		27.5	11.2	16.8		28.0
<u>Recalls ADOS (less than 1095 Days)</u>												
Average Strength	88	20		108	86			86	86	30		116
Dollars in Millions												
<u>Recalls ADOS more than 1095 Days)</u>												
Average Strength	11			11	11			11	11			11
* Included in Actual Strength Plans												
<u>Selected Reserve 12304b Authority</u>												
Average Strength					4	24		28	18	54		72
Dollars in Millions					0.6	2		2.6	2.2	4.1		6.3
<u>OCO - Mobilized Reserve</u>												
Average Strength	775	2,011										
Dollars in Millions												
Total Average Strength	55,610	272,756	4,335	332,701	54,786	266,082	4,295	325,163	55,006	268,187	4,263	327,456

Selected Reserve 12304b Authority: 1/ Mission supports Two (2) Naval Special Warfare (NSW) detachments of Navy Reservists, operating and supporting tactical unmanned aircraft systems (UAS) in the AFRICOM and CENTCOM AOR for 12-months in duration. 2/ Provides Navy Reservist mobilization of Officer and Enlisted for medical and religious support to MARFORSOUTH and MARFORNORTH. Mobilization durations vary from 316 to 365 days. 3/ Mission supports Global Force Management Allocation Plan (GFMAP) Airborne Electronic Attack requirements with operational support to the Active Component (AC) Expeditionary VAQ community in the PACOM AOR for three months in duration.

Strength in the FY 2018 President's Budget Baseline Request

	FY 2016				FY 2017				FY 2018			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
End Strength	54,392	265,742	4,423	324,557	54,510	267,522	4,368	326,400	54,256	269,287	4,357	327,900
Average Strength	55,610	272,756	4,335	332,701	54,786	266,082	4,295	325,163	55,006	268,187	4,263	327,456

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

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Begin Strength	54,223	54,392	54,510
Gains			
Naval Academy	785	792	792
Reserve Officer Training Corps	846	789	886
Senior ROTC	93	90	101
Scholarship	753	699	785
Health Professions Scholarships	438	448	409
Reserve Officer Candidates			
Other Enlisted Commissioning Programs	1,571	1,622	1,606
Voluntary Active Duty	19	21	30
Direct Appointments	366	393	440
Warrant Officer Programs	204	204	229
Other	33	35	38
Gain Adjustment	7	4	
Total Gains	4,269	4,308	4,430
Losses			
Expiration of Contract / Obligation	1,312	1,326	1,401
Normal Early Release	69	70	
Retirement	2,082	2,114	2,146
Disability			
Non-disability	2,082	2,114	2,146
TERA			
Voluntary Separation - VSI			
Voluntary Separation - SSB			
Involuntary Separation - Reserve Officers			
Involuntary Separation - Regular Officers	275	275	262
Attrition	75	70	65
Other	100	104	116
Loss Adjustment	187	301	694
Total Losses	4,100	4,190	4,684
End Strength	54,392	54,510	54,256

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

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Begin Strength	269,172	265,742	267,522
Gains			
Non-prior Service Enlistments	30,570	35,966	36,200
Male	23,085	26,844	27,304
Female	7,485	9,122	8,896
Prior Service Enlistments	159	334	400
National Call to Service			
Reenlistments	38,345	37,221	42,761
Reserve Recall	30	50	50
Officer Candidate Programs	1,634	1,724	1,724
Returned from Dropped Rolls	667	1,200	1,062
Gain Adjustment	251	58	
Total Gains	71,656	76,553	82,197
Losses			
Expiration of Term of Service (ETS)	16,869	17,119	16,974
Normal Early Release			
Programmed Early Release			
Separations - VSP			
Separations - SSB			
To Commissioned Officer	1,879	1,919	1,867
To Warrant Officer	204	204	229
Reenlistment	38,345	37,221	42,761
Retirement	4,888	5,015	4,971
TERA			
Other			
Dropped from Rolls (Deserters)	111	102	106
Attrition (Adverse Causes)	3,296	3,308	3,284
Attrition (Other)	9,468	9,873	10,091
Reserve Components		1	
Other Losses			
Loss Adjustment	26	11	149
Total Losses	75,086	74,773	80,432
End Strength	265,742	267,522	269,287

**MILITARY PERSONNEL, NAVY
GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES
CADETS/MIDSHIPMEN**

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Begin Strength	4,467	4,423	4,368
Gains			
Entering Midshipmen	1,161	1,125	1,150
Re-Admit Midshipmen			
Total Gains	1,161	1,125	1,150
Losses			
Attrition	150	130	116
Death			
Graduates	1,055	1,050	1,045
Total Losses	1,205	1,180	1,161
End Strength	4,423	4,368	4,357

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

	FY 2016			FY 2017*			FY 2018		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,147,124	8,934,646	13,081,772	4,144,258	8,919,996	13,064,254	4,250,732	9,165,195	13,415,927
2. Retired Pay Accrual	1,293,910	2,797,670	4,091,580	1,196,072	2,574,433	3,770,505	1,209,645	2,611,852	3,821,497
3. Thrift Savings Plan (TSP)	-	-	-	-	-	-	46,944	102,201	149,145
4. Basic Allowance for Housing	1,463,185	4,165,988	5,629,173	1,546,612	4,286,671	5,833,283	1,554,695	4,382,826	5,937,521
A. With Dependents - Domestic	981,667	2,809,458	3,791,125	1,037,145	2,898,757	3,935,902	1,042,111	2,952,354	3,994,465
B. Without Dependents - Domestic	369,146	1,044,043	1,413,189	392,402	1,075,712	1,468,114	394,029	1,092,772	1,486,801
C. Partial - Domestic	52	6,816	6,868	54	6,571	6,625	53	6,562	6,615
D. With Dependents - Overseas	68,409	159,830	228,239	70,849	159,204	230,053	71,671	172,081	243,752
E. Without Dependents - Overseas	43,911	145,841	189,752	46,162	146,427	192,589	46,831	159,057	205,888
5. Subsistence	168,659	1,196,715	1,365,374	170,815	1,178,049	1,348,864	171,681	1,219,282	1,390,963
A. Basic Allowance for Subsistence	168,659	794,475	963,134	170,815	779,174	949,989	171,681	803,889	975,570
1. Authorized to Mess Separately	168,659	791,912	960,571	170,815	776,680	947,495	171,681	801,315	972,996
2. Leave Rations	-	-	-	-	-	-	-	-	-
3. Rations-In-Kind Not Available	-	-	-	-	-	-	-	-	-
4. BAS II	-	2,563	2,563	-	2,494	2,494	-	2,574	2,574
5. Augmentation for Separate Meals	-	-	-	-	-	-	-	-	-
6. Partial BAS	-	-	-	-	-	-	-	-	-
B. Subsistence-In-Kind	-	402,230	402,230	-	398,865	398,865	-	415,383	415,383
1. Subsistence in Messes	-	372,387	372,387	-	369,013	369,013	-	384,736	384,736
2. Special Rations	-	-	-	-	-	-	-	-	-
3. Operational Rations	-	1,443	1,443	-	1,477	1,477	-	1,517	1,517
4. Augmentation Rations & Other Programs	-	57,152	57,152	-	57,103	57,103	-	58,623	58,623
5. SIK Cash Collections	-	(28,753)	(28,753)	-	(28,728)	(28,728)	-	(29,493)	(29,493)
C. FSSA	-	10	10	-	10	10	-	10	10
6. Incentive Pay, Hazardous Duty, and Aviation Career	129,836	96,219	226,055	130,051	101,719	231,770	131,251	104,363	235,614
A. Flying Duty Pay	98,032	13,480	111,512	98,184	13,150	111,334	99,384	14,508	113,892
1. Aviation Career, Officers	69,811	-	69,811	69,412	-	69,412	69,086	-	69,086
2. Crew Members	78	81	159	78	77	155	78	77	155
3. Noncrew Member	11	36	47	11	36	47	11	36	47
4. Aviation Continuation Pay	28,132	-	28,132	28,683	-	28,683	30,209	-	30,209
5. Career Enlisted Flyer Pay	-	13,363	13,363	-	13,037	13,037	-	14,395	14,395
B. Submarine Duty Pay	25,393	53,488	78,881	25,451	58,900	84,351	25,451	58,900	84,351
C. Parachute Jumping Pay	3,252	11,024	14,276	3,254	10,957	14,211	3,254	11,143	14,397
D. Demolition Pay	2,534	9,326	11,860	2,536	9,288	11,824	2,536	9,520	12,056

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

	FY 2016			FY 2017*			FY 2018		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
E. Other Pays	625	8,901	9,526	626	9,424	10,050	626	10,292	10,918
7. Special Pays	410,960	772,652	1,183,612	431,299	766,305	1,197,604	445,426	798,735	1,244,161
A. Medical Pay	191,513	-	191,513	193,746	-	193,746	196,909	-	196,909
B. Dental Pay	43,461	-	43,461	45,420	-	45,420	46,381	-	46,381
C. Optometrists Pay	562	-	562	592	-	592	600	-	600
D. Pharmacy Pay	1,875	-	1,875	1,830	-	1,830	1,845	-	1,845
E. Nurse Pay	13,605	-	13,605	13,865	-	13,865	13,585	-	13,585
F. Non-Physician Pay	10,286	-	10,286	10,350	-	10,350	11,227	-	11,227
G. Nuclear Officer Incentive Pay	69,060	-	69,060	73,770	-	73,770	73,770	-	73,770
H. Nuclear Accession Bonus	-	3,195	3,195	-	3,375	3,375	-	3,375	3,375
I. Responsibility Pay	702	-	702	703	-	703	703	-	703
J. Sea and Foreign Duty, Total	30,528	290,232	320,760	30,603	295,093	325,696	30,603	295,235	325,838
1. Sea Duty	28,003	254,412	282,415	28,071	258,791	286,862	28,071	258,933	287,004
2. Duty at Certain Places	2,525	34,440	36,965	2,532	34,920	37,452	2,532	34,920	37,452
3. Overseas Extension Pay	-	1,380	1,380	-	1,382	1,382	-	1,382	1,382
K. Diving Duty Pay	4,729	14,743	19,472	4,731	14,690	19,421	4,731	15,105	19,836
L. Foreign Language Proficiency Pay	3,003	11,856	14,859	3,120	12,538	15,658	3,259	12,918	16,177
M. Imminent Danger Pay	2,122	5,746	7,868	421	589	1,010	421	589	1,010
N. Hardship Duty Pay	2,285	9,696	11,981	1,350	8,468	9,818	1,350	8,468	9,818
O. Judge Advocate Continuation Pay	2,100	-	2,100	2,415	-	2,415	2,940	-	2,940
P. Special Warfare Officer Pay	3,949	-	3,949	6,743	-	6,743	6,746	-	6,746
Q. Surface Warfare Officer	1,620	-	1,620	400	-	400	300	-	400
R. Critical Skill Retention Bonus	28,752	28,492	57,244	40,432	31,396	71,828	41,928	31,525	62,133
S. Combat-Related Injury Rehabilitation Bonus	-	34	34	-	41	41	-	41	41
T. Reenlistment Bonus	-	270,441	270,441	-	258,514	258,514	-	275,819	275,819
1. Regular - Initial/New	-	153,833	153,833	-	127,707	127,707	-	144,547	144,547
2. Selective - Anniversary	-	116,608	116,608	-	130,807	130,807	-	131,272	131,272
U. Special Duty Assignment Pay	-	88,933	88,933	-	87,000	87,000	-	85,356	85,356
V. Enlistment Bonus	-	26,500	26,500	-	29,988	29,988	-	29,988	29,988
W. Loan Repayment Program	-	3,798	3,798	-	4,400	4,400	-	3,975	3,975
X. Assignment Incentive Pay	-	18,984	18,984	-	20,211	20,211	-	20,392	20,392

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

	FY 2016			FY 2017*			FY 2018		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
Y. Other Special Pay	759	-	759	759	-	759	759	-	759
Z. Combined Contribution	-	-	-	-	-	-	7,320	15,947	23,267
AA. Personal Money Allowance, General & Flag Officers	49	2	51	49	2	51	49	2	51
8. Allowances	123,819	550,167	673,986	119,414	566,922	686,336	120,469	589,072	709,541
A. Uniform or Clothing Allowances	1,962	175,623	177,585	1,982	202,828	204,810	1,971	219,460	221,431
1. Initial Issue	1,519	62,475	63,994	1,535	73,293	74,828	1,528	72,637	74,165
a. Military	1,349	61,525	62,874	1,362	72,331	73,693	1,351	71,675	73,026
b. Civilian	170	950	1,120	173	962	1,135	177	962	1,139
2. Additional	443	-	443	447	-	447	443	-	443
3. Basic Maintenance	-	29,527	29,527	-	29,323	29,323	-	31,187	31,187
4. Standard Maintenance	-	70,090	70,090	-	69,606	69,606	-	75,433	75,433
5. Special	-	12,034	12,034	-	11,951	11,951	-	12,793	12,793
6. Supplementary	-	1,497	1,497	-	1,315	1,315	-	1,315	1,315
7. Civilian Clothing Maintenance	-	-	-	-	-	-	-	-	-
8. Task Force Uniform	-	-	-	-	17,340	17,340	-	26,095	26,095
B. Station Allowances Overseas	110,475	311,930	422,405	111,825	311,202	423,027	112,822	316,314	429,136
1. Cost-of-Living	96,211	280,568	376,779	96,701	277,160	373,861	97,855	284,600	382,455
2. Temporary Lodging	14,264	31,362	45,626	15,124	34,042	49,166	14,967	31,714	46,681
C. Family Separation Allowance	10,452	58,780	69,232	3,863	45,684	49,547	3,885	45,780	49,665
1. On PCS, No Government Quarters	-	-	-	-	-	-	-	-	-
2. On PCS, Dependent Not Authorized	2,409	14,823	17,232	1,403	13,014	14,417	1,425	13,041	14,466
3. Afloat	4,899	23,301	28,200	1,746	17,073	18,819	1,746	17,109	18,855
4. On TDY	3,144	20,656	23,800	714	15,597	16,311	714	15,630	16,344
D. Spec Comp for Asst w/ Act of Daily Living (SCAADL)	65	220	285	71	330	401	71	352	423
E. CONUS COLA	865	3,614	4,479	1,673	6,878	8,551	1,720	7,166	8,886
9. Separation Payments	39,780	132,803	172,583	41,196	135,982	177,178	43,709	138,013	181,722
A. Terminal Leave Pay	17,098	40,189	57,287	17,407	41,436	58,843	17,936	42,950	60,886
B. Severance Pay, Disability	1,356	18,214	19,570	1,433	18,775	20,208	1,545	19,522	21,067
C. Severance Pay, Nonpromotion	-	-	-	-	-	-	-	-	-
D. Severance Pay, Invol Half (5%)	631	11,777	12,408	632	12,239	12,871	657	12,774	13,431
E. Severance Pay, Invol Full (10%)	19,285	38,023	57,308	20,278	38,979	59,257	22,131	40,565	62,696
F. Severance Pay, VSI	-	2,400	2,400	-	2,176	2,176	-	2	2
G. Severance Pay, VSP	-	-	-	-	-	-	-	-	-
H. 15-Year Temporary Early Retirement	-	-	-	-	-	-	-	-	-
I. \$30,000 Lump Sum Bonus	1,410	22,200	23,610	1,446	22,377	23,823	1,440	22,200	23,640
10. Social Security Tax Payment	315,162	679,583	994,745	283,078	665,637	948,715	324,231	701,137	1,025,368
11. Permanent Change of Station Travel	336,845	582,087	918,932	353,847	613,092	966,939	333,631	593,820	927,451

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

	FY 2016			FY 2017*			FY 2018		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
12. Other Military Personnel Costs	39,965	110,934	150,899	40,530	96,978	137,508	40,384	102,572	142,888
A. Apprehension of Deserters	-	57	57	-	58	58	-	59	59
B. Interest on Uniformed Services Savings Deposit	447	670	1,117	455	683	1,138	465	697	1,162
C. Death Gratuities	2,400	16,547	18,947	2,400	16,100	18,500	2,400	16,100	18,500
D. Unemployment Compensation	-	67,814	67,814	-	60,078	60,078	-	65,326	65,326
E. SGLI/T-SGLI	869	2,908	3,777	-	-	-	-	-	-
F. Education Benefits	-	19,421	19,421	-	16,476	16,476	-	16,736	16,736
G. Adoption Expenses	90	125	215	92	127	219	94	129	223
H. Transportation Subsidy	1,366	3,189	4,555	1,478	3,448	4,926	1,478	3,448	4,926
I. Partial Dislocation Allowance	2	8	10	2	8	10	2	8	10
J. Senior ROTC (Non-Scholarship)	1,779	-	1,779	1,801	-	1,801	1,989	-	1,989
K. Senior ROTC (Scholarship)	18,336	-	18,336	18,790	-	18,790	18,547	-	18,547
L. Junior ROTC	14,673	-	14,673	15,512	-	15,512	15,410	-	15,410
M. Reserve Income Replacement	3	-	3	-	-	-	-	-	-
N. Stop Loss Retroactive Pay	-	-	-	-	-	-	-	-	-
O. Cancelled Accounts	-	195	195	-	-	-	-	-	-
13. Cadets	80,055	-	80,055	80,394	-	80,394	81,501	-	81,501
Military Personnel Appropriation Total	8,549,300	20,019,464	28,568,764	8,537,566	19,905,784	28,443,350	8,754,299	20,509,068	29,263,299
14. Less Reimbursables	235,662	101,706	337,368	234,378	95,125	329,503	250,262	95,119	345,381
Military Personnel Appropriation Total, Direct	8,313,638	19,917,758	28,231,396	8,303,188	19,810,659	28,113,847	8,504,037	20,413,949	28,917,918
<i>FY 2017 CR Adjustment</i>	-	-	-	-	-	(300,230)	-	-	-
Revised Military Personnel Appropriation Total, Direct						27,813,617			

*A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-254). The amounts included for 2017 reflect the annualized level provided by the continuing resolution.

MILITARY PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2017 President's Budget Request	Congressional Action	P.L. 114-254 Enacted Title IX	Available Appropriation	Request for Additional FY 2017 Appropriations	FY 2017* Total Request
Pay and Allowances of Officers						
Basic Pay	4,120,767	0	0	4,120,767	23,491	4,144,258
Retired Pay Accrual	1,214,093	0	0	1,214,093	-18,021	1,196,072
Thrift Saving Plan	0	0	0	0	0	0
Incentive Pay	132,868	0	0	132,868	-2,817	130,051
Special Pay	428,731	0	548	428,731	2,568	431,299
Basic Allowance for Housing	1,497,045	0	0	1,497,045	49,567	1,546,612
Basic Allowance for Subsistence	170,255	0	0	170,255	560	170,815
Station Allowances Overseas	111,662	0	0	111,662	163	111,825
CONUS Cost of Living Allowances	777	0	0	777	896	1,673
Uniform Allowances	2,035	0	0	2,035	-53	1,982
Family Separation Allowances	3,714	0	1,128	3,714	149	3,863
Aid and Attend Allow for Catastroph Injured	43	0	0	43	28	71
Separation Payments	47,200	0	0	47,200	-6,004	41,196
Social Security Tax-Employer's	313,964	0	0	313,964	-30,886	283,078
Total Obligations	8,043,154	0	1,676	8,043,154	19,641	8,062,795
Less Reimbursements	234,378	0	0	234,378	0	234,378
Total Direct Obligations	7,808,776	0	1,676	7,808,776	19,641	7,828,417

MILITARY PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2017 President's Budget Request	Congressional Action	P.L. 114-254 Enacted Title IX	Available Appropriation	Request for Additional FY 2017 Appropriations	FY 2017* Total Request
Pay and Allowances of Enlisted						
Basic Pay	8,940,145	0	0	8,940,145	-20,149	8,919,996
Retired Pay Accrual	2,636,817	0	0	2,636,817	-62,384	2,574,433
Thrift Savings Plan	0	0	0	0	0	0
Incentive Pay	103,685	0	0	103,685	-1,966	101,719
Special Pay	376,712	0	3,135	376,712	9,691	386,403
Special Duty Assignment Pay	84,423	0	0	84,423	2,577	87,000
Reenlistment Bonus	250,008	0	0	250,008	8,506	258,514
Enlistment Bonus	36,837	0	0	36,837	-6,849	29,988
Navy College Fund	0	0	0	0	0	0
Loan Repayment Program	4,400	0	0	4,400	0	4,400
Basic Allowance for Housing	4,254,377	0	0	4,254,377	32,294	4,286,671
Station Allowances Overseas	306,388	0	0	306,388	4,814	311,202
CONUS Cost of Living Allowances	3,151	0	0	3,151	3,727	6,878
Clothing Allowances	190,569	0	0	190,569	12,259	202,828
Family Separation Allowances	43,617	0	5,265	43,617	2,067	45,684
Aid and Attend Allow for Catastroph Injured	347	0	0	347	-17	330
Separation Payments	161,985	0	0	161,985	-26,003	135,982
Social Security Tax-Employer's Contribution	683,920	0	0	683,920	-18,283	665,637
Total Obligations	18,077,381	0	8,400	18,077,381	-59,716	18,017,665
Less Reimbursements	87,169	0	0	87,169	0	87,169
Total Direct Obligations	17,990,212	0	8,400	17,990,212	-59,716	17,930,496
Pay and Allowances for Midshipmen						
Academy Midshipmen	81,580	0	0	81,580	-1,186	80,394
Total Obligations	81,580	0	0	81,580	-1,186	80,394
Less Reimbursements	0	0	0	0	0	0
Total Direct Obligations	81,580	0	0	81,580	-1,186	80,394

MILITARY PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2017 President's Budget Request	Congressional Action	P.L. 114-254 Enacted Title IX	Available Appropriation	Request for Additional FY 2017 Appropriations	FY 2017* Total Request
Subsistence of Enlisted Personnel						
Basic Allow for Subsistence	804,972	0	0	804,972	-25,798	779,174
Subsistence-in-Kind	378,674	0	0	378,674	20,191	398,865
FSSA	10	0	0	10	0	10
Total Obligations	1,183,656	0	0	1,183,656	-5,607	1,178,049
Less Reimbursements	7,956	0	0	7,956	0	7,956
Total Direct Obligations	1,175,700	0	0	1,175,700	-5,607	1,170,093
Permanent Change of Station Travel						
Accession Travel	84,530	0	0	84,530	5,450	89,980
Training Travel	66,298	0	0	66,298	34,335	100,633
Operational Travel	184,700	0	0	184,700	72,649	257,349
Rotational Travel	228,489	0	0	228,489	119,852	348,341
Separation Travel	123,633	0	0	123,633	-7,687	115,946
Travel of Organized Units	24,746	0	0	24,746	-10	24,736
Non-Temporary Storage	12,686	0	0	12,686	-249	12,437
Temporary Lodging Expense	16,225	0	0	16,225	1,292	17,517
Total Obligations	741,307	0	0	741,307	225,632	966,939
Less Reimbursements	0	0	0	0	0	0
Total Direct Obligations	741,307	0	0	741,307	225,632	966,939

MILITARY PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2017 President's Budget Request	Congressional Action	P.L. 114-254 Enacted Title IX	Available Appropriation	Request for Additional FY 2017 Appropriations	FY 2017* Total Request
Other Personnel Costs						
Apprehension of Military Deserters	71	0	0	71	-13	58
Absentees & Escaped Military Prisoners	0	0	0	0	0	0
Interest on Uniform Svcs Savings (MIA)	1,060	0	0	1,060	78	1,138
Death Gratuities	13,500	0	0	13,500	5,000	18,500
Unemployment Compensation	78,956	0	0	78,956	-18,878	60,078
SGLI	0	0	408	0	0	0
Education Benefits	16,505	0	0	16,505	-29	16,476
Transportation Subsidy	8,434	0	0	8,434	-3,508	4,926
Adoption Expenses	250	0	0	250	-31	219
Partial Dislocation Allowance	30	0	0	30	-20	10
Senior ROTC	2,058	0	0	2,058	-257	1,801
Scholarship ROTC	18,176	0	0	18,176	614	18,790
JROTC	14,990	0	0	14,990	522	15,512
Total Obligations	154,030	0	408	154,030	-16,522	137,508
Less Reimbursements	0	0	0	0	0	0
Total Direct Obligations	154,030	0	408	154,030	-16,522	137,508
Total MPN Obligations	28,281,108	0	10,484	28,281,108	162,242	28,443,350
Less Reimbursements	329,503	0	0	329,503	0	329,503
Total Direct MPN Obligations	27,951,605	0	10,484	27,951,605	162,242	28,113,847
<i>FY 2017 CR Adjustment</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>(300,230)</i>
Revised Military Personnel Appropriation Total, Direc	27,951,605	0	10,484	27,951,605	162,242	27,813,617

*A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Resolution, 2017 (P.L. 114-254). The amounts included for 2017 reflect the annualized level provided by the continuing resolution.

