

DEPARTMENT OF THE NAVY  
FISCAL YEAR (FY) 2019  
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES  
February 2018

Military Personnel, Navy (MPN)

The estimated cost for this report for the Department of the Navy (DON) is \$10,518.

The estimated total cost for supporting the DON budget justification material is approximately \$1,643,653 for the 2018 fiscal year. This includes \$79,753 in supplies and \$1,563,900 in labor.

## Department of Defense Appropriations Act, 2019

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### **Military Personnel, Navy**

For pay, allowances, individual clothing, subsistence, interest on deposits, gratuities, permanent change of station travel (including all expenses thereof for organizational movements), and expenses of temporary duty travel between permanent duty stations, for members of the Navy on active duty (except members of the Reserve provided for elsewhere); and for payments pursuant to section 156 of Public Law 97-377, as amended (42 U.S.C. 402 note), and to the Department of Defense Military Retirement Fund, \$30,426,210,000.

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Department of Defense  
 FY 2019 President's Budget  
 Exhibit M-1 FY 2019 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

Military Personnel, Navy	FY 2017 (Base + OCO)	FY 2018 PB Request with CR Adj Base	FY 2018 Total PB Requests* with CR Adj Base	FY 2018 PB Request with CR Adj OCO	FY 2018 Total PB Requests+ with CR Adj OCO	S e c -
Budget Activity 01: Pay and Allowances of Officers						
1453N 5 Basic Pay	4,227,993	4,250,732	4,250,732	74,171	74,171	U
1453N 10 Retired Pay Accrual	1,214,624	1,209,645	1,209,645	16,763	16,763	U
1453N 11 Thrift Savings Plan Matching Contributions		46,944	46,944			U
1453N 25 Basic Allowance for Housing	1,501,491	1,554,695	1,554,695	25,185	25,185	U
1453N 30 Basic Allowance for Subsistence	169,158	171,681	171,681	2,616	2,616	U
1453N 35 Incentive Pays	127,052	131,251	131,251	631	631	U
1453N 40 Special Pays	417,230	445,426	445,426	3,168	3,168	U
1453N 45 Allowances	123,050	120,469	120,469	7,597	7,597	U
1453N 50 Separation Pay	38,158	43,709	43,709			U
1453N 55 Social Security Tax	320,910	324,231	324,231	5,674	5,674	U
Total Budget Activity 01	8,139,666	8,298,783	8,298,783	135,805	135,805	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel						
1453N 60 Basic Pay	9,015,932	9,165,195	9,165,195	86,671	86,671	U
1453N 65 Retired Pay Accrual	2,599,334	2,611,852	2,611,852	19,588	19,588	U
1453N 66 Thrift Savings Plan Matching Contributions		102,201	102,201			U
1453N 80 Basic Allowance for Housing	4,277,003	4,382,826	4,382,826	46,974	46,974	U
1453N 85 Incentive Pays	96,410	104,363	104,363			U
1453N 90 Special Pays	746,544	798,735	798,735	6,542	6,542	U
1453N 95 Allowances	558,333	589,072	589,072	17,995	17,995	U
1453N 100 Separation Pay	138,129	138,013	138,013			U
1453N 105 Social Security Tax	685,370	701,137	701,137	6,630	6,630	U
Total Budget Activity 02	18,117,055	18,593,394	18,593,394	184,400	184,400	
Budget Activity 03: Pay And Allowances Of Cadets						
1453N 110 Midshipmen	81,070	81,501	81,501			U
Total Budget Activity 03	81,070	81,501	81,501			
Budget Activity 04: Subsistence of Enlisted Personnel						
1453N 115 Basic Allowance for Subsistence	788,473	803,889	803,889	10,359	10,359	U
1453N 120 Subsistence-In-Kind	395,631	415,383	415,383	29,101	29,101	U
1453N 121 Family Subsistence Supplemental Allowance		10	10			U
Total Budget Activity 04	1,184,104	1,219,282	1,219,282	39,460	39,460	

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\* Includes June 29, 2017 requests.

+ Includes November 6, 2017 requests.

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 Total Obligational Authority  
 (Dollars in Thousands)

Military Personnel, Navy	FY 2018			FY 2018		FY 2018		FY 2018 Remaining Req with CR Adj S
	FY 2018 Emergency Requests** Emergency -----	Less Enacted Div B P.L.115-96*** MDDE + Ship Repairs -----	FY 2018 Remaining Req Emergency -----	Total PB Requests* with CR Adj Base + OCO + Emergency** -----	Less Enacted DIV B P.L.115-96*** MDDE + Ship Repairs -----	FY 2018 Remaining Req with CR Adj S Base + OCO + e Emergency c -----		
Budget Activity 01: Pay and Allowances of Officers								
1453N 5 Basic Pay				4,324,903			4,324,903	U
1453N 10 Retired Pay Accrual				1,226,408			1,226,408	U
1453N 11 Thrift Savings Plan Matching Contributions				46,944			46,944	U
1453N 25 Basic Allowance for Housing				1,579,880			1,579,880	U
1453N 30 Basic Allowance for Subsistence				174,297			174,297	U
1453N 35 Incentive Pays				131,882			131,882	U
1453N 40 Special Pays				448,594			448,594	U
1453N 45 Allowances				128,066			128,066	U
1453N 50 Separation Pay				43,709			43,709	U
1453N 55 Social Security Tax				329,905			329,905	U
Total Budget Activity 01				8,434,588			8,434,588	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel								
1453N 60 Basic Pay				9,251,866			9,251,866	U
1453N 65 Retired Pay Accrual				2,631,440			2,631,440	U
1453N 66 Thrift Savings Plan Matching Contributions				102,201			102,201	U
1453N 80 Basic Allowance for Housing				4,429,800			4,429,800	U
1453N 85 Incentive Pays				104,363			104,363	U
1453N 90 Special Pays				805,277			805,277	U
1453N 95 Allowances				607,067			607,067	U
1453N 100 Separation Pay				138,013			138,013	U
1453N 105 Social Security Tax				707,767			707,767	U
Total Budget Activity 02				18,777,794			18,777,794	
Budget Activity 03: Pay And Allowances Of Cadets								
1453N 110 Midshipmen				81,501			81,501	U
Total Budget Activity 03				81,501			81,501	
Budget Activity 04: Subsistence of Enlisted Personnel								
1453N 115 Basic Allowance for Subsistence				814,248			814,248	U
1453N 120 Subsistence-In-Kind				444,484			444,484	U
1453N 121 Family Subsistence Supplemental Allowance				10			10	U
Total Budget Activity 04				1,258,742			1,258,742	

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\*\* Includes November 6 and November 21, 2017 requests.

\*\*\* Missile Defeat and Defense Enhancements, 2017.

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 Total Obligational Authority  
 (Dollars in Thousands)

## Military Personnel, Navy

	FY 2019 Base -----	FY 2019 OCO -----	FY 2019 Total -----	S e c -
Budget Activity 01: Pay and Allowances of Officers				
1453N 5 Basic Pay	4,382,346	74,977	4,457,323	U
1453N 10 Retired Pay Accrual	1,331,184	18,520	1,349,704	U
1453N 11 Thrift Savings Plan Matching Contributions	83,235		83,235	U
1453N 25 Basic Allowance for Housing	1,531,259	25,660	1,556,919	U
1453N 30 Basic Allowance for Subsistence	172,777	2,623	175,400	U
1453N 35 Incentive Pays	159,053	540	159,593	U
1453N 40 Special Pays	460,487	3,562	464,049	U
1453N 45 Allowances	120,780	8,096	128,876	U
1453N 50 Separation Pay	41,489		41,489	U
1453N 55 Social Security Tax	334,535	5,736	340,271	U
Total Budget Activity 01	8,617,145	139,714	8,756,859	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel				
1453N 60 Basic Pay	9,647,068	86,888	9,733,956	U
1453N 65 Retired Pay Accrual	2,933,110	21,463	2,954,573	U
1453N 66 Thrift Savings Plan Matching Contributions	182,026		182,026	U
1453N 80 Basic Allowance for Housing	4,480,750	47,583	4,528,333	U
1453N 85 Incentive Pays	103,984	215	104,199	U
1453N 90 Special Pays	938,584	9,302	947,886	U
1453N 95 Allowances	636,255	17,872	654,127	U
1453N 100 Separation Pay	117,648		117,648	U
1453N 105 Social Security Tax	738,001	6,647	744,648	U
Total Budget Activity 02	19,777,426	189,970	19,967,396	
Budget Activity 03: Pay And Allowances Of Cadets				
1453N 110 Midshipmen	83,875		83,875	U
Total Budget Activity 03	83,875		83,875	
Budget Activity 04: Subsistence of Enlisted Personnel				
1453N 115 Basic Allowance for Subsistence	821,434	9,878	831,312	U
1453N 120 Subsistence-In-Kind	418,478	24,054	442,532	U
1453N 121 Family Subsistence Supplemental Allowance	5		5	U
Total Budget Activity 04	1,239,917	33,932	1,273,849	

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 Total Obligational Authority  
 (Dollars in Thousands)

Military Personnel, Navy		FY 2017 (Base + OCO)	FY 2018	FY 2018	FY 2018	FY 2018	S
			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	
		-----	-----	-----	-----	-----	-----
Budget Activity 05: Permanent Change of Station Travel							
1453N	125 Accession Travel	88,891	92,004	92,004	3,806	3,806	U
1453N	130 Training Travel	97,177	88,677	88,677			U
1453N	135 Operational Travel	271,384	219,686	219,686	1,264	1,264	U
1453N	140 Rotational Travel	400,020	347,267	347,267	600	600	U
1453N	145 Separation Travel	112,215	118,410	118,410	2,152	2,152	U
1453N	150 Travel of Organized Units	22,489	30,884	30,884			U
1453N	155 Non-Temporary Storage	13,120	12,673	12,673			U
1453N	160 Temporary Lodging Expense		17,850	17,850			U
1453N	165 Other	1,415					U
Total Budget Activity 05		1,006,711	927,451	927,451	7,822	7,822	
Budget Activity 06: Other Military Personnel Costs							
1453N	170 Apprehension of Military Deserters	33	59	59			U
1453N	175 Interest on Uniformed Services Savings	1,163	1,162	1,162			U
1453N	180 Death Gratuities	21,595	18,500	18,500	300	300	U
1453N	185 Unemployment Benefits	64,516	65,326	65,326	5,978	5,978	U
1453N	195 Education Benefits	16,475	16,736	16,736			U
1453N	200 Adoption Expenses	167	223	223			U
1453N	210 Transportation Subsidy	5,025	4,926	4,926			U
1453N	212 Reserve Income Replacement Program				9	9	U
1453N	215 Partial Dislocation Allowance	32	10	10			U
1453N	216 SGLI Extra Hazard Payments	3,370			4,083	4,083	U
1453N	217 Reserve Officers Training Corps (ROTC)	19,622	20,536	20,536			U
1453N	218 Junior ROTC	14,903	15,410	15,410			U
1453N	240 Cancelled Account Payment	325					U
Total Budget Activity 06		147,226	142,888	142,888	10,370	10,370	

M-119PB: FY 2019 President's Budget  
 \* Includes June 29, 2017 requests.  
 + Includes November 6, 2017 requests.



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 Total Obligational Authority  
 (Dollars in Thousands)

Military Personnel, Navy	FY 2018		FY 2018		FY 2018	
	FY 2018	Less Enacted	Total	Less Enacted	FY 2018	
	Emergency	Div B	PB Requests*	DIV B	Remaining Req	
	Requests**	P.L.115-96***	with CR Adj	P.L.115-96***	with CR Adj	S
	Emergency	MDDE + Ship	Base + OCO +	MDDE + Ship	Base + OCO + e	
	Emergency	Repairs	Emergency**	Repairs	Emergency	c
	-----	-----	-----	-----	-----	-
Budget Activity 05: Permanent Change of Station Travel						
1453N 125 Accession Travel			95,810		95,810	U
1453N 130 Training Travel			88,677		88,677	U
1453N 135 Operational Travel			220,950		220,950	U
1453N 140 Rotational Travel			347,867		347,867	U
1453N 145 Separation Travel			120,562		120,562	U
1453N 150 Travel of Organized Units			30,884		30,884	U
1453N 155 Non-Temporary Storage			12,673		12,673	U
1453N 160 Temporary Lodging Expense			17,850		17,850	U
1453N 165 Other						U
Total Budget Activity 05			935,273		935,273	
Budget Activity 06: Other Military Personnel Costs						
1453N 170 Apprehension of Military Deserters			59		59	U
1453N 175 Interest on Uniformed Services Savings			1,162		1,162	U
1453N 180 Death Gratuities			18,800		18,800	U
1453N 185 Unemployment Benefits			71,304		71,304	U
1453N 195 Education Benefits			16,736		16,736	U
1453N 200 Adoption Expenses			223		223	U
1453N 210 Transportation Subsidy			4,926		4,926	U
1453N 212 Reserve Income Replacement Program			9		9	U
1453N 215 Partial Dislocation Allowance			10		10	U
1453N 216 SGLI Extra Hazard Payments			4,083		4,083	U
1453N 217 Reserve Officers Training Corps (ROTC)			20,536		20,536	U
1453N 218 Junior ROTC			15,410		15,410	U
1453N 240 Cancelled Account Payment						U
Total Budget Activity 06			153,258		153,258	

M-119PB: FY 2019 President's Budget

\*\* Includes November 6 and November 21, 2017 requests.

\*\*\* Missile Defeat and Defense Enhancements, 2017.

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 Total Obligational Authority  
 (Dollars in Thousands)

## Military Personnel, Navy

	FY 2019 Base	FY 2019 OCO	FY 2019 Total	S e c -
	-----	-----	-----	
Budget Activity 05: Permanent Change of Station Travel				
1453N 125 Accession Travel	98,373	5,912	104,285	U
1453N 130 Training Travel	89,865		89,865	U
1453N 135 Operational Travel	227,416	1,119	228,535	U
1453N 140 Rotational Travel	356,813	355	357,168	U
1453N 145 Separation Travel	109,210	4,848	114,058	U
1453N 150 Travel of Organized Units	30,763		30,763	U
1453N 155 Non-Temporary Storage	13,156		13,156	U
1453N 160 Temporary Lodging Expense	15,753		15,753	U
1453N 165 Other				U
Total Budget Activity 05	941,349	12,234	953,583	
Budget Activity 06: Other Military Personnel Costs				
1453N 170 Apprehension of Military Deserters	35		35	U
1453N 175 Interest on Uniformed Services Savings	1,220		1,220	U
1453N 180 Death Gratuities	21,300	300	21,600	U
1453N 185 Unemployment Benefits	58,148	6,066	64,214	U
1453N 195 Education Benefits	12,065		12,065	U
1453N 200 Adoption Expenses	173		173	U
1453N 210 Transportation Subsidy	4,162		4,162	U
1453N 212 Reserve Income Replacement Program		9	9	U
1453N 215 Partial Dislocation Allowance	34		34	U
1453N 216 SGLI Extra Hazard Payments		3,236	3,236	U
1453N 217 Reserve Officers Training Corps (ROTC)	21,032		21,032	U
1453N 218 Junior ROTC	14,961		14,961	U
1453N 240 Cancelled Account Payment				U
Total Budget Activity 06	133,130	9,611	142,741	

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 (Dollars in Thousands)

Military Personnel, Navy	FY 2017 (Base + OCO)	FY 2018 PB Request with CR Adj Base	FY 2018 Total PB Requests* with CR Adj Base	FY 2018 PB Request with CR Adj OCO	FY 2018 Total PB Requests+ S with CR Adj e OCO c
	-----	-----	-----	-----	-----
Budget Activity 20: Undistributed					
1453N CR1 Adj to Match Continuing Resolution		-1,225,613	-1,225,613	-39,946	-39,946 U
Total Budget Activity 20		-1,225,613	-1,225,613	-39,946	-39,946
Total Military Personnel, Navy	28,675,832	28,037,686	28,037,686	337,911	337,911
Less Reimbursables	343,138	345,381	345,381		
Total Direct - Military Personnel, Navy	28,332,694	27,692,305	27,692,305	337,911	337,911
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts					
1000N 300 Navy	1,352,369	1,577,118	1,577,118		
Total Active Navy Military Personnel Costs	29,685,063	29,269,423	29,269,423	337,911	337,911

M-119PB: FY 2019 President's Budget  
 \* Includes June 29, 2017 requests.  
 + Includes November 6, 2017 requests.

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 Total Obligational Authority  
 (Dollars in Thousands)

	FY 2018 Less Enacted Div B	FY 2018 Remaining Req Emergency	FY 2018 Total PB Requests* with CR Adj Base + OCO + Emergency**	FY 2018 Less Enacted DIV B P.L.115-96*** MDDE + Ship Repairs	FY 2018 Remaining Req Emergency
Military Personnel, Navy					
Budget Activity 20: Undistributed					
1453N CR1 Adj to Match Continuing Resolution			-1,265,559		-1,265,559 U
Total Budget Activity 20			-1,265,559		-1,265,559
Total Military Personnel, Navy			28,375,597		28,375,597
Less Reimbursables			345,381		345,381
Total Direct - Military Personnel, Navy			28,030,216		28,030,216
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts					
1000N 300 Navy			1,577,118		1,577,118 U
Grand Total Direct - Navy Military Personnel Costs			29,607,334		29,607,334

M-119PB: FY 2019 President's Budget

\*\* Includes November 6 and November 21, 2017 requests.

\*\*\* Missile Defeat and Defense Enhancements, 2017.

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 (Dollars in Thousands)

Military Personnel, Navy

	FY 2019 Base -----	FY 2019 OCO -----	FY 2019 Total -----	
Budget Activity 20: Undistributed				S
1453N CR1 Adj to Match Continuing Resolution				e
				c
				-
Total Budget Activity 20				
Total Military Personnel, Navy	30,792,842	385,461	31,178,303	
Less Reimbursables	366,631		366,631	
Total Direct - Military Personnel, Navy	30,426,211	385,461	30,811,672	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts				
1000N 300 Navy	1,465,879		1,465,879	U
Grand Total Direct - Navy Military Personnel Costs	31,892,090		32,277,551	

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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 2017 Actual	FY 2018* Estimate	FY 2019 Estimate
<b>DIRECT BASELINE PROGRAM</b>			
Pay and Allowances of Officers	7,768,436	8,048,521	8,362,031
Pay and Allowances of Enlisted Personnel	17,837,012	18,507,145	19,673,898
Pay and Allowances of Cadets / Midshipmen	81,070	81,501	83,875
Subsistence of Enlisted Personnel	1,144,862	1,210,412	1,231,928
Permanent Change of Station Travel	994,404	927,451	941,349
Other Military Personnel Costs	137,557	142,888	133,130
Total Baseline Program Funding	<b>\$ 27,963,341</b>	<b>\$ 28,917,918</b>	<b>\$ 30,426,211</b>
<i>FY 2018 CR Adjustment</i>		(1,225,613)	
Adjusted Baseline Program Funding		<b>\$ 27,692,305</b>	
<b>REIMBURSABLE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	241,034	250,262	255,114
Pay and Allowances of Enlisted Personnel	95,947	86,249	103,528
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel	6,157	8,870	7,989
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Reimbursable Baseline Program Funding	<b>\$ 343,138</b>	<b>\$ 345,381</b>	<b>\$ 366,631</b>
<b>TOTAL BASELINE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	8,009,470	8,298,783	8,617,145
Pay and Allowances of Enlisted Personnel	17,932,959	18,593,394	19,777,426
Pay and Allowances of Cadets / Midshipmen	81,070	81,501	83,875
Subsistence of Enlisted Personnel	1,151,019	1,219,282	1,239,917
Permanent Change of Station Travel	9,944,054	927,451	941,349
Other Military Personnel Costs	137,557	142,888	133,130
Total Baseline Program Funding	<b>\$ 28,306,479</b>	<b>\$ 29,263,299</b>	<b>\$ 30,792,842</b>
<i>FY 2018 CR Adjustment</i>		(1,225,613)	
Adjusted Baseline Program Funding		<b>\$ 28,037,686</b>	



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

	FY 2017 Actual	FY 2018* Estimate	FY 2019 Estimate
<b>OCO FUNDING</b>			
Pay and Allowances of Officers	130,196		
Pay and Allowances of Enlisted Personnel	184,096		
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel	33,085		
Permanent Change of Station Travel	12,307		
Other Military Personnel Costs	9,669		
<b>Total OCO Program Funding</b>	<b>\$ 369,353</b>	<b>-</b>	<b>-</b>
<b>TOTAL PROGRAM FUNDING</b>			
Pay and Allowances of Officers	8,139,666	8,298,783	8,617,144
Pay and Allowances of Enlisted Personnel	18,117,055	18,593,394	19,777,426
Pay and Allowances of Cadets / Midshipmen	81,070	81,501	83,875
Subsistence of Enlisted Personnel	1,184,104	1,219,282	1,239,917
Permanent Change of Station Travel	1,006,711	927,451	941,349
Other Military Personnel Costs	147,226	142,888	133,130
<b>Total Program Funding</b>	<b>\$ 28,675,832</b>	<b>\$ 29,263,299</b>	<b>\$ 30,792,842</b>
<i>FY 2018 CR Adjustment</i>		(1,225,613)	
<b>Adjusted Baseline Program Funding</b>		<b>\$ 28,037,686</b>	
Medicare-Eligible Retiree Health Fund Contribution, Navy	1,352,369	1,577,118	1,465,879
<b>TOTAL MILITARY PERSONNEL PROGRAM COST</b>	<b>\$ 30,028,201</b>	<b>\$ 30,840,417</b>	<b>\$ 32,258,721</b>
<i>FY 2018 CR Adjustment</i>		(1,225,613)	
<b>REVISED TOTAL PROGRAM</b>	<b>\$ 30,028,201</b>	<b>\$ 29,614,804</b>	<b>\$ 32,258,721</b>

\* A full-year 2018 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, 2018 (P.L. 115-96). The amounts included for 2018 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 2019 Department of Navy's budget submission supports end strength of 335,400 in FY 2019.

FY 2017 included personnel changes related to several force structure changes including the addition of 1 Aircraft Carrier (CVN 78); 2 Arleigh Burke destroyers (DDG); 2 Littoral Combat Ships (LCS); 1 Amphibious Transport Dock (LPD); and 2 nuclear powered attack submarines (SSN) and the addition of 1 F-35C (VFA) FRS squadron. FY 2017 force structure reductions include: 3 nuclear powered attack submarines (SSN), the 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, Additionally in FY17 2 P-3C (VP) squadrons transitioned to 2 P-8A (VP) squadrons.

FY 2018 includes personnel changes related to the planned force structure changes including the addition of 3 Arleigh Burke Destroyer (DDG); 1 Zumwalt destroyer (DDG-1000); 5 Littoral Combat Ships (LCS); 2 nuclear powered attack submarines (SSN), transition to 1 F-35C (VFA) squadron, 3 F/A-18E (VFA) squadrons and 1 P-8A (VP) squadron. FY 2018 force structure reductions include: transition from 1 F/A-18E/F (VFA) squadron, 3 F/A-18C (VFA) squadrons, and 1 P-3C (VP) squadron. The Navy also intends to end FY18 on an upward trajectory, approximately 1,000 additional personnel above our PB18 request which is within the 2% waiver limit for end strength. This will provide a strong starting point for budgeted FY19 strength increases.

FY 2019 includes personnel changes related to planned force structure changes including the addition of 1 Arleigh Burke Destroyer (DDG); 4 Littoral Combat Ships (LCS); 2 nuclear powered attack submarines (SSN), transition to 1 F/A-18E (VFA) squadron, 1 E-2D (VAW) squadron and 2 P-8A (VP) squadrons. FY 2019 force structure reductions include: 1 nuclear powered attack submarine (SSN) , transition from 1 F/A-18C (VFA) squadron, 1 E-2C (VAW) squadron and 2 P-3C (VP) squadrons. The FY 2019 request also adds funding and strength for Total Ownership Cost, alignment of Cruiser manpower to the modernization plan, continued LCS Blue and Gold crew strategy, 2nd Pier Sentries, Expeditionary Staging Base (ESB) 5 crewing; Fleet Recruiters; SOF Growth; and an LCS Squadron Staff. To help ensure success in the competition for talent, the Navy will provide competitive Special and Incentive pays, to include enlistment and reenlistment bonuses, as we increase our recruitment and retention missions.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2019 Budget Review, the Department reduced the military personnel budget estimates by over \$460 million to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Of this total amount, the Department of Navy assumed \$73.1 million in anticipated savings in the Military Personnel Navy appropriation. Similar to the methodology used by the General Accountability Office (GAO), the reductions were based on an assessment of the average unexpended balances over the FY 2012 through FY 2016 period after excluding the Temporary Early Retirement Authority (TERA) payments that may continue to disburse for up to 5 years. The unexpended balances were further adjusted to remove available OCO funding to recognize the wide variance that can occur within the military personnel accounts during the year of execution due to operational turbulence. To ensure that the reductions are specifically implemented to realize real savings and reduce future unexpended balances rather than driving programmatic reductions, the Navy will continue to identify specific programs/line items and the root causes for significant unexpended balances in each year, and then develop specific actions to reduce unexpended balances.

## SUMMARY OF ECONOMIC ASSUMPTIONS

### FISCAL YEAR 2017

- a. The \$30,028,202 funding supported an end strength of 323,944 with an average strength of 328,096.
- b. Retired pay accrual percentage was 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, 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 was 0.0 percent for both officers and enlisted personnel, effective 1 January 2017.
- f. The non-pay inflation rate was 1.7 percent.

### FISCAL YEAR 2018

- a. Estimated funding of \$30,708,624 supports an end strength of 329,263 with an average strength 327,396.
- b. Retired pay accrual percentage is 28.4 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 was 2.4 percent across the board and effective 1 January 2018.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.1 percent, effective 1 October 2017.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 0.3 percent for both officers and enlisted personnel, effective 1 January 2018.
- f. The non-pay inflation rate is 1.6 percent.

### FISCAL YEAR 2019

- a. The requested \$32,258,720 funding will support an end strength of 335,400 with an average strength 332,704.
- b. Retired pay accrual percentage is 30.4 percent of the basic pay for full-time active duty and 24.7 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise is 2.6 percent across the board and effective 1 January 2019.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate is 3.2 percent effective 1 October 2018.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 3.4 percent for both officers and enlisted personnel, effective 1 January 2019.
- f. The non-pay inflation rate is 1.8 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:

	FY 2017 Actual	FY 2018 Planned	FY 2019 Planned
Average Strength	328,096	327,456	332,704
End Strength	323,944	327,900	335,400
Authorization End Strength	323,900	327,900	

/1 FY 2017 supplemental average strength includes 3,057 Mobilized Reserve Component and zero Active Component over strength in support of OEF/OIF/OIR/OFS.

Recruiting

	FY 2017 Actual	FY 2018 Planned	FY 2019 Planned
1. Numeric goals - Active Enlisted			
Accession Goal	35,200	36,600	39,500
Accessions Attained	35,304		
New Contract Objective (NCO)	34,419	39,518	40,185
New Contracts Attained (NCA)	34,420		

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.

	FY 2017 Actual	FY 2018 Planned	FY 2019 Planned
2. Quality Goals			
- HSDG percent	95.0	95.0	95.0
Actual	98.5		
- Test Score Category I-III A percent	70.0	70.0	70.0
Actual	81.4		

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

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

## Section 3

### Summary Charts

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

	FY 2017 Actual		FY 2018 Planned		FY 2019 Planned	
	Average Strength	End Strength 30-Sep-17	Average Strength	End Strength 30-Sep-18	Average Strength	End Strength 30-Sep-19
<b>DIRECT PROGRAM</b>						
Officers	54,438	53,465	53,996	53,250	54,160	53,860
Enlisted	265,205	263,866	267,021	268,123	272,058	274,972
Academy (Cadets/Midshipmen)	4,303	4,441	4,263	4,357	4,286	4,346
Sub-Total	323,946	321,772	325,280	325,730	330,504	333,178
<b>REIMBURSABLE PROGRAM</b>						
Officers	508	1,008	1,010	1,006	1,031	1,052
Enlisted	585	1,164	1,166	1,164	1,169	1,170
Sub-Total	1,093	2,172	2,176	2,170	2,200	2,222
<b>TOTAL PROGRAM</b>						
Officers	54,946	54,473	55,006	54,256	55,191	54,912
Enlisted	265,790	265,030	268,187	269,287	273,227	276,142
Academy (Cadets/Midshipmen)	4,303	4,441	4,263	4,357	4,286	4,346
TOTAL PROGRAM	325,039	323,944	327,456	327,900	332,704	335,400
FY 2017 Supplemental 1/						
Officers	826					
Enlisted	2,231					
Supplemental Funded Strength	3,057					
<b>REVISED TOTAL PROGRAM</b>						
Officers	55,772	54,473	55,006	54,256	55,191	54,912
Enlisted	268,021	265,030	268,187	269,287	273,227	276,142
Academy (Cadets/Midshipmen)	4,303	4,441	4,263	4,357	4,286	4,346
REVISED TOTAL PROGRAM	328,096	323,944	327,456	327,900	332,704	335,400

1/ FY 2017 Average Strength includes 826 Officers and 2,231 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 2017 Actual	FY 2018 Projected	FY 2019 Projected
Navy Reserve	17	12	1

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 2017		FY 2018		FY 2019	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
<b>Commissioned Officers</b>						
0-10 Admiral	8		10		9	
0-9 Vice Admiral	35	1	35	1	38	1
0-8 Rear Admiral (UH)	65	1	68	1	71	1
0-7 Rear Admiral (LH)	105	2	112	2	114	2
0-6 Captain	3,160	58	3,085	57	3,145	60
0-5 Commander	6,635	123	6,672	123	6,767	131
0-4 Lieutenant Commander	10,626	197	10,937	203	10,768	206
0-3 Lieutenant	18,558	343	17,709	328	18,381	352
0-2 Lieutenant (JG)	6,793	126	6,953	129	7,044	135
0-1 Ensign	6,796	126	6,934	129	6,789	130
<b>TOTAL</b>	<b>52,781</b>	<b>977</b>	<b>52,515</b>	<b>973</b>	<b>53,126</b>	<b>1,018</b>
<b>Warrant Officers</b>						
W-5 Warrant Officer	79	1	81	2	96	2
W-4 Warrant Officer	380	7	380	7	375	7
W-3 Warrant Officer	648	12	656	12	644	12
W-2 Warrant Officer	585	11	624	12	671	13
W-1 Warrant Officer						
<b>TOTAL</b>	<b>1,692</b>	<b>31</b>	<b>1,741</b>	<b>33</b>	<b>1,786</b>	<b>34</b>
<b>Total Officer Personnel</b>	<b>54,473</b>	<b>1,008</b>	<b>54,256</b>	<b>1,006</b>	<b>54,912</b>	<b>1,052</b>
<b>Enlisted Personnel</b>						
E-9 Master Chief Petty Officer	2,598	11	2,644	11	2,766	12
E-8 Senior Chief Petty Officer	6,532	29	7,451	32	7,646	32
E-7 Chief Petty Officer	21,105	93	21,477	93	21,697	92
E-6 1st Class Petty Officer	47,238	207	45,825	198	48,272	205
E-5 2nd Class Petty Officer	64,419	284	63,679	276	70,100	296
E-4 3rd Class Petty Officer	52,424	230	56,180	243	51,793	219
E-3 Seaman	46,697	205	45,622	197	44,550	189
E-2 Seaman Apprentice	12,994	57	16,976	73	16,684	71
E-1 Seaman Recruit	11,023	48	9,433	41	12,634	54
<b>Total Enlisted</b>	<b>265,030</b>	<b>1,164</b>	<b>269,287</b>	<b>1,164</b>	<b>276,142</b>	<b>1,170</b>
<b>Total Officer and Enlisted</b>	<b>319,503</b>	<b>2,172</b>	<b>323,543</b>	<b>2,170</b>	<b>331,054</b>	<b>2,222</b>
Midshipmen	4,441		4,357		4,346	
<b>TOTAL END STRENGTH</b>	<b>323,944</b>	<b>2,172</b>	<b>327,900</b>	<b>2,170</b>	<b>335,400</b>	<b>2,222</b>



