

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



JUSTIFICATION OF ESTIMATES  
February 2018

RESERVE PERSONNEL, NAVY

The estimated cost for this report for the Department of the Navy (DON) is \$19,129.

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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### Reserve Personnel, Navy

For pay, allowances, clothing, subsistence, gratuities, travel, and related expenses for personnel of the Navy Reserve on active duty under section 10211 of title 10, United States Code, or while serving on active duty under section 12301(d) of title 10, United States Code, in connection with performing duty specified in section 12310(a) of title 10, United States Code, or while undergoing reserve training, or while performing drills or equivalent duty, and expenses authorized by section 16131 of title 10, United States Code; and for payments to the Department of Defense Military Retirement Fund, \$2,067,521,000.

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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)

19 Jan 2018

Reserve 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
		-----	-----	-----	-----	-----	-
Reserve Component Training and Support							
1405N	10 Pay Group A Training (15 Days & Drills 24/48)	640,132	671,515	671,515			U
1405N	20 Pay Group B Training (Backfill For Active Duty)	6,874	7,972	7,972			U
1405N	30 Pay Group F Training (Recruits)	64,776	62,459	62,459			U
1405N	60 Mobilization Training	11,022	10,029	10,029			U
1405N	70 School Training	49,813	52,423	52,423			U
1405N	80 Special Training	130,875	107,811	107,811	8,835	8,835	U
1405N	90 Administration and Support	980,367	1,026,549	1,026,549	256	256	U
1405N	94 Thrift Savings Plan Matching Contributions		7,802	7,802			U
1405N	100 Education Benefits	214	77	77			U
1405N	120 Health Profession Scholarship	51,728	53,725	53,725			U
1405N	CR1 Adj to Match Continuing Resolution		-92,363	-92,363	2,838	2,838	U
Total Budget Activity 01		1,935,801	2,000,362	2,000,362	9,091	9,091	
Total Budget Activity 20			-92,363	-92,363	2,838	2,838	
Total Direct - Reserve Personnel, Navy		1,935,801	1,907,999	1,907,999	11,929	11,929	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts							
1002N	300 Reserve Personnel, Navy	123,448	143,142	143,142			U
Total Reserve Navy Military Personnel Costs		2,059,249	2,051,141	2,051,141	11,929	11,929	

M-119PB: FY 2019 President's Budget (Published Version), as of January 19, 2018 at 09:14:15

\* Includes June 29, 2017 requests.

+ Includes November 6, 2017 requests.

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Department of Defense  
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 (Dollars in Thousands)

19 Jan 2018

Reserve Personnel, Navy	FY 2018			FY 2018		FY 2018		FY 2018
	FY 2018	Less Enacted	Div B	Total	Less Enacted	Div B	Remaining Req	
	Emergency	P.L.115-96***	FY 2018	PB Requests*	P.L.115-96***	with CR Adj	with CR Adj	S
	Requests**	MDDE + Ship	Remaining Req	Base + OCO +	MDDE + Ship	Base + OCO +	Base + OCO +	e
	Emergency	Repairs	Emergency	Emergency**	Repairs	Emergency	Emergency	c
	-----	-----	-----	-----	-----	-----	-----	-
Reserve Component Training and Support								
1405N 10 Pay Group A Training (15 Days & Drills 24/48)				671,515			671,515	U
1405N 20 Pay Group B Training (Backfill For Active Duty)				7,972			7,972	U
1405N 30 Pay Group F Training (Recruits)				62,459			62,459	U
1405N 60 Mobilization Training				10,029			10,029	U
1405N 70 School Training				52,423			52,423	U
1405N 80 Special Training				116,646			116,646	U
1405N 90 Administration and Support				1,026,805			1,026,805	U
1405N 94 Thrift Savings Plan Matching Contributions				7,802			7,802	U
1405N 100 Education Benefits				77			77	U
1405N 120 Health Profession Scholarship				53,725			53,725	U
1405N CR1 Adj to Match Continuing Resolution				-89,525			-89,525	U
Total Budget Activity 01				2,009,453			2,009,453	
Total Budget Activity 20				-89,525			-89,525	
Total Direct - Reserve Personnel, Navy				1,919,928			1,919,928	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts								
1002N 300 Reserve Personnel, Navy				143,142			143,142	U
Total Reserve Navy Military Personnel Costs				2,063,070			2,063,070	

M-119PB: FY 2019 President's Budget (Published Version), as of January 19, 2018 at 09:14:15

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

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

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## Reserve Personnel, Navy

	FY 2019 Base -----	FY 2019 OCO -----	FY 2019 Total -----	S e c -
Reserve Component Training and Support				
1405N 10 Pay Group A Training (15 Days & Drills 24/48)	698,480		698,480	U
1405N 20 Pay Group B Training (Backfill For Active Duty)	8,364		8,364	U
1405N 30 Pay Group F Training (Recruits)	62,628		62,628	U
1405N 60 Mobilization Training	11,535		11,535	U
1405N 70 School Training	55,012		55,012	U
1405N 80 Special Training	109,433	11,100	120,533	U
1405N 90 Administration and Support	1,052,934		1,052,934	U
1405N 94 Thrift Savings Plan Matching Contributions	14,011		14,011	U
1405N 100 Education Benefits	78		78	U
1405N 120 Health Profession Scholarship	55,046		55,046	U
1405N CR1 Adj to Match Continuing Resolution				U
Total Budget Activity 01	2,067,521	11,100	2,078,621	
Total Budget Activity 20				
Total Direct - Reserve Personnel, Navy	2,067,521	11,100	2,078,621	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts				
1002N 300 Reserve Personnel, Navy	130,504		130,504	U
Total Reserve Navy Military Personnel Costs	2,198,025	11,100	2,209,125	

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Reserve Personnel, Grand Total	FY 2017 (Base + OCO)	FY 2018	FY 2018	FY 2018	FY 2018	S e c
		PB Request with CR Adj Base	PB Requests* with CR Adj Base	PB Request with CR Adj OCO	PB Requests+ with CR Adj OCO	
10 Pay Group A Training (15 Days & Drills 24/48)	640,132	671,515	671,515			
20 Pay Group B Training (Backfill For Active Duty)	6,874	7,972	7,972			
30 Pay Group F Training (Recruits)	64,776	62,459	62,459			
60 Mobilization Training	11,022	10,029	10,029			
70 School Training	49,813	52,423	52,423			
80 Special Training	130,875	107,811	107,811	8,835	8,835	
90 Administration and Support	980,367	1,026,549	1,026,549	256	256	
94 Thrift Savings Plan Matching Contributions		7,802	7,802			
100 Education Benefits	214	77	77			
120 Health Profession Scholarship	51,728	53,725	53,725			
CR1 Adj to Match Continuing Resolution		-92,363	-92,363	2,838	2,838	
Total Budget Activity 01	1,935,801	2,000,362	2,000,362	9,091	9,091	
Total Budget Activity 20		-92,363	-92,363	2,838	2,838	
Total Direct - Reserve	1,935,801	1,907,999	1,907,999	11,929	11,929	
300 Medicare-Eligible Retiree Health Fund Contribution	123,448	143,142	143,142			
Grand Total Direct - Reserve Personnel Costs	2,059,249	2,051,141	2,051,141	11,929	11,929	

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\* Includes June 29, 2017 requests.

+ Includes November 6, 2017 requests.

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Department of Defense  
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 (Dollars in Thousands)

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Reserve Personnel, Grand Total	FY 2018		FY 2018		FY 2018	
	FY 2018 Emergency Requests**	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 Base + OCO + Emergency
10 Pay Group A Training (15 Days & Drills 24/48)				671,515		671,515
20 Pay Group B Training (Backfill For Active Duty)				7,972		7,972
30 Pay Group F Training (Recruits)				62,459		62,459
60 Mobilization Training				10,029		10,029
70 School Training				52,423		52,423
80 Special Training				116,646		116,646
90 Administration and Support				1,026,805		1,026,805
94 Thrift Savings Plan Matching Contributions				7,802		7,802
100 Education Benefits				77		77
120 Health Profession Scholarship				53,725		53,725
CR1 Adj to Match Continuing Resolution				-89,525		-89,525
Total Budget Activity 01				2,009,453		2,009,453
Total Budget Activity 20				-89,525		-89,525
Total Direct - Reserve				1,919,928		1,919,928
300 Medicare-Eligible Retiree Health Fund Contribution				143,142		143,142
Grand Total Direct - Reserve Personnel Costs				2,063,070		2,063,070

M-119PB: FY 2019 President's Budget (Published Version), as of January 19, 2018 at 09:14:15

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

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

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Department of Defense  
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 (Dollars in Thousands)

19 Jan 2018

## Reserve Personnel, Grand Total

	FY 2019 Base -----	FY 2019 OCO -----	FY 2019 Total -----	S e c -
10 Pay Group A Training (15 Days & Drills 24/ 48)	698,480		698,480	
20 Pay Group B Training (Backfill For Active Duty)	8,364		8,364	
30 Pay Group F Training (Recruits)	62,628		62,628	
60 Mobilization Training	11,535		11,535	
70 School Training	55,012		55,012	
80 Special Training	109,433	11,100	120,533	
90 Administration and Support	1,052,934		1,052,934	
94 Thrift Savings Plan Matching Contributions	14,011		14,011	
100 Education Benefits	78		78	
120 Health Profession Scholarship	55,046		55,046	
CR1 Adj to Match Continuing Resolution				
Total Budget Activity 01	2,067,521	11,100	2,078,621	
Total Budget Activity 20				
Total Direct - Reserve	2,067,521	11,100	2,078,621	
300 Medicare-Eligible Retiree Health Fund Contribution	130,504		130,504	
Grand Total Direct - Reserve Personnel Costs	2,198,025	11,100	2,209,125	

Department of the Navy  
 FY 2018 Budget Estimates  
 Reserve Personnel, Navy

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**Section 1**  
**Summary of Requirements**

Exhibit PB-30A Summary of Requirements by Budget Program (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
(\$ in Thousands)

	<u>FY 2017 (Actual)</u>	<u>FY 2018 (Estimate)</u>	<u>FY 2019 (Estimate)</u>
<b><u>DIRECT PROGRAM</u></b>			
Reserve Component Training and Support	\$1,924,216	\$2,000,362	\$2,067,521
<i>FY18 CR Adjustment*</i>		-\$92,363	
Total Direct Program	\$1,924,216	\$1,907,999	\$2,067,521
<b><u>REIMBURSABLE PROGRAM</u></b>			
Reserve Component Training and Support	\$30,419	\$35,907	\$36,626
Total Reimbursable Program	\$30,419	\$35,907	\$36,626
<b><u>TOTAL BASELINE PROGRAM</u></b>			
Reserve Component Training and Support	\$1,954,635	\$2,036,269	\$2,104,147
<i>FY18 CR Adjustment*</i>		-\$92,363	
Total Baseline Program	\$1,954,635	\$1,943,906	\$2,104,147
<b><u>OCO SUPPLEMENTAL FUNDING -- FY 2017 (P. L. 115-31)</u></b>			
Reserve Component Training and Support	\$11,585	\$0	\$0
Total OCO Funding	\$11,585	\$0	\$0
<b><u>TOTAL PROGRAM FUNDING</u></b>			
Reserve Component Training and Support	\$1,966,220	\$2,036,269	\$2,104,147
<i>FY18 CR Adjustment*</i>		-\$92,363	
Total Program Funding	\$1,966,220	\$1,943,906	\$2,104,147
<b><u>MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION</u></b>			
	\$123,448	\$143,142	\$130,504
<b><u>TOTAL NAVY RESERVE PERSONNEL PROGRAM COST</u></b>			
	\$2,089,668	\$2,087,048	\$2,234,651

\* Reflects the FY 2018 President's Budget request with an undistributed adjustment to match the annualized Continuing Resolution funding level by appropriation.

**RESERVE PERSONNEL, NAVY**  
**TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS**  
(\$ in Thousands)

The following information is submitted in accordance with the FY 2008 Appropriation Conference Report 110-434 and the FY 2008 House Appropriation Committee Report 110-279.

	<u>FY 2017 (Actual)</u>	<u>FY 2018 (Estimate)</u>	<u>FY 2019 (Estimate)</u>
<b><u>RESERVE PERSONNEL, NAVY (RPN)</u></b>			
DIRECT PROGRAM (RPN)	\$1,924,216	\$2,000,362	\$2,067,521
REIMBURSABLE PROGRAM (RPN)	\$30,419	\$35,907	\$36,626
OCO AND OTHER SUPPLEMENTAL FUNDING (RPN) 1/	\$11,585	\$9,091	\$11,100
TOTAL RESERVE PERSONNEL, NAVY (RPN)	\$1,966,220	\$2,045,360	\$2,115,247
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION (MERHCF)	\$123,448	\$143,142	\$130,504
<b>TOTAL RESERVE PERSONNEL, NAVY PROGRAM COST</b>	<b>\$2,089,668</b>	<b>\$2,188,502</b>	<b>\$2,245,751</b>
<b><u>MILITARY PERSONNEL, NAVY (MPN)</u></b>			
OCO SUPPLEMENTAL PAY AND ALLOWANCES, MOBILIZATION (MPN) 1/	\$296,834	\$307,145	\$312,120
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES (MPN)	\$22,800	\$24,100	\$24,000
SELECTED RESERVE 12304B AUTHORITY	\$2,600	\$6,300	\$3,300
<b>TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, NAVY</b>	<b>\$322,234</b>	<b>\$337,545</b>	<b>\$339,420</b>
<b><u>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</u></b>	<b>\$2,411,902</b>	<b>\$2,526,047</b>	<b>\$2,585,171</b>

1/ FY 2018 and FY 2019 reflects amounts requested in the FY 2018 OCO Request and FY 2019 OCO Request.

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## **Section 2**

### **Introduction and Performance Measures**

## Introduction

The purpose of the Navy Reserve Component is to provide trained units and qualified personnel for active duty in the Armed Forces in time of war, or national emergency, and at such other times as the national security requires. These components also fill the needs of the Armed Forces whenever more units and persons are needed than are in the Active component to achieve the planned mobilization. The major management objectives used in developing the manpower program, which is the basis for the Reserve Forces funding are as follows:

- a. Provide a Navy Reserve component, as a part of the Total Force of the U.S. Navy, prepared to conduct prompt and sustained combat operations at sea in support of U.S. National interests and to assure continued wartime superiority for the United States.
- b. Adequately man the approved force structure with properly trained personnel, keeping operating strength deviations (over/undermanning) within manageable levels.
- c. Achieve and maintain the officer and enlisted grade structures necessary to support force structure requirements while meeting personnel management goals.
- d. Improve retention, increase reenlistments and optimize prior service enlistments.
- e. Maintain extensive Contributory Support of the Active Forces in areas such as intelligence support, fleet exercises/ deployments, air logistics operations, mine and inshore undersea warfare, extensive medical support of Active Forces, and counterdrug operations.

The FY 2019 Reserve Personnel, Navy budget of \$2,068 million will support a Selected Reserve end strength of 59,100 personnel in a paid status.

The Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (P.L. 110-329) made permanent the consolidated budget structure (single budget activity format) for the Guard and Reserve Components.

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

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 Navy Reserve assumed \$5.0 million in anticipated savings in the Reserve 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 FY2016 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 the reductions are specifically implemented to realize real savings and reduce future unexpended balances rather than driving programmatic reductions, the Navy Reserve 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, including tighter estimates of Permanent Change of Station (PCS) costs and closely monitoring end-of-year drill execution

## Summary of Economic Assumptions

### FISCAL YEAR 2017

- a. The requested **\$1,924,216** supported an end strength of **57,824** with the average strength at **58,000**.
- b. Retired pay accrual percentage is 28.9 percent of the basic pay for full-time active duty and 22.8 percent of the basic pay for all other Reserve Personnel, Navy programs.
- c. The Military Base Pay raise is 2.1 percent across the board effective 1 January 2017.
- d. The Navy BAH average inflation rate is 4.4 percent effective 1 January 2017.
- e. The BAS annual inflation rate increase is 0 percent.
- f. The economic assumption for non-pay inflation is 1.7 percent.

### FISCAL YEAR 2018

- a. The requested **\$2,002,362** funding supports an end strength of **59,000** with the average strength at **58,153**.
- b. Retired pay accrual percentage is 28.4 percent of the basic pay for full-time active duty and 22.6 percent of the basic pay for all other Reserve Personnel, Navy programs.
- c. The Military Base Pay raise is 2.4 percent across the board effective 1 January 2018.
- d. The Navy BAH average inflation rate is 2.7 percent effective 1 January 2018.
- e. The BAS annual inflation rate increase is 0.3 percent.
- f. The economic assumption for non-pay inflation is 1.6 percent.

### FISCAL YEAR 2019

- a. The requested **\$2,067,521** funding supports an end strength of **59,100** with the average strength at **58,682**.
- b. Retired pay accrual percentage is 30.4 percent of the basic pay for full-time active duty and 24.7 percent of the basic pay for all other Reserve Personnel, Navy programs.
- c. The Military Base Pay raise is 2.6 percent across the board effective 1 January 2019.
- d. The Navy BAH average inflation rate is 3.3 percent effective 1 January 2019.
- e. The BAS annual inflation rate increase is 3.4 percent.
- f. The economic assumption for non-pay inflation was 1.8 percent.

Exhibit PB-30Y Performance Measures and Evaluation Summary (Reserves)

**RESERVE PERSONNEL, NAVY**  
**Performance Measures and Evaluation Summary**

Activity: Reserve Personnel, Navy

Activity Goal: Maintain the correct number of Reserve Military Personnel to execute the National Military Strategy.

Description of Activity: The Reserve Military Personnel appropriations provide resources necessary to compensate military personnel required to provide trained units and qualified personnel in the Armed Forces in time of war or national emergency, and at such other times as the national security requires. The Reserve Component also fill the needs of the Armed Forces whenever more units and persons are needed than are in the Active Component to achieve the planned mobilization.

**PERFORMANCE MEASURES:**

	<u>FY 2017 (Actual)</u>	<u>FY 2018 (Estimate)</u>	<u>FY 2019 (Estimate)</u>
Average Strength	58,000	58,153	58,682

Average Strength: Average strength is a measure of the average end-of-month end strength through the fiscal year. This measure allows the Navy to estimate the average number of Sailors that will be on board though the fiscal year for both budgeting and manning issues.

End Strength	57,824	59,000	59,100
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End Strength: End strength is a measure of the total number of personnel in a given category on 30 September of a given fiscal year. This measure allows the Navy to have an accurate accounting for the number of personnel at the end of the fiscal year.

Authorized End Strength	58,000	59,000
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Authorized End Strength: Authorized end strength is a measure of the personnel authorized by Congress in a given fiscal year. The Navy uses this as a target for its end strength in the given fiscal year.

**Section 3**  
**Summary Tables**

Exhibit PB-30G Summary of Personnel (Reserves)

**RESERVE PERSONNEL, NAVY  
SUMMARY OF PERSONNEL**

	No. of Drills	Avg. No. A/D Days Training	FY 2017 (Actual)			(Strength) FY 2018 (Estimate)			FY 2019 (Estimate)		
			Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Paid Drill/Individual Training</u>											
Pay Group A - Officers	48	15	12,556	12,536	12,502	12,644	12,658	12,707	12,653	12,707	12,731
Pay Group A - Enlisted	48	15	33,726	33,725	33,687	33,921	33,831	34,313	34,465	34,347	34,380
Subtotal Pay Group A			46,282	46,261	46,189	46,565	46,489	47,020	47,118	47,054	47,111
Pay Group B - Officers	48	15	187	201	200	233	244	244	233	239	244
Pay Group B - Enlisted	48	15	16	23	27	15	17	17	17	17	17
Subtotal Pay Group B			203	224	227	248	261	261	250	256	261
Pay Group F - Enlisted			1,494	1,503	1,443	1,407	1,368	1,618	1,618	1,330	1,618
Subtotal Pay Group F			1,494	1,503	1,443	1,407	1,368	1,618	1,618	1,330	1,618
Subtotal Paid Drill / Individual Training			47,979	47,988	47,859	48,220	48,118	48,899	48,986	48,640	48,990
<u>Full-time Support (FTS) Active Duty</u>											
Officers			1,554	1,541	1,563	1,556	1,563	1,558	1,558	1,542	1,550
Enlisted			8,447	8,471	8,402	8,399	8,472	8,543	8,543	8,500	8,560
Subtotal Full-time			10,001	10,012	9,965	9,955	10,035	10,101	10,101	10,042	10,110
<u>Total Selected Reserve</u>											
Officers			14,297	14,278	14,265	14,433	14,465	14,509	14,444	14,488	14,525
Enlisted			43,683	43,722	43,559	43,742	43,688	44,491	44,643	44,194	44,575
Total			57,980	58,000	57,824	58,175	58,153	59,000	59,087	58,682	59,100
<u>Individual Ready Reserve (IRR)</u>											
Officers			8,748	8,821	8,903	9,039	9,039	9,039	8,903	8,903	8,903
Enlisted			42,136	41,313	37,922	41,632	41,632	41,632	37,922	37,922	37,922
Total			50,884	50,134	46,825	50,671	50,671	50,671	46,825	46,825	46,825
<b>TOTAL</b>			108,864	108,134	104,649	108,846	108,824	109,671	105,912	105,507	105,925

Exhibit PB-30H Reserve On Active Duty - Strength by Grade (Reserves)

