

**FOR OFFICIAL USE ONLY**  
**DEPARTMENT OF THE ARMY**

**FISCAL YEAR (FY) 2011  
BUDGET ESTIMATES**

**FEBRUARY 2010**



**RESERVE PERSONNEL, ARMY**

**FOR OFFICIAL USE ONLY**  
**RCS-DD-COMP (AR) 1092**



**TABLE OF CONTENTS**

	PAGE
Section 1 - Summary of Requirements by Budget Program	4
Section 2 - Introduction	7
Section 3 - Summary Tables	12
Personnel Summary	13
Reserve Component Tours of Active Duty	15
Monthly Personnel Strength Plan	
FY09	16
FY10	18
FY11	20
Schedule of Gains and Losses to Paid Selected Reserve Strength	22
Summary of Entitlements by Activity and Sub-Activity	24
Analysis of Appropriation Changes and Supplemental Requirements	32
Summary of Basic Pay and Retired Pay Accrual Costs	36
Summary of Basic Allowance for Housing (BAH)	39
Summary of Travel Cost	41
Schedule of Increases and Decreases	43

Section 4 - Details of Military Personnel Entitlements	45
Reserve Component Training and Support	
Pay Group A	46
Pay Group B	56
Pay Group F	61
Pay Group P	67
Mobilization Training	70
School Training	75
Special Training	81
Administration and Support	89
Education Benefits	107
Health Professions Scholarship Program	111
Branch Officers Leadership Course	118
Chaplain Candidate Program	123
Section 5 - Special Analysis	128
Reimbursable Program	129
Recruiting and Retention Bonuses	130
Special Exhibit Full Time Support	136

## **SECTION 1**

# **SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

**RESERVE PERSONNEL, ARMY  
SUMMARY REQUIREMENTS BY BUDGET PROGRAM  
(Dollars in Thousands)**

	<u>FY 2009 (Actual)</u>	<u>FY 2010 (Enacted)</u>	<u>FY 2011 (Estimate)</u>
<b><u>DIRECT PROGRAM</u></b>			
Reserve Component Training and Support	3,864,665	4,304,713	4,397,165
Total Direct Program	<b>3,864,665</b>	<b>4,304,713</b>	<b>4,397,165</b>
<b><u>REIMBURSABLE PROGRAM</u></b>			
Reserve Component Training and Support	35,000	35,000	35,000
Total Reimbursable Program	<b>35,000</b>	<b>35,000</b>	<b>35,000</b>
<b><u>TOTAL BASELINE PROGRAM</u></b>			
Reserve Component Training and Support	3,899,665	4,339,713	4,432,165
Total Baseline Program	<b>3,899,665</b>	<b>4,339,713</b>	<b>4,432,165</b>
<b><u>OCO/Title IX Supplemental Funding -- FY 2009 (P.L. 110-252 &amp; P.L. 111-32), FY 2010 (P.L. 111-118)</u></b>			
Reserve Component Training and Support	418,155	293,137	-
Total OCO/Title IX Funding	<b>418,155</b>	<b>293,137</b>	<b>-</b>
<b><u>TOTAL PROGRAM FUNDING</u></b>			
Reserve Component Training and Support	4,317,820	4,632,850	4,432,165
<b>TOTAL PROGRAM FUNDING</b>	<b>4,317,820</b>	<b>4,632,850</b>	<b>4,432,165</b>
<b><u>LESS: FY 2010 Title IX (P.L. 111-118)</u></b>			
Reserve Component Training and Support	-	(293,137)	-
<b>TOTAL OCO FUNDING</b>	<b>-</b>	<b>(293,137)</b>	<b>-</b>
<b><u>REVISED TOTAL PROGRAM FUNDING</u></b>			
Reserve Component Training and Support	4,317,820	4,339,713	4,432,165
<b>REVISED TOTAL PROGRAM FUNDING</b>	<b>4,317,820</b>	<b>4,339,713</b>	<b>4,432,165</b>
Medicare-Eligible Retiree Health Fund Contribution	678,893	694,313	715,630
<b><u>TOTAL MIL. PERSONNEL PROGRAM COST</u></b>	<b>4,996,713</b>	<b>5,034,026</b>	<b>5,147,795</b>

**TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS  
SUMMARY REQUIREMENTS BY BUDGET PROGRAM  
(Dollars in Thousands)**

**LEGISLATIVE PROPOSALS: None**

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.

	<b><u>FY 2009 (Actual)</u></b>	<b><u>FY 2010 (Enacted)</u></b>	<b><u>FY 2011 (Estimate)</u></b>
<b><u>RESERVE PERSONNEL, ARMY (RPA)</u></b>			
DIRECT PROGRAM (RPA)	3,864,665	4,304,713	4,397,165
REIMBURSABLE PROGRAM (RPA)	35,000	35,000	35,000
OCO FUNDING (RPA)	418,155	315,255	268,031
SUBTOTAL RESERVE PERSONNEL, ARMY (RPA) FUNDING	4,317,820	4,654,968	4,700,196
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	678,893	694,313	715,630
TOTAL ARMY RESERVE PERSONNEL PROGRAM COST	<b>4,996,713</b>	<b>5,349,281</b>	<b>5,415,826</b>
<b><u>MILITARY PERSONNEL, ARMY (MPA)</u></b>			
OCO PAY AND ALLOWANCES, MOBILIZATION (MPA)*	2,082,535	2,437,097	2,325,683
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) (MPA)	46,297	35,593	36,803
TOTAL FROM ACTIVE MILITARY PERSONNEL ARMY	2,128,832	2,472,690	2,362,486
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	<b>7,125,545</b>	<b>7,821,971</b>	<b>7,778,312</b>

\* FY 2009 reflects amount enacted in the Supplemental Appropriations Act for Defense, 2009 (P.L. 111-32). FY 2010 reflects amount enacted in the Department of Defense Appropriations Act, 2010 (P.L. 111-118) and amount requested in the FY 2010 Afghanistan Supplemental Request. FY 2011 reflects amounts requested in the FY 2011 OCO Request.

## **SECTION 2**

# **INTRODUCTION AND PERFORMANCE MEASURES**



**DEPARTMENT OF THE ARMY  
JUSTIFICATION OF ESTIMATE FOR FISCAL YEAR 2011**

**INTRODUCTORY STATEMENT**

The Reserve Personnel, Army (RPA) appropriation provides pay, allowances, and benefits for full-time support Active Guard and Reserve (AGR) and part-time Reserve Soldiers performing duty in several training categories to include Inactive Duty Training (Drills), Annual Training, and Active Duty for Training. In accordance with Title 10 of the U.S. Code, the United States Army Reserve "provides trained units and qualified personnel available for active duty in time of war or national emergency." The appropriation supports the National Military Strategy by providing a federal operational force of skill-rich Warrior-Citizens capable of supporting full spectrum operations.

The Army Reserve was not originally designed or equipped for the prolonged operational capacity for which it has been used over the last eight years. The demands of today's operational environment, coupled with foreseeable stresses on the force, have forced a transformation of Army Reserve capabilities. To optimize Army Reserve performance this budget will support initiatives that:

- (1) Shape and maintain Army Reserve End Strength;
- (2) Continue Army Reserve Transformation;
- (3) Equip units and Soldiers to train and fight;
- (4) Provide quality services and support to Soldiers and their Families; and
- (5) Sustain Army Reserve Installations and Facilities.

The RPA appropriation sustains an end strength objective of 205,000 Troop Program Unit (TPU), Active Guard and Reserve (AGR), and Individual Mobilization Augmentee (IMA) Soldiers; less a mobilization offset adjustment of 24,000 Soldiers. This appropriation includes support for recruiting, accession, and retention of quality officer and enlisted personnel capable of meeting the demands of the 21<sup>st</sup> century. It also provides institutional, professional development, and skill qualification training programs like initial entry military training (IET), duty military occupational specialty qualification (DMOSQ), etc.

The Army Reserve continues to transform from a strategic reserve to an operational force by streamlining command and control structure by standing down non-deployable support commands and establishing deployable operational and functional commands. These changes will generate more specialized capabilities in Army Reserve core competencies: medicine, transportation, supply, civil affairs, military police, engineers, intelligence, and chemical among others.

The Army Reserve will reduce approximately 16,000 spaces from Tables of Distribution and Allowances (TDA) structure between FY 2009 - FY 2013 to create capabilities applicable to contingency and Homeland Defense operations. In FY 2011, 105 units and 5,456 spaces will transform. The following provides yearly details on transformation actions:

<u>YEAR</u>	<u>UNITS</u>	<u>SPACES</u>	<u>TYPE UNITS</u>
FY09	34	2,341	Chemical, Engineer, Quartermaster, Transportation
FY10	69	2,979	Chemical, Engineer, Quartermaster, Transportation
FY11	105	5,456	Chemical, Logistical Headquarters, Engineer, Quartermaster, Transportation
FY12	67	3,035	Chemical, Logistical Headquarters, Engineer, Quartermaster, Transportation
FY13	46	2,700	Chemical, Logistical Headquarters, Engineer, Quartermaster, Transportation

The persistent Overseas Contingency Operations (OCO) illustrates the relevance, and requirements of today's Army Reserve. Army Reserve Soldiers in over 16,172 units have been fighting side-by-side with their Active and National Guard counterparts since the attacks of September 11, 2001. In total, over 216,000 Army Reserve Soldiers have been mobilized to support contingency operations. In addition to operations in Southwest Asia, Army Reserve Soldiers continue to serve in over 70 countries around the world. The utilization of the Army Reserve reduces the Active Component Personnel Tempo (PERSTEMPO) while training for critical capabilities needed to support national security.

**Management Characteristics of RPA**

RPA is a single-year appropriation that funds Soldier pay and allowances, recruiting and retention incentives, subsistence, permanent change of station (PCS) costs, retired pay accrual, and death gratuity benefits. Entitlements are set by statute with the biggest cost drivers being the average number of full-time Soldiers on duty and the number of man-days performed by part-time reserve Soldiers. Other factors, such as participation rates, percentage of married personnel, attrition and reenlistment rates, and new personnel policies heavily influence requirement.

"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."

FY 2011 was reduced by \$23 million based on historical unexpended/unobligated balances. The Army Reserve is committed to reducing the unexpended/un-obligated balances in the Reserve Personnel appropriation, and is working together with the Army and the Defense Finance and Accounting Service (DFAS) to:

- Develop the lowest achievable percentage level of un-obligated/unexpended balances, and
- Closely monitor, through metrics reporting, the progress to reduce RPA appropriation un-obligated/unexpended balances to the lowest achievable percentage level by the end of each appropriation's 5 year availability.

#### **Other Budget Drivers**

- The 2010 and 2011 military pay raises effective on January 1 are 3.4% and 1.4% respectively.
- The nominal cost percentages used to calculate payments to the military retired pay fund is 32.3% for AGRs in 2010 and 32.7% for AGRs in 2011; for part-time soldiers the rates are 24.5% in 2010 and 24.4% in 2011.
- The rates for subsistence (indexed to the annual changes in the US Department of Agriculture food plan) effective January 1 are 0% in 2010 and 3.4% in 2011.
- Basic Allowance for Housing growth effective January 1 is 3.6% in 2010 and 3.9% in 2011.

The Ronald W. Reagan National Defense Authorization Act of Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Previously, the military personnel accounts were required to pay the accrued costs, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DOD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts were created to show the cost of these payments. Beginning in 2006, the appropriation requested that military personnel accounts exclude funding to make the retiree health accrual payments. Total obligations on behalf of the military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

**RESERVE PERSONNEL, ARMY**  
**Fiscal Year (FY) 2011 President's Budget**  
**Performance Measures and Evaluation Summary**

Activity: Reserve Personnel, Army

Activity Goal: Provide trained, equipped, and ready Soldiers and cohesive units to meet global requirements across the full spectrum of operations.

Description of Activity: The Reserve Personnel, Army appropriation provides resources necessary to provide trained units and qualified personnel in national emergency and at such other times as national security requires. The Army Reserve also fills the needs of the Armed Forces whenever more units and Soldiers are needed in the Active component to achieve planned mobilization levels.

**PERFORMANCE MEASURES:**

	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
	<u>Actual</u>	<u>Planned</u>	<u>Planned</u>
<b>Average Strength</b>	<b>203,354</b>	<b>206,245</b>	<b>205,365</b>
<b>End Strength</b>	<b>205,297</b>	<b>205,000</b>	<b>205,000</b>
<b>Authorized End Strength</b>	<b>205,000</b>	<b>205,000</b>	<b>205,000</b>

The measure of success of the goal to "Provide trained, equipped, and ready Soldiers and cohesive units to meet global requirements across the full spectrum of operations" is to maintain strength equal to or plus/minus 3% of our congressionally mandated End-Strength Objective (ESO). The Army Reserve Congressionally mandated ESO is 205,000 and the 3% Secretary of Defense Flex is an operating window between 198,850 and 211,150.

There are a number of factors that contribute to the Army Reserve End Strength (ES). These factors include recruiting, reenlistment and attrition. While success in these factors does not guarantee the Army Reserve will meet its ESO, they are carefully monitored as leading indicators to the health of the Army Reserve strength posture. The FY09 through FY11 goals for these factors are as follows:

	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
<b>Number of Accessions</b>	<b>35,536</b>	<b>29,000</b>	<b>29,000</b>
<b>Number of Reenlistments</b>	<b>11,619</b>	<b>10,330</b>	<b>10,330</b>
<b>Attrition Rate</b>	<b>19%</b>	<b>20%</b>	<b>20%</b>

**SECTION 3**  
**SUMMARY TABLES**

**PERSONNEL SUMMARY**

	<u>Drills</u>	<u>Days</u>	<u>Begin</u>	FY09 <u>Average</u>	<u>End</u>	FY10 <u>Average</u>	<u>End</u>	FY11 <u>Average</u>	<u>End</u>
TPU									
Pay Group A									
Officer	48	15	28,422	28,655	28,776	29,513	30,052	30,498	31,204
Enlisted	48	15	128,790	139,135	144,501	146,326	145,617	144,178	144,187
Subtotal			157,212	167,790	173,277	175,839	175,669	174,676	175,391
Pay Group F									
Enlisted		149	5,834	8,638	10,283	6,205	6,166	5,560	6,248
Pay Group P									
Non-Paid			0	0	0	0	0	0	0
Paid	36		14,070	7,168	1,904	4,189	2,904	4,852	3,100
Subtotal			19,904	15,806	12,187	10,394	9,070	10,412	9,348
IMA									
Pay Group B									
Officer	48	13	3,241	3,133	2,863	3,090	3,100	3,122	3,100
Enlisted	48	13	766	738	699	789	900	894	900
Subtotal			4,007	3,871	3,562	3,879	4,000	4,016	4,000
Drill/Indiv Tng			181,123	187,467	189,026	190,112	188,739	189,104	188,739
AGR									
Officer			4,358	4,336	4,341	4,324	4,328	4,496	4,328
Enlisted			11,543	11,551	11,930	11,809	11,933	11,765	11,933
Subtotal			15,901	15,887	16,271	16,133	16,261	16,261	16,261
SELRES									
Officer			36,021	36,124	35,980	36,927	37,480	38,116	38,632
Enlisted			161,003	167,230	169,317	169,318	167,520	167,249	166,368
Subtotal			197,024	203,354	205,297	206,245	205,000	205,365	205,000
IRR									
Officer			7,942	7,621	7,300	7,150	7,000	7,000	7,000
Enlisted			58,898	56,199	53,500	52,500	51,500	51,500	51,500
Subtotal			66,840	63,820	60,800	59,650	58,500	58,500	58,500

#### **STOP LOSS DATA**

The term "Stop Loss" refers to the involuntary extension of selected reserve members beyond their date of separation in times of war or national emergency when the need arises to maintain trained manpower resident in the Military Departments. Stop Loss is a statutory authority that allows the Department to sustain forces that have trained together and therefore, act as a cohesive element throughout deployment.

As of September 30, 2009, 569 Army Reserve Soldiers were in a Stop Loss status (1,059 on average for FY 2009). As of December 30, 2009, 282 Army Reserve Soldiers were in a Stop Loss status.

**RESERVE COMPONENT TOURS OF ACTIVE DUTY  
STRENGTH BY GRADE**

	FY09			FY10			FY11		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>		
O8 Major General	0	0	0	0	0	0	0		
O7 Brigadier General	0	0	0	0	0	0	0		
O6 Colonel	302	282	282	281	273	271	273		
O5 Lieutenant Colonel	916	1,058	1,101	830	839	1,096	839		
O4 Major	1,485	1,315	1,310	1,620	1,583	1,503	1,583		
O3 Captain	689	727	708	789	729	721	730		
O2 First Lieutenant	237	235	244	144	143	144	143		
O1 Second Lieutenant	84	68	50	20	51	50	50		
 Total Commissioned Officers	 3,713	 3,685	 3,695	 3,684	 3,618	 3,785	 3,618		
 W5 Chief Warrant Officer	 53	 54	 50	 46	 46	 55	 46		
W4 Chief Warrant Officer	160	152	152	220	230	175	230		
W3 Chief Warrant Officer	189	186	182	146	174	199	174		
W2 Chief Warrant Officer	184	203	215	170	183	205	183		
W1 Warrant Officer	59	56	47	58	77	77	77		
 Total Warrant Officers	 645	 651	 646	 640	 710	 711	 710		
 Total Officer Personnel	 4,358	 4,336	 4,341	 4,324	 4,328	 4,496	 4,328		
 E9 Sergeant Major	 221	 228	 221	 206	 211	 206	 211		
E8 Master Sergeant	1,389	1,370	1,385	1,352	1,357	1,340	1,355		
E7 Sergeant First Class	4,936	5,159	5,281	4,800	4,825	4,793	4,825		
E6 Staff Sergeant	2,841	2,646	2,696	3,390	3,392	3,390	3,349		
E5 Sergeant	1,767	1,771	1,876	1,920	2,004	1,900	2,049		
E4 Corporal	387	370	463	137	140	132	140		
E3 Private First Class	1	5	5	4	4	4	4		
E2 Private	0	1	2	0	0	0	0		
E1 Private	1	1	1	0	0	0	0		
 Total Enlisted Personnel	 11,543	 11,551	 11,930	 11,809	 11,933	 11,765	 11,933		
 Total Personnel on AD	 15,901	 15,887	 16,271	 16,133	 16,261	 16,261	 16,261		



