

DEPARTMENT OF THE ARMY

President's Budget FY 2017



**RESERVE PERSONNEL, ARMY
JUSTIFICATION BOOK
FEBRUARY 2016**

The estimated cost of this report for the Department of Defense is approximately \$115,000.00 for Fiscal Year 2016. This includes \$600.00 in expenses and \$114,000.00 in DoD labor. This cost includes both the base and Overseas Contingency Operations (OCO) Justification books.

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SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Enacted</u> | <u>FY 2017 Estimate</u> |
|--|------------------------------|-------------------------------|--------------------------------|
| Reserve Component Training and Support Direct Program | 4,327,325 | 4,463,164 | 4,561,703 |
| Reimbursable Program | 34,681 | 35,000 | 43,000 |
| OCO Funding | 22,894 | 24,462 | - |
| Subtotal RPA | <u>4,384,900</u> | <u>4,522,626</u> | <u>4,604,703</u> |
| Medicare-Ret Contrib, AR Army | 395,088 | 357,528 | 341,533 |
| TOTAL PROGRAM COST | <u>4,779,988</u> | <u>4,880,154</u> | <u>4,946,236</u> |

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

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|---|-----------------------|-------------------------|-------------------------|
| <u>RESERVE PERSONNEL, ARMY (RPA)</u> | | | |
| DIRECT PROGRAM | 4,327,325 | 4,463,164 | 4,561,703 |
| REIMBURSABLE PROGRAM | 34,681 | 35,000 | 43,000 |
| OCO AND OTHER SUPPLEMENTAL FUNDING | 22,894 | 24,462 | 42,506 |
| TOTAL RESERVE PERSONNEL, ARMY | 4,384,900 | 4,522,626 | 4,647,209 |
| MEDICARE-RET CONTRIB, AR ARMY | 395,088 | 357,528 | 341,533 |
| TOTAL RESERVE PERSONNEL, ARMY PROGRAM COST | 4,779,988 | 4,880,154 | 4,988,742 |
| <u>MILITARY PERSONNEL, ARMY (MPA)</u> | | | |
| OCO PAY AND ALLOWANCES, MOBILIZATION | 745,978 | 697,501 | 811,599 |
| ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES | 107,085 | 100,811 | 105,064 |
| TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST | 853,063 | 798,312 | 916,663 |
| TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS | 5,633,051 | 5,678,466 | 5,905,405 |

SECTION 2

INTRODUCTION AND PERFORMANCE MEASURES

**DEPARTMENT OF THE ARMY
JUSTIFICATION OF ESTIMATE FOR FISCAL YEAR 2017**

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 world's premier land power reserve force and the 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 defend the nation and our national interests as an essential member of the Total Army and the Joint Forces.

The FY 2017 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 195,000;
- (3) Resources Army Reserve training to 39 days; 15 days Annual Training (AT) and 24 days of Inactive Duty Training (IDT)
- (4) Funds Full-Time Support with AGRs, and
- (5) Resources for Operational Reserve

The RPA appropriation sustains an End Strength Objective of 195,000 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 RPA appropriation allows the Army Reserve to directly support a myriad of Department of Defense (DoD) forces. Organized as the only component of the Army that is also a single command, the Army Reserve directly supports every Army Service Component Command (ASCC) and Combatant Command (CCMD) across the globe, with a footprint that extends across all 50 states, five territories, the District of Columbia, and more than 30 countries. Army Reserve Soldiers, Leaders, and Units form a local, state, regional, national and global force with unparalleled technical capabilities. Structured to provide operational capabilities and strategic depth to the Army and the Joint Force, the Army Reserve effectively deploys critical capabilities and forces across the entire range of military operations. The "Plan, Prepare, Provide" readiness model allows the Army Reserve to stay an operational and accessible force:

- (1) Plan: This phase refers to the regional alignment of Army Reserve forces with ASCCs and Geographic and Functional CCMDs. Regionally aligned in accordance with Department of the Army policy, Army Reserve Units and Soldiers remain committed to helping the Army engage regionally to "build relationships based on common interests, enhance situational awareness, assure partners, and deter adversaries" by providing robust and continuing support to multiple exercises in every CCMD's area of operation. Part of this alignment includes the forward positioning of full-time staff organized into Army Reserve Engagement Cells (ARECs) and Teams (ARETs).
- (2) Prepare: This portions demonstrates how the Army Reserve trains its Soldiers, Leaders and Units as part of the Total Force. Utilizing a progressive approach, Army Reserve Soldiers and Units participate in individual and leader development events culminating in collective unit training exercises. The result is trained and accessible units ready to meet ASCC and CCMD mission requirements.
- (3) Provide: During this phase, the Army Reserve deploys Soldiers, Leaders, and Units in support of requirements at home (Defense Support of Civil Authorities) and abroad. The Army Reserve deliberately plan to support the Army through operationally tailoring the operating and generating forces of the Army Reserve into a predictable set of packaged formations and individuals made available to Forces Command, by, with, and through the ASCCs, to the Combatant Commands.

The Army's role as the most highly trained and professional land force in the world is to defend the United States and its interests at home and abroad by providing expeditionary and decisive land power to the Joint Force and the Combatant Commands (CCMD). It does this through a concept known as *Prevent, Shape and Win*: Prevent conflict – with a credible force with sufficient capacity, readiness, and modernization; Shape the international environment – to enable friends and contain enemies; and be ready to Win decisively and dominantly – so as not to pay the price in American lives. The Army Reserve's role in that process is to support the U.S. Army with critical military enabling capabilities, civilian skills, and professional expertise, greatly assisting the Army's effort to enable the Joint Force to "Win in a Complex World."

The Army Reserve has two critical roles – the operational federal reserve of the Army and a domestic emergency and disaster relief force for the Nation. Flexible and scalable, the Army Reserve tailors its organizations to meet a variety of operational missions and other activities across the Conflict Continuum. In this role, Army Reserve forces are an essential partner in preventing conflict, shaping the strategic environment, and responding to operational contingencies at home and around the globe. As an operational force, it provides trained, ready, and equipped Soldiers, Leaders, and Units to

the Total Army and the Joint Force. The Army Reserve also stands ready to support federal, state, and local authorities for domestic emergency and disaster relief efforts at home. This includes support to Command and Control Chemical, Biological, Radiological, Nuclear Response Element (C2CRE) and Defense Chemical, Biological, Radiological, Nuclear and high- yield Explosives (CBRNE) Response Force (DCRF) missions.

The Army Reserve represents most of the Army's critical military enabling capabilities (medical, logistical, transportation, full-spectrum engineering, Civil Affairs, legal, and chemical), and its role in providing support functions to the total, joint force cannot be understated. Citizen-Soldiers stay sharp in these technical fields through the conduct of tough, realistic, mission-focused training and their employment in the private sector. The Army Reserve enhances these skills through its Private Public Partnership (P3) program. Everything the Army Reserve does is focused on improving and sustaining readiness. In FY 2017 the major adjustments to Army Reserve Operating Force structure are the activation, conversion and reorganization of 31 Civil Affairs, 23 Transportation, 22 Chemical, 21 Engineer, 16 Military Intelligence, and 7 Logistical Headquarters, totaling 19,545 spaces. Below are the major impacts affecting the Army Reserve commands and units:

Below are the units undergoing transformation:

| YEAR | UNITS | SPACES | TYPE UNITS |
|---------|-------|--------|---|
| 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 | 120 | 19,545 | Chemical, Engineer, Military Intelligence, Civil Affairs, Transportation, & Logistical Headquarters |

The persistent Overseas Contingency Operations (OCO) illustrates the relevance of and need for today's Army Reserve. Army Reserve Soldiers in over 23,000 units have been fighting side-by-side with their Active and National Guard counterparts since the attacks of September 11, 2001. In total, over 400,000 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. For fiscal years 2016 and 2017, 57 Army Reserve units will be a part of the Army Contingency Force. 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, travel, 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 2017 average inflation rate is 2.5 percent. The 1.2% increase in BAH rate from FY 2016 is a budgetary planning factor and the actual rates will continue to be set by the individual location based on the current local rental housing market survey process. In FY 2017-2019, the one percent per year out of pocket reduction is continued to reach the cumulative 5 percent out-of-pocket reduction authorized in the FY 2016 NDAA (P.L.114-92).

Other Budget Drivers

- The FY 2017 military pay raise effective 1 January 2017 is 1.6%.
- The nominal cost percentages used to calculate payments to the military retired pay fund are 31.4% for AGRs in 2016 and 29.5% in 2017; 23% for TPUs in FY 2016 and 23.6 % in FY 2017.
- The rate for subsistence (indexed to the annual changes in the US Department of Agriculture food plan) effective January 1 is 0.1% in FY 2016 and 3.4% in FY 2017.

RESERVE PERSONNEL, ARMY
Fiscal Year (FY) 2017 Budget Estimate Submission
Performance Measures and Evaluation Summary

Activity: Reserve Personnel, Army

Activity Goal: Provide trained, equipped, and ready Soldiers, Leaders, and Units to meet America's requirements at home and abroad.

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 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|--------------------------------|----------------|----------------|----------------|
| | <u>Actual</u> | <u>Planned</u> | <u>Planned</u> |
| Average Strength | 197,755 | 199,965 | 196,993 |
| End Strength | 198,552 | 198,000 | 195,000 |
| Authorized End Strength | 202,000 | 198,000 | |

The measure of success of the goal to "Provide trained, equipped, and ready Soldiers, Leaders, and Units to meet America's requirements at home and abroad" is to maintain strength equal to or plus/minus 2% of our congressionally mandated End-Strength Objective (ESO). The Army Reserve ESO is 195,000 and the 3% Secretary of Defense variance is an operating window between 189,150 and 200,850.

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 2015 through FY 2017 goals for these factors are as follows:

| | <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|-------------------------------|----------------|----------------|----------------|
| Goal for Accessions | 31,048 | 29,245 | 28,675 |
| Goal for Reenlistments | 14,199 | 12,907 | 12,907 |
| Attrition Rate | 15.8% | 15.1% | 15.1% |

SECTION 3
SUMMARY TABLES

**RESERVE PERSONNEL, ARMY
SUMMARY OF PERSONNEL**

| | <u>Drills</u> | <u>Days</u> | <u>FY 2015</u> | | | <u>FY 2016</u> | | <u>FY 2017</u> | |
|------------------------|---------------|-------------|----------------|----------------|------------|----------------|------------|----------------|------------|
| | | | <u>Begin</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> |
| TPU | | | | | | | | | |
| Pay Group A | | | | | | | | | |
| Officer | 48 | 15 | 28,997 | 29,602 | 30,104 | 32,822 | 33,233 | 32,995 | 32,693 |
| Enlisted | 48 | 15 | 137,989 | 139,871 | 139,200 | 137,181 | 134,808 | 133,310 | 132,040 |
| Subtotal | | | 166,986 | 169,473 | 169,304 | 170,003 | 168,041 | 166,305 | 164,733 |
| Pay Group F | | | | | | | | | |
| Enlisted | | 110 | 6,528 | 5,302 | 6,780 | 5,358 | 6,328 | 5,254 | 6,435 |
| Pay Group P | | | | | | | | | |
| Enlisted | 36 | | 3,018 | 4,258 | 3,515 | 5,020 | 3,370 | 5,302 | 3,571 |
| Subtotal | | | 176,532 | 179,033 | 179,599 | 180,381 | 177,739 | 176,861 | 174,739 |
| IMA | | | | | | | | | |
| Pay Group B | | | | | | | | | |
| Officer | 48 | 13 | 2,035 | 2,037 | 2,064 | 2,568 | 3,100 | 3,008 | 3,100 |
| Enlisted | 48 | 13 | 585 | 578 | 592 | 767 | 900 | 872 | 900 |
| Subtotal | | | 2,620 | 2,615 | 2,656 | 3,335 | 4,000 | 3,880 | 4,000 |
| Drill/Indiv Tng | | | 179,152 | 181,648 | 182,255 | 183,716 | 181,739 | 180,741 | 178,739 |
| AGR (Full-time) | | | | | | | | | |
| Officer | | | 4,363 | 4,381 | 4,421 | 4,306 | 4,310 | 4,305 | 4,310 |
| Enlisted | | | 11,923 | 11,726 | 11,876 | 11,943 | 11,951 | 11,947 | 11,951 |
| Subtotal | | | 16,286 | 16,107 | 16,297 | 16,249 | 16,261 | 16,252 | 16,261 |
| SELRES | | | | | | | | | |
| Officer | | | 35,395 | 36,020 | 36,589 | 39,696 | 40,643 | 40,308 | 40,103 |
| Enlisted | | | 160,043 | 161,735 | 161,963 | 160,269 | 157,357 | 156,685 | 154,897 |
| Subtotal | | | 195,438 | 197,755 | 198,552 | 199,965 | 198,000 | 196,993 | 195,000 |
| IRR | | | | | | | | | |
| Officer | | | 7,800 | 8,465 | 9,129 | 9,218 | 9,306 | 9,395 | 9,483 |
| Enlisted | | | 58,500 | 73,206 | 87,911 | 88,763 | 89,614 | 90,466 | 91,317 |
| Subtotal | | | 66,300 | 81,671 | 97,040 | 97,981 | 98,920 | 99,861 | 100,800 |

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

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | <u>FY 2017</u> | |
|---------------------------------------|----------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | <u>Begin</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> | <u>Average</u> | <u>End</u> |
| Officer | | | | | | | |
| Commissioned Officers | | | | | | | |
| O8 MAJ GENERAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| O7 BG GENERAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| O6 COLONEL | 325 | 294 | 297 | 225 | 290 | 225 | 290 |
| O5 LT COLONEL | 1,122 | 1,073 | 1,083 | 1,046 | 1,056 | 1,046 | 1,056 |
| O4 MAJOR | 1,116 | 1,091 | 1,101 | 1,614 | 1,073 | 1,613 | 1,073 |
| O3 CAPTAIN | 937 | 1,056 | 1,066 | 640 | 1,039 | 640 | 1,039 |
| O2 1ST LIEUTENANT | 141 | 146 | 147 | 65 | 143 | 65 | 143 |
| O1 2ND LIEUTENANT | 5 | 2 | 2 | 0 | 2 | 0 | 2 |
| Total Commissioned Officers | 3,646 | 3,662 | 3,696 | 3,590 | 3,603 | 3,589 | 3,603 |
| Warrant Officers | | | | | | | |
| W5 WARRANT OFF (W-5) | 58 | 52 | 53 | 54 | 52 | 54 | 52 |
| W4 WARRANT OFF (W-4) | 191 | 168 | 170 | 161 | 166 | 161 | 166 |
| W3 WARRANT OFF (W-3) | 206 | 245 | 247 | 254 | 241 | 254 | 241 |
| W2 WARRANT OFF (W-2) | 252 | 248 | 250 | 247 | 244 | 247 | 244 |
| W1 WARRANT OFF (W-1) | 10 | 6 | 6 | 0 | 6 | 0 | 6 |
| Total Warrant Officers | 717 | 719 | 726 | 716 | 709 | 716 | 709 |
| Total Officer | 4,363 | 4,381 | 4,422 | 4,306 | 4,312 | 4,305 | 4,312 |
| Enlisted | | | | | | | |
| Enlisted Personnel | | | | | | | |
| E9 SERGEANT MAJOR | 217 | 192 | 194 | 165 | 195 | 165 | 195 |
| E8 1ST SGT/MASTER SGT | 1,463 | 1,430 | 1,448 | 1,526 | 1,457 | 1,528 | 1,457 |
| E7 PLATOON SGT/SFC | 5,468 | 4,812 | 4,873 | 6,308 | 4,904 | 6,310 | 4,904 |
| E6 STAFF SGT | 2,787 | 3,232 | 3,273 | 2,198 | 3,294 | 2,198 | 3,294 |
| E5 SERGEANT | 1,564 | 1,658 | 1,679 | 1,742 | 1,690 | 1,740 | 1,690 |
| E4 CPL/SPECIALIST | 414 | 397 | 402 | 3 | 405 | 3 | 405 |
| E3 PRIVATE 1ST CLASS | 6 | 4 | 3 | 0 | 1 | 0 | 1 |
| E2 PRIVATE E2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E1 PRIVATE E1 | 4 | 1 | 3 | 1 | 3 | 3 | 3 |
| Total Enlisted Personnel | 11,923 | 11,726 | 11,875 | 11,943 | 11,949 | 11,947 | 11,949 |
| Total Personnel on Active Duty | 16,286 | 16,107 | 16,297 | 16,249 | 16,261 | 16,252 | 16,261 |

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ACTUAL, 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 | 29,094 | 138,704 | 167,798 | 6,413 | 3,132 | 177,343 | 2,041 | 583 | 2,624 | 4,359 | 11,874 | 16,233 | 196,200 |
| NOV | 29,084 | 139,813 | 168,897 | 6,243 | 3,128 | 178,268 | 2,044 | 581 | 2,625 | 4,343 | 11,851 | 16,194 | 197,087 |
| DEC | 29,292 | 139,920 | 169,212 | 5,034 | 4,718 | 178,964 | 2,030 | 580 | 2,610 | 4,339 | 11,753 | 16,092 | 197,666 |
| JAN | 29,362 | 140,674 | 170,036 | 5,586 | 3,724 | 179,346 | 2,023 | 567 | 2,590 | 4,318 | 11,743 | 16,061 | 197,997 |
| FEB | 29,365 | 140,950 | 170,315 | 4,869 | 4,104 | 179,288 | 2,038 | 570 | 2,608 | 4,326 | 11,690 | 16,016 | 197,912 |
| MAR | 29,406 | 140,730 | 170,136 | 4,351 | 4,811 | 179,298 | 2,024 | 574 | 2,598 | 4,355 | 11,638 | 15,993 | 197,889 |
| APR | 29,550 | 140,487 | 170,037 | 3,758 | 5,690 | 179,485 | 2,035 | 576 | 2,611 | 4,383 | 11,627 | 16,010 | 198,106 |
| MAY | 30,129 | 140,420 | 170,549 | 3,273 | 6,115 | 179,937 | 2,044 | 577 | 2,621 | 4,414 | 11,627 | 16,041 | 198,599 |
| JUN | 30,101 | 140,024 | 170,125 | 5,037 | 4,782 | 179,944 | 2,024 | 578 | 2,602 | 4,436 | 11,646 | 16,082 | 198,628 |
| JUL | 30,138 | 139,347 | 169,485 | 6,108 | 4,316 | 179,909 | 2,047 | 581 | 2,628 | 4,447 | 11,666 | 16,113 | 198,650 |
| AUG | 30,161 | 139,571 | 169,732 | 6,381 | 3,908 | 180,021 | 2,046 | 592 | 2,638 | 4,446 | 11,729 | 16,175 | 198,834 |
| SEP | 30,104 | 139,200 | 169,304 | 6,780 | 3,515 | 179,599 | 2,064 | 592 | 2,656 | 4,421 | 11,876 | 16,297 | 198,552 |
| Average | 29,602 | 139,871 | 169,473 | 5,302 | 4,258 | 179,033 | 2,037 | 578 | 2,615 | 4,381 | 11,726 | 16,107 | 197,755 |

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

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

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

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ESTIMATE, 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 | 30,104 | 139,200 | 169,304 | 6,780 | 3,515 | 179,599 | 2,064 | 592 | 2,656 | 4,421 | 11,876 | 16,297 | 198,552 |
| OCT | 31,357 | 138,486 | 169,843 | 5,980 | 3,305 | 179,128 | 2,120 | 623 | 2,743 | 4,310 | 11,951 | 16,261 | 198,132 |
| NOV | 31,670 | 138,671 | 170,341 | 5,646 | 3,566 | 179,553 | 2,150 | 635 | 2,785 | 4,353 | 12,071 | 16,424 | 198,762 |
| DEC | 31,987 | 138,676 | 170,663 | 4,226 | 4,516 | 179,405 | 2,180 | 647 | 2,827 | 4,397 | 12,192 | 16,589 | 198,821 |
| JAN | 32,307 | 138,365 | 170,672 | 4,668 | 4,458 | 179,798 | 2,410 | 759 | 3,169 | 4,441 | 12,314 | 16,755 | 199,722 |
| FEB | 32,630 | 138,251 | 170,881 | 4,578 | 4,570 | 180,029 | 2,440 | 771 | 3,211 | 4,397 | 12,191 | 16,588 | 199,828 |
| MAR | 32,956 | 137,513 | 170,469 | 4,305 | 5,082 | 179,856 | 2,470 | 783 | 3,253 | 4,353 | 12,069 | 16,422 | 199,531 |
| APR | 33,286 | 136,939 | 170,225 | 4,022 | 5,752 | 179,999 | 2,700 | 795 | 3,495 | 4,309 | 11,948 | 16,257 | 199,751 |
| MAY | 33,951 | 136,481 | 170,432 | 4,178 | 5,786 | 180,396 | 2,730 | 807 | 3,537 | 4,266 | 11,829 | 16,095 | 200,028 |
| JUN | 34,215 | 135,537 | 169,752 | 6,307 | 4,183 | 180,242 | 2,760 | 819 | 3,579 | 4,223 | 1,171 | 5,394 | 189,215 |
| JUL | 33,948 | 135,263 | 169,211 | 7,200 | 3,552 | 179,963 | 2,990 | 881 | 3,871 | 4,181 | 11,594 | 15,775 | 199,609 |
| AUG | 33,609 | 135,811 | 169,420 | 6,656 | 3,020 | 179,096 | 3,020 | 887 | 3,907 | 4,139 | 11,478 | 15,617 | 198,620 |
| 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 |
| Average | 32,822 | 137,181 | 170,003 | 5,358 | 5,020 | 180,381 | 2,568 | 767 | 3,335 | 4,306 | 11,943 | 16,249 | 199,965 |

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,095 DAYS THRESHOLD
ESTIMATE, FY 2016**

| <u>AC Funded 1/</u> | <u>RC Funded</u> | <u>TOTAL</u> | Primary Mission Being Performed |
|---------------------|------------------|--------------|--|
| 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**

ESTIMATE, FY 2017

| | Pay Group A | | | Pay Group F | Pay Group P | Total | Pay Group B IMA | | | AGR | | | Total Selected |
|----------------|---------------|----------------|----------------|--------------|--------------|----------------|-----------------|------------|--------------|--------------|---------------|---------------|----------------|
| | Officer | Enlisted | Total | IADT | IDT | Drill | Officer | Enlisted | Total | Officer | Enlisted | Total | Reserve |
| PYSEP | 33,233 | 134,808 | 168,041 | 6,328 | 3,370 | 177,739 | 3,100 | 900 | 4,000 | 4,310 | 11,951 | 16,261 | 198,000 |
| OCT | 33,246 | 134,819 | 168,065 | 5,763 | 4,118 | 177,946 | 3,069 | 891 | 3,960 | 4,267 | 11,831 | 16,098 | 198,004 |
| NOV | 33,168 | 134,903 | 168,071 | 5,333 | 4,453 | 177,857 | 3,038 | 882 | 3,920 | 4,224 | 11,713 | 15,937 | 197,714 |
| DEC | 33,112 | 134,804 | 167,916 | 4,120 | 5,655 | 177,691 | 3,008 | 873 | 3,881 | 4,182 | 11,596 | 15,778 | 197,350 |
| JAN | 33,046 | 134,444 | 167,490 | 4,466 | 5,597 | 177,553 | 2,978 | 864 | 3,842 | 4,140 | 11,480 | 15,620 | 197,015 |
| FEB | 32,989 | 134,311 | 167,300 | 4,381 | 5,768 | 177,449 | 2,948 | 855 | 3,803 | 4,099 | 11,365 | 15,464 | 196,716 |
| MAR | 32,921 | 133,540 | 166,461 | 4,106 | 6,460 | 177,027 | 2,919 | 846 | 3,765 | 4,058 | 11,251 | 15,309 | 196,101 |
| APR | 32,854 | 132,876 | 165,730 | 3,960 | 7,141 | 176,831 | 2,948 | 855 | 3,803 | 4,099 | 11,364 | 15,463 | 196,097 |
| MAY | 33,028 | 132,257 | 165,285 | 4,108 | 7,079 | 176,472 | 2,977 | 863 | 3,840 | 4,140 | 11,478 | 15,618 | 195,930 |
| JUN | 32,971 | 131,421 | 164,392 | 6,378 | 5,460 | 176,230 | 3,007 | 872 | 3,879 | 4,181 | 11,593 | 15,774 | 195,883 |
| JUL | 32,837 | 131,179 | 164,016 | 7,286 | 4,579 | 175,881 | 3,037 | 881 | 3,918 | 4,223 | 11,709 | 15,932 | 195,731 |
| AUG | 32,693 | 131,743 | 164,436 | 6,777 | 3,849 | 175,062 | 3,067 | 890 | 3,957 | 4,265 | 11,826 | 16,091 | 195,110 |
| SEP | 32,693 | 132,040 | 164,733 | 6,435 | 3,571 | 174,739 | 3,100 | 900 | 4,000 | 4,310 | 11,951 | 16,261 | 195,000 |
| Average | 32,995 | 133,310 | 166,305 | 5,254 | 5,302 | 176,861 | 3,008 | 872 | 3,880 | 4,305 | 11,947 | 16,252 | 196,993 |

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,095 DAYS THRESHOLD
ESTIMATE, FY 2017**

| <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 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|--------------------------------|----------------|----------------|----------------|
| Beginning Strength | 35,395 | 36,589 | 40,643 |
| Gains | 627 | 688 | 388 |
| Gains: | | | |
| Males (NPS) | 627 | 688 | 388 |
| Females (NPS) | 186 | 205 | 116 |
| Civilian Life | 259 | 347 | 196 |
| Active Component | 86 | 116 | 65 |
| Enlisted Commissioning Program | 613 | 823 | 465 |
| Pay Group B (IMA) | 245 | 767 | 267 |
| Other Reserve Status/Component | 2,538 | 3,408 | 1,924 |
| All Other | 1,293 | 1,737 | 981 |
| Full-time Active Duty | 320 | 266 | 266 |
| Total Gains | 6,167 | 8,357 | 4,668 |
| Losses: | | | |
| Civilian Life | 355 | 375 | 369 |
| Active Component | 126 | 133 | 131 |
| Retired Reserves | 1,043 | 1,102 | 1,085 |
| Pay Group B (IMA) | 216 | 267 | 267 |
| Other Reserve Status/Component | 984 | 1,041 | 1,024 |
| All Other | 1,987 | 2,101 | 2,066 |
| Full-time Active Duty | 262 | 266 | 266 |
| Total Losses | 4,973 | 5,285 | 5,208 |
| * Unaccounted Gain/Loss | 0 | 982 | 0 |
| End Strength | 36,589 | 40,643 | 40,103 |

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

ENLISTED

| | <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|--|----------------|----------------|----------------|
| Beginning Strength | 160,043 | 161,963 | 157,357 |
| Gains | 11,712 | 9,807 | 9,928 |
| Gains: | | | |
| Males (NPS) | 11,712 | 9,807 | 9,928 |
| Females (NPS) | 3,479 | 2,930 | 2,965 |
| Civilian Life | 3,606 | 3,129 | 3,168 |
| Active Component | 3,065 | 2,660 | 2,692 |
| Pay Group B (IMA) | 51 | 257 | 57 |
| Other Reserve Status/Component | 6,475 | 5,619 | 5,688 |
| All Other | 1,878 | 1,629 | 1,650 |
| Full-time Active Duty | 744 | 845 | 845 |
| Total Gains | <u>31,010</u> | <u>26,876</u> | <u>26,993</u> |
| Losses: | | | |
| Expiration of Selected Reserve Service | 7,346 | 7,552 | 7,423 |
| Active Component | 57 | 58 | 57 |
| To Officer Status | 876 | 900 | 885 |
| Retired Reserves | 1,158 | 1,191 | 1,171 |
| Pay Group B (IMA) | 44 | 57 | 57 |
| Other Reserve Status/Component | 2,373 | 2,440 | 2,398 |
| All Other | 16,444 | 16,905 | 16,616 |
| Full-time Active Duty (AGR) | 791 | 845 | 845 |
| Total Losses | <u>29,089</u> | <u>29,948</u> | <u>29,452</u> |
| * Unaccounted Gain/Loss | -1 | -1,534 | -1 |
| End Strength | 161,963 | 157,357 | 154,897 |

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

| | <u>FY 2015 Actual</u> | | | <u>FY 2016 Estimate</u> | | | <u>FY 2017 Estimate</u> | | |
|-----------------------------------|-----------------------|------------------|------------------|-------------------------|------------------|------------------|-------------------------|------------------|------------------|
| | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> |
| PAY GROUP A | | | | | | | | | |
| Active Duty Training | 110,492 | 286,715 | 397,207 | 127,199 | 257,179 | 384,378 | 139,223 | 269,411 | 408,634 |
| Inactive Duty Training | 308,338 | 678,292 | 986,630 | 349,674 | 641,169 | 990,843 | 364,949 | 637,122 | 1,002,071 |
| Unit Training Assemblies | 294,747 | 651,159 | 945,906 | 339,694 | 620,469 | 960,163 | 355,600 | 628,791 | 984,391 |
| Flight Training | 2,047 | 571 | 2,618 | 2,243 | 4,329 | 6,572 | 2,226 | 822 | 3,048 |
| Training Preparation | 9,653 | 23,761 | 33,414 | 6,699 | 15,646 | 22,345 | 5,424 | 4,723 | 10,147 |
| Military Funeral Honors | 1,891 | 2,801 | 4,692 | 1,038 | 725 | 1,763 | 1,699 | 2,786 | 4,485 |
| Clothing | 372 | 13,804 | 14,176 | 1,229 | 26,120 | 27,349 | 1,197 | 24,045 | 25,242 |
| Subsistence of Enlisted Personnel | 0 | 2,018 | 2,018 | 0 | 44,446 | 44,446 | 0 | 43,861 | 43,861 |
| Travel | 31,019 | 58,514 | 89,533 | 33,620 | 41,713 | 75,333 | 25,982 | 43,238 | 69,220 |
| TOTAL DIRECT OBLIGATIONS | 450,221 | 1,039,343 | 1,489,564 | 511,722 | 1,010,627 | 1,522,349 | 531,351 | 1,017,677 | 1,549,028 |
| PAY GROUP B | | | | | | | | | |
| Active Duty Training | 10,123 | 1,599 | 11,722 | 9,384 | 2,580 | 11,964 | 9,145 | 1,329 | 10,474 |
| Inactive Duty Training | 19,655 | 2,884 | 22,539 | 24,405 | 4,634 | 29,039 | 23,989 | 3,951 | 27,940 |
| Travel | 4,821 | 908 | 5,729 | 2,772 | 717 | 3,489 | 1,929 | 675 | 2,604 |
| TOTAL DIRECT OBLIGATIONS | 34,599 | 5,391 | 39,990 | 36,561 | 7,931 | 44,492 | 35,063 | 5,955 | 41,018 |
| PAY GROUP F | | | | | | | | | |
| Active Duty Training | 0 | 160,410 | 160,410 | 0 | 185,990 | 185,990 | 0 | 181,005 | 181,005 |
| Clothing | 0 | 31,437 | 31,437 | 0 | 20,442 | 20,442 | 0 | 24,672 | 24,672 |
| Subsistence of Enlisted Personnel | 0 | 469 | 469 | 0 | 204 | 204 | 0 | 389 | 389 |
| Travel | 0 | 7,559 | 7,559 | 0 | 10,090 | 10,090 | 0 | 10,458 | 10,458 |
| TOTAL DIRECT OBLIGATIONS | 0 | 199,875 | 199,875 | 0 | 216,726 | 216,726 | 0 | 216,524 | 216,524 |
| PAY GROUP P | | | | | | | | | |
| Inactive Duty Training | 0 | 11,926 | 11,926 | 0 | 13,326 | 13,326 | 0 | 11,514 | 11,514 |
| TOTAL DIRECT OBLIGATIONS | 0 | 11,926 | 11,926 | 0 | 13,326 | 13,326 | 0 | 11,514 | 11,514 |

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

| | <u>FY 2015 Actual</u> | | | <u>FY 2016 Estimate</u> | | | <u>FY 2017 Estimate</u> | | |
|---|-----------------------|-----------------|--------------|-------------------------|-----------------|--------------|-------------------------|-----------------|--------------|
| | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> |
| MOBILIZATION TRAINING | | | | | | | | | |
| Muster/Screening | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Readiness Training | 1,560 | 249 | 1,809 | 320 | 0 | 320 | 326 | 0 | 326 |
| TOTAL DIRECT OBLIGATIONS | 1,560 | 249 | 1,809 | 320 | 0 | 320 | 326 | 0 | 326 |
| SCHOOL TRAINING | | | | | | | | | |
| Career Development Training | 28,057 | 10,753 | 38,810 | 43,707 | 54,715 | 98,422 | 43,636 | 47,503 | 91,139 |
| Initial Skill Acquisition Training | 18,176 | 43,071 | 61,247 | 6,618 | 34,026 | 40,644 | 11,197 | 47,453 | 58,650 |
| Officer Candidate/Training School | 0 | 11,392 | 11,392 | 0 | 8,617 | 8,617 | 0 | 11,474 | 11,474 |
| Refresher and Proficiency Training | 12,928 | 43,860 | 56,788 | 20,701 | 37,202 | 57,903 | 25,926 | 34,801 | 60,727 |
| Undergraduate Pilot/Navigator Training | 401 | 651 | 1,052 | 5,193 | 0 | 5,193 | 2,768 | 0 | 2,768 |
| TOTAL DIRECT OBLIGATIONS | 59,562 | 109,727 | 169,289 | 76,219 | 134,560 | 210,779 | 83,527 | 141,231 | 224,758 |
| SPECIAL TRAINING | | | | | | | | | |
| Competitive Events | 205 | 410 | 615 | 57 | 210 | 267 | 57 | 185 | 242 |
| Command/Staff Supervision | 10,592 | 5,322 | 15,914 | 13,510 | 9,400 | 22,910 | 14,715 | 7,390 | 22,105 |
| Exercises | 1,610 | 1,977 | 3,587 | 13,306 | 12,386 | 25,692 | 15,220 | 14,994 | 30,214 |
| Management Support | 36,949 | 32,561 | 69,510 | 12,991 | 14,578 | 27,569 | 15,087 | 12,117 | 27,204 |
| Operational Training | 66,389 | 78,081 | 144,470 | 75,790 | 91,650 | 167,440 | 85,665 | 108,922 | 194,587 |
| Recruiting/Retention | 692 | 3,821 | 4,513 | 1,019 | 6,160 | 7,179 | 1,021 | 6,238 | 7,259 |
| TOTAL DIRECT OBLIGATIONS | 116,437 | 122,172 | 238,609 | 116,673 | 134,384 | 251,057 | 131,765 | 149,846 | 281,611 |
| ADMINISTRATION AND SUPPORT | | | | | | | | | |
| Full Time Pay and Allowances | 684,871 | 1,099,673 | 1,784,544 | 660,326 | 1,132,515 | 1,792,841 | 683,508 | 1,173,260 | 1,856,768 |
| Clothing | 0 | 5,168 | 5,168 | 53 | 6,332 | 6,385 | 55 | 4,384 | 4,439 |
| COLA | 2,659 | 15,876 | 18,535 | 3,924 | 7,747 | 11,671 | 3,744 | 7,906 | 11,650 |
| Travel | 23,504 | 54,412 | 77,916 | 14,383 | 43,456 | 57,839 | 16,852 | 42,046 | 58,898 |
| Death Gratuities | 0 | 0 | 0 | 163 | 367 | 530 | 200 | 400 | 600 |
| Disability and Hospitalization Benefits | 1,926 | 11,874 | 13,800 | 1,817 | 7,349 | 9,166 | 1,827 | 7,959 | 9,786 |
| Reserve Incentive Programs | 37,123 | 145,839 | 182,962 | 69,085 | 118,512 | 187,597 | 56,716 | 121,978 | 178,694 |
| TOTAL DIRECT OBLIGATIONS | 750,083 | 1,332,842 | 2,082,925 | 749,751 | 1,316,278 | 2,066,029 | 762,902 | 1,357,933 | 2,120,835 |

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

| | <u>FY 2015 Actual</u> | | | <u>FY 2016 Estimate</u> | | | <u>FY 2017 Estimate</u> | | |
|---|-----------------------|-----------------|---------------|-------------------------|-----------------|---------------|-------------------------|-----------------|---------------|
| | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> |
| EDUCATION BENEFITS | | | | | | | | | |
| Basic Benefit | 302 | 0 | 302 | 0 | 0 | 0 | 0 | 0 | 0 |
| Kicker Program | 0 | 9,642 | 9,642 | 0 | 11,922 | 11,922 | 0 | 4,124 | 4,124 |
| Chapter 1607 | 0 | 0 | 0 | 0 | 6,458 | 6,458 | 0 | 0 | 0 |
| TOTAL DIRECT OBLIGATIONS | <u>302</u> | <u>9,642</u> | <u>9,944</u> | <u>0</u> | <u>18,380</u> | <u>18,380</u> | <u>0</u> | <u>4,124</u> | <u>4,124</u> |
| BRANCH OFFICER BASIC COURSE-RESERVE COMPONENTS | | | | | | | | | |
| Active Duty Training | 36,183 | 0 | 36,183 | 44,340 | 0 | 44,340 | 37,712 | 0 | 37,712 |
| Uniform Allowance | 297 | 0 | 297 | 902 | 0 | 902 | 695 | 0 | 695 |
| Travel | 7,721 | 0 | 7,721 | 9,553 | 0 | 9,553 | 8,782 | 0 | 8,782 |
| TOTAL DIRECT OBLIGATIONS | <u>44,201</u> | <u>0</u> | <u>44,201</u> | <u>54,795</u> | <u>0</u> | <u>54,795</u> | <u>47,189</u> | <u>0</u> | <u>47,189</u> |
| HEALTH PROFESSIONS SCHOLARSHIP PROGRAM | | | | | | | | | |
| Stipend | 12,481 | 0 | 12,481 | 37,589 | 0 | 37,589 | 36,241 | 0 | 36,241 |
| Uniform Allowance | 0 | 0 | 0 | 179 | 0 | 179 | 176 | 0 | 176 |
| Active Duty Training | 11,894 | 0 | 11,894 | 15,370 | 0 | 15,370 | 16,958 | 0 | 16,958 |
| Travel | 4,267 | 0 | 4,267 | 0 | 0 | 0 | 0 | 0 | 0 |
| Critical Skill Accession Bonus | 30,057 | 0 | 30,057 | 6,000 | 0 | 6,000 | 6,100 | 0 | 6,100 |
| TOTAL DIRECT OBLIGATIONS | <u>58,699</u> | <u>0</u> | <u>58,699</u> | <u>59,138</u> | <u>0</u> | <u>59,138</u> | <u>59,475</u> | <u>0</u> | <u>59,475</u> |
| MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP) | | | | | | | | | |
| Stipend | 126 | 0 | 126 | 408 | 0 | 408 | 400 | 0 | 400 |
| Active Duty Training | 96 | 0 | 96 | 59 | 0 | 59 | 62 | 0 | 62 |
| TOTAL DIRECT OBLIGATIONS | <u>222</u> | <u>0</u> | <u>222</u> | <u>467</u> | <u>0</u> | <u>467</u> | <u>462</u> | <u>0</u> | <u>462</u> |

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

| | <u>FY 2015 Actual</u> | | | <u>FY 2016 Estimate</u> | | | <u>FY 2017 Estimate</u> | | |
|--------------------------------------|-----------------------|------------------|------------------|-------------------------|------------------|------------------|-------------------------|------------------|------------------|
| | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> | <u>Officer</u> | <u>Enlisted</u> | <u>Total</u> |
| NURSE CANDIDATE BONUS PROGRAM | | | | | | | | | |
| Nurse Candidate Bonus | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL DIRECT OBLIGATIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CHAPLAIN CANDIDATE PROGRAM | | | | | | | | | |
| Active Duty Training | 2,316 | 0 | 2,316 | 4,247 | 0 | 4,247 | 3,905 | 0 | 3,905 |
| Uniform Allowance | 59 | 0 | 59 | 56 | 0 | 56 | 50 | 0 | 50 |
| Travel | 791 | 0 | 791 | 1,003 | 0 | 1,003 | 884 | 0 | 884 |
| TOTAL DIRECT OBLIGATIONS | 3,166 | 0 | 3,166 | 5,306 | 0 | 5,306 | 4,839 | 0 | 4,839 |
| TOTAL DIRECT PROGRAM | 1,519,052 | 2,831,167 | 4,350,219 | 1,610,952 | 2,852,212 | 4,463,164 | 1,656,899 | 2,904,804 | 4,561,703 |

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

| | FY 2016 President's Budget | Congres -sional Action | Appropri- ation | Internal Realign/ Reprogram | Subtotal | Proposed DD 1415 Actions | FY 2016 in FY 2017 Pres. Budget |
|--|---|---------------------------------------|----------------------------|--|-----------------|---|--|
| Pay Group A | | | | | | | |
| PG A, Pay and Allowances, Annual Training | 393,536 | -9,158 | 384,378 | 0 | 384,378 | 0 | 384,378 |
| PG A, IDT Pay & Allow, Unit Training Assemblies | 960,163 | 0 | 960,163 | 0 | 960,163 | 0 | 960,163 |
| PG A, IDT Pay & Allow, Military Funeral Honors | 1,763 | 0 | 1,763 | 0 | 1,763 | 0 | 1,763 |
| PG A, IDT Pay & Allow, Additional Drill Assemblies | 38,205 | -9,288 | 28,917 | 0 | 28,917 | 0 | 28,917 |
| PG A, Individual Clothing and Uniforms | 27,349 | 0 | 27,349 | 0 | 27,349 | 0 | 27,349 |
| PG A, Subsistence of Enlisted Personnel | 44,945 | -499 | 44,446 | 0 | 44,446 | 0 | 44,446 |
| PG A, Travel, Annual Training | 77,400 | -2,067 | 75,333 | 0 | 75,333 | 0 | 75,333 |
| Total Direct Obligation | 1,543,361 | -21,012 | 1,522,349 | 0 | 1,522,349 | 0 | 1,522,349 |
| Pay Group B | | | | | | | |
| PG B, Pay and Allowances, Annual Training | 11,964 | 0 | 11,964 | 0 | 11,964 | 0 | 11,964 |
| PG B, Pay and Allowances, Inactive Duty Training | 29,039 | 0 | 29,039 | 0 | 29,039 | 0 | 29,039 |
| PG B, Travel, Annual Training | 3,489 | 0 | 3,489 | 0 | 3,489 | 0 | 3,489 |
| Total Direct Obligation | 44,492 | 0 | 44,492 | 0 | 44,492 | 0 | 44,492 |
| Pay Group F | | | | | | | |
| PG F, Pay and Allowances, Annual Training | 200,972 | -14,982 | 185,990 | 0 | 185,990 | 0 | 185,990 |
| PG F, Individual Clothing and Uniforms | 22,175 | -1,733 | 20,442 | 0 | 20,442 | 0 | 20,442 |
| PG F, Subsistence of Enlisted Personnel | 222 | -18 | 204 | 0 | 204 | 0 | 204 |
| PG F, Travel, Annual Training | 10,945 | -855 | 10,090 | 0 | 10,090 | 0 | 10,090 |
| Total Direct Obligation | 234,314 | -17,588 | 216,726 | 0 | 216,726 | 0 | 216,726 |
| Pay Group P | | | | | | | |
| PG P, Pay and Allowances, Inactive Duty Training | 13,326 | 0 | 13,326 | 0 | 13,326 | 0 | 13,326 |
| Total Direct Obligation | 13,326 | 0 | 13,326 | 0 | 13,326 | 0 | 13,326 |
| Mobilization Training | | | | | | | |
| Mobilization, IRR Sustainment Training | 320 | 0 | 320 | 0 | 320 | 0 | 320 |
| Total Direct Obligation | 320 | 0 | 320 | 0 | 320 | 0 | 320 |

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

| | FY 2016 President's Budget | Congres -sional Action | Appropri- ation | Internal Realign/ Reprogram | Subtotal | Proposed DD 1415 Actions | FY 2016 in FY 2017 Pres. Budget |
|--|---|---------------------------------------|----------------------------|--|-----------------|---|--|
| School Training | | | | | | | |
| Schools, Leader Development Training | 102,745 | -4,323 | 98,422 | 0 | 98,422 | 0 | 98,422 |
| Schools, Initial Skill Acquisition Training | 41,256 | -612 | 40,644 | 0 | 40,644 | 0 | 40,644 |
| Schools, Officer Candidate School (OCS) | 8,807 | -190 | 8,617 | 0 | 8,617 | 0 | 8,617 |
| Schools, Refresher and Proficiency Training | 57,950 | -47 | 57,903 | 0 | 57,903 | 0 | 57,903 |
| Schools, Undergraduate Pilot Training | 5,193 | 0 | 5,193 | 0 | 5,193 | 0 | 5,193 |
| Total Direct Obligation | 215,951 | -5,172 | 210,779 | 0 | 210,779 | 0 | 210,779 |
| Special Training | | | | | | | |
| Special, Competitive Events | 289 | -22 | 267 | 0 | 267 | 0 | 267 |
| Special, Command and Staff Supervision | 24,721 | -1,811 | 22,910 | 0 | 22,910 | 0 | 22,910 |
| Special, Exercises | 27,679 | -1,987 | 25,692 | 0 | 25,692 | 0 | 25,692 |
| Special, Management Support | 29,387 | -1,818 | 27,569 | 0 | 27,569 | 0 | 27,569 |
| Special, Operational Training | 205,204 | -37,764 | 167,440 | 0 | 167,440 | 0 | 167,440 |
| Special, Recruiting | 2,352 | -1 | 2,351 | 0 | 2,351 | 0 | 2,351 |
| Special, Retention | 4,828 | 0 | 4,828 | 0 | 4,828 | 0 | 4,828 |
| Total Direct Obligation | 294,460 | -43,403 | 251,057 | 0 | 251,057 | 0 | 251,057 |
| Administration and Support | | | | | | | |
| AGR, Full Time Pay and Allowances | 1,792,841 | 0 | 1,792,841 | 0 | 1,792,841 | 0 | 1,792,841 |
| AGR, Clothing | 6,385 | 0 | 6,385 | 0 | 6,385 | 0 | 6,385 |
| AGR, COLA | 11,671 | 0 | 11,671 | 0 | 11,671 | 0 | 11,671 |
| AGR, Travel, Permanent Change of Station (PCS) | 57,839 | 0 | 57,839 | 0 | 57,839 | 0 | 57,839 |
| DEATH GRATUITIES | 530 | 0 | 530 | 0 | 530 | 0 | 530 |
| Disability and Hospitalization Benefits | 9,800 | -634 | 9,166 | 0 | 9,166 | 0 | 9,166 |
| HEALTH PROFESSIONS INCENTIVES (HPI) | 63,747 | 0 | 63,747 | 0 | 63,747 | 0 | 63,747 |
| Reserve Incentive Program | 123,850 | 0 | 123,850 | 0 | 123,850 | 0 | 123,850 |
| Total Direct Obligation | 2,066,663 | -634 | 2,066,029 | 0 | 2,066,029 | 0 | 2,066,029 |
| Education Benefits | | | | | | | |
| Education Benefits, Kicker Program | 11,922 | 0 | 11,922 | 0 | 11,922 | 0 | 11,922 |
| Education Benefits, Chapter 1607 | 6,458 | 0 | 6,458 | 0 | 6,458 | 0 | 6,458 |
| Total Direct Obligation | 18,380 | 0 | 18,380 | 0 | 18,380 | 0 | 18,380 |

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

| | FY 2016 President's Budget | Congres -sional Action | Appropri- ation | Internal Realign/ Reprogram | Subtotal | Proposed DD 1415 Actions | FY 2016 in FY 2017 Pres. Budget |
|--|---|---------------------------------------|----------------------------|--|------------------|---|--|
| Health Professions Scholarship Program | | | | | | | |
| HP, Monthly Stipend | 37,997 | 0 | 37,997 | 0 | 37,997 | 0 | 37,997 |
| HP, Individual Clothing and Uniform Allowances | 179 | 0 | 179 | 0 | 179 | 0 | 179 |
| HP, Pay and Allowances, Active Duty for Training | 15,430 | -1 | 15,429 | 0 | 15,429 | 0 | 15,429 |
| HP, Accession Bonus | 6,000 | 0 | 6,000 | 0 | 6,000 | 0 | 6,000 |
| Total Direct Obligation | <u>59,606</u> | <u>-1</u> | <u>59,605</u> | <u>0</u> | <u>59,605</u> | <u>0</u> | <u>59,605</u> |
| Branch Officers Leadership Course | | | | | | | |
| BOBC, Pay and Allowances, Active Duty for Training | 44,340 | 0 | 44,340 | 0 | 44,340 | 0 | 44,340 |
| BOBC, Individual Clothing and Uniform Allowances | 902 | 0 | 902 | 0 | 902 | 0 | 902 |
| BOBC, Travel, Active Duty for Training | 9,553 | 0 | 9,553 | 0 | 9,553 | 0 | 9,553 |
| Total Direct Obligation | <u>54,795</u> | <u>0</u> | <u>54,795</u> | <u>0</u> | <u>54,795</u> | <u>0</u> | <u>54,795</u> |
| Chaplain Candidate Program | | | | | | | |
| CCP, Pay and Allowances, Active Duty for Training | 4,247 | 0 | 4,247 | 0 | 4,247 | 0 | 4,247 |
| CCP, Individual Clothing and Uniform Allowances | 56 | 0 | 56 | 0 | 56 | 0 | 56 |
| CCP, Travel, Active Duty for Training | 1,003 | 0 | 1,003 | 0 | 1,003 | 0 | 1,003 |
| Total Direct Obligation | <u>5,306</u> | <u>0</u> | <u>5,306</u> | <u>0</u> | <u>5,306</u> | <u>0</u> | <u>5,306</u> |
| Total Direct Program | 4,550,974 | -87,810 | 4,463,164 | 0 | 4,463,164 | 0 | 4,463,164 |

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

| | <u>FY 2015 Actual</u> | | <u>FY 2016 Estimate</u> | | <u>FY 2017 Estimate</u> | |
|-----------------------------------|-----------------------|--------------------|-------------------------|--------------------|-------------------------|--------------------|
| | <u>Basic Pay</u> | <u>Retired Pay</u> | <u>Basic Pay</u> | <u>Retired Pay</u> | <u>Basic Pay</u> | <u>Retired Pay</u> |
| Pay Group A | | | | | | |
| Officer | 296,480 | 66,708 | 343,473 | 78,999 | 345,915 | 81,636 |
| Enlisted | 727,627 | 163,716 | 627,561 | 144,339 | 608,157 | 143,525 |
| Subtotal | <u>1,024,107</u> | <u>230,424</u> | <u>971,034</u> | <u>223,338</u> | <u>954,072</u> | <u>225,161</u> |
| Pay Group B | | | | | | |
| Officer | 24,978 | 5,620 | 25,830 | 5,941 | 23,500 | 5,546 |
| Enlisted | 3,915 | 881 | 4,304 | 990 | 3,912 | 923 |
| Subtotal | <u>28,893</u> | <u>6,501</u> | <u>30,134</u> | <u>6,931</u> | <u>27,412</u> | <u>6,469</u> |
| Pay Group F | | | | | | |
| Enlisted | 107,653 | 24,222 | 115,665 | 26,603 | 126,712 | 29,904 |
| Pay Group P | | | | | | |
| Enlisted | 6,956 | 1,565 | 10,648 | 2,449 | 8,886 | 2,097 |
| Mobilization Training | | | | | | |
| Officer | 871 | 196 | 0 | 0 | 0 | 0 |
| Enlisted | 178 | 40 | 0 | 0 | 0 | 0 |
| Subtotal | <u>1,049</u> | <u>236</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| School Training | | | | | | |
| Officer | 31,169 | 7,013 | 41,635 | 9,576 | 42,516 | 10,034 |
| Enlisted | 60,294 | 13,566 | 66,505 | 15,296 | 63,992 | 15,102 |
| Subtotal | <u>91,463</u> | <u>20,579</u> | <u>108,140</u> | <u>24,872</u> | <u>106,508</u> | <u>25,136</u> |
| Special Training | | | | | | |
| Officer | 54,074 | 12,167 | 63,405 | 14,583 | 60,216 | 14,211 |
| Enlisted | 59,440 | 13,374 | 68,617 | 15,782 | 67,317 | 15,887 |
| Subtotal | <u>113,514</u> | <u>25,541</u> | <u>132,022</u> | <u>30,365</u> | <u>127,533</u> | <u>30,098</u> |
| Administration and Support | | | | | | |
| Officer | 384,894 | 123,936 | 373,790 | 117,370 | 421,183 | 124,249 |
| Enlisted | 570,935 | 183,841 | 568,736 | 178,583 | 647,142 | 190,907 |
| Subtotal | <u>955,829</u> | <u>307,777</u> | <u>942,526</u> | <u>295,953</u> | <u>1,068,325</u> | <u>315,156</u> |

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

| | <u>FY 2015 Actual</u> | | <u>FY 2016 Estimate</u> | | <u>FY 2017 Estimate</u> | |
|-----------------------------------|-----------------------|--------------------|-------------------------|--------------------|-------------------------|--------------------|
| | <u>Basic Pay</u> | <u>Retired Pay</u> | <u>Basic Pay</u> | <u>Retired Pay</u> | <u>Basic Pay</u> | <u>Retired Pay</u> |
| Other | | | | | | |
| Branch Officers Leadership Course | 25,622 | 5,765 | 25,926 | 5,963 | 21,622 | 5,103 |
| Chaplain Candidate Program | 1,835 | 413 | 2,543 | 585 | 2,093 | 494 |
| Subtotal | <u>27,457</u> | <u>6,178</u> | <u>28,469</u> | <u>6,548</u> | <u>23,715</u> | <u>5,597</u> |
| Total Direct Program | | | | | | |
| Officer | 819,923 | 221,818 | 876,602 | 233,017 | 917,045 | 241,273 |
| Enlisted | 1,536,998 | 401,205 | 1,462,036 | 384,042 | 1,526,118 | 398,345 |
| Total | <u>2,356,921</u> | <u>623,023</u> | <u>2,338,638</u> | <u>617,059</u> | <u>2,443,163</u> | <u>639,618</u> |
| Reimbursable | | | | | | |
| Officer | 21,311 | 4,795 | 20,978 | 4,825 | 25,118 | 5,928 |
| Enlisted | 417 | 94 | 409 | 94 | 492 | 116 |
| Total | <u>21,728</u> | <u>4,889</u> | <u>21,387</u> | <u>4,919</u> | <u>25,610</u> | <u>6,044</u> |
| Total Program | | | | | | |
| Officer | 841,234 | 226,613 | 897,580 | 237,842 | 942,163 | 247,201 |
| Enlisted | 1,537,415 | 401,299 | 1,462,445 | 384,136 | 1,526,610 | 398,461 |
| Total | <u>2,378,649</u> | <u>627,912</u> | <u>2,360,025</u> | <u>621,978</u> | <u>2,468,773</u> | <u>645,662</u> |

The retired pay accrual percentages are as follows:

| | <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|-------------------|----------------|----------------|----------------|
| FULL TIME MEMBERS | 32.20 | 31.40 | 29.50 |
| PART TIME MEMBERS | 22.50 | 23.00 | 23.60 |

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------------------|-----------------------|-------------------------|-------------------------|
| Pay Group A | | | |
| Officer | 19,844 | 18,312 | 19,389 |
| Enlisted | 91,001 | 65,673 | 54,118 |
| Subtotal | <u>110,845</u> | <u>83,985</u> | <u>73,507</u> |
| Pay Group B | | | |
| Officer | 2,942 | 1,167 | 1,132 |
| Enlisted | 515 | 205 | 198 |
| Subtotal | <u>3,457</u> | <u>1,372</u> | <u>1,330</u> |
| Pay Group F | | | |
| Enlisted | 26,436 | 22,058 | 14,201 |
| Mobilization Training | | | |
| Officer | 167 | 0 | 0 |
| Enlisted | 33 | 0 | 0 |
| Subtotal | <u>200</u> | <u>0</u> | <u>0</u> |
| School Training | | | |
| Officer | 10,121 | 9,001 | 10,330 |
| Enlisted | 23,244 | 16,289 | 17,236 |
| Subtotal | <u>33,365</u> | <u>25,290</u> | <u>27,566</u> |
| Special Training | | | |
| Officer | 18,623 | 10,886 | 11,358 |
| Enlisted | 24,610 | 14,008 | 18,215 |
| Subtotal | <u>43,233</u> | <u>24,894</u> | <u>29,573</u> |
| Administration and Support | | | |
| Officer | 55,505 | 111,011 | 111,130 |
| Enlisted | 101,925 | 247,251 | 247,431 |
| Subtotal | <u>157,430</u> | <u>358,262</u> | <u>358,561</u> |

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Other | | | |
| Health Professions Scholarship Program | 3,787 | 3,921 | 4,777 |
| Medical Financial Assistance Program | 79 | 14 | 16 |
| Branch Officers Leadership Course | 8,490 | 7,854 | 7,173 |
| Chaplain Candidate Program | 553 | 741 | 839 |
| Subtotal | <u>12,909</u> | <u>12,530</u> | <u>12,805</u> |
| Total Direct Program | | | |
| Officer | 120,111 | 162,907 | 166,144 |
| Enlisted | 267,764 | 365,484 | 351,399 |
| Total | <u>387,875</u> | <u>528,391</u> | <u>517,543</u> |

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------------------|-----------------------|-------------------------|-------------------------|
| Pay Group A | | | |
| Officer | 31,019 | 33,620 | 25,982 |
| Enlisted | 58,514 | 41,713 | 43,238 |
| Subtotal | <u>89,533</u> | <u>75,333</u> | <u>69,220</u> |
| Pay Group B | | | |
| Officer | 4,821 | 2,772 | 1,929 |
| Enlisted | 908 | 717 | 675 |
| Subtotal | <u>5,729</u> | <u>3,489</u> | <u>2,604</u> |
| Pay Group F | | | |
| Enlisted | 7,559 | 10,090 | 10,458 |
| Mobilization Training | | | |
| Officer | 590 | 0 | 0 |
| Enlisted | 70 | 0 | 0 |
| Subtotal | <u>660</u> | <u>0</u> | <u>0</u> |
| School Training | | | |
| Officer | 13,162 | 15,659 | 17,149 |
| Enlisted | 21,342 | 33,734 | 39,112 |
| Subtotal | <u>34,504</u> | <u>49,393</u> | <u>56,261</u> |
| Special Training | | | |
| Officer | 22,289 | 23,144 | 20,464 |
| Enlisted | 21,539 | 26,975 | 26,706 |
| Subtotal | <u>43,828</u> | <u>50,119</u> | <u>47,170</u> |
| Administration and Support | | | |
| Officer | 23,504 | 14,383 | 16,852 |
| Enlisted | 54,412 | 43,456 | 42,046 |
| Subtotal | <u>77,916</u> | <u>57,839</u> | <u>58,898</u> |

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

| | <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|--|-----------------------|-------------------------|-------------------------|
| Other | | | |
| Health Professions Scholarship Program | 4,267 | 0 | 0 |
| Branch Officers Leadership Course | 7,721 | 9,553 | 8,782 |
| Chaplain Candidate Program | 791 | 1,003 | 884 |
| Subtotal | <u>12,779</u> | <u>10,556</u> | <u>9,666</u> |
| Total Direct Program | | | |
| Officer | 108,164 | 100,134 | 92,042 |
| Enlisted | 164,344 | 156,685 | 162,235 |
| Total | <u>272,508</u> | <u>256,819</u> | <u>254,277</u> |
| Reimbursable | | | |
| Officer | 1,339 | 3,999 | 4,913 |
| Enlisted | 26 | 78 | 96 |
| Total | <u>1,365</u> | <u>4,077</u> | <u>5,009</u> |
| Total Program | | | |
| Officer | 109,503 | 104,133 | 96,955 |
| Enlisted | 164,370 | 156,763 | 162,331 |
| Total | <u>273,873</u> | <u>260,896</u> | <u>259,286</u> |

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

| | <u>FY 2015 Actual</u> | | <u>FY 2016 Estimate</u> | | <u>FY 2017 Estimate</u> | |
|-----------------------------------|-----------------------|--------------|-------------------------|---------------|-------------------------|---------------|
| | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> |
| Pay Group A | | | | | | |
| Officer | 462 | 0 | 3,695 | 0 | 3,607 | 0 |
| Enlisted | 0 | 2,018 | 0 | 44,446 | 0 | 43,861 |
| Subtotal | <u>462</u> | <u>2,018</u> | <u>3,695</u> | <u>44,446</u> | <u>3,607</u> | <u>43,861</u> |
| Pay Group B | | | | | | |
| Officer | 41 | 0 | 191 | 0 | 186 | 0 |
| Enlisted | 9 | 0 | 72 | 0 | 69 | 0 |
| Subtotal | <u>50</u> | <u>0</u> | <u>263</u> | <u>0</u> | <u>255</u> | <u>0</u> |
| Pay Group F | | | | | | |
| Enlisted | 0 | 469 | 0 | 204 | 0 | 389 |
| Mobilization Training | | | | | | |
| Officer | 4 | 0 | 0 | 0 | 0 | 0 |
| Enlisted | 1 | 0 | 0 | 0 | 0 | 0 |
| Subtotal | <u>5</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| School Training | | | | | | |
| Officer | 247 | 0 | 1,579 | 0 | 1,868 | 0 |
| Enlisted | 614 | 0 | 3,182 | 0 | 3,957 | 0 |
| Subtotal | <u>861</u> | <u>0</u> | <u>4,761</u> | <u>0</u> | <u>5,825</u> | <u>0</u> |
| Special Training | | | | | | |
| Officer | 458 | 0 | 2,165 | 0 | 2,484 | 0 |
| Enlisted | 654 | 0 | 6,471 | 0 | 7,798 | 0 |
| Subtotal | <u>1,112</u> | <u>0</u> | <u>8,636</u> | <u>0</u> | <u>10,282</u> | <u>0</u> |
| Administration and Support | | | | | | |
| Officer | 710 | 0 | 14,382 | 0 | 13,651 | 0 |
| Enlisted | 1,833 | 0 | 57,898 | 0 | 54,924 | 0 |
| Subtotal | <u>2,543</u> | <u>0</u> | <u>72,280</u> | <u>0</u> | <u>68,575</u> | <u>0</u> |

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

| | <u>FY 2015 Actual</u> | | <u>FY 2016 Estimate</u> | | <u>FY 2017 Estimate</u> | |
|--|-----------------------|--------------|-------------------------|---------------|-------------------------|---------------|
| | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> | <u>BAS</u> | <u>SIK</u> |
| Other | | | | | | |
| Health Professions Scholarship Program | 101 | 0 | 612 | 0 | 619 | 0 |
| Medical Financial Assistance Program | 2 | 0 | 2 | 0 | 2 | 0 |
| Branch Officers Leadership Course | 219 | 0 | 1,648 | 0 | 1,550 | 0 |
| Chaplain Candidate Program | 14 | 0 | 156 | 0 | 146 | 0 |
| Subtotal | <u>336</u> | <u>0</u> | <u>2,418</u> | <u>0</u> | <u>2,317</u> | <u>0</u> |
| Total Direct Program | | | | | | |
| Officer | 2,258 | 0 | 24,430 | 0 | 24,113 | 0 |
| Enlisted | 3,111 | 2,487 | 67,623 | 44,650 | 66,748 | 44,250 |
| Total | <u>5,369</u> | <u>2,487</u> | <u>92,053</u> | <u>44,650</u> | <u>90,861</u> | <u>44,250</u> |
| Reimbursable | | | | | | |
| Officer | 10,195 | 0 | 8,864 | 0 | 10,890 | 0 |
| Enlisted | 200 | 0 | 174 | 0 | 214 | 0 |
| Subtotal | <u>10,395</u> | <u>0</u> | <u>9,038</u> | <u>0</u> | <u>11,104</u> | <u>0</u> |
| Total Program | | | | | | |
| Officer | 12,453 | 0 | 33,294 | 0 | 35,003 | 0 |
| Enlisted | 3,311 | 2,487 | 67,797 | 44,650 | 66,962 | 44,250 |
| Total | <u>15,764</u> | <u>2,487</u> | <u>101,091</u> | <u>44,650</u> | <u>101,965</u> | <u>44,250</u> |

Note: In FY2015, approximately \$125M in subsistence was erroneously included in base pay. FY 2016 subsistence aligns to historical execution levels. FY 2017 funding restored Operational Rations.

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

| | | | |
|--------------------------------|------------------------------------|-----------|------------------|
| FY2016 Direct Program | | | 4,463,164 |
| | Basic Pay | 31,482 | |
| | Stipend | 793 | |
| | Education Benefits | 215 | |
| | Retirement Pay | 8,777 | |
| | Basic Allowance for Housing | 11,221 | |
| | Basic Allowance for Subsistence | 3,135 | |
| | FICA | 2,390 | |
| | Other Pay | 5,014 | |
| | Travel Pay | 4,623 | |
| | Subsistence Pay | 1,518 | |
| | Initial Clothing Uniform Allowance | 671 | |
| | Bonus Pay | 108 | |
| | Replacement Clothing | 317 | |
| | Cost of Living Allowance | 455 | |
| Total Increases Pricing | | | 70,719 |
| | Basic Pay | 124,133 | |
| | Other Pay | 129,838 | |
| | Basic Allowance for Housing | 5,012 | |
| | Basic Allowance for Subsistence | 2,691 | |
| | FICA | 9,903 | |
| | Retirement Pay | 18,654 | |
| | Travel Pay | 6,183 | |
| | Initial Clothing Uniform Allowance | 3,863 | |
| | Subsistence Pay | 178 | |
| Total Increases Program | | | 300,455 |
| Total Increases | | | 371,174 |
| Total Decreases Pricing | Other Pay | (444) | (444) |
| | Basic Pay | (49,500) | |
| | Travel Pay | (13,348) | |
| | Basic Allowance for Housing | (51,892) | |
| | Education Benefits | (8,013) | |
| | Other Pay | (114,437) | |
| | Basic Allowance for Subsistence | (6,577) | |
| | Initial Clothing Uniform Allowance | (2,071) | |
| | Retirement Pay | (3,336) | |
| | Stipend | (8,599) | |
| | Subsistence Pay | (2,096) | |
| | Bonus | (8) | |
| | Replacement Clothing | (2,636) | |

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

| | | | |
|--------------------------------|--------------------------|---------|------------------|
| | FICA | (8,134) | |
| | Cost of Living Allowance | (476) | |
| | RPA | (1,068) | |
| Total Decreases Program | | | (272,191) |
| Total Decreases | | | (272,635) |
| FY2017 Direct Program | | | 4,561,703 |

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 1,489,564 | 1,522,349 | 1,549,028 |

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 2017 contains a net price and program increase of \$26.7 million inclusive of a 1.6% pay raise in FY 2017 (0.3% above FY 2016). Funding of the reserve force supports additional individual and collective training for the Soldiers and units in the Sustainment Readiness Model (SRM) cycle that need to be available to support Combatant Commander Operational Plan (COCOM OPLAN) requirements in the event of execution of any contingency plans. These units, upon completion of prescribed training, will become part of the available and ready force pool for a specified Fiscal Year. Readiness will be achieved by the execution of rigorous training events such as Warrior Exercises (WAREX) and Combat Support Training Exercises (CSTX) that provide the level of training necessary for Soldiers/ Units to meet OPLAN readiness requirements 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 forty-eight (48) each fiscal year for any aircrew member.

Military Funeral Honors – Military 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)**

| | | | |
|--------------------------------|------------------------------------|----------|------------------|
| FY2016 Direct Program | | | 1,522,349 |
| | Basic Pay | 12,623 | |
| | Basic Allowance for Housing | 1,764 | |
| | Basic Allowance for Subsistence | 126 | |
| | Other Pay | 284 | |
| | Retirement Pay | 2,891 | |
| | FICA | 966 | |
| | Travel Pay | 1,356 | |
| | Subsistence Pay | 1,511 | |
| | Initial Clothing Uniform Allowance | 289 | |
| | Replacement Clothing | 203 | |
| Total Increases Pricing | | | 22,013 |
| | Other Pay | 65,318 | |
| Total Increases Program | | | 65,318 |
| Total Increases | | | 87,331 |
| | Basic Pay | (29,586) | |
| | Travel Pay | (7,469) | |
| | Subsistence Pay | (2,096) | |
| | Replacement Clothing | (584) | |
| | Initial Clothing Uniform Allowance | (2,015) | |
| | Basic Allowance for Housing | (12,242) | |
| | FICA | (5,378) | |
| | Basic Allowance for Subsistence | (214) | |
| | RPA | (1,068) | |
| Total Decreases Program | | | (60,652) |
| Total Decreases | | | (60,652) |
| FY2017 Direct Program | | | 1,549,028 |

**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. In FY 2016 decrease in Enlisted funding and average strength results in lower Enlisted participation rate. Annual Training funding increased in FY 2017 by \$24.2M, supporting a 4% increase in paid participants, a 1.6% pay raise, 173 more Officers average strength and an increase in Enlisted participation rates from FY 2016 to FY 2017. The 3,871 Soldier decrease in Enlisted average strength from FY 2016 to FY 2017 supports the FY 2017 strength plan to meet the Army Reserve's manpower requirement of 195,000.

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</u> | | |
|--------------------|-----------------|-------------|----------------|-----------------|-------------|----------------|-----------------|-------------|----------------|
| | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Officer | | | | | | | | | |
| Average Strength | 29,602 | | | 32,822 | | | 32,995 | | |
| Participation Rate | 78 | | | 80 | | | 86 | | |
| Paid Participants | 23,067 | 4,790 | 110,492 | 26,216 | 4,852 | 127,199 | 28,240 | 4,930 | 139,223 |
| Enlisted | | | | | | | | | |
| Average Strength | 139,871 | | | 137,181 | | | 133,310 | | |
| Participation Rate | 71 | | | 64 | | | 68 | | |
| Paid Participants | 98,799 | 2,902 | 286,715 | 87,476 | 2,940 | 257,179 | 90,202 | 2,987 | 269,411 |
| Total | 121,866 | | 397,207 | 113,692 | | 384,378 | 118,442 | | 408,634 |

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. In FY 2016 decrease in Enlisted funding and average strength results in lower Enlisted participation rate. In FY 2017 funding increase \$24.2 million to improve readiness supported by a realignment of funds from Additional Drill Assemblies.

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</u> | | |
|--------------------|-----------------|-------------|----------------|-----------------|-------------|----------------|-----------------|-------------|----------------|
| | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Officer | | | | | | | | | |
| Average Strength | 29,602 | | | 32,822 | | | 32,995 | | |
| Participation Rate | 72 | | | 73 | | | 75 | | |
| Paid Participants | 21,170 | 13,923 | 294,747 | 24,085 | 14,104 | 339,694 | 24,816 | 14,329 | 355,600 |
| Enlisted | | | | | | | | | |
| Average Strength | 139,871 | | | 137,181 | | | 133,310 | | |
| Participation Rate | 63 | | | 60 | | | 63 | | |
| Paid Participants | 88,257 | 7,378 | 651,159 | 82,691 | 7,503 | 620,469 | 83,717 | 7,511 | 628,791 |
| Total | 109,427 | | 945,906 | 106,776 | | 960,163 | 108,533 | | 984,391 |

**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. 85% of missions consist of a 2 member team and 15% of the missions consist of a 9 member team. 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 2015 Army Reserve performed 14,762 missions, 7,000 more funeral honors duties than projected. In 2016 and beyond the Department of Veterans Affairs projected fewer missions, however the Army Reserve performs additional missions from other services (after right of first refusal), exceeding projections. In 2017 the program increase of \$2.7 million supports the increase of missions performed by the Army Reserve.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 3,255 | 581 | 1,891 | 1,764 | 588 | 1,038 | 2,841 | 598 | 1,699 |
| Enlisted | 13,866 | 202 | 2,801 | 3,543 | 205 | 725 | 13,401 | 208 | 2,786 |
| Total | 17,121 | | 4,692 | 5,307 | | 1,763 | 16,242 | | 4,485 |

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. The decrease from FY 2016 to FY 2017 is due to a realignment of funding to AT/IDT.

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. The decrease from FY 2016 to FY 2017 is due to a realignment of funding to AT/IDT.

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 forty-eight (48) each fiscal year for any aircrew member. The decrease from FY 2016 to FY 2017 is due to a realignment of funding AT/IDT.

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

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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> |
| Additional Flight Training Assemblies | | | | | | | | | |
| Officer | 226 | 9,058 | 2,047 | 244 | 9,193 | 2,243 | 239 | 9,314 | 2,226 |
| Enlisted | 252 | 2,266 | 571 | 1,886 | 2,295 | 4,329 | 352 | 2,335 | 822 |
| Subtotal | <u>478</u> | | <u>2,618</u> | <u>2,130</u> | | <u>6,572</u> | <u>591</u> | | <u>3,048</u> |
| Additional Training Assemblies | | | | | | | | | |
| Officer | 2,012 | 2,646 | 5,323 | 381 | 2,682 | 1,022 | 208 | 2,721 | 566 |
| Enlisted | 5,819 | 3,204 | 18,643 | 517 | 3,244 | 1,677 | 281 | 3,302 | 928 |
| Subtotal | <u>7,831</u> | | <u>23,966</u> | <u>898</u> | | <u>2,699</u> | <u>489</u> | | <u>1,494</u> |
| Readiness Management Assemblies | | | | | | | | | |
| Officer | 1,857 | 2,332 | 4,330 | 2,403 | 2,362 | 5,677 | 2,024 | 2,400 | 4,858 |
| Enlisted | 3,513 | 1,457 | 5,118 | 9,464 | 1,476 | 13,969 | 2,531 | 1,499 | 3,795 |
| Subtotal | <u>5,370</u> | | <u>9,448</u> | <u>11,867</u> | | <u>19,646</u> | <u>4,555</u> | | <u>8,653</u> |

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

| | FY 2015 | | FY 2016 | | FY 2017 | |
|---|-----------------|---------------|-----------------|---------------|-----------------|---------------|
| | <u>Strength</u> | <u>Amount</u> | <u>Strength</u> | <u>Amount</u> | <u>Strength</u> | <u>Amount</u> |
| Total Pay and Allowances, Inactive Duty Training (IDT) | 200,273 | 986,630 | 190,205 | 990,843 | 188,182 | 1,002,071 |

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.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|-------------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> | <u>Number</u> | <u>Rate</u> | <u>Amount</u> |
| Initial | | | | | | | | | |
| Officer | 930 | 400 | 372 | 3,073 | 400 | 1,229 | 2,993 | 400 | 1,197 |
| Enlisted | 6,634 | 629 | 4,173 | 23,161 | 640 | 14,823 | 20,137 | 652 | 13,129 |
| Subtotal | <u>7,564</u> | | <u>4,545</u> | <u>26,234</u> | | <u>16,052</u> | <u>23,130</u> | | <u>14,326</u> |
| Additional | | | | | | | | | |
| Enlisted | 28,465 | 338 | 9,631 | 32,840 | 344 | 11,297 | 31,189 | 350 | 10,916 |
| TOTAL | <u>36,029</u> | | <u>14,176</u> | <u>59,074</u> | | <u>27,349</u> | <u>54,319</u> | | <u>25,242</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 FY2015, approximately \$125 million in subsistence was erroneously included in base pay. FY 2016 subsistence aligns to historical execution levels. FY 2017 funding restored Operational Rations.

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

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|-------------------------------|---------------|----------------|-------------|---------------|----------------|----------------|-------------|---------------|----------------|----------------|-------------|---------------|
| | <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> |
| Annual Training | | | | | | | | | | | | |
| Field Rations | 7,994 | 124,417 | 12 | 1,493 | 121,344 | 1,861,750 | 12 | 21,842 | 101,411 | 1,602,417 | 11 | 18,254 |
| Operational Rations | 90 | 1,375 | 48 | 66 | 0 | 0 | 0 | 0 | 2,777 | 42,531 | 48 | 2,041 |
| Subtotal | 8,084 | | | 1,559 | 121,344 | | | 21,842 | 104,188 | | | 20,295 |
| Inactive Duty Training | | | | | | | | | | | | |
| Field Rations | 7,994 | 38,250 | 12 | 459 | 121,344 | 1,883,667 | 12 | 22,604 | 101,411 | 1,963,833 | 12 | 23,566 |
| Total | <u>16,078</u> | | | <u>2,018</u> | <u>242,688</u> | | | <u>44,446</u> | <u>205,599</u> | | | <u>43,861</u> |

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

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

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|----------------|-------------|---------------|----------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 31,978 | 970 | 31,019 | 34,047 | 987 | 33,620 | 25,847 | 1,005 | 25,982 |
| Enlisted | 100,195 | 584 | 58,514 | 70,163 | 595 | 41,713 | 71,443 | 605 | 43,238 |
| Total | 132,173 | | 89,533 | 104,210 | | 75,333 | 97,290 | | 69,220 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 39,990 | 44,492 | 41,018 |

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 mobilization. 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 Department of the Army, G-3.

In FY 2017, program funding decrease 8% due to historical execution. Average Strength increase 14% in response to higher demand signals for Army Reserve's unique global command capabilities and an End Strength Objective of 4,000.

Annual Training (AT) – A normal period of active duty for training consists of 14 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.

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)**

| | | | |
|--------------------------------|---------------------------------|---------|----------------|
| FY2016 Direct Program | | | 44,492 |
| | Basic Pay | 482 | |
| | