

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2015

President's Budget Submission

March 2014



RESERVE PERSONNEL, ARMY

The estimated cost of this report for the Department of Defense is approximately \$102,000 for Fiscal Year 2014.
This includes \$710 in expenses and \$101,000 in DoD labor.

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SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

**RESERVE PERSONNEL, ARMY
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(IN THOUSANDS OF DOLLARS)**

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

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Reserve Component Training and Support Direct Program	4,538,105	4,377,563	4,459,130
Reimbursable Program	24,698	35,000	43,000
OCO Funding	89,648	33,352	-
Subtotal RPA	<u>4,652,451</u>	<u>4,445,915</u>	<u>4,502,130</u>
Medicare-Ret Contrib, AR Army	521,916	471,007	350,138
TOTAL PROGRAM COST	<u>5,174,367</u>	<u>4,916,922</u>	<u>4,852,268</u>
Less FY 14 Title 1X (P.L.113.76) OCO Funding		<u>(33,352)</u>	
Revised TOTAL PROGRAM Funding		4,883,570	

**RESERVE PERSONNEL, ARMY
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS
(IN THOUSANDS OF DOLLARS)**

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

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
<u>RESERVE PERSONNEL, ARMY (RPA)</u>			
DIRECT PROGRAM	4,538,105	4,377,563	4,459,130
REIMBURSABLE PROGRAM	24,698	35,000	43,000
OCO AND OTHER SUPPLEMENTAL FUNDING	89,648	33,352	0
TOTAL RESERVE PERSONNEL, ARMY	4,652,451	4,445,915	4,502,130
MEDICARE-RET CONTRIB, AR ARMY	521,916	471,007	350,138
TOTAL RESERVE PERSONNEL, ARMY PROGRAM COST	5,174,367	4,916,922	4,852,268
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
OCO PAY AND ALLOWANCES, MOBILIZATION	1,295,076	1,668,968	0
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	77,852	75,901	70,548
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	1,372,928	1,744,869	70,548
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	6,547,295	6,661,791	4,922,816

PB-30A TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS

SECTION 2

INTRODUCTION AND PERFORMANCE MEASURES

**DEPARTMENT OF THE ARMY
JUSTIFICATION OF ESTIMATE FOR FISCAL YEAR 2015**

INTRODUCTORY STATEMENT

The Reserve Personnel, Army (RPA) appropriation provides pay, allowances, and benefits for full-time Active Guard and Reserve (AGR) support and part-time Reserve Soldiers performing duty in several training categories to include Inactive Duty Training (Battle Assemblies), Annual Training, and Active Duty Training. As an enduring operational force, the Army Reserve is the premier force provider of America's Citizen-Soldiers for planned and emerging missions at home and abroad. Enhanced by civilian skills that serve as a force multiplier, we deliver vital military capabilities essential to the Total Force. Hence, in accordance with Title 10 of the U.S. Code, the US 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 trained, equipped and ready Soldiers and cohesive units to meet global requirements across the full spectrum of operations.

The consistent and recurring demand for Army Reserve capabilities we are currently experiencing has posed significant challenges for a force previously organized and resourced as a strategic Reserve. In response, the Army Reserve recast itself from a part-time strategic Reserve role to a fully integrated and critical part of an operational, expeditionary Army. We are developing the means to achieve affordable, predictable and assured access to the Army Reserve for the full range of assignments in the homeland and abroad. The FY15 budget accomplishes the following in support of the Army's Title 10 functions:

- (1) Maintains an all volunteer force by continuing to retain and recruit high-quality Soldiers;
- (2) Funds an Army Reserve End Strength of 202,000;
- (3) Fully resources RC training to 39 days; 15 days Annual Training (AT) and 24 days of Inactive Duty Training (IDT), 48 Battle Assemblies;
- (4) Funds Full-Time Support with AGRs, and
- (5) Provides quality services and support to Soldiers and their Families.

The RPA appropriation sustains an end strength objective of 202,000 Troop Program Unit (TPU), AGR, and Individual Mobilization Augmentee (IMA) Soldiers. This appropriation supports recruiting, accession, and retention of quality officer and enlisted personnel capable of meeting the demands of the 21st century. It also provides institutional training programs to support individual professional development skill qualifications such as initial entry training (IET), duty military occupational specialty qualification (DMOSQ), and Noncommissioned Officer and Officer professional education.

The Army Reserve was not originally designed or equipped for the prolonged operational capacity for which it has been used over the last nine years. The increased demands of today's operational tempo environment, coupled with foreseeable stresses on the force, have forced the continued transformation from a strategic reserve to an operational force by streamlining command and control structure, standing down non-deployable support commands and establishing operational and functional commands.

These changes require more specialized capabilities in Army Reserve core competencies: medicine, transportation, supply, civil affairs, military police, engineer, intelligence, and chemical, among others. These changes will expand the Army Reserve's supply of Combat Support and Combat Service Support operational units under the Army Force Generation (ARFORGEN) process. The Army Reserve will realign almost 27,000 spaces between FY 2010-2015 to validated Army requirements that provide capabilities that support future Deployment Expeditionary Force and Contingency Expeditionary Force missions, including Defense Support to Civil Authorities when required. In FY 2015, 17 units and 5,418 spaces will transform as a result of activations, conversions and reorganizations. The following provides yearly details on transformation actions:

<u>YEAR</u>	<u>UNITS</u>	<u>SPACES</u>	<u>TYPE UNITS</u>
FY10	60	5428	Chemical, Engineer, Military Police, Quartermaster & Transportation
FY11	73	7658	Engineer, Military Police, Quartermaster & Transportation
FY12	42	4071	Military Police, Quartermaster & Transportation
FY13	37	6125	Engineer, Logistics Headquarters & Quartermaster
FY14	21	3299	Quartermaster
FY15	17	5418	Engineer & Transportation, Military Intelligence & Logistical Headquarters

The persistent Overseas Contingency Operations (OCO) illustrates the relevance and requirements of today's Army Reserve. Army Reserve Soldiers in over 21,000 units have been fighting since 2001 side-by-side with their Active and National Guard counterparts since the attacks of September 11, 2001. In total, over 277,000 Army Reserve Soldiers have mobilized to support contingency operations. In addition to operations in Southwest Asia, Army Reserve Soldiers continue to serve in over 26 countries around the world. The utilization of the Army Reserve reduces the Active Army Personnel Tempo (PERSTEMPO) while providing 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, uniforms, 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 that heavily influence funding requirements include participation rates, percentage of married personnel, attrition and reenlistment rates, and new personnel policies.

Basic Allowance for Housing (BAH)

The January 1, 2015, Basic Allowance for Housing (BAH) inflation assumption is 1.5 percent on-average - reflecting the Department's move to slow the growth of pay and benefits. A FY 2015 legislative proposal seeks to reestablish the authority to utilize an out-of-pocket computation - up to a maximum of 5 percent. In addition, by policy, renter's insurance (approximately 1 percent of BAH rates) will be removed from BAH computations as it is considered a non-housing cost. These two efforts will slow growth in BAH rates to 1.5 percent per year on-average over a period of several years until the 5 percent out-of-pocket threshold is reached.

However, it should be noted that this 1.5 percent average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

Other Budget Drivers

- The FY 2014 and FY 2015 military pay raises effective on January 1 are 1.0%.
 - The nominal cost percentages used to calculate payments to the military retired pay fund are 32.4% for AGRs in 2014 and 31.3% in 2015; 24.5% for TPUs in FY 2014 and 22.4 % in FY 2015.
 - The rate increase for subsistence (indexed to the annual changes in the US Department of Agriculture food plan) effective January 1 is 1.5% in FY 2014 and 3.4% in FY 2015.
- Basic Allowance for Housing growth is 3.9% in FY 2014 and 1.5% in FY 2015.

RESERVE PERSONNEL, ARMY
Fiscal Year (FY) 2015 Budget Estimate Submission
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 emergencies and at such other times as national security requirements dictate. The Reserve also fills the needs of the Armed Forces whenever more units and persons are needed by the Active components to achieve planned mobilization.

Performance Measures:

	FY 2013 <u>Actual</u>	FY 2014 <u>Planned</u>	FY 2015 <u>Planned</u>
Average Strength	200,286	201,751	203,644
End Strength	198,209	202,000	202,000
Authorized End Strength	205,000	205,000	

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 2% of our congressionally mandated End-Strength Objective (ESO). The Army Reserve ESO is 202,000 and the 3% Secretary of Defense variance is an operating window between 195,940 and 208,060.

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 that the Army Reserve will meet its ESO, they are carefully monitored as leading indicators to the health of the Army Reserve strength posture. The FY 13 through FY 15 goals for these factors are as follows:

	FY 2013	FY 2014	FY 2015
Goal for Accessions	33,521	33,261	38,358
Goal for Reenlistments	15,371	15,230	15,500
Attrition Rate	16.8%	16.8%	16.8%

SECTION 3
SUMMARY TABLES

**RESERVE PERSONNEL, ARMY
SUMMARY OF PERSONNEL**

	<u>Drills</u>	<u>Days</u>	<u>FY 2013</u>			<u>FY 2014</u>		<u>FY 2015</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
Pay Group A									
Officer	48	15	28,762	28,798	28,736	31,688	33,859	34,373	33,961
Enlisted	48	15	143,692	142,441	140,248	140,744	139,450	138,777	138,387
Subtotal			172,454	171,239	168,984	172,432	173,309	173,150	172,348
Pay Group F									
Enlisted		110	4,870	5,137	6,235	4,868	5,822	4,947	6,352
Pay Group P									
Enlisted	24		4,855	4,898	3,821	4,796	2,608	5,151	3,039
Subtotal			182,179	181,271	179,040	182,096	181,739	183,248	181,739
IMA									
Pay Group B									
Officer	48	13	2,096	2,148	2,191	2,633	3,100	3,100	3,100
Enlisted	48	13	606	622	606	766	900	900	900
Subtotal			2,702	2,770	2,797	3,399	4,000	4,000	4,000
Drill/Indiv Tng			184,881	184,041	181,837	185,495	185,739	187,248	185,739
AGR (Full-time)									
Officer			4,317	4,307	4,323	4,312	4,310	4,345	4,310
Enlisted			11,968	11,935	12,049	11,944	11,951	12,051	11,951
Subtotal			16,285	16,242	16,372	16,256	16,261	16,396	16,261
SELRES									
Officer			35,175	35,253	35,250	38,633	41,269	41,818	41,371
Enlisted			165,991	165,033	162,959	163,118	160,731	161,826	160,629
Subtotal			201,166	200,286	198,209	201,751	202,000	203,644	202,000
IRR									
Officer			7,300	7,400	7,500	7,650	7,800	7,950	8,100
Enlisted			55,400	56,300	57,200	57,850	58,500	58,950	59,400
Subtotal			62,700	63,700	64,700	65,500	66,300	66,900	67,500

**RESERVE PERSONNEL, ARMY
RESERVE COMPONENT TOURS ON ACTIVE DUTY - STRENGTH BY GRADE**

	FY 2013			FY 2014		FY 2015	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officer							
Commissioned Officers							
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	270	309	310	310	310	312	310
O5 LT COLONEL	1,138	1,114	1,116	1,116	1,115	1,124	1,115
O4 MAJOR	1,050	1,088	1,091	1,090	1,089	1,098	1,089
O3 CAPTAIN	1,029	1,014	1,017	1,015	1,015	1,023	1,015
O2 1ST LIEUTENANT	114	82	83	82	82	83	82
O1 2ND LIEUTENANT	7	8	8	8	8	8	8
Total Commissioned Officers	3,608	3,615	3,625	3,621	3,619	3,648	3,619
Warrant Officers							
W5 WARRANT OFF (W-5)	47	44	44	44	44	45	44
W4 WARRANT OFF (W-4)	186	202	202	202	202	204	202
W3 WARRANT OFF (W-3)	178	170	170	170	170	171	170
W2 WARRANT OFF (W-2)	270	240	241	240	240	242	240
W1 WARRANT OFF (W-1)	28	35	35	35	35	35	35
Total Warrant Officers	709	691	692	691	691	697	691
Total Officer	4,317	4,306	4,317	4,312	4,310	4,345	4,310
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	227	216	216	216	216	218	216
E8 1ST SGT/MASTER SGT	1,617	1,528	1,528	1,530	1,531	1,544	1,531
E7 PLATOON SGT/SFC	5,491	5,431	5,433	5,437	5,441	5,486	5,441
E6 STAFF SGT	2,645	2,613	2,613	2,616	2,617	2,639	2,617
E5 SERGEANT	1,570	1,712	1,712	1,714	1,715	1,729	1,715
E4 CPL/SPECIALIST	406	419	420	420	420	424	420
E3 PRIVATE 1ST CLASS	10	8	8	8	8	8	8
E2 PRIVATE E2	0	1	1	1	1	1	1
E1 PRIVATE E1	2	2	2	2	2	2	2
Total Enlisted Personnel	11,968	11,930	11,933	11,944	11,951	12,051	11,951
Total Personnel on Active Duty	16,285	16,236	16,250	16,256	16,261	16,396	16,261

