

DEPARTMENT OF THE NAVY  
FISCAL YEAR (FY) 2020  
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES  
March 2019

Military Personnel, Navy (MPN)

The estimated cost for this report for the Department of Navy (DON) is \$12,104.

The estimated total cost for supporting the DON budget justification material is approximately \$1,803,116 for the 2019 fiscal year. This includes \$81,351 in supplies and \$1,721,765 in labor.

## Department of Defense Appropriations Act, 2020

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### **Military Personnel, Navy**

For pay, allowances, individual clothing, subsistence, interest on deposits, gratuities, permanent change of station travel (including all expenses thereof for organizational movements), and expenses of temporary duty travel between permanent duty stations, for members of the Navy on active duty (except members of the Reserve provided for elsewhere); and for payments pursuant to section 156 of Public Law 97-377, as amended (42 U.S.C. 402 note), and to the Department of Defense Military Retirement Fund, \$31,831,199,000.

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## Section 1

### Summary of Requirements by Budget Program

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

	FY 2018 Actuals	FY 2019 Enacted	FY 2020 Estimate
<b>DIRECT BASELINE PROGRAM</b>			
Pay and Allowances of Officers	7,928,221	8,301,031	8,632,047
Pay and Allowances of Enlisted Personnel	18,416,695	19,512,898	20,846,852
Pay and Allowances of Cadets / Midshipmen	82,012	83,875	85,203
Subsistence of Enlisted Personnel	1,171,652	1,205,928	1,272,785
Permanent Change of Station Travel	930,093	941,349	879,457
Other Military Personnel Costs	123,684	119,400	114,855
<b>Total Baseline Program Funding</b>	<b>\$ 28,652,357</b>	<b>\$ 30,164,481</b>	<b>\$ 31,831,199</b>
<b>REIMBURSABLE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	290,029	255,114	309,958
Pay and Allowances of Enlisted Personnel	114,932	103,528	117,030
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel	7,205	7,989	7,553
Permanent Change of Station Travel			
Other Military Personnel Costs			
<b>Total Reimbursable Baseline Program Funding</b>	<b>\$ 412,166</b>	<b>\$ 366,631</b>	<b>\$ 434,541</b>
<b>TOTAL BASELINE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	8,218,250	8,556,145	8,942,005
Pay and Allowances of Enlisted Personnel	18,531,627	19,616,426	20,963,882
Pay and Allowances of Cadets / Midshipmen	82,012	83,875	85,203
Subsistence of Enlisted Personnel	1,178,857	1,213,917	1,280,338
Permanent Change of Station Travel	930,093	941,349	879,457
Other Military Personnel Costs	123,684	119,400	114,855
<b>Total Baseline Program Funding</b>	<b>\$ 29,064,523</b>	<b>\$ 30,531,112</b>	<b>\$ 32,265,740</b>

**MILITARY PERSONNEL, NAVY  
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

**ACTIVE FORCES**

**(In Thousands of Dollars)**

	FY 2018 Actuals	FY 2019 Enacted	FY 2020 Estimate
<b>OCO FUNDING</b>			
Pay and Allowances of Officers	140,337	139,714	
Pay and Allowances of Enlisted Personnel	194,776	189,970	
Pay and Allowances of Cadets / Midshipmen		-	
Subsistence of Enlisted Personnel	32,419	33,932	
Permanent Change of Station Travel	11,587	12,234	
Other Military Personnel Costs	8,131	9,611	
<b>Total OCO Program Funding</b>	<b>\$ 387,250</b>	<b>\$ 385,461</b>	-
<b>TOTAL PROGRAM FUNDING</b>			
Pay and Allowances of Officers	8,358,587	8,695,859	8,942,005
Pay and Allowances of Enlisted Personnel	18,726,403	19,806,396	20,963,882
Pay and Allowances of Cadets / Midshipmen	82,012	83,875	85,203
Subsistence of Enlisted Personnel	1,211,276	1,247,849	1,280,338
Permanent Change of Station Travel	941,680	953,583	879,457
Other Military Personnel Costs	131,815	129,011	114,855
<b>Total Program Funding</b>	<b>\$ 29,451,773</b>	<b>\$ 30,916,573</b>	<b>\$ 32,265,740</b>
<b>LESS: OCO Funding</b>			
Pay and Allowances of Officers	-	(139,714)	-
Pay and Allowances of Enlisted Personnel	-	(189,970)	-
Pay and Allowances of Cadets / Midshipmen	-	-	-
Subsistence of Enlisted Personnel	-	(33,932)	-
Permanent Change of Station Travel	-	(12,234)	-
Other Military Personnel Costs	-	(9,611)	-
<b>TOTAL PROGRAM</b>	<b>-</b>	<b>(385,461)</b>	<b>-</b>
<b>Revised Total Program</b>			
Pay and Allowances of Officers	8,358,587	8,556,145	8,942,005
Pay and Allowances of Enlisted Personnel	18,726,403	19,616,426	20,963,882
Pay and Allowances of Cadets / Midshipmen	82,012	83,875	85,203
Subsistence of Enlisted Personnel	1,211,276	1,213,917	1,280,338
Permanent Change of Station Travel	941,680	941,349	879,457
Other Military Personnel Costs	131,815	119,400	114,855
<b>REVISED TOTAL PROGRAM*</b>	<b>29,451,773</b>	<b>30,531,112</b>	<b>32,265,740</b>

**MILITARY PERSONNEL, NAVY  
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

**ACTIVE FORCES**

**(In Thousands of Dollars)**

	FY 2018 Actuals	FY 2019 Enacted	FY 2020 Estimate
Medicare-Eligible Retiree Health Fund Contribution, Navy	\$ 1,577,118	\$ 1,465,880	\$ 1,549,638
<b>TOTAL MILITARY PERSONNEL PROGRAM COST</b>	<b>\$ 31,028,891</b>	<b>\$ 32,213,661</b>	<b>\$ 33,815,378</b>

Section 2  
Introduction

**MILITARY PERSONNEL, NAVY  
INTRODUCTION - ARMED FORCES**

The Military Personnel, Navy (MPN) appropriation provides resources necessary to compensate military personnel required to man approved force structure and support infrastructure, including those officer and enlisted personnel within the individuals account: students, trainees, transients, patients, prisoners, holdees, and midshipmen.

Navy active and reserve end strength continues to adjust and align to overall force structure changes. In particular, the active force continues the growth begun in FY 2018 across the FYDP as we grow our fleet, introduce new platforms and capabilities, address lessons learned from our collisions at sea, and reduce gaps in fleet manning. In FY2018 we were able to increase the Navy by nearly 6,000 personnel - the largest single-year increase of the past 30-years - and expect to increase at least 5,500 in FY 2019 and another substantial increase in FY 2020 to end at 340,500 personnel.

To recruit and retain the manpower we need, the budget fully funds recruiters, as well as the necessary incentives, such as enlistment and reenlistment bonuses, to ensure we not only have the numbers, but also the critical skillsets needed for success.

The FY 2020 budget supports the quality of life for our Sailors and their families with a 3.1% pay raise - aligning with the Employment Cost Index (ECI).

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2020 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Department of the Navy has continued to identify specific programs/line items (i.e. PCS, SIK) and the root causes for significant unexpended balances in each year, and is developing specific actions (i.e. request for a two-year funding, educating shipboard Supply Officers on corrective measures) to reduce unexpended balances.

Additionally, a detailed analysis of permanent change of station (PCS) fund management processes was conducted during the FY 2020 Budget Review. Historically, PCS moves have been a significant contributor to undisbursed balances – accounting for more than 25 percent of the annual unexpended balances within the military personnel appropriations. To improve the efficiency of PCS fund management, the Department has identified long-term financial process improvements that will help eliminate unresolved weaknesses in current PCS systems, cost estimating processes, and accounting reconciliation efforts. Addressing PCS issues is a top reform priority, but implementation of longer-term automated solutions through integrated pay and personnel systems is still a few years off for most Components. Therefore, the Department is seeking to extend the period of availability for PCS funding from 1-year to 2-years. Prior accounting data shows that on average only 59 percent of total expected PCS disbursements occur during the fiscal year available for obligation. In the following year, disbursements increase to 90 percent on average within 6 months and to 97 percent by the end of the second year. Due to the long lead time between when PCS orders are issued/obligated and ultimately settled, extending the period of availability of military PCS funding from 1 to 2-years will improve the expenditure rates and increase the buying power of the military personnel appropriation budgets.

## SUMMARY OF ECONOMIC ASSUMPTIONS

### FISCAL YEAR 2018

- a. The \$29,451,773 funding supported an end strength of 329,867 with an average strength of 330,002.
- b. Retired pay accrual percentage was 28.4 percent of the basic pay for full-time active duty and 22.6 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 2.4 percent across the board, effective 1 January 2018.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 2.7 percent effective 1 January 2018.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was 0.3 percent for both officers and enlisted personnel, effective 1 January 2018.
- f. The non-pay inflation rate was 2.2 percent.

### FISCAL YEAR 2019

- a. Estimated funding of \$30,747,781 supports an end strength of 338,877 with an average strength 334,432.
- b. Retired pay accrual percentage is 30.4 percent of the basic pay for full-time active duty and 24.7 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 2.6 percent across the board and effective 1 January 2019.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.6 percent, effective 1 January 2019.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 0.0 percent for both officers and enlisted personnel, effective 1 January 2019.
- f. The non-pay inflation rate is 2.0 percent.

### FISCAL YEAR 2020

- a. The requested \$32,265,741 funding will support an end strength of 340,500 with an average strength 340,392.
- b. Retired pay accrual percentage is 31.0 percent of the basic pay for full-time active duty and 24.4 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise is expected to be 3.1 percent across the board and effective 1 January 2020.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate is expected to be 4.1 percent effective 1 January 2020.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is expected to be 2.4 percent for both officers and enlisted personnel, effective 1 January 2020.
- f. The non-pay inflation rate is expected to be 2.0 percent.

**MILITARY PERSONNEL, NAVY  
PERFORMANCE MEASURES AND EVALUATION SUMMARY**

Activity: Active Military Personnel

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

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

PERFORMANCE MEASURES:

	FY 2018 Actuals	FY 2019 Planned	FY 2020 Planned
Average Strength	330,002	334,432	340,392
End Strength	329,867	338,877	340,500
Authorization End Strength	327,900	335,400	

Recruiting

	FY 2018 Actuals	FY 2019 Planned	FY 2020 Planned
1. Numeric goals - Active Enlisted			
Accession Goal	39,000	40,000	40,000
Accessions Attained	39,133		
New Contract Objective (NCO)	35,927	45,352	38,955
New Contracts Attained (NCA)	38,270	9,232	

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

Note:

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

	FY 2018 Actuals	FY 2019 Planned	FY 2020 Planned
2. Quality Goals			
- HSDG percent	95.0	95.0	95.0
Actual	97.8	97.6	
- Test Score Category I-III percent	70.0	70.0	70.0
Actual	75.3	72.4	

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

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

Section 3  
Summary Charts

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

	FY 2018 Actuals		FY 2019 Planned		FY 2020 Planned	
	Average Strength	End Strength 30-Sep-18	Average Strength	End Strength 30-Sep-19	Average Strength	End Strength 30-Sep-20
<b>DIRECT PROGRAM</b>						
Officers	54,374	53,739	54,119	54,178	54,515	53,930
Enlisted	267,034	269,502	273,751	278,011	279,332	279,994
Academy (Cadets/Midshipmen)	4,344	4,456	4,359	4,466	4,315	4,348
Sub-Total	325,752	327,697	332,229	336,655	338,162	338,272
<b>REIMBURSABLE PROGRAM</b>						
Officers	506	1,006	1,032	1,052	1,062	1,065
Enlisted	584	1,164	1,171	1,170	1,168	1,163
Sub-Total	1,090	2,170	2,203	2,222	2,230	2,228
<b>TOTAL PROGRAM</b>						
Officers	54,880	54,745	55,151	55,230	55,577	54,995
Enlisted	267,618	270,666	274,922	279,181	280,500	281,157
Academy (Cadets/Midshipmen)	4,344	4,456	4,359	4,466	4,315	4,348
TOTAL PROGRAM	326,842	329,867	334,432	338,877	340,392	340,500
<b>Supplemental (OCO)</b>						
Officers	858					
Enlisted	2,302					
Supplemental (OCO) Funded Strength	3,160					
<b>REVISED TOTAL PROGRAM</b>						
Officers	55,738	54,745	55,151	55,230	55,577	54,995
Enlisted	269,920	270,666	274,922	279,181	280,500	281,157
Academy (Cadets/Midshipmen)	4,344	4,456	4,359	4,466	4,315	4,348
REVISED TOTAL PROGRAM	330,002	329,867	334,432	338,877	340,392	340,500

1/ FY 2018 Average Strength includes 858 Officers and 2,302 enlisted mobilized Reserve Component in support of OEF/OIF/OIR/OFS.

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

	FY 2018 Actuals	FY 2019 Projected	FY 2020 Projected
Navy Reserve	23	22	20

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

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

	FY 2018		FY 2019		FY 2020	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	8		9		9	
0-9 Vice Admiral	20		20		20	
0-8 Rear Admiral (UH)	65	1	72	1	74	1
0-7 Rear Admiral (LH)	124	2	136	3	143	3
0-6 Captain	3,122	57	3,169	60	3,189	62
0-5 Commander	6,668	125	6,727	129	6,720	132
0-4 Lieutenant Commander	10,583	194	10,629	202	10,608	205
0-3 Lieutenant	18,746	344	18,567	354	18,178	352
0-2 Lieutenant (JG)	6,865	126	7,101	135	7,253	140
0-1 Ensign	6,809	125	7,015	134	6,973	135
<b>TOTAL</b>	<b>53,010</b>	<b>974</b>	<b>53,445</b>	<b>1,018</b>	<b>53,167</b>	<b>1,030</b>
Warrant Officers						
W-5 Warrant Officer	87	2	80	2	77	1
W-4 Warrant Officer	394	7	414	8	423	8
W-3 Warrant Officer	647	12	691	13	725	14
W-2 Warrant Officer	607	11	600	11	603	12
W-1 Warrant Officer						
<b>TOTAL</b>	<b>1,735</b>	<b>32</b>	<b>1,785</b>	<b>34</b>	<b>1,828</b>	<b>35</b>
<b>Total Officer Personnel</b>	<b>54,745</b>	<b>1,006</b>	<b>55,230</b>	<b>1,052</b>	<b>54,995</b>	<b>1,065</b>
Enlisted Personnel						
E-9 Master Chief Petty Officer	2,641	11	2,827	12	2,937	12
E-8 Senior Chief Petty Officer	6,620	28	7,513	31	7,947	33
E-7 Chief Petty Officer	21,294	92	22,106	93	22,383	93
E-6 1st Class Petty Officer	49,233	212	52,690	221	53,968	223
E-5 2nd Class Petty Officer	67,873	293	64,310	268	65,776	272
E-4 3rd Class Petty Officer	51,958	223	57,208	240	52,936	219
E-3 Seaman	42,798	184	42,162	177	45,308	187
E-2 Seaman Apprentice	15,412	66	16,155	68	15,661	65
E-1 Seaman Recruit	12,837	55	14,210	60	14,241	59
<b>Total Enlisted</b>	<b>270,666</b>	<b>1,164</b>	<b>279,181</b>	<b>1,170</b>	<b>281,157</b>	<b>1,163</b>
<b>Total Officer and Enlisted</b>	<b>325,411</b>	<b>2,170</b>	<b>334,411</b>	<b>2,222</b>	<b>336,152</b>	<b>2,228</b>
Midshipmen	4,456		4,466		4,348	
<b>TOTAL END STRENGTH</b>	<b>329,867</b>	<b>2,170</b>	<b>338,877</b>	<b>2,222</b>	<b>340,500</b>	<b>2,228</b>

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

	FY 2018		FY 2019		FY 2020	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
<b>Commissioned Officers</b>						
0-10 Admiral	8		8		10	
0-9 Vice Admiral	39		36		36	
0-8 Rear Admiral (UH)	61	1	63	1	60	1
0-7 Rear Admiral (LH)	110	1	119	3	137	3
0-6 Captain	3,147	29	3,060	59	3,124	61
0-5 Commander	6,798	63	6,645	127	6,709	131
0-4 Lieutenant Commander	10,814	97	10,455	198	10,499	204
0-3 Lieutenant	19,316	172	19,030	349	19,007	353
0-2 Lieutenant (JG)	6,967	63	7,047	131	7,185	138
0-1 Ensign	6,745	63	6,918	130	6,984	135
<b>TOTAL</b>	<b>54,005</b>	<b>489</b>	<b>53,381</b>	<b>998</b>	<b>53,751</b>	<b>1,026</b>
<b>Warrant Officers</b>						
W-5 Warrant Officer	81	1	83	2	79	2
W-4 Warrant Officer	389	4	400	8	419	8
W-3 Warrant Officer	668	6	697	13	734	14
W-2 Warrant Officer	595	6	590	11	594	12
<b>TOTAL</b>	<b>1,733</b>	<b>17</b>	<b>1,770</b>	<b>34</b>	<b>1,826</b>	<b>36</b>
<b>Total Officer Personnel</b>	<b>55,738</b>	<b>506</b>	<b>55,151</b>	<b>1,032</b>	<b>55,577</b>	<b>1,062</b>
<b>Enlisted Personnel</b>						
E-9 Master Chief Petty Officer	2,627	6	2,697	12	2,861	12
E-8 Senior Chief Petty Officer	6,624	14	6,916	30	7,660	32
E-7 Chief Petty Officer	20,987	46	21,228	93	21,870	93
E-6 1st Class Petty Officer	49,662	106	52,428	217	54,402	222
E-5 2nd Class Petty Officer	67,038	147	65,101	281	65,748	270
E-4 3rd Class Petty Officer	52,791	112	51,779	232	52,498	230
E-3 Seaman	44,626	92	46,218	181	45,890	182
E-2 Seaman Apprentice	13,798	33	15,127	67	15,577	67
E-1 Seaman Recruit	11,767	28	13,428	58	13,994	60
<b>Total Enlisted</b>	<b>269,920</b>	<b>584</b>	<b>274,922</b>	<b>1,171</b>	<b>280,500</b>	<b>1,168</b>
<b>Total Officer and Enlisted</b>	<b>325,658</b>	<b>1,090</b>	<b>330,073</b>	<b>2,203</b>	<b>336,077</b>	<b>2,230</b>
Midshipmen	4,344		4,359		4,315	
<b>TOTAL AVERAGE STRENGTH</b>	<b>330,002</b>	<b>1,090</b>	<b>334,432</b>	<b>2,203</b>	<b>340,392</b>	<b>2,230</b>

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

	FY 2018 Actuals				FY 2019 Estimate				FY 2020 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
September	54,473	265,030	4,441	323,944	54,745	270,666	4,456	329,867	55,230	279,181	4,466	338,877
October	54,439	264,452	4,441	323,332	54,685	271,165	4,453	330,303	55,110	278,476	4,456	338,042
November	54,303	265,118	4,437	323,858	54,607	272,198	4,450	331,255	55,022	278,812	4,448	338,282
December	54,268	265,609	4,435	324,312	54,604	273,143	4,440	332,187	54,988	279,148	4,431	338,567
January	54,166	266,408	4,419	324,993	54,500	274,508	4,426	333,434	54,917	279,545	4,410	338,872
February	54,116	267,308	4,407	325,831	54,421	274,848	4,419	333,688	54,894	280,099	4,400	339,393
March	53,948	267,327	4,402	325,677	54,197	274,441	4,416	333,054	54,677	280,248	4,391	339,316
April	53,978	267,323	4,398	325,699	54,219	274,436	4,408	333,063	54,648	280,493	4,381	339,522
May	55,248	268,206	4,387	327,841	55,457	274,485	3,339	333,281	55,933	281,047	3,301	340,281
June	55,406	268,358	3,335	327,099	55,623	275,585	4,520	335,728	55,993	281,051	4,407	341,451
July	55,235	269,882	4,503	329,620	55,555	277,807	4,501	337,863	55,835	281,282	4,387	341,504
August	54,951	270,408	4,490	329,849	55,345	278,600	4,475	338,420	55,554	281,123	4,364	341,041
September	54,745	270,666	4,456	329,867	55,230	279,181	4,466	338,877	54,995	281,157	4,348	340,500
<b>Average Strength</b>	<b>54,556</b>	<b>267,355</b>	<b>4,344</b>		<b>54,851</b>	<b>274,679</b>	<b>4,359</b>	<b>333,889</b>	<b>55,251</b>	<b>280,134</b>	<b>4,315</b>	<b>339,700</b>

	FY 2018				FY 2019				FY 2020			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
<u>Active Duty for Operational Support (ADOS)</u>												
<u>Baseline ADOS</u>												
<b>Average Strength</b>	168	82		250	172	92		264	175	95		270
Dollars in Millions	29.2	11.1		40.3	29.9	11.5		41.4	29.1	11.7		40.8
<u>Reimbursable ADOS</u>												
<b>Average Strength</b>	138	131		269	125	115		240	125	115		240
Dollars in Millions	29.1	16.2		45.3	30.2	16.9		47.1	31.4	17.5		48.9
<u>Selected Reserve 12304b Authority</u>												
<b>Average Strength</b>	18	50		68	3	36		39	26	156		182
Dollars in Millions	2.0	4.0		6.0	0.6	2.7		3.3	3.0	18.7		21.7
<u>OCO - Mobilized Reserve</u>												
<b>Average Strength</b>	858	2302		3160								
Dollars in Millions	140.3	194.7		318.9								
<b>Total Average Strength (ADOS)</b>	<b>55,738</b>	<b>269,920</b>	<b>4,344</b>	<b>330,002</b>	<b>55,151</b>	<b>274,922</b>	<b>4,359</b>	<b>334,432</b>	<b>55,577</b>	<b>280,500</b>	<b>4,315</b>	<b>340,392</b>

**Strength in the FY 2020 President's Budget Baseline Request**

	FY 2019 Estimate				FY 2020 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
End Strength	55,230	279,181	4,466	338,877	54,995	281,157	4,348	340,500
Average Strength	55,151	274,922	4,359	334,432	55,577	280,500	4,315	340,392

**FY2020 12304b Requested Levels: 182 Work Years**

**10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands**

Introduction: The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. § 12304b, which provides the Secretary of the Navy the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY2020, the Navy plans to utilize 12304b in support of preplanned and base funded missions identified by the Combatant Commanders. The Navy may use authority granted in 10 U.S.C. § 12301(d) for Sailors volunteering to support any of these missions.

**FLT Support Team 3M Deployers (7 work-years)**

Funds SELRES to provide deployable 3M support for Fleet Survey Teams (FST). Many operational command lacks AC manpower and expertise to maintain 3M program requirements, and conduct maintenance and repairs in the field. RC augmentation will provide the resident expertise required to conduct field maintenance and equipment repair. Supports USW, IHO Safety of Navigation, amphibious warfare, MIW, ASW, NSW and Humanitarian Assistance/Disaster Response (HA/DR) in support of CCMD and Fleet requirements. Supports all geographic CCMD/Flt CDR deliberate plans through execution of hydrographic survey ops. Unclassified examples include precise bottom mapping for CVN/ARG port visits and ship-to-shore amphibious landings. Activated Sailors will be placed on orders for a period no longer than 365 days.

**NAVELSG and NSW (29 work years)**

Fund SELRES from NECC Expeditionary Logistics RC Battallions and Naval Special Warfare Task Elements for enduring GFMAP commitments to Combatant Commanders. Activated Sailors will be placed on orders for a period no longer than 365 days.

**NOMWC RC ISO MIW PMA (11 work-years)**

Funds 12304b for workup/deployment of SELRES from Naval Oceanography Mine Warfare Center (NOMWC) under 10 USC for two mine warfare (MIW) post-mission analysis (PMA) cells in conjunction with NECC Expeditionary MCM Companies (ExMCMs) in EUCOM / C6F. PMA requirements continue to increase globally. SELRES would enable CNMOC and NECC ExMCMs to fulfill emerging EUCOM/C6F MIW and PMA requirements. and ensure NOMWC can support EUCOM MIW presence (OPLAN/CONPLANS) per C6F requirements. Activated Sailors will be placed on orders for a period no longer than 365 days.

**PACOM ResComp ISO Op Pac Eagle-P (22 work-years)**

Funds 12304b for support of pre-planned support to Operation Pacific Eagle Philippines, supporting counterterrorism partnership engagements and stability operations. Support includes Planners, Watch Standers, Engineers and Logistics Planners. Provides dedicated augments to existing staff to focus support on the OPE-P mission and allow AC staff to support steady state and crisis operations/planning throughout the PACOM AOR. Activated Sailors will be placed on orders for a period no longer than 365 days.

**HM-14 Squadron Deployment Mobilization (13 work-years)**

In order to adequately man a three aircraft (MH-53E) detachment, SELRES are required for deployment in FY20. HM-14 supports an enduring OCONUS mine countermeasure and heavy vertical lift detachment in Korea. Activated Sailors will be placed on orders for a period no longer than 365 days.

**HSM-60 Squadron Deployment Mobilization (26 work-years)**

To man one two-aircraft (MH-60R) detachment, SELRES are required for the deployment. Activated Sailors will be placed on orders for a period no longer than 365 days.

**Navy RC ISO USMC GFMAP (60 work-years)**

Funding provides deployable RC Navy support to include medical and religious teams for SECDEF approved GFMAP driven by USMC schedule in support of pre-planned missions for PACOM via MARFORPAC, SOUTHCOM via MARFORSOUTH, and NORTHCOM via MARFORNORTH. Activated Sailors will be placed on orders for a period no longer than 365 days.

**VAQ CTT Deployments Mobilization (2 work-years)**

Expected manning levels of CTT personnel for Exped and CVW VAQ deployments are insufficient to meet mission demands. Request MPN funding to mobilize an additional CTT with a 9102 NEC (OPELINT Analyst) qualified SELRES to augment existing techs for Expeditionary and CVW VAQ squadrons. Activated Sailors will be placed on orders for a period no longer than 365 days.

**VAQ-209 Squadron Deployment Mobilization (12 work-years)**

Funds SELRES VAQ squadron mobilizations in FY20 supporting SECDEF approved GFMAP deployment schedule. Activated Sailors will be placed on orders for a period no longer than 365 days.

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

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
<b>Begin Strength</b>	<b>54,473</b>	<b>54,745</b>	<b>55,230</b>
<b>Gains</b>			
Naval Academy	788	793	790
Reserve Officer Training Corps	814	792	796
Senior ROTC	95	81	86
Scholarship	719	711	710
Health Professions Scholarships	447	466	413
Reserve Officer Candidates			
Other Enlisted Commissioning Programs	1,594	1,812	1,715
Voluntary Active Duty	23	28	26
Direct Appointments	402	406	302
Warrant Officer Programs	192	215	202
Other	29	45	37
Gain Adjustment	6	1	
<b>Total Gains</b>	<b>4,295</b>	<b>4,558</b>	<b>4,281</b>
<b>Losses</b>			
Expiration of Contract / Obligation	269	281	280
Normal Early Release			
Retirement	2,086	2,105	2,184
Disability			
Non-disability	2,086	2,105	2,184
TERA			
Voluntary Separation - VSI			
Voluntary Separation - SSB			
Involuntary Separation - Reserve Officers			
Involuntary Separation - Regular Officers	242	231	250
Attrition	1,195	1,231	1,231
Other	111	99	101
Loss Adjustment	120	126	470
<b>Total Losses</b>	<b>4,023</b>	<b>4,073</b>	<b>4,516</b>
<b>End Strength</b>	<b>54,745</b>	<b>55,230</b>	<b>54,995</b>

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

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
<b>Begin Strength</b>	<b>265,030</b>	<b>270,666</b>	<b>279,181</b>
<b>Gains</b>			
Non-prior Service Enlistments	38,962	39,621	36,700
Male	29,474	30,892	27,234
Female	9,488	8,729	9,466
Prior Service Enlistments	171	379	400
National Call to Service			
Reenlistments	46,795	39,691	44,299
Reserve Recall	14	50	50
Officer Candidate Programs	1,340	1,610	1,677
Returned from Dropped Rolls	570	801	950
Gain Adjustment	969	149	
<b>Total Gains</b>	<b>88,821</b>	<b>82,301</b>	<b>84,076</b>
<b>Losses</b>			
Expiration of Term of Service (ETS)	14,181	13,234	15,792
Normal Early Release			
Programmed Early Release			
Separations - VSP			
Separations - SSB			
To Commissioned Officer	1,415	1,655	1,737
To Warrant Officer	192	215	202
Reenlistment	46,795	39,691	44,299
Retirement	4,615	3,770	5,128
TERA			
Other			
Dropped from Rolls (Deserters)	78	1,798	84
Attrition (Adverse Causes)	3,368	1,721	3,546
Attrition (Other)	12,540	11,702	11,312
Reserve Components			
Other Losses			
Loss Adjustment	1		
<b>Total Losses</b>	<b>83,185</b>	<b>73,786</b>	<b>82,100</b>
<b>End Strength</b>	<b>270,666</b>	<b>279,181</b>	<b>281,157</b>

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

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
<b>Begin Strength</b>	<b>4,441</b>	<b>4,456</b>	<b>4,466</b>
<b>Gains</b>			
Entering Midshipmen	1,196	1,200	1,125
Re-Admit Midshipmen			
<b>Total Gains</b>	<b>1,196</b>	<b>1,200</b>	<b>1,125</b>
<b>Losses</b>			
Attrition	114	123	163
Death			
Graduates	1,067	1,067	1,080
<b>Total Losses</b>	<b>1,181</b>	<b>1,190</b>	<b>1,243</b>
<b>End Strength</b>	<b>4,456</b>	<b>4,466</b>	<b>4,348</b>

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

	FY 2018			FY 2019			FY 2020		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	\$ 4,351,195	\$ 9,338,896	\$ 13,690,091	\$ 4,393,898	\$ 9,741,067	\$ 14,134,965	\$ 4,561,662	\$ 10,279,881	\$ 14,841,543
2. Retired Pay Accrual	\$ 1,228,076	\$ 2,637,756	\$ 3,865,832	\$ 1,334,235	\$ 2,961,110	\$ 4,295,345	\$ 1,411,830	\$ 3,186,556	\$ 4,598,386
3. Thrift Savings Plan (TSP)	\$ 17,949	\$ 24,335	\$ 42,284	\$ 39,739	\$ 70,293	\$ 110,032	\$ 59,653	\$ 100,891	\$ 160,544
4. Basic Allowance for Housing	\$ 1,534,058	\$ 4,397,404	\$ 5,931,462	\$ 1,553,730	\$ 4,573,943	\$ 6,127,673	\$ 1,599,286	\$ 4,785,627	\$ 6,384,913
A. With Dependents - Domestic	\$ 1,010,073	\$ 2,949,924	\$ 3,959,997	\$ 1,022,677	\$ 3,101,067	\$ 4,123,744	\$ 1,007,966	\$ 3,252,842	\$ 4,260,808
B. Without Dependents - Domestic	\$ 404,371	\$ 1,119,860	\$ 1,524,231	\$ 417,474	\$ 1,156,261	\$ 1,573,735	\$ 426,597	\$ 1,200,829	\$ 1,627,426
C. Substandard Family Housing - Domestic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Partial - Domestic	\$ 60	\$ 6,615	\$ 6,675	\$ 59	\$ 6,880	\$ 6,939	\$ 59	\$ 6,840	\$ 6,899
E. With Dependents - Overseas	\$ 72,680	\$ 166,414	\$ 239,094	\$ 68,624	\$ 162,183	\$ 230,807	\$ 70,484	\$ 170,282	\$ 240,766
F. Without Dependents - Overseas	\$ 46,874	\$ 154,591	\$ 201,465	\$ 44,896	\$ 147,552	\$ 192,448	\$ 46,052	\$ 153,152	\$ 199,204
5. Subsistence	\$ 170,449	\$ 1,211,276	\$ 1,381,725	\$ 168,359	\$ 1,226,015	\$ 1,394,374	\$ 172,715	\$ 1,280,338	\$ 1,453,053
A. Basic Allowance for Subsistence	\$ 170,449	\$ 802,029	\$ 972,478	\$ 168,359	\$ 808,069	\$ 976,428	\$ 172,715	\$ 847,463	\$ 1,020,178
1. Authorized to Mess Separately	\$ 170,449	\$ 799,194	\$ 969,643	\$ 168,359	\$ 804,824	\$ 973,183	\$ 172,715	\$ 844,106	\$ 1,016,821
2. Leave Rations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3. Rations-In-Kind Not Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4. BAS II	\$ -	\$ 2,835	\$ 2,835	\$ -	\$ 3,245	\$ 3,245	\$ -	\$ 3,357	\$ 3,357
5. Augmentation for Separate Meals	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6. Partial BAS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B. Subsistence-In-Kind	\$ -	\$ 409,247	\$ 409,247	\$ -	\$ 417,941	\$ 417,941	\$ -	\$ 432,870	\$ 432,870
1. Subsistence in Messes	\$ -	\$ 381,555	\$ 381,555	\$ -	\$ 390,228	\$ 390,228	\$ -	\$ 405,961	\$ 405,961
2. Special Rations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3. Operational Rations	\$ -	\$ 1,610	\$ 1,610	\$ -	\$ 1,611	\$ 1,611	\$ -	\$ 1,640	\$ 1,640
4. Augmentation Rations & Other Programs	\$ -	\$ 53,443	\$ 53,443	\$ -	\$ 53,483	\$ 53,483	\$ -	\$ 54,445	\$ 54,445
5. SIK Cash Collections	\$ -	\$ (27,361)	\$ (27,361)	\$ -	\$ (27,381)	\$ (27,381)	\$ -	\$ (29,176)	\$ (29,176)
C. FSSA	\$ -	\$ -	\$ -	\$ -	\$ 5	\$ 5	\$ -	\$ 5	\$ 5
6. Incentive Pay, Hazardous Duty, and Aviation Career	\$ 139,107	\$ 94,529	\$ 233,636	\$ 159,594	\$ 107,133	\$ 266,727	\$ 167,877	\$ 109,034	\$ 276,911
A. Flying Duty Pay	\$ 106,910	\$ 13,002	\$ 119,912	\$ 121,604	\$ 20,247	\$ 141,851	\$ 128,577	\$ 20,609	\$ 149,186
1. Aviation Career, Officers	\$ 57,431	\$ -	\$ 57,431	\$ 79,407	\$ -	\$ 79,407	\$ 80,450	\$ -	\$ 80,450
2. Crew Members	\$ 13,892	\$ 59	\$ 13,951	\$ 63	\$ 59	\$ 122	\$ 84	\$ 59	\$ 143
3. Noncrew Member	\$ 14	\$ 58	\$ 72	\$ 13	\$ 58	\$ 71	\$ 13	\$ 58	\$ 71
4. Aviation Continuation Pay	\$ 35,573	\$ -	\$ 35,573	\$ 42,121	\$ -	\$ 42,121	\$ 48,030	\$ -	\$ 48,030
5. Career Enlisted Flyer Pay	\$ -	\$ 12,885	\$ 12,885	\$ -	\$ 20,130	\$ 20,130	\$ -	\$ 20,492	\$ 20,492
B. Submarine Duty Pay	\$ 25,686	\$ 53,839	\$ 79,525	\$ 31,441	\$ 58,060	\$ 89,501	\$ 32,623	\$ 59,083	\$ 91,706
C. Parachute Jumping Pay	\$ 3,433	\$ 11,143	\$ 14,576	\$ 3,433	\$ 11,143	\$ 14,576	\$ 3,502	\$ 11,343	\$ 14,845
D. Demolition Pay	\$ 2,540	\$ 9,504	\$ 12,044	\$ 2,547	\$ 9,520	\$ 12,067	\$ 2,597	\$ 9,691	\$ 12,288