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<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>
FY 2017 Direct Program	7,828,417	17,930,496	80,394	1,170,093	966,939	137,508	28,113,847
INCREASES							
Pricing Increases	209,942	465,136	1,701	41,766	15,867	3,482	737,894
Inflation Rate	4,251		469	41,766			46,486
BAS Growth Rate of 3.4%	4,251			29,313			33,564
Basic Allowance for Subsistence			469				469
Change in BDFA Rate				12,453			12,453
Permanent Change of Station (PCS) Travel - Officer					5,100		5,100
PCS: Accession Travel					411		411
PCS: Operational Travel					1,601		1,601
PCS: Rotational Travel					1,557		1,557
PCS: Separation Travel					460		460
PCS: Training Travel					1,018		1,018
PCS: Travel of Organized Units					38		38
In-Place Consecutive Overseas Tour (IPCOT)					15		15
Permanent Change of Station (PCS) Travel - Enlisted					9,237		9,237
PCS: Accession Travel					980		980
PCS: Operational Travel					2,459		2,459
PCS: Rotational Travel					3,240		3,240
PCS: Separation Travel					1,531		1,531
PCS: Training Travel					672		672
PCS: Travel of Organized Units					249		249
In-Place Consecutive Overseas Tour (IPCOT)					73		73
Overseas Tour Extension Incentives Program (OTEIP)					33		33
BAH Rates	52,105	164,801					216,906
BAH Overseas	1,564	22,166					23,730
Domestic Housing Rate Growth of 3.6%	50,541	142,635					193,176
Separation Payments	839	2,600					3,439
Lump Sum Terminal Leave Payments		968					968
Separation Pay - Lump sum Leave Payment(Officer)	367						367
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	427						427
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	14						14
Severance Pay, Disability - Officer	31						31
Severance Pay, Disability (Enl)		437					437
Severance Pay, Non-Disability (Enl) - Invol - Full Pay		913					913
Severance Pay, Non-Disability (Enl) - Invol - Half Pay		282					282
Unemployment Benefits						3,115	3,115
Unemployment Compensation						3,115	3,115
Station Allowances, Overseas	273						273
Station Allowances - Temporary Lodging	273						273
CONUS Cost Of Living Allowance (COLA)	31	131					162
CONUS COLA		131					131
CONUS Cost Of Living (COLA)	31						31
Reenlistment Bonus		5,728					5,728
Reenlistment Bonus - Initial Payment		5,728					5,728
Station Allowance, Overseas		5,385					5,385
Overseas Station Allowance (Enl)		4,793					4,793
Temporary Lodging (Enl)		592					592
Clothing Allowance		8,518					8,518
Replacement Allowances (Basic)		2,105					2,105
Replacement Allowances (Std)		5,662					5,662
Replacement Allowances (Special)		751					751
Incentive Pay For Hazardous Duty	364						364

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<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>
ACCP INITIAL PAYMENTS	22						22
ACCP Anniversary Payments	342						342
Special Pay	1,792	1,703					3,495
Judge Advocate Continuation Pay	71						71
Career Sea Pay (Enlisted)		142					142
Special Warfare SOCOM CSRB		950					950
Medical Pay	547						547
SWO CSRB (Junior)	1,171						1,171
SPECWAR Officer Continuation Pay	3						3
Enlisted Supervisor Retention Pay CSRB		611					611
Senior ROTC (Scholarship Program)						101	101
Uniforms, Commutations-in-Lieu						7	7
Pay & Allowances						44	44
Subsistence of Reserve Officer Candidates						2	2
Uniform, Issue-In-Kind						48	48
Senior ROTC (Non-Scholarship Program)						18	18
Uniforms, Commutations-in-Lieu						9	9
Pay & Allowances						3	3
Uniform, Issue-In-Kind						6	6
Junior ROTC						248	248
Uniforms, Issue-in-Kind						248	248
Uniform Allowance	4						4
Civilian	4						4
Cadets/Midshipmen					10		10
PCS: Accession Travel					9		9
PCS: Separation Travel					1		1
Increases due to Reimbursables	30,277	20,652					50,929
Basic Pay		3,613					3,613
Retired Pay Accrual		883					883
SS Tax-Employer Contribution	30,277	16,156					46,433
Annualization of FY 2017 Pay Raise 2.1% (Effective 1 January 2017)	30,016	63,911	308		495		94,730
Basic Pay	21,774	46,835	286				68,895
RPA	6,232	13,493					19,725
FICA	2,010	3,583	22				5,615
Dislocation Allowance					495		495
Increase due to Pay Raise of 2.1% (Effective 1 January 2018)	89,990	191,708	924		1,025		283,647
Basic Pay	65,324	140,500	858				206,682
RPA	18,636	40,461					59,097
FICA	6,030	10,747	66				16,843
Dislocation Allowance					1,025		1,025
Program Increases	95,351	258,735		12,228	7,427	2,693	376,434
Permanent Change of Station (PCS) Travel - Officer					1,310		1,310
PCS: Accession Travel					86		86
PCS: Separation Travel					94		94
PCS: Travel of Organized Units					897		897
In-Place Consecutive Overseas Tour (IPCOT)					6		6
Temporary Lodging Expense					133		133
Nontemporary Storage					94		94
Permanent Change of Station (PCS) Travel - Enlisted					6,116		6,116
PCS: Accession Travel					465		465
PCS: Separation Travel					375		375
PCS: Travel of Organized Units					4,933		4,933
Overseas Tour Extension Incentives Program (OTEIP)					1		1
Temporary Lodging Expense					200		200
Nontemporary Storage					142		142

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<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>
Separation Payments	1,540	1,564					3,104
Lump Sum Terminal Leave Payments		504					504
Separation Pay - Lump sum Leave Payment(Officer)	95						95
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	1,378						1,378
Severance Pay, Disability - Officer	67						67
Severance Pay, Disability (Enl)		300					300
Severance Pay, Non-Disability (Enl) - Invol - Full Pay		418					418
Severance Pay, Non-Disability (Enl) - Invol - Half Pay		342					342
Work Years				4,360			4,360
Change in SIK Work Years				2,865			2,865
Change in SIK Operational Rations				38			38
Change in SIK Other Messing				1,457			1,457
Strength Related	23,211	102,230		7,868			134,905
BAH Domestic	138	11					149
BAH Overseas	35	3,341					3,376
BAS	686						686
Increase in Basic Pay Work Years	16,005	71,104					88,705
Increase in FICA Work Years	1,552	5,501					7,053
Increase in RPA Full Time Work Years	4,795	22,273					27,068
Change in BAS Work Years				7,868			7,868
Unemployment Benefits						2,133	2,201
Unemployment Compensation						2,133	2,201
Station Allowances, Overseas	2,258						2,258
Station Allowances - Cost Of Living	1,958						1,958
Station Allowances - Temporary Lodging	300						300
CONUS Cost Of Living Allowance (COLA)	35	143					178
CONUS COLA		143					143
CONUS Cost Of Living (COLA)	35						35
Reenlistment Bonus		21,950					21,950
Reenlistment Bonus - Anniversary		10,838					10,838
Reenlistment Bonus - Initial Payment		11,112					11,112
Clothing Allowance		9,011					9,011
Up-Front Purchases		8,755					8,755
Replacement Allowances (Std)		165					165
Replacement Allowances (Special)		91					91
Incentive Pay For Hazardous Duty	1,326	2,644					3,970
Parachute Jumping (Enl)		186					186
Demolition Duty (Enl)		232					232
Flight Deck Duty (Enl)		868					868
ACCP Anniversary Payments	1,326						1,326
Flying Duty - Career		1,358					1,358
Special Pay	19,239	16,960					36,199
Foreign Language Proficiency Pay	139						139
Judge Advocate Continuation Pay	454						454
Diving Duty Pay (Enl)		415					415
Foreign Language Proficiency Pay (Enl)		380					380
Medical Pay	2,616						2,616
General Dentist Accession Bonus	150						150
NSW Officer CSRB	330						330
Dental Pay	862						862
EOD CSRB - Anniversary Payments	90						90
SWO CSRB (Post DH)	1,380						1,380
Enlisted Supervisor Retention Pay CSRB		37					37
Assignment Incentive Pay (Enl)		181					181
Nurse Pay	197						197

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<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>
Non Physicians Pay	1,328						1,328
Optometrist Pay	8						8
Pharmacy Pay	15						15
Combined Contribution	7,320	15,947					23,267
SWO Department Head Retention Bonus	4,350						4,350
Family Separation Allowance		96					96
FSA - R (On PCS With Dependents Not Authorized)		27					27
FSA - S (Onboard > 30 days)		36					36
FSA - T (TDY > 30 days)		33					33
Special Duty Assignment Pay And Proficiency Pay		1,116					1,116
SDAP - SD-3 (\$225)		3					3
SDAP - SD-1 (\$75)		597					597
SDAP - SD-2 (\$150)		385					385
Recruiter - Recruiter (\$375)		131					131
Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners						1	1
Apprehension						1	1
Interest On Uniformed Services Savings Deposit						24	24
Interest						24	24
Education Benefits (Amortization Payments)						293	293
Unfunded liability						293	293
Adoption Expenses						4	4
Adoption Expenses						4	4
Senior ROTC (Non-Scholarship Program)						170	170
Stipend						155	155
Cadets/Midshipmen					1		1
PCS: Separation Travel					1		1
Special Compensation for Assistance with Activities of Daily Living		22					22
Special Monthly Compensation		22					22
Thrift Savings Plan	46,944	102,201					149,145
Thrift Savings Plan - Officers	46,944						46,944
Thrift Savings Plan - Enlisted		102,201					102,201
INCREASES Total	304,495	724,669	1,701	53,994	23,294	6,107	1,114,328
DECREASES							
Program Decreases	-24,471	-90,020	-594	-12,731	-62,782	-727	-191,325
Permanent Change of Station (PCS) Travel - Officer					-27,263		-27,263
PCS: Operational Travel					-16,693		-16,693
PCS: Rotational Travel					-2,173		-2,173
PCS: Training Travel					-8,377		-8,377
Defense Personal Property System (DPPS)					-20		-20
Permanent Change of Station (PCS) Travel - Enlisted					-35,510		-35,510
PCS: Operational Travel					-25,565		-25,565
PCS: Rotational Travel					-4,491		-4,491
PCS: Training Travel					-5,454		-5,454
Separation Payments		-2,558					-2,558
\$30,000 Lump Sum Bonus (Enl)		-360					-360
Voluntary Separation (Enl) - VSI Trust Fund		-2,198					-2,198
Loan Repayment Program		-425					-425
Navy College Loan Repayment (Enl)		-425					-425
Pay grade Mix	-18,311	-82,181					-100,492
BAH Domestic	-17,336	-60,397					-77,733
BAH Overseas	-115						-115
Basic Pay	-624	-14,728					-15,352
RPA	-178	-4,197					-4,375
FICA	-58	-1,127					-1,185

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<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>
Decrease in RPA Full Time Work Years		-1,732					-1,732
Work Years				-12,731			-12,731
Change in BAS Collections				-11,998			-11,998
Change in SIK Cash Collections				-733			-733
Strength Related			-594				-594
BAS			-147				-147
Decrease in Basic Pay Work Years			-415				-415
Decrease in FICA Work Years			-32				-32
Station Allowance, Overseas		-375					-375
Overseas Station Allowance (Enl)		-338					-338
Temporary Lodging (Enl)		-37					-37
Clothing Allowance		-307					-307
Initial Military		-66					-66
Replacement Allowances (Basic)		-241					-241
Incentive Pay For Hazardous Duty	-490						-490
ACCP INITIAL PAYMENTS	-164						-164
ACIP - Commissioned Officers	-326						-326
Special Pay	-5,655	-1,414					-7,069
Special Warfare SOCOM CSRB		-1,280					-1,280
SWO CSRB (Junior)	-5,086						-5,086
SWO Continuation Pay	-100						-100
Civil Engineer Corps CSRB	-425						-425
EOD CSRB - Initial Payments	-44						-44
EOD CSRB		-134					-134
Special Duty Assignment Pay And Proficiency Pay		-2,760					-2,760
SDAP - SD-6 (\$450)		-810					-810
SDAP - SD-5 (\$375)		-1,111					-1,111
SDAP - SD-4 (\$300)		-839					-839
Education Benefits (Amortization Payments)						-33	-33
Involuntary Separatees						-33	-33
Senior ROTC (Scholarship Program)						-344	-344
Pay & Allowances						-62	-62
Stipend						-219	-219
Uniform, Issue-In-Kind						-63	-63
Junior ROTC						-350	-350
Uniforms, Issue-in-Kind						-350	-350
Uniform Allowance	-15						-15
Initial - Regular	-4						-4
Additional	-4						-4
Initial - Reserves	-7						-7
Cadets/Midshipmen					-9		-9
PCS: Accession Travel					-9		-9
Pricing Decreases	-59,920	-58,000		-944			-118,864
Inflation Rate	-16,702	-35,975					-52,677
RPA Full Time Rate growth of -0.4%	-16,702	-35,975					-52,677
Station Allowances, Overseas	-1,679						-1,679
Station Allowances - Cost Of Living	-1,679						-1,679
Reenlistment Bonus		-10,373					-10,373
Reenlistment Bonus - Anniversary		-10,373					-10,373
Clothing Allowance		-590					-590
Initial Military		-590					-590
Special Pay	-1,249	-55					-1,304
NSW Officer CSRB	-270						-270
Dental Pay	-51						-51
Nurse Pay	-477						-477

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<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>
Non Physicians Pay	-451						-451
EOD CSRB		-55					-55
Decreases due to Reimbursables	-40,290	-11,007		-944			-52,241
Basic Pay	-2,513						-2,513
Basic Allowance for Subsistence	-4,789			-464			-5,253
Retired Pay Accrual	-2,817						-2,817
Basic Allowance for Housing (Domestic)	-30,171	-11,007					-41,178
Subsistence-in-kind				-480			-480
(blank)							
(blank)							
(blank)							
DECREASES Total	-84,391	-148,020	-594	-13,675	-62,782	-727	-310,189
FY 2018 Direct Program	8,048,521	18,507,145	81,501	1,210,412	927,451	142,888	28,917,918

Section 4

Detail of Military Personnel Entitlements

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Budget Activity 1
Pay and Allowances of Officers

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

			Amount
Total FY 2017 Direct Program			7,828,417
Increases			
Pricing Increases			
Strength Related			176,362
Annualization of FY 2017 Pay Raise 2.1% (Effective 1 January 2017)		30,016	
Basic Pay	21,774		
RPA	6,232		
FICA	2,010		
Increase due to Pay Raise of 2.1% (Effective 1 January 2018)		89,990	
Basic Pay	65,324		
RPA	18,636		
FICA	6,030		
Inflation Rate		4,251	
BAS Growth Rate of 3.4%	4,251		
BAH Rates		52,105	
Domestic Housing Rate Growth of 3.6%	50,541		
BAH Overseas	1,564		
Other Pricing Increases			3,303
Incentive Pay For Hazardous Duty-Officer		364	
Special Pay-Officer		1,792	
ACCP INITIAL PAYMENTS	22		
ACCP Anniversary Payments	342		
Medical Pay	547		
Judge Advocate Continuation Pay	71		
SWO CSRB (Junior)	1,171		
SPECWAR Officer Continuation Pay	3		
Station Allowances, Overseas-Officer		273	
Station Allowances - Temporary Lodging	273		
CONUS Cost Of Living Allowance (COLA)-Officer		31	
CONUS Cost Of Living (COLA)	31		
Uniform Allowance-Officer		4	
Civilian	4		
Separation Payments-Officer		839	
Separation Pay - Lump sum Leave Payment(Officer)	367		
Severance Pay, Disability - Officer	31		
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	427		
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	14		
Increases due to Reimbursables		30,277	30,277
SS Tax-Employer Contribution	30,277		
Total Pricing Increases			209,942
Program Increases			

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

Strength Related				23,211	
	Increase in Basic Pay Work Years	16,005			
	Increase in RPA Full Time Work Years	4,795			
	Increase in FICA Work Years	1,552			
	BAS	686			
	BAH Domestic	138			
	BAH Overseas	35			
Other Program Increases					71,342
Thrift Savings Plan - Officer				46,944	
	Thrift Savings Plan - Officers	46,944			
Incentive Pay For Hazardous Duty-Officer				1,326	
	ACCP Anniversary Payments	1,326			
Special Pay-Officer				19,239	
	Medical Pay	2,616			
	Dental Pay	862			
	General Dentist Accession Bonus	150			
	Optometrist Pay	8			
	Pharmacy Pay	15			
	Nurse Pay	197			
	Non Physicians Pay	1,328			
	Foreign Language Proficiency Pay	139			
	Judge Advocate Continuation Pay	454			
	SWO CSRB (Post DH)	1,380			
	SWO Department Head Retention Bonus	4,350			
	EOD CSRB - Anniversary Payments	90			
	NSW Officer CSRB	330			
	Combined Contribution	7,320			
Station Allowances, Overseas-Officer				2,258	
	Station Allowances - Cost Of Living	1,958			
	Station Allowances - Temporary Lodging	300			
CONUS Cost Of Living Allowance (COLA)-Officer				35	
	CONUS Cost Of Living (COLA)	35			
Separation Payments-Officer				1,540	
	Separation Pay - Lump sum Leave Payment(Officer)	95			
	Severance Pay, Disability - Officer	67			
	Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	1,378			
	Total Program Increases				94,553
Total Increases					304,495
Decreases					
Pricing Decreases					
Strength Related					-16,702
Inflation Rate				-16,702	
RPA Full Time Rate growth of -0.4%		-16,702			
Other Pricing Decreases					-2,928
Special Pay-Officer				-1,249	
	Dental Pay	-51			

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

	Nurse Pay	-477		
	Non Physicians Pay	-451		
	NSW Officer CSRB	-270		
Station Allowances, Overseas-Officer			-1,679	
	Station Allowances - Cost Of Living	-1,679		
Decreases due to Reimbursables			-40,290	-40,290
	Basic Pay	-2,513		
	Retired Pay Accrual	-2,817		
	Basic Allowance for Housing (Domestic)	-30,171		
	Basic Allowance for Subsistence	-4,789		
	Total Pricing Decreases			-59,920
Program Decreases Strength Related				-18,311
Pay grade Mix			-860	
	Basic Pay	-624		
	RPA	-178		
	FICA	-58		
			-17,451	
	BAH Domestic	-17,336		
	BAH Overseas	-115		
Other Program Decreases				-6,160
Incentive Pay For Hazardous Duty-Officer			-490	
	ACIP - Commissioned Officers	-326		
	ACCP INITIAL PAYMENTS	-164		
Special Pay-Officer			-5,655	
	SWO Continuation Pay	-100		
	SWO CSRB (Junior)	-5,086		
	EOD CSRB - Initial Payments	-44		
	Civil Engineer Corps CSRB	-425		
Uniform Allowance-Officer			-15	
	Initial - Reserves	-7		
	Initial - Regular	-4		
	Additional	-4		
	Total Program Decreases			-24,471
Total Decreases				-84,391
Total FY 2018 Direct Program				8,048,521

(In Thousands Of Dollars)

Project: Basic Pay - Officer	FY 2018 Estimate	\$ 4,250,732
	FY 2017 Estimate	\$ 4,144,258
	FY 2016 Actual	\$ 4,147,124

Part I - Purpose And Scope

Funds requested to provide 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, 1009. 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).

Career Intermission Pilot Program - PL 110-417 Sec 533 authorizes the armed forces in the Department of Defense (DoD) to establish a pilot program under which officer and enlisted members may be temporarily released from active duty with a corresponding appointment/enlistment in the Inactive Ready Reserves (IRR) for periods up to 3 years while retaining certain active duty benefits and be returned to active duty at the end of the inactive duty period. Each month during participation in the program, members will be paid two times; one thirtieth of the monthly basic pay to which the participant would be otherwise entitled based on grade and years of service at the time of separation from active duty.

Part II - Justification Of Funds Requested

FY 2016 is based on end strength of 54,392 and 55,610 workyears. FY 2017 is based on end strength of 54,510 and 54,786 workyears. FY 2018 is based on end strength of 54,256 and 55,006 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2016 includes a 1.3% across the board pay raise effective 1 January 2016. FY 2017 includes a 2.1% across the board pay raise effective 1 January 2017. FY 2018 includes a 2.1% across the board pay raise effective 1 January 2018.

Computation of fund requirements is provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Officer									
O-10 Admiral	11	181,501.15	1,997	11	184,727.27	2,032	11	188,833.61	2,077
O-9 Vice Admiral	36	181,501.21	6,534	39	184,794.87	7,207	39	188,833.67	7,365
O-8 Rear Admiral (UH)	70	169,254.75	11,848	72	172,333.33	12,408	79	176,092.47	13,911
O-7 Rear Admiral (LH)	107	147,284.32	15,759	100	149,960.00	14,996	101	153,234.46	15,477
O-6 Captain	3,206	126,139.39	404,403	3,119	128,437.00	400,595	3,094	131,235.30	406,042
O-5 Commander	6,844	101,539.00	694,933	6,566	103,388.36	678,848	6,612	105,641.07	698,499
O-4 Lieutenant Commander	10,864	85,608.01	930,045	10,567	87,167.31	921,097	10,702	89,066.51	953,190
O-3 Lieutenant	19,328	68,882.65	1,331,364	19,032	70,137.40	1,334,855	18,932	71,665.44	1,356,770
O-2 Lieutenant (JG)	6,764	53,625.73	362,724	6,913	54,602.49	377,467	6,978	55,792.16	389,318
O-1 Ensign	6,683	39,044.81	260,936	6,656	39,756.01	264,616	6,715	40,622.18	272,778
W-5 Warrant Officer 5	70	102,443.79	7,171	74	104,310.81	7,719	77	106,582.41	8,207
W-4 Warrant Officer 4	401	88,099.06	35,328	395	89,703.80	35,433	387	91,658.17	35,472
W-3 Warrant Officer 3	627	74,728.97	46,855	655	76,090.08	49,839	682	77,747.95	53,024
W-2 Warrant Officer 2	599	62,149.07	37,227	587	63,281.09	37,146	597	64,659.83	38,602
W-1 Warrant Officer 1			0			0			0
Total Basic Pay - Officer	55,610		4,147,124	54,786		4,144,258	55,006		4,250,732

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Officer

FY 2018 Estimate	\$ 1,209,645
FY 2017 Estimate	\$ 1,196,072
FY 2016 Actual	\$ 1,293,910

Part I - Purpose And Scope

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.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

(a) 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 FY 2016 is 31.4% and 28.9% in FY 2017 and 28.5% in FY 2018. The part-time RPA % in FY 2016 is 23.0% and 22.8% in FY 2017 and 22.6% in FY 2018.

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

Cost computations are as follows:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	54,436	23,352.91	1,271,239	54,447	21,847.45	1,189,528	54,649	22,007.76	1,202,702
Reserve Component									
Retired Pay Accrual - Part Time	1,174	19,311.02	22,671	339	19,303.83	6,544	357	19,449.17	6,943
Total Retired Pay Accrual -Officer	55,610		1,293,910	54,786		1,196,072	55,006		1,209,645

(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - matching contributions	FY 2018 Estimate	46,944
	FY 2017 Estimate	-
	FY 2016 Actual	-

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>FY 2016</u>			<u>FY 2017</u>			<u>FY 2018</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<u>TSP Matching contributions</u>									
Thrift Savings Plan - Officer	-		-	-		-	-		46,944
Total TSP Matching Contributions	0		0	0		0	0		46,944

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty-Officer

FY 2018 Estimate	\$	131,251
FY 2017 Estimate	\$	130,051
FY 2016 Actual	\$	129,836

Part I - Purpose And Scope

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

(1 and 2) 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.

(3 and 4) 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 and agree between January 1, 1989 and December 31, 2015. First authorized by FY 1990 NDAA. Last changed by FY 2000 NDAA to give the Services the discretion to pay ACCP to aviators i other than critically short aviation specialties; 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.

(5) 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 \$150 to \$250 per month, determined by grade.

(6) 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 tha as crew members. The FY 1998 NDAA increased the rate from \$110 to \$150 per month. Payment is a flat \$150 per month.

(7) 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.

(8) 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.

(9) 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

(10) 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

(11) 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

(12) 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

(13) 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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) ACIP - Commissioned Officers									
Regular (2) years	1,882	1,500.00	2,823	1,897	1,500.00	2,846	1,849	1,500.00	2,774
Regular (2-3) years	888	1,872.00	1,662	804	1,872.00	1,505	955	1,872.00	1,788
Regular (3-4) years	800	2,256.00	1,805	806	2,256.00	1,818	767	2,256.00	1,730
Regular (4-6) years	1,550	2,472.00	3,832	1,459	2,472.00	3,607	1,506	2,472.00	3,723
Regular (6-14) years	4,182	7,800.00	32,620	4,321	7,800.00	33,704	3,881	7,800.00	30,272
Regular (14-22) years	2,462	10,080.00	24,817	2,328	10,080.00	23,466	2,707	10,080.00	27,287
Regular (> 22) years	116	7,020.00	814	168	7,020.00	1,179	93	7,020.00	653
Regular (> 23) years	143	5,940.00	849	112	5,940.00	665	89	5,940.00	529
Regular (> 24) years	110	4,620.00	508	110	4,620.00	508	50	4,620.00	231
Regular (> 25) years	20	3,000.00	60	28	3,000.00	84	23	3,000.00	69
Total - (1)	12,153		69,790	12,033		69,382	11,920		69,056
(2) ACIP - Warrant Officers									
2 Years	2	1,500.00	3	2	1,500.00	3	2	1,500.00	3
2 - 3 Years	2	1,872.00	4	3	1,872.00	6	3	1,872.00	6
3 - 4 Years	4	2,256.00	9	6	2,256.00	14	6	2,256.00	14
4 - 6 Years	2	2,472.00	5	3	2,472.00	7	3	2,472.00	7
6 - 18 Years	0		0	0		0	0		0
Total - (2)	10		21	14		30	14		30
Total (1)-(2)	12,163		69,811	12,047		69,412	11,934		69,086
(3) ACCP INITIAL PAYMENTS									
Pilots	217	16,225.81	3,521	341	16,513.20	5,631	342	16,511.70	5,647
Flight Officers	95	14,905.26	1,416	124	14,927.42	1,851	112	15,116.07	1,693
Total - (3)	312		4,937	465		7,482	454		7,340
(4) ACCP Anniversary Payments									
Pilots	1,088	15,415.44	16,772	965	15,792.75	15,240	1,028	16,101.17	16,552
Flight Officers	446	14,401.35	6,423	424	14,058.96	5,961	446	14,163.68	6,317
Total - (4)	1,534		23,195	1,389		21,201	1,474		22,869
Total (3)-(4)	1,846		28,132	1,854		28,683	1,928		30,209
(5) Flying Duty Crew Members	26	3,000.00	78	26	3,000.00	78	26	3,000.00	78
(6) Flying Duty Non-Crew Members	6	1,800.00	11	6	1,800.00	11	6	1,800.00	11

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(7) Submarine Pay for Officers									
O-6 Captain	125	10,020.00	1,253	125	10,020.00	1,253	125	10,020.00	1,253
O-5 Commander	265	10,020.00	2,655	266	10,020.00	2,665	266	10,020.00	2,665
O-4 Lieutenant Commander	585	9,060.00	5,300	586	9,060.00	5,309	586	9,060.00	5,309
O-3 Lieutenant	1,345	7,500.00	10,088	1,348	7,500.00	10,110	1,348	7,500.00	10,110
O-2 Lieutenant (JG)	779	4,120.00	3,209	781	4,120.00	3,218	781	4,120.00	3,218
O-1 Ensign	639	4,120.00	2,633	641	4,120.00	2,641	641	4,120.00	2,641
W-5 Warrant Officer 5	2	5,100.00	10	2	5,100.00	10	2	5,100.00	10
W-4 Warrant Officer 4	11	5,100.00	56	11	5,100.00	56	11	5,100.00	56
W-3 Warrant Officer 3	21	5,100.00	107	21	5,100.00	107	21	5,100.00	107
W-2 Warrant Officer 2	16	5,100.00	82	16	5,100.00	82	16	5,100.00	82
W-1 Warrant Officer 1			0			0			0
Total Submarine Pay for Officers	3,788		25,393	3,797		25,451	3,797		25,451
(8) Parachute Jumping (Officer)									
Parachute Jumping	1,273	2,554.21	3,252	1,274	2,554.00	3,254	1,274	2,554.00	3,254
Total - (8)	1,273		3,252	1,274		3,254	1,274		3,254
(9) Duty inside a high/low pressure chamber									
Hi/Lo Pressure Chamber	13	1,800.00	23	13	1,800.00	23	13	1,800.00	23
Total - (9)	13		23	13		23	13		23
(10) Demolition Duty (Officer)									
Demolition Duty	1,408	1,800.00	2,534	1,409	1,800.00	2,536	1,409	1,800.00	2,536
Total - (10)	1,408		2,534	1,409		2,536	1,409		2,536
(11)Flight Deck Duty	332	1,800.00	598	333	1,800.00	599	333	1,800.00	599
(12)Toxic Material Pay	0		0	0		0	0		0
(13)Visit, Board, Search and Seizure	2	1,800.00	4	2	1,800.00	4	2	1,800.00	4
Total Incentive Pay For Hazardous Duty-Officer	20,857		129,836	20,761		130,051	20,722		131,251

Program: Aviation Bonus – Business Case Analysis

Estimate FY 2018	\$ 30,209
Estimate FY 2017	\$ 28,683
Estimate FY 2016	\$ 28,132

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

Part II - Justification of Funds Requested

The aviation bonus program authorized in Title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand. Aviation Career Continuation Pay (ACCP) bonuses are provided for Aviation Department Head Retention (ADHRB) and Aviation Command Retention (ACRB).