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

	FY 2017		FY 2018		FY 2019	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
<b>Commissioned Officers</b>						
0-10 Admiral	10		11		10	
0-9 Vice Admiral	34	1	39	1	37	1
0-8 Rear Admiral (UH)	66	1	79	1	67	1
0-7 Rear Admiral (LH)	107	1	101	2	119	2
0-6 Captain	3,183	29	3,094	58	3,125	59
0-5 Commander	6,794	62	6,612	123	6,700	127
0-4 Lieutenant Commander	10,855	99	10,702	200	10,605	205
0-3 Lieutenant	19,376	172	18,932	336	19,019	340
0-2 Lieutenant (JG)	6,937	63	6,978	128	7,004	132
0-1 Ensign	6,693	63	6,715	128	6,710	130
<b>TOTAL</b>	<b>54,055</b>	<b>491</b>	<b>53,263</b>	<b>977</b>	<b>53,396</b>	<b>997</b>
<b>Warrant Officers</b>						
W-5 Warrant Officer	74	1	77	2	91	2
W-4 Warrant Officer	397	4	387	7	391	7
W-3 Warrant Officer	657	6	682	12	665	12
W-2 Warrant Officer	589	6	597	12	648	13
W-1 Warrant Officer						
<b>TOTAL</b>	<b>1,717</b>	<b>17</b>	<b>1,743</b>	<b>33</b>	<b>1,795</b>	<b>34</b>
<b>Total Officer Personnel</b>	<b>55,772</b>	<b>508</b>	<b>55,006</b>	<b>1,010</b>	<b>55,191</b>	<b>1,031</b>
<b>Enlisted Personnel</b>						
E-9 Master Chief Petty Officer	2,586	6	2,603	11	2,793	12
E-8 Senior Chief Petty Officer	6,554	15	7,136	31	7,319	32
E-7 Chief Petty Officer	21,368	47	21,142	93	22,183	93
E-6 1st Class Petty Officer	48,192	104	46,701	203	47,355	202
E-5 2nd Class Petty Officer	65,075	142	64,362	280	69,564	286
E-4 3rd Class Petty Officer	52,989	115	52,609	237	50,535	231
E-3 Seaman	49,366	103	48,451	201	43,665	193
E-2 Seaman Apprentice	13,203	29	16,083	65	17,183	72
E-1 Seaman Recruit	8,688	24	9,100	45	12,630	48
<b>Total Enlisted</b>	<b>268,021</b>	<b>585</b>	<b>268,187</b>	<b>1,166</b>	<b>273,227</b>	<b>1,169</b>
<b>Total Officer and Enlisted</b>	<b>323,793</b>	<b>1,093</b>	<b>323,193</b>	<b>2,176</b>	<b>328,418</b>	<b>2,200</b>
Midshipmen	4,303		4,263		4,286	
<b>TOTAL AVERAGE STRENGTH</b>	<b>328,096</b>	<b>1,093</b>	<b>327,456</b>	<b>2,176</b>	<b>332,704</b>	<b>2,200</b>

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

	FY 2017 Actual				FY 2018 Estimate				FY 2019 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
September	54,392	265,742	4,423	324,557	54,510	267,522	4,368	326,400	54,699	270,132	4,432	329,263
October	54,287	265,084	4,421	323,792	54,479	266,623	4,394	325,496	54,662	269,511	4,427	328,600
November	54,128	265,208	4,415	323,751	54,345	266,663	4,386	325,394	54,585	270,045	4,421	329,051
December	54,080	264,718	4,399	323,197	54,309	266,588	4,372	325,269	54,527	270,784	4,402	329,713
January	53,989	264,547	4,383	322,919	54,240	266,773	4,356	325,369	54,494	271,510	4,388	330,392
February	53,876	264,557	4,376	322,809	54,147	267,019	4,349	325,515	54,455	272,350	4,381	331,186
March	53,696	264,320	4,374	322,390	53,998	267,733	4,343	326,074	54,239	273,005	4,377	331,621
April	53,711	264,343	4,367	322,421	53,967	268,157	4,339	326,463	54,278	273,849	4,372	332,499
May	54,879	264,577	3,304	322,760	55,183	268,695	3,269	327,147	55,473	274,753	3,299	333,525
June	55,059	264,416	4,487	323,962	55,213	268,944	4,403	328,560	55,666	275,251	4,399	335,316
July	54,899	265,274	4,474	324,647	55,077	269,121	4,384	328,582	55,581	275,724	4,379	335,684
August	54,712	265,267	4,450	324,429	54,889	269,429	4,366	328,684	55,356	275,878	4,355	335,589
September	54,473	265,030	4,441	323,944	54,256	269,287	4,357	327,900	54,912	276,142	4,346	335,400
<b>Average Strength</b>	<b>54,526</b>	<b>265,569</b>	<b>4,303</b>	<b>324,398</b>	<b>54,659</b>	<b>267,860</b>	<b>4,263</b>	<b>326,782</b>	<b>54,879</b>	<b>272,984</b>	<b>4,286</b>	<b>332,149</b>

Active Duty for Operational Support (ADOS)

	FY 2017				FY 2018				FY 2019			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
<u>Baseline ADOS</u>												
<b>Average Strength</b>	99	62		161	107	92		199	99	62		161
Dollars in Millions	15.6	7.2		22.8	15.4	8.7		24.1	16.4	7.6		24.0
<u>Reimbursable ADOS</u>												
<b>Average Strength</b>	215	115		330	125	151		276	125	115		240
Dollars in Millions	23.4	13.6		37.0	11.2	16.8		28.0	23.6	14.2		37.8
<u>Recalls ADOS (less than 1095 Days)</u>												
<b>Average Strength</b>	85	20		105	86	30		116	84	30		114
Dollars in Millions	13.1	2.3		15.4	13.2	3.5		16.7	13.4	3.6		17.0
<u>Recalls ADOS (more than 1095 Days)</u>												
<b>Average Strength</b>	17			17	12			12	1			1
Dollars in Millions	2.6			2.6	1.9			1.9	0.2			0.2
<u>Selected Reserve 12304b Authority</u>												
<b>Average Strength</b>	4	24		28	18	54		72	3	36		39
Dollars in Millions	0.6	2.0		2.6	2.2	4.1		6.3	0.6	2.7		3.3
<u>OCO - Mobilized Reserve</u>												
<b>Average Strength</b>	826	2231		3057								
Dollars in Millions	122.1	174.6		296.7								
<b>Total Average Strength (ADOS)</b>	<b>55,772</b>	<b>268,021</b>	<b>4,303</b>	<b>328,096</b>	<b>55,006</b>	<b>268,187</b>	<b>4,263</b>	<b>327,456</b>	<b>55,191</b>	<b>273,227</b>	<b>4,286</b>	<b>332,704</b>

FY19 Selected Reserve 12304b Authority:

(39 work-years) - Medical Support for Marine Corps Reserve 12304b mobilizations Provides medical support by Navy Reserve Sailors affiliated with Marine Corps Reserve infantry battalions deploying under the Unit Deployment Program to cover key operations and theater security cooperation initiatives in support of combatant commands. Activated Sailors will be placed on orders for a period no longer than 365 days.

	FY 2017				FY 2018				FY 2019			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
End Strength	54,473	265,030	4,441	323,944	54,256	269,287	4,357	327,900	54,912	276,142	4,346	335,400
Average Strength	54,946	265,790	4,303	325,039	55,006	268,187	4,263	327,456	55,191	273,227	4,286	332,704

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

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
<b>Begin Strength</b>	<b>54,392</b>	<b>54,510</b>	<b>54,699</b>
<b>Gains</b>			
Naval Academy	776	792	790
Reserve Officer Training Corps	857	886	780
Senior ROTC	756	101	700
Scholarship	101	785	80
Health Professions Scholarships	462	409	496
Reserve Officer Candidates			
Other Enlisted Commissioning Programs	1,555	1,606	1,929
Voluntary Active Duty	19	30	32
Direct Appointments	402	440	428
Warrant Officer Programs		229	
Other	41	38	35
Gain Adjustment	163		
<b>Total Gains</b>	<b>4,275</b>	<b>4,430</b>	<b>4,490</b>
<b>Losses</b>			
Expiration of Contract / Obligation	289	1,401	294
Normal Early Release	72		74
Retirement	2,146	2,146	2,171
Disability			
Non-disability	2,146	2,146	2,171
TERA			
Voluntary Separation - VSI			
Voluntary Separation - SSB			
Involuntary Separation - Reserve Officers			
Involuntary Separation - Regular Officers	241	262	274
Attrition	1,189	65	1,182
Other	105	116	107
Loss Adjustment	152	694	175
<b>Total Losses</b>	<b>4,194</b>	<b>4,684</b>	<b>4,277</b>
<b>End Strength</b>	<b>54,473</b>	<b>54,256</b>	<b>54,912</b>

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

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
<b>Begin Strength</b>	<b>265,742</b>	<b>267,522</b>	<b>270,132</b>
<b>Gains</b>			
Non-prior Service Enlistments	35,148	36,200	39,500
Male	26,179	27,304	29,311
Female	8,969	8,896	10,189
Prior Service Enlistments	156	400	400
National Call to Service			
Reenlistments	39,638	42,761	43,301
Reserve Recall	16	50	50
Officer Candidate Programs	1,323	1,724	700
Returned from Dropped Rolls	200	1,062	256
Gain Adjustment	241		950
<b>Total Gains</b>	<b>76,722</b>	<b>82,197</b>	<b>85,157</b>
<b>Losses</b>			
Expiration of Term of Service (ETS)	16,878	16,974	16,459
Normal Early Release			
Programmed Early Release			
Separations - VSP			
Separations - SSB			
To Commissioned Officer	655	1,867	622
To Warrant Officer	200	229	221
Reenlistment	39,638	42,761	43,301
Retirement	4,878	4,971	4,084
TERA			
Other			
Dropped from Rolls (Deserters)	102	106	87
Attrition (Adverse Causes)	3,353	3,284	3,425
Attrition (Other)	11,704	10,091	10,922
Reserve Components			
Other Losses			
Loss Adjustment	26	149	26
<b>Total Losses</b>	<b>77,434</b>	<b>80,432</b>	<b>79,147</b>
<b>End Strength</b>	<b>265,030</b>	<b>269,287</b>	<b>276,142</b>

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

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
<b>Begin Strength</b>	<b>4,423</b>	<b>4,368</b>	<b>4,432</b>
<b>Gains</b>			
Entering Midshipmen	1,200	1,150	1,111
Re-Admit Midshipmen			
<b>Total Gains</b>	<b>1,200</b>	<b>1,150</b>	<b>1,111</b>
<b>Losses</b>			
Attrition		116	
Death	140		129
Graduates	1,042	1,045	1,068
<b>Total Losses</b>	<b>1,182</b>	<b>1,161</b>	<b>1,197</b>
<b>End Strength</b>	<b>4,441</b>	<b>4,357</b>	<b>4,346</b>

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

	FY 2017			FY 2018			FY 2019		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	\$ 4,227,993	\$ 9,015,932	\$ 13,243,925	\$ 4,250,732	\$ 9,165,195	\$ 13,415,927	\$ 4,382,346	\$ 9,647,068	\$ 14,029,414
2. Retired Pay Accrual	\$ 1,214,624	\$ 2,599,334	\$ 3,813,958	\$ 1,209,645	\$ 2,611,852	\$ 3,821,497	\$ 1,331,184	\$ 2,933,110	\$ 4,264,294
3. Thrift Savings Plan (TSP)	\$ -	\$ -	\$ -	\$ 46,944	\$ 102,201	\$ 149,145	\$ 83,235	\$ 182,026	\$ 265,261
4. Basic Allowance for Housing	\$ 1,501,491	\$ 4,277,003	\$ 5,778,494	\$ 1,554,695	\$ 4,382,826	\$ 5,937,521	\$ 1,531,259	\$ 4,480,750	\$ 6,012,008
A. With Dependents - Domestic	\$ 996,938	\$ 2,887,513	\$ 3,884,451	\$ 1,042,111	\$ 2,952,354	\$ 3,994,465	\$ 1,015,922	\$ 3,028,477	\$ 4,044,399
B. Without Dependents - Domestic	\$ 388,291	\$ 1,079,073	\$ 1,467,364	\$ 394,029	\$ 1,092,772	\$ 1,486,801	\$ 398,284	\$ 1,130,394	\$ 1,528,678
C. Substandard Family Housing - Domestic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Partial - Domestic	\$ 51	\$ 6,525	\$ 6,576	\$ 53	\$ 6,562	\$ 6,615	\$ 49	\$ 6,473	\$ 6,522
E. With Dependents - Overseas	\$ 70,782	\$ 158,935	\$ 229,717	\$ 71,671	\$ 172,081	\$ 243,752	\$ 71,078	\$ 164,307	\$ 235,385
F. Without Dependents - Overseas	\$ 45,429	\$ 144,957	\$ 190,386	\$ 46,831	\$ 159,057	\$ 205,888	\$ 45,925	\$ 151,099	\$ 197,024
5. Subsistence	\$ 169,158	\$ 1,184,104	\$ 1,353,262	\$ 171,681	\$ 1,219,282	\$ 1,390,963	\$ 172,777	\$ 1,239,917	\$ 1,412,694
A. Basic Allowance for Subsistence	\$ 169,158	\$ 788,474	\$ 957,632	\$ 171,681	\$ 803,889	\$ 975,570	\$ 172,777	\$ 821,434	\$ 994,211
1. Authorized to Mess Separately	\$ 169,158	\$ 785,398	\$ 954,556	\$ 171,681	\$ 801,315	\$ 972,996	\$ 172,777	\$ 817,834	\$ 990,611
2. Leave Rations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3. Rations-In-Kind Not Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4. BAS II	\$ -	\$ 3,076	\$ 3,076	\$ -	\$ 2,574	\$ 2,574	\$ -	\$ 3,600	\$ 3,600
5. Augmentation for Separate Meals	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6. Partial BAS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B. Subsistence-In-Kind	\$ -	\$ 395,631	\$ 395,631	\$ -	\$ 415,383	\$ 415,383	\$ -	\$ 418,478	\$ 418,478
1. Subsistence in Messes	\$ -	\$ 371,008	\$ 371,008	\$ -	\$ 384,736	\$ 384,736	\$ -	\$ 389,247	\$ 389,247
2. Special Rations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3. Operational Rations	\$ -	\$ 1,570	\$ 1,570	\$ -	\$ 1,517	\$ 1,517	\$ -	\$ 1,694	\$ 1,694
4. Augmentation Rations & Other Programs	\$ -	\$ 50,248	\$ 50,248	\$ -	\$ 58,623	\$ 58,623	\$ -	\$ 56,391	\$ 56,391
5. SIK Cash Collections	\$ -	\$ (27,195)	\$ (27,195)	\$ -	\$ (29,493)	\$ (29,493)	\$ -	\$ (28,854)	\$ (28,854)
C. FSSA	\$ -	\$ -	\$ -	\$ -	\$ 10	\$ 10	\$ -	\$ 5	\$ 5
6. Incentive Pay, Hazardous Duty, and Aviation Career	\$ 127,052	\$ 96,410	\$ 223,462	\$ 131,251	\$ 104,363	\$ 235,614	\$ 159,053	\$ 103,984	\$ 263,037
A. Flying Duty Pay	\$ 95,242	\$ 13,123	\$ 108,365	\$ 99,384	\$ 14,508	\$ 113,892	\$ 126,979	\$ 14,513	\$ 141,492
1. Aviation Career, Officers	\$ 68,972	\$ -	\$ 68,972	\$ 69,086	\$ -	\$ 69,086	\$ 85,367	\$ -	\$ 85,367
2. Crew Members	\$ 63	\$ 60	\$ 123	\$ 78	\$ 77	\$ 155	\$ 63	\$ 60	\$ 123
3. Noncrew Member	\$ 18	\$ 36	\$ 54	\$ 11	\$ 36	\$ 47	\$ 18	\$ 58	\$ 76
4. Aviation Continuation Pay	\$ 26,189	\$ -	\$ 26,189	\$ 30,209	\$ -	\$ 30,209	\$ 41,531	\$ -	\$ 41,531
5. Career Enlisted Flyer Pay	\$ -	\$ 13,027	\$ 13,027	\$ -	\$ 14,395	\$ 14,395	\$ -	\$ 14,395	\$ 14,395
B. Submarine Duty Pay	\$ 25,262	\$ 54,061	\$ 79,323	\$ 25,451	\$ 58,900	\$ 84,351	\$ 25,500	\$ 58,538	\$ 84,038
D. Parachute Jumping Pay	\$ 3,329	\$ 10,957	\$ 14,286	\$ 3,254	\$ 11,143	\$ 14,397	\$ 3,339	\$ 11,143	\$ 14,482
E. Demolition Pay	\$ 2,594	\$ 9,349	\$ 11,943	\$ 2,536	\$ 9,520	\$ 12,056	\$ 2,605	\$ 9,520	\$ 12,125
H. Other Pays	\$ 625	\$ 8,920	\$ 9,545	\$ 626	\$ 10,292	\$ 10,918	\$ 630	\$ 10,270	\$ 10,900

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

	FY 2017			FY 2018			FY 2019		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	\$ 417,230	\$ 746,544	\$ 1,163,774	\$ 445,426	\$ 798,735	\$ 1,244,161	\$ 460,487	\$ 938,584	\$ 1,399,071
A. Medical Pay	\$ 186,106	\$ -	\$ 186,106	\$ 196,909	\$ -	\$ 196,909	\$ 196,840	\$ -	\$ 196,840
B. Dental Pay	\$ 44,505	\$ -	\$ 44,505	\$ 46,381	\$ -	\$ 46,381	\$ 46,784	\$ -	\$ 46,784
C. Optometrists Pay	\$ 207	\$ -	\$ 207	\$ 600	\$ -	\$ 600	\$ -	\$ -	\$ -
D. Pharmacy Pay	\$ 1,590	\$ -	\$ 1,590	\$ 1,845	\$ -	\$ 1,845	\$ -	\$ -	\$ -
E. Nurse Pay	\$ 13,201	\$ -	\$ 13,201	\$ 13,585	\$ -	\$ 13,585	\$ 12,200	\$ -	\$ 12,200
F. Non-Physician Pay	\$ 13,643	\$ -	\$ 13,643	\$ 11,227	\$ -	\$ 11,227	\$ 15,280	\$ -	\$ 15,280
G. Nuclear Officer Incentive Pay	\$ 70,980	\$ -	\$ 70,980	\$ 73,770	\$ -	\$ 73,770	\$ 73,770	\$ -	\$ 73,770
H. Nuclear Accession Bonus	\$ -	\$ 2,835	\$ 2,835	\$ -	\$ 3,375	\$ 3,375	\$ -	\$ 3,375	\$ 3,375
I. Scientific/Engineering Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
J. Responsibility Pay	\$ 707	\$ -	\$ 707	\$ 703	\$ -	\$ 703	\$ 714	\$ -	\$ 714
K. Sea and Foreign Duty, Total	\$ 30,194	\$ 283,197	\$ 313,391	\$ 30,603	\$ 295,235	\$ 325,838	\$ 30,496	\$ 297,493	\$ 327,989
1. Sea Duty	\$ 27,660	\$ 245,631	\$ 273,291	\$ 28,071	\$ 258,933	\$ 287,004	\$ 27,935	\$ 258,737	\$ 286,672
2. Duty at Certain Places	\$ 2,534	\$ 36,380	\$ 38,914	\$ 2,532	\$ 34,920	\$ 37,452	\$ 2,561	\$ 37,544	\$ 40,105
3. Overseas Extension Pay	\$ -	\$ 1,186	\$ 1,186	\$ -	\$ 1,382	\$ 1,382	\$ -	\$ 1,212	\$ 1,212
L. Diving Duty Pay	\$ 4,816	\$ 14,745	\$ 19,561	\$ 4,731	\$ 15,105	\$ 19,836	\$ 4,844	\$ 15,105	\$ 19,949
M. Foreign Language Proficiency Pay	\$ 3,038	\$ 12,347	\$ 15,385	\$ 3,259	\$ 12,918	\$ 16,177	\$ 3,352	\$ 13,046	\$ 16,398
N. Imminent Danger Pay	\$ 2,133	\$ 6,480	\$ 8,613	\$ 421	\$ 589	\$ 1,010	\$ 421	\$ 589	\$ 1,010
O. Hardship Duty Pay	\$ 2,127	\$ 8,443	\$ 10,570	\$ 1,350	\$ 8,468	\$ 9,818	\$ 1,143	\$ 7,949	\$ 9,092
P. Judge Advocate Continuation Pay	\$ 1,905	\$ -	\$ 1,905	\$ 2,940	\$ -	\$ 2,940	\$ 2,955	\$ -	\$ 2,955
Q. Special Warfare Officer Pay	\$ 4,466	\$ -	\$ 4,466	\$ 6,746	\$ -	\$ 6,746	\$ 5,892	\$ -	\$ 5,892
R. Surface Warfare Officer	\$ 6,090	\$ -	\$ 6,090	\$ 11,620	\$ -	\$ 11,620	\$ 15,670	\$ -	\$ 15,670
S. Critical Skill Retention Bonus	\$ 30,767	\$ 26,763	\$ 57,530	\$ 30,608	\$ 31,525	\$ 62,133	\$ 29,704	\$ 31,768	\$ 61,472
T. Conversion to Military Occupational Specialty	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
U. New Officers in Critical Skills Accession Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
V. Transfer Between Armed Forces Incentive Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
W. Combat-Related Injury Rehabilitation Bonus	\$ -	\$ 34	\$ 34	\$ -	\$ 41	\$ 41	\$ -	\$ 34	\$ 34
X. Reenlistment Bonus	\$ -	\$ 254,715	\$ 254,715	\$ -	\$ 275,819	\$ 275,819	\$ -	\$ 318,060	\$ 318,060
1. Regular	\$ -	\$ 124,934	\$ 124,934	\$ -	\$ 144,547	\$ 144,547	\$ -	\$ 183,224	\$ 183,224
2. Selective	\$ -	\$ 129,781	\$ 129,781	\$ -	\$ 131,272	\$ 131,272	\$ -	\$ 134,836	\$ 134,836
Y. Special Duty Assignment Pay	\$ -	\$ 90,319	\$ 90,319	\$ -	\$ 85,356	\$ 85,356	\$ -	\$ 92,500	\$ 92,500
Z. Enlistment Bonus	\$ -	\$ 23,461	\$ 23,461	\$ -	\$ 29,988	\$ 29,988	\$ -	\$ 92,201	\$ 92,201
AA. Education Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
BB. Loan Repayment Program	\$ -	\$ 4,626	\$ 4,626	\$ -	\$ 3,975	\$ 3,975	\$ -	\$ 3,975	\$ 3,975
CC. Assignment Incentive Pay	\$ -	\$ 18,577	\$ 18,577	\$ -	\$ 20,392	\$ 20,392	\$ -	\$ 19,357	\$ 19,357
DD. Other Special Pay	\$ 707	\$ -	\$ 707	\$ 759	\$ -	\$ 759	\$ 708	\$ -	\$ 708
EE. Combined Contribution	\$ -	\$ -	\$ -	\$ 7,320	\$ 15,947	\$ 23,267	\$ 19,666	\$ 43,130	\$ 62,796
FF. Personal Money Allowance, General & Flag Officers	\$ 48	\$ 2	\$ 50	\$ 49	\$ 2	\$ 51	\$ 48	\$ 2	\$ 50

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

	FY 2017			FY 2018			FY 2019		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Allowances	\$ 123,050	\$ 558,333	\$ 681,383	\$ 120,469	\$ 589,072	\$ 709,541	\$ 120,780	\$ 636,255	\$ 757,035
A. Uniform or Clothing Allowances	\$ 2,028	\$ 198,808	\$ 200,836	\$ 1,971	\$ 219,460	\$ 221,431	\$ 2,137	\$ 268,785	\$ 270,922
1. Initial Issue	\$ 1,588	\$ 69,529	\$ 71,117	\$ 1,528	\$ 72,637	\$ 74,165	\$ 1,675	\$ 86,444	\$ 88,119
a. Military	\$ 1,404	\$ 68,605	\$ 70,009	\$ 1,351	\$ 71,675	\$ 73,026	\$ 1,475	\$ 85,457	\$ 86,932
b. Civilian	\$ 184	\$ 924	\$ 1,108	\$ 177	\$ 962	\$ 1,139	\$ 200	\$ 987	\$ 1,187
2. Additional	\$ 440	\$ -	\$ 440	\$ 443	\$ -	\$ 443	\$ 462	\$ -	\$ 462
3. Basic Maintenance	\$ -	\$ 29,417	\$ 29,417	\$ -	\$ 31,187	\$ 31,187	\$ -	\$ 32,549	\$ 32,549
4. Standard Maintenance	\$ -	\$ 85,331	\$ 85,331	\$ -	\$ 75,433	\$ 75,433	\$ -	\$ 81,743	\$ 81,743
5. Special	\$ -	\$ 13,232	\$ 13,232	\$ -	\$ 12,793	\$ 12,793	\$ -	\$ 13,901	\$ 13,901
6. Supplementary	\$ -	\$ 1,299	\$ 1,299	\$ -	\$ 1,315	\$ 1,315	\$ -	\$ 1,388	\$ 1,388
7. Civilian Clothing Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8. Task Force Uniform	\$ -	\$ -	\$ -	\$ -	\$ 26,095	\$ 26,095	\$ -	\$ 52,760	\$ 52,760
B. Station Allowances Overseas	\$ 108,953	\$ 295,969	\$ 404,922	\$ 112,822	\$ 316,314	\$ 429,136	\$ 113,179	\$ 316,004	\$ 429,183
1. Cost-of-Living	\$ 95,231	\$ 268,024	\$ 363,255	\$ 97,855	\$ 284,600	\$ 382,455	\$ 99,130	\$ 286,576	\$ 385,706
2. Temporary Lodging	\$ 13,722	\$ 27,945	\$ 41,667	\$ 14,967	\$ 31,714	\$ 46,681	\$ 14,049	\$ 29,428	\$ 43,477
C. Family Separation Allowance	\$ 10,327	\$ 57,377	\$ 67,704	\$ 3,885	\$ 45,780	\$ 49,665	\$ 3,891	\$ 45,909	\$ 49,800
1. On PCS, No Government Quarters	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2. On PCS, Dependent Not Authorized	\$ 2,646	\$ 16,620	\$ 19,266	\$ 1,425	\$ 13,041	\$ 14,466	\$ 1,407	\$ 13,086	\$ 14,493
3. Afloat	\$ 4,896	\$ 21,735	\$ 26,631	\$ 1,746	\$ 17,109	\$ 18,855	\$ 1,755	\$ 17,163	\$ 18,918
4. On TDY	\$ 2,785	\$ 19,022	\$ 21,807	\$ 714	\$ 15,630	\$ 16,344	\$ 729	\$ 15,660	\$ 16,389
D. Spec Comp for Asst w/ Act of Daily Living (SCAADL)	\$ 139	\$ 437	\$ 576	\$ 71	\$ 352	\$ 423	\$ 142	\$ 440	\$ 582
E. CONUS COLA	\$ 1,603	\$ 5,742	\$ 7,345	\$ 1,720	\$ 7,166	\$ 8,886	\$ 1,431	\$ 5,117	\$ 6,548
9. Separation Payments	\$ 38,158	\$ 138,129	\$ 176,287	\$ 43,709	\$ 138,013	\$ 181,722	\$ 41,489	\$ 117,648	\$ 159,137
A. Terminal Leave Pay	\$ 17,843	\$ 45,457	\$ 63,300	\$ 18,052	\$ 42,950	\$ 61,002	\$ 19,168	\$ 45,279	\$ 64,447
B. Severance Pay, Disability	\$ 1,445	\$ 24,619	\$ 26,064	\$ 1,679	\$ 19,522	\$ 21,201	\$ 1,792	\$ 24,603	\$ 26,395
C. Severance Pay, Nonpromotion	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Severance Pay, Invol Half (5%)	\$ 702	\$ 9,855	\$ 10,557	\$ 744	\$ 12,774	\$ 13,518	\$ 737	\$ 9,647	\$ 10,384
E. Severance Pay, Invol Full (10%)	\$ 17,058	\$ 36,518	\$ 53,576	\$ 22,514	\$ 40,565	\$ 63,079	\$ 19,792	\$ 36,519	\$ 56,311
F. Severance Pay, VSI	\$ -	\$ 2,200	\$ 2,200	\$ -	\$ 2	\$ 2	\$ -	\$ 1,600	\$ 1,600
G. Severance Pay, VSP	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
H. 15-Year Temporary Early Retirement	\$ -	\$ 160	\$ 160	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
I. \$30,000 Lump Sum Bonus	\$ 1,110	\$ 19,320	\$ 20,430	\$ 720	\$ 22,200	\$ 22,920	\$ -	\$ -	\$ -
10. Social Security Tax Payment	\$ 320,910	\$ 685,370	\$ 1,006,280	\$ 324,231	\$ 701,137	\$ 1,025,368	\$ 334,535	\$ 738,001	\$ 1,072,536
11. Permanent Change of Station Travel	\$ 361,180	\$ 645,532	\$ 1,006,711	\$ 333,631	\$ 593,820	\$ 927,451	\$ 335,015	\$ 606,334	\$ 941,349



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

	FY 2017			FY 2018			FY 2019		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
12. Other Military Personnel Costs	\$ 40,250	\$ 106,974	\$ 147,226	\$ 40,384	\$ 102,504	\$ 142,888	\$ 40,710	\$ 92,420	\$ 133,130
A. Apprehension of Deserters	\$ -	\$ 33	\$ 33	\$ -	\$ 59	\$ 59	\$ -	\$ 35	\$ 35
B. Interest on Uniformed Services Savings Deposit	\$ 465	\$ 698	\$ 1,163	\$ 465	\$ 697	\$ 1,162	\$ 488	\$ 732	\$ 1,220
C. Death Gratuities	\$ 2,900	\$ 18,695	\$ 21,595	\$ 2,400	\$ 16,100	\$ 18,500	\$ 2,900	\$ 18,400	\$ 21,300
D. Unemployment Compensation	\$ -	\$ 64,514	\$ 64,516	\$ -	\$ 65,326	\$ 65,326	\$ -	\$ 58,148	\$ 58,148
E. Survivor Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
F. SGLI/T-SGLI	\$ 775	\$ 2,595	\$ 3,370	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
G. Education Benefits	\$ -	\$ 16,475	\$ 16,475	\$ -	\$ 16,736	\$ 16,736	\$ -	\$ 12,065	\$ 12,065
H. Adoption Expenses	\$ 70	\$ 97	\$ 167	\$ 94	\$ 129	\$ 223	\$ 73	\$ 100	\$ 173
I. Transportation Subsidy	\$ 1,508	\$ 3,517	\$ 5,025	\$ 1,478	\$ 3,448	\$ 4,926	\$ 1,249	\$ 2,913	\$ 4,162
J. TSP	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
K. Partial Dislocation Allowance	\$ 7	\$ 25	\$ 32	\$ 2	\$ 8	\$ 10	\$ 8	\$ 26	\$ 34
L. Senior ROTC (Non-Scholarship)	\$ 1,876	\$ -	\$ 1,876	\$ 1,989	\$ -	\$ 1,989	\$ 2,238	\$ -	\$ 2,238
M. Senior ROTC (Scholarship)	\$ 17,746	\$ -	\$ 17,746	\$ 18,547	\$ -	\$ 18,547	\$ 18,794	\$ -	\$ 18,794
N. Junior ROTC	\$ 14,903	\$ -	\$ 14,903	\$ 15,410	\$ -	\$ 15,410	\$ 14,961	\$ -	\$ 14,961
O. Reserve Income Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
P. Stop Loss Retroactive Pay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Q. Preventive Health Allowance Demonstration Project	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
R. Cancelled Accounts	\$ -	\$ 325	\$ 325	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
13. Cadets	\$ 81,070	\$ -	\$ 81,070	\$ 81,501	\$ -	\$ 81,501	\$ 83,875	\$ -	\$ 83,875
Military Personnel Appropriation Total	\$ 8,622,165	\$ 20,053,664	\$ 28,675,829	\$ 8,754,299	\$ 20,509,000	\$ 29,263,299	\$ 9,076,745	\$ 21,716,097	\$ 30,792,842
14. Less Reimbursables	\$ 241,034	\$ 102,104	\$ 343,138	\$ 250,262	\$ 95,119	\$ 345,381	\$ 255,114	\$ 111,517	\$ 366,631
Military Personnel Appropriation Total, Direct	\$ 8,381,131	\$ 19,951,560	\$ 28,332,691	\$ 8,504,037	\$ 20,413,881	\$ 28,917,918	\$ 8,821,631	\$ 21,604,580	\$ 30,426,211
FY 2018 CR Adjustment						\$ (1,225,613)			
Revised Military Personnel Appropriation Total, Direct			28,332,691			\$ 27,692,305			\$ 30,426,211

\* A full-year 2018 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, 2018 (P.L. 115-96). The amounts included for 2018 reflect the annualized level provided by the continuing resolution.