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

	FY 2018			FY 2019			FY 2020		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
E. Other Pays	\$ 538	\$ 7,041	\$ 7,579	\$ 569	\$ 8,163	\$ 8,732	\$ 578	\$ 8,308	\$ 8,886
7. Special Pays	\$ 426,290	\$ 853,182	\$ 1,279,472	\$ 436,004	\$ 944,331	\$ 1,380,335	\$ 457,901	\$ 1,006,625	\$ 1,464,526
A. Medical Pay	\$ 186,782	\$ -	\$ 186,782	\$ 170,845	\$ -	\$ 170,845	\$ 195,726	\$ -	\$ 195,726
B. Dental Pay	\$ 44,427	\$ -	\$ 44,427	\$ 41,764	\$ -	\$ 41,764	\$ 45,900	\$ -	\$ 45,900
C. Optometrists Pay	\$ 25	\$ -	\$ 25	\$ 36	\$ -	\$ 36	\$ -	\$ -	\$ -
D. Pharmacy Pay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E. Nurse Pay	\$ 12,776	\$ -	\$ 12,776	\$ 15,100	\$ -	\$ 15,100	\$ 11,804	\$ -	\$ 11,804
F. Non-Physician Pay	\$ 14,717	\$ -	\$ 14,717	\$ 28,670	\$ -	\$ 28,670	\$ 21,626	\$ -	\$ 21,626
G. Personal Money Allowance, General & Flag Officers	\$ 54	\$ 2	\$ 56	\$ 55	\$ 2	\$ 57	\$ 48	\$ 2	\$ 50
H. Nuclear Officer Incentive Pay	\$ 78,750	\$ -	\$ 78,750	\$ 75,145	\$ -	\$ 75,145	\$ 78,680	\$ -	\$ 78,680
I. Nuclear Accession Bonus	\$ -	\$ 2,400	\$ 2,400	\$ -	\$ 2,280	\$ 2,280	\$ -	\$ 2,325	\$ 2,325
J. Scientific/Engineering Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
K. Responsibility Pay	\$ 716	\$ -	\$ 716	\$ 710	\$ -	\$ 710	\$ 714	\$ -	\$ 714
L. Sea and Foreign Duty, Total	\$ 21,252	\$ 294,511	\$ 315,763	\$ 29,936	\$ 304,134	\$ 334,070	\$ 30,936	\$ 309,913	\$ 340,849
1. Sea Duty	\$ 18,528	\$ 256,317	\$ 274,845	\$ 27,519	\$ 263,284	\$ 290,803	\$ 28,382	\$ 268,287	\$ 296,669
2. Duty at Certain Places	\$ 2,724	\$ 36,919	\$ 39,643	\$ 2,417	\$ 39,280	\$ 41,697	\$ 2,554	\$ 40,026	\$ 42,580
3. Overseas Extension Pay	\$ -	\$ 1,275	\$ 1,275	\$ -	\$ 1,570	\$ 1,570	\$ -	\$ 1,600	\$ 1,600
M. Diving Duty Pay	\$ 4,920	\$ 14,769	\$ 19,689	\$ 4,737	\$ 15,105	\$ 19,842	\$ 5,283	\$ 15,392	\$ 20,675
N. Foreign Language Proficiency Pay	\$ 3,041	\$ 12,818	\$ 15,859	\$ 3,155	\$ 13,344	\$ 16,499	\$ 3,624	\$ 13,597	\$ 17,221
O. Imminent Danger Pay	\$ 2,101	\$ 6,372	\$ 8,473	\$ 421	\$ 986	\$ 1,407	\$ 421	\$ 1,004	\$ 1,425
P. Hardship Duty Pay	\$ 2,660	\$ 9,335	\$ 11,995	\$ 1,139	\$ 6,784	\$ 7,923	\$ 1,209	\$ 6,914	\$ 8,123
Q. Judge Advocate Continuation Pay	\$ 2,120	\$ -	\$ 2,120	\$ 2,955	\$ -	\$ 2,955	\$ 3,195	\$ -	\$ 3,195
R. Special Warfare Officer Pay	\$ 4,803	\$ -	\$ 4,803	\$ 5,199	\$ -	\$ 5,199	\$ 5,892	\$ -	\$ 5,892
S. Surface Warfare Officer	\$ 7,412	\$ -	\$ 7,412	\$ 16,317	\$ -	\$ 16,317	\$ 24,270	\$ -	\$ 24,270
T. Critical Skill Retention Bonus	\$ 39,041	\$ 24,118	\$ 63,159	\$ 38,000	\$ 32,682	\$ 70,682	\$ 26,614	\$ 34,052	\$ 60,666
U. Conversion to Military Occupational Specialty	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
V. New Officers in Critical Skills Accession Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
W. Transfer Between Armed Forces Incentive Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
X. Combat-Related Injury Rehabilitation Bonus	\$ -	\$ 54	\$ 54	\$ -	\$ 58	\$ 58	\$ -	\$ 58	\$ 58
Y. Reenlistment Bonus	\$ -	\$ 295,249	\$ 295,249	\$ -	\$ 323,049	\$ 323,049	\$ -	\$ 342,742	\$ 342,742
1. Regular	\$ -	\$ 173,185	\$ 173,185	\$ -	\$ 184,167	\$ 184,167	\$ -	\$ 194,967	\$ 194,967
2. Selective	\$ -	\$ 122,064	\$ 122,064	\$ -	\$ 138,882	\$ 138,882	\$ -	\$ 147,775	\$ 147,775
Z. Special Duty Assignment Pay	\$ -	\$ 91,505	\$ 91,505	\$ -	\$ 97,970	\$ 97,970	\$ -	\$ 101,752	\$ 101,752
AA. Enlistment Bonus	\$ -	\$ 74,581	\$ 74,581	\$ -	\$ 117,539	\$ 117,539	\$ -	\$ 133,696	\$ 133,696
BB. Education Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CC. Loan Repayment Program	\$ -	\$ 6,729	\$ 6,729	\$ -	\$ 5,000	\$ 5,000	\$ -	\$ 5,000	\$ 5,000

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

	FY 2018			FY 2019			FY 2020		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
DD. Assignment Incentive Pay	\$ -	\$ 20,737	\$ 20,737	\$ -	\$ 22,036	\$ 22,036	\$ -	\$ 37,276	\$ 37,276
EE. Other Special Pay	\$ 384	\$ -	\$ 384	\$ 660	\$ -	\$ 660	\$ 727	\$ -	\$ 727
FF. Continuation Pay	\$ 309	\$ 2	\$ 311	\$ 1,160	\$ 3,362	\$ 4,522	\$ 1,232	\$ 2,902	\$ 4,134
8. Allowances	\$ 122,889	\$ 596,033	\$ 718,922	\$ 119,048	\$ 597,275	\$ 716,323	\$ 120,046	\$ 624,120	\$ 744,166
A. Uniform or Clothing Allowances	\$ 2,059	\$ 244,620	\$ 246,679	\$ 2,491	\$ 253,965	\$ 256,456	\$ 2,340	\$ 254,195	\$ 256,535
1. Initial Issue	\$ 1,587	\$ 86,581	\$ 88,168	\$ 1,888	\$ 90,243	\$ 92,131	\$ 1,782	\$ 84,052	\$ 85,834
a. Military	\$ 1,516	\$ 85,625	\$ 87,141	\$ 1,816	\$ 89,272	\$ 91,088	\$ 1,707	\$ 83,062	\$ 84,769
b. Civilian	\$ 71	\$ 956	\$ 1,027	\$ 72	\$ 971	\$ 1,043	\$ 75	\$ 990	\$ 1,065
2. Additional	\$ 472	\$ -	\$ 472	\$ 603	\$ -	\$ 603	\$ 558	\$ -	\$ 558
3. Basic Maintenance	\$ -	\$ 40,350	\$ 40,350	\$ -	\$ 41,808	\$ 41,808	\$ -	\$ 43,447	\$ 43,447
4. Standard Maintenance	\$ -	\$ 105,026	\$ 105,026	\$ -	\$ 108,819	\$ 108,819	\$ -	\$ 113,087	\$ 113,087
5. Special	\$ -	\$ 11,402	\$ 11,402	\$ -	\$ 11,814	\$ 11,814	\$ -	\$ 12,278	\$ 12,278
6. Supplementary	\$ -	\$ 1,261	\$ 1,261	\$ -	\$ 1,281	\$ 1,281	\$ -	\$ 1,331	\$ 1,331
7. Civilian Clothing Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8. Task Force Uniform	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B. Station Allowances Overseas	\$ 109,154	\$ 289,275	\$ 398,429	\$ 105,746	\$ 291,289	\$ 397,035	\$ 108,576	\$ 302,947	\$ 411,523
1. Cost-of-Living	\$ 96,592	\$ 259,380	\$ 355,972	\$ 93,090	\$ 260,226	\$ 353,316	\$ 95,580	\$ 270,640	\$ 366,220
2. Temporary Lodging	\$ 12,562	\$ 29,895	\$ 42,457	\$ 12,656	\$ 31,063	\$ 43,719	\$ 12,996	\$ 32,307	\$ 45,303
C. Family Separation Allowance	\$ 10,017	\$ 56,313	\$ 66,330	\$ 9,129	\$ 45,909	\$ 55,038	\$ 7,404	\$ 60,609	\$ 68,013
1. On PCS, No Government Quarters	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2. On PCS, Dependent Not Authorized	\$ 2,514	\$ 14,955	\$ 17,469	\$ 2,475	\$ 13,086	\$ 15,561	\$ 1,851	\$ 18,237	\$ 20,088
3. Afloat	\$ 5,202	\$ 22,164	\$ 27,366	\$ 5,121	\$ 17,163	\$ 22,284	\$ 3,540	\$ 22,197	\$ 25,737
4. On TDY	\$ 2,301	\$ 19,194	\$ 21,495	\$ 1,533	\$ 15,660	\$ 17,193	\$ 2,013	\$ 20,175	\$ 22,188
D. Spec Comp for Asst w/ Act of Daily Living (SCAADL)	\$ 69	\$ 201	\$ 270	\$ 71	\$ 237	\$ 308	\$ 69	\$ 245	\$ 314
E. CONUS COLA	\$ 1,590	\$ 5,624	\$ 7,214	\$ 1,611	\$ 5,875	\$ 7,486	\$ 1,657	\$ 6,124	\$ 7,781
9. Separation Payments	\$ 37,188	\$ 76,670	\$ 113,858	\$ 41,489	\$ 74,604	\$ 116,093	\$ 43,367	\$ 84,737	\$ 128,104
A. Terminal Leave Pay	\$ 19,566	\$ 42,062	\$ 61,628	\$ 23,830	\$ 42,716	\$ 66,546	\$ 24,637	\$ 48,456	\$ 73,093
B. Severance Pay, Disability	\$ 1,447	\$ 19,029	\$ 20,476	\$ 1,484	\$ 18,276	\$ 19,760	\$ 1,528	\$ 20,752	\$ 22,280
C. Severance Pay, Nonpromotion	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Severance Pay, Invol Half (5%)	\$ 179	\$ 1,915	\$ 2,094	\$ 185	\$ 1,837	\$ 2,022	\$ 190	\$ 2,082	\$ 2,272
E. Severance Pay, Invol Full (10%)	\$ 15,756	\$ 9,304	\$ 25,060	\$ 15,990	\$ 8,275	\$ 24,265	\$ 17,012	\$ 10,147	\$ 27,159
F. Severance Pay, VSI	\$ -	\$ 1,900	\$ 1,900	\$ -	\$ 1,900	\$ 1,900	\$ -	\$ 1,900	\$ 1,900
G. Severance Pay, VSP	\$ -	\$ -	\$ -	\$ -	\$ 1,600	\$ 1,600	\$ -	\$ 1,400	\$ 1,400
H. 15-Year Temporary Early Retirement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
I. \$30,000 Lump Sum Bonus	\$ 240	\$ 2,460	\$ 2,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10. Social Security Tax Payment	\$ 331,386	\$ 707,598	\$ 1,038,984	\$ 334,851	\$ 745,192	\$ 1,080,043	\$ 347,668	\$ 786,411	\$ 1,134,079
11. Permanent Change of Station Travel	\$ 330,884	\$ 610,796	\$ 941,680	\$ 326,749	\$ 563,239	\$ 889,988	\$ 312,445	\$ 567,012	\$ 879,457

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

	FY 2018			FY 2019			FY 2020		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
12. Other Military Personnel Costs	\$ 41,400	\$ 90,415	\$ 131,815	\$ 41,721	\$ 79,064	\$ 120,785	\$ 60,480	\$ 54,376	\$ 114,855
A. Apprehension of Deserters	\$ -	\$ 44	\$ 44	\$ -	\$ 35	\$ 35	\$ -	\$ 37	\$ 37
B. Interest on Uniformed Services Savings Deposit	\$ 445	\$ 668	\$ 1,113	\$ 488	\$ 732	\$ 1,220	\$ 501	\$ 751	\$ 1,252
C. Death Gratuities	\$ 3,500	\$ 19,296	\$ 22,796	\$ 2,800	\$ 18,800	\$ 21,600	\$ 21,900	\$ 200	\$ 22,100
D. Unemployment Compensation	\$ -	\$ 47,799	\$ 47,799	\$ -	\$ 44,215	\$ 44,215	\$ -	\$ 41,522	\$ 41,522
E. Survivor Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
F. SGLI/T-SGLI	\$ 778	\$ 2,606	\$ 3,384	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
G. Education Benefits	\$ -	\$ 16,619	\$ 16,619	\$ -	\$ 12,065	\$ 12,065	\$ -	\$ 8,745	\$ 8,745
H. Adoption Expenses	\$ 80	\$ 110	\$ 190	\$ 73	\$ 100	\$ 173	\$ 75	\$ 103	\$ 178
I. Transportation Subsidy	\$ 1,319	\$ 3,079	\$ 4,398	\$ 1,249	\$ 2,913	\$ 4,162	\$ 1,281	\$ 2,990	\$ 4,270
J. Partial Dislocation Allowance	\$ 2	\$ 19	\$ 21	\$ 6	\$ 28	\$ 34	\$ 6	\$ 28	\$ 34
K. Senior ROTC (Non-Scholarship)	\$ 1,767	\$ -	\$ 1,767	\$ 2,325	\$ -	\$ 2,325	\$ 2,283	\$ -	\$ 2,283
L. Senior ROTC (Scholarship)	\$ 18,146	\$ -	\$ 18,146	\$ 19,625	\$ -	\$ 19,625	\$ 19,175	\$ -	\$ 19,175
M. Junior ROTC	\$ 15,362	\$ -	\$ 15,362	\$ 15,231	\$ -	\$ 15,231	\$ 15,259	\$ -	\$ 15,259
N. Reserve Income Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
O. Stop Loss Retroactive Pay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
P. Preventive Health Allowance Demonstration Project	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Q. Cancelled Accounts	\$ -	\$ 176	\$ 176	\$ -	\$ 100	\$ 100	\$ -	\$ -	\$ -
13. Cadets	\$ 82,012	\$ -	\$ 82,012	\$ 83,875	\$ -	\$ 83,875	\$ 85,203	\$ -	\$ 85,203
Military Personnel Appropriation Total	\$ 8,812,883	\$ 20,638,891	\$ 29,451,773	\$ 9,033,292	\$ 21,683,266	\$ 30,716,558	\$ 9,400,133	\$ 22,865,608	\$ 32,265,740
14. Less Reimbursables	\$ 290,029	\$ 122,137	\$ 412,166	\$ 297,872	\$ 120,773	\$ 418,645	\$ 309,958	\$ 124,583	\$ 434,541
Military Personnel Appropriation Total, Direct	\$ 8,522,854	\$ 20,516,754	\$ 29,039,607	\$ 8,735,420	\$ 21,562,493	\$ 30,297,913	\$ 9,090,175	\$ 22,741,025	\$ 31,831,199

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

	FY 2019 President's Budget	Congressional Action	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Actions	FY 2019 Col FY 2020 Execution
<b>Pay and Allowances of Officers</b>							
Basic Pay	\$ 4,382,346		\$ 4,382,346	\$ 8,485	\$ 4,390,831	\$ 3,067	\$ 4,393,898
Retired Pay Accrual	\$ 1,331,184		\$ 1,331,184	\$ 2,119	\$ 1,333,303	\$ 932	\$ 1,334,235
Thrift Saving Plan	\$ 83,235	\$ (18,000)	\$ 65,235	\$ -	\$ 65,235	\$ (25,496)	\$ 39,739
Incentive Pay	\$ 159,053		\$ 159,053	\$ 541	\$ 159,594		\$ 159,594
Special Pay	\$ 460,487	\$ (13,000)	\$ 447,487	\$ (3,977)	\$ 443,510	\$ (7,506)	\$ 436,004
Basic Allowance for Housing	\$ 1,531,259	\$ (18,608)	\$ 1,512,651	\$ 40,186	\$ 1,552,837	\$ 893	\$ 1,553,730
Basic Allowance for Subsistence	\$ 172,777		\$ 172,777	\$ (4,418)	\$ 168,359		\$ 168,359
Station Allowances Overseas	\$ 113,179	\$ (11,392)	\$ 101,787	\$ 3,693	\$ 105,480	\$ 266	\$ 105,746
CONUS Cost of Living Allowances	\$ 1,431		\$ 1,431	\$ 180	\$ 1,611		\$ 1,611
Uniform Allowances	\$ 2,137		\$ 2,137	\$ 354	\$ 2,491		\$ 2,491
Family Separation Allowances	\$ 3,891		\$ 3,891	\$ 5,238	\$ 9,129		\$ 9,129
Aid and Attend Allow for Catastroph Injured	\$ 142		\$ 142	\$ (71)	\$ 71		\$ 71
Separation Payments	\$ 41,489		\$ 41,489	\$ -	\$ 41,489		\$ 41,489
Social Security Tax-Employer's	\$ 334,535		\$ 334,535	\$ 81	\$ 334,616	\$ 235	\$ 334,851
<b>Total Obligations</b>	<b>\$ 8,617,145</b>	<b>\$ (61,000)</b>	<b>\$ 8,556,145</b>	<b>\$ 52,411</b>	<b>\$ 8,608,556</b>	<b>\$ (27,609)</b>	<b>\$ 8,580,947</b>
Less Reimbursements	\$ 255,114		\$ 255,114	\$ 42,758	\$ 297,872		\$ 297,872
<b>Total Direct Obligations</b>	<b>\$ 8,362,031</b>	<b>\$ (61,000)</b>	<b>\$ 8,301,031</b>	<b>\$ 9,653</b>	<b>\$ 8,310,684</b>	<b>\$ (27,609)</b>	<b>\$ 8,283,075</b>
<b>Pay and Allowances of Enlisted</b>							
Basic Pay	\$ 9,647,068		\$ 9,647,068	\$ 33,942	\$ 9,681,010	\$ 60,057	\$ 9,741,067
Retired Pay Accrual	\$ 2,933,110		\$ 2,933,110	\$ 9,743	\$ 2,942,853	\$ 18,257	\$ 2,961,110
Thrift Savings Plan	\$ 182,026	\$ (74,000)	\$ 108,026	\$ -	\$ 108,026	\$ (37,733)	\$ 70,293
Incentive Pay	\$ 103,984		\$ 103,984	\$ 3,149	\$ 107,133	\$ -	\$ 107,133
Special Pay	\$ 431,848	\$ (22,000)	\$ 409,848	\$ 8,693	\$ 418,541	\$ (17,768)	\$ 400,773
Special Duty Assignment Pay	\$ 92,500		\$ 92,500	\$ 5,470	\$ 97,970	\$ -	\$ 97,970
Reenlistment Bonus	\$ 318,060		\$ 318,060	\$ 4,989	\$ 323,049	\$ -	\$ 323,049
Enlistment Bonus	\$ 92,201		\$ 92,201	\$ 25,338	\$ 117,539	\$ -	\$ 117,539
Navy College Fund				\$ -	\$ -	\$ -	\$ -
Loan Repayment Program	\$ 3,975		\$ 3,975	\$ 1,025	\$ 5,000	\$ -	\$ 5,000
Basic Allowance for Housing	\$ 4,480,750	\$ (65,000)	\$ 4,415,750	\$ (1,807)	\$ 4,413,943	\$ 160,000	\$ 4,573,943
Station Allowances Overseas	\$ 316,004		\$ 316,004	\$ (25,836)	\$ 290,168	\$ 1,121	\$ 291,289
CONUS Cost of Living Allowances	\$ 5,117		\$ 5,117	\$ 758	\$ 5,875	\$ -	\$ 5,875
Clothing Allowances	\$ 268,785		\$ 268,785	\$ (14,820)	\$ 253,965	\$ -	\$ 253,965
Family Separation Allowances	\$ 45,909		\$ 45,909	\$ -	\$ 45,909	\$ -	\$ 45,909
Aid and Attend Allow for Catastroph Injured	\$ 440		\$ 440	\$ (203)	\$ 237	\$ -	\$ 237
Separation Payments	\$ 117,648		\$ 117,648	\$ (43,044)	\$ 74,604		\$ 74,604
Social Security Tax-Employer's Contribution	\$ 738,001		\$ 738,001	\$ 2,597	\$ 740,598	\$ 4,594	\$ 745,192
<b>Total Obligations</b>	<b>\$ 19,777,426</b>	<b>\$ (161,000)</b>	<b>\$ 19,616,426</b>	<b>\$ 9,994</b>	<b>\$ 19,626,420</b>	<b>\$ 188,528</b>	<b>\$ 19,814,948</b>
Less Reimbursements	\$ 103,528		\$ 103,528	\$ 9,893	\$ 113,421		\$ 113,421
<b>Total Direct Obligations</b>	<b>\$ 19,673,898</b>	<b>\$ (161,000)</b>	<b>\$ 19,512,898</b>	<b>\$ 101</b>	<b>\$ 19,512,999</b>	<b>\$ 188,528</b>	<b>\$ 19,701,527</b>

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

	FY 2019 President's Budget	Congressional Action	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Actions	FY 2019 Col FY 2020 Execution
<b>Pay and Allowances for Midshipmen</b>							
Academy Midshipmen	\$ 83,875		\$ 83,875		\$ 83,875		\$ 83,875
<b>Total Obligations</b>	<b>\$ 83,875</b>		<b>\$ 83,875</b>		<b>\$ 83,875</b>		<b>\$ 83,875</b>
Less Reimbursements							
<b>Total Direct Obligations</b>	<b>\$ 83,875</b>		<b>\$ 83,875</b>		<b>\$ 83,875</b>		<b>\$ 83,875</b>
<b>Subsistence of Enlisted Personnel</b>							
Basic Allow for Subsistence	\$ 821,434		\$ 821,434	\$ (20,878)	\$ 800,556	\$ 7,513	\$ 808,069
Subsistence-in-Kind	\$ 418,478	\$ (26,000)	\$ 392,478	\$ 5,463	\$ 397,941	\$ 20,000	\$ 417,941
FSSA	\$ 5		\$ 5		\$ 5		\$ 5
<b>Total Obligations</b>	<b>\$ 1,239,917</b>	<b>\$ (26,000)</b>	<b>\$ 1,213,917</b>	<b>\$ (15,415)</b>	<b>\$ 1,198,502</b>	<b>\$ 27,513</b>	<b>\$ 1,226,015</b>
Less Reimbursements	\$ 7,989		\$ 7,989	\$ (637)	\$ 7,352		\$ 7,352
<b>Total Direct Obligations</b>	<b>\$ 1,231,928</b>	<b>\$ (26,000)</b>	<b>\$ 1,205,928</b>	<b>\$ (14,778)</b>	<b>\$ 1,191,150</b>	<b>\$ 27,513</b>	<b>\$ 1,218,663</b>
<b>Permanent Change of Station Travel</b>							
Accession Travel	\$ 98,373		\$ 98,373	\$ 8,475	\$ 106,848		\$ 106,848
Training Travel	\$ 89,865		\$ 89,865	\$ 11,992	\$ 101,857		\$ 101,857
Operational Travel	\$ 219,370		\$ 219,370	\$ (8,923)	\$ 210,447		\$ 210,447
Rotational Travel	\$ 352,127		\$ 352,127	\$ (11)	\$ 352,116	\$ (55,000)	\$ 297,116
Separation Travel	\$ 109,210		\$ 109,210	\$ (7,192)	\$ 102,018		\$ 102,018
Travel of Organized Units	\$ 30,763		\$ 30,763	\$ (1,786)	\$ 28,977		\$ 28,977
Non-Temporary Storage	\$ 13,156		\$ 13,156		\$ 13,156		\$ 13,156
IPCOT/OTEIP	\$ 4,686		\$ 4,686	\$ 1,084	\$ 5,770		\$ 5,770
Temporary Lodging Expense	\$ 15,753		\$ 15,753		\$ 15,753		\$ 15,753
DPPS	\$ 8,046		\$ 8,046		\$ 8,046		\$ 8,046
<b>Total Obligations</b>	<b>\$ 941,349</b>		<b>\$ 941,349</b>	<b>\$ 3,639</b>	<b>\$ 944,988</b>	<b>\$ (55,000)</b>	<b>\$ 889,988</b>
Less Reimbursements							
<b>Total Direct Obligations</b>	<b>\$ 941,349</b>		<b>\$ 941,349</b>	<b>\$ 3,639</b>	<b>\$ 944,988</b>	<b>\$ (55,000)</b>	<b>\$ 889,988</b>

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

	FY 2019 President's Budget	Congressional Action	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Actions	FY 2019 Col FY 2020 Execution
<b>Other Personnel Costs</b>							
Apprehension of Military Deserters	\$ 35		\$ 35	\$ -	\$ 35		\$ 35
Absentees & Escaped Military Prisoners							
Interest on Uniform Svcs Savings (MIA)	\$ 1,220		\$ 1,220	\$ -	\$ 1,220		\$ 1,220
Death Gratuities	\$ 21,300		\$ 21,300	\$ 300	\$ 21,600		\$ 21,600
Unemployment Compensation	\$ 58,148	\$ (14,000)	\$ 44,148	\$ 167	\$ 44,315		\$ 44,315
Reserve Income Replacement							
SGLI							
Education Benefits	\$ 12,065		\$ 12,065	\$ -	\$ 12,065		\$ 12,065
Transportation Subsidy	\$ 4,162		\$ 4,162	\$ -	\$ 4,162		\$ 4,162
Adoption Expenses	\$ 173		\$ 173	\$ -	\$ 173		\$ 173
Partial Dislocation Allowance	\$ 34		\$ 34	\$ -	\$ 34		\$ 34
TSP							
Senior ROTC	\$ 2,238		\$ 2,238	\$ 87	\$ 2,325		\$ 2,325
Scholarship ROTC	\$ 18,794		\$ 18,794	\$ 831	\$ 19,625		\$ 19,625
JROTC	\$ 14,961	\$ 270	\$ 15,231	\$ -	\$ 15,231		\$ 15,231
Preventive Health Allowance Demonstration							
Stop-Loss Retroactive Pay							
Cancelled Account Payment							
<b>Total Obligations</b>	\$ 133,130	\$ (13,730)	\$ 119,400	\$ 1,385	\$ 120,785	\$ -	\$ 120,785
Less Reimbursements							
<b>Total Direct Obligations</b>	\$ 133,130	\$ (13,730)	\$ 119,400	\$ 1,385	\$ 120,785	\$ -	\$ 120,785
<b>Total MPN Obligations</b>	\$ 30,792,842	\$ (261,730)	\$ 30,531,112	\$ 52,014	\$ 30,583,126	\$ 133,432	\$ 30,716,558
Less Reimbursements	\$ 366,631		\$ 366,631	\$ 52,014	\$ 418,645		\$ 418,645
<b>Total Direct MPN Obligations</b>	\$ 30,426,211	\$ (261,730)	\$ 30,164,481	\$ (0)	\$ 30,164,481	\$ 133,432	\$ 30,297,913

## Section 4

### Detail of Military Personnel Entitlements

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

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>FY 2019 Direct Funding</b>	<b>8,283,075</b>	<b>19,701,527</b>	<b>83,875</b>	<b>1,218,663</b>	<b>889,988</b>	<b>120,785</b>	<b>30,297,913</b>
<b>INCREASES</b>							
<b>Pricing Increases</b>	<b>326,707</b>	<b>707,243</b>	<b>2,173</b>	<b>28,410</b>	<b>14,878</b>	<b>1,566</b>	<b>1,080,977</b>
<b>Inflation Rate</b>	<b>28,133</b>	<b>58,404</b>	<b>337</b>	<b>28,410</b>	<b>0</b>	<b>0</b>	<b>115,284</b>
Basic Allowance for Subsistence			337				337
Change in BDFA Rate				7,024			7,024
RPA Full Time Rate growth of 0.6%	25,101	58,404					83,505
BAS Growth Rate of 2.4%	3,032			21,386			24,418
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>4,731</b>		<b>4,731</b>
PCS: Accession Travel					476		476
PCS: Operational Travel					1,433		1,433
PCS: Rotational Travel					1,225		1,225
PCS: Separation Travel					459		459
PCS: Training Travel					1,078		1,078
PCS: Travel of Organized Units					50		50
In-Place Consecutive Overseas Tour (IPCOT)					10		10
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>8,347</b>		<b>8,347</b>
PCS: Accession Travel					1,078		1,078
PCS: Operational Travel					2,198		2,198
PCS: Rotational Travel					2,529		2,529
PCS: Separation Travel					1,392		1,392
PCS: Training Travel					713		713
PCS: Travel of Organized Units					327		327
In-Place Consecutive Overseas Tour (IPCOT)					74		74
Overseas Tour Extension Incentives Program (OTEIP)					36		36
<b>BAH Rates</b>	<b>59,874</b>	<b>176,472</b>					<b>236,346</b>
BAH Overseas	2,268	6,196					8,464
Domestic Housing Rate Growth of 4%	57,606	170,276					227,882
<b>Separation Payments</b>	<b>1,095</b>	<b>2,122</b>					<b>3,217</b>
Lump Sum Terminal Leave Payments		855					855
Separation Pay - Lump sum Leave Payment(Officer)	570						570
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	476						476
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	5						5
Severance Pay, Disability - Officer	44						44
Severance Pay, Disability (Enl)		365					365
Severance Pay, Non-Disability (Enl) - Invol - Full Pay		865					865
Severance Pay, Non-Disability (Enl) - Invol - Half Pay		37					37
<b>Unemployment Benefits</b>						<b>1,183</b>	<b>1,183</b>
Unemployment Compensation						1,183	1,183
<b>Station Allowances, Overseas</b>	<b>2,116</b>						<b>2,116</b>
Station Allowances - Cost Of Living	1,862						1,862
Station Allowances - Temporary Lodging	254						254
<b>CONUS Cost Of Living Allowance (COLA)</b>	<b>35</b>	<b>131</b>					<b>166</b>
CONUS COLA		131					131
CONUS Cost Of Living (COLA)	35						35
<b>Reenlistment Bonus</b>		<b>44,996</b>					<b>44,996</b>
Reenlistment Bonus - Initial Payment		44,996					44,996
<b>Station Allowance, Overseas</b>		<b>5,826</b>					<b>5,826</b>
Overseas Station Allowance (Enl)		5,204					5,204
Temporary Lodging (Enl)		622					622
<b>Clothing Allowance</b>		<b>4,994</b>					<b>4,994</b>
Supplementary Clothing (Enl)		25					25
Initial Military		1,720					1,720
Replacement Allowances (Basic)		836					836
Replacement Allowances (Std)		2,176					2,176
Replacement Allowances (Special)		237					237
<b>Incentive Pay For Hazardous Duty</b>	<b>4,599</b>						<b>4,599</b>
Submarine Pay for Officers	544						544
ACCP Anniversary Payments	4,055						4,055

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

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>Special Pay</b>	<b>57,143</b>	<b>691</b>					<b>57,834</b>
Diving Duty Pay	17						17
Foreign Language Proficiency Pay	101						101
Career Sea Pay (Enlisted)		1					1
Medical Pay	27,047						27,047
Dental Pay	5,113						5,113
Enlisted Supervisor Retention Pay CSRB		689					689
Nurse Pay	6,586						6,586
Non Physicians Pay	18,279						18,279
HDP Location (Enl)		1					1
<b>Enlistment Bonus</b>		<b>15,765</b>					<b>15,765</b>
Enlistment Bonus - Residuals		15,654					15,654
Enlistment Bonus - New Pay		111					111
<b>Senior ROTC (Scholarship Program)</b>						<b>78</b>	<b>78</b>
Uniforms, Commutations-in-Lieu						11	11
Pay & Allowances						65	65
Subsistence of Reserve Officer Candidates						2	2
<b>Senior ROTC (Non-Scholarship Program)</b>						<b>17</b>	<b>17</b>
Uniforms, Commutations-in-Lieu						13	13
Pay & Allowances						4	4
<b>Junior ROTC</b>						<b>288</b>	<b>288</b>
Uniforms, Issue-in-Kind						288	288
<b>Uniform Allowance</b>	<b>1</b>						<b>1</b>
Civilian	1						1
<b>Cadets/Midshipmen</b>					<b>11</b>		<b>11</b>
PCS: Accession Travel					10		10
PCS: Separation Travel					1		1
<b>Annualization of FY 2019 Pay Raise 2.6% (Effective 1 January 2019)</b>	<b>37,197</b>	<b>85,192</b>	<b>393</b>		<b>512</b>		<b>123,294</b>
Basic Pay	26,945	61,711	365				89,021
RPA	8,191	18,760					26,951
FICA	2,061	4,721	28				6,810
Dislocation Allowance					512		512
<b>Increase due to Pay Raise of 3.1% (Effective 1 January 2020)</b>	<b>136,514</b>	<b>312,650</b>	<b>1,443</b>		<b>1,277</b>		<b>451,884</b>
Basic Pay	98,887	226,476	1,340				326,703
RPA	30,062	68,849					98,911
FICA	7,565	17,325	103				24,993
Dislocation Allowance					1,277		1,277
<b>Program Increases</b>	<b>94,895</b>	<b>486,116</b>	<b>0</b>	<b>37,362</b>	<b>36,917</b>	<b>733</b>	<b>656,023</b>
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>8,002</b>		<b>8,002</b>
PCS: Operational Travel					5,647		5,647
PCS: Separation Travel					1,668		1,668
PCS: Travel of Organized Units					159		159
Temporary Lodging Expense					258		258
Nontemporary Storage					214		214
Defense Personal Property System (DPSS)					56		56
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>28,899</b>		<b>28,899</b>
PCS: Operational Travel					2,718		2,718
PCS: Separation Travel					8,113		8,113
PCS: Training Travel					16,536		16,536
PCS: Travel of Organized Units					685		685
In-Place Consecutive Overseas Tour (IPCOT)					30		30
Temporary Lodging Expense					387		387
Nontemporary Storage					325		325
Defense Personal Property System (DPSS)					105		105
<b>Separation Payments</b>	<b>783</b>	<b>8,211</b>					<b>8,994</b>
Lump Sum Terminal Leave Payments		4,885					4,885
Separation Pay - Lump sum Leave Payment(Officer)	237						237
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	546						546
Severance Pay, Disability (Enl)		2,111					2,111
Severance Pay, Non-Disability (Enl) - Invol - Full Pay		1,007					1,007
Severance Pay, Non-Disability (Enl) - Invol - Half Pay		208					208