PB-30H RESERVE COMPONENT TOURS ON ACTIVE DUTY - STRENGTH BY GRADE

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

USAR FY 2013 STRENGTH PLAN

	Pay Group A			Pay Group F	Pay Group P	Total	Pay Group B IMA			AGR			Total Selected
	Officer	Enlisted	Total	IADT	IDT	Drill	Officer	Enlisted	Total	Officer	Enlisted	Total	Reserve
PYSEP	28,762	143,692	172,454	4,870	4,855	182,179	2,096	606	2,702	4,317	11,968	16,285	201,166
OCT	28,716	143,298	172,014	5,149	4,786	181,949	2,102	598	2,700	4,318	11,943	16,261	200,910
NOV	28,751	143,582	172,333	5,091	4,567	181,991	2,104	593	2,697	4,333	11,952	16,285	200,973
DEC	28,772	143,326	172,098	4,079	5,487	181,664	2,110	624	2,734	4,335	11,947	16,282	200,680
JAN	28,838	142,843	171,681	4,802	5,018	181,501	2,122	623	2,745	4,325	11,984	16,309	200,555
FEB	28,829	143,134	171,963	5,182	4,770	181,915	2,131	633	2,764	4,312	11,951	16,263	200,942
MAR	28,827	142,778	171,605	4,909	5,245	181,759	2,151	634	2,785	4,309	11,924	16,233	200,777
APR	28,672	142,417	171,089	4,663	5,587	181,339	2,168	632	2,800	4,292	11,893	16,185	200,324
MAY	28,935	141,697	170,632	4,486	5,802	180,920	2,201	635	2,836	4,297	11,863	16,160	199,916
JUN	28,830	142,038	170,868	5,708	4,737	181,313	2,192	639	2,831	4,279	11,891	16,170	200,314
JUL	28,845	141,103	169,948	6,306	4,366	180,620	2,178	622	2,800	4,271	11,918	16,189	199,609
AUG	28,815	141,106	169,921	5,717	4,076	179,714	2,178	623	2,801	4,289	11,945	16,234	198,749
SEP	28,736	140,248	168,984	6,235	3,821	179,040	2,797	606	2,797	4,323	12,049	16,372	198,209
Average	28,786	141,677	170,463	5,206	4,986	180,655	2,166	634	2,800	4,306	11,930	16,236	199,691

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,095 DAYS THRESHOLD
FY 2013**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
38	258	296	1. Combat Support
49	327	376	2. Combat Service Support
5	34	39	3. HQ Staff
<hr/> 92	<hr/> 619	<hr/> 711	

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

USAR FY 2014 STRENGTH PLAN

	Pay Group A			Pay Group F	Pay Group P	Total	Pay Group B IMA			AGR			Total Selected
	Officer	Enlisted	Total	IADT	IDT	Drill	Officer	Enlisted	Total	Officer	Enlisted	Total	Reserve
PYSEP	28,736	140,248	168,984	6,235	3,821	179,040	2,191	606	2,797	4,323	12,049	16,372	198,209
OCT	29,539	141,876	171,415	5,655	4,027	181,097	2,244	656	2,900	4,316	11,935	16,251	200,248
NOV	29,893	142,054	171,947	5,266	4,206	181,419	2,322	678	3,000	4,315	11,937	16,252	200,671
DEC	30,335	142,189	172,524	3,998	5,175	181,697	2,400	700	3,100	4,314	11,939	16,253	201,050
JAN	30,752	141,784	172,536	4,324	5,045	181,905	2,478	722	3,200	4,314	11,941	16,255	201,360
FEB	31,051	141,566	172,617	4,150	5,307	182,074	2,556	744	3,300	4,313	11,943	16,256	201,630
MAR	31,449	140,849	172,298	3,798	6,033	182,129	2,634	766	3,400	4,312	11,945	16,257	201,786
APR	31,828	140,237	172,065	3,528	6,601	182,194	2,712	788	3,500	4,312	11,947	16,259	201,953
MAY	32,845	139,854	172,699	3,596	6,453	182,748	2,790	810	3,600	4,311	11,949	16,260	202,608
JUN	33,410	139,158	172,568	5,662	4,763	182,993	2,868	832	3,700	4,310	11,951	16,261	202,954
JUL	33,657	139,016	172,673	6,434	3,850	182,957	2,946	854	3,800	4,310	11,953	16,263	203,020
AUG	34,180	139,793	173,973	6,036	3,152	183,161	3,024	876	3,900	4,309	11,955	16,264	203,325
SEP	33,859	139,450	173,309	5,822	2,608	181,739	3,100	900	4,000	4,310	11,951	16,261	202,000
Average	31,688	140,744	172,432	4,868	4,796	182,096	2,633	766	3,399	4,312	11,944	16,256	201,751

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,095 DAYS THRESHOLD
FY 2014**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
30	200	230	1. Combat Support
38	253	291	2. Combat Service Support
4	27	31	3. HQ Staff
<hr/> 72	<hr/> 480	<hr/> 238	

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

USAR FY 2015 STRENGTH PLAN

	Pay Group A			Pay Group F	Pay Group P	Total	Pay Group B IMA			AGR			Total Selected
	Officer	Enlisted	Total	IADT	IDT	Drill	Officer	Enlisted	Total	Officer	Enlisted	Total	Reserve
PYSEP	33,859	139,450	173,309	5,822	2,608	181,739	3,100	900	4,000	4,310	11,951	16,261	202,000
OCT	34,715	139,762	174,477	5,157	3,795	183,429	3,100	900	4,000	4,353	12,071	16,424	203,853
NOV	34,545	139,985	174,530	4,701	4,278	183,509	3,100	900	4,000	4,397	12,192	16,589	204,098
DEC	34,428	140,031	174,459	3,567	5,455	183,481	3,100	900	4,000	4,441	12,314	16,755	204,236
JAN	34,397	139,640	174,037	4,065	5,392	183,494	3,100	900	4,000	4,485	12,437	16,922	204,416
FEB	34,285	139,413	173,698	4,096	5,736	183,530	3,100	900	4,000	4,440	12,313	16,753	204,283
MAR	34,204	138,757	172,961	3,864	6,585	183,410	3,100	900	4,000	4,396	12,190	16,586	203,996
APR	34,177	138,213	172,390	3,681	7,262	183,333	3,100	900	4,000	4,352	12,068	16,420	203,753
MAY	34,643	137,929	172,572	3,886	7,113	183,571	3,100	900	4,000	4,308	11,947	16,255	203,826
JUN	34,589	137,167	171,756	6,281	5,394	183,431	3,100	900	4,000	4,265	11,828	16,093	203,524
JUL	34,298	137,114	171,412	7,267	4,401	183,080	3,100	900	4,000	4,222	11,710	15,932	203,012
AUG	34,291	138,395	172,686	6,717	3,586	182,989	3,100	900	4,000	4,180	11,593	15,773	202,762
SEP	33,961	138,387	172,348	6,352	3,039	181,739	3,100	900	4,000	4,310	11,951	16,261	202,000
Average	34,373	138,777	173,150	4,947	5,151	183,248	3,100	900	4,000	4,345	12,051	16,396	203,644

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,095 DAYS THRESHOLD
FY 2015**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
84	10	94	1. Combat Support
96	14	110	2. Combat Service Support
32	2	34	3. HQ Staff
<hr/> 212	<hr/> 26	<hr/> 238	

**RESERVE PERSONNEL, ARMY
SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH**

OFFICER

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
Beginning Strength	35,175	35,269	41,269
Gains:			
Males (NPS)	483	1,133	579
Females (NPS)	144	337	172
Civilian Life	200	468	239
Active Component	67	156	80
Enlisted Commissioning Program	473	1,108	566
Pay Group B (IMA)	297	1,259	325
Other Reserve Status/Component	1,958	4,589	2,343
All Other	997	2,337	1,193
Full-time Active Duty	256	249	256
Total Gains	4,875	11,636	5,753
Losses:			
Civilian Life	340	399	401
Active Component	120	142	142
Retired Reserves	997	1,173	1,176
Pay Group B (IMA)	227	325	325
Other Reserve Status/Component	941	1,107	1,110
All Other	1,900	2,234	2,241
Full-time Active Duty	256	256	256
Total Losses	4,781	5,636	5,651
End Strength	35,269	41,269	41,371

**RESERVE PERSONNEL, ARMY
SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH**

ENLISTED

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
Beginning Strength	165,991	163,634	160,731
Gains:			
Males (NPS)	10,157	9,599	10,787
Females (NPS)	3,017	2,851	3,204
Civilian Life	3,127	2,955	3,321
Active Component	2,658	2,512	2,823
Pay Group B (IMA)	75	333	67
Other Reserve Status/Component	5,615	5,306	5,964
All Other	1,628	1,539	1,729
Full-time Active Duty	760	814	796
Total Gains	27,037	25,909	28,691
Losses:			
Expiration of Selected Reserve Service	7,424	7,267	7,262
Active Component	57	56	56
To Officer Status	885	866	866
Retired Reserves	1,171	1,146	1,145
Pay Group B (IMA)	47	67	67
Other Reserve Status/Component	2,398	2,348	2,346
All Other	16,617	16,265	16,255
Full-time Active Duty (AGR)	795	796	796
Total Losses	29,394	28,811	28,793
End Strength	163,634	160,731	160,629

**RESERVE PERSONNEL, ARMY
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
PAY GROUP A									
Active Duty Training	109,424	285,287	394,711	134,451	266,155	400,606	135,534	260,881	396,415
Inactive Duty Training	298,571	641,291	939,862	327,220	599,209	926,429	337,028	711,865	1,048,893
Unit Training Assemblies	283,665	617,876	901,541	313,476	579,045	892,521	326,985	693,360	1,020,345
Flight Training	2,786	889	3,675	2,214	1,285	3,499	1,910	4,007	5,917
Training Preparation	9,902	18,118	28,020	8,545	13,912	22,457	7,758	11,767	19,525
Military Funeral Honors	2,218	4,408	6,626	2,985	4,967	7,952	375	2,731	3,106
Clothing	2,275	5,726	8,001	653	15,692	16,345	1,046	29,823	30,869
Subsistence of Enlisted Personnel	0	30,726	30,726	0	35,477	35,477	0	47,492	47,492
Travel	22,049	49,692	71,741	34,388	57,481	91,869	39,509	73,620	113,129
TOTAL DIRECT OBLIGATIONS	432,319	1,012,722	1,445,041	496,712	974,014	1,470,726	513,117	1,123,681	1,636,798
PAY GROUP B									
Active Duty Training	6,681	1,128	7,809	9,225	1,572	10,797	15,333	2,429	17,762
Inactive Duty Training	21,338	3,508	24,846	20,086	3,499	23,585	22,805	3,329	26,134
Travel	2,704	718	3,422	4,114	1,012	5,126	4,410	1,184	5,594
TOTAL DIRECT OBLIGATIONS	30,723	5,354	36,077	33,425	6,083	39,508	42,548	6,942	49,490
PAY GROUP F									
Active Duty Training	0	190,320	190,320	0	196,034	196,034	0	226,304	226,304
Clothing	0	16,413	16,413	0	22,754	22,754	0	33,147	33,147
Subsistence of Enlisted Personnel	0	210	210	0	2,763	2,763	0	2,469	2,469
Travel	0	8,110	8,110	0	10,670	10,670	0	17,128	17,128
TOTAL DIRECT OBLIGATIONS	0	215,053	215,053	0	232,221	232,221	0	279,048	279,048
PAY GROUP P									
Inactive Duty Training	0	12,474	12,474	0	11,225	11,225	0	11,926	11,926
TOTAL DIRECT OBLIGATIONS	0	12,474	12,474	0	11,225	11,225	0	11,926	11,926

**RESERVE PERSONNEL, ARMY
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
MOBILIZATION TRAINING									
Muster/Screening	19	348	367	468	4,094	4,562	0	2,500	2,500
Readiness Training	840	338	1,178	2,497	570	3,067	2,774	635	3,409
TOTAL DIRECT OBLIGATIONS	859	686	1,545	2,965	4,664	7,629	2,774	3,135	5,909
SCHOOL TRAINING									
Career Development Training	36,648	40,775	77,423	42,150	55,593	97,743	33,226	37,474	70,700
Initial Skill Acquisition Training	14,930	39,506	54,436	12,710	30,770	43,480	6,566	21,694	28,260
Officer Candidate/Training School	0	4,345	4,345	0	983	983	0	9,798	9,798
Refresher and Proficiency Training	24,189	53,377	77,566	4,905	50,232	55,137	24,203	26,220	50,423
Undergraduate Pilot/Navigator Training	1,678	0	1,678	2,240	0	2,240	2,570	0	2,570
TOTAL DIRECT OBLIGATIONS	77,445	138,003	215,448	62,005	137,578	199,583	66,565	95,186	161,751
SPECIAL TRAINING									
Competitive Events	111	460	571	134	390	524	81	711	792
Command/Staff Supervision	1,203	2,007	3,210	603	1,744	2,347	7,100	5,522	12,622
Exercises	6,499	9,521	16,020	3,666	6,443	10,109	9,291	9,042	18,333
Management Support	40,808	53,203	94,011	21,893	57,025	78,918	15,345	14,804	30,149
Operational Training	77,243	191,332	268,575	62,093	107,023	169,116	50,918	56,700	107,618
Recruiting/Retention	397	5,894	6,291	133	5,476	5,609	961	5,735	6,696
TOTAL DIRECT OBLIGATIONS	126,261	262,417	388,678	88,522	178,101	266,623	83,696	92,514	176,210
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	665,751	1,115,461	1,781,212	661,066	1,130,304	1,791,370	677,086	1,117,462	1,794,548
Clothing	23,189	7,198	30,387	532	535	1,067	57	5,533	5,590
Travel	13,023	36,088	49,111	14,227	38,558	52,785	15,535	34,532	50,067
Death Gratuities	0	0	0	200	300	500	170	382	552
Disability and Hospitalization Benefits	2,425	4,314	6,739	3,691	3,693	7,384	1,871	8,219	10,090
Reserve Incentive Programs	61,268	152,409	213,677	46,642	117,193	163,835	53,170	92,958	146,128
TOTAL DIRECT OBLIGATIONS	765,656	1,315,470	2,081,126	726,358	1,290,583	2,016,941	747,889	1,259,086	2,006,975

