

# DEPARTMENT OF THE ARMY

*President's Budget 2016*



**RESERVE PERSONNEL, ARMY  
JUSTIFICATION BOOK  
FEBRUARY 2015**



The estimated cost of this report for the Department of Defense is approximately \$88,400 for Fiscal Year 2016.  
This includes \$300 in expenses and \$88,400 in DoD labor.

# TABLE OF CONTENTS

- SECTION 1- SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM** ..... 1
- TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS ..... 3
- SECTION 2- INTRODUCTION AND PERFORMANCE MEASURES** ..... 4
- INTRODUCTION..... 4
- PERFORMANCE MEASURES AND EVALUATION SUMMARY ..... 7
- SECTION 3- SUMMARY TABLES** ..... 8
- SUMMARY OF PERSONNEL..... 8
- RESERVE COMPONENT TOURS ON ACTIVE DUTY - STRENGTH BY GRADE ..... 10
- STRENGTH BY MONTH ..... 11
- SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH ..... 17
- SUMMARY OF ENTITLEMENTS BY SUBACTIVITY ..... 19
- ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS ..... 23
- SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST..... 26
- SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS..... 28
- SUMMARY OF TRAVEL COSTS..... 30
- SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK)..... 32
- SCHEDULE OF INCREASES AND DECREASES - SUMMARY ..... 34
- SECTION 4- DETAIL OF MILITARY PERSONNEL ENTITLEMENTS** ..... 36
- RESERVE COMPONENT TRAINING AND SUPPORT ..... 36
- PAY GROUP A ..... 36
- PAY GROUP B ..... 45
- PAY GROUP F ..... 49
- PAY GROUP P ..... 53
- MOBILIZATION TRAINING..... 56
- SCHOOL TRAINING..... 59
- SPECIAL TRAINING..... 64
- ADMINISTRATION AND SUPPORT ..... 70
- EDUCATION BENEFITS ..... 76
- HEALTH PROFESSIONS SCHOLARSHIP PROGRAM..... 79
- BRANCH OFFICERS LEADERSHIP COURSE ..... 83
- CHAPLAIN CANDIDATE PROGRAM ..... 86
- SECTION 5- SPECIAL ANALYSIS** ..... 89
- REIMBURSABLE PROGRAMS ..... 89
- SELECTIVE REENLISTMENT BONUSES..... 91
- FULL-TIME SUPPORT PERSONNEL..... 100

## **SECTION 1**

# **SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

**RESERVE PERSONNEL, ARMY  
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM  
(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 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<b><u>RESERVE PERSONNEL, ARMY (RPA)</u></b>			
DIRECT PROGRAM	4,382,033	4,317,859	4,550,974
REIMBURSABLE PROGRAM	24,699	43,000	35,000
OCO AND OTHER SUPPLEMENTAL FUNDING	33,349	24,990	24,462
<b>TOTAL RESERVE PERSONNEL, ARMY</b>	<b>4,440,081</b>	<b>4,385,849</b>	<b>4,610,436</b>
MEDICARE-RET CONTRIB, AR ARMY	471,007	395,088	333,193
<b>TOTAL RESERVE PERSONNEL, ARMY PROGRAM COST</b>	<b>4,911,088</b>	<b>4,780,937</b>	<b>4,943,629</b>
<b><u>MILITARY PERSONNEL, ARMY (MPA)</u></b>			
OCO PAY AND ALLOWANCES, MOBILIZATION	1,547,132	1,295,076	1,668,968
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	83,676	77,852	75,901
<b>TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST</b>	<b>1,630,808</b>	<b>1,372,928</b>	<b>1,744,869</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</b>	<b>6,541,896</b>	<b>6,153,865</b>	<b>6,688,498</b>

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

	<u>FY 2014 Actual</u>	<u>FY 2015 Enacted</u>	<u>FY 2016 Estimate</u>
<b>Reserve Component Training and Support Direct Program</b>	4,382,033	4,317,859	4,550,974
Reimbursable Program	24,699	43,000	35,000
OCO Funding	33,349	24,990	
Subtotal RPA	<u>4,440,081</u>	<u>4,385,849</u>	<u>4,585,974</u>
<b>Medicare-Ret Contrib, AR Army</b>	471,007	395,088	333,193
<b>TOTAL PROGRAM COST</b>	<u><b>4,911,088</b></u>	<u><b>4,780,937</b></u>	<u><b>4,919,167</b></u>

## **SECTION 2**

# **INTRODUCTION AND PERFORMANCE MEASURES**



**DEPARTMENT OF THE ARMY  
JUSTIFICATION OF ESTIMATE FOR FISCAL YEAR 2016**

**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 FY16 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 198,000;
- (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) Resources for Operational Reserve

The RPA appropriation sustains an end strength objective of 198,000 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 thirteen 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. FY 17-21 HQDA approved enabler redesign options are expected to be approved by the SECARMY in Feb, 2015 impacting a number of USAR BDEs and BNs. In FY 2016 the major adjustments to Army Reserve force structure are the activation, conversion and reorganization of 14 Quartermaster, 31 Civil Affairs BNs and 7 logistical Headquarters, totaling 2,544 spaces.

**Below are the units undergoing transformation:**

YEAR	UNITS	SPACES	TYPE UNITS
FY 2014	21	3,299	Quartermaster
FY 2015	17	5,418	Engineer, Quartermaster, Transportation, Military Intelligence & Logistical Headquarters
FY 2016	52	3,435	Civil Affairs, Quartermaster, Training Support Units, Logistical Headquarters
FY 2017	(Notional force structure file awaiting final CSA/SECARMY approval)		

The persistence Overseas Contingency Operations (OCO) illustrates the relevance of and need for today's Army Reserve. Army Reserve Soldiers in over 21,000 units have been fighting 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 since then. In addition to operations in Southwest Asia, Army Reserve soldiers continue to serve in more than 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 Basic Allowance for Housing (BAH) Fiscal Year 2016 average inflation rate is 1.5 percent. The January 1, 2015 and January 1, 2016 average BAH inflation rate assumption are respectively, 1.5 percent and 1.5 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA provided a 1 percent out-of-pocket reduction and renter's insurance (approximately 1 percent of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4 percent out-of-pocket (5 percent cumulative) is reached. However, it should be noted that this 1.5% 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 2016 military pay raise effective 1 January is 1.3%.
- The nominal cost percentages used to calculate payments to the military retired pay fund are 32.2% for AGRs in 2015 and 31.4% in 2016; 22.5% for TPUs in FY 2015 and 23.0 % in FY 2016.
- The rate increase for subsistence (indexed to the annual changes in the US Department of Agriculture food plan) effective January 1 is 2.49% in FY 2015 and 3.4% in FY 2016.

**RESERVE PERSONNEL, ARMY**  
**Fiscal Year (FY) 2016 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:**

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
	<u>Actual</u>	<u>Planned</u>	<u>Planned</u>
<b>Average Strength</b>	<b>196,548</b>	<b>197,065</b>	<b>198,636</b>
<b>End Strength</b>	<b>195,438</b>	<b>198,000</b>	<b>198,000</b>
<b>Authorized End Strength</b>	<b>202,000</b>	<b>202,000</b>	

The measure of success of the goal to "Provide trained, equipped, and ready Soldiers and cohesive units to meet global requirements across the full spectrum of operations" is to maintain strength equal to or plus/minus 2% of our congressionally mandated End-Strength Objective (ESO). The Army Reserve ESO is 198,000 and the 3% Secretary of Defense variance is an operating window between 192,060 and 203,940.

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 14 through FY 16 goals for these factors are as follows:

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<b>Goal for Accessions</b>	<b>33,261</b>	<b>39,314</b>	<b>39,860</b>
<b>Goal for Reenlistments</b>	<b>15,230</b>	<b>15,500</b>	<b>15,500</b>
<b>Attrition Rate</b>	<b>17.2%</b>	<b>17.2%</b>	<b>17.2%</b>

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

**RESERVE PERSONNEL, ARMY  
SUMMARY OF PERSONNEL**

	<u>Drills</u>	<u>Days</u>	<u>FY 2014</u>			<u>FY 2015</u>		<u>FY 2016</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
<b>Pay Group A</b>									
Officer	48	15	28,786	28,824	28,997	29,955	30,661	32,415	33,233
Enlisted	48	15	141,677	138,830	137,989	137,585	137,558	136,176	134,808
Subtotal			170,463	167,654	166,986	167,540	168,219	168,591	168,041
<b>Pay Group F</b>									
Enlisted		110	6,117	5,342	6,528	5,270	6,739	5,358	6,328
<b>Pay Group P</b>									
Enlisted	24		3,273	4,755	3,018	5,624	3,481	5,020	3,370
Subtotal			179,853	177,751	176,532	178,434	178,439	178,969	177,739
IMA									
<b>Pay Group B</b>									
Officer	48	13	2,166	2,120	2,035	2,174	2,600	2,567	3,100
Enlisted	48	13	634	598	585	622	700	852	900
Subtotal			2,800	2,718	2,620	2,796	3,300	3,419	4,000
Drill/Indiv Tng			182,653	180,469	179,152	181,230	181,739	182,388	181,739
<b>AGR (Full-time)</b>									
Officer			4,317	4,271	4,363	4,224	4,310	4,306	4,310
Enlisted			11,933	11,808	11,923	11,611	11,951	11,943	11,951
Subtotal			16,250	16,079	16,286	15,835	16,261	16,249	16,261
<b>SELRES</b>									
Officer			35,269	35,215	35,395	36,353	37,571	39,288	40,643
Enlisted			163,634	161,333	160,043	160,712	160,429	159,349	157,357
Subtotal			198,903	196,548	195,438	197,065	198,000	198,637	198,000
<b>IRR</b>									
Officer			7,500	7,650	7,800	7,950	8,100	8,100	8,100
Enlisted			57,200	57,850	58,500	58,950	59,400	59,193	58,985
Subtotal			64,700	65,500	66,300	66,900	67,500	67,293	67,085

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

	<u>FY 2014</u>			<u>FY 2015</u>		<u>FY 2016</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<b>Officer</b>							
<b>Commissioned Officers</b>							
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	310	355	325	221	225	225	225
O5 LT COLONEL	1,116	1,124	1,122	1,026	1,045	1,046	1,045
O4 MAJOR	1,091	1,103	1,116	1,583	1,616	1,614	1,616
O3 CAPTAIN	1,017	899	937	628	641	640	641
O2 1ST LIEUTENANT	83	101	141	64	65	65	65
O1 2ND LIEUTENANT	8	1	5	0	0	0	0
<b>Total Commissioned Officers</b>	<b>3,625</b>	<b>3,583</b>	<b>3,646</b>	<b>3,522</b>	<b>3,592</b>	<b>3,590</b>	<b>3,592</b>
<b>Warrant Officers</b>							
W5 WARRANT OFF (W-5)	44	55	58	53	54	54	54
W4 WARRANT OFF (W-4)	202	196	191	158	161	161	161
W3 WARRANT OFF (W-3)	170	188	206	249	254	254	254
W2 WARRANT OFF (W-2)	241	232	252	242	247	247	247
W1 WARRANT OFF (W-1)	35	17	10	0	0	0	0
<b>Total Warrant Officers</b>	<b>692</b>	<b>688</b>	<b>717</b>	<b>702</b>	<b>716</b>	<b>716</b>	<b>716</b>
<b>Total Officer</b>	<b>4,317</b>	<b>4,271</b>	<b>4,363</b>	<b>4,224</b>	<b>4,308</b>	<b>4,306</b>	<b>4,308</b>
<b>Enlisted</b>							
<b>Enlisted Personnel</b>							
E9 SERGEANT MAJOR	216	209	217	160	165	165	165
E8 1ST SGT/MASTER SGT	1,528	1,475	1,463	1,484	1,527	1,526	1,527
E7 PLATOON SGT/SFC	5,433	5,219	5,468	6,133	6,312	6,308	6,312
E6 STAFF SGT	2,613	3,012	2,787	2,138	2,201	2,199	2,201
E5 SERGEANT	1,712	1,501	1,564	1,693	1,743	1,742	1,743
E4 CPL/SPECIALIST	420	384	414	3	3	3	3
E3 PRIVATE 1ST CLASS	8	6	6	0	1	0	1
E2 PRIVATE E2	1	0	0	0	0	0	0
E1 PRIVATE E1	2	2	4	0	1	0	1
<b>Total Enlisted Personnel</b>	<b>11,933</b>	<b>11,808</b>	<b>11,923</b>	<b>11,611</b>	<b>11,953</b>	<b>11,943</b>	<b>11,953</b>
<b>Total Personnel on Active Duty</b>	<b>16,250</b>	<b>16,079</b>	<b>16,286</b>	<b>15,835</b>	<b>16,261</b>	<b>16,249</b>	<b>16,261</b>