In addition to offering the aviation bonus, the Navy is also providing non-monetary incentives to maximize combat readiness now and in the future. A few examples of non-monetary incentives include the choice of follow-on orders and additional education opportunities. For a more detailed explanation on the use of non-monetary incentives to address manning shortfalls and the business case analysis supporting the amount requested by aircraft, refer to the Department's annual report to Congress on the Aviation Continuation Pay Programs pursuant to Title 37 §301b(i).

	<u>FY 2016</u>			<u>FY 2017</u>			<u>FY 2018</u>		
<u>ADHRB Aircraft Type:</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Jet	470	19,443	9,138	492	19,461	9,575	500	19,674	9,837
Prop	581	13,265	7,707	606	13,804	8,365	609	14,245	8,675
Helo	543	12,444	6,757	581	13,069	7,593	615	13,049	8,025
ADHRB Total	1,594		23,602	1,679		25,533	1,724		26,537
<u>ACRB Command Type:</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Jet	70	18,000	1,260	52	18,000	936	68	18,000	1,224
Prop	97	17,938	1,740	64	18,000	1,152	68	18,000	1,224
Helo	85	18,000	1,530	59	18,000	1,062	68	18,000	1,224
ACRB Total	252		4,530	175		3,150	204		3,672
ACCP Total	1,846		28,132	1,854		28,683	1,928		30,209

(In Thousands Of Dollars)

Project: Special Pay-Officer

FY 2018 Estimate	\$	445,426
FY 2017 Estimate	\$	431,299
FY 2016 Actual	\$	410,960

Part I - Purpose And Scope

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
- (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 \$75,000 and who are not undergoing medical or osteopathic internship, initial residency, subspecialty or fellowship training.
- (e) Multiyear specialty pay (MSP) (37 U.S.C. 301(d)) - a bonus payable to medical corps officers, 0-6 and below, who have eight years of creditable service or no further post graduate medical training obligation and executes an agreement to serve an additional two, three or four years on active duty for up to \$75,000 per year.
- (f) Critical Skills Accession Bonus (37 U.S.C. 302 (k)) - a bonus payable to medical corps officers in a specialty designated by regulations as a critically short wartime specialty and who executes a written agreement to accept a commission and remain on active duty for not less than four consecutive years. The bonus may not exceed \$400,000

(2) Dentists pay:

- (a) Variable special pay (37 U.S.C. 302(b)) - 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
- (b) Additional special pay (37 U.S.C. 302(b)) - 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 \$10,000 to \$15,000 per year.
- (c) Board certified pay (37 U.S.C. 302(b)) - 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
- (d) Accession bonus (37 U.S.C. 302(h)) - FY2007 NDAA increases the amount of bonus paid to a dental school graduate who agrees to accept a commission as an officer, between September 23, 1996 and December 31, 2015, and remains on active duty on active duty for a period of not less than four years from up to \$200,000.
- (e) Dental Incentive Special Pay (ISP) (37 U.S.C 302b(a)(6)) - A dental officer who is an oral or maxillofacial surgeon and who executes a written agreement to remain on active duty for one year may be paid incentive special pay up to \$75,000.
- (f) Multiyear specialty pay (MSP) (37 U.S.C. 301(e)) - 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, three or four years on active duty for up to \$50,000 per year
- (g) Dental Critical Skills Retention Bonus (CSRB) (37 U.S.C. 355) - 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) General Dentist Accession Bonus (37 U.S.C. 335(a)) - Financial incentive to address skill-specific accession problems. Amounts may not exceed \$150,000 per year

(4) Optometrists pay:

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

(5) Pharmacy accession bonus:

- (a) Accession bonus (37 U.S.C. 302(j)) - \$30,000 lump sum paid to graduates of an accredited school of pharmacy who agree to accept an active duty commission as a MSC officer, between October 30, 2000 and December 31, 2015, designated as a pharmacist (minimum 4-yr obligation). Individuals not eligible if they received financial assistance from DoD.
- (b) Special pay (37 U.S.C. 302(i)) - payable to active duty officers designated as pharmacists who agree to remain on active duty for a period of one year or more. Payments may not exceed \$15,000.

- (6) Nurse pay (37 U.S.C. 302(d) and 302(e)) :
- (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, between November 29, 1989 and December 31, 2015, and remain on active duty for a period of
 - (b) Incentive - Special pay authorized to officers who serve in a nursing specialty (other than nurse anesthetists). Designated by the Secretary to meet critical requirements during wartime or peacetime. Requires post baccalaureate education and training. Payments not to exceed \$50,000 for a 12-month period.
- (7) Non Physician's Pay:
- (a) Health Profession Officer Incentive Pay (37 U.S.C. 335, 371, and 373) - \$5000 discretionary bonus paid to eligible MSC officers who agree to remain on active duty for not less than 12 months and who are fully privileged and practicing in a specialty designated by ASD(HA). May not exceed \$15k per year of obligation.
 - (b) Health Profession Officer Retention Bonus - \$10,000 -\$20,000 discretionary retention bonus paid to MSC Licensed Clinical Psychology and qualified Physician Assistants officers O-6 and below with no training/education obligation or minimum 8 YOS from Health Professional Pay Entry Date (HPPED) with training or education obligation for 2, 3, or 4-yr obligation. May not exceed \$25,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Must be licensed, and must have at least 8 YCS or completed AD commitment for psych/PA education/training.
 - (c) Health Profession Officer Board Certified Pay (37 U.S.C. 302(c)) - Paid monthly to MSC officers who are Clin Psych, PA, Social Worker only, with a post baccalaureate degree who are health care providers and board certified by a nationally recognized board. May not exceed \$6,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18).
 - (d) Health Profession Officer Accession Bonus - \$12,500/\$15,000 (3/4-yr obligation). Paid to licensed Clinical Psychologists who agree to accept a commission as an MSC officer and who obtain and maintain a license as a clinical psychologist. May not exceed \$30,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Not payable to a person who, in exchange for an agreement to accept an appointment as an officer, received financial assistance from the DoD to pursue a course of study in psychology.
 - (e) Non-Physician Board Certified Pay - Paid monthly to MSC officers (except Clin Psych, PA, Social Worker) with a post baccalaureate degree who are health care providers and board certified by a nationally recognized board. Annual
 - (f) Clinical Psychologist 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
- (8) 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.
- (9) Special allowances (37 U.S.C. 414(b)) - 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
- (10) 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.
- (11) 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.
- (12) 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.
- (13) Nuclear Officer Incentive Pay (37 U.S.C. 333 (d) (1) (A) (312, 312b, 312c and 312f))
- (a) an annual bonus not to exceed \$50,000 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 for a period of three or more years after the expiration of their minimum service obligation.
 - (b) a bonus not to exceed \$2,000 paid to officers who complete nuclear power training.
 - (c) an annual bonus not to exceed \$22,000 (\$14,000 for LDOs) paid to officers below the pay grade of 0-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and who continue on active duty after completion of other existing service contracts.
- (14) Sea pay (37 U.S.C. 305a) :
- (a) Career sea pay (CSP) - a variable amount paid monthly that ranges from \$50 to \$750 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

- (15) Premium sea pay - \$350 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.
- (16) Imminent danger pay (37 U.S.C. 310) - Prior to Dec. 31, 2011, members eligible for IDP were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Now service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.
- (17) 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 not to exceed \$12,000 per one-year certification period. 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
- (18) 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).
- (19) 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 \$1,500 monthly
- (20) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 305) - paid to both Active Component (AC) and Reserve Component (RC) members for a deployment tempo that requires the member to perform duties in an operational environment for extended periods. Personnel who are deployed beyond 220 consecutive days become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.
- (21) 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
- (22) Submarine Support Incentive Pay (37 U.S.C. 355) - financial incentive to retain the most experienced submarine officers past 20 years of service. 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 commissioned service
- (23) 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.
- (24 - 27) Surface Warfare Officer Critical Skills Retention Bonus (CSRB) (37 U.S.C. 355) - 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
- (28) 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.
- (29 - 30) EOD CSRB (37 U.S.C. 355) - 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.
- (31) 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.
- (32) 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).
- (33) Intelligence Officers (INTEL) CSRB (37 U.S.C. 355) - 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.
- (34) 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.
- (35) Civil Engineer Corps CSRB (37 USC 355) - 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.

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 2008. 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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Medical Pay									
Variable	4,057	7,351.07	29,823	4,105	7,352.06	30,180	4,120	7,325.06	30,179
Additional	2,831	15,000.00	42,465	2,960	15,000.00	44,400	2,972	15,000.00	44,580
Board Certified	1,790	4,334.84	7,759	1,805	4,740.00	8,556	2,027	4,950.75	10,035
Medical Incentive	2,273	28,982.09	65,876	2,183	29,024.28	63,360	2,205	29,099.92	64,165
Multi Year Pay	1,082	41,856.19	45,288	1,105	41,809.95	46,200	1,119	41,912.65	46,900
Critical Skills Accession Bonus	1	301,500.00	302	3	350,000.00	1,050	3	350,000.00	1,050
Total - (1)	12,034		191,513	12,161		193,746	12,446		196,909
(2) Dental Pay									
Variable	472	8,035.83	3,793	450	8,222.22	3,700	424	8,409.10	3,565
Additional	370	13,567.43	5,020	405	13,580.25	5,500	405	13,580.25	5,500
Board Certified	228	4,664.72	1,064	235	4,680.85	1,100	250	4,680.85	1,170
Accession Bonus	2	37,500.00	75	0	0	0	0	0	0
Incentive Special Pay	55	47,142.42	2,593	68	49,558.82	3,370	68	49,558.82	3,370
Multi-year Special Pay	339	40,689.50	13,794	345	42,028.99	14,500	367	41,414.40	15,199
Critical Skills Accession Bonus	0		0	2	300,000.00	600	3	300,000.00	900
General Dentist Incentive Pay	680	19,415.59	13,203	655	19,847.33	13,000	645	20,000.00	12,900
General Dentist Retention Bonus	156	23,435.90	3,656	148	23,648.65	3,500	148	23,492.13	3,477
Total - (2)	2,302		43,198	2,308		45,270	2,310		46,081
(3) General Dentist Accession Bonus									
Initial	7	37,500.00	263	4	37,500.00	150	8	37,500.00	300
Anniversary	0		0	0		0	0		0
Total - (3)	7		263	4		150	8		300
Total (2)-(3)	2,309		43,461	2,312		45,420	2,318		46,381
(4) Optometrist Pay									
Special Pay	103	1,200.00	124	108	1,200.00	130	110	1,200.00	132
Initial	73	6,000.00	438	77	6,000.00	462	78	6,000.00	468
Anniversary	0		0	0		0	0		0
Total - (4)	176		562	185		592	188		600

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5) Pharmacy Pay									
Accession Bonus	0		0	1	30,000.00	30	1	30,000.00	30
Initial	125	15,000.00	1,875	120	15,000.00	1,800	121	15,000.00	1,815
Anniversary	0		0	0		0	0		0
Total - (5)	125		1,875	121		1,830	122		1,845
(6) Nurse Pay									
Accession Bonus	82	30,141.51	2,472	90	30,000.00	2,700	90	30,000.00	2,700
RN-Incentive Special Pay	325	19,322.58	6,280	395	22,607.59	8,930	400	21,400.00	8,560
CRNA-Incentive Special Pay	150	32,356.49	4,853	149	15,000.00	2,235	155	15,000.00	2,325
Total - (6)	557		13,605	634		13,865	645		13,585
(7) Non Physicians Pay									
Health Profession Officer Incentive Pay	422	5,000.00	2,110	430	5,000.00	2,150	479	5,000.00	2,395
Health Profession Officer Retention Bonus	250	18,537.00	4,634	240	19,583.33	4,700	269	19,774.60	5,319
Health Profession Officer Board Certified Pay	372	6,000.00	2,232	350	6,000.00	2,100	414	4,637.68	1,920
Health Profession Officer Accession Bonus	0		0	0		0	3	30,000.00	90
Non-Physician Board Certified Pay	440	2,978.00	1,310	460	3,043.48	1,400	501	3,000.00	1,503
Clinical Psychologist CSRB	0		0	0		0	0		0
Total - (7)	1,484		10,286	1,480		10,350	1,666		11,227
Total (1)-(7)	16,685		261,302	16,893		265,803	17,385		270,547
(8) Personal Money Allowance									
O-10 Admiral	6	4,000.00	24	6	4,000.00	24	6	4,000.00	24
O-9 Vice Admiral	2	2,200.00	4	2	2,200.00	4	2	2,200.00	4
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)	42	500.00	21	42	500.00	21	42	500.00	21
Total Personal Money Allowance	50		49	50		49	50		49
(9)Special Allowances	0		0	0		0	0		0
(10)Save Pay	142	1,545.00	219	142	1,545.00	219	142	1,545.00	219
(11)Responsibility Pay	520	1,350.00	702	521	1,350.00	703	521	1,350.00	703
(12)Diving Duty Pay	1,713	2,760.66	4,729	1,714	2,760.00	4,731	1,714	2,760.00	4,731
(13) Nuclear Officer Incentive Pay									
Initial Payments	990	30,000.00	29,700	959	30,000.00	28,770	959	30,000.00	28,770
Anniversary Payments	1,312	30,000.00	39,360	1,500	30,000.00	45,000	1,500	30,000.00	45,000
Total - (13)	2,302		69,060	2,459		73,770	2,459		73,770

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(14) Career Sea Pay									
O-6 Captain	186	5,390.03	1,003	186	5,390.03	1,003	186	5,390.03	1,003
O-5 Commander	697	4,467.86	3,114	699	4,467.86	3,123	699	4,467.86	3,123
O-4 Lieutenant Commander	1,250	3,633.00	4,541	1,253	3,633.00	4,552	1,253	3,633.00	4,552
O-3 Lieutenant	3,170	2,547.76	8,076	3,179	2,547.76	8,099	3,179	2,547.76	8,099
O-2 Lieutenant (JG)	2,363	1,838.63	4,345	2,369	1,838.63	4,356	2,369	1,838.63	4,356
O-1 Ensign	1,895	1,682.66	3,189	1,900	1,682.66	3,197	1,900	1,682.66	3,197
W-5 Warrant Officer 5	2	8,783.84	18	2	8,783.84	18	2	8,783.84	18
W-4 Warrant Officer 4	77	8,192.97	631	77	8,192.97	631	77	8,192.97	631
W-3 Warrant Officer 3	161	7,876.27	1,268	161	7,876.27	1,268	161	7,876.27	1,268
W-2 Warrant Officer 2	282	6,446.26	1,818	283	6,446.26	1,824	283	6,446.26	1,824
W-1 Warrant Officer 1			0			0			0
Total Career Sea Pay	10,083		28,003	10,109		28,071	10,109		28,071
(15)Premium Sea Pay	1,052	2,400.00	2,525	1,055	2,400.00	2,532	1,055	2,400.00	2,532
(16)Imminent Danger Pay	786	2,700.00	2,122	156	2,700.00	421	156	2,700.00	421
(17)Foreign Language Proficiency Pay	849	3,536.84	3,003	879	3,550.00	3,120	918	3,550.00	3,259
(18)Judge Advocate Continuation Pay	102	20,588.63	2,100	115	20,997.83	2,415	136	21,617.65	2,940
(19) Hardship Duty Pay									
Location - 150	621	1,800.00	1,118	255	1,800.00	459	255	1,800.00	459
Location - 100	81	1,200.00	97	27	1,200.00	32	27	1,200.00	32
Location - 50	790	600.00	474	438	600.00	263	438	600.00	263
Mission	1	1,800.00	2	1	1,800.00	2	1	1,800.00	2
Total - (19)	1,493		1,691	721		756	721		756
(20)Hardship Duty Pay - Tempo	100	5,940.00	594	100	5,940.00	594	100	5,940.00	594
(21)SOCOM Assignment Incentive Pay	0		0	0		0	0		0
(22) Submarine Support Incentive Pay									
Initial Payments	12	20,000.00	240	12	20,000.00	240	12	20,000.00	240
Anniversary Payments	12	25,000.00	300	12	25,000.00	300	12	25,000.00	300
Total - (22)	24		540	24		540	24		540
(23) SWO Continuation Pay									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	162	10,000.00	1,620	40	10,000.00	400	30	10,000.00	300
Total - (23)	162		1,620	40		400	30		300

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(24) SWO CSRB (Post DH)									
Initial Payments	125	22,000.00	2,750	250	22,000.00	5,500	250	22,000.00	5,500
Anniversary Payments	151	12,000.00	1,812	260	12,000.00	3,120	375	12,000.00	4,500
Total - (24)	276		4,562	510		8,620	625		10,000
(25) SWO CSRB (Senior)									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (25)	0		0	0		0	0		0
(26) SWO CSRB (25+ YOS)									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (26)	0		0	0		0	0		0
(27) SWO Department Head Retention Bonus									
Initial Payments	0		0	697	10,000.00	6,970	697	10,000.00	6,970
Anniversary Payments	0		0	0		0	290	15,000.00	4,350
Total - (27)	0		0	697		6,970	987		11,320
(28) SWO CSRB (Junior)									
Initial Payments	230	10,000.00	2,300	150	10,000.00	1,500	0		0
Anniversary Payments	1,304	12,772.24	16,655	1,410	12,907.80	18,200	1,149	13,738.12	15,785
Total - (28)	1,534		18,955	1,560		19,700	1,149		15,785
Total (23)-(28)	1,972		25,137	2,807		35,690	2,791		37,405
(29) SPECWAR Officer Continuation Pay									
Initial Payments	144	15,000.00	2,160	89	50,000.00	4,450	89	50,000.00	4,450
Anniversary Payments	95	14,091.00	1,339	103	16,145.63	1,663	103	16,174.76	1,666
Total - (29)	239		3,499	192		6,113	192		6,116
(30) EOD CSRB - Initial Payments									
Initial Pay \$25,000	0		0	0		0	0		0
Initial Pay \$20,000	20	20,000.00	400	22	20,000.00	440	22	20,000.00	440
Initial Pay \$22,000	12	22,000.00	264	13	22,000.00	286	11	22,000.00	242
Initial Pay \$15,000	2	15,000.00	30	0		0	0		0
Total - (30)	34		694	35		726	33		682

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(31) EOD CSRB - Anniversary Payments									
Anniversary Pay \$25,000	23	25,000.00	575	0		0	0		0
Anniversary Pay \$20,000	17	20,000.00	340	37	20,000.00	740	43	20,000.00	860
Anniversary Pay \$15,000	0		0	4	15,000.00	60	2	15,000.00	30
Anniversary Pay \$12,000	21	12,000.00	252	28	12,000.00	336	28	12,000.00	336
Total - (31)	61		1,167	69		1,136	73		1,226
Total (30)-(31)	95		1,861	104		1,862	106		1,908
(32)SPECWAR CSAB	10	45,000.00	450	14	45,000.00	630	14	45,000.00	630
(33) NSW Officer CSRB									
Initial Payments	23	20,434.66	470	23	25,000.00	575	27	25,000.00	675
Anniversary Payments	90	22,888.62	2,060	100	21,860.20	2,186	112	19,160.71	2,146
Total - (33)	113		2,530	123		2,761	139		2,821
Total (29)-(33)	457		8,340	433		11,366	451		11,475
(34) INTEL Officer CSRB									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (34)	0		0	0		0	0		0
(35)Bahrain AIP	0		0	0		0	0		0
(36) Civil Engineer Corps CSRB									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	135	6,250.00	844	83	6,250.00	519	15	6,250.00	94
Total - (36)	135		844	83		519	15		94
(37)Combined Contribution	0		0	0		0	0		7,320
Total Special Pay-Officer	38,465		410,960	38,261		431,299	38,747		445,426

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Aviation Career Continuation Pay (ACCP)
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	1,534	23,195	1,084	16,546	693	10,467	494	7,622	189	2,795				
FY 2016 Initial Anniversary	312	4,937	305	4,655	332	5,164	312	4,856	297	4,658	197	2,890		
FY 2017 Initial Anniversary			465	7,482	449	7,238	331	5,157	313	4,882	299	4,698	194	2,851
FY 2018 Initial Anniversary					454	7,340	437	7,080	319	4,999	301	4,724	289	4,566
FY 2019 Initial Anniversary							439	7,144	422	6,884	304	4,804	285	4,513
FY 2020 Initial Anniversary									459	7,359	444	7,130	327	5,065
FY 2021 Initial Anniversary											431	6,932	417	6,718
FY 2022 Initial Anniversary													420	6,764
Initial Payments	312	4,937	465	7,482	454	7,340	439	7,144	459	7,359	431	6,932	420	6,764
Anniversary Payments	1,534	23,195	1,389	21,201	1,474	22,869	1,574	24,715	1,540	24,218	1,545	24,246	1,512	23,713
Total	1,846	28,132	1,854	28,683	1,928	30,209	2,013	31,859	1,999	31,577	1,976	31,178	1,932	30,477

**MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
OPTOMETRY
(In Thousands of Dollars)**

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary														
FY 2016 Initial Anniversary	73	438												
FY 2017 Initial Anniversary			77	462										
FY 2018 Initial Anniversary					78	468								
FY 2019 Initial Anniversary							78	477						
FY 2020 Initial Anniversary									78	487				
FY 2021 Initial Anniversary											78	497		
FY 2022 Initial Anniversary													78	507
Initial Payments	73	438	77	462	78	468	78	477	78	487	78	497	78	507
Anniversary Payments	0													
Total	73	438	77	462	78	468								

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Nuclear Officer Incentive Pay (NOIP)
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	1,312	39,360	949	28,470	335	10,050	120	3,600	54	1,620	21	630		
FY 2016 Initial Anniversary	990	29,700	551	16,530	551	16,530	152	4,560	66	1,980	33	990	21	630
FY 2017 Initial Anniversary			959	28,770	614	18,420	614	18,420	152	4,560	66	1,980	33	990
FY 2018 Initial Anniversary					959	28,770	614	18,420	614	18,420	152	4,560	66	1,980
FY 2019 Initial Anniversary							959	28,770	614	18,420	614	18,420	152	4,560
FY 2020 Initial Anniversary									959	28,770	614	18,420	614	18,420
FY 2021 Initial Anniversary											959	28,770	614	18,420
FY 2022 Initial Anniversary													959	28,770
Initial Payments	990	29,700	959	28,770										
Anniversary Payments	1,312	39,360	1,500	45,000										
Total	2,302	69,060	2,459	73,770										

CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Submarine Support Incentive Pay (SSIP)
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	12	300	4	100										
FY 2016 Initial Anniversary	12	240	8	200	4	100								
FY 2017 Initial Anniversary			12	240	8	200	4	100						
FY 2018 Initial Anniversary					12	240	8	200	4	100				
FY 2019 Initial Anniversary							12	240	8	200	4	100		
FY 2020 Initial Anniversary									12	240	8	200	4	100
FY 2021 Initial Anniversary											12	240	8	200
FY 2022 Initial Anniversary													12	240
Initial Payments	12	240												
Anniversary Payments	12	300												
Total	24	540												

CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Surface Warfare Officer Continuation Pay (SWOCP)
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	162	1,620	40	400	30	300								
FY 2016 Initial Anniversary														
FY 2017 Initial Anniversary														
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
FY 2021 Initial Anniversary														
FY 2022 Initial Anniversary														
Initial Payments	0													
Anniversary Payments	162	1,620	40	400	30	300	0							
Total	162	1,620	40	400	30	300	0							

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Surface Warfare Officer Post-Department Head (SWO Post-DH)
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	151	1,812	135	1,620										
FY 2016 Initial Anniversary	125	2,750	125	1,500	125	1,500								
FY 2017 Initial Anniversary			250	5,500	250	3,000	239	2,868						
FY 2018 Initial Anniversary					250	5,500	250	3,000	228	2,736				
FY 2019 Initial Anniversary							275	6,050	275	3,300	275	3,300		
FY 2020 Initial Anniversary									275	6,050	275	3,300	275	3,300
FY 2021 Initial Anniversary											275	6,050	275	3,300
FY 2022 Initial Anniversary													275	6,050
Initial Payments	125	2,750	250	5,500	250	5,500	275	6,050	275	6,050	275	6,050	275	6,050
Anniversary Payments	151	1,812	260	3,120	375	4,500	489	5,868	503	6,036	550	6,600	550	6,600
Total	276	4,562	510	8,620	625	10,000	764	11,918	778	12,086	825	12,650	825	12,650

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Surface Warfare Officer Senior (SWO-SR)
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary														
FY 2016 Initial Anniversary														
FY 2017 Initial Anniversary			697	6,970	290	4,350	290	4,350	290	4,350	290	4,350	290	4,350
FY 2018 Initial Anniversary					697	6,970	290	4,350	290	4,350	290	4,350	290	4,350
FY 2019 Initial Anniversary							697	6,970	290	4,350	290	4,350	290	4,350
FY 2020 Initial Anniversary									697	6,970	290	4,350	290	4,350
FY 2021 Initial Anniversary											697	6,970	290	4,350
FY 2022 Initial Anniversary													697	6,970
Initial Payments	0	0	697	6,970										
Anniversary Payments	0	0	0	0	290	4,350	580	8,700	870	13,050	1,160	17,400	1,450	21,750
Total	0	0	697	6,970	987	11,320	1,277	15,670	1,567	20,020	1,857	24,370	2,147	28,720

**MILITARY PERSONNEL, NAVY
 CRITICAL SKILLS MULTI YEAR RETENTION BONUS
 Surface Warfare Officer Junior (SWO JR)
 (In Thousands of Dollars)**

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	1,304	16,655	1,180	15,233	859	11,770	675	10,125	515	7,725	250	3,650		
FY 2016 Initial Anniversary	230	2,300	230	2,967	140	1,918	95	1,425	30	450	20	350		
FY 2017 Initial Anniversary			150	1,500	150	2,097	100	1,500	35	525	20	350		
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
FY 2021 Initial Anniversary														
FY 2022 Initial Anniversary														
Initial Payments	230	2,300	150	1,500	0									
Anniversary Payments	1,304	16,655	1,410	18,200	1,149	15,785	870	13,050	580	8,700	290	4,350	0	0
Total	1,534	18,955	1,560	19,700	1,149	15,785	870	13,050	580	8,700	290	4,350	0	0

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Special Warfare Officer (SpecWar OCP)
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	95	1,339	38	970	4	367								
FY 2016 Initial Anniversary	144	2,160	65	693	45	643	37	610	25	432				
FY 2017 Initial Anniversary			89	4,450	54	656	54	656	54	656	45	449		
FY 2018 Initial Anniversary					89	4,450	89	668	89	668	89	559	67	472
FY 2019 Initial Anniversary							95	4,482	93	772	93	772	93	772
FY 2020 Initial Anniversary									97	3,888	97	700	97	700
FY 2021 Initial Anniversary											99	3,716	98	865
FY 2022 Initial Anniversary													98	3,607
Initial Payments	144	2,160	89	4,450	89	4,450	95	4,482	97	3,888	99	3,716	98	3,607
Anniversary Payments	95	1,339	103	1,663	103	1,666	180	1,934	261	2,528	324	2,480	355	2,809
Total	239	3,499	192	6,113	192	6,116	275	6,416	358	6,416	423	6,196	453	6,416

**MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Explosive Ordnance Disposal (EOD)
(In Thousands of Dollars)**

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	61	1,167	35	572										
FY 2016 Initial Anniversary	34	694	34	564	38	630	21	420						
FY 2017 Initial Anniversary			35	726	35	596	35	596	22	440				
FY 2018 Initial Anniversary					33	682	33	572	33	572	22	440		
FY 2019 Initial Anniversary							38	792	38	632	38	632	22	440
FY 2020 Initial Anniversary									38	792	38	632	38	632
FY 2021 Initial Anniversary											38	792	38	632
FY 2022 Initial Anniversary													38	792
Initial Payments	34	694	35	726	33	682	38	792	38	792	38	792	38	792
Anniversary Payments	61	1,167	69	1,136	73	1,226	89	1,588	93	1,644	98	1,704	98	1,704
Total	95	1,861	104	1,862	106	1,908	127	2,380	131	2,436	136	2,496	136	2,496

**MILITARY PERSONNEL, NAVY
 CRITICAL SKILLS MULTI YEAR RETENTION BONUS
 Naval Special Warfare Officer (NSW)
 (In Thousands of Dollars)**

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	90	2,060	76	1,596	57	781	15	280						
FY 2016 Initial Anniversary	23	470	24	590	24	590	14	274	6	107				
FY 2017 Initial Anniversary			23	575	31	775	31	775	21	534	15	286		
FY 2018 Initial Anniversary					27	675	44	810	44	810	32	810	18	350
FY 2019 Initial Anniversary							35	875	55	850	44	850	44	850
FY 2020 Initial Anniversary									43	975	58	887	58	887
FY 2021 Initial Anniversary											55	1,048	59	932
FY 2022 Initial Anniversary													58	1,160
Initial Payments	23	470	23	575	27	675	35	875	43	975	55	1,048	58	1,160
Anniversary Payments	90	2,060	100	2,186	112	2,146	104	2,139	126	2,301	149	2,833	179	3,019
Total	113	2,530	123	2,761	139	2,821	139	3,014	169	3,276	204	3,881	237	4,179

**MILITARY PERSONNEL, NAVY
 CRITICAL SKILLS MULTI YEAR RETENTION BONUS
 Civil Engineer Corps (CEC)
 (In Thousands of Dollars)**

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	135	844	83	519	15	94	1	6						
FY 2016 Initial Anniversary														
FY 2017 Initial Anniversary														
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
FY 2021 Initial Anniversary														
FY 2022 Initial Anniversary														
Initial Payments	0													
Anniversary Payments	135	844	83	519	15	94	1	6	0	0	0	0	0	0
Total	135	844	83	519	15	94	1	6	0	0	0	0	0	0

(In Thousands Of Dollars)

Project: Basic Allowance For Housing	FY 2018 Estimate	\$ 1,554,695
	FY 2017 Estimate	\$ 1,546,612
	FY 2016 Actual	\$ 1,463,185

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 3.5% for FY 2016, 4.2% for FY 2017 and 3.6% in FY 2018. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Fiscal Year 2016 average inflation rate is 3.5 percent. The January 1, 2016 and January 1, 2017 average BAH inflation rate assumption are respectively, 3.4 percent and 4.4 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA authorized a 2.0 percent out-of-pocket (OOP) cost to service members from the housing allowance and eliminated renter's insurance from the housing rates beginning January 1, 2016. FY 2016 NDAA amends the 1.0 percent limitation authorized during 2015 by establishing 2.0 percent for months occurring during 2016; 3.0 percent for months occurring during 2017; 4.0 percent for months occurring during 2018; and 5.0 percent for months occurring after 2018.