PB-30J SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

**RESERVE PERSONNEL, ARMY
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
EDUCATION BENEFITS									
Basic Benefit	745	7,880	8,625	0	0	0	0	0	0
Kicker Program	0	10,493	10,493	0	8,687	8,687	0	10,202	10,202
Chapter 1607	1,135	4,599	5,734	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS	1,880	22,972	24,852	0	8,687	8,687	0	10,202	10,202
BRANCH OFFICER BASIC COURSE-RESERVE COMPONENTS									
Active Duty Training	42,946	0	42,946	48,613	0	48,613	40,757	0	40,757
Uniform Allowance	0	0	0	486	0	486	896	0	896
Travel	5,230	0	5,230	3,487	0	3,487	9,180	0	9,180
TOTAL DIRECT OBLIGATIONS	48,176	0	48,176	52,586	0	52,586	50,833	0	50,833
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM									
Stipend	42,929	0	42,929	35,957	0	35,957	36,205	0	36,205
Uniform Allowance	0	0	0	185	0	185	184	0	184
Active Duty Training	2,028	0	2,028	14,658	0	14,658	19,167	0	19,167
Travel	16,236	0	16,236	4,111	0	4,111	0	0	0
Critical Skill Accession Bonus	3,568	0	3,568	7,420	0	7,420	7,600	0	7,600
TOTAL DIRECT OBLIGATIONS	64,761	0	64,761	62,331	0	62,331	63,156	0	63,156
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)									
Stipend	366	0	366	363	0	363	374	0	374
Active Duty Training	0	0	0	57	0	57	92	0	92
TOTAL DIRECT OBLIGATIONS	366	0	366	420	0	420	466	0	466

**RESERVE PERSONNEL, ARMY
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>			<u>FY 2014 Estimate</u>			<u>FY 2015 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
NURSE CANDIDATE BONUS PROGRAM									
Nurse Candidate Bonus	0	59	59	0	708	708	0	0	0
TOTAL DIRECT OBLIGATIONS	<u>0</u>	<u>59</u>	<u>59</u>	<u>0</u>	<u>708</u>	<u>708</u>	<u>0</u>	<u>0</u>	<u>0</u>
CHAPLAIN CANDIDATE PROGRAM									
Active Duty Training	4,449	0	4,449	6,889	0	6,889	5,063	0	5,063
Uniform Allowance	0	0	0	95	0	95	64	0	64
Travel	0	0	0	1,391	0	1,391	1,239	0	1,239
TOTAL DIRECT OBLIGATIONS	<u>4,449</u>	<u>0</u>	<u>4,449</u>	<u>8,375</u>	<u>0</u>	<u>8,375</u>	<u>6,366</u>	<u>0</u>	<u>6,366</u>
TOTAL DIRECT PROGRAM	1,552,895	2,985,210	4,538,105	1,533,699	2,843,864	4,377,563	1,577,410	2,881,720	4,459,130

RESERVE PERSONNEL, ARMY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(IN THOUSANDS OF DOLLARS)

	FY 2014 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed Shortfall (Asset)	FY 2014 in FY 2015 Pres. Budget
Pay Group A							
PG A, Pay and Allowances, Annual Training	447,606	-35,000	412,606	-12,000	400,606	0	400,606
PG A, IDT Pay & Allow, Unit Training Assemblies	953,070	-60,549	892,521	0	892,521	0	892,521
PG A, IDT Pay & Allow, Military Funeral Honors	7,952	0	7,952	0	7,952	0	7,952
PG A, IDT Pay & Allow, Additional Drill Assemblies	25,956	0	25,956	0	25,956	0	25,956
PG A, Individual Clothing and Uniforms	16,345	0	16,345	0	16,345	0	16,345
PG A, Subsistence of Enlisted Personnel	35,477	0	35,477	0	35,477	0	35,477
PG A, Travel, Annual Training	91,868	1	91,869	0	91,869	0	91,869
Total Direct Obligation	1,578,274	-95,548	1,482,726	-12,000	1,470,726	0	1,470,726
Pay Group B							
PG B, Pay and Allowances, Annual Training	10,797	0	10,797	0	10,797	0	10,797
PG B, Pay and Allowances, Inactive Duty Training	23,585	0	23,585	0	23,585	0	23,585
PG B, Travel, Annual Training	5,126	0	5,126	0	5,126	0	5,126
Total Direct Obligation	39,508	0	39,508	0	39,508	0	39,508
Pay Group F							
PG F, Pay and Allowances, Annual Training	240,534	-44,500	196,034	0	196,034	0	196,034
PG F, Individual Clothing and Uniforms	22,754	0	22,754	0	22,754	0	22,754
PG F, Subsistence of Enlisted Personnel	2,763	0	2,763	0	2,763	0	2,763
PG F, Travel, Annual Training	10,670	0	10,670	0	10,670	0	10,670
Total Direct Obligation	276,721	-44,500	232,221	0	232,221	0	232,221
Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	13,225	-2,000	11,225	0	11,225	0	11,225
Total Direct Obligation	13,225	-2,000	11,225	0	11,225	0	11,225
Mobilization Training							
Mobilization, IRR Sustainment Training	3,067	0	3,067	0	3,067	0	3,067
Mobilization, IRR Soldier Readiness Prcssng	4,562	0	4,562	0	4,562	0	4,562
Total Direct Obligation	7,629	0	7,629	0	7,629	0	7,629

RESERVE PERSONNEL, ARMY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(IN THOUSANDS OF DOLLARS)

	FY 2014 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed Shortfall (Asset)	FY 2014 in FY 2015 Pres. Budget
School Training							
Schools, Leader Development Training	100,386	-2,643	97,743	0	97,743	0	97,743
Schools, Initial Skill Acquisition Training	45,241	-1,761	43,480	0	43,480	0	43,480
Schools, Officer Candidate School (OCS)	1,030	-47	983	0	983	0	983
Schools, Refresher and Proficiency Training	57,135	-1,998	55,137	0	55,137	0	55,137
Schools, Undergraduate Pilot Training	2,346	-106	2,240	0	2,240	0	2,240
Total Direct Obligation	<u>206,138</u>	<u>-6,555</u>	<u>199,583</u>	<u>0</u>	<u>199,583</u>	<u>0</u>	<u>199,583</u>
Special Training							
Special, Competitive Events	550	-26	524	0	524	0	524
Special, Command and Staff Supervision	2,469	-122	2,347	0	2,347	0	2,347
Special, Excercises	10,582	-473	10,109	0	10,109	0	10,109
Special, Management Support	80,498	-1,580	78,918	0	78,918	0	78,918
Special, Operational Training	160,446	-3,330	157,116	12,000	169,116	0	169,116
Special, Recruiting	3,953	-1,000	2,953	0	2,953	0	2,953
Special, Retention	3,456	-800	2,656	0	2,656	0	2,656
Total Direct Obligation	<u>261,954</u>	<u>-7,331</u>	<u>254,623</u>	<u>12,000</u>	<u>266,623</u>	<u>0</u>	<u>266,623</u>
Administration and Support							
AGR, Full Time Pay and Allowances	1,783,146	-17,764	1,765,382	0	1,765,382	0	1,765,382
AGR, COLA	27,055	0	27,055	0	27,055	0	27,055
AGR, Travel, Permanent Change of Station (PCS)	52,785	0	52,785	0	52,785	0	52,785
DEATH GRATUITIES	500	0	500	0	500	0	500
Disability and Hospitalization Benefits	7,384	0	7,384	0	7,384	0	7,384
HEALTH PROFESSIONS INCENTIVES (HPI)	43,881	0	43,881	0	43,881	0	43,881
Reserve Incentive Program	119,954	0	119,954	0	119,954	0	119,954
Total Direct Obligation	<u>2,034,705</u>	<u>-17,764</u>	<u>2,016,941</u>	<u>0</u>	<u>2,016,941</u>	<u>0</u>	<u>2,016,941</u>
Education Benefits							
Education Benefits, Kicker Program	22,687	-14,000	8,687	0	8,687	0	8,687
Total Direct Obligation	<u>22,687</u>	<u>-14,000</u>	<u>8,687</u>	<u>0</u>	<u>8,687</u>	<u>0</u>	<u>8,687</u>

RESERVE PERSONNEL, ARMY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(IN THOUSANDS OF DOLLARS)

	FY 2014 President's Budget	Congres- sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed Shortfall (Asset)	FY 2014 in FY 2015 Pres. Budget
Health Professions Scholarship Program							
HP, Monthly Stipend	36,320	0	36,320	0	36,320	0	36,320
HP, Individual Clothing and Uniform Allowances	185	0	185	0	185	0	185
HP, Pay and Allowances, Active Duty for Training	14,715	0	14,715	0	14,715	0	14,715
HP, Travel, Active Duty for Training	4,111	0	4,111	0	4,111	0	4,111
HP, Accession Bonus	7,420	0	7,420	0	7,420	0	7,420
HP, Nurse Candidate Bonus Program	708	0	708	0	708	0	708
Total Direct Obligation	<u>63,459</u>	<u>0</u>	<u>63,459</u>	<u>0</u>	<u>63,459</u>	<u>0</u>	<u>63,459</u>
Branch Officers Leadership Course							
BOBC, Pay and Allowances, Active Duty for Training	48,613	0	48,613	0	48,613	0	48,613
BOBC, Individual Clothing and Uniform Allowances	486	0	486	0	486	0	486
BOBC, Travel, Active Duty for Training	3,487	0	3,487	0	3,487	0	3,487
Total Direct Obligation	<u>52,586</u>	<u>0</u>	<u>52,586</u>	<u>0</u>	<u>52,586</u>	<u>0</u>	<u>52,586</u>
Chaplain Candidate Program							
CCP, Pay and Allowances, Active Duty for Training	6,889	0	6,889	0	6,889	0	6,889
CCP, Individual Clothing and Uniform Allowances	95	0	95	0	95	0	95
CCP, Travel, Active Duty for Training	1,391	0	1,391	0	1,391	0	1,391
Total Direct Obligation	<u>8,375</u>	<u>0</u>	<u>8,375</u>	<u>0</u>	<u>8,375</u>	<u>0</u>	<u>8,375</u>
Total Direct Program	4,565,261	-187,698	4,377,563	0	4,377,563	0	4,377,563

**RESERVE PERSONNEL, ARMY
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<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	278,946	68,063	344,245	84,340	317,282	71,071
Enlisted	627,143	153,023	659,325	161,535	665,929	149,168
Subtotal	<u>906,089</u>	<u>221,086</u>	<u>1,003,570</u>	<u>245,875</u>	<u>983,211</u>	<u>220,239</u>
Pay Group B						
Officer	20,181	4,924	20,975	5,139	33,862	7,585
Enlisted	3,233	789	3,478	852	5,322	1,192
Subtotal	<u>23,414</u>	<u>5,713</u>	<u>24,453</u>	<u>5,991</u>	<u>39,184</u>	<u>8,777</u>
Pay Group F						
Enlisted	78,369	19,122	163,906	40,157	155,179	34,760
Pay Group P						
Enlisted	6,578	1,605	10,008	2,452	9,500	2,128
Mobilization Training						
Officer	434	106	2,009	492	750	168
Enlisted	127	31	3,645	893	321	72
Subtotal	<u>561</u>	<u>137</u>	<u>5,654</u>	<u>1,385</u>	<u>1,071</u>	<u>240</u>
School Training						
Officer	36,983	9,024	28,930	7,088	30,134	6,750
Enlisted	46,721	11,400	57,286	14,035	35,094	7,861
Subtotal	<u>83,704</u>	<u>20,424</u>	<u>86,216</u>	<u>21,123</u>	<u>65,228</u>	<u>14,611</u>
Special Training						
Officer	62,492	15,248	45,245	11,085	46,710	10,463
Enlisted	136,578	33,325	79,715	19,530	46,720	10,465
Subtotal	<u>199,070</u>	<u>48,573</u>	<u>124,960</u>	<u>30,615</u>	<u>93,430</u>	<u>20,928</u>
Administration and Support						
Officer	359,981	115,554	406,679	131,764	386,722	121,044
Enlisted	544,449	174,768	655,231	212,295	562,371	176,022
Subtotal	<u>904,430</u>	<u>290,322</u>	<u>1,061,910</u>	<u>344,059</u>	<u>949,093</u>	<u>297,066</u>