**RESERVE PERSONNEL, NAVY  
RESERVE COMPONENT PERSONNEL ON TOURS OF FULL-TIME ACTIVE DUTY  
STRENGTH BY GRADE**

		<u>FY 2017 (Actual)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>	
		<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Commissioned Officers</u>							
O-9	Vice Admiral	0	0	0	0	0	0
O-8	Rear Admiral (Upper Half)	1	1	1	1	1	1
O-7	Rear Admiral (Lower Half)	1	1	1	1	1	1
O-6	Captain	124	117	132	127	125	125
O-5	Commander	392	396	373	380	388	378
O-4	Lieutenant Commander	674	666	689	664	671	675
O-3	Lieutenant	279	309	314	335	310	333
O-2	Lieutenant, Junior Grade	53	53	40	41	35	30
O-1	Ensign	15	18	11	7	9	5
	Total	1,539	1,561	1,561	1,556	1,540	1,548
<u>Warrant Officers</u>							
W-4	Chief Warrant Officer	0	0	0	0	0	0
W-3	Chief Warrant Officer	2	2	2	2	2	2
W-2	Chief Warrant Officer	0	0	0	0	0	0
	Total	2	2	2	2	2	2
	Total Officers	1,541	1,563	1,563	1,558	1,542	1,550
<u>Enlisted Personnel</u>		<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
E-9	Master Chief Petty Officer	112	109	114	115	116	117
E-8	Senior Chief Petty Officer	207	211	239	244	229	237
E-7	Chief Petty Officer	1,099	1,089	1,168	1,197	1,153	1,166
E-6	First Class Petty Officer	2,582	2,625	2,539	2,543	2,712	2,691
E-5	Second Class Petty Officer	2,412	2,397	2,507	2,662	2,438	2,523
E-4	Third Class Petty Officer	979	932	1,107	1,183	963	945
E-3	Seaman	609	583	352	169	540	491
E-2	Seaman Apprentice	276	296	239	225	195	219
E-1	Seaman Recruit	195	160	207	205	154	171
	Total Enlisted	8,471	8,402	8,472	8,543	8,500	8,560
	Total Personnel on Active Duty	10,012	9,965	10,035	10,101	10,042	10,110

Exhibit PB-30I Strength by Month (Reserves)

**RESERVE PERSONNEL, NAVY  
FY 2017 STRENGTH (ACTUAL)**

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Selected Reserve</u>
September 30, 2016	12,556	33,726	46,282	187	16	203	1,494	0	0	47,979	1,554	8,447	10,001	57,980
October	12,675	33,710	46,385	197	18	215	1,423	0	0	48,023	1,546	8,463	10,009	58,032
November	12,631	33,859	46,490	184	20	204	1,474	0	0	48,168	1,545	8,504	10,049	58,217
December	12,483	33,913	46,396	206	22	228	1,449	0	0	48,073	1,537	8,516	10,053	58,126
January	12,493	33,863	46,356	210	22	232	1,543	0	0	48,131	1,528	8,504	10,032	58,163
February	12,471	33,774	46,245	208	23	231	1,591	0	0	48,067	1,542	8,509	10,051	58,118
March	12,487	33,722	46,209	206	22	228	1,549	0	0	47,986	1,547	8,500	10,047	58,033
April	12,564	33,673	46,237	207	25	232	1,547	0	0	48,016	1,544	8,496	10,040	58,056
May	12,572	33,626	46,198	208	24	232	1,560	0	0	47,990	1,533	8,479	10,012	58,002
June	12,506	33,548	46,054	204	24	228	1,477	0	0	47,759	1,524	8,456	9,980	57,739
July	12,506	33,628	46,134	197	26	223	1,491	0	0	47,848	1,551	8,421	9,972	57,820
August	12,511	33,677	46,188	195	26	221	1,468	0	0	47,877	1,548	8,382	9,930	57,807
September 30, 2017	12,502	33,687	46,189	200	27	227	1,443	0	0	47,859	1,563	8,402	9,965	57,824
Average	12,536	33,725	46,261	201	23	224	1,503	0	0	47,988	1,541	8,471	10,012	58,000

<b>RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD</b>			
<b>(Actual FY2017)</b>			
<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	Primary Missions Being Performed
17	0	17	1. HQ, Staff Operation
<b>Congressional Reporting Requirement</b>			

Exhibit PB-30I Strength by Month (Reserves)

**RESERVE PERSONNEL, NAVY  
FY 2018 STRENGTH (ESTIMATE)**

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Selected Reserve</u>
September 30, 2017	12,644	33,921	46,565	233	15	248	1,407	0	0	48,220	1,556	8,399	9,955	58,175
October	12,752	33,481	46,233	244	17	261	1,355	0	0	47,849	1,558	8,412	9,970	57,819
November	12,708	33,525	46,233	244	17	261	1,331	0	0	47,825	1,545	8,447	9,992	57,817
December	12,503	33,507	46,010	244	17	261	1,311	0	0	47,582	1,542	8,451	9,993	57,575
January	12,529	33,680	46,209	244	17	261	1,299	0	0	47,769	1,545	8,441	9,986	57,755
February	12,610	33,737	46,347	244	17	261	1,263	0	0	47,871	1,548	8,454	10,002	57,873
March	12,620	33,838	46,458	244	17	261	1,277	0	0	47,996	1,543	8,478	10,021	58,017
April	12,701	33,882	46,583	244	17	261	1,302	0	0	48,146	1,550	8,496	10,046	58,192
May	12,707	33,912	46,619	244	17	261	1,335	0	0	48,215	1,546	8,510	10,056	58,271
June	12,694	34,035	46,729	244	17	261	1,394	0	0	48,384	1,547	8,504	10,051	58,435
July	12,688	34,036	46,724	244	17	261	1,457	0	0	48,442	1,562	8,508	10,070	58,512
August	12,703	34,222	46,925	244	17	261	1,579	0	0	48,765	1,567	8,514	10,081	58,846
September 30, 2018	12,707	34,313	47,020	244	17	261	1,618	0	0	48,899	1,558	8,543	10,101	59,000
Average	12,658	33,831	46,489	244	17	261	1,368	0	0	48,118	1,563	8,472	10,035	58,153

<b>RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD</b>			
<b>(Estimate FY2018)</b>			
<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	Primary Missions Being Performed
16	8	24	1. HQ, Staff Operations
<b>Congressional Reporting Requirement</b>			

Exhibit PB-30I Strength by Month (Reserves)

**RESERVE PERSONNEL, NAVY  
FY 2019 STRENGTH (ESTIMATE)**

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Selected Reserve</u>
September 30, 2018	12,653	34,465	47,118	233	17	250	1,618	0	0	48,986	1,558	8,543	10,101	59,087
October	12,802	34,297	47,099	234	17	251	1,548	0	0	48,898	1,566	8,520	10,086	58,984
November	12,725	34,332	47,057	235	17	252	1,457	0	0	48,766	1,563	8,505	10,068	58,834
December	12,598	34,303	46,901	236	17	253	1,361	0	0	48,515	1,543	8,500	10,043	58,558
January	12,591	34,465	47,056	237	17	254	1,296	0	0	48,606	1,521	8,493	10,014	58,620
February	12,645	34,432	47,077	238	17	255	1,185	0	0	48,517	1,533	8,487	10,020	58,537
March	12,673	34,382	47,055	239	17	256	1,097	0	0	48,408	1,543	8,486	10,029	58,437
April	12,761	34,295	47,056	240	17	257	1,129	0	0	48,442	1,542	8,472	10,014	58,456
May	12,777	34,272	47,049	241	17	258	1,147	0	0	48,454	1,533	8,479	10,012	58,466
June	12,750	34,239	46,989	242	17	259	1,281	0	0	48,529	1,521	8,492	10,013	58,542
July	12,737	34,292	47,029	243	17	260	1,366	0	0	48,655	1,524	8,501	10,025	58,680
August	12,731	34,433	47,164	244	17	261	1,471	0	0	48,896	1,553	8,516	10,069	58,965
September 30, 2019	12,731	34,380	47,111	244	17	261	1,618	0	0	48,990	1,550	8,560	10,110	59,100
Average	12,707	34,347	47,054	239	17	256	1,330	0	0	48,640	1,542	8,500	10,042	58,682

<b>RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD</b>			
<b>(Estimate FY2019)</b>			
<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	Primary Missions Being Performed
1	0	1	1. HQ, Staff Operations
<b>Congressional Reporting Requirement</b>			

Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS**

**OFFICERS**

	<u>FY 2017 (Actual)</u>	<u>FY 2018 (Estimate)</u>	<u>FY 2019 (Estimate)</u>
<b>BEGINNING STRENGTH</b>	14,297	14,433	14,444
<b><u>GAINS</u></b>			
Non-prior Service Commissions	359	420	425
Male	290	339	343
Female	69	81	82
Prior Service Affiliations	1,195	1,248	1,240
From Civilian Life	138	147	148
From Active Component	179	199	182
From IRR	674	724	726
From Other Reserve Status/Component	146	146	151
From All Other	58	32	33
<b>TOTAL GAINS</b>	1,554	1,668	1,665
<b><u>LOSSES</u></b>			
To Civilian Life	156	163	155
To Active Component	69	69	67
Retired Reserve	534	575	540
To IRR	589	583	592
To Other Reserve Status/Component	69	99	129
To All Other	169	103	101
<b>TOTAL LOSSES</b>	1,586	1,592	1,584
Accounting Adjustment	0	0	0
<b>END STRENGTH</b>	14,265	14,509	14,525

Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS**

	<u>FY 2017 (Actual)</u>	<u>FY 2018 (Estimate)</u>	<u>FY 2019 (Estimate)</u>
<b>ENLISTED</b>			
<b>BEGINNING STRENGTH</b>	43,683	43,742	44,643
<b><u>GAINS</u></b>			
Non-prior Service Enlistments	3,449	3,826	2,662
Male	2,597	2,880	1,999
Female	852	946	663
Prior Service Enlistments	5,322	5,831	6,128
From Civilian Life	114	121	137
From Active Component	21	93	65
From Officer	0	0	0
From Other Reserve Status/Component	1,829	2,038	2,021
From Reenlistment Gains	1,762	1,836	1,925
From All Other	1,596	1,743	1,980
From Full-Time Active Duty	0	0	0
<b>TOTAL GAINS</b>	8,771	9,657	8,790
<b><u>LOSSES</u></b>			
To Active Component	173	207	173
To Officer from Enlisted	15	17	17
To Retired Reserve	889	922	869
To Other Reserve Status	2,611	2,604	2,590
To Other Reserve Component	194	188	192
To Civilian Life	2,398	2,378	2,332
To Death	24	19	21
To All Other	1,020	956	986
To Reenlistments/Extensions	1,571	1,617	1,678
<b>TOTAL LOSSES</b>	8,895	8,908	8,858
Accounting Adjustment	0	0	0
<b>END STRENGTH</b>	43,559	44,491	44,575

Exhibit PB-30J Summary of Entitlements by Subactivity (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
**(\$ in Thousands)**

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b><u>PAY GROUP A TRAINING</u></b>									
Annual Training	\$61,675	\$67,505	\$129,180	\$61,070	\$68,747	\$129,817	\$65,168	\$74,051	\$139,219
Inactive Duty Training	\$195,367	\$190,030	\$385,397	\$199,117	\$196,379	\$395,496	\$208,558	\$207,019	\$415,577
Unit Training Assemblies	\$171,559	\$175,085	\$346,644	\$169,806	\$177,689	\$347,495	\$177,289	\$187,347	\$364,636
Flight Training	\$10,807	\$1,925	\$12,732	\$13,731	\$2,169	\$15,900	\$14,639	\$2,281	\$16,920
Military Funeral Honors	\$5,168	\$9,517	\$14,685	\$6,380	\$12,572	\$18,952	\$6,811	\$13,234	\$20,045
Training Preparation	\$7,833	\$3,503	\$11,336	\$9,200	\$3,949	\$13,149	\$9,819	\$4,157	\$13,976
Clothing	\$178	\$2,864	\$3,042	\$202	\$20,663	\$20,865	\$203	\$16,484	\$16,687
Subsistence of Enlisted Personnel	\$0	\$3,571	\$3,571	\$0	\$5,219	\$5,219	\$0	\$4,410	\$4,410
Travel	\$40,236	\$78,706	\$118,942	\$42,858	\$77,260	\$120,118	\$44,105	\$78,482	\$122,587
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$297,456</b>	<b>\$342,676</b>	<b>\$640,132</b>	<b>\$303,247</b>	<b>\$368,268</b>	<b>\$671,515</b>	<b>\$318,034</b>	<b>\$380,446</b>	<b>\$698,480</b>
<b><u>PAY GROUP B TRAINING (IMA)</u></b>									
Annual Training	\$1,723	\$60	\$1,783	\$1,983	\$55	\$2,038	\$2,180	\$48	\$2,228
Inactive Duty Training	\$3,798	\$151	\$3,949	\$4,612	\$110	\$4,722	\$4,807	\$118	\$4,925
Travel	\$1,091	\$51	\$1,142	\$1,193	\$19	\$1,212	\$1,192	\$19	\$1,211
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$6,612</b>	<b>\$262</b>	<b>\$6,874</b>	<b>\$7,788</b>	<b>\$184</b>	<b>\$7,972</b>	<b>\$8,179</b>	<b>\$185</b>	<b>\$8,364</b>
<b><u>PAY GROUP F TRAINING (NAT)</u></b>									
Annual Training	\$0	\$58,144	\$58,144	\$0	\$54,051	\$54,051	\$0	\$54,572	\$54,572
Travel	\$0	\$1,183	\$1,183	\$0	\$2,010	\$2,010	\$0	\$1,980	\$1,980
Clothing	\$0	\$5,449	\$5,449	\$0	\$6,398	\$6,398	\$0	\$6,076	\$6,076
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$0</b>	<b>\$64,776</b>	<b>\$64,776</b>	<b>\$0</b>	<b>\$62,459</b>	<b>\$62,459</b>	<b>\$0</b>	<b>\$62,628</b>	<b>\$62,628</b>
<b>SUBTOTAL (this page)</b>	<b>\$304,068</b>	<b>\$407,714</b>	<b>\$711,782</b>	<b>\$311,035</b>	<b>\$430,911</b>	<b>\$741,946</b>	<b>\$326,213</b>	<b>\$443,259</b>	<b>\$769,472</b>

**RESERVE PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(\$ in Thousands)

	FY 2017 (Actual)			FY 2018 (Estimate)			FY 2019 (Estimate)		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<b><u>MOBILIZATION TRAINING</u></b>									
Strategic Sealift Officer Program	\$10,585	\$0	\$10,585	\$9,695	\$0	\$9,695	\$11,151	\$0	\$11,151
IRR Readiness Training	\$0	\$420	\$420	\$0	\$312	\$312	\$0	\$361	\$361
IRR Muster/Screening	\$0	\$17	\$17	\$0	\$22	\$22	\$0	\$23	\$23
TOTAL DIRECT OBLIGATIONS	\$10,585	\$437	\$11,022	\$9,695	\$334	\$10,029	\$11,151	\$384	\$11,535
<b><u>SCHOOL TRAINING</u></b>									
Initial Skill Acquisition Training	\$2,539	\$0	\$2,539	\$1,620	\$0	\$1,620	\$2,717	\$0	\$2,717
Refresher and Proficiency Training	\$11,081	\$15,571	\$26,652	\$15,831	\$22,075	\$37,906	\$11,856	\$16,690	\$28,546
Career Development Training	\$5,986	\$410	\$6,396	\$5,013	\$27	\$5,040	\$6,405	\$2,182	\$8,587
Unit Conversion Training	\$0	\$11,833	\$11,833	\$0	\$5,395	\$5,395	\$0	\$12,681	\$12,681
Continuing Medical Education	\$1,800	\$593	\$2,393	\$1,797	\$665	\$2,462	\$1,846	\$635	\$2,481
TOTAL DIRECT OBLIGATIONS	\$21,406	\$28,407	\$49,813	\$24,261	\$28,162	\$52,423	\$22,824	\$32,188	\$55,012
<b><u>SPECIAL TRAINING</u></b>									
Command/Staff Supervision & Conf.	\$106	\$11	\$117	\$107	\$10	\$117	\$112	\$11	\$123
Drug Interdiction Activity	\$1,469	\$2,319	\$3,788	\$0	\$0	\$0	\$0	\$0	\$0
Exercises	\$440	\$285	\$725	\$440	\$284	\$724	\$463	\$299	\$762
Management Support	\$263	\$305	\$568	\$262	\$306	\$568	\$276	\$320	\$596
Operational Training	\$1,535	\$863	\$2,398	\$1,538	\$863	\$2,401	\$1,620	\$907	\$2,527
Service Mission/Mission Support	\$1,583	\$911	\$2,494	\$1,586	\$904	\$2,490	\$1,670	\$957	\$2,627
Unit Conversion Training	\$124	\$58	\$182	\$125	\$59	\$184	\$131	\$61	\$192
Active Duty Operational Support (ADOS)	\$2,745	\$17,781	\$20,526	\$3,605	\$10,577	\$14,181	\$3,712	\$10,894	\$14,606
Active Duty Special Training (ADST)	\$49,839	\$50,238	\$100,077	\$43,486	\$43,660	\$87,146	\$43,913	\$44,087	\$88,000
TOTAL DIRECT OBLIGATIONS	\$58,104	\$72,771	\$130,875	\$51,149	\$56,663	\$107,811	\$51,897	\$57,536	\$109,433
<b><u>ADMINISTRATION AND SUPPORT</u></b>									
Full Time Pay and Allowances	\$255,735	\$625,403	\$881,138	\$265,238	\$653,978	\$919,216	\$274,497	\$674,747	\$949,244
Clothing	\$4	\$4,823	\$4,827	\$5	\$5,181	\$5,186	\$4	\$6,858	\$6,863
Subsistence	\$4,690	\$34,074	\$38,764	\$4,878	\$35,773	\$40,651	\$4,827	\$35,184	\$40,011
Travel/PCS	\$9,428	\$19,662	\$29,090	\$9,702	\$21,445	\$31,147	\$8,601	\$18,576	\$27,176
Death Gratuities	\$0	\$0	\$0	\$100	\$100	\$200	\$100	\$100	\$200
Disability/Hospitalization Benefits	\$209	\$500	\$709	\$222	\$996	\$1,218	\$216	\$1,000	\$1,216
Reserve Incentive Programs	\$13,633	\$7,665	\$21,298	\$15,948	\$9,220	\$25,168	\$14,929	\$8,327	\$23,256
Adoption Expenses	\$0	\$0	\$0	\$6	\$10	\$16	\$6	\$10	\$16
NROTC Nuclear Bonus	\$3,465	\$0	\$3,465	\$2,625	\$0	\$2,625	\$2,625	\$0	\$2,625
\$30K Lump Sum Bonus	\$30	\$1,047	\$1,077	\$0	\$270	\$270	\$0	\$0	\$0
Continuation Pay (CP) Bonus	\$0	\$0	\$0	\$177	\$674	\$851	\$483	\$1,845	\$2,328
TOTAL DIRECT OBLIGATIONS	\$287,194	\$693,173	\$980,367	\$298,902	\$727,647	\$1,026,549	\$306,288	\$746,646	\$1,052,934
SUBTOTAL (this page)	\$377,289	\$794,788	\$1,172,077	\$384,006	\$812,806	\$1,196,812	\$392,160	\$836,754	\$1,228,914

**RESERVE PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(\$ in Thousands)

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<u>EDUCATION BENEFITS</u>									
Basic Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Kicker Program	\$0	\$214	\$214	\$0	\$77	\$77	\$0	\$78	\$78
TOTAL DIRECT OBLIGATIONS	\$0	\$214	\$214	\$0	\$77	\$77	\$0	\$78	\$78
<u>ARMED FORCES HEALTH PROFESSIONS SCHOLARSHIP PROGRAM (AFHPSP)</u>									
Active Duty Training	\$10,622	\$0	\$10,622	\$11,264	\$0	\$11,264	\$10,833	\$0	\$10,833
Travel	\$1,907	\$0	\$1,907	\$2,293	\$0	\$2,293	\$2,280	\$0	\$2,280
Stipend	\$28,617	\$0	\$28,617	\$28,906	\$0	\$28,906	\$31,075	\$0	\$31,075
Uniform Allowance	\$130	\$0	\$130	\$136	\$0	\$136	\$135	\$0	\$135
Critical Skills Accession Bonus	\$6,420	\$0	\$6,420	\$6,520	\$0	\$6,520	\$6,580	\$0	\$6,580
TOTAL DIRECT OBLIGATIONS	\$47,696	\$0	\$47,696	\$49,119	\$0	\$49,119	\$50,903	\$0	\$50,903
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Active Duty Training	\$86	\$0	\$86	\$142	\$0	\$142	\$91	\$0	\$91
Travel	\$0	\$0	\$0	\$24	\$0	\$24	\$16	\$0	\$16
Stipend	\$676	\$0	\$676	\$920	\$0	\$920	\$834	\$0	\$834
Uniform Allowance	\$2	\$0	\$2	\$4	\$0	\$4	\$4	\$0	\$4
Financial Assistance Grant	\$1,340	\$0	\$1,340	\$1,578	\$0	\$1,578	\$1,260	\$0	\$1,260
TOTAL DIRECT OBLIGATIONS	\$2,104	\$0	\$2,104	\$2,668	\$0	\$2,668	\$2,205	\$0	\$2,205
<u>NURSE CANDIDATE PROGRAM (NCP)</u>									
Accession Bonus	\$745	\$0	\$745	\$750	\$0	\$750	\$750	\$0	\$750
Nurse Candidate Bonus	\$1,183	\$0	\$1,183	\$1,188	\$0	\$1,188	\$1,188	\$0	\$1,188
TOTAL DIRECT OBLIGATIONS	\$1,928	\$0	\$1,928	\$1,938	\$0	\$1,938	\$1,938	\$0	\$1,938
<u>THRIFT SAVINGS PLAN (TSP)</u>									
Thrift Savings Plan (TSP)	\$0	\$0	\$0	\$1,655	\$6,147	\$7,802	\$2,982	\$11,029	\$14,011
TOTAL DIRECT OBLIGATIONS	\$0	\$0	\$0	\$1,655	\$6,147	\$7,802	\$2,982	\$11,029	\$14,011
<b>SUBTOTAL (this page)</b>	<b>\$51,728</b>	<b>\$214</b>	<b>\$51,942</b>	<b>\$55,380</b>	<b>\$6,224</b>	<b>\$61,604</b>	<b>\$58,028</b>	<b>\$11,107</b>	<b>\$69,135</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>\$733,085</b>	<b>\$1,202,716</b>	<b>\$1,935,801</b>	<b>\$750,421</b>	<b>\$1,249,941</b>	<b>\$2,000,362</b>	<b>\$776,401</b>	<b>\$1,291,120</b>	<b>\$2,067,521</b>
<b>FY 2018 CONTINUING RESOLUTION ADJUSTMENT<sup>1/</sup></b>									<b>(\$92,363)</b>
<b>REVISED FY 2018 DIRECT PROGRAM</b>									<b>\$1,907,999</b>

*1/ 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 Resolution, 2018 (P.L. 115-96). The amounts included for 2018 reflect the annualized level provided by the continuing resolution.*