Computation of fund requirements is provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Officers with Dependents									
O-10 Admiral	9	40,157.78	361	9	41,844.41	377	8	43,350.81	347
O-9 Vice Admiral	32	38,685.06	1,238	33	40,309.83	1,330	32	41,760.98	1,336
O-8 Rear Admiral (UH)	66	37,615.52	2,483	61	39,195.37	2,391	58	40,606.40	2,355
O-7 Rear Admiral (LH)	76	36,079.37	2,742	85	37,594.70	3,196	90	38,948.11	3,505
O-6 Captain	2,659	35,018.62	93,115	2,671	36,489.40	97,463	2,557	37,803.02	96,662
O-5 Commander	5,439	33,885.02	184,301	5,432	35,308.19	191,794	5,286	36,579.28	193,358
O-4 Lieutenant Commander	8,095	30,895.39	250,098	8,204	32,193.00	264,111	8,026	33,351.95	267,683
O-3 Lieutenant	10,944	27,915.15	305,503	11,145	29,087.59	324,181	10,707	30,134.74	322,653
O-2 Lieutenant (JG)	2,522	25,050.13	63,176	2,624	26,102.24	68,492	2,558	27,041.92	69,173
O-1 Ensign	1,695	23,645.59	40,079	1,712	24,638.70	42,181	1,668	25,525.69	42,577
Total BAH Domestic - Officers with Dependents	31,537		943,096	31,976		995,516	30,990		999,649
(2) BAH Differential	7	3,099.00	22	7	3,146.26	22	12	3,207.61	38
(3) BAH Domestic - Warrant Officers with Dependents									
W-5 Warrant Officer 5	62	28,392.26	1,760	67	29,584.73	1,982	68	30,649.78	2,084
W-4 Warrant Officer 4	340	28,277.83	9,614	344	29,465.50	10,136	326	30,526.26	9,952
W-3 Warrant Officer 3	516	27,807.39	14,349	549	28,975.30	15,907	552	30,018.41	16,570
W-2 Warrant Officer 2	494	25,964.34	12,826	502	27,054.84	13,582	493	28,028.81	13,818
W-1 Warrant Officer 1			0			0			0
Total BAH Domestic - Warrant Officers with Dependents	1,412		38,549	1,462		41,607	1,439		42,424
Total (1)-(3)	32,956		981,667	33,445		1,037,145	32,441		1,042,111
						1,037,145			

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) BAH Domestic - Officers without Dependents						0			
O-10 Admiral			0			0			0
O-9 Vice Admiral	1	33,635.00	34	1	35,047.67	35	2	36,309.39	73
O-8 Rear Admiral (UH)	3	32,876.57	99	6	34,257.39	206	6	35,490.66	213
O-7 Rear Admiral (LH)	2	32,217.50	64	3	33,570.64	101	3	34,779.18	104
O-6 Captain	201	31,390.25	6,309	200	32,708.64	6,542	192	33,886.15	6,506
O-5 Commander	553	28,557.14	15,792	556	29,756.54	16,545	541	30,827.78	16,678
O-4 Lieutenant Commander	1,363	27,371.07	37,307	1,381	28,520.65	39,387	1,350	29,547.39	39,889
O-3 Lieutenant	5,990	24,446.60	146,435	6,097	25,473.36	155,311	5,857	26,390.40	154,569
O-2 Lieutenant (JG)	3,568	21,840.35	77,926	3,716	22,757.64	84,567	3,624	23,576.92	85,443
O-1 Ensign	4,430	18,714.93	82,907	4,475	19,500.96	87,267	4,359	20,202.99	88,065
Total BAH Domestic - Officers without Dependents	16,111		366,873	16,435		389,961	15,934		391,540
(5) BAH Domestic - Warrant Officers without Dependents									
W-5 Warrant Officer 5	4	33,014.50	132	4	34,401.11	138	5	35,639.55	178
W-4 Warrant Officer 4	26	25,438.46	661	26	26,506.88	689	25	27,461.13	687
W-3 Warrant Officer 3	32	23,367.25	748	34	24,348.67	828	34	25,225.22	858
W-2 Warrant Officer 2	33	22,180.24	732	34	23,111.81	786	32	23,943.84	766
W-1 Warrant Officer 1			0			0			0
Total BAH Domestic - Warrant Officers without Dependents	95		2,273	98		2,441	96		2,489
Total (4)-(5)	16,206		369,146	16,533		392,402	16,030		394,029
						392,402			
(6) Officer Partial BAH						0			
O-6 Captain	1	287.00	0	1	287.00	0	1	287.00	0
O-5 Commander	5	428.20	2	5	428.20	2	5	428.20	2
O-4 Lieutenant Commander	14	320.64	4	13	320.64	4	13	320.64	4
O-3 Lieutenant	88	266.16	23	85	266.16	23	84	266.16	22
O-2 Lieutenant (JG)	48	213.15	10	59	213.15	13	59	213.15	13
O-1 Ensign	84	157.58	13	76	157.58	12	76	157.58	12
Total Officer Partial BAH	240		52	239		54	238		53
(7) Warrant Officer Partial BAH									
W-2 Warrant Officer 2	1	281.00	0	1	281.00	0	1	281.00	0
Total Warrant Officer Partial BAH	1		0	1		0	1		0
Total (6)-(7)	241		52	240		54	239		53

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(10) BAH Overseas - Officers with Dependents									
O-8 Rear Admiral (UH)	1	51,922.50	52	1	53,068.54	53	1	53,796.91	54
O-7 Rear Admiral (LH)	3	48,958.15	147	3	50,038.76	150	3	50,725.54	152
O-6 Captain	114	43,355.35	4,943	115	44,312.29	5,096	115	44,920.48	5,166
O-5 Commander	338	40,956.72	13,843	341	41,860.72	14,275	341	42,435.26	14,470
O-4 Lieutenant Commander	498	38,190.10	19,019	506	39,033.03	19,751	504	39,568.76	19,943
O-3 Lieutenant	642	34,956.74	22,442	650	35,728.30	23,223	649	36,218.67	23,506
O-2 Lieutenant (JG)	96	36,648.25	3,518	97	37,457.15	3,633	97	37,971.25	3,683
O-1 Ensign	48	43,473.89	2,087	49	44,433.45	2,177	49	45,043.30	2,207
Total BAH Overseas - Officers with Dependents	1,740		66,051	1,762		68,358	1,759		69,181
(11) BAH OverSeas - Warrant Officers With Dependents									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4	16	35,582.31	569	16	36,564.15	585	16	37,065.99	593
W-3 Warrant Officer 3	34	33,964.19	1,155	36	34,865.59	1,255	35	35,344.12	1,237
W-2 Warrant Officer 2	20	31,711.37	634	20	32,561.89	651	20	33,008.80	660
W-1 Warrant Officer 1			0			0			0
Total BAH OverSeas - Warrant Officers With Dependents	70		2,358	72		2,491	71		2,490
Total (10)-(11)	1,810		68,409	1,834		70,849	1,830		71,671
(12) BAH Overseas - Officers without Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	17	36,157.02	600	17	36,952.47	628	17	37,459.64	637
O-5 Commander	62	34,640.03	2,134	62	35,402.11	2,195	63	35,888.00	2,261
O-4 Lieutenant Commander	157	31,279.21	4,900	161	31,967.35	5,147	160	32,406.10	5,185
O-3 Lieutenant	671	29,266.16	19,639	686	29,910.02	20,518	686	30,320.54	20,800
O-2 Lieutenant (JG)	317	27,673.81	8,777	327	28,282.63	9,248	329	28,670.81	9,433
O-1 Ensign	274	26,856.23	7,353	287	27,447.07	7,877	286	27,823.78	7,958
Total BAH Overseas - Officers without Dependents	1,498		43,403	1,540		45,613	1,541		46,274
(13) BAH OverSeas - Warrant Officers Without Dependents									
W-5 Warrant Officer 5	1	25,564.32	24	1	26,126.74	26	1	26,485.33	26
W-4 Warrant Officer 4	5	32,136.91	152	5	32,843.92	164	5	33,294.70	166
W-3 Warrant Officer 3	3	31,725.64	91	3	32,423.60	97	3	32,868.61	99
W-2 Warrant Officer 2	8	28,517.23	241	9	29,144.61	262	9	29,544.62	266
W-1 Warrant Officer 1			0			0			0
Total BAH OverSeas - Warrant Officers Without Dependents	17		508	18		549	18		557
Total (12)-(13)	1,515		43,911	1,558		46,162	1,559		46,831
Total - Overseas	3,325		112,320	3,392		117,011	3,389		118,502

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Basic Allowance For Housing	52,728		1,463,185	53,610		1,546,612	52,099		1,554,695

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence-Officer

FY 2018 Estimate	\$	171,681
FY 2017 Estimate	\$	170,815
FY 2016 Actual	\$	168,659

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 an annual fiscal year rate using the statutory rate of \$253.63 per month effective 01 January 2016, \$253.63 per month effective 01 January 2017 and \$262.25 per month effective 1 January 2018.

Computation of fund requirements is provided in the following table

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance For Subsistence - Officer									
Basic Allowance For Subsistence	55,610	3,032.89	168,659	54,786	3,117.86	170,815	55,006	3,121.14	171,681
Total - (1)	55,610		168,659	54,786		170,815	55,006		171,681
Total Basic Allowance For Subsistence-Officer	55,610		168,659	54,786		170,815	55,006		171,681

(In Thousands Of Dollars)

Project: Station Allowances, Overseas-Officer

FY 2018 Estimate \$ 112,822
FY 2017 Estimate \$ 111,825
FY 2016 Actual \$ 110,475

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 and adjusted to reflect changes in overseas strength

Computation of fund requirements is provided in the following table

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Station Allowances - Cost Of Living	8,497	11,323.08	96,212	8,412	11,584.53	97,450	8,595	11,385.12	97,855
(2)Station Allowances - Temporary Lodging	9,474	1,505.43	14,263	9,380	1,532.53	14,375	9,584	1,561.65	14,967
Total Station Allowances, Overseas-Officer	17,971		110,475	17,815		111,825	18,179		112,822

(In Thousands Of Dollars)

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

FY 2018 Estimate	\$	1,720
FY 2017 Estimate	\$	1,673
FY 2016 Actual	\$	865

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 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. (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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost Of Living (COLA)									
CONUS COLA	716	1,207.90	865	2,475	675.85	1,673	2,497	688.69	1,720
Total - (1)	716		865	2,475		1,673	2,497		1,720
Total CONUS Cost Of Living Allowance (COLA)-Officer	716		865	2,475		1,673	2,497		1,720

(In Thousands Of Dollars)

Project: Uniform Allowance-Officer

FY 2018 Estimate	\$	1,971
FY 2017 Estimate	\$	1,982
FY 2016 Actual	\$	1,962

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 as reflected in the strength plans by the statutory rate

Computation of fund requirements is provided in the following table

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial									
Reserves	2,135	400.00	854	2,155	400.00	862	2,138	400.00	855
Regular	1,237	400.00	495	1,249	400.00	500	1,239	400.00	496
CWO Pilot Program	0		0	0		0	0		0
Total - (1)	3,372		1,349	3,404		1,362	3,377		1,351
(2)Additional	2,213	200.00	443	2,234	200.00	447	2,217	200.00	443
(3)Civilian	277	614.59	170	277	625.65	173	277	638.16	177
Total Uniform Allowance-Officer	5,862		1,962	5,915		1,982	5,871		1,971

(In Thousands Of Dollars)

Project: Family Separation Allowance-Officer

FY 2018 Estimate	\$	3,885
FY 2017 Estimate	\$	3,863
FY 2016 Actual	\$	10,452

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 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
- (2) 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
- (3) 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

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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	803	3,000.00	2,409	468	3,000.00	1,403	475	3,000.00	1,425
(2)FSA - S (Onboard> 30 days)	1,633	3,000.00	4,899	582	3,000.00	1,746	582	3,000.00	1,746
(3)FSA - T (TDY> 30 days)	1,048	3,000.00	3,144	238	3,000.00	714	238	3,000.00	714
Total Family Separation Allowance-Officer	3,484		10,452	1,288		3,863	1,295		3,885

(In Thousands of Dollars)

Project: Special Compensation for Assistance with Activities of Daily Living - Officer

FY 2018 Estimate	\$71
FY 2017 Estimate	\$71
FY 2016 Actual	\$65

Part I - Purpose And Scope

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The detailed computations are provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Special Monthly Compensation	9	7,200.00	65	10	7,100.00	71	10	7,100.00	71
Total Special Compensation for Assistance with Activitie	9		65	10		71	10		71

(In Thousands Of Dollars)

Project: Separation Payments-Officer

FY 2018 Estimate	\$	43,709
FY 2017 Estimate	\$	41,196
FY 2016 Actual	\$	39,780

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) Severance pay for failure of promotion or for reasons other than physical disability under provisions of 10 U.S.C. 6383.
- (3) 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.
- (4) Involuntary - half severance pay (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.

Involuntary - full severance pay (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.
- (5) 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

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.

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.

(6) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for Fiscal Year (FY) 2012, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY 1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.

(7) \$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 (40% retirement benefit at 20

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 2016 includes a 1.3% pay raise effective 1 January 2016, FY 2017 includes a 2.1% pay raise effective 1 January 2017 and FY 2018 includes a 2.1% pay raise effective 1 January 2018.

Computation of fund requirements is provided in the following table:

	FY 2016				FY 2017				FY 2018			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Separation Pay - Lump sum Leave Payment(Officer)												
Flag Officers	36	48	21,032.58	757	36	47	21,432.20	769	37	47	21,882.28	810
O-6 Captain	431	27	9,480.87	4,086	430	27	9,661.01	4,158	434	27	9,863.89	4,281
O-5 Commander	610	17	4,812.92	2,936	609	17	4,904.37	2,989	623	17	5,007.36	3,120
O-4 Lieutenant Commander	809	17	3,882.37	3,141	809	17	3,956.14	3,200	832	17	4,039.22	3,361
O-3 Lieutenant	1,441	19	3,524.01	5,078	1,439	19	3,590.97	5,169	1,454	19	3,666.38	5,331
O-2 Lieutenant (JG)	130	22	3,233.12	420	131	22	3,294.55	430	131	22	3,363.74	441
O-1 Ensign	73	22	2,323.12	170	74	22	2,367.26	174	74	22	2,416.97	179
W-5 Warrant Officer 5	11	22	6,138.23	68	11	22	6,254.86	69	11	22	6,386.21	70
W-4 Warrant Officer 4	64	20	4,854.17	311	64	20	4,946.40	316	64	20	5,050.27	323
W-3 Warrant Officer 3	44	14	2,862.22	126	44	14	2,916.60	128	44	14	2,977.85	131
W-2 Warrant Officer 2	3	10	1,717.77	5	3	10	1,750.41	5	3	10	1,787.17	5
W-1 Warrant Officer 1				0				0				0
Total Separation Pay - Lump sum Leave Payment(Officer)	3,652			17,098	3,650			17,407	3,707			18,052
(2)Severance Pay, Failure of Promotion	0			0	0			0	0			0
(3)Severance Pay, Disability - Officer	21		64,556.22	1,356	22		65,782.79	1,433	25		67,164.23	1,679
(4) Severance Pay Invol - Full Pay (10%)												
Invol - Full Pay (10%)	262		73,605.33	19,285	270		75,003.83	20,278	294		76,578.91	22,514
Invol - Half Pay (5%)	15		42,073.16	631	15		42,872.55	632	17		43,772.87	744
Total - (4)	277			19,916	286			20,969	311			23,258
(5) Voluntary Separations												
Targeted Separation Incentive	0			0	0			0	0			0
VSI	0			0	0			0	0			0
VSI Trust Fund	0			0	0			0	0			0
Total - (5)	0			0	0			0	0			0
(6)TERA	0			0	0			0	0			0
(7)\$30,000 Lump Sum Bonus	47		30,000.00	1,410	48		30,000.00	1,446	24		30,000.00	720
Total Separation Payments-Officer	3,997			39,780	4,006			41,196	4,067			43,709

(In Thousands Of Dollars)

Project: Social Security Tax-Officer

FY 2018 Estimate	\$	324,231
FY 2017 Estimate	\$	283,078
FY 2016 Actual	\$	315,162

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% HI. 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 2016 - 7.65% on first \$118,500
 Calendar year 2017 - 7.65% on first \$127,200
 Calendar year 2018 - 7.65% on first \$129,900

Computation of fund requirements is provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	55,610	5,667.36	315,162	54,786	5,166.98	283,078	55,006	5,894.46	324,231
Total Social Security Tax-Officer	55,610		315,162	54,786		283,078	55,006		324,231

Total Officer Programs Pay & Allowances (BA1)

Total Obligations	\$	8,092,435	\$	8,062,795	\$	8,298,783
Less Reimbursables	\$	235,662	\$	234,378	\$	250,262
Total Direct Obligations	\$	7,856,773	\$	7,828,417	\$	8,048,521

Budget Activity 2
Pay and Allowances of Enlisted Personnel

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF ENLISTED
(In Thousands of Dollars)

			Amount
Total FY 2017 Direct Program			17,930,496
Increases			
Pricing Increases			
Strength Related			420,419
Annualization of FY 2017 Pay Raise 2.1% (Effective 1 January 2017)		63,911	
Basic Pay	46,835		
RPA	13,493		
FICA	3,583		
Increase due to Pay Raise of 2.1% (Effective 1 January 2018)		191,708	
Basic Pay	140,500		
RPA	40,461		
FICA	10,747		
Inflation Rate			
BAH Rates		164,801	
Domestic Housing Rate Growth of 3.6%	142,635		
BAH Overseas	22,166		
Other Pricing Increases			24,065
Special Pay - Enlisted		1,703	
Career Sea Pay (Enlisted)	142		
Enlisted Supervisor Retention Pay CSRB	611		
Special Warfare SOCOM CSRB	950		
Reenlistment Bonus - Enlisted		5,728	
Reenlistment Bonus - Initial Payment	5,728		
Station Allowance, Overseas - Enlisted		5,385	
Overseas Station Allowance (Enl)	4,793		
Temporary Lodging (Enl)	592		
CONUS Cost Of Living Allowance (COLA) - Enlisted		131	
CONUS COLA	131		
Clothing Allowance - Enlisted		8,518	
Replacement Allowances (Basic)	2,105		
Replacement Allowances (Std)	5,662		
Replacement Allowances (Special)	751		
Separation Payments - Enlisted		2,600	
Lump Sum Terminal Leave Payments	968		
Severance Pay, Disability (Enl)	437		
Severance Pay, Non-Disability (Enl) - Invol - Full Pay	913		
Severance Pay, Non-Disability (Enl) - Invol - Half Pay	282		
Increases due to Reimbursables		20,652	20,652
Basic Pay	3,613		
Retired Pay Accrual	883		
SS Tax-Employer Contribution	16,156		
Total Pricing Increases			465,136

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF ENLISTED
(In Thousands of Dollars)

Program Increases				
Strength Related			102,230	102,230
	Increase in Basic Pay Work Years	71,104		
	Increase in RPA Full Time Work Years	22,273		
	Increase in FICA Work Years	5,501		
	BAH Domestic	11		
	BAH Overseas	3,341		
Other Program Increases				155,707
Thrift Savings Plan - Enlisted	Thrift Savings Plan - Enlisted	102,201	102,201	
Incentive Pay For Hazardous Duty - Enlisted			2,644	
	Flying Duty - Career	1,358		
	Parachute Jumping (Enl)	186		
	Demolition Duty (Enl)	232		
	Flight Deck Duty (Enl)	868		
Special Pay - Enlisted			16,960	
	Diving Duty Pay (Enl)	415		
	Foreign Language Proficiency Pay (Enl)	380		
	Assignment Incentive Pay (Enl)	181		
	Enlisted Supervisor Retention Pay CSRB	37		
	Combined Contribution	15,947		
Special Duty Assignment Pay And Proficiency Pay - Enlisted			1,116	
	SDAP - SD-3 (\$225)	3		
	SDAP - SD-2 (\$150)	385		
	SDAP - SD-1 (\$75)	597		
	Recruiter - Recruiter (\$375)	131		
Reenlistment Bonus - Enlisted			21,950	
	Reenlistment Bonus - Initial Payment	11,112		
	Reenlistment Bonus - Anniversary	10,838		
CONUS Cost Of Living Allowance (COLA) - Enlisted			143	
	CONUS COLA	143		
Clothing Allowance - Enlisted			9,011	
	Replacement Allowances (Std)	165		
	Replacement Allowances (Special)	91		
	Up-Front Purchases	8,755		
Family Separation Allowance - Enlisted			96	
	FSA - R (On PCS With Dependents Not Authorized)	27		
	FSA - S (Onboard > 30 days)	36		
	FSA - T (TDY > 30 days)	33		
Separation Payments - Enlisted			1,564	
	Lump Sum Terminal Leave Payments	504		
	Severance Pay, Disability (Enl)	300		
	Severance Pay, Non-Disability (Enl) - Invol - Full Pay	418		
	Severance Pay, Non-Disability (Enl) - Invol - Half Pay	342		
Special Compensation for Assistance with Activities of Daily Living - Enlisted			22	
	Special Monthly Compensation	22		
	Total Program Increases			257,937
Total Increases				724,669

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF ENLISTED
(In Thousands of Dollars)

Decreases				
Pricing Decreases				
Strength Related				-35,975
Inflation Rate			-35,975	
RPA Full Time Rate growth of -0.4%		-35,975		
Other Pricing Decreases				-11,018
Special Pay - Enlisted			-55	
EOD CSRB		-55		
Reenlistment Bonus - Enlisted			-10,373	
Reenlistment Bonus - Anniversary		-10,373		
Clothing Allowance - Enlisted			-590	
Initial Military		-590		
Decreases due to Reimbursables			-11,007	-11,007
Basic Allowance for Housing (Domestic)		-11,007		
Total Pricing Decreases				-58,000
Program Decreases				
Strength Related				-82,181
Pay grade Mix			-20,052	
Basic Pay		-14,728		
RPA		-4,197		
FICA		-1,127		
Decrease in RPA Full Time Work Years		-1,732		-62,129
BAH Domestic		-60,397		
BAH Overseas		0		
Other Program Decreases				-7,839
Special Pay - Enlisted			-1,414	
EOD CSRB		-134		
Special Warfare SOCOM CSRB		-1,280		
Special Duty Assignment Pay And Proficiency Pay - Enlisted			-2,760	
SDAP - SD-6 (\$450)		-810		
SDAP - SD-5 (\$375)		-1,111		
SDAP - SD-4 (\$300)		-839		
Loan Repayment Program			-425	
Navy College Loan Repayment (Enl)		-425		
Station Allowance, Overseas - Enlisted			-375	
Overseas Station Allowance (Enl)		-338		
Temporary Lodging (Enl)		-37		
Clothing Allowance - Enlisted			-307	
Initial Military		-66		
Replacement Allowances (Basic)		-241		
Separation Payments - Enlisted			-2,558	
Voluntary Separation (Enl) - VSI Trust Fund		-2,198		
\$30,000 Lump Sum Bonus (Enl)		-360		
Total Program Decreases				-90,020
Total Decreases				-148,020
Total FY 2018 Direct Program				18,507,145

(In Thousands Of Dollars)

Project: Basic Pay - Enlisted

FY 2018 Estimate	\$ 9,165,195
FY 2017 Estimate	\$ 8,919,996
FY 2016 Actual	\$ 8,934,646

Part I - Purpose And Scope

Funds requested provide for basic compensation (37 USC 204, 205, 1009) 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 or training the reserve components (10 USC 12310).

Navy Career Intermission Pilot Program (CIPP) - Originally authorized by the FY2009 NDAA (PL 110-417 Sec 533) and most recently updated by the FY2016 NDAA (PL 114-92 Sec 523); allowed the military services to each establish pilot programs in which officer and enlisted members may be temporarily transferred from the active component and into the Inactive Ready Reserves (IRR) for periods up to 3 years, returning to active duty at the end of the inactive duty period. During this period the members retain full health care benefits and base privileges while receiving stipends paid two times per month, each payment being one thirtieth of the monthly basic pay to which they would be otherwise entitled based on grade and years of service at the time of separation from active duty. The pilot program has been extended to December 31, 2019.

Part II - Justification Of Funds Requested

FY 2016 is based on end strength of 265,742 and 272,756 workyears. FY 2017 is based on end strength of 267,522 and 266,082 workyears. FY 2018 is based on end strength of 269,287 and 268,187 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2016 includes a 1.3% across the board payraise effective 1 January 2016. FY 2017 includes a 2.1% across the board payraise effective 1 January 2017. FY 2018 includes a 2.1% across the board payraise effective 1 January 2018.