PB-30L SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST

**RESERVE PERSONNEL, ARMY
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Other						
Branch Officers Leadership Course	22,415	5,469	32,910	8,063	23,375	5,236
Chaplain Candidate Program	1,922	469	5,057	1,239	3,018	676
Subtotal	<u>24,337</u>	<u>5,938</u>	<u>37,967</u>	<u>9,302</u>	<u>26,393</u>	<u>5,912</u>
Total Direct Program						
Officer	783,354	218,857	886,050	249,210	841,853	222,993
Enlisted	1,443,198	394,063	1,632,594	451,749	1,480,436	381,668
Total	<u>2,226,552</u>	<u>612,920</u>	<u>2,518,644</u>	<u>700,959</u>	<u>2,322,289</u>	<u>604,661</u>
Reimbursable						
Officer	13,558	3,308	19,694	4,825	26,464	5,928
Enlisted	0	0	383	94	518	116
Total	<u>13,558</u>	<u>3,308</u>	<u>20,077</u>	<u>4,919</u>	<u>26,982</u>	<u>6,044</u>
Total Program						
Officer	796,912	222,165	905,744	254,035	868,317	228,921
Enlisted	1,443,198	394,063	1,632,977	451,843	1,480,954	381,784
Total	<u>2,240,110</u>	<u>616,228</u>	<u>2,538,721</u>	<u>705,878</u>	<u>2,349,271</u>	<u>610,705</u>

The retired pay accrual percentages are as follows:

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
FULL TIME MEMBERS	32.10	32.40	31.30
PART TIME MEMBERS	24.40	24.50	22.40

**RESERVE PERSONNEL, ARMY
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Pay Group A			
Officer	13,681	16,794	16,744
Enlisted	53,690	65,495	60,527
Subtotal	<u>67,371</u>	<u>82,289</u>	<u>77,271</u>
Pay Group B			
Officer	844	960	1,935
Enlisted	149	227	361
Subtotal	<u>993</u>	<u>1,187</u>	<u>2,296</u>
Pay Group F			
Enlisted	10,014	23,703	15,920
Mobilization Training			
Officer	100	155	212
Enlisted	25	43	69
Subtotal	<u>125</u>	<u>198</u>	<u>281</u>
School Training			
Officer	9,546	8,568	14,866
Enlisted	17,930	21,830	11,728
Subtotal	<u>27,476</u>	<u>30,398</u>	<u>26,594</u>
Special Training			
Officer	10,619	8,882	8,136
Enlisted	29,432	26,087	10,982
Subtotal	<u>40,051</u>	<u>34,969</u>	<u>19,118</u>
Administration and Support			
Officer	109,532	111,614	107,691
Enlisted	226,881	236,711	233,773
Subtotal	<u>336,413</u>	<u>348,325</u>	<u>341,464</u>

**RESERVE PERSONNEL, ARMY
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Other			
Health Professions Scholarship Program	0	2,055	4,942
Medical Financial Assistance Program	0	7	48
Branch Officers Leadership Course	3,961	6,236	6,413
Chaplain Candidate Program	0	440	801
Subtotal	<u>3,961</u>	<u>8,738</u>	<u>12,204</u>
Total Direct Program			
Officer	148,283	155,711	161,788
Enlisted	338,121	374,096	333,360
Total	<u>486,404</u>	<u>529,807</u>	<u>495,148</u>

**RESERVE PERSONNEL, ARMY
SUMMARY OF TRAVEL COSTS
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Pay Group A			
Officer	22,049	34,388	39,509
Enlisted	49,692	57,481	73,620
Subtotal	<u>71,741</u>	<u>91,869</u>	<u>113,129</u>
Pay Group B			
Officer	2,704	4,114	4,410
Enlisted	718	1,012	1,184
Subtotal	<u>3,422</u>	<u>5,126</u>	<u>5,594</u>
Pay Group F			
Enlisted	8,110	10,670	17,128
Mobilization Training			
Officer	120	445	473
Enlisted	54	78	123
Subtotal	<u>174</u>	<u>523</u>	<u>596</u>
School Training			
Officer	18,074	13,922	11,145
Enlisted	30,701	32,624	22,069
Subtotal	<u>48,775</u>	<u>46,546</u>	<u>33,214</u>
Special Training			
Officer	12,578	11,466	14,956
Enlisted	44,098	31,139	16,576
Subtotal	<u>56,676</u>	<u>42,605</u>	<u>31,532</u>
Administration and Support			
Officer	13,023	14,227	15,535
Enlisted	36,088	38,558	34,532
Subtotal	<u>49,111</u>	<u>52,785</u>	<u>50,067</u>

**RESERVE PERSONNEL, ARMY
SUMMARY OF TRAVEL COSTS
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
Other			
Health Professions Scholarship Program	16,236	4,111	0
Branch Officers Leadership Course	5,230	3,487	9,180
Chaplain Candidate Program	<u>0</u>	<u>1,391</u>	<u>1,239</u>
Subtotal	21,466	8,989	10,419
Total Direct Program			
Officer	90,014	87,551	96,447
Enlisted	<u>169,461</u>	<u>171,562</u>	<u>165,232</u>
Total	259,475	259,113	261,679
Reimbursable			
Officer	1,083	3,999	4,913
Enlisted	<u>44</u>	<u>78</u>	<u>96</u>
Total	1,127	4,077	5,009
Total Program			
Officer	91,097	91,550	101,360
Enlisted	<u>169,505</u>	<u>171,640</u>	<u>165,328</u>
Total	260,602	263,190	266,688

RESERVE PERSONNEL, ARMY
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK)
(IN THOUSANDS OF DOLLARS)

	<u>FY 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A						
Officer	2,075	0	3,592	0	3,293	0
Enlisted	0	30,726	0	35,477	0	47,492
Subtotal	<u>2,075</u>	<u>30,726</u>	<u>3,592</u>	<u>35,477</u>	<u>3,293</u>	<u>47,492</u>
Pay Group B						
Officer	124	0	194	0	320	0
Enlisted	49	0	75	0	124	0
Subtotal	<u>173</u>	<u>0</u>	<u>269</u>	<u>0</u>	<u>444</u>	<u>0</u>
Pay Group F						
Enlisted	0	210	0	2,763	0	2,469
Mobilization Training						
Officer	0	0	32	0	32	0
Enlisted	10	0	16	0	22	0
Subtotal	<u>10</u>	<u>0</u>	<u>48</u>	<u>0</u>	<u>54</u>	<u>0</u>
School Training						
Officer	1,041	0	1,246	0	1,168	0
Enlisted	3,135	0	7,285	0	2,272	0
Subtotal	<u>4,176</u>	<u>0</u>	<u>8,531</u>	<u>0</u>	<u>3,440</u>	<u>0</u>
Special Training						
Officer	1,671	0	1,774	0	1,703	0
Enlisted	10,477	0	9,139	0	4,678	0
Subtotal	<u>12,148</u>	<u>0</u>	<u>10,913</u>	<u>0</u>	<u>6,381</u>	<u>0</u>
Administration and Support						
Officer	12,355	0	11,363	0	13,969	0
Enlisted	50,909	0	49,377	0	53,763	0
Subtotal	<u>63,264</u>	<u>0</u>	<u>60,740</u>	<u>0</u>	<u>67,732</u>	<u>0</u>

RESERVE PERSONNEL, ARMY
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK)
(IN THOUSANDS OF DOLLARS)

	<u>FY 2013 Actual</u>		<u>FY 2014 Estimate</u>		<u>FY 2015 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Other						
Health Professions Scholarship Program	0	0	311	0	626	0
Medical Financial Assistance Program	0	0	7	0	2	0
Branch Officers Leadership Course	2,216	0	1,406	0	1,597	0
Chaplain Candidate Program	0	0	152	0	194	0
Subtotal	<u>2,216</u>	<u>0</u>	<u>1,876</u>	<u>0</u>	<u>2,419</u>	<u>0</u>
Total Direct Program						
Officer	19,482	0	20,077	0	22,904	0
Enlisted	64,580	30,936	65,892	38,240	60,859	49,961
Total	<u>84,062</u>	<u>30,936</u>	<u>85,969</u>	<u>38,240</u>	<u>83,763</u>	<u>49,961</u>
Reimbursable						
Officer	902	0	8,864	0	10,890	0
Enlisted	3	0	174	0	214	0
Subtotal	<u>905</u>	<u>0</u>	<u>9,038</u>	<u>0</u>	<u>11,104</u>	<u>0</u>
Total Program						
Officer	20,384	0	28,941	0	33,794	0
Enlisted	64,583	30,936	66,066	38,240	61,073	49,961
Total	<u>84,967</u>	<u>30,936</u>	<u>95,007</u>	<u>38,240</u>	<u>94,867</u>	<u>49,961</u>

FY 2014 Direct Program

4,410,915

Increases:

Pricing Increases:

**RESERVE PERSONNEL, ARMY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(IN THOUSANDS OF DOLLARS)**

Basic Pay	32,388		
Basic Allowance for Housing	20,785		
Basic Allowance for Subsistence	3,018		
Retirement Pay	8,815		
Other Pay	2,704		
FICA	2,477		
Travel Pay	3,470		
Subsistence Pay	444		
Cost of Living Allowance	1,737		
Initial Clothing Allowance	650		
Replacement Clothing	-		
Stipends	363		
Total Pricing Increases:		76,851	
Program Increases:			
Pay Group A	180,189		
Pay Group B	9,073		
Pay Group P	701		
Pay Group F	168,459		
Mobilization	5,023		
Admin & Support	236,084		
Schools	12,220		
Education Benefits	1,428		
Total Program Increases:		613,177	
Total Increases:			690,028
Decreases:			
Pricing Decreases:			
Total Pricing Decreases:			0
Program Decreases:			
Pay Group A	(62,183)		
Pay Group F	(125,524)		
School Training	(54,894)		
Special Training	(108,063)		
Health Professions Scholarship Program	(8,178)		
Branch Officer's Leadership Course	(13,135)		
Chaplain's Candidate Program	(4,708)		

PB-30P SCHEDULE OF INCREASES AND DECREASES - SUMMARY

**RESERVE PERSONNEL, ARMY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(IN THOUSANDS OF DOLLARS)**

MOB/IRR	(6,831)		
Administration and Support	(258,306)		
Total Program Decreases:		(641,822)	
Total Decreases:			(641,822)
FY 2015 Direct Program			4,459,121

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

**RESERVE PERSONNEL, ARMY
PAY GROUP A
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u> 1,445,041	<u>FY 2014 Estimate</u> 1,470,726	<u>FY 2015 Estimate</u> 1,636,798
-------------------------------------------	---------------------------------------------	---------------------------------------------

PART I - PURPOSE AND SCOPE

The program costs for this activity provide for all officer and enlisted personnel assigned to Troop Program Units (TPUs) in the Army Reserve for Annual Training (AT) and Inactive Duty Training (IDT). 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.

FY 2015 includes a decrease of \$4 million in Annual Training as well as an increase of \$128 million in Inactive Duty Training to support expected average strength and participation rate changes. Program decreases include -\$4.8 million for military funeral honors and -\$2.9 Training Preparation. Funding of the reserve force supports additional individual and collective training for the Soldiers and units in the ARFORGEN cycle that have not been identified as deploying but will be part of the available and ready force pool should the need for additional deployers arise. Readiness will be achieved by the creation of training events and environments such as Warrior Exercises (WAREX) and Combat Support Training Exercises (CSTX) that train Soldiers to a level of training readiness in order to provide a steady stream of Army Reserve Soldiers to the trained and ready force pool each year.

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, § 10147. All TPU members must serve on active duty for training for not less than 14 days, exclusive of travel, during each year.

Inactive Duty Training (IDT) – Inactive Duty Training consists of any authorized training, instruction, or duty (other than Active Duty for Training) performed by TPU members. As specified in Title 10, U.S.C., § 10147, a unit member will attend forty-eight (48) unit drill assemblies annually. To supplement this training, 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 with the required training to attain and maintain designated readiness levels.

Additional Training Assemblies (ATAs) – Funding provides ATAs for units, components of units, and individuals to conduct additional wartime or assigned mission training. 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 (AFTPs) – 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 twenty-four (24) 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. The ceremonial paying of respect is a final demonstration of the country's gratitude to those who, in times of war and peace, have faithfully defended our Nation. The military funeral honors ceremony consists of, at a minimum, the folding and presentation of the American flag and the sounding of Taps by a detail of two uniformed members of the Military Services.