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

**RESERVE PERSONNEL, ARMY  
STRENGTH BY MONTH**

**FY 2014**

	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	28,786	141,677	170,463	6,117	3,273	179,853	2,166	634	2,800	4,317	11,933	16,250	198,903
OCT	28,587	140,263	168,850	5,962	4,010	178,822	2,176	602	2,778	4,306	11,966	16,272	197,872
NOV	28,577	140,203	168,780	5,877	4,045	178,702	2,131	608	2,739	4,286	11,904	16,190	197,631
DEC	28,671	139,979	168,650	4,639	5,017	178,306	2,144	600	2,744	4,268	11,846	16,114	197,164
JAN	28,690	139,258	167,948	5,142	4,663	177,753	2,162	594	2,756	4,252	11,785	16,037	196,546
FEB	28,738	139,641	168,379	4,653	5,062	178,094	2,146	597	2,743	4,242	11,734	15,976	196,813
MAR	28,757	139,141	167,898	4,548	5,591	178,037	2,151	603	2,754	4,248	11,743	15,991	196,782
APR	28,772	138,573	167,345	4,050	6,114	177,509	2,128	605	2,733	4,250	11,759	16,009	196,251
MAY	29,173	137,811	166,984	3,977	6,299	177,260	2,119	594	2,713	4,269	11,764	16,033	196,006
JUN	29,036	137,017	166,053	5,800	5,152	177,005	2,078	596	2,674	4,272	11,742	16,014	195,693
JUL	29,028	137,148	166,176	6,550	4,167	176,893	2,060	594	2,654	4,296	11,748	16,044	195,591
AUG	29,004	137,815	166,819	6,534	3,531	176,884	2,041	589	2,630	4,335	11,783	16,118	195,632
SEP	28,997	137,989	166,986	6,528	3,018	176,532	2,035	585	2,620	4,363	11,923	16,286	195,438
<b>Average</b>	<b>28,824</b>	<b>138,830</b>	<b>167,654</b>	<b>5,342</b>	<b>4,755</b>	<b>177,751</b>	<b>2,120</b>	<b>598</b>	<b>2,718</b>	<b>4,271</b>	<b>11,808</b>	<b>16,079</b>	<b>196,548</b>

**RESERVE PERSONNEL, ARMY  
STRENGTH BY MONTH**

<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  
STRENGTH BY MONTH**

**FY 2015**

	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	28,997	137,989	166,986	6,528	3,018	176,532	2,035	585	2,620	4,363	11,923	16,286	195,438
OCT	27,213	138,158	165,371	5,810	4,362	175,543	2,055	591	2,646	4,319	11,804	16,123	194,312
NOV	28,902	138,434	167,336	5,301	4,802	177,439	2,076	597	2,673	4,276	11,922	16,198	196,310
DEC	27,547	138,513	166,060	3,972	6,153	176,185	2,097	603	2,700	4,233	11,803	16,036	194,921
JAN	29,218	138,284	167,502	4,474	6,003	177,979	2,118	609	2,727	4,275	11,803	16,078	196,784
FEB	29,920	138,281	168,201	4,505	6,115	178,821	2,139	615	2,754	4,232	11,685	15,917	197,492
MAR	31,119	137,708	168,827	4,130	6,915	179,872	2,160	621	2,781	4,190	11,568	15,758	198,411
APR	31,110	137,222	168,332	3,877	7,745	179,954	2,182	627	2,809	4,148	11,452	15,600	198,363
MAY	31,147	136,861	168,008	3,980	7,643	179,631	2,204	633	2,837	4,107	11,337	15,444	197,912
JUN	31,241	136,385	167,626	6,304	5,790	179,720	2,226	639	2,865	4,148	11,224	15,372	197,957
JUL	30,517	136,317	166,834	7,330	4,801	178,965	2,248	645	2,893	4,189	11,336	15,525	197,383
AUG	31,704	137,089	168,793	6,929	3,919	179,641	2,270	651	2,921	4,231	11,449	15,680	198,242
SEP	30,661	137,558	168,219	6,739	3,481	178,439	2,600	700	3,300	4,310	11,951	16,261	198,000
<b>Average</b>	<b>29,955</b>	<b>137,585</b>	<b>167,540</b>	<b>5,270</b>	<b>5,624</b>	<b>178,434</b>	<b>2,174</b>	<b>622</b>	<b>2,796</b>	<b>4,224</b>	<b>11,611</b>	<b>15,835</b>	<b>197,065</b>

**RESERVE PERSONNEL, ARMY  
STRENGTH BY MONTH**

<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  
STRENGTH BY MONTH**

**FY 2016**

	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	30,661	137,558	168,219	6,739	3,481	178,439	2,600	700	3,300	4,310	11,951	16,261	198,000
OCT	30,968	137,471	168,439	5,980	4,123	178,542	2,574	745	3,319	4,310	11,951	16,261	198,122
NOV	31,277	137,655	168,932	5,646	4,430	179,008	2,548	778	3,326	4,353	12,071	16,424	198,758
DEC	31,590	137,660	169,250	3,976	5,664	178,890	2,523	799	3,322	4,397	12,192	16,589	198,801
JAN	31,906	137,351	169,257	4,418	5,537	179,212	2,498	846	3,344	4,441	12,314	16,755	199,311
FEB	32,225	137,238	169,463	4,328	5,634	179,425	2,473	868	3,341	4,397	12,191	16,588	199,354
MAR	32,547	136,506	169,053	4,175	6,272	179,500	2,448	876	3,324	4,353	12,069	16,422	199,246
APR	32,873	135,916	168,789	3,872	6,765	179,426	2,472	894	3,366	4,309	11,948	16,257	199,049
MAY	33,530	135,233	168,763	4,028	6,805	179,596	2,497	927	3,424	4,266	11,829	16,095	199,115
JUN	33,865	134,296	168,161	6,307	5,214	179,682	2,522	922	3,444	4,223	11,711	15,934	199,060
JUL	33,527	134,024	167,551	7,200	4,413	179,164	2,547	917	3,464	4,181	11,594	15,775	198,403
AUG	33,192	134,568	167,760	6,656	3,555	177,971	2,572	902	3,474	4,139	11,478	15,617	197,062
SEP	33,233	134,808	168,041	6,328	3,370	177,739	3,100	900	4,000	4,310	11,951	16,261	198,000
<b>Average</b>	<b>32,415</b>	<b>136,176</b>	<b>168,591</b>	<b>5,358</b>	<b>5,020</b>	<b>178,969</b>	<b>2,567</b>	<b>852</b>	<b>3,419</b>	<b>4,306</b>	<b>11,943</b>	<b>16,249</b>	<b>198,637</b>

**RESERVE PERSONNEL, ARMY  
STRENGTH BY MONTH**

<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 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<b>Beginning Strength</b>	35,269	35,395	37,571
<b>Gains</b>	385	567	688
<b>Gains:</b>			
Males (NPS)	385	567	688
Females (NPS)	114	170	205
Civilian Life	199	287	347
Active Component	66	96	116
Enlisted Commissioning Program	471	680	823
Pay Group B (IMA)	11	789	767
Other Reserve Status/Component	1,949	2,815	3,408
All Other	992	1,434	1,737
Full-time Active Duty	302	213	266
<b>Total Gains</b>	<u>4,489</u>	<u>7,051</u>	<u>8,357</u>
<b>Losses:</b>			
Civilian Life	309	346	375
Active Component	110	123	133
Retired Reserves	908	1,017	1,102
Pay Group B (IMA)	167	224	267
Other Reserve Status/Component	857	960	1,041
All Other	1,731	1,939	2,101
Full-time Active Duty	262	266	266
<b>Total Losses</b>	<u>4,344</u>	<u>4,875</u>	<u>5,285</u>
<b>* Unaccounted Gain/Loss</b>	<b>-19</b>	<b>0</b>	<b>0</b>
<b>End Strength</b>	35,395	37,571	40,643

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

**ENLISTED**

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<b>Beginning Strength</b>	163,634	160,043	160,429
<b>Gains</b>	10,890	11,394	9,807
<b>Gains:</b>			
Males (NPS)	10,890	11,394	9,807
Females (NPS)	3,235	3,404	2,930
Civilian Life	3,169	3,636	3,129
Active Component	2,693	3,090	2,660
Pay Group B (IMA)	16	159	257
Other Reserve Status/Component	5,690	6,529	5,619
All Other	1,651	1,893	1,629
Full-time Active Duty	728	873	845
<b>Total Gains</b>	<u>28,072</u>	<u>30,978</u>	<u>26,876</u>
<b>Losses:</b>			
Expiration of Selected Reserve Service	7,825	7,723	7,552
Active Component	60	59	58
To Officer Status	933	921	900
Retired Reserves	1,234	1,218	1,191
Pay Group B (IMA)	37	44	57
Other Reserve Status/Component	2,528	2,495	2,440
All Other	17,516	17,287	16,905
Full-time Active Duty (AGR)	854	845	845
<b>Total Losses</b>	<u>30,987</u>	<u>30,592</u>	<u>29,948</u>
* <b>Unaccounted Gain/Loss</b>	<b>-676</b>	<b>0</b>	<b>0</b>
<b>End Strength</b>	160,043	160,429	157,357

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP A</b>									
Active Duty Training	119,674	268,059	387,733	127,465	244,866	372,331	130,294	263,242	393,536
Inactive Duty Training	313,445	614,025	927,470	320,303	669,940	990,243	352,459	647,672	1,000,131
Unit Training Assemblies	276,646	569,724	846,370	310,260	651,435	961,695	339,694	620,469	960,163
Flight Training	2,606	954	3,560	1,910	4,007	5,917	2,243	4,329	6,572
Training Preparation	32,173	40,094	72,267	7,758	11,767	19,525	9,484	22,149	31,633
Military Funeral Honors	2,020	3,253	5,273	375	2,731	3,106	1,038	725	1,763
Clothing	3,773	16,227	20,000	1,046	24,823	25,869	1,229	26,120	27,349
Subsistence of Enlisted Personnel	0	39,151	39,151	0	45,041	45,041	0	44,945	44,945
Travel	27,422	45,948	73,370	35,116	65,433	100,549	34,453	42,947	77,400
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>464,314</b>	<b>983,410</b>	<b>1,447,724</b>	<b>483,930</b>	<b>1,050,103</b>	<b>1,534,033</b>	<b>518,435</b>	<b>1,024,926</b>	<b>1,543,361</b>
<b>PAY GROUP B</b>									
Active Duty Training	11,775	1,931	13,706	13,481	2,429	15,910	9,384	2,580	11,964
Inactive Duty Training	21,565	2,962	24,527	19,657	3,329	22,986	24,405	4,634	29,039
Travel	0	0	0	4,410	1,184	5,594	2,772	717	3,489
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>33,340</b>	<b>4,893</b>	<b>38,233</b>	<b>37,548</b>	<b>6,942</b>	<b>44,490</b>	<b>36,561</b>	<b>7,931</b>	<b>44,492</b>
<b>PAY GROUP F</b>									
Active Duty Training	0	177,743	177,743	0	189,124	189,124	0	200,972	200,972
Clothing	0	16,775	16,775	0	33,147	33,147	0	22,175	22,175
Subsistence of Enlisted Personnel	0	220	220	0	2,469	2,469	0	222	222
Travel	0	8,284	8,284	0	17,128	17,128	0	10,945	10,945
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>203,022</b>	<b>203,022</b>	<b>0</b>	<b>241,868</b>	<b>241,868</b>	<b>0</b>	<b>234,314</b>	<b>234,314</b>
<b>PAY GROUP P</b>									
Inactive Duty Training	0	10,625	10,625	0	11,926	11,926	0	13,326	13,326
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>10,625</b>	<b>10,625</b>	<b>0</b>	<b>11,926</b>	<b>11,926</b>	<b>0</b>	<b>13,326</b>	<b>13,326</b>

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>MOBILIZATION TRAINING</b>									
Muster/Screening	0	333	333	0	2,500	2,500	0	0	0
Readiness Training	1,507	259	1,766	2,774	635	3,409	320	0	320
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,507</b>	<b>592</b>	<b>2,099</b>	<b>2,774</b>	<b>3,135</b>	<b>5,909</b>	<b>320</b>	<b>0</b>	<b>320</b>
<b>SCHOOL TRAINING</b>									
Career Development Training	31,231	8,561	39,792	26,999	37,028	64,027	46,842	55,903	102,745
Initial Skill Acquisition Training	17,198	54,003	71,201	4,967	24,677	29,644	6,756	34,500	41,256
Officer Candidate/Training School	0	2,070	2,070	0	9,393	9,393	0	8,807	8,807
Refresher and Proficiency Training	23,021	54,634	77,655	28,157	27,820	55,977	20,701	37,249	57,950
Undergraduate Pilot/Navigator Training	555	267	822	2,570	0	2,570	5,193	0	5,193
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>72,005</b>	<b>119,535</b>	<b>191,540</b>	<b>62,693</b>	<b>98,918</b>	<b>161,611</b>	<b>79,492</b>	<b>136,459</b>	<b>215,951</b>
<b>SPECIAL TRAINING</b>									
Competitive Events	231	814	1,045	81	711	792	62	227	289
Command/Staff Supervision	12,518	7,459	19,977	7,090	5,522	12,612	14,582	10,139	24,721
Exercises	6,405	10,072	16,477	9,291	9,042	18,333	14,342	13,337	27,679
Management Support	52,413	76,777	129,190	15,157	14,554	29,711	13,825	15,562	29,387
Operational Training	70,520	109,639	180,159	50,305	56,700	107,005	88,598	116,606	205,204
Recruiting/Retention	212	2,092	2,304	961	5,735	6,696	1,020	6,160	7,180
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>142,299</b>	<b>206,853</b>	<b>349,152</b>	<b>82,885</b>	<b>92,264</b>	<b>175,149</b>	<b>132,429</b>	<b>162,031</b>	<b>294,460</b>
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	678,619	1,142,708	1,821,327	681,043	1,123,405	1,804,448	664,250	1,140,262	1,804,512
Clothing	423	425	848	57	5,533	5,590	53	6,332	6,385
Travel	11,306	30,641	41,947	15,535	34,532	50,067	14,383	43,456	57,839
Death Gratuities	0	0	0	170	382	552	163	367	530
Disability and Hospitalization Benefits	2,325	8,259	10,584	1,871	8,219	10,090	1,817	7,983	9,800
Reserve Incentive Programs	41,272	138,664	179,936	48,170	92,933	141,103	69,085	118,512	187,597
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>733,945</b>	<b>1,320,697</b>	<b>2,054,642</b>	<b>746,846</b>	<b>1,265,004</b>	<b>2,011,850</b>	<b>749,751</b>	<b>1,316,912</b>	<b>2,066,663</b>