**USAR FY09 STRENGTH PLAN**

<u>Month</u>	<u>Pay Group A Off</u>	<u>Pay Group A/Q/T Enl</u>	<u>Total</u>	<u>Pay Group F IADT</u>	<u>Pay Group P IDT</u>	<u>Total Drill</u>	<u>Pay Group B IMA Off</u>	<u>Pay Group B IMA Enl</u>	<u>Pay Group B IMA Total</u>	<u>AGR Off</u>	<u>AGR Enl</u>	<u>AGR Total</u>	<u>SELRES</u>
PYSEP	28,422	128,790	157,212	5,834	14,070	177,116	3,241	766	4,007	4,358	11,543	15,901	197,024
OCT	28,452	136,946	165,398	8,486	5,073	178,957	3,220	756	3,976	4,354	11,562	15,916	198,849
NOV	28,506	136,973	165,479	8,032	4,819	178,330	3,221	746	3,967	4,365	11,564	15,929	198,226
DEC	28,514	137,860	166,374	6,622	7,469	180,465	3,211	741	3,952	4,367	11,538	15,905	200,322
JAN	28,588	138,850	167,438	6,802	7,580	181,820	3,464	736	4,200	4,364	11,498	15,862	201,882
FEB	28,596	140,100	168,696	6,556	8,533	183,785	3,058	736	3,794	4,349	11,467	15,816	203,395
MAR	28,642	140,100	168,742	6,648	8,596	183,986	3,056	739	3,795	4,332	11,459	15,791	203,572
APR	28,661	140,105	168,766	6,721	8,825	184,312	3,054	738	3,792	4,329	11,473	15,802	203,906
MAY	28,798	140,100	168,898	7,949	8,852	185,699	3,052	734	3,786	4,327	11,417	15,744	205,229
JUN	28,801	140,152	168,953	11,959	7,854	188,766	3,054	731	3,785	4,310	11,523	15,833	208,384
JUL	28,808	140,140	168,948	13,647	6,332	188,927	3,058	738	3,796	4,275	11,580	15,855	208,578
AUG	28,900	141,658	170,558	12,183	4,104	186,845	3,100	740	3,840	4,313	11,798	16,111	206,796
SEP	28,776	144,501	173,277	10,283	1,904	185,464	2,863	699	3,562	4,341	11,930	16,271	205,297
Average	28,655	139,135	167,790	8,638	7,168	183,596	3,133	738	3,871	4,336	11,551	15,887	203,354

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY  
AND EXCEEDING 1,095 DAYS THRESHOLD

FY 2009

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<b>Primary Mission Begin Performed</b>
74	-	74	1. Combat Support
90	-	90	2. Combat Service Support
31	-	31	3. HQ Staff
195	-	195	

**USAR FY10 STRENGTH PLAN**

<u>Month</u>	<u>Pay</u> <u>Group</u> <u>A Off</u>	<u>Pay</u> <u>Group</u> <u>A/Q/T</u> <u>Enl</u>	<u>Total</u>	<u>Pay</u> <u>Group</u> <u>F IADT</u>	<u>Pay</u> <u>Group</u> <u>P IDT</u>	<u>Total</u> <u>Drill</u>	<u>Pay</u> <u>Group</u> <u>B IMA</u> <u>Off</u>	<u>Pay</u> <u>Group</u> <u>B IMA</u> <u>Enl</u>	<u>Pay</u> <u>Group</u> <u>B IMA</u> <u>Total</u>	<u>AGR</u> <u>Off</u>	<u>AGR</u> <u>Enl</u>	<u>AGR</u> <u>Total</u>	<u>SELRES</u>
PYSEP	28,776	144,501	173,277	10,283	1,904	185,464	2,863	699	3,562	4,341	11,930	16,271	205,297
OCT	29,130	145,088	174,218	8,859	3,784	186,861	2,844	695	3,539	4,329	11,875	16,204	206,604
NOV	29,160	145,800	174,960	8,128	4,159	187,247	2,817	700	3,517	4,317	11,884	16,201	206,965
DEC	29,161	146,657	175,818	5,944	5,618	187,380	2,800	697	3,497	4,294	11,843	16,137	207,014
JAN	29,244	146,385	175,629	5,319	3,801	184,749	3,294	775	4,069	4,218	11,735	15,953	204,771
FEB	29,335	146,750	176,085	4,669	4,119	184,873	3,289	829	4,118	4,218	11,725	15,943	204,934
MAR	29,540	146,450	175,990	4,195	4,152	184,337	3,258	825	4,083	4,425	11,725	16,150	204,570
APR	29,624	146,356	175,980	3,868	4,205	184,053	3,125	804	3,929	4,440	11,700	16,140	204,122
MAY	29,782	146,822	176,604	3,985	4,581	185,170	3,189	815	4,004	4,315	11,705	16,020	205,194
JUN	29,880	146,850	176,730	6,985	4,478	188,193	3,182	850	4,032	4,315	11,685	16,000	208,225
JUL	29,964	146,850	176,814	7,595	4,485	188,894	3,180	857	4,037	4,309	11,755	16,064	208,995
AUG	29,930	146,852	176,782	6,692	4,489	187,963	3,130	825	3,955	4,378	12,152	16,530	208,448
SEP	30,052	145,617	175,669	6,166	2,904	184,739	3,100	900	4,000	4,328	11,933	16,261	205,000
Average	29,513	146,326	175,839	6,205	4,189	186,233	3,090	789	3,879	4,324	11,809	16,133	206,245

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY  
AND EXCEEDING 1,095 DAYS THRESHOLD

FY 2010

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<b>Primary Mission Begin Performed</b>
70	5	75	1. Combat Support
85	6	91	2. Combat Service Support
30	2	32	3. HQ Staff
185	13	198	

**USAR FY11 STRENGTH PLAN**

<u>Month</u>	<u>Pay Group A Off</u>	<u>Pay Group A/Q/T Enl</u>	<u>Total</u>	<u>Pay Group F IADT</u>	<u>Pay Group P IDT</u>	<u>Total Drill</u>	<u>Pay Group B IMA Off</u>	<u>Pay Group B IMA Enl</u>	<u>Pay Group B IMA Total</u>	<u>AGR Off</u>	<u>AGR Enl</u>	<u>AGR Total</u>	<u>SELRES</u>
PYSEP	30,052	145,617	175,669	6,166	2,904	184,739	3,100	900	4,000	4,328	11,933	16,261	205,000
OCT	30,052	145,425	175,477	5,545	5,015	186,037	3,104	886	3,990	4,597	11,621	16,218	206,245
NOV	30,055	145,380	175,435	5,044	5,045	185,524	3,091	871	3,962	4,570	11,438	16,008	205,494
DEC	30,143	145,590	175,733	4,458	5,058	185,249	3,109	880	3,989	4,458	11,471	15,929	205,167
JAN	30,202	145,312	175,514	4,852	5,125	185,491	3,111	883	3,994	4,512	11,477	15,989	205,474
FEB	30,655	144,894	175,549	4,359	5,245	185,153	3,157	894	4,051	4,538	11,860	16,398	205,602
MAR	30,512	144,459	174,971	4,882	5,460	185,313	3,163	907	4,070	4,521	11,752	16,273	205,656
APR	30,675	143,517	174,192	5,108	6,128	185,428	3,160	909	4,069	4,268	11,845	16,113	205,610
MAY	30,849	143,155	174,004	5,102	6,129	185,235	3,139	906	4,045	4,513	11,850	16,363	205,643
JUN	30,758	142,159	172,917	6,880	4,425	184,222	3,146	902	4,048	4,485	11,995	16,480	204,750
JUL	30,690	142,052	172,742	7,640	3,745	184,127	3,096	897	3,993	4,629	11,800	16,429	204,549
AUG	30,758	143,294	174,052	6,647	3,852	184,551	3,092	896	3,988	4,538	12,147	16,685	205,224
SEP	31,204	144,187	175,391	6,248	3,100	184,739	3,100	900	4,000	4,328	11,933	16,261	205,000
Average	30,498	144,178	174,676	5,560	4,852	185,088	3,122	894	4,016	4,496	11,765	16,261	205,365

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY  
AND EXCEEDING 1,095 DAYS THRESHOLD

FY 2011

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<b>Primary Mission Begin Performed</b>
78	4	82	<b>1.</b> Combat Support
94	5	99	<b>2.</b> Combat Service Support
33	2	34	<b>3.</b> HQ Staff
204	11	215	

**SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH  
OFFICER**

	<u>FY09</u>	<u>FY10</u>	<u>FY11</u>
Beginning Strength	36,021	35,980	37,480
Gains:			
Non-Prior Service Personnel			
Male	410	428	206
Female	83	85	70
Prior Service Personnel			
Civilian Life	268	279	134
Active Component	352	367	176
Enlisted Commissioning Programs	254	166	80
Pay Group B (IMA)	1,342	1,092	698
Other Reserve Status/Component	5,393	5,420	4,344
All Other	1,242	1,405	1,660
Full-Time Active Duty (AGR)	540	983	212
Total Gains	9,884	10,225	7,580
Losses:			
Civilian Life	(669)	(576)	(501)
Active Component	(349)	(300)	(300)
Retired Reserves	(1,601)	(1,380)	(1,370)
Pay Group B (IMA)	(1,720)	(855)	(909)
Other Reserve Status/Component	(4,384)	(4,013)	(3,915)
All Other	(645)	(605)	(262)
Full-Time Active Duty (AGR)	(557)	(996)	(319)
Total Losses	(9,925)	(8,725)	(7,650)
End Strength	35,980	37,480	38,632

**SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH  
ENLISTED**

	<u>FY09</u>	<u>FY10</u>	<u>FY11</u>
Beginning Strength	161,003	169,317	167,520
Gains:			
Non-Prior Service Personnel			
Male	13,669	12,551	13,079
Female	4,992	4,583	4,410
Prior Service Personnel			
Civilian Life	4,611	4,234	4,075
Active Component	3,175	2,913	2,804
Pay Group B (IMA)	98	671	471
Other Reserve Status/Component	1,565	1,437	1,383
All Other	14,346	12,501	14,623
Full-Time Active Duty (AGR)	518	611	42
Total Gains	42,974	39,501	40,887
Losses:			
Expiration of Selected Reserve Service			
Active Component	(7,322)	(7,858)	(9,946)
To Officer Status	(2,335)	(2,507)	(1,950)
Retired Reserves	(525)	(563)	(768)
Pay Group B (IMA)	(2,790)	(3,024)	(2,990)
Other Reserve Status/Component	(165)	(470)	(471)
All Other	(10,981)	(11,879)	(12,041)
Full-Time Active Duty (AGR)	(10,411)	(14,389)	(13,831)
Total Losses	(131)	(608)	(42)
End Strength	(34,660)	(41,298)	(42,039)
	169,317	167,520	166,368



**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY**  
**(Dollars in Thousands)**

	2009 (Actual)			2010 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Pay Group A						
Active Duty Training	94,857	228,014	322,871	89,806	228,464	318,270
Inactive Duty Training	239,571	496,612	736,182	252,971	543,629	796,600
Unit Training Assemblies	226,836	482,680	709,516	241,227	530,001	771,228
Additional Flight Training Periods	1,498	1,030	2,528	1,693	1,481	3,174
Training Preparation	10,319	10,219	20,539	9,012	9,272	18,284
Military Funeral Honors	917	2,683	3,600	1,038	2,874	3,913
Clothing	691	13,910	14,601	544	18,721	19,265
Subsistence	0	34,641	34,641	0	37,419	37,419
Travel	22,097	47,614	69,711	21,237	44,572	65,809
Total Direct Obligation	357,215	820,791	1,178,006	364,558	872,805	1,237,363
Pay Group B						
Active Duty Training	6,668	932	7,600	8,380	1,275	9,655
Inactive Duty Training	19,065	2,533	21,598	26,265	3,324	29,589
Travel	3,033	686	3,719	3,631	895	4,526
Total Direct Obligation	28,767	4,151	32,918	38,276	5,494	43,770
Pay Group F						
Active Duty Training	0	237,948	237,948	0	182,726	182,726
Clothing	0	34,993	34,993	0	32,142	32,142
Subsistence	0	30,035	30,035	0	21,941	21,941
Travel	0	14,040	14,040	0	10,256	10,256
Total Direct Obligation	0	317,017	317,017	0	247,065	247,065
Pay Group P						
Inactive Duty Training	0	9,637	9,637	0	8,621	8,621
Subsistence	0	0	0	0	0	0
Total Direct Obligation	0	9,637	9,637	0	8,621	8,621

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(Dollars in Thousands)**

	2011 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Pay Group A			
Active Duty Training	93,982	224,607	318,590
Inactive Duty Training	265,265	543,357	808,623
Unit Training Assemblies	252,930	528,742	781,672
Additional Flight Training Periods	2,008	1,563	3,571
Training Preparation	9,199	10,020	19,219
Military Funeral Honors	1,128	3,032	4,160
Clothing	561	19,082	19,643
Subsistence	0	36,741	36,741
Travel	21,458	44,079	65,537
Total Direct Obligation	381,266	867,867	1,249,133
Pay Group B			
Active Duty Training	8,972	1,475	10,447
Inactive Duty Training	25,392	3,745	29,137
Travel	3,850	1,025	4,876
Total Direct Obligation	38,214	6,246	44,460
Pay Group F			
Active Duty Training	0	198,047	198,047
Clothing	0	35,581	35,581
Subsistence	0	23,569	23,569
Travel	0	11,018	11,018
Total Direct Obligation	0	268,215	268,215
Pay Group P			
Inactive Duty Training	0	8,830	8,830
Subsistence	0	0	0
Total Direct Obligation	0	8,830	8,830

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY**  
**(Dollars in Thousands)**

	2009 (Actual)			2010 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Mobilization						
IRR Sustainment Training	1,688	3,190	4,878	2,893	4,549	7,442
IRR Readiness Processing	1,036	1,706	2,742	2,316	7,402	9,718
Total Direct Obligation	2,724	4,896	7,620	5,209	11,951	17,160
School Training						
Career Development	25,064	34,947	60,011	25,849	33,063	58,912
Initial Skill Acquisition	13,930	69,400	83,330	16,180	64,871	81,052
Officer Candidate/Training School	0	3,066	3,066	0	3,938	3,938
Refresher and Proficiency	17,094	26,131	43,226	12,740	28,887	41,627
Undergraduate Pilot Training	1,651	0	1,651	2,152	0	2,152
Total Direct Obligation	57,739	133,544	191,283	56,921	130,760	187,681
Special Training						
Competitive Events	129	314	443	120	303	423
Command/Staff Supervision	1,374	1,726	3,100	1,245	1,625	2,871
Exercises	5,418	4,288	9,706	4,685	3,584	8,270
Management Support	24,070	27,770	51,840	19,581	20,158	39,739
Operational Training	78,002	164,703	242,705	62,807	135,895	198,701
Recruiting and Retention	448	2,816	3,264	431	2,757	3,187
Total Direct Obligation	109,441	201,617	311,058	88,870	164,321	253,191

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(Dollars in Thousands)**

	<u>Officer</u>	2011 (Est) <u>Enlisted</u>	<u>Total</u>
Mobilization			
IRR Sustainment Training	3,137	8,041	11,179
IRR Readiness Processing	2,504	7,778	10,281
Total Direct Obligation	5,641	15,819	21,460
School Training			
Career Development	21,249	33,822	55,071
Initial Skill Acquisition	11,053	58,932	69,985
Officer Candidate/Training School	0	3,907	3,907
Refresher and Proficiency	14,807	31,375	46,182
Undergraduate Pilot Training	1,975	0	1,975
Total Direct Obligation	49,085	128,035	177,121
Special Training			
Competitive Events	124	306	430
Command/Staff Supervision	1,299	1,701	3,000
Exercises	5,113	4,009	9,122
Management Support	24,125	27,854	51,979
Operational Training	74,610	151,025	225,636
Recruiting and Retention	444	2,828	3,272
Total Direct Obligation	105,715	187,724	293,439

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(Dollars in Thousands)**

	2009 (Actual)			2010 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Administration & Support						
Full Time Pay and Allowances	599,652	976,582	1,576,234	630,087	1,037,996	1,668,083
Subsistence	0	0	0	0	0	0
Travel/PCS	17,098	30,077	47,175	18,131	37,163	55,294
\$30,000 Lump Sum Retirement Bonus	180	540	720	180	540	720
Death Gratuities	50	50	100	1,471	2,868	4,339
Disability / Hospitalization	1,525	4,010	5,535	952	4,575	5,527
Reserve Incentive Program	49,329	304,955	354,284	30,655	339,469	370,124
Transition Benefits	0	0	0	0	0	0
Total Direct Obligation	667,833	1,316,215	1,984,048	681,476	1,422,611	2,104,087
Education Benefits						
Basic Benefit	188	28,460	28,648	7,105	21,723	28,828
Kicker Program	0	34,369	34,369	0	30,678	30,678
Chapter 1607	4,836	50,021	54,857	992	4,959	5,951
Total Direct Obligation	5,024	112,850	117,874	8,097	57,360	65,457

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(Dollars in Thousands)**

	<u>Officer</u>	2011 (Est) <u>Enlisted</u>	<u>Total</u>
Administration & Support			
Full Time Pay and Allowances	659,365	1,042,615	1,701,980
Subsistence	0	0	0
Travel/PCS	15,089	28,989	44,078
\$30,000 Lump Sum Retirement Bonus	180	540	720
Death Gratuities	750	1,288	2,038
Disability / Hospitalization	1,235	4,709	5,944
Reserve Incentive Program	45,977	328,909	374,886
Transition Benefits	0	0	0
Total Direct Obligation	722,595	1,407,051	2,129,646
Education Benefits			
Basic Benefit	4,582	10,604	15,186
Kicker Program	0	37,064	37,064
Chapter 1607	2,756	2,627	5,383
Total Direct Obligation	7,338	50,295	57,633

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(Dollars in Thousands)**

	2009 (Actual)			2010 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Health Professions Scholarship Program						
Stipend	26,918	0	26,918	34,445	0	34,445
Uniform Allowance	246	0	246	188	0	188
Active Duty Training	11,540	0	11,540	14,192	0	14,192
Travel	3,361	0	3,361	4,019	0	4,019
Critical Skill Accession Bonus	12,227	0	12,227	8,300	0	8,300
Total Direct Obligation	54,292	0	54,292	61,144	0	61,144
Medical Financial Assistance Program						
Stipend	267	0	267	323	0	323
Active Duty Training	33	0	33	37	0	37
Total Direct Obligation	300	0	300	360	0	360
Nurse Candidate Bonus Program						
Nurse Candidate Bonus	0	629	629	0	1,017	1,017
Total Direct Obligation	0	629	629	0	1,017	1,017
Branch Off. Leadership Course						
Active Duty Training	65,551	0	65,551	66,088	0	66,088
Uniform Allowance	1,003	0	1,003	964	0	964
Travel	5,801	0	5,801	5,451	0	5,451
Total Direct Obligation	72,355	0	72,355	72,503	0	72,503
Chaplain Candidate Program						
Active Duty Training	4,166	0	4,166	3,789	0	3,789
Uniform Allowance	95	0	95	89	0	89
Travel	1,522	0	1,522	1,416	0	1,416
Total Direct Obligation	5,783	0	5,783	5,294	0	5,294
Total RC Training and Support	1,361,474	2,921,346	4,282,820	1,382,708	2,922,005	4,304,713