**RESERVE PERSONNEL, ARMY
PAY GROUP A
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program				1,470,726
Increases:				
Pricing Increases:				
Basic Pay	17,061			
Basic Allowance for Housing	3,292			
Basic Allowance for Subsistence	122			
Retirement Pay	4,163			
Other Pay	-			
FICA	1,305			
Travel Pay	1,470			
Subsistence Pay	1,206			
Initial Clothing Uniform Allowance	24			
Replacement Clothing	263			
Total Pricing Increases:			28,906	
Program Increases:				
Other Pay	154,545			
Travel Pay	10,809			
Initial Clothing	15,326			
Subsistence Pay	19,790			
Total Program Increases:			200,470	
Total Increases:				229,376
Decreases:				
Pricing Decreases:				
Other Pay	-1127			
Total Pricing Decreases:			-1127	
Program Decreases:				
Basic Pay	(19,544)			
BAH	(8,310)			
Retirement Pay	(29,799)			
Basic Allowance for Subsistence	(421)			
FICA	-1495			
Replacement Clothing	-2607			
Total Program Decreases:			(62,176)	
Total Decreases:				(63,303)

**RESERVE PERSONNEL, ARMY
PAY GROUP A
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2015 Direct Program

1,636,799

**RESERVE PERSONNEL, ARMY
PAY GROUP A
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - 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 average strength accommodates the increases and decreases to the end strength throughout the year. The dollar rate is an annual rate which includes base pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence, and FICA. The Officer participation rate decreases from FY 14 to FY 15 due to a reduction of Officer's participation in mobilizations and an increased tendency for those personnel to perform their AT and IDT prior to or after returning from mobilization.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	28,786			31,688			34,373		
Participation Rate	91			100			92		
Paid Participants	26,065	4,198	109,424	31,688	4,243	134,451	31,652	4,282	135,534
Enlisted									
Average Strength	141,677			140,744			138,777		
Participation Rate	82			77			75		
Paid Participants	116,721	2,444	285,287	107,842	2,468	266,155	104,654	2,493	260,881
Total	142,786		394,711	139,530		400,606	136,306		396,415

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 battle assemblies, additional training assemblies, readiness management assemblies 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. The participation rate for Enlisted IDT has shown a steady increase in the last three years of execution due to decreases in mobilization and a tendency for mobilized personnel to attend their IDT both before and after mobilization. These trends are expected to continue to increase participation rates for enlisted and keep officer participation rates stable through FY15.

**RESERVE PERSONNEL, ARMY
PAY GROUP A
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	28,786			31,688			34,373		
Participation Rate	73			73			69		
Paid Participants	21,062	13,468	283,665	23,045	13,603	313,476	23,800	13,739	326,985
Enlisted									
Average Strength	141,677			140,744			138,777		
Participation Rate	61			57			69		
Paid Participants	86,778	7,120	617,876	80,524	7,191	579,045	95,465	7,263	693,360
Total	107,840		901,541	103,569		892,521	119,265		1,020,345

**RESERVE PERSONNEL, ARMY
PAY GROUP A
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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 is an annual rate that includes the same pay and allowances authorized for unit training assemblies.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,451	643	2,218	4,599	649	2,985	573	654	375
Enlisted	18,597	237	4,408	20,782	239	4,967	11,332	241	2,731
Total	22,048		6,626	25,381		7,952	11,905		3,106

Additional Drill Assemblies:

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

Readiness Management Assemblies (RMAs) - RMAs 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 (AFTPs) - 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 twenty-four (24) each fiscal year for any aircrew member.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Additional Flight Training Assemblies									
Officer	240	11,608	2,786	189	11,714	2,214	161	11,863	1,910
Enlisted	335	2,654	889	479	2,683	1,285	1,480	2,707	4,007
Subtotal	<u>575</u>		<u>3,675</u>	<u>668</u>		<u>3,499</u>	<u>1,641</u>		<u>5,917</u>
Additional Training Assemblies									
Officer	1,604	2,976	4,773	1,312	3,005	3,943	812	3,036	2,465
Enlisted	3,239	3,484	11,284	1,992	3,519	7,009	1,222	3,553	4,342
Subtotal	<u>4,843</u>		<u>16,057</u>	<u>3,304</u>		<u>10,952</u>	<u>2,034</u>		<u>6,807</u>
Readiness Management Assemblies									
Officer	1,836	2,794	5,129	1,631	2,822	4,602	1,857	2,850	5,293
Enlisted	3,557	1,921	6,834	3,558	1,940	6,903	3,790	1,959	7,425
Subtotal	<u>5,393</u>		<u>11,963</u>	<u>5,189</u>		<u>11,505</u>	<u>5,647</u>		<u>12,718</u>

**RESERVE PERSONNEL, ARMY
PAY GROUP A
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2013</u>		<u>FY 2014</u>		<u>FY 2015</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Total Pay and Allowances, Inactive Duty Training (IDT)	203,322	939,862	206,974	926,429	194,377	1,048,893

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>FY 2013</u>			<u>FY 2014</u>			<u>FY 2015</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Initial									
Officer	1,445	1,574	2,275	1,633	400	653	2,615	400	1,046
Enlisted	9,379	66	615	559	1,549	866	10,117	1,564	15,823
Subtotal	<u>10,824</u>		<u>2,890</u>	<u>2,192</u>		<u>1,519</u>	<u>12,732</u>		<u>16,869</u>
Additional									
Enlisted	14,068	363	5,111	40,508	366	14,826	37,838	370	14,000
TOTAL	<u>24,892</u>		<u>8,001</u>	<u>42,700</u>		<u>16,345</u>	<u>50,570</u>		<u>30,869</u>

**RESERVE PERSONNEL, ARMY
PAY GROUP A
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

Subsistence of Enlisted Personnel: These funds provide subsistence for enlisted personnel while on annual training (average 15 days per person) and inactive duty training (average 24 days per person).

While on annual training, enlisted personnel are provided subsistence-in-kind in the 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 those 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.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	81,119	1,216,780	9	11,520	84,756	1,286,167	12	15,434	101,862	1,630,500	12	19,566
Operational Rations	7,559	113,388	18	2,037	8,210	123,143	49	6,034	3,401	50,347	49	2,467
Subtotal	88,678			13,557	92,966			21,468	105,263			22,033
Inactive Duty Training												
Field Rations	67,298	1,615,162	11	17,169	48,081	1,167,471	12	14,009	49,026	2,038,250	12	25,459
Total	155,976			30,726	141,047			35,477	154,289			47,492

**RESERVE PERSONNEL, ARMY
PAY GROUP A
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

Travel, Annual Training: These funds are requested to provide for travel and per diem allowances for personnel to perform annual training. Individual travel provides for the use of personal or commercial vehicles when it is the most cost effective means of travel or when it is not feasible to use another means of travel. Commercial contract transportation is used to transport units that do not have the necessary organic capability to transport themselves; buses and trains are normally used. Military airlift and/or chartered flights 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.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	20,230	1,090	22,049	30,980	1,110	34,388	34,964	1,130	39,509
Enlisted	76,503	650	49,692	86,829	662	57,481	109,228	674	73,620
Total	96,733		71,741	117,809		91,869	144,192		113,129

**RESERVE PERSONNEL, ARMY
PAY GROUP B
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u> 36,077	<u>FY 2014 Estimate</u> 39,508	<u>FY 2015 Estimate</u> 49,490
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PART I - PURPOSE AND SCOPE

Program costs include pay and allowances, FICA, retired pay accrual, and training 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 the IMA Program, Soldiers are provided both annual training days 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 that these Reserve Soldiers will be able to serve effectively as soon as they report to their mobilization stations. Upon mobilization, IMA personnel can also be assigned to Active Component units required to deploy to a theater of operations. 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 and Allowances (MOBTDA) approved by the Army G-3.

In FY 2015, program increases include \$9.9 million due to an increase in expected average strength for Annual Training and \$0.5 million for an increase in travel due to historic overexecution. There is also a program increase due to expected strength and participation rate changes in Inactive Duty Training.

Annual Training (AT) – A normal period of active duty for 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 be allowed to perform additional annual training 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. IMAs are authorized to attend up to a maximum of forty-eight (48) training assemblies per year.

**RESERVE PERSONNEL, ARMY
PAY GROUP B
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program 39,508

Increases:

Pricing Increases:

Basic Pay	626		
Basic Allowance for Housing	46		
Basic Allowance for Subsistence	9		
Other Pay	-		
Retirement Pay	152		
FICA	48		
Travel Pay	83		
Total Pricing Increases:		964	

Program Increases:

Total Program Increases:

Basic Pay	12,037		
Basic Allowance for Housing	1,063		
Basic Allowance for Subsistence	166		
Retirement Pay	2,634		
FICA	921		
Travel Pay	386		
Total Increases:		17,207	18,171

Decreases:

Pricing Decreases:

Other Pay	(55)		
Total Pricing Decreases		(55)	

Program Decreases:

Other Pay	(8,134)		
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**RESERVE PERSONNEL, ARMY
PAY GROUP B
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Total Program Decreases:	(8,134)	
Total Decreases:		(8,189)
FY 2015 Direct Program		49,490

**RESERVE PERSONNEL, ARMY
PAY GROUP B
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - 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. The dollar rate is an annual rate which includes base pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence, and FICA.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	2,166			2,633			3,100		
Participation Rate	59			66			93		
Paid Participants	1,275	5,240	6,681	1,743	5,293	9,225	2,869	5,344	15,333
Enlisted									
Average Strength	634			766			900		
Participation Rate	58			67			87		
Paid Participants	370	3,049	1,128	511	3,076	1,572	781	3,110	2,429
Total	1,645		7,809	2,254		10,797	3,650		17,762

Pay and Allowances, Inactive Duty Training (IDT): These funds are requested to provide for the pay and allowances of personnel attending IDT to be performed at their proponent agencies/gaining units or with an IMA detachment in support of their proponent agencies/gaining unit. IMA members may attend up to 48 IDT assemblies per year. The dollar rate is an annual rate which includes base pay, retired pay accrual, and FICA.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	2,166			2,633			3,100		
Participation Rate	59			45			43		
Paid Participants	1,284	16,618	21,338	1,197	16,780	20,086	1,345	16,955	22,805
Enlisted									
Average Strength	634			766			900		
Participation Rate	59			48			39		
Paid Participants	375	9,355	3,508	371	9,431	3,499	350	9,511	3,329
Total	1,659		24,846	1,568		23,585	1,695		26,134

**RESERVE PERSONNEL, ARMY
PAY GROUP B
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,275	2,121	2,704	1,909	2,155	4,114	2,011	2,193	4,410
Enlisted	370	1,941	718	1,717	589	1,012	1,717	690	1,184
Total	1,645		3,422	3,626		5,126	3,728		5,594

Reimbursable Program:

FY 2013	FY 2014	FY 2015
<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
667	1,400	1,721

**RESERVE PERSONNEL, ARMY
PAY GROUP F
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
215,053	232,221	279,048

PART I - 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 have this training in order to deploy.

The regular training program consists of a ten-week Basic Combat Training (BCT) phase immediately followed by an Advanced Initial Training (AIT) phase of variable length (79 days average).

The alternate training program (known as the split training option) provides the same training as the regular training program, but the BCT and AIT phases are not consecutive. Upon completion of BCT, 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 military service. The training is tailored to the individual and normally includes the basic military skills and specific MOS skills required to ensure that the graduates are fully qualified.

In FY 2015, there is a program increase of \$30.2 million due to an expected increase in the number of non-prior service enlistments which will lead to an increase of soldiers attending IADT. A clothing increase of \$10.3 million due to new clothing changes. FY 15 IADT travel has a \$6.4 million program increase.

**RESERVE PERSONNEL, ARMY
PAY GROUP F
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program 232,221

Increases:

Pricing Increases:

Basic Pay	279	
BAH	948	
RPA	68	
Other Pay	1,947	
FICA	21	
Travel Pay	171	
Subsistence Pay	94	
Clothing Pay	364	
Total Pricing Increases:		3,892

Program Increases:

Basic Pay	141,331	
BAH	-	
RPA	-	
Other Pay	-	
FICA	10,812	
Initial Clothing Allowance	10,029	
Travel Pay	6,287	
Total Program Increases:		168,459

Total Increases: 172,351

Decreases:

Pricing Decreases:

Total Pricing Decreases		0
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**RESERVE PERSONNEL, ARMY
PAY GROUP F
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Program Decreases:

Subsistence Pay	(5,465)	
BAS	(365)	
Other Pay	(110,963)	
BAH	(8,731)	
Total Program Decreases:		(125,524)
Total Decreases:		(125,524)
FY 2015 Direct Program		279,048

**RESERVE PERSONNEL, ARMY
PAY GROUP F
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - JUSTIFICATION OF FUNDS REQUESTED

Pay and Allowances, Initial Active Duty for Training, Enlisted: These funds provide for training pay and allowances of enlisted personnel attending initial active duty for training. The dollar rate is an annual rate which includes base pay and allowances, retired pay accrual, and FICA. This calculation uses an estimated number of participants rather than the average strength.

FY 2013			FY 2014			FY 2015		
<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
18,473	10,303	190,320	18,839	10,406	196,034	21,532	10,510	226,304

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 issuance includes all clothing required during basic combat training as well as any necessary additional clothing, to include dress uniforms. 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.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Phase I	16,889	719	12,143	29,974	647	19,407	28,877	650	18,783
Cash Allowance	10,178	311	3,170	10,656	314	3,347	45,276	317	14,364
ACASP	0	0	1,100	0	0	0	0	0	0
Total	27,067		16,413	40,630		22,754	74,153		33,147

**RESERVE PERSONNEL, ARMY
PAY GROUP F
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	1,570	234,000	1	210	1,545	226,439	12	2,763	1,380	207,667	12	2,469

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

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
	18,473	439	8,110	23,924	446	10,670	37,727	454	17,128

**RESERVE PERSONNEL, ARMY
PAY GROUP P
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
12,474	11,225	11,926

PART I - PURPOSE AND SCOPE

This program provides for the pay and allowances, subsistence, and retired pay accrual of Non-Prior Service (NPS) enlistees assigned to Troop Program Units (TPU) for attending Inactive Duty Training (IDT) prior to completion of their Initial Active Duty for Training (IADT). Soldiers in this pay group can only perform 36 drill assembly periods. Under the provisions of Title 10, U.S.C., § 12103, each enlisted person shall perform an initial period of active duty for training to commence, when possible, within 270 days after the date of that enlistment.