Computation of fund requirements is provided in the following table

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Enlisted									
E-9 Master Chief Petty Officer	2,604	75,683.43	197,080	2,570	77,115.56	198,187	2,603	78,740.97	204,963
E-8 Senior Chief Petty Officer	6,507	59,710.29	388,535	6,643	60,840.13	404,161	7,136	62,122.53	443,306
E-7 Chief Petty Officer	21,168	51,404.06	1,088,121	21,100	52,376.73	1,105,148	21,142	53,480.74	1,130,690
E-6 1st Class Petty Officer	48,608	41,667.44	2,025,371	47,362	42,455.83	2,010,793	46,701	43,350.76	2,024,524
E-5 2nd Class Petty Officer	64,841	33,049.06	2,142,935	63,725	33,674.38	2,145,900	64,362	34,384.21	2,213,037
E-4 3rd Class Petty Officer	53,504	26,854.67	1,436,832	52,583	27,362.80	1,438,818	52,609	27,939.57	1,469,873
E-3 Seaman	50,840	22,948.76	1,166,692	49,997	23,382.98	1,169,079	48,451	23,875.87	1,156,810
E-2 Seaman Apprentice	14,900	21,061.09	313,831	13,878	21,459.58	297,816	16,083	21,911.94	352,410
E-1 Seaman Recruit	9,784	17,911.81	175,249	8,224	18,250.73	150,094	9,100	18,635.42	169,582
Total Basic Pay - Enlisted	272,756		8,934,646	266,082		8,919,996	268,187		9,165,195

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Enlisted

FY 2018 Estimate	\$ 2,611,852
FY 2017 Estimate	\$ 2,574,433
FY 2016 Actual	\$ 2,797,670

Part I - Purpose And Scope

10 USC 1461 requires a fund (Department of Defense Military Retirement Fund), administered by the Secretary of the Treasury, to accumulate funds on an actuarially sound basis, liabilities of the DoD under military retirement and survivor benefit programs. The amounts paid into the Fund are paid from funds available for the pay of members of the armed forces under the jurisdiction of the Service Secretaries. The DoD Board of Actuaries determines the amount required to be deposited in the Fund each year.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of

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

(b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 31.4% for FY 2016, 28.9% for FY 2017, and 28.5% for FY 2018. The part-time RPA is 23.0% for

Cost computations are as follows:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	270,526	10,270.01	2,778,304	265,808	9,677.62	2,572,389	268,095	9,739.00	2,610,976
Reserve Component									
Retired Pay Accrual - Part Time	2,230	8,684.30	19,366	274	7,459.22	2,044	92	9,518.85	876
Total Retired Pay Accrual -Enlisted	272,756		2,797,670	266,082		2,574,433	268,187		2,611,852

(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - matching contributions

FY 2018 Estimate	\$	102,201
FY 2017 Estimate	\$	-
FY 2016 Actual	\$	-

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>Number</u>	<u>FY 2016 Rate</u>	<u>Amount</u>	<u>Number</u>	<u>FY 2017 Rate</u>	<u>Amount</u>	<u>Number</u>	<u>FY 2018 Rate</u>	<u>Amount</u>
TSP Matching Contributions Thrift Savings Plan - Enlisted	-		-	-		-	-		102,201
Total TSP Matching Contributions	0		0	0		0	0		102,201

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty - Enlisted

FY 2018 Estimate	\$	104,363
FY 2017 Estimate	\$	101,719
FY 2016 Actual	\$	96,219

Part I - Purpose And Scope

Funds requested provide for pay to enlisted personnel for the following types of duty (37 U.S.C. Chapter 5):

- (1) Career Enlisted Flyer Incentive Pay (37 U.S.C. 320) - Financial incentive to serve throughout a military career as an enlisted flyer. Monthly maximum rates range from \$150 to \$400 depending on years of aviation service.
- (2) Flying Duty Crew Members Pay (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 career 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.
- (3) Flying Duty Non-Crew Members Pay (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. Payment is a flat \$150 per month.
- (4) Submarine Duty Incentive Pay (SUBPAY) (37 U.S.C. 301c) - Additional pay to increase Navy's ability to attract and retain volunteers for submarine duty and to compensate for the more than normally arduous character of such duty. SECNAV may set SUBPAY rates within a statutory cap of \$1,000 per month. Currently, Navy SUBPAY rates range from \$75 to \$835 per month.
- (5) Parachute Duty Pay (37 U.S.C. 301(a) (3)) - For performance of hazardous duty involving jumping and to attract members to volunteer for, and to continue performing, parachute duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which is \$225 per month.
- (6) Toxic Material Exposure Duty Pay (37 U.S.C. 301(a)(9),(10)) - For hazardous duty involving frequent and regular exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (7) Pressure Chamber Duty Pay (37 U.S.C. 301(a) (5),(6),(7)) - For hazardous duty serving as human test subject in low/high pressure, acceleration/deceleration, or thermal stress chambers. Also intended to attract volunteers. Payment is a flat \$150 per month.
- (8) Demolition Duty Pay (37 U.S.C. 301(a)(4)) - For duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (9) Flight Deck Duty Pay (37 U.S.C. 301(a)(8)) - For more than normally dangerous duty involving participation in flight deck duty on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (10) Visit, Board, Search and Seizure (VBSS) - Maritime Interdiction Operations (37 U.S.C. 301(a)(11)) - For 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 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.

Computation of fund requirements is provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Flying Duty - Career									
Under 4 yrs	1,488	1,800.00	2,678	1,451	1,800.00	2,612	1,313	1,800.00	2,363
4 - 8 yrs	1,385	2,700.00	3,740	1,350	2,700.00	3,645	1,222	2,700.00	3,299
8 - 14 yrs	873	4,200.00	3,667	853	4,200.00	3,583	998	4,200.00	4,192
Over 14 yrs	683	4,800.00	3,278	666	4,800.00	3,197	946	4,800.00	4,541
Total - (1)	4,429		13,363	4,320		13,037	4,479		14,395
(2) Flying Duty - Non Career									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer	1	2,880.00	3	1	2,880.00	3	1	2,880.00	3
E-7 Chief Petty Officer	7	2,880.00	20	7	2,880.00	20	7	2,880.00	20
E-6 1st Class Petty Officer	8	2,580.00	21	8	2,580.00	21	8	2,580.00	21
E-5 2nd Class Petty Officer	9	2,280.00	21	8	2,280.00	18	8	2,280.00	18
E-4 3rd Class Petty Officer	3	1,980.00	6	3	1,980.00	6	3	1,980.00	6
E-3 Seaman	2	1,800.00	4	2	1,800.00	4	2	1,800.00	4
E-2 Seaman Apprentice	3	1,880.00	6	3	1,800.00	5	3	1,800.00	5
E-1 Seaman Recruit			0			0			0
Total - (2)	33		81	32		77	32		77
(3)Non-Crew (HDIP)	20	1,800.00	36	20	1,800.00	36	20	1,800.00	36
(4) Submarine Pay									
E-9 Master Chief Petty Officer	182	7,128.00	1,297	240	7,128.00	1,711	240	7,128.00	1,711
E-8 Senior Chief Petty Officer	559	6,024.00	3,367	590	6,024.00	3,554	590	6,024.00	3,554
E-7 Chief Petty Officer	1,760	4,860.00	8,554	2,000	4,860.00	9,720	2,000	4,860.00	9,720
E-6 1st Class Petty Officer	3,609	4,464.00	16,111	3,925	4,464.00	17,521	3,925	4,464.00	17,521
E-5 2nd Class Petty Officer	4,876	2,868.00	13,984	5,505	2,868.00	15,788	5,505	2,868.00	15,788
E-4 3rd Class Petty Officer	3,770	1,512.00	5,700	4,000	1,512.00	6,048	4,000	1,512.00	6,048
E-3 Seaman	2,108	1,008.00	2,125	1,800	1,008.00	1,814	1,800	1,008.00	1,814
E-2 Seaman Apprentice	701	912.00	639	920	912.00	839	920	912.00	839
E-1 Seaman Recruit	301	900.00	271	517	900.00	465	517	900.00	465
Submarine Pay - Students	1,500	960.00	1,440	1,500	960.00	1,440	1,500	960.00	1,440
Total - (4)	19,366		53,488	20,997		58,900	20,997		58,900
(5)Parachute Jumping (Enl)	4,083	2,700.00	11,024	4,058	2,700.00	10,957	4,127	2,700.00	11,143
(6)Toxic Material Pay (Enl)	5	1,800.00	9	9	1,800.00	16	9	1,800.00	16
(7)Duty Inside HiLo Chamber (Enl)	74	1,800.00	133	75	1,800.00	135	75	1,800.00	135
(8)Demolition Duty (Enl)	5,181	1,800.00	9,326	5,160	1,800.00	9,288	5,289	1,800.00	9,520
(9)Flight Deck Duty (Enl)	4,845	1,800.00	8,721	5,128	1,800.00	9,230	5,610	1,800.00	10,098
(10)Visit, Board, Search and Seizure	21	1,800.00	38	24	1,800.00	43	24	1,800.00	43
Total Incentive Pay For Hazardous Duty - Enlisted	38,057		96,219	39,823		101,719	40,662		104,363

(In Thousands Of Dollars)

Project: Special Pay - Enlisted

FY 2018 Estimate	\$	403,597
FY 2017 Estimate	\$	386,403
FY 2016 Actual	\$	382,980

Part I - Purpose And Scope

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

- (1) Career Sea Pay (37 U.S.C. 305a) - A variable amount (up to \$750 monthly) paid to active duty enlisted service members assigned to sea duty; defined as duty performed while permanently or temporarily serving on a ship whose primary mission is accomplished underway or while serving as a member of the off-crew of a two-crew submarine. It's intended to improve retention of members in sea service skills and recognition of the greater-than-normal rigors of sea duty.
- (2) Career Sea Pay Premium (37 U.S.C. 305a) - Paid in addition to Career Sea Pay for unusually long periods of continuous sea duty. An enlisted member entitled to Career Sea Pay, who has served 36 consecutive months of sea duty, becomes entitled to sea pay premium for the 37th and consecutive months. The current sea pay premium rate is \$200 per month.
- (3 - 4) Hardship Duty Pay (37 U.S.C. 305) - Additional compensation paid for performing specific missions at specific locations as designated by the SECDEF. The monthly max rate payable in law is \$1,500; current monthly rates being paid are \$50, \$100 and \$150.
- (5) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 305) - Additional compensation paid to both Active Component (AC) and Reserve Component (RC) members for extended operational deployments. Personnel who are deployed beyond 220 consecutive days on an operational deployment become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.
- (6) Diving Duty Pay (37 U.S.C. 304) - Paid to members who are assigned to diving duties and are required to maintain proficiency as a diver. Enlisted members are paid at a rate of not more than \$340 a month.
- (7) Overseas Tour Extension Incentive Pay (37 U.S.C. 314) - Paid to members in certain critical skill classifications serving at prescribed OCONUS locations, who upon completion of their tour of duty, execute an agreement to extend that tour for a period of not less than one year. The member is then entitled to special pay in either monthly installments, not to exceed \$80 per month or an annual bonus not to exceed \$2,000 per year.
- (8) Nuclear Officer Accession Bonus (37 U.S.C. 333) - A bonus, not to exceed \$50,000, paid to an individual upon acceptance for officer 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.
- (9) Hostile Fire / Imminent Danger Pay (IDP) (37 U.S.C. 310) - Special pay for members subject to hostile fire, explosion of hostile mines and those on duty in foreign areas who, because of their role/visibility as a service member, are subject to the threat of physical harm or imminent danger on the basis of civil insurrection, civil war, terrorism or wartime conditions. Service members receive \$7.50 for each day serving in the IDP area, up to a maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.
- (10) Foreign Language Proficiency Bonus (37 U.S.C. 316) - A bonus paid to members to become proficient or increase their proficiency in languages identified on the DoD Strategic Language List. Unless waived, certification of proficiency must be verified annually. The bonus paid may not exceed \$12,000 per one year certification period or paid in installments during the certification period..
- (11) Personal Money Allowance (37 U.S.C. 414c) - Allowance paid to the Master Chief Petty Officer of the Navy to defray expenses incurred in connection with official duties, \$2,000 a year.
- (12A) Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - An incentive paid to encourage enlisted members to volunteer for difficult to fill jobs or less desirable geographic locations. The monthly statutory maximum payable is \$3,000.
- (12B) 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.
- (12C) 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.

(12D) GTMO First Assignment (37 U.S.C. 307a) (AIP) Financial incentive to address assignments to Detainee Operations Detachment, Guantanamo Bay, Cuba (UIC 40403) Effective March 01, 2007, sailors assigned to 12 month PCS tours as their first permanent duty assignment receive AIP in the amount of \$600/month. The funding source for the GTMO assignments has been moved to IA/GSA. The last remaining "GTMO first assignments" contracts, funded through AIP, have concluded and there will be no more payments made for this assignment under AIP.

(12E) Sea Duty Incentive Pay (SDIP) (37 U.S.C. 307a) - A financial incentive pay program for certain sailors to voluntarily remain on sea duty past their prescribed sea tour or curtail their shore duty to return early to sea duty. Payment is \$750 per month.

(12F) NSWDC AIP (37 U.S.C. 307a) - The Naval Special Warfare Development Group (NSWDG) AIP program was established on February 9, 2007. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDC billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDC billet for less than 3 years since completion of the required training receive AIP at \$750 per month and those assigned to a designated NSWDC billet for 3 years or more since completion of the required training receive AIP at \$1,000 per month.

(12G) NSWDC CS AIP (37 U.S.C. 307a) - The Naval Special Warfare Development Group (NSWDG) Combat Support AIP program was established on April 5, 2012. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDC CS billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDC CS billet at completion of the required training receive AIP at \$500 per month. EOD personnel who have been assigned to a designated NSWDC CS billet for less than 3 years receive AIP at \$500 per month and those assigned to a designated NSWDC CS billet for 3 years or more receive AIP at \$500 per month.

(13) Explosive Ordnance Disposal (EOD) CSRB (37 U.S.C. 355) - Retention incentive used to address critical EOD military skill retention. Payable to an enlisted member who reenlists or voluntarily extends for a period of at least one year. Maximum \$200,000 in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(14) Enlisted Supervisor Retention Pay CSRB (37 U.S.C. 355) - Retention incentive used to address critical military skill retention. Payable to an enlisted member who reenlists or voluntarily extends for a period of at least one year. Maximum \$200,000 in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(15) Special Warfare SOCOM CSRB (37 U.S.C. 355) - Financial incentive to address skill-specific retention problems. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 30 years of active duty. Included is Naval Special Warfare Senior Enlisted and Chief Warrant Officer Critical Skills Retention Bonus to eligible service members of up to \$160,000 for a 7 year service commitment, with a maximum annual bonus payment of \$30,000 per year to qualified members.

(16) Combat-related Injury Rehabilitation Pay (37 U.S.C. 328) - Monthly special pay to a member of the armed forces who, while in the line of duty, incurs a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and is evacuated from theater of the combat operation or combat zone for medical treatment. Payment terminates at the end of the first month during which any of the following occurs: (1) the member is paid a benefit under the traumatic injury rider of the Servicemembers' Group Life Insurance Program; (2) the member 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; (3) the member is no longer hospitalized in a military treatment facility or a facility under the auspices of the military health care system. The amount of the special pay is \$430.

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

Part II - Justification Of Funds Requested

Computation of fund requirements is provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Career Sea Pay (Enlisted)									
E-9 Master Chief Petty Officer	560	8,041.07	4,503	566	8,060.23	4,562	566	8,060.23	4,562
E-8 Senior Chief Petty Officer	1,675	7,629.85	12,780	1,699	7,656.87	13,009	1,699	7,656.87	13,009
E-7 Chief Petty Officer	5,803	6,864.73	39,836	5,880	6,897.14	40,555	5,880	6,897.14	40,555
E-6 1st Class Petty Officer	13,305	5,051.71	67,213	13,467	5,066.18	68,226	13,467	5,076.72	68,368
E-5 2nd Class Petty Officer	21,342	3,040.61	64,893	21,613	3,052.11	65,965	21,613	3,052.11	65,965
E-4 3rd Class Petty Officer	23,724	1,862.16	44,178	24,199	1,870.33	45,260	24,199	1,870.33	45,260
E-3 Seaman	20,263	803.68	16,285	20,379	803.75	16,380	20,379	803.75	16,380
E-2 Seaman Apprentice	5,586	628.18	3,509	5,666	628.98	3,564	5,666	628.98	3,564
E-1 Seaman Recruit	2,030	598.52	1,215	2,121	598.67	1,270	2,121	598.67	1,270
Total Career Sea Pay (Enlisted)	94,288		254,412	95,590		258,791	95,590		258,933
(2)Premium Sea Pay (Enlisted)	14,350	2,400.00	34,440	14,550	2,400.00	34,920	14,550	2,400.00	34,920
Total (1)-(2)	108,638		288,852	110,140		293,711	110,140		293,853
(3)HDP Mission (Enl)	8	1,800.00	14	11	1,800.00	20	11	1,800.00	20
(4) HDP Location (Enl)									
Location #1	1,193	1,800.00	2,147	816	1,800.00	1,469	816	1,800.00	1,469
Location #2	1,509	1,200.00	1,811	1,322	1,200.00	1,586	1,322	1,200.00	1,586
Location #3	3,768	600.00	2,261	3,187	600.00	1,912	3,187	600.00	1,912
Total - (4)	6,470		6,219	5,325		4,967	5,325		4,967
Total (3)-(4)	6,478		6,233	5,336		4,987	5,336		4,987
(5)HDP Tempo (Enl)	583	5,940.00	3,463	586	5,940.00	3,481	586	5,940.00	3,481
(6)Diving Duty Pay (Enl)	5,551	2,656.00	14,743	5,531	2,656.00	14,690	5,687	2,656.00	15,105

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(7)Overseas Extension Pay (Enl)	690	2,000.00	1,380	691	2,000.00	1,382	691	2,000.00	1,382
(8)Nuclear Accession Bonus (Enl)	213	15,000.00	3,195	225	15,000.00	3,375	225	15,000.00	3,375
(9)Imminent Danger Pay (Enl)	2,128	2,700.00	5,746	218	2,700.00	589	218	2,700.00	589
(10)Foreign Language Proficiency Pay (Enl)	3,806	3,115.00	11,856	4,023	3,116.58	12,538	4,145	3,116.58	12,918
(11)Personal Money Allowance (PMA)	1	2,000.00	2	1	2,000.00	2	1	2,000.00	2
(12) Assignment Incentive Pay (Enl)									
A. Assignment Incentive Pay	728	4,755.00	3,462	794	4,755.00	3,775	845	4,755.00	4,018
B. SOCOM Assignment Incentive Pay	0		0	0		0	0		0
C. Bahrain AIP	0		0	0		0	0		0
D. GTMO First Assignment	0		0	0		0	0		0
E. SDIP	1,274	9,000.00	11,466	1,278	9,000.00	11,502	1,198	9,000.00	10,782
F. NSWDC AIP	258	12,000.00	3,096	338	11,339.00	3,833	382	11,339.00	4,331
G. NSWDC CS AIP	160	6,000.00	960	165	6,674.00	1,101	189	6,674.00	1,261
Total - (12)	2,420		18,984	2,575		20,211	2,614		20,392
(13) EOD CSRB									
Initial	25	135,960.00	3,399	25	135,960.00	3,399	24	133,750.00	3,210
Anniversary	0		0	0		0	0		0
Total - (13)	25		3,399	25		3,399	24		3,210
(14) Enlisted Supervisor Retention Pay CSRB									
Initial	395	28,822.00	11,385	360	29,000.00	10,440	360	29,288.89	10,544
Anniversary	1,263	6,688.00	8,447	1,244	6,903.00	8,587	1,249	7,310.65	9,131
Total - (14)	1,658		19,832	1,604		19,027	1,609		19,675
(15)Special Warfare SOCOM CSRB	55	95,652.75	5,261	93	96,451.61	8,970	81	106,666.00	8,640
(16)Combat Injury	10	3,400.00	34	12	3,400.00	41	12	3,400.00	41
(17)Combined Contribution	0		0	0		0	0		15,947
Total Special Pay - Enlisted	132,256		382,980	131,060		386,403	131,369		403,597

MILITARY PERSONNEL, NAVY
Enlisted Supervisor Retention Pay (ESRP)
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	1,263	8,447												
FY 2016 Initial Anniversary	395	11,385	1,244	8,587	889	6,103	563	4,147	254	1,861	77	576		
FY 2017 Initial Anniversary			360	10,440	360	3,028	359	2,923	317	2,506	173	1,357	72	626
FY 2018 Initial Anniversary					360	10,544	360	3,058	359	2,952	317	2,531	173	1,371
FY 2019 Initial Anniversary							360	10,650	360	3,089	359	2,982	317	2,556
FY 2020 Initial Anniversary									360	10,756	360	3,119	359	3,012
FY 2021 Initial Anniversary											360	10,864	360	3,151
FY 2022 Initial Anniversary													360	10,973
Initial Payments	395	11,385	360	10,440	360	10,544	360	10,650	360	10,756	360	10,864	360	10,973
Anniversary Payments	1,263	8,447	1,244	8,587	1,249	9,131	1,282	10,128	1,290	10,408	1,286	10,565	1,281	10,716
Total	1,263	8,447	1,604	19,027	1,609	19,675	1,642	20,778	1,650	21,164	1,646	21,429	1,641	21,689

(In Thousands Of Dollars)

Project: Special Duty Assignment Pay And Proficiency Pay - Enlisted

FY 2018 Estimate	\$	85,356
FY 2017 Estimate	\$	87,000
FY 2016 Actual	\$	88,933

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:

USNS shipboard personnel	Air traffic controllers	ASW/Air intercept controller/supervisors	FMF HM
Personnel Resource Development Office	Air/Surface Rescue Swimmer	ASW/ASUW tact air ctrl (ASTAC)	Attache
JCS Comm Unit	TACAMO and C130 Flt Engineers	Harbor pilots	Independent duty hospital corpsmen
Joint Special Operations Personnel	Tactical CI/HUMINT Analyst	SEAL/SWCC	Acoustic intelligence specialist
JCU billets	LCAC Operator & Supp	Divers	Sub Anav
DTRA/OSIA	LCAC Engineers	EOD Technician	SLBM Tech
White House Communication Personnel	Gas Turbine, Deisel, and Stream Plant Inspectors	NSW Parachute Ranger	Sub CCC
White House Support Command	NDT Examiner	DCS Courier	Sub LAN Admin
Ceremonial Guard	AEGIS Combant Syst maintenance supp	TIO Operator/Analysts	Underwater Construction personnel
Command Master Chiefs/Chief of the Boat	Shipboard Tactical data system technician	Recruiters	Nuclear propulsion plant operators/supervisor
White House Situation Room	C-9 Crew Chief	Recruit Command personnel	Mobile Utility Support Equipment Op.
NSW IT/ET Support	3MC	Ship Eng. Plant MGR	SWF/MA Security Forces

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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
SD-6 (\$450)	5,271	5,400.00	28,463	4,900	5,400.00	26,460	4,750	5,400.00	25,650
SD-5 (\$375)	2,538	4,500.00	11,421	2,800	4,500.00	12,600	2,553	4,500.00	11,489
SD-4 (\$300)	2,101	3,600.00	7,564	2,052	3,600.00	7,387	1,819	3,600.00	6,548
SD-3 (\$225)	2,780	2,700.00	7,506	2,262	2,700.00	6,107	2,263	2,700.00	6,110
SD-2 (\$150)	10,431	1,800.00	18,776	10,422	1,800.00	18,760	10,636	1,800.00	19,145
SD-1 (\$75)	1,842	900.00	1,658	2,719	900.00	2,447	3,382	900.00	3,044
Total - (1)	24,963		75,388	25,155		73,761	25,403		71,986
(2) Recruiter									
Recruiter (\$375)	3,010	4,500.00	13,545	2,942	4,500.00	13,239	2,971	4,500.00	13,370
Total - (2)	3,010		13,545	2,942		13,239	2,971		13,370
Total Special Duty Assignment Pay And Proficiency Pay - Enlisted	27,973		88,933	28,097		87,000	28,374		85,356

(In Thousands Of Dollars)

Project: Reenlistment Bonus - Enlisted

FY 2018 Estimate	\$	275,819
FY 2017 Estimate	\$	258,514
FY 2016 Actual	\$	270,441

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

Twenty most undermanned critical skills:

Aviation Boatswain's Mate (ABE, ABF, ABH)	Information Systems Technician (IT)
Aviation Structural Mechanic (AM)	Intelligence Specialist (IS)
Aviation Ordnanceman (AO)	Navy Diver (ND)
Boatswain's Mate (BM)	Nuclear Program (EM, ET, MM)
Cryptologic Tec (BM)	Operations Specialist (OS)
Cryptologic Technician Network, Collection (CTN, CTR)	SeaBees (CB)
Explosive Ordnance Disposal (EOD)	Special Operations (SO)
Fire Controlman (FC)	Special Operations Boat (SB)
Fire Control Technician (FT)	Sonar Technician Surface (STG)
Hospital Corpsman (HM)	Sonar Technician Submarine (STS)

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Reenlistment Bonus									
Initial Payment	9,373	16,412.34	153,833	7,829	16,312.00	127,707	8,481	17,043.63	144,547
Anniversary	23,570	4,947.31	116,608	27,980	4,675.00	130,807	30,498	4,304.28	131,272
Distribution	0		0	0		0	0		0
Total Reenlistment Bonus - Enlisted	32,943		270,441	35,809		258,514	38,979		275,819

MILITARY PERSONNEL, NAVY
Reenlistment Bonus
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	23,570	116,608	18,014	83,838	15,005	64,400	6,990	31,593	4,445	18,403				
FY 2016 Initial Anniversary	9,373	153,833	9,966	46,969	8,072	36,059	6,928	33,218	4,086	19,517	4,044	19,436		
FY 2017 Initial Anniversary			7,829	127,707	7,421	30,813	6,629	32,029	5,326	26,856	3,075	15,779	3,275	13,504
FY 2018 Initial Anniversary					8,481	144,547	2,585	18,413	8,239	37,261	8,578	38,729	6,468	29,272
FY 2019 Initial Anniversary							9,199	168,375	1,038	15,243	7,878	36,199	6,215	35,899
FY 2020 Initial Anniversary									9,200	171,341	-502	9,196	7,818	36,569
FY 2021 Initial Anniversary											9,176	174,354	-743	6,390
FY 2022 Initial Anniversary													9,160	177,705
Initial Payments	9,373	153,833	7,829	127,707	8,481	144,547	9,199	168,375	9,200	171,341	9,176	174,354	9,160	177,705
Anniversary Payments	23,570	116,608	27,980	130,807	30,498	131,272	23,132	115,253	23,134	117,280	23,073	119,339	23,033	121,634
Total	32,943	270,441	35,809	258,514	38,979	275,819	32,331	283,628	32,334	288,621	32,249	293,693	32,193	299,339

(In Thousands Of Dollars)

Project: Enlistment Bonus - Enlisted

FY 2018 Estimate	\$	29,988
FY 2017 Estimate	\$	29,988
FY 2016 Actual	\$	26,500

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 at least one year beyond the normal enlistment in a designated skill. Eligible skills are characterized by job. Payments to Sailors occur when the job training is complete. Average longest training time is 21 months after graduating boot camp.