Exhibit PB-30K Analysis of Appropriation Changes (Reserves)

**RESERVE PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2018**  
**(\$ in Thousands)**

	FY 2018 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Sub-Total</u>	Proposed DD1415 <u>Actions</u>	FY 2018 Column of the FY 2019 <u>PB Budget</u>
<b><u>PAY GROUP A TRAINING</u></b>							
Annual Training	\$129,817	\$0	\$129,817	\$0	\$129,817	\$0	\$129,817
Inactive Duty Training	\$395,496	\$0	\$395,496	\$0	\$395,496	\$0	\$395,496
Unit Training Assemblies	\$347,495	\$0	\$347,495	\$0	\$347,495	\$0	\$347,495
Flight Training	\$15,900	\$0	\$15,900	\$0	\$15,900	\$0	\$15,900
Military Funeral Honors	\$18,952	\$0	\$18,952	\$0	\$18,952	\$0	\$18,952
Training Preparation	\$13,149	\$0	\$13,149	\$0	\$13,149	\$0	\$13,149
Clothing	\$20,865	\$0	\$20,865	\$0	\$20,865	\$0	\$20,865
Subsistence of Enlisted Personnel	\$5,219	\$0	\$5,219	\$0	\$5,219	\$0	\$5,219
Travel	\$120,118	\$0	\$120,118	\$0	\$120,118	\$0	\$120,118
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$671,515</b>	<b>\$0</b>	<b>\$671,515</b>	<b>\$0</b>	<b>\$671,515</b>	<b>\$0</b>	<b>\$671,515</b>
<b><u>PAY GROUP B TRAINING (IMA)</u></b>							
Annual Training	\$2,038	\$0	\$2,038	\$0	\$2,038	\$0	\$2,038
Inactive Duty Training	\$4,722	\$0	\$4,722	\$0	\$4,722	\$0	\$4,722
Travel	\$1,212	\$0	\$1,212	\$0	\$1,212	\$0	\$1,212
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$7,972</b>	<b>\$0</b>	<b>\$7,972</b>	<b>\$0</b>	<b>\$7,972</b>	<b>\$0</b>	<b>\$7,972</b>
<b><u>PAY GROUP F TRAINING (NAT)</u></b>							
Initial Active Duty Training	\$54,051	\$0	\$54,051	\$0	\$54,051	\$0	\$54,051
Travel	\$2,010	\$0	\$2,010	\$0	\$2,010	\$0	\$2,010
Clothing	\$6,398	\$0	\$6,398	\$0	\$6,398	\$0	\$6,398
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$62,459</b>	<b>\$0</b>	<b>\$62,459</b>	<b>\$0</b>	<b>\$62,459</b>	<b>\$0</b>	<b>\$62,459</b>
<b>SUBTOTAL (this page)</b>	<b>\$741,946</b>	<b>\$0</b>	<b>\$741,946</b>	<b>\$0</b>	<b>\$741,946</b>	<b>\$0</b>	<b>\$741,946</b>

**RESERVE PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2018**  
**(\$ in Thousands)**

	FY 2018 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Sub-Total	Proposed DD1415 Actions	FY 2018 Column of the FY 2019 PB Budget
<u>MOBILIZATION TRAINING</u>							
Strategic Sealift Officer Program	\$9,695	\$0	\$9,695	\$0	\$9,695	\$0	\$9,695
IRR Readiness Training	\$312	\$0	\$312	\$0	\$312	\$0	\$312
IRR Muster/Screening	\$22	\$0	\$22	\$0	\$22	\$0	\$22
TOTAL DIRECT OBLIGATIONS	\$10,029	\$0	\$10,029	\$0	\$10,029	\$0	\$10,029
<u>SCHOOL TRAINING</u>							
Initial Skill Acquisition Training	\$1,620	\$0	\$1,620	\$0	\$1,620	\$0	\$1,620
Refresher and Proficiency	\$37,906	\$0	\$37,906	\$0	\$37,906	\$0	\$37,906
Career Development Training	\$5,040	\$0	\$5,040	\$0	\$5,040	\$0	\$5,040
Unit Conversion Training	\$5,395	\$0	\$5,395	\$0	\$5,395	\$0	\$5,395
Continuing Medical Education	\$2,462	\$0	\$2,462	\$0	\$2,462	\$0	\$2,462
TOTAL DIRECT OBLIGATIONS	\$52,423	\$0	\$52,423	\$0	\$52,423	\$0	\$52,423
<u>SPECIAL TRAINING</u>							
Command/Staff Supervision & Conf.	\$117	\$0	\$117	\$0	\$117	\$0	\$117
Drug Interdiction Activity	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Exercises	\$724	\$0	\$724	\$0	\$724	\$0	\$724
Management Support	\$568	\$0	\$568	\$0	\$568	\$0	\$568
Operational Training	\$2,401	\$0	\$2,401	\$0	\$2,401	\$0	\$2,401
Service Mission/Mission Support	\$2,490	\$0	\$2,490	\$0	\$2,490	\$0	\$2,490
Unit Conversion Training	\$184	\$0	\$184	\$0	\$184	\$0	\$184
Active Duty Operational Support (ADOS)	\$14,181	\$0	\$14,181	\$0	\$14,181	\$0	\$14,181
Active Duty Special Training (ADST)	\$87,146	\$0	\$87,146	\$0	\$87,146	\$0	\$87,146
TOTAL DIRECT OBLIGATIONS	\$107,811	\$0	\$107,811	\$0	\$107,811	\$0	\$107,811
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$919,216	\$0	\$919,216	(\$0)	\$919,216	\$0	\$919,216
Clothing	\$5,186	\$0	\$5,186	(\$0)	\$5,186	\$0	\$5,186
Subsistence	\$40,651	\$0	\$40,651	(\$0)	\$40,651	\$0	\$40,651
Travel/PCS	\$31,147	\$0	\$31,147	\$0	\$31,147	\$0	\$31,147
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$200
Disability/Hospitalization Benefits	\$1,218	\$0	\$1,218	\$0	\$1,218	\$0	\$1,218
Reserve Incentive Programs	\$25,168	\$0	\$25,168	(\$0)	\$25,168	\$0	\$25,168
Adoption Expenses	\$16	\$0	\$16	\$0	\$16	\$0	\$16
NROTC Nuclear Bonus	\$2,625	\$0	\$2,625	\$0	\$2,625	\$0	\$2,625
\$30,000 Lump Sum Bonus	\$270	\$0	\$270	\$0	\$270	\$0	\$270
Continuation Pay (CP) Bonus	\$851	\$0	\$851	\$0	\$851	\$0	\$851
TOTAL DIRECT OBLIGATIONS	\$1,026,549	\$0	\$1,026,549	(\$0)	\$1,026,549	\$0	\$1,026,549
<b>SUBTOTAL (this page)</b>	<b>\$1,196,812</b>	<b>\$0</b>	<b>\$1,196,812</b>	<b>\$0</b>	<b>\$1,196,812</b>	<b>\$0</b>	<b>\$1,196,812</b>

**RESERVE PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2018**  
**(\$ in Thousands)**

	FY 2018 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Sub-Total</u>	Proposed DD1415 <u>Actions</u>	FY 2018 Column of the FY 2019 <u>PB Budget</u>
<u>EDUCATION BENEFITS</u>							
Basic Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Kicker Program	\$77	\$0	\$77	\$0	\$77	\$0	\$77
TOTAL DIRECT OBLIGATIONS	\$77	\$0	\$77	\$0	\$77	\$0	\$77
<u>ARMED FORCES HEALTH PROFESSIONS SCHOLARSHIP PROGRAM (AFHPSP)</u>							
Active Duty Training	\$11,264	\$0	\$11,264	\$0	\$11,264	\$0	\$11,264
Travel	\$2,293	\$0	\$2,293	\$0	\$2,293	\$0	\$2,293
Stipend	\$28,906	\$0	\$28,906	\$0	\$28,906	\$0	\$28,906
Uniform Allowance	\$136	\$0	\$136	\$0	\$136	\$0	\$136
Critical Skills Accession Bonus	\$6,520	\$0	\$6,520	\$0	\$6,520	\$0	\$6,520
TOTAL DIRECT OBLIGATIONS	\$49,119	\$0	\$49,119	\$0	\$49,119	\$0	\$49,119
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>							
Active Duty Training	\$142	\$0	\$142	\$0	\$142	\$0	\$142
Travel	\$24	\$0	\$24	\$0	\$24	\$0	\$24
Stipend	\$920	\$0	\$920	\$0	\$920	\$0	\$920
Uniform Allowance	\$4	\$0	\$4	\$0	\$4	\$0	\$4
Financial Assistance Grant	\$1,578	\$0	\$1,578	\$0	\$1,578	\$0	\$1,578
TOTAL DIRECT OBLIGATIONS	\$2,668	\$0	\$2,668	\$0	\$2,668	\$0	\$2,668
<u>NURSE CANDIDATE PROGRAM (NCP)</u>							
Accession Bonus	\$750	\$0	\$750	\$0	\$750	\$0	\$750
Nurse Candidate Bonus	\$1,188	\$0	\$1,188	\$0	\$1,188	\$0	\$1,188
TOTAL DIRECT OBLIGATIONS	\$1,938	\$0	\$1,938	\$0	\$1,938	\$0	\$1,938
<u>THRIFT SAVINGS PLAN</u>							
Thrift Savings Plan (TSP)	\$7,802	\$0	\$7,802	\$0	\$7,802	\$0	\$7,802
TOTAL DIRECT OBLIGATIONS	\$7,802	\$0	\$7,802	\$0	\$7,802	\$0	\$7,802
<b>SUBTOTAL (this page)</b>	<b>\$61,604</b>	<b>\$0</b>	<b>\$61,604</b>	<b>\$0</b>	<b>\$61,604</b>	<b>\$0</b>	<b>\$61,604</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>\$2,000,362</b>	<b>\$0</b>	<b>\$2,000,362</b>	<b>\$0</b>	<b>\$2,000,362</b>	<b>\$0</b>	<b>\$2,000,362</b>
<b>FY 2018 CONTINUING RESOLUTION ADJUSTMENT<sup>1/</sup></b>							<b>(\$92,363)</b>
<b>REVISED FY 2018 DIRECT PROGRAM</b>							<b>\$1,907,999</b>

*1/ 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 Resolution, 2018 (P.L. 115-96). The amounts included for 2018 reflect the annualized level provided by the continuing resolution.*

Exhibit PB-30L Summary of Basic Pay and Retired Pay Accrual Costs (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS**  
(\$ in Thousands)

	FY 2017 (Actual)		FY 2018 (Estimate)		FY 2019 (Estimate)	
	Basic Pay	RPA	Basic Pay	RPA	Basic Pay	RPA
<u>Pay Group A</u>						
Officers	\$179,957	\$41,030	\$190,680	\$43,094	\$197,688	\$48,828
Enlisted	\$174,047	\$39,683	\$190,913	\$43,145	\$199,559	\$49,292
Subtotal	\$354,004	\$80,713	\$381,593	\$86,239	\$397,247	\$98,120
<u>Pay Group B</u>						
Officers	\$4,046	\$923	\$4,846	\$1,096	\$5,055	\$1,248
Enlisted	\$148	\$34	\$118	\$26	\$117	\$29
Subtotal	\$4,194	\$957	\$4,964	\$1,122	\$5,172	\$1,277
<u>Pay Group F</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$31,673	\$7,221	\$29,835	\$6,743	\$30,341	\$7,494
Subtotal	\$31,673	\$7,221	\$29,835	\$6,743	\$30,341	\$7,494
<u>Mobilization Training</u>						
Officers	\$4,175	\$952	\$4,025	\$910	\$4,649	\$1,148
Enlisted	\$180	\$41	\$146	\$33	\$130	\$32
Subtotal	\$4,355	\$993	\$4,171	\$943	\$4,779	\$1,180
<u>School Training</u>						
Officers	\$9,241	\$2,107	\$9,953	\$2,250	\$10,355	\$2,557
Enlisted	\$9,355	\$2,133	\$7,655	\$1,730	\$11,334	\$2,799
Subtotal	\$18,596	\$4,240	\$17,608	\$3,980	\$21,689	\$5,356
<u>Special Training</u>						
Officers	\$27,125	\$6,184	\$23,087	\$5,218	\$23,141	\$5,716
Enlisted	\$29,309	\$6,682	\$20,627	\$4,662	\$20,595	\$5,087
Subtotal	\$56,434	\$12,866	\$43,714	\$9,880	\$43,736	\$10,803
<u>Administration and Support</u>						
Officers	\$143,682	\$41,524	\$147,026	\$41,902	\$151,747	\$46,131
Enlisted	\$328,489	\$94,169	\$339,684	\$96,810	\$351,843	\$106,960
Subtotal	\$472,170	\$135,693	\$486,710	\$138,712	\$503,590	\$153,091
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>						
Officers	\$5,969	\$1,361	\$6,364	\$1,438	\$7,069	\$1,746
Subtotal	\$5,969	\$1,361	\$6,364	\$1,438	\$7,069	\$1,746
<u>Total Direct Program</u>						
Officers	\$374,195	\$94,081	\$385,981	\$95,908	\$399,704	\$107,374
Enlisted	\$573,201	\$149,963	\$588,978	\$153,149	\$613,919	\$171,693
Total	\$947,395	\$244,044	\$974,959	\$249,057	\$1,013,623	\$279,067
<u>Total Reimbursable Program</u>						
Officers	\$7,811	\$1,781	\$8,036	\$1,816	\$9,424	\$2,328
Enlisted	\$7,509	\$1,712	\$5,840	\$1,320	\$9,022	\$2,228
Total	\$15,320	\$3,493	\$13,876	\$3,136	\$18,446	\$4,556
<u>Total Program</u>						
Officers	\$382,006	\$95,862	\$394,017	\$97,724	\$409,128	\$109,702
Enlisted	\$580,710	\$151,675	\$594,818	\$154,469	\$622,941	\$173,921
TOTAL	\$962,715	\$247,537	\$988,835	\$252,193	\$1,032,069	\$283,623

Exhibit PB-30M Summary of BAH Costs (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)**  
**(\$ in Thousands)**

	FY 2017 (Actual)	FY 2018 (Estimate)	FY 2019 (Estimate)
	<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
<u>Pay Group A</u>			
Officers	\$7,961	\$8,143	\$8,363
Enlisted	\$10,789	\$11,392	\$11,857
Subtotal	\$18,750	\$19,535	\$20,220
<u>Pay Group B</u>			
Officers	\$194	\$228	\$246
Enlisted	\$10	\$9	\$8
Subtotal	\$204	\$237	\$254
<u>Pay Group F</u>			
Officers	\$0	\$0	\$0
Enlisted	\$7,335	\$6,953	\$6,839
Subtotal	\$7,335	\$6,953	\$6,839
<u>Mobilization Training</u>			
Officers	\$1,146	\$1,172	\$1,179
Enlisted	\$59	\$42	\$75
Subtotal	\$1,205	\$1,214	\$1,254
<u>School Training</u>			
Officers	\$2,435	\$2,671	\$2,644
Enlisted	\$4,185	\$3,322	\$4,813
Subtotal	\$6,620	\$5,993	\$7,457
<u>Special Training</u>			
Officers	\$6,827	\$5,876	\$5,849
Enlisted	\$13,283	\$9,165	\$8,997
Subtotal	\$20,110	\$15,041	\$14,846
<u>Administration and Support</u>			
Officers	\$45,868	\$49,204	\$48,130
Enlisted	\$162,352	\$174,732	\$174,341
Subtotal	\$208,220	\$223,936	\$222,472
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>			
Officers	\$2,542	\$2,710	\$2,180
Enlisted	\$0	\$0	\$0
Subtotal	\$2,542	\$2,710	\$2,180
<u>Total Direct Program</u>			
Officers	\$66,973	\$70,004	\$68,591
Enlisted	\$198,013	\$205,615	\$206,930
TOTAL	\$264,986	\$275,619	\$275,522
<u>Total Reimbursable Program</u>			
Officers	\$2,779	\$2,005	\$4,352
Enlisted	\$4,296	\$2,451	\$4,167
Subtotal	\$7,075	\$4,456	\$8,519
<u>Total Program</u>			
Officers	\$69,752	\$72,009	\$72,943
Enlisted	\$202,309	\$208,066	\$211,097
TOTAL	\$272,061	\$280,075	\$284,041

Exhibit PB-30N Summary of Travel Costs (Reserves)

**RESERVE PERSONNEL, NAVY  
SUMMARY OF TRAVEL COSTS  
(\$ in Thousands)**

	FY 2017 (Actual)	FY 2018 (Estimate)	FY 2019 (Estimate)
	<u>Travel</u>	<u>Travel</u>	<u>Travel</u>
<u>Pay Group A</u>			
Officers	\$40,236	\$42,858	\$44,105
Enlisted	\$78,706	\$77,260	\$78,482
Subtotal	\$118,942	\$120,118	\$122,587
<u>Pay Group B</u>			
Officers	\$1,091	\$1,193	\$1,192
Enlisted	\$51	\$19	\$19
Subtotal	\$1,142	\$1,212	\$1,211
<u>Pay Group F</u>			
Officers	\$0	\$0	\$0
Enlisted	\$1,183	\$2,010	\$1,980
Subtotal	\$1,183	\$2,010	\$1,980
<u>Mobilization Training</u>			
Officers	\$3,552	\$3,077	\$3,671
Enlisted	\$118	\$73	\$107
Subtotal	\$3,670	\$3,150	\$3,778
<u>School Training</u>			
Officers	\$6,165	\$8,270	\$6,115
Enlisted	\$10,376	\$13,988	\$11,087
Subtotal	\$16,541	\$22,258	\$17,202
<u>Special Training</u>			
Officers	\$13,590	\$14,330	\$14,636
Enlisted	\$16,694	\$18,267	\$18,924
Subtotal	\$30,284	\$32,597	\$33,560
<u>Administration and Support</u>			
Officers	\$9,428	\$9,702	\$8,601
Enlisted	\$19,662	\$21,445	\$18,576
Subtotal	\$29,090	\$31,147	\$27,176
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>			
Officers	\$1,907	\$2,317	\$2,296
Enlisted	\$0	\$0	\$0
Subtotal	\$1,907	\$2,317	\$2,296
<u>Total Direct Program</u>			
Officers	\$75,969	\$81,747	\$80,616
Enlisted	\$126,790	\$133,062	\$129,175
TOTAL	\$202,759	\$214,809	\$209,790
<u>Total Reimbursable Program</u>			
Officers	\$678	\$5,495	\$1,191
Enlisted	\$788	\$7,005	\$1,140
Subtotal	\$1,466	\$12,500	\$2,331
<u>Total Program</u>			
Officers	\$76,647	\$87,242	\$81,807
Enlisted	\$127,578	\$140,067	\$130,315
TOTAL	\$204,225	\$227,309	\$212,121

Exhibit PB-30U Summary of BAS and SIK Costs (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)**  
**(\$ in Thousands)**

	FY 2017 (Actual)		FY 2018 (Estimate)		FY 2019 (Estimate)	
	BAS	SIK	BAS	SIK	BAS	SIK
<u>Pay Group A</u>						
Officers	\$1,373	\$0	\$1,385	\$0	\$1,268	\$0
Enlisted	\$4,621	\$3,571	\$4,741	\$5,219	\$4,862	\$4,410
Subtotal	\$5,994	\$3,571	\$6,126	\$5,219	\$6,130	\$4,410
<u>Pay Group B</u>						
Officers	\$31	\$0	\$32	\$0	\$33	\$0
Enlisted	\$2	\$0	\$3	\$0	\$3	\$0
Subtotal	\$33	\$0	\$35	\$0	\$36	\$0
<u>Pay Group F</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$9,492	\$0	\$8,238	\$0	\$7,577	\$0
Subtotal	\$9,492	\$0	\$8,238	\$0	\$7,577	\$0
<u>Mobilization Training</u>						
Officers	\$139	\$0	\$194	\$0	\$143	\$0
Enlisted	\$7	\$0	\$7	\$0	\$7	\$0
Subtotal	\$146	\$0	\$201	\$0	\$150	\$0
<u>School Training</u>						
Officers	\$343	\$0	\$356	\$0	\$361	\$0
Enlisted	\$1,146	\$0	\$882	\$0	\$1,288	\$0
Subtotal	\$1,489	\$0	\$1,238	\$0	\$1,649	\$0
<u>Special Training</u>						
Officers	\$855	\$0	\$760	\$0	\$741	\$0
Enlisted	\$3,043	\$0	\$2,233	\$0	\$2,175	\$0
Subtotal	\$3,898	\$0	\$2,993	\$0	\$2,916	\$0
<u>Administration and Support</u>						
Officers	\$4,690	\$0	\$4,878	\$0	\$4,827	\$0
Enlisted	\$33,578	\$496	\$35,137	\$636	\$34,674	\$510
Subtotal	\$38,268	\$496	\$40,015	\$636	\$39,501	\$510
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>						
Officers	\$477	\$0	\$446	\$0	\$440	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$477	\$0	\$446	\$0	\$440	\$0
<u>Total Direct Program</u>						
Officers	\$7,908	\$0	\$8,051	\$0	\$7,813	\$0
Enlisted	\$51,889	\$4,067	\$51,241	\$5,855	\$50,586	\$4,920
TOTAL	\$59,797	\$4,067	\$59,292	\$5,855	\$58,399	\$4,920
<u>Total Reimbursable Program</u>						
Officers	\$283	\$0	\$265	\$0	\$696	\$0
Enlisted	\$849	\$0	\$612	\$0	\$667	\$0
Subtotal	\$1,132	\$0	\$877	\$0	\$1,363	\$0
<u>Total Program</u>						
Officers	\$8,191	\$0	\$8,316	\$0	\$8,509	\$0
Enlisted	\$52,738	\$4,067	\$51,853	\$5,855	\$51,253	\$4,920
TOTAL	\$60,929	\$4,067	\$60,169	\$5,855	\$59,762	\$4,920

Exhibit PB-300 Schedule of Increases and Decreases Summary (Reserves)