In FY 2015, there will be an estimated average of 4,343 Soldiers awaiting IADT each month. Historically, the IDT participation rate of these Soldiers is greater than 80% and the increase in FY 2015 reflects an increased number of participants based on the expected increase in overall average strength.

**RESERVE PERSONNEL, ARMY
PAY GROUP P
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program			11,225
Increases:			
Pricing Increases:			
Basic Pay		-	
Retirement Pay		-	
FICA		-	
Total Pricing Increases:			-
Program Increases:			
Strength and participation rate change	701		
Retired Pay		-	
FICA		-	
Total Program Increases:		701	
Total Increases:			701
Decreases:			
Pricing Decreases:			
Total Pricing Decreases:			0
Program Decreases:			
Total Program Decreases:			0
Total Decreases:			0
FY 2015 Direct Program			11,926

**RESERVE PERSONNEL, ARMY
PAY GROUP P
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - 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 initial active duty for training. The number of battle assemblies is based on the average number of enlistees attending. The dollar rate is an annual rate which includes base pay, retired pay accrual, and FICA.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Enlisted									
Average Strength	4,986			4,796			5,151		
Participation Rate	69			64			63		
Paid Participants	3,436	3,630	12,474	3,062	3,666	11,225	3,221	3,703	11,926

**RESERVE PERSONNEL, ARMY
MOBILIZATION TRAINING
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
1,545	7,629	5,909

PART I - PURPOSE AND SCOPE

Program costs for this activity include all pay, allowances, travel and per diem, retired pay accrual 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 Army Reserve will have an estimated 66,300 IRR Soldiers in FY 2015. The Secretary of the Army IRR Transformation Plan beginning in FY 2013 will reach out to all IRR Soldiers expecting that approximately one-third of them will attend either a one day Soldier Readiness Processing (SRP) exercise annually, an in-person TPU level screening or a virtual on-line screening muster. IRR Soldiers may also elect to perform a 12 day sustainment training tour. This 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.

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, developed, validated, 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 current state-of-the-art equipment, tactics, and doctrine.

In FY 2015, there is a small program decrease of approximately \$1.7 million due to decrease in participants.

**RESERVE PERSONNEL, ARMY
MOBILIZATION TRAINING
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program			7,629
Increases:			
Pricing Increases:			
Basic Pay	63		
Basic Allowance for Housing	8		
Basic Allowance for Subsistence	2		
Retirement Pay	15		
FICA	5		
Travel Pay	8		
Total Pricing Increases:		101	
Program Increases:			
Basic Allowance for Housing		75	
Basic Allowance for Subsistence		4	
Other Pay		4879	
Travel Pay	65		
Total Program Increases:			5,023
Total Increases:			5,124
Decreases:			
Pricing Decreases:			
Other Pay		-13	
Total Pricing Decreases:			-13
Program Decreases:			
Basic Pay	-5268		
Retirement Pay	-1160		
FICA	-403		
Total Program Decreases:		(6,831)	
Total Decreases:			-6844
			61

**RESERVE PERSONNEL, ARMY
MOBILIZATION TRAINING
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2015 Direct Program

5,909

**RESERVE PERSONNEL, ARMY
MOBILIZATION TRAINING
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - 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 to 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. Provides funding to improve and maintain the readiness level of IRR Soldiers identified in the IRR Affiliation Program (IAP).

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	129	1,677	6,514	840	380	4,940	6,579	2,497	418	5,434	6,644	2,774
Enlisted	80	1,040	4,202	338	134	1,742	4,244	570	148	1,924	4,286	635
Total	209			1,178	514			3,067	566			3,409

IRR Soldier Readiness Processing: Provides support to Individual Ready Reserve (IRR) Soldiers to participate in a one day Soldier Readiness Processing (SRP) event to validate relevant Soldier readiness information.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	93	93	204	19	2,272	2,272	206	468	0	0	208	0
Enlisted	1,706	1,706	204	348	19,874	19,874	206	4,094	12,019	12,019	208	2,500
Total	1,799			367	22,146			4,562	12,019			2,500

GRAND TOTAL Mobilization Training

	FY 2013		FY 2014		FY 2015	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	222	859	2,652	2,965	418	2,774
Enlisted	1,786	686	20,008	4,664	12,167	3,135
Total	2,008	1,545	22,660	7,629	12,585	5,909

**RESERVE PERSONNEL, ARMY
SCHOOL TRAINING
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
215,448	199,583	161,751

PART I - 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) 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 other training organizations in an ADT status for skill qualification and career development.

In FY 2015, the School training program decreased by \$38 million to reflect the change in training strategy. The Army Reserve reduced unit training objectives from the Company level to the Individual/Crew/Squad level. As a result, a portion of the Institutional Training that Soldiers will receive will be funded from Annual Training. Also, the program properly aligns the cost of instructors by including them with schools Training instead of Special Training.

**RESERVE PERSONNEL, ARMY
SCHOOL TRAINING
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program

199,583

Increases:

Pricing Increases:

Basic Pay	1,983
Basic Allowance for Housing	1,186
Basic Allowance for Subsistence	290
Retirement Pay	482
Other Pay	4
FICA	152
Travel Pay	745
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Total Pricing Increases: 4,842

Program Increases:

Other Pay	12,220
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Total Program Increases: 12,220

Total Increases:

17,062

Decreases:

Pricing Decreases:

Total Pricing Decreases: 0

Program Decreases:

Basic Pay	(21,785)
Basic Allowance for Subsistence	(5,381)
Basic Allowance for Housing	(4,990)
Retirement Pay	

**RESERVE PERSONNEL, ARMY
SCHOOL TRAINING
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	(6,994)	
FICA	(1,667)	
Travel Pay	(14,077)	
Total Program Decreases:	(54,894)	
Total Decreases:		(54,894)
FY 2015 Direct Program		161,751

**RESERVE PERSONNEL, ARMY
SCHOOL TRAINING
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - 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.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	3,883	85,427	429	36,648	4,203	96,674	436	42,150	3,276	75,342	441	33,226
Enlisted	10,635	191,432	213	40,775	11,190	257,375	216	55,593	7,440	171,114	219	37,474
Total	14,518			77,423	15,393			97,743	10,716			70,700

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 Training (IADT) in Pay Group F. In FY 2015, Initial Skill Acquisition Training is expected to decrease as the Army Reserve completes its transformation and most soldiers have been trained in their new skill sets.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	945	36,864	405	14,930	498	30,850	412	12,710	255	15,784	416	6,566
Enlisted	6,471	213,546	185	39,506	10,911	163,670	188	30,770	7,612	114,179	190	21,694
Total	7,416			54,436	11,409			43,480	7,867			28,260

**RESERVE PERSONNEL, ARMY
SCHOOL TRAINING
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	395	16,583	262	4,345	86	3,695	266	983	847	36,424	269	9,798

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. The high trend in FY 13 execution is not expected to continue through FY 14 as priority will be given to courses which are required for promotion and career advancement.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	2,706	54,113	447	24,189	262	10,998	446	4,905	1,278	53,665	451	24,203
Enlisted	12,356	185,337	288	53,377	4,767	171,598	292	50,232	2,441	87,875	298	26,220
Total	15,062			77,566	5,029			55,137	3,719			50,423

**RESERVE PERSONNEL, ARMY
SCHOOL TRAINING
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

Undergraduate Pilot Training: Supports Soldiers who volunteer to train as pilots in the Aviation field. Applicants must be qualified for assignment to a TPU position requiring specific aviation skills.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	104	3,849	436	1,678	138	5,091	440	2,240	156	5,775	445	2,570
Enlisted	0	0	289	0	0	0	292	0	0	0	295	0
Total	104			1,678	138			2,240	156			2,570

GRAND TOTAL School Training

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	7,638	180,253	77,445	5,101	143,613	62,005	4,965	150,566	66,565
Enlisted	29,857	606,898	138,003	26,954	596,338	137,578	18,340	409,592	95,186
Total	37,495		215,448	32,055		199,583	23,305		161,751

**RESERVE PERSONNEL, ARMY
SPECIAL TRAINING
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
388,678	266,623	176,210

PART I - PURPOSE AND SCOPE

Program costs for this activity include pay, allowances, retired pay accrual, and travel 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.

In FY 2015, the Special training program decreases by \$103 million. The major program decreases are Management and Support (\$49 million), Total Army School Systems (TASS) battalion instructors were moved to School Training and Operational Training (-\$49 million). These funds are partially offset by a program increase in Command Staff Supervision of \$10 million and Exercises of \$8 million.

Special Training: Provides full time equivalent support, incremental installation support and training support mandays resulting from increased training operations in order to support additional administrative workload associated with the training events and exercises. Specifically, this funding pays for the myriad of additional support required to plan, organize and host the training events and exercises to include supply, transportation, human resources, finance and other administrative functions required to successfully support the Soldiers who will participate in the training.

**RESERVE PERSONNEL, ARMY
SPECIAL TRAINING
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program 266,623

Increases:

Pricing Increases:

Basic Pay	1,250	
Basic Allowance for Housing	1,364	
Basic Allowance for Subsistence	371	
Other Pay	221	
Retirement Pay	405	
FICA	96	
Travel Pay	683	
Total Pricing Increases:		4,389

Program Increases:

Total Program Increases: -

Total Increases: 4,389

Decreases:

Pricing Decreases:

Total Pricing Decreases 0

Program Decreases:

Basic Pay	(31,082)
Basic Allowance for Housing	(17,215)
Basic Allowance for Subsistence	(4,903)

**RESERVE PERSONNEL, ARMY
SPECIAL TRAINING
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Retirement Pay	(10,092)	
FICA	-2378	0
Travel Pay	(11,755)	
Other Pay	(17,377)	
Total Decreases:	(94,802)	(94,802)
FY 2015 Direct Program		176,210

**RESERVE PERSONNEL, ARMY
SPECIAL TRAINING
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - JUSTIFICATION OF FUNDS REQUESTED

Competitive Events: Provides pay, allowances, travel and per diem 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.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	16	226	492	111	45	270	497	134	26	155	522	81
Enlisted	94	1,503	306	460	158	1,262	309	390	274	2,188	325	711
Total	110			571	203			524	300			792

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, Commanding General review and analysis briefings, internal control visits, command management briefings, and unit status reports.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	164	2,464	488	1,203	120	1,199	503	603	1,371	13,707	518	7,100
Enlisted	622	7,469	268	2,007	527	6,319	276	1,744	1,620	19,444	284	5,522
Total	786			3,210	647			2,347	2,991			12,622

**RESERVE PERSONNEL, ARMY
SPECIAL TRAINING
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	2,293	16,048	404	6,499	1,259	8,813	416	3,666	3,094	21,657	429	9,291
Enlisted	2,806	42,087	226	9,521	3,457	27,652	233	6,443	4,709	37,675	240	9,042
Total	5,099			16,020	4,716			10,109	7,803			18,333

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 (not direct participation) support, conferences/workshops, military funeral honors support. Funding supports missions or projects directed for Army Reserve accomplishment 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. High execution in FY13 is due to execution of OCO funding. The Total ArmySchool Systems (TASS) battalion instructor and staff support were moved from Management Support to School training properly aligning Instructors with schools, thus causing a decrease in strength.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	7,460	104,435	390	40,808	4,274	55,566	394	21,893	2,966	38,555	398	15,345
Enlisted	14,476	217,137	245	53,203	17,407	226,290	252	57,025	4,466	58,055	255	14,804
Total	21,936			94,011	21,681			78,918	7,432			30,149

**RESERVE PERSONNEL, ARMY
SPECIAL TRAINING
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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 and Combat Service Support units, and Battle Staff. The training includes Warrior task training, rotations at Combat Support Training Centers for units preparing for their wartime tasks and can be conducted at overseas training locations. 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, and Consequence Management Training.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	14,041	210,615	366	77,243	18,300	164,703	377	62,093	14,581	131,232	388	50,918
Enlisted	51,279	871,751	219	191,332	59,194	473,553	226	107,023	30,550	244,397	232	56,700
Total	65,320			268,575	77,494			169,116	45,131			107,618

**RESERVE PERSONNEL, ARMY
SPECIAL TRAINING
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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. In FY 13, execution of this program was combined with Retention funding. In FY 14 and FY 15, funds managers will be required to use separate accounting codes in order to provide greater visibility of these two different functions.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	34	340	361	123	15	148	372	55	12	117	376	44
Enlisted	1,301	13,006	231	3,012	1,218	12,176	238	2,898	763	7,629	245	1,869
Total	1,335			3,135	1,233			2,953	775			1,913

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. This subcategory is for the accomplishment of work, not engagement in training.