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(Dollars in Thousands)**

	<u>Officer</u>	2011 (Est) <u>Enlisted</u>	<u>Total</u>
Health Professions Scholarship Program			
Stipend	37,388	0	37,388
Uniform Allowance	206	0	206
Active Duty Training	15,284	0	15,284
Travel	4,276	0	4,276
Critical Skill Accession Bonus	8,300	0	8,300
Total Direct Obligation	65,455	0	65,455
Medical Financial Assistance Program			
Stipend	357	0	357
Active Duty Training	38	0	38
Total Direct Obligation	395	0	395
Nurse Candidate Bonus Program			
Nurse Candidate Bonus	0	1,091	1,091
Total Direct Obligation	0	1,091	1,091
Branch Off. Leadership Course			
Active Duty Training	67,570	0	67,570
Uniform Allowance	966	0	966
Travel	5,507	0	5,507
Total Direct Obligation	74,042	0	74,042
Chaplain Candidate Program			
Active Duty Training	4,525	0	4,525
Uniform Allowance	104	0	104
Travel	1,617	0	1,617
Total Direct Obligation	6,246	0	6,246
Total RC Training and Support	1,455,992	2,941,173	4,397,165



**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2010  
(Dollars in Thousands)**

	<u>FY10 in FY10 PB</u>	<u>Congres- sional Action</u>	<u>Title IX</u>	<u>Internal Realign/ Reprog</u>	<u>Avail. Approp- riation.</u>	<u>Proposed DD 1415 Actions</u>	<u>Avail. Approp- riation.</u>	<u>Less Title IX</u>	<u>FY10 in FY11 PB</u>
<b>Pay Group A</b>									
Active Duty Training	322,102	(373)	127,166	(3,459)	445,436	0	445,436	(127,166)	318,270
Inactive Duty Training	831,748	1,516	0	(36,664)	796,600	0	796,600	0	796,600
Unit Training Assemblies	812,811	0	0	(41,583)	771,228	0	771,228	0	771,228
Addl. Flight Training Periods	3,163	0	0	11	3,174	0	3,174	0	3,174
Training Preparation	13,064	0	0	5,220	18,284	0	18,284	0	18,284
Military Funeral Honors	2,709	1,516	0	(313)	3,913	0	3,913	0	3,913
Clothing	1,279	0	0	17,987	19,265	0	19,265	0	19,265
Subsistence	14,787	(90)	0	22,722	37,419	0	37,419	0	37,419
Travel	66,542	0	0	(732)	65,809	0	65,809	0	65,809
Total Direct Obligation	1,236,457	1,053	127,166	(147)	1,364,529	0	1,364,529	(127,166)	1,237,363
<b>Pay Group B</b>									
Active Duty Training	9,928	656	0	(929)	9,655	0	9,655	0	9,655
Inactive Duty Training	29,596	0	0	(7)	29,589	0	29,589	0	29,589
Subsistence	0	(57)	0	57	0	0	0	0	0
Travel	4,700	0	0	(174)	4,526	0	4,526	0	4,526
Total Direct Obligation	44,224	599	0	(1,053)	43,770	0	43,770	0	43,770
<b>Pay Group F</b>									
Active Duty Training	220,071	(20,186)	0	(17,160)	182,726	0	182,726	0	182,726
Clothing	34,440	0	0	(2,298)	32,142	0	32,142	0	32,142
Subsistence	324	0	0	21,616	21,941	0	21,941	0	21,941
Travel	12,415	0	0	(2,159)	10,256	0	10,256	0	10,256
Total Direct Obligation	267,251	(20,186)	0	(0)	247,065	0	247,065	0	247,065
<b>Pay Group P</b>									
Inactive Duty Training	8,621	0	0	0	8,621	0	8,621	0	8,621
Subsistence	0	0	0	0	0	0	0	0	0
Total Direct Obligation	8,621	0	0	0	8,621	0	8,621	0	8,621

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2010  
(Dollars in Thousands)**

	<u>FY10 in FY10 PB</u>	<u>Congres- sional Action</u>	<u>Title IX</u>	<u>Internal Realign/ Reprog</u>	<u>Avail. Approp- riation.</u>	<u>Proposed DD 1415 Actions</u>	<u>Avail. Approp- riation.</u>	<u>Less Title IX</u>	<u>FY10 in FY11 PB</u>
Mobilization									
IRR Screening	0	(161)	0	161	0	0	0	0	0
IRR Readiness Processing	9,832	(243)	0	129	9,718	0	9,718	0	9,718
IRR Sustainment Training	7,765	(33)	0	(290)	7,442	0	7,442	0	7,442
Total Direct Obligation	17,597	(437)	0	(0)	17,160	0	17,160	0	17,160
School Training									
Career Development	58,826	143	0	(57)	58,912	0	58,912	0	58,912
Initial Skill Acquisition	81,307	188	11,200	(444)	92,252	0	92,252	(11,200)	81,052
Officer Candidate/Training	3,934	0	0	4	3,938	0	3,938	0	3,938
School									
Refresher and Proficiency	40,807	327	0	493	41,627	0	41,627	0	41,627
Undergraduate Pilot Training	2,148	0	0	4	2,152	0	2,152	0	2,152
Total Direct Obligation	187,023	658	11,200	0	198,881	0	198,881	(11,200)	187,681
Special Training									
Competitive Events	662	(17,221)	0	16,981	423	0	423	0	423
Command/Staff Supervision	11,146	0	0	(8,276)	2,871	0	2,871	0	2,871
Exercises	27,746	(2,893)	0	(16,584)	8,270	0	8,270	0	8,270
Management Support	65,432	0	0	(25,692)	39,739	0	39,739	0	39,739
Operational Training	152,489	0	154,771	46,213	353,472	0	353,472	(154,771)	198,701
Recruiting and Retention	14,630	0	0	(11,442)	3,187	0	3,187	0	3,187
Total Direct Obligation	272,105	(20,114)	154,771	1,200	407,962	0	407,962	(154,771)	253,191

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2010  
(Dollars in Thousands)**

	<u>FY10 in FY10 PB</u>	<u>Congres- sional Action</u>	<u>Title IX</u>	<u>Internal Realign/ Reprog</u>	<u>Avail. Approp- riation.</u>	<u>Proposed DD 1415 Actions</u>	<u>Avail. Approp- riation.</u>	<u>Less Title IX</u>	<u>FY10 in FY11 PB</u>
Administration & Support									
Full Time Pay and Allowances	1,651,281	6,240	0	10,562	1,668,083	0	1,668,083	0	1,668,083
Travel/PCS	63,576	0	0	(8,282)	55,294	0	55,294	0	55,294
\$30,000 Lump Sum Retirement	3,000	0	0	(2,280)	720	0	720	0	720
Bonus									
Death Gratuities	4,518	(179)	0	0	4,339	0	4,339	0	4,339
Disability/Hospital	5,527	0	0	0	5,527	0	5,527	0	5,527
Reserve Incentive Program	370,140	(16)	0	0	370,124	0	370,124	0	370,124
Transition Benefits	0	0	0	0	0	0	0	0	0
Defense Health Accrual (over 65)	0	0	0	0	0	0	0	0	0
Total Direct Obligation	2,098,042	6,045	0	(0)	2,104,087	0	2,104,087	0	2,104,087
Education Benefits									
Basic Benefit	28,828	0	0	0	28,828	0	28,828	0	28,828
Kicker Program	30,678	0	0	0	30,678	0	30,678	0	30,678
Enhanced Education Assistance	5,951	0	0	0	5,951	0	5,951	0	5,951
Amortization Payment	0	0	0	0	0	0	0	0	0
Total Direct Obligation	65,457	0	0	0	65,457	0	65,457	0	65,457

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2010  
(Dollars in Thousands)**

	<u>FY10 in FY10 PB</u>	<u>Congres- sional Action</u>	<u>Title IX</u>	<u>Internal Realign/ Reprog</u>	<u>Avail. Approp- riation.</u>	<u>Proposed DD 1415 Actions</u>	<u>Avail. Approp- riation.</u>	<u>Less Title IX</u>	<u>FY10 in FY11 PB</u>
Health Professions Scholarship Program									
Stipend	29,977	0	0	4,468	34,445	0	34,445	0	34,445
Uniform Allowance	259	0	0	(71)	188	0	188	0	188
Active Duty Training	14,967	123	0	(898)	14,192	0	14,192	0	14,192
Travel	4,693	0	0	(674)	4,019	0	4,019	0	4,019
Accession Bonus	11,420	0	0	(3,120)	8,300	0	8,300	0	8,300
Total Direct Obligation	61,316	123	0	(295)	61,144	0	61,144	0	61,144
Medical Financial Assistance Program									
Stipend	206	0	0	117	323	0	323	0	323
Active Duty Training	15	0	0	22	37	0	37	0	37
Total Direct Obligation	222	0	0	139	360	0	360	0	360
Nurse Candidate Bonus Program									
Nurse Candidate Bonus	860	0	0	157	1,017	0	1,017	0	1,017
Total Direct Obligation	860	0	0	157	1,017	0	1,017	0	1,017
Branch Off. Leadership Course									
ADT	59,146	316	0	6,627	66,088	0	66,088	0	66,088
Uniform Allowance	3,765	0	0	(2,802)	964	0	964	0	964
Travel	9,276	0	0	(3,825)	5,451	0	5,451	0	5,451
Total Direct Obligation	72,187	316	0	0	72,503	0	72,503	0	72,503
Chaplain Candidate Program									
ADT	3,787	0	0	3	3,789	0	3,789	0	3,789
Uniform Allowance	132	0	0	(43)	89	0	89	0	89
Travel	1,376	0	0	40	1,416	0	1,416	0	1,416
Total Direct Obligation	5,294	0	0	0	5,294	0	5,294	0	5,294
Total Direct Program	4,336,656	(31,943)	293,137	(0)	4,597,850	0	4,597,850	(293,137)	4,304,713

**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS**  
**(Dollars in Thousands)**

	2009 (Actual)		2010 (Est)		2011 (Est)	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Pay Group A						
Officer	239,060	50,442	239,852	58,764	251,590	61,388
Enlisted	525,225	110,822	548,085	134,281	545,437	133,087
Subtotal	764,285	161,264	787,937	193,045	797,027	194,475
Pay Group B						
Officer	18,949	3,998	24,952	6,113	24,692	6,025
Enlisted	2,467	520	3,194	783	3,624	884
Subtotal	21,415	4,519	28,146	6,896	28,316	6,909
Pay Group F						
Enlisted	167,350	35,311	125,429	30,730	135,806	33,137
Pay Group P						
Enlisted	7,485	1,579	6,524	1,598	6,687	1,632
Mobilization						
Officer	1,066	225	2,010	492	2,180	532
Enlisted	1,553	328	3,387	830	4,740	1,157
Subtotal	2,619	553	5,397	1,322	6,920	1,689
School Training						
Officer	27,176	5,734	26,629	6,524	22,851	5,576
Enlisted	61,197	12,912	58,863	14,421	57,256	13,971
Subtotal	88,372	18,647	85,492	20,945	80,108	19,546
Special Training						
Officer	63,426	13,383	50,601	12,397	60,145	14,675
Enlisted	97,278	20,526	78,201	19,159	89,202	21,765
Subtotal	160,704	33,908	128,803	31,557	149,347	36,441

**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS**  
**(Dollars in Thousands)**

	2009 (Actual)		2010 (Est)		2011 (Est)	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Administration & Support						
Officer	348,463	102,000	359,125	115,690	380,732	124,095
Enlisted	518,210	151,175	548,790	175,781	557,198	180,664
Subtotal	866,672	253,174	907,915	291,471	937,929	304,759
Full-time Support (Non-Add)						
Officer	346,938	102,000	358,173	115,690	379,497	124,095
Enlisted	514,199	151,175	544,215	175,781	552,489	180,664
Subtotal	861,137	253,174	902,388	291,471	931,985	304,759
Other						
Branch Off. Leadership Course	42,410	8,948	41,761	10,232	42,592	10,392
Health Professions	8,284	0	10,163	0	10,898	0
Scholarship Program						
Medical Financial Assistance	24	0	27	0	28	0
Program						
Chaplain Candidate Program	2,772	585	2,464	604	2,937	717
Subtotal	53,491	9,533	54,415	10,835	56,455	11,109
Total Direct Program						
Officer	751,630	185,315	757,584	210,816	798,645	223,400
Enlisted	1,380,763	333,174	1,372,472	377,583	1,399,950	386,295
Total	2,132,393	518,488	2,130,056	588,399	2,198,595	609,696
Reimbursables						
Officer	14,327	3,023	13,958	3,420	14,327	3,023
Enlisted	277	58	270	66	277	58
Total	14,603	3,081	14,228	3,486	14,603	3,081
Total Program						
Officer	765,957	188,338	771,543	214,236	812,972	226,423
Enlisted	1,381,040	333,232	1,372,741	377,649	1,400,227	386,354
Total	2,146,997	521,570	2,144,284	591,885	2,213,199	612,777

**NOTE:** The FY 2011 budget provides funding for a 1.4% across-the-board pay raise effective 1 January 2011.

The retired pay accrual percentages are as follows:

	<u>2009</u>	<u>2010</u>	<u>2011</u>
FULL TIME MEMBERS	29.4	32.3	32.7
PART TIME MEMBERS	21.1	24.5	24.4

**SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)  
(Dollars in Thousands)**

	<u>2009 (Actual)</u>	<u>2010 (Est)</u>	<u>2011 (Est)</u>
Pay Group A			
Officer	11,021	10,265	10,925
Enlisted	47,320	46,722	46,650
Subtotal	58,341	56,987	57,575
Pay Group B			
Officer	807	998	1,087
Enlisted	119	160	188
Subtotal	925	1,158	1,275
Pay Group F			
Enlisted	22,231	16,787	18,519
Mobilization			
Officer	230	433	478
Enlisted	455	987	1,416
Subtotal	685	1,420	1,895
School Programs			
Officer	7,590	7,498	6,539
Enlisted	22,376	21,603	21,331
Subtotal	29,966	29,100	27,870
Special Training			
Officer	11,471	9,201	11,161
Enlisted	28,621	23,185	26,971
Subtotal	40,092	32,386	38,132
Administration & Support			
Officer	94,553	98,346	106,169
Enlisted	184,901	197,159	203,938
Subtotal	279,454	295,505	310,107



**SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)  
(Dollars in Thousands)**

	<u>2009 (Actual)</u>	<u>2010 (Est)</u>	<u>2011 (Est)</u>
Other			
Branch Off. Leadership Course	8,643	8,574	8,910
Health Professions Scholarship Program	2,158	2,667	2,914
Medical Financial Assistance Program	6	6	7
Chaplain Candidate Program	461	410	498
Subtotal	11,267	11,658	12,328
Total Direct Program			
Officer	136,939	138,398	148,687
Enlisted	306,022	306,602	319,013
Total	442,961	445,000	467,701

**SUMMARY OF TRAVEL COSTS**  
**(Dollars in Thousands)**

	<u>2009 (Actual)</u>	<u>2010 (Est)</u>	<u>2011 (Est)</u>
Pay Group A			
Officer	22,097	21,237	21,458
Enlisted	47,614	44,572	44,079
Subtotal	69,711	65,809	65,537
Pay Group B			
Officer	3,033	3,631	3,850
Enlisted	686	895	1,025
Subtotal	3,719	4,526	4,876
Pay Group F			
Enlisted	14,040	10,256	11,018
Mobilization			
Officer	1,073	2,028	2,182
Enlisted	2,285	6,117	7,631
Subtotal	3,359	8,145	9,813
School Training			
Officer	14,403	13,471	11,708
Enlisted	30,068	29,076	28,836
Subtotal	44,471	42,547	40,543
Special Training			
Officer	14,228	11,101	13,079
Enlisted	38,057	29,810	33,696
Subtotal	52,286	40,911	46,775

**SUMMARY OF TRAVEL COSTS  
(Dollars in Thousands)**

	<u>2009 (Actual)</u>	<u>2010 (Est)</u>	<u>2011 (Est)</u>
Administration & Support			
Officer	17,098	18,131	15,089
Enlisted	30,077	37,163	28,989
Subtotal	47,175	55,294	44,078
Branch Off. Leadership Course	5,801	5,451	5,507
Health Professions Scholarship Program	3,361	4,019	4,276
Chaplain Candidate Program	1,522	1,416	1,617
Total Other	10,685	10,886	11,399
Total Travel			
Officer	71,932	69,599	67,366
Enlisted	162,828	157,890	155,274
Other	10,685	10,886	11,399

**SCHEDULE OF INCREASES AND DECREASES  
(Dollars in Thousands)**

FY 2010 Direct Program

4,304,713

Increases:

Pricing Increases:

Basic Pay	40,392	
Basic Allowance for Housing	17,080	
Basic Allowance for Subsistence	2,897	
Retirement Pay	13,662	
FICA	3,090	
Travel Pay	2,622	
Cost of Living Adjustment	458	
Subsistence Pay	652	
Clothing Pay	352	
Initial Clothing Uniform Allowance	165	
Replacement Clothing	41	
Stipend	1,103	
Disability and Hospitalizations	106	
Health Profession Incentive	462	
<b>Total Pricing Increases:</b>		<b>82,621</b>

Program Increases:

Pay Group F	16,719	
Pay Group P	54	
Administration and Support	10,209	
Mobilization	4,005	
Special Programs	35,003	
Health Professions Scholarship Program	2,922	
Branch Officer's Basic Course	57	
Chaplain Candidate Program	855	
<b>Total Program Increases:</b>		<b>69,824</b>

Total Increases:

152,445

**SCHEDULE OF INCREASES AND DECREASES**  
**(Dollars in Thousands)**

Decreases:		
Pricing Decreases:		
Other Pay	(27,600)	
Education Benefits	(6,912)	
Total Pricing Decreases		(34,050)
Program Decreases:		
Pay Group A	(10,639)	
Pay Group B	(91)	
Education Benefits	(912)	
School Programs	(14,301)	
Total Program Decreases:		(25,943)
Total Decreases:		(59,993)
FY 2011 Direct Program		4,397,165

## **SECTION 4**

# **DETAILS OF MILITARY PERSONNEL ENTITLEMENTS**

**BUDGET ACTIVITY A & B: TRAINING, PAY GROUP A**

<u>2009</u>	<u>2010</u>	<u>2011</u>
1,178,006	1,237,363	1,249,133

**Part 1 - PURPOSE AND SCOPE**

The program costs for this activity provide Annual Training (AT) and Inactive Duty Training (IDT) for all officer and enlisted personnel assigned to Troop Program Units (TPUs). The funding provides pay and allowances, clothing, subsistence, retired pay accrual, Federal Insurance Contributions Act (FICA), and travel. This program provides for the collective training of a ready and relevant force.

**Annual Training (AT)** - Funding provides pay and allowances for officers and enlisted Soldiers attending Annual Training (AT) as required by U.S.C., Title 10, S. 10147. All members of troop program units are authorized a minimum of 14 Annual Training days each year, exclusive of travel. Annual training is accomplished at posts, camps, stations, or other areas if deemed appropriate for training in specific skills.

**Inactive Duty Training (IDT)** - Inactive Duty Training consists of any authorized training, instruction, or duty (other than Active Duty for Training) performed by members of troop program units. A unit member will attend forty-eight (48) four-hour unit battle assemblies annually, which meets statutory requirements as specified in Title 10 U.S.C., S. 10147. To supplement battle assemblies, selected members participate in three types of Additional Drill Assemblies: Additional Training Assemblies (ATAs), Readiness Management Assemblies (RMAs), and Additional Flight Training Periods (AFTPs). Additional Drill Assemblies improve readiness by providing individuals and units training to attain and maintain designated readiness levels.