Part II - Justification Of Funds Requested

The bonus is payable upon completion of training. Training pipelines that are completed in the same year the member began active duty are paid as "new pay". Those that are completed in a future year are paid as "residual pay". The enlistment bonus 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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Enlistment Bonus									
New Pay	250	3,320.27	830	281	4,523.00	1,271	281	4,523.00	1,271
Residuals	4,856	5,286.23	25,670	5,405	5,313.00	28,717	5,405	5,313.00	28,717
Total Enlistment Bonus - Enlisted	5,106		26,500	5,686		29,988	5,686		29,988

MILITARY PERSONNEL, NAVY
Enlistment Bonus
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	<u>Number</u>	<u>Amount</u>												
FY 2015 and previous Anniversary	4,856	25,670	3,172	18,607										
FY 2016 Initial Anniversary	250	830	2,233	10,110	3,000	19,290								
FY 2017 Initial Anniversary			281	1,271	2,405	9,427	3,000	19,290						
FY 2018 Initial Anniversary					281	1,271			3,000	24,470				
FY 2019 Initial Anniversary							2,405	9,427					3,000	24,470
							281	1,271						
FY 2020 Initial Anniversary									2,405	9,427				
									281	2,940				3,000 24,470
FY 2021 Initial Anniversary												2,405	9,427	
												281	2,940	
FY 2022 Initial Anniversary														2405 9,427
														281 2,940
Initial Payments	250	830	281	1,271	281	1,271	2,405	9,427	2,405	9,427	2,405	9,427	2,405	9,427
Anniversary Payments	4,856	25,670	5,405	28,717	5,405	28,717	3,281	20,561	3,281	27,410	3,281	27,410	3,281	27,410
Total	5,106	26,500	5,686	29,988	5,686	29,988	5,686	29,988	5,686	36,837	5,686	36,837	5,686	36,837

(In Thousands Of Dollars)

Project: Loan Repayment Program

FY 2018 Estimate	\$	3,975
FY 2017 Estimate	\$	4,400
FY 2016 Actual	\$	3,798

Part I - Purpose And Scope

The Loan Repayment Program (LRP) is authorized by 10 U.S.C. 2171; Education loan repayment program: enlisted members on active duty in specified military specialties. The LRP is one of several Navy enlistment education incentive programs designed to pay federally guaranteed student loans, repaying qualified loans in good standing up to a maximum ceiling of \$65,000.

Part II - Justification Of Funds Requested

The LRP is a major enlistment incentive program to attract recruits that have some college

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

	Number	FY 2016 Rate	Amount	Number	FY 2017 Rate	Amount	Number	FY 2018 Rate	Amount
(1)Navy College Loan Repayment (Enl	152	24,986.84	3,798	176	25,000.00	4,400	159	25,000.00	3,975
Total Loan Repayment Program	152		3,798	176		4,400	159		3,975

(In Thousands Of Dollars)

Project: Basic Allowance For Housing - Enlisted

FY 2018 Estimate	\$ 4,382,826
FY 2017 Estimate	\$ 4,286,671
FY 2016 Actual	\$ 4,165,988

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 3.5% for FY 2016, 4.2% for FY 2017 and 3.6% for FY 2018. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Fiscal Year 2016 average inflation rate is 3.5 percent. The January 1, 2016 and January 1, 2017 average BAH inflation rate assumption are respectively, 3.4 percent and 4.4 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA authorized a 2.0 percent out-of-pocket (OOP) cost to service members from the housing allowance and eliminated renter's insurance from the housing rates beginning January 1, 2016. FY 2016 NDAA amends the 1.0 percent limitation authorized during 2015 by establishing 2.0 percent for months occurring during 2016; 3.0 percent for months occurring during 2017; 4.0 percent for months occurring during 2018; and 5.0 percent for months occurring after 2018.

Computation of fund requirements is provided in the following table

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Enlisted with Dependents									
E-9 Master Chief Petty Officer	2,171	27,932.16	60,641	2,149	29,221.73	62,797	2,135	30,273.71	64,634
E-8 Senior Chief Petty Officer	5,405	26,319.94	142,259	5,534	27,535.08	152,379	5,831	28,526.34	166,337
E-7 Chief Petty Officer	16,615	25,390.98	421,871	16,610	26,563.23	441,215	16,327	27,519.51	449,311
E-6 1st Class Petty Officer	33,964	25,095.54	852,345	33,210	26,254.15	871,900	32,105	27,199.30	873,234
E-5 2nd Class Petty Officer	32,248	21,727.45	700,668	31,798	22,730.57	722,787	31,479	23,548.87	741,295
E-4 3rd Class Petty Officer	17,388	20,312.59	353,195	17,137	21,250.38	364,168	16,820	22,015.39	370,299
E-3 Seaman	11,477	20,005.82	229,607	11,320	20,929.50	236,922	10,760	21,682.96	233,309
E-2 Seaman Apprentice	1,765	19,442.36	34,316	1,649	20,340.19	33,541	1,874	21,072.44	39,490
E-1 Seaman Recruit	667	19,121.70	12,754	563	20,004.61	11,263	610	20,724.78	12,642
Total BAH Domestic - Enlisted with Dependents	121,700		2,807,656	119,970		2,896,972	117,941		2,950,551
(2) BAH Differential (ENL)	662	2,722.09	1,802	646	2,763.60	1,785	640	2,817.49	1,803
Total (1)-(2)	122,362		2,809,458	120,616		2,898,757	118,581		2,952,354

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) BAH Domestic - Enlisted without Dependents									
E-9 Master Chief Petty Officer	167	23,305.98	3,892	165	24,381.97	4,023	164	25,259.72	4,143
E-8 Senior Chief Petty Officer	451	22,802.63	10,284	461	23,855.38	10,997	486	24,714.17	12,011
E-7 Chief Petty Officer	2,135	21,984.57	46,937	2,134	22,999.55	49,081	2,095	23,827.53	49,919
E-6 1st Class Petty Officer	9,133	20,827.24	190,215	8,937	21,788.90	194,727	8,622	22,573.19	194,626
E-5 2nd Class Petty Officer	22,760	19,184.49	436,639	22,444	20,070.20	450,456	22,190	20,792.73	461,391
E-4 3rd Class Petty Officer	14,372	17,246.43	247,866	14,166	18,042.66	255,592	13,886	18,692.20	259,560
E-3 Seaman	6,359	15,178.68	96,521	6,273	15,879.44	99,612	5,953	16,451.10	97,933
E-2 Seaman Apprentice	699	14,255.75	9,965	651	14,913.91	9,709	741	15,450.81	11,449
E-1 Seaman Recruit	131	13,162.10	1,724	110	13,769.77	1,515	122	14,265.48	1,740
Total BAH Domestic - Enlisted without Dependents	56,207		1,044,043	55,341		1,075,712	54,259		1,092,772
(4) BAH Domestic Partial (Enlisted)									
E-9 Master Chief Petty Officer	1	223.20	0	1	223.20	0	1	223.20	0
E-8 Senior Chief Petty Officer	3	183.60	1	5	183.60	1	3	183.60	1
E-7 Chief Petty Officer	24	144.00	3	21	144.00	3	24	144.00	3
E-6 1st Class Petty Officer	205	118.80	24	202	118.80	24	194	118.80	23
E-5 2nd Class Petty Officer	2,682	104.40	280	2,644	104.40	276	2,615	104.40	273
E-4 3rd Class Petty Officer	19,038	97.20	1,850	18,770	97.20	1,824	18,394	97.20	1,788
E-3 Seaman	31,426	93.64	2,943	31,002	93.64	2,903	29,428	93.64	2,756
E-2 Seaman Apprentice	11,868	86.40	1,025	11,088	86.40	958	12,588	86.40	1,088
E-1 Seaman Recruit	8,331	82.80	690	7,029	82.80	582	7,614	82.80	630
Total BAH Domestic Partial (Enlisted)	73,578		6,816	70,762		6,571	70,861		6,562
Total (3)-(4)	129,785		1,050,859	125,716		1,079,128	125,120		1,099,334
Total - Domestic	252,147		3,860,317	246,719		3,981,040	243,701		4,051,688

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5) BAH Overseas - Enlisted with Dependents									
E-9 Master Chief Petty Officer	76	35,109.95	2,668	74	35,884.90	2,655	74	38,487.45	2,848
E-8 Senior Chief Petty Officer	229	33,740.48	7,727	223	34,505.72	7,695	223	37,008.25	8,253
E-7 Chief Petty Officer	891	33,359.85	29,724	872	34,235.38	29,853	869	36,718.30	31,908
E-6 1st Class Petty Officer	1,857	32,695.83	60,716	1,800	33,695.24	60,651	1,811	36,138.99	65,448
E-5 2nd Class Petty Officer	1,548	30,356.65	46,992	1,474	31,281.31	46,109	1,509	33,549.99	50,627
E-4 3rd Class Petty Officer	343	28,987.06	9,943	336	30,054.21	10,098	334	32,233.89	10,766
E-3 Seaman	63	30,583.35	1,927	64	31,323.65	2,005	62	33,595.40	2,083
E-2 Seaman Apprentice	5	26,552.69	133	5	27,557.38	138	5	29,555.98	148
E-1 Seaman Recruit			0			0			0
Total BAH Overseas - Enlisted with Dependents	5,012		159,830	4,848		159,204	4,887		172,081
(6) BAH Overseas - Enlisted without Dependents									
E-9 Master Chief Petty Officer	13	31,780.30	413	13	33,042.00	430	13	35,438.37	461
E-8 Senior Chief Petty Officer	57	29,507.19	1,682	56	31,020.41	1,737	56	33,270.17	1,863
E-7 Chief Petty Officer	258	29,884.16	7,710	253	31,116.90	7,873	252	33,373.65	8,410
E-6 1st Class Petty Officer	1,114	27,639.66	30,791	1,079	28,814.49	31,091	1,086	30,904.26	33,562
E-5 2nd Class Petty Officer	3,100	26,106.73	80,931	2,951	27,293.10	80,542	3,022	29,272.53	88,462
E-4 3rd Class Petty Officer	853	24,029.72	20,497	835	24,901.36	20,793	831	26,707.33	22,194
E-3 Seaman	149	22,492.51	3,351	150	23,112.95	3,467	145	24,789.22	3,594
E-2 Seaman Apprentice	18	22,112.02	398	18	22,600.08	407	18	24,239.15	436
E-1 Seaman Recruit	4	17,066.43	68	5	17,443.12	87	4	18,708.18	75
Total BAH Overseas - Enlisted without Dependents	5,566		145,841	5,360		146,427	5,427		159,057
Total (5)-(6)	10,578		305,671	10,208		305,631	10,314		331,138
Total - Overseas	10,578		305,671	10,208		305,631	10,314		331,138
Total Basic Allowance For Housing - Enlisted	262,725		4,165,988	256,927		4,286,671	254,015		4,382,826

(In Thousands Of Dollars)

Project: Station Allowance, Overseas - Enlisted

FY 2018 Estimate	\$	316,314
FY 2017 Estimate	\$	311,202
FY 2016 Actual	\$	311,930

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 and adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Overseas Station Allowance (Enl) - COLA	40,597	6,911.06	280,568	39,608	7,070.63	280,053	39,574	7,191.59	284,600
(2) Temporary Lodging (Enl)	24,383	1,286.23	31,362	23,789	1,309.38	31,149	23,769	1,334.26	31,714
Total Station Allowance, Overseas - Enlisted	64,980		311,930	63,397		311,202	63,343		316,314

(In Thousands Of Dollars)

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

FY 2018 Estimate	\$	7,166
FY 2017 Estimate	\$	6,878
FY 2016 Actual	\$	3,614

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 by multiplying the projected number of personnel eligible by an estimated rate

Detailed cost computations are provided in the following table

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
CONUS COLA	3,383	1,068.27	3,614	11,426	601.96	6,878	11,683	613.40	7,166
Total CONUS Cost Of Living Allowance (COLA) - Enlisted	3,383		3,614	11,426		6,878	11,683		7,166

(In Thousands Of Dollars)

Project: Clothing Allowance - Enlisted

FY 2018 Estimate	\$	219,460
FY 2017 Estimate	\$	202,828
FY 2016 Actual	\$	175,623

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 - 2) Initial clothing upon enlistment, advancement to chief petty officer (pay grade E-7) and civilian clothing allowance when authorized by competent order:

(3 - 5) 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 service.

(6) Supplementary clothing allowances are payable to members assigned to special duty where additional items of clothing are required.

(7) Up-Front Purchases - to be used for stocking of new items.

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 number 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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Military									
Male	23,085	1,797.42	41,493	26,848	1,797.42	48,250	27,104	1,794.77	48,645
Female	7,485	1,982.74	14,841	9,129	1,982.74	18,087	8,896	1,955.58	17,397
Prior Service	189	1,729.73	327	384	1,727.53	663	450	1,760.35	792
OCS Newport	195	1,888.29	368	195	1,888.73	206	194	1,931.84	375
On Advancement E7	4,029	1,057.51	4,261	4,205	1,119.43	4,706	4,026	1,053.45	4,241
Navy Unit Bands	222	1,057.19	235	222	1,057.80	419	208	1,084.04	225
Total - (1)	35,205		61,525	40,971		72,331	40,878		71,675
(2)Enlisted Civilian Clothing	1,523	623.55	950	1,542	623.55	962	1,543	623.55	962
Total (1)-(2)	36,728		62,475	42,513		73,293	42,421		72,637
(3) Replacement Allowances (Basic)									
Male	71,111	320.40	22,784	70,620	320.40	22,627	70,079	349.20	24,472
Female	19,715	342.00	6,743	19,579	342.00	6,696	19,429	345.60	6,715
Total - (3)	90,826		29,527	90,199		29,323	89,508		31,187

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Replacement Allowances (Std)									
Male	128,016	457.20	58,529	127,131	457.20	58,124	127,210	500.40	63,656
Female	23,789	486.00	11,561	23,625	486.00	11,482	23,879	493.20	11,777
Total - (4)	151,805		70,090	150,756		69,606	151,089		75,433
(5) Replacement Allowances (Special)									
Male	16,806	648.00	10,890	16,690	648.00	10,815	16,884	694.80	11,731
Female	1,709	669.60	1,144	1,697	669.60	1,136	1,630	651.60	1,062
Total - (5)	18,515		12,034	18,387		11,951	18,514		12,793
Total (3)-(5)	261,146		111,651	259,342		110,880	259,111		119,413
(6)Supplementary Clothing (Enl)	5,954	251.36	1,497	5,976	220.00	1,315	5,977	220.00	1,315
(7)Up-Front Purchases	0		0	0		17,340	0		26,095
Total Clothing Allowance - Enlisted	303,828		175,623	307,831		202,828	307,509		219,460

(In Thousands of Dollars)

Project: Family Separation Allowance - Enlistec

FY 2018 Estimate	\$	45,780
FY 2017 Estimate	\$	45,684
FY 2016 Actual	\$	58,780

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 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.
- (2) 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
- (3) 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 duty 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 rate

Computation of fund requirements is provided in the following table:

	Number	FY 2016 Rate	Amount	Number	FY 2017 Rate	Amount	Number	FY 2018 Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	4,941	3,000.00	14,823	4,338	3,000.00	13,014	4,347	3,000.00	13,041
(2)FSA - S (Onboard > 30 days)	7,767	3,000.00	23,301	5,691	3,000.00	17,073	5,703	3,000.00	17,109
(3)FSA - T (TDY > 30 days)	6,885	3,000.15	20,656	5,199	3,000.00	15,597	5,210	3,000.00	15,630
Total Family Separation Allowance - Enlisted	19,593		58,780	15,228		45,684	15,260		45,780

(In Thousands of Dollars)

Project: Special Compensation for Assistance with Activities of Daily Living - Enlisted

FY 2018 Estimate	\$	352
FY 2017 Estimate	\$	330
FY 2016 Actual	\$	220

Part I - Purpose And Scope

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The detailed computations are provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Special Monthly Compensation	30	7,319.00	220	45	7,323.00	330	48	7,323.00	352
Total Special Compensation for Assistance with Activities of Daily Living - Enlisted	30		220	45		330	48		352

(In Thousands Of Dollars)

Project: Separation Payments - Enlisted

FY 2018 Estimate	\$	138,013
FY 2017 Estimate	\$	135,982
FY 2016 Actual	\$	132,803

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 member years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members involuntary separated from active duty who are fully qualified for retention, but are 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 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) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for Fiscal Year (FY) 2012, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY 1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.

(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 2016, FY 2017, and FY 2018 include a 1.3%, 2.1% and 2.1% pay raise

Computation of fund requirements is provided in the following table:

	FY 2016				FY 2017				FY 2018			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Lump Sum Terminal Leave Payments												
E-9 Master Chief Petty Officer	233	22	4,568.45	1,064	237	22	4,638.12	1,098	259	22	4,746.03	1,229
E-8 Senior Chief Petty Officer	603	20	3,322.74	2,004	612	20	3,373.41	2,066	673	20	3,451.90	2,325
E-7 Chief Petty Officer	1,612	21	2,997.88	4,833	1,637	21	3,043.60	4,983	1,789	21	3,114.41	5,573
E-6 1st Class Petty Officer	3,991	19	2,201.39	8,786	4,053	19	2,234.96	9,058	4,429	19	2,286.96	10,129
E-5 2nd Class Petty Officer	5,652	18	1,645.28	9,299	5,739	18	1,670.37	9,587	6,272	18	1,709.23	10,721
E-4 3rd Class Petty Officer	5,330	19	1,424.54	7,593	5,413	19	1,446.28	7,829	5,916	19	1,479.91	8,755
E-3 Seaman	4,357	18	1,124.20	4,898	4,425	18	1,141.34	5,050	4,835	18	1,167.90	5,647
E-2 Seaman Apprentice	1,289	17	984.54	1,269	1,310	17	999.55	1,309	1,431	17	1,022.81	1,464
E-1 Seaman Recruit	779	12	568.09	443	791	12	576.75	456	863	12	590.17	510
Total - (1)	23,846			40,189	24,217			41,436	26,469			46,352
(2) Severance Pay, Disability (Enl)	504		36,138.02	18,214	512		36,689.12	18,775	576		37,538.65	21,622
(3) Severance Pay, Non-Disability (Enl)												
Invol - Full Pay	1,040		36,560.92	38,023	1,050		37,118.47	38,979	1,132		37,982.06	43,014
Invol - Half Pay	681		17,293.77	11,777	697		17,557.50	12,239	754		17,965.99	13,545
Total - (3)	1,721			49,800	1,747			51,218	1,886			56,559
(4) Voluntary Separation (Enl)												
VSP	0			0	0			0	0			0
VSI Trust Fund	0			2,400	0			2,176	0			2,200
Total - (4)	0			2,400	0			2,176	0			0
(5) Discharge Gratuity	0			0	0			0	0			0
(6) TERA	0			0	0			0	0			0
(7) \$30,000 Lump Sum Bonus (Enl)	740		30,000.00	22,200	746		30,000.00	22,377	376		30,000.00	11,280
Total Separation Payments - Enlisted	26,811			132,803	27,222			135,982	29,307			138,013

(In Thousands Of Dollars)

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

FY 2018 Estimate	\$	701,137
FY 2017 Estimate	\$	665,637
FY 2016 Actual	\$	679,583

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.

Computation of fund requirements is provided in the following table:

	Number	FY 2016 Rate	Amount	Number	FY 2017 Rate	Amount	Number	FY 2018 Rate	Amount
(1) Social Security Tax - Employer's contribution	272,756	2,491.54	679,583	266,082	2,564.75	665,637	268,187	2,614.36	701,137
Total Social Security Tax - Employer's Share - Enlisted	272,756		679,583	266,082		665,637	268,187		701,137
Total Enlisted Programs Pay & Allowances (BA2)									
Total Obligations			\$ 18,129,728			\$ 18,017,665			\$ 18,593,394
Less Reimbursables			\$ 94,114			\$ 87,169			\$ 86,249
Total Direct Obligations			\$ 18,035,614			\$ 17,930,496			\$ 18,507,145

Budget Activity 3
Pay and Allowances of Cadets/Midshipmen

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Midshipmen
(In Thousands of Dollars)

		Amount
Total FY 2017 Direct Program		80,394
Increases		
Pricing Increases		
Strength Related		1,701
Annualization of FY 2017 Pay Raise 2.1% (Effective 1 January 2017)	308	
Basic Pay	286	
FICA	22	
Increase due to Pay Raise of 2.1% (Effective 1 January 2018)	924	
Basic Pay	858	
FICA	66	
Inflation Rate		469
Basic Allowance For Subsistence	469	
Other Pricing Increases		0
Increases due to Reimbursables		0
	Total Pricing Increases	1,701
Program Increases		
Strength Related		0
Other Program Increases		0
	Total Program Increases	0
Total Increases		1,701
Decreases		
Pricing Decreases		
Strength Related		0
Inflation Rate		0
Other Pricing Decreases		0
Decreases due to Reimbursables		0
	Total Pricing Decreases	0
Program Decreases		
Strength Related		-594
	Decrease in Basic Pay Work Years	-415
	Decrease in FICA Work Years	-32
	BAS	-147
Other Program Decreases		0
	Total Program Decreases	-594
Total Decreases		-594
Total FY 2018 Direct Program		81,501

(In Thousands Of Dollars)

Project: Midshipmen

FY 2018 Estimate	\$	81,501
FY 2017 Estimate	\$	80,394
FY 2016 Actual	\$	80,055

Part I - Purpose and Scope

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; employer's contribution of FICA as provided by the Federal Insurance Contribution Act (26 U.S.C. 3101 and 3111); and nuclear accession bonus (37 U.S.C. 312b).

Part II - Justification Of Funds Requested

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 a work year average of 4,335 in FY 2016, 4,295 in FY 2017 and 4,263 in FY 2018. Funding also provides for Submarine and Surface Nuclear Accession Bonuses.

Subsistence rates are \$12.25 per day effective January 2016; \$12.25 per day effective January 2017 and \$12.65 per day effective January 2018

Computation of fund requirements is provided in the following table

	Number	FY 2016 Rate	Amount	Number	FY 2017 Rate	Amount	Number	FY 2018 Rate	Amount
(1) Basic Pay - Cadet/Midshipmen	4,335	12,476.61	54,086	4,295	12,682.80	54,473	4,263	12,949.14	55,202
(2) Subsistence Allowance	4,335	4,478.90	19,416	4,295	4,471.25	19,204	4,263	4,580.45	19,526
(3) Social Security Tax - Employer's contribution	4,335	954.46	4,138	4,295	970.23	4,167	4,263	990.61	4,223
(4) Nuclear Accession Bonus	161	15,000.00	2,415	170	15,000.00	2,550	170	15,000.00	2,550
Total Pay and Allowances of Midshipmen			80,055			80,394			81,501
Total Midshipmen (BA3)									
Total Obligations			\$ 80,055			\$ 80,394			\$ 81,501
Less Reimbursable Obligations									
Total Direct Obligations			\$ 80,055			\$ 80,394			\$ 81,501

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Budget Activity 4
Subsistence of Enlisted Personnel

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

			Amount
Total FY 2017 Direct Program			1,170,093
Increases			
Pricing Increases			
Strength Related			41,766
Inflation Rate		41,766	
BAS Growth Rate of 3.4%	29,313		
Change in BDFA Rate	12,453		
Increases due to Reimbursables			0
	Total Pricing Increases		41,766
Program Increases			
Strength Related			12,228
Change in BAS Work Years	7,868	7,868	
Work Years		4,360	
Change in SIK Work Years	2,865		
Change in SIK Operational Rations	38		
Change in SIK Other Messing	1,457		
	Total Program Increases		12,228
Total Increases			53,994
Decreases			
Pricing Decreases			
Strength Related			0
Inflation Rate			
Decreases due to Reimbursables		-944	-944
	Basic Allowance for Subsistence	-464	
	Subsistence-in-kind	-480	
	Total Pricing Decreases		-944
Program Decreases			
Strength Related			-12,731
Work Years		-12,731	
Change in BAS Collections	-11,998		
Change in SIK Cash Collections	-733		
	Total Program Decreases		-12,731
Total Decreases			-13,675
Total FY 2018 Direct Program			1,210,412

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence

FY 2018 Estimate	\$ 1,219,282
FY 2017 Estimate	\$ 1,178,049
FY 2016 Actual	\$ 1,196,715

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) (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)

Members of the armed forces with dependents who qualify for food stamps using highest income eligibility standards under section 5(c) of the Food and Nutrition Act of 2008 (7 U.S.C. 2014(c)) are entitled to receive supplemental subsistence allowance. Special pays and 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. (37 U.S.C. 402(a)) places limitation on eligiblty for supplemental subsistence allowances to memebers serving outside of the United States and associated territory: After September 30, 2016 a member is eligible for supplemental subsistence allowance under this section only if the member is serving outside the United States, the Commonwealth of Puerto Rico, the United States Virgin Islands or Guam. The supplemental subsistence allowance may n

Part II - Justification Of Funds Requested

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. (37 U.S.C. 402) The monthly rate of basic allowance for subsistence to be in effect for an enlisted member for a year (beginning on January 1 of that year) shall be equal to the sum of the monthly rate of basic allowance for subsistence that was in effect for an enlisted member for the preceding year; plus the product of the monthly rate in effect the preceding year and the percentage increase in the monthly cost of a liberal food plan for a male in the United States who is between 20 and 50 years of age over the preceding fiscal year, as determined by the Secretary of Agriculture each October 1.