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

	<u>BA-1</u>	<u>Total</u>
	<b>\$2,000,362</b>	<b>\$2,000,362</b>
<b>FY 2018 Direct Program</b>		
Increases		
Price Increases		
Increase for anticipated RPA rate increase	\$29,298	
Increase in Pay for Pay Raise of 2.6% effective 1 January 2019	\$28,730	
Increase for annualization of Pay Raise effective 1 January 2018	\$9,373	
Increase in Travel rate	\$4,409	
Increase in Enlisted Clothing Allowance Rates	\$1,987	
Increase in Incentive Pays Rates	\$1,849	
Increase for anticipated BAH rate increase	\$1,101	
Increase in AFHPSP and FAP Stipend	\$615	
Increase in Medical Incentives rate	\$273	
Increase in Special Pays Rates	\$107	
Increase in Non-Prior Service Enlistment Bonus rate	\$58	
Increase in Disability and Hospitalization Benefits rate	\$28	
Increase in AFHPSP Travel Rate	\$26	
Increase in Cost of Living Allowance (COLA) rates	\$25	
Increase in Foreign Language Pay rate	\$2	
Increase for GI Bill Kicker rate	\$1	
Total Price Increases	\$77,882	
Program Increases		
Increase for Thrift Savings Plan (TSP)	\$6,209	
Increase in Officer and Enlisted AT/IDT	\$3,768	
Increase for Continuation Pay (CP)	\$1,476	
Increase in number of AFHPSP and FAP personnel receiving Stipend	\$797	
Increase in Merchant Marine / IRR Travel	\$516	
Increase in Merchant Marine personnel	\$413	
Increase in Officer and Enlisted Travel	\$361	
Increase in Medical Recruiting Incentives	\$326	
Increase in Bonus for Certain Initial Service in the Selected Reserve	\$314	
Increase in number of FTS Officer & Enlisted personnel - BAH	\$156	
Increase in number of FTS Officer & Enlisted personnel - RPA	\$97	
Increase in Officer and Enlisted Clothing	\$62	
Increase in number of FTS Officer & Enlisted personnel - BAS	\$28	
Increase in the number of personnel receiving Selective Reenlistment Bonus anniversary payments	\$26	
Increase in number of Officers/Enlisted receiving Foreign Language Proficiency Pay	\$19	
Total Program Increases	\$14,568	
Total Increases		\$92,450

Decreases		
Price Decreases		
Decrease in PCS rates		(\$3,868)
Decrease in Separations Pay rate		(\$2,899)
Decrease for anticipated BAH rate decrease		(\$1,645)
Decrease for anticipated decrease in BAS rates		(\$385)
Decrease in Cost of Living Allowance (COLA) rates		(\$390)
Decrease in Pay Category "F" clothing rate		(\$322)
Decrease in Bonus for Certain Initial Service in the Selected Reserve rate		(\$109)
Decrease in Reenlistment Bonus rate		(\$75)
Decrease in Family Separation Allowance Pay rate		(\$67)
Decrease in Special Pay rate		(\$54)
Decrease in Prior Service Enlistment Bonus rate		(\$47)
Decrease in Selective Reenlistment Bonus anniversary payment rates		(\$29)
Decrease in Incentives Pay rate		(\$7)
Total Price Decreases		(\$9,897)
Program Decreases		
Decrease for one time purchase of new Enlisted Uniforms		(\$4,295)
Decrease of 4,431 Officer and 6,896 Enlisted Special Training Mandays		(\$3,764)
Decrease in Pay Category "F" personnel		(\$1,501)
Decrease in Medical Incentives Bonuses		(\$1,448)
Decrease in number of FTS Officer & Enlisted personnel - Basic Pay		(\$918)
Decrease in Enlisted Subsistence		(\$823)
Decrease in Foreign Language Proficiency Pay		(\$415)
Decrease in Non-Prior Service Enlistment Bonuses		(\$366)
Decrease in number of AFHPSP personnel receiving Training		(\$342)
Decrease in the number of 30K Lump Sum		(\$270)
Decrease in number of ADOS Personnel - Basic Pay		(\$245)
Decrease in number of personnel receiving Enlisted Clothing Allowance		(\$206)
Decrease in Officer/Enlisted School Mandays		(\$145)
Decrease in PG B Officer AT/IDT		(\$135)
Decrease in number of PCS moves		(\$103)
Decrease in Reenlistment Bonuses		(\$99)
Decrease in number of AFHPSP personnel receiving Pay and Allowances		(\$95)
Decrease in Pay Category "F" travel		(\$55)
Decrease in number of ADOS Personnel - BAH		(\$49)
Decrease in Prior Service Enlistment Bonuses		(\$30)
Decrease in PG B Officer Travel		(\$26)
Decrease in number of FTS ADOS Personnel - RPA Pay		(\$24)
Decrease in number of ADOS Personnel receiving COLA Allowance		(\$21)
Decrease in number of ADOS Personnel - BAS		(\$10)
Decrease in number of ADOS Personnel - Clothing		(\$9)
Total Program Decreases		(\$15,394)
Total Decreases		(\$25,291)
FY 2019 Direct Program		<b>\$2,067,521</b>

## **Section 4**

### **Detail of Military Personnel Entitlements**

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Pay Group A

		<u>(\$ in Thousands)</u>
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$698,480</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$671,515</b>
<b>Pay Group A</b>	<b>FY 2017 (Actual)</b>	<b>\$640,132</b>

**Part I - Purpose and Scope**

This budget activity provides for the total costs of training officers and enlisted personnel of the Navy Reserve in Pay Groups A. Members in Pay Group A are required to perform training duty of approximately two weeks duration and perform a minimum of 48 drills per year. In addition, personnel in the combat component of the surface Reserve and in selected aviation groups are authorized to participate in specified Additional Training Periods (ATP) in order to maintain proficiency. Included in this budget activity are the costs of basic pay, basic allowance for housing, basic allowance for subsistence, the government's contribution to Social Security and retired pay accrual, individual clothing and uniform gratuities for officers and enlisted personnel, subsistence-in-kind (SIK) for enlisted personnel, travel to and from annual training, and travel to and from alternate Inactive Duty Training sites (Inactive Duty Training Travel). The rates for all costs are determined by applicable provisions of law and regulations. Participation rates incorporate current FY 2018 OCO mobilization assumptions.

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - PAY GROUP A**  
 (\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
<b>FY 2018 Direct Program</b>	\$671,515	\$671,515
Increases		
Price Increases		
Increase for anticipated RPA rate increase	\$11,390	
Increase for anticipated Pay Raise effective 1 January 2019	\$10,345	
Increase for annualization Pay Raise effective 1 January 2018	\$3,449	
Increase in Travel Rate	\$2,110	
Increase for anticipated BAH rate increase	\$481	
Increase in Enlisted BAS rate	\$49	
Increase in Subsistence rate	\$14	
Increase in Clothing rate	\$53	
Total Price Increases	\$27,891	
Program Increases		
Increase in Officer and Enlisted AT/IDT	\$3,768	
Increase in Officer and Enlisted Travel	\$361	
Increase in Officer and Enlisted Clothing	\$62	
Total Program Increases	\$4,191	
Total Increases		\$32,082
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
Decrease for one time purchase of new Enlisted Uniforms	(\$4,294)	
Decrease in Enlisted Subsistence	(\$823)	
Total Program Decreases	(\$5,117)	
Total Decreases		(\$5,117)
FY 2019 Direct Program		\$698,480

Pay Group A  
Detail of Requirements  
(Amounts in Thousands)

**Pay and Allowances, Annual Training, Officers:** Funding provides for pay of officers attending annual training. The rate used in computing the requirement includes basic pay, allowances, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	12,536			12,658			12,707		
Participation Rate	86%			84%			84%		
Paid Participants	10,744	\$5,740.36	\$61,675	10,635	\$5,742.36	\$61,070	10,674	\$6,105.23	\$65,168

**Pay and Allowances, Annual Training, Enlisted Personnel:** Funding provides for pay of enlisted attending annual training. The rate used in computing the requirement includes basic pay, allowances, government's Social Security contribution, special and incentive pa ys when authorized, and retired pay accrual.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	33,725			33,831			34,347		
Participation Rate	74%			75%			75%		
Paid Participants	24,954	\$2,705.21	\$67,505	25,373	\$2,709.47	\$68,747	25,760	\$2,874.67	\$74,051

**Travel, Annual Training for Officers:** Funding provides travel and per diem allowances for officers performing Annual Training (AT).

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Commercial/Per Diem	10,715	\$3,092.73	\$33,139	10,544	\$3,148.14	\$33,194	10,674	\$3,195.63	\$34,110

**Travel, Annual Training for Enlisted:** Funding provides travel and per diem allowances for enlisted personnel performing Annual Training (AT).

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Commercial/Per Diem	26,277	\$2,598.01	\$68,269	24,832	\$2,644.26	\$65,662	25,760	\$2,684.45	\$69,151

Pay Group A  
Detail of Requirements  
(Amounts in Thousands)

**Pay, Inactive Duty Training, Officers:** Funding provides for pay of officers attending inactive duty for training including unit training assemblies and additional training periods. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	12,536			12,658			12,707		
Participation Rate	90%			86%			86%		
Paid Participants	11,253	\$15,245.18	\$171,559	10,937	\$15,525.86	\$169,806	10,928	\$16,223.43	\$177,289
Additional Training Periods									
Flight Training	30,503	\$354.29	\$10,807	38,061	\$360.77	\$13,731	38,950	\$375.84	\$14,639
Military Funeral Honors	15,744	\$328.25	\$5,168	19,067	\$334.62	\$6,380	19,492	\$349.47	\$6,811
Training Preparation	21,760	\$359.98	\$7,833	25,070	\$366.96	\$9,200	25,630	\$383.12	\$9,819
Subtotal	68,007		\$23,808	82,198		\$29,311	84,072		\$31,269
Total			\$195,367			\$199,117			\$208,558

**Pay, Inactive Duty Training, Enlisted:** Funding provides for pay of enlisted personnel attending inactive duty for training including unit training assemblies and additional training periods. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	33,725			33,831			34,347		
Participation Rate	81%			80%			80%		
Paid Participants	27,338	\$6,404.50	\$175,085	27,200	\$6,532.68	\$177,689	27,478	\$6,818.03	\$187,347
Additional Training Periods									
Flight Training	11,989	\$160.56	\$1,925	13,254	\$163.62	\$2,169	13,365	\$170.70	\$2,281
Military Funeral Honors	63,629	\$149.57	\$9,517	82,445	\$152.49	\$12,572	83,103	\$159.24	\$13,234
Training Preparation	20,821	\$168.24	\$3,503	23,025	\$171.50	\$3,949	23,210	\$179.09	\$4,157
Subtotal	96,439		\$14,945	118,724		\$18,690	119,678		\$19,672
Total			\$190,030			\$196,379			\$207,019

Pay Group A  
Detail of Requirements  
(Amounts in Thousands)

**Travel, Inactive Duty Training, Officers:** Funding provides travel and per diem for officers performing inactive duty training away from the usual drill location at Fleet sites. Rates reflect round trip travel to training site and return.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Commercial	23,307	\$304.50	\$7,097	31,645	\$305.40	\$9,664	31,768	\$314.63	\$9,995

**Travel, Inactive Duty Training, Enlisted:** Funding provides travel and per diem for enlisted members performing inactive duty training away from the usual drill location at Fleet sites. Rates reflect round trip travel to training site and return.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Commercial	39,695	\$262.93	\$10,437	43,980	\$263.70	\$11,598	34,347	\$271.68	\$9,331

**Subsistence of Enlisted Personnel:** Funding provides for subsistence-in-kind of personnel on annual training and inactive duty training periods of eight hours or more in one calendar day:

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Annual Training Requiremer	472,150			381,588			480,858		
Subsistence-in-Kind									
Total Enlisted Mandays									
Less Provided for Elsewhere:									
On Monetary Allowance	0			0			0		
Operational Rations									
Travel (Per Diem)	401,012			281,237			405,482		
Total Enlisted									
Entitled to be Subsisted	71,138			100,351			75,376		
% Present	100%			100%			100%		
Total	71,138			100,351			75,376		
Subsistence-in-Kind									
Operational Rations									
Basic Allowance for Subsistence									
Total Annual Training Rqmt	71,138	\$8.35	\$594	100,351	\$8.61	\$864	75,376	\$8.65	\$652
Inactive Duty Periods of									
Eight Hours or more	297,998	\$9.99	\$2,977	421,600	\$10.33	\$4,355	362,710	\$10.36	\$3,758
Total			\$3,571			\$5,219			\$4,410

Pay Group A  
Detail of Requirements  
(Amounts in Thousands)

**Individual Clothing and Uniform Allowances, Officers:** Funding provides payment to officers for initial and supplemental clothing allowances, under the provisions of 37 U.S.C. 415 and 416, for purchase of required uniforms.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Initial Uniform Allowance	445	\$400.00	\$178	506	\$400.00	\$202	508	\$400.00	\$203
Total Clothing, Officers			\$178			\$202			\$203

**Individual Clothing and Uniform Allowances, Enlisted:** Funding provides prescribed uniform items and organizational clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. Replacement issue allows the Navy Reserve to provide enlisted personnel the means to have items replaced from their initial seabag without an out-of-pocket expense to the Reservists.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Initial (Partial) Issue to Prior Service Personnel	1,058	\$1,473.59	\$1,559	1,522	\$1,503.06	\$2,288	1,546	\$1,522.62	\$2,354
Replacement Issues	7,797	\$46.81	\$365	16,679	\$47.75	\$796	16,933	\$48.37	\$819
CPO Initial Issue	821	\$579.78	\$476	677	\$591.38	\$400	687	\$599.07	\$412
CPO Quarterly Uniform Maintenance Allowance	3,422	\$135.59	\$464	3,552	\$138.30	\$491	3,606	\$140.10	\$505
New Uniform Roll-out				33,831	\$493.27	\$16,688	34,347		\$12,394
Total Clothing, Enlisted			\$2,864			\$20,663			\$16,484
Total Clothing			\$3,042			\$20,865			\$16,687
<b>TOTAL Pay Group A Training</b>			\$640,132			\$671,515			\$698,480

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Pay Group B

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$8,364</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$7,972</b>
<b>Pay Group B</b>	<b>FY 2017 (Actual)</b>	<b>\$6,874</b>

Part I - Purpose and Scope

Pay Group B identifies Selected Navy Reserve (SELRES) personnel authorized to attend up to 48 Inactive Duty Training (IDT) periods (drills) and 14 days Annual Training (AT) as Individual Mobilization Augmentees (IMAS). These personnel are pre-assigned to fill mobilization billets on or shortly after the Active Duty personnel, that they are assigned to back fill, are mobilized. Billets to be filled are broadly categorized to include Flag Officers, Selective Service System Augmentees, Civil Defense and Continental United States Defense Programs (FEMA and NEPLO augmentation), and mobilization support to the Immediate Office of the Secretary of the Navy and the Secretary of Defense.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - PAY GROUP B**  
 (\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
<b>FY 2018 Direct Program</b>	\$7,972	\$7,972
Price Increases		
Increase for anticipated Pay Raise effective 1 January 2019	\$245	
Increase for anticipated RPA rate increase	\$177	
Increase for annualization Pay Raise effective 1 January 2018	\$82	
Increase in Travel Rate	\$25	
Increase for anticipated BAH rate increase	\$22	
Increase for anticipated BAS rate increase	\$2	
Total Price Increases	\$553	
Program Increases		
None	\$0	
Total Program Increases	\$0	
Total Increases		\$553
Decreases		
Price Decreases		
None	0	
Total Price Decreases	\$0	
Program Decreases		
Decrease in Officer AT/IDT	(\$135)	
Decrease in Officer Travel	(\$26)	
Total Program Decreases	(\$161)	
Total Decreases		(\$161)
FY 2019 Direct Program		\$8,364

Pay Group B  
Detail of Requirements  
(Amounts in Thousands)

**Pay and Allowances, Annual Training, Officers:** Funding provides for pay of officers attending annual training. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	201			244			239		
Participation Rate	100%			100%			100%		
Paid Participants	201	\$8,572.14	\$1,723	244	\$8,126.49	\$1,983	239	\$9,121.19	\$2,180

**Pay and Allowances, Annual Training, Enlisted Personnel:** Funding provides for pay and allowances of enlisted personnel attending annual training. The rates used in computing requirements include basic pay, government's Social Security contribution, basic allowances for subsistence and housing, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	23			17			17		
Participation Rate	100%			100%			100%		
Paid Participants	23	\$2,608.70	\$60	17	\$3,261.68	\$55	17	\$2,773.07	\$48

Pay Group B  
Detail of Requirements  
(Amounts in Thousands)

**Pay, Inactive Duty Training, Officers:** Funding provides for pay of officers attending inactive duty for training including unit training assemblies and additional training periods. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	201			244			239		
Participation Rate	100%			100%			100%		
Paid Participants	201	\$18,895.52	\$3,798	244	\$18,900.97	\$4,612	239	\$20,112.28	\$4,807
Additional Training Periods									
Flight Training	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Military Funeral Honors	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Trng Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SUBTOTAL	0		\$0	0		\$0	0		\$0
TOTAL			\$3,798			\$4,612			\$4,807

**Pay, Inactive Duty Training, Enlisted:** Funding provides for pay of enlisted personnel attending inactive duty for training including unit training assemblies and additional training periods. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	23			17			17		
Participation Rate	100%			100%			100%		
Paid Participants	23	\$6,565.22	\$151	17	\$6,481.76	\$110	17	\$6,987.97	\$118
Additional Training Periods									
Flight Training	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Military Funeral Honors	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Trng Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SUBTOTAL	0		\$0	0		\$0	0		\$0
TOTAL			\$151			\$110			\$118

Pay Group B  
Detail of Requirements  
(Amounts in Thousands)

**Travel, Annual Training for Officers:** Funding provides travel and per diem allowances for officers performing Annual Training.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Commercial/Per Diem	177	\$4,516.34	\$800	176	\$4,529.66	\$797	172	\$4,666.61	\$803

**Travel, Annual Training for Enlisted:** Funding provides travel and per diem allowances for enlisted personnel performing Annual Training.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Commercial/Per Diem	18	\$2,627.61	\$47	4	\$2,635.35	\$11	4	\$2,715.03	\$11

**Travel, Inactive Duty Training, Officers:** Funding provides travel and per diem for officers performing inactive duty training away from the usual drill location at Fleet sites. Rates reflect round trip travel to training site and return. Due to system limitations, execution year data is captured with Pay Group A Travel, Inactive Duty Training.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Commercial	956	\$304.50	\$291	1,415	\$279.86	\$396	1,236	\$314.63	\$389

**Travel, Inactive Duty Training, Enlisted:** Funding provides travel and per diem for enlisted members performing inactive duty training away from the usual drill location at Fleet sites. Rates reflect round trip travel to training site and return. Due to financial system limitations, execution year data is captured with Pay Group A Travel, Inactive Duty Training.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Commercial	15	\$262.93	\$4	31	\$249.22	\$8	29	\$271.68	\$8
<b>Total Pay Group B</b>			\$6,874			\$7,972			\$8,364

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Pay Group F

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$62,628</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$62,459</b>
<b>Pay Group F</b>	<b>FY 2017 (Actual)</b>	<b>\$64,776</b>

Part I - Purpose and Scope

Title 10, United States Code, Section 12103, authorizes a program whereby non-prior service personnel may enlist in the Navy Reserve for a period of eight years, of which not less than twenty-four weeks must be spent on initial active duty for training. Funds requested in Pay Group 'F' are used for pay and allowances and other personnel costs incurred during this period of initial active duty for training. All trainees are enlisted for a pre-identified Enlisted Rating, and receive recruit training at Recruit Training Command, Great Lakes, during which time they are integrated with Regular Navy Recruits in boot camp. Depending on their specialty rating and enlistment contract, Pay Group F personnel may proceed to formal 'A' schools administered by the Navy for various specialty ratings. The Navy Reserve's New Accession Training (NAT) program and associated bonuses for qualifying personnel was implemented in July 2006. All non-prior service personnel entering the Navy Reserve participate in the NAT program.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - PAY GROUP F**  
(\$ in Thousands)

	<u><b>BA-1</b></u>	<u><b>Total</b></u>
<b>FY 2018 Direct Program</b>	\$62,459	\$62,459
Increases		
Price Increases		
Increase for anticipated Pay Raise effective 1 January 2019	\$1,001	
Increase for anticipated RPA rate increase	\$706	
Increase for annualization of Pay Raise effective 1 January 2018	\$236	
Increase for anticipated BAH rate increase	\$79	
Increase in Travel rate	\$25	
Total Price Increases	\$2,047	
Program Increases		
None	\$0	
Total Program Increases	\$0	
Total Increases		\$2,047
Decreases		
Price Decreases		
Decrease in Pay Category "F" clothing rate	(\$322)	
Total Price Decreases	(\$322)	
Program Decreases		
Decrease in Pay Category "F" personnel	(\$1,501)	
Decrease in Pay Category "F" travel	(\$55)	
Total Program Decreases	(\$1,556)	
Total Decreases		(\$1,878)
FY 2019 Direct Program		\$62,628

Pay Group F  
Detail of Requirements  
(Amounts in Thousands)

**Pay and Allowances, Initial Active Duty for Training, Enlisted Personnel:** Funding provides for pay and allowances of enlisted personnel attending initial active duty for training in the New Accession Training (NAT) program. The rates used in computing requirements include basic pay, government's Social Security contribution, basic allowances for subsistence and housing, special and incentive pays as authorized, and retired pay accrual.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	1,503			1,368			1,330		
Participation Rate	100%			100%			100%		
Average Trainees	1,503	\$38,685.30	\$58,144	1,368	\$39,510.94	\$54,051	1,330	\$41,031.16	\$54,572

**Travel, Initial Active Duty for Training, Enlisted Personnel:** These funds are requested to provide travel and per diem allowances for enlisted personnel performing initial active duty for training.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Commercial/Per Diem	1,674	\$706.63	\$1,183	2,789	\$720.76	\$2,010	2,712	\$730.14	\$1,980

**Individual Clothing and Uniform Allowances, Enlisted:** These funds are requested to provide for clothing and uniforms for enlisted personnel attending initial active duty for training.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Initial Issue	2,774	\$1,964.00	\$5,449	2,789	\$2,294.01	\$6,398	2,994	\$2,029.34	\$6,076
<b>Total Pay Group F</b>			\$64,776			\$62,459			\$62,628

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Mobilization Training

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$11,535</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$10,029</b>
<b>Mobilization Training</b>	<b>FY 2017 (Actual)</b>	<b>\$11,022</b>

Part I - Purpose and Scope

This budget activity provides for the total costs of training officers and enlisted personnel of the Individual Ready Reserve (IRR). Included are members of Voluntary Training Units (VTU) who perform non-pay regular drills and annual training for pay, as funding permits; Merchant Marine officers on subsidy ships; other inactive Navy Reservists who have remaining military service obligation, or who elect to remain in the IRR, and are not assigned to Navy Reserve units.