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

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>Mass Transportation</b>						<b>109</b>	<b>109</b>
National Capital Region						58	58
Outside National Capital Region						51	51
<b>Pay grade Mix</b>	<b>51,715</b>	<b>380,836</b>					<b>432,551</b>
BAH Domestic	4	27,709					27,713
BAH Overseas	748	6,595					7,343
BAS	1,050						1,050
Basic Pay	8,416	46,509					54,925
RPA	2,189	13,168					15,357
FICA	521	3,430					3,951
Increase in Basic Pay Work Years	29,705	204,420					234,125
Increase in FICA Work Years	2,163	15,638					17,801
Increase in RPA Full Time Work Years	6,919	63,367					70,286
<b>Work Years</b>				<b>9,700</b>			<b>9,700</b>
Change in SIK Work Years				8,709			8,709
Change in SIK Operational Rations				29			29
Change in SIK Other Messing				962			962
<b>Strength Related</b>				<b>27,662</b>			<b>27,662</b>
Change in BAS Work Years				27,662			27,662
<b>Station Allowances, Overseas</b>	<b>714</b>						<b>714</b>
Station Allowances - Cost Of Living	628						628
Station Allowances - Temporary Lodging	86						86
<b>CONUS Cost Of Living Allowance (COLA)</b>	<b>11</b>	<b>118</b>					<b>129</b>
CONUS COLA		118					118
CONUS Cost Of Living (COLA)	11						11
<b>Reenlistment Bonus</b>		<b>13,714</b>					<b>13,714</b>
Reenlistment Bonus - Anniversary		13,714					13,714
<b>Station Allowance, Overseas</b>		<b>5,832</b>					<b>5,832</b>
Overseas Station Allowance (Enl)		5,210					5,210
Temporary Lodging (Enl)		622					622
<b>Clothing Allowance</b>		<b>3,166</b>					<b>3,166</b>
Enlisted Civilian Clothing		19					19
Supplementary Clothing (Enl)		25					25
Replacement Allowances (Basic)		803					803
Replacement Allowances (Std)		2,092					2,092
Replacement Allowances (Special)		227					227
<b>Incentive Pay For Hazardous Duty</b>	<b>3,787</b>	<b>1,901</b>					<b>5,688</b>
Flying Duty Crew Members	21						21
Submarine Pay for Officers	638						638
Parachute Jumping (Officer)	69						69
Demolition Duty (Officer)	50						50
Flight Deck Duty	11						11
Submarine Pay		1,023					1,023
Parachute Jumping (Enl)		200					200
Duty Inside HiLo Chamber (Enl)		1					1
Demolition Duty (Enl)		171					171
Flight Deck Duty (Enl)		144					144
ACCP Initial Payments	254						254
ACIP - Commissioned Officers	1,045						1,045
ACCP Anniversary Payments	1,699						1,699
Flying Duty - Career		362					362
<b>Special Pay</b>	<b>17,489</b>	<b>22,431</b>					<b>39,920</b>
Save Pay	76						76
Responsibility Pay	4						4
Diving Duty Pay	529						529
Career Sea Pay	1,737						1,737
Premium Sea Pay	137						137
Foreign Language Proficiency Pay	368						368
Judge Advocate Continuation Pay	271						271
Career Sea Pay (Enlisted)		5,002					5,002
Premium Sea Pay (Enlisted)		746					746

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

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Diving Duty Pay (Enl)		287					287
Overseas Extension Pay (Enl)		30					30
Nuclear Accession Bonus (Enl)		45					45
Imminent Danger Pay (Enl)		18					18
Foreign Language Proficiency Pay (Enl)		253					253
SPECWAR Officer Continuation Pay	693						693
Nuclear Officer Incentive Pay	3,535						3,535
EOD CSRB - Anniversary Payments	26						26
SWO CSRB (Post DH)	1,260						1,260
Enlisted Supervisor Retention Pay CSRB		181					181
Assignment Incentive Pay (Enl)		15,240					15,240
HDP Location (Enl)		95					95
EOD CSRB		500					500
Hardship Duty Pay - Tempo	89						89
HDP Tempo (Enl)		34					34
SWO Department Head Retention Bonus	8,470						8,470
Continuation Pay	72						72
<b>Family Separation Allowance</b>	<b>480</b>	<b>14,700</b>					<b>15,180</b>
FSA - R (On PCS With Dependents Not Authorized)		5,151					5,151
FSA - S (Onboard > 30 days)		5,034					5,034
FSA - T (TDY > 30 days)		4,515					4,515
FSA - T (TDY > 30 days)	480						480
<b>Special Duty Assignment Pay And Proficiency Pay</b>		<b>4,209</b>					<b>4,209</b>
SDAP - SD-5 (\$375)		441					441
Recruiter - Recruiter (\$450)		1,795					1,795
SDAP - SD-4 (\$300)		673					673
SDAP - SD-3 (\$225)		716					716
SDAP - SD-1 (\$75)		93					93
SDAP - SD-2 (\$150)		491					491
<b>Enlistment Bonus</b>		<b>392</b>					<b>392</b>
Enlistment Bonus - Residuals		78					78
Enlistment Bonus - New Pay		314					314
<b>Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners</b>						<b>2</b>	<b>2</b>
Apprehension						2	2
<b>Interest On Uniformed Services Savings Deposit</b>						<b>32</b>	<b>32</b>
Interest						32	32
<b>Death Gratuities</b>						<b>500</b>	<b>500</b>
Death Gratuities						500	500
<b>Education Benefits (Amortization Payments)</b>						<b>36</b>	<b>36</b>
Involuntary Separatees						36	36
<b>Adoption Expenses</b>						<b>5</b>	<b>5</b>
Adoption Expenses						5	5
<b>Senior ROTC (Scholarship Program)</b>						<b>49</b>	<b>49</b>
Pay & Allowances						49	49
<b>Uniform Allowance</b>	<b>2</b>						<b>2</b>
Civilian	2						2
<b>Cadets/Midshipmen</b>						<b>16</b>	<b>16</b>
PCS: Separation Travel						16	16
<b>Special Compensation for Assistance with Activities of Daily Living</b>		<b>8</b>					<b>8</b>
Special Monthly Compensation		8					8
<b>Thrift Savings Plan</b>	<b>19,914</b>	<b>30,598</b>					<b>50,512</b>
Thrift Savings Plan - Officers	19,914						19,914
Thrift Savings Plan - Enlisted		30,598					30,598
<b>INCREASES Total</b>	<b>421,602</b>	<b>1,193,359</b>	<b>2,173</b>	<b>65,772</b>	<b>51,795</b>	<b>2,299</b>	<b>1,737,000</b>
<b>DECREASES</b>							
<b>Pricing Decreases:</b>						<b>-215</b>	<b>-215</b>
<b>Senior ROTC (Scholarship Program)</b>						<b>-156</b>	<b>-156</b>
Uniform, Issue-In-Kind						-156	-156
<b>Senior ROTC (Non-Scholarship Program)</b>						<b>-59</b>	<b>-59</b>
Uniform, Issue-In-Kind						-59	-59

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

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>Program Decreases</b>	<b>-71,617</b>	<b>-43,213</b>	<b>-845</b>	<b>-11,449</b>	<b>-62,326</b>	<b>-8,013</b>	<b>-197,463</b>
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>-27,826</b>		<b>-27,826</b>
PCS: Accession Travel					-8,332		-8,332
PCS: Rotational Travel					-1,499		-1,499
PCS: Training Travel					-17,962		-17,962
In-Place Consecutive Overseas Tour (IPCOT)					-33		-33
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>-34,469</b>		<b>-34,469</b>
PCS: Accession Travel					-8,712		-8,712
PCS: Rotational Travel					-25,755		-25,755
Overseas Tour Extension Incentives Program (OTEIP)					-2		-2
<b>Separation Payments</b>		<b>-200</b>					<b>-200</b>
Voluntary Separation (Enl) - VSP		-200					-200
<b>Work Years</b>				<b>-11,449</b>			<b>-11,449</b>
Change in BAS Collections				-9,654			-9,654
Change in SIK Cash Collections				-1,795			-1,795
<b>Strength Related</b>	<b>-17,431</b>	<b>0</b>	<b>-845</b>				<b>-18,276</b>
BAH Domestic	-17,431						-17,431
BAS			-202				-202
Decrease in Basic Pay Work Years			-597				-597
Decrease in FICA Work Years			-46				-46
<b>Unemployment Benefits</b>						<b>-3,951</b>	<b>-3,951</b>
Unemployment Compensation						-3,951	-3,951
<b>Reenlistment Bonus</b>		<b>-34,196</b>					<b>-34,196</b>
Reenlistment Bonus - Initial Payment		-34,196					-34,196
<b>Clothing Allowance</b>		<b>-7,930</b>					<b>-7,930</b>
Initial Military		-7,930					-7,930
<b>Incentive Pay For Hazardous Duty</b>	<b>-4</b>						<b>-4</b>
Visit, Board, Search and Seizure	-2						-2
ACIP - Warrant Officers	-2						-2
<b>Special Pay</b>	<b>-51,821</b>	<b>-460</b>					<b>-52,281</b>
Personal Money Allowance	-7						-7
Medical Pay	-2,166						-2,166
SWO CSRB (Junior)	-4,710						-4,710
Dental Pay	-977						-977
SWO Continuation Pay	-517						-517
SWO CSRB (Senior)	-8,025						-8,025
Hardship Duty Pay	-19						-19
Nurse Pay	-9,882						-9,882
Non Physicians Pay	-25,323						-25,323
Optometrist Pay	-36						-36
Civil Engineer Corps CSRB	-82						-82
EOD CSRB - Initial Payments	-77						-77
Continuation Pay		-460					-460
<b>Family Separation Allowance</b>	<b>-2,205</b>	<b>0</b>					<b>-2,205</b>
FSA - R (On PCS With Dependents Not Authorized)	-624						-624
FSA - S (Onboard > 30 days)	-1,581						-1,581
<b>Special Duty Assignment Pay And Proficiency Pay</b>		<b>-427</b>					<b>-427</b>
SDAP - SD-6 (\$450)		-427					-427
<b>Education Benefits (Amortization Payments)</b>						<b>-3,356</b>	<b>-3,356</b>
Unfunded liability						-3,356	-3,356
<b>Senior ROTC (Scholarship Program)</b>						<b>-421</b>	<b>-421</b>
Stipend						-350	-350
Uniform, Issue-In-Kind						-71	-71
<b>Junior ROTC</b>						<b>-185</b>	<b>-185</b>
Uniforms, Issue-in-Kind						-185	-185
<b>Uniform Allowance</b>	<b>-154</b>						<b>-154</b>
Initial - Regular	-18						-18
Additional	-45						-45
Initial - Reserves	-91						-91
<b>Cadets/Midshipmen</b>					<b>-31</b>		<b>-31</b>
PCS: Accession Travel					-31		-31

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

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>Special Compensation for Assistance with Activities of Daily Living</b>	-2						-2
Special Monthly Compensation	-2						-2
<b>Cancelled Account Payment</b>						-100	-100
Cancelled Accounts						-100	-100
<b>Pricing Decreases</b>	-1,013	-4,821	0	-201	0	0	-6,035
<b>Reenlistment Bonus</b>		-4,821					-4,821
Reenlistment Bonus - Anniversary		-4,821					-4,821
<b>Incentive Pay For Hazardous Duty</b>	-99	0					-99
ACCP Initial Payments	-99						-99
<b>Special Pay</b>	-914	0					-914
Save Pay	-9						-9
Career Sea Pay	-874						-874
Judge Advocate Continuation Pay	-31						-31
<b>DECREASES Total</b>	-72,630	-48,034	-845	-11,650	-62,326	-8,228	-203,713
<b>FY 2020 Direct Program</b>	8,632,047	20,846,852	85,203	1,272,785	879,457	114,855	31,831,199

Budget Activity 1  
Pay and Allowances of Officers

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA1**  
(In Thousands of Dollars)

			Amount
Total FY 2019 Direct Program			8,283,075
Increases			
Pricing Increases			
Strength Related			261,718
Annualization of FY 2019 Pay Raise 2.6% (Effective 1 January 2019)		37,197	
Basic Pay	26,945		
RPA	8,191		
FICA	2,061		
Increase due to Pay Raise of 3.1% (Effective 1 January 2020)		136,514	
Basic Pay	98,887		
RPA	30,062		
FICA	7,565		
Inflation Rate		28,133	
RPA Full Time Rate growth of 0.6%	25,101		
BAS Growth Rate of 2.4%	3,032		
BAH Rates		59,874	
Domestic Housing Rate Growth of 4%	57,606		
BAH Overseas	2,268		
Other Pricing Increases			64,989
Incentive Pay For Hazardous Duty-Officer		4,599	
Special Pay-Officer		57,143	
ACCP Anniversary Payments	4,055		
Submarine Pay for Officers	544		
Medical Pay	27,047		
Dental Pay	5,113		
Nurse Pay	6,586		
Non Physicians Pay	18,279		
Diving Duty Pay	17		
Foreign Language Proficiency Pay	101		
Station Allowances, Overseas-Officer		2,116	
Station Allowances - Cost Of Living	1,862		
Station Allowances - Temporary Lodging	254		
CONUS Cost Of Living Allowance (COLA)-Officer		35	
CONUS Cost Of Living (COLA)	35		
Uniform Allowance-Officer		1	
Civilian	1		
Separation Payments-Officer		1,095	
Separation Pay - Lump sum Leave Payment(Officer)	570		
Severance Pay, Disability - Officer	44		
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	476		
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	5		
Total Pricing Increases			326,707
Program Increases			
Strength Related			51,715
Pay grade Mix			11,126

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA1**  
(In Thousands of Dollars)

	Basic Pay	8,416		
	RPA	2,189		
	FICA	521		
			40,589	
	Increase in Basic Pay Work Years	29,705		
	Increase in RPA Full Time Work Years	6,919		
	Increase in FICA Work Years	2,163		
	BAS	1,050		
	BAH Domestic	4		
	BAH Overseas	748		
Other Program Increases				43,180
Thrift Savings Plan - Officer			19,914	
	Thrift Savings Plan - Officers	19,914		
Incentive Pay For Hazardous Duty-Officer			3,787	
	ACIP - Commissioned Officers	1,045		
	ACCP Initial Payments	254		
	ACCP Anniversary Payments	1,699		
	Flying Duty Crew Members	21		
	Submarine Pay for Officers	638		
	Parachute Jumping (Officer)	69		
	Demolition Duty (Officer)	50		
	Flight Deck Duty	11		
Special Pay-Officer			17,489	
	Save Pay	76		
	Responsibility Pay	4		
	Diving Duty Pay	529		
	Nuclear Officer Incentive Pay	3,535		
	Career Sea Pay	1,737		
	Premium Sea Pay	137		
	Foreign Language Proficiency Pay	368		
	Judge Advocate Continuation Pay	271		
	Hardship Duty Pay - Tempo	89		
	SWO CSRB (Post DH)	1,260		
	SWO Department Head Retention Bonus	8,470		
	SPECWAR Officer Continuation Pay	693		
	EOD CSRB - Anniversary Payments	26		
	NSW Officer CSRB	222		
	Continuation Pay	72		
Station Allowances, Overseas-Officer			714	
	Station Allowances - Cost Of Living	628		
	Station Allowances - Temporary Lodging	86		
CONUS Cost Of Living Allowance (COLA)-Officer			11	
	CONUS Cost Of Living (COLA)	11		
Uniform Allowance-Officer			2	
	Civilian	2		
Family Separation Allowance-Officer			480	
	FSA - T (TDY> 30 days)	480		
Separation Payments-Officer			783	
	Separation Pay - Lump sum Leave Payment(Officer)	237		
	Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	546		
	Total Program Increases			94,895
Total Increases				421,602

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA1**  
(In Thousands of Dollars)

Decreases				
Pricing Decreases				
Strength Related				0
Inflation Rate				
Other Pricing Decreases				-1,013
Incentive Pay For Hazardous Duty-Officer			-99	
Special Pay-Officer	ACCP Initial Payments	-99	-914	
	Save Pay	-9		
	Career Sea Pay	-874		
	Judge Advocate Continuation Pay	-31		
	Total Pricing Decreases			-1,013
Program Decreases				-17,431
Strength Related			-17,431	
	BAH Domestic	-17,431		
	BAH Overseas	0		
Other Program Decreases				-54,186
Incentive Pay For Hazardous Duty-Officer			-4	
Special Pay-Officer	ACIP - Warrant Officers	-2		
	Visit, Board, Search and Seizure	-2	-51,821	
	Medical Pay	-2,166		
	Dental Pay	-977		
	Optometrist Pay	-36		
	Nurse Pay	-9,882		
	Non Physicians Pay	-25,323		
	Personal Money Allowance	-7		
	Hardship Duty Pay	-19		
	SWO Continuation Pay	-517		
	SWO CSRB (Senior)	-8,025		
	SWO CSRB (Junior)	-4,710		
	EOD CSRB - Initial Payments	-77		
	Civil Engineer Corps CSRB	-82		
Uniform Allowance-Officer			-154	
	Initial - Reserves	-91		
	Initial - Regular	-18		
	Additional	-45		
Family Separation Allowance-Officer			-2,205	
	FSA - R (On PCS With Dependents Not Authorized)	-624		
	FSA - S (Onboard > 30 days)	-1,581		
Special Compensation for Assistance with Activities of Daily Living - Officer			-2	
	Special Monthly Compensation	-2		
	Total Program Decreases			-71,617
Total Decreases				-72,630
Total FY 2020 Direct Program				8,632,047

(In Thousands Of Dollars)

Project: Basic Pav - Officer

FY 2020 Estimate \$ 4,561,662  
 FY 2019 Estimate \$ 4,393,898  
 FY 2018 Actual \$ 4,351,195

Part I - Purpose And Scope

Funds requested to provide basic compensation for officers on active duty according to rank and length of service under provisions of Title 37 U.S.C. 201, 203, 204, 205, 1009. The estimate excludes those officers on active duty at the seat of government and at headquarters responsible for reserve affairs (Title 10 U.S.C. 12301) and those officers of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing and training of the reserve components (Title 10 U.S.C. 12301).

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

Part II - Justification Of Funds Requested

FY 2018 is based on end strength of 54,745 and 55,738 workyears. FY 2019 is based on end strength of 55,230 and 55,151 workyears. FY 2020 is based on end strength of 54,995 and 55,577 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2018 includes a 2.4% across the board pay raise effective 1 January 2018. FY 2019 includes a 2.6% across the board pay raise effective 1 January 2019. FY 2020 includes a 3.1% across the board pay raise effective 1 January 2020.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019				FY 2020		
	Number	Rate	Amount	Number	Rate	Amount		Number	Rate	Amount
(1) Basic Pav - Officer										
O-10 Admiral	8	189,600.00	1,517	8	189,600.00	1,517	0.000	10	189,600.00	1,896
O-9 Vice Admiral	39	189,600.00	7,394	36	189,600.00	6,826	0.000	36	189,600.00	6,826
O-8 Rear Admiral (UH)	61	177,692.00	10,839	63	180,948.14	11,400	2,978	60	186,336.33	11,180
O-7 Rear Admiral (LH)	110	154,379.00	16,982	119	157,942.84	18,795	2,978	137	162,646.07	22,283
O-6 Captain	3,147	132,408.79	416,690	3,060	135,753.60	415,406	2,978	3,124	139,796.17	436,723
O-5 Commander	6,798	106,789.45	725,955	6,645	109,478.15	727,482	2,978	6,709	112,738.39	756,362
O-4 Lieutenant Commander	10,814	89,894.26	972,117	10,455	92,162.76	963,562	2,978	10,499	94,907.45	996,433
O-3 Lieutenant	19,316	72,291.31	1,396,379	19,030	74,096.91	1,410,064	2,978	19,007	76,303.71	1,450,305
O-2 Lieutenant (JG)	6,967	56,395.96	392,911	7,047	57,823.51	407,482	2,979	7,185	59,545.79	427,837
O-1 Ensign	6,745	40,630.07	274,050	6,918	41,657.28	288,185	2,979	6,984	42,898.22	299,601
W-5 Warrant Officer 5	81	108,380.87	8,779	83	111,117.03	9,223	2,978	79	114,426.07	9,040
W-4 Warrant Officer 4	389	92,483.96	35,976	400	94,921.74	37,969	2,978	419	97,748.58	40,957
W-3 Warrant Officer 3	668	79,330.65	52,993	697	81,388.73	56,728	2,978	734	83,812.64	61,518
W-2 Warrant Officer 2	595	64,895.07	38,613	590	66,541.02	39,259	2,977	594	68,522.21	40,702
W-1 Warrant Officer 1			0			0				0
Total Basic Pay - Officer	55,738		4,351,195	55,151		4,393,898		55,577		4,561,662

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Officer

FY 2020 Estimate	\$	1,411,830
FY 2019 Estimate	\$	1,334,235
FY 2018 Actual	\$	1,228,076

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

(a) Beginning in FY 2008, Title V, section 581 of the 2007 NDAA directs the Department of Defense to contribute at the part-time rate for Reserve Component sailors who are mobilized or on active duty for special work. The full time RPA % in FY 2018 is 28.4% and 30.4% in FY 2019 and 31.0% in FY 2020. The part-time RPA % in FY 2018 is 22.6% and 24.7% in FY 2019 and 24.4% in FY 2020.

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

Cost computations are as follows:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	54,574	22,053.06	\$ 1,203,524	54,851	24,205.43	\$ 1,327,692	55,222	25,414.24	\$ 1,403,425
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	1,164	21,092.37	\$ 24,552	300	21,809.64	\$ 6,543	355	23,676.93	\$ 8,405
Total Retired Pay Accrual -Officer	55,738		\$ 1,228,076	55,151		\$ 1,334,235	55,577		\$ 1,411,830

(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - Matching Contributions

FY 2020 Estimate	\$59,653
FY 2019 Estimate	\$39,739
FY 2018 Actual	\$17,949

**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 began 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 2018</u>			<u>FY 2019</u>			<u>FY 2020</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b><u>TSP Matching contributions</u></b>									
Thrift Savings Plan - Officer	0		\$17,949	0		\$39,739	0		\$59,653
<b>Total TSP Matching Contributions</b>	0		\$17,949	0		\$39,739	0		\$59,653

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty-Officer

FY 2020 Estimate	\$	167,877
FY 2019 Estimate	\$	159,594
FY 2018 Actual	\$	139,107

Part I - Purpose And Scope

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

(1 and 2) Aviation Career Incentive Pay (ACIP) (37 U.S.C. 334a) - Financial incentive for members to serve as military aviators throughout a military career. Started in 1974. Last rate changes made by FY 2018 NDAA (to establish \$850 rate level) and by FY 1999 NDAA to facilitate payment of ACIP to warrant officers. Payment ranges from \$125 to \$850 per month, determined by years of aviation service.

(3 and 4) Aviation Career Continuation Pay (ACCP) (37 U.S.C. 334b) -Financial incentive to retain qualified, experienced aviators who have completed their Active Duty Service Obligation (ADSO) to remain on active duty for a specified period of additional service and agree between January 1, 1989 and December 31, 2015. First authorized by FY 1990 NDAA. Last changed by FY 2000 NDAA to give the Services the discretion to pay ACCP to aviators in other than critically short aviation subspecialties; in amounts up to \$25,000 for each year of service agreement, regardless of the length of the contract; through 25 years of aviation service; and to aviators in grade 0-6.

(5) Flying Duty Crew Members (37 U.S.C. 351(a)(2)) -For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$150 to \$250 per month, determined by grade.

(6) Flying Duty Non-Crew Members (37 U.S.C. 351(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments other than as crew members. The FY 2018 NDAA increased the rate from \$150 to \$250 per month. Payment is a flat \$250 per month.

(7) Submarine duty (37 U.S.C. 352) -Duty involving frequent and regular performance of operational submarine duty, restricted to members who hold or are in training for submarine duty designator and remain in the submarine service on a career basis. The FY 2018 NDAA vested authority in the Secretary of the Navy to set submarine pay rates within a cap of \$5,000 per month.

(8) Parachute jumping (37 U.S.C. 351(a)(2)) -Duty involving parachute jumping as an essential part of military duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which receive \$225 per month.

(9) Duty inside a high or low pressure chamber (37 U.S.C. 351(a)(2)) - Duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.

(10) Demolition Duty (37 U.S.C. 351(a)(2)) - Duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.

(11) Flight Deck Duty (37 U.S.C. 351(a)(2)) - Duty involving participation in flight operations on ships from which aircraft are launched. Payment is a flat \$150 per month.

(12) Toxic Material Pay (37 U.S.C. 351(a)(2)) - Duty involving exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.

(13) Visit, Board, Search and Seizure (VBSS) (37 U.S.C. 351(a)(2)) - Maritime Interdiction Operations - for the performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1) ACIP - Commissioned Officers</b>									
Regular (2) years	1,493	1,500.00	2,240	1,910	1,500.00	2,865	1,948	1,500.00	2,922
Regular (2-3) years	706	1,872.00	1,322	910	1,872.00	1,704	928	1,872.00	1,737
Regular (3-4) years	677	2,256.00	1,527	865	2,256.00	1,951	882	2,256.00	1,990
Regular (4-6) years	1,209	2,472.00	2,989	1,549	2,472.00	3,829	1,580	2,472.00	3,906
Regular (6-14) years	2,269	7,800.00	17,698	3,230	7,800.00	25,194	3,295	7,800.00	25,701
Regular (14-22) years	1,060	10,080.00	10,685	1,330	10,080.00	13,406	1,357	10,080.00	13,679
Due Course (11-14) years transition	1,728	5,040.00	8,709	2,236	12,000.00	26,832	2,281	12,000.00	27,372
Due Course (15-22) years transition	1,728	6,000.00	10,368	120	7,020.00	842	122	7,020.00	856
Due Course (11-22) years	59	7,020.00	414	140	8,400.00	1,176	143	8,400.00	1,201
Due Course (23) years transition	55	3,510.00	193	75	5,940.00	446	77	5,940.00	457
Due Course (24) years transition	55	4,200.00	231	71	5,400.00	383	72	5,400.00	389
Due Course (23-24) years	23	5,940.00	137	45	4,620.00	208	46	4,620.00	213
Regular (> 22) years	55	2,970.00	163	9	3,000.00	27	9	3,000.00	27
Regular (> 23) years	55	4,200.00	231	54	5,940.00	321	0		0
Regular (> 24) years	41	4,620.00	189	40	4,620.00	185	0		0
Due Course (> 24) years transition	70	1,500.00	105	0		0	0		0
Due Course (> 24+) years transition	71	2,700.00	192	0		0	0		0
Regular (> 25) years	12	3,000.00	36	12	3,000.00	36	0		0
<b>Total - (1)</b>	<b>11,366</b>		<b>57,429</b>	<b>12,596</b>		<b>79,405</b>	<b>12,740</b>		<b>80,450</b>
<b>(2) ACIP - Warrant Officers</b>									
2 Years	0		0	0		0	0		0
2 - 3 Years	0		0	0		0	0		0
3 - 4 Years	1	2,256.00	2	1	2,256.00	2	0		0
4 - 6 Years	0		0	0		0	0		0
6 - 18 Years	0		0	0		0	0		0
<b>Total - (2)</b>	<b>1</b>		<b>2</b>	<b>1</b>		<b>2</b>	<b>0</b>		<b>0</b>
<b>Total (1)-(2)</b>	<b>11,367</b>		<b>57,431</b>	<b>12,597</b>		<b>79,407</b>	<b>12,740</b>		<b>80,450</b>
<b>(3) ACCP Initial Payments</b>									
Pilots	398	26,746.62	10,645	321	28,457.99	9,135	321	28,461.06	9,136
Flight Officers	236	25,832.28	6,096	47	30,388.38	1,428	56	28,250.00	1,582
<b>Total - (3)</b>	<b>634</b>		<b>16,741</b>	<b>368</b>		<b>10,563</b>	<b>377</b>		<b>10,718</b>
<b>(4) ACCP Anniversary Payments</b>									
Pilots	812	16,204.51	13,158	1,072	20,276.94	21,737	1,165	23,302.15	27,147
Flight Officers	402	14,113.30	5,674	523	18,778.62	9,821	500	20,330.00	10,165
<b>Total - (4)</b>	<b>1,214</b>		<b>18,832</b>	<b>1,595</b>		<b>31,558</b>	<b>1,665</b>		<b>37,312</b>
<b>Total (3)-(4)</b>	<b>1,848</b>		<b>35,573</b>	<b>1,963</b>		<b>42,121</b>	<b>2,042</b>		<b>48,030</b>
<b>(5) Flying Duty Crew Members</b>	<b>4,631</b>	<b>2,999.78</b>	<b>13,892</b>	<b>21</b>	<b>3,000.00</b>	<b>63</b>	<b>28</b>	<b>3,000.00</b>	<b>84</b>
<b>(6) Flying Duty Non-Crew Members</b>	<b>8</b>	<b>1,800.00</b>	<b>14</b>	<b>7</b>	<b>1,800.00</b>	<b>13</b>	<b>7</b>	<b>1,800.00</b>	<b>13</b>
<b>(7) Submarine Pay for Officers</b>									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	133	10,005.98	1,331	166	9,850.14	1,635	169	10,020.00	1,693
O-5 Commander	268	9,995.79	2,679	334	9,840.11	3,287	341	10,009.80	3,413
O-4 Lieutenant Commander	627	9,055.62	5,678	780	8,914.58	6,953	796	9,068.31	7,218
O-3 Lieutenant	1,414	7,345.59	10,387	1,758	7,231.19	12,712	1,793	7,355.89	13,189
O-2 Lieutenant (JG)	819	3,811.48	3,122	1,017	3,752.12	3,816	1,037	3,816.82	3,958
O-1 Ensign	718	3,098.36	2,225	891	3,050.10	2,718	909	3,102.70	2,820
W-5 Warrant Officer 5	1	5,092.86	5	1	5,013.54	5	1	5,100.00	5
W-4 Warrant Officer 4	13	5,092.86	66	16	5,013.54	80	16	5,100.00	82

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
W-3 Warrant Officer 3	24	5,092.86	122	30	5,013.54	150	31	5,100.00	158
W-2 Warrant Officer 2	14	5,092.86	71	17	5,013.54	85	17	5,100.00	87
W-1 Warrant Officer 1			0			0			0
Total Submarine Pay for Officers	4,031		25,686	5,010		31,441	5,110		32,623
(8) Parachute Jumping (Officer)									
Parachute Jumping	1,344	2,554.00	3,433	1,343	2,556.50	3,433	1,370	2,556.50	3,502
Total - (8)	1,344		3,433	1,343		3,433	1,370		3,502
(9) Duty inside a high/low pressure chamber									
Hi/Lo Pressure Chamber	8	1,800.00	14	9	1,800.00	16	9	1,800.00	16
Total - (9)	8		14	9		16	9		16
(10) Demolition Duty (Officer)									
Demolition Duty	1,411	1,800.00	2,540	1,415	1,800.00	2,547	1,443	1,800.00	2,597
Total - (10)	1,411		2,540	1,415		2,547	1,443		2,597
(11)Flight Deck Duty	291	1,800.00	524	306	1,800.00	551	312	1,800.00	562
(12)Toxic Material Pay	0		0	0		0	0		0
(13)Visit, Board, Search and Seizure	0		0	1	1,800.00	2	0		0
Total Incentive Pay For Hazardous Duty-Officer	24,939		139,107	22,672		159,594	23,061		167,877

(In Thousands Of Dollars)

Project: Special Pay-Officer

FY 2020 Estimate	\$ 488,469
FY 2019 Estimate	\$ 436,004
FY 2018 Actual	\$ 426,290

Part I - Purpose And Scope

Funds requested provide for the following special pay:

- (1) Physicians pay (37 U.S.C. 335):
  - (a) Variable special pay (37 U.S.C. 335 (b)) - monthly payment to medical corps officers on active duty under a call or order to active duty for a period of not less than one year. Amount paid varies with total length of creditable service and ranges from \$1,200 to \$12,000 per year.
  - (b) Additional special pay (37 U.S.C. 335 (b)) - an annual payment which varies with length of creditable service paid to medical corps officers who execute a written agreement to remain on active duty for a period of not less than one year and who are not undergoing medical or osteopathic internship, or initial residency. Flat \$15,000 for a 12-month active duty service agreement.
  - (c) Board certified pay (37 U.S.C. 335 (c)) - a monthly payment which varies with length of creditable service paid to medical corps officers who become certified or re-certified as having successfully met specified post-graduate education, training and experience requirements in a medical or osteopathic specialty. Payment ranges from \$2,500 to \$6,000 per year.
  - (d) Medical incentive pay (37 U.S.C. 335 (b)) - for medical corps officers, 0-6 and below, who meet certain criteria, and who agree to remain on active duty for a period of one year for up to \$75,000 and who are not undergoing medical or osteopathic internship, initial residency, subspecialty or fellowship training.
  - (e) Multiyear specialty pay (MSP) (37 U.S.C. 335(a)(3)) - a bonus payable to medical corps officers, O-6 and below, who have eight years of creditable service or no further post graduate medical training obligation and executes an agreement to serve an additional two, three or four years on active duty for up to \$75,000 per year.
  - (f) Critical Skills Accession Bonus (37 U.S.C. 335 (a)(2)) - a bonus payable to medical corps officers in a specialty designated by regulations as a critically short wartime specialty and who executes a written agreement to accept a commission and remain on active duty for not less than four consecutive years. The bonus may not exceed \$400,000.
- (2) Dentists pay:
  - (a) Variable special pay (37 U.S.C. 335(b)) - monthly payment to dental corps officers on active duty under a call or order to active duty for a period of not less than one year. Amount paid varies with total length of creditable service and ranges from \$3,000 to \$12,000 per year.
  - (b) Additional special pay (37 U.S.C. 335(b)) - FY2007 NDAA allows for an annual payment which varies with length of creditable service which is paid to dental corps officers who execute a written agreement to remain on active duty for a period of not less than one year and who are undergoing dental internships or residency training. Payment ranges from \$10,000 to \$15,000 per year.
  - (c) Board certified pay (37 U.S.C. 335(c)) - a monthly payment which varies with length of creditable service paid to dental corps officers who attain board certification or board certification equivalency requirements. Payment ranges from \$2,500 to \$6,000 per year.
  - (d) Accession bonus (37 U.S.C. 335(a)(2)) - FY2007 NDAA increases the amount of bonus paid to a dental school graduate who agrees to accept a commission as an officer, between September 23, 1996 and December 31, 2015, and remains on active duty for a period of not less than four years from up to \$200,000.
  - (e) Dental Incentive Special Pay (ISP) (37 U.S.C 335(b)) - A dental officer who is an oral or maxillofacial surgeon and who executes a written agreement to remain on active duty for one year may be paid incentive special pay up to \$75,000.
  - (f) Multiyear specialty pay (MSP) (37 U.S.C. 335(a)(3)) - MSP is a bonus payable to a dental corps officer who has at least eight years of creditable service, or has completed any active duty service commitment incurred for dental education and training, has completed specialty training, and executes an agreement to serve an additional two, three or four years on active duty for up to \$50,000 per year.
  - (g) Dental Critical Skills Retention Bonus (CSRB) (37 U.S.C. 335(a)(2)) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- (3) General Dentist Accession Bonus (37 U.S.C. 335(a)(2)) - Financial incentive to address skill-specific accession problems. Amounts may not exceed \$150,000 per year.
- (4) Optometrists pay:
  - (a) Special pay (37 U.S.C. 335(b)) - a monthly pay of \$100 to officers on active duty designated as optometrists.
  - (b) Multiyear retention bonus (37 U.S.C. 335(a)(3)) - an annual payment of \$6,000 per year of contract for designated officers who agree to remain on active duty as an optometrist. First authorized by FY1990 NDAA for an annual bonus not to exceed \$15,000, payable to officers drawing optometrist regular special pay who have completed initial ADSO for education and training and who execute a 12 month active duty service agreement.
- (5) Pharmacy accession bonus:
  - (a) Accession bonus (37 U.S.C. 335(a)(2)) - \$30,000 lump sum paid to graduates of an accredited school of pharmacy who agree to accept an active duty commission as a MSC officer, between October 30, 2000 and December 31, 2015, designated as a pharmacist (minimum 4-yr obligation). Individuals not eligible if they received financial assistance from DoD.
  - (b) Special pay (37 U.S.C. 335(b)) - payable to active duty officers designated as pharmacists who agree to remain on active duty for a period of one year or more. Payments may not exceed \$15,000.