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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>EDUCATION BENEFITS</b>									
Basic Benefit	0	0	0	0	0	0	0	0	0
Kicker Program	0	6,725	6,725	0	10,202	10,202	0	11,922	11,922
Chapter 1607	0	0	0	0	0	0	0	6,458	6,458
TOTAL DIRECT OBLIGATIONS	0	6,725	6,725	0	10,202	10,202	0	18,380	18,380
<b>BRANCH OFFICER BASIC COURSE-RESERVE COMPONENTS</b>									
Active Duty Training	42,802	0	42,802	40,757	0	40,757	44,340	0	44,340
Uniform Allowance	402	0	402	896	0	896	902	0	902
Travel	2,882	0	2,882	9,180	0	9,180	9,553	0	9,553
TOTAL DIRECT OBLIGATIONS	46,086	0	46,086	50,833	0	50,833	54,795	0	54,795
<b>HEALTH PROFESSIONS SCHOLARSHIP PROGRAM</b>									
Stipend	28,447	0	28,447	36,205	0	36,205	37,589	0	37,589
Uniform Allowance	149	0	149	184	0	184	179	0	179
Active Duty Training	9,922	0	9,922	19,167	0	19,167	15,370	0	15,370
Travel	14,224	0	14,224	0	0	0	0	0	0
Critical Skill Accession Bonus	8,817	0	8,817	7,600	0	7,600	6,000	0	6,000
TOTAL DIRECT OBLIGATIONS	61,559	0	61,559	63,156	0	63,156	59,138	0	59,138
<b>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</b>									
Stipend	293	0	293	374	0	374	408	0	408
Active Duty Training	35	0	35	92	0	92	60	0	60
TOTAL DIRECT OBLIGATIONS	328	0	328	466	0	466	468	0	468

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

	<u>FY 2014 Actual</u>			<u>FY 2015 Estimate</u>			<u>FY 2016 Estimate</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>NURSE CANDIDATE BONUS PROGRAM</b>									
Nurse Candidate Bonus	0	572	572	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS	<u>0</u>	<u>572</u>	<u>572</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>CHAPLAIN CANDIDATE PROGRAM</b>									
Active Duty Training	3,075	0	3,075	5,063	0	5,063	4,247	0	4,247
Uniform Allowance	0	0	0	64	0	64	56	0	56
Travel	0	0	0	1,239	0	1,239	1,003	0	1,003
TOTAL DIRECT OBLIGATIONS	<u>3,075</u>	<u>0</u>	<u>3,075</u>	<u>6,366</u>	<u>0</u>	<u>6,366</u>	<u>5,306</u>	<u>0</u>	<u>5,306</u>
<b>TOTAL DIRECT PROGRAM</b>	<b>1,558,458</b>	<b>2,856,924</b>	<b>4,415,382</b>	<b>1,537,497</b>	<b>2,780,362</b>	<b>4,317,859</b>	<b>1,636,695</b>	<b>2,914,279</b>	<b>4,550,974</b>

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

	FY 2015 President's <u>Budget</u>	Congres -sional <u>Action</u>	Appropri- <u>ation</u>	Internal Realign/ <u>Reprogram</u>	<u>Subtotal</u>	Proposed DD 1415 <u>Actions</u>	FY 2015 in FY 2016 Pres. <u>Budget</u>
<b>Pay Group A</b>							
PG A, Pay and Allowances, Annual Training	396,415	-24,084	372,331	0	372,331	0	372,331
PG A, IDT Pay & Allow, Unit Training Assemblies	1,020,345	-58,650	961,695	0	961,695	0	961,695
PG A, IDT Pay & Allow, Military Funeral Honors	3,106	0	3,106	0	3,106	0	3,106
PG A, IDT Pay & Allow, Additional Drill Assemblies	25,442	0	25,442	0	25,442	0	25,442
PG A, Individual Clothing and Uniforms	30,869	-5,000	25,869	0	25,869	0	25,869
PG A, Subsistence of Enlisted Personnel	47,492	-2,451	45,041	0	45,041	0	45,041
PG A, Travel, Annual Training	113,129	-12,580	100,549	0	100,549	0	100,549
Total Direct Obligation	1,636,798	-102,765	1,534,033	0	1,534,033	0	1,534,033
<b>Pay Group B</b>							
PG B, Pay and Allowances, Annual Training	17,762	-1,852	15,910	0	15,910	0	15,910
PG B, Pay and Allowances, Inactive Duty Training	26,134	-3,148	22,986	0	22,986	0	22,986
PG B, Travel, Annual Training	5,594	0	5,594	0	5,594	0	5,594
Total Direct Obligation	49,490	-5,000	44,490	0	44,490	0	44,490
<b>Pay Group F</b>							
PG F, Pay and Allowances, Annual Training	226,304	-37,180	189,124	0	189,124	0	189,124
PG F, Individual Clothing and Uniforms	33,147	0	33,147	0	33,147	0	33,147
PG F, Subsistence of Enlisted Personnel	2,469	0	2,469	0	2,469	0	2,469
PG F, Travel, Annual Training	17,128	0	17,128	0	17,128	0	17,128
Total Direct Obligation	279,048	-37,180	241,868	0	241,868	0	241,868
<b>Pay Group P</b>							
PG P, Pay and Allowances, Inactive Duty Training	11,926	0	11,926	0	11,926	0	11,926
Total Direct Obligation	11,926	0	11,926	0	11,926	0	11,926
<b>Mobilization Training</b>							
Mobilization, IRR Sustainment Training	3,409	0	3,409	0	3,409	0	3,409
Mobilization, IRR Soldier Readiness Prcssng	2,500	0	2,500	0	2,500	0	2,500
Total Direct Obligation	5,909	0	5,909	0	5,909	0	5,909

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

	<b>FY 2015 President's Budget</b>	<b>Congres- sional Action</b>	<b>Appropri- ation</b>	<b>Internal Realign/ Reprogram</b>	<b>Subtotal</b>	<b>Proposed DD 1415 Actions</b>	<b>FY 2015 in FY 2016 Pres. Budget</b>
<b>School Training</b>							
Schools, Leader Development Training	70,700	-6,673	64,027	0	64,027	0	64,027
Schools, Initial Skill Acquisition Training	28,260	1,384	29,644	0	29,644	0	29,644
Schools, Officer Candidate School (OCS)	9,798	-405	9,393	0	9,393	0	9,393
Schools, Refresher and Proficiency Training	50,423	5,554	55,977	0	55,977	0	55,977
Schools, Undergraduate Pilot Training	2,570	0	2,570	0	2,570	0	2,570
Total Direct Obligation	<u>161,751</u>	<u>-140</u>	<u>161,611</u>	<u>0</u>	<u>161,611</u>	<u>0</u>	<u>161,611</u>
<b>Special Training</b>							
Special, Competitive Events	792	0	792	0	792	0	792
Special, Command and Staff Supervision	12,622	-10	12,612	0	12,612	0	12,612
Special, Excercises	18,333	0	18,333	0	18,333	0	18,333
Special, Management Support	30,149	-438	29,711	0	29,711	0	29,711
Special, Operational Training	107,618	-613	107,005	0	107,005	0	107,005
Special, Recruiting	1,913	0	1,913	0	1,913	0	1,913
Special, Retention	4,783	0	4,783	0	4,783	0	4,783
Total Direct Obligation	<u>176,210</u>	<u>-1,061</u>	<u>175,149</u>	<u>0</u>	<u>175,149</u>	<u>0</u>	<u>175,149</u>
<b>Administration and Support</b>							
AGR, Full Time Pay and Allowances	1,788,325	9,900	1,798,225	0	1,798,225	0	1,798,225
AGR, COLA	11,813	0	11,813	0	11,813	0	11,813
AGR, Travel, Permanent Change of Station (PCS)	50,067	0	50,067	0	50,067	0	50,067
DEATH GRATUITIES	552	0	552	0	552	0	552
Disability and Hospitalization Benefits	10,090	0	10,090	0	10,090	0	10,090
HEALTH PROFESSIONS INCENTIVES (HPI)	50,687	-5,000	45,687	0	45,687	0	45,687
Reserve Incentive Program	95,441	-25	95,416	0	95,416	0	95,416
Total Direct Obligation	<u>2,006,975</u>	<u>4,875</u>	<u>2,011,850</u>	<u>0</u>	<u>2,011,850</u>	<u>0</u>	<u>2,011,850</u>
<b>Education Benefits</b>							
Education Benefits, Kicker Program	10,202	0	10,202	0	10,202	0	10,202
Total Direct Obligation	<u>10,202</u>	<u>0</u>	<u>10,202</u>	<u>0</u>	<u>10,202</u>	<u>0</u>	<u>10,202</u>

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

	<b>FY 2015 President's <u>Budget</u></b>	<b>Congres -sional <u>Action</u></b>	<b>Appropri- ation</b>	<b>Internal Realign/ <u>Reprogram</u></b>	<b><u>Subtotal</u></b>	<b>Proposed DD 1415 <u>Actions</u></b>	<b>FY 2015 in FY 2016 Pres. <u>Budget</u></b>
<b>Health Professions Scholarship Program</b>							
HP, Monthly Stipend	36,579	0	36,579	0	36,579	0	36,579
HP, Individual Clothing and Uniform Allowances	184	0	184	0	184	0	184
HP, Pay and Allowances, Active Duty for Training	19,259	0	19,259	0	19,259	0	19,259
HP, Accession Bonus	7,600	0	7,600	0	7,600	0	7,600
Total Direct Obligation	<u>63,622</u>	<u>0</u>	<u>63,622</u>	<u>0</u>	<u>63,622</u>	<u>0</u>	<u>63,622</u>
<b>Branch Officers Leadership Course</b>							
BOBC, Pay and Allowances, Active Duty for Training	40,757	0	40,757	0	40,757	0	40,757
BOBC, Individual Clothing and Uniform Allowances	896	0	896	0	896	0	896
BOBC, Travel, Active Duty for Training	9,180	0	9,180	0	9,180	0	9,180
Total Direct Obligation	<u>50,833</u>	<u>0</u>	<u>50,833</u>	<u>0</u>	<u>50,833</u>	<u>0</u>	<u>50,833</u>
<b>Chaplain Candidate Program</b>							
CCP, Pay and Allowances, Active Duty for Training	5,063	0	5,063	0	5,063	0	5,063
CCP, Individual Clothing and Uniform Allowances	64	0	64	0	64	0	64
CCP, Travel, Active Duty for Training	1,239	0	1,239	0	1,239	0	1,239
Total Direct Obligation	<u>6,366</u>	<u>0</u>	<u>6,366</u>	<u>0</u>	<u>6,366</u>	<u>0</u>	<u>6,366</u>
<b>Total Direct Program</b>	<b>4,459,130</b>	<b>-141,271</b>	<b>4,317,859</b>	<b>0</b>	<b>4,317,859</b>	<b>0</b>	<b>4,317,859</b>