**Additional Training Assemblies (ATAs)** - Funding provides Additional Training Assemblies for units, components of units, and individuals to accomplish additional required training, as defined by post-mobilization requirements. The number of ATAs shall not exceed twelve (12) each fiscal year for any individual.

**Readiness Management Assemblies (RMAs)** - Readiness Management Assemblies are used to support ongoing day-to-day operations of the unit such as unit administration, training preparation, support activities, and maintenance functions. The number of RMAs shall not exceed twenty-four (24) each fiscal year for any individual.

**Additional Flight Training Periods (AFTP)** - AFTPs are authorized for primary aircrew members to conduct aircrew training and combat crew qualification training to attain and maintain aircrew flying proficiency and sustain required readiness. The number of these training periods shall not exceed forty-eight (48) each fiscal year for any aircrew member.

**Funeral Honors Duty Status** - Funeral Honors Status is used to support the preparation and performance of military funeral honors.

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP A  
(Dollars in Thousands)**

FY 2010 Direct Program		1,237,363
Increases:		
Pricing Increases:		
Basic Pay	14,868	
Basic Allowance for Housing	2,139	
Basic Allowance for Subsistence	80	
Retirement Pay	2,847	
FICA	1,137	
Travel Pay	723	
Subsistence Pay	408	
Initial Clothing Uniform Allowance	165	
Replacement Clothing	41	
Total Pricing Increases:		22,409
Program Increases:		
Basic Allowance for Subsistence	53	
Other Pay	405	
Initial Clothing Uniform Allowance	25	
Initial Clothing Other	17	
Replacement Clothing	130	
Total Program Increases:		630
Total Increases:		23,039



**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP A  
(Dollars in Thousands)**

Decreases:

Pricing Decreases:

Total Pricing Decreases 0

Program Decreases:

Basic Pay (5,777)

Basic Allowance for Housing (1,552)

Retirement Pay (1,416)

FICA (442)

Travel Pay (995)

Subsistence Pay (1,087)

Total Program Decreases: (11,269)

Total Decreases: (11,269)

FY 2011 Direct Program 1,249,133

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Annual Training:** These funds are requested to provide for the pay and allowances of personnel attending annual training. The "strength" is an average that accommodates increases and decreases to end strength throughout the year. Participation rates incorporate current FY11 Overseas Contingency Operations (OCO) mobilization assumptions. The dollar rate is an annual rate which includes base pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence, and FICA.

	2009*					2010				
	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>
		<u>Rate</u>	<u>ipants</u>				<u>Rate</u>	<u>ipants</u>		
Officer	28,655	63	21,079	4,500	94,857	29,513	64	18,824	4,771	89,806
Enlisted	139,135	66	101,569	2,245	228,014	146,326	66	96,151	2,376	228,464
Total	167,790		122,648		313,686	175,839		114,975		318,270
	2011									
	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>					
		<u>Rate</u>	<u>ipants</u>							
Officer	30,498	63	19,295	4,871	93,982					
Enlisted	144,178	64	92,467	2,429	224,607					
Total	174,676		111,761		318,590					

\*The OCO amount of \$94.681M is excluded from the above Pay and Allowances Participation Rate calculation to normalize the base Participation Rate comparison between fiscal years.

**Pay and Allowances, Inactive Duty Training (IDT)**: These funds are requested to provide for the pay and allowances of personnel attending inactive duty for training, to include unit training, battle assemblies, additional training assemblies, readiness management periods for key personnel, and additional flight training assemblies for aviators and flight crew members. The average strength shown for unit training reflects gains and losses to end strength throughout the year. The dollar rate is an annual rate which includes base pay, retired pay accrual, and FICA. The dollar rate for all types of additional training periods include the same pay and allowances authorized for unit training assemblies.

**Unit Training Assemblies:**

	2009					2010				
	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>
Officer	28,655	62	17,751	12,779	226,836	29,513	60	17,826	13,532	241,227
Enlisted	139,135	61	84,876	5,687	482,680	146,326	60	87,713	6,042	530,001
Total	167,790		102,627		709,516	175,839		105,539		771,228

	2011				
	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>
Officer	30,498	60	18,374	13,766	252,930
Enlisted	144,178	60	85,939	6,153	528,742
Total	174,676		104,313		781,672

**Military Funeral Honors:** These funds are required to provide for the pay and allowances of personnel who volunteer to perform funeral honors duty. The dollar rate is an annual rate that includes base pay, retired pay accrual, and FICA. The dollar rate for funeral honors duty includes the same pay and allowances authorized for unit training assemblies.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,220	285	917	3,456	300	1,038
Enlisted	20,489	131	2,683	20,775	138	2,874
Total	23,709		3,600	24,231		3,913

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,695	305	1,128
Enlisted	21,557	141	3,032
Total	25,252		4,160

**Additional Drill Assemblies:**

	<u>Strength</u>	2009 <u>Rate</u>	<u>Amount</u>	<u>Strength</u>	2010 <u>Rate</u>	<u>Amount</u>
Additional Flight Training Assemblies						
Officer	180	8,324	1,498	191	8,844	1,693
Enlisted	242	4,262	1,030	327	4,528	1,481
Total	422		2,528	519		3,174
Additional Training Assemblies						
Officer	1,460	3,401	4,965	995	3,613	3,595
Enlisted	3,019	1,611	4,865	2,090	1,712	3,578
Total	4,479		9,830	3,085		7,173
Readiness Management Assemblies						
Officer	1,678	3,190	5,354	1,598	3,390	5,417
Enlisted	3,602	1,487	5,354	3,605	1,580	5,694
Total	5,280		10,709	5,203		11,111
IDT Total Pay and Allowances	201,680		736,182	208,877		796,600
	<u>Strength</u>	2011 <u>Rate</u>	<u>Amount</u>			
Additional Flight Training Assemblies						
Officer	223	9,005	2,008			
Enlisted	339	4,610	1,563			
Total	562		3,571			
Additional Training Assemblies						
Officer	995	3,679	3,660			
Enlisted	2,425	1,743	4,227			
Total	3,420		7,887			
Readiness Management Assemblies						
Officer	1,605	3,451	5,539			
Enlisted	3,602	1,608	5,793			
Total	5,207		11,332			
IDT Total Pay and Allowances	209,117		808,623			

**Individual Clothing and Uniforms:** The funds requested will provide the prescribed clothing for personnel as authorized under the provisions of 37 U.S.C. 415, 416, and 418. The initial allowance is paid to newly commissioned officers upon completion of 15 days active duty or active duty for training. The initial issue for enlisted personnel consists of a modified clothing bag provided to all prior service accessions with a 90-day break in service. The replacement issue for enlisted personnel provides funds to permit an exchange of clothing on an issue-in-kind basis for fair wear and tear.

	<u>Strength</u>	<u>2009 Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>2010 Rate</u>	<u>Amount</u>
Initial						
Officer	1,727	400	691	1,360	400	544
Enlisted	6,760	1,550	10,478	9,584	1,564	14,989
Subtotal	8,488		11,169	10,944		15,533
Additional						
Enlisted	8,627	398	3,432	9,299	401	3,732
Total	17,115		14,601	20,243		19,265

	<u>Strength</u>	<u>2011 Rate</u>	<u>Amount</u>
Initial			
Officer	1,402	400	561
Enlisted	9,600	1,581	15,179
Subtotal	11,002		15,739
Additional			
Enlisted	9,620	406	3,904
Total	20,622		19,643

**Subsistence of Enlisted Personnel:** These funds provide subsistence for enlisted personnel while on annual training and inactive duty training.

Enlisted personnel are provided subsistence-in-kind while on annual training in unit dining facilities. The cost of these field rations is called the Basic Daily Food Allowance as determined by a DoD Food Cost Index. If the unit does not have a dining facility or individuals are unable to eat in the dining facility because of mission requirements, operational rations called Meals, Ready-to-Eat (MRE) are issued to feed personnel. The annual training subsistence rates are shown in a daily rate equivalent.

While on inactive duty training with two assemblies in the day, enlisted personnel are authorized one meal, normally the noon meal.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Annual Training								
Field Rations	98,521	1,477,822	9	13,679	88,459	1,326,889	9	12,393
Operational Rations	3,047	45,706	46	2,106	7,692	115,382	47	5,365
Subtotal	101,569			15,786	96,151			17,758
Inactive Duty Training								
Field Rations	84,876	2,037,030	9	18,856	87,713	2,105,104	9	19,661
Total	186,445			34,641	183,864			37,419
	2011							
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>				
Annual Training								
Field Rations	85,069	1,276,041	9	12,049				
Operational Rations	7,397	110,960	47	5,216				
Subtotal	92,467			17,265				
Inactive Duty Training								
Field Rations	85,939	2,062,539	9	19,475				
Total	178,406			36,741				

**Travel, Annual Training:** These funds are requested to provide travel and per diem allowances for personnel to perform annual training. Travel provides for the use of personal or commercial vehicles when it is cost effective or when it is not feasible to use other means. Commercial contract transportation is used to transport units that do not have the necessary organic capability; buses and trains are normally used. Military airlift and charter provide the necessary transportation for units that perform annual training overseas to include transporting the unit within CONUS, between ports, to the training site, and for the return trip.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	15,810	1,398	22,097	15,059	1,410	21,237
Enlisted	78,208	609	47,614	72,559	614	44,572
Total	94,017		69,711	87,618		65,809

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	15,050	1,426	21,458
Enlisted	70,975	621	44,079
Total	86,025		65,537

**Reimbursable Program:**

<u>2009</u>	<u>2010</u>	<u>2011</u>
0	0	0



**BUDGET ACTIVITY C: TRAINING, PAY GROUP B (INDIVIDUAL MOBILIZATION AUGMENTATION)**

<u>2009</u>	<u>2010</u>	<u>2011</u>
32,918	43,770	44,460

**Part 1 - PURPOSE AND SCOPE**

Program costs include pay and allowances, FICA, retired pay accrual, and travel (excludes TDY from unit/activity of assignment to TDY point and return) for officer and enlisted Individual Mobilization Augmentee (IMA) personnel assigned to the IMA program.

The program provides pre-trained and fully qualified personnel to fill specifically designated positions in the Joint Chiefs of Staff, Unified Commands, Department of Defense (DoD), Department of the Army (DA) agencies, and Active Component units in the event of a crisis or mobilization. All IMA positions are in the Selected Reserve and subject to Presidential Reserve Call-Up (PRC). To ensure the readiness of Soldiers in the IMA Program, they are provided both Annual Training and Inactive Duty Training days. IMA personnel train annually with their proponent agencies in the specific positions in which they will serve upon declaration of a national emergency. This highly specialized program ensures Reserve Soldiers will be able to serve effectively as soon as they report to mobilization stations. IMA personnel are also assigned to Active Component units required to deploy to a theater of operations soon after the initiation of the mobilization process. IMA positions are identified by proponent agencies and gaining units as being required for mobilization and must be properly documented in a Mobilization Table of Distribution Allowances (MOBTDA) approved by the Army G-3. This program stabilizes at 4,000 Soldiers until 2015. Funding increased in FY 2010 due to higher projected participation rates among officer and enlisted Soldiers for both AT and IDT.

**Annual Training (AT)** - A normal period of active duty training consists of 12 days, exclusive of travel, to be performed by all members of Pay Group B. This training is usually performed at the proponent agencies and gaining units. IMA Soldiers may perform additional training days to participate in exercises and overseas training. Total IMA AT days cannot exceed 29 days per fiscal year.

**Inactive Duty Training (IDT)** - Inactive Duty Training consists of any authorized training, instruction, or duty (other than active duty for training) performed by members of Pay Group B. The IMA is authorized to attend up to a maximum of forty-eight (48) training assemblies per year.

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP B  
(Dollars in Thousands)**

FY 2010 Direct Program		43,770
Increases:		
Pricing Increases:		
Basic Pay	534	
Basic Allowance for Housing	46	
Basic Allowance for Subsistence	8	
Retirement Pay	102	
FICA	41	
Travel Pay	50	
Total Pricing Increases:		781
Program Increases:		
Basic Allowance for Housing	71	
Basic Allowance for Subsistence	15	
Other Pay	4	
Travel Pay	299	
Total Program Increases:		389
Total Increases:		1,171

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP B  
(Dollars in Thousands)**

Decreases:		
Pricing Decreases:		
Total Pricing Decreases		0
Program Decreases:		
Basic Pay	(364)	
Retirement Pay	(89)	
FICA	(28)	
Total Program Decreases:		(481)
Total Decreases:		(481)
 FY 2011 Direct Program		 44,460

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Annual Training:** These funds are requested to provide pay and allowances for personnel performing annual training with their proponent agencies/gaining units. Participation rates incorporate Overseas Contingency Operations (OCO) mobilization assumptions. The dollar rate is an annual rate which includes base pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence, and FICA.

	2009					2010				
	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>
		<u>Rate</u>	<u>ipants</u>				<u>Rate</u>	<u>ipants</u>		
Officer	3,133	42	1,324	5,037	6,668	3,090	51	1,571	5,335	8,380
Enlisted	738	43	317	2,938	932	789	52	410	3,109	1,275
Total	3,871		1,641		7,600	3,879		1,981		9,655
	2011									
	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>					
		<u>Rate</u>	<u>ipants</u>							
Officer	3,122	53	1,647	5,446	8,972					
Enlisted	894	52	465	3,174	1,475					
Total	4,016		2,112		10,447					

**Pay and Allowances, Inactive Duty Training (IDT):** These funds are requested to provide pay and allowances of personnel attending inactive duty for training at their proponent agencies/gaining units or with an IMA detachment. IMA members may attend up to 48 IDT assemblies per year. Participation rates incorporate Overseas Contingency Operations (OCO) mobilization assumptions. The dollar rate is an annual rate which includes base pay, retired pay accrual, and FICA.

	2009					2010				
	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>
		<u>Rate</u>	<u>ipants</u>				<u>Rate</u>	<u>ipants</u>		
Officer	3,133	38	1,191	16,014	19,065	3,090	50	1,545	17,000	26,265
Enlisted	738	38	280	9,032	2,533	789	44	347	9,574	3,324
Total	3,871		1,471		21,598	3,879		1,892		29,589
	2011									
	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>					
		<u>Rate</u>	<u>ipants</u>							
Officer	3,122	47	1,467	17,305	25,392					
Enlisted	894	43	384	9,742	3,745					
Total	4,016		1,852		29,137					

**Travel, Annual Training:** These funds are requested to provide transportation costs and per diem allowances for personnel attending annual training.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,324	2,291	3,033	1,571	2,312	3,631
Enlisted	317	2,162	686	410	2,182	895
Total	1,641		3,719	1,981		4,526

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,647	2,337	3,850
Enlisted	465	2,206	1,025
Total	2,112		4,876

**Reimbursable Program:**

	<u>2009</u>	<u>2010</u>	<u>2011</u>
	1,400	1,400	1,400

**BUDGET ACTIVITY D: TRAINING, PAY GROUP F**

<u>2009</u>	<u>2010</u>	<u>2011</u>
317,017	247,065	268,215

**Part 1 - PURPOSE AND SCOPE**

This program provides for the pay and allowances, clothing, travel, and retired pay accrual for all non-prior service Army Reserve enlistees to attend Initial Active Duty for Training (IADT). The training programs offered include regular training, alternate training, and the Army Civilian Acquired Skills Program (ACASP). Upon completion of any of these programs, the enlistee becomes qualified in their Military Occupational Specialty (MOS). Soldiers are required to be MOS qualified when they deploy.

The Regular Training Program consists of a ten-week Basic Combat Training (BCT) phase immediately followed by a variable length (average of 79 days) Advanced Individual Training (AIT) phase.

The Alternate Training Program (known as the split training option) provides the same training as the regular training program. However, the BCT and AIT phases are split. Upon completion of BCT, normally during the summer, the enlistee returns to his unit until his scheduled AIT date, which must be within one year of completing BCT. This program accommodates Soldiers who are unable to leave their jobs or school for long periods of time.

The Army Civilian Acquired Skills Program (ACASP) provides a variable length program for those individuals who enlist with specific skills that are easily adapted to the military services. The training is tailored to the individual, and normally includes the basic military skills and specific MOS skills required to ensure that all graduates are fully qualified.

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP F  
(Dollars in Thousands)**

FY 2010 Direct Program		247,065
Increases:		
Pricing Increases:		
Basic Pay	2,418	
Basic Allowance for Housing	657	
Retirement Pay	462	
FICA	185	
Travel Pay	114	
Subsistence Pay	244	
Clothing Pay	352	
Total Pricing Increases:		4,431
Program Increases:		
Basic Pay	7,959	
Basic Allowance for Housing	1,075	
Other Pay	12	
Retirement Pay	1,945	
FICA	609	
Travel Pay	647	
Subsistence Pay	1,385	
Clothing Pay	3,086	
Total Program Increases:		16,719
Total Increases:		21,150

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP F  
(Dollars in Thousands)**

Decreases:		
Pricing Decreases:		
Total Pricing Decreases	0	
Program Decreases:		
Total Program Decreases:	0	
Total Decreases:		0
 FY 2011 Direct Program		 268,215



**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Initial Active Duty for Training, Enlisted:** These funds provide pay and allowances of enlisted personnel attending initial active duty training. The dollar rate is an annual rate which includes base pay and allowances, retired pay accrual, and FICA.

			2009			2010		
<u>Strength</u>	<u>Rate</u>		<u>Amount</u>	<u>Strength</u>	<u>Rate</u>		<u>Amount</u>	
21,344	11,148		237,948	15,452	11,825		182,726	
			2011					
<u>Strength</u>	<u>Rate</u>		<u>Amount</u>					
16,419	12,062		198,047					

**Individual Clothing and Uniform Allowance, Initial Active Duty for Training, Enlisted:** These funds provide initial clothing and uniforms for enlisted personnel attending initial active duty for training. The initial clothing is issued in two phases. Phase I includes all clothing required for training during basic combat training. Phase II clothing includes the remaining clothing, to include dress uniforms, and is issued only to those who complete basic combat training. Army Civilian Acquired Skills Program (ACASP) enlistees receive all their issue at one time. Rates vary depending on the items authorized for issue during that fiscal year as well as their current cost.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Phase I Male	15,003	1,413	21,204	13,854	1,426	19,756
Phase I Female	3,921	1,687	6,614	3,121	1,702	5,312
Phase II Male	6,943	378	2,626	6,858	382	2,617
Phase II Female	982	542	533	832	547	455
Cash Allowance	4,903	361	1,769	5,303	364	1,931
ACASP	983	2,287	2,248	898	2,307	2,072
Total			34,993			32,142

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Phase I Male	13,514	1,442	19,483
Phase I Female	3,015	1,721	5,188
Phase II Male	11,822	386	4,561
Phase II Female	1,102	553	610
Cash Allowance	9,282	368	3,416
ACASP	996	2,333	2,323
Total			35,581

**Subsistence, Initial Active Duty for Training, Enlisted:** These funds provide for subsistence of enlisted personnel attending initial active duty training. Subsistence mandays represent the number of meals actually eaten. The daily rate is an established amount based on the basic daily food allowance.