- (6) Nurse pay (37 U.S.C. 335(a)(1) and 335(b)) :
- (a) Accession bonus - a bonus paid to a person who is a registered nurse, for up to \$30,000, who agrees to accept a commission as an officer, between November 29, 1989 and December 31, 2015, and remain on active duty for a period of not less than three years.
  - (b) Incentive - Special pay authorized to officers who serve in a nursing specialty (other than nurse anesthetists). Designated by the Secretary to meet critical requirements during wartime or peacetime. Requires post baccalaureate education and training. Payments not to exceed \$50,000 for a 12-month period.
- (7) Non Physician's Pay:
- (a) Health Profession Officer Incentive Pay (37 U.S.C. 335(b)) - \$5000 discretionary bonus paid to eligible MSC officers who agree to remain on active duty for not less than 12 months and who are fully privileged and practicing in a specialty designated by ASD(HA). May not exceed \$15k per year of obligation.
  - (b) Health Profession Officer Retention Bonus - \$10,000 - \$20,000 discretionary retention bonus paid to MSC Licensed Clinical Psychology and qualified Physician Assistants officers O-6 and below with no training/education obligation or minimum 8 YOS from Health Professional Pay Entry Date (HPPED) with training or education obligation for 2, 3, or 4-yr obligation. May not exceed \$25,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Must be licensed, and must have at least 8 YCS or completed AD commitment for psych/PA education/training.
  - (c) Health Profession Officer Board Certified Pay (37 U.S.C. 335(c)) - Paid monthly to MSC officers who are Clin Psych, PA, Social Worker only, with a post baccalaureate degree who are health care providers and board certified by a nationally recognized board. May not exceed \$6,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18).
  - (d) Health Profession Officer Accession Bonus - \$12,500/\$15,000 (3/4-yr obligation). Paid to licensed Clinical Psychologists who agree to accept a commission as an MSC officer and who obtain and maintain a license as a clinical psychologist. May not exceed \$30,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Not payable to a person who, in exchange for an agreement to accept an appointment as an officer, received financial assistance from the DoD to pursue a course of study in psychology.
  - (e) Non-Physician Board Certified Pay - Paid monthly to MSC officers (except Clin Psych, PA, Social Worker) with a post baccalaureate degree who are health care providers and board certified by a nationally recognized board. Annual rates established by statute (37 USC 335c).
  - (f) Clinical Psychologist Critical Skills Retention Bonus (CSRB) (37 U.S.C. 335(a)(3)) - financial incentive to address skill-specific retention problems. First Authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- (8) Personal money allowances (37 U.S.C. 414) :
- (a) Personal money allowances - paid to flag officers on active duty who are serving as Chairman, Joint Chiefs of Staff, Vice Admirals, senior members of the military staff committee of the United Nations, Admiral, or Chief of Naval Operations.
- (9) Special allowances (37 U.S.C. 414(b)) - paid to officers on active duty serving as Commandant of Midshipmen, U. S. Naval Academy; Superintendent, Naval Post Graduate School; President, Naval War College; Superintendent, U. S. Naval Academy, or Director of Naval Intelligence.
- (10) Save Pay (37 U.S.C. 907) - stipulates that a Warrant Officer who accepts an appointment as a commissioned officer in a pay grade above W-4 be paid the greater of:
- (a) the pay and allowance to which he is entitled as such commissioned officer;
  - (b) the pay and allowances to which he would be entitled if he were in the last warrant officer grade he held before his appointment as such a commissioned officer; or
  - (c) in the case of an officer who was formerly an enlisted member, the pay and allowances to which he would be entitled if he were in the last enlisted grade he held before his appointment as an officer.
- (11) Responsibility pay (37 U.S.C. 352) - an amount which varies by pay grade, payable to officers on active duty serving in Secretary of the Navy designated positions of unusual responsibility which are of a critical nature to the Navy.
- (12) Diving duty pay (37 U.S.C. 353(a)) - a monthly amount not to exceed \$240, paid to officers on active duty assigned to diving duty. Recipients of diving duty pay are required to maintain proficiency as divers and must actually perform diving duty.
- (13) Nuclear Officer Incentive Pay (37 U.S.C. 333 (a)(1),(2),(b)):
- (a) an annual bonus not to exceed \$50,000 paid to officers below the pay grade of 0-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and agree to remain on active duty for a period of three or more years after the expiration of their minimum service obligation.
  - (b) a bonus not to exceed \$2,000 paid to officers who complete nuclear power training.
  - (c) an annual bonus not to exceed \$22,000 (\$14,000 for LDOs) paid to officers below the pay grade of 0-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and who continue on active duty after completion of other existing service contracts.
- (14) Sea pay (37 U.S.C. 352) :
- (a) Career sea pay (CSP) - a variable amount paid monthly that ranges from \$50 to \$750 to officers on active duty who are permanently or temporarily serving on a ship, the primary mission of which is accomplished while underway, or while serving as a member of the off crew of a two-crewed submarine; or when serving on a ship, the primary mission of which is accomplished while in port. CSP is earned only during a period that the ship is away from its homeport for 30 consecutive days or more. The FY 2001 National Defense Authorization Act enhanced CSP which increases existing sea pay rates in order to restore incentive values of sea pay and expands CSP to officers with less than three years of sea duty if they are assigned to qualifying sea duty.

- (15) Premium sea pay - \$350 per month paid to officers who are entitled to CSP who have served more than 36 consecutive months on sea duty payable on the 37th consecutive month.
- (16) Imminent danger pay (37 U.S.C. 351(a)(3)) - Prior to Dec. 31, 2011, members eligible for IDP were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Now service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.
- (17) Foreign language proficiency pay (37 U.S.C. 353(b)) - a monthly payment made to qualified officers whose military specialty requires proficiency in a foreign language not to exceed \$12,000 per one-year certification period. The FY05 NDAA increased the monthly cap from \$300 to \$1,000 per month for members entitled to basic pay and a one-time bonus not to exceed \$6,000 for Reserve component members who fulfill a 12 month certification period.
- (18) Judge advocate continuation pay (JACP) (37 U.S.C. 321) - authorizes up to \$60,000 per uniformed judge advocate. The Navy plan consists of three phases: (1) \$30,000 payment at augmentation with three years obligated service; (2) \$15,000 payment upon promotion to O4 (2 years obligated service); and (3) \$15,000 payment upon reaching 10 years of active commissioned service as a JAG (2 years obligated service).
- (19) Hardship Duty Pay (HDP) (37 U.S.C. 352) - paid to members at specified duty locations and special missions effective January 2001, not to exceed \$5,000 monthly.
- (20) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 352) - paid to both Active Component (AC) and Reserve Component (RC) members for a deployment tempo that requires the member to perform duties in an operational environment for extended periods. Personnel who are deployed beyond 220 consecutive days become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.
- (21) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 352) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2003 NDAA. The monthly statutory maximum payable is \$3,000.
- (22) Submarine Support Incentive Pay (37 U.S.C. 355) - financial incentive to retain the most experienced submarine officers past 20 years of service. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of commissioned service.
- (23) Surface Warfare Officer (SWO) Department Head Retention Bonus (DHRB) (37 U.S.C. 332(a)(3)) - financial incentive for SWO's selected for Department Head (DH) to agree to remain on active duty to complete that tour. Payment is up to \$50,000 as a one-time bonus for eligible officers.
- (24 - 28) Surface Warfare Officer Revised Junior Critical Skills Retention Bonus (CSRB) (37 U.S.C. 355(a)) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, currently not payable past completion of 25 years of active duty. FY08 legislative proposal would expand eligibility to over 25 years of service.
- (29) Special Warfare Officer Incentive Pay (37 U.S.C. 332(a)(3)) - financial incentive for qualified, experienced Special Warfare officers to remain on duty beyond their initial ADSO. Up to \$15,000 per year payable to eligible officers.
- (30 - 31) Explosive Ordnance Disposal (EOD) Officer CSRB (37 U.S.C. 355(a)) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- (32) Special Warfare Critical Skills Accession Bonus (CSAB) (37 U.S.C. 332(a)(1)) - broad authority that gives service secretaries authority to offer up to \$60,000 to an individual who agrees to accept a commission and serve on active duty in a designated critical skill for the period specified in the agreement. First authorized by the FY 2002 NDAA.
- (33) Naval Special Warfare Officer Critical Skills Retention Bonus (37 U.S.C. 332(a)(1)) - financial incentive to address the critical shortages of Seal Control grade officers (LCDR, CDR and CAPT). The program offers two options for service, a five year option for \$25,000 per year and a three year option for \$15,000 per year (both bonuses are paid in equal installments, the first upon contract acceptance and the remainder paid annually on the contract anniversary date).
- (34) Intelligence Officers (INTEL) CSRB (37 U.S.C. 355(a)) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- (35) Bahrain AIP (37 U.S.C. 352) - a limited program for officer continuity billets in Bahrain authorized by OSD 5 Jan 06. Payment is a flat rate of \$500 per month.
- (36) Civil Engineer Corps CSRB (37 USC 355(a)) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- (37) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system. Members of the Uniformed Services who are covered by this Blended Retirement System are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services will begin

#### Part II - Justification Of Funds Requested

Special pay for physicians and dentists is computed by multiplying the statutory rates for members within each applicable longevity step. Costs for career sea pay are based on average rates and grade distribution experienced in FY 2008. Other special pays are computed by applying statutory or average rates to the average number of personnel programmed to be eligible.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1) Medical Pay</b>									
Variable	150	7,141.62	1,071	147	6,234.93	917	0		0
Additional	1	2,499.99	2	1	13,096.11	13	0		0
Board Certified	20	4,239.99	85	22	3,701.71	81	0		0
Medical Incentive	50	35,000.19	1,750	48	30,556.62	1,467	0		0
Multi Year Pay	0		0	0		0	0		0
Critical Skills Accession Bonus	2	212,501.13	425	3	305,566.24	917	3	351,208.79	1,054
Medical Incentive Pay	3,970	31,990.17	127,001	4,055	27,989.16	113,496	4,060	32,378.05	131,455
Medical Retention Bonus	1,100	40,909.22	45,000	1,120	38,975.29	43,652	1,122	45,611.54	51,176
Medical Board Certification	1,980	5,781.59	11,448	2,010	5,125.35	10,302	2,020	5,961.12	12,041
<b>Total - (1)</b>	<b>7,273</b>		<b>186,782</b>	<b>7,406</b>		<b>170,845</b>	<b>7,205</b>		<b>195,726</b>
<b>(2) Dental Pay</b>									
Variable	1	9,028.00	9	1	7,965.80	8	0		0
Additional	(1)		(41)	0		0	0		0
Board Certified	6	4,976.67	30	3	4,889.29	15	0		0
Accession Bonus	5	30,000.00	150	10	52,940.65	529	0		0
Incentive Special Pay	0		0	0		0	0		0
Multi-year Special Pay	1	72,302.20	72	1	63,795.42	64	0		0
Critical Skills Accession Bonus	0		0	0		0	0		0
General Dentist Incentive Pay	0		0	3	26,470.32	79	10	59,866.96	599
General Dentist Retention Bonus	1,789	24,710.41	44,207	0		0	0		0
Dental Incentive Pay	0		0	1,055	19,235.94	20,294	1,060	21,745.07	23,050
Dental Retention Bonus	0		0	460	42,199.06	19,412	470	47,341.60	22,251
Dental Board Certification	0		0	262	5,203.14	1,363	0		0
<b>Total - (2)</b>	<b>1,801</b>		<b>44,427</b>	<b>1,795</b>		<b>41,764</b>	<b>1,540</b>		<b>45,900</b>
<b>(3) General Dentist Accession Bonus</b>									
Initial	0		0	0		0	0		0
Anniversary	0		0	0		0	0		0
<b>Total - (3)</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>Total (2)-(3)</b>	<b>1,801</b>		<b>44,427</b>	<b>1,795</b>		<b>41,764</b>	<b>1,540</b>		<b>45,900</b>
<b>(4) Optometrist Pay</b>									
Special Pay	25	748.00	19	25	1,200.00	30	0		0
Initial	1	6,000.00	6	1	6,000.00	6	0		0
Anniversary	0		0	0		0	0		0
<b>Total - (4)</b>	<b>26</b>		<b>25</b>	<b>26</b>		<b>36</b>	<b>0</b>		<b>0</b>
<b>(5) Pharmacy Pay</b>									
Accession Bonus	0		0	0		0	0		0
Initial	0		0	0		0	0		0
Anniversary	0		0	0		0	0		0
<b>Total - (5)</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>(6) Nurse Pay</b>									
Accession Bonus	70	26,892.86	1,883	75	26,666.67	2,000	80	75,976.67	6,078
RN-Incentive Special Pay	0		0	325	5,538.46	1,800	0		0
CRNA-Incentive Special Pay	0		0	0		0	0		0
Nurse Incentive Pay	85	12,388.24	1,053	100	13,000.00	1,300	135	41,882.04	5,654
Nurse Retention Bonus	390	25,230.77	9,840	400	25,000.00	10,000	0		72
<b>Total - (6)</b>	<b>545</b>		<b>12,776</b>	<b>900</b>		<b>15,100</b>	<b>215</b>		<b>11,804</b>
<b>(7) Non Physicians Pay</b>									
Health Profession Officer Incentive Pay	550	4,181.82	2,300	542	4,134.55	2,241	0		0
Health Profession Officer Retention Bonus	450	16,466.67	7,410	443	16,777.78	7,433	0		0
Health Profession Officer Board Certified Pay	600	5,770.00	3,462	616	5,773.16	3,556	3	23,178.99	70
Health Profession Officer Accession Bonus	0		0	0		0	0		0
Non-Physician Board Certified Pay	3	15,000.00	45	39	2,535.00	99	0		0
Clinical Psychologist CSRB	7	213,713.24	1,496	7	213,713.24	1,496	0		0
Health Professions Officer Accession Bonus	0		0	3	15,000.00	45	0		0
Health Professions Officer Incentive Pay	0		0	550	4,181.82	2,300	560	6,484.60	3,631

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Health Professions Officer Retention Bonus	0		0	460	17,391.30	8,000	465	26,917.53	12,517
Health Professions Officer Board Certification Pay	300	12.37	4	610	5,737.70	3,500	610	8,866.29	5,408
Total - (7)	1,910		14,717	3,270		28,670	1,638		21,626
Total (1)-(7)	11,555		258,727	13,397		256,415	10,598		275,056
(8) Personal Money Allowance									
O-10 Admiral	7	4,000.00	28	7	4,000.00	28	6	4,000.00	24
O-9 Vice Admiral	2	2,200.00	4	2	2,200.00	4	2	2,200.00	4
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)	44	500.00	22	46	500.00	23	39	500.00	20
O-6 Captain			0			0			0
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total Personal Money Allowance	53		54	55		55	47		48
(9)Special Allowances									
	0		0	0		0	0		0
(10)Save Pay									
	47	1,690.14	79	71	1,686.00	120	119	1,567.73	187
(11)Responsibility Pay									
	530	1,350.00	716	526	1,350.00	710	529	1,350.00	714
(12)Diving Duty Pay									
	1,775	2,771.79	4,920	1,716	2,760.26	4,737	1,907	2,770.25	5,283
(13) Nuclear Officer Incentive Pay									
Initial Payments	797	35,000.00	27,895	756	35,000.00	26,460	843	35,000.00	29,505
Anniversary Payments	1,453	35,000.00	50,855	1,391	35,000.00	48,685	1,405	35,000.00	49,175
Total - (13)	2,250		78,750	2,147		75,145	2,248		78,680
(14) Career Sea Pay									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	190	3,517.78	668	195	5,347.10	1,043	199	5,156.49	1,026
O-5 Commander	711	2,894.97	2,058	723	4,400.48	3,182	735	4,396.68	3,232
O-4 Lieutenant Commander	1,301	2,335.66	3,039	1,254	3,551.45	4,454	1,348	3,424.47	4,616
O-3 Lieutenant	3,193	1,703.80	5,440	3,080	2,588.99	7,974	3,310	2,496.43	8,263
O-2 Lieutenant (JG)	2,297	1,228.37	2,822	2,273	1,866.72	4,243	2,442	1,799.97	4,396
O-1 Ensign	1,859	1,076.63	2,001	1,802	1,636.70	2,949	1,935	1,577.99	3,053
W-5 Warrant Officer 5	2	5,702.83	11	2	8,754.81	18	2	8,441.79	17
W-4 Warrant Officer 4	70	5,506.87	385	68	8,369.51	569	73	8,070.27	589
W-3 Warrant Officer 3	188	5,089.28	957	181	7,743.13	1,402	194	7,466.28	1,448
W-2 Warrant Officer 2	272	4,215.90	1,147	263	6,407.10	1,685	282	6,178.03	1,742
W-1 Warrant Officer 1			0			0			0
Total Career Sea Pay	10,083		18,528	9,841		27,519	10,520		28,382
(15)Premium Sea Pay									
	1,135	2,400.00	2,724	1,007	2,400.00	2,417	1,064	2,400.00	2,554
(16)Imminent Danger Pay									
	778	2,700.00	2,101	156	2,700.00	421	156	2,700.00	421
(17)Foreign Language Proficiency Pay									
	857	3,548.43	3,041	876	3,601.74	3,155	975	3,716.93	3,624
(18)Judge Advocate Continuation Pay									
	104	20,384.62	2,120	140	21,107.14	2,955	153	20,882.35	3,195
(19) Hardship Duty Pay									
Location - 150	837	1,800.00	1,507	256	1,800.00	461	248	1,800.00	446
Location - 100	110	1,200.00	132	26	1,200.00	31	26	1,200.00	31

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Location - 50	1,025	600.00	615	442	600.00	265	435	600.00	261
Mission	1	1,800.00	2	1	1,800.00	2	1	1,800.00	2
Total - (19)	1,973		2,256	725		759	710		740
(20)Hardship Duty Pay - Tempo	68	5,940.00	404	64	5,940.00	380	79	5,940.00	469
(21)SOCOM Assignment Incentive Pay	0		0	0		0	0		0
(22) Submarine Support Incentive Pay									
Initial Payments	4	20,000.00	80	12	20,000.00	240	12	20,000.00	240
Anniversary Payments	9	25,000.00	225	12	25,000.00	300	12	25,000.00	300
Total - (22)	13		305	24		540	24		540
(23) SWO Continuation Pay									
Initial Payments	18	28,714.76	517	18	28,714.76	517	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (23)	18		517	18		517	0		0
(24) SWO CSRB (Post DH)									
Initial Payments	244	22,000.00	5,368	232	22,000.00	5,104	286	22,000.00	6,292
Anniversary Payments	381	12,000.00	4,572	474	12,000.00	5,688	480	12,000.00	5,760
Total - (24)	625		9,940	706		10,792	766		12,052
(25) SWO CSRB (Senior)									
Initial Payments	38	216,900.95	8,242	37	216,900.95	8,025	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (25)	38		8,242	37		8,025	0		0
(26) SWO CSRB (25+ YOS)									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (26)	0		0	0		0	0		0
(27) SWO Department Head Retention Bonus									
Initial Payments	424	10,000.00	4,240	710	10,000.00	7,100	900	10,000.00	9,000
Anniversary Payments	177	15,000.00	2,655	580	15,000.00	8,700	1,018	15,000.00	15,270
Total - (27)	601		6,895	1,290		15,800	1,918		24,270
(28) SWO CSRB (Junior)									
Initial Payments	37	10,013.37	370	36	10,013.37	360	0		0
Anniversary Payments	1,096	13,735.86	15,055	870	15,000.00	13,050	580	15,000.00	8,700
Total - (28)	1,133		15,425	906		13,410	580		8,700
Total (23)-(28)	2,415		41,019	2,957		48,544	3,264		45,022
(29) SPECWAR Officer Continuation Pay									
Initial Payments	59	38,750.00	2,286	62	38,750.00	2,403	69	38,750.00	2,674
Anniversary Payments	190	11,352.63	2,157	190	11,400.00	2,166	227	11,400.00	2,588
Total - (29)	249		4,443	252		4,569	296		5,262
(30) EOD CSRB - Initial Payments									
Initial Pay \$25,000	0		0	0		0	0		0
Initial Pay \$20,000	20	20,000.00	400	22	20,000.00	440	20	20,000.00	400
Initial Pay \$22,000	15	22,000.00	330	16	22,000.00	352	15	22,000.00	330
Initial Pay \$15,000	1	15,000.00	15	1	15,000.00	15	0		0
Total - (30)	36		745	39		807	35		730
(31) EOD CSRB - Anniversary Payments									
Anniversary Pay \$25,000	0		0	0		0	0		0
Anniversary Pay \$20,000	40	20,000.00	800	59	20,000.00	1,180	63	20,000.00	1,260
Anniversary Pay \$15,000	6	15,000.00	90	3	15,000.00	45	1	15,000.00	15

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Anniversary Pay \$12,000	28	12,000.00	336	27	12,000.00	324	25	12,000.00	300
Total - (31)	74		1,226	89		1,549	89		1,575
Total (30)-(31)	110		1,971	128		2,356	124		2,305
(32)SPECWAR CSAB	8	45,000.00	360	14	45,000.00	630	14	45,000.00	630
(33) NSW Officer CSRB									
Initial Payments	30	25,000.00	750	38	25,000.00	950	39	25,000.00	975
Anniversary Payments	121	21,694.20	2,625	109	21,827.00	2,379	118	21,827.00	2,576
Total - (33)	151		3,375	147		3,329	157		3,551
Total (29)-(33)	518		10,149	541		10,884	591		11,748
(34) INTEL Officer CSRB									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (34)	0		0	0		0	0		0
(35)Bahrain AIP	0		0	0		0	0		0
(36) Civil Engineer Corps CSRB									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	14	6,285.71	88	14	6,250.00	88	1	6,250.00	6
Total - (36)	14		88	14		88	1		6
(37)Continuation Pay	0		309	0		1,160	0		1,232
Total Special Pay-Officer	34,168		426,290	34,257		436,004	32,985		457,901

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous Anniversary	634	\$ 16,741												
	1,214	\$ 18,832												
FY 2018 Initial Anniversary			368	\$ 10,563										
			1,595	\$ 31,558										
FY 2019 Initial Anniversary					377	\$ 10,718								
					1,665	\$ 37,312								
FY 2020 Initial Anniversary							432	\$ 11,893						
							1,383	\$ 31,662						
FY 2021 Initial Anniversary									443	\$ 12,070				
									1,340	\$ 33,570				
FY 2022 Initial Anniversary											452	\$ 12,219		
											1,254	\$ 34,218		
FY 2023 Initial Anniversary													452	\$ 12,219
													1,320	\$ 35,546
FY 2024 Initial Anniversary														
Initial Payments	0	0	368	10,563	377	10,718	432	11,893	443	12,070	452	12,219	452	12,219
Anniversary Payments	1,214	18,832	1,595	31,558	1,665	37,312	1,383	31,662	1,340	33,570	1,254	34,218	1,320	35,546
Total	1,214	18,832	1,963	42,121	2,042	48,030	1,815	43,555	1,783	45,640	1,706	46,437	1,772	47,765

**MILITARY PERSONNEL, NAVY**  
**Aviation Bonus-Business Case Analysis**  
**(In Thousands of Dollars)**

FY 2020 Estimate	\$	48,030
FY 2019 Estimate	\$	42,122
FY 2018 Actual	\$	31,276

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

Business Case Analysis (BCA)

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

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

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

**Aircraft Personnel Manning Levels (ADHRB)**

	FY 2018	FY 2019	FY 2020
Jet	76%	81%	83%
Prop	136%	144%	148%
Helo	80%	85%	89%

**Aircraft Personnel Manning Levels (ACRB)**

	FY 2018	FY 2019	FY 2020
Jet	72%	78%	78%
Prop	74%	77%	77%
Helo	70%	78%	78%

**MILITARY PERSONNEL, NAVY**  
**Aviation Bonus-Business Case Analysis**  
(In Thousands of Dollars)

FY 2020 Estimate	\$	48,030
FY 2019 Estimate	\$	42,122
FY 2018 Actual	\$	31,276

Part I - Purpose and Scope

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

Part II - Justification of Funds Requested

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

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

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
ADHRB Aircraft Type category:									
Helo	383	14,263.71	\$ 5,463	400	16,700.00	\$ 6,680	413	18,849.88	\$ 7,785
Jet	495	14,210.10	\$ 7,034	499	16,559.12	\$ 8,263	474	19,356.54	\$ 9,175
Prop	576	19,053.82	\$ 10,975	573	20,378.71	\$ 11,677	561	21,750.45	\$ 12,202
ADHRB Total	1,454		\$ 23,472	1,472		\$ 26,620	1,448		\$ 29,162
ACRB Command Type category:									
Helo	86	34,523.26	\$ 2,969	103	31,572.82	\$ 3,252	124	31,766.13	\$ 3,939
Jet	138	31,253.62	\$ 4,313	182	31,571.43	\$ 5,746	220	31,763.64	\$ 6,988
Prop	167	3,125.75	\$ 522	206	31,572.82	\$ 6,504	250	31,764.00	\$ 7,941
ACRB Total	391		\$ 7,804	491		\$ 15,502	594		\$ 18,868
AvB Total	1,845		\$ 31,276	1,963		\$ 42,122	2,042		\$ 48,030

NOTE: AvB is a combination of ADHRB and ACRB. ADHRB: Aviation Department Head Retention Bonus. ACRB: Aviation Command Retention Bonus. AvB: Aviation Bonus

**MILITARY PERSONNEL, NAVY  
CRITICAL SKILLS MULTI YEAR RETENTION BONUS  
NUCLEAR OFFICER INCENTIVE PAY  
(In Thousands of Dollars)**

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous Anniversary	797	\$ 27,895	1,453	\$ 50,855	393	\$ 13,755	85	\$ 2,975	22	\$ 770	9	\$ 315	1	\$ 35
FY 2018 Initial Anniversary			756	\$ 26,460	461	\$ 16,135	275	\$ 9,625	72	\$ 2,520	22	\$ 770	18	\$ 630
FY 2019 Initial Anniversary					843	\$ 29,505	551	\$ 19,285	482	\$ 16,870	275	\$ 9,625	72	\$ 2,520
FY 2020 Initial Anniversary							866	\$ 30,310	551	\$ 19,285	482	\$ 16,870	275	\$ 9,625
FY 2021 Initial Anniversary									867	\$ 30,345	551	\$ 19,285	482	\$ 16,870
FY 2022 Initial Anniversary											866	\$ 30,310	551	\$ 19,285
FY 2023 Initial Anniversary													870	\$ 30,450
FY 2024 Initial Anniversary													551	\$ 19,285
Initial Payments	0	0	756	26,460	843	29,505	866	30,310	867	30,345	866	30,310	870	30,450
Anniversary Payments	1,453	50,855	1,391	48,685	1,405	49,175	1,393	48,755	1,402	49,070	1,411	49,385	1,421	49,735
Total	1,453	50,855	2,147	75,145	2,248	78,680	2,259	79,065	2,269	79,415	2,277	79,695	2,291	80,185

**MILITARY PERSONNEL, NAVY  
 CRITICAL SKILLS MULTI YEAR RETENTION BONUS  
 SUBMARINE SUPPORT INCENTIVE PAY  
 (In Thousands of Dollars)**

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		
	<u>Number</u>	<u>Amount</u>													
FY 2017 and previous															
Anniversary	4	\$ 80													
	9	\$ 225	4	\$ 100											
FY 2018															
Initial			10	\$ 220											
Anniversary			10	\$ 220	4	\$ 100									
FY 2019															
Initial					10	\$ 220									
Anniversary					10	\$ 220	4	\$ 100							
FY 2020															
Initial							10	\$ 220							
Anniversary							10	\$ 220	4	\$ 100					
FY 2021															
Initial									10	\$ 220					
Anniversary									10	\$ 220	4	\$ 100			
FY 2022															
Initial											10	\$ 220			
Anniversary											10	\$ 220	4	\$ 100	
FY 2023															
Initial														10	\$ 220
Anniversary														10	\$ 220
FY 2024															
Initial															
Anniversary															
Initial Payments	0	0	10	220	10	220	10	220	10	220	10	220	10	220	
Anniversary Payments	9	225	14	320	14	320	14	320	14	320	14	320	14	320	
Total	9	225	24	540	24	540	24	540	24	540	24	540	24	540	

**MILITARY PERSONNEL, NAVY  
 CRITICAL SKILLS MULTI YEAR RETENTION BONUS  
 SURFACE WARFARE OFFICER DEPARTMENT HEAD RETENTION BONUS  
 (In Thousands of Dollars)**

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous Anniversary	290	\$ 4,350	513	\$ 7,695	513	\$ 7,695	513	\$ 7,695	513	\$ 7,695	513	\$ 7,695	290	\$ 4,350
			67	\$ 1,005	67	\$ 1,005	289	\$ 4,335	300	\$ 4,500	175	\$ 2,625	150	\$ 2,250
FY 2018 Initial Anniversary	697	\$ 6,970			438	\$ 6,570	300	\$ 4,500	300	\$ 4,500	300	\$ 4,500	300	\$ 4,500
FY 2019 Initial Anniversary			710	\$ 7,100			300	\$ 4,500	300	\$ 4,500	300	\$ 4,500	300	\$ 4,500
FY 2020 Initial Anniversary					900	\$ 9,000			331	\$ 4,965	300	\$ 4,500	300	\$ 4,500
FY 2021 Initial Anniversary							900	\$ 9,000			350	\$ 5,250	350	\$ 5,250
FY 2022 Initial Anniversary									901	\$ 9,010			350	\$ 5,250
FY 2023 Initial Anniversary											901	\$ 9,010	998	\$ 9,980
FY 2024 Initial Anniversary														
Initial Payments	697	6,970	710	7,100	900	9,000	900	9,000	901	9,010	901	9,010	0	0
Anniversary Payments	1,150	15,800	898	13,470	1,046	15,690	1,140	17,100	1,231	18,465	1,425	21,375	2,748	36,230
Total	1,847	22,770	1,608	20,570	1,946	24,690	2,040	26,100	2,132	27,475	2,326	30,385	2,748	36,230

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**SURFACE WARFARE OFFICER REVISED JUNIOR CRITICAL SKILLS RETENTION BONUS**  
(In Thousands of Dollars)

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous	37	\$ 370												
Anniversary	1,096	\$ 15,055												
FY 2018														
Initial			36	\$ 360										
Anniversary			870	\$ 13,050										
FY 2019														
Initial														
Anniversary					580	\$ 8,700								
FY 2020														
Initial														
Anniversary							290	\$ 4,350						
FY 2021														
Initial														
Anniversary														
FY 2022														
Initial														
Anniversary														
FY 2023														
Initial														
Anniversary														
FY 2024														
Initial														
Anniversary														
Initial Payments	0	0	36	360	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	1,096	15,055	870	13,050	580	8,700	290	4,350	0	0	0	0	0	0
Total	1,096	15,055	906	13,410	580	8,700	290	4,350	0	0	0	0	0	0

**MILITARY PERSONNEL, NAVY  
 CRITICAL SKILLS MULTI YEAR RETENTION BONUS  
 SPECIAL WARFARE OFFICER CONTINUATION PAY  
 (In Thousands of Dollars)**

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous														
Anniversary	59	\$ 2,286												
	190	\$ 2,157												
FY 2018														
Initial			62	\$ 2,403										
Anniversary			190	\$ 2,166										
FY 2019														
Initial					69	\$ 1,394								
Anniversary					65	\$ 693								
FY 2020														
Initial							81	\$ 3,143						
Anniversary							255	\$ 2,767						
FY 2021														
Initial									88	\$ 3,413				
Anniversary									268	\$ 3,003				
FY 2022														
Initial											82	\$ 3,163		
Anniversary											281	\$ 3,157		
FY 2023														
Initial													82	\$ 3,163
Anniversary													281	\$ 3,157
FY 2024														
Initial														
Anniversary														
Initial Payments	0	0	62	2,403	69	1,394	81	3,143	88	3,413	82	3,163	82	3,163
Anniversary Payments	190	2,157	190	2,166	65	693	255	2,767	268	3,003	281	3,157	281	3,157
Total	190	2,157	252	4,569	134	2,087	336	5,910	356	6,416	363	6,320	363	6,320

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous	36	\$ 745												
Anniversary	74	\$ 1,226												
FY 2018														
Initial			39	\$ 807										
Anniversary			89	\$ 1,549										
FY 2019														
Initial					35	\$ 730								
Anniversary					89	\$ 1,575								
FY 2020														
Initial							41	\$ 854						
Anniversary							99	\$ 1,732						
FY 2021														
Initial									38	\$ 792				
Anniversary									98	\$ 1,704				
FY 2022														
Initial											38	\$ 792		
Anniversary											100	\$ 1,736		
FY 2023														
Initial													38	\$ 792
Anniversary													100	\$ 1,744
FY 2024														
Initial														
Anniversary														
Initial Payments	0	0	39	807	35	730	41	854	38	792	38	792	38	792
Anniversary Payments	74	1,226	89	1,549	89	1,575	99	1,732	98	1,704	100	1,736	100	1,744
Total	74	1,226	128	2,356	124	2,305	140	2,586	136	2,496	138	2,528	138	2,536

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous Anniversary	121	\$ 2,625	77	\$ 1,579	55	\$ 1,001	6	\$ 150						
FY 2018 Initial Anniversary	30	\$ 750	32	\$ 800	32	\$ 800	32	\$ 800	4	\$ 100				
FY 2019 Initial Anniversary			38	\$ 950	31	\$ 775	31	\$ 775	31	\$ 775	13	\$ 325		
FY 2020 Initial Anniversary					39	\$ 975	29	\$ 725	29	\$ 725	29	\$ 725	9	\$ 225
FY 2021 Initial Anniversary							36	\$ 900	36	\$ 900	36	\$ 900	36	\$ 900
FY 2022 Initial Anniversary									36	\$ 900	36	\$ 900	36	\$ 900
FY 2023 Initial Anniversary											39	\$ 975	39	\$ 975
FY 2024 Initial Anniversary													40	\$ 1,000
Initial Payments	30	750	38	950	39	975	36	900	36	900	39	975	40	1,000
Anniversary Payments	121	2,625	109	2,379	118	2,576	98	2,450	100	2,500	114	2,850	120	3,000
Total	151	3,375	147	3,329	157	3,551	134	3,350	136	3,400	153	3,825	160	4,000

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous Anniversary	14	\$ 88												
FY 2018 Initial Anniversary			14	\$ 88	1	\$ 6								
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
FY 2021 Initial Anniversary														
FY 2022 Initial Anniversary														
FY 2023 Initial Anniversary														
FY 2024 Initial Anniversary														
Initial Payments	0	0	14	88	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	14	88	0	0	1	6	0	0	0	0	0	0	0	0
Total	14	88	14	88	1	6	0	0	0	0	0	0	0	0

(In Thousands Of Dollars)

Project: Basic Allowance For Housing

FY 2020 Estimate	\$1,599,286
FY 2019 Estimate	\$1,553,730
FY 2018 Actual	\$1,534,058

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

The estimates include projected fiscal year rate increases of 3.1% for FY 2018, 3.4% for FY 2019 and 4.0% for FY 2020.