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

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 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>
<b>Pay Group A</b>						
Officer	295,085	72,296	306,640	68,994	345,678	79,506
Enlisted	587,959	144,050	646,160	145,386	631,256	145,189
Subtotal	<u>883,044</u>	<u>216,346</u>	<u>952,800</u>	<u>214,380</u>	<u>976,934</u>	<u>224,695</u>
<b>Pay Group B</b>						
Officer	20,682	5,067	33,711	7,585	25,830	5,941
Enlisted	2,919	715	5,298	1,192	4,304	990
Subtotal	<u>23,601</u>	<u>5,782</u>	<u>39,009</u>	<u>8,777</u>	<u>30,134</u>	<u>6,931</u>
<b>Pay Group F</b>						
Enlisted	114,163	27,970	154,489	34,760	125,474	28,859
<b>Pay Group P</b>						
Enlisted	6,633	1,625	9,458	2,128	10,648	2,449
<b>Mobilization Training</b>						
Officer	771	189	747	168	0	0
Enlisted	131	32	320	72	0	0
Subtotal	<u>902</u>	<u>221</u>	<u>1,067</u>	<u>240</u>	<u>0</u>	<u>0</u>
<b>School Training</b>						
Officer	32,196	7,888	26,321	5,922	43,400	9,982
Enlisted	54,302	13,304	38,307	8,619	67,439	15,511
Subtotal	<u>86,498</u>	<u>21,192</u>	<u>64,628</u>	<u>14,541</u>	<u>110,839</u>	<u>25,493</u>
<b>Special Training</b>						
Officer	67,546	16,549	46,503	10,463	71,900	16,537
Enlisted	98,547	24,144	46,511	10,465	83,482	19,201
Subtotal	<u>166,093</u>	<u>40,693</u>	<u>93,014</u>	<u>20,928</u>	<u>155,382</u>	<u>35,738</u>
<b>Administration and Support</b>						
Officer	377,738	122,387	375,913	121,044	373,790	117,370
Enlisted	572,336	185,437	546,652	176,022	568,736	178,583
Subtotal	<u>950,074</u>	<u>307,824</u>	<u>922,565</u>	<u>297,066</u>	<u>942,526</u>	<u>295,953</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 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 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>
<b>Other</b>						
Branch Officers Leadership Course	21,257	5,208	23,271	5,236	25,926	5,963
Chaplain Candidate Program	1,616	396	3,004	676	2,543	585
Subtotal	<u>22,873</u>	<u>5,604</u>	<u>26,275</u>	<u>5,912</u>	<u>28,469</u>	<u>6,548</u>
<b>Total Direct Program</b>						
Officer	816,891	229,980	816,110	220,088	889,067	235,884
Enlisted	1,436,990	397,277	1,447,195	378,644	1,491,339	390,782
Total	<u>2,253,881</u>	<u>627,257</u>	<u>2,263,305</u>	<u>598,732</u>	<u>2,380,406</u>	<u>626,666</u>
<b>Reimbursable</b>						
Officer	14,098	3,454	26,346	5,928	20,978	4,825
Enlisted	0	0	516	116	409	94
Total	<u>14,098</u>	<u>3,454</u>	<u>26,862</u>	<u>6,044</u>	<u>21,387</u>	<u>4,919</u>
<b>Total Program</b>						
Officer	830,989	233,434	842,456	226,016	910,045	240,709
Enlisted	1,436,990	397,277	1,447,711	378,760	1,491,748	390,876
Total	<u>2,267,979</u>	<u>630,711</u>	<u>2,290,167</u>	<u>604,776</u>	<u>2,401,793</u>	<u>631,585</u>

The retired pay accrual percentages are as follows:

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
FULL TIME MEMBERS	32.40	32.20	31.40
PART TIME MEMBERS	24.50	22.50	23.00

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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<b>Pay Group A</b>			
Officer	15,855	14,883	18,719
Enlisted	60,175	53,796	67,259
Subtotal	<u>76,030</u>	<u>68,679</u>	<u>85,978</u>
<b>Pay Group B</b>			
Officer	697	1,935	1,167
Enlisted	227	361	205
Subtotal	<u>924</u>	<u>2,296</u>	<u>1,372</u>
<b>Pay Group F</b>			
Enlisted	14,664	15,920	23,928
<b>Mobilization Training</b>			
Officer	78	212	0
Enlisted	32	69	0
Subtotal	<u>110</u>	<u>281</u>	<u>0</u>
<b>School Training</b>			
Officer	7,432	14,668	9,373
Enlisted	18,936	11,678	16,482
Subtotal	<u>26,368</u>	<u>26,346</u>	<u>25,855</u>
<b>Special Training</b>			
Officer	10,740	8,136	12,452
Enlisted	31,544	10,982	15,945
Subtotal	<u>42,284</u>	<u>19,118</u>	<u>28,397</u>
<b>Administration and Support</b>			
Officer	88,696	107,691	111,011
Enlisted	188,107	233,773	247,251
Subtotal	<u>276,803</u>	<u>341,464</u>	<u>358,262</u>



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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<b>Other</b>			
Health Professions Scholarship Program	1,659	4,942	3,921
Medical Financial Assistance Program	6	48	15
Branch Officers Leadership Course	5,156	6,413	7,854
Chaplain Candidate Program	269	801	741
Subtotal	<u>7,090</u>	<u>12,204</u>	<u>12,531</u>
<b>Total Direct Program</b>			
Officer	130,588	159,729	165,253
Enlisted	313,685	326,579	371,070
Total	<u>444,273</u>	<u>486,308</u>	<u>536,323</u>

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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<b>Pay Group A</b>			
Officer	27,422	35,116	34,453
Enlisted	45,948	65,433	42,947
Subtotal	<u>73,370</u>	<u>100,549</u>	<u>77,400</u>
<b>Pay Group B</b>			
Officer	4,321	4,410	2,772
Enlisted	1,279	1,184	717
Subtotal	<u>5,600</u>	<u>5,594</u>	<u>3,489</u>
<b>Pay Group F</b>			
Enlisted	8,284	17,128	10,945
<b>Mobilization Training</b>			
Officer	225	473	0
Enlisted	78	123	0
Subtotal	<u>303</u>	<u>596</u>	<u>0</u>
<b>School Training</b>			
Officer	12,076	9,295	16,354
Enlisted	28,297	21,606	34,267
Subtotal	<u>40,373</u>	<u>30,901</u>	<u>50,621</u>
<b>Special Training</b>			
Officer	13,866	14,946	26,187
Enlisted	38,086	16,576	30,888
Subtotal	<u>51,953</u>	<u>31,522</u>	<u>57,075</u>
<b>Administration and Support</b>			
Officer	11,306	15,535	14,383
Enlisted	30,641	34,532	43,456
Subtotal	<u>41,947</u>	<u>50,067</u>	<u>57,839</u>

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

	<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
<b>Other</b>			
Health Professions Scholarship Program	14,224	0	0
Branch Officers Leadership Course	2,882	9,180	9,553
Chaplain Candidate Program	851	1,239	1,003
Subtotal	<u>17,957</u>	<u>10,419</u>	<u>10,556</u>
<b>Total Direct Program</b>			
Officer	87,173	90,194	104,705
Enlisted	144,329	156,582	163,220
Total	<u>231,502</u>	<u>246,776</u>	<u>267,925</u>
<b>Reimbursable</b>			
Officer	0	4,913	3,999
Enlisted	0	96	78
Total	<u>0</u>	<u>5,009</u>	<u>4,077</u>
<b>Total Program</b>			
Officer	87,173	95,107	108,704
Enlisted	144,329	156,678	163,298
Total	<u>231,502</u>	<u>251,785</u>	<u>272,002</u>

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

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Pay Group A</b>						
Officer	2,821	0	2,927	0	3,795	0
Enlisted	0	39,151	0	45,041	0	44,945
Subtotal	<u>2,821</u>	<u>39,151</u>	<u>2,927</u>	<u>45,041</u>	<u>3,795</u>	<u>44,945</u>
<b>Pay Group B</b>						
Officer	409	0	320	0	191	0
Enlisted	56	0	124	0	72	0
Subtotal	<u>465</u>	<u>0</u>	<u>444</u>	<u>0</u>	<u>263</u>	<u>0</u>
<b>Pay Group F</b>						
Enlisted	0	220	0	2,469	0	222
<b>Mobilization Training</b>						
Officer	16	0	32	0	0	0
Enlisted	9	0	22	0	0	0
Subtotal	<u>25</u>	<u>0</u>	<u>54</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>School Training</b>						
Officer	1,081	0	1,153	0	1,639	0
Enlisted	6,320	0	2,420	0	3,246	0
Subtotal	<u>7,401</u>	<u>0</u>	<u>3,573</u>	<u>0</u>	<u>4,885</u>	<u>0</u>
<b>Special Training</b>						
Officer	2,147	0	1,703	0	2,469	0
Enlisted	11,051	0	4,678	0	7,447	0
Subtotal	<u>13,198</u>	<u>0</u>	<u>6,381</u>	<u>0</u>	<u>9,916</u>	<u>0</u>
<b>Administration and Support</b>						
Officer	9,030	0	13,969	0	14,382	0
Enlisted	39,238	0	53,763	0	57,898	0
Subtotal	<u>48,268</u>	<u>0</u>	<u>67,732</u>	<u>0</u>	<u>72,280</u>	<u>0</u>

PB-30U SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK)

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

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

	<u>FY 2014 Actual</u>		<u>FY 2015 Estimate</u>		<u>FY 2016 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Other</b>						
Health Professions Scholarship Program	0	0	626	0	612	0
Medical Financial Assistance Program	0	0	2	0	2	0
Branch Officers Leadership Course	0	0	1,597	0	1,648	0
Chaplain Candidate Program	0	0	194	0	156	0
Subtotal	<u>0</u>	<u>0</u>	<u>2,419</u>	<u>0</u>	<u>2,418</u>	<u>0</u>
<b>Total Direct Program</b>						
Officer	2,821	0	22,523	0	24,894	0
Enlisted	0	39,371	61,007	47,510	68,663	45,167
Total	<u>2,821</u>	<u>39,371</u>	<u>83,530</u>	<u>47,510</u>	<u>93,557</u>	<u>45,167</u>
<b>Reimbursable</b>						
Officer	0	0	10,890	0	8,864	0
Enlisted	0	0	214	0	174	0
Subtotal	<u>0</u>	<u>0</u>	<u>11,104</u>	<u>0</u>	<u>9,038</u>	<u>0</u>
<b>Total Program</b>						
Officer	2,821	0	33,413	0	33,758	0
Enlisted	0	39,371	61,221	47,510	68,837	45,167
Total	<u>2,821</u>	<u>39,371</u>	<u>94,634</u>	<u>47,510</u>	<u>102,595</u>	<u>45,167</u>

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

<b>FY2015 Direct Program</b>			<b>4,317,859</b>
	Basic Pay	31,949	
	Stipend	468	
	Retirement Pay	8,690	
	Basic Allowance for Housing	19,061	
	Basic Allowance for Subsistence	2,842	
	FICA	2,485	
	Other Pay	4,272	
	Travel Pay	4,188	
	Subsistence Pay	1,699	
	Initial Clothing Uniform Allowance	274	
	Clothing Pay	530	
	Replacement Clothing	313	
	Cost of Living Allowance	461	
<b>Total Increases Pricing</b>			<b>77,232</b>
	Basic Pay	175,442	
	Education Benefits	8,076	
	Basic Allowance for Housing	24,950	
	Basic Allowance for Subsistence	7,742	
	Retirement Pay	32,971	
	Stipend	1,052	
	FICA	11,742	
	Other Pay	69,273	
	Travel Pay	53,982	
	Replacement Clothing	710	
<b>Total Increases Program</b>			<b>385,940</b>
<b>Total Increases</b>			<b>463,172</b>
<b>Total Decreases Pricing</b>			<b>(1,999)</b>
	Other Pay	(1,999)	
	Basic Pay	(14,698)	
	Subsistence Pay	(1,044)	
	Travel Pay	(29,282)	
	Other Pay	(100,829)	
	Basic Allowance for Housing	(4,592)	
	Clothing	(6)	
	Initial Clothing Uniform Allowance	(292)	
	Basic Allowance for Subsistence	(329)	
	Retirement Pay	(6,465)	
	Bonus	(1,600)	

PB-300 SCHEDULE OF INCREASES AND DECREASES - SUMMARY

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

	FICA	(68,094)	
	Replacement Clothing	(224)	
	Cost of Living Allowance	(603)	
<b>Total Decreases Program</b>			<b>(228,058)</b>
<b>Total Decreases</b>			<b>(230,057)</b>
<b>FY2016 Direct Program</b>			<b>4,550,974</b>

## **SECTION 4**

# **DETAIL OF MILITARY PERSONNEL ENTITLEMENTS**



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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
1,447,724	1,534,033	1,543,361

**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 2016 program drivers are a program increase of \$21 million for pay and allowances due to an increase of .3% over FY 2015 for pay raise and program decrease in travel of \$23 million due to under execution. 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 for 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  
SCHEDULE OF INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

<b>FY2015 Direct Program</b>			<b>1,534,033</b>
	Basic Pay	16,270	
	Basic Allowance for Housing	2,747	
	Basic Allowance for Subsistence	112	
	Other Pay	1,440	
	Retirement Pay	4,078	
	FICA	1,279	
	Travel Pay	1,810	
	Subsistence Pay	1,615	
	Initial Clothing Uniform Allowance	270	
	Replacement Clothing	224	
<b>Total Increases Pricing</b>			<b>29,845</b>
	Basic Pay	49,723	
	Basic Allowance for Housing	11,719	
	Basic Allowance for Subsistence	646	
	Retirement Pay	10,804	
	FICA	2,436	
<b>Total Increases Program</b>			<b>75,328</b>
<b>Total Increases</b>			<b>105,173</b>
	Travel Pay	(24,758)	
	Subsistence Pay	(958)	
	Other Pay	(69,635)	
	Replacement Clothing	(224)	
	Initial Clothing Uniform Allowance	(270)	
<b>Total Decreases Program</b>			<b>(95,845)</b>
<b>Total Decreases</b>			<b>(95,845)</b>
<b>FY2016 Direct Program</b>			<b>1,543,361</b>

**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 decrease from FY 15 to FY 16 is due to unavailability of Officers that are attending Officer Basic Course or branch reclassification.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</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>
<b>Officer</b>									
Average Strength	28,824			29,955			32,415		
Participation Rate	98			99			93		
Paid Participants	28,205	4,243	119,674	29,744	4,285	127,465	30,017	4,341	130,294
<b>Enlisted</b>									
Average Strength	138,830			137,585			136,176		
Participation Rate	77			70			75		
Paid Participants	106,373	2,520	268,059	96,207	2,545	244,866	102,108	2,578	263,242
<b>Total</b>	<b>134,578</b>		<b>387,733</b>	<b>125,951</b>		<b>372,331</b>	<b>132,125</b>		<b>393,536</b>

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</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>
<b>Officer</b>									
Average Strength	28,824			29,955			32,415		
Participation Rate	71			75			75		
Paid Participants	20,337	13,603	276,646	22,582	13,739	310,260	24,407	13,918	339,694
<b>Enlisted</b>									
Average Strength	138,830			137,585			136,176		
Participation Rate	57			65			62		
Paid Participants	79,227	7,191	569,724	89,693	7,263	651,435	84,337	7,357	620,469
<b>Total</b>	<b>99,564</b>		<b>846,370</b>	<b>112,275</b>		<b>961,695</b>	<b>108,744</b>		<b>960,163</b>

PB-30X JUSTIFICATION OF FUNDS REQUESTED

**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.

In FY 2016 there is a program decrease of \$1.3 million due to less funeral details being performed by the Army Reserve. The Department of Veterans Affairs has reported a decline in overall deaths.

