

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



JUSTIFICATION OF ESTIMATES  
MARCH 2019

RESERVE PERSONNEL, NAVY

The estimated cost of this report for the Department of the Navy (DON) is \$20,435.

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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### **Reserve Personnel, Navy**

For pay, allowances, clothing, subsistence, gratuities, travel, and related expenses for personnel of the Navy Reserve on active duty under section 10211 of title 10, United States Code, or while serving on active duty under section 12301(d) of title 10, United States Code, in connection with performing duty specified in section 12310(a) of title 10, United States Code, or while undergoing reserve training, or while performing drills or equivalent duty, and expenses authorized by section 16131 of title 10, United States Code; and for payments to the Department of Defense Military Retirement Fund, \$2,123,947,000.

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**Department of the Navy  
FY2020 Budget Estimates  
Reserve Personnel, Navy**

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

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

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

	FY 2018 (Actual)	FY 2019 (Enacted)	FY 2020 (Estimate)
<b><u>DIRECT PROGRAM</u></b>			
Reserve Component Training and Support	\$1,986,565	\$2,049,021	\$2,123,947
<b>Total Direct Program</b>	<b>\$1,986,565</b>	<b>\$2,049,021</b>	<b>\$2,123,947</b>
<b><u>REIMBURSABLE PROGRAM</u></b>			
Reserve Component Training and Support	\$28,843	\$36,626	\$37,358
<b>Total Reimbursable Program</b>	<b>\$28,843</b>	<b>\$36,626</b>	<b>\$37,358</b>
<b><u>TOTAL BASELINE PROGRAM</u></b>			
Reserve Component Training and Support	\$2,015,408	\$2,085,647	\$2,161,305
<b>Total Baseline Program</b>	<b>\$2,015,408</b>	<b>\$2,085,647</b>	<b>\$2,161,305</b>
<b><u>OCO SUPPLEMENTAL FUNDING</u></b>			
Reserve Component Training and Support	\$9,091	\$11,100	\$0
<b>Total OCO Funding</b>	<b>\$9,091</b>	<b>\$11,100</b>	<b>\$0</b>
<b><u>TOTAL PROGRAM FUNDING</u></b>			
Reserve Component Training and Support	\$2,024,499	\$2,096,747	\$2,161,305
<b>Total Program Funding</b>	<b>\$2,024,499</b>	<b>\$2,096,747</b>	<b>\$2,161,305</b>
<b><u>LESS: OCO SUPPLEMENTAL FUNDING</u></b>			
Reserve Component Training and Support	\$0	-\$11,100	\$0
<b>Total OCO Funding</b>	<b>\$0</b>	<b>-\$11,100</b>	<b>\$0</b>
<b><u>Revised TOTAL PROGRAM FUNDING</u></b>			
Reserve Component Training and Support	\$2,024,499	\$2,085,647	\$2,161,305
<b>Revised Total Program Funding</b>	<b>\$2,024,499</b>	<b>\$2,085,647</b>	<b>\$2,161,305</b>
<b><u>MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION</u></b>			
	\$143,142	\$130,504	\$136,926
<b><u>TOTAL NAVY RESERVE PERSONNEL PROGRAM COST</u></b>			
	<b>\$2,167,641</b>	<b>\$2,216,151</b>	<b>\$2,298,231</b>

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

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

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

	FY 2018 (Actual)	FY 2019 (Enacted)	FY 2020 (Estimate)
<b><u>RESERVE PERSONNEL, NAVY (RPN)</u></b>			
DIRECT PROGRAM (RPN)	\$1,986,565	\$2,049,021	\$2,123,947
REIMBURSABLE PROGRAM (RPN)	\$28,843	\$36,626	\$37,358
OCO AND OTHER SUPPLEMENTAL FUNDING (RPN) 1/	\$9,091	\$11,100	\$11,370
<b>TOTAL RESERVE PERSONNEL, NAVY (RPN)</b>	<b>\$2,024,499</b>	<b>\$2,096,747</b>	<b>\$2,172,675</b>
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION (MERHCF)	\$143,142	\$130,504	\$136,926
<b>TOTAL RESERVE PERSONNEL, NAVY PROGRAM COST</b>	<b>\$2,167,641</b>	<b>\$2,227,251</b>	<b>\$2,309,601</b>
<b><u>MILITARY PERSONNEL, NAVY (MPN)</u></b>			
OCO SUPPLEMENTAL PAY AND ALLOWANCES, MOBILIZATION (MPN) 1/	\$318,885	\$316,296	\$292,646
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES (MPN)	\$40,300	\$41,400	\$40,800
SELECTED RESERVE 12304B AUTHORITY	\$6,000	\$3,300	\$21,700
<b>TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, NAVY</b>	<b>\$365,185</b>	<b>\$360,996</b>	<b>\$355,146</b>
<b><u>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNT</u></b>	<b>\$2,532,826</b>	<b>\$2,588,247</b>	<b>\$2,664,747</b>

1/ FY 2019 and FY 2020 reflects amounts requested in the FY 2019 OCO Request and FY20 OCO Request

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## **Section 2**

### **Introduction and Performance Measures**

## Introduction

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

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

The FY 2020 Reserve Personnel, Navy budget of \$2,124 million will support a Selected Reserve end strength of 59,000 personnel in a paid status.

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

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

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 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 Navy Reserve spent considerable time and effort to identify programs with the highest unobligated balances, completed root-cause analysis, and implemented risk-based corrective actions in the FY 2020 budget submission.

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."

## Summary of Economic Assumptions

### FISCAL YEAR 2018

- a. The actual (base and OCO) amount of **\$1,995,656** supported an end strength of **58,196** with the average strength at **57,715**.
- b. Retired pay accrual percentage is 28.4 percent of the basic pay for full-time active duty and 22.6 percent of the basic pay for all other Reserve Personnel, Navy programs.
- c. The Military Base Pay raise is 2.4 percent across the board effective 1 January 2018.
- d. The Navy BAH average inflation rate is 2.7 percent effective 1 January 2018.
- e. The BAS annual inflation rate increase is 0.3 percent.
- f. The economic assumption for non-pay inflation is 2.2 percent.

### FISCAL YEAR 2019

- a. The requested **\$2,044,926** funding supports an end strength of **59,074** with the average strength at **58,384**.
- b. Retired pay accrual percentage was 30.4 percent of the basic pay for full-time active duty and 24.7 percent of the basic pay for all other Reserve Personnel, Navy programs.
- c. The Military Base Pay raise was 2.6 percent across the board effective 1 January 2019.
- d. The Navy BAH average inflation rate is 3.6 percent effective 1 January 2019.
- e. The BAS annual inflation rate increase is 0.0 percent.
- f. The economic assumption for non-pay inflation was 2.0 percent.

### FISCAL YEAR 2020

- a. The requested **\$2,123,947** funding supports an end strength of **59,000** with the average strength at **58,970**.
- b. Retired pay accrual percentage was 31.0 percent of the basic pay for full-time active duty and 24.4 percent of the basic pay for all other Reserve Personnel, Navy programs.
- c. The Military Base Pay raise was 3.1 percent across the board effective 1 January 2020.
- d. The Navy BAH average inflation rate is 4.1 percent effective 1 January 2020.
- e. The BAS annual inflation rate increase is 2.4 percent.
- f. The economic assumption for non-pay inflation was 2.0 percent.

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

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

Activity: Reserve Personnel, Navy

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

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

**PERFORMANCE MEASURES:**

	<u>FY 2018 (Actual)</u>	<u>FY 2019 (Estimate)</u>	<u>FY 2020 (Estimate)</u>
Average Strength	57,715	58,384	58,970

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

End Strength	58,196	59,074	59,000
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End Strength: End strength is a measure of the total number of personnel in a given category on 30 September of a given fiscal year. This measure allows the Navy to have an accurate accounting for the number of personnel at the end of the fiscal year.

Authorized End Strength	59,000	59,100	59,000
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Authorized End Strength: Authorized end strength is a measure of the personnel authorized by Congress in a given fiscal year. The Navy uses this as a target for its end strength in the given fiscal year.

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

Exhibit PB-30G Summary of Personnel (Reserves)

**RESERVE PERSONNEL, NAVY  
SUMMARY OF PERSONNEL**

	No. of <u>Drills</u>	Avg. No. A/D Days <u>Training</u>	FY 2018 (Actual)*			FY 2019 (Estimate)			FY 2020 (Estimate)		
			<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>Paid Drill/Individual Training</u>											
Pay Group A - Officers	48	15	12,502	12,372	12,335	12,335	12,373	12,263	12,263	12,413	12,711
Pay Group A - Enlisted	48	15	33,687	34,046	34,042	34,042	34,546	35,211	35,211	35,051	34,305
Subtotal Pay Group A			46,189	46,418	46,377	46,377	46,919	47,474	47,474	47,464	47,016
Pay Group B - Officers	48	15	200	206	206	206	208	209	209	227	244
Pay Group B - Enlisted	48	15	27	25	30	30	26	29	29	23	17
Subtotal Pay Group B			227	231	236	236	234	238	238	250	261
Pay Group F - Enlisted			1,443	977	1,469	1,469	1,113	1,232	1,232	1,159	1,568
Subtotal Pay Group F			1,443	977	1,469	1,469	1,113	1,232	1,232	1,159	1,568
Subtotal Paid Drill / Individual Training			47,859	47,626	48,082	48,082	48,266	48,944	48,944	48,873	48,845
<u>Full-time Support (FTS) Active Duty</u>											
Officers			1,563	1,541	1,568	1,568	1,552	1,560	1,560	1,555	1,560
Enlisted			8,403	8,548	8,546	8,546	8,566	8,570	8,570	8,542	8,595
Subtotal Full-time			9,966	10,089	10,114	10,114	10,118	10,130	10,130	10,097	10,155
<u>Total Selected Reserve</u>											
Officers			14,265	14,119	14,109	14,109	14,133	14,032	14,032	14,195	14,515
Enlisted			43,560	43,596	44,087	44,087	44,251	45,042	45,042	44,775	44,485
Total			57,825	57,715	58,196	58,196	58,384	59,074	59,074	58,970	59,000
<u>Individual Ready Reserve (IRR)</u>											
Officers			8,728	8,044	7,359	7,359	7,386	7,412	7,412	7,412	7,412
Enlisted			36,800	35,339	33,877	33,877	34,465	35,053	35,053	35,053	35,053
Total			45,528	43,383	41,236	41,236	41,851	42,465	42,465	42,465	42,465
TOTAL			103,353	101,098	99,432	99,432	100,235	101,539	101,539	101,435	101,465

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

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

		<u>FY 2018 (Actual)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
		<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Commissioned Officers</u>							
O-9	Vice Admiral	0	0	0	0	0	0
O-8	Rear Admiral (Upper Half)	1	1	1	1	1	1
O-7	Rear Admiral (Lower Half)	1	1	1	1	1	1
O-6	Captain	122	122	117	117	118	117
O-5	Commander	376	391	376	386	383	383
O-4	Lieutenant Commander	666	665	671	684	693	687
O-3	Lieutenant	333	354	355	343	327	338
O-2	Lieutenant, Junior Grade	35	29	23	22	23	23
O-1	Ensign	5	2	6	4	7	8
	Total	1,539	1,565	1,550	1,558	1,553	1,558
<u>Warrant Officers</u>							
W-4	Chief Warrant Officer	2	2	1	0	0	0
W-3	Chief Warrant Officer	0	0	0	1	1	1
W-2	Chief Warrant Officer	0	1	1	1	1	1
	Total	2	3	2	2	2	2
	Total Officers	1,541	1,568	1,552	1,560	1,555	1,560
<u>Enlisted Personnel</u>		<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
E-9	Master Chief Petty Officer	108	105	108	105	105	106
E-8	Senior Chief Petty Officer	221	236	245	249	252	246
E-7	Chief Petty Officer	1,091	1,119	1,152	1,170	1,113	1,113
E-6	First Class Petty Officer	2,711	2,685	2,703	2,729	2,770	2,712
E-5	Second Class Petty Officer	2,450	2,475	2,438	2,439	2,459	2,476
E-4	Third Class Petty Officer	927	971	964	992	1,060	1,128
E-3	Seaman	590	590	552	510	429	450
E-2	Seaman Apprentice	266	256	236	226	225	230
E-1	Seaman Recruit	184	110	168	150	129	134
	Total Enlisted	8,548	8,546	8,566	8,570	8,542	8,595
	Total Personnel on Active Duty	10,089	10,114	10,118	10,130	10,097	10,155

Exhibit PB-30I Strength by Month (Reserves)

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

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Selected Reserve</u>
September 30, 2017	12,502	33,687	46,189	200	27	227	1,443	0	0	47,859	1,563	8,403	9,966	57,825
October	12,559	33,781	46,340	201	26	227	1,192	0	0	47,759	1,547	8,437	9,984	57,743
November	12,580	33,853	46,433	195	26	221	1,087	0	0	47,741	1,546	8,514	10,060	57,801
December	12,519	33,914	46,433	209	25	234	997	0	0	47,664	1,534	8,543	10,077	57,741
January	12,353	34,032	46,385	204	23	227	956	0	0	47,568	1,531	8,554	10,085	57,653
February	12,321	34,174	46,495	206	24	230	835	0	0	47,560	1,527	8,564	10,091	57,651
March	12,272	34,288	46,560	207	22	229	685	0	0	47,474	1,550	8,571	10,121	57,595
April	12,313	34,173	46,486	210	23	233	685	0	0	47,404	1,540	8,562	10,102	57,506
May	12,244	34,212	46,456	210	22	232	676	0	0	47,364	1,530	8,614	10,144	57,508
June	12,267	34,144	46,411	212	22	234	862	0	0	47,507	1,537	8,601	10,138	57,645
July	12,286	34,078	46,364	210	27	237	1,004	0	0	47,605	1,533	8,587	10,120	57,725
August	12,326	34,036	46,362	209	30	239	1,284	0	0	47,885	1,549	8,549	10,098	57,983
September 30, 2018	12,335	34,042	46,377	206	30	236	1,469	0	0	48,082	1,568	8,546	10,114	58,196
Average	12,372	34,046	46,418	206	25	231	977	0	0	47,626	1,541	8,548	10,089	57,715

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD (Actuals FY2018)			
<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	Primary Missions Being Performed
23	0	23	1. HQ, Staff Operation
<b>Congressional Reporting Requirement</b>			

Exhibit PB-30I Strength by Month (Reserves)

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

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
September 30, 2018	12,335	34,042	46,377	206	30	236	1,469	0	0	48,082	1,568	8,546	10,114	58,196
October	12,325	33,915	46,240	204	28	232	1,389	0	0	47,861	1,561	8,547	10,108	57,969
November	12,380	33,829	46,209	205	27	232	1,336	0	0	47,777	1,553	8,587	10,140	57,917
December	12,360	33,851	46,211	206	25	231	1,226	0	0	47,668	1,548	8,556	10,104	57,772
January	12,296	34,194	46,490	209	26	235	1,024	0	0	47,749	1,543	8,569	10,112	57,861
February	12,358	34,486	46,844	210	24	234	973	0	0	48,051	1,535	8,587	10,122	58,173
March	12,393	34,748	47,141	212	22	234	942	0	0	48,317	1,530	8,583	10,113	58,430
April	12,466	34,915	47,381	210	23	233	881	0	0	48,495	1,537	8,561	10,098	58,593
May	12,433	34,938	47,371	210	22	232	958	0	0	48,561	1,548	8,558	10,106	58,667
June	12,411	34,932	47,343	207	26	233	1,022	0	0	48,598	1,556	8,543	10,099	58,697
July	12,384	34,982	47,366	206	28	234	1,075	0	0	48,675	1,568	8,560	10,128	58,803
August	12,369	35,138	47,507	204	30	234	1,178	0	0	48,919	1,575	8,578	10,153	59,072
September 30, 2019	12,263	35,211	47,474	209	29	238	1,232	0	0	48,944	1,560	8,570	10,130	59,074
Average	12,373	34,546	46,919	208	26	234	1,113	0	0	48,266	1,552	8,566	10,118	58,384

<b>RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD</b>			
(Estimate FY2019)			
<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	Primary Missions Being Performed
22	0	22	1. HQ, Staff Operations
<b>Congressional Reporting Requirement</b>			

Exhibit PB-30I Strength by Month (Reserves)

**RESERVE PERSONNEL, NAVY  
FY 2020 STRENGTH (ESTIMATE)**

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Group F</u>	<u>Paid</u>	<u>NonPaid</u>	<u>Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Selected Reserve</u>
September 30, 2019	12,263	35,211	47,474	209	29	238	1,232	0	0	48,944	1,560	8,570	10,130	59,074
October	12,372	35,130	47,502	215	28	243	1,125	0	0	48,870	1,559	8,558	10,117	58,987
November	12,410	35,149	47,559	219	26	245	1,082	0	0	48,886	1,545	8,556	10,101	58,987
December	12,357	35,109	47,466	216	27	243	1,051	0	0	48,760	1,542	8,537	10,079	58,839
January	12,287	35,226	47,513	223	23	246	1,025	0	0	48,784	1,539	8,514	10,053	58,837
February	12,284	35,286	47,570	223	22	245	1,012	0	0	48,827	1,537	8,494	10,031	58,858
March	12,291	35,301	47,592	227	24	251	1,063	0	0	48,906	1,545	8,505	10,050	58,956
April	12,419	35,202	47,621	222	21	243	1,113	0	0	48,977	1,555	8,521	10,076	59,053
May	12,478	35,093	47,571	230	20	250	1,160	0	0	48,981	1,564	8,539	10,103	59,084
June	12,472	34,959	47,431	236	21	257	1,215	0	0	48,903	1,574	8,553	10,127	59,030
July	12,509	34,766	47,275	240	19	259	1,266	0	0	48,800	1,576	8,568	10,144	58,944
August	12,595	34,633	47,228	244	17	261	1,393	0	0	48,882	1,566	8,579	10,145	59,027
September 30, 2020	12,711	34,305	47,016	244	17	261	1,568	0	0	48,845	1,560	8,595	10,155	59,000
Average	12,413	35,051	47,464	227	23	250	1,159	0	0	48,873	1,555	8,542	10,097	58,970

<b>RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD</b>			
(Estimate FY2020)			
<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	Primary Missions Being Performed
20	0	20	1. HQ, Staff Operations
<b>Congressional Reporting Requirement</b>			

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

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

**OFFICERS**

	<u>FY 2018 (Actual)</u>	<u>FY 2019 (Estimate)</u>	<u>FY 2020 (Estimate)</u>
<b>BEGINNING STRENGTH</b>	<b>14,265</b>	<b>14,109</b>	<b>14,032</b>
<b><u>GAINS</u></b>			
Non-prior Service Commissions	333	360	526
Male	269	290	424
Female	64	70	102
Prior Service Affiliations	<b>1,056</b>	<b>1,125</b>	<b>1,528</b>
From Civilian Life	116	126	183
From Active Component	174	171	236
From IRR	568	615	899
From Other Reserve Status/Component	172	185	170
From All Other	26	28	40
<b>TOTAL GAINS</b>	<b>1,389</b>	<b>1,485</b>	<b>2,054</b>
<b><u>LOSSES</u></b>			
To Civilian Life	166	159	185
To Active Component	66	65	64
Retired Reserve	539	507	536
To IRR	567	567	566
To Other Reserve Status/Component	108	167	123
To All Other	99	97	97
<b>TOTAL LOSSES</b>	<b>1,545</b>	<b>1,562</b>	<b>1,571</b>
Accounting Adjustment	<b>0</b>	<b>0</b>	<b>0</b>
<b>END STRENGTH</b>	<b>14,109</b>	<b>14,032</b>	<b>14,515</b>

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

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

	<u>FY 2018 (Actual)</u>	<u>FY 2019 (Estimate)</u>	<u>FY 2020 (Estimate)</u>
<b>ENLISTED</b>			
<b>BEGINNING STRENGTH</b>	<b>43,560</b>	<b>44,087</b>	<b>45,042</b>
<b><u>GAINS</u></b>			
Non-prior Service Enlistments	2,530	2,662	2,919
Male	1,919	2,014	2,193
Female	611	648	726
Prior Service Enlistments	6,512	6,467	5,794
From Civilian Life	154	162	115
From Active Component	41	43	53
From Officer	0	0	0
From Other Reserve Status/Component	2,386	2,383	1,804
From Reenlistment Gains	1,748	1,555	2,172
From All Other	2,183	2,324	1,650
From Full-Time Active Duty	0	0	0
<b>TOTAL GAINS</b>	<b>9,042</b>	<b>9,129</b>	<b>8,713</b>
<b><u>LOSSES</u></b>			
To Active Component	198	206	218
To Officer from Enlisted	14	12	12
To Retired Reserve	811	782	835
To Other Reserve Status	2,562	2,476	2,635
To Other Reserve Component	190	184	196
To Civilian Life	2,365	2,290	2,402
To Death	25	21	22
To All Other	951	939	995
To Reenlistments/Extensions	1,398	1,263	1,955
<b>TOTAL LOSSES</b>	<b>8,515</b>	<b>8,174</b>	<b>9,270</b>
Accounting Adjustment	0	0	0
<b>END STRENGTH</b>	<b>44,087</b>	<b>45,042</b>	<b>44,485</b>

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

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<u>PAY GROUP A TRAINING</u>									
Annual Training	\$60,412	\$68,994	\$129,406	\$63,398	\$74,198	\$137,596	\$65,428	\$77,444	\$142,872
Inactive Duty Training	\$191,287	\$186,653	\$377,940	\$198,180	\$205,023	\$403,203	\$204,223	\$213,756	\$417,979
Unit Training Assemblies	\$167,720	\$171,198	\$338,918	\$173,870	\$188,231	\$362,101	\$179,175	\$196,215	\$375,390
Flight Training	\$9,600	\$1,033	\$10,633	\$9,928	\$1,134	\$11,062	\$10,214	\$1,183	\$11,397
Military Funeral Honors	\$5,947	\$11,223	\$17,170	\$6,068	\$12,142	\$18,210	\$6,268	\$12,691	\$18,959
Training Preparation	\$8,020	\$3,199	\$11,219	\$8,314	\$3,516	\$11,830	\$8,566	\$3,667	\$12,233
Civil Disturbance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Jump Proficiency	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Clothing	\$198	\$17,888	\$18,086	\$198	\$16,530	\$16,728	\$199	\$9,683	\$9,882
Subsistence of Enlisted Personnel	\$0	\$4,104	\$4,104	\$0	\$4,305	\$4,305	\$0	\$4,504	\$4,504
Travel	\$41,629	\$84,065	\$125,694	\$45,705	\$87,585	\$133,290	\$46,772	\$90,641	\$137,413
TOTAL DIRECT OBLIGATIONS	\$293,526	\$361,704	\$655,230	\$307,481	\$387,641	\$695,122	\$316,622	\$396,028	\$712,650
 <u>PAY GROUP B TRAINING (IMA)</u>									
Annual Training	\$1,286	\$59	\$1,345	\$1,350	\$63	\$1,413	\$1,516	\$58	\$1,574
Inactive Duty Training	\$4,305	\$152	\$4,457	\$4,528	\$165	\$4,693	\$5,078	\$150	\$5,228
Travel	\$887	\$56	\$943	\$916	\$23	\$939	\$1,016	\$21	\$1,037
TOTAL DIRECT OBLIGATIONS	\$6,478	\$267	\$6,745	\$6,794	\$251	\$7,045	\$7,610	\$229	\$7,839
 <u>PAY GROUP F TRAINING (NAT)</u>									
Annual Training	\$0	\$37,154	\$37,154	\$0	\$43,853	\$43,853	\$0	\$46,937	\$46,937
Travel	\$0	\$2,089	\$2,089	\$0	\$2,427	\$2,427	\$0	\$2,578	\$2,578
Clothing	\$0	\$3,716	\$3,716	\$0	\$4,317	\$4,317	\$0	\$4,586	\$4,586
TOTAL DIRECT OBLIGATIONS	\$0	\$42,959	\$42,959	\$0	\$50,597	\$50,597	\$0	\$54,101	\$54,101
SUBTOTAL (this page)	\$300,004	\$404,930	\$704,934	\$314,275	\$438,489	\$752,764	\$324,232	\$450,358	\$774,590

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<u>MOBILIZATION TRAINING</u>									
Strategic Sealift Officer Program	\$11,354	\$0	\$11,354	\$11,753	\$0	\$11,753	\$12,065	\$0	\$12,065
IRR Readiness Training	\$0	\$121	\$121	\$0	\$173	\$173	\$0	\$180	\$180
IRR Muster/Screening	\$0	\$163	\$163	\$0	\$286	\$286	\$0	\$292	\$292
TOTAL DIRECT OBLIGATIONS	\$11,354	\$284	\$11,638	\$11,753	\$459	\$12,212	\$12,065	\$472	\$12,537
<u>SCHOOL TRAINING</u>									
Initial Skill Acquisition Training	\$1,456	\$0	\$1,456	\$1,502	\$0	\$1,502	\$1,542	\$0	\$1,542
Refresher and Proficiency Training	\$12,057	\$19,577	\$31,634	\$12,454	\$20,439	\$32,893	\$12,799	\$21,219	\$34,018
Career Development Training	\$4,731	\$451	\$5,182	\$4,894	\$473	\$5,367	\$5,044	\$491	\$5,535
Unit Conversion Training	\$0	\$11,135	\$11,135	\$0	\$11,663	\$11,663	\$0	\$12,155	\$12,155
Continuing Medical Education	\$2,483	\$650	\$3,133	\$2,564	\$678	\$3,242	\$2,639	\$704	\$3,343
TOTAL DIRECT OBLIGATIONS	\$20,727	\$31,813	\$52,540	\$21,414	\$33,253	\$54,667	\$22,024	\$34,569	\$56,593
<u>SPECIAL TRAINING</u>									
Command/Staff Supervision & Conf.	\$108	\$11	\$119	\$113	\$11	\$124	\$116	\$11	\$127
Drug Interdiction Activity	\$1,826	\$2,142	\$3,968	\$0	\$0	\$0	\$0	\$0	\$0
Exercises	\$449	\$288	\$737	\$465	\$297	\$762	\$477	\$306	\$783
Management Support	\$268	\$312	\$580	\$278	\$321	\$599	\$285	\$329	\$614
Operational Training	\$1,567	\$882	\$2,449	\$1,621	\$909	\$2,530	\$1,665	\$933	\$2,598
Service Mission/Mission Support	\$1,618	\$929	\$2,547	\$1,674	\$958	\$2,632	\$1,718	\$984	\$2,702
Unit Conversion Training	\$128	\$58	\$186	\$133	\$59	\$192	\$136	\$59	\$195
Active Duty Operational Support (ADOS)	\$4,388	\$11,700	\$16,088	\$4,520	\$12,051	\$16,571	\$4,655	\$12,412	\$17,067
Active Duty Special Training (ADST)	\$67,798	\$68,070	\$135,868	\$47,384	\$47,788	\$95,172	\$50,225	\$50,427	\$100,652
TOTAL DIRECT OBLIGATIONS	\$78,150	\$84,392	\$162,542	\$56,188	\$62,394	\$118,582	\$59,277	\$65,461	\$124,738
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$259,282	\$645,986	\$905,268	\$272,465	\$672,285	\$944,750	\$284,607	\$701,330	\$985,937
Clothing	\$5	\$5,390	\$5,394	\$5	\$6,024	\$6,029	\$5	\$7,055	\$7,059
Subsistence	\$4,695	\$34,730	\$39,425	\$4,738	\$34,641	\$39,379	\$4,832	\$35,199	\$40,031
Travel/PCS	\$8,273	\$20,675	\$28,948	\$7,331	\$17,880	\$25,211	\$7,487	\$18,269	\$25,756
Death Gratuities	\$100	\$0	\$100	\$100	\$100	\$200	\$100	\$100	\$200
Disability/Hospitalization Benefits	\$211	\$736	\$947	\$225	\$1,010	\$1,235	\$228	\$1,024	\$1,252
Reserve Incentive Programs	\$19,855	\$6,264	\$26,119	\$21,284	\$6,850	\$28,134	\$21,288	\$7,130	\$28,418
Adoption Expenses	\$0	\$0	\$0	\$6	\$10	\$16	\$6	\$10	\$16
NROTC Nuclear Bonus	\$3,075	\$0	\$3,075	\$2,625	\$0	\$2,625	\$2,625	\$0	\$2,625
\$30K Lump Sum Bonus	\$120	\$390	\$510	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay (CP) Bonus	\$23	\$66	\$89	\$273	\$883	\$1,156	\$68	\$221	\$289
TOTAL DIRECT OBLIGATIONS	\$295,639	\$714,236	\$1,009,875	\$309,051	\$739,684	\$1,048,735	\$321,246	\$770,338	\$1,091,583
SUBTOTAL (this page)	\$405,870	\$830,725	\$1,236,595	\$398,406	\$835,790	\$1,234,196	\$414,612	\$870,840	\$1,285,452

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

	FY 2018 (Actual)			FY 2019 (Estimate)			FY 2020 (Estimate)		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<b><u>EDUCATION BENEFITS</u></b>									
Basic Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,036	\$1,036
Kicker Program	\$0	\$52	\$52	\$0	\$80	\$80	\$0	\$80	\$80
TOTAL DIRECT OBLIGATIONS	\$0	\$52	\$52	\$0	\$80	\$80	\$0	\$1,116	\$1,116
<b><u>ARMED FORCES HEALTH PROFESSIONS SCHOLARSHIP PROGRAM (AFHPSP)</u></b>									
Active Duty Training	\$11,572	\$0	\$11,572	\$10,474	\$0	\$10,474	\$10,953	\$0	\$10,953
Travel	\$1,990	\$0	\$1,990	\$2,147	\$0	\$2,147	\$2,177	\$0	\$2,177
Stipend	\$28,901	\$0	\$28,901	\$31,537	\$0	\$31,537	\$32,718	\$0	\$32,718
Uniform Allowance	\$188	\$0	\$188	\$135	\$0	\$135	\$135	\$0	\$135
Critical Skills Accession Bonus	\$6,280	\$0	\$6,280	\$6,560	\$0	\$6,560	\$6,560	\$0	\$6,560
TOTAL DIRECT OBLIGATIONS	\$48,931	\$0	\$48,931	\$50,853	\$0	\$50,853	\$52,543	\$0	\$52,543
<b><u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u></b>									
Active Duty Training	\$104	\$0	\$104	\$72	\$0	\$72	\$77	\$0	\$77
Travel	\$0	\$0	\$0	\$14	\$0	\$14	\$0	\$0	\$0
Stipend	\$703	\$0	\$703	\$665	\$0	\$665	\$740	\$0	\$740
Uniform Allowance	\$3	\$0	\$3	\$4	\$0	\$4	\$4	\$0	\$4
Financial Assistance Grant	\$1,120	\$0	\$1,120	\$1,260	\$0	\$1,260	\$1,170	\$0	\$1,170
TOTAL DIRECT OBLIGATIONS	\$1,930	\$0	\$1,930	\$2,015	\$0	\$2,015	\$1,991	\$0	\$1,991
<b><u>NURSE CANDIDATE PROGRAM (NCP)</u></b>									
Accession Bonus	\$800	\$0	\$800	\$750	\$0	\$750	\$750	\$0	\$750
Nurse Candidate Bonus	\$1,254	\$0	\$1,254	\$1,180	\$0	\$1,180	\$1,180	\$0	\$1,180
TOTAL DIRECT OBLIGATIONS	\$2,054	\$0	\$2,054	\$1,930	\$0	\$1,930	\$1,930	\$0	\$1,930
<b><u>THRIFT SAVINGS PLAN (TSP)</u></b>									
Thrift Savings Plan (TSP)	\$311	\$850	\$1,161	\$631	\$2,457	\$3,088	\$1,294	\$5,032	\$6,326
TOTAL DIRECT OBLIGATIONS	\$311	\$850	\$1,161	\$631	\$2,457	\$3,088	\$1,294	\$5,032	\$6,326
<b>SUBTOTAL (this page)</b>	<b>\$53,226</b>	<b>\$902</b>	<b>\$54,128</b>	<b>\$55,429</b>	<b>\$2,537</b>	<b>\$57,966</b>	<b>\$57,758</b>	<b>\$6,148</b>	<b>\$63,906</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>\$759,100</b>	<b>\$1,236,557</b>	<b>\$1,995,656</b>	<b>\$768,110</b>	<b>\$1,276,816</b>	<b>\$2,044,926</b>	<b>\$796,602</b>	<b>\$1,327,346</b>	<b>\$2,123,947</b>

**RESERVE PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2019**  
**(\$ in Thousands)**

	FY 2019 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Sub-Total</u>	Proposed DD1415 <u>Actions</u>	FY 2019 Column of the FY 2020 <u>OSD Budget</u>
<b><u>PAY GROUP A TRAINING</u></b>							
Annual Training	\$139,219	\$0	\$139,219	(\$1,623)	\$137,596	\$0	\$137,596
Inactive Duty Training	\$415,577	\$0	\$415,577	(\$12,374)	\$403,203	\$0	\$403,203
Unit Training Assemblies	\$364,636	\$0	\$364,636	(\$2,535)	\$362,101	\$0	\$362,101
Flight Training	\$16,920	\$0	\$16,920	(\$5,858)	\$11,062	\$0	\$11,062
Military Funeral Honors	\$20,045	\$0	\$20,045	(\$1,835)	\$18,210	\$0	\$18,210
Training Preparation	\$13,976	\$0	\$13,976	(\$2,146)	\$11,830	\$0	\$11,830
Clothing	\$16,687	\$0	\$16,687	\$41	\$16,728	\$0	\$16,728
Subsistence of Enlisted Personnel	\$4,410	\$0	\$4,410	(\$105)	\$4,305	\$0	\$4,305
Travel	\$122,587	\$0	\$122,587	\$10,703	\$133,290	\$0	\$133,290
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$698,480</b>	<b>\$0</b>	<b>\$698,480</b>	<b>(\$3,358)</b>	<b>\$695,122</b>	<b>\$0</b>	<b>\$695,122</b>
<b><u>PAY GROUP B TRAINING (IMA)</u></b>							
Annual Training	\$2,228	\$0	\$2,228	(\$815)	\$1,413	\$0	\$1,413
Inactive Duty Training	\$4,925	\$0	\$4,925	(\$232)	\$4,693	\$0	\$4,693
Travel	\$1,211	\$0	\$1,211	(\$272)	\$939	\$0	\$939
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$8,364</b>	<b>\$0</b>	<b>\$8,364</b>	<b>(\$1,319)</b>	<b>\$7,045</b>	<b>\$0</b>	<b>\$7,045</b>
<b><u>PAY GROUP F TRAINING (NAT)</u></b>							
Initial Active Duty Training	\$54,572	(\$4,328)	\$50,244	(\$6,391)	\$43,853	\$0	\$43,853
Clothing	\$6,076	\$0	\$6,076	(\$1,759)	\$4,317	\$0	\$4,317
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$1,980	\$0	\$1,980	\$447	\$2,427	\$0	\$2,427
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$62,628</b>	<b>(\$4,328)</b>	<b>\$58,300</b>	<b>(\$7,703)</b>	<b>\$50,597</b>	<b>\$0</b>	<b>\$50,597</b>
<b>SUBTOTAL (this page)</b>	<b>\$769,472</b>	<b>(\$4,328)</b>	<b>\$765,144</b>	<b>(\$12,380)</b>	<b>\$752,764</b>	<b>\$0</b>	<b>\$752,764</b>

**RESERVE PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2019**  
**(\$ in Thousands)**

	FY 2019 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Sub-Total	Proposed DD1415 Actions	FY 2019 Column of the FY 2020 OSD Budget
<b><u>MOBILIZATION TRAINING</u></b>							
Merchant Marine Training	\$11,151	\$0	\$11,151	\$602	\$11,753	\$0	\$11,753
IRR Readiness Training	\$361	\$0	\$361	(\$188)	\$173	\$0	\$173
IRR Muster/Screening	\$23	\$0	\$23	\$263	\$286	\$0	\$286
TOTAL DIRECT OBLIGATIONS	\$11,535	\$0	\$11,535	\$677	\$12,212	\$0	\$12,212
<b><u>SCHOOL TRAINING</u></b>							
Initial Skill Acquisition Training	\$2,717	\$0	\$2,717	(\$1,215)	\$1,502	\$0	\$1,502
Refresher and Proficiency	\$28,546	\$0	\$28,546	\$4,347	\$32,893	\$0	\$32,893
Career Development Training	\$8,587	\$0	\$8,587	(\$3,220)	\$5,367	\$0	\$5,367
Unit Conversion Training	\$12,681	\$0	\$12,681	(\$1,018)	\$11,663	\$0	\$11,663
Continuing Medical Education	\$2,481	\$0	\$2,481	\$761	\$3,242	\$0	\$3,242
TOTAL DIRECT OBLIGATIONS	\$55,012	\$0	\$55,012	(\$345)	\$54,667	\$0	\$54,667
<b><u>SPECIAL TRAINING</u></b>							
Command/Staff Supervision & Conf.	\$123	\$0	\$123	\$1	\$124	\$0	\$124
Drug Interdiction Activity	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Exercises	\$762	\$0	\$762	\$0	\$762	\$0	\$762
Management Support	\$596	\$0	\$596	\$3	\$599	\$0	\$599
Operational Training	\$2,527	\$0	\$2,527	\$3	\$2,530	\$0	\$2,530
Service Mission/Mission Support	\$2,627	\$0	\$2,627	\$5	\$2,632	\$0	\$2,632
Unit Conversion Training	\$192	\$0	\$192	\$0	\$192	\$0	\$192
Active Duty Operational Support (ADOS)	\$14,606	\$0	\$14,606	\$1,965	\$16,571	\$0	\$16,571
Active Duty Special Training (ADST)	\$88,000	\$0	\$88,000	\$7,172	\$95,172	\$0	\$95,172
TOTAL DIRECT OBLIGATIONS	\$109,433	\$0	\$109,433	\$9,149	\$118,582	\$0	\$118,582
<b><u>ADMINISTRATION AND SUPPORT</u></b>							
Full Time Pay and Allowances	\$949,244	(\$5,894)	\$943,350	\$1,400	\$944,750	\$0	\$944,750
Clothing	\$6,863	\$0	\$6,863	(\$834)	\$6,029	\$0	\$6,029
Subsistence	\$40,011	\$0	\$40,011	(\$632)	\$39,379	\$0	\$39,379
Travel/PCS	\$27,176	\$0	\$27,176	(\$1,965)	\$25,211	\$0	\$25,211
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$200
Disability/Hospitalization Benefits	\$1,216	\$0	\$1,216	\$19	\$1,235	\$0	\$1,235
Reserve Incentive Programs	\$23,255	(\$30)	\$23,225	\$4,909	\$28,134	\$0	\$28,134
Adoption Expenses	\$16	\$0	\$16	\$0	\$16	\$0	\$16
NROTC Nuclear Bonus	\$2,625	\$0	\$2,625	\$0	\$2,625	\$0	\$2,625
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay (CP) Bonus	\$2,328	\$0	\$2,328	\$0	\$2,328	(\$1,172)	\$1,156
TOTAL DIRECT OBLIGATIONS	\$1,052,934	(\$5,924)	\$1,047,010	\$2,897	\$1,049,907	(\$1,172)	\$1,048,735
<b>SUBTOTAL (this page)</b>	<b>\$1,228,914</b>	<b>(\$5,924)</b>	<b>\$1,222,990</b>	<b>\$12,378</b>	<b>\$1,235,368</b>	<b>(\$1,172)</b>	<b>\$1,234,196</b>

**RESERVE PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**FY 2019**  
**(\$ in Thousands)**

	FY 2019 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Sub-Total	Proposed DD1415 Actions	FY 2019 Column of the FY 2020 OSD Budget
<u>EDUCATION BENEFITS</u>							
Basic Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Kicker Program	\$78	\$0	\$78	\$2	\$80	\$0	\$80
TOTAL DIRECT OBLIGATIONS	\$78	\$0	\$78	\$2	\$80	\$0	\$80
<u>ARMED FORCES HEALTH PROFESSIONS SCHOLARSHIP PROGRAM (AFHPSP)</u>							
Active Duty Training	\$10,833	(\$359)	\$10,474	\$0	\$10,474	\$0	\$10,474
Travel	\$2,280	(\$133)	\$2,147	\$0	\$2,147	\$0	\$2,147
Stipend	\$31,075	\$462	\$31,537	\$0	\$31,537	\$0	\$31,537
Uniform Allowance	\$135	\$0	\$135	\$0	\$135	\$0	\$135
Critical Skills Accession Bonus	\$6,580	(\$20)	\$6,560	\$0	\$6,560	\$0	\$6,560
TOTAL DIRECT OBLIGATIONS	\$50,903	(\$50)	\$50,853	\$0	\$50,853	\$0	\$50,853
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>							
Active Duty Training	\$91	(\$19)	\$72	\$0	\$72	\$0	\$72
Travel	\$16	(\$2)	\$14	\$0	\$14	\$0	\$14
Stipend	\$834	(\$169)	\$665	\$0	\$665	\$0	\$665
Uniform Allowance	\$4	\$0	\$4	\$0	\$4	\$0	\$4
Financial Assistance Grant	\$1,260	\$0	\$1,260	\$0	\$1,260	\$0	\$1,260
TOTAL DIRECT OBLIGATIONS	\$2,205	(\$190)	\$2,015	\$0	\$2,015	\$0	\$2,015
<u>NURSE CANDIDATE PROGRAM (NCP)</u>							
Accession Bonus	\$750	\$0	\$750	\$0	\$750	\$0	\$750
Nurse Candidate Bonus	\$1,188	(\$8)	\$1,180	\$0	\$1,180	\$0	\$1,180
TOTAL DIRECT OBLIGATIONS	\$1,938	(\$8)	\$1,930	\$0	\$1,930	\$0	\$1,930
<u>THRIFT SAVINGS PLAN</u>							
Thrift Savings Plan (TSP)	\$14,011	(\$8,000)	\$6,011	\$0	\$6,011	(\$2,923)	\$3,088
TOTAL DIRECT OBLIGATIONS	\$14,011	(\$8,000)	\$6,011	\$0	\$6,011	(\$2,923)	\$3,088
<b>SUBTOTAL (this page)</b>	<b>\$69,135</b>	<b>(\$8,248)</b>	<b>\$60,887</b>	<b>(\$2)</b>	<b>\$60,889</b>	<b>(\$2,923)</b>	<b>\$57,966</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>\$2,067,521</b>	<b>(\$18,500)</b>	<b>\$2,049,021</b>	<b>(\$0)</b>	<b>\$2,049,021</b>	<b>(\$4,095)</b>	<b>\$2,044,926</b>

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

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

	FY 2018 (Actual)		FY 2019 (Estimate)		FY 2020 (Estimate)	
	Basic Pay	RPA	Basic Pay	RPA	Basic Pay	RPA
<u>Pay Group A</u>						
Officers	\$160,531	\$36,280	\$184,291	\$45,520	\$190,377	\$46,452
Enlisted	\$159,133	\$35,964	\$189,109	\$46,710	\$197,582	\$48,210
Subtotal	\$319,664	\$72,244	\$373,400	\$92,230	\$387,959	\$94,662
<u>Pay Group B</u>						
Officers	\$3,814	\$862	\$4,300	\$1,062	\$4,832	\$1,179
Enlisted	\$155	\$35	\$162	\$40	\$148	\$36
Subtotal	\$3,969	\$897	\$4,462	\$1,102	\$4,980	\$1,215
<u>Pay Group F</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$20,111	\$4,545	\$25,304	\$6,250	\$27,134	\$6,621
Subtotal	\$20,111	\$4,545	\$25,304	\$6,250	\$27,134	\$6,621
<u>Mobilization Training</u>						
Officers	\$4,544	\$1,027	\$5,049	\$1,247	\$5,197	\$1,268
Enlisted	\$40	\$9	\$81	\$20	\$86	\$21
Subtotal	\$4,584	\$1,036	\$5,130	\$1,267	\$5,283	\$1,289
<u>School Training</u>						
Officers	\$8,752	\$1,978	\$9,547	\$2,358	\$9,865	\$2,407
Enlisted	\$10,186	\$2,302	\$11,494	\$2,839	\$12,004	\$2,929
Subtotal	\$18,938	\$4,280	\$21,041	\$5,197	\$21,869	\$5,336
<u>Special Training</u>						
Officers	\$37,189	\$8,405	\$25,744	\$6,358	\$27,205	\$6,638
Enlisted	\$32,181	\$7,273	\$23,861	\$5,894	\$25,056	\$6,114
Subtotal	\$69,370	\$15,678	\$49,605	\$12,252	\$52,261	\$12,752
<u>Administration and Support</u>						
Officers	\$145,916	\$41,440	\$150,561	\$45,771	\$155,822	\$48,305
Enlisted	\$341,141	\$96,884	\$353,324	\$107,411	\$364,679	\$113,050
Subtotal	\$487,057	\$138,324	\$503,886	\$153,181	\$520,501	\$161,355
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>						
Officers	\$5,948	\$1,344	\$5,701	\$1,408	\$6,013	\$1,467
Subtotal	\$5,948	\$1,344	\$5,701	\$1,408	\$6,013	\$1,467
<u>Total Direct Program</u>						
Officers	\$366,694	\$91,336	\$385,193	\$103,724	\$399,311	\$107,716
Enlisted	\$562,947	\$147,012	\$603,336	\$169,163	\$626,689	\$176,981
Total	\$929,641	\$238,348	\$988,529	\$272,887	\$1,026,000	\$284,697
<u>Total Reimbursable Program</u>						
Officers	\$7,296	\$1,649	\$8,271	\$2,043	\$8,541	\$2,084
Enlisted	\$7,509	\$1,697	\$10,040	\$2,480	\$10,369	\$2,530
Total	\$14,805	\$3,346	\$18,311	\$4,523	\$18,910	\$4,614
<u>Total Program</u>						
Officers	\$373,990	\$92,985	\$393,464	\$105,767	\$407,852	\$109,800
Enlisted	\$570,456	\$148,709	\$613,376	\$171,643	\$637,058	\$179,511
TOTAL	\$944,446	\$241,694	\$1,006,840	\$277,410	\$1,044,910	\$289,311

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

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

	FY 2018 (Actual)	FY 2019 (Estimate)	FY 2020 (Estimate)
	<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
<u>Pay Group A</u>			
Officers	\$7,720	\$8,067	\$8,418
Enlisted	\$10,872	\$11,746	\$12,393
Subtotal	\$18,592	\$19,813	\$20,811
<u>Pay Group B</u>			
Officers	\$146	\$151	\$172
Enlisted	\$9	\$10	\$9
Subtotal	\$155	\$161	\$181
<u>Pay Group F</u>			
Officers	\$0	\$0	\$0
Enlisted	\$4,463	\$5,257	\$5,693
Subtotal	\$4,463	\$5,257	\$5,693
<u>Mobilization Training</u>			
Officers	\$1,325	\$1,394	\$1,450
Enlisted	\$17	\$15	\$16
Subtotal	\$1,342	\$1,409	\$1,466
<u>School Training</u>			
Officers	\$2,329	\$797	\$832
Enlisted	\$4,680	\$2,243	\$2,365
Subtotal	\$7,009	\$3,040	\$3,197
<u>Special Training</u>			
Officers	\$9,644	\$7,442	\$7,604
Enlisted	\$14,770	\$11,971	\$12,239
Subtotal	\$24,415	\$19,413	\$19,843
<u>Administration and Support</u>			
Officers	\$46,339	\$46,875	\$49,677
Enlisted	\$167,485	\$170,271	\$181,293
Subtotal	\$213,824	\$217,147	\$230,970
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>			
Officers	\$2,752	\$2,183	\$2,328
Enlisted	\$0	\$0	\$0
Subtotal	\$2,752	\$2,183	\$2,328
<u>Total Direct Program</u>			
Officers	\$70,255	\$66,909	\$70,481
Enlisted	\$202,297	\$201,514	\$214,008
TOTAL	\$272,552	\$268,423	\$284,489
<u>Total Reimbursable Program</u>			
Officers	\$2,584	\$3,933	\$4,012
Enlisted	\$4,274	\$4,776	\$4,871
Subtotal	\$6,858	\$8,709	\$8,883
<u>Total Program</u>			
Officers	\$72,839	\$70,842	\$74,493
Enlisted	\$206,571	\$206,290	\$218,879
TOTAL	\$279,410	\$277,132	\$293,372

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

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

	FY 2018 (Actual)	FY 2019 (Estimate)	FY 2020 (Estimate)
	<u>Travel</u>	<u>Travel</u>	<u>Travel</u>
<u>Pay Group A</u>			
Officers	\$41,629	\$45,705	\$46,772
Enlisted	\$84,065	\$87,585	\$90,641
Subtotal	\$125,694	\$133,290	\$137,413
<u>Pay Group B</u>			
Officers	\$887	\$916	\$1,016
Enlisted	\$56	\$23	\$21
Subtotal	\$943	\$939	\$1,037
<u>Pay Group F</u>			
Officers	\$0	\$0	\$0
Enlisted	\$2,089	\$2,427	\$2,578
Subtotal	\$2,089	\$2,427	\$2,578
<u>Mobilization Training</u>			
Officers	\$3,361	\$3,433	\$3,502
Enlisted	\$47	\$48	\$49
Subtotal	\$3,408	\$3,481	\$3,551
<u>School Training</u>			
Officers	\$6,235	\$7,658	\$7,836
Enlisted	\$11,921	\$14,548	\$15,055
Subtotal	\$18,156	\$22,206	\$22,891
<u>Special Training</u>			
Officers	\$18,358	\$13,700	\$14,754
Enlisted	\$20,507	\$15,876	\$17,052
Subtotal	\$38,865	\$29,576	\$31,806
<u>Administration and Support</u>			
Officers	\$8,273	\$7,331	\$7,487
Enlisted	\$20,675	\$17,880	\$18,269
Subtotal	\$28,948	\$25,211	\$25,756
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>			
Officers	\$1,990	\$2,161	\$2,177
Enlisted	\$0	\$0	\$0
Subtotal	\$1,990	\$2,161	\$2,177
<u>Total Direct Program</u>			
Officers	\$80,733	\$80,904	\$83,544
Enlisted	\$139,360	\$138,387	\$143,665
TOTAL	\$220,093	\$219,291	\$227,209
<u>Total Reimbursable Program</u>			
Officers	\$660	\$838	\$962
Enlisted	\$802	\$1,018	\$1,167
Subtotal	\$1,462	\$1,856	\$2,129
<u>Total Program</u>			
Officers	\$81,393	\$81,742	\$84,506
Enlisted	\$140,162	\$139,405	\$144,832
TOTAL	\$221,555	\$221,147	\$229,338

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

	FY 2018 (Actual)		FY 2019 (Estimate)		FY 2020 (Estimate)	
	BAS	SIK	BAS	SIK	BAS	SIK
<u>Pay Group A</u>						
Officers	\$1,307	\$0	\$1,327	\$0	\$1,355	\$0
Enlisted	\$4,584	\$4,104	\$4,796	\$4,305	\$4,954	\$4,504
Subtotal	\$5,891	\$4,104	\$6,123	\$4,305	\$6,309	\$4,504
<u>Pay Group B</u>						
Officers	\$20	\$0	\$20	\$0	\$23	\$0
Enlisted	\$4	\$0	\$4	\$0	\$4	\$0
Subtotal	\$24	\$0	\$24	\$0	\$27	\$0
<u>Pay Group F</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$5,397	\$0	\$5,106	\$0	\$5,413	\$0
Subtotal	\$5,397	\$0	\$5,106	\$0	\$5,413	\$0
<u>Mobilization Training</u>						
Officers	\$205	\$0	\$223	\$0	\$227	\$0
Enlisted	\$3	\$0	\$2	\$0	\$3	\$0
Subtotal	\$208	\$0	\$225	\$0	\$230	\$0
<u>School Training</u>						
Officers	\$317	\$0	\$321	\$0	\$329	\$0
Enlisted	\$1,233	\$0	\$1,253	\$0	\$1,294	\$0
Subtotal	\$1,550	\$0	\$1,574	\$0	\$1,623	\$0
<u>Special Training</u>						
Officers	\$1,143	\$0	\$865	\$0	\$911	\$0
Enlisted	\$3,255	\$0	\$2,682	\$0	\$2,806	\$0
Subtotal	\$4,398	\$0	\$3,547	\$0	\$3,717	\$0
<u>Administration and Support</u>						
Officers	\$4,695	\$0	\$4,738	\$0	\$4,832	\$0
Enlisted	\$34,382	\$348	\$34,280	\$361	\$34,826	\$373
Subtotal	\$39,077	\$348	\$39,018	\$361	\$39,658	\$373
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>						
Officers	\$479	\$0	\$446	\$0	\$457	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$479	\$0	\$446	\$0	\$457	\$0
<u>Total Direct Program</u>						
Officers	\$8,166	\$0	\$7,940	\$0	\$8,134	\$0
Enlisted	\$48,858	\$4,452	\$48,123	\$4,666	\$49,300	\$4,877
TOTAL	\$57,024	\$4,452	\$56,063	\$4,666	\$57,434	\$4,877
<u>Total Reimbursable Program</u>						
Officers	\$477	\$0	\$606	\$0	\$618	\$0
Enlisted	\$580	\$0	\$736	\$0	\$751	\$0
Subtotal	\$1,057	\$0	\$1,342	\$0	\$1,369	\$0
<u>Total Program</u>						
Officers	\$8,643	\$0	\$8,546	\$0	\$8,752	\$0
Enlisted	\$49,438	\$4,452	\$48,859	\$4,666	\$50,051	\$4,877
TOTAL	\$58,081	\$4,452	\$57,405	\$4,666	\$58,803	\$4,877

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

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

	<u>BA-1</u>	<u>Total</u>
<b>FY 2019 Direct Program</b>	<b>\$2,044,926</b>	<b>\$2,044,926</b>
Increases		
Price Increases		
Increase for anticipated Pay Raise of 3.1% effective 1 January 2020	\$31,285	
Increase for anticipated BAH rate increase to 4.1%	\$16,224	
Increase for anticipated RPA change	\$10,560	
Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$8,524	
Increase in Travel rate	\$3,911	
Increase in Clothing rate	\$1,277	
Increase in Incentive Pay rates	\$1,115	
Increase for anticipated BAS rate increase to 2.4%	\$1,050	
Increase in AFHPSP and FAP Stipend Rate	\$895	
Increase in PCS rates	\$544	
Increase in Separation Pay rates	\$152	
Increase in Enlisted Foreign Language Proficiency Pay	\$107	
Increase in Cost of Living Allowance (COLA) rates	\$85	
Increase in Subsistence rate	\$79	
Increase in Non-Prior Service Enlistment Bonus rate	\$63	
Increase in AFHPSP and FAP Travel Rate	\$41	
Increase in Disability and Hospitalization Benefits rate	\$16	
Increase in Family Separation Allowance rates	\$16	
Total Price Increases	\$75,944	
Program Increases		
Increase for Thrift Savings Plan (TSP)	\$3,238	
Increase of 2,400 Officer and 3,747 Enlisted ADT-Special mandays	\$2,853	
Increase in Pay Group "A" Officer and Enlisted AT/IDT	\$2,208	
Increase of 46 Pay Group "F" personnel	\$1,812	
Increase in Pay Group "A" Officer and Enlisted Travel	\$1,427	
Increase for GI Bill	\$1,036	
Increase of 123 Officer and 1,489 Enlisted ADT School Mandays	\$556	
Increase in Pay Group "B" Officer and Enlisted AT/IDT	\$511	
Increase in number of AFHPSP personnel receiving Stipend	\$361	
Increase in number of AFHPSP and FAP personnel receiving Pay and Allowances	\$259	
Increase of Pay Group "F" Clothing	\$179	
Increase in Medical Recruiting Incentives	\$170	
Increase in Pay Group "A" Enlisted Subsistence	\$119	

Increase of Pay Group "F" Travel	\$100	
Increase in Pay Group "B" Officer and Enlisted Travel	\$78	
Increase in Reenlistment Bonus (Anniversary)	\$67	
Increase in Enlisted Foreign Language Proficiency Pay	\$66	
Increase in Prior Service Enlistment Bonus (Anniversary)	\$49	
Increase in number of FTS Personnel - Cost of Living Allowance (COLA)	\$2	
Total Program Increases	\$15,092	
Total Increases		\$91,036
Decreases		
Price Decreases		
Decrease in Medical Incentives rate	(\$65)	
Decrease in Special Pay rates	(\$61)	
Decrease in Prior Service Enlistment Bonus rate	(\$36)	
Decrease in Reenlistment Bonus (Anniversary) rate	(\$4)	
Total Price Decreases	(\$166)	
Program Decreases		
Decrease for purchase of Category "A" new Enlisted Uniforms	(\$6,930)	
Decrease in number of Personnel - Basic Pay	(\$2,886)	
Decrease in number of personnel receiving Continuation Pay	(\$867)	
Decrease in number of Personnel - BAH	(\$450)	
Decrease in number of Personnel - RPA	(\$317)	
Decrease in Bonus for Certain Initial Service in the Selected Reserve	(\$100)	
Decrease in number of FAP personnel receiving Grant	(\$90)	
Decrease in number of Personnel - BAS	(\$82)	
Decrease in number of Personnel - Enlisted Clothing Allowance	(\$70)	
Decrease in Non-Prior Service Enlistment Bonus	(\$32)	
Decrease in number of AFHPSP and FAP personnel on Travel	(\$25)	
Total Program Decreases	(\$11,849)	
Total Decreases		(\$12,015)
FY 2020 Direct Program		<b>\$2,123,947</b>

## **Section 4**

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

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Pay Group A

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$712,650</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$695,122</b>
<b>Pay Group A</b>	<b>FY 2018 (Actual)</b>	<b>\$655,230</b>

Part I - Purpose and Scope

This budget activity provides for the total costs of training officers and enlisted personnel of the Navy Reserve in Pay Groups A. Members in Pay Group A are required to perform training duty of approximately two weeks duration and perform a minimum of 48 drills per year. In addition, personnel in the combat component of the surface Reserve and in selected aviation groups are authorized to participate in specified Additional Training Periods (ATP) in order to maintain proficiency. Included in this budget activity are the costs of basic pay, basic allowance for housing, basic allowance for subsistence, the government's contribution to Social Security and retired pay accrual, individual clothing and uniform gratuities for officers and enlisted personnel, subsistence-in-kind (SIK) for enlisted personnel, travel to and from annual training, and travel to and from alternate Inactive Duty Training sites (Inactive Duty Training Travel). The rates for all costs are determined by applicable provisions of law and regulations. Participation rates incorporate current FY 2019 OCO mobilization assumptions.

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

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

	<u><b>BA-1</b></u>	<u><b>Total</b></u>
<b>FY 2019 Direct Program</b>	\$695,122	\$695,122
Increases		
Price Increases		
Increase for anticipated Pay Raise of 3.1% effective 1 January 2020	\$12,163	
Increase in Travel Rate	\$2,696	
Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$3,167	
Increase for anticipated RPA rate adjustment to 24.4%	\$1,603	
Increase for anticipated BAH rate increase to 4.1%	\$800	
Increase for anticipated BAS rate increase to 2.4%	\$112	
Increase in Subsistence rate	\$79	
Increase in Clothing rate	\$84	
Total Price Increases	\$20,704	
Program Increases		
Increase in Officer and Enlisted AT/IDT	\$2,208	
Increase in Officer and Enlisted Travel	\$1,427	
Increase in Enlisted Subsistence	\$119	
Total Program Increases	\$3,754	
Total Increases		\$24,458
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
Decrease for one time purchase of new Enlisted Uniforms	(\$6,930)	
Total Program Decreases	(\$6,930)	
Total Decreases		(\$6,930)
FY 2020 Direct Program		\$712,650

Pay Group A  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	12,372			12,373			12,413		
Participation Rate	83%			84%			84%		
Paid Participants	10,298	\$5,866.38	\$60,412	10,393	\$6,100.13	\$63,398	10,427	\$6,274.94	\$65,428

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	34,046			34,546			35,051		
Participation Rate	73%			75%			75%		
Paid Participants	25,007	\$2,758.99	\$68,994	25,910	\$2,863.66	\$74,198	26,288	\$2,946.03	\$77,444

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Commercial/Per Diem	10,298	\$3,338.32	\$34,378	10,393	\$3,405.09	\$35,389	10,427	\$3,473.19	\$36,215

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Commercial/Per Diem	25,007	\$2,902.03	\$72,571	25,910	\$2,960.07	\$76,695	26,288	\$3,019.27	\$79,371

Pay Group A  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	12,372			12,373			12,413		
Participation Rate	86%			86%			86%		
Paid Participants	10,693	\$15,685.01	\$167,720	10,641	\$16,339.65	\$173,870	10,675	\$16,784.55	\$179,175
Additional Training Periods									
Flight Training	26,451	\$362.94	\$9,600	26,319	\$377.22	\$9,928	26,398	\$386.91	\$10,214
Military Funeral Honors	23,005	\$258.51	\$5,947	22,890	\$265.10	\$6,068	22,959	\$272.99	\$6,268
Training Preparation	21,549	\$372.18	\$8,020	21,441	\$387.78	\$8,314	21,505	\$398.37	\$8,566
Subtotal	71,005		\$23,567	70,650		\$24,310	70,862		\$25,048
Total			\$191,287			\$198,180			\$204,223

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	34,046			34,546			35,051		
Participation Rate	77%			80%			80%		
Paid Participants	26,192	\$6,536.27	\$171,198	27,637	\$6,810.83	\$188,231	28,041	\$6,997.43	\$196,215
Additional Training Periods									
Flight Training	6,419	\$160.94	\$1,033	6,772	\$167.50	\$1,134	6,874	\$171.97	\$1,183
Military Funeral Honors	95,102	\$118.01	\$11,223	100,333	\$121.02	\$12,142	101,838	\$124.62	\$12,691
Training Preparation	18,344	\$174.39	\$3,199	19,353	\$181.71	\$3,516	19,643	\$186.69	\$3,667
Subtotal	119,865		\$15,455	126,458		\$16,792	128,355		\$17,541
Total			\$186,653			\$205,023			\$213,756

Pay Group A  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Commercial	25,725	\$281.87	\$7,251	35,882	\$287.51	\$10,316	35,998	\$293.26	\$10,557

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Commercial	44,630	\$257.54	\$11,494	41,455	\$262.69	\$10,890	42,061	\$267.94	\$11,270

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Annual Training Requirements:	476,644			483,644			490,714		
Subsistence-in-Kind									
Total Enlisted Mandays									
Less Provided for Elsewhere:									
On Monetary Allowance	0			0			0		
Operational Rations									
Travel (Per Diem)	401,854			407,849			413,824		
Total Enlisted									
Entitled to be Subsisted	74,790			75,795			76,890		
% Present	100%			100%			100%		
Total	74,790			75,795			76,890		
Subsistence-in-Kind									
Operational Rations									
Basic Allowance for Subsistence									
Total Annual Training Rqmt	74,790	\$8.37	\$626	75,795	\$8.38	\$635	76,890	\$8.53	\$656
Inactive Duty Periods of									
Eight Hours or more	346,038	\$10.05	\$3,478	364,808	\$10.06	\$3,670	375,749	\$10.24	\$3,848
Total			\$4,104			\$4,305			\$4,504

Pay Group A  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial Uniform Allowance	495	\$400.00	\$198	495	\$400.00	\$198	497	\$400.00	\$199
Total Clothing, Officers			\$198			\$198			\$199

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial (Partial) Issue to Prior Service Personnel	1,532	\$1,496.81	\$2,293	1,555	\$1,526.75	\$2,374	1,577	\$1,557.29	\$2,456
Replacement Issues	16,785	\$47.84	\$803	17,031	\$48.80	\$831	17,280	\$49.78	\$860
CPO Initial Issue	681	\$592.54	\$404	691	\$604.39	\$418	701	\$616.48	\$432
CPO Quarterly Uniform Maintenance Allowance	3,575	\$138.57	\$495	3,627	\$141.34	\$513	3,680	\$144.17	\$531
New Uniform Roll-out	34,046	\$408.07	\$13,893	34,181	\$362.60	\$12,394	34,646	\$155.98	\$5,404
Total Clothing, Enlisted			\$17,888			\$16,530			\$9,683
Total Clothing			\$18,086			\$16,728			\$9,882
<b>TOTAL Pay Group A Training</b>			<b>\$655,230</b>			<b>\$695,122</b>			<b>\$712,650</b>

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Pay Group B

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$7,839</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$7,045</b>
<b>Pay Group B</b>	<b>FY 2018 (Actual)</b>	<b>\$6,745</b>

Part I - Purpose and Scope

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

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

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

	<u>BA-1</u>	<u>Total</u>
<b>FY 2019 Direct Program</b>	\$7,045	\$7,045
Increases		
Price Increases		
Increase for anticipated Pay Raise of 3.1% effective 1 January 2020	\$115	
Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$39	
Increase for anticipated RPA rate adjustment to 24.4%	\$22	
Increase in Travel rate	\$20	
Increase for anticipated BAH rate increase to 4.1%	\$7	
Increase for anticipated BAS rate increase to 2.4%	\$2	
Total Price Increases	\$205	
Program Increases		
Increase in Officer and Enlisted AT/IDT	\$511	
Increase in Officer and Enlisted Travel	\$78	
Total Program Increases	\$589	
Total Increases		\$794
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
None	\$0	
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$7,839

Pay Group B  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	206			208			227		
Participation Rate	100%			100%			100%		
Paid Participants	206	\$6,242.72	\$1,286	208	\$6,494.97	\$1,350	227	\$6,680.98	\$1,516

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	25			26			23		
Participation Rate	100%			100%			100%		
Paid Participants	25	\$2,360.00	\$59	26	\$2,449.82	\$63	23	\$2,520.42	\$58

Pay Group B  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	206			208			227		
Participation Rate	100%			100%			100%		
Paid Participants	206	\$20,898.64	\$4,305	208	\$21,773.99	\$4,528	227	\$22,368.90	\$5,078
Additional Training Periods									
Flight Training	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Military Funeral Honors	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Trng Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SUBTOTAL	0		\$0	0		\$0	0		\$0
TOTAL			\$4,305			\$4,528			\$5,078

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	25			26			23		
Participation Rate	100%			100%			100%		
Paid Participants	25	\$6,080.00	\$152	26	\$6,334.67	\$165	23	\$6,507.75	\$150
Additional Training Periods									
Flight Training	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Military Funeral Honors	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Trng Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SUBTOTAL	0		\$0	0		\$0	0		\$0
TOTAL			\$152			\$165			\$150

Pay Group B  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Commercial/Per Diem	158	\$3,716.64	\$587	150	\$3,790.97	\$569	163	\$3,866.79	\$630

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Commercial/Per Diem	20	\$1,600.00	\$32	7	\$1,632.00	\$11	6	\$1,664.64	\$10

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Commercial	1,064	\$281.87	\$300	1,206	\$287.51	\$347	1,317	\$293.26	\$386

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Commercial	93	\$257.54	\$24	47	\$262.69	\$12	41	\$267.94	\$11

<b>Total Pay Group B</b>			<b>\$6,745</b>			<b>\$7,045</b>			<b>\$7,839</b>
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Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Pay Group F

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$54,101</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$50,597</b>
<b>Pay Group F</b>	<b>FY 2018 (Actual)</b>	<b>\$42,959</b>

Part I - Purpose and Scope

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

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

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

	<u>BA-1</u>	<u>Total</u>
<b>FY 2019 Direct Program</b>	\$50,597	\$50,597
Increases		
Price Increases		
Increase for anticipated Pay Raise of 3.1% effective 1 January 2020	\$634	
Increase for anticipated BAH rate increase to 4.1%	\$218	
Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$211	
Increase for anticipated RPA rate adjustment to 24.4%	\$113	
Increase for anticipated BAS rate increase to 2.4%	\$96	
Increase in Clothing rate	\$90	
Increase in Travel rate	\$51	
Total Price Increases	\$1,413	
Program Increases		
Increase of 46 Pay Category "F" personnel	\$1,812	
Increase in Pay category "F" Clothing	\$179	
Increase in Pay Category "F" travel	\$100	
Total Program Increases	\$2,091	
Total Increases		\$3,504
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
None	\$0	
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$54,101

Pay Group F  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	977			1,113			1,159		
Participation Rate	100%			100%			100%		
Average Trainees	977	\$38,027.78	\$37,154	1,113	\$39,400.29	\$43,853	1,159	\$40,496.72	\$46,937

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Commercial/Per Diem	1,992	\$1,048.67	\$2,089	2,269	\$1,069.64	\$2,427	2,363	\$1,091.03	\$2,578

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial Issue	1,992	\$1,865.25	\$3,716	2,269	\$1,902.56	\$4,317	2,363	\$1,940.61	\$4,586
<b>Total Pay Group F</b>			<b>\$42,959</b>			<b>\$50,597</b>			<b>\$54,101</b>

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Mobilization Training

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$12,537</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$12,212</b>
<b>Mobilization Training</b>	<b>FY 2018 (Actual)</b>	<b>\$11,638</b>

Part I - Purpose and Scope

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

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

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

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

	<b><u>BA-1</u></b>	<b><u>Total</u></b>
<b>FY 2019 Direct Program</b>	\$12,212	\$12,212
Increases		
Price Increases		
Increase for anticipated Pay Raise of 3.1% effective 1 January 2020	\$127	
Increase in Travel Rate	\$70	
Increase for anticipated BAH rate increase to 4.1%	\$57	
Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$43	
Increase for anticipated RPA rate adjustment to 24.4%	\$23	
Increase for anticipated BAS rate increase to 2.4%	\$5	
Total Price Increases	\$325	
Program Increases		
None	\$0	
Total Program Increases	\$0	
Total Increases		\$325
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
None	\$0	
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$12,537

Mobilization Training  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officers									
Annual Training Manday Costs	24,568	\$325.34	\$7,993	24,600	\$338.17	\$8,320	24,600	\$348.04	\$8,563
Travel	10,133	\$48.75	\$494	10,146	\$49.73	\$505	10,146	\$50.72	\$515
Per Diem	15,110	\$189.74	\$2,867	15,130	\$193.53	\$2,928	15,130	\$197.40	\$2,987
Subtotal			\$11,354			\$11,753			\$12,065
VTU Members Performing ADT			\$0			\$0			\$0
Total			\$11,354			\$11,753			\$12,065

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted									
Annual Training Costs	272	\$271.67	\$74	450	\$282.58	\$125	450	\$290.68	\$131
Travel	500	\$30.00	\$15	500	\$30.60	\$15	500	\$31.21	\$16
Per Diem	750	\$42.66	\$32	750	\$43.51	\$33	750	\$44.38	\$33
Subtotal			\$121			\$173			\$180
IRR Muster	667	\$244.13	\$163	1,150	\$249.01	\$286	1,150	\$253.99	\$292
Total			\$284			\$459			\$472
<b>Total Mobilization Training</b>			<b>\$11,638</b>			<b>\$12,212</b>			<b>\$12,537</b>

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
School Training

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$56,593</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$54,667</b>
<b>School Training</b>	<b>FY 2018 (Actual)</b>	<b>\$52,540</b>

Part I - Purpose and Scope

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

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

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

	<b><u>BA-1</u></b>	<b><u>Total</u></b>
<b>FY 2019 Direct Program</b>	\$54,667	\$54,667
Increases		
Price Increases		
Increase for anticipated Pay Raise of 3.1% effective 1 January 2020	\$511	
Increase in Travel rate	\$448	
Increase for anticipated BAH rate increase to 4.1%	\$121	
Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$170	
Increase for anticipated BAS rate increase to 2.4%	\$30	
Increase for anticipated RPA rate adjustment to 24.4%	\$90	
Total Price Increases	\$1,370	
Program Increases		
Increase of 123 Officer and 1,489 Enlisted Mandays		
Total Program Increases	\$556	
Total Increases		\$1,926
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
None	\$0	
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$56,593

School Training  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	200	18.0	3,607	\$403.90	\$1,456	200	18.0	3,607	\$416.54	\$1,502	201	18.0	3,619	\$426.51	\$1,542

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	3,286	6.9	22,673	\$531.77	\$12,057	3,286	6.9	22,675	\$549.24	\$12,454	3,297	6.9	22,748	\$562.66	\$12,799
Enlisted	5,276	11.2	59,091	\$331.28	\$19,577	5,353	11.2	59,959	\$340.86	\$20,439	5,432	11.2	60,835	\$348.77	\$21,219
Subtotal	8,562		81,764		\$31,634	8,639		82,634		\$32,893	8,729		83,583		\$34,018

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	738	10.5	7,754	\$609.94	\$4,731	739	10.5	7,755	\$631.16	\$4,894	741	10.5	7,780	\$648.14	\$5,044
Enlisted	95	11.1	1,053	\$428.81	\$451	96	11.1	1,068	\$442.17	\$473	98	11.1	1,084	\$453.64	\$491
Subtotal	833		8,807		\$5,182	835		8,823		\$5,367	839		8,864		\$5,535

School Training  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officers															
Enlisted															
Enlisted (A School)	2,990	12.9	38,577	\$288.65	\$11,135	3,034	12.9	39,144	\$297.98	\$11,663	3,079	12.9	39,716	\$306.07	\$12,155
Subtotal	2,990		38,577		\$11,135	3,034		39,144		\$11,663	3,079		39,716		\$12,155

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officers	645	6.0	3,867	\$642.28	\$2,483	645	6.0	3,867	\$663.07	\$2,564	647	6.0	3,880	\$679.98	\$2,639
Enlisted	142	11.8	1,681	\$385.95	\$650	145	11.8	1,706	\$397.17	\$678	147	11.8	1,731	\$406.88	\$704
Subtotal	787		5,548		\$3,133	790		5,573		\$3,242	794		5,611		\$3,343

**Total School Training**

Officers	4,869	7.8	37,901	\$546.87	\$20,727	4,870	7.8	37,904	\$564.95	\$21,414	4,886	7.8	38,027	\$579.17	\$22,024
Enlisted	8,503	11.8	100,402	\$316.86	\$31,813	8,628	11.8	101,877	\$326.40	\$33,253	8,756	11.8	103,366	\$334.43	\$34,569
TOTAL	13,372		138,303		\$52,540	13,498		139,781		\$54,667	13,642		141,393		\$56,593

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Special Training

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$124,738</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$118,582</b>
<b>Special Training</b>	<b>FY 2018 (Actual)</b>	<b>\$162,542</b>

Part I - Purpose and Scope

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

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

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

	<b><u>BA-1</u></b>	<b><u>Total</u></b>
<b>FY 2019 Direct Program</b>	\$118,582	\$118,582
Increases		
Price Increases		
Increase for anticipated Pay Raise of 3.1% effective 1 January 2020	\$1,231	
Increase for anticipated BAH rate increase to 4.1%	\$747	
Increase in Travel rate	\$626	
Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$399	
Increase for anticipated RPA rate adjustment to 24.4%	\$217	
Increase for anticipated BAS rate increase to 2.4%	\$71	
Increase in Separation Pay rates	\$1	
Increase in Incentive Pay rates	\$1	
Increase in Cost of Living Allowance (COLA) rates	\$1	
Increase in Enlisted Clothing Allowance rates	\$1	
Total Price Increases	\$3,295	
Program Increases		
Increase in number of 2,400 Officer and 3,747 Enlisted mandays	\$2,853	
Increase in number of ADOS Personnel receiving Enlisted Clothing Allowance	\$2	
Increase in number of ADOS Personnel receiving Cost of Living Allowance (COLA)	\$2	
Increase in number of ADOS Personnel - Basic Pay	\$2	
Increase in number of ADOS Personnel - BAH	\$1	
Increase in number of ADOS Personnel - RPA	\$1	
Total Program Increases	\$2,861	
Total Increases		\$6,156
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
None	\$0	
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$124,738

Special Training  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>
Officers	30	3.8	114	\$947.37	\$108	30	3.8	114	\$979.94	\$113	30	3.8	114	\$1,005.99	\$116
Enlisted	8	3.3	26	\$423.11	\$11	8	3.3	26	\$436.60	\$11	8	3.3	26	\$448.15	\$11
Subtotal	38		140		\$119	38		140		\$124	38		140		\$127

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

	<u>FY 2018 (Actual)</u>				
	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>
Officers	14	300	4,203	\$434.45	\$1,826
Enlisted	36	194	6,984	\$306.70	\$2,142
Subtotal	50		11,187		\$3,968

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>
Officers	54	11.3	610	\$737.70	\$449	54	11.3	610	\$763.08	\$465	54	11.3	610	\$783.39	\$477
Enlisted	71	11.3	802	\$359.10	\$288	71	11.3	802	\$370.55	\$297	71	11.3	802	\$380.35	\$306
Subtotal	125		1,412		\$737	125		1,412		\$762	125		1,412		\$783

Special Training  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	Partic- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Partic- ipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Partic- ipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	37	11.0	407	\$658.48	\$268	37	11.0	407	\$681.13	\$278	37	11.0	407	\$699.22	\$285
Enlisted	93	10.0	1,023	\$304.00	\$312	93	11.0	1,023	\$313.70	\$321	93	11.0	1,023	\$321.99	\$329
Subtotal	130		1,430		\$580	130		1,430		\$599	130		1,430		\$614

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	Partic- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Partic- ipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Partic- ipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	270	9.6	2,592	\$604.55	\$1,567	270	9.6	2,592	\$625.34	\$1,621	270	9.6	2,592	\$641.96	\$1,665
Enlisted	303	9.6	2,909	\$303.21	\$882	303	9.6	2,909	\$312.87	\$909	303	9.6	2,909	\$321.15	\$933
Subtotal	573		5,501		\$2,449	573		5,501		\$2,530	573		5,501		\$2,598

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	Partic- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Partic- ipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Partic- ipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	333	7.8	2,597	\$623.03	\$1,618	333	7.8	2,597	\$644.45	\$1,674	333	7.8	2,597	\$661.60	\$1,718
Enlisted	565	3.9	2,204	\$421.51	\$929	565	3.9	2,204	\$434.95	\$958	565	3.9	2,204	\$446.47	\$984
Subtotal	898		4,801		\$2,547	898		4,801		\$2,632	898		4,801		\$2,702

Special Training  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	17	11.0	187	\$684.51	\$128	17	11.0	187	\$708.06	\$133	17	11.0	187	\$726.89	\$136
Enlisted	20	10.0	200	\$285.01	\$58	20	10.0	200	\$294.09	\$59	20	10.0	200	\$301.78	\$59
Subtotal	37		387		\$186	37		387		\$192	37		387		\$195

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	33	260	8,580	\$511.41	\$4,388	33	260	8,471	\$533.61	\$4,520	32	260	8,368	\$556.31	\$4,655
Enlisted	173	313	54,149	\$216.06	\$11,700	175	313	54,825	\$219.80	\$12,051	172	313	53,978	\$229.94	\$12,412
Subtotal	206		62,729		\$16,088	208		63,295		\$16,571	205		62,346		\$17,067

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

	<u>FY 2018 (Actual)</u>					<u>FY 2019 (Estimate)</u>					<u>FY 2020 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	3,800	29.0	110,203	\$615.21	\$67,798	2,568	29.0	74,467	\$636.31	\$47,384	2,651	29.0	76,867	\$653.40	\$50,225
Enlisted	6,851	29.0	198,698	\$342.58	\$68,070	4,662	29.0	135,201	\$353.46	\$47,788	4,791	29.0	138,948	\$362.92	\$50,427
Subtotal	10,651		308,901		\$135,868	7,230		209,668		\$95,172	7,442		215,815		\$100,652
<b>Total Special Training</b>															
Officers	4,588	28.22	129,493	\$603.51	\$78,150	3,309	27.03	89,445	628.19	\$56,188	3,392	27.05	91,742	\$646.13	\$59,277
Enlisted	8,120	32.88	266,995	\$316.08	\$84,392	5,722	34.46	197,190	316.41	\$62,394	5,851	34.20	200,090	\$327.16	\$65,461
<b>TOTAL</b>	<b>12,708</b>		<b>396,488</b>		<b>\$162,542</b>	<b>9,031</b>		<b>286,634</b>		<b>\$118,582</b>	<b>9,243</b>		<b>291,832</b>		<b>\$124,738</b>

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Administration and Support

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$1,091,583</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$1,048,735</b>
<b>Administration and Support</b>	<b>FY 2018 (Actual)</b>	<b>\$1,009,875</b>

Part I - Purpose and Scope

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

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

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

	<u>BA-1</u>	<u>Total</u>
	\$1,048,735	\$1,048,735
Increases		
Price Increases		
Increase for anticipated Pay Raise of 3.1% effective 1 January 2020	\$16,327	
Increase for anticipated BAH rate increase to 4.1%	\$14,274	
Increase for anticipated RPA rate change to 31.0%	\$8,492	
Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$4,447	
Increase in Incentive Pay rates	\$1,114	
Increase in Enlisted Clothing Allowance rates	\$1,102	
Increase for anticipated BAS rate increase to 2.4%	\$734	
Increase in PCS rates	\$544	
Increase in Separation Pay rates	\$151	
Increase in Enlisted Foreign Language Proficiency rate	\$107	
Increase in Cost of Living Allowance (COLA) rates	\$83	
Increase in Non-Prior Service Enlistment Bonus rate	\$63	
Increase in Disability and Hospitalization Benefits rate	\$16	
Increase in Family Separation Allowance rates	\$16	
Total Price Increases	\$47,471	
Program Increases		
Increase in Medical Recruiting Incentives	\$170	
Increase in Reenlistment Bonus (Anniversary)	\$67	
Increase in Enlisted Foreign Language Proficiency Pay	\$66	
Increase in Prior Service Enlistment Bonus (Anniversary)	\$49	
Total Program Increases	\$352	
Total Increases		\$47,823
Decreases		
Price Decreases		
Decrease in Medical Incentives rate	(\$65)	
Decrease in Special Pay rates	(\$61)	
Decrease in Prior Service Enlistment Bonus rate	(\$36)	
Decrease in Reenlistment Bonus (Anniversary) rate	(\$4)	
Total Price Decreases	(\$166)	
Program Decreases		
Decrease in number of FTS Personnel - Basic Pay	(\$2,888)	
Decrease in number of FTS and SELRES Personnel receiving Continuation Pay	(\$867)	
Decrease in number of FTS Personnel - BAH	(\$451)	
Decrease in number of FTS Personnel - RPA	(\$318)	
Decrease in Bonus for Certain Initial Service in the Selected Reserve	(\$100)	
Decrease in number of FTS Personnel - BAS	(\$82)	
Decrease in number of FTS Personnel receiving Enlisted Clothing Allowance	(\$72)	
Decrease in Non-Prior Service Enlistment Bonus	(\$32)	
Total Program Decreases	(\$4,809)	
Total Decreases		(\$4,975)
FY 2020 Direct Program		\$1,091,583

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
	<u>Begin</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>
Officers	71	77	83	130	177	180	182