The January 1, 2019 BAH inflation rate assumption is 4.4 percent on-average, reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2020 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2019. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket amount will be the same by grade and dependency status in every military housing area. The January 1, 2020 BAH inflation rate assumption is 3.9 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2020.

Average BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing market survey process.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Officers with Dependents									
O-10 Admiral	6	42,867.35	257	6	44,324.84	266	6	46,097.83	277
O-9 Vice Admiral	31	39,123.64	1,213	31	40,453.84	1,254	33	42,072.00	1,388
O-8 Rear Admiral (UH)	56	38,647.92	2,164	56	39,961.95	2,238	50	41,560.43	2,078
O-7 Rear Admiral (LH)	90	36,478.34	3,283	95	37,718.60	3,583	113	39,227.35	4,433
O-6 Captain	2,661	35,982.40	95,749	2,565	37,205.80	95,433	2,569	38,694.03	99,405
O-5 Commander	5,553	34,757.60	193,009	5,407	35,939.36	194,324	5,359	37,376.93	200,303
O-4 Lieutenant Commander	8,264	31,802.32	262,814	7,957	32,883.60	261,655	7,849	34,198.94	268,427
O-3 Lieutenant	10,850	28,555.64	309,829	10,656	29,526.53	314,635	10,448	30,707.59	320,833
O-2 Lieutenant (JG)	2,489	26,623.47	66,266	2,516	27,528.67	69,262	2,522	28,629.81	72,204
O-1 Ensign	1,444	24,134.11	34,850	1,499	24,954.67	37,407	1,488	25,952.86	38,618
Total BAH Domestic - Officers with Dependents	31,444		969,434	30,788		980,057	30,437		1,007,966
(2) BAH Differential	9	3,799.06	34	10	3,895.94	39	11	4,011.84	44
(3) BAH Domestic - Warrant Officers with Dependents									
W-5 Warrant Officer 5	71	30,162.09	2,142	72	31,187.60	2,246	67	32,435.11	2,173
W-4 Warrant Officer 4	336	29,381.88	9,872	341	30,380.86	10,360	351	31,596.10	11,090
W-3 Warrant Officer 3	552	27,980.94	15,445	573	28,932.29	16,578	593	30,089.58	17,843
W-2 Warrant Officer 2	487	26,993.28	13,146	480	27,911.05	13,397	476	29,027.49	13,817
W-1 Warrant Officer 1			0			0			0
Total BAH Domestic - Warrant Officers with Dependents	1,446		40,605	1,466		42,581	1,487		44,923
Total (1)-(3)	32,899		1,010,073	32,264		1,022,677	31,935		1,052,933
(4) BAH Domestic - Officers without Dependents									

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
O-10 Admiral			0			0			0
O-9 Vice Admiral	2	35,065.15	70	2	36,257.37	73	2	37,707.66	75
O-8 Rear Admiral (UH)	2	27,469.08	55	2	28,403.03	57	2	29,539.15	59
O-7 Rear Admiral (LH)	4	28,649.38	115	4	29,623.46	118	5	30,808.40	154
O-6 Captain	205	31,199.31	6,396	198	32,260.09	6,387	198	33,550.49	6,643
O-5 Commander	559	29,008.81	16,216	547	29,994.79	16,407	538	31,194.91	16,783
O-4 Lieutenant Commander	1,417	28,422.91	40,275	1,361	29,389.42	39,999	1,346	30,564.86	41,140
O-3 Lieutenant	6,308	25,377.85	160,083	6,195	26,240.70	162,561	6,075	27,290.32	165,789
O-2 Lieutenant (JG)	3,824	23,221.71	88,800	3,866	24,011.25	92,827	3,875	24,971.70	96,765
O-1 Ensign	4,545	19,692.18	89,501	4,719	20,361.71	96,087	4,684	21,176.18	99,189
Total BAH Domestic - Officers without Dependents	16,866		401,511	16,894		414,516	16,725		426,597
(5) BAH Domestic - Warrant Officers without Dependents									
W-5 Warrant Officer 5	5	27,555.92	138	5	28,492.82	142	5	29,632.53	148
W-4 Warrant Officer 4	27	27,951.41	755	27	28,901.76	780	28	30,057.83	842
W-3 Warrant Officer 3	36	24,813.61	893	37	25,657.27	949	39	26,683.56	1,041
W-2 Warrant Officer 2	47	22,851.04	1,074	46	23,627.98	1,087	46	24,573.09	1,130
W-1 Warrant Officer 1			0			0			0
Total BAH Domestic - Warrant Officers without Dependents	115		2,860	115		2,958	118		3,161
Total (4)-(5)	16,981		404,371	17,009		417,474	16,843		429,758
(6) Officer Partial BAH									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	1	287.00	0	1	287.00	0	1	287.00	0
O-5 Commander	7	428.20	3	7	428.20	3	7	428.20	3
O-4 Lieutenant Commander	13	320.64	4	13	320.64	4	12	320.64	4
O-3 Lieutenant	105	266.16	28	103	266.16	27	101	266.16	27
O-2 Lieutenant (JG)	61	213.15	13	62	213.15	13	62	213.15	13
O-1 Ensign	74	157.58	12	77	157.58	12	76	157.58	12
Total Officer Partial BAH	261		60	263		59	259		59
(7) Warrant Officer Partial BAH									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2	1	281.00	0	1	281.00	0	1	281.00	0
W-1 Warrant Officer 1			0			0			0
Total Warrant Officer Partial BAH	1		0	1		0	1		0
Total (6)-(7)	262		60	264		59	260		59
(8) BAH - Inadequate Family Housing (Officers)									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain			0			0			0

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
Total BAH - Inadequate Family Housing (Officers)	0		0	0		0	0		0
(9) BAH - Warrant Officers Inadequate Family Housing									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total BAH - Warrant Officers Inadequate Family Housing	0		0	0		0	0		0
Total - Domestic	50,142		1,414,504	49,537		1,440,210	49,038		1,482,750
(10) BAH Overseas - Officers with Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)	1	53,790.94	54	1	51,823.16	52	1	52,859.62	53
O-7 Rear Admiral (LH)	3	50,719.93	152	3	48,864.49	147	4	49,841.78	199
O-6 Captain	108	44,915.49	4,851	104	43,272.39	4,500	106	44,137.84	4,679
O-5 Commander	316	42,430.56	13,408	308	40,878.37	12,591	310	41,695.93	12,926
O-4 Lieutenant Commander	511	39,564.38	20,217	492	38,117.03	18,754	494	38,879.37	19,206
O-3 Lieutenant	647	36,214.67	23,431	635	34,889.86	22,155	634	35,587.66	22,563
O-2 Lieutenant (JG)	96	37,967.05	3,645	97	36,578.14	3,548	99	37,309.70	3,694
O-1 Ensign	100	45,038.31	4,504	104	43,390.71	4,513	105	44,258.53	4,647
Total BAH Overseas - Officers with Dependents	1,782		70,262	1,744		66,260	1,753		67,967
(11) BAH Overseas - Warrant Officers With Dependents									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4	15	37,061.89	556	15	35,706.08	536	16	36,420.21	583
W-3 Warrant Officer 3	34	35,340.21	1,202	35	34,047.39	1,192	37	34,728.34	1,285
W-2 Warrant Officer 2	20	33,005.15	660	20	31,797.75	636	20	32,433.71	649
W-1 Warrant Officer 1			0			0			0
Total BAH Overseas - Warrant Officers With Dependents	69		2,418	70		2,364	73		2,517

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (10)-(11)	1,851		72,680	1,814		68,624	1,826		70,484
(12) BAH Overseas - Officers without Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	18	36,662.67	660	17	35,321.48	600	18	36,027.91	649
O-5 Commander	62	35,124.48	2,178	60	33,839.55	2,030	61	34,516.34	2,105
O-4 Lieutenant Commander	170	31,716.65	5,392	164	30,556.39	5,011	164	31,167.52	5,111
O-3 Lieutenant	716	29,675.46	21,248	703	28,589.87	20,099	701	29,161.67	20,442
O-2 Lieutenant (JG)	325	28,060.83	9,120	329	27,034.31	8,894	335	27,575.00	9,238
O-1 Ensign	286	27,231.83	7,788	297	26,235.64	7,792	300	26,760.35	8,028
Total BAH Overseas - Officers without Dependents	1,577		46,386	1,570		44,426	1,579		45,573
(13) BAH Overseas - Warrant Officers Without Dependents									
W-5 Warrant Officer 5	1	25,921.85	26	1	24,973.57	25	1	25,473.05	25
W-4 Warrant Officer 4	5	32,586.35	163	5	31,394.28	157	5	32,022.16	160
W-3 Warrant Officer 3	3	32,169.34	97	3	30,992.52	93	3	31,612.37	95
W-2 Warrant Officer 2	7	28,916.06	202	7	27,858.25	195	7	28,415.41	199
W-1 Warrant Officer 1			0			0			0
Total BAH Overseas - Warrant Officers Without Dependents	16		488	16		470	16		479
Total (12)-(13)	1,593		46,874	1,586		44,896	1,595		46,052
Total - Overseas	3,444		119,554	3,400		113,520	3,421		116,536
Total Basic Allowance For Housing	53,586		1,534,058	52,937		1,553,730	52,459		1,599,286

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence-Officer

FY 2020 Estimate	\$	172,715
FY 2019 Estimate	\$	168,359
FY 2018 Actual	\$	170,449

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

Basic Allowance for Subsistence (BAS) is computed by multiplying the total officer workyear average by an annual fiscal year rate using the statutory rate of \$254.39 per month effective 01 January 2018, \$254.39 per month effective 01 January 2019 and \$260.50 per month effective 1 January 2020.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance For Subsistence - Officer									
Basic Allowance For Subsistence	55,738	3,058.04	170,449	55,151	3,052.69	168,359	55,577	3,107.67	172,715
Total - (1)	55,738		170,449	55,151		168,359	55,577		172,715
Total Basic Allowance For Subsistence-Officer	55,738		170,449	55,151		168,359	55,577		172,715

(In Thousands Of Dollars)

Project: Station Allowances, Overseas-Officer

FY 2020 Estimate \$ 108,576  
FY 2019 Estimate \$ 105,746  
FY 2018 Actual \$ 109,154

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Station Allowances - Cost Of Living	8,269	11,681.20	96,592	8,168	11,396.94	93,090	8,222	11,624.88	95,580
(2)Station Allowances - Temporary Lodging	10,788	1,164.44	12,562	10,656	1,187.73	12,656	10,727	1,211.49	12,996
Total Station Allowances, Overseas-Officer	19,057		109,154	18,824		105,746	18,949		108,576

(In Thousands Of Dollars)

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

FY 2020 Estimate	\$	1,657
FY 2019 Estimate	\$	1,611
FY 2018 Actual	\$	1,590

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost Of Living (COLA)									
CONUS COLA	1,962	810.40	1,590	1,938	831.07	1,611	1,951	849.56	1,657
Total - (1)	1,962		1,590	1,938		1,611	1,951		1,657
Total CONUS Cost Of Living Allowance (COLA)-Officer	1,962		1,590	1,938		1,611	1,951		1,657

(In Thousands Of Dollars)

Project: Uniform Allowance-Officer

FY 2020 Estimate	\$	2,340
FY 2019 Estimate	\$	2,491
FY 2018 Actual	\$	2,059

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

Uniform allowances are determined by multiplying the planned number of members eligible as reflected in the strength plans by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Reserves	2,492	400.00	997	2,931	400.00	1,172	2,702	400.00	1,081
Regular	1,298	400.00	519	1,609	400.00	644	1,564	400.00	626
CWO Pilot Program	0		0	0		0	0		0
Total - (1)	3,790		1,516	4,540		1,816	4,266		1,707
(2)Additional	2,360	200.00	472	3,014	200.00	603	2,790	200.00	558
(3)Civilian	102	695.64	71	101	709.55	72	104	723.74	75
Total Uniform Allowance-Officer	6,252		2,059	7,655		2,491	7,160		2,340

(In Thousands Of Dollars)

Project: Family Separation Allowance-Officer

FY 2020 Estimate	\$	7,404
FY 2019 Estimate	\$	9,129
FY 2018 Actual	\$	10,017

Part I - Purpose And Scope

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

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

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	838	3,000.00	2,514	825	3,000.00	2,475	617	3,000.00	1,851
(2)FSA - S (Onboard> 30 days)	1,734	3,000.00	5,202	1,707	3,000.00	5,121	1,180	3,000.00	3,540
(3)FSA - T (TDY> 30 days)	767	3,000.00	2,301	511	3,000.00	1,533	671	3,000.00	2,013
Total Family Separation Allowance-Officer	3,339		10,017	3,043		9,129	2,468		7,404

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

(In Thousands of Dollars)

FY 2020 Estimate	\$69
FY 2019 Estimate	\$71
FY 2018 Actual	\$69

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

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

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

The detailed computations are provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	0		69	0		71	0		69
Total Special Compensation for Assistance with Activities of	0		69	0		71	0		69

(In Thousands Of Dollars)

Project: Separation Payments-Officer

FY 2020 Estimate	\$	43,367
FY 2019 Estimate	\$	41,489
FY 2018 Actual	\$	37,188

Part I - Purpose And Scope

Funds requested provide:

(1) Lump sum terminal leave payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701.

(2) Severance pay for failure of promotion or for reasons other than physical disability under provisions of 10 U.S.C. 6383.

(3) Severance pay disability for members on active duty and temporary disability retired list that are separated for physical reasons under the provisions of 10 U.S.C. 1212.

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

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

(5) Voluntary- Force shaping separation incentives for military members in selected over manned skills:

- a. a lump sum payment for members who have at least six years of service
- b. an annuity and lump sum payment to members who have at least fifteen years

Special Separation Benefits ((SSB) 10 U.S.C. 1174a) pays members a lump-sum amount equal to 15% of their annual basic pay multiplied by their years of service.

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

(6) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for FY12, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.

(7) \$30,000 Lump Sum Bonus: the FY 2000 National Defense Authorization Act (NDAA) provides to service members who entered the uniformed service on or after August 1, 1986, the option to retire under the pre-1986 military retirement plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one-time \$30,000 lump sum bonus and to remain under the redux retirement plan (40% retirement benefit at 20 years of service, with partial COLA). Sailors are permitted to select between the two retirement programs within 180 days of completing 15 years of service. Sailors who elect to accept the lump sum bonus are obligated to serve the remaining five years to become retirement eligible. Those who do not complete the required service are required to repay a pro-rated amount based on the unserved amount of the obligation. Per P.L. 114-92, section 631 of NDAA FY2016, the redux retirement plan will discontinue as of December 31, 2017.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2018 includes a 2.4% pay raise effective 1 January 2018, FY 2019 includes a 2.6% pay raise effective 1 January 2019 and FY 2020 includes a 3.1% pay raise effective 1 January 2020.

Computation of fund requirements is provided in the following table:

	FY 2018				FY 2019				FY 2020			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Separation Pay - Lump sum Leave Payment(Officer)												
Flag Officers	30	46	21,193.16	636	43	59	21,617.02	930	41	59	22,049.36	904
O-6 Captain				0				0				0
O-5 Commander	470	31	9,191.66	4,320	716	40	9,375.49	6,713	534	40	9,563.00	5,107
O-4 Lieutenant Commander	647	22	5,475.77	3,543	1,076	28	5,585.29	6,010	772	28	5,696.99	4,398
O-3 Lieutenant	961	21	4,173.38	4,011	1,430	27	4,256.85	6,087	1,065	27	4,341.98	4,624
O-2 Lieutenant (JG)	1,478	25	3,864.28	5,711	150	32	3,941.57	591	1,465	32	4,020.40	5,890
O-1 Ensign	129	29	3,232.56	417	20	37	3,297.21	66	66	37	3,363.16	222
W-5 Warrant Officer 5	13	8	2,239.46	29	26	10	2,284.21	59	20	10	2,329.93	47
W-4 Warrant Officer 4	20	24	6,104.69	122	80	31	6,226.78	498	25	30	6,351.32	159
W-3 Warrant Officer 3	86	26	5,615.81	483	59	33	5,728.13	338	90	33	5,842.69	526
W-2 Warrant Officer 2	54	29	5,241.24	283	10	16	5,346.06	53	58	16	5,452.99	316
W-1 Warrant Officer 1	6		1,826.33	11	9		1,862.86	17	14		1,900.11	27
				0				0				0
Total Separation Pay - Lump sum Leave Payment(Officer)	3,894			19,566	3,619			21,362	4,150			22,219
(2)Severance Pay, Failure of Promotion	0			0	0			0	0			0
(3)Severance Pay, Disability - Officer	20		72,350.00	1,447	25		73,797.00	1,845	20		75,272.94	1,505
				0				0				0
(4) Severance Pay Invol - Full Pay (10%)												
Invol - Full Pay (10%)	214		73,624.27	15,756	241		75,096.76	18,098	254		76,598.69	19,456
Invol - Half Pay (5%)	5		35,881.20	179	5		36,598.82	183	5		37,330.80	187
Total - (4)	219			15,935	216			20,126	223			19,643
(5) Voluntary Separations												
Targeted Separation Incentive	0			0	0			0	0			0
VSI	0			0	0			0	0			0
VSI Trust Fund	0			0	0			0	0			0
Total - (5)	0			0	0			0	0			0
(6)TERA	0			0	0			0	0			0
(7)\$30,000 Lump Sum Bonus	8		30,000.00	240	0			0	0			0
Total Separation Payments-Officer	4,141			37,188	3,400			41,489	3,859			43,367

(In Thousands Of Dollars)

Project: Social Security Tax-Officer

FY 2020 Estimate	\$	347,668
FY 2019 Estimate	\$	334,851
FY 2018 Actual	\$	331,386

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

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

Calendar year 2018 - 7.65% on first \$128,400  
 Calendar year 2019 - 7.65% on first \$132,900  
 Calendar year 2020 - 7.65% on first \$137,100

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Social Security Tax - Employer's contribution	55,738	5,945.42	331,386	55,151	6,071.52	334,851	55,577	6,255.61	347,668
Total Social Security Tax-Officer	55,738		331,386	55,151		334,851	55,577		347,668

## Budget Activity 2

### Pay and Allowances of Enlisted Personnel

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA2**  
(In Thousands of Dollars)

		Amount
Total FY 2019 Direct Program		19,701,527
Increases		
Pricing Increases		
Strength Related		632,718
Annualization of FY 2019 Pay Raise 2.6% (Effective 1 January 2019)		85,192
Basic Pay	61,711	
RPA	18,760	
FICA	4,721	
Increase due to Pay Raise of 3.1% (Effective 1 January 2020)		312,650
Basic Pay	226,476	
RPA	68,849	
FICA	17,325	
Inflation Rate		58,404
RPA Full Time Rate growth of 0.6%	58,404	
BAH Rates		176,472
Domestic Housing Rate Growth of 4%	170,276	
BAH Overseas	6,196	
Other Pricing Increases		74,525
Special Pay - Enlisted		691
Career Sea Pay (Enlisted)	1	
HDP Location (Enl)	1	
Enlisted Supervisor Retention Pay CSRB	689	
Reenlistment Bonus - Enlisted		44,996
Reenlistment Bonus - Initial Payment	44,996	
Enlistment Bonus - Enlisted		15,765
Enlistment Bonus - New Pay	111	
Enlistment Bonus - Residuals	15,654	
Station Allowance, Overseas - Enlisted		5,826
Overseas Station Allowance (Enl)	5,204	
Temporary Lodging (Enl)	622	
CONUS Cost Of Living Allowance (COLA) - Enlisted		131
CONUS COLA	131	
Clothing Allowance - Enlisted		4,994
Initial Military	1,720	
Replacement Allowances (Basic)	836	
Replacement Allowances (Std)	2,176	
Replacement Allowances (Special)	237	
Supplementary Clothing (Enl)	25	
Separation Payments - Enlisted		2,122
Lump Sum Terminal Leave Payments	855	
Severance Pay, Disability (Enl)	365	
Severance Pay, Non-Disability (Enl) - Invol - Full Pay	865	
Severance Pay, Non-Disability (Enl) - Invol - Half Pay	37	
Total Pricing Increases		707,243

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA2**  
(In Thousands of Dollars)

Program Increases				
Strength Related				353,127
Pay grade Mix			63,107	
	Basic Pay	46,509		
	RPA	13,168		
	FICA	3,430		
			290,020	
	Increase in Basic Pay Work Years	204,420		
	Increase in RPA Full Time Work Years	63,367		
	Increase in FICA Work Years	15,638		
	BAH Domestic	0		
	BAH Overseas	6,595		
Other Program Increases				105,280
Thrift Savings Plan - Enlisted			30,598	
Incentive Pay For Hazardous Duty - Enlisted			1,901	
	Thrift Savings Plan - Enlisted	30,598		
	Flying Duty - Career	362		
	Submarine Pay	1,023		
	Parachute Jumping (Enl)	200		
	Duty Inside HiLo Chamber (Enl)	1		
	Demolition Duty (Enl)	171		
	Flight Deck Duty (Enl)	144		
Special Pay - Enlisted			22,431	
	Career Sea Pay (Enlisted)	5,002		
	Premium Sea Pay (Enlisted)	746		
	HDP Location (Enl)	95		
	HDP Tempo (Enl)	34		
	Diving Duty Pay (Enl)	287		
	Overseas Extension Pay (Enl)	30		
	Nuclear Accession Bonus (Enl)	45		
	Imminent Danger Pay (Enl)	18		
	Foreign Language Proficiency Pay (Enl)	253		
	Assignment Incentive Pay (Enl)	15,240		
	EOD CSRB	500		
	Enlisted Supervisor Retention Pay CSRB	181		

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA2**  
(In Thousands of Dollars)

Special Duty Assignment Pay And Proficiency Pay - Enlisted			4,209
	SDAP - SD-5 (\$375)	441	
	SDAP - SD-4 (\$300)	673	
	SDAP - SD-3 (\$225)	716	
	SDAP - SD-2 (\$150)	491	
	SDAP - SD-1 (\$75)	93	
	Recruiter - Recruiter (\$450)	1,795	
Reenlistment Bonus - Enlisted			13,714
	Reenlistment Bonus - Anniversary	13,714	
Enlistment Bonus - Enlisted			392
	Enlistment Bonus - New Pay	314	
	Enlistment Bonus - Residuals	78	
Station Allowance, Overseas - Enlisted			5,832
	Overseas Station Allowance (Enl)	5,210	
	Temporary Lodging (Enl)	622	
CONUS Cost Of Living Allowance (COLA) - Enlisted			118
	CONUS COLA	118	
Clothing Allowance - Enlisted			3,166
	Enlisted Civilian Clothing	19	
	Replacement Allowances (Basic)	803	
	Replacement Allowances (Std)	2,092	
	Replacement Allowances (Special)	227	
	Supplementary Clothing (Enl)	25	
Family Separation Allowance - Enlisted			14,700
	FSA - R (On PCS With Dependents Not Authorized)	5,151	
	FSA - S (Onboard > 30 days)	5,034	
	FSA - T (TDY > 30 days)	4,515	
Separation Payments - Enlisted			8,211
	Lump Sum Terminal Leave Payments	4,885	
	Severance Pay, Disability (Enl)	2,111	
	Severance Pay, Non-Disability (Enl) - Invol - Full Pay	1,007	
	Severance Pay, Non-Disability (Enl) - Invol - Half Pay	208	
Special Compensation for Assistance with Activities of Daily Living - Enlisted			8
	Special Monthly Compensation	8	
	Total Program Increases		458,407

Total Increases

1,165,650

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA2**  
(In Thousands of Dollars)

Decreases					
Pricing Decreases					
Strength Related					0
Inflation Rate					
Other Pricing Decreases					-4,821
Reenlistment Bonus - Enlisted				-4,821	
	Reenlistment Bonus - Anniversary		-4,821		
	Total Pricing Decreases				-4,821
Program Decreases					27,709
Strength Related					27,709
	BAH Domestic		27,709		
	BAH Overseas		0		
Other Program Decreases					-43,213
Special Duty Assignment Pay And Proficiency Pay - Enlisted				-427	
	SDAP - SD-6 (\$450)		-427		
Reenlistment Bonus - Enlisted				-34,196	
	Reenlistment Bonus - Initial Payment		-34,196		
Clothing Allowance - Enlisted				-7,930	
	Initial Military		-7,930		
Separation Payments - Enlisted				-200	
	Voluntary Separation (Enl) - VSP		-200		
Special Pay - Enlisted				-460	
	Continuation Pay		-460		
	Total Program Decreases				-15,504
Total Decreases					-20,325
Total FY 2020 Direct Program					20,846,852

(In Thousands Of Dollars)

Project: Basic Pay - Enlisted

FY 2020 Estimate \$10,279,881  
FY 2019 Estimate \$9,741,067  
FY 2018 Actual \$9,338,896

Part I - Purpose And Scope

Funds requested provide for basic compensation (37 USC 204, 205, 1009) of enlisted personnel on active duty, according to pay grade and length of service increments. The estimate excludes those enlisted members of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing or training the reserve components (10 USC 12310).

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

Part II - Justification Of Funds Requested

FY 2018 is based on end strength of 270,666 and 269,920 workyears. FY 2019 is based on end strength of 279,181 and 274,922 workyears. FY 2020 is based on end strength of 281,157 and 280,500 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2018 includes a 2.4% across the board payraise effective 1 January 2018. FY 2019 includes a 2.6% across the board payraise effective 1 January 2019. FY 2020 includes a 3.1% across the board payraise effective 1 January 2020.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Enlisted									
E-9 Master Chief Petty Officer	2,627	79,236.98	208,156	2,697	81,257.52	219,152	2,861	83,674.93	239,394
E-8 Senior Chief Petty Officer	6,624	62,910.50	416,719	6,916	64,514.72	446,184	7,660	66,434.03	508,885
E-7 Chief Petty Officer	20,987	53,907.55	1,131,358	21,228	55,282.19	1,173,530	21,870	56,926.84	1,244,990
E-6 1st Class Petty Officer	49,662	43,540.63	2,162,315	52,428	44,650.92	2,340,958	54,402	45,979.28	2,501,365
E-5 2nd Class Petty Officer	67,038	34,749.17	2,329,515	65,101	35,635.27	2,319,892	65,748	36,695.42	2,412,650
E-4 3rd Class Petty Officer	52,791	28,316.73	1,494,868	51,779	29,038.81	1,503,601	52,498	29,902.71	1,569,832
E-3 Seaman	44,626	24,027.56	1,072,254	46,218	24,640.26	1,138,824	45,890	25,373.31	1,164,381
E-2 Seaman Apprentice	13,798	21,988.63	303,399	15,127	22,549.34	341,104	15,577	23,220.18	361,701
E-1 Seaman Recruit	11,767	18,722.90	220,312	13,428	19,200.33	257,822	13,994	19,771.54	276,683
Total Basic Pay - Enlisted	269,920		9,338,896	274,922		9,741,067	280,500		10,279,881

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Enlisted

FY 2020 Estimate	\$3,186,556
FY 2019 Estimate	\$2,961,110
FY 2018 Actual	\$2,637,756

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

- (a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- (b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 28.4 for FY 2018, 30.4% for FY 2019, and 31.0% for FY 2020. The part-time RPA is 22.6% for FY 2018, 24.7% for FY 2019 and 24.4% for FY 2020.