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,112	649	2,020	572	656	375	1,569	662	1,038
Enlisted	13,611	239	3,253	11,314	241	2,731	2,979	243	725
<b>Total</b>	<b>16,723</b>		<b>5,273</b>	<b>11,886</b>		<b>3,106</b>	<b>4,548</b>		<b>1,763</b>

**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. From FY 14 execution levels, FY 15 funding was reallocated to other programs. FY 16, funding was properly aligned due to reflect changes in Army Reserve Training Strategy,(ARTS).

**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. Funding increased from FY 15 to FY 16 to fully fund support activities such as medical readiness.

**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. The increase from FY 15 to FY 16 over FY 14 execution is due to an anticipated fielding of new air frames in the Army Reserve.

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

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>Additional Flight Training Assemblies</b>									
Officer	222	11,739	2,606	161	11,863	1,910	187	11,995	2,243
Enlisted	356	2,680	954	1,479	2,709	4,007	1,577	2,745	4,329
Subtotal	<u>578</u>		<u>3,560</u>	<u>1,640</u>		<u>5,917</u>	<u>1,764</u>		<u>6,572</u>
<b>Additional Training Assemblies</b>									
Officer	2,917	3,005	8,765	812	3,036	2,465	471	3,072	1,447
Enlisted	6,941	3,519	24,425	1,222	3,553	4,342	659	3,601	2,373
Subtotal	<u>9,858</u>		<u>33,190</u>	<u>2,034</u>		<u>6,807</u>	<u>1,130</u>		<u>3,820</u>
<b>Readiness Management Assemblies</b>									
Officer	8,295	2,822	23,408	1,857	2,850	5,293	2,784	2,887	8,037
Enlisted	8,077	1,940	15,669	3,789	1,960	7,425	9,965	1,985	19,776
Subtotal	<u>16,372</u>		<u>39,077</u>	<u>5,646</u>		<u>12,718</u>	<u>12,749</u>		<u>27,813</u>

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

	<u>FY 2014</u>		<u>FY 2015</u>		<u>FY 2016</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
<b>Total Pay and Allowances, Inactive Duty Training (IDT)</b>	211,185	927,470	188,746	990,243	188,782	1,000,131

**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 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>Initial</b>									
Officer	9,433	400	3,773	2,615	400	1,046	3,073	400	1,229
Enlisted	378	1,550	586	8,516	1,564	13,323	9,384	1,580	14,823
Subtotal	<u>9,811</u>		<u>4,359</u>	<u>11,131</u>		<u>14,369</u>	<u>12,457</u>		<u>16,052</u>
<b>Additional</b>									
Enlisted	40,521	386	15,641	29,498	390	11,500	28,680	394	11,297
<b>TOTAL</b>	<u>50,332</u>		<u>20,000</u>	<u>40,629</u>		<u>25,869</u>	<u>41,137</u>		<u>27,349</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 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. In FY 16 funding is realigned from Operational Rations to Field Rations.

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

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
<b>Annual Training</b>												
Field Rations	594	8,917	12	107	96,606	1,449,083	12	17,389	124,117	1,861,750	12	22,341
Operational Rations	34,769	521,531	49	25,555	2,984	44,755	49	2,193	0	0	0	0
Subtotal	35,363			25,662	99,590			19,582	124,117			22,341
<b>Inactive Duty Training</b>												
Field Rations	48,081	1,124,083	12	13,489	49,026	2,121,583	12	25,459	49,956	1,883,667	12	22,604
<b>Total</b>	<b>83,444</b>			<b>39,151</b>	<b>148,616</b>			<b>45,041</b>	<b>174,073</b>			<b>44,945</b>

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	25,158	1,090	27,422	31,616	1,111	35,116	30,161	1,142	34,453
Enlisted	70,689	650	45,948	98,804	662	65,433	62,999	682	42,947
<b>Total</b>	<b>95,847</b>		<b>73,370</b>	<b>130,420</b>		<b>100,549</b>	<b>93,160</b>		<b>77,400</b>



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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
38,233	44,490	44,492

**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 2016, program increase of \$2 thousand dollar due to an increase in expected strength and participation rate changes. There is a \$2.1 million decrease in travel due to under execution.

**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. In FY 14 participation rates are above 100% based on Soldier's performing duty in excess of the programmed 13 days

**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  
SCHEDULE OF INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

<b>FY2015 Direct Program</b>			<b>44,490</b>
	Basic Pay	666	
	Basic Allowance for Housing	92	
	Basic Allowance for Subsistence	15	
	Retirement Pay	163	
	FICA	51	
	Travel Pay	90	
<b>Total Increases Pricing</b>			<b>1,077</b>
	Other Pay	14,399	
<b>Total Increases Program</b>			<b>14,399</b>
<b>Total Increases</b>			<b>15,476</b>
	Other Pay	(243)	
<b>Total Decreases Pricing</b>			<b>(243)</b>
	Basic Pay	(9,083)	
	Basic Allowance for Housing	(1,016)	
	Basic Allowance for Subsistence	(195)	
	Retirement Pay	(2,009)	
	FICA	(733)	
	Travel Pay	(2,195)	
<b>Total Decreases Program</b>			<b>(15,231)</b>
<b>Total Decreases</b>			<b>(15,474)</b>
<b>FY2016 Direct Program</b>			<b>44,492</b>

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</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>
<b>Officer</b>									
Average Strength	2,120			2,174			2,567		
Participation Rate	105			116			68		
Paid Participants	2,225	5,292	11,775	2,522	5,345	13,481	1,733	5,415	9,384
<b>Enlisted</b>									
Average Strength	598			622			852		
Participation Rate	105			126			96		
Paid Participants	628	3,075	1,931	782	3,106	2,429	820	3,146	2,580
<b>Total</b>	<b>2,853</b>		<b>13,706</b>	<b>3,304</b>		<b>15,910</b>	<b>2,553</b>		<b>11,964</b>

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</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>
<b>Officer</b>									
Average Strength	2,120			2,174			2,567		
Participation Rate	61			53			56		
Paid Participants	1,285	16,782	21,565	1,160	16,946	19,657	1,422	17,162	24,405
<b>Enlisted</b>									
Average Strength	598			622			852		
Participation Rate	53			56			56		
Paid Participants	314	9,433	2,962	349	9,539	3,329	480	9,654	4,634
<b>Total</b>	<b>1,599</b>		<b>24,527</b>	<b>1,509</b>		<b>22,986</b>	<b>1,902</b>		<b>29,039</b>

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,024	2,135	4,321	2,026	2,177	4,410	1,257	2,205	2,772
Enlisted	2,190	584	1,279	1,990	595	1,184	1,190	603	717
<b>Total</b>	<b>4,214</b>		<b>5,600</b>	<b>4,016</b>		<b>5,594</b>	<b>2,447</b>		<b>3,489</b>

**Reimbursable Program:**

<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
770	1,721	1,400

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
203,022	241,868	234,314

**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 2016, there is a program decrease of \$7.5 million due to an expected decrease in the number of non-prior service enlistments which will lead to a decrease of soldiers attending IADT.

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

<b>FY2015 Direct Program</b>			<b>241,868</b>
	Basic Pay	2,638	
	Basic Allowance for Housing	637	
	Retirement Pay	644	
	FICA	202	
	Travel Pay	274	
	Subsistence Pay	84	
	Clothing Pay	530	
<b>Total Increases Pricing</b>			<b>5,009</b>
	Basic Pay	4,148	
	Retirement Pay	876	
	Other Pay	51,208	
	Travel Pay	90	
<b>Total Increases Program</b>			<b>56,322</b>
<b>Total Increases</b>			<b>61,331</b>
<b>Total Decreases Pricing</b>	Other Pay	(1,586)	<b>(1,586)</b>
	Subsistence Pay	(86)	
	Clothing	(6)	
	FICA	(66,929)	
	Basic Allowance for Housing	(278)	
<b>Total Decreases Program</b>			<b>(67,299)</b>
<b>Total Decreases</b>			<b>(68,885)</b>
<b>FY2016 Direct Program</b>			<b>234,314</b>

**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 2014			FY 2015			FY 2016		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
17,252	10,303	177,743	18,175	10,406	189,124	19,066	10,541	200,972

**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 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Phase I	13,245	641	8,490	29,031	647	18,783	290	655	190
Cash Allowance	25,061	311	7,794	45,745	314	14,364	69,135	318	21,985
ACASP	0	0	491	0	0	0	0	0	0
<b>Total</b>	<b>38,306</b>		<b>16,775</b>	<b>74,776</b>		<b>33,147</b>	<b>69,425</b>		<b>22,175</b>

**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 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	123	18,333	12	220	1,380	205,750	12	2,469	124	18,500	12	222

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
	18,870	439	8,284	38,318	447	17,128	24,010	456	10,945



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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
10,625	11,926	13,326

**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 2016, there will be an estimated average of 4,665 Soldiers awaiting IADT each month. The increase in FY 2016 reflects an increased number of participants based on the expected increase in overall average strength. There is an increase of \$1.4M due to an increase in soldiers of 331.

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

<b>FY2015 Direct Program</b>			<b>11,926</b>
	Basic Pay	219	
	Retirement Pay	83	
	FICA	25	
<b>Total Increases Pricing</b>			<b>327</b>
	Basic Pay	814	
	Retirement Pay	191	
	FICA	68	
<b>Total Increases Program</b>			<b>1,073</b>
<b>Total Increases</b>			<b>1,400</b>
<b>FY2016 Direct Program</b>			<b>13,326</b>

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</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>
<b>Enlisted</b>									
Average Strength	4,755			5,624			5,020		
Participation Rate	61			57			71		
Paid Participants	2,897	3,668	10,625	3,220	3,704	11,926	3,552	3,752	13,326

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
2,099	5,909	320

**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 2016, there is a program decrease of approximately \$5.6 million due to decrease in IRR participation, and a decrease in the Soldier Readiness Processing events. Funds were moved to fully support AT/IDT.

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

<b>FY2015 Direct Program</b>			<b>5,909</b>
	Basic Pay	11	
	Basic Allowance for Housing	11	
	Basic Allowance for Subsistence	2	
	Retirement Pay	3	
	Other Pay	36	
	FICA	1	
	Travel Pay	10	
<b>Total Increases Pricing</b>			<b>74</b>
<b>Total Increases</b>			<b>74</b>
	Basic Pay	(1,101)	
	Basic Allowance for Housing	(292)	
	Basic Allowance for Subsistence	(56)	
	Retirement Pay	(243)	
	Other Pay	(3,281)	
	FICA	(84)	
	Travel Pay	(606)	
<b>Total Decreases Program</b>			<b>(5,663)</b>
<b>Total Decreases</b>			<b>(5,663)</b>
<b>FY2016 Direct Program</b>			<b>320</b>

**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). In FY 16, funds were moved to fully support AT/IDT.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	229	2,977	6,579	1,507	418	5,434	6,644	2,774	46	598	6,910	320
Enlisted	61	793	4,244	259	148	1,924	4,286	635	0	0	4,329	0
<b>Total</b>	<b>290</b>			<b>1,766</b>	<b>566</b>			<b>3,409</b>	<b>46</b>			<b>320</b>

**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 credentials.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	206	0	0	0	208	0	0	0	211	0
Enlisted	1,617	1,617	206	333	12,019	12,019	208	2,500	0	0	209	0
<b>Total</b>	<b>1,617</b>			<b>333</b>	<b>12,019</b>			<b>2,500</b>	<b>0</b>			<b>0</b>

**GRAND TOTAL Mobilization Training**

	FY 2014		FY 2015		FY 2016	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	229	1,507	418	2,774	46	320
Enlisted	1,678	592	12,167	3,135	0	0
<b>Total</b>	<b>1,907</b>	<b>2,099</b>	<b>12,585</b>	<b>5,909</b>	<b>46</b>	<b>320</b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
191,540	161,611	215,951

**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) functional training status. 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 and functional training. 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. Also includes pay and allowance for TPU instructors to teach at the USAR schools.