	FY 2013				FY 2014				FY 2015			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<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	97	676	405	274	27	187	417	78	305	2,133	430	917
Enlisted	2,475	12,375	232	2,882	1,199	10,787	239	2,578	1,746	15,715	246	3,866
Total	2,572			3,156	1,226			2,656	2,051			4,783

Reimbursable Program:

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
	24,031	33,600	41,279

GRAND TOTAL Special Training

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	24,105	334,804	126,261	24,040	230,886	88,522	22,355	207,556	83,696
Enlisted	73,053	1,165,328	262,417	83,160	758,039	178,101	44,128	385,103	92,514
Total	97,158		388,678	107,200		266,623	66,483		176,210

**RESERVE PERSONNEL, ARMY
ADMINISTRATION AND SUPPORT
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
2,081,126	2,016,941	2,006,975

PART I - PURPOSE AND SCOPE

Active Guard and Reserve (AGR) Personnel

This program funds pay and allowances, retired pay accrual, 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.

In FY 2015, there is a program decrease of \$10 million to reflect the change in training strategy. There were program decreases in AGR clothing allowances of -\$6 million due to historic underexecution and AGR pay and allowances of -\$18 million due to a decrease in the expected average strength.

**RESERVE PERSONNEL, ARMY
ADMINISTRATION AND SUPPORT
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program

2,016,941

Increases:

Pricing Increases:

Basic Pay	10,619
Basic Allowance for Housing	13,585
Basic Allowance for Subsistence	2,065
Retirement Pay	3,441
Other Pay	694
FICA	812
Travel Pay	845
Cost of Living Allowance	1,055

Total Pricing Increases: 33,116

Program Increases:

Basic Allowance for Subsistence	4,927
Other Pay	210,296

Total Program Increases: 215,223

Total Increases:

248,339

Decreases:

Pricing Decreases:

Total Pricing Decreases: 0

Program Decreases:

Basic Pay	(155,658)
Basic Allowance for Housing	(20,446)
Retirement Pay	(50,434)

**RESERVE PERSONNEL, ARMY
ADMINISTRATION AND SUPPORT
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FICA	(11,908)
Travel Pay	(3,563)
Cost of Living Allowance	(16,297)

Total Program Decreases:	(258,306)
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Total Decreases:	(258,306)
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FY 2015 Direct Program	2,006,974
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**RESERVE PERSONNEL, ARMY
ADMINISTRATION AND SUPPORT
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - JUSTIFICATION OF FUNDS REQUESTED

Pay and Allowances: The program funds 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.

	<u>FY 2013</u>			<u>FY 2014</u>			<u>FY 2015</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,495	151,628	681,569	4,485	145,803	653,926	4,593	146,527	673,000
Enlisted	11,776	93,925	1,106,066	11,780	94,351	1,111,456	11,811	94,431	1,115,325
Total	16,271		1,787,635	16,265		1,765,382	16,404		1,788,325

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).

	<u>FY 2013</u>			<u>FY 2014</u>			<u>FY 2015</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
CONUS									
Officer	159	8,088	1,286	106	8,198	869	129	8,240	1,063
Enlisted	485	7,348	3,564	343	7,411	2,542	380	7,487	2,845
Subtotal	644		4,850	449		3,411	509		3,908
OCONUS									
Officer	319	19,075	6,085	353	19,272	6,803	158	19,494	3,080
Enlisted	635	20,518	13,029	813	20,715	16,841	231	20,887	4,825
Subtotal	954		19,114	1,166		23,644	389		7,905
TOTAL									
Officer	478		7,371	459		7,672	287		4,143
Enlisted	1,120		16,593	1,156		19,383	611		7,670
Total	1,598		23,964	1,615		27,055	898		11,813

**RESERVE PERSONNEL, ARMY
ADMINISTRATION AND SUPPORT
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	725	17,963	13,023	784	18,147	14,227	848	18,320	15,535
Enlisted	2,616	13,795	36,088	2,767	13,935	38,558	2,454	14,072	34,532
Total	3,341		49,111	3,551		52,785	3,302		50,067

	FY 2013		FY 2014		FY 2015	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Total AGR	16,236	1,860,710	16,256	1,845,222	16,396	1,850,205

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

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	100,000	0	2	100,000	200	2	100,000	170
Enlisted	0	100,000	0	3	100,000	300	4	100,000	382
Total	0		0	5		500	6		552

**RESERVE PERSONNEL, ARMY
ADMINISTRATION AND SUPPORT
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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).

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	126	19,219	2,425	192	19,219	3,691	97	19,219	1,871
Enlisted	320	13,498	4,314	274	13,498	3,693	609	13,498	8,219
Total	446		6,739	466		7,384	706		10,090

Incentive Program: Funds provide for payment for two types of Selective Reserve Incentives: Health Profession Incentives and Selective Reserve Incentives. In FY 2015, there is an increase in the Health Professions Incentives of \$6.8 million due to a increase in expected recruiting needs and a decrease in the Selective Reserve Incentives of \$24.5 million due to policy changes synchronizing incentives with the ARFORGEN cycle and targeting specific critical grades and MOS. Each incentive category's requirements are summarized below:

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

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Special Training Assistance Program	190	23,614	4,481	381	24,275	9,245	268	24,955	6,683
Loan Repayment Program	808	19,351	15,644	482	20,009	9,639	555	20,689	11,484
Medical Recruiting Bonus	1,010	16,778	16,955	793	17,248	13,674	612	17,731	10,855
Medical Retention Bonus	1,034	22,450	23,217	504	22,450	11,323	965	22,450	21,665
Total	3,042		60,297	2,160		43,881	2,400		50,687

**RESERVE PERSONNEL, ARMY
EDUCATION BENEFITS
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
24,852	8,687	10,202

PART I - PURPOSE AND SCOPE

Funds are for payment to the Department of Defense Education Benefits Fund, which is a 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 a ROTC scholarship program, are eligible to receive Chapter 1606 educational assistance benefits. The FY05 National Defense Authorization Act 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 Reserve (SELRES). The FY208 NDAA now allows Soldiers to separate from the SELRES under certain criteria and 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 MGIB-SR Chapter 1606 program provides funds applicable to one of four levels of educational pursuit. These levels are \$350.00 per month for each month of full-time educational pursuit of a program of education; \$246 per month for each month of three quarter-time pursuit of a program of education; \$175.00 per month for each month of half-time pursuit of a program of education; and \$87.50 per month for a less than half-time pursuit of a program of education. The REAP Chapter 1607 mobilization benefit provides 40% of the AC benefit for Soldiers mobilized for 90 days but less than one continuous year; 60% of the AC benefit for Soldiers mobilized more than 1 year but less than 2 years; and 80% of the AC benefit for Soldiers mobilized more than two years or an aggregate of three years or more. 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 Education Assistance Allowance increase or "MGIB-SR" 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.

In FY 2015, there is an increase \$1.5 million due to a change in the Department of Defense actuary board rates.

**RESERVE PERSONNEL, ARMY
EDUCATION BENEFITS
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program 8,687

Increases:

Pricing Increases:

 Stipend 87

Total Pricing Increases: 87

Program Increases:

 Incentive Pay 1,428

Total Program Increases: 1,428

Total Increases: 1,515

Decreases:

Pricing Decreases:

0

Total Pricing Decreases: 0

Program Decreases:

Total Program Decreases: 0

Total Decreases: -

FY 2015 Direct Program 10,202

**RESERVE PERSONNEL, ARMY
EDUCATION BENEFITS
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - 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:

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	14,881	530	7,880	15,486	0	0	16,105	0	0
Officer	2,996	249	745	3,118	0	0	3,243	0	0
Subtotal Basic Benefit	<u>17,877</u>		<u>8,625</u>	<u>18,604</u>		<u>0</u>	<u>19,348</u>		<u>0</u>
\$100 Kicker	4,089	924	3,780	2,317	945	2,190	8,057	818	7,614
\$200 Kicker	5,242	899	4,715	1,744	1,778	3,100	1,308	1,763	2,325
\$350 Kicker	2,685	744	1,998	1,034	3,285	3,397	80	3,288	263
Subtotal Kicker	<u>12,016</u>		<u>10,493</u>	<u>5,095</u>		<u>8,687</u>	<u>9,445</u>		<u>10,202</u>
Less Than 90 Days	840	5	4	911	0	0	984	0	0
91 Days up to 2 years	10,011	569	5,699	11,523	0	0	12,400	0	0
Greater than 2 Yrs	110	282	31	142	0	0	183	0	0
Subtotal Ch. 1607	<u>10,961</u>		<u>5,734</u>	<u>12,576</u>		<u>0</u>	<u>13,567</u>		<u>0</u>
Grand Total	<u>40,854</u>		<u>24,852</u>	<u>36,275</u>		<u>8,687</u>	<u>42,360</u>		<u>10,202</u>

**RESERVE PERSONNEL, ARMY
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
65,186	63,459	63,622

PART I - 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 regulations 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 to 4 year service obligation in the active component with the remaining service in the Individual Ready Reserve. The FY 08 NDAA modified HPSP by authorizing the Secretary of Defense to allow for an accession bonus to HPSP & FAP participants.

The FY90-91 NDAA modified HPSP by adding the Financial Assistance Program (FAP). FAP provides financial assistance to physicians and dentists 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.

In FY 2015, there is a minimal increase of \$163K due to an expected increase in strength.

Army Nurse Candidate Program (ANCP): Section 2130a, Chapter 105, Title 10 USC provides for ANCP. ANCP targets nurse candidates in the junior and senior year of their Bachelors of Science in Nursing (BSN) program for accession contracting for four to five years of active duty, and a total of eight years military service. NDAA FY09 increased the maximum bonus amount from \$10,000 to \$20,000 and increased the maximum monthly stipend from \$1,000 to the same amount authorized by the Secretary of Defense for HPSP.

Stipend: The funds 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 actual participants attending active duty for training at medical care facilities.

**RESERVE PERSONNEL, ARMY
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program 63,459

Increases:

Pricing Increases:

Basic Pay 4,544

FICA 3

Bonus 180

Stipend 259

Total Pricing Increases: 4,986

Program Increases:

Basic Allowance for Housing 2,887

Basic Allowance for Subsistence 315

Total Program Increases: 3,202

Total Increases: 8,188

Decreases:

Pricing Decreases:

0

Total Pricing Decreases: 0

Program Decreases:

Travel Pay (4,111)

Other Pay (3,914)

Total Program Decreases: -8025

Total Decreases: (8,025)

FY 2015 Direct Program 63,622

**RESERVE PERSONNEL, ARMY
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - JUSTIFICATION OF FUNDS REQUESTED

Stipend: The funds provide for an annual stipend to participants in the program. The stipend amount is computed at the rate authorized under paragraph (1)(b) of section 751(g) of the Public Health Services Act (42 U.S.C.294(g)) for students in the National Health Service Corps Program.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,724	22,354	42,749	1,671	22,742	35,957	1,612	23,379	36,205
Financial Assistance Program	15	24,525	366	15	24,960	363	15	25,659	374
Total	1,739		43,115	1,686		36,320	1,627		36,579

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.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	483	400	180	468	400	185	451	400	184

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, basic allowance for subsistence and FICA.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,724	11,011	2,000	1,671	11,061	14,658	1,612	11,371	19,167
Financial Assistance Program	15	2,977	28	15	3,819	57	15	3,926	92
Total	1,739		2,028	1,686		14,715	1,627		19,259

**RESERVE PERSONNEL, ARMY
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

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

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	6,511	2,493	16,236	1,623	2,532	4,111	0	2,578	0

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

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Prof. Accession Bonus	178	20,000	3,568	371	20,000	7,420	380	20,000	7,600
Completed Program Graduates			<u>Amount</u>			<u>Amount</u>			<u>Amount</u>
			485			483			466

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:

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Prof.-Nurse Candidate Bonus	1	20,000	5	20	20,000	198	0	20,000	0
Health Prof.-Nurse Candidate Stipend	2	25,477	54	19	26,159	510	0	26,890	0
Total	3		59	39		708	0		0

**RESERVE PERSONNEL, ARMY
BRANCH OFFICERS LEADERSHIP COURSE
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
48,176	52,586	50,833

PART I - PURPOSE AND SCOPE

This budget provides funds for Army Reserve 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). 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). Pay entitlements include pay and allowances, travel and per diem, retired pay accrual costs, and uniform allowance for officers.

In FY 2015, there is a decrease of \$1.7 million due to a decrease in the expected number of training seat requests.