2009				2010			
<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
21,344	3,180,194	9	30,035	15,452	2,302,400	10	21,941

  

2011			
<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
16,419	2,446,403	10	23,569

**Travel, Initial Active Duty for Training, Enlisted:** These funds provide for travel of all enlisted personnel to and from their initial active duty training installation. This includes all trips between the basic combat and advanced individual training phases as well as all return trips home for those who drop out of training. The rate includes the transportation cost and authorized per diem.

2009			2010		
<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
21,344	658	14,040	15,452	664	10,256

  

2011		
<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
16,419	671	11,018

**BUDGET ACTIVITY E: TRAINING, PAY GROUP P**

<u>2009</u>	<u>2010</u>	<u>2011</u>
9,637	8,621	8,830

**Part 1 - PURPOSE AND SCOPE**

The program provides for the pay and allowances, subsistence, and retired pay accrual of Non-Prior Service (NPS) enlistees, assigned to Troop Program Units (TPU), attending Inactive Duty Training (IDT) prior to completion of their Initial Active Duty Training (IADT). Soldiers in this pay group can only perform 36 Battle Assemblies/Drills. Under the provisions of Title 10, United States Code, section 12103, each enlisted person shall perform an initial period of active duty training to commence, in so far as practicable, within 270 days after the date of that enlistment. The intent of the Delayed Training Program (DTP) is to minimize the attrition of newly-accessed Soldiers.

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP P  
(Dollars in Thousands)**

FY 2010 Direct Program			8,621
Increases:			
Pricing Increases:			
Basic Pay	122		
Retirement Pay	23		
FICA	9		
Total Pricing Increases:		155	
Program Increases:			
Basic Pay	41		
Retirement Pay	10		
FICA	3		
Total Program Increases:		54	
Total Increases:			209
Decreases:			
Pricing Decreases:			
Total Pricing Decreases		0	
Program Decreases:			
Total Program Decreases:		0	
Total Decreases:			0
FY 2011 Direct Program			8,830

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay, Inactive Duty Training (IDT), Enlisted:** These funds provide for the pay of enlisted personnel attending inactive duty training while awaiting attendance at initial active duty training. The number of assemblies is based on an average number of attendees. The dollar rate is an annual rate which includes base pay, retired pay accrual, and FICA.

2009					2010				
<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>
	<u>Rate</u>	<u>ipants</u>				<u>Rate</u>	<u>ipants</u>		
7,168	64	4,580	2,104	9,637	4,189	92	3,856	2,236	8,621
2011									
<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>					
	<u>Rate</u>	<u>ipants</u>							
4,852	86	4,154	2,125	8,830					

**BUDGET ACTIVITY K: MOBILIZATION TRAINING (INDIVIDUAL READY RESERVE)**

<u>2009</u>	<u>2010</u>	<u>2011</u>
7,620	17,160	21,460

**Part 1 - PURPOSE AND SCOPE**

Program costs for this activity include all pay, allowances, travel and per diem, retired pay accrual costs and Active Duty for Training (ADT) travel from home to the first duty station and return for officer and enlisted personnel of the Individual Ready Reserve (IRR). The IRR force exceeds 62,000 Soldiers and is the Army's mobilization force. As demonstrated after September 11, 2001, this manpower pool has been used to support active army personnel shortfalls during national emergencies and contingency operations. Program enhances Troop Program Unit (TPU) training by utilizing selected IRR personnel working in their mobilization specialties to fill Selected Reserve (SELRES) annual training support requirements and other Army Reserve (AR) activities. IRR Soldiers who perform tours of duty provide essential support for the accomplishment of specified AR missions, projects or exercises, and usually receive training benefit from the tours while working in their mobilization specialties. The program also includes funds to support attendance of non-unit reservists selected by DA Boards at various service colleges and schools. Specific objectives of the Mobilization Training Program are to:

1. Provide professional developmental and mobilization specialty training of IRR personnel in the grades, specialties, and numbers required to meet Total Army mobilization requirements.
2. Ensure that IRR members have their critical mobilization skills and specialties identified, validated, developed, and maintained.
3. Assist in the timely identification, reclassification, and re-qualification of IRR members whose grades and specialties are excess to the Army's projected mobilization requirements.
4. Retain more IRR members qualified to serve effectively upon mobilization.
5. Maintain IRR members' mobilization specialties to ensure an accurate match with wartime skills required by the Army's state-of-the-art equipment, tactics, and doctrine.

The Army Reserve will have an estimated 58,500 IRR Soldiers in FY11. The Secretary of the Army IRR Transformation Plan allows 60,000 Soldiers in which one-third (20,000) will be required to attend a three-day Soldier Readiness Processing (SRP) exercise annually. Phase 2 of the transformation plan envisions one third of the IRR Soldiers performing 12 days (excluding travel) of sustainment training consisting of either a MOS-refresher, MOS-reclassification, or unit collective training depending on the individual Soldier's length of assignment within the IRR.

**SCHEDULE OF INCREASES AND DECREASES  
MOBILIZATION TRAINING  
(Dollars in Thousands)**

FY 2010 Direct Program			17,160
Increases:			
Pricing Increases:			
Basic Pay	104		
Basic Allowance for Housing	56		
Basic Allowance for Subsistence	17		
Retirement Pay	20		
FICA	8		
Travel Pay	90		
Total Pricing Increases:		295	
Program Increases:			
Basic Pay	1,420		
Basic Allowance for Housing	420		
Basic Allowance for Subsistence	131		
Other Pay	2		
Retirement Pay	347		
FICA	109		
Travel Pay	1,578		
Total Program Increases:		4,005	
Total Increases:			4,300



**SCHEDULE OF INCREASES AND DECREASES  
MOBILIZATION TRAINING  
(Dollars in Thousands)**

Decreases:

    Pricing Decreases:

        Total Pricing Decreases 0

    Program Decreases:

        Total Program Decreases: 0

Total Decreases: 0

FY 2011 Direct Program 21,460

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**IRR Sustainment Training:** Periods of voluntary duty during which Individual Ready Reserve (IRR) Soldiers serve with Active or Reserve Component units in positions appropriate for their grade and mobilization specialty. This training takes place under field conditions wherever possible, providing realistic hands-on training in wartime skills and ensures participating IRR members' familiarity with doctrine, tactics, and equipment of today's Army.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	283	3,679	5,966	1,688	466	6,054	6,213	2,893
Enlisted	828	10,762	3,853	3,190	1,136	14,765	4,005	4,549
Total	1,111			4,878	1,601			7,442

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	496	6,449	6,324	3,137
Enlisted	1,972	25,634	4,078	8,041
Total	2,468			11,179

**IRR Soldier Readiness Processing:** Provides support to Individual Ready Reserve (IRR) Soldiers to participate in a three day Soldier Readiness Processing (SRP) event to validate readiness information. Funds pay and allowances, retired pay accrual and travel costs for the Soldier attendance at a regional site.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	749	2,247	1,383	1,036	1,615	4,845	1,434	2,316
Enlisted	1,614	4,842	1,057	1,706	6,806	20,419	1,088	7,402
Total	2,363			2,742	8,421			9,718

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,717	5,152	1,458	2,504
Enlisted	7,040	21,120	1,105	7,778
Total	8,757			10,281

**Grand Total for Mobilization:**

	<u>2009</u>		<u>2010</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	1,032	2,724	2,081	5,209
Enlisted	2,442	4,896	7,942	11,951
Total	3,474	7,620	10,023	17,160

	<u>2011</u>	
	<u>Strength</u>	<u>Amount</u>
Officer	2,213	5,641
Enlisted	9,012	15,819
Total	11,225	21,460

**BUDGET ACTIVITY F: SCHOOL TRAINING (TROOP PROGRAM UNIT PERSONNEL)**

<u>2009</u>	<u>2010</u>	<u>2011</u>
191,283	187,681	177,121

**Part 1 - PURPOSE AND SCOPE**

Program costs for this activity include all pay, allowances, retired pay accrual costs, travel, and per diem from home of record to the first duty station and return for officer and enlisted personnel assigned to Troop Program Units (TPU) of the Army Reserve (AR) attending Army Service School/college courses in an Active Duty for Training (ADT) status. Specific objectives of this activity are to provide AR TPU Soldiers with formal school training critical to achieving mobilization proficiency, professional development training, enhanced leadership skills, and MOS specific wartime missions. Army Reserve personnel are authorized to attend Army Service Schools, other service schools, Civilian education institutions, and organizations in an ADT status for skill qualification and career development.

**SCHEDULE OF INCREASES AND DECREASES  
SCHOOL TRAINING  
(Dollars in Thousands)**

FY 2010 Direct Program		187,681
Increases:		
Pricing Increases:		
Basic Pay	1,622	
Basic Allowance for Housing	1,109	
Basic Allowance for Subsistence	107	
Retirement Pay	310	
FICA	124	
Travel Pay	468	
Total Pricing Increases:		3,741
Program Increases:		
Total Program Increases:		0
Total Increases:		3,741

**SCHEDULE OF INCREASES AND DECREASES  
SCHOOL TRAINING  
(Dollars in Thousands)**

Decreases:

Pricing Decreases:

Total Pricing Decreases		0
-------------------------	--	---

Program Decreases:

Basic Pay	(7,005)	
Basic Allowance for Housing	(2,340)	
Basic Allowance for Subsistence	(220)	
Other Pay	(18)	
Retirement Pay	(1,710)	
FICA	(536)	
Travel Pay	(2,472)	
<b>Total Program Decreases:</b>		<b>(14,301)</b>

Total Decreases:		(14,301)
------------------	--	----------

FY 2011 Direct Program		177,121
------------------------	--	---------

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Leader Development Training:** Provides deliberate, continuous, sequential, and progressive military professional education programs of varying lengths. Instruction and training lead to the AR Soldier's professional and special skill qualification. This training occurs at Army Service Schools, other service schools, and civilian education institutions.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,580	64,440	389	25,064	3,524	63,439	407	25,849
Enlisted	10,025	180,450	194	34,947	9,056	163,016	203	33,063
Total	13,605			60,011	12,581			58,912

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,842	51,156	415	21,249
Enlisted	9,082	163,476	207	33,822
Total	11,924			55,071

**Initial Skill Acquisition Training:** Provides training to acquire initial military and/or specialty skills. The skills include initial skill training of newly commissioned officers, and retraining of enlisted personnel in other required Military Occupational Specialty (MOS) fields. Supports immediate qualification of separating or recently separated Active Army, Army National Guard, or personnel from other services in new specialties appropriate to the positions in which they have enlisted in local AR TPUs. Includes advanced technical and qualification training appropriate to each AR Soldier's prior qualifications (experience and training) and to potential assignments within the Selected Reserve. Training is conducted primarily in Army Service Schools, Total Army School System (TASS) battalions, and other service schools as appropriate. Training may also include New Equipment Training (NET) taught at the unit. Specific course selection and length are dependent upon the skill or specialty. This activity supports all personnel currently assigned to AR TPUs other than non-prior service personnel on Initial Active Duty for Training (IADT) in Pay Group F.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,352	37,856	368	13,930	1,500	42,000	385	16,180
Enlisted	14,361	416,483	167	69,400	13,247	370,908	175	64,871
Total	15,713			83,330	14,747			81,052

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,005	28,140	393	11,053
Enlisted	10,000	330,000	179	58,932
Total	11,005			69,985

**Officer Candidate School (OCS)**: Supports enlisted participation in full time OCS Programs which provide officer candidate training, leading to a commission in the AR. The number of Soldiers participating is determined by the number of qualified reserve Soldiers approved for attendance and officer vacancies in AR units. Newly commissioned officers graduating from OCS are assigned to AR units and positions for which they are qualified.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	390	12,854	239	3,066	481	15,853	248	3,938

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	429	15,444	253	3,907

**Refresher and Proficiency Training**: Supports training to attain and maintain proficiency in a specific military occupational specialty in which an individual has become initially qualified. It includes advanced technical and qualification training appropriate to each Soldier's prior qualifications (experience and training) and to potential assignments within the Selected Reserve.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,205	42,049	407	17,094	3,000	30,000	425	12,740
Enlisted	9,984	99,840	262	26,131	10,601	106,011	272	28,887
Total	14,189			43,226	13,601			41,627

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,422	34,220	433	14,807
Enlisted	11,302	113,015	278	31,375
Total	14,724			46,182



**Undergraduate Pilot Training:** Supports authorized AR officers, warrant officers, and enlisted personnel who volunteer to train as AR aviation and/or warrant officers. Applicants must be qualified for assignment to a TPU position requiring specific aviation skills.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	108	4,212	392	1,651	134	5,236	411	2,152
Enlisted	0	0	264	0	0	0	276	0
Total	108			1,651	134			2,152

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	121	4,714	419	1,975
Enlisted	0	0	282	0
Total	121			1,975

**Grand Total for Schools:**

	2009			2010		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	9,245	148,557	57,739	8,159	140,675	56,921
Enlisted	34,760	709,628	133,544	33,385	655,788	130,760
Total	44,005		191,283	41,544		187,681

	2011		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	7,390	118,230	49,085
Enlisted	30,813	621,935	128,035
Total	38,202		177,121

**BUDGET ACTIVITY G: SPECIAL TRAINING (TROOP PROGRAM UNIT PERSONNEL)**

<u>2009</u>	<u>2010</u>	<u>2011</u>
311,058	253,191	293,439

**PART 1 - PURPOSE AND SCOPE**

Program costs for this activity include pay, allowances, retired pay accrual costs, and travel costs from home to the first duty station and return for tours of Active Duty for Training (ADT) and Active Duty for Operational Support (ADOS) performed by Army Reserve personnel assigned to Troop Program Units (TPUs). These tours support projects and programs related to the Army Reserve and serve to maintain and improve individual mobilization skill proficiency and unit readiness, TPU Soldiers who perform tours of ADOS provide essential support for the accomplishment of specified Army Reserve missions, projects, and exercises, which could not be accomplished otherwise.

**SCHEDULE OF INCREASES AND DECREASES  
SPECIAL TRAINING  
(Dollars in Thousands)**

FY 2010 Direct Program		253,191
Increases:		
Pricing Increases:		
Basic Pay	2,487	
Basic Allowance for Housing	1,274	
Basic Allowance for Subsistence	365	
Retirement Pay	474	
FICA	190	
Travel Pay	454	
Total Pricing Increases:		5,245
Program Increases:		
Basic Pay	18,058	
Basic Allowance for Housing	4,472	
Basic Allowance for Subsistence	1,229	
Other Pay	44	
Retirement Pay	4,410	
FICA	1,381	
Travel Pay	5,410	
Total Program Increases:		35,003
Total Increases:		40,248

**SCHEDULE OF INCREASES AND DECREASES  
SPECIAL TRAINING  
(Dollars in Thousands)**

Decreases:

    Pricing Decreases:

        Total Pricing Decreases 0

    Program Decreases:

        Total Program Decreases: 0

Total Decreases: 0

FY 2011 Direct Program 293,439

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Competitive Events:** Provides pay, allowances, travel, per diem and entry fees for AR Soldiers to participate in marksmanship training, clinics, tests, and All Army, Inter-Service, Olympic and international competitions. This training involves actual participation in various competitive events, to include Camp Perry and Interallied Confederation of Reserve Officers (CIOR). Tours during which AR Soldiers support such training and competition, as well as support tours for marksmanship training, are included in the Management Support subcategory.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	20	277	467	129	18	246	489	120
Enlisted	68	1,086	289	314	63	1,004	301	303
Total	88			443	80			423

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	18	250	497	124
Enlisted	62	997	307	306
Total	80			430

**Command/Staff Supervision:** Supports tours during which commanders and staff personnel evaluate the effectiveness of peacetime training and determine unit capability to respond to wartime taskings. These tours include AT and ADT planning conferences, mobilization readiness reviews, staff visits, training assistance visits, food service reviews, safety and facility inspections, physical security inspections, IG inspections, investigations, assistance visits, internal review audits, Command Inspections, Command Visits, CG review and analysis briefings, internal control visits, command management briefings, and unit status reports.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	218	3,271	420	1,374	188	2,823	441	1,245
Enlisted	584	7,012	246	1,726	525	6,298	258	1,625
Total	802			3,100	713			2,871

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	193	2,891	449	1,299
Enlisted	539	6,466	263	1,701
Total	732			3,000

**Exercises:** Includes tours where AR Soldiers participate in field training exercises with reserve component or active component units, staffs, and agencies, and with other uniformed services of the United States. The primary purpose of these tours is to maintain or improve mobilization skills.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,400	14,001	387	5,418	1,151	11,511	407	4,685
Enlisted	1,372	20,585	208	4,288	1,095	16,424	218	3,584
Total	2,772			9,706	2,246			8,270

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,233	12,330	415	5,113
Enlisted	1,201	18,009	223	4,009
Total	2,434			9,122

**Management Support:** Includes tours to missions or projects directed by headquarters below DA level which may be of a recurring nature, generally involving organizational administration such as finance, personnel, logistics, maintenance, environmental compliance, Public Affairs, Staff Judge Advocate (SJA), surgeon, chaplain, Human Immunodeficiency Virus (HIV) briefings, alcohol and drug abuse program, equal opportunity activities, command information activities, and community relations. Also includes AT evaluation and site support, training and exercise support (not participation), marksmanship and other competitive events support (not direct participation), Total Army School Systems (TASS) battalion instructor and staff support, and conferences/workshops. Funding supports missions or projects directed by DA or higher authority such as Civil Engineering Support Plan (CESP) development, Civil Affairs projects, participation in study groups and duty with the DA Staff to accomplish Army Reserve related projects.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,522	63,306	380	24,070	3,496	48,949	400	19,581
Enlisted	8,725	130,872	212	27,770	6,031	90,469	223	20,158
Total	13,247			51,840	9,528			39,739

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,226	59,162	408	24,125
Enlisted	8,163	122,452	227	27,854
Total	12,389			51,979

**Operational Training:** Provides a full spectrum of individual and collective training directly related to wartime tasks. The training in this category supports the Army Reserve Training Strategy (ARTS) and assists with providing trained and ready Combat Support, Combat Service Support platoons, companies, and Battle Staff. The training includes Warrior task training, rotations at Combat Support Training Centers. The types of training Soldiers receive consists of mobilization/deployment training, language/cultural training, Readiness training, Aviation mission training, Nuclear, Biological Chemical (NBC) training (other than exercises and schools), Anti-terrorism/Force Protection Training, Consequence Management Training.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	13,576	203,639	383	78,002	10,370	155,552	404	62,807
Enlisted	45,387	771,587	213	164,703	35,683	606,606	224	135,895
Total	58,963			242,705	46,053			198,701

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	12,078	181,169	412	74,610
Enlisted	38,856	660,545	229	151,025
Total	50,934			225,636

**Recruiting:** Includes support tours during which AR Soldiers assist the full-time recruiting force by establishing local referral networks within AR commands, and serve as peer recruiters. They appear at local high schools, public functions, and selected separation centers to discuss the opportunities and benefits of service in the Army Reserve.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	35	347	350	121	35	350	369	129
Enlisted	137	1,367	152	208	149	1,486	160	238
Total	171			329	184			367

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	35	350	377	132
Enlisted	148	1,480	164	243
Total	183			375

**Retention:** Provides training for support tours during which AR Soldiers assist their full-time retention staff. Included in this subcategory are retention awareness, counseling, staff assistance visits, automation, and recruiting partnership council meeting attendance/support. Tours in this subcategory are essential to the Army's efforts to retain skilled and experienced Soldiers assigned to units of the Selected Reserve. These funds will not be used for Soldiers receiving re-enlistment counseling.

	2009				2010			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	127	888	368	327	111	780	386	302
Enlisted	2,629	13,146	198	2,608	2,405	12,024	209	2,519
Total	2,756			2,935	2,516			2,820

	2011			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	113	793	394	312
Enlisted	2,412	12,062	214	2,585
Total	2,526			2,897



**Grand Total for Special Training:**

	2009			2010		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	19,897	285,729	109,441	15,370	220,211	88,870
Enlisted	58,903	945,655	201,617	45,950	734,311	164,321
Total	78,800		311,058	61,320		253,191

	2011		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	17,896	256,944	105,715
Enlisted	51,381	822,011	187,724
Total	69,277		293,439

**Reimbursable Program:**

	<u>2009</u>	<u>2010</u>	<u>2011</u>
	33,600	33,600	33,600

**BUDGET ACTIVITY: ADMINISTRATION AND SUPPORT**

<u>2009</u>	<u>2010</u>	<u>2011</u>
1,984,048	2,104,087	2,129,646

**Part 1 - PURPOSE AND SCOPE**

**Active Guard and Reserve (AGR) Personnel**

The funds requested in this program are to provide for pay and allowances, retired pay accrual costs, uniform allowances, subsistence, and permanent change of station travel (including PCS with TDY en-route) costs of Army Reserve officers and enlisted personnel serving on active duty as authorized by Title 10, United States Code, Chapter 1209.

The AGR Soldier is an Army Reserve member serving on active military duty in the Full Time Support (FTS) Program. AGR Soldiers provide direct support to prepare Army Reserve units for their wartime mission. The AGR Soldier works full time for the purposes of organizing, administering, recruiting, instructing, or training Army Reserve Soldiers and units. AGRs keep reserve units filled with qualified personnel, and contribute significantly to AR readiness.

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Title 10, USC, Section 10301 (a) (9). Reserve Forces Policy Board.**

A reserve officer of the Army, Navy, Air Force, or Marine Corps who is a general officer or flag officer designated by the Chairman of the Board with the approval of the Secretary of Defense, and who serves without vote as military adviser to the Chairman and as executive officer of the Board (Rotational among Services).

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	1	1	1	1	1	1

**Title 10, USC, Section 3038. Office of the Army Reserve, Appointment of Chief.**

(a) An Office of the Army Reserve which is headed by a Chief who is the advisor to the Chief of Staff of the Army on Army Reserve matters.

(b) The President, by and with the advice and consent of the Senate, shall appoint the Chief of the Army Reserve from general officers of the Army Reserve who:

- (1) have had at least 10 years of commissioned service in the Army Reserve;
- (2) have been recommended by the Secretary of the Army; and
- (3) have been determined by the Chairman of the Joint Chiefs of Staff, in accordance with criteria and as a result of a process established by the Chairman, to have significant joint duty experiences.

(c) The Chief of the Army Reserve holds office for four years but may be removed for cause at any time. He is eligible to succeed himself. If he holds a lower reserve grade, he shall be appointed in the grade of lieutenant general for service in the Army Reserve.

**Note: Title 10, USC Section 3038 and 10301 are not captured in AGR end strength.**

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	1	1	1	1	1	1

**Title 10, USC, Section 10302. Reserve Components of Army: Army Reserve Forces Policy Committee.**

(a) There is, in the Office of the Secretary of the Army, an Army Reserve Forces Policy Committee. The Committee shall review and comment upon major policy matters directly affecting the Reserve Components and mobilization preparedness of the Army. The Committee's comments on such policy matters shall accompany the final report regarding any such matters submitted to the Secretary and the Chief of Staff of the Army.

(b) The Committee consists of officers in the grade of colonel or above as follows:

- (1) five members of the Regular Army on duty with the Army General Staff;
- (2) five members of the Army National Guard of the United States not on active duty; and
- (3) five members of the Army Reserve not on active duty.

(c) The members of the Committee shall select the Chairman from among the members on the committee not on active duty.

(d) A majority of the members of the Committee shall act whenever matters affecting both the Army National Guard of the United States and Army Reserve are being considered. However, when any matter solely affecting one of the Reserve Components of the Army is being considered, it shall be acted upon only by the Subcommittee on Army National Guard Policy or the Subcommittee on Army Reserve Policy, as appropriate.

(e) The Subcommittee on Army National Guard Policy consists of the members of the Committee other than the Army Reserve members.

(f) The Subcommittee on Army Reserve Policy consists of the members of the Committee other than the Army National Guard members.

(g) Membership on the Committee is determined by the Secretary of the Army and is for a minimum period of three years. Except in the case of members of the Committee from the Regular Army, the Secretary of the Army, when appointing new members, shall ensure that among the officers of each component on the Committee there will, at all times, be two or more members with more than one year of continuous service on the Committee.

(h) There shall not be less than 10 officers of the Army National Guard of the United States and the Army Reserve on duty with the Army Staff, one half of whom shall be from each component. These officers shall be considered as additional members of the Army Staff while on that duty.

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	0	0	0	0	0	0

**Title 10, USC, Section 10211. Policies and Regulations.**

Within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its Reserve Components 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 an officer is an additional member of any staff with which that individual is serving.

	2009		2010		2011	
	<u>Average Strength</u>	<u>End Strength</u>	<u>Average Strength</u>	<u>End Strength</u>	<u>Average Strength</u>	<u>End Strength</u>
Officer	596	584	596	584	596	584
Enlisted	378	378	243	378	243	378
Total	974	962	839	962	839	962

**Title 10, USC, Section 12310. Reserves: For Organizing, Administering, etc., Reserve Components.**

(a) A Reserve Soldier ordered to active duty under section 12301 (d) of this title in connection with organizing, administering, recruiting, instructing, or training the Reserve Components shall be ordered to duty in his current reserve grade. While so serving, he continues to be eligible for promotion as a Reserve Soldier if otherwise qualified.

(b) To ensure that a Reserve Soldier on duty under subsection (a) receives periodic refresher training in the categories for which he/she is qualified, the Secretary concerned may detail him to duty with any armed force or otherwise as the Secretary deems appropriate.

**Personnel/Finance Support:** Provides Army Reserve personnel to administer and operate the Army Reserve pay, DJMS-RC; and personnel systems, SIDPERS.

	2009		2010		2011	
	<u>Average Strength</u>	<u>End Strength</u>	<u>Average Strength</u>	<u>End Strength</u>	<u>Average Strength</u>	<u>End Strength</u>
Officer	80	79	80	79	80	79
Enlisted	0	0	0	0	0	0
Total	80	79	80	79	80	79

**Readiness Support:** Provides Army Reserve personnel at active Army installations or headquarters elements to accomplish special purpose functions relating to Army Reserve operations, administration, and logistical requirements.

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	644	644	644	571	644	571
Enlisted	363	363	363	333	363	333
Total	1,007	1,007	1,007	904	1,007	904

**Career Management:** Provides Army Reserve personnel to administer the Army Reserve Officer and Enlisted Personnel Management System.

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	185	223	185	229	185	229
Enlisted	63	65	33	67	63	67
Total	248	288	218	296	248	296

**Recruiting:** Provides Army Reserve personnel at Major Army Commands, Region Recruiting commands, District Recruiting Commands, and recruiting stations to operate the Army Reserve recruiting programs.

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	114	115	114	115	114	115
Enlisted	1,321	1,314	1,321	1,408	1,321	1,408
Total	1,435	1,429	1,435	1,523	1,435	1,523

**Retention:** Provides Army Reserve personnel at Major Army Commands, Continental US Armies, and Major Army Reserve Command levels to operate the Army Reserve retention program.

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	29	35	29	35	29	35
Enlisted	856	853	856	800	826	800
Total	885	888	885	835	855	835

**Unit Full Time Support:** Provides Army Reserve personnel specifically to units to increase readiness/mobilization capability.

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	2,688	2,661	2,676	2,715	2,848	2,715
Enlisted	8,570	8,957	8,993	8,947	8,949	8,947
Total	11,258	11,618	11,669	11,662	11,797	11,662

**Total Section 12310**

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	3,740	3,757	3,728	3,744	3,900	3,744
Enlisted	11,173	11,552	11,566	11,555	11,522	11,555
Total	14,913	15,309	15,294	15,299	15,422	15,299

**Grand Total Active Guard Reserve (AGR)**

	2009		2010		2011	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	4,336	4,341	4,324	4,328	4,496	4,328
Enlisted	11,551	11,930	11,809	11,933	11,765	11,933
Total	15,887	16,271	16,133	16,261	16,261	16,261

## Administrative Programs

### **Incentives**

Funds requested provide for payment of two types of Reserve Incentives: Health Professions Incentives and Selected Reserve Incentives. Each category's requirements are summarized below:

**Health Professions Incentives (HPI):** Funds requested support the Specialized Training Assistance Program (STRAP) stipend, Health Professions Loan Repayment Program (HPLRP), and Health Professions Special Pay Program. These incentives are offered to attract and retain healthcare professionals in critical demand, and are summarized as follows:

Specialized Training Assistance Program (STRAP): Section 16201, Chapter 1608, Title 10 United States Code (U.S.C.), provides for the Specialized Training Assistance Program (STRAP). STRAP consists of a monthly stipend equivalent to the amount authorized by the Secretary of Defense for members of the Health Professions Scholarship program. The stipend provides financial assistance to persons engaged in specialized training for a health profession determined to be a critical wartime shortage by the Secretary of Defense. The total amount of financial assistance an officer may receive while engaged in specialized training is determined by the service obligation for which the officer contracted on enrollment into STRAP.

Health Professions Loan Repayment (HPLR) Program: Section 16302, Chapter 1609, Title 10 U.S.C. provides for repayment of outstanding loans: made, insured, or guaranteed through a recognized financial or educational institution; used to finance education in a health profession determined to be a critical wartime shortage by the Secretary of Defense; and secured after 1 Oct 75. HPLRP is currently budgeted and executed based upon NDAA FY99 which authorized a maximum \$20K per year and \$50K lifetime; however, NDAA FY09 amended HPLRP by allowing the maximum amount of Reserve Component HPLRP to be equal to the amount authorized for Active Duty HPLRP. The maximum amount paid under Active duty HPLRP (per Section 2173, Chapter 109, Title 10 U.S.C.) is determined annually by the Secretary of Defense (currently \$40K per year).

Health Professions Special Pay Program: Section 302g, Chapter 5, Title 37 provides for special pay to attract and retain health professionals in the Selected Reserve for a health profession determined to be a critical wartime shortage by the Secretary of Defense. NDAA FY07 increased the maximum annual special pay amount from \$10,000 to \$25,000.

**Selected Reserve Incentive Program (SRIP)-** Chapter 5, Title 37 U.S.C. provides for the payment of cash bonuses to selected officer and enlisted members. Bonuses are summarized below:

AGR Selective Reenlistment Bonus (SRB): The AGR Reenlistment bonus is offered to those Soldiers who reenlist for a period of three or six years while serving in a critical skill in the AGR program. The AGR SRB rate is up to \$10,000 for a 3-year commitment or up to \$20,000 for a 6-year commitment for Soldiers serving in a critical skill MOS. The bonus is paid 50% at the time of re-enlistment, with the balance being paid in installments on the anniversary date of the reenlistment.



Non-Prior Service Enlistment Bonuses (NPS EB): Soldiers must enlist for three, four or six years in a Troop Program Unit, be a high school graduate and become military occupational specialty qualified to receive the NPS EB. The bonus is capped at a maximum of \$20,000, to those Soldiers enlisting in primary and mobilization vacancies only for critical skills and priority units. For those Soldiers enlisting under the Army Civilian Acquired Skills Program, the bonus will not exceed the maximum of \$20,000. Bonuses are paid 50% payment at award of Military Occupational Specialty (MOS) and with the balance paid in installments on their MOS award anniversary date.

Enlisted Affiliation Bonus (EAB): Enlisted Soldiers transitioning from Active Duty or the Individual Ready Reserve, who affiliate with an Army Reserve Troop Program Unit (TPU) in their existing MOS. The Enlisted Affiliation Bonus (EAB) rates are up to \$15,000 for a 6-year commitment, up to \$10,000 for a 5-year commitment, up to \$7,500 for a 4-year commitment, or up to \$5,000 for a 3-year commitment. The EAB may be offered to an RA, IRR, or AGR Soldier, or a prior service applicant, who chooses to affiliate for service in a TPU of the SELRES, if eligibility criteria is met. The EAB will not be authorized for transfer to an IMA position. Bonuses are paid 50% payment at time of affiliation with a TPU unit with the balance paid in installments on their affiliation anniversary date.

Prior Service Enlistment Bonus (PSEB): The Prior Service Enlistment Bonus (PSEB) rates are up to \$10,000 for a 6-year commitment and up to \$5,000 for a 3-year commitment. The PSEB may be offered to a Regular Army (RA) or Active Guard or Reserve (AGR) Soldier, who is being discharged or released from active duty, and who chooses to enlist for continued service in a Troop Program Unit (TPU) of the Selected Reserve (SELRES), if eligibility criteria are met. Additionally, a civil-life gain applicant, with prior service, may also be eligible for the PSEB.

Reenlistment Bonus (RB): The reenlistment bonus is offered to those Soldiers reenlisting in a critical skill in the Selected Reserve. RB rates for TPU first term members are up to \$15,000 for a 6-year commitment or up to \$7,500 for a 3-year commitment; additionally, the rate for careerists is to up to \$10,000 for a 6-year commitment and up to \$5,000 for a 3-year commitment. First Term RB is lump sum or installments. Career RB is installment only. All RB are paid on effective date of contract, i.e., 1 day after current ETS.

Student Loan Repayment Program (SLRP): Soldiers must enlist/reenlist for three or six years in a critical MOS. The program repays 15 percent of the original outstanding loan balance and accrued interest not paid by the Department of Education or \$500, whichever is greater, up to a maximum of \$1,500 after each year of satisfactory service. No payment will exceed the amount required to liquidate the loan up to the dollar amount authorized (\$10,000 or \$20,000), whichever is less.

Recruitment Referral Bonus: Provides a payment of \$2,000 to a SELRES Soldier that refers an applicant to the Army Reserve, prior to their contact with an Army Recruiter. It is payable when the applicant successfully completes their Initial Entry Training (IET) which includes Basic and Advanced Individual Training.

Officer Accession Bonus: This program offers a \$10,000 lump sum payment to newly accessed commissioned and warrant officers. The officers must serve in certain critical shortage fields and accept an AR commission.

Officer Affiliation Bonus: This program offers a \$10,000 lump sum payment to commissioned and warrant officer transitioning from the AC to the RC. The officers must become qualified in certain critical shortage fields and make a six-year SELRES service commitment.

MOS Conversion Bonus: Program provides a lump sum payment of \$2,000 to Soldiers who voluntarily elect to reclassify from an overage MOS to a shortage MOS. Payment is made once Soldiers receive their MOS award letter.

Critical Skills Retention Bonus (CSRB): This program allows payment of non-obligated Soldiers, in designated critical skills and units, to make a three-year service commitment to the AR. Payment is up to \$20,000, paid in a lump sum or 50% payment on written agreement and the remaining in installment payment on the second anniversary date of the agreement.

Death Gratuities: The funds requested provide the payment of death gratuities to beneficiaries of deceased Army Reserve military personnel, under the provisions of Title 10, United States Code, Chapter 75, if member dies:

- (1) While on inactive duty training;
- (2) From an injury that occurred while traveling directly to or from inactive duty training; or
- (3) Within 120 days after discharge or release from active duty training, if the Administrator of Veterans' Affairs determines that death resulted from an injury incurred or aggravated while performing, or traveling directly to or from such training.

Disability and Hospitalization Benefits: Entitlement is contained in Title 10 U.S.C. Chapter 60, 1206 and Title 37 U.S.C. Section 204 and 206. The funding provides payment for members of the Army Reserve who suffer from injury or disability or who contract disease in the line of duty, while performing, active or inactive duty. Soldiers are entitled to hospitalization and pay and allowances during their incapacitation or until such time they are found fit for duty or processed through the Disability Evaluation System (DES). A member, who is separated for physical disability due to injury, which was the proximate result of the performance of such duty, is entitled to severance pay if determined to be less than 30% disabled, or medical retirement if determined to be 30% more disabled, if otherwise qualified under appropriate personnel regulations.

**SCHEDULE OF INCREASES AND DECREASES  
ADMINISTRATION AND SUPPORT  
(Dollars in Thousands)**

FY 2010 Direct Program		2,104,087
Increases:		
Pricing Increases:		
Basic Pay	17,201	
Basic Allowance for Housing	11,351	
Basic Allowance for Subsistence	2,203	
Retirement Pay	9,262	
FICA	1,316	
Travel Pay	602	
Cost of Living Adjustment	458	
Disability and Hospitalizations	106	
Health Profession Incentive	452	
Total Pricing Increases:		42,498
Program Increases:		
Basic Pay	12,397	
Basic Allowance for Housing	3,251	
Basic Allowance for Subsistence	303	
Other Pay	318	
Retirement Pay	4,026	
FICA	948	
Incentive/Special Pay	87	
Separation Pay	56	
Disability and Hospitalizations	311	
Health Profession Incentive	21,388	
Total Program Increases:		43,085
Total Increases:		85,582

**SCHEDULE OF INCREASES AND DECREASES  
ADMINISTRATION AND SUPPORT  
(Dollars in Thousands)**

Decreases:

Pricing Decreases:

Other Pay	(27,600)	
Total Pricing Decreases		(27,148)

Program Decreases:

Uniform Allowance	(18)	
Travel Pay	(11,818)	
Cost of Living Adjustment	(1,661)	
Death Gratuities	(2,301)	
Selected Reserves Incentive Program	(17,078)	
Total Program Decreases:		(32,875)

Total Decreases:		(60,023)
------------------	--	----------

FY 2011 Direct Program		2,129,646
------------------------	--	-----------

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances:** These funds are requested for pay and allowances of personnel serving on active duty as authorized by Sections 175 and 12310 of Title 10 United States Code, and other tours authorized by the Department of the Army. The dollar rate is an annual rate which includes base pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence, clothing allowance, special pays as authorized, and FICA.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,336	137,324	595,438	4,324	144,602	625,259
Enlisted	11,551	83,841	968,446	11,809	87,270	1,030,568
Total	15,887		1,563,884	16,133		1,655,827

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,496	145,803	655,529
Enlisted	11,765	88,007	1,035,399
Total	16,261		1,690,927

**COLA:** The funds provide payment of a cost of living allowance (COLA) to Soldiers assigned to high cost areas in the continental United States (CONUS COLA) and to Soldiers assigned outside the continental United States (OCONUS COLA).