Included in this budget activity are the costs of basic pay, individual clothing and uniform allowances for officers and enlisted personnel, subsistence-in-kind for enlisted personnel, travel to and from active duty training, basic allowances for subsistence and housing, the government's contribution to Social Security and retired pay accrual. The rates of all costs are determined by applicable provisions of law and regulations.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - MOBILIZATION TRAINING**  
**(\$ in Thousands)**

	<u>BA-1</u>	<u>Total</u>
<b>FY 2018 Direct Program</b>	\$10,029	\$10,029
Increases		
Price Increases		
Increase for anticipated Pay Raise effective 1 January 2019	\$239	
Increase for anticipated RPA rate increase	\$146	
Increase in Travel Rate	\$112	
Increase for annualization Pay Raise effective 1 January 2018	\$80	
Total Price Increases	\$577	
Program Increases		
Increase in Merchant Marine / IRR Travel	\$516	
Increase in Merchant Marine personnel	\$413	
Total Program Increases	\$929	
Total Increases		\$1,506
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
None	\$0	
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2019 Direct Program		\$11,535

Mobilization Training  
Detail of Requirements  
(Amounts in Thousands)

**Strategic Sealift Officer Program:** The Merchant Marine Act of 1936 required training of Merchant Marine credentialed officers in the U.S. Navy Reserve. The members of the Strategic Sealift Officer Program support both at sea and ashore mobilization requirements and are trained to maintain a cadre of licensed Merchant Marine officers able to serve as Navy and Military auxiliaries in time of War or National Emergency. There are about 1,925 Reservists in this program each year.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officers									
Annual Training Manday Costs	22,109	\$318.10	\$7,033	20,801	\$318.18	\$6,618	22,100	\$338.44	\$7,480
Travel	15,340	\$47.98	\$736	17,057	\$48.11	\$821	15,350	\$49.58	\$761
Per Diem	21,350	\$131.90	\$2,816	17,057	\$132.28	\$2,256	21,350	\$136.29	\$2,910
Subtotal			\$10,585			\$9,695			\$11,151
VTU Members Performing ADT			\$0			\$0			\$0
Total			\$10,585			\$9,695			\$11,151

**Training for IRR Personnel:** Funding provides Active Duty Training (ADT) for members assigned to the Ready Reserve in a non-drilling status and is intended to enhance or refresh existing skills that support military operations or future mobilizations.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted									
Annual Training Costs	1,138	\$265.34	\$302	900	\$265.44	\$239	900	\$282.22	\$254
Travel	247	\$28.31	\$7	500	\$28.40	\$14	500	\$29.25	\$15
Per Diem	937	\$118.44	\$111	500	\$118.80	\$59	750	\$122.39	\$92
Subtotal			\$420			\$312			\$361
IRR Muster	77	\$219.25	\$17	100	\$219.46	\$22	100	\$226.55	\$23
Total			\$437			\$334			\$384

**Total Mobilization Training** \$11,022 \$10,029 \$11,535

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
School Training

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$55,012</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$52,423</b>
<b>School Training</b>	<b>FY 2017 (Actual)</b>	<b>\$49,813</b>

Part I - Purpose and Scope

This budget activity provides for the total costs of training qualified officers and enlisted personnel participating in selected school programs. This training is designed to increase mobilization potential and to provide increased proficiency in high priority skills which cannot be achieved solely through regular drills and annual training. Examples are the Naval War College, Senior Officer Course, Defense Strategy Seminar, Engineering Watch Officer and Anti- Submarine Warfare (ASW) Operator. Included in this activity are the costs of basic pay, subsistence-in-kind for enlisted personnel, travel to and from active duty for training, basic allowance for housing, basic allowance for subsistence, the government's contribution to Social Security and retirement accrual. The rates of all costs are determined by applicable provisions of law and regulations. Additionally, the Prior Service Reenlistment Eligibility – Reserve (PRISE-R), formerly known as Reserve Selected Conversion for Reenlistment (RESCORE), program was established in FY 2001 to support crucial Force Shaping/Recruiting requirements of the Navy Reserve. This program allows personnel in over-manned ratings to be retrained in under-manned ratings. Personnel will complete all initial rate entry requirements, training, qualifications, and will have the opportunity to attend 'A' school.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SCHOOL TRAINING**  
**(\$ in Thousands)**

	<u>BA-1</u>	<u>Total</u>
<b>FY 2018 Direct Program</b>	\$52,423	\$52,423
Increases		
Price Increases		
Increase for anticipated RPA rate increase	\$1,307	
Increase for anticipated Pay Raise effective 1 January 2019	\$1,063	
Increase for annualization Pay Raise effective 1 January 2018	\$354	
Increase for anticipated BAH rate increase	\$10	
Total Price Increases	\$2,734	
Program Increases		
None	\$0	
Total Program Increases	\$0	
Total Increases		\$2,734
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
Decrease in Officer/Enlisted Mandays	(\$145)	
Total Program Decreases	(\$145)	
Total Decreases		(\$145)
FY 2019 Direct Program		\$55,012

School Training  
Detail of Requirements  
(Amounts in Thousands)

**Initial Skill Acquisition Training:** Funding provides Pay and Allowances and Travel for Navy Reserve Officers attending the Chaplain Indoctrination Program for inactive Reserve chaplains to prepare for mobilization and provide religious ministry in a military environment; the Law Officer Indoctrination Program designed to aid the newly commissioned officer in adjusting to military life; the Medical Clinical Clerkship Program providing on-the-job training (OJT) in clinical or research service at a Naval Hospital Medical Research Facility; and the Dental Clerkship and indoctrination program offering formal classroom and field training for newly commissioned officers. The Navy Reserve is required to upgrade and enhance accession level training for non-prior service personnel in order to meet Navy Regulations.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	492	18.0	8,852	\$286.82	\$2,539	313	18.0	5,642	\$287.17	\$1,620	498	18.0	8,973	\$302.77	\$2,717

**Refresher & Proficiency Skills:** Funding provides for that training necessary to attain the required level of proficiency in a specific military specialty for which a member has been initially qualified. It includes advanced technical training and qualification training in various naval warfare, administrative, and management areas to meet specific mobilization billet requirements.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	3,315	6.9	22,873	\$484.46	\$11,081	4,731	6.9	32,644	\$484.95	\$15,831	3,360	6.9	23,185	\$511.37	\$11,856
Enlisted	4,993	11.4	56,924	\$273.54	\$15,571	7,192	11.2	80,548	\$274.06	\$22,075	5,176	11.2	57,974	\$287.89	\$16,690
Subtotal	8,308		79,797		\$26,652	11,923		113,192		\$37,906	8,536		81,159		\$28,546

**Career Development Training:** Funding provides professional military training conducted at National War College, Armed Forces Staff College, Naval War College and other Navy training activities. Experience has dictated greater reliance on formal schools, rather than correspondence courses and OJT for career development.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	1,202	10.5	12,623	\$474.22	\$5,986	1,006	10.5	10,563	\$474.58	\$5,013	1,219	10.5	12,795	\$500.59	\$6,405
Enlisted	70	11.1	772	\$531.24	\$410	5	11.1	53	\$509.95	\$27	352	11.1	3,910	\$558.09	\$2,182
Subtotal	1,272		13,395		\$6,396	1,011		10,616		\$5,040	1,571		16,705		\$8,587

School Training  
Detail of Requirements  
(Amounts in Thousands)

**Unit/Individual Conversion Training:** Funding provides training required as the result of a change in the type of unit, a change in unit mission, or new equipment. In FY 2001 the PRISE-R program was started to allow recently separated/discharged NAVETS and IRR personnel, who are in closed ratings that would otherwise be ineligible for enlistment/affiliation and access into open ratings.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officers															
Enlisted															
Enlisted (A School)	3,922	12.9	50,594	\$233.88	\$11,833	1,785	12.9	23,025	\$234.29	\$5,395	3,994	12.9	51,527	\$246.11	\$12,681
Subtotal	3,922		50,594		\$11,833	1,785		23,025		\$5,395	3,994		51,527		\$12,681

**Continuing Medical Education:** Funding provides training necessary for health professionals to maintain their proficiency/expertise through continuing education, as required by the medical professional bodies, as a mandate to maintain their professional standing.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officers	585	6.0	3,510	\$512.89	\$1,800	583	6.0	3,498	\$513.62	\$1,797	570	6.0	3,419	\$539.95	\$1,846
Enlisted	135	11.8	1,595	\$371.69	\$593	151	11.8	1,786	\$372.43	\$665	138	11.8	1,624	\$391.32	\$635
Subtotal	720		5,105		\$2,393	734		5,284		\$2,462	708		5,043		\$2,481

**Total School Training**

Officers	5,594	8.6	47,858	\$447.28	\$21,406	6,633	7.9	52,347	\$463.46	\$24,261	5,647	8.6	48,372	\$471.84	\$22,824
Enlisted	9,120	12.0	109,885	\$258.52	\$28,407	9,133	11.5	105,412	\$267.16	\$28,162	9,145	12.6	115,035	\$279.81	\$32,188
TOTAL	14,714		157,743		\$49,813	15,767		157,759		\$52,423	14,792		163,407		\$55,012

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Special Training

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$109,433</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$107,811</b>
<b>Special Training</b>	<b>FY 2017 (Actual)</b>	<b>\$130,875</b>

Part I - Purpose and Scope

This budget activity provides additional training for Navy Reserve officers and enlisted personnel participating in special Active duty training opportunities, and for Operational Support to Active component Navy commands. The special active duty for training program is critical to the readiness of Reservists, management of Reserve programs and to certain Fleet Operations. These training periods often provide both Operational Support to Fleet Units and training to the Navy Reserve. Peak Fleet requirements, such as during Fleet exercises, are filled by Reservists performing short periods of Special Active Duty for Special Training (ADST) or Active Duty for Operational Support (ADOS). War Gaming Seminars and Naval Flight Officer (NFO) Transitional Training are other programs funded in this budget activity. This training is designed to enable personnel to achieve immediate readiness standards that cannot be met by other means and for support of other requirements. Included in this activity are the costs of basic pay, subsistence-in-kind for enlisted personnel, travel to and from training, basic allowance for housing, basic allowance for subsistence, the government's contribution to Social Security and retirement accrual. The rates of all costs are determined by applicable provisions of laws and regulations.

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SPECIAL TRAINING**  
**(\$ in Thousands)**

	<u><b>BA-1</b></u>	<u><b>Total</b></u>
<b>FY 2018 Direct Program</b>	\$107,811	\$107,811
Increases		
Price Increases		
Increase in Travel rate	\$2,137	
Increase for anticipated RPA rate increase to 24.7%	\$1,290	
Increase for anticipated Pay Raise of 2.6% effective 1 January 2019	\$1,201	
Increase for anticipated BAH rate increase to 3.2%	\$509	
Increase for annualization of 2.4% Pay Raise effective 1 January 2018	\$400	
Increase for anticipated BAS rate increase to 3.4%	\$219	
Increase in Enlisted Clothing Allowance Rates	\$52	
Increase in Cost of Living Allowance (COLA) rates	\$25	
Total Price Increases	\$5,833	
Program Increases		
None	\$0	
Total Program Increases	\$0	
Total Increases		\$5,833
Decreases		
Price Decreases		
Decrease in Special Pay rate	(\$54)	
Decrease for BAH rate decrease from 3.6% to 3.1%	(\$23)	
Decrease in Incentives Pay rate	(\$7)	
Decrease in Separations Pay rate	(\$4)	
Total Price Decreases	(\$88)	
Program Decreases		
Decrease of 4,431 Officer and 6,896 Enlisted Special Training Mandays	(\$3,764)	
Decrease in number of ADOS Personnel - Basic Pay	(\$245)	
Decrease in number of ADOS Personnel - BAH	(\$49)	
Decrease in number of FTS ADOS Personnel - RPA Pay	(\$24)	
Decrease in number of ADOS Personnel receiving COLA Allowance	(\$21)	
Decrease in number of ADOS Personnel - BAS	(\$10)	
Decrease in number of ADOS Personnel - Clothing	(\$9)	
Total Program Decreases	(\$4,122)	
Total Decreases		(\$4,210)
FY 2019 Direct Program		\$109,433

Special Training  
Detail of Requirements  
(Amounts in Thousands)

**Command/Staff Supervision and Conferences:** These tours provide for command/staff inspection and supervision visits made by higher headquarters to subordinate units. The effectiveness of training and the units capability to respond to wartime tasking is evaluated and compliance with directives is checked. Tours also provide for pre-annual training coordination conferences.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- <u>cipants</u>	Tour Length <u>(Avg)</u>	Man- <u>days</u>	Rate <u>(Avg)</u>	<u>Amount</u>	Parti- <u>cipants</u>	Tour Length <u>(Avg)</u>	Man- <u>days</u>	Rate <u>(Avg)</u>	<u>Amount</u>	Parti- <u>cipants</u>	Tour Length <u>(Avg)</u>	Man- <u>days</u>	Rate <u>(Avg)</u>	<u>Amount</u>
Officers	30	3.8	115	\$921.06	\$106	30	3.8	114	\$941.92	\$107	30	3.8	114	\$978.60	\$112
Enlisted	8	3.3	26	\$423.11	\$11	8	3.3	26	\$399.98	\$10	8	3.3	26	\$444.62	\$11
Subtotal	38		141		\$117	38		140		\$117	38		140		\$123

**Drug Interdiction Activity:** This program funds: Intelligence support, augmentation of the Reserve Component in Fleet afloat units, and flight hours of Reserve Maritime Patrol Aircraft (VP) and Light Helicopter Anti-Submarine (HSL) counternarcotic detection and monitoring operations in the United States Southern Command (USSOUTHCOM) and Joint Inter Agency Task Force (JIATF) AORs. Drug Interdiction Activity funds (also referred to as Counter-Narcotics or Counter-Drug funds) are received via reprogramming action during the year of execution only.

	<u>FY 2017 (Actual)</u>				
	Parti- <u>cipants</u>	Tour Length <u>(Avg)</u>	Man- <u>days</u>	Rate <u>(Avg)</u>	<u>Amount</u>
Officers	21	149.4	3,137	\$468.28	\$1,469
Enlisted	46	201.3	9,262	\$250.38	\$2,319
Subtotal	67		12,399		\$3,788

**Exercises:** Funding provides for Navy Reserve participation in Fleet exercises and support of Fleet training. Reserve component members are integrated with the Active component forces and provide required capabilities and subject matter expertise.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- <u>cipants</u>	Tour Length <u>(Avg)</u>	Man- <u>days</u>	Rate <u>(Avg)</u>	<u>Amount</u>	Parti- <u>cipants</u>	Tour Length <u>(Avg)</u>	Man- <u>days</u>	Rate <u>(Avg)</u>	<u>Amount</u>	Parti- <u>cipants</u>	Tour Length <u>(Avg)</u>	Man- <u>days</u>	Rate <u>(Avg)</u>	<u>Amount</u>
Officers	54	11.3	613	\$717.86	\$440	53	11.3	599	\$734.20	\$440	54	11.3	610	\$759.17	\$463
Enlisted	71	11.3	805	\$353.85	\$285	69	11.3	780	\$363.88	\$284	71	11.3	802	\$372.12	\$299
Subtotal	125		1,418		\$725	122		1,379		\$724	125		1,412		\$762

Special Training  
Detail of Requirements  
(Amounts in Thousands)

**Management Support:** Funding provides Reserve members with the opportunity to participate in policy boards, special studies and projects that have a direct effect on total Navy Reserve program planning. Additionally, management assistance teams provide support to active force units.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	37	11.0	405	\$649.00	\$263	36	11.0	396	\$660.46	\$262	37	11.0	407	\$678.76	\$276
Enlisted	93	11.0	1,021	\$298.71	\$305	91	11.0	1,001	\$305.43	\$306	93	11.0	1,023	\$313.24	\$320
Subtotal	130		1,426		\$568	127		1,397		\$568	130		1,430		\$596

**Operational Training:** Funding provides training directly related to the member's mobilization billet. This additional training is necessary in order to maintain parity with comparable active force units and specialized billet functions.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	270	9.6	2,595	\$591.59	\$1,535	265	9.6	2,544	\$604.65	\$1,538	270	9.6	2,592	\$624.44	\$1,620
Enlisted	303	9.6	2,909	\$296.63	\$863	296	9.6	2,842	\$303.63	\$863	303	9.6	2,909	\$312.08	\$907
Subtotal	573		5,504		\$2,398	561		5,386		\$2,401	573		5,501		\$2,527

**Service Mission/Mission Support:** Funding provides for direct Reserve support of the active forces such as VA/VF TRANSLANT/TRANSPAC services and assistance to Naval Intelligence Command activities. Also included in this category are Ferry Aircraft Services and Aircraft Accident/Incident Investigations.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	333	7.8	2,594	\$610.29	\$1,583	326	7.8	2,543	\$623.74	\$1,586	333	7.8	2,597	\$643.14	\$1,670
Enlisted	565	3.9	2,204	\$413.37	\$911	552	3.9	2,153	\$419.68	\$904	565	3.9	2,204	\$434.30	\$957
Subtotal	898		4,798		\$2,494	878		4,696		\$2,490	898		4,801		\$2,627

Special Training  
Detail of Requirements  
(Amounts in Thousands)

**Unit Conversion Training:** Funding provides for pilot, instructor and aircrew transition training, pilot/ NFO qualifications and aircraft familiarization.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	17	11.0	185	\$668.46	\$124	17	11.0	187	\$668.74	\$125	17	11.0	187	\$704.90	\$131
Enlisted	20	10.0	200	\$289.99	\$58	19	10.0	190	\$313.00	\$59	20	10.0	200	\$304.68	\$61
Subtotal	37		385		\$182	36		377		\$184	37		387		\$192

**Active Duty for Operational Support (ADOS):** Formerly named Active Duty for Special Work (ADSW), this funding provides the Navy Reserve Force with Reserve support to facilitate the emergent, unplanned and non-recurring, short term projects which cannot be accomplished with assigned personnel. Typically, ADOS tours are 90 to 179 days in duration, to include recall and separation of members.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	22	237	5,214	\$526.38	\$2,745	24	282	6,867	\$524.94	\$3,605	28	237	6,574	\$564.63	\$3,712
Enlisted	228	312	71,136	\$249.96	\$17,781	144	337	48,456	\$218.27	\$10,577	132	312	41,196	\$264.44	\$10,894
Subtotal	250		76,350		\$20,526	168		55,323		\$14,181	160		47,770		\$14,606

**Active Duty for Special Training (ADST):** Provides training enhancement opportunities for Naval Reservists to become trained in billet while providing Operational Support to Active Navy Commands in areas such as intelligence support, fleet exercises/deployments, air logistics operations, mine and undersea warfare, medical and counter drug operations.

	<u>FY 2017 (Actual)</u>					<u>FY 2018 (Estimate)</u>					<u>FY 2019 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	3,529	29.0	102,328	\$487.05	\$49,839	3,116	29.0	89,970	\$483.34	\$43,486	2,948	29.0	85,505	\$513.56	\$43,913
Enlisted	6,871	29.6	203,393	\$247.00	\$50,238	6,137	29.0	176,947	\$246.74	\$43,660	5,739	29.6	169,879	\$259.52	\$44,087
Subtotal	10,400		305,721		\$100,077	9,253		266,917		\$87,146	8,687		255,384		\$88,000

**Total Special Training**

Officers	4,313	27.17	117,186	\$495.82	\$58,104	3,843	26.86	103,220	\$495.53	\$51,149	3,689	26.72	98,586	\$526.41	\$51,897
Enlisted	8,205	35.46	290,956	\$250.11	\$72,771	7,172	32.40	232,395	\$243.82	\$56,663	6,799	32.10	218,239	\$263.64	\$57,536
TOTAL	12,518		408,142		\$130,875	11,015		335,615		\$107,811	10,488		316,825		\$109,433

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Administration and Support

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$1,052,934</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$1,026,549</b>
<b>Administration and Support</b>	<b>FY 2017 (Actual)</b>	<b>\$980,367</b>

Part I - Purpose and Scope

Funds requested provide for pay and allowances and permanent change of station costs for Navy Reserve Full-Time Support (FTS) personnel. The majority of the FTS personnel are assigned to active duty, as authorized by 10 U.S.C. 12301 and 12310. The purpose of the FTS program is to provide a community of professionals to administer Navy Reserve programs. FTS personnel are assigned to Navy Reserve shore activities (e.g. Navy Air Reserve Units, Naval Air Stations/Facilities, Navy and Navy-Marine Corps Operational Support Centers, Navy Regional Reserve Component Commands, etc.), Naval Air Squadrons, Fleet afloat units and headquarters staffs such as Chief of Naval Operations and Chief of Naval Personnel.

Funds requested also provide for Reserve Incentives Programs, Transition Incentive Programs, Death Gratuities, Disability and Hospitalization Benefits, and the NROTC Nuclear Accession Bonus Program.