In FY 2016, School training program increased by \$54.3 million due to training seats being restored in Professional Military Education (PMEs) and MOSQ training accounts. The restoration of the PME seats will produce ASI/SQI qualified Soldiers and supports other training required for deployment; follow-on assignments. In addition, the program properly aligns the cost of instructors by including them with Schools Training instead of Special Training. The increase includes \$38.7 million in Leader Development training to prepare our leaders for promotional and additional responsibility, \$11.6 million in Initial Skills and Acquisition for MOS reclassification for officer and enlisted, \$1.9 million in Refresher and Proficiency Training to keep soldier skills current, and \$2.6 million in Undergraduate Pilot Training to support the USAR Initial Entry Rotary Wing (IERW) and Graduate Aviation training courses. Also, OCS decreased by \$556 thousand once funds were reallocated to other programs.

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

<b>FY2015 Direct Program</b>			<b>161,611</b>
	Basic Pay	1,500	
	Basic Allowance for Housing	1,037	
	Basic Allowance for Subsistence	117	
	Other Pay	315	
	Retirement Pay	365	
	FICA	115	
	Travel Pay	531	
<b>Total Increases Pricing</b>			<b>3,980</b>
	Basic Pay	44,924	
	Basic Allowance for Subsistence	1,333	
	Retirement Pay	10,034	
	FICA	3,437	
	Travel Pay	16,235	
<b>Total Increases Program</b>			<b>75,963</b>
<b>Total Increases</b>			<b>79,943</b>
	Basic Allowance for Housing	(1,703)	
	Other Pay	(23,900)	
<b>Total Decreases Program</b>			<b>(25,603)</b>
<b>Total Decreases</b>			<b>(25,603)</b>
<b>FY2016 Direct Program</b>			<b>215,951</b>



**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. Instructor-Cadre Pay and Allowances – Provides the pay and allowances for Army Reserve Soldiers to instruct and support training at Army Reserve schools. In FY 16, funds were restored and the additional funding increased schoolhouse capacity by 6,428 Professional Military Education (PME) seats and pays for 3,984 additional PME students. These seats educate Soldiers and provide for career progression IAW force structure requirements and readiness levels. In addition, the increase also capture instructor pay.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,114	71,631	436	31,231	2,666	61,311	440	26,999	4,556	104,799	446	46,842
Enlisted	1,723	39,634	216	8,561	7,385	169,853	218	37,028	10,998	252,955	221	55,903
<b>Total</b>	<b>4,837</b>			<b>39,792</b>	<b>10,051</b>			<b>64,027</b>	<b>15,554</b>			<b>102,745</b>

**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 2016, the USAR re-prioritized funds and restored it back into Initial Skill Acquisition Training. The additional funding bought back approximately 4,047 PME student seats.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	673	41,743	412	17,198	193	11,937	416	4,967	259	16,048	421	6,756
Enlisted	19,150	287,250	188	54,003	8,663	129,947	189	24,677	11,979	179,688	192	34,500
<b>Total</b>	<b>19,823</b>			<b>71,201</b>	<b>8,856</b>			<b>29,644</b>	<b>12,238</b>			<b>41,256</b>

**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. In FY 16, OCS funds were realigned.

	<u>FY 2014</u>				<u>FY 2015</u>				<u>FY 2016</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	181	7,782	266	2,070	813	34,957	268	9,393	751	32,297	272	8,807

**Refresher and Proficiency Training:** Supports training to attain and maintain functional skills and ASI or SQI certifications in which an individual has become 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. Additional funds resources the student costs necessary for functional and non-ASI/SQI functional training. i.e. pay and allowance cost, travel, etc. In FY 16, approximately 557 additional skill identifier students and 649 functional training seats were reinstated back into the USAR schoolhouses for students.

	<u>FY 2014</u>				<u>FY 2015</u>				<u>FY 2016</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,229	51,617	446	23,021	1,488	62,502	450	28,157	1,081	45,397	456	20,701
Enlisted	5,184	186,636	292	54,634	2,620	94,337	294	27,820	3,457	124,437	299	37,249
<b>Total</b>	<b>6,413</b>			<b>77,655</b>	<b>4,108</b>			<b>55,977</b>	<b>4,538</b>			<b>57,950</b>

**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. In FY 16, the increase will support the need for additional flight training periods (AFTP) due to the Aviation Restructure Initiative and the USAR Initial Entry Rotary Wing (IERW) program.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	34	1,261	440	555	156	5,783	444	2,570	311	11,513	451	5,193
Enlisted	34	914	292	267	0	0	294	0	0	0	299	0
<b>Total</b>	<b>68</b>			<b>822</b>	<b>156</b>			<b>2,570</b>	<b>311</b>			<b>5,193</b>

**GRAND TOTAL School Training**

	FY 2014			FY 2015			FY 2016		
	<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	5,050	166,252	72,005	4,503	141,533	62,693	6,207	177,757	79,492
Enlisted	26,272	522,216	119,535	19,481	429,094	98,918	27,185	589,377	136,459
<b>Total</b>	<b>31,322</b>		<b>191,540</b>	<b>23,984</b>		<b>161,611</b>	<b>33,392</b>		<b>215,951</b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
349,152	175,149	294,460

**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 2015, significant cuts were made in Special Training Programs to support other mandatory requirements. In FY 2016, Special Training increased \$119M, funding has been restored back in special programs due to the reduced size of the Army Reserve. Funds focus on individual, collective and operational training. The result is skilled professional Soldiers and units that are ready to provide their unique talents and capabilities in support of Army Force Generation Model (ARFORGEN). The major program increases include, \$93.6 million in Operational Training, \$12.1 million in Command/Staff Supervision, \$9.3 million in Exercises and \$457 thousands in Recruiting/Retention. Decreases include Management and Support \$9.7 million and \$503 thousand in Competitive Events. This funding level better aligns with FY 14 historical execution. FY 15 and FY 16 \$54M was transferred to School Training to support instructors pay and allowances.

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

<b>FY2015 Direct Program</b>			<b>175,149</b>
	Basic Pay	930	
	Basic Allowance for Housing	746	
	Basic Allowance for Subsistence	217	
	Retirement Pay	301	
	FICA	71	
	Travel Pay	505	
<b>Total Increases Pricing</b>			<b>2,770</b>
	Basic Pay	62,118	
	Basic Allowance for Housing	8,533	
	Basic Allowance for Subsistence	3,318	
	Retirement Pay	10,509	
	FICA	4,752	
	Travel Pay	30,492	
<b>Total Increases Program</b>			<b>119,722</b>
<b>Total Increases</b>			<b>122,492</b>
	Other Pay	(50)	
<b>Total Decreases Pricing</b>			<b>(50)</b>
	Travel Pay	(1,454)	
	Other Pay	(1,677)	
<b>Total Decreases Program</b>			<b>(3,131)</b>
<b>Total Decreases</b>			<b>(3,181)</b>
<b>FY2016 Direct Program</b>			<b>294,460</b>

**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. In FY 16, the Army moved funds for marksmanship training to Operational Training.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	78	465	497	231	27	161	502	81	20	120	517	62
Enlisted	329	2,634	309	814	285	2,278	312	711	88	706	321	227
<b>Total</b>	<b>407</b>			<b>1,045</b>	<b>312</b>			<b>792</b>	<b>108</b>			<b>289</b>

**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 assistance 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. In FY 16, additional mandays were added to assist AR commanders in performing regulatory unit requirements not covered within the AT/IDT periods, given the dramatic reductions in mobilization missions.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,489	24,887	503	12,518	1,396	13,957	508	7,090	2,787	27,869	523	14,582
Enlisted	2,252	27,025	276	7,459	1,651	19,809	278	5,522	2,940	35,282	287	10,139
<b>Total</b>	<b>4,741</b>			<b>19,977</b>	<b>3,047</b>			<b>12,612</b>	<b>5,727</b>			<b>24,721</b>

**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. In FY 16, more exercises will be conducted due to the reduction in mobilizations and funds will directly support the planning and coordination for AT and IDT METL-focused, collective training.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,200	15,397	416	6,405	3,159	22,113	420	9,291	4,734	33,141	432	14,342
Enlisted	5,403	43,227	233	10,072	4,803	38,423	235	9,042	6,878	55,023	242	13,337
<b>Total</b>	<b>7,603</b>			<b>16,477</b>	<b>7,962</b>			<b>18,333</b>	<b>11,612</b>			<b>27,679</b>

**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. FY 14 execution included instructor/support personnel and professional development pay. In FY 15 and FY 16, \$54M was transferred to School Training to support instructors pay and allowances. The remaining difference is the Army Reserve's emphasis on Operational Training to ensure Soldiers are trained and ready.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	10,233	133,028	394	52,413	2,930	38,089	397	15,157	2,595	33,729	409	13,825
Enlisted	23,436	304,671	252	76,777	4,399	57,182	254	14,554	4,566	59,361	262	15,562
<b>Total</b>	<b>33,669</b>			<b>129,190</b>	<b>7,329</b>			<b>29,711</b>	<b>7,161</b>			<b>29,387</b>

**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. In FY 15 funding was reduced to reflect the Army's overall top line reduction. FY 16, a significant amount of funds were restored back into Operational Training to support the Army Reserve Training Strategy (ARTS) to ensure Soldiers are prepared for peacetime and wartime missions. Some sub-activities that were realigned or discontinued moved into Operational Training. These funds were made available due to the reduction in the size of the Army Reserve.

	FY 2014				FY 2015				FY 2016			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	20,784	187,056	377	70,520	14,679	132,114	380	50,305	25,101	225,906	392	88,598
Enlisted	60,641	485,128	226	109,639	31,050	248,401	228	56,700	61,998	495,985	235	116,606
<b>Total</b>	<b>81,425</b>			<b>180,159</b>	<b>45,729</b>			<b>107,005</b>	<b>87,099</b>			<b>205,204</b>



**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 FY16, funding was added for the continuation of the USAR Marketing Campaign efforts and to maintain inflation cost for Army Reserve Recruiting Campaign.

	<u>FY 2014</u>				<u>FY 2015</u>				<u>FY 2016</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1	5	372	2	12	117	376	44	24	240	408	98
Enlisted	46	458	238	109	763	7,629	245	1,869	1,226	12,258	183	2,254
<b>Total</b>	<b>47</b>			<b>111</b>	<b>775</b>			<b>1,913</b>	<b>1,250</b>			<b>2,352</b>

**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.

	<u>FY 2014</u>				<u>FY 2015</u>				<u>FY 2016</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	72	504	417	210	311	2,177	421	917	304	2,125	433	922
Enlisted	922	8,297	239	1,983	1,780	16,016	241	3,866	1,746	15,710	248	3,906
<b>Total</b>	<b>994</b>			<b>2,193</b>	<b>2,091</b>			<b>4,783</b>	<b>2,050</b>			<b>4,828</b>

**Reimbursable Program:**

<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
23,929	41,279	33,600

**GRAND TOTAL Special Training**

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<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	35,857	361,342	142,299	22,514	208,728	82,885	35,565	323,130	132,429
Enlisted	93,029	871,440	206,853	44,731	389,738	92,264	79,442	674,325	162,031
<b>Total</b>	<b>128,886</b>		<b>349,152</b>	<b>67,245</b>		<b>175,149</b>	<b>115,007</b>		<b>294,460</b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
2,054,642	2,011,850	2,066,663

**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 2016, there is a program increase of \$54.8 thousand dollars due to an inflation rate increase, new clothing requirements, and restoration of Retired Pay Accrual rate. There was a \$28.4 million dollar increase in Selective Reserve Incentives Program (SRIP). The additional funds were added to recruit specific grade plates and to obtain critical skills Soldiers to enhance our mission readiness. The Reserve is looking to fill gaps in the specific ranks that number in thousands, and it's offering major incentives to transitioning active-component (AC) Soldiers. Through USAR pilot program, Active Component (AC) to Reserve Component (AC2RC) Initiative, the USAR anticipate capturing Soldiers transitioning from the active duty fulfill those mission essential requirements.

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

<b>FY2015 Direct Program</b>			<b>2,011,850</b>
	Basic Pay	9,226	
	Basic Allowance for Housing	13,317	
	Basic Allowance for Subsistence	2,303	
	Other Pay	2,450	
	Retirement Pay	2,989	
	FICA	706	
	Travel Pay	801	
	Initial Clothing Uniform Allowance	1	
	Replacement Clothing	89	
	Cost of Living Allowance	461	
<b>Total Increases Pricing</b>			<b>32,343</b>
	Basic Pay	10,733	
	Basic Allowance for Housing	3,481	
	Basic Allowance for Subsistence	2,245	
	FICA	821	
	Replacement Clothing	710	
	Travel Pay	6,971	
	Other Pay	2,218	
<b>Total Increases Program</b>			<b>27,179</b>
<b>Total Increases</b>			<b>59,522</b>
	Retirement Pay	(4,102)	
	Cost of Living Allowance	(603)	
	Initial Clothing Uniform Allowance	(4)	
<b>Total Decreases Program</b>			<b>(4,709)</b>
<b>Total Decreases</b>			<b>(4,709)</b>
<b>FY2016 Direct Program</b>			<b>2,066,663</b>

**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. In FY 16, funds will support a 1.3 % military pay raise increase.