Cost computations are as follows:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	269,868	9,772.33	\$ 2,637,239	274,860	10,770.41	\$ 2,960,356	280,438	11,360.05	\$ 3,185,789
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	52	9,944.94	\$ 517	62	12,166.40	\$ 754	62	12,376.18	\$ 767
Total Retired Pay Accrual -Enlisted	269,920		\$ 2,637,756	274,922		\$ 2,961,110	280,500		\$ 3,186,556

(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - Matching Contributions

FY 2020 Estimate	\$100,891
FY 2019 Estimate	\$70,293
FY 2018 Actual	\$24,335

**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 began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	FY 2018		FY 2019			FY 2020			
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
TSP Matching contributions									
Thrift Savings Plan - Enlisted	0		\$24,335	0		\$70,293	0		\$100,891
<b>Total TSP Matching Contributions</b>	<b>0</b>		<b>\$24,335</b>	<b>0</b>		<b>\$70,293</b>	<b>0</b>		<b>\$100,891</b>

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty - Enlisted

FY 2020 Estimate	\$109,034
FY 2019 Estimate	\$107,133
FY 2018 Actual	\$94,529

Part I - Purpose And Scope

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

- (1) Career Enlisted Flyer Incentive Pay (37 U.S.C. 353(a)) - Financial incentive to serve throughout a military career as an enlisted flyer. Monthly maximum rates range from \$150 to \$400 depending on years of aviation service.
- (2) Flying Duty Crew Members Pay (37 U.S.C. 351(a) (2)) - For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than career aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$125 to \$250 per month, determined by grade.
- (3) Flying Duty Non-Crew Members Pay (37 U.S.C. 351(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments as other than crew members. Payment is a flat \$150 per month.
- (4) Submarine Duty Incentive Pay (SUBPAY) (37 U.S.C. 352) - Additional pay to increase Navy's ability to attract and retain volunteers for submarine duty and to compensate for the more than normally arduous character of such duty. SECNAV may set SUBPAY rates within a statutory cap of \$1,000 per month. Currently, Navy SUBPAY rates range from \$75 to \$835 per month.
- (5) Parachute Duty Pay (37 U.S.C. 351(a) (2)) - For performance of hazardous duty involving jumping and to attract members to volunteer for, and to continue performing, parachute duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which is \$225 per month.
- (6) Toxic Material Exposure Duty Pay (37 U.S.C. 351(a)(2)) - For hazardous duty involving frequent and regular exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (7) Pressure Chamber Duty Pay (37 U.S.C. 351(a)(2)) - For hazardous duty serving as human test subject in low/high pressure, acceleration/deceleration, or thermal stress chambers. Also intended to attract volunteers. Payment is a flat \$150 per month.
- (8) Demolition Duty Pay (37 U.S.C. 351(a)(2)) - For duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (9) Flight Deck Duty Pay (37 U.S.C. 351(a)(2)) - For more than normally dangerous duty involving participation in flight deck duty on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (10) Visit, Board, Search and Seizure (VBSS) - Maritime Interdiction Operations (37 U.S.C. 351(a)(2)) - For performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Flying Duty - Career									
Under 4 yrs	1,465	1,800.00	2,637	1,647	2,700.00	4,447	1,677	2,700.00	4,528
4 - 8 yrs	1,380	2,700.00	3,726	1,457	4,200.00	6,119	1,483	4,200.00	6,229
8 - 14 yrs	810	4,200.00	3,402	905	4,800.00	4,344	921	4,800.00	4,421
Over 14 yrs	650	4,800.00	3,120	725	7,200.00	5,220	738	7,200.00	5,314
Total - (1)	4,305		12,885	4,734		20,130	4,819		20,492
(2) Flying Duty - Non Career									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer	2	2,880.00	6	2	2,880.00	6	2	2,931.84	6
E-7 Chief Petty Officer	3	2,580.00	8	3	2,880.00	9	3	2,931.84	9
E-6 1st Class Petty Officer	6	2,580.00	15	6	2,280.00	14	6	2,321.04	14
E-5 2nd Class Petty Officer	6	2,280.00	14	6	2,280.00	14	6	2,321.04	14
E-4 3rd Class Petty Officer	8	1,980.00	16	8	1,980.00	16	8	2,015.64	16
E-3 Seaman			0			0			0
E-2 Seaman Apprentice			0			0			0
E-1 Seaman Recruit			0			0			0
Total Flying Duty - Non Career	25		59	25		59	25		59
(3) Non-Crew (HDIP)	32	1,800.00	58	32	1,800.00	58	32	1,800.00	58
(4) Submarine Pay									
E-9 Master Chief Petty Officer	171	7,128.00	1,219	240	7,128.00	1,711	244	7,137.35	1,742
E-8 Senior Chief Petty Officer	601	6,024.00	3,620	590	6,024.00	3,554	601	6,020.19	3,618
E-7 Chief Petty Officer	1,720	4,569.30	7,859	2,000	4,860.00	9,720	2,036	4,860.00	9,895
E-6 1st Class Petty Officer	3,799	4,464.00	16,959	3,925	4,464.00	17,521	3,996	4,463.61	17,837
E-5 2nd Class Petty Officer	5,125	2,867.90	14,698	5,405	2,868.00	15,502	5,502	2,868.15	15,781
E-4 3rd Class Petty Officer	3,700	1,505.51	5,570	4,000	1,512.00	6,048	4,072	1,512.00	6,157
E-3 Seaman	2,160	1,008.00	2,177	1,800	1,008.00	1,814	1,832	1,008.22	1,847
E-2 Seaman Apprentice	700	912.00	638	720	912.00	657	733	911.95	668
E-1 Seaman Recruit	328	900.00	295	317	900.00	285	323	899.18	290
Submarine Pay - Students	837	960.00	804	1,300	960.00	1,248	1,300	960.00	1,248
Total - (4)	19,141		53,839	20,297		58,060	20,639		59,083
(5) Parachute Jumping (Enl)	4,127	2,700.00	11,143	4,127	2,700.00	11,143	4,201	2,700.00	11,343
(6) Toxic Material Pay (Enl)	5	1,800.00	9	5	1,800.00	9	5	1,800.00	9
(7) Duty Inside HiLo Chamber (Enl)	44	1,800.00	79	57	1,800.00	103	58	1,800.00	104
(8) Demolition Duty (Enl)	5,280	1,800.00	9,504	5,289	1,800.00	9,520	5,384	1,800.00	9,691
(9) Flight Deck Duty (Enl)	3,858	1,800.00	6,944	4,465	1,800.00	8,037	4,545	1,800.00	8,181
(10) Visit, Board, Search and Seizure	5	1,800.00	9	8	1,800.00	14	8	1,800.00	14
Total Incentive Pay For Hazardous Duty - Enlisted	36,822		94,529	39,039		107,133	39,716		109,034

(In Thousands Of Dollars)

Project: Special Pay - Enlisted

FY 2020 Estimate	\$490,171
FY 2019 Estimate	\$400,773
FY 2018 Actual	\$385,118

Part I - Purpose And Scope

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

- (1) Career Sea Pay (37 U.S.C. 352) - A variable amount (up to \$750 monthly) paid to active duty enlisted service members assigned to sea duty; defined as duty performed while permanently or temporarily serving on a ship whose primary mission is accomplished underway or while serving as a member of the off-crew of a two-crew submarine. It's intended to improve retention of members in sea service skills and recognition of the greater-than-normal rigors of sea duty.
- (2) Career Sea Pay Premium (37 U.S.C. 352) - Paid in addition to Career Sea Pay for unusually long periods of continuous sea duty. An enlisted member entitled to Career Sea Pay, who has served 36 consecutive months of sea duty, becomes entitled to sea pay premium for the 37th and consecutive months. The current sea pay premium rate is \$200 per month.
- (3 - 4) Hardship Duty Pay (37 U.S.C. 352) - Additional compensation paid for performing specific missions at specific locations as designated by the SECDEF. The monthly max rate payable in law is \$1,500; current monthly rates being paid are \$50, \$100 and \$150.
- (5) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 352) - Additional compensation paid to both Active Component (AC) and Reserve Component (RC) members for extended operational deployments. Personnel who are deployed beyond 220 consecutive days on an operational deployment become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.
- (6) Diving Duty Pay (37 U.S.C. 353(a)) - Paid to members who are assigned to diving duties and are required to maintain proficiency as a diver. Enlisted members are paid at a rate of not more than \$340 a month.
- (7) Overseas Tour Extension Incentive Pay (37 U.S.C. 352) - Paid to members in certain critical skill classifications serving at prescribed OCONUS locations, who upon completion of their tour of duty, execute an agreement to extend that tour for a period of not less than one year. The member is then entitled to special pay in either monthly installments, not to exceed \$80 per month or an annual bonus not to exceed \$2,000 per year.
- (8) Nuclear Officer Accession Bonus (37 U.S.C. 333(a)(1)) - A bonus, not to exceed \$50,000, paid to an individual upon acceptance for officer naval nuclear power training who agrees to participate in a program of training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants.
- (9) Hostile Fire / Imminent Danger Pay (IDP) (37 U.S.C. 351) - Special pay for members subject to hostile fire, explosion of hostile mines and those on duty in foreign areas who, because of their role/visibility as a service member, are subject to the threat of physical harm or imminent danger on the basis of civil insurrection, civil war, terrorism or wartime conditions. Service members receive \$7.50 for each day serving in the IDP area, up to a maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.
- (10) Foreign Language Proficiency Bonus (37 U.S.C. 353(b)) - A bonus paid to members to become proficient or increase their proficiency in languages identified on the DoD Strategic Language List. Unless waived, certification of proficiency must be verified annually. The bonus paid may not exceed \$12,000 per one year certification period or paid in installments during the certification period.
- (11) Personal Money Allowance (37 U.S.C. 414c) - Allowance paid to the Master Chief Petty Officer of the Navy to defray expenses incurred in connection with official duties, \$2,000 a year.
- (12A) Assignment Incentive Pay (AIP) (37 U.S.C. 352) - An incentive paid to encourage enlisted members to volunteer for difficult to fill jobs or less desirable geographic locations. The monthly statutory maximum payable is \$1,500.
- (12B) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 352) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2006 NDAA. The monthly statutory maximum payable is \$3,000.
- (12C) Bahrain AIP (37 U.S.C. 352) - a limited program for enlisted continuity billets in Bahrain authorized by OSD 5 Jan 2006. Payment is a flat rate of \$1,000 per month.
- (12D) GTMO First Assignment (37 U.S.C. 352) (AIP) Financial incentive to address assignments to Detainee Operations Detachment, Guantanamo Bay, Cuba (UIC 40403) Effective March 01, 2007, sailors assigned to 12 month PCS tours as their first permanent duty assignment receive AIP in the amount of \$600/month. The funding source for the GTMO assignments has been moved to IA/GSA. The last remaining "GTMO first assignments" contracts, funded through AIP, have concluded and there will be no more payments made for this assignment under AIP.
- (12E) Sea Duty Incentive Pay (SDIP) (37 U.S.C. 352) - A financial incentive pay program for certain sailors to voluntarily remain on sea duty past their prescribed sea tour or curtail their shore duty to return early to sea duty. The monthly statutory maximum payable is \$1,500.
- (12F) NSWDG AIP (37 U.S.C. 352) - The Naval Special Warfare Development Group (NSWDG) AIP program was established on February 9, 2007. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDG billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDG billet for less than 3 years since completion of the required training receive AIP at \$750 per month and those assigned to a designated NSWDG billet for 3 years or more since completion of the required training receive AIP at \$1,000 per month.
- (12G) NSWDG CS AIP (37 U.S.C. 352) - The Naval Special Warfare Development Group (NSWDG) Combat Support AIP program was established on April 5, 2012. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDG CS billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDG CS billet at completion of the required training receive AIP at \$500 per month. EOD personnel who have been assigned to a designated NSWDG CS billet for less than 3 years receive AIP at \$500 per month and those assigned to a designated NSWDG billet for 3 years or more receive AIP at \$750 per month.

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

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

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

(16) Combat-related Injury Rehabilitation Pay (37 U.S.C. 328) - Monthly special pay to a member of the armed forces who, while in the line of duty, incurs a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and is evacuated from theater of the combat operation or combat zone for medical treatment. Payment terminates at the end of the first month during which any of the following occurs: (1) the member is paid a benefit under the traumatic injury rider of the Service members' Group Life Insurance Program; (2) the member receives notification of the eligibility of the member for a benefit under T-SGLI and a period of 30 days expires after the date of such notification; (3) the member is no longer hospitalized in a military treatment facility or a facility under the auspices of the military health care system. The amount of the special pay is \$430.

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

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

Part II - Justification Of Funds Requested

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Career Sea Pay (Enlisted)									
E-9 Master Chief Petty Officer	572	7,678.15	4,392	584	7,893.71	4,610	595	7,894.98	4,698
E-8 Senior Chief Petty Officer	1,818	7,294.94	13,262	1,850	7,440.61	13,765	1,885	7,441.20	14,027
E-7 Chief Petty Officer	5,872	6,598.61	38,747	5,950	6,684.23	39,771	6,063	6,684.29	40,527
E-6 1st Class Petty Officer	13,213	5,036.45	66,547	13,379	5,009.33	67,020	13,633	5,009.40	68,293
E-5 2nd Class Petty Officer	21,721	3,066.63	66,610	22,301	3,073.28	68,537	22,725	3,073.24	69,839
E-4 3rd Class Petty Officer	24,099	1,901.74	45,830	24,712	1,901.18	46,982	25,182	1,901.14	47,875
E-3 Seaman	19,651	806.06	15,840	20,193	843.49	17,033	20,577	843.48	17,356
E-2 Seaman Apprentice	6,541	589.04	3,853	6,657	622.83	4,146	6,783	622.87	4,225
E-1 Seaman Recruit	2,341	528.02	1,236	2,386	595.17	1,420	2,431	595.25	1,447
Total Career Sea Pay (Enlisted)	95,828		256,317	98,012		263,284	99,874		268,287
(2) Premium Sea Pay (Enlisted)	14,878	2,481.48	36,919	15,322	2,563.61	39,280	15,613	2,563.61	40,026
Total (1)-(2)	110,706		293,236	113,334		302,564	115,487		308,313
(3) HDP Mission (Enl)	11	1,800.00	20	11	1,800.00	20	11	1,800.00	20
(4) HDP Location (Enl)									
Location #1	1,124	2,026.87	2,278	844	1,800.00	1,519	860	1,800.08	1,548
Location #2	1,823	1,339.88	2,443	1,341	1,200.00	1,609	1,366	1,200.42	1,640
Location #3	4,462	820.05	3,659	3,190	600.00	1,914	3,251	599.93	1,950
Total - (4)	7,409		8,380	5,375		5,042	5,477		5,138
Total (3)-(4)	7,420		8,400	5,386		5,062	5,488		5,158

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5)HDP Tempo (Enl)	215	4,348.31	935	301	5,720.00	1,722	307	5,720.00	1,756
(6)Diving Duty Pay (Enl)	5,685	2,597.95	14,769	5,687	2,656.00	15,105	5,795	2,656.00	15,392
(7)Overseas Extension Pay (Enl)	717	1,778.07	1,275	785	2,000.00	1,570	800	2,000.00	1,600
(8)Nuclear Accession Bonus (Enl)	148	16,216.22	2,400	152	15,000.00	2,280	155	15,000.00	2,325
(9)Imminent Danger Pay (Enl)	2,366	2,693.24	6,372	365	2,700.00	986	372	2,700.00	1,004
(10)Foreign Language Proficiency Pay (Enl)	3,842	3,336.24	12,818	3,962	3,368.00	13,344	4,037	3,368.00	13,597
(11)Personal Money Allowance (PMA)	1	2,000.00	2	1	2,000.00	2	1	2,000.00	2
(12) Assignment Incentive Pay (Enl)									
A. Assignment Incentive Pay	725	7,174.66	5,202	950	4,755.00	4,517	1,198	4,755.00	5,696
B. SOCOM Assignment Incentive Pay	0		0	0		0	0		0
C. Bahrain AIP	10	162,125.30	1,621	10	168,125.32	1,681	10	168,125.32	1,681
D. GTMO First Assignment	0		0	0		0	0		0
E. SDIP	679	13,327.68	9,049	799	13,824.00	11,045	1,780	13,824.00	24,607
F. NSWDG AIP	288	11,339.00	3,266	312	11,339.00	3,538	339	11,339.00	3,844
G. NSWDG CS AIP	158	10,121.25	1,599	188	6,674.00	1,255	217	6,674.00	1,448
Total - (12)	1,860		20,737	2,259		22,036	3,544		37,276
(13) EOD CSRB									
Initial	24	72,579.00	1,742	25	100,000.00	2,500	30	100,000.00	3,000
Anniversary	0		0	0		0	0		0
Total - (13)	24		1,742	25		2,500	30		3,000
(14) Enlisted Supervisor Retention Pay CSRB									
Initial	360	28,994.00	10,438	360	32,314.00	11,633	360	32,636.00	11,749
Anniversary	1,227	7,290.48	8,945	1,278	8,180.00	10,454	1,299	8,628.00	11,208
Total - (14)	1,587		19,383	1,638		22,087	1,659		22,957
(15)Special Warfare SOCOM CSRB	64	46,760.00	2,993	82	98,720.93	8,095	82	98,720.93	8,095
(16)Combat Injury	16	3,400.00	54	17	3,400.00	58	17	3,400.00	58
(17)Continuation Pay	0		2	0		3,362	0		2,902
Total Special Pay - Enlisted	134,651		385,118	133,994		400,773	137,774		423,435

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous Anniversary	1,227	\$ 8,945	918	\$ 7,114	579	\$ 4,609	203	\$ 2,051	84	\$ 606				
FY 2018 Initial Anniversary	360	\$ 10,438	360	\$ 3,340	360	\$ 3,225	331	\$ 2,764	171	\$ 1,397	86	\$ 691		
FY 2019 Initial Anniversary			360	\$ 11,633	360	\$ 3,374	360	\$ 3,257	300	\$ 2,592	170	\$ 1,412	72	\$ 698
FY 2020 Initial Anniversary					360	\$ 11,749	476	\$ 3,914	334	\$ 3,006	310	\$ 2,720	180	\$ 1,504
FY 2021 Initial Anniversary							376	\$ 12,393	360	\$ 3,441	340	\$ 3,222	320	\$ 2,748
FY 2022 Initial Anniversary									342	\$ 11,386	358	\$ 3,396	360	\$ 3,356
FY 2023 Initial Anniversary											349	\$ 11,735	354	\$ 3,578
FY 2024 Initial Anniversary													358	\$ 12,158
Initial Payments	360	10,438	360	11,633	360	11,749	376	12,393	342	11,386	349	11,735	358	12,158
Anniversary Payments	1,227	8,945	1,278	10,454	1,299	11,208	1,370	11,986	1,249	11,042	1,264	11,441	1,286	11,884
Total	1,587	19,383	1,638	22,087	1,659	22,957	1,746	24,379	1,591	22,428	1,613	23,176	1,644	24,042

(In Thousands Of Dollars)

Project: Special Duty Assignment Pay And Proficiency Pay - Enlisted

FY 2020 Estimate \$101,752  
 FY 2019 Estimate \$97,970  
 FY 2018 Actual \$91,505

Part I - Purpose And Scope

Special duty assignment pay ( SDAP) - 37 U.S.C. 352 provides for payments to enlisted personnel to obtain a sufficient number of qualified volunteers to sustain adequate manning levels in designated special duty assignments.

Part II - Justification Of Funds Requested

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

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

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
SD-6 (\$450)	6,022	5,400.00	32,519	6,615	5,400.00	35,721	6,536	5,400.00	35,294
SD-5 (\$375)	2,859	4,500.00	12,866	3,057	4,500.00	13,757	3,155	4,500.00	14,198
SD-4 (\$300)	2,020	3,600.00	7,272	2,345	3,600.00	8,442	2,532	3,600.00	9,115
SD-3 (\$225)	2,075	2,700.00	5,603	2,329	2,700.00	6,288	2,594	2,700.00	7,004
SD-2 (\$150)	10,000	1,800.00	18,000	10,550	1,800.00	18,990	10,823	1,800.00	19,481
SD-1 (\$75)	2,599	900.00	2,339	3,008	900.00	2,707	3,111	900.00	2,800
Total - (1)	25,575		78,599	27,904		85,905	28,751		87,892
(2) Recruiter									
Recruiter (\$150)	0		0	0		0	0		0
Recruiter (\$225)	0		0	0		0	0		0
Recruiter (\$300)	0		0	0		0	0		0
Recruiter (\$375)	0		0	0		0	0		0
Recruiter (\$450)	2,390	5,400.00	12,906	1,915	6,300.00	12,065	2,200	6,300.00	13,860
Total - (2)	2,390		12,906	1,915		12,065	2,200		13,860
Total Special Duty Assignment Pay And Proficiency Pay - Enlisted	27,965		91,505	29,819		97,970	30,951		101,752

(In Thousands Of Dollars)

Project: Reenlistment Bonus - Enlisted

FY 2020 Estimate	\$342,742
FY 2019 Estimate	\$323,049
FY 2018 Actual	\$295,249

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

Twenty most undermanned critical skills:

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

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Reenlistment Bonus									
Initial Payment	14,059	12,318.45	173,185	13,182	13,971.11	184,167	11,215	17,384.52	194,967
Anniversary	29,663	4,115.02	122,064	36,686	3,785.69	138,882	40,439	3,654.27	147,775
Distribution	0		0	0		0	0		0
Total - (1)	43,722		295,249	49,868		323,049	51,654		342,742
Total Reenlistment Bonus - Enlisted	43,722		295,249	49,868		323,049	51,654		342,742

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	<u>Number</u>	<u>Amount</u>												
FY 2017 and previous Anniversary	29,663	\$ 122,064	22,875	\$ 98,800.0	15,239	\$ 65,407	8,074	\$ 35,166	3,050	\$ 12,743				
FY 2018 Initial Anniversary	14,059	\$ 173,185	13,811	\$ 40,082.0	13,629	\$ 38,969	12,790	\$ 36,042	8,995	\$ 25,960	6,398	\$ 17,126		
FY 2019 Initial Anniversary			13,182	\$ 184,167.0	11,571	\$ 43,399	11,409	\$ 42,177	10,713	\$ 39,029	7,534	\$ 28,102	5,358	\$ 18,537
FY 2020 Initial Anniversary					11,215	\$ 194,967	10,756	\$ 46,316	10,534	\$ 44,743	9,889	\$ 41,393	6,955	\$ 29,809
FY 2021 Initial Anniversary							11,478	\$ 211,638	11,178	\$ 51,166	11,024	\$ 49,731	10,350	\$ 46,013
FY 2022 Initial Anniversary									11,797	\$ 232,379	11,508	\$ 56,124	11,351	\$ 54,552
FY 2023 Initial Anniversary											11,942	\$ 253,967	11,650	\$ 61,382
FY 2024 Initial Anniversary													11,752	\$ 275,338
Initial Payments	14,059	173,185	13,182	184,167	11,215	194,967	11,478	211,638	11,797	232,379	11,942	253,967	11,752	275,338
Anniversary Payments	29,663	122,064	36,686	138,882	40,439	147,775	43,029	159,701	44,470	173,641	46,353	192,476	45,664	210,293
Total	43,722	295,249	49,868	323,049	51,654	342,742	54,507	371,339	56,267	406,020	58,295	446,443	57,416	485,631

(In Thousands Of Dollars)

Project: Enlistment Bonus - Enlisted

FY 2020 Estimate	133,696
FY 2019 Estimate	117,539
FY 2018 Actual	74,581

Part I - Purpose And Scope

Funds requested provide for an enlistment bonus (37 U.S.C. 309) - payable to a member who enlists for a minimum of four years in a designated skill and/or a specified accession month. Payments to Sailors occur when the job training is complete. Average longest training time is 24 months after graduating boot camp.

Part II - Justification Of Funds Requested

The bonus is payable upon completion of training. Training pipelines that are completed in the same year the member began active duty are paid as "new pay". Those that are completed in a future year are paid as "residual pay". The enlistment bonus will further enhance recruiting efforts to enlist personnel to serve in skill areas designated as critical.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Enlistment Bonus									
New Pay	12,243	3,329.18	40,759	12,317	4,352.83	53,614	12,389	4,361.87	54,039
Residuals	9,865	3,428.50	33,822	18,247	3,503.32	63,925	18,265	4,361.19	79,657
Total - (1)	22,108		74,581	30,564		117,539	30,654		133,696
Total Enlistment Bonus - Enlisted	22,108		74,581	30,564		117,539	30,654		133,696

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2017 and previous Anniversary														
FY 2018 Initial	12,243	\$ 40,759												
FY 2018 Anniversary	9,865	\$ 33,822												
FY 2019 Initial			12,317	\$ 53,614										
FY 2019 Anniversary			18,247	\$ 63,925										
FY 2020 Initial					12,389	\$ 54,039								
FY 2020 Anniversary					18,265	\$ 79,657								
FY 2021 Initial							9,815	\$ 11,206						
FY 2021 Anniversary							21,799	\$ 122,645						
FY 2022 Initial									8,759	\$ 37,385				
FY 2022 Anniversary									14,547	\$ 96,534				
FY 2023 Initial											8,759	\$ 37,732		
FY 2023 Anniversary											14,547	\$ 96,534		
FY 2024 Initial													8,759	\$ 38,758
FY 2024 Anniversary													14,547	\$ 96,534
Initial Payments	12,243	40,759	12,317	53,614	12,389	54,039	9,815	11,206	8,759	37,385	8,759	37,732	8,759	38,758
Anniversary Payments	9,865	33,822	18,247	63,925	18,265	79,657	21,799	122,645	14,547	96,534	14,547	96,534	14,547	96,534
Total	22,108	74,581	30,564	117,539	30,654	133,696	31,614	133,851	23,306	133,919	23,306	134,266	23,306	135,292

(In Thousands Of Dollars)

Project: Educational Benefits - Enlisted

FY 2020 Estimate	\$0
FY 2019 Estimate	\$0
FY 2018 Actual	\$0

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

The Navy College Fund is a critical element in Navy's recruiting strategy. The purpose of the Navy College Fund is to expand the recruiting market to include college bound youth. The allure of a college education dominates the plans of 60-80% of all high quality recruits. The Navy College Fund is used as a "Kicker" to the MGIB. The Post 9-11 is more generous than the MGIB in many instances, allowing for reductions in the College Fund in FY 2012.

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Navy College Fund Program (Enl)									
\$350/Month	0		0	0		0	0		0
\$450/Month	0		0	0		0	0		0
\$550/Month	0		0	0		0	0		0
\$950/Month	0		0	0		0	0		0
Total - (1)	0		0	0		0	0		0
(2)Navy College First	0		0	0		0	0		0
Total Educational Benefits - Enlisted	0		0	0		0	0		0

(In Thousands Of Dollars)

Project: Loan Repayment Program

FY 2020 Estimate	\$5,000
FY 2019 Estimate	\$5,000
FY 2018 Actual	\$6,729

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

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

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

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Navy College Loan Repayment (Enl)	268	25,108.21	6,729	200	25,000.00	5,000	200	25,000.00	5,000
Total Loan Repayment Program	268		6,729	200		5,000	200		5,000

(In Thousands Of Dollars)

Project: Basic Allowance For Housing - Enlisted

FY 2020 Estimate \$4,785,627  
 FY 2019 Estimate \$4,573,943  
 FY 2018 Actual \$4,397,404

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

The estimates include projected fiscal year rate increases of 3.1% for FY 2018, 3.4% for FY 2019 and 4.0% for FY 2020.

The January 1, 2019 BAH inflation rate assumption is 4.4 percent on-average, reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2020 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2019. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket amount will be the same by grade and dependency status in every military housing area. The January 1, 2020 BAH inflation rate assumption is 3.9 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2020.

Average BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing market survey process.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Enlisted with Dependents									
E-9 Master Chief Petty Officer	2,224	29,018.68	64,538	2,281	30,005.32	68,442	2,378	31,205.53	74,207
E-8 Senior Chief Petty Officer	5,548	27,712.29	153,748	5,793	28,654.51	165,996	6,304	29,800.69	187,864
E-7 Chief Petty Officer	16,704	26,816.61	447,945	16,903	27,728.37	468,693	17,106	28,837.51	493,294
E-6 1st Class Petty Officer	34,859	25,650.36	894,146	36,807	26,522.47	976,213	37,522	27,583.37	1,034,983
E-5 2nd Class Petty Officer	32,175	22,938.02	738,031	31,255	23,717.91	741,303	30,938	24,666.63	763,136
E-4 3rd Class Petty Officer	17,305	21,666.26	374,935	16,971	22,402.91	380,200	16,907	23,299.03	393,917
E-3 Seaman	10,274	21,529.89	221,198	10,639	22,261.91	236,844	10,376	23,152.38	240,229
E-2 Seaman Apprentice	1,664	21,428.74	35,657	1,822	22,157.32	40,371	1,843	23,043.61	42,469
E-1 Seaman Recruit	879	20,633.46	18,137	1,001	21,335.00	21,356	1,025	22,188.40	22,743
<b>Total BAH Domestic - Enlisted with Dependents</b>	<b>121,632</b>		<b>2,948,335</b>	<b>123,472</b>		<b>3,099,418</b>	<b>124,399</b>		<b>3,252,842</b>
(2) BAH Differential (ENL)	517	3,074.30	1,589	523	3,152.69	1,649	518	3,246.49	1,682
<b>Total (1)-(2)</b>	<b>122,149</b>		<b>2,949,924</b>	<b>123,995</b>		<b>3,101,067</b>	<b>124,917</b>		<b>3,254,524</b>
(3) BAH Domestic - Enlisted without Dependents									
E-9 Master Chief Petty Officer	181	24,173.78	4,375	185	24,995.69	4,624	193	25,995.52	5,017
E-8 Senior Chief Petty Officer	521	23,914.74	12,460	543	24,727.84	13,427	591	25,716.95	15,199
E-7 Chief Petty Officer	2,232	22,868.33	51,042	2,258	23,645.85	53,392	2,285	24,591.69	56,192
E-6 1st Class Petty Officer	9,939	21,452.25	213,214	10,494	22,181.63	232,774	10,696	23,068.89	246,745
E-5 2nd Class Petty Officer	25,315	19,942.30	504,839	24,591	20,620.34	507,075	24,341	21,445.15	521,996
E-4 3rd Class Petty Officer	14,494	16,383.42	237,461	14,216	16,940.46	240,826	14,161	17,618.07	249,489
E-3 Seaman	5,298	15,821.23	83,821	5,486	16,359.15	89,746	5,350	17,013.52	91,022
E-2 Seaman Apprentice	600	17,380.55	10,428	657	17,971.49	11,807	664	18,690.35	12,410
E-1 Seaman Recruit	109	20,364.46	2,220	123	21,056.85	2,590	126	21,899.13	2,759
<b>Total BAH Domestic - Enlisted without Dependents</b>	<b>58,689</b>		<b>1,119,860</b>	<b>58,553</b>		<b>1,156,261</b>	<b>58,407</b>		<b>1,200,829</b>
(4) BAH Domestic Partial (Enlisted)									

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
E-9 Master Chief Petty Officer	2	223.20	0	2	223.20	0	2	223.20	0
E-8 Senior Chief Petty Officer	9	183.60	2	9	183.60	2	10	183.60	2
E-7 Chief Petty Officer	35	144.00	5	35	144.00	5	36	144.00	5
E-6 1st Class Petty Officer	185	118.80	22	195	118.80	23	199	118.80	24
E-5 2nd Class Petty Officer	2,763	104.40	288	2,684	104.40	280	2,657	104.40	277
E-4 3rd Class Petty Officer	18,843	97.20	1,832	18,482	97.20	1,796	18,411	97.20	1,790
E-3 Seaman	28,158	93.64	2,637	29,163	93.64	2,731	28,442	93.64	2,663
E-2 Seaman Apprentice	11,285	86.40	975	12,372	86.40	1,069	12,516	86.40	1,081
E-1 Seaman Recruit	10,312	82.80	854	11,768	82.80	974	12,049	82.80	998
Total BAH Domestic Partial (Enlisted)	71,592		6,615	74,710		6,880	74,322		6,840
(5) BAH Domestic Inadequate (Enl)									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer			0			0			0
E-7 Chief Petty Officer			0			0			0
E-6 1st Class Petty Officer			0			0			0
E-5 2nd Class Petty Officer			0			0			0
E-4 3rd Class Petty Officer			0			0			0
E-3 Seaman			0			0			0
E-2 Seaman Apprentice			0			0			0
E-1 Seaman Recruit			0			0			0
Total BAH Domestic Inadequate (Enl)	0		0	0		0	0		0
Total (3)-(5)	130,281		1,126,475	133,263		1,163,141	132,729		1,207,669
Total - Domestic	252,430		4,076,399	257,258		4,264,208	257,646		4,462,193
(6) BAH Overseas - Enlisted with Dependents									
E-9 Master Chief Petty Officer	77	36,511.62	2,811	79	35,006.54	2,766	84	35,706.67	2,999
E-8 Senior Chief Petty Officer	225	35,108.36	7,899	235	33,661.12	7,910	260	34,334.34	8,927
E-7 Chief Petty Officer	867	34,629.79	30,024	877	33,202.28	29,118	904	33,866.33	30,615
E-6 1st Class Petty Officer	1,822	34,283.72	62,465	1,924	32,870.48	63,243	1,996	33,527.89	66,922
E-5 2nd Class Petty Officer	1,534	31,827.63	48,824	1,490	30,515.63	45,468	1,501	31,125.94	46,720
E-4 3rd Class Petty Officer	386	30,579.10	11,804	379	29,318.57	11,112	384	29,904.94	11,483
E-3 Seaman	82	29,835.78	2,447	85	28,605.89	2,432	84	29,178.01	2,451
E-2 Seaman Apprentice	5	28,038.66	140	5	26,882.85	134	6	27,420.51	165
E-1 Seaman Recruit			0			0			0
Total BAH Overseas - Enlisted with Dependents	4,998		166,414	5,074		162,183	5,219		170,282
(7) BAH Overseas - Enlisted without Dependents									
E-9 Master Chief Petty Officer	14	32,784.11	459	14	31,432.68	440	15	32,061.33	481
E-8 Senior Chief Petty Officer	68	30,778.29	2,093	71	29,509.55	2,095	79	30,099.74	2,378
E-7 Chief Petty Officer	263	30,874.03	8,120	266	29,601.34	7,874	274	30,193.37	8,273

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
E-6 1st Class Petty Officer	1,139	28,589.60	32,564	1,203	27,411.07	32,976	1,248	27,959.30	34,893
E-5 2nd Class Petty Officer	3,172	27,080.08	85,898	3,081	25,963.78	79,994	3,104	26,483.06	82,203
E-4 3rd Class Petty Officer	880	24,709.03	21,744	863	23,689.52	20,444	875	24,163.31	21,143
E-3 Seaman	140	22,932.55	3,211	145	21,987.23	3,188	144	22,426.97	3,229
E-2 Seaman Apprentice	17	22,423.69	381	19	21,499.34	408	19	21,929.33	417
E-1 Seaman Recruit	7	17,306.98	121	8	16,593.55	133	8	16,925.42	135
Total BAH Overseas - Enlisted without Dependents	5,700		154,591	5,670		147,552	5,766		153,152
Total (6)-(7)	10,698		321,005	10,744		309,735	10,985		323,434
Total - Overseas	10,698		321,005	10,744		309,735	10,985		323,434
Total Basic Allowance For Housing - Enlisted	263,128		4,397,404	268,002		4,573,943	268,631		4,785,627

(In Thousands Of Dollars)

Project: Station Allowance, Overseas - Enlisted

FY 2020 Estimate \$302,947  
FY 2019 Estimate \$291,289  
FY 2018 Actual \$289,275

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 403 and the Joint Travel Regulations.

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Overseas Station Allowance (Enl) COLA	41,913	6,188.53	259,380	42,698	6,094.57	260,226	43,536	6,216.46	270,640
Total - (1)	41,913		259,380	42,698		260,226	43,536		270,640
(2) Temporary Lodging (Enl) Temporary Lodging	24,510	1,219.69	29,895	24,969	1,244.08	31,063	25,459	1,268.97	32,307
Total - (2)	24,510		29,895	24,969		31,063	25,459		32,307
Total Station Allowance, Overseas - Enlisted	66,423		289,275	67,667		291,289	68,995		302,947

(In Thousands Of Dollars)

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

FY 2020 Estimate	\$6,124
FY 2019 Estimate	\$5,875
FY 2018 Actual	\$5,624

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

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

Detailed cost computations are provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)CONUS COLA	9,552	588.78	5,624	9,731	603.79	5,875	9,922	617.23	6,124
Total CONUS Cost Of Living Allowance (COLA) - Enlisted	9,552		5,624	9,731		5,875	9,922		6,124

(In Thousands Of Dollars)

Project: Clothing Allowance - Enlisted

FY 2020 Estimate	\$254,195
FY 2019 Estimate	\$253,965
FY 2018 Actual	\$244,620

Part I - Purpose And Scope

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

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

(3 - 5) Basic maintenance allowance is payable to members upon completion of six months active duty and accrues during the remainder of the first three years of continuous service. Standard or special maintenance allowance is payable to a member upon completion of 36 months of active duty and continues during the remainder of continuous service.

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

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

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Military									
Male	29,474	2,023.31	59,635	30,892	2,063.78	63,754	26,700	2,105.05	56,205
Female	9,488	2,153.92	20,436	8,729	2,197.00	19,178	9,280	2,240.94	20,796
Prior Service	185	1,730.24	320	429	1,764.84	757	450	1,800.14	810
OCS Newport	237	1,921.14	455	201	1,959.23	394	200	2,000.47	400
On Advancement E7	4,273	1,061.98	4,538	4,563	1,083.22	4,943	4,217	1,090.73	4,600
Navy Unit Bands	227	1,061.88	241	227	1,083.11	246	227	1,104.78	251
Total - (1)	43,884		85,625	45,041		89,272	41,074		83,062
(2) Enlisted Civilian Clothing	1,543	619.65	956	1,567	619.65	971	1,597	619.65	990
Total (1)-(2)	45,427		86,581	46,608		90,243	42,671		84,052
(3) Replacement Allowances (Basic)									
Male	64,835	482.40	31,276	65,860	492.05	32,406	67,101	501.89	33,677
Female	19,241	471.60	9,074	19,545	481.03	9,402	19,913	490.65	9,770
Total - (3)	84,076		40,350	85,405		41,808	87,014		43,447
(4) Replacement Allowances (Std)									
Male	126,570	687.60	87,030	128,570	701.35	90,173	130,993	715.38	93,710
Female	26,732	673.20	17,996	27,154	686.66	18,646	27,666	700.40	19,377
Total - (4)	153,302		105,026	155,724		108,819	158,659		113,087
(5) Replacement Allowances (Special)									
Male	11,000	860.40	9,464	11,174	877.61	9,806	11,384	895.16	10,191
Female	2,481	781.20	1,938	2,520	796.82	2,008	2,568	812.76	2,087
Total - (5)	13,481		11,402	13,694		11,814	13,952		12,278
Total (3)-(5)	250,859		156,778	254,823		162,441	259,625		168,812
(6) Supplementary Clothing (Enl)	5,730	220.00	1,261	5,821	220.00	1,281	5,930	224.40	1,331
(7) Up-Front Purchases	0		0	0		0	0		0
Total Clothing Allowance - Enlisted	302,016		244,620	307,252		253,965	308,226		254,195

Part I - Purpose And Scope

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

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

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	4,985	3,000.00	14,955	4,362	3,000.00	13,086	6,079	3,000.00	18,237
(2)FSA - S (Onboard > 30 days)	7,388	3,000.00	22,164	5,721	3,000.00	17,163	7,399	3,000.00	22,197
(3)FSA - T (TDY > 30 days)	6,398	3,000.00	19,194	5,220	3,000.00	15,660	6,725	3,000.00	20,175
Total (1)-(3)	18,771		56,313	15,303		45,909	20,203		60,609
Total Family Separation Allowance - Enlisted	18,771		56,313	15,303		45,909	20,203		60,609

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

(In Thousands of Dollars)

FY 2020 Estimate	\$245
FY 2019 Estimate	\$237
FY 2018 Actual	\$201

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

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

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

The detailed computations are provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	30	6,690.03	201	32	7,420.15	237	33	7,420.15	245
Total Special Compensation for Assistance with Activities of Daily Living - Enlisted	30		201	32		237	33		245

(In Thousands Of Dollars)

Project: Separation Payments - Enlisted

FY 2020 Estimate	\$84,737
FY 2019 Estimate	\$74,604
FY 2018 Actual	\$76,670

Part I - Purpose And Scope

Funds requested will provide for the following separation payments:

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

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

(3) Involuntary - Half Severance Pay is 5% of the product of member years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members involuntarily separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.