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
	<u>Begin</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>
Full Time Support (FTS)							
Officers	1,331	1,328	1,325	1,273	1,221	1,219	1,216
Enlisted	8,004	8,072	8,140	8,156	8,172	8,183	8,194
Total	9,335	9,400	9,465	9,429	9,393	9,401	9,410
Canvasser-Recruiters							
Officers	161	161	160	161	162	162	162
Enlisted	398	402	406	402	398	400	401
Total	559	563	566	563	560	562	563

**Total Section 12301, FTS and Canvasser-Recruiters**

Officers	1,563	1,541	1,568	1,552	1,560	1,555	1,560
Enlisted	8,402	8,548	8,546	8,566	8,570	8,542	8,595
Total	9,965	10,089	10,114	10,118	10,130	10,097	10,155

**Active Duty for Operational Support (ADOS)**

Officers	0	33	0	33	0	32	0
Enlisted	0	173	0	175	0	172	0
Total	0	206	0	208	0	205	0

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>
O-9	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
O-8	1	\$285,625.25	\$286	1	\$298,395.72	\$298	1	\$310,232.19	\$310
O-7	1	\$259,432.63	\$259	1	\$271,031.89	\$271	1	\$281,782.92	\$282
O-6	122	\$230,299.84	\$28,097	117	\$240,596.57	\$28,150	118	\$250,140.32	\$29,517
O-5	376	\$189,365.42	\$71,201	376	\$197,831.97	\$74,385	383	\$205,679.37	\$78,775
O-4	666	\$161,909.77	\$107,832	671	\$169,148.78	\$113,500	693	\$175,858.41	\$121,872
O-3	333	\$141,313.36	\$47,057	355	\$147,631.50	\$52,409	327	\$153,487.60	\$50,190
O-2	35	\$108,336.48	\$3,792	23	\$113,180.22	\$2,603	23	\$117,669.74	\$2,706
O-1	5	\$99,303.32	\$497	6	\$103,743.18	\$622	7	\$107,858.37	\$755
W-4	2	\$130,498.58	\$261	1	\$136,333.19	\$136	0	\$141,922.85	\$0
W-3	0	\$97,876.11	\$0	0	\$102,252.16	\$0	1	\$106,307.17	\$106
W-2	0	\$86,764.89	\$0	1	\$90,644.16	\$91	1	\$94,238.83	\$94
Total	1,541	\$168,255.68	\$259,282	1,552	\$175,557.35	\$272,465	1,555	\$183,026.69	\$284,607

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>
E-9	108	\$141,425.23	\$15,274	108	\$145,705.33	\$15,736	105	\$151,372.18	\$15,894
E-8	221	\$115,057.55	\$25,428	245	\$118,539.65	\$29,042	252	\$123,149.96	\$31,034
E-7	1,091	\$102,560.33	\$111,893	1,152	\$105,664.22	\$121,725	1,113	\$109,773.77	\$122,178
E-6	2,711	\$87,242.34	\$236,514	2,703	\$89,882.65	\$242,953	2,770	\$93,378.42	\$258,658
E-5	2,450	\$70,092.71	\$171,727	2,438	\$72,214.00	\$176,059	2,459	\$75,022.58	\$184,481
E-4	927	\$52,760.55	\$48,909	964	\$54,357.29	\$52,400	1,060	\$56,471.39	\$59,860
E-3	590	\$38,000.73	\$22,420	552	\$39,150.78	\$21,611	429	\$40,673.46	\$17,449
E-2	266	\$34,109.78	\$9,074	236	\$35,142.08	\$8,294	225	\$36,508.85	\$8,214
E-1	184	\$25,799.46	\$4,747	168	\$26,580.26	\$4,465	129	\$27,614.04	\$3,562
Total	8,548	\$75,571.60	\$645,986	8,566	\$78,482.96	\$672,285	8,542	\$82,103.72	\$701,330

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>
Officers	\$5		\$5		\$5
Enlisted	\$5,390		\$4,119		\$5,633
New Uniform Rollout	\$0		\$1,905		\$1,422
Total	\$5,394		\$6,029		\$7,059

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>A. Basic Allowance for Subsistence</b>									
1. When Authorized to Mess Separately	8,457	\$4,429.42	\$37,459	8,475	\$4,432.74	\$37,793	8,451	\$4,512.52	\$38,401
2. When Rations In Kind Not Available	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
3. Less Collections			-\$3,077			-\$3,513			-\$3,576
Total Enlisted BAS	8,457		\$34,382	8,475		\$34,280	8,451		\$34,826
<b>B. Subsistence-In-Kind</b>									
1. Subsistence-In_Mess	91	\$3,826.49	\$348	91	\$3,968.71	\$361	91	\$4,102.26	\$373
Subtotal Subsistence-In-Mess	91		\$348	91		\$361	91		\$373
Total Subsistence-In-Kind	91		\$348	91		\$361	91		\$373
<b>C. Family Subsistence Supplemental Allowance</b>									
Total FSSA	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Subsistence Program	8,548		\$34,730	8,566		\$34,641	8,542		\$35,199
Less Reimbursable Subsistence	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Direct Subsistence	8,548		\$34,730	8,566		\$34,641	8,542		\$35,199

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
	1,541	\$3,050.41	\$4,695	1,552	\$3,052.69	\$4,738	1,555	\$3,107.67	\$4,832

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	810	\$10,213.32	\$8,273	810	\$9,050.69	\$7,331	811	\$9,231.71	\$7,487
Enlisted	3,646	\$5,670.73	\$20,675	3,646	\$4,904.09	\$17,880	3,646	\$5,002.17	\$18,269
Total PCS Travel	4,456		\$28,948	4,456		\$25,211	4,457		\$25,756

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<u>Death Gratuities</u>									
Officers	1	\$100,000	\$100	1	\$100,000	\$100	1	\$100,000	\$100
Enlisted	0	\$0	\$0	1	\$100,000	\$100	1	\$100,000	\$100
Subtotal	1		\$100	2		\$200	2		\$200
<u>Disability and Hospitalization Benefits</u>									
Officers	15	\$14,066.67	\$211	16	\$14,062.50	\$225	16	\$14,250.00	\$228
Enlisted	45	\$16,355.56	\$736	61	\$16,557.38	\$1,010	61	\$16,786.89	\$1,024
Subtotal	60		\$947	77		\$1,235	77		\$1,252
Total			\$1,047			\$1,435			\$1,452

**Federal Workplace Transportation Subsidy, FTS 1/:** As a result of the enactment of Executive Order 13150 'Federal Workplace Transportation' which was signed by the President on 21 April 2000, all federal agencies in the National Capitol Region (NCR) were directed to implement a Mass and Vanpool Transportation Fringe Benefit Program. The program effective 1 October 2000, allows qualified Federal Employees (including Military Personnel) the option of relinquishing current parking permits for 'transit passes' in amounts equal to personal commuting costs but not to exceed \$265 per month as of January 2019. The original effective date for this program was January 1, 2005. In addition, funding is being provided for a Transit Pass Fringe Benefit Program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer and Enlisted	68	\$1,360.41	\$93	68	\$2,941.18	\$200	68	\$2,941.18	\$200
Total Transportation Subsidy			\$93			\$200			\$200

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

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

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

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Lump Sum	0	\$0.00	\$0	0		\$0	0		\$0
Drilling Reservists Initial	260	\$3,030.77	\$788	306	\$3,588.24	\$1,098	312	\$3,631.41	\$1,133
Drilling Reservists (Anniversary)	1,588	\$555.42	\$882	1,414	\$555.87	\$786	1,317	\$593.77	\$782
Full-Time Support (Initial)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Full-Time Support (Anniversary)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal Non-Prior Service EB			\$1,670			\$1,884			\$1,915

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
New Payments	166	\$7,903.61	\$1,312	205	\$7,268.29	\$1,490	205	\$7,268.29	\$1,490
Anniversary Payments	1,011	\$1,356.08	\$1,371	866	\$1,525.40	\$1,321	898	\$1,485.52	\$1,334
Subtotal Prior Service Enlistment Bonus			\$2,683			\$2,811			\$2,824

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
New Payments to SELRES	67	\$4,880.60	\$327	100	\$4,890.00	\$489	100	\$4,890.00	\$489
Anniversary Payments	344	\$959.30	\$330	358	\$997.21	\$357	425	\$988.24	\$420
New Payments to FTS	15	\$3,368.44	\$51	30	\$3,333.33	\$100	30	\$3,333.33	\$100
Anniversary Payments	4	\$5,950.32	\$24	4	\$7,500.00	\$30	4	\$7,500.00	\$30
Subtotal Reenlistment Bonus			\$732			\$976			\$1,039

**Medical Recruiting Incentives, SELRES:** Stipend and Loan Repayment Program Medical Recruiting Incentives are offered under the authority of 10 U.S.C., Sections 16201 and 16302 respectively. Special pay for Critical Shortage Specialty health care officers is offered under 37 U.S.C., Section 302g. These funds are to enhance Reserve component recruiting programs for nurses and physicians with critical skills required in wartime.

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Loan Repayments	10	\$40,000.00	\$400	20	\$39,250.00	\$785	21	\$39,285.71	\$825
Stipend	26	\$30,769.23	\$800	27	\$30,703.70	\$829	28	\$30,714.29	\$860
Recruiting Bonus	308	\$16,730.52	\$5,153	310	\$16,729.03	\$5,186	316	\$16,518.99	\$5,220
Subtotal Medical Incentives			\$6,353			\$6,800			\$6,905

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

**Bonus for Certain Initial Service of Officers in the Selected Reserve, SELRES:** The FY05 NDAA (Section 619), amended Chapter 5 of Title 37 Section 308i, U.S.C. to allow Reserve Component members to receive this bonus. An Officer is eligible for this bonus if either serving on active duty for a period of more than 30 days; or is a member of the Reserve Component not on active duty and, if the member formerly served on active duty, was released from active duty under honorable conditions; and has not previously served in the Selected Reserve of the Ready Reserve; and is not entitled to receive retired or retainer pay. The maximum amount of this bonus is \$10,000. Special pay for retention of SELRES Health Care Professionals is authorized under 37 U.S.C., Section 302g for officers qualified in specialties designated as Reserve Component Wartime Health Care Specialties with Critical Shortages by ASD(HA) on a biennial basis. Officer critical skills retention bonus is authorized under 37 U.S.C., Section 355 for SELRES officers with critical military skills as designated by OSD. Retention incentives are paid as three annual installments of \$25,000 or \$10,000 depending on the officer's skills and qualifications.

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer Affiliation /Accession Bon	351	\$9,971.51	\$3,500	360	\$9,972.22	\$3,590	350	\$9,968.57	\$3,489
Officer Retention Bonus Initial	339	\$22,471.98	\$7,618	340	\$22,500.00	\$7,650	340	\$22,500.00	\$7,650
Officer Retention Bonus Annivers	126	\$15,706.35	\$1,979	180	\$15,700.00	\$2,826	180	\$15,700.00	\$2,826
Total Retention Bonus			\$9,597			\$10,476			\$10,476

**Foreign language proficiency pay (37 U.S.C. 353), SELRES & FTS:** A monthly payment made to qualified officers whose military specialty requires proficiency in a foreign language. The FY 05 NDAA increased the monthly cap from \$300 to \$1,000 per month for members entitled to basic pay and a one-time bonus not to exceed \$6,000 for Reserve component members who fulfill a 12-month certification period. Includes the cultural awareness pilot program.

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
FLP Officer	93	\$3,537.63	\$329	95	\$3,600.00	\$342	95	\$3,600.00	\$342
FLP Enlisted	327	\$2,883.79	\$943	327	\$2,883.79	\$943	350	\$3,188.57	\$1,116
FLP Officer - FTS	50	\$1,536.61	\$76	50	\$1,536.62	\$76	50	\$1,536.62	\$76
FLP Enlisted - FTS	131	\$1,802.18	\$236	131	\$1,802.21	\$236	131	\$1,802.21	\$236
FLP Total	601		\$1,584	603		\$1,597	626		\$1,770
Culture Awareness Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Culture Awareness Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Cultural Awareness Total	0		\$0	0		\$0	0		\$0
<b>Total Reserve Incentives</b>			<b>\$26,119</b>			<b>\$28,134</b>			<b>\$28,418</b>

Administration and Support  
Detail of Requirements  
(Amounts in Thousands)

**Adoption Expense:** Funding provides reimbursement for qualifying adoption expenses under the provisions of Title 10 U.S.C. Chapter 53, Section 1052. All active duty individuals who initiate adoption proceedings, are eligible to receive partial reimbursement for expenses related to the adoption of a child under 18 years of age. Reimbursement, which is made only after the adoption is final, is limited to not more than \$2,000, to a member of the Armed Forces or to two such members who are spouses of each other, for expenses incurred in the adoption of a child. A maximum of \$5,000 may be paid to any member, or two such members who are spouses, in any calendar year.

	<u>FY 2018 (Actual)</u>	<u>FY 2019 (Estimate)</u>	<u>FY 2020 (Estimate)</u>
Officers	\$0	\$6	\$6
Enlisted	\$0	\$10	\$10
Total	\$0	\$16	\$16

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
NROTC Nuclear Bonus Costs	205	\$15,000.00	\$3,075	175	\$15,000.00	\$2,625	175	\$15,000.00	\$2,625

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officers	4	\$30,000.00	\$120	0	\$30,000.00	0	0	\$30,000.00	0
Enlisted	13	\$30,000.00	\$390	0	\$30,000.00	0	0	\$30,000.00	0
Total	17		\$510	0		\$0	0		\$0
<b>Total Admin and Support</b>			<b>\$1,009,875</b>			<b>\$1,048,735</b>			<b>\$1,091,583</b>

Administration and Support  
 Detail of Requirements  
 (Amounts in Thousands)

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

	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>Navy Reservists</b>									
Officer	1	\$7,000.00	\$7	39	\$7,182.00	\$139	5	\$7,440.55	\$35
Enlisted	1	\$2,000.00	\$2	359	\$2,052.00	\$365	43	\$2,125.87	\$91
<b>Subtotal</b>			<b>\$9</b>			<b>\$505</b>			<b>\$126</b>
<b>Navy FTS</b>									
Officer	1	\$16,451.00	\$16	16	\$16,878.73	\$134	2	\$17,486.36	\$33
Enlisted	7	\$9,108.86	\$64	111	\$9,345.69	\$518	13	\$9,682.13	\$130
<b>Subtotal</b>			<b>\$80</b>			<b>\$651</b>			<b>\$163</b>
Officer Total	--	--	\$23	--	--	\$273	--	--	\$68
Enlisted Total	--	--	\$66	--	--	\$883	--	--	\$221
<b>TOTAL</b>			<b>\$89</b>			<b>\$1,156</b>			<b>\$289</b>

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

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$6,326</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$3,088</b>
<b>Thrift Savings Plan (TSP) - RC matching contributions</b>	<b>FY 2018 (Actual)</b>	<b>\$1,161</b>

**Part I - Purpose and Scope**

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

**Part II - Justification of Funds Requested**

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

		<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
		<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b><u>TSP Matching contributions</u></b>										
Navy Reserve	Officer	321	\$700.57	\$225	512	\$718.79	\$368	1,013	\$741.07	\$751
	Enlisted	762	\$419.72	\$320	2,252	\$430.63	\$970	4,460	\$443.98	\$1,980
<b>Sub-Total - Navy Reserve</b>		<b>1,084</b>		<b>\$545</b>			<b>\$1,338</b>			<b>\$2,731</b>
Navy FTS	Officer	15	\$5,671.12	\$86	41	\$5,818.57	\$241	83	\$5,998.95	\$495
	Enlisted	113	\$4,694.13	\$530	309	\$4,816.18	\$1,487	615	\$4,965.48	\$3,052
<b>Sub-Total - Navy FTS</b>		<b>128</b>		<b>\$616</b>			<b>\$1,729</b>			<b>\$3,547</b>
AFHPSP	Officer	0	\$0	\$0	30	\$718.79	\$22	65	\$741.07	\$48
<b>Sub-Total - Navy AFHSPS</b>				<b>\$0</b>			<b>\$22</b>			<b>\$48</b>
	Officer Total			\$311			\$631			\$1,294
	Enlisted Total			\$850			\$2,457			\$5,032
	<b>TOTAL</b>			<b>\$1,161</b>			<b>\$3,088</b>			<b>\$6,326</b>

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

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

	<u><b>BA-1</b></u>	<u><b>Total</b></u>
<b>FY 2019 Direct Program</b>	\$3,088	\$3,088
Increases		
Price Increases		
None	\$0	
Total Price Increases	\$0	
Program Increases		
Increase in Thrift Savings Plan	\$3,238	
Total Program Increases	\$3,238	
Total Increases		\$3,238
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
None	\$0	
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$6,326

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Education Benefits

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$1,116</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$80</b>
<b>Education Benefits</b>	<b>FY 2018 (Actual)</b>	<b>\$52</b>

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

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

	<u><b>BA-1</b></u>	<u><b>Total</b></u>
<b>FY 2019 Direct Program</b>	\$80	\$80
Increases		
Price Increases	\$0	
Total Price Increases	\$0	
Program Increases		
Increase for GI Bill	\$1,036	
Increase for Kicker participants	\$0	
Total Program Increases	\$1,036	
Total Increases		\$1,036
Decreases		
Price Decreases		
None	\$0	
Total Price Decreases	\$0	
Program Decreases		
None	\$0	
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$1,116

Education Benefits  
Detail of Requirements  
(Amounts in Thousands)

<u>G.I. Bill &amp; G.I. Bill Kickers</u>	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
G. I. Bill	2,504	\$0.00	\$0	2,652	\$0.00	\$0	2,684	\$386.00	\$1,036
Amortization Payment	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal G.I. Bill			\$0			\$0			\$1,036
\$200 G.I. Bill Kicker	25	\$2,080.00	\$52	38	\$2,108.00	\$80	38	\$2,103.00	\$80
Subtotal G.I. Bill Kicker			\$52			\$80			\$80
Total Program			\$52			\$80			\$1,116

**Navy College Fund, FTS:** The Navy College Fund is a critical element to the Full-Time Support Navy Reserve recruiting strategy. The purpose of the fund is to expand the recruiting market to include college bound youth. Funds are for payment to the Department of Defense education benefit fund, a trust fund. This program is governed by Title 38 U.S.C., Chapter 30. The program funds additional and supplemental benefit payments above a basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals are made by the Veterans Administration from funds transferred from the trust account. The Navy College Fund attracts members for four year commitments primarily into undermanned or hard to fill ratings.