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,271	157,561	672,945	4,224	160,264	676,957	4,306	153,363	660,379
Enlisted	11,808	95,506	1,127,730	11,611	96,569	1,121,268	11,943	95,357	1,138,847
<b>Total</b>	<b>16,079</b>		<b>1,800,675</b>	<b>15,835</b>		<b>1,798,225</b>	<b>16,249</b>		<b>1,799,226</b>

**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).

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>CONUS</b>									
Officer	84	8,226	691	128	8,305	1,063	100	8,400	840
Enlisted	273	7,399	2,020	381	7,467	2,845	343	7,563	2,594
Subtotal	357		2,711	509		3,908	443		3,434
<b>OCONUS</b>									
Officer	281	19,238	5,406	159	19,371	3,080	157	19,643	3,084
Enlisted	646	20,717	13,383	231	20,887	4,825	243	21,206	5,153
Subtotal	927		18,789	390		7,905	400		8,237
<b>TOTAL</b>									
Officer	365		6,097	287		4,143	257		3,924
Enlisted	919		15,403	612		7,670	586		7,747
Total	1,284		21,500	899		11,813	843		11,671

**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. In FY 16, the slight increase in funding will fund PCS travel expenses. Based on more PCS moves and Chief of the Army Reserve new policy on rotating Soldiers between duty stations every 3 years, current funding levels put us at 4.3 years time on station.

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	623	18,148	11,306	840	18,494	15,535	725	19,839	14,383
Enlisted	2,199	13,934	30,641	2,432	14,199	34,532	3,003	14,471	43,456
<b>Total</b>	<b>2,822</b>		<b>41,947</b>	<b>3,272</b>		<b>50,067</b>	<b>3,728</b>		<b>57,839</b>

  

	FY 2014		FY 2015		FY 2016	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
<b>Total AGR</b>	16,079	1,864,122	15,835	1,860,105	16,249	1,868,736

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	100,000	0	2	100,000	170	2	100,000	163
Enlisted	0	100,000	0	4	100,000	382	4	100,000	367
<b>Total</b>	<b>0</b>		<b>0</b>	<b>6</b>		<b>552</b>	<b>6</b>		<b>530</b>

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	121	19,219	2,325	97	19,219	1,871	95	19,219	1,817
Enlisted	612	13,498	8,259	609	13,498	8,219	591	13,498	7,983
<b>Total</b>	<b>733</b>		<b>10,584</b>	<b>706</b>		<b>10,090</b>	<b>686</b>		<b>9,800</b>

**Incentive Program:** Funds provide for payment for two types of Selective Reserve Incentives: Health Profession Incentives and Selective Reserve Incentives. In FY 2016, there is an increase in the Health Professions Incentives of \$18 million due to an increase in bonuses to retain critical demands. The Selective Reserve Incentives increase of \$28.4 million is due to policy changes synchronizing incentives with the ARFORGEN cycle and targeting specific critical grade plates 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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Special Training Assistance Program	224	24,275	5,449	268	24,955	6,683	289	24,955	7,223
Loan Repayment Program	547	20,009	10,945	507	20,689	10,484	722	20,689	14,929
Medical Recruiting Bonus	697	17,248	12,018	556	17,731	9,855	947	17,731	16,785
Medical Retention Bonus	400	22,450	8,969	831	22,450	18,665	1,105	22,450	24,810
<b>Total</b>	<b>1,868</b>		<b>37,381</b>	<b>2,162</b>		<b>45,687</b>	<b>3,063</b>		<b>63,747</b>

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

**Selective Reserve Incentives:** Funds requested provide initial and anniversary payments for the following programs: AGR Reenlistment, AGR Critical Skill Assignment Retention, Critical Skill Assignment Retention, MOS Conversion, Officer Accession, Enlistment, Affiliation, Prior Service, Reenlistment Bonuses and the Student Loan Repayment Program for selected members of the Selected Reserve (SELRES). In FY 16, additional funds were added to recruit specific grade plates and mission critical Soldiers. The USAR will take advantage of AC2RC Initiative to fill those mission essential requirements.

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Initial</b>									
AGR Reenlistment Bonus	99	5,000	495	0	0	975	0	0	0
Non-Prior Serv. Enl. Bonus	5,326	4,622	24,617	6,369	1,857	11,828	22,168	1,857	41,166
Officer Affiliation Bonus	106	10,000	1,056	125	10,000	1,250	326	10,000	3,258
Enlisted Affiliation Bonus	2,041	5,000	10,204	463	1,736	804	3,786	1,736	6,572
Prior Service Bonus	196	7,000	1,374	406	3,236	1,315	2,281	3,236	7,380
Reenlistment Bonus	9,643	5,468	52,727	9,380	3,236	30,353	5,156	3,236	16,685
Student Loan Repayment Program	1,357	3,000	8,293	2,912	3,000	17,552	2,618	3,000	15,723
Critical Skill Retention	1	15,000	9	0	15,000	0	25	15,000	376
MOS Conversion Bonus	0	2,000	0	20	2,000	40	126	2,000	251
Officer Accession Bonus	283	10,000	2,826	100	10,000	1,000	144	10,000	1,441
Subtotal	19,052		101,601	19,775		65,117	36,630		92,852
<b>Anniversary</b>									
AGR Reenlistment Bonus	154	5,000	770	171	5,000	855	0	5,000	0
Non-Prior Serv. Enl. Bonus	7,627	3,938	30,034	5,945	3,938	23,413	5,699	3,938	22,442
Enlisted Affiliation Bonus	225	5,000	1,127	260	5,000	1,298	335	5,000	1,673
Prior Service Bonus	744	3,207	2,387	601	3,207	1,928	872	3,207	2,795
Reenlistment Bonus	6,082	1,091	6,636	2,571	1,091	2,805	3,747	1,091	4,088
Subtotal	14,832		40,954	9,548		30,299	10,653		30,998
<b>Selective Reserve Incentive Total</b>	<b>33,884</b>		<b>142,555</b>	<b>29,323</b>		<b>95,416</b>	<b>47,283</b>		<b>123,850</b>
<b>Total Incentive Program</b>									
	FY 2014		FY 2015		FY 2016				
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>			
	35,752	179,936	31,485	141,103	50,346	187,597			

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

<u><b>FY 2014 Actual</b></u> <b>6,725</b>	<u><b>FY 2015 Estimate</b></u> <b>10,202</b>	<u><b>FY 2016 Estimate</b></u> <b>18,380</b>
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**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 FY2008 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 2016, there is an increase \$8.1 million due to an increase in rates and anticipated participation levels supporting ongoing operations.



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

<b>FY2015 Direct Program</b>			<b>10,202</b>
	Stipend	102	
<b>Total Increases Pricing</b>			<b>102</b>
	Education Benefits	8,076	
<b>Total Increases Program</b>			<b>8,076</b>
<b>Total Increases</b>			<b>8,178</b>
<b>FY2016 Direct Program</b>			<b>18,380</b>

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,118	0	0	0	0	0	0	0	0
Enlisted	15,486	0	0	0	0	0	0	0	0
Subtotal Basic Benefit	<u>18,604</u>		<u>0</u>	<u>0</u>		<u>0</u>	<u>0</u>		<u>0</u>
\$100 Kicker	2,317	981	2,274	9,306	818	7,614	9,973	261	2,599
\$200 Kicker	1,744	2,182	3,806	1,319	1,763	2,325	1,408	5,403	7,608
\$350 Kicker	1,034	624	645	80	3,288	263	80	21,438	1,715
Subtotal Kicker	<u>5,095</u>		<u>6,725</u>	<u>10,705</u>		<u>10,202</u>	<u>11,461</u>		<u>11,922</u>
Less Than 90 Days	911	0	0	353	0	0	353	994	351
91 Days up to 2 years	11,523	0	0	3,877	0	0	3,877	1,555	6,030
Greater than 2 Yrs	142	0	0	41	0	0	41	1,878	77
Subtotal Ch. 1607	<u>12,576</u>		<u>0</u>	<u>4,271</u>		<u>0</u>	<u>4,271</u>		<u>6,458</u>
<b>Grand Total</b>	<b><u>36,275</u></b>		<b><u>6,725</u></b>	<b><u>14,976</u></b>		<b><u>10,202</u></b>	<b><u>15,732</u></b>		<b><u>18,380</u></b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
62,459	63,622	59,606

**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 2016, there is a decrease of \$4M due to a decrease in pay and allowances.

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  
SCHEDULE OF INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

<b>FY2015 Direct Program</b>			<b>63,622</b>
	Basic Pay	193	
	Basic Allowance for Housing	193	
	Basic Allowance for Subsistence	21	
	FICA	15	
	Stipend	366	
	Initial Clothing Uniform Allowance	3	
<b>Total Increases Pricing</b>			<b>791</b>
	Stipend	1,052	
	Other Pay	1,448	
<b>Total Increases Program</b>			<b>2,500</b>
<b>Total Increases</b>			<b>3,291</b>
	Other Pay	(120)	
<b>Total Decreases Pricing</b>			<b>(120)</b>
	Basic Pay	(4,022)	
	Basic Allowance for Housing	(1,214)	
	Basic Allowance for Subsistence	(33)	
	Bonus	(1,600)	
	Initial Clothing Uniform Allowance	(8)	
	FICA	(310)	
<b>Total Decreases Program</b>			<b>(7,187)</b>
<b>Total Decreases</b>			<b>(7,307)</b>
<b>FY2016 Direct Program</b>			<b>59,606</b>

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,281	22,209	28,447	1,544	23,443	36,205	1,588	23,677	37,589
Financial Assistance Program	12	24,200	293	15	25,741	374	16	25,998	408
<b>Total</b>	<b>1,293</b>		<b>28,740</b>	<b>1,559</b>		<b>36,579</b>	<b>1,604</b>		<b>37,997</b>

**Individual Clothing and Uniform Allowance:** 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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	373	400	149	460	400	184	448	400	179

**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	946	10,489	9,922	1,748	10,966	19,167	1,388	11,076	15,370
Financial Assistance Program	12	3,009	35	29	3,146	92	19	3,146	60
<b>Total</b>	<b>958</b>		<b>9,957</b>	<b>1,777</b>		<b>19,259</b>	<b>1,407</b>		<b>15,430</b>

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	5,616	2,532	14,224	0	2,578	0	0	2,624	0

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

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Prof. Accession Bonus	441	20,000	8,817	380	20,000	7,600	300	20,000	6,000

	FY 2014	FY 2015	FY 2016
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
<b>Completed Program Graduates</b>	513	591	591

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Prof.-Nurse Candidate Bonus	16	10,000	160	0	10,000	0	0	10,000	0
Health Prof.-Nurse Candidate Stipend	16	26,159	412	0	26,890	0	0	27,644	0
<b>Total</b>	<b>32</b>		<b>572</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
46,086	50,833	54,795

**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 2016, there is an increase of \$3.9 million due to increase in expected number of participants.

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

<b>FY2015 Direct Program</b>			<b>50,833</b>
	Basic Pay	234	
	Basic Allowance for Housing	250	
	Retirement Pay	57	
	Other Pay	29	
	FICA	18	
	Travel Pay	147	
	Basic Allowance for Subsistence	48	
<b>Total Increases Pricing</b>			<b>783</b>
	Basic Pay	2,982	
	Retirement Pay	557	
	FICA	228	
	Basic Allowance for Subsistence	200	
	Travel Pay	194	
	Basic Allowance for Housing	1,217	
<b>Total Increases Program</b>			<b>5,378</b>
<b>Total Increases</b>			<b>6,161</b>
	Other Pay	(2,197)	
	Initial Clothing Uniform Allowance	(2)	
<b>Total Decreases Program</b>			<b>(2,199)</b>
<b>Total Decreases</b>			<b>(2,199)</b>
<b>FY2016 Direct Program</b>			<b>54,795</b>



**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.

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,034	33,144	34,259	935	33,476	31,309	1,011	33,811	34,183
AMEDD Officer's Basic Course	166	22,929	3,817	309	23,158	7,156	323	23,090	7,447
JAG Officer's Basic Course	278	17,025	4,726	134	17,076	2,292	157	17,247	2,710
<b>Total</b>	<b>1,478</b>		<b>42,802</b>	<b>1,378</b>		<b>40,757</b>	<b>1,491</b>		<b>44,340</b>

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

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	638	400	255	1,320	400	528	1,315	400	526
AMEDD Officer's Basic Course	325	400	130	828	400	331	835	400	334
JAG Officer's Basic Course	43	400	17	93	400	37	105	400	42
<b>Total</b>	<b>1,006</b>		<b>402</b>	<b>2,241</b>		<b>896</b>	<b>2,255</b>		<b>902</b>

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

	<u>FY 2014</u>			<u>FY 2015</u>			<u>FY 2016</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	76	33,341	2,550	202	33,476	6,770	206	33,811	6,955
AMEDD Officer's Basic Course	12	22,929	279	83	23,158	1,924	87	23,390	2,028
JAG Officer's Basic Course	3	16,907	53	28	17,076	486	33	17,247	570
<b>Total</b>	<b>91</b>		<b>2,882</b>	<b>313</b>		<b>9,180</b>	<b>326</b>		<b>9,553</b>

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

<u>FY 2014 Actual</u>	<u>FY 2015 Estimate</u>	<u>FY 2016 Estimate</u>
3,075	6,366	5,306

**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 2016, there is a decrease of \$1 million due to a decrease in expected participation.