**RESERVE PERSONNEL, ARMY
BRANCH OFFICERS LEADERSHIP COURSE
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct
Program

52,586

Increases:

Pricing Increases:

Basic Allowance for Housing	177
Basic Allowance for Subsistence	191
Initial Clothing Allowance	410
Other Pay	4,410
Travel Pay	5,693

Total Pricing Increases: 10,881

Program Increases:

-

Total Program Increases: -

Total Increases: 10,881

Decreases:

Pricing Decreases:

FICA	-697
------	------

Total Pricing Decreases: -697

Program Decreases:

Basic Pay	(9,110)
RPA	(2,827)

Total Program Decreases: -11937

Total Decreases: (12,634)

**RESERVE PERSONNEL, ARMY
BRANCH OFFICERS LEADERSHIP COURSE
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2015 Direct
Program

50,833

**RESERVE PERSONNEL, ARMY
BRANCH OFFICERS LEADERSHIP COURSE
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - 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.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,090	32,816	35,191	1,133	33,144	37,558	935	33,476	35,309
AMEDD Officer's Basic Course	173	22,702	3,931	440	22,929	10,088	309	23,158	7,156
JAG Officer's Basic Course	194	16,740	3,242	57	17,025	967	134	17,076	2,292
Total	1,457		42,364	1,630		48,613	1,378		44,757

Uniform Allowances: The funds provide for Initial Uniform Allowances.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,090	400	436	770	400	308	1,320	400	528
AMEDD Officer's Basic Course	173	400	69	393	400	157	828	400	331
JAG Officer's Basic Course	194	400	77	53	400	21	93	400	37
Total	1,457		582	1,216		486	2,241		896

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

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	146	32,816	4,795	93	33,341	3,085	202	33,476	2,770
AMEDD Officer's Basic Course	16	22,702	362	15	22,929	338	83	23,158	1,924
JAG Officer's Basic Course	4	16,740	73	4	16,907	64	28	17,076	486
Total	166		5,230	112		3,487	313		5,180

**RESERVE PERSONNEL, ARMY
CHAPLAIN CANDIDATE PROGRAM
PURPOSE AND SCOPE**

<u>FY 2013 Actual</u>	<u>FY 2014 Estimate</u>	<u>FY 2015 Estimate</u>
4,449	8,375	6,366

PART I - PURPOSE AND SCOPE

This 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.

In FY 2015, there is a decrease of \$2 million due to a decrease in the expected strength.

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 Chaplains commissioned in the Army Reserve to attend CHOBC.

Chaplain Active Duty for Training Practicum (CADT): Members of this program serve on active duty with full pay and allowances up to 42 days during each year of participation in the program. Costs include pay and allowances, travel and per diem.

**RESERVE PERSONNEL, ARMY
CHAPLAIN CANDIDATE PROGRAM
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2014 Direct Program 8,375

Increases:

Pricing Increases:		
Basic Pay	1,967	
Retired Pay	485	
FICA	150	
.	.	
Total Pricing Increases:		2,602
Program Increases:		
	-	

Total Program Increases: -

Total Increases: 2,602

Decreases:

Pricing Decreases:		
	0	
Total Pricing Decreases:		0

Program Decreases:		
Basic Allowance for Housing	(392)	
Basic Allowance for Subsistence	(11)	
Other Pay	(3,914)	
Travel Pay	(284)	
Initial Clothing Allowance	(10)	
Total Program Decreases:		-4611

Total Decreases: (4,611)

**RESERVE PERSONNEL, ARMY
CHAPLAIN CANDIDATE PROGRAM
INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2015 Direct Program

6,366

**RESERVE PERSONNEL, ARMY
CHAPLAIN CANDIDATE PROGRAM
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - 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.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	317	11,793	3,559	448	11,911	5,337	247	12,113	2,988
Chaplain Active Duty for Training	87	8,178	420	188	8,260	1,552	247	8,400	2,075
Total	404		3,979	636		6,889	494		5,063

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.

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	200	400	80	238	400	95	160	400	64

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

	FY 2013			FY 2014			FY 2015		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	146	1,931	282	380	1,962	745	336	1,997	671
Chaplain Active Duty for Training	28	3,855	108	165	3,917	646	142	3,988	568
Total	174		390	545		1,391	478		1,239

SECTION 5
SPECIAL ANALYSIS

**RESERVE PERSONNEL, ARMY
REIMBURSABLE PROGRAMS
(IN THOUSANDS OF DOLLARS)**

	<u>2013</u>	<u>2014</u>	<u>2015</u>
Officer			
Basic Pay	19,311	16,640	20,442
Other Pay and Allowances	902	8,864	10,890
Travel	1,083	3,999	4,913
Total	<u>21,296</u>	<u>29,503</u>	<u>36,245</u>
Enlisted			
Basic Pay	47	326	401
Other Pay and Allowances	3	174	214
Travel	44	78	96
Total	<u>94</u>	<u>578</u>	<u>711</u>
Officer & Enlisted			
Retired Pay Accrual	<u>3,308</u>	<u>4,919</u>	<u>6,044</u>
Total Program	24,698	35,000	43,000

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

**AGR REENLISTMENT BONUS
(\$ in Millions)**

	FY2013		FY2014		FY2015		FY2016		FY2017		FY2018		FY2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	0	0.0	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
Initial Payments	96	480	154	771	0	1000	0	1000	0	1000	0	1000	0	1000
Anniversary Payments	356	1,779	171	855	171	855	171	855	171	855	171	855	171	855
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total														
Initial Payments	96	480	154	771	0	1,000	0	1,000	0	1,000	0	1,000	0	1,000
Anniversary Payments	356	1,779	171	855	171	855	171	855	171	855	171	855	171	855
Total	452	2,259	325	1,626	171	1,855	171	1,855	171	1,855	171	1,855	171	1,855

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

**REENLISTMENT BONUS
(\$ in Millions)**

	2013		2014		2015		2016		2017		2018		2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	0	0.0	0.0	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
Initial Payments	6,288	34,385	5,370	29,364	9,380	30,353	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	5,152	5,621	5,755	6,279	2,571	2,805	0	7,406	0	10,418	0	14,454	0	15,882
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	5,152	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total														
Initial Payments	6,288	34,385	5,370	29,364	9,380	30,353	0	0.0	0	0.0	0	0	0	0.0
Anniversary Payments		5,621	5,755	6,279	2,571	2,805	0	7,406	0	10,418	0	14,454	0	15,882
Total	11,440	40,006	11,125	35,643	11,951	33,158	0	7,406	0	10,418	0	14,454	0	15,882

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

**PRIOR SVC ENLISTMENT BONUS
(\$ in Millions)**

	2013		2014		2015		2016		2017		2018		2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	0	0.0	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
Initial Payments	102	715	544	3,806	406	1,315	1,000	1,315	1,000	1,315	1,000	1,315	1,000	1,315
Anniversary Payments	1,542	4,945	775	2,484	601	1,928	850	1,276	826	1,179	797	1,236	892	1,521
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Initial Payments	0	0.0	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
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total														
Initial Payments	102	715	544	3,806	406	1,315	1,000	1,315	1,000	1,315	1,000	1,315	1,000	1,315
Anniversary Payments	1,542	4,945	775	2,484	601	1,928	850	1,276	826	1,179	797	1,236	892	1,521
Total	1,644	5,660	1,319	6,290	1,007	3,243	1,850	2,591	1,826	2,494	1,797	2,551	1,892	2,836

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

**NON-PRIOR SVC ENLISTMENT BONUS
(\$ in Millions)**

	2013		2014		2015		2016		2017		2018		2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	0	0.0	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
Initial Payments	4,341	20,064	5,922	27,372	6,369	11,828	9,396	12,288	9,602	12,569	9,602	12,560	9,602	12,498
Anniversary Payments	16,434	64,718	7,163	28,206	5,945	23,413	9,921	13,790	10,822	15,043	12,837	22,157	14,612	27,091
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Initial Payments	0	0.0	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
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total														
Initial Payments	4,341	20,064	5,922	27,372	6,369	11,828	9,396	12,288	9,602	12,569	9,602	12,560	9,602	12,498
Anniversary Payments	16,434	64,718	7,163	28,206	5,945	23,413	9,921	13,790	10,822	15,043	12,837	22,157	14,612	27,091
Total	20,775	84,782	13,085	55,578	12,314	35,241	19,317	26,078	20,424	27,612	22,439	34,717	24,214	39,589

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

**CRITICAL SKILL ASSIGNMENT RETENTION BONUS
(\$ in Millions)**

	2013		2014		2015		2016		2017		2018		2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	0	0.0	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
Initial Payments	5	68	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
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total														
Initial Payments	5	68	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
Total	5	68	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY
SELECTIVE REENLISTMENT BONUSES**

**ENLISTED AFFILIATION BONUS
(\$ in Millions)**

	2013		2014		2015		2016		2017		2018		2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	0	0.0	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
Initial Payments	110	552	343	1,713	463	804	430	804	430	804	430	804	430	804
Anniversary Payments	484	2,421	685	3,427	260	1,298	284	559	342	654	321	715	401	1,015
Initial Payments	90	903	164	1,643	125	1,250	430	1,250	430	1,250	430	1,250	430	1,250
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,603	8.0
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	200	1455	507	3,356	588	2,054	860	2,054	860	2,054	860	2,054	860	2,054
Anniversary Payments	484	2,421	1,192	3,427	260	1,298	284	559	342	654	321	715	401	1,015
Total	684	3,876	3,529	6,783	848	3,352	1,144	2,613	1,202	2,708	1,181	2,769	1,261	3,069

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY
FULL-TIME SUPPORT PERSONNEL**

FY 2013

Assignment	AGR Officer	AGR Enlisted	AGR Total	Military Technicians	AC Military	Civilians	Total
Individuals							
Pay/Personnel Centers	93	2	95	0	0	65	160
Recruiting/Retention	139	2,438	2,577	0	0	0	2,577
Subtotal	232	2,440	2,672	0	0	63	2,737
Units							
Units	1,519	7,572	9,091	8,625	50	244	17,915
RC Unique Mgmt HQS	1,085	1,136	2,221	415	9	555	3,200
Maint Act (Non-unit)	0	0	0	0	0	35	35
Subtotal	2,604	8,708	11,312	9,040	59	834	21,150
Training							
RC Non-unit Institutions	16	121	137	0	0	132	269
RC Schools	103	175	278	0	0	98	376
ROTC	101	0	101	0	0	0	101
Subtotal	220	296	516	0	0	230	746
Headquarters							
Service HQ	93	9	102	0	0	270	372
AC HQ	0	0	0	0	0	0	0
AC Instal/Activities	1,112	583	1,695	0	0	1,245	2,940
RC Chiefs	62	13	75	0	9	416	500
Others	0	0	0	0	0	0	0
Subtotal	1,267	605	1,872	0	9	1,931	3,812
Total	4,323	12,049	16,372	9,040	68	3,060	28,445

PB-30W FULL-TIME SUPPORT PERSONNEL

**RESERVE PERSONNEL, ARMY
FULL-TIME SUPPORT PERSONNEL**

FY 2014

Assignment	AGR Officer	AGR Enlisted	AGR Total	Military Technicians	AC Military	Civilians	Total
Individuals							
Pay/Personnel Centers	93	2	95	0	0	65	160
Recruiting/Retention	139	2,438	2,577	0	0	0	2,577
Subtotal	232	2,440	2,672	0	0	65	2,737
Units							
Units	1,506	7,474	8,980	8,075	50	287	17,392
RC Unique Mgmt HQS	1,085	1,136	2,221	415	9	573	3,218
Maint Act (Non-unit)	0	0	0	0	0	35	35
Subtotal	2,591	8,610	11,201	8,990	59	895	20,645
Training							
RC Non-unit Institutions	16	121	137	0	0	132	269
RC Schools	103	175	278	0	0	98	376
ROTC	101	0	101	0	0	0	101
Subtotal	220	296	516	0	0	230	746
Headquarters							
Service HQ	93	9	102	0	0	270	372
AC HQ	0	0	0	0	0	0	0
AC Instal/Activities	1,112	583	1,695	0	0	1,245	2,940
RC Chiefs	62	13	75	0	9	417	501
Others	0	0	0	0	0	0	0
Subtotal	1,267	605	1,872	0	9	1,932	3,813

PB-30W FULL-TIME SUPPORT PERSONNEL

**RESERVE PERSONNEL, ARMY
FULL-TIME SUPPORT PERSONNEL**

Total	4,310	11,951	16,261	8,990	68	3,120	28,439
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**RESERVE PERSONNEL, ARMY
FULL-TIME SUPPORT PERSONNEL**

FY 2015

Assignment	AGR Officer	AGR Enlisted	AGR Total	Military Technicians	AC Military	Civilians	Total
Individuals							
Pay/Personnel Centers	93	2	95	0	0	65	160
Recruiting/Retention	139	2,438	2,577	0	0	0	2,577
Subtotal	232	2,440	2,672	0	0	65	2,737
Units							
Units	1,506	7,474	8,980	8,075	50	289	17,392
RC Unique Mgmt HQS	1,085	1,136	2,221	415	9	573	3,218
Maint Act (Non-unit)	0	0	0	0	0	35	35
Subtotal	2,591	8,610	11,201	8,490	59	895	20,645
Training							
RC Non-unit Institutions	16	121	137	0	0	132	269
RC Schools	103	175	278	0	0	98	376
ROTC	101	0	101	0	0	0	101
Subtotal	220	296	516	0	0	230	746
Headquarters							
Service HQ	93	9	102	0	0	270	372
AC HQ	0	0	0	0	0	0	0
AC Instal/Activities	1,112	583	1,695	0	0	1,245	2,940
RC Chiefs	62	13	75	0	9	417	501
Others	0	0	0	0	0	0	0
Subtotal	1,267	605	1,872	0	9	1,932	3,813
Total	4,310	11,951	16,261	8,490	66	3,122	27,941

PB-30W FULL-TIME SUPPORT PERSONNEL