<u>Navy College Fund</u>	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
4 Year Commitment (40K)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Program			\$0			\$0			\$0

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

<u>Chapter 1607</u>	<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
90 Day Benefit	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
1 Year Benefit	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
2 Year Benefit	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Amortization Payment - Officer			\$0			\$0			\$0
Amortization Payment - Enlisted			\$0			\$0			\$0
Total			\$0			\$0			\$0
<b>Total Education Benefits Program</b>			\$52			\$80			\$1,116

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements  
Armed Forces Health Professions Scholarship Program

	(\$ in Thousands)	
<b>Reserve Personnel, Navy</b>	<b>FY 2020 (Estimate)</b>	<b>\$56,464</b>
<b>Reserve Component Training and Support</b>	<b>FY 2019 (Estimate)</b>	<b>\$54,798</b>
<b>Armed Forces Health Professions Scholarship Program</b>	<b>FY 2018 (Actual)</b>	<b>\$52,915</b>

Part I - Purpose and Scope

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

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

	<u><b>BA-1</b></u>	<u><b>Total</b></u>
<b>FY 2019 Direct Program</b>	\$54,798	\$54,798
Increases		
Pricing Increases		
Increase in AFHPSP and FAP Stipend Rate	\$895	
Increase in Pay for Pay Raise of 3.1% effective 1 January 2020	\$177	
Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$48	
Increase in AFHPSP and FAP Travel Rate	\$41	
Total Pricing Increases	\$1,161	
Program Increases		
Increase in number of AFHPSP and FAP personnel receiving Stipend	\$361	
Increase in number of AFHPSP and FAP personnel receiving Pay and Allowances	\$259	
Total Program Increases	\$620	
Total Increases		\$1,781
Decreases		
Pricing Decreases		
None	\$0	
Total Pricing Decreases	\$0	
Program Decreases		
Decrease in number of FAP personnel receiving Grant	(\$90)	
Decrease in number of AFHPSP and FAP personnel on Travel	(\$25)	
Total Program Decreases	(\$115)	
Total Decreases		(\$115)
<b>FY 2020 Direct Program</b>		\$56,464

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

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
1,202	\$9,627.29	\$11,572	1,111	\$9,427.51	\$10,474	1,127	\$9,718.72	\$10,953

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
588	\$3,384.35	\$1,990	611	\$3,513.26	\$2,147	608	\$3,580.59	\$2,177

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

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
1,202	\$24,042.66	\$28,901	1,280	\$24,638.28	\$31,537	1,292	\$25,323.53	\$32,718

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
469	\$400.00	\$188	338	\$400.00	\$135	338	\$400.00	\$135

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
314	\$20,000	\$6,280	328	\$20,000	\$6,560	328	\$20,000	\$6,560

<b>Total AFHPSP</b>	<b>\$48,931</b>	<b>\$50,853</b>	<b>\$52,543</b>
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Armed Forces Health Professions Scholarship Program  
 Financial Assistance Program (FAP)  
 Detail of Requirements  
 (Amounts in Thousands)

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Load</u>	<u>Rate</u>	<u>Amount</u>	<u>Load</u>	<u>Rate</u>	<u>Amount</u>
30	3,466.67	\$104	22	3,268.92	\$72	23	\$3,362.55	\$77

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
0	\$2,441.18	\$0	5	\$2,717.19	\$14	0	\$2,771.52	\$0

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Load</u>	<u>Rate</u>	<u>Amount</u>	<u>Load</u>	<u>Rate</u>	<u>Amount</u>	<u>Load</u>	<u>Rate</u>	<u>Amount</u>
27	\$26,332.44	\$703	25	\$26,977.85	\$665	27	\$27,713.65	\$740

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

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Load</u>	<u>Rate</u>	<u>Amount</u>	<u>Load</u>	<u>Rate</u>	<u>Amount</u>
8	\$400.00	\$3	11	\$400.00	\$4	11	\$400.00	\$4

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
25	\$45,000	\$1,120	28	\$45,000	\$1,260	26	\$45,000	\$1,170

<b>Total Financial Assistance Program</b>	<b>\$1,930</b>	<b>\$2,015</b>	<b>\$1,991</b>
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Armed Forces Health Professions Scholarship Program  
Nurse Candidate Program (NCP)  
Detail of Requirements

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
80	\$10,000	\$800	75	\$10,000	\$750	75	\$10,000	\$750

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

<u>FY 2018 (Actual)</u>			<u>FY 2019 (Estimate)</u>			<u>FY 2020 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
105	\$12,000	\$1,254	98	\$12,000	\$1,180	98	\$12,000	\$1,180

<b>Total Nurse Candidate Program</b>	<b>\$2,054</b>	<b>\$1,930</b>	<b>\$1,930</b>
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Armed Forces Health Professions Scholarship Program  
Number of Students

	<u>FY 2018 (Actual)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Medical AFHPSP Student Enrollments</u>						
1st Year Students		187		198		198
2nd Year Students		242		232		243
3rd Year Students		242		247		237
4th Year Students		238		242		247
Total Medical AFHPSP Enrollments	872	909	927	919	936	925
Completed Program & Commissioned		205		238		242
Completed Program & Commission Deferred		13		0		0
Accession of prior year Deferrals		0		0		0
<u>Dental AFHPSP Student Enrollments</u>						
1st Year Students		51		60		60
2nd Year Students		87		71		80
3rd Year Students		79		87		71
4th Year Students		75		79		87
Total Dental AFHPSP Enrollments	308	292	294	297	297	298
Completed Program & Commissioned		79		75		79
<u>Allied Science AFHPSP Student Enrollments</u>						
1st Year Students		3		3		3
2nd Year Students		7		8		8
3rd Year Students		10		9		10
4th Year Students		13		10		9
Total Allied Science AFHPSP Enrollments	34	33	30	30	28	30
Completed Program & Commissioned		8		13		10
<u>Total AFHPSP Student Enrollments</u>						
1st Year Students		241		261		261
2nd Year Students		336		311		331
3rd Year Students		331		343		318
4th Year Students		326		331		343
Total AFHPSP Enrollments	1,214	1,234	1,250	1,246	1,262	1,253
Completed Program & Commissioned		292		326		331
Completed Program & Commission Deferred		13		0		0
Accession of prior year Deferrals		0		0		0

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

	<u>FY 2018 (Actual)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Medical FAP Student Enrollments</u>						
1st Year Students		2		2		2
2nd Year Students		2		7		7
3rd Year Students		4		4		9
4th Year Students		7		4		4
Total Medical FAP Enrollments	20	15	18	17	21	22
<u>Dental FAP Student Enrollments</u>						
1st Year Students		0		0		0
2nd Year Students		2		2		2
3rd Year Students		2		2		2
4th Year Students		3		2		2
Total Dental FAP Enrollments	7	7	7	6	6	6
<u>Total FAP Student Enrollments</u>						
1st Year Students		2		2		2
2nd Year Students		4		9		9
3rd Year Students		6		6		11
4th Year Students		10		6		6
Total FAP Enrollments	27	22	25	23	26	28
	<u>FY 2018 (Actual)</u>		<u>FY 2019 (Estimate)</u>		<u>FY 2020 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Nurse Candidate Student Enrollments</u>						
1st Year Students		0		0		0
2nd Year Students		0		0		0
3rd Year Students		11		10		10
4th Year Students		75		76		75
Total NCP Student Enrollments	104.5	86	98.35	86	98.35	85

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

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

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

**FY 2018 (Actual)**

<u>Assignment</u>	FTS <u>Officers</u>	FTS <u>Enlisted</u>	FTS <u>Total</u>	Military <u>Technicians</u>	<u>Military</u>	<u>Civilian 1/</u>	<u>Total</u>
Individuals	20	305	325	0	0	0	325
Pay/Personnel Centers	78	208	286	0	0	9	295
Recruiting/Retention	191	954	1,145	0	0	0	1,145
<u>Units</u>							
Units	591	3,852	4,443	0	624	431	5,498
RC Unique Mgmt HQs	96	424	520	0	90	100	710
Unit Support - NOSC 2/	221	1,659	1,880	0	373	220	2,473
Maint Activities (Non-unit)	17	426	443	0	7	9	459
Subtotal	925	6,361	7,286	0	1,094	760	9,140
<u>Training (ROTC)</u>							
RC Non-unit Institutions	57	302	359	0	0	0	359
RC Schools	0	20	20	0	3	2	25
Subtotal	57	322	379	0	3	2	384
<u>Headquarters (HQs)</u>							
Service HQs	13	5	18	0	0	12	30
AC HQs	72	80	152	0	0	0	152
AC Instal/Activities	35	102	137	0	68	17	222
RC Chiefs Staff	131	187	318	0	34	0	352
Others	46	22	68	0	0	0	68
Subtotal	297	396	693	0	102	29	824
<u>Other</u>	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1,568</b>	<b>8,546</b>	<b>10,114</b>	<b>0</b>	<b>1,199</b>	<b>800</b>	<b>12,113</b>

1/ Excluding military technicians

2/ Navy Operational Support Centers (NOSC)

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

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

**FY 2019 (Estimate)**

<u>Assignment</u>	<u>FTS Officers</u>	<u>FTS Enlisted</u>	<u>FTS Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian 1/</u>	<u>Total</u>
Individuals	20	306	326	0	0	0	326
Pay/Personnel Centers	78	208	286	0	0	9	295
Recruiting/Retention	191	959	1,150	0	0	0	1,150
<u>Units</u>							
Units	576	3,862	4,438	0	616	436	5,490
RC Unique Mgmt HQs	109	425	534	0	89	129	752
Unit Support - NOSC 2/	221	1,659	1,880	0	373	207	2,460
Maint Activities (Non-unit)	17	426	443	0	7	14	464
Subtotal	923	6,372	7,295	0	1,085	786	9,166
<u>Training (ROTC)</u>							
RC Non-unit Institutions	57	303	360	0	0	0	360
RC Schools	0	20	20	0	3	2	25
Subtotal	57	323	380	0	3	2	385
<u>Headquarters (HQs)</u>							
Service HQs	13	5	18	0	0	15	33
AC HQs	73	80	153	0	0	0	153
AC Instal/Activities	35	102	137	0	68	21	226
RC Chiefs Staff	129	193	322	0	32	0	354
Others	41	22	63	0	0	0	63
Subtotal	291	402	693	0	100	36	829
<u>Other</u>	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1,560</b>	<b>8,570</b>	<b>10,130</b>	<b>0</b>	<b>1,188</b>	<b>833</b>	<b>12,151</b>

1/ Excluding military technicians

2/ Navy Operational Support Centers (NOSC)

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

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

**FY 2020 (Estimate)**

<u>Assignment</u>	<u>FTS Officers</u>	<u>FTS Enlisted</u>	<u>FTS Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian 1/</u>	<u>Total</u>
Individuals	20	307	327	0	0	0	327
Pay/Personnel Centers	78	208	286	0	0	0	286
Recruiting/Retention	191	959	1,150	0	0	0	1,150
<u>Units</u>							
Units	575	3,885	4,460	0	540	361	5,361
RC Unique Mgmt HQs	109	425	534	0	90	60	684
Unit Support - NOSC 2/	221	1,659	1,880	0	373	158	2,411
Maint Activities (Non-unit)	17	426	443	0	7	32	482
Subtotal	922	6,395	7,317	0	1,010	611	8,938
<u>Training (ROTC)</u>							
RC Non-unit Institutions	57	304	361	0	0	0	361
RC Schools	0	20	20	0	3	2	25
Subtotal	57	324	381	0	3	2	386
<u>Headquarters (HQs)</u>							
Service HQs	13	5	18	0	0	15	33
AC HQs	74	80	154	0	0	0	154
AC Instal/Activities	35	102	137	0	68	2	207
RC Chiefs Staff	129	193	322	0	32	0	354
Others	41	22	63	0	0	0	63
Subtotal	292	402	694	0	100	17	811
<u>Other</u>	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1,560</b>	<b>8,595</b>	<b>10,155</b>	<b>0</b>	<b>1,113</b>	<b>630</b>	<b>11,898</b>

1/ Excluding military technicians

2/ Navy Operational Support Centers (NOSC)

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	Number	Amount												
Prior Obligations	1,011	\$1,371	721	\$1,124	571	\$890	450	\$701	388	\$604				
<b>FY 2018</b>														
Initial Payments	166	\$1,312												
Anniversary Payments			145	\$197	145	\$197	130	\$176	130	\$176	130	\$176		
<b>FY 2019</b>														
Initial Payments			205	\$1,490										
Anniversary Payments					182	\$247	182	\$247	175	\$237	175	\$237	175	\$237
<b>FY 2020</b>														
Initial Payments					205	\$1,490								
Anniversary Payments							182	\$247	182	\$247	182	\$247	182	\$247
<b>FY 2021</b>														
Initial Payments							205	\$1,490						
Anniversary Payments									182	\$247	182	\$247	175	\$237
<b>FY 2022</b>														
Initial Payments									205	\$1,490				
Anniversary Payments											182	\$247	175	\$237
<b>FY 2023</b>														
Initial Payments											255	\$1,853		
Anniversary Payments													175	\$237
<b>FY 2024</b>														
Initial Payments													255	\$1,853
Anniversary Payments														
<b>Total</b>														
Initial Payments	166	\$1,312	205	\$1,490	205	\$1,490	205	\$1,490	205	\$1,490	255	\$1,853	255	\$1,853
Anniversary Payments	1,011	\$1,371	866	\$1,321	898	\$1,334	944	\$1,371	1,057	\$1,511	851	\$1,154	882	\$1,195
Total Prior Service EB	1,177	\$2,683	1,071	\$2,811	1,103	\$2,824	1,149	\$2,861	1,262	\$3,001	1,106	\$3,007	1,137	\$3,048

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

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		
	Number	Amount													
Prior Obligations	344	\$330	293	\$293	260	\$258	178	\$177	100	\$93					
<b>FY 2018</b>															
Initial Payments	67	\$327													
Anniversary Payments			65	\$64	65	\$64	65	\$64	65	\$64	65	\$64			
Lump Sum															
<b>FY 2019</b>															
Initial Payments			100	\$489											
Anniversary Payments					100	\$98	100	\$98	100	\$98	95	\$93	95	\$93	
Lump Sum															
<b>FY 2020</b>															
Initial Payments					100	\$489									
Anniversary Payments							100	\$98	100	\$98	100	\$98	95	\$93	
Lump Sum															
<b>FY 2021</b>															
Initial Payments							100	\$489							
Anniversary Payments									100	\$98	100	\$98	95	\$93	
Lump Sum															
<b>FY 2022</b>															
Initial Payments									100	\$489					
Anniversary Payments											100	\$98	95	\$93	
Lump Sum															
<b>FY 2023</b>															
Initial Payments											100	\$489			
Anniversary Payments													95	\$93	
Lump Sum															
<b>FY 2024</b>															
Initial Payments														100	\$489
Anniversary Payments															
Lump Sum															
<b>Total</b>															
Initial Payments	67	\$327	100	\$489	100	\$489	100	\$489	100	\$489	100	\$489	100	\$489	
Anniversary Payments	344	\$330	358	\$357	425	\$420	443	\$437	465	\$451	460	\$451	475	\$465	
Total Drilling Reservist SRB	411	\$657	458	\$846	525	\$909	543	\$926	565	\$940	560	\$940	575	\$954	