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - ADMINISTRATION AND SUPPORT**  
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
<b>FY 2018 Direct Program</b>	\$1,026,549	\$1,026,549
Increases		
Price Increases		
Increase for anticipated Pay Raise of 2.6% effective 1 January 2019	\$14,316	
Increase for anticipated RPA due to increase in Base Pay	\$14,282	
Increase for annualization of 2.4% Pay Raise 1 January 2018	\$4,772	
Increase in Enlisted Clothing Allowance Rates	\$1,882	
Increase in Incentive Pays Rates	\$1,849	
Increase in Medical Incentives rate	\$273	
Increase in Special Pays Rates	\$107	
Increase in Non-Prior Service Enlistment Bonus rate	\$58	
Increase in Disability and Hospitalization Benefits rate	\$28	
Increase in Foreign Language Pay rate	\$2	
Total Price Increases	\$37,569	
Program Increases		
Increase for Continuation Pay (CP)	\$1,476	
Increase in Medical Recruiting Incentives	\$326	
Increase in Bonus for Certain Initial Service in the Selected Reserve	\$314	
Increase in number of FTS Officer & Enlisted personnel - BAH	\$156	
Increase in number of FTS Officer & Enlisted personnel - RPA	\$97	
Increase in number of FTS Officer & Enlisted personnel - BAS	\$28	
Increase in the number of personnel receiving Selective Reenlistment Bonus anniversary payments	\$26	
Increase in number of Officers/Enlisted receiving Foreign Language Proficiency Pay	\$19	
Total Program Increases	\$2,442	
Total Increases		\$40,011
Decreases		
Price Decreases		
Decrease in PCS rates	(\$3,868)	
Decrease in Separations Pay rate	(\$2,896)	
Decrease for anticipated BAH rate decrease	(\$1,621)	
Decrease for anticipated decrease in BAS rates	(\$669)	
Decrease in Cost of Living Allowance (COLA) rates	(\$390)	
Decrease in Bonus for Certain Initial Service in the Selected Reserve rate	(\$109)	
Decrease in Reenlistment Bonus rate	(\$75)	
Decrease in Family Separation Allowance Pay rate	(\$67)	
Decrease in Prior Service Enlistment Bonus rate	(\$47)	
Decrease in Selective Reenlistment Bonus anniversary payment rates	(\$29)	
Total Price Decreases	(\$9,771)	
Program Decreases		
Decrease in Medical Incentives Bonuses	(\$1,448)	
Decrease in number of FTS Officer & Enlisted personnel - Basic Pay	(\$918)	
Decrease in Foreign Language Proficiency Pay	(\$415)	
Decrease in Non-Prior Service Enlistment Bonuses	(\$366)	
Decrease in the number of 30K Lump Sum	(\$270)	
Decrease in number of personnel receiving Enlisted Clothing Allowance	(\$206)	
Decrease in number of PCS moves	(\$103)	
Decrease in Reenlistment Bonuses	(\$99)	
Decrease in Prior Service Enlistment Bonuses	(\$30)	
Total Program Decreases	(\$3,855)	
Total Decreases		(\$13,626)
FY 2019 Direct Program		\$1,052,934

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

**Title 10, USC, Section 12301. Policies and Regulations:** Participation of Reserve officers in preparation and administration of Reserve Affairs. “ Within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its Reserve component on active duty (other than for training) at the seat of government, and at headquarters responsible for Reserve affairs to participate in preparing and administering the policies and regulations affecting those Reserve components. While so serving, such officer is an additional number of any staff with which he is serving.”

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>	
	<u>Begin</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>
Officers	220	146	71	228	235	179	177

**Title 10, USC, Section 12310. Reserves:** For organizing, administering, etc., Reserve components. “ A Reserve ordered to active duty under Section 672(d) of this title in connection with organizing, administering, recruiting, instructing or training the Reserve component.”

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>	
	<u>Begin</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>
<b>Full Time Support (FTS)</b>							
Officers	1,169	1,233	1,331	1,152	1,140	1,202	1,211
Enlisted	8,069	8,083	8,004	8,074	8,145	8,102	8,162
Total	9,238	9,316	9,335	9,226	9,285	9,304	9,373
<b>Canvasser-Recruiters</b>							
Officers	165	163	161	184	183	162	162
Enlisted	378	388	398	398	398	398	398
Total	543	551	559	582	581	560	560
<b>Total Section 12301, FTS and Canvasser-Recruiters</b>							
Officers	1,554	1,541	1,563	1,563	1,558	1,542	1,550
Enlisted	8,447	8,471	8,402	8,472	8,543	8,500	8,560
Total	10,001	10,012	9,965	10,035	10,101	10,042	10,110
<b>Active Duty for Operational Support (ADOS)</b>							
Officers	0	22	0	24	0	28	0
Enlisted	0	228	0	144	0	132	0
Total	0	250	0	168	0	160	0

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

**Pay and Allowances of Officers, FTS:** Funding provides basic pay, allowances, special and incentive pays when authorized, Retired Pay Accrual (RPA) and FICA costs for Full Time Support (FTS) Reserve officer personnel serving on active duty.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	Average <u>Number</u>	<u>Rate</u>	<u>Amount</u>	Average <u>Number</u>	<u>Rate</u>	<u>Amount</u>	Average <u>Number</u>	<u>Rate</u>	<u>Amount</u>
O-9	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
O-8	1	\$294,005.81	\$294	1	\$288,766.14	\$289	1	\$313,615.56	\$314
O-7	1	\$235,659.21	\$236	1	\$236,718.07	\$237	1	\$251,377.33	\$251
O-6	124	\$223,258.32	\$27,684	132	\$220,425.08	\$29,096	125	\$238,149.32	\$29,769
O-5	392	\$185,453.01	\$72,698	373	\$187,391.61	\$69,897	388	\$197,822.45	\$76,755
O-4	674	\$161,318.98	\$108,729	689	\$167,868.73	\$115,662	671	\$172,078.71	\$115,465
O-3	279	\$145,093.45	\$40,481	314	\$141,591.75	\$44,460	310	\$154,770.97	\$47,979
O-2	53	\$88,699.68	\$4,701	40	\$103,349.14	\$4,134	35	\$94,615.82	\$3,312
O-1	15	\$50,029.84	\$750	11	\$107,161.21	\$1,179	9	\$53,366.76	\$480
W-4	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
W-3	2	\$80,951.34	\$162	2	\$142,482.04	\$285	2	\$86,350.67	\$173
W-2	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total	1,541	\$165,953.78	\$255,735	1,563	\$169,697.85	\$265,238	1,542	\$178,013.71	\$274,497

**Pay and Allowances of Enlisted, FTS:** Funding provides basic pay, allowances, special and incentive pays when authorized, Retired Pay Accrual (RPA) and FICA costs for Full Time Support (FTS) Reserve enlisted personnel serving on active duty.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	Average <u>Number</u>	<u>Rate</u>	<u>Amount</u>	Average <u>Number</u>	<u>Rate</u>	<u>Amount</u>	Average <u>Number</u>	<u>Rate</u>	<u>Amount</u>
E-9	112	\$137,835.40	\$15,438	114	\$142,941.87	\$16,295	116	\$145,430.12	\$16,870
E-8	207	\$113,938.21	\$23,585	239	\$116,723.57	\$27,897	229	\$120,216.20	\$27,530
E-7	1,099	\$100,057.14	\$109,963	1,168	\$102,875.11	\$120,158	1,153	\$105,570.28	\$121,723
E-6	2,582	\$85,186.09	\$219,950	2,539	\$87,281.29	\$221,607	2,712	\$89,875.34	\$243,742
E-5	2,412	\$69,028.93	\$166,498	2,507	\$71,287.91	\$178,719	2,438	\$72,832.42	\$177,565
E-4	979	\$53,791.36	\$52,662	1,107	\$55,701.45	\$61,662	963	\$56,755.26	\$54,655
E-3	609	\$38,291.06	\$23,319	352	\$40,819.87	\$14,369	540	\$40,400.89	\$21,816
E-2	276	\$33,401.94	\$9,219	239	\$34,345.46	\$8,209	195	\$35,242.38	\$6,872
E-1	195	\$24,456.29	\$4,769	207	\$24,459.89	\$5,063	154	\$25,803.83	\$3,974
Total	8,471	\$73,828.68	\$625,403	8,472	\$77,192.91	\$653,978	8,500	\$79,382.02	\$674,747

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

**Clothing Expense:** Funding provides for Full Time Support (FTS) personnel uniform allowance.

	<u>FY 2017 (Actual)</u>	<u>FY 2018 (Estimate)</u>	<u>FY 2019 (Estimate)</u>
Officers	\$4	\$5	\$4
Enlisted	\$4,823	\$5,181	\$4,953
New Uniform Rollout	\$0	\$0	\$1,905
Total	\$4,827	\$5,186	\$6,863

**Subsistence of Enlisted Personnel:** Funding provides payment of basic allowance for subsistence and subsistence-in-kind for Full-Time Support personnel.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>A. <u>Basic Allowance for Subsistence</u></b>									
1. When Authorized to Mess Separately	8,341	\$4,419.48	\$36,863	8,311	\$4,532.16	\$38,818	8,361	\$4,545.73	\$38,007
2. When Rations In Kind Not Available	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
3. Less Collections			-\$3,285			-\$3,681			-\$3,333
Total Enlisted BAS	8,341		\$33,578	8,311		\$35,137	8,361		\$34,674
<b>B. <u>Subsistence-In-Kind</u></b>									
1. <u>Subsistence-In_Mess</u>									
	130	\$3,812.95	\$496	161	\$3,949.25	\$636	139	\$3,665.50	\$510
				0	\$0.00	\$0			
Subtotal Subsistence-In-Mess	130		\$496	161		\$636	139		\$510
Total Subsistence-In-Kind	130		\$496	161		\$636	139		\$510
<b>C. <u>Family Subsistence Supplemental Allowance</u></b>									
Total FSSA	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Subsistence Program	8,471		\$34,074	8,472		\$35,773	8,500		\$35,184
Less Reimbursable Subsistence	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Direct Subsistence	8,471		\$34,074	8,472		\$35,773	8,500		\$35,184

**Subsistence of Officer Personnel:** Funding provides payment of basic allowance for subsistence for Full-Time Support Personnel.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
	1,541	\$3,043.56	\$4,690	1,563	\$3,121.14	\$4,878	1,542	\$3,130.53	\$4,827

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

**Permanent Change of Station (PCS) Travel, FTS:** Funding provides travel costs for PCS for Full-time Support (FTS) Reserve personnel serving on active duty.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Officer	924	\$10,203.65	\$9,428	986	\$9,840.21	\$9,702	816	\$10,543.15	\$8,601
Enlisted	3,670	\$5,357.46	\$19,662	3,659	\$5,861.15	\$21,445	3,356	\$5,535.72	\$18,576
Total PCS Travel	4,594		\$29,090	4,645		\$31,147	4,171		\$27,176

**Death Gratuities, Disability and Hospitalization Benefits:** Funding provides for the payment of death gratuities to beneficiaries of deceased military personnel as authorized by 10 USC, Sections 1475-1480. Current gratuity amount is \$100,000 as established by P.L. 109.13. Members of the Reserve component who are injured, disabled, or become diseased while in the Line of Duty are entitled to hospitalization and pay and allowances during treatment. Members who are injured, disabled or diseased in the Line of Duty may also be eligible for incapacitation benefits in accordance with provisions of 37 USC, sections 204 and 206. Incapacitation benefits include basic pay, allowances or disability and severance pay when applicable.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<u>Death Gratuities</u>									
Officers	0	\$0.00	\$0	1	\$100,000.00	\$100	1	\$100,000.00	\$100
Enlisted	0	\$0.00	\$0	1	\$100,000.00	\$100	1	\$100,000.00	\$100
Subtotal	0		\$0	2		\$200	2		\$200
<u>Disability and Hospitalization Benefits</u>									
Officers	15	\$13,933.33	\$209	16	\$13,875.00	\$222	15	\$14,400.00	\$216
Enlisted	31	\$16,129.03	\$500	61	\$16,327.87	\$996	60	\$16,666.67	\$1,000
Subtotal	46		\$709	77		\$1,218	75		\$1,216
Total			\$709			\$1,418			\$1,416

**Federal Workplace Transportation Subsidy, FTS 1/:** As a result of the enactment of Executive Order 13150 'Federal Workplace Transportation' which was signed by the President on 21 April 2000, all federal agencies in the National Capitol Region (NCR) were directed to implement a Mass and Vanpool Transportation Fringe Benefit Program. The program effective 1 October 2000, allows qualified Federal Employees (including Military Personnel) the option of relinquishing current parking permits for 'transit passes' in amounts equal to personal commuting costs but not to exceed \$350 per quarter as of January 2008. The original effective date for this program was January 1, 2005. In addition, funding is being provided for a Transit Pass Fringe Benefit Program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Officer and Enlisted	68	\$842.01	\$57	68	\$2,941.18	\$200	68	\$2,941.18	\$200
Total Transportation Subsidy			\$57			\$200			\$200

1/ Memo entries only; totals are included in Full Time Pay and Allowances.

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

**Reserve Incentives Programs:** These funds are requested to provide bonus payments as authorized by 37 U.S.C., Sections 308 and 355. Bonuses are required to control accessions and attrition of Navy Reserve personnel. Incentives are generally offered only to personnel in ratings in which critical shortages exist. Shortages are determined by measuring the existing rating authorization against the onboard personnel inventory by rating.

**Non-Prior Service Enlistment Bonus, SELRES and FTS: :** In FY10, lump sum enlistment bonuses were paid to qualifying non-prior service SELRES members participating in the New Accession Training (NAT) program based on a four-tier scale based on their specialty rating with payment tiers of \$5K, \$10K, \$15K and \$20K, respectively. Beginning in FY11, NAT bonuses will be paid as 1/2 Initial Installment upon completion of initial active duty for training and 5 anniversary payments. Members in the NAT program incur a drilling obligation upon completion of initial active duty for training. An incentive for non-prior service personnel to enlist in specified ratings as a Full-time Support (FTS) member of the Navy Reserve is also provided. Payment is made upon successful completion of “A” school training for the specified rating.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Lump Sum	0	\$0.00	\$0	0		\$0	0		\$0
Drilling Reservists Initial	228	\$3,793.86	\$865	375	\$3,461.33	\$1,298	306	\$3,588.24	\$1,098
Drilling Reservists (Anniversary)	1,769	\$659.13	\$1,166	1,660	\$649.40	\$1,078	1,464	\$662.57	\$970
Full-Time Support (Initial)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Full-Time Support (Anniversary)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal Non-Prior Service EB			\$2,031			\$2,376			\$2,068

**Prior Service Enlistment Bonus, SELRES:** The bonus is paid to SELRES members enlisting/affiliating for 3 or 6 years whose ratings are in a Tier 1,2, or 3 category. The Prior Service Enlistment Bonus is offered under the authority of 37 U.S.C., Section 331a. It is open primarily to prior Navy or Navy Reserve enlisted personnel who are fully qualified in the rate in which enlisting, but may be used to convert to an undermanned rating. For FY15, six-year bonuses (A) are paid as 1/2 initial installment and 5 anniversary payments. Three-year bonuses (B) are paid as 1/2 initial installment and 2 anniversary payments. Total bonuses by Tier and years: T1A=\$20,000, T1B=\$10,000, T2A=\$15,000, T2B=\$7,500, T3A=\$10,000, T3B=\$5,000.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
New Payments	294	\$5,918.37	\$1,740	337	\$6,412.46	\$2,161	332	\$6,358.43	\$2,111
Anniversary Payments	1,004	\$1,616.53	\$1,623	1,004	\$1,603.59	\$1,610	1,005	\$1,575.12	\$1,583
Subtotal Prior Service Enlistment Bonus			\$3,363			\$3,771			\$3,694

Administration and Support  
 Detail of Requirements  
 (Amounts in Thousands)

**Selective Reenlistment Bonus, SELRES:** The Reenlistment Bonus is offered under the authority of 37 U.S.C., Section 331a. It is open primarily to Navy Reserve enlisted personnel who are fully qualified in the rate in which reenlisting, but may be used to convert to an undermanned rating. Bonuses are paid for three or six year reenlistments, in tiers. SELRES who are eligible can reenlist for 1 six-year term (A), or two 3-year terms classified as (B) and (C). All bonuses are paid as 1/2 initial with 5 or 2 anniversary payments. Total bonuses: T1A=\$15,000, T1B=\$7,500, T1C=\$6,000, T2A=\$10,000, T2B= \$5,000, T2C= \$4,000, T3A= \$7,500, T3B= \$3,000, T3C= \$2,000. Prior Lump Sum Enlistment bonus was authorized by Section 618 of the FY 2005 NDAA (P. L. 108-375).

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
New Payments to SELRES	116	\$4,879.31	\$566	170	\$5,370.59	\$913	140	\$4,914.29	\$688
Anniversary Payments	385	\$1,064.93	\$410	372	\$1,021.51	\$380	433	\$995.38	\$431
New Payments to FTS	13	\$3,307.69	\$43	30	\$3,333.33	\$100	30	\$3,333.33	\$100
Anniversary Payments	4	\$6,500.00	\$26	30	\$1,100.00	\$33	4	\$7,500.00	\$30
Subtotal Reenlistment Bonus			\$1,045			\$1,426			\$1,249

**Medical Recruiting Incentives, SELRES:** Stipend and Loan Repayment Program Medical Recruiting Incentives are offered under the authority of 10 U.S.C., Sections 16201 and 16302 respectively. Special pay for Critical Shortage Specialty health care officers is offered under 37 U.S.C., Section 335b. These funds are to enhance Reserve component recruiting programs for nurses and physicians with critical skills required in wartime.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Loan Repayments	15	\$39,267.00	\$589	87	\$40,000.00	\$3,480	24	\$39,250.00	\$942
Stipend	27	\$30,703.70	\$829	30	\$29,566.67	\$887	28	\$30,714.29	\$860
Recruiting Bonus	358	\$16,703.91	\$5,980	298	\$15,855.70	\$4,725	370	\$16,554.05	\$6,125
Subtotal Medical Incentives			\$7,398			\$9,092			\$7,927

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

**Bonus for Certain Initial Service of Officers in the Selected Reserve, SELRES:** The FY05 NDAA (Section 619), amended Chapter 5 of Title 37 Section 308i, U.S.C. to allow Reserve Component members to receive this bonus. An Officer is eligible for this bonus if either serving on active duty for a period of more than 30 days; or is a member of the Reserve Component not on active duty and, if the member formerly served on active duty, was released from active duty under honorable conditions; and has not previously served in the Selected Reserve of the Ready Reserve; and is not entitled to receive retired or retainer pay. The maximum amount of this bonus is \$10,000. Special pay for retention of SELRES Health Care Professionals is authorized under 37 U.S.C., Section 335b for officers qualified in specialties designated as Reserve Component Wartime Health Care Specialties with Critical Shortages by ASD(HA) on a biennial basis. Officer critical skills retention bonus is authorized under 37 U.S.C., Section 355 for SELRES officers with critical military skills as designated by OSD. Retention incentives are paid as three annual installments of \$25,000 or \$10,000 depending on the officer's skills and qualifications.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Officer Affiliation /Accession Bonus	405	\$9,960.49	\$4,034	400	\$10,000.00	\$4,000	430	\$9,965.12	\$4,285
Officer Retention Bonus Initial	64	\$16,796.88	\$1,075	49	\$18,061.22	\$885	66	\$16,666.67	\$1,100
Officer Retention Bonus Anniversary	51	\$15,294.12	\$780	90	\$16,277.78	\$1,465	72	\$16,250.00	\$1,170
Total Retention Bonus			\$1,855			\$2,350			\$2,270

**Foreign language proficiency pay (37 U.S.C. 353), SELRES & FTS:** A monthly payment made to qualified officers whose military specialty requires proficiency in a foreign language. The FY 05 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. Includes the cultural awareness pilot program.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
FLP Officer	66	\$4,227.27	\$279	107	\$4,186.92	\$448	90	\$4,222.22	\$380
FLP Enlisted	239	\$4,292.89	\$1,026	340	\$4,297.06	\$1,461	260	\$4,292.31	\$1,116
FLP Officer - FTS	36	\$1,846.19	\$67	34	\$1,685.53	\$58	36	\$1,846.22	\$67
FLP Enlisted - FTS	113	\$1,772.99	\$200	104	\$1,791.81	\$186	113	\$1,772.99	\$200
FLP Total	454		\$1,572	585		\$2,153	499		\$1,763
Culture Awareness Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Culture Awareness Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Cultural Awareness Total	0		\$0	0		\$0	0		\$0
<b>Total Reserve Incentives</b>			<b>\$21,298</b>			<b>\$25,168</b>			<b>\$23,256</b>

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

**Adoption Expense:** Funding provides 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 partial reimbursement for expenses related to the adoption of a child under 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 \$5,000 may be paid to any member, or two such members who are spouses, in any calendar year.

	<u>FY 2017 (Actual)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>
Officers	\$0		\$6		\$6
Enlisted	\$0		\$10		\$10
Total	\$0		\$16		\$16

**NROTC Nuclear Bonus, NROTC:** Funding provides Nuclear Officer Accession Bonus (NOAB) payments established by 37 U.S.C., Section 333a to certain selected NROTC students. Upon acceptance into the program by the Secretary of the Navy, selected students receive a \$10,000 bonus for their agreement to enter a nuclear power training program. In the event an individual who has received the NOAB fails to commence, or satisfactorily complete, the nuclear power training specified in the agreement, recoupment provisions are in effect. Successful completion of active duty nuclear power training will qualify individuals for additional bonus payments covered in the Military Personnel, Navy (MPN) appropriation.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
NROTC Nuclear Bonus Costs	231	\$15,000.00	\$3,465	175	\$15,000.00	\$2,625	175	\$15,000.00	\$2,625

**\$30,000 Lump Sum Bonus, FTS:** The FY 2000 National Defense Authorization Act provided 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.