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

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

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

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

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

(7) \$30,000 Lump Sum Bonus: the FY 2000 National Defense Authorization Act (NDAA) provides to service members who entered the uniformed service on or after August 1, 1986, the option to retire under the pre-1986 military retirement plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one-time \$30,000 lump sum bonus and to remain under the redux retirement plan (40% retirement benefit at 20 years of service, with partial COLA). Sailors are permitted to select between the two retirement programs within 180 days of completing 15 years of service. Sailors who elect to accept the lump sum bonus are obligated to serve the remaining five years to become retirement eligible. Those who do not complete the required service are required to repay a pro-rated amount based on the unserved amount of the obligation. Per P.L. 114-92, section 631 of NDAA FY2016, the redux retirement plan will discontinue as of December 31, 2017.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2018, FY 2019, and FY 2020 include a 2.4%, 2.6% and 3.1% pay raise effective 1 January of each year respectively.

Computation of fund requirements is provided in the following table:

	FY 2018				FY 2019				FY 2020			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Lump Sum Terminal Leave Payments												
E-9 Master Chief Petty Officer	254	20	4,407.03	1,119	235	22	4,830.75	1,135	262	21	4,927.37	1,291
E-8 Senior Chief Petty Officer	663	19	3,202.80	2,123	614	20	3,510.74	2,156	683	20	3,580.95	2,446
E-7 Chief Petty Officer	1,769	20	2,888.75	5,110	1,639	21	3,166.50	5,190	1,823	21	3,229.83	5,888
E-6 1st Class Petty Officer	4,381	18	2,118.78	9,282	4,059	19	2,322.50	9,427	4,514	19	2,368.95	10,693
E-5 2nd Class Petty Officer	6,212	17	1,581.19	9,822	5,755	18	1,733.21	9,975	6,400	18	1,767.87	11,314
E-4 3rd Class Petty Officer	5,767	18	1,367.80	7,888	5,343	19	1,499.31	8,011	5,942	19	1,529.30	9,087
E-3 Seaman	4,696	16	1,077.46	5,060	4,351	17	1,181.06	5,139	4,838	17	1,204.68	5,828
E-2 Seaman Apprentice	1,272	16	942.45	1,199	1,178	17	1,033.07	1,217	1,310	17	1,053.73	1,380
E-1 Seaman Recruit	851	11	539.87	459	788	11	591.77	466	877	11	603.61	529
Total Lump Sum Terminal Leave Payments	25,865	0		42,062	23,962	0		42,716	26,649	0		48,456
(2)Severance Pay, Disability (Enl)	394		48,296.00	19,029	371		49,261.17	18,276	413		50,246.39	20,752
(3) Severance Pay, Non-Disability (Enl)												
Invol - Full Pay	269		34,586.38	9,304	254		32,578.11	8,275	282		35,983.67	10,147
Invol - Half Pay	134		14,292.59	1,915	126		14,578.44	1,837	140		14,870.01	2,082
Total - (3)	403			11,219	380			10,112	422			12,229
(4) Voluntary Separation (Enl)												
VSP	0			0	0		1,600	0	0		1,400	0
VSI Trust Fund	0			1,900	0		1,900	0	0		1,900	0
Total - (4)	0			1,900	0		3,500	0	0		3,300	0
(5)Discharge Gratuity	0			0	0		0	0	0		0	0
(6)TERA	0			0	0		0	0	0		0	0
(7)\$30,000 Lump Sum Bonus (Enl)	82		30,000.00	2,460	0		0	0	0		0	0
Total Separation Payments - Enlisted	26,744			76,670	24,713		74,604	27,484	27,484		84,737	

(In Thousands Of Dollars)

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

FY 2020 Estimate \$786,411  
FY 2019 Estimate \$745,192  
FY 2018 Actual \$707,598

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Social Security Tax - Employer's contribution	269,920	2,621.51	707,598	274,922	2,710.56	745,192	280,500	2,803.60	786,411
Total Social Security Tax - Employer's Share - Enlisted	269,920		707,598	274,922		745,192	280,500		786,411

## Budget Activity 3

### Pay and Allowances of Cadets/Midshipmen

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA3**  
(In Thousands of Dollars)

			Amount
Total FY 2019 Direct Program			83,875
Increases			
Pricing Increases			
Strength Related			2,173
Annualization of FY 2019 Pay Raise 2.6% (Effective 1 January 2019)		393	
Basic Pay	365		
FICA	28		
Increase due to Pay Raise of 3.1% (Effective 1 January 2020)		1,443	
Basic Pay	1,340		
FICA	103		
Inflation Rate		337	
Basic Allowance For Subsistence	337		
Other Pricing Increases			0
Increases due to Reimbursables			0
	Total Pricing Increases		2,173
Program Increases			
Strength Related			0
Other Program Increases			0
	Total Program Increases		0

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA3**  
(In Thousands of Dollars)

		Amount
Total FY 2019 Direct Program		83,875
Total Increases		2,173
Decreases		
Pricing Decreases		
Strength Related		0
Inflation Rate		
Other Pricing Decreases		0
Decreases due to Reimbursables		0
Total Pricing Decreases		0
Program Decreases		
Strength Related		-845
Decrease in Basic Pay Work Years	-597	-845
Decrease in FICA Work Years	-46	
BAS	-202	
Other Program Decreases		0
Total Program Decreases		-845
Total Decreases		-845
Total FY 2020 Direct Program		\$ 85,203

(In Thousands Of Dollars)

Project: Midshipmen

FY 2020 Estimate	\$85,203
FY 2019 Estimate	\$83,875
FY 2018 Actual	\$82,012

Part I - Purpose and Scope

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

Part II - Justification Of Funds Requested

Funds required are determined by applying statutory rates to the projected workyears. Funding has been provided to link midshipmen pay to 35 percent of Ensign (0-1) pay, as authorized by section 612 of the FY 2001 National Defense Authorization Act. Provision is made for a work year average of 4,344 in FY 2018, 4,359 in FY 2019 and 4,315 in FY 2020. Funding also provides for Submarine and Surface Nuclear Accession Bonuses.

Subsistence rates are \$12.30 per day effective January 2018; \$12.30 per day effective January 2019 and \$12.60 per day effective January 2020.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Cadet/Midshipmen									
Basic Pay	4,344	12,811.35	55,653	4,359	13,138.04	57,269	4,315	13,528.90	58,377
Total - (1)	4,344		55,653	4,359		57,269	4,315		58,377
(2)Subsistence Allowance	4,344	4,484.90	19,482	4,359	4,489.50	19,569	4,315	4,584.00	19,780
(3)Social Security Tax - Employer's contribution	4,344	992.52	4,312	4,359	1,005.06	4,381	4,315	1,034.96	4,466
(4)Nuclear Accession Bonus	171	15,000.00	2,565	177	15,000.00	2,656	172	15,000.00	2,580
Total Pay and Allowances of Midshipmen			82,012			83,875			85,203

Budget Activity 4  
Subsistence of Enlisted Personnel

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA4**  
(In Thousands of Dollars)

			Amount
Total FY 2019 Direct Program			1,218,663
Increases			
Pricing Increases			
Strength Related			28,410
Inflation Rate		28,410	
BAS Growth Rate of 2.4%	21,386		
Change in BDFA Rate	7,024		
Increases due to Reimbursables			0
	Total Pricing Increases		28,410
Program Increases			
Strength Related			37,362
Change in BAS Work Years	27,662	27,662	
Work Years		9,700	
Change in SIK Work Years	8,709		
Change in SIK Operational Rations	29		
Change in SIK Other Messing	962		
	Total Program Increases		37,362
Total Increases			65,772
Decreases			
Pricing Decreases			
Strength Related			0
Inflation Rate			
Decreases due to Reimbursables		-201	-201
	Basic Allowance for Subsistence	-138	
	Subsistence-in-kind	-63	
	Total Pricing Decreases		-201
Program Decreases			
Strength Related			-11,449
Work Years		-11,449	
Change in BAS Collections	-9,654		
Change in SIK Cash Collections	-1,795		
	Total Program Decreases		-11,449
Total Decreases			-11,650
Total FY 2020 Direct Program			1,272,785

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence

FY 2020 Estimate \$1,280,338  
 FY 2019 Estimate \$1,226,015  
 FY 2018 Actual \$1,211,276

Part I - Purpose And Scope

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

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

Subsistence-in-Kind

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

Family Subsistence Supplemental Allowance (FSSA)

Members of the armed forces with dependents who qualify for food stamps using highest income eligibility standards under section 5(c) of the Food and Nutrition Act of 2008 (7 U.S.C. 2014(e)) are entitled to receive supplemental subsistence allowance. Special pays and the value of either the member's Basic Allowance for Housing (BAH) or the "in-kind" benefit for members residing in military housing must be included as income in determining eligibility. (37 U.S.C. 402(a)) places limitation on eligibility for supplemental subsistence allowances to members serving outside of the United States and associated territory: After September 30, 2016 a member is eligible for supplemental subsistence allowance under this section only if the member is serving outside the United States, the Commonwealth of Puerto Rico, the United States Virgin Islands or Guam. The supplemental subsistence allowance may not exceed \$1,100 per month.

Part II - Justification Of Funds Requested

Funds requested will provide all enlisted military members a BAS payment, except when they are attending basic military training (boot camp), or in a non-pay status. (37 U.S.C. 402) The monthly rate of basic allowance for subsistence to be in effect for an enlisted member for a year (beginning on January 1 of that year) shall be equal to the sum of the monthly rate of basic allowance for subsistence that was in effect for an enlisted member for the preceding year; plus the product of the monthly rate in effect the preceding year and the percentage increase in the monthly cost of a liberal food plan for a male in the United States who is between 20 and 50 years of age over the preceding fiscal year, as determined by the Secretary of Agriculture each October 1.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance for Subsistence									
When Authorized to Mess Separately	262,493	4,429.42	1,162,692	267,336	4,432.74	1,185,031	273,454	4,512.52	1,233,967
When Rations-In-Kind Not Available	0		0	0		0	0		0
BAS II	320	8,858.84	2,835	366	8,865.48	3,245	372	9,025.04	3,357
Augmentation of Commuted Rations	0		0	0		0	0		0
Less Collections	0		(363,498)	0		(380,207)	0		(389,861)
Total Basic Allowance for Subsistence	262,813		802,029	267,702		808,069	273,826		847,463
(2) Subsistence-In-Mess									
Trainee/Non-Pay Status	7,107	3,688.36	26,213	7,220	3,691.12	26,650	6,674	3,757.56	25,078
Members Taking Meals In Mess	72,458	4,904.11	355,342	74,082	4,907.78	363,578	76,236	4,996.11	380,883
Total - (2)	79,565		381,555	81,302		390,228	82,910		405,961
(3) Operational Rations									
MREs	0		1,301	0		1,302	0		1,325
Unitized Rations	0		309	0		309	0		315
Other Package Operational Rations	0		0	0		0	0		0
Total - (3)	0		1,610	0		1,611	0		1,640
(4) Augmentation Rations/Other Programs									
Augmentation Rations	0		0	0		0	0		0
Other Regionalization	0		0	0		0	0		0
Other Messing	0		53,443	0		53,483	0		54,445
Total - (4)	0		53,443	0		53,483	0		54,445
(5) Less Cash Collections	0		(27,361)	0		(27,381)	0		(29,176)
(6) Family Subsistence Supplemental Allowance	0		0	0		5	0		5
Total Basic Allowance for Subsistence	342,378		1,211,276	349,004		1,226,015	356,736		1,280,338

Budget Activity 5  
Permanent Change of Station

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA5**  
(In Thousands of Dollars)

		Amount
Total FY 2019 Direct Program		889,988
Increases		
Pricing Increases		
Annualization of FY 2019 Pay Raise 2.6% (Effective 1 January 2019)		512
Dislocation Allowance	512	
Increase due to Pay Raise of 3.1% (Effective 1 January 2020)		1,277
Dislocation Allowance	1,277	
Permanent Change of Station (PCS) Travel - Officer		4,731
PCS: Accession Travel	476	
PCS: Training Travel	1,078	
PCS: Operational Travel	1,433	
PCS: Rotational Travel	1,225	
PCS: Separation Travel	459	
PCS: Travel of Organized Units	50	
In-Place Consecutive Overseas Tour (IPCOT)	10	
Permanent Change of Station (PCS) Travel - Enlisted		8,347
PCS: Accession Travel	1,078	
PCS: Training Travel	713	
PCS: Operational Travel	2,198	
PCS: Rotational Travel	2,529	
PCS: Separation Travel	1,392	
PCS: Travel of Organized Units	327	
In-Place Consecutive Overseas Tour (IPCOT)	74	
Overseas Tour Extension Incentives Program (OTEIP)	36	
Cadets/Midshipmen		11
PCS: Accession Travel	10	
PCS: Separation Travel	1	
Increases due to Reimbursables		0
Total Pricing Increases		14,878
Program Increases		
Permanent Change of Station (PCS) Travel - Officer		8,002
PCS: Operational Travel	5,647	
PCS: Separation Travel	1,668	
PCS: Travel of Organized Units	159	
Nontemporary Storage	214	
Temporary Lodging Expense	258	
Defense Personal Property System (DPPS)	56	

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA5**  
(In Thousands of Dollars)

Permanent Change of Station (PCS) Travel - Enlisted		28,899	
PCS: Training Travel	16,536		
PCS: Operational Travel	2,718		
PCS: Separation Travel	8,113		
PCS: Travel of Organized Units	685		
Nontemporary Storage	325		
Temporary Lodging Expense	387		
In-Place Consecutive Overseas Tour (IPCOT)	30		
Defense Personal Property System (DPPS)	105		
Cadets/Midshipmen		16	
PCS: Separation Travel	16		
	<b>Total Program Increases</b>		<b>36,917</b>
<b>Total Increases</b>			<b>51,795</b>
<b>Decreases</b>			
Pricing Decreases			
Permanent Change of Station (PCS) Travel - Officer			
Permanent Change of Station (PCS) Travel - Enlisted			
Cadets/Midshipmen			
Decreases due to Reimbursables			0
	<b>Total Pricing Decreases</b>		<b>0</b>
Program Decreases			
Permanent Change of Station (PCS) Travel - Officer		-27,826	
PCS: Accession Travel	-8,332		
PCS: Training Travel	-17,962		
PCS: Rotational Travel	-1,499		
In-Place Consecutive Overseas Tour (IPCOT)	-33		
Permanent Change of Station (PCS) Travel - Enlisted		-34,469	
PCS: Accession Travel	-8,712		
PCS: Rotational Travel	-25,755		
Overseas Tour Extension Incentives Program (OTEIP)	-2		
Cadets/Midshipmen		-31	
PCS: Accession Travel	-31		
	<b>Total Program Decreases</b>		<b>-62,326</b>
<b>Total Decreases</b>			<b>\$ (62,326)</b>
<b>Total FY 2020 Direct Program</b>			<b>879,457</b>

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

	FY 2018		FY 2019		FY 2020	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Accession Travel	41,407	90,288	46,758	108,508	43,506	93,188
(2) Training Travel	10,920	80,094	15,511	104,833	18,387	105,511
(3) Operational Travel	29,218	269,427	25,086	227,060	25,968	240,117
(4) Rotational Travel	31,334	342,573	26,494	314,404	26,492	292,345
(5) Separation Travel	36,830	111,419	36,681	105,900	40,803	117,709
(6) Travel of Organized Units	10,735	47,879	6,314	29,283	6,521	30,587
Total Obligations		941,680		889,988		879,457
Less Reimbursables						
Total Direct Obligations		\$ 941,680		\$ 889,988		\$ 879,457

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

	FY 2018		FY 2019		FY 2020	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1)Travel of Military Members						
(A) Mileage and Per Diem	147,946	\$ 139,931	144,626	\$ 130,746	149,082	\$ 138,824
(B) MAC	12,466	\$ 20,708	12,187	\$ 19,349	12,562	\$ 20,545
(C) Commercial Air	32	\$ 16	31	\$ 15	32	\$ 16
Total (1)	160,444	\$ 160,655	156,844	\$ 150,110	161,676	\$ 159,385
(2)Travel of Dependents						
(A) Mileage	46,394	\$ 47,181	41,695	\$ 40,722	43,113	\$ 42,740
(B) MAC	4,672	\$ 10,409	4,198	\$ 8,984	4,341	\$ 9,429
(C) Commercial Air	159	\$ 593	143	\$ 512	148	\$ 538
Total (2)	51,225	\$ 58,183	46,036	\$ 50,218	47,602	\$ 52,707
(3)Transportation of Household Goods						
(A) M Tons – MSC	440	\$ 54	405	\$ 53	416	\$ 50
(B) S Tons – MAC	3,478	\$ 32,260	3,199	\$ 31,528	3,287	\$ 29,863
(C) Household Goods Land	61,077	\$ 262,591	56,179	\$ 256,632	57,718	\$ 243,079
(D) ITGBL	15,445	\$ 186,556	14,207	\$ 182,323	14,596	\$ 172,694
(E) Commercial Air	7,617	\$ 61,642	7,006	\$ 60,244	7,198	\$ 57,062
Total (3)	88,057	\$ 543,104	80,996	\$ 530,780	83,215	\$ 502,748
(4)Dislocation Allowance	43,937	\$ 92,000	39,399	\$ 78,630	39,932	\$ 81,456
(5)Trailer Allowance	84	\$ 14	84	\$ 15	94	\$ 17
(6)Global POV	17,446	\$ 42,642	14,468	\$ 37,510	14,742	\$ 38,959
(7)DPPS		\$ 7,270		\$ 8,046		\$ 8,207
(8)Non-Temporary Storage		\$ 15,077		\$ 13,156		\$ 13,695
(9)Temporary Lodging Expense		\$ 18,321		\$ 15,753		\$ 16,398
(10)IPCOT / OTEIP	1,916	\$ 4,415	2,370	\$ 5,770	2,365	\$ 5,885
Total - Obligations	363,109	\$ 941,680	340,197	\$ 889,988	349,626	\$ 879,457
Less Reimbursables						
Total Direct Obligations		\$ 941,680		\$ 889,988		\$ 879,457

(In Thousands of Dollars)

Project: Accession Travel

FY 2020 Estimate \$93,188  
 FY 2019 Estimate \$108,508  
 FY 2018 Actual \$90,288

Part I - Purpose And Scope

(A) Officers. Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies or ROTC/NROTC, Reserve and national Guard officers called or recalled to extended active duty from home or a point to where orders were received to first permanent duty station or training school of 20 weeks or more duration and (2) officers or warrant officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of 20 weeks or more duration. (Includes officers appointed from enlisted status upon graduation from Officer Candidate School (OCS), Officer Training School (OTS), or basic flying training.)

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

(C) Midshipmen. Covers PCS movements of (1) individuals selected as academy midshipmen upon entry into the academies and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

Part II - Justification of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	4,038	1,155.51	4,666	4,558	1,178.62	5,372	4,281	1,202.19	5,147
(2) Travel of Dependents	1,104	1,177.87	1,300	1,247	1,201.43	1,498	1,171	1,225.46	1,435
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,623	5,502.97	14,434	2,959	5,613.03	16,609	2,779	5,725.29	15,911
(B) Overseas			7,649			14,381			7,784
Total (3)			22,083			30,990			23,695
(4) Dislocation Allowance	1,490	2,431.12	3,622	1,682	2,501.50	4,208	1,580	2,575.48	4,069
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	83	1,986.66	165	100	2,122.61	212	94	2,165.06	204
(B) Partial Service	18	2,662.31	48	21	2,855.98	60	20	2,913.10	58
Total (6)			213			272			262
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			167			154			160
(9) Temporary Lodging Expense			578			510			527
<b>Total - Officer</b>			<b>32,629</b>			<b>43,004</b>			<b>35,295</b>
<b>Enlisted</b>									
(1) Travel of Military Member	36,323	795.10	28,880	41,000	746.12	30,591	38,100	761.04	28,996
(2) Travel of Dependents	2,442	728.97	1,780	2,755	686.68	1,892	2,560	700.41	1,793
(3) Transportation of Household Goods									
(A) Land/ITGBL	5,685	3,536.43	20,105	6,417	3,318.58	21,295	5,963	3,384.95	20,184
(B) Overseas			4,915			9,808			5,011
Total (3)			25,020			31,103			25,195
(4) Dislocation Allowance	182	2,111.30	384	205	1,981.37	406	191	2,025.46	387
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	9	1,986.66	18	10	2,122.61	21	9	2,165.06	19
(B) Partial Service	4	2,662.31	11	5	2,855.98	14	4	2,913.10	12

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (6)			29			35			31
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			251			230			240
(9) Temporary Lodging Expense			868			766			791
Total - Enlisted			57,212			65,023			57,433
Midshipmen									
(1) Travel of Military Member Midshipmen	1,046	427.57	447	1,200	401.23	481	1,125	409.25	460
Total - Midshipmen			447			481			460
Total PCS: Accession Travel			90,288			108,508			93,188

(In Thousands of Dollars)

Project: Training Travel

FY 2020 Estimate \$105,511  
 FY 2019 Estimate \$104,833  
 FY 2018 Actual \$80,094

Part I - Purpose And Scope

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

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

Part II - Justification of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	3,561	1,770.84	6,306	4,991	1,661.76	8,294	3,560	1,695.00	6,034
(2) Travel of Dependents	1,496	1,725.50	2,581	2,096	1,619.21	3,394	1,495	1,651.59	2,469
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,937	10,892.75	31,992	4,118	10,221.76	42,093	2,937	10,426.20	30,622
(B) Overseas			240			248			255
Total (3)			32,232			42,341			30,877
(4) Dislocation Allowance	2,364	2,410.20	5,698	3,314	2,269.45	7,521	2,363	2,319.95	5,482
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	26	1,986.66	52	36	2,122.61	76	26	2,165.06	56
(B) Partial Service	7	2,662.31	19	10	2,855.98	29	7	2,913.10	20
Total (6)			71			105			76
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			207			198			206
(9) Temporary Lodging Expense			1,125			992			1,006
Total - Officer			48,220			62,845			46,150
<b>Enlisted</b>									
(1) Travel of Military Member	7,359	1,681.53	12,374	10,520	1,577.94	16,600	14,827	1,609.50	23,864
(2) Travel of Dependents	1,016	1,536.39	1,561	1,453	1,441.75	2,095	2,048	1,470.59	3,012
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,149	5,891.83	12,662	3,072	5,528.89	16,985	4,330	5,639.47	24,419
(B) Overseas			136			284			144
Total (3)			12,798			17,269			24,563
(4) Dislocation Allowance	1,435	2,171.10	3,116	2,051	2,044.31	4,193	2,891	2,089.80	6,042
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	14	1,986.66	28	21	2,122.61	45	29	2,165.06	63
(B) Partial Service			0			0			0

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (6)			28			45			63
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			310			297			309
(9) Temporary Lodging Expense			1,687			1,489			1,508
Total - Enlisted			31,874			41,988			59,361
Total PCS: Training Travel			80,094			104,833			105,511

(In Thousands of Dollars)

Project: Operational Travel

FY 2020 Estimate	\$240,117
FY 2019 Estimate	\$227,060
FY 2018 Actual	\$269,427

Part I - Purpose And Scope

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

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

Part II - Justification of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	6,098	1,509.86	9,207	6,194	1,416.49	8,774	6,632	1,445.19	9,585
(2) Travel of Dependents	3,914	1,361.65	5,329	3,976	1,277.46	5,079	4,257	1,303.33	5,548
<b>(3) Transportation of Household Goods</b>									
(A) Land/ITG/BL	4,695	12,684.96	59,556	4,769	11,900.52	56,754	5,107	12,141.63	62,007
(B) Overseas			404			713			411
Total (3)			59,960			57,467			62,418
(4) Dislocation Allowance	4,953	2,434.12	12,056	5,031	2,291.43	11,528	5,387	2,342.98	12,622
(5) Trailer Allowance			0			0			0
<b>(6) Global POV</b>									
(A) Full Service	57	1,986.66	113	56	2,122.61	119	60	2,165.06	130
(B) Partial Service	18	2,662.31	48	18	2,855.98	51	19	2,913.10	55
Total (6)			161			170			185
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			739			671			698
(9) Temporary Lodging Expense			3,123			2,756			2,827
Total - Officer			90,575			86,445			93,883
<b>Enlisted</b>									
(1) Travel of Military Member	23,120	1,339.89	30,978	18,892	1,257.04	23,748	19,336	1,282.50	24,798
(2) Travel of Dependents	9,139	1,170.07	10,693	7,469	1,097.72	8,199	7,644	1,119.95	8,561
<b>(3) Transportation of Household Goods</b>									
(A) Land/ITG/BL	13,259	7,492.46	99,343	10,835	7,029.17	76,161	11,089	7,171.54	79,525
(B) Overseas			1,006			1,379			1,081
Total (3)			100,349			77,540			80,606
(4) Dislocation Allowance	12,143	1,877.17	22,794	9,922	1,765.11	17,513	10,155	1,804.83	18,328
(5) Trailer Allowance			0			0			0

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	191	1,986.66	379	152	2,122.61	323	155	2,165.06	336
(B) Partial Service	47	2,662.31	125	37	2,855.98	106	38	2,913.10	111
Total (6)			504			429			447
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			1,109			1,006			1,047
(9) Temporary Lodging Expense			5,155			4,134			4,240
Total - Enlisted			171,582			132,569			138,027
Total PCS: Operational Travel			262,157			219,014			231,910
(10) Defense Personal Property System (DPPS)			7,270			8,046			8,207
Total PCS: Operational Travel w/ DPPS			269,427			227,060			240,117

(In Thousands of Dollars)

Project: Rotational Travel

FY 2020 Estimate	\$292,345
FY 2019 Estimate	\$314,404
FY 2018 Actual	\$342,573

Part I - Purpose And Scope

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

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

Computation of fund requirements is provided in the following table:

Part II - Justification of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	7,429	1,655.72	12,300	5,601	1,553.72	8,702	6,106	1,584.79	9,677
(2) Travel of Dependents	4,764	1,718.19	8,185	3,591	1,612.34	5,790	3,915	1,644.59	6,439
(3) Transportation of Household Goods									
(A) Land/ITGBL	7,353	6,812.04	50,089	5,544	6,392.41	35,440	6,044	6,520.26	39,408
(B) Overseas			14,503			22,296			14,228
Total (3)			64,592			57,736			53,636
(4) Dislocation Allowance	5,846	2,432.71	14,222	4,407	2,290.66	10,095	4,805	2,341.63	11,252
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	4,481	2,339.69	10,484	3,379	2,475.64	8,365	3,683	2,525.15	9,300
(B) Partial Service	1,237	3,015.34	3,730	932	3,209.01	2,991	1,016	3,273.19	3,326
Total (6)			14,214			11,356			12,626
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			2,811			2,636			2,744
(9) Temporary Lodging Expense			2,234			1,972			2,122
(10) In-Place Consecutive Overseas Tour (IPCOT)	151	2,312.60	349	216	2,354.23	509	202	2,404.64	486
Total - Officer			118,907			98,796			98,982
Enlisted									
(1) Travel of Military Member	23,905	1,084.02	25,913	20,893	1,017.24	21,253	20,386	1,037.58	21,152
(2) Travel of Dependents	10,752	1,375.95	14,794	9,398	1,291.19	12,135	9,170	1,317.01	12,077

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Transportation of Household Goods									
(A) Land/ITGBL	23,666	3,650.45	86,392	20,684	3,425.58	70,855	20,182	3,494.09	70,518
(B) Overseas			35,048			56,511			34,397
Total (3)			121,440			127,366			104,915
(4) Dislocation Allowance	13,025	1,904.66	24,808	11,384	1,793.43	20,416	11,108	1,833.33	20,365
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	7,561	2,339.69	17,690	6,609	2,475.64	16,362	6,448	2,525.15	16,282
(B) Partial Service	2,105	3,015.34	6,347	1,840	3,209.01	5,905	1,795	3,273.19	5,875
Total (6)			24,037			22,267			22,157
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			5,257			3,953			4,115
(9) Temporary Lodging Expense			3,351			2,957			3,183
(10) In-Place Consecutive Overseas Tour (IPCOT)	813	2,895.89	2,354	1,180	2,948.02	3,479	1,190	3,011.14	3,583
(11) Overseas Tour Extension Incentives Program (OTEIP)	952	1,797.82	1,712	974	1,829.64	1,782	973	1,866.24	1,816
Total - Enlisted			223,666			215,608			193,363
Total PCS: Rotational Travel			342,573			314,404			292,345

(In Thousands of Dollars)

Project: Separation Travel

FY 2020 Estimate \$117,709  
 FY 2019 Estimate \$105,900  
 FY 2018 Actual \$111,419

Part I - Purpose And Scope

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

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

(C) Cadets and Midshipmen. Covers PCS movement of eliminated academy cadets/midshipmen to home of record or point of entry into service.

Part II - Justification of Funds Requested

Estimates are based on planned personnel losses.

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	4,048	800.71	3,241	4,073	751.38	3,060	4,516	766.41	3,461
(2) Travel of Dependents	1,942	848.22	1,647	1,954	795.96	1,555	2,167	811.88	1,759
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,294	5,758.09	18,967	3,315	5,403.39	17,912	3,676	5,511.46	20,260
(B) Overseas			1,994			2,986			2,112
Total (3)			20,961			20,898			22,372
(4) Dislocation Allowance	1	1,998.20	2	1	1,881.52	2	1	1,923.38	2
(5) Trailer Allowance	84	169.42	14	84	181.53	15	94	185.57	17
(6) Global POV									
(A) Full Service	134	1,986.66	266	135	2,122.61	287	149	2,165.06	323
(B) Partial Service	26	2,662.31	69	26	2,855.98	74	29	2,913.10	84
Total (6)			335			361			407
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			1,636			1,553			1,616
Total - Officer			27,836			27,444			29,634
<b>Enlisted</b>									
(1) Travel of Military Member	32,681	698.30	22,821	32,485	655.28	21,287	36,124	668.39	24,145
(2) Travel of Dependents	8,657	881.75	7,633	8,605	827.43	7,120	9,569	843.98	8,076
(3) Transportation of Household Goods									
(A) Land/ITGBL	15,148	2,847.70	43,137	15,057	2,672.77	40,244	16,743	2,725.72	45,637
(B) Overseas			6,216			6,042			6,157
Total (3)			49,353			46,286			51,794
(4) Dislocation Allowance	31	1,788.68	55	32	1,687.54	54	35	1,725.09	60
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	447	1,986.66	888	454	2,122.61	964	505	2,165.06	1,093

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(B) Partial Service	127	2,662.31	338	129	2,855.98	368	143	2,913.10	417
Total (6)			1,226			1,332			1,510
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			2,453			2,329			2,425
Total - Enlisted			83,541			78,408			88,010
Midshipmen									
(1) Travel of Military Member Midshipmen	101	415.06	42	123	389.49	48	163	397.28	65
Total - Midshipmen			42			48			65
Total PCS: Separation Travel			111,419			105,900			117,709

(In Thousands of Dollars)

Project: Travel Of Organized Units

FY 2020 Estimate  
FY 2019 Estimate  
FY 2018 Actual

\$30,587  
\$29,283  
\$47,879

Part I - Purpose And Scope

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

Part II - Justification of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Officer</b>									
(1) Travel of Military Member	1,132	443.02	501	493	415.73	205	510	424.04	216
(2) Travel of Dependents	847	469.40	398	369	440.48	163	381	449.29	171
(3) Transportation of Household Goods									
(A) Land/ITGBL	983	5,118.16	5,031	428	4,802.87	2,056	443	4,898.93	2,170
(B) Overseas			1,522			1,454			1,498
Total (3)			6,553			3,510			3,668
(4) Dislocation Allowance	731	2,515.59	1,839	318	2,365.48	752	329	2,418.11	796
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	89	1,986.66	177	39	2,122.61	83	40	2,165.06	87
(B) Partial Service	27	2,662.31	72	12	2,855.98	34	12	2,913.10	35
Total (6)			249			117			122
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			63			52			54
(9) Temporary Lodging Expense			80			71			77
<b>Total - Officer</b>			<b>9,683</b>			<b>4,870</b>			<b>5,104</b>
<b>Enlisted</b>									
(1) Travel of Military Member	9,603	310.23	2,979	5,821	291.11	1,695	6,011	296.93	1,785
(2) Travel of Dependents	5,152	442.96	2,282	3,123	415.67	1,298	3,225	423.98	1,367
(3) Transportation of Household Goods									
(A) Land/ITGBL	6,265	3,487.03	21,846	3,798	3,272.22	12,428	3,922	3,337.66	13,090
(B) Overseas			5,916			5,846			5,919
Total (3)			27,762			18,274			19,009
(4) Dislocation Allowance	1,736	1,960.70	3,404	1,052	1,846.21	1,942	1,087	1,887.29	2,051
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	576	1,986.66	1,144	349	2,122.61	741	360	2,165.06	779
(B) Partial Service	162	2,662.31	431	98	2,855.98	280	101	2,913.10	294
Total (6)			1,575			1,021			1,073

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			74			77			81
(9) Temporary Lodging Expense			120			106			117
Total - Enlisted			38,196			24,413			25,483
Total PCS: Travel of Organized Units			47,879			29,283			30,587

Budget Activity 6  
Other Military Personnel Costs

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA6**  
(In Thousands of Dollars)

			Amount
Total FY 2019 Direct Program			120,785
Increases			
Pricing Increases			
Unemployment Benefits	Unemployment Compensation	1,183	1,183
Senior ROTC (Non-Scholarship Program)	Uniforms, Commutations-in-Lieu	13	17
	Pay & Allowances	4	
Senior ROTC (Scholarship Program)	Uniforms, Commutations-in-Lieu	11	78
	Pay & Allowances	65	
	Subsistence of Reserve Officer Candidates	2	
Junior ROTC	Uniforms, Issue-in-Kind	288	288
			0
	Total Pricing Increases		1,566
Program Increases			
Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	Apprehension	2	2
Interest On Uniformed Services Savings Deposit	Interest	32	32
Death Gratuities	Death Gratuities	500	500
Education Benefits (Amortization Payments)	Involuntary Separatees	36	36
Adoption Expenses	Adoption Expenses	5	5
Mass Transportation	National Capital Region	58	109
	Outside National Capital Region	51	
Senior ROTC (Scholarship Program)	Pay & Allowances	49	49
	Total Program Increases		733

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - BA6**  
(In Thousands of Dollars)

Total Increases				2,299
Decreases				
Pricing Decreases:				
Senior ROTC (Non-Scholarship Program)	Uniform, Issue-In-Kind	-59	-59	
<b>Senior ROTC (Scholarship Program)</b>	Uniform, Issue-In-Kind	-156	-156	
Decreases due to Reimbursables				0
Program Decreases	Total Pricing Decreases			-215
Unemployment Benefits	Unemployment Compensation	-3,951	-3,951	
Education Benefits (Amortization Payments)	Unfunded liability	-3,356	-3,356	
<b>Senior ROTC (Scholarship Program)</b>	<b>Stipend</b>	-350	-421	
	Uniform, Issue-In-Kind	-71		
Junior ROTC	Uniforms, Issue-in-Kind	-185	-185	
Cancelled Account Payment	Cancelled Accounts	-100	-100	
	Total Program Decreases			-8,013
Total Decreases				-8,228
Total FY 2020 Direct Program				114,855

(In Thousands of Dollars)

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

FY 2020 Estimate \$37  
FY 2019 Estimate \$35  
FY 2018 Actual \$44

Part I - Purpose And Scope

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

Part II - Justification of Funds Requested

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

The following estimates are provided:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Apprehension	0		44	0		35	0		37
Total Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	0		44	0		35	0		37

(In Thousands Of Dollars)

Project: Interest On Uniformed Services Savings Deposit

FY 2020 Estimate	\$1,252
FY 2019 Estimate	\$1,220
FY 2018 Actual	\$1,113

Part I - Purpose And Scope

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

The Servicemen's Savings Deposit Program was reinstated for participants in Operation Freedom's Sentinel, Operation Inherent Resolve and Operation New Dawn. This program allows members to deposit up to \$10,000 of their allotted pays into the savings program and be reimbursed up to 10% interest on all deposits.