**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  
SCHEDULE OF INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

<b>FY2015 Direct Program</b>			<b>6,366</b>
	Basic Pay	62	
	Basic Allowance for Housing	31	
	Basic Allowance for Subsistence	7	
	Retirement Pay	7	
	Other Pay	2	
	FICA	2	
	Travel Pay	20	
<b>Total Increases Pricing</b>			<b>131</b>
<b>Total Increases</b>			<b>131</b>
	Basic Pay	(492)	
	Basic Allowance for Housing	(89)	
	Basic Allowance for Subsistence	(45)	
	Retirement Pay	(111)	
	Other Pay	(139)	
	Travel Pay	(269)	
	Initial Clothing Uniform Allowance	(8)	
	FICA	(38)	
<b>Total Decreases Program</b>			<b>(1,191)</b>
<b>Total Decreases</b>			<b>(1,191)</b>
<b>FY2016 Direct Program</b>			<b>5,306</b>

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	195	11,911	2,320	247	12,113	2,988	223	12,234	2,725
Chaplain Active Duty for Training	91	8,260	755	247	8,400	2,075	179	8,484	1,522
<b>Total</b>	<b>286</b>		<b>3,075</b>	<b>494</b>		<b>5,063</b>	<b>402</b>		<b>4,247</b>

**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 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	0	400	0	160	400	64	140	400	56

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

	FY 2014			FY 2015			FY 2016		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	0	1,962	0	336	1,997	671	304	2,017	613
Chaplain Active Duty for Training	0	3,917	0	142	3,988	568	97	4,028	390
<b>Total</b>	<b>0</b>		<b>0</b>	<b>478</b>		<b>1,239</b>	<b>401</b>		<b>1,003</b>

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

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

	<u>2014</u>	<u>2015</u>	<u>2016</u>
<b>Officer</b>			
Basic Pay	21,245	20,442	16,640
Other Pay and Allowances	0	10,890	8,864
Travel	0	4,913	3,999
Total	<u>21,245</u>	<u>36,245</u>	<u>29,503</u>
<b>Enlisted</b>			
Basic Pay	0	401	326
Other Pay and Allowances	0	214	174
Travel	0	96	78
Total	<u>0</u>	<u>711</u>	<u>578</u>
<b>Officer &amp; Enlisted</b>			
Retired Pay Accrual	<u>3,454</u>	<u>6,044</u>	<u>4,919</u>
<b>Total Program</b>	<b>24,699</b>	<b>43,000</b>	<b>35,000</b>

**RESERVE PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

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

	FY2014		FY2015		FY2016		FY2017		FY2018		FY2019		FY2020	
	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	154	771	0	1,000	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	171	855	171	855	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
<b>Total</b>														
Initial Payments	154	771	0	1,000	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	171	1,779	171	855	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>325</b>	<b>2,550</b>	<b>171</b>	<b>1,855</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>



**RESERVE PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

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

	2014		2015		2016		2017		2018		2019		2020	
	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
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	5,370	29,364	9,380	30,353	5,156	16,685	2,383	13,879	2,374	14,426	2,372	14,149	2,358	14,127
Anniversary Payments	5,755	6,279	2,571	2,805	3,747	4,088	4,518	11,025	2,802	7,025	4,443	12,855	4,010	11,978
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	0.0
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	0.0
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
<b>Total</b>														
Initial Payments		29,364	9,380	30,353	9,380	16,685	2,383	13,879	0	14,426	2,372	14,149	0	14,127
Anniversary Payments		6,279	2,571	2,805	2,571	4,088	4,518	11,025	0	7,025	4,443	12,855	0	11,978
<b>Total</b>	<b>11,125</b>	<b>35,643</b>	<b>11,125</b>	<b>33,158</b>	<b>8,903</b>	<b>20,773</b>	<b>6,901</b>	<b>24,904</b>	<b>0</b>	<b>21,451</b>	<b>6,815</b>	<b>27,004</b>	<b>0</b>	<b>26,105</b>

**RESERVE PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

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

	2014		2015		2016		2017		2018		2019		2020	
	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	544	3,806	406	1,315	2,281	7,380	1,172	4,472	3,730	3,999	972	3,526	3,628	3,526
Anniversary Payments	755	2,484	601	1,928	872	2,795	1,653	3,465	2,016	3,509	1,850	4,240	2,292	4,240
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
<b>Total</b>														
Initial Payments	544	3,806	406	1,315	2,281	7,380	1,172	4,472	3,730	3,999	972	3,526	3,628	3,526
Anniversary Payments	755	2,484	601	1,928	872	2,795	1,653	3,465	2,016	3,509	1,850	4,240	2,292	4,240
<b>Total</b>	<b>1,299</b>	<b>6,290</b>	<b>1,007</b>	<b>3,243</b>	<b>3,153</b>	<b>10,175</b>	<b>2,825</b>	<b>7,937</b>	<b>5,746</b>	<b>7,508</b>	<b>2,822</b>	<b>7,766</b>	<b>5,920</b>	<b>7,766</b>

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

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

	2014		2015		2016		2017		2018		2019		2020	
	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	5,922	27,372	6,369	11,828	22,168	41,166	7,500	12,288	6,900	12,569	5,300	12,560	4,500	12,498
Anniversary Payments	7,163	28,206	5,945	23,413	5,699	22,442	13,941	27,366	14,500	27,681	17,557	34,552	17,557	34,552
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
<b>Total</b>														
Initial Payments	5,922	27,372	6,369	11,828	22,168	41,166	7,500	12,288	6,900	12,569	5,300	12,560	4,500	12,498
Anniversary Payments	7,163	28,206	5,945	23,413	5,699	22,442	13,941	27,366	14,500	27,681	17,557	22,157	17,557	34,552
<b>Total</b>	<b>13,085</b>	<b>55,578</b>	<b>12,314</b>	<b>35,241</b>	<b>27,867</b>	<b>63,608</b>	<b>21,441</b>	<b>39,654</b>	<b>21,400</b>	<b>40,250</b>	<b>22,857</b>	<b>34,717</b>	<b>22,057</b>	<b>47,050</b>

PB-30V SELECTIVE REENLISTMENT BONUSES

**RESERVE PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

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

	2014		2015		2016		2017		2018		2019		2020	
	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	0	0.0	0	0.0	25	376	0	300	0	300	0	300	0	300
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
<b>Total</b>														
Initial Payments	0	0.0	0	0.0	25	376	0	300	0	300	0	300	0	300
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>25</b>	<b>376</b>	<b>0</b>	<b>300</b>	<b>0</b>	<b>300</b>	<b>0</b>	<b>300</b>	<b>0</b>	<b>300</b>

**RESERVE PERSONNEL, ARMY  
SELECTIVE REENLISTMENT BONUSES**

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

	2014		2015		2016		2017		2018		2019		2020	
	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	1,713	552	343	804	463	6,572	430	3,250	430	1,140	430	855	430	684
Anniversary Payments	685	3,427	260	3,427	355	1,673	284	3,255	342	3,538	321	4,653	401	4,653
Initial Payments	0	0	0	0	01	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	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
<b>Total</b>														
Initial Payments	1,713	1,455	343	804	463	6,572	430	3,250	430	1,140	430	855	430	684
Anniversary Payments	685	2,421	260	3,427	355	1,673	284	3,255	342	3,538	321	4,653	401	4,653
<b>Total</b>	<b>2,398</b>	<b>3,979</b>	<b>603</b>	<b>4,231</b>	<b>818</b>	<b>8,245</b>	<b>714</b>	<b>6,505</b>	<b>772</b>	<b>4,678</b>	<b>751</b>	<b>5,518</b>	<b>831</b>	<b>5,337</b>

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

	FY 2014						TOTAL
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	108	197	305	0	0	65	370
RECRUITING/RETENTION	153	2,480	2,633	0	0	0	2,633
<b>SUBTOTAL</b>	<b>261</b>	<b>2,677</b>	<b>2,938</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>3,003</b>
<b>UNITS</b>							
UNITS	2,052	7,420	9,472	8,575	50	285	18,382
RC UNIQUE MGMT HQS	1,118	1,019	2,137	415	9	573	3,134
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
<b>SUBTOTAL</b>	<b>3,170</b>	<b>8,439</b>	<b>11,609</b>	<b>8,990</b>	<b>59</b>	<b>893</b>	<b>21,551</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	37	92	129	0	0	132	261
RC SCHOOLS	17	389	406	0	0	98	504
ROTC	101	0	101	0	0	0	101
<b>SUBTOTAL</b>	<b>155</b>	<b>481</b>	<b>636</b>	<b>0</b>	<b>0</b>	<b>230</b>	<b>866</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	96	36	132	0	0	270	402
AC HQS	167	24	191	0	0	0	191
AC INSTAL/ACTIVITIES	340	195	535	0	0	1,248	1,783
RC CHIEFS STAFF	175	45	220	0	9	413	642
OTHERS	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>778</b>	<b>300</b>	<b>1,078</b>	<b>0</b>	<b>9</b>	<b>1,931</b>	<b>3,018</b>
* BALANCE REQUIRED	-1	26	25				
<b>TOTAL END STRENGTH</b>	<b>4,363</b>	<b>11,923</b>	<b>16,286</b>	<b>8,990</b>	<b>68</b>	<b>3,119</b>	<b>28,438</b>



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

	FY 2015						TOTAL
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	108	197	305	0	0	65	370
RECRUITING/RETENTION	153	2,480	2,633	0	0	0	2,633
<b>SUBTOTAL</b>	<b>261</b>	<b>2,677</b>	<b>2,938</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>3,003</b>
<b>UNITS</b>							
UNITS	2,052	7,420	9,472	8,075	50	287	17,884
RC UNIQUE MGMT HQS	1,118	1,019	2,137	415	9	573	3,134
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
<b>SUBTOTAL</b>	<b>3,170</b>	<b>8,439</b>	<b>11,609</b>	<b>8,490</b>	<b>59</b>	<b>895</b>	<b>21,053</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	37	92	129	0	0	132	261
RC SCHOOLS	17	389	406	0	0	98	504
ROTC	101	0	101	0	0	0	101
<b>SUBTOTAL</b>	<b>155</b>	<b>481</b>	<b>636</b>	<b>0</b>	<b>0</b>	<b>230</b>	<b>866</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	96	36	132	0	0	270	402
AC HQS	167	24	191	0	0	0	191
AC INSTAL/ACTIVITIES	340	195	535	0	0	1,245	1,780
RC CHIEFS STAFF	175	45	220	0	9	416	645
OTHERS	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>778</b>	<b>300</b>	<b>1,078</b>	<b>0</b>	<b>9</b>	<b>1,931</b>	<b>3,018</b>
* BALANCE REQUIRED	-54	54	0				
<b>TOTAL END STRENGTH</b>	<b>4,310</b>	<b>11,951</b>	<b>16,261</b>	<b>8,490</b>	<b>68</b>	<b>3,121</b>	<b>27,940</b>

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

	FY 2016						TOTAL
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	108	197	305	0	0	65	370
RECRUITING/RETENTION	153	2,480	2,633	0	0	0	2,633
<b>SUBTOTAL</b>	<b>261</b>	<b>2,677</b>	<b>2,938</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>3,003</b>
<b>UNITS</b>							
UNITS	2,136	7,367	9,503	7,575	48	287	17,413
RC UNIQUE MGMT HQS	1,118	1,019	2,137	415	9	573	3,134
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
<b>SUBTOTAL</b>	<b>3,254</b>	<b>8,386</b>	<b>11,640</b>	<b>7,990</b>	<b>57</b>	<b>895</b>	<b>20,582</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	37	92	129	0	0	132	261
RC SCHOOLS	17	389	406	0	0	98	504
ROTC	101	0	101	0	0	0	101
<b>SUBTOTAL</b>	<b>155</b>	<b>481</b>	<b>636</b>	<b>0</b>	<b>0</b>	<b>230</b>	<b>866</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	96	36	132	0	0	270	402
AC HQS	155	24	179	0	0	0	179
AC INSTAL/ACTIVITIES	322	194	516	0	0	1,245	1,761
RC CHIEFS STAFF	175	45	220	0	9	417	646
OTHERS	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>748</b>	<b>299</b>	<b>1,047</b>	<b>0</b>	<b>9</b>	<b>1,932</b>	<b>2,988</b>
* BALANCE REQUIRED	-108	108	0				
<b>TOTAL END STRENGTH</b>	<b>4,310</b>	<b>11,951</b>	<b>16,261</b>	<b>7,990</b>	<b>66</b>	<b>3,122</b>	<b>27,439</b>