**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**

	FY 2018 President's Budget	Congressional Action	Enacted Title IX	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Projected Shortfall/(Asset)*	FY 2018 Col FY 2019 Execution
<b>Pay and Allowances of Officers</b>								
Basic Pay	\$ 4,250,732	\$ 0	\$ 0	\$ 4,250,732		\$ 4,250,732		\$ 4,250,732
Retired Pay Accrual	\$ 1,209,645	\$ 0	\$ 0	\$ 1,209,645		\$ 1,209,645		\$ 1,209,645
Thrift Saving Plan	\$ 46,944			\$ 46,944		\$ 46,944		\$ 46,944
Incentive Pay	\$ 131,251	\$ 0	\$ 0	\$ 131,251		\$ 131,251		\$ 131,251
Special Pay	\$ 445,426	\$ 0	\$ 0	\$ 445,426		\$ 445,426		\$ 445,426
Basic Allowance for Housing	\$ 1,554,695	\$ 0	\$ 0	\$ 1,554,695		\$ 1,554,695		\$ 1,554,695
Basic Allowance for Subsistence	\$ 171,681	\$ 0	\$ 0	\$ 171,681		\$ 171,681		\$ 171,681
Station Allowances Overseas	\$ 112,822	\$ 0	\$ 0	\$ 112,822		\$ 112,822		\$ 112,822
CONUS Cost of Living Allowances	\$ 1,720	\$ 0	\$ 0	\$ 1,720		\$ 1,720		\$ 1,720
Uniform Allowances	\$ 1,971	\$ 0	\$ 0	\$ 1,971		\$ 1,971		\$ 1,971
Family Separation Allowances	\$ 3,885	\$ 0	\$ 0	\$ 3,885		\$ 3,885		\$ 3,885
Spec Comp for Asst w/ Act of Daily Living (SCAADL)	\$ 71	\$ 0	\$ 0	\$ 71		\$ 71		\$ 71
Separation Payments	\$ 43,709	\$ 0	\$ 0	\$ 43,709		\$ 43,709		\$ 43,709
Social Security Tax-Employer's	\$ 324,231	\$ 0	\$ 0	\$ 324,231		\$ 324,231		\$ 324,231
<b>Total Obligations</b>	<b>\$ 8,298,783</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 8,298,783</b>		<b>\$ 8,298,783</b>		<b>\$ 8,298,783</b>
Less Reimbursements	\$ 250,262	\$ 0	\$ 0	\$ 250,262		\$ 250,262		\$ 250,262
<b>Total Direct Obligations</b>	<b>\$ 8,048,521</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 8,048,521</b>		<b>\$ 8,048,521</b>		<b>\$ 8,048,521</b>
<b>Pay and Allowances of Enlisted</b>								
Basic Pay	\$ 9,165,195	\$ 0	\$ 0	\$ 9,165,195		\$ 9,165,195		\$ 9,165,195
Retired Pay Accrual	\$ 2,611,852	\$ 0	\$ 0	\$ 2,611,852		\$ 2,611,852		\$ 2,611,852
Thrift Savings Plan	\$ 102,201			\$ 102,201		\$ 102,201		\$ 102,201
Incentive Pay	\$ 104,363	\$ 0	\$ 0	\$ 104,363		\$ 104,363		\$ 104,363
Special Pay	\$ 403,597	\$ 0	\$ 0	\$ 403,597		\$ 403,597		\$ 403,597
Special Duty Assignment Pay	\$ 85,356	\$ 0	\$ 0	\$ 85,356		\$ 85,356		\$ 85,356
Reenlistment Bonus	\$ 275,819	\$ 0	\$ 0	\$ 275,819		\$ 275,819		\$ 275,819
Enlistment Bonus	\$ 29,988	\$ 0	\$ 0	\$ 29,988		\$ 29,988		\$ 29,988
Navy College Fund		\$ 0	\$ 0	\$ -		\$ -		\$ -
Loan Repayment Program	\$ 3,975	\$ 0	\$ 0	\$ 3,975		\$ 3,975		\$ 3,975
Basic Allowance for Housing	\$ 4,382,826	\$ 0	\$ 0	\$ 4,382,826		\$ 4,382,826		\$ 4,382,826
Station Allowances Overseas	\$ 316,314	\$ 0	\$ 0	\$ 316,314		\$ 316,314		\$ 316,314
CONUS Cost of Living Allowances	\$ 7,166	\$ 0	\$ 0	\$ 7,166		\$ 7,166		\$ 7,166
Clothing Allowances	\$ 219,460	\$ 0	\$ 0	\$ 219,460		\$ 219,460		\$ 219,460
Family Separation Allowances	\$ 45,780	\$ 0	\$ 0	\$ 45,780		\$ 45,780		\$ 45,780
Spec Comp for Asst w/ Act of Daily Living (SCAADL)	\$ 352	\$ 0	\$ 0	\$ 352		\$ 352		\$ 352
Separation Payments	\$ 138,013	\$ 0	\$ 0	\$ 138,013		\$ 138,013		\$ 138,013
Social Security Tax-Employer's Contribution	\$ 701,137	\$ 0	\$ 0	\$ 701,137		\$ 701,137		\$ 701,137
<b>Total Obligations</b>	<b>\$ 18,593,394</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 18,593,394</b>		<b>\$ 18,056,625</b>		<b>\$ 18,056,625</b>
Less Reimbursements	\$ 86,249	\$ 0	\$ 0	\$ 86,249		\$ 86,249		\$ 86,249
<b>Total Direct Obligations</b>	<b>\$ 18,507,145</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 18,507,145</b>		<b>\$ 18,507,145</b>		<b>\$ 18,507,145</b>
<b>Pay and Allowances for Midshipmen</b>								
Academy Midshipmen	\$ 81,501	\$ 0	\$ 0	\$ 81,501		\$ 81,501		\$ 81,501
<b>Total Obligations</b>	<b>\$ 81,501</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 81,501</b>		<b>\$ 81,501</b>		<b>\$ 81,501</b>
Less Reimbursements	\$ 0	\$ 0	\$ 0	\$ 0		\$ 0		\$ 0
<b>Total Direct Obligations</b>	<b>\$ 81,501</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 81,501</b>		<b>\$ 81,501</b>		<b>\$ 81,501</b>
<b>Subsistence of Enlisted Personnel</b>								
Basic Allow for Subsistence	\$ 803,889	\$ 0	\$ 0	\$ 803,889		\$ 803,889		\$ 803,889
Subsistence-in-Kind	\$ 415,383	\$ 0	\$ 0	\$ 415,383		\$ 415,383		\$ 415,383
FSSA	\$ 10	\$ 0	\$ 0	\$ 10		\$ 10		\$ 10

**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**

	FY 2018 President's Budget	Congressional Action	Enacted Title IX	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Projected Shortfall/(Asset)*	FY 2018 Col FY 2019 Execution
<b>Total Obligations</b>	\$ 1,219,282	\$ 0	\$ 0	\$ 1,219,282		\$ 1,219,282		\$ 1,219,282
Less Reimbursements	\$ 8,870	\$ 0	\$ 0	\$ 8,870		\$ 8,870		\$ 8,870
<b>Total Direct Obligations</b>	\$ 1,210,412	\$ 0	\$ 0	\$ 1,210,412		\$ 1,210,412		\$ 1,210,412
<b>Permanent Change of Station Travel</b>								
Accession Travel	\$ 92,004	\$ 0	\$ 0	\$ 92,004		\$ 92,004		\$ 92,004
Training Travel	\$ 88,677	\$ 0	\$ 0	\$ 88,677		\$ 88,677		\$ 88,677
Operational Travel	\$ 212,416	\$ 0	\$ 0	\$ 212,416		\$ 212,416		\$ 212,416
Rotational Travel	\$ 340,808	\$ 0	\$ 0	\$ 340,808		\$ 340,808		\$ 340,808
Separation Travel	\$ 118,410	\$ 0	\$ 0	\$ 118,410		\$ 118,410		\$ 118,410
Travel of Organized Units	\$ 30,884	\$ 0	\$ 0	\$ 30,884		\$ 30,884		\$ 30,884
Non-Temporary Storage	\$ 12,673	\$ 0	\$ 0	\$ 12,673		\$ 12,673		\$ 12,673
IPCOT/OTEIP	\$ 6,459	\$ 0	\$ 0	\$ 6,459		\$ 6,459		\$ 6,459
Temporary Lodging Expense	\$ 17,850	\$ 0	\$ 0	\$ 17,850		\$ 17,850		\$ 17,850
DPPS	\$ 7,270	\$ 0	\$ 0	\$ 7,270		\$ 7,270		\$ 7,270
<b>Total Obligations</b>	\$ 927,451	\$ 0	\$ 0	\$ 927,451		\$ 927,451		\$ 927,451
Less Reimbursements	\$ 0	\$ 0	\$ 0	\$ 0		\$ 0		\$ 0
<b>Total Direct Obligations</b>	\$ 927,451	\$ 0	\$ 0	\$ 927,451		\$ 927,451		\$ 927,451
<b>Other Personnel Costs</b>								
Apprehension of Military Deserters	\$ 59	\$ 0	\$ 0	\$ 59		\$ 59		\$ 59
Absentees & Escaped Military Prisoners		\$ 0	\$ 0	\$ -		\$ -		\$ -
Interest on Uniform Svcs Savings (MIA)	\$ 1,162	\$ 0	\$ 0	\$ 1,162		\$ 1,162		\$ 1,162
Death Gratuities	\$ 18,500	\$ 0	\$ 0	\$ 18,500		\$ 18,500		\$ 18,500
Unemployment Compensation	\$ 65,326	\$ 0	\$ 0	\$ 65,326		\$ 65,326		\$ 65,326
Reserve Income Replacement		\$ 0	\$ 0	\$ -		\$ -		\$ -
SGLI		\$ 0	\$ 0	\$ -		\$ -		\$ -
Education Benefits	\$ 16,736	\$ 0	\$ 0	\$ 16,736		\$ 16,736		\$ 16,736
Transportation Subsidy	\$ 4,926	\$ 0	\$ 0	\$ 4,926		\$ 4,926		\$ 4,926
Adoption Expenses	\$ 223	\$ 0	\$ 0	\$ 223		\$ 223		\$ 223
Partial Dislocation Allowance	\$ 10	\$ 0	\$ 0	\$ 10		\$ 10		\$ 10
TSP		\$ 0	\$ 0	\$ -		\$ -		\$ -
Senior ROTC	\$ 1,989	\$ 0	\$ 0	\$ 1,989		\$ 1,989		\$ 1,989
Scholarship ROTC	\$ 18,547	\$ 0	\$ 0	\$ 18,547		\$ 18,547		\$ 18,547
JROTC	\$ 15,410	\$ 0	\$ 0	\$ 15,410		\$ 15,410		\$ 15,410
Preventive Health Allowance Demonstration		\$ 0	\$ 0	\$ -		\$ -		\$ -
Stop-Loss Retroactive Pay		\$ 0	\$ 0	\$ -		\$ -		\$ -
Cancelled Account Payment		\$ 0	\$ 0	\$ -		\$ -		\$ -
<b>Total Obligations</b>	\$ 142,888	\$ 0	\$ 0	\$ 142,888		\$ 142,888		\$ 142,888
Less Reimbursements	\$ 0	\$ 0	\$ 0	\$ 0		\$ 0		\$ 0
<b>Total Direct Obligations</b>	\$ 142,888	\$ 0	\$ 0	\$ 142,888		\$ 142,888		\$ 142,888
<b>Total MPN Obligations</b>	\$ 29,263,299	\$ 0	\$ 0	\$ 29,263,299		\$ 29,263,299		\$ 29,263,299
Less Reimbursements	\$ 345,381	\$ 0	\$ 0	\$ 345,381		\$ 345,381		\$ 345,381
<b>Total Direct MPN Obligations</b>	\$ 28,917,918	\$ 0	\$ 0	\$ 28,917,918		\$ 28,917,918		\$ 28,917,918
<i>FY 2018 CR Adjustment</i>								\$ (1,225,613)
<b>Revised Total Direct MPN Obligations</b>								\$ 27,692,305

\* A full-year 2018 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, 2018 (P.L.115-96). The amounts included for 2018 reflect the annualized level provided by the continuing resolution.

## Section 4

### Detail of Military Personnel Entitlements

**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>
<b>FY 2018 Direct Program</b>	<b>8,048,521</b>	<b>18,507,145</b>	<b>81,501</b>	<b>1,210,412</b>	<b>927,451</b>	<b>142,888</b>	<b>28,917,918</b>
<b>INCREASES</b>							
<b>Pricing Increases</b>	<b>294,737</b>	<b>656,455</b>	<b>1,937</b>	<b>4,618</b>	<b>11,687</b>	<b>1,031</b>	<b>970,465</b>
<b>Inflation Rate</b>	<b>80,413</b>	<b>174,743</b>	<b>78</b>	<b>3,554</b>			<b>258,788</b>
BAS Growth Rate of 3.4%	517			3,554			4,071
Basic Allowance for Subsistence			78				78
RPA Full Time Rate growth of 2.0%	79,896	174,743					254,639
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>2,949</b>		<b>2,949</b>
PCS: Accession Travel					300		300
PCS: Operational Travel					921		921
PCS: Rotational Travel					1,037		1,037
PCS: Training Travel					651		651
PCS: Travel of Organized Units					40		40
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>5,812</b>		<b>5,812</b>
PCS: Accession Travel					737		737
PCS: Operational Travel					1,454		1,454
PCS: Rotational Travel					2,154		2,154
PCS: Separation Travel					776		776
PCS: Training Travel					431		431
PCS: Travel of Organized Units					221		221
Overseas Tour Extension Incentives Program (OTEIP)					39		39
<b>BAH Rates</b>	<b>4,878</b>	<b>14,508</b>					<b>19,386</b>
Domestic Housing Rate Growth of 3.2%	4,878	14,508					19,386
<b>Separation Payments</b>	<b>1,135</b>	<b>9,917</b>					<b>11,052</b>
Lump Sum Terminal Leave Payments		3,903					3,903
Separation Pay - Lump sum Leave Payment(Officer)	383						383
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	669						669
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	39						39
Severance Pay, Disability - Officer	44						44
Severance Pay, Disability (Enl)		6,014					6,014
<b>Mass Transportation</b>						<b>97</b>	<b>97</b>
National Capital Region						50	50
Outside National Capital Region						47	47
<b>Unemployment Benefits</b>						<b>368</b>	<b>368</b>
Unemployment Compensation						368	368
<b>Station Allowances, Overseas</b>	<b>5,096</b>						<b>5,096</b>
Station Allowances - Cost Of Living	5,096						5,096
<b>CONUS Cost Of Living Allowance (COLA)</b>	<b>513</b>						<b>513</b>
CONUS Cost Of Living (COLA)	513						513
<b>Reenlistment Bonus</b>		<b>60,420</b>					<b>60,420</b>
Reenlistment Bonus - Anniversary		11,380					11,380
Reenlistment Bonus - Initial Payment		49,040					49,040
<b>Clothing Allowance</b>		<b>3,436</b>					<b>3,436</b>
Enlisted Civilian Clothing		5					5
Supplementary Clothing (Enl)		44					44
Initial Military		1,358					1,358
Replacement Allowances (Basic)		530					530
Replacement Allowances (Std)		1,282					1,282
Replacement Allowances (Special)		217					217
<b>Incentive Pay For Hazardous Duty</b>	<b>26,613</b>						<b>26,613</b>
Parachute Jumping (Officer)	3						3
ACCP Initial Payments	7,092						7,092
ACIP - Commissioned Officers	15,435						15,435

**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 Anniversary Payments	4,083						4,083
<b>Special Pay</b>	<b>6,050</b>	<b>10,083</b>					<b>16,133</b>
Save Pay	2						2
Diving Duty Pay	19						19
Career Sea Pay	234						234
Foreign Language Proficiency Pay	183						183
Premium Sea Pay (Enlisted)		2,381					2,381
Foreign Language Proficiency Pay (Enl)		1,081					1,081
SWO CSRB (Junior)	1,450						1,450
NSW Officer CSRB	299						299
Enlisted Supervisor Retention Pay CSRB		842					842
Assignment Incentive Pay (Enl)		5,779					5,779
Nurse Pay	3,863						3,863
<b>Enlistment Bonus</b>		<b>11,348</b>					<b>11,348</b>
Enlistment Bonus - Residuals		11,214					11,214
Enlistment Bonus - New Pay		134					134
<b>Senior ROTC (Scholarship Program)</b>						<b>157</b>	<b>157</b>
Uniforms, Commutations-in-Lieu						24	24
Pay & Allowances						126	126
Subsistence of Reserve Officer Candidates						7	7
<b>Senior ROTC (Non-Scholarship Program)</b>						<b>126</b>	<b>126</b>
Uniforms, Commutations-in-Lieu						20	20
Pay & Allowances						56	56
Uniform, Issue-In-Kind						50	50
<b>Junior ROTC</b>						<b>283</b>	<b>283</b>
Uniforms, Issue-in-Kind						283	283
<b>Uniform Allowance</b>	<b>4</b>						<b>4</b>
Civilian	4						4
<b>Cadets/Midshipmen</b>					<b>9</b>		<b>9</b>
PCS: Accession Travel					8		8
PCS: Separation Travel					1		1
<b>Increases due to Reimbursables</b>	<b>9,478</b>			<b>1,064</b>			<b>10,542</b>
Basic Pay	475						475
Basic Allowance for Subsistence	8,188						8,188
Retired Pay Accrual	779						779
SS Tax-Employer Contribution	36						36
Subsistence-in-kind				1,064			1,064
<b>Special Compensation for Assistance with Activities of Daily Living</b>		<b>79</b>					<b>79</b>
Special Monthly Compensation		79					79
<b>Annualization of FY 2018 Pay Raise 2.4% (Effective 1 January 2018)</b>	<b>31,065</b>	<b>66,425</b>	<b>312</b>		<b>461</b>		<b>98,263</b>
Basic Pay	22,316	48,117	290				70,723
RPA	7,002	14,627					21,629
FICA	1,747	3,681	22				5,450
Dislocation Allowance					461		461
<b>Increase due to Pay Raise of 2.6% (Effective 1 January 2019)</b>	<b>129,492</b>	<b>305,497</b>	<b>1,547</b>		<b>2,456</b>		<b>438,992</b>
Basic Pay	92,740	221,236	1,437				315,413
RPA	29,491	67,336					96,827
FICA	7,261	16,925	110				24,296
Dislocation Allowance					2,456		2,456
<b>Program Increases</b>	<b>93,195</b>	<b>666,561</b>	<b>437</b>	<b>30,770</b>	<b>17,354</b>	<b>3,426</b>	<b>811,743</b>
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>5,940</b>		<b>5,940</b>
PCS: Accession Travel					897		897
PCS: Operational Travel					1,522		1,522
PCS: Rotational Travel					2,390		2,390
In-Place Consecutive Overseas Tour (IPCOT)					162		162

**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>
Nontemporary Storage					193		193
Defense Personal Property System (DPPS)					776		776
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>11,414</b>		<b>11,414</b>
PCS: Accession Travel					4,315		4,315
PCS: Operational Travel					2,097		2,097
PCS: Rotational Travel					4,378		4,378
In-Place Consecutive Overseas Tour (IPCOT)					334		334
Nontemporary Storage					290		290
<b>Separation Payments</b>	<b>802</b>	<b>1,598</b>					<b>2,400</b>
Separation Pay - Lump sum Leave Payment(Officer)	733						733
Severance Pay, Disability - Officer	69						69
Voluntary Separation (Enl) - VSI Trust Fund		1,598					1,598
<b>Partial Dislocation Allowance</b>						<b>24</b>	<b>24</b>
Partial Dislocation Allowance						24	24
<b>Pay grade Mix</b>	<b>28,364</b>	<b>418,539</b>					<b>446,903</b>
BAH Domestic	556	113,341					113,897
BAH Overseas	3,135	11,867					15,002
BAS	579						579
Basic Pay	2,197	34,541					36,738
RPA	668	10,500					11,168
FICA	172	2,642					2,814
Increase in Basic Pay Work Years	14,361	177,979					192,340
Increase in FICA Work Years	1,124	13,616					14,740
Increase in RPA Full Time Work Years	5,572	54,053					59,625
<b>Work Years</b>					<b>10,251</b>		<b>10,251</b>
Change in SIK Work Years					9,435		9,435
Change in SIK Operational Rations					177		177
Change in SIK Cash Collections					639		639
<b>Strength Related</b>			<b>437</b>	<b>20,519</b>			<b>20,956</b>
BAS			106				106
Increase in Basic Pay Work Years			307				307
Increase in FICA Work Years			24				24
Change in BAS Work Years				20,519			20,519
<b>Station Allowance, Overseas</b>		<b>19,440</b>					<b>19,440</b>
Overseas Station Allowance (Enl)		19,440					19,440
<b>Clothing Allowance</b>		<b>45,889</b>					<b>45,889</b>
Enlisted Civilian Clothing		20					20
Supplementary Clothing (Enl)		29					29
Up-Front Purchases		26,665					26,665
Initial Military		12,424					12,424
Replacement Allowances (Basic)		832					832
Replacement Allowances (Std)		5,028					5,028
Replacement Allowances (Special)		891					891
<b>Incentive Pay For Hazardous Duty</b>	<b>1,895</b>	<b>22</b>					<b>1,917</b>
Flying Duty Non-Crew Members	7						7
Submarine Pay for Officers	49						49
Parachute Jumping (Officer)	82						82
Demolition Duty (Officer)	69						69
Flight Deck Duty	13						13
Non-Crew (HDIP)		22					22
ACIP - Commissioned Officers	876						876
ACCP Anniversary Payments	799						799
<b>Special Pay</b>	<b>25,586</b>	<b>28,709</b>					<b>54,295</b>
Responsibility Pay	11						11
Diving Duty Pay	94						94

**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>
Premium Sea Pay	29						29
Judge Advocate Continuation Pay	84						84
Career Sea Pay (Enlisted)		453					453
Premium Sea Pay (Enlisted)		243					243
Special Warfare SOCOM CSRB		494					494
SPECWAR Officer Continuation Pay	639						639
NSW Officer CSRB	431						431
Dental Pay	1,359						1,359
EOD CSRB - Anniversary Payments	349						349
Hardship Duty Pay	7						7
SWO CSRB (Post DH)	792						792
Enlisted Supervisor Retention Pay CSRB		261					261
Non Physicians Pay	5,047						5,047
HDP Location (Enl)		75					75
EOD CSRB - Initial Payments	48						48
SWO Department Head Retention Bonus	4,350						4,350
Continuation Pay	12,346	27,183					39,529
<b>Family Separation Allowance</b>	<b>24</b>	<b>129</b>					<b>153</b>
FSA - R (On PCS With Dependents Not Authorized)		45					45
FSA - S (Onboard > 30 days)		54					54
FSA - T (TDY > 30 days)		30					30
FSA - S (Onboard> 30 days)	9						9
FSA - T (TDY> 30 days)	15						15
<b>Special Duty Assignment Pay And Proficiency Pay</b>		<b>21,536</b>					<b>21,536</b>
Recruiter - Recruiter (\$450)		19,019					19,019
SDAP - SD-4 (\$300)		1,397					1,397
SDAP - SD-3 (\$225)		548					548
<b>Enlistment Bonus</b>		<b>50,865</b>					<b>50,865</b>
Enlistment Bonus - Residuals		13,070					13,070
Enlistment Bonus - New Pay		37,795					37,795
<b>Interest On Uniformed Services Savings Deposit</b>						<b>58</b>	<b>58</b>
Interest						58	58
<b>Death Gratuities</b>						<b>2,800</b>	<b>2,800</b>
Death Gratuities						2,800	2,800
<b>Senior ROTC (Scholarship Program)</b>						<b>421</b>	<b>421</b>
Pay & Allowances						7	7
Stipend						347	347
Uniform, Issue-In-Kind						67	67
<b>Senior ROTC (Non-Scholarship Program)</b>						<b>123</b>	<b>123</b>
Uniforms, Commutations-in-Lieu						81	81
Stipend						40	40
Uniform, Issue-In-Kind						2	2
<b>Uniform Allowance</b>	<b>162</b>						<b>162</b>
Initial - Regular	52						52
Additional	19						19
Civilian	19						19
Initial - Reserves	72						72
<b>Special Compensation for Assistance with Activities of Daily Living</b>	<b>71</b>	<b>9</b>					<b>80</b>
Special Monthly Compensation	71	9					80
<b>Thrift Savings Plan</b>	<b>36,291</b>	<b>79,825</b>					<b>116,116</b>
Thrift Savings Plan - Officers	36,291						36,291
Thrift Savings Plan - Enlisted		79,825					79,825
<b>INCREASES Total</b>	<b>387,932</b>	<b>1,323,016</b>	<b>2,374</b>	<b>35,388</b>	<b>29,041</b>	<b>4,457</b>	<b>1,782,208</b>

**DECREASES**



**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>
<b>Pricing Decreases:</b>						<b>-195</b>	<b>-195</b>
<b>Senior ROTC (Scholarship Program)</b>						<b>-195</b>	<b>-195</b>
Uniform, Issue-In-Kind						-195	-195
<b>Program Decreases</b>	<b>-47,111</b>	<b>-57,480</b>		<b>-8,765</b>	<b>-7,392</b>	<b>-14,020</b>	<b>-134,768</b>
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>-2,871</b>		<b>-2,871</b>
PCS: Separation Travel					-1,796		-1,796
PCS: Training Travel					-160		-160
PCS: Travel of Organized Units					-76		-76
Temporary Lodging Expense					-839		-839
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>-4,506</b>		<b>-4,506</b>
PCS: Separation Travel					-2,731		-2,731
PCS: Training Travel					-99		-99
PCS: Travel of Organized Units					-412		-412
Overseas Tour Extension Incentives Program (OTEIP)					-6		-6
Temporary Lodging Expense					-1,258		-1,258
<b>Separation Payments</b>	<b>-4,157</b>	<b>-26,392</b>					<b>-30,549</b>
Lump Sum Terminal Leave Payments		-1,574					-1,574
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	-3,391						-3,391
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	-46						-46
Severance Pay, Disability (Enl)		-933					-933
Severance Pay, Non-Disability (Enl) - Invol - Full Pay		-1,201					-1,201
Severance Pay, Non-Disability (Enl) - Invol - Half Pay		-484					-484
\$30,000 Lump Sum Bonus	-720						-720
\$30,000 Lump Sum Bonus (Enl)		-22,200					-22,200
<b>Mass Transportation</b>						<b>-861</b>	<b>-861</b>
National Capital Region						-352	-352
Outside National Capital Region						-509	-509
<b>Work Years</b>				<b>-8,760</b>			<b>-8,760</b>
Change in SIK Other Messing				-2,232			-2,232
Change in BAS Collections				-6,528			-6,528
<b>Strength Related</b>	<b>-24,084</b>	<b>-314</b>					<b>-24,398</b>
BAH Domestic	-22,959	-314					-23,273
BAH Overseas	-35						-35
Decrease in RPA Full Time Work Years	-1,090						-1,090
<b>Unemployment Benefits</b>						<b>-7,546</b>	<b>-7,546</b>
Unemployment Compensation						-7,546	-7,546
<b>Station Allowances, Overseas</b>	<b>-3,981</b>						<b>-3,981</b>
Station Allowances - Cost Of Living	-3,821						-3,821
Station Allowances - Temporary Lodging	-160						-160
<b>CONUS Cost Of Living Allowance (COLA)</b>	<b>-802</b>	<b>-1,849</b>					<b>-2,651</b>
CONUS COLA		-1,849					-1,849
CONUS Cost Of Living (COLA)	-802						-802
<b>Reenlistment Bonus</b>		<b>-18,179</b>					<b>-18,179</b>
Reenlistment Bonus - Anniversary		-7,816					-7,816
Reenlistment Bonus - Initial Payment		-10,363					-10,363
<b>Station Allowance, Overseas</b>		<b>-127</b>					<b>-127</b>
Temporary Lodging (Enl)		-127					-127
<b>Incentive Pay For Hazardous Duty</b>	<b>-706</b>	<b>-401</b>					<b>-1,107</b>
Flying Duty Crew Members	-15						-15
Duty inside a high/low pressure chamber	-7						-7
Visit, Board, Search and Seizure	-2	-11					-13
Flying Duty - Non Career		-17					-17
Submarine Pay		-362					-362
Toxic Material Pay (Enl)		-7					-7
Duty Inside HiLo Chamber (Enl)		-4					-4

**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	-652						-652
ACIP - Warrant Officers	-30						-30
<b>Special Pay</b>	<b>-13,363</b>	<b>-9,196</b>					<b>-22,559</b>
Personal Money Allowance	-1						-1
Save Pay	-53						-53
Career Sea Pay	-370						-370
Foreign Language Proficiency Pay	-90						-90
Overseas Extension Pay (Enl)		-170					-170
Foreign Language Proficiency Pay (Enl)		-953					-953
Medical Pay	-69						-69
General Dentist Accession Bonus	-300						-300
SWO CSRB (Junior)	-4,185						-4,185
SWO Continuation Pay	-300						-300
Assignment Incentive Pay (Enl)		-6,814					-6,814
Nurse Pay	-5,248						-5,248
Optometrist Pay	-600						-600
Pharmacy Pay	-1,845						-1,845
Civil Engineer Corps CSRB	-88						-88
Combat Injury		-7					-7
EOD CSRB		-658					-658
Hardship Duty Pay - Tempo	-214						-214
HDP Tempo (Enl)		-594					-594
<b>Family Separation Allowance</b>	<b>-18</b>						<b>-18</b>
FSA - R (On PCS With Dependents Not Authorized)	-18						-18
<b>Special Duty Assignment Pay And Proficiency Pay</b>		<b>-1,022</b>					<b>-1,022</b>
SDAP - SD-5 (\$375)		-360					-360
SDAP - SD-1 (\$75)		-410					-410
SDAP - SD-2 (\$150)		-252					-252
<b>Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners</b>						<b>-24</b>	<b>-24</b>
Apprehension						-24	-24
<b>Education Benefits (Amortization Payments)</b>						<b>-4,671</b>	<b>-4,671</b>
Involuntary Separatees						-60	-60
Unfunded liability						-4,611	-4,611
<b>Adoption Expenses</b>						<b>-50</b>	<b>-50</b>
Adoption Expenses						-50	-50
<b>Senior ROTC (Scholarship Program)</b>						<b>-136</b>	<b>-136</b>
Uniforms, Commutations-in-Lieu						-122	-122
Subsistence of Reserve Officer Candidates						-14	-14
<b>Junior ROTC</b>						<b>-732</b>	<b>-732</b>
Uniforms, Issue-in-Kind						-732	-732
<b>Cadets/Midshipmen</b>					<b>-15</b>		<b>-15</b>
PCS: Accession Travel					-13		-13
PCS: Separation Travel					-2		-2
<b>Family Subsistence Supplemental Allowance</b>				<b>-5</b>			<b>-5</b>
Change in FSSA				-5			-5
<b>Pricing Decreases</b>	<b>-27,312</b>	<b>-98,784</b>		<b>-5,107</b>	<b>-7,751</b>		<b>-138,954</b>
<b>Inflation Rate</b>				<b>-4,924</b>			<b>-4,924</b>
Change in BDFA Rate				-4,924			-4,924
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>-5,840</b>		<b>-5,840</b>
PCS: Separation Travel					-5,449		-5,449
In-Place Consecutive Overseas Tour (IPCOT)					-391		-391
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>-1,911</b>		<b>-1,911</b>
In-Place Consecutive Overseas Tour (IPCOT)					-1,911		-1,911
<b>BAH Rates</b>	<b>-9,012</b>	<b>-41,478</b>					<b>-50,490</b>
BAH Overseas	-4,599	-27,599					-32,198

**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>
Domestic Housing Rate Growth of 3.2%	-4,413	-13,879					-18,292
<b>Separation Payments</b>		<b>-5,488</b>					<b>-5,488</b>
Severance Pay, Non-Disability (Enl) - Invol - Full Pay		-2,845					-2,845
Severance Pay, Non-Disability (Enl) - Invol - Half Pay		-2,643					-2,643
<b>Strength Related</b>		<b>-1</b>					<b>-1</b>
RPA		-1					-1
<b>Station Allowances, Overseas</b>	<b>-758</b>						<b>-758</b>
Station Allowances - Temporary Lodging	-758						-758
<b>CONUS Cost Of Living Allowance (COLA)</b>		<b>-200</b>					<b>-200</b>
CONUS COLA		-200					-200
<b>Station Allowance, Overseas</b>		<b>-19,623</b>					<b>-19,623</b>
Overseas Station Allowance (Enl)		-17,464					-17,464
Temporary Lodging (Enl)		-2,159					-2,159
<b>Special Pay</b>	<b>-3,212</b>	<b>-1,345</b>					<b>-4,557</b>
Judge Advocate Continuation Pay	-69						-69
Career Sea Pay (Enlisted)		-649					-649
Special Warfare SOCOM CSRB		-644					-644
SPECWAR Officer Continuation Pay	-1,493						-1,493
Dental Pay	-656						-656
Non Physicians Pay	-994						-994
EOD CSRB		-52					-52
<b>Special Duty Assignment Pay And Proficiency Pay</b>		<b>-13,370</b>					<b>-13,370</b>
Recruiter - Recruiter (\$375)		-13,370					-13,370
<b>Decreases due to Reimbursables</b>	<b>-14,330</b>	<b>-17,279</b>		<b>-183</b>			<b>-31,792</b>
Basic Pay		-6,708					-6,708
Basic Allowance for Subsistence				-183			-183
Retired Pay Accrual		-1,678					-1,678
Basic Allowance for Housing (Domestic)	-14,330	-8,379					-22,709
SS Tax-Employer Contribution		-514					-514
(blank)							
(blank)							
(blank)							
<b>DECREASES Total</b>	<b>-74,423</b>	<b>-156,264</b>		<b>-13,872</b>	<b>-15,143</b>	<b>-14,215</b>	<b>-273,917</b>
<b>FY 2019 Direct Program</b>	<b>8,362,030</b>	<b>19,673,898</b>	<b>83,875</b>	<b>1,231,928</b>	<b>941,349</b>	<b>133,130</b>	<b>30,426,211</b>

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 2018 Direct Program		8,048,521
Increases		
Pricing Increases		
Strength Related		245,848
Annualization of FY 2018 Pay Raise 2.4% (Effective 1 January 2018)		31,065
Basic Pay	22,316	
RPA	7,002	
FICA	1,747	
Increase due to Pay Raise of 2.6% (Effective 1 January 2019)		129,492
Basic Pay	92,740	
RPA	29,491	
FICA	7,261	
Inflation Rate		80,413
RPA Full Time Rate growth of 2.0%	79,896	
BAS Growth Rate of 3.4%	517	
BAH Rates		4,878
Domestic Housing Rate Growth of 3.2%	4,878	
BAH Overseas	0	
Other Pricing Increases		39,411
Incentive Pay For Hazardous Duty-Officer		26,613
ACIP - Commissioned Officers	15,435	
ACCP Initial Payments	7,092	
ACCP Anniversary Payments	4,083	
Parachute Jumping (Officer)	3	
Special Pay-Officer		6,050
Nurse Pay	3,863	