Part II - Justification Of Funds Requested

The following estimates are provided:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Interest	0		1,113	0		1,220	0		1,252
Total Interest On Uniformed Services Savings Deposit	0		1,113	0		1,220	0		1,252

(In Thousands of Dollars)

Project: Death Gratuities

FY 2020 Estimate	\$22,100
FY 2019 Estimate	\$21,600
FY 2018 Actual	\$22,796

Part I - Purpose and Scope

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

Part II - Justification of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Death Gratuities									
Officer	31	100,000.00	3,100	26	100,000.00	2,600	27	100,000.00	2,700
Enlisted	193	99,979.27	19,296	188	100,000.00	18,800	192	100,000.00	19,200
Cadets/Midshipmen	4	100,000.00	400	2	100,000.00	200	2	100,000.00	200
Total Death Gratuities	228		22,796	216		21,600	221		22,100

(In Thousands Of Dollars)

Project: Unemployment Benefits

FY 2020 Estimate	\$41,522
FY 2019 Estimate	\$44,215
FY 2018 Actual	\$47,799

Part I - Purpose And Scope

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

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

Part II - Justification Of Funds Requested

Computation of funds requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Unemployment Compensation	8,589	5,565.13	47,799	7,791	5,684.74	44,290	7,114	5,836.66	41,522
Total Unemployment Benefits	8,589		47,799	7,791		44,290	7,114		41,522

(In Thousands of Dollars)

Project: Education Benefits (Amortization Payments)

FY 2020 Estimate	\$8,745
FY 2019 Estimate	\$11,965
FY 2018 Actual	\$16,619

Part I - Purpose And Scope

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

Part II - Justification of Funds Requested

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

The following estimate is provided:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Involuntary Separatees	0		42	0		5	0		41
(2)Unfunded liability	0		16,577	0		11,965	0		8,704
Total Education Benefits (Amortization Payments)	0		16,619	0		11,965	0		8,745

(In Thousands Of Dollars)

Project: Adoption Expenses

FY 2020 Estimate	\$178
FY 2019 Estimate	\$173
FY 2018 Actual	\$190

Part I - Purpose And Scope

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

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

Part II - Justification Of Funds Requested

The following estimate is provided:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Adoption Expenses	0		190	0		173	0		178
Total Adoption Expenses	0		190	0		173	0		178

(In Thousands Of Dollars)

Project: Mass Transportation

FY 2020 Estimate	\$4,270
FY 2019 Estimate	\$4,162
FY 2018 Actual	\$4,398

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

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

Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. The monthly cap within the NCR of \$260 for 2018 and \$265 beginning in 2019. Future monthly increases will be based upon the application of the IRS inflation adjustment factor to the existing monthly rate, but is subject to publication of revisions to the IRS Code each year.

Computation of fund requirements is provided in the following table.

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)National Capital Region	753	3,120.00	2,349	708	3,180.00	2,251	726	3,180.00	2,309
(2)Outside National Capital Region	658	3,113.98	2,049	601	3,180.00	1,911	617	3,180.00	1,962
Total Mass Transportation	1,411		4,398	1,309		4,162	1,343		4,270

(In Thousands Of Dollars)

Project: Partial Dislocation Allowance

FY 2020 Estimate	\$34
FY 2019 Estimate	\$34
FY 2018 Actual	\$21

Part I - Purpose And Scope

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

Part II - Justification Of Funds Requested

JTR 050508 outlines the Partial DLA requirements and states that participating members will receive a one-time payment when they receive orders to vacate government family style quarters. The FY 2002 NDAA section 1009 specifies that the rate increases shall be indexed to the annual increases in basic pay.

The following estimate is provided:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Partial Dislocation Allowance Officer	3	747.09	2	8	770.28	6	8	793.21	6
Enlisted	25	747.09	19	36	770.28	28	35	793.21	28
Cadets/Midshipmen			0			0			0
Total Partial Dislocation Allowance	28		21	44		34	43		34

(In Thousands Of Dollars)

Project: Reserve Income Replacement

FY 2020 Estimate \$0  
FY 2019 Estimate \$0  
FY 2018 Actual \$0

Part I - Purpose And Scope

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

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Reserve Income Replacement	0		0	0		0	0		0
Total Reserve Income Replacement	0		0	0		0	0		0

(In Thousands Of Dollars)

Project: Service Group Life Insurance (SGLI)

FY 2020 Estimate \$0  
FY 2019 Estimate \$0  
FY 2018 Actual \$3,384

Part I: Purpose and Scope

The funds requested will provide for reimbursement payments to the Department of Veteran Affairs (VA) for military personnel deaths due to extra hazards of duty when actual mortality exceeds peacetime mortality (38 U.S.C. 1969). The FY 2007 NDAA section 606 authorized the payment of the full premium for SGLI for those serving in support of Operation Enduring Freedom/Operation Iraqi Freedom (OEF/OIF). On December 1, 2005, all members eligible for SGLI became insured for traumatic injury protection (T-SGLI) of up to \$100,000. T-SGLI was established under section 1032 of the FY2005 DOD Emergency Supplemental Appropriations for the Global War on Terror and Tsunami Relief (P.L 109-13) and is designed to provide financial assistance to service members during their recovery period between Oct. 7, 2001, and Dec. 1, 2005, to receive benefits when losses were a direct result of injuries incurred in Operations Enduring or Iraqi Freedom.

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

Part II - Justification Of Funds Requested

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

The following estimate is provided:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)SGLI Extra Hazard Payment	0		0	0		0	0		0
(2)SGLI Premium	9,724	348.00	3,384	0		0	0		0
(3)Traumatic Service Group Life Insurance (T-SGLI)	0		0	0		0	0		0
Total Service Group Life Insurance (SGLI)	9,724		3,384	0		0	0		0

Project: Senior ROTC (Non-Scholarship Program)

FY 2020 Estimate \$2,283  
 FY 2019 Estimate \$2,325  
 FY 2018 Actual \$1,767

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Senior program authorized by 10 U.S.C., 2101-2111. Designated applicants perform summer training at a Naval installation and receive indoctrination in various Naval Science courses to enable them to enter the NROTC program in the fall. Active duty training costs vary between years due to the length of training and location of sites at which training is performed.

NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

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

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

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

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

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

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

Part II - Justification of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	0		0	0		0	0		0
MS II	0		0	0		0	0		0
MS III	123	3,220.00	396	140	3,220.00	451	140	3,220.00	451
MS IV	94	3,680.00	346	118	3,680.00	434	118	3,680.00	434
Total - (1)	217		742	258		885	258		885

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,462	243.81	356	1,650	346.10	571	1,650	313.41	517
New Uniform Issues	0		0	0		0	0		0
Field Training	102	243.81	25	158	346.10	55	158	313.41	50
Field Training new issue juniors	0		0	0		0	0		0
Total - (2)	1,564		381	1,808		626	1,808		567
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	34	1,001.01	34	66	1,019.03	67	66	1,038.39	69
Freshmen/Sophomores	439	1,001.01	439	539	1,019.03	549	539	1,038.39	560
Total - (3)	473		473	605		616	605		629
(4) Pay & Allowances									
NROTC	3,205	37.37	120	3,456	38.93	135	3,456	39.80	138
Designated Applicants	1,354	37.37	51	1,620	38.93	63	1,620	39.80	64
Total - (4)	4,559		171	5,076		198	5,076		202
(5) Subsistence of Reserve Officer Candidates									
NROTC	0		0	0		0	0		0
Designated Applicants	0		0	0		0	0		0
Total - (5)	0		0	0		0	0		0
(6) SROTC Foreign Language SPB									
NROTC	0		0	0		0	0		0
Total - (6)	0		0	0		0	0		0
Total Senior ROTC (Non-Scholarship Program)	6,813		1,767	7,747		2,325	7,747		2,283

(In Thousands Of Dollars)

Project: Senior ROTC (Scholarship Program)

FY 2020 Estimate	\$19,175
FY 2019 Estimate	\$19,625
FY 2018 Actual	\$18,146

Part I - Purpose And Scope

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

Funds requested provide for the following:

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

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

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

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

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

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

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	832	2,300.00	1,914	954	2,300.00	2,194	955	2,300.00	2,197
MS II	933	2,760.00	2,575	971	2,760.00	2,680	983	2,760.00	2,713
MS III	995	3,220.00	3,204	1,091	3,220.00	3,513	1,129	3,220.00	3,635
MS IV	1,111	3,680.00	4,088	1,126	3,680.00	4,144	988	3,680.00	3,636
Total - (1)	3,871		11,781	4,142		12,531	4,055		12,181

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,326	834.88	1,107	1,383	849.91	1,175	1,249	812.25	1,015
New Uniform Issues	0		0	0		0	0		0
Field Training	2,504	834.88	2,091	2,759	849.91	2,345	2,805	812.25	2,278
Cortrimid New Uniform	0		0	0		0	0		0
Total - (2)	3,830		3,198	4,142		3,520	4,054		3,293
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	310	946.80	294	309	963.84	298	309	983.12	304
Freshmen/Sophomores	243	946.80	230	243	963.84	234	243	983.12	239
Total - (3)	553		524	552		532	552		543
(4) Pay & Allowances									
Pay & Allowances	67,604	37.37	2,526	74,493	38.93	2,900	75,735	39.80	3,014
Total - (4)	67,604		2,526	74,493		2,900	75,735		3,014
(5) Subsistence of Reserve Officer Candidates									
Subsistence	1,672	69.85	117	1,990	71.11	142	1,990	72.53	144
Total - (5)	1,672		117	1,990		142	1,990		144
(6) SROTC Foreign Language SPB									
NROTC	0		0	0		0	0		0
Total - (6)	0		0	0		0	0		0
Total Senior ROTC (Scholarship Program)	77,530		18,146	85,319		19,625	86,386		19,175

(In Thousands of Dollars)

Project: Junior ROTC

FY 2020 Estimate	\$15,259
FY 2019 Estimate	\$15,231
FY 2018 Actual	\$15,362

Part I - Purpose and Scope

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

Funds requested provide for the following:

- Uniforms, issue-in-kind - to provides uniforms, including replacement items, to members of the Junior ROTC program.
- Subsistence of Junior Officer Candidates - to provide subsistence for members attending summer camp.

Part II - Justification of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2018			FY 2019			FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Uniforms, Issue-in-Kind									
Initial Issue (New Units)	0		0	0		0	0		0
Initial Issue	40,223	57.91	2,329	38,030	58.95	2,167	36,985	60.07	2,222
Replacement	21,000	510.95	10,730	20,250	520.15	10,533	20,250	530.03	10,733
Alterations/Renovation	84,000	27.42	2,303	88,000	27.91	2,456	81,000	28.44	2,304
Total - (1)	145,223		15,362	146,280		15,231	138,235		15,259
(2) Subsistence of Junior Officer Candidates									
Non-Military Schools	0		0	0		0	0		0
Field Training	0		0	0		0	0		0
Total - (2)	0		0	0		0	0		0
Total Junior ROTC	145,223		15,362	146,280		15,231	138,235		15,259

Section 5  
Special Analysis

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

	FY 2018			FY 2019			FY 2020		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b>ASSIGNED OUTSIDE DoD</b>									
<u>NON-REIMBURSABLE PERSONNEL</u>									
EXECUTIVE OFFICE OF THE PRESIDENT	8	6	14	8	6	14	8	6	14
VICE PRESIDENT'S OFFICE		9	9		9	9		9	9
STATE DEPARTMENT	15	16	31	15	16	31	15	16	31
STATE DEPARTMENT (U.N. TRUCE SUPV)	6		6	6		6	6		6
TRANSPORTATION DEPARTMENT	1		1	1		1	1		1
JUSTICE DEPARTMENT	1		1	1		1	1		1
ENERGY DEPARTMENT	5		5	5		5	5		5
NATIONAL NARCOTICS BORDER INTERDICTION	4	1	5	4	1	5	4	1	5
CLASSIFIED ACTIVITIES	1	1	2	1	1	2	1	1	2
DoD PROJECT OFFICE	17	5	22	17	5	22	17	5	22
<b>SUBTOTAL NON-REIMBURSABLE PROGRAM</b>	<b>58</b>	<b>38</b>	<b>96</b>	<b>58</b>	<b>38</b>	<b>96</b>	<b>58</b>	<b>38</b>	<b>96</b>
<u>REIMBURSABLE PERSONNEL</u>									
EXECUTIVE OFFICE OF THE PRESIDENT (OMB)									
STATE DEPARTMENT	1	128	129	1	128	129	1	128	129
US ARMS CONTROL AGENCY	3		3	3		3	3		3
TRANSPORTATION DEPARTMENT	48	4	52	48	4	52	48	4	52
ENERGY DEPT (DOE)	2	1	3	2	1	3	2	1	3
JUSTICE DEPT									
NATIONAL AERONAUTICS & SPACE ADMIN	34		34	34		34	34		34
U.S. SOLDIER'S & AIRMEN'S HOME	2	1	3	2	1	3	2	1	3
OFFICE OF ATTENDING PHYSICIAN TO CONGRESS	6	9	15	6	9	15	6	9	15
CLASSIFIED ACTIVITIES	2	2	4	2	2	4	2	2	4
<b>SUBTOTAL REIMBURSABLE PERSONNEL</b>	<b>98</b>	<b>145</b>	<b>243</b>	<b>98</b>	<b>145</b>	<b>243</b>	<b>98</b>	<b>145</b>	<b>243</b>

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

<b>TOTAL OUTSIDE DoD</b>	<b>156</b>	<b>183</b>	<b>339</b>	<b>156</b>	<b>183</b>	<b>339</b>	<b>156</b>	<b>183</b>	<b>339</b>
<b>ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS</b>									
<u>NON-REIMBURSABLE PERSONNEL</u>									
<b>SUBTOTAL NON-REIMBURSABLE NON-DoD</b>	0	0	0	0	0	0	0	0	0
<u>REIMBURSABLE PERSONNEL</u>									
<b>SUBTOTAL REIMBURSABLE NON-DoD</b>	0	0	0	0	0	0	0	0	0
<b>TOTAL ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS</b>	0	0	0	0	0	0	0	0	0
<b>ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS (REIMBURSABLE)</b>									
FOREIGN MILITARY SALES	82	103	185	126	103	229	138	116	254
<b>SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS</b>	<b>82</b>	<b>103</b>	<b>185</b>	<b>126</b>	<b>103</b>	<b>229</b>	<b>138</b>	<b>116</b>	<b>254</b>
<b>ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS (REIMBURSABLE)</b>									
WORKING CAPITAL FUND (WCF)	627	763	1,390	629	763	1,392	634	763	1,397
HQ US TRANSPORTATION COMMAND (TRANSCOM)	61	36	97	59	44	103	55	36	91
SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND (SDDC)	12		12	12		12	13		13
DEFENSE COURIER SERVICE (DCS)	4	58	62	4	49	53	5	44	49
DEFENSE FINANCE & ACCOUNTING SVC (DFAS)	4	11	15	4	11	15	4	11	15
DEFENSE INFO SYSTEMS AGENCY (DISA)	4	1	5	6	8	14	4	1	5
DEFENSE LOGISTICS AGENCY (DLA)	114	47	161	114	47	161	114	47	161
<b>SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD F</b>	<b>826</b>	<b>916</b>	<b>1,742</b>	<b>828</b>	<b>922</b>	<b>1,750</b>	<b>829</b>	<b>902</b>	<b>1,731</b>
<b>GRAND TOTAL REIMBURSABLE</b>	<b>1,006</b>	<b>1,164</b>	<b>2,170</b>	<b>1,052</b>	<b>1,170</b>	<b>2,222</b>	<b>1,065</b>	<b>1,163</b>	<b>2,228</b>
<b>GRAND TOTAL NONREIMBURSABLE</b>	<b>58</b>	<b>38</b>	<b>96</b>	<b>58</b>	<b>38</b>	<b>96</b>	<b>58</b>	<b>38</b>	<b>96</b>
<b>GRAND TOTAL</b>	<b>1,064</b>	<b>1,202</b>	<b>2,266</b>	<b>1,110</b>	<b>1,208</b>	<b>2,318</b>	<b>1,123</b>	<b>1,201</b>	<b>2,324</b>

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

	<u><b>FY 2018</b></u>	<u><b>FY 2019</b></u>	<u><b>FY 2020</b></u>
<b><u>SUBSISTENCE (SIK)</u></b>	<b>\$1,802</b>	<b>\$1,863</b>	<b>\$1,926</b>
Sale of Meals - Bulk Subsistence	1,802	1,863	1,926
 <b><u>STRENGTH RELATED</u></b>	 <b>\$410,364</b>	 <b>\$416,782</b>	 <b>\$432,615</b>
Officer	<b>241,936</b>	<b>248,119</b>	<b>256,394</b>
Basic Pay	169,341	167,647	172,788
Other Pays and Allowances	72,595	80,472	83,606
Enlisted	<b>101,918</b>	<b>100,496</b>	<b>103,042</b>
Basic Pay	64,849	61,896	63,273
Other Pays and Allowances	37,069	38,600	39,769
Retired Pay Accrual (Officer and Enlisted)	<b>66,510</b>	<b>68,167</b>	<b>73,179</b>
PCS Travel			
 <b>TOTAL PROGRAM</b>	 <b>\$412,166</b>	 <b>\$418,645</b>	 <b>\$434,541</b>
 Anticipated reimbursements from the DHP Trust Fund (Over 65):	 184,000	 178,400	 181,968

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

	<u>FY 2018 Actuals</u>			<u>FY 2019 Estimates</u>			<u>FY 2020 Estimates</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Senior ROTC (Excluding Scholarship Program)</u>									
First Year	1,148	1,106	1,063	1,000	1,025	1,050	1,000	1,025	1,050
Second Year	685	584	483	600	525	450	600	525	450
Total Basic ROTC	1,833	1,690	1,546	1,600	1,550	1,500	1,600	1,550	1,500
Third Year	157	137	117	150	140	130	150	140	130
Fourth Year	125	113	101	125	118	110	125	118	110
Total Adv ROTC	282	250	218	275	258	240	275	258	240
Total Senior ROTC Enrollment	2,115	1,940	1,764	1,875	1,808	1,740	1,875	1,808	1,740
<u>Scholarship Program</u>									
First Year	849	830	810	975	954	932	975	955	934
Second Year	911	921	931	969	971	973	982	983	984
Total Basic ROTC	1,760	1,751	1,741	1,944	1,925	1,905	1,957	1,938	1,918
Third Year	981	987	992	1,107	1,091	1,074	1,145	1,129	1,112
Fourth Year	1,149	1,091	1,032	1,169	1,127	1,084	1,024	988	952
Total Advanced ROTC	2,130	2,077	2,024	2,276	2,217	2,158	2,169	2,117	2,064
Total Scholarship Enrollment	3,890	3,828	3,765	4,220	4,142	4,063	4,126	4,054	3,982
<u>Total Enrollment</u>									
First Year	1,997	1,935	1,873	1,975	1,979	1,982	1,975	1,980	1,984
Second Year	1,596	1,505	1,414	1,569	1,496	1,423	1,582	1,508	1,434
Total Advanced ROTC	3,593	3,440	3,287	3,544	3,475	3,405	3,557	3,488	3,418
Third Year	1,138	1,124	1,109	1,257	1,231	1,204	1,295	1,269	1,242
Fourth	1,274	1,204	1,133	1,294	1,244	1,194	1,149	1,106	1,062
Total Advanced ROTC	2,412	2,327	2,242	2,551	2,475	2,398	2,444	2,374	2,304
Total ROTC Enrollment	6,005	5,767	5,529	6,095	5,949	5,803	6,001	5,862	5,722
Completed ROTC & Commissioned		1,084			1,055			1,059	

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

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

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
<b><u>NJROTC</u></b>			
Schools	583	583	583
Civilian Personnel (End Strength)	31	31	31
Military Personnel (End Strength)	0	0	0
 <b><u>NROTC</u></b>			
Schools	166	166	166
Host Institutions	77	77	77
Cross Town Campuses	89	89	89
Civilian Personnel (End Strength)	184	189	189
Military Personnel (End Strength)	333	333	333

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

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

		Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officers</u>													
O-10	ADM	8	8	8	8	8	8	8	8	8	8	9	8
O-9	VADM	20	20	20	20	20	20	20	20	20	20	20	20
O-8	RADM	64	65	66	66	65	67	67	66	66	66	68	65
O-7	RMDL	119	122	123	124	122	124	124	123	123	122	127	124
O-6	CAPT	3,155	3,131	3,113	3,106	3,105	3,103	3,098	3,039	3,009	2,990	2,904	3,122
O-5	CDR	6,598	6,589	6,563	6,570	6,562	6,554	6,552	6,502	6,449	6,404	6,314	6,668
O-4	LCDR	10,537	10,563	10,485	10,447	10,431	10,430	10,423	10,364	10,310	10,250	10,150	10,583
O-3	LT	18,561	18,577	18,555	18,663	18,670	18,462	18,403	18,525	20,033	20,000	19,894	18,746
O-2	LTJG	6,833	6,759	6,886	6,759	6,685	6,788	6,825	8,253	6,807	6,883	6,876	6,865
O-1	ENS	6,851	6,767	6,724	6,696	6,717	6,666	6,726	6,599	6,812	6,730	6,840	6,809
W-5	CWO5	80	80	80	79	78	80	79	79	80	83	85	87
W-4	CWO4	377	379	382	389	396	385	384	388	392	393	396	394
W-3	CWO3	674	659	666	656	662	666	673	679	691	680	662	647
W-2	CWO2	562	584	590	590	595	595	596	603	606	606	606	607
W-1	CWO1												
<b>Total Officers</b>		<b>54,439</b>	<b>54,303</b>	<b>54,268</b>	<b>54,166</b>	<b>54,116</b>	<b>53,948</b>	<b>53,978</b>	<b>55,248</b>	<b>55,406</b>	<b>55,235</b>	<b>54,951</b>	<b>54,745</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,588	2,584	2,580	2,570	2,567	2,560	2,564	2,556	2,709	2,685	2,669	2,641
E-8	SCPO	6,516	6,517	6,473	6,452	6,436	6,413	6,426	6,429	6,786	6,767	6,664	6,620
E-7	CPO	20,994	20,914	20,859	20,804	20,726	20,646	20,601	20,521	19,875	19,759	21,373	21,294
E-6	PO1	46,918	46,600	49,551	49,284	49,001	48,754	48,488	48,180	50,792	51,720	49,587	49,233
E-5	PO2	64,145	63,883	66,294	65,980	65,851	65,517	65,250	64,969	68,125	68,466	68,156	67,873
E-4	PO3	52,442	52,427	52,831	52,530	52,537	52,365	52,288	52,342	51,994	52,368	52,211	51,958
E-3	SN	47,159	48,258	42,661	43,971	44,950	45,527	46,065	47,240	42,174	40,761	41,599	42,798
E-2	SA	12,865	12,700	12,817	12,982	13,085	13,429	14,040	14,568	14,685	15,010	15,177	15,412
E-1	SR	10,825	11,235	11,543	11,835	12,155	12,116	11,601	11,401	11,218	12,346	12,972	12,837
<b>Total Enlisted</b>		<b>264,452</b>	<b>265,118</b>	<b>265,609</b>	<b>266,408</b>	<b>267,308</b>	<b>267,327</b>	<b>267,323</b>	<b>268,206</b>	<b>268,358</b>	<b>269,882</b>	<b>270,408</b>	<b>270,666</b>
<u>Cadets/Midshipmen</u>		4,441	4,437	4,435	4,419	4,407	4,402	4,398	4,387	3,335	4,503	4,490	4,456
<b>Total End Strength</b>		<b>323,332</b>	<b>323,858</b>	<b>324,312</b>	<b>324,993</b>	<b>325,831</b>	<b>325,677</b>	<b>325,699</b>	<b>327,841</b>	<b>327,099</b>	<b>329,620</b>	<b>329,849</b>	<b>329,867</b>

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

		Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<b>Commissioned Officers</b>													
O-10	ADM	8	8	8	8	8	8	8	9	9	9	9	9
O-9	VADM	20	20	20	20	20	20	20	20	20	20	20	20
O-8	RADM	65	66	66	67	68	68	68	69	70	70	71	72
O-7	RMDL	122	124	126	127	128	131	131	131	132	134	135	136
O-6	CAPT	3,113	3,090	3,072	3,068	3,059	3,061	3,058	2,956	2,944	2,931	2,869	3,169
O-5	CDR	6,638	6,621	6,599	6,582	6,579	6,569	6,566	6,506	6,467	6,421	6,339	6,727
O-4	LCDR	10,505	10,485	10,451	10,400	10,375	10,351	10,330	10,267	10,210	10,144	10,071	10,629
O-3	LT	18,641	18,776	18,686	18,810	18,670	18,460	18,410	18,403	20,073	20,017	20,037	18,567
O-2	LTJG	7,002	6,781	6,912	6,799	6,847	6,892	6,967	8,344	6,946	6,949	7,040	7,101
O-1	ENS	6,836	6,893	6,909	6,868	6,897	6,883	6,890	6,961	6,940	7,051	6,960	7,015
W-5	CWO5	85	83	84	85	84	84	82	82	82	81	82	80
W-4	CWO4	392	394	394	399	404	389	395	400	406	408	410	414
W-3	CWO3	687	674	684	673	686	693	710	721	737	726	708	691
W-2	CWO2	571	592	593	594	596	588	584	588	587	594	594	600
W-1	CWO1												
<b>Total Officers</b>		<b>54,685</b>	<b>54,607</b>	<b>54,604</b>	<b>54,500</b>	<b>54,421</b>	<b>54,197</b>	<b>54,219</b>	<b>55,457</b>	<b>55,623</b>	<b>55,555</b>	<b>55,345</b>	<b>55,230</b>
<b>Enlisted Personnel</b>													
E-9	MCPO	2,638	2,630	2,629	2,629	2,628	2,628	2,630	2,627	2,858	2,852	2,836	2,827
E-8	SCPO	6,599	6,588	6,618	6,641	6,667	6,697	6,726	6,750	7,510	7,517	7,515	7,513
E-7	CPO	21,268	21,223	21,262	21,254	21,256	21,257	21,269	21,280	20,269	20,260	22,159	22,106
E-6	PO1	48,917	48,614	52,952	53,000	52,940	52,794	52,584	52,289	54,987	55,113	52,922	52,690
E-5	PO2	67,740	67,512	64,782	64,400	64,155	63,822	63,401	63,111	65,517	65,051	64,658	64,310
E-4	PO3	52,083	52,190	51,569	51,359	51,340	51,320	51,318	51,234	51,616	51,345	51,086	57,208
E-3	SN	43,554	44,939	44,442	45,767	46,915	48,108	49,131	50,131	45,016	46,385	47,599	42,162
E-2	SA	15,510	15,430	15,442	15,144	14,440	13,884	14,108	14,734	15,379	15,746	15,910	16,155
E-1	SR	12,856	13,072	13,447	14,314	14,507	13,931	13,269	12,329	12,433	13,538	13,915	14,210
<b>Total Enlisted</b>		<b>271,165</b>	<b>272,198</b>	<b>273,143</b>	<b>274,508</b>	<b>274,848</b>	<b>274,441</b>	<b>274,436</b>	<b>274,485</b>	<b>275,585</b>	<b>277,807</b>	<b>278,600</b>	<b>279,181</b>
<b>Cadets/Midshipmen</b>		<b>4,453</b>	<b>4,450</b>	<b>4,440</b>	<b>4,426</b>	<b>4,419</b>	<b>4,416</b>	<b>4,408</b>	<b>3,339</b>	<b>4,520</b>	<b>4,501</b>	<b>4,475</b>	<b>4,466</b>
<b>Total End Strength</b>		<b>330,303</b>	<b>331,255</b>	<b>332,187</b>	<b>333,434</b>	<b>333,688</b>	<b>333,054</b>	<b>333,063</b>	<b>333,281</b>	<b>335,728</b>	<b>337,863</b>	<b>338,420</b>	<b>338,877</b>

**MILITARY PERSONNEL, NAVY  
MILITARY END STRENGTH BY PAYGRADE  
FY20**

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<b><u>Commissioned Officers</u></b>													
O-10	ADM	9	9	9	9	9	9	9	9	9	9	9	9
O-9	VADM	20	20	20	20	20	20	20	20	20	20	20	20
O-8	RADM	72	72	72	73	73	74	74	74	74	74	74	74
O-7	RMDL	137	138	139	139	140	141	141	142	143	143	143	143
O-6	CAPT	3,151	3,137	3,124	3,121	3,118	3,121	3,118	3,056	3,020	3,003	2,921	3,189
O-5	CDR	6,692	6,677	6,655	6,647	6,645	6,633	6,631	6,572	6,517	6,464	6,368	6,720
O-4	LCDR	10,574	10,553	10,469	10,424	10,406	10,389	10,380	10,309	10,248	10,164	10,079	10,608
O-3	LT	18,609	18,597	18,611	18,733	18,664	18,454	18,473	18,528	20,077	19,998	19,942	18,178
O-2	LTJG	7,117	7,031	7,083	6,925	6,944	7,020	7,030	8,397	7,109	7,085	7,174	7,253
O-1	ENS	6,939	6,986	6,986	7,010	7,046	6,993	6,947	6,986	6,911	7,016	6,980	6,973
W-5	CWO5	81	80	80	79	78	79	77	77	78	78	80	77
W-4	CWO4	410	412	415	422	428	416	415	419	423	425	425	423
W-3	CWO3	727	714	724	714	724	732	745	754	770	759	742	725
W-2	CWO2	572	596	601	601	599	596	588	590	594	597	597	603
W-1	CWO1												
<b>Total Officers</b>		<b>55,110</b>	<b>55,022</b>	<b>54,988</b>	<b>54,917</b>	<b>54,894</b>	<b>54,677</b>	<b>54,648</b>	<b>55,933</b>	<b>55,993</b>	<b>55,835</b>	<b>55,554</b>	<b>54,995</b>
<b><u>Enlisted Personnel</u></b>													
E-9	MCPO	2,820	2,816	2,816	2,806	2,803	2,800	2,800	2,797	2,999	2,980	2,959	2,937
E-8	SCPO	7,509	7,507	7,515	7,509	7,507	7,512	7,520	7,524	8,014	7,996	7,981	7,947
E-7	CPO	22,052	22,009	21,998	21,957	21,899	21,869	21,827	21,806	21,017	20,908	22,516	22,383
E-6	PO1	52,362	52,054	54,886	54,802	54,651	54,426	54,158	53,833	56,451	56,424	54,339	53,968
E-5	PO2	64,085	63,840	66,458	66,068	65,832	65,479	65,028	64,745	67,143	66,630	66,168	65,776
E-4	PO3	57,102	56,955	51,051	50,800	50,777	50,769	50,753	50,672	52,231	51,904	51,597	52,936
E-3	SN	42,876	43,647	44,418	45,559	46,846	48,271	49,435	50,632	44,074	44,996	46,041	45,308
E-2	SA	16,136	16,582	16,434	15,946	15,140	14,480	14,576	15,072	15,498	15,589	15,556	15,661
E-1	SR	13,534	13,402	13,572	14,098	14,644	14,642	14,396	13,966	13,624	13,855	13,966	14,241
<b>Total Enlisted</b>		<b>278,476</b>	<b>278,812</b>	<b>279,148</b>	<b>279,545</b>	<b>280,099</b>	<b>280,248</b>	<b>280,493</b>	<b>281,047</b>	<b>281,051</b>	<b>281,282</b>	<b>281,123</b>	<b>281,157</b>
<b>Cadets/Midshipmen</b>		<b>4,456</b>	<b>4,448</b>	<b>4,431</b>	<b>4,410</b>	<b>4,400</b>	<b>4,391</b>	<b>4,381</b>	<b>3,301</b>	<b>4,407</b>	<b>4,387</b>	<b>4,364</b>	<b>4,348</b>
<b>Total End Strength</b>		<b>338,042</b>	<b>338,282</b>	<b>338,567</b>	<b>338,872</b>	<b>339,393</b>	<b>339,316</b>	<b>339,522</b>	<b>340,281</b>	<b>341,451</b>	<b>341,504</b>	<b>341,041</b>	<b>340,500</b>