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
CONUS						
Officer	108	7,112	768	110	7,418	816
Enlisted	304	6,450	1,961	175	6,727	1,177
Subtotal	412		2,729	285		1,993
OCONUS						
Officer	206	16,726	3,446	230	17,446	4,013
Enlisted	343	18,004	6,175	333	18,778	6,250
Subtotal	549		9,621	563		10,263
Total						
Officer	314		4,214	340		4,829
Enlisted	647		8,136	508		7,428
Total	961		12,350	848		12,256
	2011					
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>			
CONUS						
Officer	103	7,701	793			
Enlisted	207	6,984	1,446			
Subtotal	310		2,239			
OCONUS						
Officer	168	18,113	3,043			
Enlisted	296	19,496	5,771			
Subtotal	464		8,814			
Total						
Officer	271		3,836			
Enlisted	503		7,217			
Total	774		11,053			

**Permanent Change of Station Travel:** These funds are requested to provide costs for those AGR personnel making a permanent change of station. Travel costs include movement and storage of household goods, dislocation allowance, and dependent travel. Travel costs also include TDY travel and per diem costs incurred while on PCS-TDY enroute status.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	987	17,315	17,098	1,038	17,471	18,131
Enlisted	2,263	13,293	30,077	2,771	13,413	37,163
Total	3,250		47,175	3,808		55,294

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	854	17,663	15,089
Enlisted	2,138	13,560	28,989
Total	2,992		44,078

**\$30,000 Lump Sum Retirement Bonus:** Funds provide a \$30,000 lump sum bonus for full-time personnel who elect that option upon reaching fifteen years of service under the new military retirement system.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	6	30,000	180	6	30,000	180
Enlisted	18	30,000	540	18	30,000	540
Total	24		720	24		720

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	6	30,000	180
Enlisted	18	30,000	540
Total	24		720

**Grand Total AGR:**

	2009		2010	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Total AGR Pay and Allowances	15,887	1,624,129	16,133	1,724,097

	2011	
	<u>Strength</u>	<u>Amount</u>
Total AGR Pay and Allowances	16,261	1,746,778

**Death Gratuities:** The funds requested provide for the payment of death gratuities to beneficiaries of deceased Army Reserve military personnel as authorized by Title 10, United States Code, Chapter 75, Sections 1475 through 1477.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	1	100,000	50	15	100,000	1,471
Enlisted	1	100,000	50	29	100,000	2,868
ROTC	0	0	0	0	0	0
Total	1		100	43		4,339

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	8	100,000	750
Enlisted	13	100,000	1,288
ROTC	0	0	0
Total	20		2,038



**Disability and Hospitalization Benefits:** Members of the Army Reserve who suffer injury or disability or contract disease in the line of duty, active or inactive, are entitled to hospitalization and pay and allowances during their incapacitation or until such time they are found fit for duty or processed through the Disability Evaluation System (DES).

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	85	17,940	1,525	51	18,572	952
Enlisted	318	12,600	4,010	351	13,044	4,575
Total	403		5,535	402		5,527

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	65	18,925	1,235
Enlisted	354	13,292	4,709
Total	420		5,944

**Incentive Program:** Funds provide for payment of two types of Selective Reserve Incentives: Health Profession Incentives and Selected Reserve Incentives. Each category's requirements are summarized below:

**Health Professions Incentives:** Funds support the Specialized Training Assistance Program (STRAP) stipend, Health Professions Loan Repayment Program (HPLRP), and Health Professions Medical Recruiting Bonuses. These incentives are offered to attract and retain medical professionals in critical demand, and are summarized as follows:

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Special Training Assistance Program	428	21,521	9,211	237	22,253	5,282
Loan Repayment Program	199	14,859	2,957	487	17,505	8,528
Medical Recruiting Bonus	1,341	15,292	20,507	361	15,811	5,714
Total	1,968	16,603	32,675	1,086	17,979	19,524

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Special Training Assistance Program	319	22,564	7,192
Loan Repayment Program	515	18,100	9,322
Medical Recruiting Bonus	1,550	16,033	24,850
Total	2,384	17,353	41,364

**Selected Reserve Incentives:** Funds requested provide initial and anniversary payments for the following programs: AGR Reenlistment, AGR Critical Skill Assignment Retention, Critical Skill Assignment Retention, Referral, MOS Conversion, Officer Accession, Enlistment, Affiliation, Prior Service, Reenlistment Bonuses and the Student Loan Repayment Program for selected members of the Selected Reserve (SELRES). Incentives are as follows:

	<u>Strength</u>	<u>2009 Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>2010 Rate</u>	<u>Amount</u>
<b>Initial</b>						
AGR Reenlistment Bonus	64	8,513	545	129	8,513	1,098
College First Program	0	0	0	0	0	0
Non-Prior Serv. Enl. Bonus	17,445	9,480	165,375	14,308	9,480	135,637
Officer Affiliation Bonus	130	9,620	1,248	921	9,620	8,864
Enlisted Affiliation Bonus	1,817	7,319	13,298	715	7,319	5,232
Prior Service Bonus	0	0	0	1,208	6,659	8,046
Reenlistment Bonus	3,818	9,455	36,097	5,147	9,455	48,666
Student Loan Repayment Program	8,295	1,288	10,682	6,538	1,288	8,420
Army Advantage Fund	0	0	0	0	0	0
AGR Critical Skill Retention	0	0	0	16	38,667	600
Critical Skills Retention Bonus	700	18,164	12,720	551	18,164	10,000
Recruitment Referral Bonus	2,256	1,556	3,510	2,308	1,560	3,600
MOS Conversion Bonus	9	2,000	18	15	2,000	30
Officer Accession Bonus	264	9,817	2,596	170	9,817	1,667
Subtotal	34,798		246,089	32,025		231,860
<b>Anniversary</b>						
AGR Reenlistment Bonus	2,398	1,685	4,040	2,401	1,685	4,045
Non-Prior Serv. Enl. Bonus	14,575	2,900	42,267	32,878	2,900	95,345
Enlisted Affiliation Bonus	1,327	4,932	6,546	1,545	4,932	7,618
Prior Service Bonus	6,131	3,207	19,662	3,497	3,207	11,215
Reenlistment Bonus	2,754	1,091	3,005	474	1,091	517
Critical Skills Retention Bonus	0	0	0	0	0	0
Subtotal	27,186		75,520	40,794		118,740
Selective Reserve Incentives Total	61,984		321,609	72,819		350,600
Grand Total Incentives	63,952		354,284	73,905		370,124

	<u>Strength</u>	<u>2011 Rate</u>	<u>Amount</u>
Initial			
AGR Reenlistment Bonus	459	8,513	3,906
College First Program	0	0	0
Non-Prior Serv. Enl. Bonus	10,769	9,480	102,086
Officer Affiliation Bonus	275	9,620	2,644
Enlisted Affiliation Bonus	693	7,319	5,075
Prior Service Bonus	3,120	6,659	20,777
Reenlistment Bonus	8,731	9,455	82,553
Student Loan Repayment Program	12,997	1,295	16,826
Army Advantage Fund	0	0	0
AGR Critical Skill Retention	34	38,667	1,302
Critical Skills Retention Bonus	1,080	18,164	19,610
Recruitment Referral Bonus	2,849	1,556	4,433
MOS Conversion Bonus	1,520	2,000	3,040
Officer Accession Bonus	145	9,817	1,424
Subtotal	42,670		263,676
Anniversary			
AGR Reenlistment Bonus	2,319	1,685	3,906
Non-Prior Serv. Enl. Bonus	12,828	2,900	37,202
Enlisted Affiliation Bonus	1,421	4,932	7,007
Prior Service Bonus	5,152	3,207	16,523
Reenlistment Bonus	4,774	1,091	5,208
Critical Skills Retention Bonus	0	0	0
Subtotal	26,494		69,846
Selective Reserve Incentives Total	69,164		333,522
Grand Total Incentives	71,548		374,886

**BUDGET ACTIVITY S: EDUCATION BENEFITS**

<u>2009</u>	<u>2010</u>	<u>2011</u>
117,874	65,457	57,633

**Part 1 - PURPOSE AND SCOPE**

Funds are for payment to the Department of Defense Education Benefits trust fund. The program is governed by Title 10 United States Code, Chapter 1606 and Chapter 1607. All individuals enlisting, reenlisting, or extending for not less than six years in the Selected Reserve **on or** after July 1, 1985, except those who have received a commission from a Service Academy or completed an ROTC scholarship program, are eligible to receive Montgomery GI Bill-Selected Reserve (MGIB-SR) Chapter 1606 educational assistance benefits. The MGIB-SR Chapter 1606 program provides funds applicable to one of four levels of educational pursuit. These levels are \$333.00 per month for each month of full-time educational pursuit of a program of education; \$249.00 per month for each month of three quarter-time pursuit of a program of education; \$165.00 per month for each month of half-time pursuit of a program of education; and \$83.25 per month for a less than half-time pursuit of a program of education.

The FY05 National Defense Authorization Act (NDAA05) added a new benefit for RC members who serve in a mobilized status, retroactive to September 11, 2001. This Reserve Education Assistance Program (REAP) mobilization benefit is defined in Chapter 1607, and pays a variable percentage of the Active Component Montgomery GI Bill (MGIB) benefit, based on length of mobilization. Individuals must also meet initial training and high school diploma or equivalency requirements and maintain satisfactory participation in the Selected Reserves (SELRES). NDAA 2008 now allows Soldiers to separate from the SELRES under certain criteria maintain their REAP Chapter 1607 benefit for a period of 10 years. Additionally, all mobilization periods of active service since September 11, 2001 now count toward an "aggregate" benefit monthly payout level. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset by an estimate of interest earned on investments of the Education Benefits Fund. Postgraduate level education is now made available to those service members who have earned an undergraduate degree. The REAP Chapter 1607 mobilization benefit provides 40% of the AC benefit for Soldiers mobilized for 90 days to 1 year; 60% of the AC benefit for Soldiers mobilized between 1 year to 2 years; and 80% of the AC benefit for Soldiers mobilized more than two years.

The Chapter 1606 or 1607 benefit does not require the Soldier to contribute to the fund. Additionally, Soldiers in selected critical skills or high priority units are eligible for the Chapter 1606 MGIB-SR Educational Assistance Allowance Increase or "MGIB-SR Kicker" of up to \$350.00 per month; and the REAP Chapter 1607 benefit includes a Buy-up Program, as a Soldier may contribute up to an additional \$600 to the GI Bill to receive increased monthly benefits.

**SCHEDULE OF INCREASES AND DECREASES  
EDUCATION BENEFITS  
(Dollars in Thousands)**

FY 2010 Direct Program			65,457
Increases:			
Pricing Increases:			
Total Pricing Increases:		0	
Program Increases:			
Total Program Increases:		0	
Total Increases:			0
Decreases:			
Pricing Decreases:			
Education Benefits	(6,912)		
Total Pricing Decreases		(6,912)	
Program Decreases:			
Education Benefits	(912)		
Total Program Decreases:		(912)	
Total Decreases:			(7,824)
FY 2011 Direct Program			57,633

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

The following table displays the actuarially based estimates and the number expected to meet the initial eligibility requirement of an enlistment, reenlistment, or extension for six years:

	<u>Strength</u>	2009 <u>Rate</u>	<u>Amount</u>	<u>Strength</u>	2010 <u>Rate</u>	<u>Amount</u>
Officer	123	1,526	188	4,563	1,557	7,105
Enlisted	18,650	1,526	28,460	13,952	1,557	21,723
Basic Benefit	18,773		28,648	18,515		28,828
\$100 Kicker	16,013	750	12,010	15,154	830	12,578
\$200 Kicker	8,425	1,470	12,385	7,496	1,678	12,578
\$350 Kicker	4,250	2,347	9,975	2,236	2,470	5,522
Subtotal Kicker	28,688		34,369	24,886		30,678
Chapter 1607						
Enhanced Educ. Asst. Normal Costs						
Enhanced Benefit						
Less than 90 Days	207	2,221	460	226	167	38
91days to less than	11,365	3,185	36,199	23,033	256	5,896
Greater than 2 Yrs.	43	3,778	162	54	313	17
Subtotal	11,615		36,821	23,313		5,951
Amortization - Ch. 1607	1		18,036	1		0
Total Chapter 1607	11,616		54,857	23,314		5,951
Grand Total	59,077		117,874	66,714		65,457

	<u>Strength</u>	2011 <u>Rate</u>	<u>Amount</u>
Officer	4,592	998	4,582
Enlisted	10,625	998	10,604
Basic Benefit	15,217		15,186
\$100 Kicker	15,659	997	15,612
\$200 Kicker	6,325	1,933	12,226
\$350 Kicker	3,025	3,050	9,226
Subtotal Kicker	25,009		37,064
Chapter 1607			
Enhanced Educ. Asst. Normal Costs			
Enhanced Benefit			
Less than 90 Days	319	75	24
91days to less than	43,131	124	5,348
Greater than 2 Yrs.	69	152	10
Subtotal	43,519		5,383
Amortization - Ch. 1607	1		0
Total Chapter 1607	43,520		5,383
Grand Total	83,746		57,633

NOTE: \*Per capita cost rates for the Basic Benefit and Critical Skill/Critical Unit Benefit will be provided annually subsequent to approval of the DoD Education Benefits Board of Actuaries.

**BUDGET ACTIVITY M: HEALTH PROFESSIONS SCHOLARSHIP PROGRAM**

<u>2009</u>	<u>2010</u>	<u>2011</u>
55,221	62,521	66,940

**Part 1 - PURPOSE AND SCOPE**

This budget program provides funds for officers to participate in the Armed Forces Health Professions Scholarship and Financial Assistance Programs (HPSP & FAP) in accordance with Title 10 United States Code, Chapter 105, sections 2120 through 2127. HPSP is the Army's primary source of physicians and dentists. The objective of this program is to provide, in conjunction with other health professional officer acquisition programs, a sufficient number of trained personnel to support the Army Medical Department in its health care mission. HPSP participants pursuing a course of study shall serve on active duty in pay grade O1 or the highest grade held prior to enrollment in the program with full pay and allowance of that grade for a period of 45 days during each year of participation. HPSP participants are detailed as students at accredited civilian institutions located in the United States or Puerto Rico, for the purpose of acquiring knowledge or training in a designated health profession. In addition, under regulation prescribed by the Secretary of Defense, program participants receive military and professional training and instruction. Except when serving on active duty, a program participant is entitled to a monthly stipend at a rate established annually by the Secretary of Defense. Participants incur a 2 year minimum / four year maximum service obligation in the active component with the remaining service in the Individual Ready Reserve. NDAA FY08 modified HPSP by authorizing the Secretary of Defense to allow for an accession bonus to HPSP & FAP participants. Increased funding for this bonus began in FY09.

NDAA FY90-91, modified HPSP by adding the Financial Assistance Program (FAP). FAP provides financial assistance to physicians and dentist in specialized training. Specialties will vary depending on Army requirements. FAP members pursuing specialized training shall serve on active duty in a pay grade commensurate with their education level with full pay and allowances of that grade for a period of 14 days during each year of participation in the program.

Army Nurse Candidate Program (ANCP): Section 2130a, Chapter 105, Title 10 USC. ANCP targets nurse candidates in the junior and senior year of their Bachelors of Science in Nursing (BSN) program and accesses for four to five years of active duty, and a total of eight years military service. NDAA FY09 increased the maximum annual bonus amount from \$5,000 to \$10,000 and increased the maximum monthly stipend from \$1,000 to the same amount authorized annually by the Secretary of Defense for HPSP.



**Stipend:** The funds requested provide for an annual stipend to participants in the program. Stipend amount is determined annually by the Secretary of Defense in accordance with Section 2121d, Chapter 105, Title 10 USC.

**Individual Clothing and Uniform Allowances:** These funds provide for the initial clothing and uniform allowances under the provisions of 37 U.S.C. 415 and 416, to participants for the procurement of required uniforms.

**Pay and Allowances, Active Duty for Training:** These funds provide active duty for training for a period of 45 days annually for HPSP and 14 days for FAP participants.

**Travel, Active Duty for Training:** These funds provide for transportation and per diem of participants attending active duty for training at medical care facilities.

**SCHEDULE OF INCREASES AND DECREASES  
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM  
(Dollars in Thousands)**

FY 2010 Direct Program		62,521
Increases:		
Pricing Increases:		
Basic Pay	196	
Basic Allowance for Housing	105	
Basic Allowance for Subsistence	23	
FICA	15	
Travel Pay	45	
Stipend	1,103	
Health Profession Incentive	10	
Total Pricing Increases:		1,497
Program Increases:		
Basic Pay	540	
Basic Allowance for Housing	143	
Basic Allowance for Subsistence	31	
FICA	41	
Travel Pay	212	
Initial Clothing Other	18	
Stipend	1,873	
Health Profession Incentive	63	
Total Program Increases:		2,922
Total Increases:		4,419

**SCHEDULE OF INCREASES AND DECREASES  
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM  
(Dollars in Thousands)**

Decreases:

    Pricing Decreases:

        Total Pricing Decreases 0

    Program Decreases:

        Total Program Decreases: 0

Total Decreases: 0

FY 2011 Direct Program 66,940

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Stipend:** The funds provide for a monthly stipend to participants in the program. Per 10 U.S.C. 2121d, the stipend amount, effective 1 July each year, is published annually by the Secretary of Defense.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,325	20,315	26,918	1,633	21,093	34,445
Financial Assistance Program	12	22,250	267	14	23,094	323
Total	1,337		27,185	1,647		34,769

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,719	21,750	37,388
Financial Assistance Program	15	23,779	357
Total	1,734		37,745

**Individual Clothing and Uniform Allowances:** These funds provide for the initial clothing and uniform allowances under the provisions of 37 U.S.C. 415 and 416, to participants for the procurement of required uniforms.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	615	400	246	470	400	188

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	516	400	206

**Pay and Allowances, Active Duty for Training:** The funds provide active duty for training for a period of 45 days annually for HPSP and 14 days for FAP participants. The dollar rate is an annual rate which includes base pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence and FICA.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,419	8,134	11,540	1,681	8,442	14,192
Financial Assistance Program	12	2,754	33	13	2,857	37
Total	1,431		11,573	1,694		14,229

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,769	8,639	15,284
Financial Assistance Program	13	2,923	38
Total	1,782		15,322

**Travel, Active Duty for Training:** These funds provide for transportation and per diem of participants attending active duty for training at medical care facilities.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,419	2,369	3,361	1,681	2,390	4,019

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,769	2,417	4,276

**Accession Bonus:** These funds provide for the bonus authorized to new accessions in HPSP & FAP.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Prof. Accession Bonus	611	20,000	12,227	415	20,000	8,300
	2011					
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>			
Health Prof. Accession Bonus	415	20,000	8,300			

**Completed Program Graduates:**

<u>2009</u>	<u>2010</u>	<u>2011</u>
440	444	489

**Nurse Candidate Bonus Program:** Funds requested support the Nurse Candidate Bonus Program. These incentives are offered to attract and retain medical professionals in critical demand, and are summarized as follows:

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Prof.-Nurse Candidate Bonus	16	10,000	160	29	10,000	292
Health Prof.-Nurse Candidate Stipend	26	18,038	469	39	18,652	725
Total	42	14,976	629	68	14,940	1,017
	2011					
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>			
Health Prof.-Nurse Candidate Bonus	36	10,000	359			
Health Prof.-Nurse Candidate Stipend	39	18,913	732			
Total	75	14,623	1,091			

**BUDGET ACTIVITY N: BRANCH OFFICER LEADERSHIP COURSE**

<u>2009</u>	<u>2010</u>	<u>2011</u>
72,355	72,503	74,042

**Part 1 - PURPOSE AND SCOPE**

This budget provides funds for Reserve Component (Army Reserve and Army National Guard) ROTC graduates designated for Reserve Forces Duty (RFD) and AR Officers Commissioned through Officer Candidate Course and Direct Commissioned to attend full-length, resident Branch Officer Leadership Courses (BOLC). Basic branch officers first attend a six-week combat-oriented course (BOLC II) followed by a ten-week branch-specific course (BOLC III). Program also provides funds for newly commissioned Army Medical Department (AMEDD) and Judge Advocate General (JAG) officers to attend their Branch Officer Basic Course (BOBC). It includes pay and allowances, travel and per diem, retired pay accrual costs, and uniform allowance for officers.