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

	Save Pay	2		
	Diving Duty Pay	19		
	Career Sea Pay	234		
	Foreign Language Proficiency Pay	183		
	SWO CSRB (Junior)	1,450		
	NSW Officer CSRB	299		
Station Allowances, Overseas-Officer			5,096	
	Station Allowances - Cost Of Living	5,096		
CONUS Cost Of Living Allowance (COLA)-Officer			513	
	CONUS Cost Of Living (COLA)	513		
Uniform Allowance-Officer			4	
	Civilian	4		
Separation Payments-Officer			1,135	
	Separation Pay - Lump sum Leave Payment(Officer)	383		
	Severance Pay, Disability - Officer	44		
	Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	669		
	Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	39		
Increases due to Reimbursables			9,478	9,478
	Basic Pay	475		
	Retired Pay Accrual	779		
	Basic Allowance for Subsistence	8,188		
	SS Tax-Employer Contribution	36		
	Total Pricing Increases			294,737
Program Increases				
Strength Related				28,364
Pay grade Mix			3,037	
	Basic Pay	2,197		

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

	RPA	668		
	FICA	172		
			25,327	
	Increase in Basic Pay Work Years	14,361		
	Increase in RPA Full Time Work Years	5,572		
	Increase in FICA Work Years	1,124		
	BAS	579		
	BAH Domestic	556		
	BAH Overseas	3,135		
Other Program Increases				64,831
Thrift Savings Plan - Officer			36,291	
	Thrift Savings Plan - Officers	36,291		
Incentive Pay For Hazardous Duty-Officer			1,895	
	ACIP - Commissioned Officers	876		
	ACCP Anniversary Payments	799		
	Flying Duty Non-Crew Members	7		
	Submarine Pay for Officers	49		
	Parachute Jumping (Officer)	82		
	Demolition Duty (Officer)	69		
	Flight Deck Duty	13		
Special Pay-Officer			25,586	
	Dental Pay	1,359		
	Non Physicians Pay	5,047		
	Responsibility Pay	11		
	Diving Duty Pay	94		
	Premium Sea Pay	29		
	Judge Advocate Continuation Pay	84		
	Hardship Duty Pay	7		
	SWO CSRB (Post DH)	792		
	SWO Department Head Retention Bonus	4,350		
	SPECWAR Officer Continuation Pay	639		
	EOD CSRB - Initial Payments	48		
	EOD CSRB - Anniversary Payments	349		
	NSW Officer CSRB	431		
	Continuation Pay	12,346		
Uniform Allowance-Officer			162	
	Initial - Reserves	72		
	Initial - Regular	52		
	Additional	19		
	Civilian	19		
Family Separation Allowance-Officer			24	
	FSA - S (Onboard> 30 days)	9		
	FSA - T (TDY> 30 days)	15		
Separation Payments-Officer			802	
	Separation Pay - Lump sum Leave Payment(Officer)	733		
	Severance Pay, Disability - Officer	69		
Special Compensation for Assistance with Activities of Daily Living - Officer			71	
	Special Monthly Compensation	71		
	Total Program Increases			93,195

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

Total Increases				387,932
Decreases				
Pricing Decreases				
Strength Related			-9,012	
Inflation Rate				
BAH Rates			-9,012	
Domestic Housing Rate Growth of 3.2%		-4,413		
BAH Overseas		-4,599		
Other Pricing Decreases				-3,970
Special Pay-Officer			-3,212	
Station Allowances, Overseas-Officer				
	Dental Pay	-656		
	Non Physicians Pay	-994		
	Judge Advocate Continuation Pay	-69		
	SPECWAR Officer Continuation Pay	-1,493		
	Station Allowances - Temporary Lodging	-758		
Decreases due to Reimbursables			-14,330	-14,330
	Basic Allowance for Housing (Domestic)	-14,330		
	Total Pricing Decreases			-27,312
Program Decreases				
Strength Related				-24,084
			-24,084	
	Decrease in RPA Full Time Work Years	-1,090		
	BAH Domestic	-22,959		
	BAH Overseas	-35		
Other Program Decreases				-23,027
Incentive Pay For Hazardous Duty-Officer			-706	
	ACIP - Warrant Officers	-30		
	ACCP Initial Payments	-652		
	Flying Duty Crew Members	-15		
	Duty inside a high/low pressure chamber	-7		
	Visit, Board, Search and Seizure	-2		
Special Pay-Officer			-13,363	
	Medical Pay	-69		
	General Dentist Accession Bonus	-300		
	Optometrist Pay	-600		
	Pharmacy Pay	-1,845		
	Nurse Pay	-5,248		
	Personal Money Allowance	-1		
	Save Pay	-53		
	Career Sea Pay	-370		
	Foreign Language Proficiency Pay	-90		



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

	Hardship Duty Pay - Tempo	-214		
	SWO Continuation Pay	-300		
	SWO CSRB (Junior)	-4,185		
	Civil Engineer Corps CSRB	-88		
Station Allowances, Overseas-Officer			-3,981	
	Station Allowances - Cost Of Living	-3,821		
	Station Allowances - Temporary Lodging	-160		
CONUS Cost Of Living Allowance (COLA)-Officer			-802	
	CONUS Cost Of Living (COLA)	-802		
Family Separation Allowance-Officer			-18	
	FSA - R (On PCS With Dependents Not Authorized)	-18		
Separation Payments-Officer			-4,157	
	Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	-3,391		
	Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	-46		
	\$30,000 Lump Sum Bonus	-720		
	Total Program Decreases		-47,111	
Total Decreases				-74,423
Total FY 2019 Direct Program				8,362,031

(In Thousands Of Dollars)

Project: Basic Pay - Officer

FY 2019 Estimate	\$	4,382,346
FY 2018 Estimate	\$	4,250,732
FY 2017 Actual	\$	4,227,993

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 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. The program has been extended to December 31, 2019.

Part II - Justification Of Funds Requested

FY 2017 is based on end strength of 54,473 and 55,772 workyears. FY 2018 is based on end strength of 54,699 and 55,005 workyears. FY 2019 is based on end strength of 54,912 and 55,191 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2017 includes a 2.1% across the board pay raise effective 1 January 2017. FY 2018 includes a 2.4% across the board pay raise effective 1 January 2018. FY 2019 includes a 2.6% across the board pay raise effective 1 January 2019.

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Officer									
O-10 Admiral	10	185,625.00	1,856	11	188,833.61	2,077	10	190,553.00	1,906
O-9 Vice Admiral	34	185,625.00	6,311	39	188,833.67	7,365	37	190,553.00	7,051
O-8 Rear Admiral (UH)	66	172,067.85	11,356	79	176,092.47	13,911	67	180,558.17	12,097
O-7 Rear Admiral (LH)	107	149,370.45	15,983	101	153,234.46	15,477	119	156,740.81	18,652
O-6 Captain	3,183	128,492.56	408,992	3,094	131,235.30	406,042	3,125	134,832.75	421,352
O-5 Commander	6,794	103,637.33	704,112	6,612	105,641.07	698,499	6,700	108,751.10	728,632
O-4 Lieutenant Commander	10,855	87,252.25	947,123	10,702	89,066.51	953,190	10,605	91,557.52	970,967
O-3 Lieutenant	19,376	70,104.67	1,358,348	18,932	71,665.44	1,356,770	19,019	73,564.65	1,399,126
O-2 Lieutenant (JG)	6,937	54,699.05	379,447	6,978	55,792.16	389,318	7,004	57,398.06	402,016
O-1 Ensign	6,693	39,446.44	264,015	6,715	40,622.18	272,778	6,710	41,404.13	277,822
W-5 Warrant Officer 5	74	104,317.47	7,719	77	106,582.41	8,207	91	109,464.79	9,961
W-4 Warrant Officer 4	397	89,718.80	35,618	387	91,658.17	35,472	391	94,145.78	36,811
W-3 Warrant Officer 3	657	76,081.45	49,986	682	77,747.95	53,024	665	79,835.52	53,091
W-2 Warrant Officer 2	589	63,034.75	37,127	597	64,659.83	38,602	648	66,145.07	42,862
W-1 Warrant Officer 1			0			0			0
Total Basic Pay - Officer	55,772		4,227,993	55,006		4,250,732	55,191		4,382,346

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Officer

FY 2019 Estimate	\$	1,331,184
FY 2018 Estimate	\$	1,209,645
FY 2017 Actual	\$	1,214,624

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 2017 is 28.9% and 28.4% in FY 2018 and 30.4% in FY 2019. The part-time RPA % in FY 2017 is 22.8% and 22.6% in FY 2018 and 24.7% in FY 2019.

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

Cost computations are as follows:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	54,519	21,831.37	\$ 1,190,224	54,649	22,007.76	\$ 1,202,702	54,880	24,121.99	\$ 1,323,815
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	1,253	19,472.93	\$ 24,400	357	19,449.17	\$ 6,943	311	23,695.91	\$ 7,369
Total Retired Pay Accrual -Officer	55,772		\$ 1,214,624	55,006		\$ 1,209,645	55,191		\$ 1,331,184

(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - matching contributions

FY 2019 Estimate	83,235
FY 2018 Estimate	46,944
FY 2017 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 2017</u>			<u>FY 2018</u>			<u>FY 2019</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>
<b><u>TSP Matching contributions</u></b>									
Thrift Savings Plan - Officer	0		\$0	0		\$46,944	0		\$83,235
<b>Total TSP Matching Contributions</b>	0		\$0	0		\$46,944	0		\$83,235

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty-Officer

FY 2019 Estimate	\$ 159,053
FY 2018 Estimate	\$ 131,251
FY 2017 Actual	\$ 127,052

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. 334a) - Financial incentive for members to serve as military aviators throughout a military career. Started in 1974. Last rate changes made by FY 2018 NDAA (to establish \$850 rate level) and by FY 1999 NDAA to facilitate payment of ACIP to warrant officers. Payment ranges from \$125 to \$850 per month, determined by years of aviation service.
- (3 and 4) Aviation Career Continuation Pay (ACCP) (37 U.S.C. 334b) -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 in other than critically short aviation subspecialties; in amounts up to \$25,000 for each year of service agreement, regardless of the length of the contract; through 25 years of aviation service; and to aviators in grade 0-6.
- (5) Flying Duty Crew Members (37 U.S.C. 351(a) (2)) -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. 351(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments other than as crew members. The FY 2018 NDAA increased the rate from \$150 to \$250 per month. Payment is a flat \$250 per month.
- (7) Submarine duty (37 U.S.C. 352) -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 2018 NDAA vested authority in the Secretary of the Navy to set submarine pay rates within a cap of \$5,000 per month.
- (8) Parachute jumping (37 U.S.C. 351(a) (2)) -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. 351(a)(2)) - Duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.
- (10) Demolition Duty (37 U.S.C. 351(a)(2)) - 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. 351(a)(2)) - 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. 351(a)(2)) - 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. 351(a)(2)) - 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1) ACIP - Commissioned Officers</b>									
Regular (2) years	1,876	1,500.00	2,814	1,849	1,500.00	2,774	1,904	1,500.00	2,856
Regular (2-3) years	888	1,872.00	1,662	955	1,872.00	1,788	901	1,872.00	1,687
Regular (3-4) years	852	2,256.00	1,922	767	2,256.00	1,730	865	2,256.00	1,951
Regular (4-6) years	1,521	2,472.00	3,760	1,506	2,472.00	3,723	1,542	2,472.00	3,812
Regular (6-14) years	4,086	7,800.00	31,871	3,881	7,800.00	30,272	4,124	10,369.48	42,764
Regular (14-22) years	2,454	10,080.00	24,736	2,707	10,080.00	27,287	2,476	11,989.95	29,687
Regular (> 22) years	141	7,020.00	990	93	7,020.00	653	146	7,682.87	1,122
Regular (> 23) years	98	5,940.00	582	89	5,940.00	529	100	7,669.98	767
Regular (> 24) years	122	4,620.00	564	50	4,620.00	231	122	5,065.92	618
Regular (> 25) years	19	3,000.00	57	23	3,000.00	69	19	5,400.00	103
<b>Total - (1)</b>	<b>12,057</b>		<b>68,958</b>	<b>11,920</b>		<b>69,056</b>	<b>12,199</b>		<b>85,367</b>
<b>(2) ACIP - Warrant Officers</b>									
2 Years	1	1,500.00	2	2	1,500.00	3	0		0
2 - 3 Years	1	1,872.00	2	3	1,872.00	6	0		0
3 - 4 Years	1	2,256.00	2	6	2,256.00	14	0		0
4 - 6 Years	0		0	3	2,472.00	7	0		0
6 - 18 Years	1	7,800.00	8	0		0	0		0
<b>Total - (2)</b>	<b>4</b>		<b>14</b>	<b>14</b>		<b>30</b>	<b>0</b>		<b>0</b>
<b>Total (1)-(2)</b>	<b>12,061</b>		<b>68,972</b>	<b>11,934</b>		<b>69,086</b>	<b>12,199</b>		<b>85,367</b>
<b>(3) ACCP Initial Payments</b>									
Pilots	201	17,667.00	3,551	342	16,511.70	5,647	351	33,290.60	11,685
Flight Officers	126	15,524.00	1,956	112	15,116.07	1,693	77	27,207.79	2,095
<b>Total - (3)</b>	<b>327</b>		<b>5,507</b>	<b>454</b>		<b>7,340</b>	<b>428</b>		<b>13,780</b>
<b>(4) ACCP Anniversary Payments</b>									
Pilots	943	15,753.00	14,855	1,028	16,101.17	16,552	1,077	19,476.43	20,976
Flight Officers	417	13,974.00	5,827	446	14,163.68	6,317	436	15,539.04	6,775
<b>Total - (4)</b>	<b>1,360</b>		<b>20,682</b>	<b>1,474</b>		<b>22,869</b>	<b>1,513</b>		<b>27,751</b>
<b>Total (3)-(4)</b>	<b>1,687</b>		<b>26,189</b>	<b>1,928</b>		<b>30,209</b>	<b>1,941</b>		<b>41,531</b>
<b>(5) Flying Duty Crew Members</b>	<b>21</b>	<b>3,000.00</b>	<b>63</b>	<b>26</b>	<b>3,000.00</b>	<b>78</b>	<b>21</b>	<b>3,000.00</b>	<b>63</b>
<b>(6) Flying Duty Non-Crew Members</b>	<b>10</b>	<b>1,800.00</b>	<b>18</b>	<b>6</b>	<b>1,800.00</b>	<b>11</b>	<b>10</b>	<b>1,800.00</b>	<b>18</b>
<b>(7) Submarine Pay for Officers</b>									
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	130	10,020.00	1,303	125	10,020.00	1,253	133	10,020.00	1,333
O-5 Commander	260	10,020.00	2,605	266	10,020.00	2,665	263	10,020.00	2,635
O-4 Lieutenant Commander	598	9,060.00	5,418	586	9,060.00	5,309	601	9,060.00	5,445
O-3 Lieutenant	1,354	7,500.00	10,155	1,348	7,500.00	10,110	1,366	7,500.00	10,245
O-2 Lieutenant (JG)	747	4,120.00	3,078	781	4,120.00	3,218	757	4,120.00	3,119
O-1 Ensign	599	4,120.00	2,468	641	4,120.00	2,641	604	4,120.00	2,488
W-5 Warrant Officer 5	1	5,100.00	5	2	5,100.00	10	1	5,100.00	5
W-4 Warrant Officer 4	9	5,100.00	46	11	5,100.00	56	9	5,100.00	46
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	15	5,100.00	77	16	5,100.00	82	15	5,100.00	77
W-1 Warrant Officer 1			0			0			0

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Submarine Pay for Officers	3,734		25,262	3,797		25,451	3,770		25,500
(8) Parachute Jumping (Officer) Parachute Jumping	1,302	2,556.50	3,329	1,274	2,554.00	3,254	1,306	2,556.50	3,339
Total - (8)	1,302		3,329	1,274		3,254	1,306		3,339
(9) Duty inside a high/low pressure chamber Hi/Lo Pressure Chamber	9	1,800.00	16	13	1,800.00	23	9	1,800.00	16
Total - (9)	9		16	13		23	9		16
(10) Demolition Duty (Officer) Demolition Duty	1,441	1,800.00	2,594	1,409	1,800.00	2,536	1,447	1,800.00	2,605
Total - (10)	1,441		2,594	1,409		2,536	1,447		2,605
(11)Flight Deck Duty	337	1,800.00	607	333	1,800.00	599	340	1,800.00	612
(12)Toxic Material Pay	0		0	0		0	0		0
(13)Visit, Board, Search and Seizure	1	1,800.00	2	2	1,800.00	4	1	1,800.00	2
Total Incentive Pay For Hazardous Duty-Officer	20,603		127,052	20,722		131,251	21,044		159,053

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

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	1,360	\$ 20,682	1,025	\$ 15,631	705	\$ 10,868	410	\$ 6,196	162	\$ 2,342				
FY 2017 Initial Anniversary	327	\$ 5,507	449	\$ 7,238	241	\$ 4,021	218	\$ 3,700	218	\$ 3,700	131	\$ 2,085		
FY 2018 Initial Anniversary			454	\$ 7,340	567	\$ 12,862	443	\$ 10,454	443	\$ 10,454	443	\$ 10,454		
FY 2019 Initial Anniversary					428	\$ 13,780	428	\$ 13,780	401	\$ 12,835	180	\$ 6,300	180	\$ 6,300
FY 2020 Initial Anniversary							436	\$ 14,060	436	\$ 14,060	409	\$ 13,115	184	\$ 6,440
FY 2021 Initial Anniversary									492	\$ 16,020	492	\$ 16,020	452	\$ 14,620
FY 2022 Initial Anniversary											504	\$ 16,440	504	\$ 16,440
FY 2023 Initial Anniversary													512	\$ 16,720
Initial Payments	327	5,507	454	7,340	428	13,780	436	14,060	492	16,020	504	16,440	512	16,720
Anniversary Payments	1,360	20,682	1,474	22,869	1,513	27,751	1,499	34,130	1,660	43,391	1,655	47,974	1,320	43,800
Total	1,687	26,189	1,928	30,209	1,941	41,531	1,935	48,190	2,152	59,411	2,159	64,414	1,832	60,520



(In Thousands Of Dollars)

Project: Special Pay-Officer

FY 2019 Estimate	\$ 460,487
FY 2018 Estimate	\$ 445,426
FY 2017 Actual	\$ 417,230

Part I - Purpose And Scope

Funds requested provide for the following special pay:

(1) Physicians pay (37 U.S.C. 335):

- (a) Variable special pay (37 U.S.C. 335 (b)) - monthly payment to medical corps officers on active duty under a call or order to active duty for a period of not less than one year. Amount paid varies with total length of creditable service and ranges from \$1,200 to \$12,000 per year.
- (b) Additional special pay (37 U.S.C. 335 (b)) - 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. 335 (c)) - 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. 335 (b)) - for medical corps officers, O-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. 335(a)(3)) - a bonus payable to medical corps officers, O-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. 335 (a)(2)) - 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. 335(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 ranges from \$3,000 to \$12,000 per year.
- (b) Additional special pay (37 U.S.C. 335(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. 335(c)) - a monthly payment which varies with length of creditable service paid to dental corps officers who attain board certification or board certification equivalency requirements. Payment ranges from \$2,500 to \$6,000 per year.
- (d) Accession bonus (37 U.S.C. 335(a)(2)) - 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 for a period of not less than four years from up to \$200,000.
- (e) Dental Incentive Special Pay (ISP) (37 U.S.C. 335(b)) - 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. 335(a)(3)) - 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. 335(a)(2)) - 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)(2)) - 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. 335(b)) - a monthly pay of \$100 to officers on active duty designated as optometrists.
- (b) Multiyear retention bonus (37 U.S.C. 335(a)(3)) - 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. 335(a)(2)) - \$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. 335(b)) - 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. 335(a)(1) and 335(b)) :
- (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 not less than three years.
  - (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(b)) - \$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 Professional 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. 335(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 rates established by statute (37 USC 335c).
  - (f) Clinical Psychologist Critical Skills Retention Bonus (CSR) (37 U.S.C. 335(a)(3)) - financial incentive to address skill-specific retention problems. First Authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSR to an eligible member over a career, not payable past completion of 25 years of active duty.
- (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. 352) - 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. 353(a)) - 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 (a)(1),(2),(b)):
- (a) an annual bonus not to exceed \$50,000 paid to officers below the pay grade of O-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 O-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. 352) :
- (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 sea duty if they are assigned to qualifying sea duty.

- (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. 351(a)(3)) - 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. 353(b)) - 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. 352) - paid to members at specified duty locations and special missions effective January 2001, not to exceed \$5,000 monthly.
- (20) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 352) - 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. 352) - 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. 332(a)(3)) - 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 - 28) Surface Warfare Officer Critical Skills Retention Bonus (CSRB) (37 U.S.C. 355(a)) - 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.
- (29) Special Warfare Officer Incentive Pay (37 U.S.C. 332(a)(3)) - 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.
- (30 - 31) EOD CSRB (37 U.S.C. 355(a)) - 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.
- (32) Special Warfare Critical Skills Accession Bonus (CSAB) (37 U.S.C. 332(a)(1)) - 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.
- (33) Naval Special Warfare Officer Critical Skills Retention Bonus (37 U.S.C. 332(a)(1)) - 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).
- (34) Intelligence Officers (INTEL) CSRB (37 U.S.C. 355(a)) - 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.
- (35) Bahrain AIP (37 U.S.C. 352) - a limited program for officer continuity billets in Bahrain authorized by OSD 5 Jan 06. Payment is a flat rate of \$500 per month.
- (36) Civil Engineer Corps CSRB (37 USC 355(a)) - 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.
- (37) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system. Members of the Uniformed Services who are covered by this Blended Retirement System are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The

#### 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Medical Pay									
Variable	1,552	10,916.04	16,942	4,120	7,325.06	30,179	0		0
Additional	12	14,125.00	170	2,972	15,000.00	44,580	0		0
Board Certified	778	5,262.14	4,094	2,027	4,950.75	10,035	0		0
Medical Incentive	866	28,582.37	24,752	2,205	29,099.92	64,165	0		0
Multi Year Pay	777	39,618.75	30,784	1,119	41,912.65	46,900	0		0
Critical Skills Accession Bonus	4	346,875.00	1,388	3	350,000.00	1,050	3	350,000.00	1,050
Medical Incentive Pay	2,542	33,938.46	86,272	0	0	0	4,037	34,135.80	137,806
Medical Retention Bonus	340	39,718.75	13,504	0	0	0	1,125	40,533.00	45,600
Medical Board Certification	1,459	5,620.00	8,200	0	0	0	2,250	5,504.00	12,384
<b>Total - (1)</b>	<b>8,330</b>		<b>186,106</b>	<b>12,446</b>		<b>196,909</b>	<b>7,415</b>		<b>196,840</b>
(2) Dental Pay									
Variable	215	9,835.08	2,115	424	8,409.10	3,565	0		0
Additional	3	10,604.17	32	405	13,580.25	5,500	0		0
Board Certified	146	4,484.44	655	250	4,680.85	1,170	0		0
Accession Bonus	9	36,666.25	330	0	0	0	0		0
Incentive Special Pay	39	45,458.01	1,773	68	49,558.82	3,370	0		0
Multi-year Special Pay	283	44,412.79	12,569	367	41,414.40	15,199	0		0
Critical Skills Accession Bonus	0	0	0	3	300,000.00	900	12	81,250.00	975
General Dentist Incentive Pay	0	0	0	645	20,000.00	12,900	0		0
General Dentist Retention Bonus	0	0	0	148	23,492.13	3,477	0		0
Dental Incentive Pay	895	21,328.37	19,089	0	0	0	1,070	23,364.00	24,999
Dental Retention Bonus	263	27,911.11	7,341	0	7,341	0	505	38,119.00	19,250
Dental Board Certification	107	5,613.64	601	0	0	0	265	5,887.00	1,560
<b>Total - (2)</b>	<b>1,960</b>		<b>44,505</b>	<b>2,310</b>		<b>46,081</b>	<b>1,852</b>		<b>46,784</b>
(3) General Dentist Accession Bonus									
Initial	0	0	0	8	37,500.00	300	0		0
Anniversary	0	0	0	0	0	0	0		0
<b>Total - (3)</b>	<b>0</b>		<b>0</b>	<b>8</b>		<b>300</b>	<b>0</b>		<b>0</b>
<b>Total (2)-(3)</b>	<b>1,960</b>		<b>44,505</b>	<b>2,318</b>		<b>46,381</b>	<b>1,852</b>		<b>46,784</b>
(4) Optometrist Pay									
Special Pay	22	1,087.13	24	110	1,200.00	132	0		0
Initial	22	8,321.95	183	78	6,000.00	468	0		0
Anniversary	0	0	0	0	0	0	0		0
<b>Total - (4)</b>	<b>44</b>		<b>207</b>	<b>188</b>		<b>600</b>	<b>0</b>		<b>0</b>
(5) Pharmacy Pay									
Accession Bonus	110	14,454.55	1,590	1	30,000.00	30	0		0
Initial	0	0	0	121	15,000.00	1,815	0		0
Anniversary	0	0	0	0	0	0	0		0
<b>Total - (5)</b>	<b>110</b>		<b>1,590</b>	<b>122</b>		<b>1,845</b>	<b>0</b>		<b>0</b>
(6) Nurse Pay									
Accession Bonus	89	26,941.16	2,398	90	30,000.00	2,700	100	27,000.00	2,700
RN-Incentive Special Pay	281	18,222.22	5,120	400	21,400.00	8,560	0		0
CRNA-Incentive Special Pay	93	41,055.56	3,818	155	15,000.00	2,325	48	41,667.00	2,000
Nurse Incentive Pay	43	13,307.50	572	0	0	0	100	15,000.00	1,500
Nurse Retention Bonus	56	23,090.91	1,293	0	0	0	260	23,077.00	6,000
<b>Total - (6)</b>	<b>562</b>		<b>13,201</b>	<b>645</b>		<b>13,585</b>	<b>508</b>		<b>12,200</b>
(7) Non Physicians Pay									
Health Profession Officer Incentive Pay	447	5,000.00	2,235	479	5,000.00	2,395	475	4,800.00	2,280
Health Profession Officer Retention Bonus	417	18,547.95	7,734	269	19,774.60	5,319	500	14,700.00	7,350

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Health Profession Officer Board Certified Pay	458	5,848.75	2,679	414	4,637.68	1,920	850	5,765.00	4,900
Health Profession Officer Accession Bonus	0		0	3	30,000.00	90	3	30,000.00	90
Non-Physician Board Certified Pay	374	2,660.25	995	501	3,000.00	1,503	0		0
Clinical Psychologist CSRB	0		0	0		0	0		0
Health Professions Officer Board Certification Pay	0		0	0		0	110	6,000.00	660
Total - (7)	1,696		13,643	1,666		11,227	1,938		15,280
Total (1)-(7)	12,702		259,252	17,385		270,547	11,713		271,104
(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)	40	500.00	20	42	500.00	21	40	500.00	20
O-6 Captain			0			0			0
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total Personal Money Allowance	48		48	50		49	48		48
(9)Special Allowances	0		0	0		0	0		0
(10)Save Pay	107	1,557.75	167	142	1,545.00	219	108	1,557.75	168
(11)Responsibility Pay	524	1,350.00	707	521	1,350.00	703	529	1,350.00	714
(12)Diving Duty Pay	1,738	2,771.19	4,816	1,714	2,760.00	4,731	1,748	2,771.19	4,844
(13) Nuclear Officer Incentive Pay									
Initial Payments	948	30,000.00	28,440	959	30,000.00	28,770	986	30,000.00	29,580
Anniversary Payments	1,418	30,000.00	42,540	1,500	30,000.00	45,000	1,473	30,000.00	44,190
Total - (13)	2,366		70,980	2,459		73,770	2,459		73,770
(14) Career Sea Pay									
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	179	5,316.19	952	186	5,390.03	1,003	181	5,348.16	968
O-5 Commander	681	4,565.85	3,109	699	4,467.86	3,123	688	4,560.11	3,137
O-4 Lieutenant Commander	1,209	3,627.11	4,385	1,253	3,633.00	4,552	1,221	3,630.92	4,433
O-3 Lieutenant	3,021	2,602.88	7,863	3,179	2,547.76	8,099	3,051	2,598.37	7,928
O-2 Lieutenant (JG)	2,377	1,879.49	4,468	2,369	1,838.63	4,356	2,401	1,877.90	4,509
O-1 Ensign	1,914	1,620.70	3,102	1,900	1,682.66	3,197	1,933	1,626.47	3,144
W-5 Warrant Officer 5	4	8,869.68	35	2	8,783.84	18	4	8,877.65	36
W-4 Warrant Officer 4	77	8,240.40	635	77	8,192.97	631	77	8,236.05	634
W-3 Warrant Officer 3	167	7,957.38	1,329	161	7,876.27	1,268	169	7,951.43	1,344
W-2 Warrant Officer 2	274	6,502.47	1,782	283	6,446.26	1,824	277	6,504.86	1,802
W-1 Warrant Officer 1			0			0			0
Total Career Sea Pay	9,903		27,660	10,109		28,071	10,002		27,935
(15)Premium Sea Pay	1,056	2,400.00	2,534	1,055	2,400.00	2,532	1,067	2,400.00	2,561

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(16)Imminent Danger Pay	790	2,700.00	2,133	156	2,700.00	421	156	2,700.00	421
(17)Foreign Language Proficiency Pay	821	3,700.37	3,038	918	3,550.00	3,259	894	3,749.44	3,352
(18)Judge Advocate Continuation Pay	95	20,052.63	1,905	136	21,617.65	2,940	140	21,107.14	2,955
(19) Hardship Duty Pay									
Location - 150	649	1,800.00	1,168	255	1,800.00	459	257	1,800.00	463
Location - 100	80	1,200.00	96	27	1,200.00	32	26	1,200.00	31
Location - 50	800	600.00	480	438	600.00	263	445	600.00	267
Mission	1	1,800.00	2	1	1,800.00	2	1	1,800.00	2
Total - (19)	1,530		1,746	721		756	729		763
(20)Hardship Duty Pay - Tempo	64	5,953.13	381	100	5,940.00	594	64	5,940.00	380
(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	19	10,000.00	190	30	10,000.00	300	0		0
Total - (23)	19		190	30		300	0		0
(24) SWO CSRB (Post DH)									
Initial Payments	192	22,000.00	4,224	250	22,000.00	5,500	232	22,000.00	5,104
Anniversary Payments	227	12,000.00	2,724	375	12,000.00	4,500	474	12,000.00	5,688
Total - (24)	419		6,948	625		10,000	706		10,792
(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	590	10,000.00	5,900	697	10,000.00	6,970	697	10,000.00	6,970
Anniversary Payments	0		0	290	15,000.00	4,350	580	15,000.00	8,700
Total - (27)	590		5,900	987		11,320	1,277		15,670
(28) SWO CSRB (Junior)									
Initial Payments	101	10,000.00	1,010	0		0	0		0
Anniversary Payments	1,340	13,003.73	17,425	1,149	13,738.12	15,785	870	15,000.00	13,050
Total - (28)	1,441		18,435	1,149		15,785	870		13,050
Total (23)-(28)	2,469		31,473	2,791		37,405	2,853		39,512
(29) SPECWAR Officer Continuation Pay									
Initial Payments	83	26,108.43	2,167	89	50,000.00	4,450	69	38,750.00	2,674
Anniversary Payments	212	9,358.49	1,984	103	16,174.76	1,666	227	11,400.00	2,588

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total - (29)	295		4,151	192		6,116	296		5,262
(30) EOD CSRB - Initial Payments									
Initial Pay \$25,000	0		0	0		0	0		0
Initial Pay \$20,000	22	20,000.00	440	22	20,000.00	440	20	20,000.00	400
Initial Pay \$22,000	16	22,000.00	352	11	22,000.00	242	15	22,000.00	330
Initial Pay \$15,000	1	15,000.00	15	0		0	0		0
Total - (30)	39		807	33		682	35		730
(31) EOD CSRB - Anniversary Payments									
Anniversary Pay \$25,000	0		0	0		0	0		0
Anniversary Pay \$20,000	43	20,000.00	860	43	20,000.00	860	63	20,000.00	1,260
Anniversary Pay \$15,000	6	15,000.00	90	2	15,000.00	30	1	15,000.00	15
Anniversary Pay \$12,000	31	12,000.00	372	28	12,000.00	336	25	12,000.00	300
Total - (31)	80		1,322	73		1,226	89		1,575
Total (30)-(31)	119		2,129	106		1,908	124		2,305
(32)SPECWAR CSAB	7	45,000.00	315	14	45,000.00	630	14	45,000.00	630
(33) NSW Officer CSRB									
Initial Payments	33	24,696.97	815	27	25,000.00	675	39	25,000.00	975
Anniversary Payments	87	22,298.85	1,940	112	19,160.71	2,146	118	21,827.00	2,576
Total - (33)	120		2,755	139		2,821	157		3,551
Total (29)-(33)	541		9,350	451		11,475	591		11,748
(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	82	6,097.56	500	15	6,250.00	94	1	6,250.00	6
Total - (36)	82		500	15		94	1		6
(37)Continuation Pay	0		0	0		7,320	0		19,666
Total Special Pay-Officer	34,860		417,230	38,747		445,426	33,126		460,487

(In Thousands Of Dollars)

Program: Aviation Bonus – Business Case Analysis

FY 2019 Estimate	\$	41,531
FY 2018 Estimate	\$	33,396
FY 2017 Actual	\$	26,189

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(b) 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.