Computation of fund requirements is provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance for Subsistence									
When Authorized to Mess Separately	264,961	4,418.37	1,170,695	259,696	4,419.48	1,147,720	261,322	4,532.16	1,184,353
When Rations-In-Kind Not Available	0		0	0		0	0		0
BAS II	290	8,836.74	2,563	282	8,838.96	2,494	284	9,064.32	2,574
Augmentation of Commuted Rations	0		0	0		0	0		0
Less Collections	0		(378,783)	0		(371,040)	0		(383,038)
Total - (1)	265,251		794,475	259,978		779,174	261,606		803,889
(2) Subsistence-In-Mess									
Trainee/Non-Pay Status	5,772	4,476.81	25,840	6,499	4,627.12	30,071	6,567	4,775.07	31,358
Members Taking Meals In Mess	74,965	4,622.78	346,547	70,938	4,778.00	338,942	71,537	4,939.79	353,378
Total - (2)	80,737		372,387	77,437		369,013	78,104		384,736
(3) Operational Rations									
MREs	0		1,055	0		1,080	0		1,110
Unitized Rations	0		388	0		397	0		407
Other Package Operational Rations	0		0	0		0	0		0
Total - (3)	0		1,443	0		1,477	0		1,517
(4) Augmentation Rations/Other Programs									
Augmentation Rations	0		0	0		0	0		0
Other Regionalization	0		0	0		0	0		0
Other Messing	0		57,152	0		57,103	0		58,623
Total - (4)	0		57,152	0		57,103	0		58,623
(5) Less Cash Collections	0		(28,753)	0		(28,728)	0		(29,493)
(6) Family Subsistence Supplemental Allowance	0		10	0		10	0		10
Total Basic Allowance for Subsistence	345,988		1,196,715	337,415		1,178,049	339,710		1,219,282
Total Basic Allowance for Subsistence (BA4)									
Total Obligations			\$ 1,196,715			\$ 1,178,049			\$ 1,219,282
Less Reimbursable Obligations			\$ 7,592			\$ 7,956			\$ 8,870
Total Direct Obligations			\$ 1,189,123			\$ 1,170,093			\$ 1,210,412

Budget Activity 5
Permanent Change of Station

**MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PERMANENT CHANGE OF STATION TRAVEL
(In Thousands of Dollars)**

		Amount
Total FY 2017 Direct Program		966,939
Increases		
Pricing Increases		
Annualization of FY 2017 Pay Raise 2.1% (Effective 1 January 2017)		495
Dislocation Allowance	495	
Increase due to Pay Raise of 2.1% (Effective 1 January 2018)		1,025
Dislocation Allowance	1,025	
Permanent Change of Station (PCS) Travel - Officer		5,100
PCS: Accession Travel	411	
PCS: Training Travel	1,018	
PCS: Operational Travel	1,601	
PCS: Rotational Travel	1,557	
PCS: Separation Travel	460	
PCS: Travel of Organized Units	38	
In-Place Consecutive Overseas Tour (IPCOT)	15	
Permanent Change of Station (PCS) Travel - Enlisted		9,237
PCS: Accession Travel	980	
PCS: Training Travel	672	
PCS: Operational Travel	2,459	
PCS: Rotational Travel	3,240	
PCS: Separation Travel	1,531	
PCS: Travel of Organized Units	249	
In-Place Consecutive Overseas Tour (IPCOT)	73	
Overseas Tour Extension Incentives Program (OTEIP)	33	
Cadets/Midshipmen		10
PCS: Accession Travel	9	
PCS: Separation Travel	1	
Increases due to Reimbursables		0
Total Pricing Increases		15,867

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PERMANENT CHANGE OF STATION TRAVEL
(In Thousands of Dollars)

Program Increases

Permanent Change of Station (PCS) Travel - Officer		1,310
PCS: Accession Travel	86	
PCS: Separation Travel	94	
PCS: Travel of Organized Units	897	
Nontemporary Storage	94	
Temporary Lodging Expense	133	
In-Place Consecutive Overseas Tour (IPCOT)	6	
 Permanent Change of Station (PCS) Travel - Enlisted		 6,116
PCS: Accession Travel	465	
PCS: Separation Travel	375	
PCS: Travel of Organized Units	4,933	
Nontemporary Storage	142	
Temporary Lodging Expense	200	
Overseas Tour Extension Incentives Program (OTEIP)	1	
 Cadets/Midshipmen		 1
PCS: Separation Travel	1	
	 Total Program Increases	 7,427

Total Increases

23,294

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PERMANENT CHANGE OF STATION TRAVEL
(In Thousands of Dollars)

Decreases			
Pricing Decreases			
Permanent Change of Station (PCS) Travel - Officer			
Permanent Change of Station (PCS) Travel - Enlisted			
Cadets/Midshipmen			
Decreases due to Reimbursables			0
	Total Pricing Decreases		0
Program Decreases			
Permanent Change of Station (PCS) Travel - Officer		-27,263	
PCS: Training Travel	-8,377		
PCS: Operational Travel	-16,693		
PCS: Rotational Travel	-2,173		
Defense Personal Property System (DPPS)	-20		
Permanent Change of Station (PCS) Travel - Enlisted		-35,510	
PCS: Training Travel	-5,454		
PCS: Operational Travel	-25,565		
PCS: Rotational Travel	-4,491		
Cadets/Midshipmen			
PCS: Accession Travel	-9	-9	
	Total Program Decreases		-62,782
Total Decreases			-62,782
Total FY 2018 Direct Program			927,451

MILITARY PERSONNEL, NAVY
SUMMARY OF MOVE REQUIREMENTS
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Accession Travel	40,013	84,285	43,067	91,769	43,140	93,828
(2) Training Travel	13,013	92,347	14,681	103,851	12,692	91,956
(3) Operational Travel	28,423	255,620	28,627	266,648	23,850	229,161
(4) Rotational Travel	33,061	351,127	34,716	360,050	33,845	359,197
(5) Separation Travel	41,624	116,671	40,096	119,569	40,125	122,102
(6) Travel of Organized Units	3,690	18,882	4,859	25,052	6,450	31,207
Total Obligations		\$ 918,932		\$ 966,939		\$ 927,451
Less Reimbursables						
Total Direct Obligations		\$ 918,932		\$ 966,939		\$ 927,451

MILITARY PERSONNEL, NAVY
SUMMARY OF MOVE REQUIREMENTS BY TYPES OF COST
(In Thousands of Dollars)

	FY 2016		FY 2017		FY 2018	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1)Travel of Military Members						
(A) Mileage and Per Diem	147,374	139,013	153,111	146,848	147,630	140,529
(B) MAC	12,418	20,573	12,902	21,732	12,440	20,797
(C) Commercial Air	32	16	33	17	32	16
Total (1)	159,824	159,602	166,046	168,597	160,102	161,342
(2)Travel of Dependents						
(A) Mileage	44,095	45,717	46,466	48,699	44,487	46,631
(B) MAC	4,440	10,086	4,679	10,744	4,480	10,288
(C) Commercial Air	151	575	159	613	152	587
Total (2)	48,686	56,378	51,304	60,056	49,119	57,506
(3)Transportation of Household Goods						
(A) M Tons – MSC	430	52	454	56	436	53
(B) S Tons – MAC	3,400	30,945	3,590	33,046	3,444	31,625
(C) Household Goods Land	59,706	251,886	63,032	268,987	60,473	257,415
(D) ITGBL	15,099	178,950	15,940	191,101	15,293	182,880
(E) Commercial Air	7,446	59,129	7,861	63,144	7,542	60,428
Total (3)	86,081	520,962	90,877	556,334	87,188	532,401
(4)Dislocation Allowance	43,688	88,661	45,755	94,407	41,990	88,018
(5)Trailer Allowance	85	14	85	14	84	14
(6)Global POV	17,793	50,694	18,395	43,956	18,045	43,918
(7)DPPS		6,545		7,290		7,270
(8)Non-Temporary Storage		12,662		12,437		12,673
(9)Temporary Lodging Expense		17,207		17,517		17,850
(10)IPCOT / OTEIP	1,771	6,207	1,773	6,331	1,775	6,459
Total - Obligations	357,928	\$ 918,932	374,235	\$ 966,939	358,303	\$ 927,451
Less Reimbursables						
Total Direct Obligations		\$ 918,932		\$ 966,939		\$ 927,451

(In Thousands of Dollars)

Project: Accession Travel

FY 2018 Estimate	\$	93,828
FY 2017 Estimate	\$	91,769
FY 2016 Actual	\$	84,285

Part I - Purpose And Scope

(A) Officer covers PCS movements of: 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 officers or warrant officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty 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: 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 recalled enlisted reservists from home to first permanent duty station or training school of twenty weeks or more duration.

(C) Midshipmen covers PCS movements of: individuals selected as academy midshipmen upon entry into the academy; and 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 accessed 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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	5,005	1,113.91	5,575	4,308	1,133.96	4,885	4,300	1,155.51	4,969
(2) Travel of Dependents	1,168	1,135.46	1,326	1,179	1,155.90	1,363	1,177	1,177.87	1,386
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,772	5,304.87	14,705	2,797	5,400.36	15,105	2,792	5,502.97	15,364
(B) Overseas			7,384			7,517			7,652
Total (3)	2,772		22,089	2,797		22,622	2,792		23,016
(4) Dislocation Allowance	1,577	2,356.70	3,717	1,590	2,392.64	3,804	1,587	2,439.30	3,871
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	94	2,327.85	219	95	1,953.07	186	94	1,990.17	187
(B) Partial Service	20	3,539.91	71	20	2,969.98	59	20	3,026.41	61
Total (6)	114		290	115		245	114		248
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			151			148			151

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(9) Temporary Lodging Expense			558			568			578
Total - Officer	10,636		33,706	9,989		33,635	9,970		34,219
Enlisted									
(1) Travel of Military Member	33,847	766.47	25,943	37,599	780.26	29,337	37,700	795.10	29,975
(2) Travel of Dependents	2,129	702.33	1,495	2,527	714.97	1,807	2,533	728.57	1,845
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,957	3,313.90	16,427	5,884	3,470.49	20,420	5,900	3,536.43	20,865
(B) Overseas			4,818			4,593			4,915
Total (3)	4,957		21,245	5,884		25,013	5,900		25,780
(4) Dislocation Allowance	160	2,029.29	325	188	2,060.23	387	189	2,100.41	397
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	8	2,327.85	19	9	1,953.07	18	9	1,990.17	18
(B) Partial Service	3	3,539.91	11	4	2,969.98	12	4	3,026.41	12
Total (6)	11		30	13		30	13		30
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			226			222			227
(9) Temporary Lodging Expense			836			851			868
Total - Enlisted	41,104		50,100	46,211		57,647	46,335		59,122
Midshipmen									
(1) Travel of Military Member Midshipmen	1,161	412.59	479	1,160	420.02	487	1,140	427.57	487
Total - Midshipmen	1,161		479	1,160		487	1,140		487
Total PCS: Accession Travel	52,901		84,285	57,360		91,769	57,445		93,828

(In Thousands of Dollars)

Project: Training Travel

FY 2018 Estimate \$ 91,956
 FY 2017 Estimate \$ 103,851
 FY 2016 Actual \$ 92,347

Part I - Purpose And Scope

(A) Officer covers PCS movements of: 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 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: 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, of 20 weeks duration or more; enlisted school graduates and airties from school to their next CONUS permanent duty station; and 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 requirement

Computation of fund requirements is provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,244	1,707.09	7,245	4,724	1,737.82	8,209	4,084	1,770.84	7,232
(2) Travel of Dependents	1,782	1,663.38	2,964	1,984	1,693.32	3,360	1,715	1,725.50	2,959
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,501	10,499.34	36,758	3,898	10,688.33	41,663	3,370	10,892.75	36,709
(B) Overseas			243			246			251
Total (3)	3,501		37,001	3,898		41,909	3,370		36,960
(4) Dislocation Allowance	2,818	2,332.01	6,572	3,136	2,367.57	7,425	2,712	2,405.46	6,524
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	31	2,327.85	72	34	1,953.07	66	30	1,990.17	60
(B) Partial Service	9	3,539.91	32	10	2,969.98	30	8	3,026.41	24
Total (6)	40		104	44		96	38		84
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			187			183			187
(9) Temporary Lodging Expense			1,084			1,104			1,125
Total - Officer	12,385		55,157	13,786		62,286	11,919		55,071

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted									
(1) Travel of Military Member	8,769	1,620.99	14,214	9,957	1,650.63	16,435	8,608	1,681.53	14,475
(2) Travel of Dependents	1,211	1,481.08	1,794	1,375	1,507.74	2,073	1,189	1,536.39	1,827
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,731	5,678.50	15,506	2,907	5,780.72	16,805	2,513	5,891.83	14,806
(B) Overseas			137			140			138
Total (3)	2,731		15,643	2,907		16,945	2,513		14,944
(4) Dislocation Allowance	1,710	2,100.67	3,592	1,942	2,132.71	4,142	1,679	2,166.83	3,638
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	17	2,327.82	40	20	1,953.07	39	17	1,990.17	34
(B) Partial Service			0			0			0
Total (6)	17		40	20		39	17		34
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			280			275			280
(9) Temporary Lodging Expense			1,627			1,656			1,687
Total - Enlisted	14,438		37,190	16,201		41,565	14,006		36,885
Total PCS: Training Travel	26,823		92,347	29,987		103,851	25,925		91,956

(In Thousands of Dollars)

Project: Operational Travel

FY 2018 Estimate	\$	229,161
FY 2017 Estimate	\$	266,648
FY 2016 Actual	\$	255,620

Part I - Purpose And Scope

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

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

Part II - Justification of Funds Requested

Operational moves are PCS moves for individuals going from one duty station to another 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 used to balance grade and skill inventories with vacancies. Average rates are based on statistical data 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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	5,932	1,455.50	8,634	7,068	1,482.44	10,478	5,889	1,509.86	8,892
(2) Travel of Dependents	3,808	1,312.63	4,998	4,537	1,336.26	6,063	3,780	1,361.65	5,147
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,778	12,339.33	58,960	5,442	12,448.44	67,744	4,534	12,684.96	57,514
(B) Overseas			399			406			404
Total (3)	4,778		59,359	5,442		68,150	4,534		57,918
(4) Dislocation Allowance	4,818	2,355.16	11,347	5,741	2,391.08	13,727	4,783	2,429.34	11,620
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	54	2,327.85	126	64	1,953.07	125	53	1,990.17	105
(B) Partial Service	17	3,539.91	60	21	2,969.98	62	17	3,026.41	51
Total (6)	71		186	85		187	70		156
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			667			655			667
(9) Temporary Lodging Expense			3,010			3,065			3,123
Total - Officer	19,407		88,201	22,873		102,325	19,056		87,523

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted									
(1) Travel of Military Member	22,491	1,291.65	29,051	21,559	1,315.00	28,350	17,961	1,339.89	24,066
(2) Travel of Dependents	8,891	1,127.94	10,029	8,522	1,148.25	9,785	7,100	1,170.07	8,307
(3) Transportation of Household Goods									
(A) Land/ITGBL	12,899	7,222.74	93,166	12,364	7,352.74	90,909	10,301	7,492.46	77,180
(B) Overseas			1,087			1,072			1,066
Total (3)	12,899		94,253	12,364		91,981	10,301		78,246
(4) Dislocation Allowance	11,811	1,816.27	21,452	11,322	1,843.97	20,877	9,433	1,873.48	17,673
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	179	2,327.85	417	172	1,953.07	336	143	1,990.17	285
(B) Partial Service	44	3,539.91	156	42	2,969.98	125	35	3,026.41	106
Total (6)	223		573	214		461	178		391
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			1,000			982			1,001
(9) Temporary Lodging Expense			4,516			4,597			4,684
Total - Enlisted	56,315		160,874	53,981		157,033	44,973		134,368
Total PCS: Operational Travel	75,722		249,075	76,854		259,358	64,029		221,891
(10) Defense Personal Property System (DPPS)			6,545			7,290			7,270
Total PCS: Operational Travel w/ DPPS	75,722		255,620	76,854		266,648	64,029		229,161

(In Thousands of Dollars)

Project: Rotational Travel

FY 2018 Estimate	\$	359,197
FY 2017 Estimate	\$	360,050
FY 2016 Actual	\$	351,127

Part I - Purpose And Scope

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

(B) Enlisted PCS movements of: enlisted personnel from permanent duty stations in CONUS to permanent duty stations overseas; enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS; enlisted personnel from permanent duty stations in an overseas area to permanent duty stations in other overseas area when transoceanic travel is involved; and 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.

Computation of fund requirements is provided in the following table

Part II - Justification of Funds Requested

Rotational travel moves are 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 that have been generated from actual moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	7,839	1,596.11	12,512	7,339	1,625.07	11,926	7,155	1,655.72	11,847
(2) Travel of Dependents	5,026	1,656.33	8,325	4,706	1,686.49	7,937	4,588	1,718.19	7,883
(3) Transportation of Household Goods									
(A) Land/ITGBL	7,759	6,566.81	50,952	7,264	6,685.01	48,560	7,082	6,812.04	48,243
(B) Overseas			14,367			14,230			14,503
Total (3)	7,759		65,319	7,264		62,790	7,082		62,746
(4) Dislocation Allowance	6,168	2,354.58	14,523	5,774	2,390.49	13,803	5,629	2,427.94	13,667
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	4,728	1,874.58	8,863	4,427	2,191.18	9,700	4,316	2,232.82	9,637
(B) Partial Service	1,305	3,823.72	4,990	1,221	3,208.10	3,917	1,191	3,269.06	3,893
Total (6)	6,033		13,853	5,648		13,617	5,507		13,530
(7) Cargo Operations ((HHG), M, TONS)			0			0			0

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(8) Non-Temporary Storage			2,536			2,491			2,538
(9) Temporary Lodging Expense			2,154			2,193			2,234
(10) In-Place Consecutive Overseas Tour (IPCOT)	123	6,099.72	750	125	6,209.51	776	126	6,327.49	797
Total - Officer	32,948		119,972	30,856		115,533	30,087		115,242
Enlisted									
(1) Travel of Military Member	25,222	1,044.99	26,357	27,377	1,063.09	29,104	26,690	1,084.02	28,932
(2) Travel of Dependents	11,345	1,326.41	15,048	12,314	1,350.44	16,629	12,005	1,375.95	16,518
(3) Transportation of Household Goods									
(A) Land/ITGBL	24,969	3,519.03	87,867	27,102	3,582.37	97,089	26,422	3,650.45	96,452
(B) Overseas			34,736			34,397			35,055
Total (3)	24,969		122,603	27,102		131,486	26,422		131,507
(4) Dislocation Allowance	13,743	1,842.87	25,327	14,971	1,870.98	28,010	14,542	1,900.92	27,643
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	7,978	2,611.66	20,836	8,659	2,191.18	18,973	8,442	2,232.82	18,849
(B) Partial Service	2,221	3,823.72	8,492	2,411	3,208.10	7,735	2,351	3,269.06	7,686
Total (6)	10,199		29,328	11,070		26,708	10,793		26,535
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			3,804			3,736			3,807
(9) Temporary Lodging Expense			3,231			3,289			3,351
(10) In-Place Consecutive Overseas Tour (IPCOT)	677	5,574.20	3,774	677	5,674.54	3,842	677	5,782.36	3,915
(11) Overseas Tour Extension Incentives Program (OTEIP)	971	1,733.00	1,683	971	1,764.19	1,713	972	1,797.71	1,747
Total - Enlisted	87,126		231,155	94,482		244,517	92,101		243,955
Total PCS: Rotational Travel	120,074		351,127	125,338		360,050	122,188		359,197

(In Thousands of Dollars)

Project: Separation Travel

FY 2018 Estimate	\$ 122,102
FY 2017 Estimate	\$ 119,569
FY 2016 Actual	\$ 116,671

Part I - Purpose And Scope

(A) Officer covers PCS movements of: 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 dependents, household goods, trailer allowances and personal effects of officers and warrant officers who are deceased.

(B) Enlisted covers PCS movements of: 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 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.

Computation of fund requirements is provided in the following table

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,644	771.88	3,585	4,120	785.78	3,237	4,054	800.71	3,246
(2) Travel of Dependents	1,967	817.68	1,608	1,977	832.40	1,646	1,945	848.22	1,650
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,337	5,550.80	18,523	3,353	5,650.72	18,947	3,300	5,758.09	19,002
(B) Overseas			2,418			2,345			2,828
Total (3)	3,337		20,941	3,353		21,292	3,300		21,830
(4) Dislocation Allowance	1	1,926.75	2	1	1,956.13	2	1	1,994.28	2
(5) Trailer Allowance	85	163.68	14	85	166.18	14	84	169.42	14
(6) Global POV									
(A) Full Service	136	2,327.85	317	136	1,953.07	266	134	1,990.17	267
(B) Partial Service	26	3,539.91	92	26	2,969.98	77	26	3,026.41	79
Total (6)	162		409	162		343	160		346
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			1,475			1,449			1,477
Total - Officer	10,196		28,034	9,698		27,983	9,544		28,565

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted									
(1) Travel of Military Member	36,830	673.16	24,792	35,846	685.28	24,565	35,938	698.30	25,096
(2) Travel of Dependents	9,297	850.01	7,903	9,496	865.31	8,217	9,520	881.75	8,394
(3) Transportation of Household Goods									
(A) Land/ITGBL	16,268	2,745.19	44,659	16,614	2,794.61	46,430	16,657	2,847.70	47,434
(B) Overseas			7,314			8,684			8,840
Total (3)	16,268		51,973	16,614		55,114	16,657		56,274
(4) Dislocation Allowance	34	1,728.10	59	35	1,754.46	61	35	1,788.68	63
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	491	2,327.85	1,143	501	1,953.07	978	505	1,990.17	1,005
(B) Partial Service	139	3,539.91	492	142	2,969.98	422	143	3,026.41	433
Total (6)	630		1,635	643		1,400	648		1,438
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			2,213			2,174			2,215
Total - Enlisted	63,059		88,575	62,634		91,531	62,798		93,480
Midshipmen									
(1) Travel of Military Member Midshipmen	150	415.06	62	130	422.54	55	133	430.57	57
Total - Midshipmen	150		62	130		55	133		57
Total PCS: Separation Travel	73,405		116,671	72,462		119,569	72,475		122,102

(In Thousands of Dollars)

Project: Travel Of Organized Units

FY 2018 Estimate	\$	31,207
FY 2017 Estimate	\$	25,052
FY 2016 Actual	\$	18,882

Part I - Purpose And Scope

(A) Officer covers PCS movements, CONUS or overseas, of officers and warrant officers directed to move as members of 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 or 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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	389	427.07	166	380	434.76	165	504	443.02	223
(2) Travel of Dependents	291	452.49	132	284	460.64	131	377	469.40	177
(3) Transportation of Household Goods									
(A) Land/ITGBL	315	4,933.91	1,555	330	5,022.72	1,657	438	5,118.16	2,242
(B) Overseas			1,499			1,481			1,496
Total (3)	315		3,054	330		3,138	438		3,738
(4) Dislocation Allowance	251	2,439.95	612	245	2,485.32	609	325	2,510.65	816
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	30	2,327.85	70	29	1,953.07	57	39	1,990.17	78
(B) Partial Service	9	3,539.91	32	9	2,969.98	27	12	3,026.41	36
Total (6)	39		102	38		84	51		114
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			49			49			49
(9) Temporary Lodging Expense			77			77			80
Total - Officer	1,285		4,192	1,277		4,253	1,695		5,197

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted									
(1) Travel of Military Member	3,301	299.05	987	4,479	304.44	1,364	5,946	310.23	1,845
(2) Travel of Dependents	1,771	427.01	756	2,403	434.70	1,045	3,190	442.96	1,413
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,153	3,361.50	7,237	2,922	3,422.01	9,999	3,879	3,487.03	13,526
(B) Overseas			3,730			5,895			5,916
Total (3)	2,153		10,967	2,922		15,894	3,879		19,442
(4) Dislocation Allowance	597	1,897.10	1,133	810	1,926.03	1,560	1,075	1,956.85	2,104
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	198	2,327.85	461	268	1,953.07	523	356	1,990.17	709
(B) Partial Service	56	3,539.91	198	75	2,969.97	223	100	3,026.41	303
Total (6)	254		659	343		746	456		1,012
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			74			73			74
(9) Temporary Lodging Expense			114			117			120
Total - Enlisted	8,076		14,690	10,957		20,799	14,546		26,010
Total PCS: Travel of Organized Units	9,384		18,882	12,234		25,052	16,241		31,207
Total PCS Travel (BA5)									
Total Obligations			\$ 918,932			\$ 966,939			\$ 927,451
Less Reimbursable Obligations									
Total Direct Obligations			\$ 918,932			\$ 966,939			\$ 927,451

Budget Activity 6
Other Military Personnel Costs

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Other Military Personnel Costs
(In Thousands of Dollars)

			Amount
Total FY 2017 Direct Program			137,508
Increases			
Pricing Increases			
Unemployment Benefits			3,115
	Unemployment Compensation	3,115	
Senior ROTC (Non-Scholarship Program)			18
	Uniform, Issue-In-Kind	6	
	Uniforms, Commutations-in-Lieu	9	
	Pay & Allowances	3	
Senior ROTC (Scholarship Program)			101
	Uniform, Issue-In-Kind	48	
	Uniforms, Commutations-in-Lieu	7	
	Pay & Allowances	44	
	Subsistence of Reserve Officer Candidates	2	
Junior ROTC			248
	Uniforms, Issue-in-Kind	248	
Increases due to Reimbursables			0
	Total Pricing Increases		3,482
Program Increases			
Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners			1
	Apprehension	1	
Interest On Uniformed Services Savings Deposit			24
	Interest	24	
Unemployment Benefits			2,133
	Unemployment Compensation	2,133	
Education Benefits (Amortization Payments)			293
	Unfunded liability	293	
Adoption Expenses			4
	Adoption Expenses	4	
Senior ROTC (Non-Scholarship Program)			170
	Stipend	155	
	Uniform, Issue-In-Kind	15	
	Total Program Increases		2,693
Total Increases			6,107

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Other Military Personnel Costs
(In Thousands of Dollars)

Decreases			
Pricing Decreases:			
Decreases due to Reimbursables			0
	Total Pricing Decreases		0
Program Decreases			
Education Benefits (Amortization Payments)	Involuntary Separatees	-33	-33
	Stipend	-219	-344
Senior ROTC (Scholarship Program)	Uniform, Issue-In-Kind	-63	
	Pay & Allowances	-62	
	Uniforms, Issue-in-Kind	-350	-350
Junior ROTC	Total Program Decreases		-727
Total Decreases			-727
Total FY 2018 Direct Program			142,888

(In Thousands of Dollars)

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

FY 2018 Estimate	\$	59
FY 2017 Estimate	\$	58
FY 2016 Actual	\$	57

Part I - Purpose And Scope

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.

Part II - Justification of Funds Requested

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:

	Number	FY 2016 Rate	Amount	Number	FY 2017 Rate	Amount	Number	FY 2018 Rate	Amount
(1)Apprehension	0		57	0		58	0		59
Total Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	0		57	0		58	0		59

(In Thousands Of Dollars)

Project: Interest On Uniformed Services Savings Deposit

FY 2018 Estimate	\$	1,162
FY 2017 Estimate	\$	1,138
FY 2016 Actual	\$	1,117

Part I - Purpose And Scope

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 Freedom's Sentinel, Operation Inherent Resolve and Operation New Dawn. 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.

Part II - Justification Of Funds Requested

The following estimates are provided:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Interest	0		1,117	0		1,138	0		1,162
Total Interest On Uniformed Services Savings Deposit	0		1,117	0		1,138	0		1,162

(In Thousands of Dollars)

Project: Death Gratuities

FY 2018 Estimate	\$	18,500
FY 2017 Estimate	\$	18,500
FY 2016 Actual	\$	18,947

Part I - Purpose and Scope

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.

Part II - Justification of Funds Requested

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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Death Gratuities									
Officer	22	100,000.00	2,200	22	100,000.00	2,200	22	100,000.00	2,200
Enlisted	165	100,284.85	16,547	161	100,000.00	16,100	161	100,000.00	16,100
Cadets/Midshipmen	2	100,000.00	200	2	100,000.00	200	2	100,000.00	200
Total Death Gratuities	189		18,947	185		18,500	185		18,500

(In Thousands Of Dollars)

Project: Unemployment Benefits

FY 2018 Estimate	\$	65,326
FY 2017 Estimate	\$	60,078
FY 2016 Actual	\$	67,814

Part I - Purpose And Scope

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.

Part II - Justification Of Funds Requested

Computation of funds requirements is provided in the following table:

	Number	FY 2016 Rate	Amount	Number	FY 2017 Rate	Amount	Number	FY 2018 Rate	Amount
(1)Unemployment Compensation	12,950	5,236.60	67,814	11,225	5,352.12	60,078	11,604	5,629.65	65,326
Total Unemployment Benefits	12,950		67,814	11,225		60,078	11,604		65,326

(In Thousands of Dollars)

Project: Education Benefits (Amortization Payments)

FY 2018 Estimate	\$	16,736
FY 2017 Estimate	\$	16,476
FY 2016 Actual	\$	19,421

Part I - Purpose And Scope

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.