Title 50 U.S.C. Section 456, 1987, requires that commissioned ROTC graduates not required to serve on active duty with the Army, attend active duty for training for a period of not more than six months and serve in the Reserve components until the eighth anniversary of commissioning. Successful completion of a BOLC or BOBC qualifies officers for mobilization deployment.

**SCHEDULE OF INCREASES AND DECREASES  
BRANCH OFFICER LEADERSHIP COURSE  
(Dollars in Thousands)**

FY 2010 Direct Program		72,503
Increases:		
Pricing Increases:		
Basic Pay	793	
Basic Allowance for Housing	328	
Basic Allowance for Subsistence	88	
Retirement Pay	152	
FICA	61	
Travel Pay	60	
Total Pricing Increases:		1,482
Program Increases:		
Basic Pay	37	
Basic Allowance for Housing	8	
Basic Allowance for Subsistence	2	
Retirement Pay	9	
FICA	3	
Initial Clothing Other	2	
Total Program Increases:		61
Total Increases:		1,543



**SCHEDULE OF INCREASES AND DECREASES  
BRANCH OFFICER LEADERSHIP COURSE  
(Dollars in Thousands)**

Decreases:		
Pricing Decreases:		
Total Pricing Decreases		0
Program Decreases:		
Travel Pay	(4)	
Total Program Decreases:		(4)
Total Decreases:		(4)
 FY 2011 Direct Program		 74,042

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances:** The funds requested provide for base pay and allowances, retired pay accrual, and FICA payments for officers attending BOLC/BOBC.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,698	29,286	49,725	1,556	31,043	48,305
AMEDD Officers Basic Course	700	20,261	14,182	758	21,476	16,279
JAG Officer's Basic Course	110	14,940	1,643	95	15,836	1,504
TOTAL	2,508		65,551	2,409		66,088

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,551	31,711	49,184
AMEDD Officers Basic Course	768	21,938	16,848
JAG Officer's Basic Course	95	16,177	1,537
TOTAL	2,414		67,570

**Uniform Allowances:** The funds provide for Initial Uniform Allowances.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,698	400	679	1,556	400	622
AMEDD Officers Basic Course	700	400	280	758	400	303
JAG Officer's Basic Course	110	400	44	95	400	38
TOTAL	2,508		1,003	2,409		964

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,551	400	620
AMEDD Officers Basic Course	768	400	307
JAG Officer's Basic Course	95	400	38
TOTAL	2,414		966

**Travel:** These funds provide travel, transportation and per diem costs for officers attending BOLC/BOBC.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,698	3,045	5,170	1,556	3,078	4,789
AMEDD Officers Basic Course	700	720	504	758	726	551
JAG Officer's Basic Course	110	1,158	127	95	1,173	111
TOTAL	2,508		5,801	2,409		5,451

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,551	3,114	4,830
AMEDD Officers Basic Course	768	734	564
JAG Officer's Basic Course	95	1,186	113
TOTAL	2,414		5,507

**BUDGET ACTIVITY P: CHAPLAIN CANDIDATE PROGRAM**

<u>2009</u>	<u>2010</u>	<u>2011</u>
5,783	5,294	6,246

**Part 1 - PURPOSE AND SCOPE**

This budget program provides funds for officers to participate in the Chaplain Candidate Program. The objective of this program is to provide a sufficient number of trained personnel to support the Army Chaplaincy in its pastoral care and religious ministry mission. Members must be either full-time seminary students, or seminary graduates awaiting ecclesiastical endorsement and/or ordination. Members receive military and professional training and instruction in accordance with appropriate regulations during participation in the program. Upon completion of the program, participants are qualified as Army Chaplains and assigned to either the Active or Reserve Component.

Chaplain Officer Basic Course (CHOBC): Training is required in order to qualify officers commissioned as Chaplain Candidates (staff specialists) for future service as US Army Chaplains in either the Active or Reserve Component. This budget program funds CHOBC attendance of Chaplain Candidates commissioned in the Army Reserve. Costs include pay and allowances, uniform allowances, and travel.

Chaplain Active Duty for Training Practicum (CADT): Members of this program serve on active duty with full pay and allowances up to 90 days during each year of participation in the program. Costs include pay and allowances, travel and per diem.

**SCHEDULE OF INCREASES AND DECREASES  
CHAPLAIN CANDIDATE PROGRAM  
(Dollars in Thousands)**

FY 2010 Direct Program			5,294
Increases:			
Pricing Increases:			
Basic Pay	48		
Basic Allowance for Housing	16		
Basic Allowance for Subsistence	5		
Retirement Pay	9		
FICA	4		
Travel Pay	16		
Total Pricing Increases:		97	
Program Increases:			
Basic Pay	425		
Basic Allowance for Housing	72		
Basic Allowance for Subsistence	21		
Other Pay	0		
Retirement Pay	104		
FICA	33		
Travel Pay	185		
Initial Clothing Other	15		
Total Program Increases:		855	
Total Increases:			952

**SCHEDULE OF INCREASES AND DECREASES  
CHAPLAIN CANDIDATE PROGRAM  
(Dollars in Thousands)**

Decreases:

    Pricing Decreases:

        Total Pricing Decreases 0

    Program Decreases:

        Total Program Decreases: 0

Total Decreases: 0

FY 2011 Direct Program 6,246

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Active Duty for Training:** The funds requested provide pay and allowances for officers on active duty for training for a period of 42 days annually. The dollar rate is an annual rate which includes base pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence and FICA.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	237	9,868	2,341	222	11,162	2,477
Chaplain Active Duty for Training	204	8,943	1,824	171	7,676	1,313
Total	441		4,166	393		3,789

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	260	11,396	2,965
Chaplain Active Duty for Training	199	7,838	1,560
Total	459		4,525

**Individual Clothing and Uniform Allowances:** These funds provide for the initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416, to officers for the procurement of required uniforms.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	237	400	95	222	400	89

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	260	400	104

**Travel, Active Duty for Training:** These funds provide for transportation and per diem of officers attending active duty for training at military installations.

	2009			2010		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	237	3,261	774	222	3,528	783
Chaplain Active Duty for Training	204	3,670	749	171	3,703	633
Total	441		1,522	393		1,416

	2011		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	260	3,349	872
Chaplain Active Duty for Training	199	3,744	745
Total	459		1,617



**SECTION 5**  
**SPECIAL ANALYSIS**

**SECTION 5 - REIMBURSABLE PROGRAM**  
**(Dollars in Thousands)**

	<u>2009 (Actual)</u>	<u>2010 (Est)</u>	<u>2011 (Est)</u>
Officer			
Basic Pay	14,327	13,958	14,327
Other Pay and Allowances	11,983	11,955	11,983
Travel	4,995	4,995	4,995
Total	31,305	30,908	31,305
Enlisted			
Basic Pay	277	270	277
Other Pay and Allowances	236	236	236
Travel	101	101	101
Total	614	606	614
Officer & Enlisted			
Retired Pay Accrual	3,081	3,486	3,081
Total Program	35,000	35,000	35,000

**RESERVE PERSONNEL, ARMY  
AGR REENLISTMENT BONUS  
(Dollars in Millions)**

	FY09		FY10		FY11		FY12		FY13		FY14		FY15	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,354	3.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	64	0.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	2,398	4.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	129	1.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	2,401	4.0			0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	459	3.9	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	2,319	3.9			0	0.0	0	0.0	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	495	4.2	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	2,503	4.2	0	0.0	0	0.0	0	0.0
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	497	4.2	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	2,512	4.2	0	0.0	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	498	4.2	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0			2,516	4.2	0	0.0
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	498	4.2
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			2,517	4.2
TOTAL														
Initial Payments	64	0.5	129	1.1	459	3.9	495	4.2	497	4.2	498	4.2	498	4.2
Anniversary Payments	3,752	4.0	2,401	4.0	2,319	3.9	2,503	4.2	2,512	4.2	2,516	4.2	2,517	4.2
Total		4.5		5.1		7.8		8.4		8.4		8.4		8.4

NOTES: 1. Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**RESERVE PERSONNEL, ARMY  
REENLISTMENT BONUS  
(Dollars in Millions)**

	FY09		FY10		FY11		FY12		FY13		FY14		FY15	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	8,640	110.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	3,818	36.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	2,754	3.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	5,147	48.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	474	0.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	8,731	82.6	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	4,774	5.2	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	9,848	93.1	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	5,153	5.6	0	0.0	0	0.0	0	0.0
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	9,624	91.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	5,171	5.6	0	0.0	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	10,122	95.7	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5,181	5.7	0	0.0
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	9,647	91.2
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5,181	5.7
TOTAL														
Initial Payments	3,818	36.1	5,147	48.7	8,731	82.6	9,848	93.1	9,624	91.0	10,122	95.7	9,647	91.2
Anniversary Payments	11,394	3.0	474	0.5	4,774	5.2	5,153	5.6	5,171	5.6	5,181	5.7	5,181	5.7
Total		39.1		49.2		87.8		98.7		96.6		101.4		96.9

NOTES: 1. Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**RESERVE PERSONNEL, ARMY  
PRIOR SVC ENLISTMENT BONUS  
(Dollars in Millions)**

	FY09		FY10		FY11		FY12		FY13		FY14		FY15	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	4,003	10.3	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	6,131	19.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	1,208	8.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	3,497	11.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	3,120	20.8	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	5,152	16.5	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	1,552	10.3	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	2,347	7.5	0	0.0	0	0.0	0	0.0
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	1,103	7.3	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	2,242	7.2	0	0.0	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,340	8.9	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,151	6.9	0	0.0
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,127	7.5
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,059	6.6
TOTAL														
Initial Payments	0	0.0	1,208	8.0	3,120	20.8	1,552	10.3	1,103	7.3	1,340	8.9	1,127	7.5
Anniversary Payments	10,134	19.7	3,497	11.2	5,152.0	16.5	2,347	7.5	2,242	7.2	2,151	6.9	2,059	6.6
Total		19.7		19.2		37.3		17.8		14.5		15.8		14.1

NOTES: 1. Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**RESERVE PERSONNEL, ARMY  
NON-PRIOR SVC ENLISTMENT BONUS  
(Dollars in Millions)**

	FY09		FY10		FY11		FY12		FY13		FY14		FY15	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	9,935	20.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	17,445	165.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	14,575	42.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Current Year				0.0										
Initial Payments	0	0.0	14,308	135.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	32,888	95.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	10,769	102.1	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	12,828	37.2	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	10,947	103.8	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	12,686	36.8	0	0.0	0	0.0	0	0.0
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	10,528	99.8	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	12,450	36.1	0	0.0	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	8,689	82.4	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	12,234	35.5	0	0.0
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	9,168	86.9
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	12,017	34.9
TOTAL														
Initial Payments	17,445	165.4	14,308	135.6	10,769	102.1	10,947	103.8	10,528	99.8	8,689	82.4	9,168	86.9
Anniversary Payments	24,510	42.3	32,888	95.3	12,828	37.2	12,686	36.8	12,450	36.1	12,234	35.5	12,017	34.9
Total		207.7		230.9		139.3		140.6		135.9		117.9		121.8

NOTES: 1. Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**RESERVE PERSONNEL, ARMY  
CRITICAL SKILL RETENTION BONUS  
(Dollars in Millions)**

	FY09		FY10		FY11		FY12		FY13		FY14		FY15	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,354	3.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	700	12.7	0	0.0	0	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	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	551	10.0	0	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	0.0	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	1,079	19.6	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	0.0	0	0.0	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	1,295	23.5	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	1,290	23.4	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,283	23.3	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,283	23.3
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL														
Initial Payments	700	12.7	551	10.0	1,079	19.6	1,295	23.5	1,290	23.4	1,283	23.3	1,283	23.3
Anniversary Payments	1,354	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total		12.7		10.0		19.6		23.5		23.4		23.3		23.3

NOTES: 1. Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**RESERVE PERSONNEL, ARMY  
ENLISTED AFFILIATION BONUS  
(Dollars in Millions)**

	FY09		FY10		FY11		FY12		FY13		FY14		FY15	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	877	4.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	1,817	13.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	1,327	6.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	715	8.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	1,545	7.6	0	0.0	0	0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	693	5.1	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	1,421	7.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	693	5.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	1,420	7.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	819	6.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	1,679	8.3	0	0.0	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	819	6.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,679	8.3	0	0.0
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	819	6.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,679	8.3
TOTAL														
Initial Payments	1,817	13.3	715	8.8	693	5.1	693	5.0	819	6.0	819	6.0	819	6.0
Anniversary Payments	2,204	6.5	1,545	7.6	1,421	7.0	1,420	7.0	1,679	8.3	1,679	8.3	1,679	8.3
Total		19.8		16.4		12.1		12.0		14.3		14.3		14.3

NOTES: 1. Prior obligations are only anniversary payments associated with contracts entered into during preceding years.



**FULL TIME SUPPORT  
2009**

<b>Assignment</b>	<b>AGR Officer</b>	<b>AGR Enlisted</b>	<b>AGR Total</b>	<b>Military Technicians</b>	<b>AC Military</b>	<b>Civilians</b>	<b>Total</b>
<b>Individuals</b>							
Pay / Personnel Centers	190	125	315	0	0	0	315
Recruiting / Retention	150	2,167	2,317	0	0	0	2,317
Subtotal	340	2,292	2,632	0	0	0	2,632
<b>Units</b>							
* Units	1,537	7,598	9,135	7,043	56	92	16,326
RC Unique Mgmt HQS	1,008	1,137	2,145	395	7	804	3,351
* Maint Act (Non-unit)	0	0	0	0	0	142	142
Subtotal	2,545	8,735	11,280	7,438	63	1,038	19,819
<b>Training</b>							
RC Non-unit Institutions	16	121	137	0	0	90	227
RC Schools	101	175	276	0	0	50	326
ROTC	100	1	101	0	0	0	101
Subtotal	217	297	514	0	0	140	654
<b>Headquarters</b>							
Service HQ	91	9	100	0	0	0	100
AC HQ	0	0	0	0	6	0	6
AC Instal / Activities	644	363	1007	0	7	13	1,027
RC Chiefs	61	13	74	0	19	46	139
Others	443	221	664	146	0	0	810
Subtotal	1239	606	1845	146	32	59	2082
<b>Others</b>	0	0	0	0	0	0	0
<b>Total</b>	<b>4,341</b>	<b>11,930</b>	<b>16,271</b>	<b>7,584</b>	<b>95</b>	<b>1,237</b>	<b>25,187</b>

**FULL TIME SUPPORT  
2010**

<b>Assignment</b>	<b>AGR Officer</b>	<b>AGR Enlisted</b>	<b>AGR Total</b>	<b>Military Technicians</b>	<b>AC Military</b>	<b>Civilians</b>	<b>Total</b>
<b>Individuals</b>							
Pay / Personnel Centers	85	0	85	0	0	0	85
Recruiting / Retention	150	2,208	2,358	0	0	0	2,358
Subtotal	235	2,208	2,443	0	0	0	2,443
<b>Units</b>							
* Units	1,577	7,685	9,262	8,595	55	92	18,004
RC Unique Mgmt HQS	1,060	1,137	2,197	395	10	1,041	3,643
* Maint Act (Non-unit)	0	0	0	0	0	142	142
Subtotal	2,637	8,822	11,459	8,990	65	1,275	21,789
<b>Training</b>							
RC Non-unit Institutions	16	121	137	0	0	90	227
RC Schools	101	175	276	0	0	53	329
ROTC	100	1	101	0	0	0	101
Subtotal	217	297	514	0	0	143	657
<b>Headquarters</b>							
Service HQ	91	9	100	0	0	0	100
AC HQ	0	0	0	0	0	0	0
AC Instal / Activities	644	363	1007	0	0	13	1,020
RC Chiefs	61	13	74	0	9	46	129
Others	443	221	664	0	0	0	664
Subtotal	1239	606	1845	0	9	59	1913
<b>Others</b>	0	0	0	0	0	0	0
<b>Total</b>	<b>4,328</b>	<b>11,933</b>	<b>16,261</b>	<b>8,990</b>	<b>74</b>	<b>1,477</b>	<b>26,802</b>

**FULL TIME SUPPORT  
2011**

<b>Assignment</b>	<b>AGR Officer</b>	<b>AGR Enlisted</b>	<b>AGR Total</b>	<b>Military Technicians</b>	<b>AC Military</b>	<b>Civilians</b>	<b>Total</b>
<b>Individuals</b>							
Pay / Personnel Centers	85	0	85	0	0	0	85
Recruiting / Retention	150	2,208	2,358	0	0	0	2,358
Subtotal	235	2,208	2,443	0	0	0	2,443
<b>Units</b>							
* Units	1,577	7,685	9,262	8,595	55	92	18,004
RC Unique Mgmt HQS	1,060	1,137	2,197	395	10	1,041	3,643
* Maint Act (Non-unit)	0	0	0	0	0	142	142
Subtotal	2,637	8,822	11,459	8,990	65	1,275	21,789
<b>Training</b>							
RC Non-unit Institutions	16	121	137	0	0	90	227
RC Schools	101	175	276	0	0	53	329
ROTC	100	1	101	0	0	0	101
Subtotal	217	297	514	0	0	143	657
<b>Headquarters</b>							
Service HQ	91	9	100	0	0	0	100
AC HQ	0	0	0	0	0	0	0
AC Instal / Activities	644	363	1007	0	0	13	1,020
RC Chiefs	61	13	74	0	9	46	129
Others	443	221	664	0	0	0	664
Subtotal	1239	606	1845	0	9	59	1913
<b>Others</b>	0	0	0	0	0	0	0
<b>Total</b>	<b>4,328</b>	<b>11,933</b>	<b>16,261</b>	<b>8,990</b>	<b>74</b>	<b>1,477</b>	<b>26,802</b>