In addition to offering the aviation bonus, the “Service” is also providing the following non-monetary incentives to maximize combat readiness now and in the future: choice of follow-on orders, a Master’s degree, etc.

**Business Case Analysis (BCA)**

The Active Component (AC) Aviation Bonus (AvB) consists of the AC Aviation Department Head Retention Bonus (ADHRB) and the AC Aviation Command Retention Bonus (ACRB). Aforementioned NDAA increased the maximum rate for the AvB.

The AC ADHRB offers three year and five year contracts and is structured to contract aviators through the completion of their AC Department Head (DH) tour or Post Department Head tour, respectively. The FY18 proposal addresses the DH inventory (INV) and retention shortfall by modulating bonus amounts for aviators in specific Type/Model/Series (T/M/S).

The AC ACRB program has been restructured from \$18/yr for 2 years to \$20k/yr for 5 years and obligates Commanding Officers to complete at least one Post-Commander Command (PCC) assignment.

**Aircraft Personnel Manning Levels (ADHRB)**

	FY 2017	FY 2018	FY 2019
Jet	99%	97%	97%
Prop	128%	124%	124%
Helo	98%	98%	98%

**Aircraft Personnel Manning Levels (ACRB)**

	FY 2017	FY 2018	FY 2019
Jet	71%	80%	80%
Prop	96%	80%	80%
Helo	69%	80%	80%

NOTE: ACCP is a combination of ADHRB and ACRB  
ADHRB: Aviation Department Head Retention Bonus  
ACRB: Aviation Command Retention Bonus  
ACCP: Aviation Continuation Career Pay



Program Aviation Bonus - Business Case Analysis (Continued)

The AC AvB (ADHRB and ACRB) are critical to aviation community health. ADHRB addresses the retention at the first career milestone and the ACRB addresses retention of a smaller pool of experienced officers required to fill Post Command Commander and Major Command billets. Amounts for the ADHRB and restructuring of the ACRB were determined by analyzing take rates, DH refusal rates, and Voluntary Retirements.

o Airlines continue to hire and lure Naval Aviators away from the enterprise.

ADHRB take-rate is ~43%, ~7% below the average, indicating a decline in effectiveness and attractiveness. ACRB take-rate for FY17 was ~31% (overall 76.4% since FY14 inception).

- Voluntary retirements of PCCs has doubled from 2009 to 2017

o Address impact on:

Enterprise's ability to meet the department head demand (OP and OP-T) across all T/M/S while maintaining selectivity during the selection process.

Enterprise's annualized demand for PCCs averages 131 per year to meet billet requirements. Current output of PCCs is ~128 per year. It is critical to retain as many as possible to ensure Selectivity and that all PCC billets can be sufficiently filled.

In addition to offering the aviation bonus, the Navy is also providing the following non-monetary incentives. A few examples of non-monetary incentives include improved education opportunities, career intermission program, and SECNAV Tours with Industry.

ADHRB Aircraft Type	<u>FY 2017</u>			<u>FY 2018</u>			<u>FY 2019</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	454	\$19,639	\$8,915,905	500	\$19,674	\$9,837,000	498	\$24,388	\$12,145,251
Prop	571	\$13,856	\$7,911,705	609	\$14,245	\$8,675,000	481	\$17,773	\$8,548,772
Helo	518	\$13,077	\$6,773,784	615	\$13,049	\$8,025,000	572	\$20,411	\$11,674,977
<b>ADHRB Total</b>	<b>1,543</b>	<b>\$15,296</b>	<b>\$23,601,394</b>	<b>1,724</b>	<b>\$15,393</b>	<b>\$26,537,000</b>	<b>1,551</b>	<b>\$20,870</b>	<b>\$32,369,000</b>

  

ACRB Command Type	<u>FY 2017</u>			<u>FY 2018</u>			<u>FY 2019</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	44	\$18,000	\$792,000	68	\$18,000	\$1,224,000	130	\$20,000	\$3,054,000
Prop	57	\$18,000	\$1,022,000	68	\$18,000	\$1,224,000	130	\$20,000	\$3,054,000
Helo	43	\$18,000	\$774,000	68	\$18,000	\$1,224,000	130	\$20,000	\$3,054,000
<b>ACRB Total</b>	<b>144</b>	<b>\$17,972</b>	<b>\$2,588,000</b>	<b>204</b>	<b>\$18,000</b>	<b>\$3,672,000</b>	<b>390</b>	<b>\$23,492</b>	<b>\$9,162,000</b>
<b>ACCP Total</b>	<b>1,687</b>	<b>\$15,524</b>	<b>\$26,189,394</b>	<b>1,928</b>	<b>\$15,669</b>	<b>\$30,209,000</b>	<b>1,941</b>	<b>\$21,397</b>	<b>\$41,531,000</b>

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

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	1,418	\$ 42,540	886	\$ 26,580	245	\$ 7,350	99	\$ 2,970	46	\$ 1,380	17	\$ 510		
FY 2017 Initial Anniversary	948	\$ 28,440	614	\$ 18,420	613	\$ 18,390	146	\$ 4,380	53	\$ 1,590	29	\$ 870	17	\$ 510
FY 2018 Initial Anniversary			959	\$ 28,770	615	\$ 18,450	613	\$ 18,390	146	\$ 4,380	53	\$ 1,590	29	\$ 870
FY 2019 Initial Anniversary					986	\$ 29,580	615	\$ 18,450	613	\$ 18,390	146	\$ 4,380	53	\$ 1,590
FY 2020 Initial Anniversary							986	\$ 29,580	615	\$ 18,450	613	\$ 18,390	146	\$ 4,380
FY 2021 Initial Anniversary									986	\$ 29,580	615	\$ 18,450	613	\$ 18,390
FY 2022 Initial Anniversary											986	\$ 29,580	615	\$ 18,450
FY 2023 Initial Anniversary													986	\$ 29,580
Initial Payments	948	28,440	959	28,770	986	29,580	986	29,580	986	29,580	986	29,580	986	29,580
Anniversary Payments	1,418	42,540	1,500	45,000	1,473	44,190	1,473	44,190	1,473	44,190	1,473	44,190	1,473	44,190
Total	2,366	70,980	2,459	73,770	2,459	73,770	2,459	73,770	2,459	73,770	2,459	73,770	2,459	73,770

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

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	227	\$ 2,724	125	\$ 1,500										
FY 2017 Initial Anniversary	192	\$ 4,224	250	\$ 3,000	224	\$ 2,688								
FY 2018 Initial Anniversary			250	\$ 5,500	250	\$ 3,000	242	\$ 2,904						
FY 2019 Initial Anniversary					232	\$ 5,104	232	\$ 2,784	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	275	\$ 3,300
FY 2022 Initial Anniversary											275	\$ 6,050	275	\$ 3,300
FY 2023 Initial Anniversary													275	\$ 6,050
Initial Payments	192	4,224	250	5,500	232	5,104	275	6,050	275	6,050	275	6,050	275	6,050
Anniversary Payments	227	2,724	375	4,500	474	5,688	474	5,688	550	6,600	550	6,600	550	6,600
Total	419	6,948	625	10,000	706	10,792	749	11,738	825	12,650	825	12,650	825	12,650

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

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	1,340	\$ 17,425	999	\$ 14,285	788	\$ 11,927	556	\$ 8,371	515	\$ 4,199				
FY 2017 Initial Anniversary	101	\$ 1,010	150	\$ 1,500	82	\$ 1,123	24	\$ 329	11	\$ 151				
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
FY 2021 Initial Anniversary														
FY 2022 Initial Anniversary														
FY 2023 Initial Anniversary														
Initial Payments	101	1,010	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	1,340	17,425	1,149	15,785	870	13,050	580	8,700	526	4,350	0	0	0	0
Total	1,441	18,435	1,149	15,785	870	13,050	580	8,700	526	4,350	0	0	0	0

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

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	212	\$ 1,984	49	\$ 1,010	128	\$ 1,289	68	\$ 688						
FY 2017 Initial Anniversary	83	\$ 2,167	54	\$ 656	45	\$ 643	37	\$ 610	25	\$ 537				
FY 2018 Initial Anniversary			89	\$ 4,450	54	\$ 656	54	\$ 656	54	\$ 656	37	\$ 626		
FY 2019 Initial Anniversary					69	\$ 2,674	89	\$ 668	89	\$ 668	89	\$ 559	65	\$ 407
FY 2020 Initial Anniversary							80	\$ 3,114	93	\$ 772	93	\$ 772	93	\$ 772
FY 2021 Initial Anniversary									81	\$ 3,143	97	\$ 700	97	\$ 700
FY 2022 Initial Anniversary											75	\$ 3,266	99	\$ 865
FY 2023 Initial Anniversary													82	\$ 3,163
Initial Payments	83	2,167	89	4,450	69	2,674	80	3,114	81	3,143	75	3,266	82	3,163
Anniversary Payments	212	1,984	103	1,666	227	2,588	248	2,622	261	2,633	316	2,657	354	2,744
Total	295	4,151	192	6,116	296	5,262	328	5,736	342	5,776	391	5,923	436	5,907

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

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	80	\$ 1,322	38	\$ 630	21	\$ 427								
FY 2017 Initial Anniversary	39	\$ 807	35	\$ 596	34	\$ 574	19	\$ 392						
FY 2018 Initial Anniversary			33	\$ 682	34	\$ 574	34	\$ 574	23	\$ 443				
FY 2019 Initial Anniversary					35	\$ 730	35	\$ 586	35	\$ 586	29	\$ 519		
FY 2020 Initial Anniversary							36	\$ 748	36	\$ 619	36	\$ 619	27	\$ 504
FY 2021 Initial Anniversary									33	\$ 688	33	\$ 566	33	\$ 560
FY 2022 Initial Anniversary											38	\$ 792	38	\$ 640
FY 2023 Initial Anniversary													38	\$ 792
Initial Payments	39	807	33	682	35	730	36	748	33	688	38	792	38	792
Anniversary Payments	80	1,322	73	1,226	89	1,575	88	1,552	94	1,648	98	1,704	98	1,704
Total	119	2,129	106	1,908	124	2,305	124	2,300	127	2,336	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 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	87	\$ 1,940	81	\$ 1,371	45	\$ 1,211	13	\$ 470						
FY 2017 Initial Anniversary	33	\$ 815	31	\$ 775	35	\$ 590	35	\$ 500	35	\$ 500				
FY 2018 Initial Anniversary			27	\$ 675	38	\$ 775	38	\$ 950	38	\$ 500	38	\$ 500		
FY 2019 Initial Anniversary					39	\$ 975	39	\$ 975	39	\$ 975	39	\$ 500	39	\$ 500
FY 2020 Initial Anniversary							33	\$ 825	55	\$ 825	55	\$ 825	55	\$ 825
FY 2021 Initial Anniversary									44	\$ 1,100	44	\$ 1,100	44	\$ 1,100
FY 2022 Initial Anniversary											41	\$ 1,025	41	\$ 1,025
FY 2023 Initial Anniversary													55	\$ 1,375
Initial Payments	33	815	27	675	39	975	33	825	44	1,100	41	1,025	55	1,375
Anniversary Payments	87	1,940	112	2,146	118	2,576	125	2,895	167	2,800	176	2,925	179	3,450
Total	120	2,755	139	2,821	157	3,551	158	3,720	211	3,900	217	3,950	234	4,825

(In Thousands Of Dollars)

Project: Basic Allowance For Housing

FY 2019 Estimate	\$1,531,258
FY 2018 Estimate	\$1,554,695
FY 2017 Actual	\$1,501,491

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

The estimates include projected annual rate increases of 4.2% for FY 2017, 3.1% for FY 2018 and 3.2% in FY 2019. 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 2017 average inflation rate is 4.2 percent. The January 1, 2017 and January 1, 2018 average BAH inflation rate assumption are respectively, 4.4 percent and 2.7 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA authorized a 1.0 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, 2015. FY 2016 NDAA amended 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1) BAH Domestic - Officers with Dependents</b>									
O-10 Admiral	7	42,064.75	294	8	43,350.81	347	7	44,756.56	313
O-9 Vice Admiral	27	39,555.98	1,068	32	41,760.98	1,336	26	42,087.25	1,094
O-8 Rear Admiral (UH)	60	38,573.75	2,314	58	40,606.40	2,355	58	41,042.16	2,380
O-7 Rear Admiral (LH)	89	36,805.87	3,276	90	38,948.11	3,505	99	39,161.15	3,877
O-6 Captain	2,660	35,542.26	94,542	2,557	37,803.02	96,662	2,528	37,816.68	95,601
O-5 Commander	5,515	34,304.35	189,188	5,286	36,579.28	193,358	5,270	36,499.55	192,353
O-4 Lieutenant Commander	8,287	31,286.44	259,271	8,026	33,351.95	267,683	7,844	33,288.52	261,115
O-3 Lieutenant	10,925	28,076.78	306,739	10,707	30,134.74	322,653	10,444	29,873.47	311,999
O-2 Lieutenant (JG)	2,572	25,283.65	65,030	2,558	27,041.92	69,173	2,514	26,901.60	67,631
O-1 Ensign	1,504	23,903.05	35,950	1,668	25,525.69	42,577	1,464	25,432.65	37,233
<b>Total BAH Domestic - Officers with Dependents</b>	<b>31,646</b>		<b>957,672</b>	<b>30,990</b>		<b>999,649</b>	<b>30,254</b>		<b>973,596</b>
<b>(2) BAH Differential</b>									
	8	3,364.30	27	12	3,207.61	38	11	3,530.30	39
<b>(3) BAH Domestic - Warrant Officers with Dependents</b>									
W-5 Warrant Officer 5	65	29,377.40	1,910	68	30,649.78	2,084	77	31,257.32	2,407
W-4 Warrant Officer 4	341	28,850.97	9,838	326	30,526.26	9,952	327	30,697.20	10,038
W-3 Warrant Officer 3	541	27,809.59	15,045	552	30,018.41	16,570	531	29,589.18	15,712
W-2 Warrant Officer 2	477	26,091.31	12,446	493	28,028.81	13,818	509	27,760.95	14,130
W-1 Warrant Officer 1			0			0			0
<b>Total BAH Domestic - Warrant Officers with Dependents</b>	<b>1,424</b>		<b>39,239</b>	<b>1,439</b>		<b>42,424</b>	<b>1,444</b>		<b>42,287</b>
<b>Total (1)-(3)</b>	<b>33,078</b>		<b>996,938</b>	<b>32,441</b>		<b>1,042,111</b>	<b>31,709</b>		<b>1,015,922</b>



	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(4) BAH Domestic - Officers without Dependents</b>									
O-10 Admiral			0			0			0
O-9 Vice Admiral	2	35,039.20	70	2	36,309.39	73	2	37,281.43	75
O-8 Rear Admiral (UH)	5	30,470.03	152	6	35,490.66	213	5	32,419.87	162
O-7 Rear Admiral (LH)	3	29,089.97	87	3	34,779.18	104	3	30,951.50	93
O-6 Captain	200	30,630.34	6,126	192	33,886.15	6,506	190	32,590.44	6,192
O-5 Commander	572	28,764.17	16,453	541	30,827.78	16,678	547	30,604.85	16,741
O-4 Lieutenant Commander	1,364	27,563.58	37,597	1,350	29,547.39	39,889	1,291	29,327.43	37,862
O-3 Lieutenant	6,109	25,025.88	152,883	5,857	26,390.40	154,569	5,840	26,627.34	155,504
O-2 Lieutenant (JG)	3,725	22,467.94	83,693	3,624	23,576.92	85,443	3,642	23,905.71	87,065
O-1 Ensign	4,510	19,621.18	88,492	4,359	20,202.99	88,065	4,389	20,876.78	91,628
<b>Total BAH Domestic - Officers without Dependents</b>	<b>16,490</b>		<b>385,553</b>	<b>15,934</b>		<b>391,540</b>	<b>15,909</b>		<b>395,322</b>
<b>(5) BAH Domestic - Warrant Officers without Dependents</b>									
W-5 Warrant Officer 5	6	29,791.07	179	5	35,639.55	178	7	31,697.46	222
W-4 Warrant Officer 4	31	26,709.19	828	25	27,461.13	687	30	28,418.36	853
W-3 Warrant Officer 3	34	25,009.90	850	34	25,225.22	858	33	26,610.33	878
W-2 Warrant Officer 2	39	22,588.24	881	32	23,943.84	766	42	24,033.71	1,009
W-1 Warrant Officer 1			0			0			0
<b>Total BAH Domestic - Warrant Officers without Dependents</b>	<b>110</b>		<b>2,738</b>	<b>96</b>		<b>2,489</b>	<b>112</b>		<b>2,962</b>
<b>Total (4)-(5)</b>	<b>16,600</b>		<b>388,291</b>	<b>16,030</b>		<b>394,029</b>	<b>16,021</b>		<b>398,284</b>
<b>(6) Officer Partial BAH</b>									
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	1	287.00	0	1	287.00	0	1	287.00	0
O-5 Commander	6	428.20	3	5	428.20	2	6	428.20	3
O-4 Lieutenant Commander	20	320.64	6	13	320.64	4	19	320.64	6
O-3 Lieutenant	76	266.16	20	84	266.16	22	73	266.16	19
O-2 Lieutenant (JG)	56	213.15	12	59	213.15	13	55	213.15	12
O-1 Ensign	62	157.58	10	76	157.58	12	60	157.58	9
<b>Total Officer Partial BAH</b>	<b>221</b>		<b>51</b>	<b>238</b>		<b>53</b>	<b>214</b>		<b>49</b>
<b>(7) Warrant Officer Partial BAH</b>									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2	1	281.00	0	1	281.00	0	1	281.00	0
W-1 Warrant Officer 1			0			0			0
<b>Total Warrant Officer Partial BAH</b>	<b>1</b>		<b>0</b>	<b>1</b>		<b>0</b>	<b>1</b>		<b>0</b>
<b>Total (6)-(7)</b>	<b>222</b>		<b>51</b>	<b>239</b>		<b>53</b>	<b>215</b>		<b>49</b>
<b>(8) BAH - Inadequate Family Housing (Officers)</b>									
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			0			0			0
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
<b>Total BAH - Inadequate Family Housing (Officers)</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(9) BAH - Warrant Officers Inadequate Family Housing</b>									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total BAH - Warrant Officers Inadequate Family Housing	0		0	0		0	0		0
Total - Domestic	49,900		1,385,280	48,710		1,436,193	47,945		1,414,255
<b>(10) BAH Overseas - Officers with Dependents</b>									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)	1	50,969.49	51	1	53,796.91	54	1	51,876.71	52
O-7 Rear Admiral (LH)	3	48,059.56	144	3	50,725.54	152	3	48,914.99	147
O-6 Captain	112	42,559.58	4,767	115	44,920.48	5,166	110	43,317.11	4,765
O-5 Commander	325	40,204.99	13,067	341	42,435.26	14,470	320	40,920.61	13,095
O-4 Lieutenant Commander	526	37,489.14	19,719	504	39,568.76	19,943	514	38,156.42	19,612
O-3 Lieutenant	664	34,315.13	22,785	649	36,218.67	23,506	655	34,925.92	22,876
O-2 Lieutenant (JG)	99	35,975.60	3,562	97	37,971.25	3,683	100	36,615.94	3,662
O-1 Ensign	103	42,675.95	4,396	49	45,043.30	2,207	103	43,435.55	4,474
Total BAH Overseas - Officers with Dependents	1,833		68,491	1,759		69,181	1,806		68,683
<b>(11) BAH Overseas - Warrant Officers With Dependents</b>									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4	15	35,117.91	527	16	37,065.99	593	15	35,742.99	536
W-3 Warrant Officer 3	34	33,486.54	1,139	35	35,344.12	1,237	34	34,082.58	1,159
W-2 Warrant Officer 2	20	31,273.96	625	20	33,008.80	660	22	31,830.62	700
W-1 Warrant Officer 1			0			0			0
Total BAH Overseas - Warrant Officers With Dependents	69		2,291	71		2,490	71		2,395

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (10)-(11)	1,902		70,782	1,830		71,671	1,877		71,078
(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	18	35,201.93	634	17	37,459.64	637	18	35,828.50	645
O-5 Commander	63	33,725.02	2,125	63	35,888.00	2,261	62	34,325.30	2,128
O-4 Lieutenant Commander	172	30,452.97	5,238	160	32,406.10	5,185	168	30,995.01	5,207
O-3 Lieutenant	721	28,493.11	20,544	686	30,320.54	20,800	711	29,000.27	20,619
O-2 Lieutenant (JG)	329	26,942.81	8,864	329	28,670.81	9,433	332	27,422.37	9,104
O-1 Ensign	289	26,146.84	7,556	286	27,823.78	7,958	290	26,612.24	7,718
Total BAH Overseas - Officers without Dependents	1,592		44,961	1,541		46,274	1,581		45,421
(13) BAH Overseas - Warrant Officers Without Dependents									
W-5 Warrant Officer 5	1	24,889.05	25	1	26,485.33	26	1	25,332.06	25
W-4 Warrant Officer 4	5	31,288.02	156	5	33,294.70	166	5	31,844.93	159
W-3 Warrant Officer 3	3	30,887.62	93	3	32,868.61	99	3	31,437.40	94
W-2 Warrant Officer 2	7	27,763.96	194	9	29,544.62	266	8	28,258.14	226
W-1 Warrant Officer 1			0			0			0
Total BAH Overseas - Warrant Officers Without Dependents	16		468	18		557	17		504
Total (12)-(13)	1,608		45,429	1,559		46,831	1,598		45,925
Total - Overseas	3,510		116,211	3,389		118,502	3,475		117,003
Total Basic Allowance For Housing	53,410		1,501,491	52,099		1,554,695	51,420		1,531,259

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence-Officer

FY 2019 Estimate \$ 172,777  
FY 2018 Estimate \$ 171,681  
FY 2017 Actual \$ 169,158

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 2017, \$254.39 per month effective 01 January 2018 and \$263.04 per month effective 1 January 2019.

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance For Subsistence - Officer									
Basic Allowance For Subsistence	55,772	3,033.03	169,158	55,006	3,121.14	171,681	55,191	3,130.53	172,777
Total - (1)	55,772		169,158	55,006		171,681	55,191		172,777
Total Basic Allowance For Subsistence-Officer	55,772		169,158	55,006		171,681	55,191		172,777

(In Thousands Of Dollars)

Project: Station Allowances, Overseas-Officer

FY 2019 Estimate \$ 113,179  
FY 2018 Estimate \$ 112,822  
FY 2017 Actual \$ 108,953

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Station Allowances - Cost Of Living	8,352	11,402.23	95,231	8,595	11,385.12	97,855	8,276	11,978.04	99,130
(2)Station Allowances - Temporary Lodging	9,563	1,434.86	13,722	9,584	1,561.65	14,967	9,476	1,482.60	14,049
Total Station Allowances, Overseas-Officer	17,915		108,953	18,179		112,822	17,752		113,179

(In Thousands Of Dollars)

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

FY 2019 Estimate	\$	1,431
FY 2018 Estimate	\$	1,720
FY 2017 Actual	\$	1,603

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost Of Living (COLA) CONUS COLA	1,987	806.62	1,603	2,497	688.69	1,720	1,600	894.26	1,431
Total - (1)	1,987		1,603	2,497		1,720	1,600		1,431
Total CONUS Cost Of Living Allowance (COLA)-Officer	1,987		1,603	2,497		1,720	1,600		1,431

(In Thousands Of Dollars)

Project: Uniform Allowance-Officer

FY 2019 Estimate	\$	2,137
FY 2018 Estimate	\$	1,971
FY 2017 Actual	\$	2,028

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 rates.

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Reserves	2,206	400.00	882	2,138	400.00	855	2,317	400.00	927
Regular	1,305	400.00	522	1,239	400.00	496	1,371	400.00	548
CWO Pilot Program	0		0	0		0	0		0
Total - (1)	3,511		1,404	3,377		1,351	3,688		1,475
(2)Additional	2,200	200.00	440	2,217	200.00	443	2,311	200.00	462
(3)Civilian	291	631.77	184	277	638.16	177	306	652.79	200
Total Uniform Allowance-Officer	6,002		2,028	5,871		1,971	6,305		2,137

(In Thousands Of Dollars)

Project: Family Separation Allowance-Officer

FY 2019 Estimate	\$	3,891
FY 2018 Estimate	\$	3,885
FY 2017 Actual	\$	10,327

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	882	3,000.00	2,646	475	3,000.00	1,425	469	3,000.00	1,407
(2)FSA - S (Onboard> 30 days)	1,632	3,000.00	4,896	582	3,000.00	1,746	585	3,000.00	1,755
(3)FSA - T (TDY> 30 days)	928	3,000.00	2,785	238	3,000.00	714	243	3,000.00	729
Total Family Separation Allowance-Officer	3,442		10,327	1,295		3,885	1,297		3,891



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

(In Thousands of Dollars)

FY 2019 Estimate	\$142
FY 2018 Estimate	\$71
FY 2017 Actual	\$139

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 Title 37 Section 439.

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 2017			FY 2018			FY 2019		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	20	6,965.00	139	10	7,100.00	71	20	7,100.00	142
Total Special Compensation for Assistance with Activities of	20		139	10		71	20		142

(In Thousands Of Dollars)

Project: Separation Payments-Officer

FY 2019 Estimate	\$	41,489
FY 2018 Estimate	\$	43,709
FY 2017 Actual	\$	38,158

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 (NDAA) 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. Per P.L. 114-92, section 631 of NDAA FY2016, the redux retirement plan will discontinue as of December 31, 2017.

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 2017 includes a 2.1% pay raise effective 1 January 2017, FY 2018 includes a 2.4% pay raise effective 1 January 2018 and FY 2019 includes a 2.6% pay raise effective 1 January 2019.

Computation of fund requirements is provided in the following table:

	FY 2017				FY 2018				FY 2019			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Separation Pay - Lump sum Leave Payment(Officer)												
Flag Officers	36	48	21,393.56	770	37	47	21,882.28	810	37	48	22,449.18	831
O-6 Captain	432	26	9,035.98	3,904	434	27	9,863.89	4,281	441	26	9,481.84	4,181
O-5 Commander	640	18	5,049.76	3,232	623	17	5,007.36	3,120	654	18	5,298.93	3,466
O-4 Lieutenant Commander	841	16	3,882.07	3,265	832	17	4,039.22	3,361	864	16	4,073.62	3,520
O-3 Lieutenant	1,496	19	3,684.62	5,512	1,454	19	3,666.38	5,331	1,539	19	3,866.43	5,950
O-2 Lieutenant (JG)	139	22	3,309.70	460	131	22	3,363.74	441	139	22	3,473.01	483
O-1 Ensign	82	22	2,346.15	192	74	22	2,416.97	179	81	22	2,461.92	199
W-5 Warrant Officer 5	10	21	5,955.50	60	11	22	6,386.21	70	10	21	6,249.37	62
W-4 Warrant Officer 4	64	20	4,991.64	319	64	20	5,050.27	323	65	20	5,237.95	340
W-3 Warrant Officer 3	44	14	2,827.00	124	44	14	2,977.85	131	44	14	2,966.49	131
W-2 Warrant Officer 2	3	10	1,739.16	5	3	10	1,787.17	5	3	10	1,824.98	5
W-1 Warrant Officer 1				0				0				0
Total Separation Pay - Lump sum Leave Payment(Officer)	3,787			17,843	3,707			18,052	3,877			19,168
(2)Severance Pay, Failure of Promotion	0			0	0			0	0			0
(3)Severance Pay, Disability - Officer	22		65,692.32	1,445	25		67,164.23	1,679	26		68,933.77	1,792
(4) Severance Pay Invol - Full Pay (10%)												
Invol - Full Pay (10%)	227		75,144.74	17,058	294		76,578.91	22,514	251		78,852.60	19,792
Invol - Half Pay (5%)	16		43,871.59	702	17		43,772.87	744	16		46,036.34	737
Total - (4)	243			17,760	311			23,258	267			20,529
(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	37		30,000.00	1,110	24		30,000.00	720	0			0
Total Separation Payments-Officer	4,089			38,158	4,067			43,709	4,170			41,489

(In Thousands Of Dollars)

Project: Social Security Tax-Officer

FY 2019 Estimate	\$	334,535
FY 2018 Estimate	\$	324,231
FY 2017 Actual	\$	320,910

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 2017 - 7.65% on first \$127,200  
 Calendar year 2018 - 7.65% on first \$128,700  
 Calendar year 2019 - 7.65% on first \$135,600

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Social Security Tax - Employer's contribution	55,772	5,753.97	320,910	55,006	5,894.46	324,231	55,191	6,061.41	334,535
Total Social Security Tax-Officer	55,772		320,910	55,006		324,231	55,191		334,535

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 2018 Direct Program			18,507,145
Increases			
Pricing Increases			
Strength Related			561,172
Annualization of FY 2018 Pay Raise 2.4% (Effective 1 January 2018)		66,425	
Basic Pay	48,117		
RPA	14,627		
FICA	3,681		
Increase due to Pay Raise of 2.6% (Effective 1 January 2019)		305,497	
Basic Pay	221,236		
RPA	67,336		
FICA	16,925		
Inflation Rate		174,743	
RPA Full Time Rate growth of 2.0%	174,743		
BAH Rates		14,508	
Domestic Housing Rate Growth of 3.2%	14,508		
BAH Overseas	0		
Other Pricing Increases			95,283
Special Pay - Enlisted		10,083	
Premium Sea Pay (Enlisted)	2,381		
Foreign Language Proficiency Pay (Enl)	1,081		
Assignment Incentive Pay (Enl)	5,779		
Enlisted Supervisor Retention Pay CSRB	842		
Reenlistment Bonus - Enlisted		60,420	
Reenlistment Bonus - Initial Payment	49,040		
Reenlistment Bonus - Anniversary	11,380		
Enlistment Bonus - Enlisted		11,348	
Enlistment Bonus - New Pay	134		
Enlistment Bonus - Residuals	11,214		
Clothing Allowance - Enlisted		3,436	
Initial Military	1,358		
Enlisted Civilian Clothing	5		
Replacement Allowances (Basic)	530		
Replacement Allowances (Std)	1,282		
Replacement Allowances (Special)	217		
Supplementary Clothing (Enl)	44		
Separation Payments - Enlisted		9,917	
Lump Sum Terminal Leave Payments	3,903		
Severance Pay, Disability (Enl)	6,014		
Special Compensation for Assistance with Activities of Daily Living - Enlisted		79	
Special Monthly Compensation	79		
Increases due to Reimbursables			0
Total Pricing Increases			656,455
Program Increases			
Strength Related			418,539
Pay grade Mix			47,683

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

	Basic Pay	34,541		
	RPA	10,500		
	FICA	2,642		
			370,856	
	Increase in Basic Pay Work Years	177,979		
	Increase in RPA Full Time Work Years	54,053		
	Increase in FICA Work Years	13,616		
	BAH Domestic	113,341		
	BAH Overseas	11,867		
Other Program Increases				248,022
Thrift Savings Plan - Enlisted			79,825	
	Thrift Savings Plan - Enlisted	79,825		
Incentive Pay For Hazardous Duty - Enlisted			22	
	Non-Crew (HDIP)	22		
Special Pay - Enlisted			28,709	
	Career Sea Pay (Enlisted)	453		
	Premium Sea Pay (Enlisted)	243		
	HDP Location (Enl)	75		
	Enlisted Supervisor Retention Pay CSRB	261		
	Special Warfare SOCOM CSRB	494		
	Continuation Pay	27,183		
Special Duty Assignment Pay And Proficiency Pay - Enlisted			21,536	
	SDAP - SD-6 (\$450)	572		
	SDAP - SD-4 (\$300)	1,397		
	SDAP - SD-3 (\$225)	548		
	Recruiter - Recruiter (\$450)	19,019		
Enlistment Bonus - Enlisted			50,865	
	Enlistment Bonus - New Pay	37,795		
	Enlistment Bonus - Residuals	13,070		
Station Allowance, Overseas - Enlisted			19,440	
	Overseas Station Allowance (Enl)	19,440		
Clothing Allowance - Enlisted			45,889	
	Initial Military	12,424		
	Enlisted Civilian Clothing	20		
	Replacement Allowances (Basic)	832		
	Replacement Allowances (Std)	5,028		
	Replacement Allowances (Special)	891		
	Supplementary Clothing (Enl)	29		
	Up-Front Purchases	26,665		
Family Separation Allowance - Enlisted			129	
	FSA - R (On PCS With Dependents Not Authorized)	45		
	FSA - S (Onboard > 30 days)	54		
	FSA - T (TDY > 30 days)	30		
Separation Payments - Enlisted			1,598	
	Voluntary Separation (Enl) - VSI Trust Fund	1,598		
Special Compensation for Assistance with Activities of Daily Living - Enlisted			9	
	Special Monthly Compensation	9		
	Total Program Increases			666,561
Total Increases				1,323,016
Decreases				
Pricing Decreases				
Strength Related				-41,478

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

RPA			-1	
Inflation Rate				
BAH Rates				-41,478
Domestic Housing Rate Growth of 3.2%			-13,879	
BAH Overseas			-27,599	
Other Pricing Decreases				-40,026
Special Pay - Enlisted				-1,345
	Career Sea Pay (Enlisted)		-649	
	EOD CSRB		-52	
	Special Warfare SOCOM CSRB		-644	
Special Duty Assignment Pay And Proficiency Pay - Enlisted				-13,370
	Recruiter - Recruiter (\$375)		-13,370	
Station Allowance, Overseas - Enlisted				-19,623
	Overseas Station Allowance (Enl)		-17,464	
	Temporary Lodging (Enl)		-2,159	
CONUS Cost Of Living Allowance (COLA) - Enlisted				-200
	CONUS COLA		-200	
Separation Payments - Enlisted				-5,488
	Severance Pay, Non-Disability (Enl) - Invol - Full Pay		-2,845	
	Severance Pay, Non-Disability (Enl) - Invol - Half Pay		-2,643	
Decreases due to Reimbursables				-17,279
	Basic Pay		-6,708	
	Retired Pay Accrual		-1,678	
	Basic Allowance for Housing (Domestic)		-8,379	
	SS Tax-Employer Contribution		-514	
	Total Pricing Decreases			-98,783
Program Decreases				-314
Strength Related				-314
	BAH Domestic		-314	
	BAH Overseas		0	
Other Program Decreases				-57,166
Incentive Pay For Hazardous Duty - Enlisted				-401
	Flying Duty - Non Career		-17	
	Submarine Pay		-362	
	Toxic Material Pay (Enl)		-7	
	Duty Inside HiLo Chamber (Enl)		-4	
	Visit, Board, Search and Seizure		-11	
Special Pay - Enlisted				-9,196
	HDP Tempo (Enl)		-594	
	Overseas Extension Pay (Enl)		-170	
	Foreign Language Proficiency Pay (Enl)		-953	
	Assignment Incentive Pay (Enl)		-6,814	
	EOD CSRB		-658	
	Combat Injury		-7	
Special Duty Assignment Pay And Proficiency Pay - Enlisted				-1,022
	SDAP - SD-5 (\$375)		-360	
	SDAP - SD-2 (\$150)		-252	
	SDAP - SD-1 (\$75)		-410	
Reenlistment Bonus - Enlisted				-18,179



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

	Reenlistment Bonus - Initial Payment	-10,363		
	Reenlistment Bonus - Anniversary	-7,816		
Station Allowance, Overseas - Enlisted			-127	
	Temporary Lodging (Enl)	-127		
CONUS Cost Of Living Allowance (COLA) - Enlisted			-1,849	
	CONUS COLA	-1,849		
Separation Payments - Enlisted			-26,392	
	Lump Sum Terminal Leave Payments	-1,574		
	Severance Pay, Disability (Enl)	-933		
	Severance Pay, Non-Disability (Enl) - Invol - Full Pay	-1,201		
	Severance Pay, Non-Disability (Enl) - Invol - Half Pay	-484		
	\$30,000 Lump Sum Bonus (Enl)	-22,200		
	Total Program Decreases		-57,480	
Total Decreases				-156,263
Total FY 2019 Direct Program				19,673,898

(In Thousands Of Dollars)

Project: Basic Pay - Enlisted

FY 2019 Estimate \$9,647,068  
FY 2018 Estimate \$9,165,195  
FY 2017 Actual \$9,015,932

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 2017 is based on end strength of 265,030 and 268,021 workyears. FY 2018 is based on end strength of 270,132 and 268,070 workyears. FY 2019 is based on end strength of 274,142 and 273,227 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2017 includes a 2.1% across the board payraise effective 1 January 2017. FY 2018 includes a 2.4% across the board payraise effective 1 January 2018. FY 2019 includes a 2.6% across the board payraise effective 1 January 2019.

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Enlisted									
E-9 Master Chief Petty Officer	2,586	77,200.19	199,640	2,603	78,740.97	204,963	2,793	81,009.46	226,259
E-8 Senior Chief Petty Officer	6,554	60,975.21	399,632	7,136	62,122.53	443,306	7,319	63,983.90	468,298
E-7 Chief Petty Officer	21,368	52,420.56	1,120,123	21,142	53,480.74	1,130,690	22,183	55,007.14	1,220,223
E-6 1st Class Petty Officer	48,192	42,477.09	2,047,056	46,701	43,350.76	2,024,524	47,355	44,573.03	2,110,756
E-5 2nd Class Petty Officer	65,075	33,743.31	2,195,846	64,362	34,384.21	2,213,037	69,564	35,408.30	2,463,143
E-4 3rd Class Petty Officer	52,989	27,442.06	1,454,127	52,609	27,939.57	1,469,873	50,535	28,796.13	1,455,212
E-3 Seaman	49,366	23,453.15	1,157,788	48,451	23,875.87	1,156,810	43,665	24,610.40	1,074,613
E-2 Seaman Apprentice	13,203	21,455.05	283,271	16,083	21,911.94	352,410	17,183	22,513.70	386,853
E-1 Seaman Recruit	8,688	18,237.94	158,451	9,100	18,635.42	169,582	12,630	19,137.85	241,711
Total Basic Pay - Enlisted	268,021		9,015,932	268,187		9,165,195	273,227		9,647,068

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Enlisted

FY 2019 Estimate	\$2,933,110
FY 2018 Estimate	\$2,611,852
FY 2017 Actual	\$2,599,334

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 28.9% for FY 2017, 28.4% for FY 2018, and 30.4% for FY 2019. The part-time RPA is 22.8% for FY 2017, 22.6% for FY 2018 and 24.7% for FY 2019.

Cost computations are as follows:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	265,593	9,707.22	\$ 2,578,170	268,095	9,739.00	\$ 2,610,976	272,984	10,735.38	\$ 2,930,587
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	2,428	8,716.66	\$ 21,164	92	9,518.85	\$ 876	243	10,381.64	\$ 2,523
Total Retired Pay Accrual -Enlisted	268,021		\$ 2,599,334	268,187		\$ 2,611,852	273,227		\$ 2,933,110

(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - matching contributions

FY 2019 Estimate	\$182,026
FY 2018 Estimate	\$102,201
FY 2017 Actual	\$0

**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.

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
TSP Matching contributions Thrift Savings Plan - Enlisted	0		\$0	0		\$102,201	0		\$182,026
<b>Total TSP Matching Contributions</b>	0		\$0	0		\$102,201	0		\$182,026

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty - Enlisted

FY 2019 Estimate	\$103,984
FY 2018 Estimate	\$104,363
FY 2017 Actual	\$96,410

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. 353(a)) - 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. 351(a) (2)) - 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. 351(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. 352) - 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 \$1,00 per month. Currently, Navy SUBPAY rates range from \$75 to \$835 per month.
- (5) Parachute Duty Pay (37 U.S.C. 351(a) (2)) - 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. 351(a)(2)) - 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. 351(a)(2)) - 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. 351(a)(2)) - 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. 351(a)(2)) - 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. 351(a)(2)) - 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Flying Duty - Career									
Under 4 yrs	1,451	1,800.00	2,612	1,313	1,800.00	2,363	1,637	1,800.00	2,947
4 - 8 yrs	1,350	2,700.00	3,645	1,222	2,700.00	3,299	1,447	2,700.00	3,907
8 - 14 yrs	853	4,200.00	3,583	998	4,200.00	4,192	967	4,200.00	4,061
Over 14 yrs	664	4,800.00	3,187	946	4,800.00	4,541	725	4,800.00	3,480
Total - (1)	4,318		13,027	4,479		14,395	4,776		14,395
(2) Flying Duty - Non Career									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer	3	2,880.00	9	1	2,880.00	3	2	2,880.00	6
E-7 Chief Petty Officer	2	2,880.00	6	7	2,880.00	20	3	2,880.00	9
E-6 1st Class Petty Officer	6	2,580.00	15	8	2,580.00	21	6	2,580.00	15
E-5 2nd Class Petty Officer	6	2,280.00	14	8	2,280.00	18	6	2,280.00	14
E-4 3rd Class Petty Officer	8	1,980.00	16	3	1,980.00	6	8	1,980.00	16
E-3 Seaman			0	2	1,800.00	4			0
E-2 Seaman Apprentice			0	3	1,800.00	5			0
E-1 Seaman Recruit			0			0			0
Total Flying Duty - Non Career	25		60	32		77	25		60
(3)Non-Crew (HDIP)	20	1,800.00	36	20	1,800.00	36	32	1,800.00	58
(4) Submarine Pay									
E-9 Master Chief Petty Officer	233	7,128.00	1,661	240	7,128.00	1,711	240	7,128.00	1,711
E-8 Senior Chief Petty Officer	558	6,024.00	3,361	590	6,024.00	3,554	590	6,024.00	3,554
E-7 Chief Petty Officer	1,866	4,860.00	9,069	2,000	4,860.00	9,720	2,000	4,860.00	9,720
E-6 1st Class Petty Officer	3,653	4,434.44	16,199	3,925	4,464.00	17,521	3,925	4,464.00	17,521
E-5 2nd Class Petty Officer	5,120	2,866.83	14,678	5,505	2,868.00	15,788	5,505	2,868.00	15,788
E-4 3rd Class Petty Officer	3,722	1,512.00	5,628	4,000	1,512.00	6,048	4,000	1,512.00	6,048
E-3 Seaman	1,682	1,008.00	1,695	1,800	1,008.00	1,814	1,800	1,008.00	1,814
E-2 Seaman Apprentice	765	912.00	698	920	912.00	839	720	912.00	657
E-1 Seaman Recruit	291	900.00	262	517	900.00	465	317	900.00	285
Submarine Pay - Students	900	900.00	810	1,500	960.00	1,440	1,500	960.00	1,440
Total - (4)	18,790		54,061	20,997		58,900	20,597		58,538
(5)Parachute Jumping (Enl)	4,058	2,700.00	10,957	4,127	2,700.00	11,143	4,127	2,700.00	11,143
(6)Toxic Material Pay (Enl)	6	1,800.00	11	9	1,800.00	16	5	1,800.00	9
(7)Duty Inside HiLo Chamber (Enl)	51	1,682.35	86	75	1,800.00	135	73	1,800.00	131
(8)Demolition Duty (Enl)	5,194	1,800.00	9,349	5,289	1,800.00	9,520	5,289	1,800.00	9,520
(9)Flight Deck Duty (Enl)	4,894	1,800.00	8,809	5,610	1,800.00	10,098	5,610	1,800.00	10,098
(10)Visit, Board, Search and Seizure	10	1,400.00	14	24	1,800.00	43	18	1,800.00	32
Total Incentive Pay For Hazardous Duty - Enlisted	37,366		96,410	40,662		104,363	40,552		103,984

(In Thousands Of Dollars)

Project: Special Pay - Enlisted

FY 2019 Estimate	\$431,848
FY 2018 Estimate	\$403,597
FY 2017 Actual	\$373,423

Part I - Purpose And Scope

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

- (1) Career Sea Pay (37 U.S.C. 352) - 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. 352) - 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. 352) - 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. 352) - 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. 353(a)) - 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. 352) - 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)(1)) - 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. 351) - 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. 353(b)) - 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. 352) - 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 \$1,500.
- (12B) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 352) - 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. 352) - 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. 352) (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. 352) - 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. The monthly statutory maximum payable is \$1,500.
- (12F) NSWWDG AIP (37 U.S.C. 352) - 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 NSWWDG 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 NSWWDG billet for less than 3 years since completion of the required training receive AIP at \$750 per month and those assigned to a designated NSWWDG billet for 3 years or more since completion of the required training receive AIP at \$1,000 per month.
- (12G) NSWWDG CS AIP (37 U.S.C. 352) - 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 NSWWDG 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 NSWWDG CS billet at completion of the required training receive AIP at \$500 per month. EOD personnel who have been assigned to a designated NSWWDG CS billet for less than 3 years receive AIP at \$500 per month and those assigned to a designated NSWWDG billet for 3 years or more receive AIP at \$750 per month.

(13) Explosive Ordnance Disposal (EOD) CSRB (37 U.S.C. 355(a)) - 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(a)) - 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(a)) - 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 Service members' 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.

(17) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system. Members of the Uniformed Services who are covered by this Blended Retirement System are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

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 2017 FY 2017			FY 2018 FY 2018			FY 2019 FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Career Sea Pay (Enlisted)									
E-9 Master Chief Petty Officer	567	7,608.47	4,314	566	8,060.23	4,562	574	7,893.71	4,531
E-8 Senior Chief Petty Officer	1,691	7,280.81	12,312	1,699	7,656.87	13,009	1,818	7,440.61	13,527
E-7 Chief Petty Officer	5,939	6,478.50	38,476	5,880	6,897.14	40,555	5,847	6,684.23	39,083
E-6 1st Class Petty Officer	13,639	4,748.82	64,769	13,467	5,076.72	68,368	13,148	5,009.33	65,863
E-5 2nd Class Petty Officer	22,001	2,846.85	62,634	21,613	3,052.11	65,965	21,916	3,073.28	67,354
E-4 3rd Class Petty Officer	24,198	1,775.97	42,975	24,199	1,870.33	45,260	24,285	1,901.18	46,170
E-3 Seaman	20,312	766.61	15,571	20,379	803.75	16,380	19,844	843.49	16,738
E-2 Seaman Apprentice	5,612	602.19	3,379	5,666	628.98	3,564	6,542	622.83	4,075
E-1 Seaman Recruit	2,087	575.44	1,201	2,121	598.67	1,270	2,345	595.17	1,396
<b>Total Career Sea Pay (Enlisted)</b>	<b>96,046</b>		<b>245,631</b>	<b>95,590</b>		<b>258,933</b>	<b>96,319</b>		<b>258,737</b>
(2) Premium Sea Pay (Enlisted)	14,663	2,481.07	36,380	14,550	2,400.00	34,920	14,645	2,563.61	37,544
<b>Total (1)-(2)</b>	<b>110,709</b>		<b>282,011</b>	<b>110,140</b>		<b>293,853</b>	<b>110,964</b>		<b>296,281</b>
(3) HDP Mission (Enl)	11	1,090.91	12	11	1,800.00	20	11	1,800.00	20
(4) HDP Location (Enl)									
Location #1	1,081	1,740.89	1,882	816	1,800.00	1,469	844	1,800.00	1,519
Location #2	1,751	1,128.95	1,977	1,322	1,200.00	1,586	1,341	1,200.00	1,609
Location #3	4,222	570.87	2,410	3,187	600.00	1,912	3,190	600.00	1,914
<b>Total - (4)</b>	<b>7,054</b>		<b>6,269</b>	<b>5,325</b>		<b>4,967</b>	<b>5,375</b>		<b>5,042</b>
<b>Total (3)-(4)</b>	<b>7,065</b>		<b>6,281</b>	<b>5,336</b>		<b>4,987</b>	<b>5,386</b>		<b>5,062</b>



	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5)HDP Tempo (Enl)	369	5,860.00	2,162	586	5,940.00	3,481	486	5,940.00	2,887
(6)Diving Duty Pay (Enl)	5,552	2,655.88	14,745	5,687	2,656.00	15,105	5,687	2,656.00	15,105
(7)Overseas Extension Pay (Enl)	593	2,000.00	1,186	691	2,000.00	1,382	606	2,000.00	1,212
(8)Nuclear Accession Bonus (Enl)	189	15,000.00	2,835	225	15,000.00	3,375	225	15,000.00	3,375
(9)Imminent Danger Pay (Enl)	2,400	2,700.00	6,480	218	2,700.00	589	218	2,700.00	589
(10)Foreign Language Proficiency Pay (Enl)	3,780	3,266.35	12,347	4,145	3,116.58	12,918	3,863	3,377.21	13,046
(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	715	5,244.51	3,750	845	4,755.00	4,018	770	4,755.00	3,661
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	746	13,835.39	10,321	1,198	9,000.00	10,782	800	13,824.00	11,059
F. NSWDC AIP	275	12,611.73	3,468	382	11,339.00	4,331	303	11,339.00	3,436
G. NSWDC CS AIP	149	6,966.03	1,038	189	6,674.00	1,261	180	6,674.00	1,201
Total - (12)	1,885		18,577	2,614		20,392	2,053		19,357
(13) EOD CSRB									
Initial	15	103,960.00	1,559	24	133,750.00	3,210	19	131,578.95	2,500
Anniversary	0		0	0		0	0		0
Total - (13)	15		1,559	24		3,210	19		2,500
(14) Enlisted Supervisor Retention Pay CSRB									
Initial	360	29,000.00	10,440	360	29,288.89	10,544	360	29,583.33	10,650
Anniversary	1,244	6,903.00	8,587	1,249	7,310.65	9,131	1,282	7,900.16	10,128
Total - (14)	1,604		19,027	1,609		19,675	1,642		20,778
(15)Special Warfare SOCOM CSRB	60	102,950.91	6,177	81	106,666.00	8,640	86	98,720.93	8,490
(16)Combat Injury	11	3,080.00	34	12	3,400.00	41	10	3,400.00	34
(17)Continuation Pay	0		0	0		15,947	0		43,130
Total Special Pay - Enlisted	134,233		373,423	131,369		403,597	131,246		431,848

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

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	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	72	\$ 633
FY 2019 Initial Anniversary					360	\$ 10,650	360	\$ 3,089	359	\$ 2,982	317	\$ 2,556	173	\$ 1,385
FY 2020 Initial Anniversary							347	\$ 10,370	347	\$ 3,007	347	\$ 2,904	305	\$ 2,489
FY 2021 Initial Anniversary									338	\$ 10,193	338	\$ 2,956	338	\$ 2,854
FY 2022 Initial Anniversary											336	\$ 10,233	336	\$ 2,968
FY 2023 Initial Anniversary													335	\$ 10,317
Initial Payments	360	10,440	360	10,544	360	10,650	347	10,370	338	10,193	336	10,233	335	10,317
Anniversary Payments	1,244	8,587	1,249	9,131	1,282	10,128	1,290	10,408	1,273	10,453	1,247	10,413	1,224	10,329
Total	1,604	19,027	1,969	19,675	1,642	20,778	1,637	20,778	1,611	20,646	1,583	20,646	1,559	20,646

(In Thousands Of Dollars)

Project: Special Duty Assignment Pay And Proficiency Pay - Enlisted

FY 2019 Estimate \$92,500  
 FY 2018 Estimate \$85,356  
 FY 2017 Actual \$90,319

Part I - Purpose And Scope

Special duty assignment pay (SDAP) - 37 U.S.C. 352 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 Combat 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
SD-6 (\$450)	4,903	5,400.00	26,476	4,750	5,400.00	25,650	4,856	5,400.00	26,222
SD-5 (\$375)	2,494	4,500.00	11,223	2,553	4,500.00	11,489	2,473	4,500.00	11,129
SD-4 (\$300)	2,190	3,600.00	7,884	1,819	3,600.00	6,548	2,207	3,600.00	7,945
SD-3 (\$225)	2,450	2,700.00	6,615	2,263	2,700.00	6,110	2,466	2,700.00	6,658
SD-2 (\$150)	10,315	1,800.00	18,567	10,636	1,800.00	19,145	10,496	1,800.00	18,893
SD-1 (\$75)	2,900	900.00	2,610	3,382	900.00	3,044	2,927	900.00	2,634
Total - (1)	25,252		73,375	25,403		71,986	25,425		73,481
(2) Recruiter									
Recruiter (\$150)	0		0	0		0	0		0
Recruiter (\$225)	0		0	0		0	0		0
Recruiter (\$300)	0		0	0		0	0		0
Recruiter (\$375)	3,483	4,864.83	16,944	2,971	4,500.00	13,370	0		0
Recruiter (\$450)	0		0	0		0	3,522	5,400.00	19,019
Total - (2)	3,483		16,944	2,971		13,370	3,522		19,019
Total Special Duty Assignment Pay And Proficiency Pay - Enlisted	28,735		90,319	28,374		85,356	28,947		92,500

(In Thousands Of Dollars)

Project: Reenlistment Bonus - Enlisted

FY 2019 Estimate	\$318,060
FY 2018 Estimate	\$275,819
FY 2017 Actual	\$254,715

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 (Launching & Recovery Equipment, Fuels, Aircraft Handling) (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 Technician Interpretive, Maintenance (CTI, CTM)	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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Reenlistment Bonus									
Initial Payment	5,618	22,238.22	124,934	8,481	17,043.63	144,547	8,027	22,825.94	183,224
Anniversary	28,571	4,542.40	129,781	30,498	4,304.28	131,272	28,827	4,677.43	134,836
Distribution	0		0	0		0	0		0
Total - (1)	34,189		254,715	38,979		275,819	36,854		318,060
Total Reenlistment Bonus - Enlisted	34,189		254,715	38,979		275,819	36,854		318,060

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

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	28,571	\$ 129,781	23,077	\$ 100,459	16,384	\$ 69,808	9,140	\$ 38,567	3,785	\$ 15,845				
FY 2017 Initial Anniversary	5,618	\$ 124,934	7,421	\$ 30,813	5,590	\$ 30,054	5,252	\$ 27,824	3,693	\$ 20,028	2,627	\$ 13,210		
FY 2018 Initial Anniversary			8,481	\$ 144,547	6,853	\$ 34,974	6,763	\$ 34,003	6,347	\$ 31,450	4,464	\$ 22,651	3,175	\$ 14,943
FY 2019 Initial Anniversary					8,027	\$ 183,224	5,919	\$ 35,448	5,836	\$ 34,450	5,480	\$ 31,879	3,854	\$ 22,954
FY 2020 Initial Anniversary							4,351	\$ 134,162	4,245	\$ 32,492	4,187	\$ 31,584	3,931	\$ 29,219
FY 2021 Initial Anniversary									4,258	\$ 144,534	4,154	\$ 35,006	4,096	\$ 34,024
FY 2022 Initial Anniversary											4,976	\$ 173,632	4,854	\$ 42,052
FY 2023 Initial Anniversary													5,153	\$ 191,105
Initial Payments	5,618	124,934	8,481	144,547	8,027	183,224	4,351	134,162	4,258	144,534	4,976	173,632	5,153	191,105
Anniversary Payments	28,571	129,781	30,498	131,272	28,827	134,836	27,074	135,842	23,906	134,265	20,912	134,330	19,910	143,192
Total	34,189	254,715	38,979	275,819	36,854	318,060	31,425	270,004	28,164	278,799	25,888	307,962	25,063	334,297

(In Thousands Of Dollars)

Project: Enlistment Bonus - Enlisted

FY 2019 Estimate	92,201
FY 2018 Estimate	29,988
FY 2017 Actual	23,461

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 four years in a designated skill and/or a specified accession month. Payments to Sailors occur when the job training is complete. Average longest training time is 24 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Enlistment Bonus									
New Pay	0		0	281	4,523.00	1,271	7,840	5,000.00	39,200
Residuals	4,825	4,862.38	23,461	5,405	5,313.00	28,717	7,174	7,387.88	53,001
Total - (1)	4,825		23,461	5,686		29,988	15,014		92,201
Total Enlistment Bonus - Enlisted	4,825		23,461	5,686		29,988	15,014		92,201

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

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2016 and previous Anniversary	4,825	\$ 23,461												
FY 2017 Initial Anniversary			5,405	\$ 28,717										
FY 2018 Initial Anniversary			281	\$ 1,271	7,840	\$ 39,200								
					7,174	\$ 53,001								
FY 2019 Initial Anniversary								\$ 0						
							4,924	\$ 30,000						
FY 2020 Initial Anniversary										\$ 0				
									4,924	\$ 30,000				
FY 2021 Initial Anniversary												\$ 0		
											4,924	\$ 30,000		
FY 2022 Initial Anniversary													\$ 0	
													4,924	\$ 30,000
FY 2023 Initial Anniversary														
Initial Payments	0	0	281	1,271	7,840	39,200	0	0	0	0	0	0	0	0
Anniversary Payments	4,825	23,461	5,405	28,717	7,174	53,001	4,924	30,000	4,924	30,000	4,924	30,000	4,924	30,000
Total	4,825	23,461	5,686	29,988	15,014	92,201	4,924	30,000	4,924	30,000	4,924	30,000	4,924	30,000

(In Thousands Of Dollars)

Project: Educational Benefits - Enlisted

FY 2019 Estimate \$0  
 FY 2018 Estimate \$0  
 FY 2017 Actual \$0

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

The Navy College Fund is a critical element in Navy's recruiting strategy. The purpose of the Navy College Fund is to expand the recruiting market to include college bound youth. The allure of a college education dominates the plans of 60-80% of all high quality recruits. The Navy College Fund is used as a "Kicker" to the MGIB. The Post 9-11 is more generous than the MGIB in many instances, allowing for reductions in the College Fund in FY12.

The FY 2004 National Defense Authorization Act (NDAA) authorized the implementation of the Navy's College First Program. This Program pays \$475 per month (assuming recruits in the first year of participation) to Delayed Entry Program (DEP) personnel pursuing post graduate education.

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Navy College Fund Program (Enl)									
\$350/Month	0		0	0		0	0		0
\$450/Month	0		0	0		0	0		0
\$550/Month	0		0	0		0	0		0
\$950/Month	0		0	0		0	0		0
Total - (1)	0		0	0		0	0		0
(2)Navy College First	0		0	0		0	0		0
Total Educational Benefits - Enlisted	0		0	0		0	0		0



(In Thousands Of Dollars)

Project: Loan Repayment Program

FY 2019 Estimate \$3,975  
FY 2018 Estimate \$3,975  
FY 2017 Actual \$4,626

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:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Navy College Loan Repayment (Enl)	185	25,005.41	4,626	159	25,000.00	3,975	159	25,000.00	3,975
Total Loan Repayment Program	185		4,626	159		3,975	159		3,975

(In Thousands Of Dollars)

Project: Basic Allowance For Housing - Enlisted

FY 2019 Estimate	\$4,480,750
FY 2018 Estimate	\$4,382,826
FY 2017 Actual	\$4,277,003

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

The estimates include projected annual rate increases of 4.2% for FY 2017, 3.1% for FY 2018 and 3.2% for FY 2019. 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 2017 average inflation rate is 4.2 percent. The January 1, 2017 and January 1, 2018 average BAH inflation rate assumption are respectively, 4.4 percent and 2.7 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA authorized a 1.0 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, 2015. FY 2016 NDAA amended 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Enlisted with Dependents									
E-9 Master Chief Petty Officer	2,188	28,435.08	62,216	2,135	30,273.71	64,634	2,298	30,254.70	69,525
E-8 Senior Chief Petty Officer	5,465	27,178.90	148,533	5,831	28,526.34	166,337	5,920	28,918.13	171,195
E-7 Chief Petty Officer	17,030	26,120.36	444,830	16,327	27,519.51	449,311	17,088	27,791.85	474,907
E-6 1st Class Petty Officer	33,969	24,854.25	844,274	32,105	27,199.30	873,234	32,443	26,444.72	857,946
E-5 2nd Class Petty Officer	32,109	22,499.49	722,436	31,479	23,548.87	741,295	33,393	23,939.28	799,404
E-4 3rd Class Petty Officer	17,381	21,244.60	369,252	16,820	22,015.39	370,299	16,096	22,604.08	363,835
E-3 Seaman	11,736	21,036.55	246,885	10,760	21,682.96	233,309	10,032	22,382.72	224,543
E-2 Seaman Apprentice	1,684	20,713.12	34,881	1,874	21,072.44	39,490	2,089	22,038.59	46,039
E-1 Seaman Recruit	626	20,236.35	12,668	610	20,724.78	12,642	905	21,531.31	19,486
<b>Total BAH Domestic - Enlisted with Dependents</b>	<b>122,188</b>		<b>2,885,975</b>	<b>117,941</b>		<b>2,950,551</b>	<b>120,264</b>		<b>3,026,880</b>
(2) BAH Differential (ENL)	567	2,713.08	1,538	640	2,817.49	1,803	561	2,846.95	1,597
<b>Total (1)-(2)</b>	<b>122,755</b>		<b>2,887,513</b>	<b>118,581</b>		<b>2,952,354</b>	<b>120,825</b>		<b>3,028,477</b>
(3) BAH Domestic - Enlisted without Dependents									
E-9 Master Chief Petty Officer	164	24,032.71	3,941	164	25,259.72	4,143	172	25,570.61	4,398
E-8 Senior Chief Petty Officer	498	23,544.13	11,725	486	24,714.17	12,011	539	25,050.77	13,502
E-7 Chief Petty Officer	2,262	22,725.64	51,405	2,095	23,827.53	49,919	2,270	24,179.90	54,888
E-6 1st Class Petty Officer	9,295	21,111.01	196,227	8,622	22,573.19	194,626	8,877	22,461.95	199,395
E-5 2nd Class Petty Officer	24,028	19,653.31	472,230	22,190	20,792.73	461,391	24,988	20,910.96	522,523
E-4 3rd Class Petty Officer	14,446	16,276.88	235,136	13,886	18,692.20	259,560	13,378	17,318.47	231,686
E-3 Seaman	6,212	15,465.94	96,074	5,953	16,451.10	97,933	5,310	16,455.64	87,379
E-2 Seaman Apprentice	627	17,002.44	10,661	741	15,450.81	11,449	777	18,090.46	14,056
E-1 Seaman Recruit	93	18,002.08	1,674	122	14,265.48	1,740	134	19,154.07	2,567
<b>Total BAH Domestic - Enlisted without Dependents</b>	<b>57,625</b>		<b>1,079,073</b>	<b>54,259</b>		<b>1,092,772</b>	<b>56,445</b>		<b>1,130,394</b>

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) BAH Domestic Partial (Enlisted)									
E-9 Master Chief Petty Officer	2	223.20	0	1	223.20	0	2	223.20	0
E-8 Senior Chief Petty Officer	4	183.60	1	3	183.60	1	4	183.60	1
E-7 Chief Petty Officer	26	144.00	4	24	144.00	3	26	144.00	4
E-6 1st Class Petty Officer	180	118.80	21	194	118.80	23	172	118.80	20
E-5 2nd Class Petty Officer	2,451	104.40	256	2,615	104.40	273	2,549	104.40	266
E-4 3rd Class Petty Officer	19,055	97.20	1,852	18,394	97.20	1,788	17,646	97.20	1,715
E-3 Seaman	30,512	93.64	2,857	29,428	93.64	2,756	26,081	93.64	2,442
E-2 Seaman Apprentice	10,786	86.40	932	12,588	86.40	1,088	13,371	86.40	1,155
E-1 Seaman Recruit	7,270	82.80	602	7,614	82.80	630	10,507	82.80	870
Total BAH Domestic Partial (Enlisted)	70,286		6,525	70,861		6,562	70,358		6,473
(5) BAH Domestic Inadequate (Enl)									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer			0			0			0
E-7 Chief Petty Officer			0			0			0
E-6 1st Class Petty Officer			0			0			0
E-5 2nd Class Petty Officer			0			0			0
E-4 3rd Class Petty Officer			0			0			0
E-3 Seaman			0			0			0
E-2 Seaman Apprentice			0			0			0
E-1 Seaman Recruit			0			0			0
Total BAH Domestic Inadequate (Enl)	0		0	0		0	0		0
Total (3)-(5)	127,911		1,085,598	125,120		1,099,334	126,803		1,136,867
Total - Domestic	250,666		3,973,111	243,701		4,051,688	247,628		4,165,344
(6) BAH Overseas - Enlisted with Dependents									
E-9 Master Chief Petty Officer	76	35,196.76	2,675	74	38,487.45	2,848	82	35,573.34	2,917
E-8 Senior Chief Petty Officer	224	33,844.03	7,581	223	37,008.25	8,253	250	34,206.14	8,552
E-7 Chief Petty Officer	892	33,382.70	29,777	869	36,718.30	31,908	922	33,739.87	31,108
E-6 1st Class Petty Officer	1,777	33,049.09	58,728	1,811	36,138.99	65,448	1,749	33,402.69	58,421
E-5 2nd Class Petty Officer	1,494	30,681.45	45,838	1,509	33,549.99	50,627	1,601	31,009.72	49,647
E-4 3rd Class Petty Officer	392	29,477.88	11,555	334	32,233.89	10,766	374	29,793.27	11,143
E-3 Seaman	92	28,761.33	2,646	62	33,595.40	2,083	81	29,069.06	2,355
E-2 Seaman Apprentice	5	27,028.93	135	5	29,555.98	148	6	27,318.12	164
E-1 Seaman Recruit			0			0			0
Total BAH Overseas - Enlisted with Dependents	4,952		158,935	4,887		172,081	5,065		164,307

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(7) BAH Overseas - Enlisted without Dependents									
E-9 Master Chief Petty Officer	13	31,916.76	415	13	35,438.37	461	14	32,258.25	452
E-8 Senior Chief Petty Officer	67	29,964.01	2,008	56	33,270.17	1,863	75	30,284.60	2,271
E-7 Chief Petty Officer	264	30,057.22	7,935	252	33,373.65	8,410	273	30,378.81	8,293
E-6 1st Class Petty Officer	1,084	27,833.22	30,171	1,086	30,904.26	33,562	1,067	28,131.02	30,016
E-5 2nd Class Petty Officer	3,023	26,363.64	79,697	3,022	29,272.53	88,462	3,239	26,645.71	86,305
E-4 3rd Class Petty Officer	870	24,054.35	20,927	831	26,707.33	22,194	830	24,311.71	20,179
E-3 Seaman	150	22,325.84	3,349	145	24,789.22	3,594	132	22,564.71	2,979
E-2 Seaman Apprentice	17	21,830.44	371	18	24,239.15	436	22	22,064.01	485
E-1 Seaman Recruit	5	16,849.10	84	4	18,708.18	75	7	17,029.37	119
Total BAH Overseas - Enlisted without Dependents	5,493		144,957	5,427		159,057	5,659		151,099
Total (6)-(7)	10,445		303,892	10,314		331,138	10,724		315,406
Total - Overseas	10,445		303,892	10,314		331,138	10,724		315,406
Total Basic Allowance For Housing - Enlisted	261,111		4,277,003	254,015		4,382,826	258,352		4,480,750

(In Thousands Of Dollars)

Project: Station Allowance, Overseas - Enlisted

FY 2019 Estimate \$316,004  
FY 2018 Estimate \$316,314  
FY 2017 Actual \$295,969

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. 403 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Overseas Station Allowance (Enl) COLA	41,656	6,434.23	268,024	39,574	7,191.59	284,600	42,454	6,750.28	286,576
Total - (1)	41,656		268,024	39,574		284,600	42,454		286,576
(2) Temporary Lodging (Enl) Temporary Lodging	23,222	1,203.37	27,945	23,769	1,334.26	31,714	23,667	1,243.41	29,428
Total - (2)	23,222		27,945	23,769		31,714	23,667		29,428
Total Station Allowance, Overseas - Enlisted	64,878		295,969	63,343		316,314	66,121		316,004

(In Thousands Of Dollars)

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

FY 2019 Estimate	\$5,117
FY 2018 Estimate	\$7,166
FY 2017 Actual	\$5,742

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)CONUS COLA	10,570	543.25	5,742	11,683	613.40	7,166	8,582	596.23	5,117
Total CONUS Cost Of Living Allowance (COLA) - Enlisted	10,570		5,742	11,683		7,166	8,582		5,117

(In Thousands Of Dollars)

Project: Clothing Allowance - Enlisted

FY 2019 Estimate \$268,785  
FY 2018 Estimate \$219,460  
FY 2017 Actual \$198,808

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 orders.

(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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Military									
Male	25,871	1,794.77	46,432	27,104	1,794.77	48,645	32,204	1,825.28	58,781
Female	8,863	1,955.58	17,332	8,896	1,955.58	17,397	11,196	1,988.82	22,267
Prior Service	170	1,730.24	294	450	1,760.35	792	450	1,759.65	792
OCS Newport	191	1,931.33	369	194	1,931.84	375	194	1,963.88	381
On Advancement E7	3,605	1,091.38	3,934	4,026	1,053.45	4,241	2,704	1,109.90	3,001
Navy Unit Bands	224	1,091.09	244	208	1,084.04	225	215	1,091.05	235
Total - (1)	38,924		68,605	40,878		71,675	46,963		85,457
(2)Enlisted Civilian Clothing	1,524	606.30	924	1,543	623.55	962	1,576	626.47	987
Total (1)-(2)	40,448		69,529	42,421		72,637	48,539		86,444
(3) Replacement Allowances (Basic)									
Male	65,220	349.20	22,775	70,079	349.20	24,472	71,953	355.14	25,553
Female	19,218	345.60	6,642	19,429	345.60	6,715	19,903	351.48	6,996
Total - (3)	84,438		29,417	89,508		31,187	91,856		32,549
(4) Replacement Allowances (Std)									
Male	140,709	500.40	70,411	127,210	500.40	63,656	129,365	508.91	65,835
Female	30,251	493.20	14,920	23,879	493.20	11,777	31,715	501.58	15,908
Total - (4)	170,960		85,331	151,089		75,433	161,080		81,743
(5) Replacement Allowances (Special)									
Male	17,267	694.80	11,997	16,884	694.80	11,731	17,836	706.61	12,603
Female	1,895	651.60	1,235	1,630	651.60	1,062	1,959	662.68	1,298
Total - (5)	19,162		13,232	18,514		12,793	19,795		13,901

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (3)-(5)	274,560		127,980	259,111		119,413	272,731		128,193
(6)Supplementary Clothing (Enl)	5,906	220.00	1,299	5,977	220.00	1,315	6,107	227.32	1,388
(7)Up-Front Purchases	0		0	0		26,095	0		52,760
Total Clothing Allowance - Enlisted	320,914		198,808	307,509		219,460	327,377		268,785



Project: Family Separation Allowance - Enlisted

(In Thousands of Dollars)

FY 2019 Estimate \$45,909  
 FY 2018 Estimate \$45,780  
 FY 2017 Actual \$57,377

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 rates.

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	5,540	3,000.00	16,620	4,347	3,000.00	13,041	4,362	3,000.00	13,086
(2)FSA - S (Onboard > 30 days)	7,245	3,000.00	21,735	5,703	3,000.00	17,109	5,721	3,000.00	17,163
(3)FSA - T (TDY > 30 days)	6,341	2,999.84	19,022	5,210	3,000.00	15,630	5,220	3,000.00	15,660
Total (1)-(3)	19,126		57,377	15,260		45,780	15,303		45,909
Total Family Separation Allowance - Enlisted	19,126		57,377	15,260		45,780	15,303		45,909

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

(In Thousands of Dollars)

FY 2019 Estimate	\$440
FY 2018 Estimate	\$352
FY 2017 Actual	\$437

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 Title 37 Section 439.

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 2017			FY 2018			FY 2019		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	49	8,918.37	437	48	7,323.00	352	49	8,983.56	440
Total Special Compensation for Assistance with Activities of Daily Living - Enlisted	49		437	48		352	49		440

(In Thousands Of Dollars)

Project: Separation Payments - Enlisted

FY 2019 Estimate	\$117,648
FY 2018 Estimate	\$138,013
FY 2017 Actual	\$138,129

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 involuntarily 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 (NDAA) 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. Per P.L. 114-92, section 631 of NDAA FY2016, the redux retirement plan will discontinue as of December 31, 2017.

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 2.1%, 2.4 and 2.6% pay raise effective 1 January of each year respectively.

Computation of fund requirements is provided in the following table:

	FY 2017				FY 2018				FY 2019			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Lump Sum Terminal Leave Payments												
E-9 Master Chief Petty Officer	240	24	5,165.54	1,240	259	22	4,746.03	1,229	231	24	5,337.41	1,233
E-8 Senior Chief Petty Officer	622	23	3,903.59	2,428	673	20	3,451.90	2,325	600	23	4,033.47	2,420
E-7 Chief Petty Officer	1,663	22	3,104.61	5,163	1,789	21	3,114.41	5,573	1,603	21	3,207.90	5,142
E-6 1st Class Petty Officer	4,113	21	2,456.80	10,105	4,429	19	2,286.96	10,129	3,968	21	2,538.54	10,073
E-5 2nd Class Petty Officer	5,830	19	1,774.79	10,347	6,272	18	1,709.23	10,721	5,619	19	1,833.84	10,304
E-4 3rd Class Petty Officer	5,499	21	1,557.00	8,562	5,916	19	1,479.91	8,755	5,300	20	1,608.80	8,527
E-3 Seaman	4,494	19	1,239.56	5,571	4,835	18	1,167.90	5,647	4,331	19	1,280.80	5,547
E-2 Seaman Apprentice	1,330	19	1,121.59	1,492	1,431	17	1,022.81	1,464	1,282	19	1,158.91	1,486
E-1 Seaman Recruit	803	14	684.21	549	863	12	590.17	510	774	13	706.98	547
<b>Total Lump Sum Terminal Leave Payments</b>	<b>24,594</b>			<b>45,457</b>	<b>26,469</b>			<b>46,352</b>	<b>23,708</b>			<b>45,279</b>
(2)Severance Pay, Disability (Enl)	518		47,526.62	24,619	576		37,538.65	21,622	501		49,107.93	24,603
(3) Severance Pay, Non-Disability (Enl)												
Invol - Full Pay	1,073		34,033.66	36,518	1,132		37,982.06	43,014	1,034		35,318.17	36,519
Invol - Half Pay	701		14,058.69	9,855	754		17,965.99	13,545	677		14,249.34	9,647
<b>Total - (3)</b>	<b>1,774</b>			<b>46,373</b>	<b>1,886</b>			<b>56,559</b>	<b>1,711</b>			<b>46,166</b>
(4) Voluntary Separation (Enl)												
VSP	0			0	0			0	0			0
VSI Trust Fund	0			2,200	0			2,200	0			1,600
<b>Total - (4)</b>	<b>0</b>			<b>2,200</b>	<b>0</b>			<b>2</b>	<b>0</b>			<b>1,600</b>
(5)Discharge Gratuity	0			0	0			0	0			0
(6)TERA	1		160,000.00	160	0			0	0			0
(7)\$30,000 Lump Sum Bonus (Enl)	644		30,000.00	19,320	376		30,000.00	11,280	0			0
<b>Total Separation Payments - Enlisted</b>	<b>27,531</b>			<b>138,129</b>	<b>27,565</b>			<b>138,013</b>	<b>25,920</b>			<b>117,648</b>

(In Thousands Of Dollars)

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

FY 2019 Estimate	\$738,001
FY 2018 Estimate	\$701,137
FY 2017 Actual	\$685,370

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:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	268,021	2,557.15	685,370	268,187	2,614.36	701,137	273,227	2,701.05	738,001
Total Social Security Tax - Employer's Share - Enlisted	268,021		685,370	268,187		701,137	273,227		738,001

## 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 2018 Direct Program			81,501
Increases			
Pricing Increases			
Strength Related			1,937
Annualization of FY 2018 Pay Raise 2.4% (Effective 1 January 2018)		312	
Basic Pay	290		
FICA	22		
Increase due to Pay Raise of 2.6% (Effective 1 January 2019)		1,547	
Basic Pay	1,437		
FICA	110		
Inflation Rate		78	
Basic Allowance For Subsistence	78		
Other Pricing Increases			0
Increases due to Reimbursables			0
	Total Pricing Increases		1,937
Program Increases			
Strength Related			437
		437	
	Increase in Basic Pay Work Years	307	
	Increase in FICA Work Years	24	
	BAS	106	
Other Program Increases			0
	Total Program Increases		437
Total Increases			2,374
Decreases			
Pricing Decreases			
Strength Related			0
Inflation Rate			
Other Pricing Decreases			0
Decreases due to Reimbursables			0
	Total Pricing Decreases		0
Program Decreases			
Strength Related			0

**MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES**

**Midshipmen  
(In Thousands of Dollars)**

	Amount
Total FY 2018 Direct Program	81,501
Other Program Decreases	0
Total Program Decreases	0
Total Decreases	0
Total FY 2019 Direct Program	\$ 83,875



(In Thousands Of Dollars)

Project: Midshipmen

FY 2019 Estimate \$83,875  
FY 2018 Estimate \$81,501  
FY 2017 Actual \$81,070

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 4,303 in FY 2017, 4,321 in FY 2018 and 4,286 in FY 2019. Funding also provides for Submarine and Surface Nuclear Accession Bonuses.

Subsistence rates are \$12.25 per day effective January 2017; \$12.30 per day effective January 2018 and \$12.70 per day effective January 2019.

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Cadet/Midshipmen Basic Pay	4,303	12,726.20	54,761	4,263	12,949.14	55,202	4,286	13,354.14	57,236
Total - (1)	4,303		54,761	4,263		55,202	4,286		57,236
(2)Subsistence Allowance	4,303	4,471.25	19,240	4,263	4,580.45	19,526	4,286	4,598.70	19,710
(3)Social Security Tax - Employer's contribution	4,303	973.55	4,189	4,263	990.61	4,223	4,286	1,021.59	4,379
(4)Nuclear Accession Bonus	192	15,000.00	2,880	170	15,000.00	2,550	170	15,000.00	2,550
Total Pay and Allowances of Midshipmen			81,070			81,501			83,875
Total Midshipmen (BA3)									
Total Obligations		\$	81,070		\$	81,501		\$	83,875
Less Reimbursable Obligations									
Total Direct Obligations		\$	81,070		\$	81,501		\$	83,875

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 2018 Direct Program				1,210,412
Increases				
Pricing Increases				
Strength Related				3,554
Inflation Rate			3,554	
BAS Growth Rate of 3.4%	3,554			
Increases due to Reimbursables			1,064	1,064
		1,064		
				4,618
Program Increases				
Strength Related				30,770
Change in BAS Work Years	20,519		20,519	
Work Years			10,251	
Change in SIK Work Years	9,435			
Change in SIK Operational Rations	177			
Change in SIK Cash Collections	639			
				30,770
				35,388
Total Increases				
Decreases				
Pricing Decreases				
Strength Related				-4,924
Inflation Rate			-4,924	
Change in BDFA Rate	-4,924			
Decreases due to Reimbursables			-183	-183
		-183		
				-5,107
Program Decreases				
Strength Related				-8,765
Work Years			-8,760	

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

Change in BAS Collections		-6,528		
Change in SIK Other Messing		-2,232		
Family Subsistence Supplemental Allowance			-5	
Change in FSSA		-5		
	Total Program Decreases			-8,765
Total Decreases				-13,872
Total FY 2019 Direct Program				1,231,928

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence

FY 2019 Estimate	\$1,239,917
FY 2018 Estimate	\$1,219,282
FY 2017 Actual	\$1,184,104

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 eligibility for supplemental subsistence allowances to members 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 not exceed \$1,100 per month.

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance for Subsistence									
When Authorized to Mess Separately	262,561	4,419.48	1,160,383	261,322	4,532.16	1,184,353	265,612	4,545.73	1,207,400
When Rations-In-Kind Not Available	0		0	0		0	0		0
BAS II	348	8,838.96	3,076	284	9,064.32	2,574	396	9,091.46	3,600
Augmentation of Commuted Rations	0		0	0		0	0		0
Less Collections	0		(374,985)	0		(383,038)	0		(389,566)
Total Basic Allowance for Subsistence	262,909		788,474	261,606		803,889	266,008		821,434
(2) Subsistence-In-Mess									
Trainee/Non-Pay Status	6,362	3,945.17	25,099	6,567	4,775.07	31,358	7,183	4,126.74	29,642
Members Taking Meals In Mess	73,386	4,713.56	345,909	71,537	4,939.79	353,378	72,935	4,930.48	359,605
Total - (2)	79,748		371,008	78,104		384,736	80,118		389,247
(3) Operational Rations									
MREs	0		1,269	0		1,110	0		1,369
Unitized Rations	0		301	0		407	0		325
Other Package Operational Rations	0		0	0		0	0		0
Total - (3)	0		1,570	0		1,517	0		1,694
(4) Augmentation Rations/Other Programs									
Augmentation Rations	0		0	0		0	0		0
Other Regionalization	0		0	0		0	0		0
Other Messing	0		50,248	0		58,623	0		56,391

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total - (4)	0		50,248	0		58,623	0		56,391
(5) Less Cash Collections	0		(27,195)	0		(29,493)	0		(28,854)
(6) Family Subsistence Supplemental Allowance	0		0	0		10	0		5
Total Basic Allowance for Subsistence	342,657		1,184,104	339,710		1,219,282	346,126		1,239,917
Total Basic Allowance for Subsistence (BA4)									
Total Obligations			\$ 1,184,104			\$ 1,219,282			\$ 1,239,917
Less Reimbursable Obligations			\$ 6,157			\$ 8,870			\$ 7,989
Total Direct Obligations			\$ 1,177,947			\$ 1,210,412			\$ 1,231,928

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 2018 Direct Program			927,451
Increases			
Pricing Increases			
Annualization of FY 2018 Pay Raise 2.1% (Effective 1 January 2018)			461
Dislocation Allowance	461		
Increase due to Pay Raise of 2.6% (Effective 1 January 2019)			2,456
Dislocation Allowance	2,456		
Permanent Change of Station (PCS) Travel - Officer			2,949
PCS: Accession Travel	300		
PCS: Training Travel	651		
PCS: Operational Travel	921		
PCS: Rotational Travel	1,037		
PCS: Travel of Organized Units	40		
Permanent Change of Station (PCS) Travel - Enlisted			5,812
PCS: Accession Travel	737		
PCS: Training Travel	431		
PCS: Operational Travel	1,454		
PCS: Rotational Travel	2,154		
PCS: Separation Travel	776		
PCS: Travel of Organized Units	221		
Overseas Tour Extension Incentives Program (OTEIP)	39		
Cadets/Midshipmen			9
PCS: Accession Travel	8		
PCS: Separation Travel	1		
Increases due to Reimbursables			0



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

	Total Pricing Increases		11,687	
Program Increases				
Permanent Change of Station (PCS) Travel - Officer			5,940	
PCS: Accession Travel		897		
PCS: Operational Travel		1,522		
PCS: Rotational Travel		2,390		
Nontemporary Storage		193		
In-Place Consecutive Overseas Tour (IPCOT)		162		
Defense Personal Property System (DPPS)		776		
Permanent Change of Station (PCS) Travel - Enlisted			11,414	
PCS: Accession Travel		4,315		
PCS: Operational Travel		2,097		
PCS: Rotational Travel		4,378		
Nontemporary Storage		290		
In-Place Consecutive Overseas Tour (IPCOT)		334		
Cadets/Midshipmen				
	Total Program Increases		17,354	
Total Increases				29,041
Decreases				
<b>Pricing Decreases</b>				
Permanent Change of Station (PCS) Travel - Officer			-5,840	
PCS: Separation Travel		-5,449		
In-Place Consecutive Overseas Tour (IPCOT)		-391		
Permanent Change of Station (PCS) Travel - Enlisted			-1,911	

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

In-Place Consecutive Overseas Tour (IPCOT)	-1,911		
Cadets/Midshipmen			
Decreases due to Reimbursables			0
		Total Pricing Decreases	-7,751
Program Decreases			
Permanent Change of Station (PCS) Travel - Officer		-2,871	
PCS: Training Travel	-160		
PCS: Separation Travel	-1,796		
PCS: Travel of Organized Units	-76		
Temporary Lodging Expense	-839		
Permanent Change of Station (PCS) Travel - Enlisted		-4,506	
PCS: Training Travel	-99		
PCS: Separation Travel	-2,731		
PCS: Travel of Organized Units	-412		
Temporary Lodging Expense	-1,258		
Overseas Tour Extension Incentives Program (OTEIP)	-6		
Cadets/Midshipmen		-15	
PCS: Accession Travel	-13		
PCS: Separation Travel	-2		
			Total Program Decreases
			-7,392
Total Decreases			-15,143
Total FY 2019 Direct Program			941,349

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

	FY 2017		FY 2018		FY 2019	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Accession Travel	41,572	89,261	43,140	93,828	46,675	100,042
(2) Training Travel	13,666	97,635	12,692	91,956	12,655	92,831
(3) Operational Travel	28,992	273,021	23,850	229,161	24,300	236,037
(4) Rotational Travel	40,765	408,345	33,845	359,197	34,788	368,329
(5) Separation Travel	41,169	115,838	40,125	122,102	39,296	113,042
(6) Travel of Organized Units	4,203	22,611	6,450	31,207	6,323	31,068
Total Obligations		1,006,711		927,451		941,349
Less Reimbursables						
Total Direct Obligations		\$ 1,006,711		\$ 927,451		\$ 941,349

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

	FY 2017		FY 2018		FY 2019	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1)Travel of Military Members						
(A) Mileage and Per Diem	157,095	\$ 151,451	147,630	\$ 140,529	151,259	\$ 146,080
(B) MAC	13,238	\$ 22,413	12,440	\$ 20,797	12,746	\$ 21,618
(C) Commercial Air	34	\$ 17	32	\$ 16	33	\$ 17
Total (1)	170,367	\$ 173,881	160,102	\$ 161,342	164,038	\$ 167,715
(2)Travel of Dependents						
(A) Mileage	48,935	\$ 52,042	44,487	\$ 46,631	45,150	\$ 48,115
(B) MAC	4,928	\$ 11,482	4,480	\$ 10,288	4,546	\$ 10,615
(C) Commercial Air	167	\$ 655	152	\$ 587	155	\$ 605
Total (2)	54,030	\$ 64,179	49,119	\$ 57,506	49,851	\$ 59,335
(3)Transportation of Household Goods						
(A) M Tons – MSC	482	\$ 57	436	\$ 53	444	\$ 53
(B) S Tons – MAC	3,810	\$ 34,024	3,444	\$ 31,625	3,505	\$ 31,746
(C) Household Goods Land	66,897	\$ 275,948	60,473	\$ 257,415	61,545	\$ 258,408
(D) ITGBL	16,917	\$ 196,757	15,293	\$ 182,880	15,564	\$ 183,584
(E) Commercial Air	8,343	\$ 65,013	7,542	\$ 60,428	7,675	\$ 60,660
Total (3)	96,449	\$ 571,799	87,188	\$ 532,401	88,733	\$ 534,451
(4)Dislocation Allowance	49,010	\$ 100,878	41,990	\$ 88,018	42,931	\$ 92,979
(5)Trailer Allowance	87	\$ 14	84	\$ 14	89	\$ 15
(6)Global POV	21,303	\$ 50,563	18,045	\$ 43,918	18,494	\$ 45,212
(7)DPPS		\$ 7,288		\$ 7,270		\$ 8,046
(8)Non-Temporary Storage		\$ 13,120		\$ 12,673		\$ 13,156
(9)Temporary Lodging Expense		\$ 20,385		\$ 17,850		\$ 15,753
(10)IPCOT / OTEIP	1,767	\$ 4,604	1,775	\$ 6,459	1,935	\$ 4,686
Total - Obligations	393,013	\$ 1,006,711	358,303	\$ 927,451	366,071	\$ 941,348
Less Reimbursables						
Total Direct Obligations		\$ 1,006,711		\$ 927,451		\$ 941,348

(In Thousands of Dollars)

Project: Accession Travel

FY 2019 Estimate \$100,042  
 FY 2018 Estimate \$93,828  
 FY 2017 Actual \$89,261

Part I - Purpose And Scope

(A) Officers. Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies or ROTC/NROTC, Reserve and national Guard officers called or recalled to extended active duty from home or a point to where orders were received to first permanent duty station or training school of 20 weeks or more duration and (2) officers or warrant officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of 20 weeks or more duration. (Includes officers appointed from enlisted status upon graduation from Officer Candidate School (OCS), Officer Training School (OTS), 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 (1) individuals selected as academy midshipmen upon entry into the academies and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,275	1,133.96	4,848	4,300	1,155.51	4,969	4,664	1,171.69	5,465
(2) Travel of Dependents	1,170	1,155.90	1,352	1,177	1,177.87	1,386	1,276	1,194.36	1,524
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,775	5,400.36	14,986	2,792	5,502.97	15,364	3,028	5,580.04	16,896
(B) Overseas			5,916			7,652			6,325
Total (3)	2,775		20,902	2,792		23,016	3,028		23,221
(4) Dislocation Allowance	1,577	2,392.64	3,773	1,587	2,439.30	3,871	1,721	2,510.70	4,321
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	95	1,956.35	186	94	1,990.17	187	103	2,026.39	209
(B) Partial Service	20	2,707.92	54	20	3,026.41	61	22	2,715.56	60
Total (6)	115		240	114		248	125		269
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			148			151			157
(9) Temporary Lodging Expense			628			578			510
Total - Officer	9,912		31,891	9,970		34,219	10,814		35,467
Enlisted									
(1) Travel of Military Member	36,097	780.26	28,165	37,700	795.10	29,975	40,900	806.23	32,975
(2) Travel of Dependents	2,426	714.97	1,735	2,533	728.57	1,845	2,748	738.76	2,030
(3) Transportation of Household Goods									
(A) Land/ITGBL	5,649	3,470.48	19,605	5,900	3,536.43	20,865	6,401	3,585.96	22,954
(B) Overseas			5,798			4,915			4,655
Total (3)	5,649		25,403	5,900		25,780	6,401		27,609

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	180	2,060.23	371	189	2,100.41	397	205	2,161.89	443
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	9	1,956.33	18	9	1,990.17	18	10	2,026.39	20
(B) Partial Service	4	2,708.00	11	4	3,026.41	12	5	2,715.56	14
Total (6)	13		29	13		30	15		34
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			222			227			236
(9) Temporary Lodging Expense			941			868			766
Total - Enlisted	44,365		56,866	46,335		59,122	50,269		64,093
Midshipmen									
(1) Travel of Military Member Midshipmen	1,200	420.02	504	1,140	427.57	487	1,111	433.99	482
Total - Midshipmen	1,200		504	1,140		487	1,111		482
Total PCS: Accession Travel	55,477		89,261	57,445		93,828	62,194		100,042

(In Thousands of Dollars)

Project: Training Travel

FY 2019 Estimate	\$92,831
FY 2018 Estimate	\$91,956
FY 2017 Actual	\$97,635

Part I - Purpose And Scope

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

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

Part II - Justification of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	4,398	1,737.82	7,643	4,084	1,770.84	7,232	4,072	1,795.64	7,312
(2) Travel of Dependents	1,847	1,693.32	3,128	1,715	1,725.50	2,959	1,710	1,749.67	2,992
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,628	10,805.13	39,201	3,370	10,892.75	36,709	3,360	11,043.95	37,108
(B) Overseas			250			251			251
Total (3)	3,628		39,451	3,370		36,960	3,360		37,359
(4) Dislocation Allowance	2,920	2,367.57	6,913	2,712	2,405.46	6,524	2,704	2,491.74	6,738
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	32	1,956.35	63	30	1,990.17	60	30	2,026.39	61
(B) Partial Service	9	2,707.92	24	8	3,026.41	24	8	2,715.56	22
Total (6)	41		87	38		84	38		83
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			183			187			194
(9) Temporary Lodging Expense			1,222			1,125			992
<b>Total - Officer</b>	<b>12,834</b>		<b>58,627</b>	<b>11,919</b>		<b>55,071</b>	<b>11,884</b>		<b>55,670</b>
<b>Enlisted</b>									
(1) Travel of Military Member	9,268	1,650.63	15,298	8,608	1,681.53	14,475	8,583	1,705.07	14,635
(2) Travel of Dependents	1,280	1,507.74	1,930	1,189	1,536.39	1,827	1,185	1,557.91	1,846
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,706	5,780.72	15,643	2,513	5,891.83	14,806	2,506	5,973.05	14,968
(B) Overseas			138			138			141
Total (3)	2,706		15,781	2,513		14,944	2,506		15,109
(4) Dislocation Allowance	1,807	2,132.71	3,854	1,679	2,166.83	3,638	1,674	2,244.55	3,757

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	19	1,956.35	37	17	1,990.17	34	17	2,026.39	34
(B) Partial Service			0			0			0
Total (6)	19		37	17		34	17		34
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			275			280			291
(9) Temporary Lodging Expense			1,833			1,687			1,489
Total - Enlisted	15,080		39,008	14,006		36,885	13,965		37,161
Total PCS: Training Travel	27,914		97,635	25,925		91,956	25,849		92,831



(In Thousands of Dollars)

Project: Operational Travel

FY 2019 Estimate	\$236,037
FY 2018 Estimate	\$229,161
FY 2017 Actual	\$273,021

Part I - Purpose And Scope

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

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

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	7,158	1,482.44	10,611	5,889	1,509.86	8,892	6,000	1,531.00	9,186
(2) Travel of Dependents	4,595	1,336.26	6,140	3,780	1,361.65	5,147	3,851	1,380.72	5,317
(3) Transportation of Household Goods									
(A) Land/ITGBL	5,512	12,539.18	69,116	4,534	12,684.96	57,514	4,620	12,845.52	59,346
(B) Overseas			448			404			323
Total (3)	5,512		69,564	4,534		57,918	4,620		59,669
(4) Dislocation Allowance	5,814	2,391.08	13,902	4,783	2,429.34	11,620	4,873	2,509.06	12,227
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	65	1,956.35	127	53	1,990.17	105	54	2,026.39	109
(B) Partial Service	21	2,707.92	57	17	3,026.41	51	18	2,715.56	49
Total (6)	86		184	70		156	72		158
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			655			667			692
(9) Temporary Lodging Expense			3,792			3,123			2,756
Total - Officer	23,165		104,848	19,056		87,523	19,416		90,005
Enlisted									
(1) Travel of Military Member	21,834	1,315.00	28,712	17,961	1,339.89	24,066	18,300	1,358.75	24,865
(2) Travel of Dependents	8,631	1,148.25	9,911	7,100	1,170.07	8,307	7,234	1,186.45	8,583
(3) Transportation of Household Goods									
(A) Land/ITGBL	12,522	7,412.95	92,825	10,301	7,492.46	77,180	10,495	7,589.90	79,656

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(B) Overseas			1,169			1,066			718
Total (3)	12,522		93,994	10,301		78,246	10,495		80,374
(4) Dislocation Allowance	11,466	1,843.97	21,143	9,433	1,873.48	17,673	9,611	1,934.95	18,597
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	174	1,956.35	340	143	1,990.17	285	146	2,026.39	296
(B) Partial Service	43	2,707.92	116	35	3,026.41	106	36	2,715.56	98
Total (6)	217		456	178		391	182		394
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			982			1,001			1,039
(9) Temporary Lodging Expense			5,687			4,684			4,134
Total - Enlisted	54,670		160,885	44,973		134,368	45,822		137,986
Total PCS: Operational Travel	77,835		265,733	64,029		221,891	65,238		227,991
(10) Defense Personal Property System (DPPS)			7,288			7,270			8,046
Total PCS: Operational Travel w/ DPPS	77,835		273,021	64,029		229,161	65,238		236,037

(In Thousands of Dollars)

Project: Rotational Travel

FY 2019 Estimate	\$368,329
FY 2018 Estimate	\$359,197
FY 2017 Actual	\$400,020

Part I - Purpose And Scope

(A) Officers. Covers PCS movements of (1) officers and warrant officers from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) officers and warrant officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, mission or captured when transoceanic travel is involved.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, mission 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	8,618	1,625.07	14,005	7,155	1,655.72	11,847	7,354	1,679.14	12,348
(2) Travel of Dependents	5,526	1,686.49	9,320	4,588	1,718.19	7,883	4,716	1,742.00	8,215
(3) Transportation of Household Goods									
(A) Land/ITGBL	8,530	6,685.01	57,023	7,082	6,812.04	48,243	7,279	6,907.43	50,279
(B) Overseas			13,517			14,503			14,203
Total (3)	8,530		70,540	7,082		62,746	7,279		64,482
(4) Dislocation Allowance	6,780	2,390.49	16,208	5,629	2,427.94	13,667	5,786	2,508.45	14,514
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	5,198	2,231.53	11,599	4,316	2,232.82	9,637	4,436	2,323.41	10,307
(B) Partial Service	1,434	2,983.10	4,278	1,191	3,269.06	3,893	1,224	3,012.57	3,687
Total (6)	6,632		15,877	5,507		13,530	5,660		13,994
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			2,764			2,538			2,635
(9) Temporary Lodging Expense			2,427			2,234			1,972
(10) In-Place Consecutive Overseas Tour (IPCOT)	176	3,100.65	546	126	6,327.49	797	176	3,225.91	568

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total - Officer	36,262		131,687	30,087		115,242	30,971		118,728
Enlisted									
(1) Travel of Military Member	32,147	1,063.09	34,175	26,690	1,084.02	28,932	27,434	1,099.27	30,157
(2) Travel of Dependents	14,460	1,350.44	19,527	12,005	1,375.95	16,518	12,340	1,395.37	17,219
(3) Transportation of Household Goods									
(A) Land/ITGBL	31,825	3,582.37	114,009	26,422	3,650.45	96,452	27,159	3,701.56	100,531
(B) Overseas			33,194			35,055			33,882
Total (3)	31,825		147,203	26,422		131,507	27,159		134,413
(4) Dislocation Allowance	17,517	1,870.98	32,774	14,542	1,900.92	27,643	14,948	1,963.30	29,347
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	10,168	2,231.53	22,690	8,442	2,232.82	18,849	8,677	2,323.41	20,160
(B) Partial Service	2,831	2,983.10	8,445	2,351	3,269.06	7,686	2,416	3,012.57	7,278
Total (6)	12,999		31,135	10,793		26,535	11,093		27,438
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			4,146			3,807			3,952
(9) Temporary Lodging Expense			3,640			3,351			2,957
(10) In-Place Consecutive Overseas Tour (IPCOT)	790	3,345.94	2,643	677	5,782.36	3,915	790	2,959.64	2,338
(11) Overseas Tour Extension Incentives Program (OTEIP)	801	1,766.00	1,415	972	1,797.71	1,747	969	1,837.35	1,780
Total - Enlisted	110,539		276,658	92,101		243,955	94,733		249,601
Total PCS: Rotational Travel	146,801		408,345	122,188		359,197	125,704		368,329

(In Thousands of Dollars)

Project: Separation Travel

FY 2019 Estimate \$113,042  
 FY 2018 Estimate \$122,102  
 FY 2017 Actual \$115,838

Part I - Purpose And Scope

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

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

(C) Cadets and Midshipmen. Covers PCS movement of eliminated academy cadets/midshipmen 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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,194	785.78	3,296	4,054	800.71	3,246	4,277	811.92	3,473
(2) Travel of Dependents	2,012	832.40	1,675	1,945	848.22	1,650	2,052	860.10	1,765
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,414	3,955.19	13,503	3,300	5,758.09	19,002	3,481	4,086.79	14,226
(B) Overseas			2,345			2,828			3
Total (3)	3,414		15,848	3,300		21,830	3,481		14,229
(4) Dislocation Allowance	1	1,956.13	2	1	1,994.28	2	1	2,052.65	2
(5) Trailer Allowance	87	166.18	14	84	169.42	14	89	173.36	15
(6) Global POV									
(A) Full Service	139	1,956.35	272	134	1,990.17	267	141	2,026.39	286
(B) Partial Service	27	2,707.92	73	26	3,026.41	79	27	2,715.56	73
Total (6)	166		345	160		346	168		359
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			1,449			1,477			1,533
Total - Officer	9,874		22,629	9,544		28,565	10,068		21,376
Enlisted									
(1) Travel of Military Member	36,839	685.28	25,245	35,938	698.30	25,096	34,890	708.08	24,705
(2) Travel of Dependents	9,759	865.31	8,445	9,520	881.75	8,394	9,242	894.10	8,263
(3) Transportation of Household Goods									
(A) Land/ITGBL	17,075	2,775.41	47,390	16,657	2,847.70	47,434	16,171	2,867.75	46,374
(B) Overseas			8,383			8,840			8,541
Total (3)	17,075		55,773	16,657		56,274	16,171		54,915

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	36	1,754.46	63	35	1,788.68	63	35	1,841.03	64
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	533	1,956.35	1,043	505	1,990.17	1,005	488	2,026.39	989
(B) Partial Service	151	2,707.92	409	143	3,026.41	433	138	2,715.56	375
Total (6)	684		1,452	648		1,438	626		1,364
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			2,174			2,215			2,299
Total - Enlisted	64,393		93,152	62,798		93,480	60,964		91,610
Midshipmen									
(1) Travel of Military Member Midshipmen	136	422.54	57	133	430.57	57	129	436.60	56
Total - Midshipmen	136		57	133		57	129		56
Total PCS: Separation Travel	74,403		115,838	72,475		122,102	71,161		113,042

(In Thousands of Dollars)

Project: Travel Of Organized Units

FY 2019 Estimate	\$31,068
FY 2018 Estimate	\$31,207
FY 2017 Actual	\$22,611

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of (1) officers and warrant officers directed to move as members of an organized unit movement; and (2) officer and warrant officer fillers and replacements directed to move as part of the unit move.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel directed to move as members of an organized unit movement; and (2) enlisted fillers and replacements directed to move as part of the unit move.