	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
Officers	1	\$30,000.00	30	0	\$30,000.00	0	0	\$30,000.00	0
Enlisted	35	\$30,000.00	1,047	9	\$30,000.00	270	0	\$30,000.00	0
Total	36		\$1,077	9		\$270	0		\$0
<b>Total Admin and Support</b>			<b>\$980,368</b>			<b>\$1,025,697</b>			<b>\$1,050,607</b>

Administration and Support  
 Detail of Requirements  
 (Amounts in Thousands)

**Continuation Pay** : The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system with 12 years of active service, or 4,320 points. The amount of continuation pay is based on the member's monthly basic pay multiplied by 0.5. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed 6 months to retain certain skills and communities. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>FY 2017 (Estimate)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>Navy Reservists</b>									
Officer	--	--	\$0	--	--	\$102	--	--	\$280
Enlisted	--	--	\$0	--	--	\$268	--	--	\$736
<b>Subtotal</b>			<b>\$0</b>			<b>\$370</b>			<b>\$1,016</b>
<b>Navy FTS</b>									
Officer	--	--	\$0	--	--	\$75	--	--	\$203
Enlisted	--	--	\$0	--	--	\$406	--	--	\$1,109
<b>Subtotal</b>			<b>\$0</b>			<b>\$481</b>			<b>\$1,312</b>
<b>Officer Total</b>	--	--	\$0	--	--	\$177	--	--	\$483
<b>Enlisted Total</b>	--	--	\$0	--	--	\$674	--	--	\$1,845
<b>TOTAL</b>			<b>\$0</b>			<b>\$851</b>			<b>\$2,328</b>

Detail of Military Personnel Requirements  
Thrift Savings Plan (TSP) - RC matching contributions

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$14,011</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$7,802</b>
<b>Thrift Savings Plan (TSP) - RC matching contributions</b>	<b>FY 2017 (Estimate)</b>	<b>\$0</b>

**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 (Estimate)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>											
Navy Reserve	Officer	--	--	\$0	--	--	\$926			\$1,669	
	Enlisted	--	--	\$0	--	--	\$2,443			\$4,402	
<b>Sub-Total - Navy Reserve</b>				<b>\$0</b>			<b>\$3,369</b>			<b>\$6,071</b>	
Navy FTS	Officer	--	--	\$0	--	--	\$679			\$1,216	
	Enlisted	--	--	\$0	--	--	\$3,704			\$6,627	
<b>Sub-Total - Navy FTS</b>				<b>\$0</b>			<b>\$4,383</b>			<b>\$7,843</b>	
AFHPSP	Officer	--	--	\$0	--	--	\$50			\$97	
<b>Sub-Total - Navy AFHSPS</b>				<b>\$0</b>			<b>\$50</b>			<b>\$97</b>	
	Officer Total			\$0			\$1,655			\$2,982	
	Enlisted Total			\$0			\$6,147			\$11,029	
	<b>TOTAL</b>			<b>\$0</b>			<b>\$7,802</b>			<b>\$14,011</b>	

Department of the Navy  
FY 2018 Budget Estimates  
Reserve Personnel, Navy

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Education Benefits

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$78</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$77</b>
<b>Education Benefits</b>	<b>FY 2017 (Actual)</b>	<b>\$214</b>

PART I - PURPOSE AND SCOPE

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. This program is governed by Title 10 U.S.C., Chapter 1606 and will fund educational benefit payments in their entirety for eligible individuals in the Selected Reserve. It is budgeted on an accrual basis with actual payments to individuals made by the Veterans Administration from funds transferred from the trust account.

PART II - JUSTIFICATION OF FUNDS REQUESTED

All individuals enlisting, reenlisting, or extending for not less than six years in the Selected Reserve on or after July 1, 1985 are eligible to receive educational assistance. Individuals must also meet Initial Active Duty for Training and high school diploma or equivalency requirements. Cost estimates are actuarially based, and reflect eligibility estimates, adjusted by an estimate of ultimate benefit utilization, partially offset by an estimate of interest earned on investments of the Education Benefits Fund. The program will provide for funds adequate to allow for one of four levels of assistance: Full-time, three quarter-time, half-time, and less than half-time educational pursuit. The monthly levels indicated above are increased annually as set forth with regard to the annual Consumer Price Index.

The G. I. Kicker provides an increase in educational assistance allowance for personnel filling critical shortages in designated skills, specialties, or units. The incentive is paid on a monthly basis in addition to the M.G.I.B. basic benefits. The maximum service contribution per recipient of this incentive is established annually by the Board of Actuaries.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - EDUCATION BENEFITS**  
**(\$ in Thousands)**

	<u>BA-1</u>	<u>Total</u>
<b>FY 2018 Direct Program</b>	\$77	\$77
Increases		
Price Increases		
Increase for GI Bill Kicker rate	\$1	
Total Price Increases	\$1	
Program Increases		
None	\$0	
Total Program Increases	\$0	
Total Increases		\$1
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
None	\$0	
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2019 Direct Program		\$78

Education Benefits  
Detail of Requirements  
(Amounts in Thousands)

<u>G.I. Bill &amp; G.I. Bill Kickers</u>	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
G. I. Bill	2,362	\$0.00	\$0	2,632	\$0.00	\$0	2,649	\$0.00	\$0
Amortization Payment	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal G.I. Bill			\$0			\$0			\$0
\$200 G.I. Bill Kicker	106	\$2,017.00	\$214	37	\$2,090.00	\$77	37	\$2,108.00	\$78
Subtotal G.I. Bill Kicker			\$214			\$77			\$78
Total Program			\$214			\$77			\$78

**Navy College Fund, FTS:** The Navy College Fund is a critical element to the Full-Time Support Navy Reserve recruiting strategy. The purpose of the fund is to expand the recruiting market to include college bound youth. Funds are for payment to the Department of Defense education benefit fund, 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 attracts members for four year commitments primarily into undermanned or hard to fill ratings.

<u>Navy College Fund</u>	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
4 Year Commitment (40K)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Program			\$0			\$0			\$0

**Education Assistance for Reserve Component Members Supporting Contingency Operations:** The FY 2005 Ronald W. Reagan National Defense Authorization Act (NDAA), section 527 added chapter 1607 to title 10, U. S. C. authorizing an additional educational benefit for Reserve Component members who were called or ordered to active service in response to a war or national emergency declared by the President or Congress. The benefit is comprised of four tiers of benefits - 40% for greater than 90 days of service; 60% for greater than one-year and 80% for greater than two years. This benefit can be used for a maximum of 36 months.

<u>Chapter 1607</u>	<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
90 Day Benefit	4,981	\$0.00	\$0	2,248	\$0.00	\$0	2,483	\$0.00	\$0
1 Year Benefit	2,572	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
2 Year Benefit	120	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Amortization Payment - Officer			\$0			\$0			\$0
Amortization Payment - Enlisted			\$0			\$0			\$0
Total			\$0			\$0			\$0
<b>Total Education Benefits Program</b>			\$214			\$77			\$78

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Armed Forces Health Professions Scholarship Program

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2019 (Estimate)</b>	<b>\$55,046</b>
<b>Reserve Component Training and Support</b>	<b>FY 2018 (Estimate)</b>	<b>\$53,725</b>
<b>Armed Forces Health Professions Scholarship Program</b>	<b>FY 2017 (Actual)</b>	<b>\$51,728</b>

Part I - Purpose and Scope

Funding provides for military personnel costs for Navy Reserve Officers enrolled in the Armed Forces Health Professions Scholarship Program (AFHPSP) established by 10 U.S.C., 2126. These officers are enrolled in approved colleges and universities throughout the United States. Participants of the AFHPSP are in medical, dental, and optometry programs. They serve on active duty during Annual Training (AT) in the grade of 0-1 (Ensign) for a period of 45 days. The estimate for participants of the AFHPSP includes funds for a monthly stipend when they are not on AT, uniform allowance, pay and allowances, travel, per diem and a \$20,000 Critical Skills Accession Bonus (CSAB). The CSAB was first authorized by Congress in NDAA 2006 and was implemented by the Navy in July 2007. Additionally, 10 U.S.C., 2126 authorized the Financial Assistance Program (FAP) as a part of the AFHPSP program. FAP funding supports an annual grant and the same other military personnel costs associated with the AFHPSP. FAP participants perform AT for 14 days each year in their appointed grade of 0-3 or 0-4. The Nurse Candidate Program (NCP) supports students enrolled in approved nursing programs. Upon completion, these nursing students receive a commission in the Navy Nurse Corps. They receive an accession bonus and a monthly continuation bonus. Neither bonus is affected by pay raise or inflation.

**RESERVE PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - ARMED FORCES HEALTH PROFESSIONS SCHOLARSHIP PROGRAM**  
 (\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
<b>FY 2018 Direct Program</b>	\$53,725	\$53,725
Increases		
Pricing Increases		
Increase in Pay for Pay Raise of 2.6% effective 1 January 2019	\$320	
Increase in AFHPSP Travel Rate	\$26	
Increase in AFHPSP and FAP Stipend	\$615	
Total Pricing Increases	\$961	
Program Increases		
Increase in number of AFHPSP and FAP personnel receiving Stipend	\$797	
Total Program Increases	\$797	
Total Increases		\$1,758
Decreases		
Pricing Decreases		
None	\$0	
Total Pricing Decreases	\$0	
Program Decreases		
Decrease in number of AFHPSP personnel receiving Pay and Allowances	(\$95)	
Decrease in number of AFHPSP personnel receiving Training	(\$342)	
Total Program Decreases	(\$437)	
Total Decreases		(\$437)
<b>FY 2019 Direct Program</b>		\$55,046

Armed Forces Health Professions Scholarship Program  
Detail of Requirements  
(Amounts in Thousands)

**Pay and Allowances, Annual Training (AT), AFHPSP Officers:** In accordance with 10 U.S.C. 2121(c), funding provides pay and allowances for officers attending active duty annual training for a period of up to 45 days. 'Pay and Allowances' consists of basic pay, retired pay accrual, government contribution for social security, subsistence and housing allowances, lump sum leave pay, and family separation allowance when authorized. The number preceding the rate reflects the students who will serve 45 days AT. The rate is the average pay and allowance cost per order.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
1,128	\$9,416.67	\$10,622	1,170	\$9,627.13	\$11,264	1,085	\$9,980.27	\$10,833

**Travel, Annual Training (AT), AFHPSP Officers: :** Funding provides travel and per diem for officers performing AT not located at, or in close proximity to, the accredited institution they would normally attend as a participant in the program. The number reflects students who will be required to travel to an AT duty site. The rate is the average cost per traveler.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
554	\$3,442.23	\$1,907	697	\$3,290.37	\$2,293	649	\$3,513.26	\$2,280

Armed Forces Health Professions Scholarship Program  
Detail of Requirements  
(Amounts in Thousands)

**Stipend, AFHPSP Officers:** Funding provides a monthly stipend to members participating in the program in accordance with 10 U.S.C. 2121(d). This stipend is paid only 10.5 months a year to students enrolled in the scholarship program for an entire year. In accordance with 10 U.S.C. 2121(c), the remaining 45 days are spent on AT, during which time students receive pay and allowances vice the monthly stipend. Senior scholarship students average only 6.5 months of stipend due to graduation, and stipend for new accessions averages two months the year they first enter the program. The monthly stipend rate increases effective 1 July each year by the same percentage as the 1 January military pay raise. 'Students' are manyyears of stipend and 'Rate' is 12 months of stipend.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
1,216	\$23,533.71	\$28,617	1,196	\$24,166.64	\$28,906	1,267	\$24,526.44	\$31,075

**Individual Clothing and Uniform Allowances, AFHPSP Officers:** Funding provides initial uniform allowance under the provisions of 37 U.S.C. 415(a)(4) for officer uniforms required upon reporting for their first period of AT. The number reflects students who will receive this one-time uniform allowance.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
325	\$400.00	\$130	340	\$400.00	\$136	338	\$400	\$135

**Critical Skills Accession Bonus (CSAB), AFHPSP Officers: :** Funding provides payment of a one-time bonus effective upon a medical or dental school student's accession into the AFHPSP program. The CSAB was first authorized in the NDAA 2006 and is set at an amount of \$20,000.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
321	\$20,000	\$6,420	326	\$20,000	\$6,520	329	\$20,000	\$6,580

**Total AFHPSP** \$47,696 \$49,119 \$50,903

Armed Forces Health Professions Scholarship Program  
 Financial Assistance Program (FAP)  
 Detail of Requirements  
 (Amounts in Thousands)

**Pay and Allowances, Annual Training (AT), FAP Officers:** In accordance with 10 U.S.C. 2121(c), funding provides pay and allowances for officers performing 14 days of AT. Pay and Allowances consist of basic pay, retired pay accrual, government contribution for social security, subsistence and housing allowances, lump sum leave pay, and family separation allowance when authorized.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
25	\$3,440.00	\$86	37	\$3,830.53	\$142	25	\$3,645.95	\$91

**Travel, Annual Training (AT), FAP Officers:** Funding provides travel and per diem for officers performing AT not located at, or in close proximity to, the accredited institution they normally attend as a participant in the program. The number reflects students who will be required to travel to their AT duty site. The rate is the average cost per traveler.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
0	\$2,424.00	\$0	10	\$2,441.18	\$24	6	\$2,473	\$16

**Stipend, FAP:** Funding provides a monthly stipend to FAP participants in accordance with 10 U.S.C. 2121(d) for 11.5 months a year to students enrolled in the FAP program for an entire year. In accordance with 10 U.S.C. 2121(c), the remaining 14 days are spent on AT, when students are receiving pay and allowances vice the monthly stipend. The monthly stipend rate increases effective July, each year by the same percentage as the January, military pay raise, and is rounded to the next higher whole dollar. In the table below, Load refers to the Average Stipend Load in man-years of stipend. Amount is one man-year of stipend.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</u>		
<u>Load</u>	<u>Rate</u>	<u>Amount</u>	<u>Load</u>	<u>Rate</u>	<u>Amount</u>	<u>Load</u>	<u>Rate</u>	<u>Amount</u>
26	\$26,000	\$676	35	\$26,468	\$920	31	\$26,980	\$834

Armed Forces Health Professions Scholarship Program  
 Financial Assistance Program (FAP)  
 Detail of Requirements  
 (Amounts in Thousands)

**Individual Clothing and Uniform Allowances, FAP Officers:** Funding provides a one-time initial uniform allowance under the provisions of 37 U.S.C. 415(a)(4) for officer uniforms required upon reporting for their first period of Annual Training (AT).

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
5	\$400	\$2	11	\$400	\$4	11	\$400	\$4

**Annual Grant, FAP Officers:** Funding provides payment of an annual grant in accordance with 10 U.S.C. 2127(e), effective upon enrollment in the program. The amount of the grant is increased annually in the same manner as the stipend, in accordance with 10 U.S.C. 2121(d). 'Annual Grants' are paid on a pro rata basis for partial years of participation. 'Rate' is the average amount of Annual Grant. However, most students are enrolling in the program on or after 1 July forcing the 'number' higher than the number of students.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
29	\$46,206.90	\$1,340	35	\$45,000	\$1,578	28	\$45,000	\$1,260

<b>Total Financial Assistance Program</b>	\$2,104	\$2,668	\$2,205
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Armed Forces Health Professions Scholarship Program  
Nurse Candidate Program (NCP)  
Detail of Requirements

**Accession Bonus, NCP:** In accordance with 10 U.S.C. 2130(a)(1), funding provides for payment of a one-time accession bonus of \$5,000 in FY 2004 and increases to \$10,000 in FY 2005 . This bonus is paid in two installments. The first installment of \$5,000 will be paid upon acceptance into the program. The balance of \$5,000 will be paid at the six month anniversary of acceptance into the program, which may or may not fall within the same fiscal year as the first installment.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
75	\$10,000	\$745	75	\$10,000	\$750	75	\$10,000	\$750

**Continuation Bonus, NCP:** In accordance with 10 U.S.C. 2130(a)(2), funding provides a monthly bonus of \$500 in FY 2004 and increase to \$1,000 in FY 2005 for each month the participant continues as a full-time student in an accredited baccalaureate degree nursing program at a civilian educational institution that does not have a Senior Reserve Officers' Training Program. This continuation bonus may not be paid for more than 24 months.

<u>FY 2017 (Actual)</u>			<u>FY 2018 (Estimate)</u>			<u>FY 2019 (Estimate)</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>
99	\$12,000	\$1,183	99	\$12,000	\$1,188	99	\$12,000	\$1,188
<b>Total Nurse Candidate Program</b>		\$1,928			\$1,938			\$1,938

Armed Forces Health Professions Scholarship Program  
Number of Students

	<u>FY 2017 (Actual)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Medical AFHPSP Student Enrollments</u>						
1st Year Students		198		198		198
2nd Year Students		256		243		243
3rd Year Students		259		248		249
4th Year Students		238		250		250
Total Medical AFHPSP Enrollments	937	951	933	939	946	940
Completed Program & Commissioned		199		204		253
Completed Program & Commission Deferred		33		41		29
Accession of prior year Deferrals		12		5		2
<u>Dental AFHPSP Student Enrollments</u>						
1st Year Students		61		61		61
2nd Year Students		75		81		81
3rd Year Students		76		81		81
4th Year Students		84		73		74
Total Dental AFHPSP Enrollments	299	296	295	296	296	297
Completed Program & Commissioned		85		85		75
<u>Allied Science AFHPSP Student Enrollments</u>						
1st Year Students		4		4		4
2nd Year Students		10		9		9
3rd Year Students		10		9		9
4th Year Students		8		12		12
Total Allied Science AFHPSP Enrollments	30	32	30	34	32	34
Completed Program & Commissioned		9		8		12
<u>Total AFHPSP Student Enrollments</u>						
1st Year Students		263		263		263
2nd Year Students		341		333		333
3rd Year Students		345		338		339
4th Year Students		330		335		336
Total AFHPSP Enrollments	1,266	1,279	1,258	1,269	1,274	1,271
Completed Program & Commissioned		293		297		340
Completed Program & Commission Deferred		33		41		29
Accession of prior year Deferrals		12		5		2

Financial Assistance Program (FAP) and Nurse Candidate Program (NCP)  
Number of Students

	<u>FY 2017 (Actual)</u>		<u>FY 2018 (Estimate)</u>		<u>FY 2019 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Medical FAP Student Enrollments</u>						
1st Year Students		2		2		2
2nd Year Students		4		7		7
3rd Year Students		6		9		9
4th Year Students		10		8		6
Total Medical FAP Enrollments	23	22	28	26	24	24
<u>Dental FAP Student Enrollments</u>						
1st Year Students		2		2		2
2nd Year Students		3		2		2
3rd Year Students		1		4		2
4th Year Students		0		0		0
Total Dental FAP Enrollments	3	6	7	8	7	6
<u>Total FAP Student Enrollments</u>						
1st Year Students		2		2		2
2nd Year Students		6		9		9
3rd Year Students		9		11		11
4th Year Students		11		12		8
Total FAP Enrollments	26	28	35	34	31	30
	<u>FY 2016 (Actual)</u>		<u>FY 2017 (Estimate)</u>		<u>FY 2018 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Nurse Candidate Student Enrollments</u>						
1st Year Students		0		0		0
2nd Year Students		0		0		0
3rd Year Students		15		10		10
4th Year Students		71		75		75
Total NCP Student Enrollments	99	86	92	85	100	85

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**Section 5**  
**Special Analyses**

Exhibit PB-30W Full-Time Support Personnel (Reserves)

**RESERVE PERSONNEL, NAVY  
FULL-TIME SUPPORT PERSONNEL  
(End Strength)**

**FY 2017 (ESTIMATE)**

<u>Assignment</u>	<u>FTS Officers</u>	<u>FTS Enlisted</u>	<u>FTS Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian 1/</u>	<u>Total</u>
Individuals	20	305	325	0	0	0	325
Pay/Personnel Centers	82	135	217	0	0	9	226
Recruiting/Retention	193	979	1,172	0	0	0	1,172
<u>Units</u>							
Units	562	3,815	4,377	0	675	408	5,460
RC Unique Mgmt HQs	94	335	429	0	91	128	648
Unit Support - NOSC 2/	223	1,587	1,810	0	373	212	2,395
Maint Activities (Non-unit)	17	453	470	0	3	14	487
Subtotal	896	6,190	7,086	0	1,142	762	8,990
<u>Training (ROTC)</u>							
RC Non-unit Institutions	58	299	357	0	0	0	357
RC Schools	3	54	57	0	3	2	62
Subtotal	61	353	414	0	3	2	419
<u>Headquarters (HQs)</u>							
Service HQs	20	5	25	0	0	16	41
AC HQs	74	76	150	0	0	0	150
AC Instal/Activities	33	103	136	0	60	16	212
RC Chiefs Staff	140	229	369	0	32	3	404
Others	44	27	71	0	0	0	71
Subtotal	311	440	751	0	92	35	878
<u>Other</u>	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1,563</b>	<b>8,402</b>	<b>9,965</b>	<b>0</b>	<b>1,237</b>	<b>808</b>	<b>12,010</b>

1/ Excluding military technicians

2/ Navy Operational Support Centers (NOSC)

Exhibit PB-30W Full-Time Support Personnel (Reserves)

**RESERVE PERSONNEL, NAVY  
FULL-TIME SUPPORT PERSONNEL  
(End Strength)**

**FY 2018 (ESTIMATE)**

<u>Assignment</u>	<u>FTS Officers</u>	<u>FTS Enlisted</u>	<u>FTS Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian 1/</u>	<u>Total</u>
Individuals	20	305	325	0	0	0	325
Pay/Personnel Centers	81	149	230	0	0	9	239
Recruiting/Retention	194	984	1,178	0	0	0	1,178
<u>Units</u>							
Units	564	3,986	4,550	0	540	422	5,512
RC Unique Mgmt HQs	94	335	429	0	90	126	645
Unit Support - NOSC 2/	223	1,585	1,808	0	373	208	2,389
Maint Activities (Non-unit)	17	432	449	0	7	14	470
Subtotal	898	6,338	7,236	0	1,010	770	9,016
<u>Training (ROTC)</u>							
RC Non-unit Institutions	60	301	361	0	0	0	361
RC Schools	3	54	57	0	3	2	62
Subtotal	63	355	418	0	3	2	423
<u>Headquarters (HQs)</u>							
Service HQs	16	5	21	0	0	15	36
AC HQs	73	78	151	0	0	0	151
AC Instal/Activities	35	103	138	0	68	32	238
RC Chiefs Staff	133	199	332	0	32	0	364
Others	45	27	72	0	0	0	72
Subtotal	302	412	714	0	100	47	861
<u>Other</u>	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1,558</b>	<b>8,543</b>	<b>10,101</b>	<b>0</b>	<b>1,113</b>	<b>828</b>	<b>12,042</b>

1/ Excluding military technicians

2/ Navy Operational Support Centers (NOSC)

Exhibit PB-30W Full-Time Support Personnel (Reserves)