Part II - Justification of Funds Requested

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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Involuntary Separatees	0		223	0		193	0		160
(2)Unfunded liability	0		19,198	0		16,283	0		16,576
Total Education Benefits (Amortization Payments)	0		19,421	0		16,476	0		16,736

(In Thousands Of Dollars)

Project: Adoption Expenses

FY 2018 Estimate	\$	223
FY 2017 Estimate	\$	219
FY 2016 Actual	\$	215

Part I - Purpose And Scope

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.

Part II - Justification Of Funds Requested

The following estimate is provided:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Adoption Expenses	0		215	0		219	0		223
Total Adoption Expenses	0		215	0		219	0		223

(In Thousands Of Dollars)

Project: Mass Transportation

FY 2018 Estimate	\$	4,926
FY 2017 Estimate	\$	4,926
FY 2016 Actual	\$	4,555

Part I - Purpose And Scope

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.

Part II - Justification Of Funds Requested

Under this program, participating employees will receive, in addition to their current compensation, "transit passes" in amounts equal to personal commuting costs.

Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. The monthly cap within the NCR of \$255 is effective February 2016. Future monthly increases will be based upon the application of the IRS inflation adjustment factor to the existing monthly rate, but is subject to publication of revisions to the IRS Code each year. IRS Publication 15-B, for use in 2017, provides the following for qualified parking exclusion and commuter transportation benefit: For 2017, the monthly exclusion for qualified parking is \$255 and the monthly exclusion for commuter highway vehicle transportation and transit passes is \$255.

Computation of fund requirements is provided in the following table.

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)National Capital Region	923	2,684.17	2,477	837	3,060.00	2,561	837	3,060.00	2,561
(2)Outside National Capital Region	774	2,684.17	2,078	773	3,060.00	2,365	773	3,060.00	2,365
Total Mass Transportation	1,697		4,555	1,610		4,926	1,610		4,926

(In Thousands Of Dollars)

Project: Partial Dislocation Allowance

FY 2018 Estimate	\$	10
FY 2017 Estimate	\$	10
FY 2016 Actual	\$	10

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.

Part II - Justification Of Funds Requested

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, 2016, the partial DLA payment was set at \$718.08.

The following estimate is provided:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Partial Dislocation Allowance									
Officer	3	718.08	2	3	731.72	2	3	747.09	2
Enlisted	11	718.08	8	11	731.72	8	11	747.09	8
Total Partial Dislocation Allowance	14		10	14		10	14		10

(In Thousands Of Dollars)

Project: Reserve Income Replacemen	FY 2018 Estimate	\$	-
	FY 2017 Estimate	\$	-
	FY 2016 Actual	\$	3

Part I - Purpose And Scope

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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Reserve Income Replacemen	0		3	0		0	0		0
Total Reserve Income Replacement	0		3	0		0	0		0

(In Thousands Of Dollars)

Project: Service Group Life Insurance (SGLI)

FY 2018 Estimate	\$	-
FY 2017 Estimate	\$	-
FY 2016 Actual	\$	3,777

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 in FY2007

Part II - Justification Of Funds Requested

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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)SGLI Extra Hazard Payment	0		0	0		0	0		0
(2)SGLI Premium	0		3,777	0		0	0		0
(3)Traumatic Service Group Life Insurance (T-SGLI)	0		0	0		0	0		0
Total Service Group Life Insurance (SGLI)	0		3,777	0		0	0		0

(In Thousands Of Dollars)

Project: Senior ROTC (Non-Scholarship Program)	FY 2018 Estimate	\$	1,989
	FY 2017 Estimate	\$	1,801
	FY 2016 Actual	\$	1,779

Part I - Purpose And Scope

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.

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

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen.

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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	0		0	0		0	0		0
MS II	0		0	0		0	0		0
MS III	137	2,750.50	377	140	3,220.00	451	140	3,220.00	451
MS IV	108	3,143.50	339	65	3,680.00	239	107	3,680.00	394
Total - (1)	245		716	205		690	247		845
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,687	213.99	361	1,583	217.41	344	1,681	220.89	371
New Uniform Issues	0		0	0		0	0		0
Field Training	125	213.99	27	147	217.41	32	117	220.89	26
Field Training new issue juniors	0		0	0		0	0		0
Total - (2)	1,812		388	1,730		376	1,798		397
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	65	1,024.57	67	65	1,040.96	68	65	1,057.62	69
Freshmen/Sophomores	504	1,024.57	516	504	1,040.96	525	504	1,057.62	533
Total - (3)	569		583	569		593	569		602
(4) Pay & Allowances									
NROTC	3,375	27.37	92	3,456	27.81	96	3,456	28.25	98
Designated Applicants	0		0	1,620	27.81	45	1,620	28.25	46
Total - (4)	3,375		92	5,076		141	5,076		144
(5) Subsistence of Reserve Officer Candidates									
NROTC	0		0	0		0	0		0
Designated Applicants	0		0	0		0	0		0
Total - (5)	0		0	0		0	0		0
(6) SROTC Foreign Language SPB									
NROTC	0		0	4	250.00	1	4	250.00	1
Total - (6)	0		0	4		1	4		1
Total Senior ROTC (Non-Scholarship Program)	6,001		1,779	7,584		1,801	7,694		1,989

(In Thousands Of Dollars)

Project: Senior ROTC (Scholarship Program)

FY 2018 Estimate	\$	18,547
FY 2017 Estimate	\$	18,790
FY 2016 Actual	\$	18,336

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

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen

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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	1,024	2,280.00	2,335	948	2,300.00	2,180	952	2,300.00	2,190
MS II	1,049	2,736.00	2,870	1,105	2,760.00	3,050	964	2,760.00	2,661
MS III	988	3,193.00	3,155	1,023	3,220.00	3,294	1,091	3,220.00	3,513
MS IV	1,028	3,649.00	3,751	1,054	3,680.00	3,879	1,038	3,680.00	3,820
Total - (1)	4,089		12,111	4,130		12,403	4,045		12,184
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,521	714.34	1,087	1,550	725.77	1,125	1,522	737.38	1,122
New Uniform Issues	0		0	0		0	0		0
Field Training	2,568	714.34	1,834	2,580	725.77	1,872	2,522	737.38	1,860
Cortrimid New Uniform	0		0	0		0	0		0
Total - (2)	4,089		2,921	4,130		2,997	4,044		2,982
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	246	818.70	201	246	831.80	205	246	845.11	208
Freshmen/Sophomores	305	818.70	250	305	831.80	254	305	845.11	258
Total - (3)	551		451	551		459	551		466
(4) Pay & Allowances									
(4) Pay & Allowances	75,627	36.36	2,750	75,978	36.94	2,807	74,304	37.53	2,789
Total - (4)	75,627		2,750	75,978		2,807	74,304		2,789
(5) Subsistence of Reserve Officer Candidates									
Subsistence	1,422	66.12	94	1,694	67.18	114	1,694	68.25	116
Total - (5)	1,422		94	1,694		114	1,694		116
(6) SROTC Foreign Language SPB									
NROTC	36	250.00	9	40	250.00	10	40	250.00	10
Total - (6)	36		9	40		10	40		10
Total Senior ROTC (Scholarship Program)	85,814		18,336	86,523		18,790	84,678		18,547

(In Thousands of Dollars)

Project: Junior ROTC

FY 2018 Estimate	\$	15,410
FY 2017 Estimate	\$	15,512
FY 2016 Actual	\$	14,673

Part I - Purpose and Scope

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.

Part II - Justification of Funds Requested

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 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Uniforms, Issue-in-Kind									
Initial Issue (New Units)	0		0	0		0	0		0
Initial Issue	36,532	62.18	2,272	38,000	63.17	2,400	38,000	64.19	2,439
Replacement	21,992	492.61	10,833	22,883	500.49	11,453	22,250	508.50	11,314
Alterations/Renovation	87,968	17.83	1,568	91,531	18.12	1,659	90,000	18.41	1,657
Total - (1)	146,492		14,673	152,414		15,512	150,250		15,410
(2) Subsistence of Junior Officer Candidates									
Non-Military Schools	0		0	0		0	0		0
Field Training	0		0	0		0	0		0
Total - (2)	0		0	0		0	0		0
Total Junior ROTC	146,492		14,673	152,414		15,512	150,250		15,410

(In Thousands Of Dollars)

Project: Cancelled Accounts

FY 2018 Estimate	\$	-
FY 2017 Estimate	\$	-
FY 2016 Actual	\$	195

Part I - Purpose and Scope

IAW provisions of Title 31, United States Code, relating to expired and canceled accounts. Funds obligated and expensed in current year for Household Goods (HHG) charges from vendor billing (contractual agreement) that cannot be charged back to the prior year, due to expiration of the appropriation.

Part II - Justification of Funds Requested

Household Goods validated vendor billing, via a contractual agreement that becomes due after the expiration of the appropriation will be applied to canceled accounts.

Computation of fund requirements is provided in the following table:

	FY 2016			FY 2017			FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Cancelled Accounts			195			0			0
Total Other Mil Personnel (BA6)									
Total Obligations			\$ 150,899			\$ 137,508			\$ 142,888
Less Reimbursable Obligations									
Total Direct Obligations			\$ 150,899			\$ 137,508			\$ 142,888
Total MPN Obligations			\$ 28,568,764			\$ 28,443,350			\$ 29,263,299
Less Reimbursables			\$ 337,368			\$ 329,503			\$ 345,381
Total MPN Direct Obligations			\$ 28,231,396			\$ 28,113,847			\$ 28,917,918

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Section 5
Special Analysis

**MILITARY PERSONNEL, NAVY
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**

	FY 2016			FY 2017			FY 2018		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<u>ASSIGNED OUTSIDE DoD</u>	0	0	0	0	0	0	0	0	0
NONREIMBURSABLE PERSONNEL	0	0	0	0	0	0	0	0	0
EXECUTIVE OFFICE OF THE PRESIDENT	8	6	14	8	6	14	8	6	14
VICE PRESIDENT'S OFFICE	0	9	9	0	9	9	0	9	9
STATE DEPARTMENT	15	16	31	15	16	31	15	16	31
STATE DEPARTMENT (U.N. TRUCE SUPV)	6	0	6	6	0	6	6	0	6
TRANSPORTATION DEPARTMENT	1	0	1	1	0	1	1	0	1
JUSTICE DEPARTMENT	1	0	1	1	0	1	1	0	1
ENERGY DEPARTMENT	5	0	5	5	0	5	5	0	5
NATIONAL NARCOTICS BORDER INTERDICTION	4	1	5	4	1	5	4	1	5
CLASSIFIED ACTIVITIES	1	1	2	1	1	2	1	1	2
DoD PROJECT OFFICE	16	5	21	17	5	22	17	5	22
SUBTOTAL - NON-REIMBURSABLE PROGRAM	57	38	95	58	38	96	58	38	96
REIMBURSABLE PERSONNEL	0	0	0	0	0	0	0	0	0
EXECUTIVE OFFICE OF THE PRESIDENT (OMB)	0	0	0	0	0	0	0	0	0
STATE DEPARTMENT	1	128	129	1	128	129	1	128	129
US ARMS CONTROL AGENCY	3	0	3	3	0	3	3	0	3
TRANSPORTATION DEPARTMENT	46	4	50	48	4	52	48	4	52
ENERGY DEPT (DOE)	2	1	3	2	1	3	2	1	3
JUSTICE DEPT	0	0	0	0	0	0	0	0	0
NATIONAL AERONAUTICS & SPACE ADMIN	34	0	34	34	0	34	34	0	34
U.S. SOLDIER'S & AIRMEN'S HOME	2	1	3	2	1	3	2	1	3
OFFICE OF ATTENDING PHYSICIAN TO CONGRESS	6	9	15	6	9	15	6	9	15
CLASSIFIED ACTIVITIES	4	2	6	2	2	4	2	2	4
SUBTOTAL - REIMBURSABLE PERSONNEL	98	145	243	98	145	243	98	145	243
TOTAL OUTSIDE DoD	155	183	338	156	183	339	156	183	339
ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS	0	0	0	0	0	0	0	0	0
SUBTOTAL NONREIMBURSABLE NON-DoD	0								
REIMBURSABLE PERSONNEL	0	0	0	0	0	0	0	0	0
SUBTOTAL REIMBURSABLE NON-DoD	0								
TOTAL ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS	0								

**MILITARY PERSONNEL, NAVY
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**

	FY 2016			FY 2017			FY 2018		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS (REIMBURSABLE)	0	0	0	0	0	0	0	0	0
FOREIGN MILITARY SALES	80	102	182	82	103	185	82	103	185
SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS	80	102	182	82	103	185	82	103	185
ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS (REIMBURSABLE)	0	0	0	0	0	0	0	0	0
WORKING CAPITAL FUND (WCF)	638	777	1,415	626	763	1,389	626	763	1,389
HQ US TRANSPORTATION COMMAND (TRANSCOM)	80	95	175	63	36	99	62	45	107
SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND (SDDC)	0	0	0	12	0	12	12	0	12
DEFENSE COURIER SERVICE (DCS)	0	0	0	4	58	62	4	49	53
DEFENSE FINANCE & ACCOUNTING SVC (DFAS)	4	11	15	4	11	15	4	11	15
DEFENSE INFO SYSTEMS AGENCY (DISA)	4	13	17	4	1	5	4	1	5
DEFENSE LOGISTICS AGENCY (DLA)	115	47	162	115	47	162	114	47	161
SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS	841	943	1,784	828	916	1,744	826	916	1,742
GRAND TOTAL REIMBURSABLE	1,019	1,190	2,209	1,008	1,164	2,172	1,006	1,164	2,170
GRAND TOTAL NONREIMBURSABLE	57	38	95	58	38	96	58	38	96
GRAND TOTAL	1,076	1,228	2,304	1,066	1,202	2,268	1,064	1,202	2,266

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

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
<u>SUBSISTENCE (SIK)</u>	\$2,973	\$2,825	\$3,743
Sale of Meals - Bulk Subsistence	2,973	2,825	3,743
<u>STRENGTH RELATED</u>	\$334,395	\$326,678	\$341,638
Officer	196,468	193,840	207,542
Basic Pay	-140,907	-137,420	-146,299
Other Pays and Allowances	-55,561	-56,420	-61,243
Enlisted	82,782	76,890	76,159
Basic Pay	-54,310	-52,238	-52,116
Other Pays and Allowances	-28,472	-24,652	-24,043
Retired Pay Accrual (Officer and Enlisted)	55,145	55,948	57,937
PCS Travel			
TOTAL PROGRAM	\$337,368	\$329,503	\$345,381

Anticipated reimbursements from the DHP Trust Fund (Over 65):

**MILITARY PERSONNEL, NAVY
RESERVE OFFICER CANDIDATES (ROTC) ENROLLMENT**

	<u>FY 2016 Estimates</u>			<u>FY 2017 Estimates</u>			<u>FY 2018 Estimates</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	1,011	1,012	1,012	1,000	1,025	1,050	1,000	1,025	1,050
Second Year	644	555	466	550	500	450	600	525	450
Total Basic ROTC	1,655	1,567	1,478	1,550	1,525	1,500	1,600	1,550	1,500
Third Year	143	137	131	150	140	130	150	140	130
Fourth Year	111	108	105	70	65	60	110	108	105
Total Adv ROTC	254	245	236	220	205	190	260	248	235
Total Senior ROTC Enrollment	1,909	1,812	1,714	1,770	1,730	1,690	1,860	1,798	1,735
<u>Scholarship Program</u>									
First Year	1,038	1,024	1,010	976	948	920	975	952	929
Second Year	1,041	1,049	1,056	1,114	1,105	1,096	964	964	964
Total Basic ROTC	2,079	2,073	2,066	2,090	2,053	2,016	1,939	1,916	1,893
Third Year	988	988	988	1,047	1,023	998	1,109	1,091	1,072
Fourth Year	1,095	1,028	961	1,093	1,054	1,015	1,072	1,037	1,003
Total Advanced ROTC	2,083	2,016	1,949	2,140	2,077	2,013	2,181	2,128	2,075
Total Scholarship Enrollment	4,162	4,089	4,015	4,230	4,130	4,029	4,120	4,044	3,968
<u>Total Enrollment</u>									
First Year	2,049	2,035	2,022	1,976	1,973	1,970	1,975	1,977	1,979
Second Year	1,685	1,604	1,522	1,664	1,605	1,546	1,564	1,489	1,414
Total Advanced ROTC	3,734	3,639	3,544	3,640	3,578	3,516	3,539	3,466	3,393
Third Year	1,131	1,125	1,119	1,197	1,163	1,128	1,259	1,231	1,202
Fourth	1,206	1,136	1,066	1,163	1,119	1,075	1,182	1,145	1,108
Total Advanced ROTC	2,337	2,261	2,185	2,360	2,282	2,203	2,441	2,376	2,310
Total ROTC Enrollment	6,071	5,900	5,729	6,000	5,860	5,719	5,980	5,842	5,703
Completed ROTC & Commissioned		1,036			1,051			1,043	

**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 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
<u>NJROTC</u>			
Schools	583	583	583
Civilian Personnel (End Strength)	21	21	30
Military Personnel (End Strength)	0	0	0
 <u>NROTC</u>			
Schools	166	166	166
Host Institutions	77	77	77
Cross Town Campuses	89	89	89
Civilian Personnel (End Strength)	166	171	190
Military Personnel (End Strength)	338	332	332

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

**MILITARY PERSONNEL, NAVY
MILITARY END STRENGTH BY PAYGRADE
FY 2016**

		Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officers</u>													
O-10	ADM	10	9	9	9	9	9	10	9	10	10	10	9
O-9	VADM	33	32	32	32	32	32	33	32	33	33	34	32
O-8	RADM	65	65	65	64	64	64	65	64	66	66	67	63
O-7	RMDL	108	109	109	108	107	109	108	109	109	110	111	106
O-6	CAPT	3,182	3,156	3,145	3,135	3,128	3,110	3,106	3,049	3,002	2,973	2,912	3,155
O-5	CDR	6,681	6,655	6,644	6,626	6,614	6,599	6,595	6,536	6,509	6,465	6,371	6,604
O-4	LCDR	10,572	10,532	10,496	10,470	10,463	10,469	10,467	10,412	10,380	10,323	10,251	10,621
O-3	LT	18,579	18,590	18,494	18,496	18,439	18,272	18,252	18,300	19,915	19,813	19,719	18,617
O-2	LTJG	6,497	6,461	6,646	6,584	6,603	6,610	6,598	8,017	6,500	6,545	6,690	6,692
O-1	ENS	6,737	6,756	6,704	6,680	6,689	6,795	6,750	6,652	6,756	6,820	6,715	6,827
W-5	CWO5	69	67	67	68	69	67	66	66	68	70	73	75
W-4	CWO4	395	393	397	397	396	389	393	394	392	391	393	386
W-3	CWO3	637	635	632	621	625	612	619	622	626	616	599	584
W-2	CWO2	570	560	573	573	584	588	587	599	616	617	616	621
W-1	CWO1												
Total Officers		54,135	54,020	54,013	53,863	53,822	53,725	53,649	54,861	54,982	54,852	54,561	54,392
<u>Enlisted Personnel</u>													
E-9	MCPO	2,566	2,561	2,564	2,568	2,558	2,556	2,569	2,569	2,636	2,625	2,603	2,571
E-8	SCPO	6,359	6,378	6,396	6,419	6,423	6,417	6,438	6,465	6,536	6,496	6,465	6,442
E-7	CPO	21,036	20,975	20,944	20,874	20,835	20,761	20,721	20,670	20,387	20,301	21,592	21,414
E-6	PO1	46,745	46,495	48,933	48,576	48,248	47,920	47,614	47,260	48,930	49,313	47,528	47,059
E-5	PO2	62,682	62,501	64,760	64,599	64,376	64,078	63,821	63,480	65,160	64,606	64,167	63,854
E-4	PO3	57,953	57,335	51,634	51,466	51,432	51,466	51,374	51,292	52,362	52,211	51,900	52,840
E-3	SN	46,398	47,663	49,013	50,656	51,755	53,305	54,470	55,352	50,793	50,230	50,371	49,547
E-2	SA	15,047	15,421	15,646	15,361	14,925	14,437	14,231	14,653	14,727	14,804	14,397	14,144
E-1	SR	10,121	10,011	9,844	9,878	10,028	10,259	9,961	9,708	9,595	9,409	9,081	7,871
Total Enlisted		268,907	269,340	269,734	270,397	270,580	271,199	271,199	271,449	271,126	269,995	268,104	265,742
<u>Cadets/Midshipmen</u>		4,461	4,454	4,447	4,432	4,426	4,421	4,417	3,337	4,482	4,455	4,434	4,423
Total End Strength		327,503	327,814	328,194	328,692	328,828	329,345	329,265	329,647	330,590	329,302	327,099	324,557

**MILITARY PERSONNEL, NAVY
MILITARY END STRENGTH BY PAYGRADE
FY 2017**

		<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	9	9	9	9	9	10	10	10	10	10	10
O-9	VADM	33	33	33	33	33	34	34	35	35	35	36	34
O-8	RADM	64	65	64	65	65	66	67	67	68	69	70	67
O-7	RMDL	107	107	107	108	107	108	109	111	113	114	114	110
O-6	CAPT	3,145	3,122	3,110	3,099	3,097	3,081	3,071	3,016	2,975	2,944	2,882	3,162
O-5	CDR	6,564	6,553	6,523	6,515	6,502	6,493	6,482	6,429	6,403	6,362	6,273	6,613
O-4	LCDR	10,554	10,506	10,492	10,447	10,441	10,434	10,422	10,390	10,359	10,301	10,242	10,833
O-3	LT	18,615	18,592	18,545	18,606	18,442	18,238	18,183	18,280	19,901	19,914	19,847	18,494
O-2	LTJG	6,793	6,720	6,818	6,700	6,819	6,835	6,811	8,155	6,737	6,806	6,855	6,840
O-1	ENS	6,736	6,751	6,692	6,763	6,712	6,772	6,815	6,681	6,751	6,666	6,733	6,717
W-5	CWO5	74	72	73	72	73	72	71	70	72	74	77	78
W-4	CWO4	383	382	386	389	390	385	389	391	390	390	394	389
W-3	CWO3	624	632	640	625	634	646	670	682	695	682	663	646
W-2	CWO2	586	584	588	595	595	584	570	570	572	576	577	583
W-1	CWO1												
Total Officers		54,287	54,128	54,080	54,026	53,919	53,757	53,704	54,887	55,081	54,943	54,773	54,576
<u>Enlisted Personnel</u>													
E-9	MCPO	2,550	2,535	2,541	2,531	2,524	2,519	2,514	2,510	2,695	2,669	2,639	2,605
E-8	SCPO	6,424	6,429	6,414	6,423	6,462	6,476	6,530	6,546	7,107	7,086	7,054	6,947
E-7	CPO	21,351	21,311	21,257	21,214	21,167	21,129	21,098	21,050	20,182	20,092	21,663	21,501
E-6	PO1	46,675	46,339	48,068	47,919	47,715	47,449	47,124	46,648	48,714	48,487	46,354	45,875
E-5	PO2	63,668	63,440	64,532	64,014	63,536	63,135	62,733	62,270	65,073	64,378	63,726	63,221
E-4	PO3	52,750	52,624	52,434	52,191	52,235	52,303	52,393	52,299	52,863	52,469	52,164	51,878
E-3	SN	49,965	50,715	47,943	48,883	49,890	51,196	52,184	53,218	47,665	48,592	49,674	50,414
E-2	SA	13,679	13,660	13,555	13,367	12,829	12,520	12,931	13,771	14,591	15,113	15,497	15,911
E-1	SR	8,022	8,155	7,974	8,214	8,441	8,485	8,184	7,802	7,817	8,316	8,794	9,170
Total Enlisted		265,084	265,208	264,718	264,756	264,799	265,212	265,691	266,114	266,707	267,202	267,565	267,522
<u>Cadets/Midshipmen</u>		4,421	4,415	4,399	4,382	4,375	4,369	4,365	3,295	4,449	4,430	4,412	4,403
Total End Strength		323,792	323,751	323,197	323,164	323,093	323,338	323,760	324,296	326,237	326,575	326,750	326,400

**MILITARY PERSONNEL, NAVY
MILITARY END STRENGTH BY PAYGRADE
FY 2018**

		<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	10	10	10	10	10	10	10	10	10	10
O-9	VADM	34	35	35	35	35	35	36	36	36	36	36	35
O-8	RADM	67	68	68	69	69	69	70	70	70	70	71	68
O-7	RMDL	111	110	112	113	112	114	113	114	115	116	116	112
O-6	CAPT	3,124	3,103	3,090	3,080	3,074	3,069	3,058	2,985	2,943	2,902	2,842	3,085
O-5	CDR	6,601	6,587	6,560	6,550	6,541	6,533	6,530	6,483	6,457	6,416	6,326	6,672
O-4	LCDR	10,746	10,688	10,649	10,603	10,577	10,562	10,549	10,481	10,441	10,412	10,351	10,937
O-3	LT	18,479	18,531	18,463	18,581	18,483	18,287	18,217	18,219	19,668	19,600	19,502	17,709
O-2	LTJG	6,875	6,815	6,908	6,746	6,753	6,846	6,898	8,231	6,836	6,897	6,917	6,953
O-1	ENS	6,741	6,701	6,695	6,747	6,768	6,762	6,756	6,812	6,876	6,860	6,971	6,934
W-5	CWO5	77	75	76	75	76	72	72	72	75	77	80	81
W-4	CWO4	385	383	386	385	390	373	377	375	373	375	378	380
W-3	CWO3	672	676	680	668	671	675	690	695	702	690	672	656
W-2	CWO2	558	563	577	578	588	591	591	600	611	616	617	624
W-1	CWO1												
Total Officers		54,479	54,345	54,309	54,240	54,147	53,998	53,967	55,183	55,213	55,077	54,889	54,256
<u>Enlisted Personnel</u>													
E-9	MCPO	2,593	2,582	2,580	2,564	2,557	2,552	2,546	2,540	2,713	2,691	2,670	2,644
E-8	SCPO	6,945	6,948	6,963	6,959	6,988	6,993	7,028	7,023	7,526	7,508	7,486	7,451
E-7	CPO	21,425	21,366	21,337	21,270	21,215	21,175	21,133	21,038	20,242	20,130	21,602	21,477
E-6	PO1	45,506	45,165	47,267	47,090	46,881	46,632	46,336	45,969	48,503	48,302	46,274	45,825
E-5	PO2	62,832	62,438	65,450	64,962	64,512	64,127	63,716	63,263	65,629	64,881	64,196	63,679
E-4	PO3	51,764	51,633	52,312	52,113	52,092	52,129	52,266	52,262	53,696	53,551	53,327	56,180
E-3	SN	50,993	51,657	45,775	46,936	47,942	49,207	50,351	51,570	44,683	46,384	47,831	45,622
E-2	SA	15,987	16,514	16,512	16,115	15,511	15,098	15,255	15,863	16,315	16,622	16,761	16,976
E-1	SR	8,578	8,360	8,392	8,764	9,321	9,820	9,526	9,167	9,637	9,052	9,282	9,433
Total Enlisted		266,623	266,663	266,588	266,773	267,019	267,733	268,157	268,695	268,944	269,121	269,429	269,287
<u>Cadets/Midshipmen</u>		4,394	4,386	4,372	4,356	4,349	4,343	4,339	3,269	4,403	4,384	4,366	4,357
Total End Strength		325,496	325,394	325,269	325,369	325,515	326,074	326,463	327,147	328,560	328,582	328,684	327,900

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