Part II - Justification of Funds Requested

Organized Unit Travel is required to support changes in force structure that realign forces to correct imbalances of support, command and/or control units and to maintain unit tactical integrity.

Computation of fund requirements is provided in the following table:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	329	434.76	143	504	443.02	223	494	449.23	222
(2) Travel of Dependents	246	460.63	113	377	469.40	177	370	475.96	176
(3) Transportation of Household Goods									
(A) Land/ITGBL	286	5,034.76	1,440	438	5,118.16	2,242	429	5,202.27	2,232
(B) Overseas			1,432			1,496			1,489
<b>Total (3)</b>	<b>286</b>		<b>2,872</b>	<b>438</b>		<b>3,738</b>	<b>429</b>		<b>3,721</b>
(4) Dislocation Allowance	212	2,486.59	527	325	2,510.65	816	319	2,607.07	832
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	26	1,953.07	51	39	1,990.17	78	39	2,026.39	79
(B) Partial Service	8	2,969.98	24	12	3,026.41	36	12	2,715.56	33
<b>Total (6)</b>	<b>34</b>		<b>75</b>	<b>51</b>		<b>114</b>	<b>51</b>		<b>112</b>
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			49			49			51
(9) Temporary Lodging Expense			85			80			71
<b>Total - Officer</b>	<b>1,107</b>		<b>3,864</b>	<b>1,695</b>		<b>5,197</b>	<b>1,663</b>		<b>5,185</b>
<b>Enlisted</b>									
(1) Travel of Military Member	3,874	304.44	1,179	5,946	310.23	1,845	5,829	314.56	1,834
(2) Travel of Dependents	2,078	434.70	903	3,190	442.96	1,413	3,127	449.16	1,405
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,527	3,423.42	8,651	3,879	3,487.03	13,526	3,803	3,537.32	13,452
(B) Overseas			5,817			5,916			5,899
<b>Total (3)</b>	<b>2,527</b>		<b>14,468</b>	<b>3,879</b>		<b>19,442</b>	<b>3,803</b>		<b>19,351</b>
(4) Dislocation Allowance	700	1,926.03	1,348	1,075	1,956.85	2,104	1,054	2,027.04	2,137
(5) Trailer Allowance			0			0			0

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	232	1,953.07	453	356	1,990.17	709	349	2,026.39	707
(B) Partial Service	65	2,969.98	193	100	3,026.41	303	98	2,715.56	266
Total (6)	297		646	456		1,012	447		973
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			73			74			77
(9) Temporary Lodging Expense			130			120			106
Total - Enlisted	9,476		18,747	14,546		26,010	14,260		25,883
Total PCS: Travel of Organized Units	10,583		22,611	16,241		31,207	15,923		31,068
Total PCS Travel (BA5)									
Total Obligations			\$1,006,711			\$927,451			\$941,349
Less Reimbursable Obligations									
Total Direct Obligations			\$1,006,711			\$927,451			\$941,349



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 2018 Direct Program		142,888
Increases		
Pricing Increases		
Unemployment Benefits		368
	Unemployment Compensation	368
Mass Transportation		97
	National Capital Region	50
	Outside National Capital Region	47
Senior ROTC (Non-Scholarship Program)		126
	Uniform, Issue-In-Kind	50
	Uniforms, Commutations-in-Lieu	20
	Pay & Allowances	56
Senior ROTC (Scholarship Program)		157
	Uniforms, Commutations-in-Lieu	24
	Pay & Allowances	126
	Subsistence of Reserve Officer Candidates	7
Junior ROTC		283
	Uniforms, Issue-in-Kind	283
Increases due to Reimbursables		0
Program Increases	Total Pricing Increases	1,031
Interest On Uniformed Services Savings Deposit		58
	Interest	58
Death Gratuities		2,800
	Death Gratuities	2,800
Partial Dislocation Allowance		24
	Partial Dislocation Allowance	24
Senior ROTC (Non-Scholarship Program)		123
	Stipend	40
	Uniform, Issue-In-Kind	2
	Uniforms, Commutations-in-Lieu	81
Senior ROTC (Scholarship Program)		421
	Stipend	347

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

	Uniform, Issue-In-Kind	67		
	Pay & Allowances	7		
	Total Program Increases			3,426
Total Increases				4,457
Decreases				
Pricing Decreases:				
Senior ROTC (Scholarship Program)	Uniform, Issue-In-Kind	-195	-195	
Decreases due to Reimbursables				0
Program Decreases	Total Pricing Decreases			-195
Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	Apprehension	-24	-24	
Unemployment Benefits	Unemployment Compensation	-7,546	-7,546	
Education Benefits (Amortization Payments)	Involuntary Separatees	-60	-4,671	
	<b>Unfunded liability</b>	<b>-4,611</b>		
Adoption Expenses	Adoption Expenses	-50	-50	
Mass Transportation	National Capital Region	-352	-861	
	Outside National Capital Region	-509		
Senior ROTC (Scholarship Program)	Uniforms, Commutations-in-Lieu	-122	-136	
	Subsistence of Reserve Officer Candidates	-14		
Junior ROTC	Uniforms, Issue-in-Kind	-732	-732	
	Total Program Decreases			-14,020
Total Decreases				-14,215
Total FY 2019 Direct Program				133,130

(In Thousands of Dollars)

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

FY 2019 Estimate \$35  
FY 2018 Estimate \$59  
FY 2017 Actual \$33

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:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Apprehension	0		33	0		59	0		35
Total Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	0		33	0		59	0		35

(In Thousands Of Dollars)

Project: Interest On Uniformed Services Savings Deposit

FY 2019 Estimate	\$1,220
FY 2018 Estimate	\$1,162
FY 2017 Actual	\$1,163

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Interest	0		1,163	0		1,162	0		1,220
Total Interest On Uniformed Services Savings Deposit	0		1,163	0		1,162	0		1,220

(In Thousands of Dollars)

Project: Death Gratuities

FY 2019 Estimate	\$21,300
FY 2018 Estimate	\$18,500
FY 2017 Actual	\$21,595

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Death Gratuities									
Officer	27	100,000.00	2,700	22	100,000.00	2,200	27	100,000.00	2,700
Enlisted	187	99,971.41	18,695	161	100,000.00	16,100	184	100,000.00	18,400
Cadets/Midshipmen	2	100,000.00	200	2	100,000.00	200	2	100,000.00	200
Total Death Gratuities	216		21,595	185		18,500	213		21,300

(In Thousands Of Dollars)

Project: Unemployment Benefits

FY 2019 Estimate \$58,148  
FY 2018 Estimate \$65,326  
FY 2017 Actual \$64,514

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:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Unemployment Compensation	12,023	5,365.92	64,514	11,604	5,629.65	65,326	10,271	5,661.36	58,148
Total Unemployment Benefits	12,023		64,514	11,604		65,326	10,271		58,148

(In Thousands of Dollars)

Project: Education Benefits (Amortization Payments)

FY 2019 Estimate	\$12,065
FY 2018 Estimate	\$16,736
FY 2017 Actual	\$16,475

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Involuntary Separatees	0		192	0		160	0		100
(2)Unfunded liability	0		16,283	0		16,576	0		11,965
Total Education Benefits (Amortization Payments)	0		16,475	0		16,736	0		12,065



(In Thousands Of Dollars)

Project: Adoption Expenses

FY 2019 Estimate	\$173
FY 2018 Estimate	\$223
FY 2017 Actual	\$167

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Adoption Expenses	0		167	0		223	0		173
Total Adoption Expenses	0		167	0		223	0		173

(In Thousands Of Dollars)

Project: Mass Transportation

FY 2019 Estimate \$4,162  
FY 2018 Estimate \$4,926  
FY 2017 Actual \$5,025

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)National Capital Region	891	3,060.10	2,727	837	3,060.00	2,561	724	3,120.00	2,259
(2)Outside National Capital Region	751	3,060.00	2,298	773	3,060.00	2,365	610	3,120.00	1,903
Total Mass Transportation	1,642		5,025	1,610		4,926	1,334		4,162

(In Thousands Of Dollars)

Project: Partial Dislocation Allowance

FY 2019 Estimate \$34  
FY 2018 Estimate \$10  
FY 2017 Actual \$32

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Partial Dislocation Allowance									
Officer	10	731.72	7	3	747.09	2	10	767.82	8
Enlisted	34	731.72	25	11	747.09	8	34	767.82	26
Cadets/Midshipmen			0			0			0
Total Partial Dislocation Allowance	44		32	14		10	44		34

(In Thousands Of Dollars)

Project: Reserve Income Replacement

FY 2019 Estimate \$0  
FY 2018 Estimate \$0  
FY 2017 Actual \$0

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Reserve Income Replacement	0		0	0		0	0		0
Total Reserve Income Replacement	0		0	0		0	0		0

(In Thousands Of Dollars)

Project: Service Group Life Insurance (SGLI)

FY 2019 Estimate \$0  
FY 2018 Estimate \$0  
FY 2017 Actual \$3,370

Part I: 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. This is an OCO funded program that is captured in prior year actual execution totals. FY 2018 and FY 2019 program estimates are included in the OCO request.

The following estimate is provided:

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)SGLI Extra Hazard Payment	0		0	0		0	0		0
(2)SGLI Premium	9,685	348.00	3,370	0		0	0		0
(3)Traumatic Service Group Life Insurance (T-SGLI)	0		0	0		0	0		0
Total Service Group Life Insurance (SGLI)	9,685		3,370	0		0	0		0

Project: Senior ROTC (Non-Scholarship Program)

FY 2019 Estimate \$2,238  
 FY 2018 Estimate \$1,989  
 FY 2017 Actual \$1,876

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 2017			FY 2018			FY 2019		
	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	144	2,520.00	363	140	3,220.00	451	140	3,220.00	451
MS IV	118	2,980.00	352	107	3,680.00	394	118	3,680.00	434
Total - (1)	262		715	247		845	258		885

	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,753	238.73	418	1,681	220.89	371	1,650	248.37	410
New Uniform Issues	0		0	0		0	0		0
Field Training	131	238.73	31	117	220.89	26	158	248.37	39
Field Training new issue juniors	0		0	0		0	0		0
Total - (2)	1,884		449	1,798		397	1,808		449
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	74	1,050.92	78	65	1,057.62	69	77	1,093.38	84
Freshmen/Sophomores	516	1,050.92	542	504	1,057.62	533	566	1,093.38	619
Total - (3)	590		620	569		602	643		703
(4) Pay & Allowances									
NROTC	3,564	25.53	91	3,456	28.25	98	3,456	39.35	136
Designated Applicants	0		0	1,620	28.25	46	1,620	39.51	64
Total - (4)	3,564		91	5,076		144	5,076		200
(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	4	250.00	1	4	250.00	1	4	250.00	1
Total - (6)	4		1	4		1	4		1
Total Senior ROTC (Non-Scholarship Program)	6,304		1,876	7,694		1,989	7,789		2,238

(In Thousands Of Dollars)

Project: Senior ROTC (Scholarship Program)

FY 2019 Estimate	\$18,794
FY 2018 Estimate	\$18,547
FY 2017 Actual	\$17,746

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	877	2,279.00	1,999	952	2,300.00	2,190	954	2,300.00	2,194
MS II	1,022	2,740.00	2,800	964	2,760.00	2,661	971	2,760.00	2,680
MS III	1,034	3,200.00	3,309	1,091	3,220.00	3,513	1,091	3,220.00	3,513
MS IV	1,020	3,660.00	3,733	1,038	3,680.00	3,820	1,126	3,680.00	4,144
Total - (1)	3,953		11,841	4,045		12,184	4,142		12,531



	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,270	662.28	841	1,522	737.38	1,122	1,383	689.04	953
New Uniform Issues	0		0	0		0	0		0
Field Training	2,683	662.28	1,777	2,522	737.38	1,860	2,759	689.04	1,901
Cortrimid New Uniform	0		0	0		0	0		0
Total - (2)	3,953		2,618	4,044		2,982	4,142		2,854
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	288	854.31	246	246	845.11	208	213	888.82	189
Freshmen/Sophomores	282	854.31	241	305	845.11	258	201	888.82	179
Total - (3)	570		487	551		466	414		368
(4) Pay & Allowances	72,441	36.58	2,650	74,304	37.53	2,789	74,493	39.23	2,922
Total - (4)	72,441		2,650	74,304		2,789	74,493		2,922
(5) Subsistence of Reserve Officer Candidates									
Subsistence	2,150	69.85	150	1,694	68.25	116	1,500	72.67	109
Total - (5)	2,150		150	1,694		116	1,500		109
(6) SROTC Foreign Language SPB									
NROTC	0		0	40	250.00	10	40	250.00	10
Total - (6)	0		0	40		10	40		10
Total Senior ROTC (Scholarship Program)	83,067		17,746	84,678		18,547	84,731		18,794
Total Senior ROTC (Scholarship & Non-Scholarship Program)			19,622			20,536			21,032

(In Thousands of Dollars)

Project: Junior ROTC

FY 2019 Estimate	\$14,961
FY 2018 Estimate	\$15,410
FY 2017 Actual	\$14,903

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 2017			FY 2018			FY 2019		
	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	42,166	62.18	2,622	38,000	64.19	2,439	38,800	64.69	2,510
Replacement	21,513	497.90	10,711	22,250	508.50	11,314	20,810	518.02	10,780
Alterations/Renovation	86,054	18.25	1,570	90,000	18.41	1,657	88,000	18.99	1,671
<b>Total - (1)</b>	<b>149,733</b>		<b>14,903</b>	<b>150,250</b>		<b>15,410</b>	<b>147,610</b>		<b>14,961</b>
(2) Subsistence of Junior Officer Candidates									
Non-Military Schools	0		0	0		0	0		0
Field Training	0		0	0		0	0		0
<b>Total - (2)</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>Total Junior ROTC</b>	<b>149,733</b>		<b>14,903</b>	<b>150,250</b>		<b>15,410</b>	<b>147,610</b>		<b>14,961</b>

(In Thousands Of Dollars)

Project: Cancelled Accounts

FY 2019 Estimate \$0  
FY 2018 Estimate \$0  
FY 2017 Actual \$325

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 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Cancelled Accounts			325			0			0
<b>Total Other Mil Personnel (BA6)</b>									
Total Obligations		\$	147,226		\$	142,888		\$	133,130
Less Reimbursable Obligations									
Total Direct Obligations		\$	147,226		\$	142,888		\$	133,130
<b>Total MPN Obligations</b>		\$	<b>28,675,832</b>		\$	<b>29,263,299</b>		\$	<b>30,792,842</b>
Less Reimbursables		\$	343,138		\$	345,381		\$	366,631
<b>Total MPN Direct Obligations</b>		\$	<b>28,332,694</b>		\$	<b>28,917,918</b>		\$	<b>30,426,211</b>

Section 5  
Special Analysis

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

	FY 2017			FY 2018			FY 2019		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b><u>ASSIGNED OUTSIDE DoD</u></b>			0			0			0
NONREIMBURSABLE PERSONNEL			0			0			0
EXECUTIVE OFFICE OF THE PRESIDENT	8	6	14	8	6	14	8	6	14
VICE PRESIDENT'S OFFICE		9	9		9	9		9	9
STATE DEPARTMENT	15	16	31	15	16	31	15	16	31
STATE DEPARTMENT (U.N. TRUCE SUPV)	6		6	6		6	6		6
TRANSPORTATION DEPARTMENT	1		1	1		1	1		1
JUSTICE DEPARTMENT	1		1	1		1	1		1
ENERGY DEPARTMENT	5		5	5		5	5		5
NATIONAL NARCOTICS BORDER INTERDICTION CLASSIFIED ACTIVITIES	4	1	5	4	1	5	4	1	5
DoD PROJECT OFFICE	1	1	2	1	1	2	1	1	2
DoD PROJECT OFFICE	17	5	22	17	5	22	17	5	22
SUBTOTAL - NON-REIMBURSABLE PROGRAM	58	38	96	58	38	96	58	38	96
REIMBURSABLE PERSONNEL			0			0			0
EXECUTIVE OFFICE OF THE PRESIDENT (OMB)			0			0			0
STATE DEPARTMENT	1	128	129	1	128	129	1	128	129
US ARMS CONTROL AGENCY	3		3	3		3	3		3
TRANSPORTATION DEPARTMENT	48	4	52	48	4	52	48	4	52
ENERGY DEPT (DOE)	2	1	3	2	1	3	2	1	3
JUSTICE DEPT			0			0			0
NATIONAL AERONAUTICS & SPACE ADMIN	34		34	34		34	34		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	2	2	4	2	2	4	2	2	4
SUBTOTAL - REIMBURSABLE PERSONNEL	98	145	243	98	145	243	98	145	243
TOTAL OUTSIDE DoD	156	183	339	156	183	339	156	183	339
ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS			0			0			0
SUBTOTAL NONREIMBURSABLE NON-DoD			0			0			0
REIMBURSABLE PERSONNEL			0			0			0
SUBTOTAL REIMBURSABLE NON-DoD			0			0			0
TOTAL ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS			0			0			0
ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS (REIMBURSABLE)			0			0			0
FOREIGN MILITARY SALES	82	103	185	82	103	185	126	103	229
SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS	82	103	185	82	103	185	126	103	229
ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS (REIMBURSABLE)			0			0			0
WORKING CAPITAL FUND (WCF)	626	763	1,389	626	763	1,389	629	763	1,392
HQ US TRANSPORTATION COMMAND (TRANSCOM)	63	36	99	62	45	107	59	44	103

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

SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND (SDDC)	12		12	12		12	12		12
DEFENSE COURIER SERVICE (DCS)	4	58	62	4	49	53	4	49	53
DEFENSE FINANCE & ACCOUNTING SVC (DFAS)	4	11	15	4	11	15	4	11	15
DEFENSE INFO SYSTEMS AGENCY (DISA)	4	1	5	4	1	5	6	8	14
DEFENSE LOGISTICS AGENCY (DLA)	115	47	162	114	47	161	114	47	161
SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCT.	828	916	1,744	826	916	1,742	828	922	1,750
GRAND TOTAL REIMBURSABLE	1,008	1,164	2,172	1,006	1,164	2,170	1,052	1,170	2,222
GRAND TOTAL NONREIMBURSABLE	58	38	96	58	38	96	58	38	96
GRAND TOTAL	1,066	1,202	2,268	1,064	1,202	2,266	1,110	1,208	2,318

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

	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
<b><u>SUBSISTENCE (SIK)</u></b>	<b>\$1,577</b>	<b>\$3,743</b>	<b>\$2,679</b>
Sale of Meals - Bulk Subsistence	1,577	3,743	2,679
<b><u>STRENGTH RELATED</u></b>	<b>\$341,561</b>	<b>\$341,638</b>	<b>\$363,952</b>
Officer	204,023	207,542	213,173
Basic Pay	-139,833	-146,299	-145,824
Other Pays and Allowances	-64,190	-61,243	-67,349
Enlisted	85,840	76,159	91,943
Basic Pay	-53,541	-52,116	-58,824
Other Pays and Allowances	-32,299	-24,043	-33,119
Retired Pay Accrual (Officer and Enlisted)	51,698	57,937	58,836
<b>TOTAL PROGRAM</b>	<b>\$343,138</b>	<b>\$345,381</b>	<b>\$366,631</b>
Anticipated reimbursements from the DHP Trust Fund (Over 65):	124,792	132,990	129,579

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

	<u>FY 2017 Estimates</u>			<u>FY 2018 Estimates</u>			<u>FY 2019 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	1,079	1,063	1,046	1,000	1,025	1,050	1,000	1,025	1,050
Second Year	641	561	480	600	525	450	600	525	450
Total Basic ROTC	1,720	1,623	1,526	1,600	1,550	1,500	1,600	1,550	1,500
Third Year	150	144	138	150	140	130	150	140	130
Fourth Year	125	118	111	110	108	105	125	118	110
Total Adv ROTC	275	262	249	260	248	235	275	258	240
Total Senior ROTC Enrollment	1,995	1,885	1,775	1,860	1,798	1,735	1,875	1,808	1,740
<u>Scholarship Program</u>									
First Year	891	877	863	975	952	929	975	954	932
Second Year	1,027	1,022	1,016	964	964	964	969	971	973
Total Basic ROTC	1,918	1,899	1,879	1,939	1,916	1,893	1,944	1,925	1,905
Third Year	1,038	1,034	1,030	1,109	1,091	1,072	1,107	1,091	1,074
Fourth Year	1,079	1,021	962	1,072	1,038	1,003	1,169	1,127	1,084
Total Advanced ROTC	2,117	2,055	1,992	2,181	2,128	2,075	2,276	2,217	2,158
Total Scholarship Enrollment	4,035	3,953	3,871	4,120	4,044	3,968	4,220	4,142	4,063
<u>Total Enrollment</u>									
First Year	1,970	1,940	1,909	1,975	1,977	1,979	1,975	1,979	1,982
Second Year	1,668	1,582	1,496	1,564	1,489	1,414	1,569	1,496	1,423
Total Advanced ROTC	3,638	3,522	3,405	3,539	3,466	3,393	3,544	3,475	3,405
Third Year	1,188	1,178	1,168	1,259	1,231	1,202	1,257	1,231	1,204
Fourth	1,204	1,139	1,073	1,182	1,145	1,108	1,294	1,244	1,194
Total Advanced ROTC	2,392	2,317	2,241	2,441	2,376	2,310	2,551	2,475	2,398
Total ROTC Enrollment	6,030	5,838	5,646	5,980	5,842	5,703	6,095	5,949	5,803
Completed ROTC & Commissioned		1,053			1,043			1,055	



**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 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>
<b><u>NJROTC</u></b>			
Schools	583	583	583
Civilian Personnel (End Strength)	21	30	31
Military Personnel (End Strength)	0	0	0
<b><u>NROTC</u></b>			
Schools	166	166	166
Host Institutions	77	77	77
Cross Town Campuses	89	89	89
Civilian Personnel (End Strength)	159	190	189
Military Personnel (End Strength)	333	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  
FY17**

		Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officers</u>													
O-10	ADM	9	9	9	9	9	9	9	9	9	9	9	8
O-9	VADM	34	34	34	33	33	33	34	34	34	34	34	35
O-8	RADM	65	65	65	65	64	64	65	65	66	66	65	65
O-7	RMDL	105	106	105	105	105	105	105	106	108	108	106	105
O-6	CAPT	3,145	3,122	3,110	3,105	3,100	3,101	3,093	3,040	3,005	2,985	2,915	3,160
O-5	CDR	6,564	6,553	6,523	6,513	6,502	6,495	6,488	6,462	6,429	6,405	6,297	6,635
O-4	LCDR	10,554	10,506	10,492	10,450	10,436	10,413	10,394	10,365	10,316	10,294	10,198	10,626
O-3	LT	18,618	18,595	18,548	18,580	18,450	18,239	18,299	18,276	19,864	19,774	19,715	18,558
O-2	LTJG	6,790	6,717	6,815	6,693	6,776	6,782	6,689	8,191	6,710	6,818	6,825	6,793
O-1	ENS	6,736	6,751	6,692	6,766	6,715	6,775	6,838	6,620	6,793	6,688	6,849	6,796
W-5	CWO5	74	72	73	72	73	70	70	70	73	75	78	79
W-4	CWO4	383	382	386	385	391	382	387	389	387	389	384	380
W-3	CWO3	624	632	640	625	633	649	661	678	688	677	661	648
W-2	CWO2	586	584	588	588	589	579	579	574	577	577	576	585
W-1	CWO1												
<b>Total Officers</b>		<b>54,287</b>	<b>54,128</b>	<b>54,080</b>	<b>53,989</b>	<b>53,876</b>	<b>53,696</b>	<b>53,711</b>	<b>54,879</b>	<b>55,059</b>	<b>54,899</b>	<b>54,712</b>	<b>54,473</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,550	2,535	2,541	2,521	2,516	2,512	2,515	2,518	2,646	2,630	2,628	2,598
E-8	SCPO	6,424	6,429	6,414	6,414	6,413	6,396	6,410	6,409	6,649	6,659	6,574	6,532
E-7	CPO	21,351	21,311	21,257	21,191	21,131	21,041	20,978	20,948	20,405	20,318	21,259	21,105
E-6	PO1	46,675	46,339	48,068	47,729	47,410	47,040	46,726	46,413	48,508	49,225	47,598	47,238
E-5	PO2	63,668	63,440	64,532	64,229	63,899	63,488	63,157	62,851	65,469	65,149	64,742	64,419
E-4	PO3	52,750	52,624	52,434	52,080	52,106	52,033	51,944	51,847	52,869	52,620	52,419	52,424
E-3	SN	49,965	50,715	47,943	49,269	50,173	51,111	51,829	52,192	46,310	45,560	46,196	46,697
E-2	SA	13,679	13,660	13,555	13,300	13,073	12,840	12,727	13,080	12,598	12,718	12,912	12,994
E-1	SR	8,022	8,155	7,974	7,814	7,836	7,859	8,057	8,319	8,962	10,395	10,939	11,023
<b>Total Enlisted</b>		<b>265,084</b>	<b>265,208</b>	<b>264,718</b>	<b>264,547</b>	<b>264,557</b>	<b>264,320</b>	<b>264,343</b>	<b>264,577</b>	<b>264,416</b>	<b>265,274</b>	<b>265,267</b>	<b>265,030</b>
<u>Cadets/Midshipmen</u>		4,421	4,415	4,399	4,383	4,376	4,374	4,367	3,304	4,487	4,474	4,450	4,441
<b>Total End Strength</b>		<b>323,792</b>	<b>323,751</b>	<b>323,197</b>	<b>322,919</b>	<b>322,809</b>	<b>322,390</b>	<b>322,421</b>	<b>322,760</b>	<b>323,962</b>	<b>324,647</b>	<b>324,429</b>	<b>323,944</b>

**MILITARY PERSONNEL, NAVY  
MILITARY END STRENGTH BY PAYGRADE  
FY18**

		<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												
<b>Total Officers</b>		<b>54,479</b>	<b>54,345</b>	<b>54,309</b>	<b>54,240</b>	<b>54,147</b>	<b>53,998</b>	<b>53,967</b>	<b>55,183</b>	<b>55,213</b>	<b>55,077</b>	<b>54,889</b>	<b>54,256</b>
<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
<b>Total Enlisted</b>		<b>266,623</b>	<b>266,663</b>	<b>266,588</b>	<b>266,773</b>	<b>267,019</b>	<b>267,733</b>	<b>268,157</b>	<b>268,695</b>	<b>268,944</b>	<b>269,121</b>	<b>269,429</b>	<b>269,287</b>
<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
<b>Total End Strength</b>		<b>325,496</b>	<b>325,394</b>	<b>325,269</b>	<b>325,369</b>	<b>325,515</b>	<b>326,074</b>	<b>326,463</b>	<b>327,147</b>	<b>328,560</b>	<b>328,582</b>	<b>328,684</b>	<b>327,900</b>

**MILITARY PERSONNEL, NAVY  
MILITARY END STRENGTH BY PAYGRADE  
FY19**

		<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	9	9	9	9	9	9
O-9	VADM	38	38	38	38	38	38	38	38	38	38	38	38
O-8	RADM	71	71	71	71	71	71	71	71	71	71	71	71
O-7	RMDL	112	113	113	113	112	113	113	113	114	114	114	114
O-6	CAPT	3,135	3,119	3,103	3,096	3,095	3,097	3,091	3,046	3,012	2,985	2,908	3,145
O-5	CDR	6,674	6,660	6,636	6,635	6,632	6,621	6,617	6,582	6,542	6,514	6,412	6,767
O-4	LCDR	10,664	10,645	10,553	10,507	10,503	10,488	10,458	10,392	10,346	10,308	10,211	10,768
O-3	LT	18,518	18,591	18,522	18,671	18,490	18,323	18,265	18,174	19,882	19,823	19,832	18,381
O-2	LTJG	6,886	6,754	6,878	6,761	6,819	6,846	6,924	8,291	6,898	6,891	6,988	7,044
O-1	ENS	6,819	6,839	6,844	6,836	6,908	6,851	6,897	6,948	6,934	7,014	6,981	6,789
W-5	CWO5	89	88	87	88	87	88	88	88	91	93	95	96
W-4	CWO4	375	377	382	389	395	389	391	392	387	387	380	375
W-3	CWO3	666	652	659	647	656	665	668	679	685	673	657	644
W-2	CWO2	606	629	632	633	640	640	648	650	657	661	660	671
W-1	CWO1												
<b>Total Officers</b>		<b>54,662</b>	<b>54,585</b>	<b>54,527</b>	<b>54,494</b>	<b>54,455</b>	<b>54,239</b>	<b>54,278</b>	<b>55,473</b>	<b>55,666</b>	<b>55,581</b>	<b>55,356</b>	<b>54,912</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,793	2,790	2,793	2,787	2,786	2,785	2,787	2,788	2,807	2,793	2,780	2,766
E-8	SCPO	7,134	7,144	7,160	7,164	7,169	7,181	7,198	7,212	7,665	7,660	7,662	7,646
E-7	CPO	22,426	22,405	22,403	22,353	22,308	22,290	22,269	22,248	21,709	21,633	21,781	21,697
E-6	PO1	45,218	44,951	47,607	47,485	47,327	47,135	46,917	46,657	49,297	49,119	48,611	48,272
E-5	PO2	66,834	66,595	70,463	70,151	69,882	69,611	69,348	69,062	71,588	71,093	70,571	70,100
E-4	PO3	52,770	52,611	49,919	49,676	49,650	49,695	49,702	49,605	50,405	50,050	49,687	51,793
E-3	SN	41,670	42,649	39,641	41,222	43,017	45,000	46,677	48,333	42,937	44,273	45,735	44,550
E-2	SA	18,276	18,712	18,468	17,827	16,812	15,960	15,958	16,406	16,784	16,795	16,650	16,684
E-1	SR	12,390	12,188	12,330	12,845	13,399	13,348	12,993	12,442	12,059	12,308	12,401	12,634
<b>Total Enlisted</b>		<b>269,511</b>	<b>270,045</b>	<b>270,784</b>	<b>271,510</b>	<b>272,350</b>	<b>273,005</b>	<b>273,849</b>	<b>274,753</b>	<b>275,251</b>	<b>275,724</b>	<b>275,878</b>	<b>276,142</b>
<u>Cadets/Midshipmen</u>		4,427	4,421	4,402	4,388	4,381	4,377	4,372	3,299	4,399	4,379	4,355	4,346
<b>Total End Strength</b>		<b>328,600</b>	<b>329,051</b>	<b>329,713</b>	<b>330,392</b>	<b>331,186</b>	<b>331,621</b>	<b>332,499</b>	<b>333,525</b>	<b>335,316</b>	<b>335,684</b>	<b>335,589</b>	<b>335,400</b>