**RESERVE PERSONNEL, NAVY  
FULL-TIME SUPPORT PERSONNEL  
(End Strength)**

**FY 2019 (ESTIMATE)**

<u>Assignment</u>	<u>FTS Officers</u>	<u>FTS Enlisted</u>	<u>FTS Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian 1/</u>	<u>Total</u>
Individuals	20	307	327	0	0	0	327
Pay/Personnel Centers	79	167	246	0	0	9	255
Recruiting/Retention	191	966	1,157	0	0	0	1,157
<u>Units</u>							
Units	570	3,921	4,491	0	643	430	5,564
RC Unique Mgmt HQs	93	339	432	0	104	120	656
Unit Support - NOSC 2/	221	1,657	1,878	0	366	211	2,455
Maint Activities (Non-unit)	17	432	449	0	7	14	470
Subtotal	901	6,349	7,250	0	1,120	775	9,145
<u>Training (ROTC)</u>							
RC Non-unit Institutions	60	300	360	0	0	0	360
RC Schools	2	53	55	0	3	2	60
Subtotal	62	353	415	0	3	2	420
<u>Headquarters (HQs)</u>							
Service HQs	13	5	18	0	0	15	33
AC HQs	70	82	152	0	0	0	152
AC Instal/Activities	35	105	140	0	54	32	226
RC Chiefs Staff	133	199	332	0	32	0	364
Others	46	27	73	0	0	0	73
Subtotal	297	418	715	0	86	47	848
<u>Other</u>	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1,550</b>	<b>8,560</b>	<b>10,110</b>	<b>0</b>	<b>1,209</b>	<b>833</b>	<b>12,152</b>

1/ Excluding military technicians

2/ Navy Operational Support Centers (NOSC)

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY  
DRILLING RESERVIST PRIOR SERVICE ENLISTMENT BONUS (SELRES PS) 1/  
(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount												
Prior Obligations	1,004	\$1,623	669	\$1,065	452	\$699	301	\$463	153	\$230				
FY 2017														
Initial Payments	294	\$1,740												
Anniversary Payments			335	\$545	269	\$425	170	\$244	168	\$242	166	\$240		
FY 2018														
Initial Payments			337	\$2,161										
Anniversary Payments					284	\$459	271	\$435	192	\$284	186	\$275	186	\$275
FY 2019														
Initial Payments					332	\$2,111								
Anniversary Payments							287	\$462	286	\$461	197	\$293	197	\$293
FY 2020														
Initial Payments							332	\$2,111						
Anniversary Payments									303	\$486	288	\$460	193	\$289
FY 2021														
Initial Payments									332	\$2,111				
Anniversary Payments											295	\$482	294	\$479
FY 2022														
Initial Payments											332	\$2,111		
Anniversary Payments													311	\$503
FY 2023														
Initial Payments													332	\$2,111
Anniversary Payments														
Total														
Initial Payments	294	\$1,740	337	\$2,161	332	\$2,111	332	\$2,111	332	\$2,111	332	\$2,111	332	\$2,111
Anniversary Payments	1,004	\$1,623	1,004	\$1,610	1,005	\$1,583	1,029	\$1,604	1,102	\$1,703	1,132	\$1,750	1,181	\$1,839
Total Prior Service EB	1,298	\$3,363	1,341	\$3,771	1,337	\$3,694	1,361	\$3,715	1,434	\$3,814	1,464	\$3,861	1,513	\$3,950

1/ Amounts included in Administration and Support, Reserve Incentives.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY  
DRILLING RESERVIST SELECTED REENLISTMENT BONUS (SELRES SRB) 1/  
(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	385	\$410	207	\$210	177	\$179	144	\$144	63	\$64				
FY 2017														
Initial Payments	116	\$566												
Anniversary Payments			165	\$170	116	\$114	116	\$114	115	\$113	100	\$93		
Lump Sum														
FY 2018														
Initial Payments			170	\$913										
Anniversary Payments					140	\$138	139	\$137	132	\$131	115	\$116	95	\$89
Lump Sum														
FY 2019														
Initial Payments					140	\$688								
Anniversary Payments							140	\$138	130	\$129	120	\$121	110	\$111
Lump Sum														
FY 2020														
Initial Payments							140	\$688						
Anniversary Payments									140	\$138	129	\$128	124	\$124
Lump Sum														
FY 2021														
Initial Payments									140	\$688				
Anniversary Payments											131	\$130	131	\$130
Lump Sum														
FY 2022														
Initial Payments											140	\$688		
Anniversary Payments													135	\$134
Lump Sum														
FY 2023														
Initial Payments													140	\$688
Anniversary Payments														
Lump Sum														
Total														
Initial Payments	116	\$566	170	\$913	140	\$688	140	\$688	140	\$688	140	\$688	140	\$688
Anniversary Payments	385	\$410	372	\$380	433	\$431	539	\$533	580	\$575	595	\$588	595	\$588
Total Drilling Reservist SRB	501	\$976	542	\$1,293	573	\$1,119	679	\$1,221	720	\$1,263	735	\$1,276	735	\$1,276

*1/ Amounts included in Administration and Support, Reserve Incentives.*

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY  
FULL TIME SUPPORT ENLISTED SELECTED REENLISTMENT BONUS (FTS SRB) 1/  
(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	4	\$26	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2017														
Initial Payments	13	\$43	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	30	\$33	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2018														
Initial Payments	0	\$0	30	\$100	0	\$0	\$0	0	\$0	0	\$0	0	\$0	\$0
Anniversary Payments	0	\$0	0	0	4	\$30	0	\$0	0	\$0	0	\$0	0	\$0
FY 2019														
Initial Payments	0	\$0	0	\$0	30	\$100	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	4	\$30	0	\$0	0	\$0	0	\$0
FY 2020														
Initial Payments	0	\$0	0	\$0	0	\$0	30	\$100	0	\$0	0	\$0	\$0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30	0	\$0	0	\$0
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	30	\$100	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30	0	\$0
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	30	\$100	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	30	\$100
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	13	\$43	30	\$100	30	\$100	30	\$100	30	\$100	30	\$100	30	\$100
Anniversary Payments	4	\$26	30	\$33	4	\$30	4	\$30	4	\$30	4	\$30	4	\$30
Total FTS SRB	17	\$69	60	\$133	34	\$130	34	\$130	34	\$130	34	\$130	34	\$130

*1/ Amounts included in Administration and Support, Reserve Incentives.*

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY  
DRILLING RESERVIST NON-PRIOR SERVICE ENLISTMENT BONUS (SELRES NPS) 1/  
(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	1,769	\$1,166	1,277	\$822	939	\$590	536	\$341	216	\$137				
FY 2017														
Initial Payments	228	\$865												
Anniversary Payments			383	\$256	225	\$167	225	\$167	225	\$167	215	\$155		
FY 2018														
Initial Payments			375	\$1,298										
Anniversary Payments					300	\$213	300	\$213	300	\$213	294	\$206	294	\$206
FY 2019														
Initial Payments					306	\$1,098								
Anniversary Payments							306	\$220	306	\$220	300	\$213	300	\$213
FY 2020														
Initial Payments							312	\$1,133						
Anniversary Payments									310	\$225	300	\$213	300	\$213
FY 2021														
Initial Payments									311	\$1,123				
Anniversary Payments											305	\$218	305	\$218
FY 2022														
Initial Payments											306	\$1,098		
Anniversary Payments													305	\$218
FY 2023														
Initial Payments													306	\$1,098
Anniversary Payments														
Total														
Initial Payments	228	\$865	375	\$1,298	306	\$1,098	312	\$1,133	311	\$1,123	306	\$1,098	306	\$1,098
Anniversary Payments	1,769	\$1,166	1,660	\$1,078	1,464	\$970	1,367	\$941	1,357	\$962	1,414	\$1,005	1,504	\$1,068
Total Drilling Reserve NPS EB	1,997	\$2,031	2,035	\$2,376	1,770	\$2,068	1,679	\$2,074	1,668	\$2,085	1,720	\$2,103	1,810	\$2,166

*1/ Amounts included in Administration and Support, Reserve Incentives*

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY  
DRILLING RESERVIST OFFICER RETENTION BONUS (SELRES) 1/  
(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	51	\$780	36	\$555										
FY 2017														
Initial Payments	64	\$1,075												
Anniversary Payments			54	\$910	30	\$480								
FY 2018														
Initial Payments			49	\$885										
Anniversary Payments					42	\$690	30	\$480						
FY 2019														
Initial Payments					66	\$1,100								
Anniversary Payments							42	\$690	30	\$480				
FY 2020														
Initial Payments							66	\$1,100						
Anniversary Payments									42	\$690	30	\$480		
FY 2021														
Initial Payments									66	\$1,100				
Anniversary Payments											42	\$690	30	\$480
FY 2022														
Initial Payments											66	\$1,100		
Anniversary Payments													42	\$690
FY 2023														
Initial Payments													66	\$1,100
Anniversary Payments														
Total														
Initial Payments	64	\$1,075	49	\$885	66	\$1,100	66	\$1,100	66	\$1,100	66	\$1,100	66	\$1,100
Anniversary Payments	51	\$780	90	\$1,465	72	\$1,170	72	\$1,170	72	\$1,170	72	\$1,170	72	\$1,170
Total Officer Retention Bonus	115	\$1,855	139	\$2,350	138	\$2,270	138	\$2,270	138	\$2,270	138	\$2,270	138	\$2,270

*1/ Amounts included in Administration and Support, Reserve Incentives*

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY  
FULL TIME SUPPORT NAVY SPECIAL WARFARE OFFICER CONTINUATION PAY (FTS NSWCP) 1/  
(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	7	\$120	9	\$85	4	\$38	4	\$38	0	\$0	0	\$0	0	0
FY 2017														
Initial Payments	10	\$96	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	0
Anniversary Payments	0	\$0	4	\$150	3	\$25	3	\$25	3	\$25	0	\$0	0	0
FY 2018														
Initial Payments	0	\$0	3	\$28	0	\$0	0	\$0	0	\$0	0	\$0	0	0
Anniversary Payments	0	\$0	0	\$0	3	\$28	3	\$28	3	\$28	3	\$28	0	\$0
FY 2019														
Initial Payments	0	\$0	0	\$0	3	\$150	0	\$0	0	\$0	0	\$0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	4	\$38	4	\$38	4	\$38	4	\$38
FY 2020														
Initial Payments	0	\$0	0	\$0	0	\$0	4	\$150	0	\$0	0	\$0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	4	\$38	4	\$38	4	\$38
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	5	\$196	0	\$0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$38	4	\$38
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	5	\$158	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$38
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	0	4	\$148
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	10	\$96	3	\$28	3	\$150	4	\$150	5	\$196	5	\$158	4	\$148
Anniversary Payments	7	\$120	13	\$235	10	\$91	14	\$129	14	\$129	15	\$142	16	\$152
Total FTS NSW OCP	17	\$217	16	\$263	13	\$241	18	\$279	19	\$325	20	\$300	20	\$300

*1/ Amounts included in Administration and Support, FTS Officer Pay and Allowances.*

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY**  
**FULL TIME SUPPORT NAVY SPECIAL WARFARE CRITICAL SKILLS RETENTION BONUS (FTS NSW CSRB) 1/**  
**(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	8	\$150	9	\$155	5	\$85	4	\$70	0	\$0	0	0	0	0
FY 2017														
Initial Payments	2	\$40	0	\$0	0	\$0	0	\$0	0	0	0	0	0	0
Anniversary Payments	0	\$0	1	\$20	2	\$40	2	\$40	2	\$40	0	0	0	0
FY 2018														
Initial Payments	0	\$0	2	\$40	\$0	\$0	0	\$0	0	\$0	0	0	0	0
Anniversary Payments	0	\$0	\$0	\$0	2	\$40	2	\$40	2	\$40	2	\$40	0	0
FY 2019														
Initial Payments	0	\$0	0	\$0	2	\$40	0	\$0	0	\$0	0	0	0	0
Anniversary Payments	0	\$0	0	0	0	\$0	2	\$40	2	\$40	2	\$40	2	\$40
FY 2020														
Initial Payments	0	\$0	0	\$0	0	\$0	2	\$40	0	\$0	0	0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	\$0	\$0	2	\$40	2	\$40	2	\$40
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	3	\$70	0	0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	0	3	\$60	3	\$60
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	0	\$0	0	5	\$105	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	0	\$0	0	0	0	3	\$65
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	0	\$0	0	0	0	3	\$60
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	0	\$0	0	0	0	0	0
Total														
Initial Payments	2	\$40	2	\$40	2	\$40	2	\$40	3	\$70	5	\$105	3	\$60
Anniversary Payments	8	\$150	10	\$175	9	\$165	10	\$190	8	\$160	9	\$180	10	\$205
Total FTS NSW CSRB	10	\$190	12	\$215	11	\$205	12	\$230	11	\$230	14	\$285	13	\$265

1/ Amounts included in Administration and Support, FTS Officer Pay and Allowances.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY**  
**FULL TIME SUPPORT SURFACE WARFARE OFFICER CONTINUATION PAY (FTS SWOCP) 1/**  
**(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	1	\$10	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2017														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2018														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2019														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2020														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	1	\$10	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total FTS SWO CSR B OCP	1	\$10	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0

1/ Amounts included in Administration and Support, FTS Officer Pay and Allowances.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY**  
**FULL TIME SUPPORT JUNIOR SURFACE WARFARE OFFICER CRITICAL SKILLS RETENTION BONUS (FTS JR SWO CSRB) 1/**  
**(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	37	\$465	25	\$375	17	\$255	10	\$150	5	\$75	0	\$0	0	\$0
FY 2017														
Initial Payments	11	\$110	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	11	\$110	10	\$150	10	\$150	10	\$150	0	\$0	0	\$0
FY 2018														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2019														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2020														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	11	\$110	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	37	\$465	36	\$485	27	\$405	20	\$300	15	\$225	0	\$0	0	\$0
Total FTS SWO CSRB Junior	48	\$575	36	\$485	27	\$405	20	\$300	15	\$225	0	\$0	0	\$0

1/ Amounts included in Administration and Support, FTS Officer Pay and Allowances.

NOTE: SWO Jr. CSRB is due to phase out by FY21 and is being replaced by SWO DHRB bonus
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Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY**  
**FULL TIME SUPPORT LIEUTENANT COMMANDER SURFACE WARFARE OFFICER CRITICAL SKILLS RETENTION BONUS (FTS LCDR SWO CSRB) 1/**  
**(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	26	\$312	14	\$168	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2017														
Initial Payments	14	\$308	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	12	\$144	12	\$144	0	\$0	0	\$0	0	\$0	0	\$0
FY 2018														
Initial Payments	0	\$0	15	\$330	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	15	\$180	15	\$180	0	\$0	0	\$0	0	\$0
FY 2019														
Initial Payments	0	\$0	0	\$0	16	\$352	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	15	\$180	15	\$180	0	\$0	0	\$0
FY 2020														
Initial Payments	0	\$0	0	\$0	0	\$0	15	\$330	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	15	\$180	15	\$180	0	\$0
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	15	\$330	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	15	\$180	15	\$180
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	15	\$330	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	15	\$180
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	15	\$330
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	14	\$308	15	\$330	16	\$352	15	\$330	15	\$330	15	\$330	15	\$330
Anniversary Payments	26	\$312	26	\$312	27	\$324	30	\$360	30	\$360	30	\$360	30	\$360
Total FTS SWO CSRB LCDR	40	\$620	41	\$642	43	\$676	45	\$690	45	\$690	45	\$690	45	\$690

1/ Amounts included in Administration and Support, FTS Officer Pay and Allowances.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY**  
**FULL TIME SUPPORT SURFACE WARFARE OFFICER DEPARTMENT HEAD RETENTION BONUS (FTS SWO DHRB) 1/**  
**(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2017														
Initial Payments	25	\$250	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	8	\$96	11	\$132	14	\$168	14	\$168	14	\$168	0	\$0
FY 2018														
Initial Payments	0	\$0	34	\$340	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	12	\$144	14	\$168	14	\$168	14	\$168	14	\$168
FY 2019														
Initial Payments	0	\$0	0	\$0	36	\$360	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	15	\$180	14	\$168	14	\$168	14	\$168
FY 2020														
Initial Payments	0	\$0	0	\$0	0	\$0	38	\$380	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	14	\$168	14	\$168	14	\$168
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	40	\$400	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	14	\$168	14	\$168
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	42	\$420	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	14	\$168
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	42	\$420
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	25	\$250	34	\$340	36	\$360	38	\$380	40	\$400	42	\$420	42	\$420
Anniversary Payments	0	\$0	8	\$96	23	\$276	43	\$516	56	\$672	70	\$840	70	\$840
Total FTS SWO CSRB LCDR	25	\$250	42	\$436	59	\$636	81	\$896	96	\$1,072	112	\$1,260	112	\$1,260

1/ Amounts included in Administration and Support, FTS Officer Pay and Allowances.

NOTE: SWO DHRB replaces the SWO Jr. CSRB bonus beginning in 2016.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY  
FULL TIME SUPPORT AVIATION CAREER CONTINUATION PAY (FTS ACCP) 1/  
(\$ in Thousands)**

	<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	77	\$1,364	44	\$749	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2017														
Initial Payments	42	\$732	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	60	\$1,079	55	\$975	0	\$0	0	\$0	0	\$0	0	\$0
FY 2018														
Initial Payments	0	\$0	60	\$1,079	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	62	\$1,266	55	\$1,140	0	\$0	0	\$0	0	\$0
FY 2019														
Initial Payments	0	\$0	0	\$0	62	\$1,266	0	\$0	0	\$0	\$0	0	0	\$0
Anniversary Payments	0	\$0	0	0	0	\$0	62	\$1,266	55	\$1,140	\$0	0	0	\$0
FY 2020														
Initial Payments	0	\$0	0	\$0	0	\$0	62	\$1,266	0	0	\$0	0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	\$0	0	62	\$1,266	55	\$1,140	0	\$0
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	62	\$1,266	0	0	\$0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	\$0	0	62	\$1,266	55	\$1,140
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	62	\$1,266	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	\$0	0	62	\$1,266
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	62	\$1,266
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	42	\$732	60	\$1,079	62	\$1,266	62	\$1,266	62	\$1,266	62	\$1,266	62	\$1,266
Anniversary Payments	77	\$1,364	104	\$1,828	117	\$2,241	117	\$2,406	117	\$2,406	117	\$2,406	117	\$2,406
Total FTS ACCP	119	\$2,096	164	\$2,907	179	\$3,507	179	\$3,672	179	\$3,672	179	\$3,672	179	\$3,672

*1/ Amounts included in Administration and Support, FTS Officer Pay and Allowances.*

Detail of Military Personnel Requirements  
 Aviation Bonus - Business Case Analysis

<b>Reserve Personnel, Navy</b>	Estimate FY 2019	<b>\$3,507</b>
<b>Reserve Component Training and Support</b>	Estimate FY 2018	<b>\$2,907</b>
<b>Aviation Bonus - Business Case Analysis</b>	Actuals FY 2017	<b>\$2,096</b>

**Part I - Purpose and Scope**

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

**Part II - Justification of Funds Requested**

The aviation bonus program authorized in Title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

In addition to offering the aviation bonus, the Navy Reserve is also providing the following non-monetary incentives to maximize combat readiness now and in the future such as a choice of follow-on orders and the opportunity to complete a Master’s degree program.

**Business Case Analysis (BCA)**

The Full Time Support (FTS) Aviation Bonus (AvB) consists of two programs: the FTS Aviation Department Head Retention Bonus (ADHRB) and the FTS Aviation Command Retention Bonus (ACRB). Aforementioned NDAA increased the maximum rate for the AvB.

The FTS ADHRB offers a three year contract and is structured to contract aviators through the completion of their initial FTS Department Head (DH) tour, and obligates them into a second FTS tour through 15 years of commissioned service. The FY18 proposal addresses the DH inventory and retention shortfall by increasing amounts for aviators in specific Type/Model/Series (T/M/S).

The FTS ACRB program has been restructured from \$18k/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**

	FY 2017	FY 2018	FY 2019
Jet	82%	95%	95%
Prop	98%	98%	98%
Helo	98%	98%	98%

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

## Aviation Bonus - Business Case Analysis (Continued)

The FTS AvB (ADHRB and ACRB) are critical to aviation community health. ADHRB addresses the retention at an aviator's first release point and the ACRB addresses retention of a smaller pool of experienced officers required to fill Major Command billets. Amounts for the ADHRB and restructuring of the ACRB were determined by analyzing take rates and an increase of requests for Release from Active Duty and Voluntary Retirements.

ADHRB take-rate is 48% (VR logistics has a 28% take-rate).

- DH Inventory to billets in the aggregate is 88% (251/285).
- Retain FTS DH aviators to 15 Years Commissioned Service, beyond their first stop/go decision point.

ACRB take-rate is 60% since inception.

- Voluntary retirements doubled in FY17 from the previous 5 year average. FY18 pending retirements already

The AvB addresses the trend of airlines continuing to hire and lure Naval Aviators away from the enterprise. Additionally, the demand for O-6 aviators Post Commander Command is on average six per year to meet billet requirements. Current output of O-6 PCC is 10 per year. It is critical to retain as many as possible to ensure selectivity (quality) and also to ensure that all PCC billets can be sufficiently filled. Five of nine PCC billets require a PCC from a specific T/M/S (community).

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

ADHRB Aircraft Type	FY 2017			FY 2018			FY 2019		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Jet	57	\$22,544	\$1,285	78	\$23,077	\$1,800	81	\$27,136	\$2,198
Prop	21	\$10,000	\$210	39	\$11,538	\$450	39	\$12,667	\$494
Helo	29	\$13,276	\$385	35	\$12,600	\$441	41	\$12,073	\$495
<b>ADHRB Total</b>	<b>107</b>	<b>\$17,570</b>	<b>\$1,880</b>	<b>152</b>	<b>\$17,704</b>	<b>\$2,691</b>	<b>161</b>	<b>\$19,795</b>	<b>\$3,187</b>
ACRB Command Type	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
VFA/VAQ	2	\$18,000	\$36	2	\$18,000	\$36	2	\$20,000	\$40
VR	0	\$18,000	\$0	1	\$18,000	\$18	1	\$20,000	\$20
VTJ/VTP	6	\$18,000	\$108	7	\$18,000	\$126	8	\$20,000	\$160
HT/HM/HSC/HSM	2	\$18,000	\$36	1	\$18,000	\$18	3	\$20,000	\$60
NRD	2	\$18,000	\$36	1	\$18,000	\$18	2	\$20,000	\$40
<b>ACRB Total</b>	<b>12</b>	<b>\$18,000</b>	<b>\$216</b>	<b>12</b>	<b>\$18,000</b>	<b>\$216</b>	<b>16</b>	<b>\$20,000</b>	<b>\$320</b>
<b>ACCP Total</b>	<b>119</b>	<b>\$17,613</b>	<b>\$2,096</b>	<b>164</b>	<b>\$17,726</b>	<b>\$2,907</b>	<b>177</b>	<b>\$19,814</b>	<b>\$3,507</b>