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

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	4	\$24	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2018														
Initial Payments	15	\$51	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	4	\$30	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2019														
Initial Payments	0	\$0	30	\$100	0	\$0	\$0	0	\$0	0	\$0	0	\$0	\$0
Anniversary Payments	0	\$0	0	0	4	\$30	0	\$0	0	\$0	0	\$0	0	\$0
FY 2020														
Initial Payments	0	\$0	0	\$0	30	\$100	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	4	\$30	0	\$0	0	\$0	0	\$0
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	30	\$100	0	\$0	0	\$0	\$0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30	0	\$0	0	\$0
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	30	\$100	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30	0	\$0
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	30	\$100	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30
FY 2024														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	30	\$100
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	15	\$51	30	\$100	30	\$100	30	\$100	30	\$100	30	\$100	30	\$100
Anniversary Payments	4	\$24	4	\$30	4	\$30	4	\$30	4	\$30	4	\$30	4	\$30
Total FTS SRB	19	\$74	34	\$130	34	\$130	34	\$130	34	\$130	34	\$130	34	\$130

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

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	1,588	\$882	1,164	\$647	761	\$423	441	\$245	215	\$119				
FY 2018														
Initial Payments	260	\$788												
Anniversary Payments			250	\$139	250	\$139	250	\$139	250	\$139	250	\$139		
FY 2019														
Initial Payments			306	\$1,098										
Anniversary Payments					306	\$220	306	\$220	300	\$213	300	\$213	294	\$206
FY 2020														
Initial Payments					312	\$1,133								
Anniversary Payments							310	\$225	300	\$213	300	\$213	300	\$213
FY 2021														
Initial Payments							311	\$1,123						
Anniversary Payments									305	\$218	305	\$218	300	\$213
FY 2022														
Initial Payments									306	\$1,098				
Anniversary Payments											305	\$218	305	\$218
FY 2023														
Initial Payments											306	\$1,098		
Anniversary Payments													305	\$218
FY 2024														
Initial Payments													306	\$1,098
Anniversary Payments														
Total														
Initial Payments	260	\$788	306	\$1,098	312	\$1,133	311	\$1,123	306	\$1,098	306	\$1,098	306	\$1,098
Anniversary Payments	1,588	\$882	1,414	\$786	1,317	\$782	1,307	\$829	1,370	\$902	1,460	\$1,001	1,504	\$1,068
Total Drilling Reserve NPS EB	1,848	\$1,670	1,720	\$1,884	1,629	\$1,915	1,618	\$1,952	1,676	\$2,000	1,766	\$2,099	1,810	\$2,166

1/ Amounts included in Administration and Support, Reserve Incentives

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	126	\$1,979	70	\$1,099										
FY 2018														
Initial Payments	339	\$7,618												
Anniversary Payments			110	\$1,727	70	\$1,099								
FY 2019														
Initial Payments			340	\$7,650										
Anniversary Payments					110	\$1,727	70	\$1,099						
FY 2020														
Initial Payments					340	\$7,650								
Anniversary Payments							110	\$1,727	70	\$1,099				
FY 2021														
Initial Payments							340	\$7,650						
Anniversary Payments									110	\$1,727	70	\$1,099		
FY 2022														
Initial Payments									340	\$7,650				
Anniversary Payments											110	\$1,727	70	\$1,099
FY 2023														
Initial Payments											340	\$7,650		
Anniversary Payments													110	\$1,727
FY 2024														
Initial Payments													340	\$7,650
Anniversary Payments														
Total														
Initial Payments	339	\$7,618	340	\$7,650	340	\$7,650	340	\$7,650	340	\$7,650	340	\$7,650	340	\$7,650
Anniversary Payments	126	\$1,979	180	\$2,826	180	\$2,826	180	\$2,826	180	\$2,826	180	\$2,826	180	\$2,826
Total Officer Retention Bonus	465	\$9,597	520	\$10,476	520	\$10,476	520	\$10,476	520	\$10,476	520	\$10,476	520	\$10,476

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

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	11	\$102	7	\$61	4	\$38	4	\$38	0	\$0	0	\$0	0	0
<b>FY 2018</b>														
Initial Payments	3	\$78	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	0
Anniversary Payments	0	\$0	3	\$23	3	\$23	3	\$23	3	\$23	0	\$0	0	0
<b>FY 2019</b>														
Initial Payments	0	\$0	3	\$90	0	\$0	0	\$0	0	\$0	0	\$0	0	0
Anniversary Payments	0	\$0	0	\$0	3	\$23	3	\$23	3	\$23	3	\$23	0	\$0
<b>FY 2020</b>														
Initial Payments	0	\$0	0	\$0	4	\$120	0	\$0	0	\$0	0	\$0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	4	\$30	4	\$30	4	\$30	4	\$30
<b>FY 2021</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	4	\$120	0	\$0	0	\$0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30	4	\$30	4	\$30
<b>FY 2022</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	4	\$120	0	\$0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30	4	\$30
<b>FY 2023</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$120	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30
<b>FY 2024</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	0	4	\$120
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
<b>Total</b>														
Initial Payments	3	\$78	3	\$90	4	\$120	4	\$120	4	\$120	4	\$120	4	\$120
Anniversary Payments	11	\$102	10	\$84	10	\$84	14	\$114	14	\$106	15	\$113	16	\$120
Total FTS NSW OCP	14	\$180	13	\$174	14	\$204	18	\$234	18	\$226	19	\$233	20	\$240

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	10	\$190	5	\$100	5	\$80	3	\$60	0	\$0	0	0	0	0
<b>FY 2018</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	0	0	0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	0	0	0
<b>FY 2019</b>														
Initial Payments	0	\$0	3	\$60	\$0	\$0	0	\$0	0	\$0	0	0	0	0
Anniversary Payments	0	\$0	\$0	\$0	3	\$60	3	\$60	3	\$60	3	\$60	0	0
<b>FY 2020</b>														
Initial Payments	0	\$0	0	\$0	2	\$40	0	\$0	0	\$0	0	0	0	0
Anniversary Payments	0	\$0	0	0	0	\$0	2	\$40	2	\$40	2	\$40	2	\$40
<b>FY 2021</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	2	\$40	0	\$0	0	0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	\$0	\$0	2	\$40	2	\$40	2	\$40
<b>FY 2022</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	3	\$60	0	0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	0	3	\$60	3	\$60
<b>FY 2023</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	0	\$0	0	3	\$60	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	0	\$0	0	0	0	3	\$60
<b>FY 2024</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	0	\$0	0	0	0	3	\$60
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	0	\$0	0	0	0	0	0
<b>Total</b>														
Initial Payments	0	\$0	3	\$60	2	\$40	2	\$40	3	\$60	3	\$60	3	\$60
Anniversary Payments	10	\$190	5	\$100	8	\$140	8	\$160	7	\$140	10	\$200	10	\$200
Total FTS NSW CSRB	10	\$190	8	\$160	10	\$180	10	\$200	10	\$200	13	\$260	13	\$260

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

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	21	\$295	27	\$405	20	\$300	15	\$225	0	\$0	0	\$0	0	\$0
FY 2018														
Initial Payments	1	\$10	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2019														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2020														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2024														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	1	\$10	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	21	\$295	27	\$405	20	\$300	15	\$225	0	\$0	0	\$0	0	\$0
Total FTS SWO CSRB Junior	22	\$305	27	\$405	20	\$300	15	\$225	0	\$0	0	\$0	0	\$0

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

NOTE: SWO Jr. CSRB is due to phase out by FY21 and is being replaced by SWO DHRB bonus

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	22	\$264	26	\$312	8	\$96	0	\$0	0	\$0	0	\$0	0	\$0
<b>FY 2018</b>														
Initial Payments	11	\$132	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	11	\$132	11	\$132	0	\$0	0	\$0	0	\$0	0	\$0
<b>FY 2019</b>														
Initial Payments	0	\$0	19	\$228	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	19	\$228	19	\$228	0	\$0	0	\$0	0	\$0
<b>FY 2020</b>														
Initial Payments	0	\$0	0	\$0	19	\$228	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	19	\$228	19	\$228	0	\$0	0	\$0
<b>FY 2021</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	19	\$228	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	19	\$228	19	\$228	0	\$0
<b>FY 2022</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	19	\$228	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	19	\$228	19	\$228
<b>FY 2023</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	19	\$228	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	19	\$228
<b>FY 2024</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	19	\$228
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
<b>Total</b>														
Initial Payments	11	\$132	19	\$228	19	\$228	19	\$228	19	\$228	19	\$228	19	\$228
Anniversary Payments	22	\$264	37	\$444	38	\$456	38	\$456	38	\$456	38	\$456	38	\$456
Total FTS SWO CSRB LCDR	33	\$396	56	\$672	57	\$684	57	\$684	57	\$684	57	\$684	57	\$684

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
<b>FY 2018</b>														
Initial Payments	1	\$12	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	1	\$12	1	\$12	1	\$12	1	\$12	0	\$0	0	\$0
<b>FY 2019</b>														
Initial Payments	0	\$0	1	\$12	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	1	\$12	1	\$12	1	\$12	1	\$12	0	\$0
<b>FY 2020</b>														
Initial Payments	0	\$0	0	\$0	1	\$12	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	1	\$12	1	\$12	1	\$12	1	\$12
<b>FY 2021</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	1	\$12	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	1	\$12	1	\$12	1	\$12
<b>FY 2022</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	1	\$12	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1	\$12	1	\$12
<b>FY 2023</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1	\$12	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1	\$12
<b>FY 2024</b>														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	1	\$12
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
<b>Total</b>														
Initial Payments	1	\$12	1	\$12	1	\$12	1	\$12	1	\$12	1	\$12	1	\$12
Anniversary Payments	0	\$0	1	\$12	2	\$24	3	\$36	4	\$48	4	\$48	4	\$48
<b>Total FTS SWO CSRB LCDR</b>	<b>1</b>	<b>\$12</b>	<b>2</b>	<b>\$24</b>	<b>3</b>	<b>\$36</b>	<b>4</b>	<b>\$48</b>	<b>5</b>	<b>\$60</b>	<b>5</b>	<b>\$60</b>	<b>5</b>	<b>\$60</b>

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

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

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

	<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020</u>		<u>FY 2021</u>		<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	80	\$1,369	38	\$645	4	\$40	0	\$0	0	\$0	0	\$0	0	\$0
FY 2018														
Initial Payments	55	\$1,271	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	25	\$753	25	\$753	0	\$0	0	\$0	0	\$0	0	\$0
FY 2019														
Initial Payments	0	\$0	134	\$4,072	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	134	\$4,064	134	\$4,064	96	\$2,950	96	\$2,950	0	\$0
FY 2020														
Initial Payments	0	\$0	0	\$0	55	\$1,697	0	\$0	0	\$0	\$0	0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	55	\$1,689	55	\$1,689	\$47	1,425	47	\$1,425
FY 2021														
Initial Payments	0	\$0	0	\$0	0	\$0	55	\$1,697	0	0	\$0	0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	\$0	0	55	\$1,689	55	\$1,689	47	\$1,425
FY 2022														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	55	\$1,697	0	0	\$0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	\$0	0	55	\$1,689	55	\$1,689
FY 2023														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	55	\$1,697	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	\$0	0	55	\$1,689
FY 2024														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	55	\$1,697
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	55	\$1,271	134	\$4,072	55	\$1,697	55	\$1,697	55	\$1,697	55	\$1,697	55	\$1,697
Anniversary Payments	80	\$1,369	63	\$1,398	163	\$4,857	189	\$5,753	206	\$6,328	253	\$7,753	204	\$6,228
Total FTS ACCP	135	\$2,640	197	\$5,470	218	\$6,554	244	\$7,450	261	\$8,025	308	\$9,450	259	\$7,925

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

Detail of Military Personnel Requirements  
Aviation Bonus - Business Case Analysis

**Reserve Personnel, Navy**  
**Reserve Component Training and Support**  
**Aviation Bonus - Business Case Analysis (Page 1 of 2)**

FY 2020 (Estimate) **\$6,554**  
FY 2019 (Estimate) **\$5,470**  
FY 2018 (Estimate) **\$2,640**

**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.

**Business Case Analysis (BCA)**

The FTS AvB consists of the FTS ADHRB and the FTS ACRB. The FY18 FTS ACRB was a three-year authorization and remains unchanged for FY19-20.

FTS aviators are accessed and immediately fill DH billets, therefore the FTS ADHRB targets retention of DHs past their initial DH tour and through a follow-on staff tour. This differs from the AC ADHRB, which targets to keep aviators until their DH tour. Additionally, the FTS ADHRB will strengthen the NAE by helping access those aviators intent on leaving the AC but still interested in flying in a Reserve support role.

**HIGHLIGHTS**

- FTS ADHRB went to a structured tier system in FY19 taking into account issues in current manning and retention beyond the initial DH tour.
- FTS is experiencing critical issues in VAQ, VFA/C and VTJ (manning and retention), plus VR (retention).
- VAQ, VFA/C and VTJ (jet communities excluding VR) combined are projected to be manned at 68% at end of FY19.
- Aviation coded post DH manning is 17% and projected to be 26%.
- VR (largest aviation community totalling 46% of all aviation DHs) only had a 25% take rate of the FY18 FTS ADHRB; significantly lower than five-year average of 38%. If the VR take rate remains, all other aviation communities would need a 110% take-rate (in other words, FTS would be unable to fill post-DH aviation billets).

**Aircraft Personnel Manning Levels**

	FY18	FY19	FY20
Jet	92%	90%	90%
Prop	90%	96%	97%
Helo	88%	94%	98%

NOTE: AvB: Aviation Bonus  
AC: Active Component  
FTS: Full Time Support  
ADHRB: Aviation Department Head Retention Bonus  
ACRB: Aviation Command Retention Bonus  
DH: Department Head  
NAE: Naval Aviation Enterprise

**Aviation Bonus - Business Case Analysis (Page 2 of 2)**

The FY19 FTS ADHRB proposal seeks to address continued retention issues by:

1) Expanding eligibility: Previous ADHRBs were offered only to DHs in their final year in the squadron. This allowed for aviators to resign before becoming eligible for the bonus. FY19 targets DHs after one year in to the DH tour, which increases the eligibility pool significantly for FY19, but levels out in FY20. FY19 also expands eligibility to aviators in zone for O-5.

2) Increasing the bonus amount and number of payments in a tiered structure to an expected overall 60% take rate:

Bonus Structure by Tier and Community:

Tier 1 (\$35K x 5 years): VR, VAQ, VFA/C, VTJ

Tier 2 (\$25K x 5 years): HM, HSC, VP, VTP

Tier 3 (\$15K x 5 years): HSM, HT

Tier 4 (No bonus): VAW

The FY19 bonus also increases the rates of thirty FY18 bonuses, but not the number of payments. Additionally, for better community health assessment and predictability, as an eligible aviator waits to take the bonus, the rate and/or payments decrease.

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

ADHRB Aircraft Type	Number	FY18		Number	FY19		Number	FY20	
		Rate	Amount		Rate	Amount		Rate	Amount
Jet	52	\$22,731	\$1,182	92	\$32,609	\$3,000	103	\$35,000	\$3,605
Prop	29	\$11,552	\$335	34	\$21,029	\$715	36	\$23,889	\$860
Helo	26	\$13,269	\$345	38	\$19,211	\$730	38	\$21,053	\$800
<b>ADHRB Total</b>	<b>107</b>		<b>\$1,862</b>	<b>164</b>		<b>\$4,445</b>	<b>177</b>		<b>\$5,265</b>

ACRB Command Type	Number	FY18		Number	FY19		Number	FY20	
		Rate	Amount		Rate	Amount		Rate	Amount
VFA/VAQ	2	\$26,000	\$52	2	\$29,000	\$58	4	\$31,000	\$124
VR	13	\$28,615	\$372	14	\$31,214	\$437	16	\$31,438	\$503
VTJ/VTP	1	\$34,000	\$34	2	\$33,500	\$67	4	\$33,250	\$133
HT/HM/HSC/HSM	10	\$27,000	\$270	11	\$30,727	\$338	13	\$31,077	\$404
NRD	2	\$25,000	\$50	4	\$31,250	\$125	4	\$31,250	\$125
<b>ACRB Total</b>	<b>28</b>		<b>\$778</b>	<b>33</b>		<b>\$1,025</b>	<b>41</b>		<b>\$1,289</b>
<b>ACCP Total</b>	<b>135</b>		<b>\$2,640</b>	<b>197</b>		<b>\$5,470</b>	<b>218</b>		<b>\$6,554</b>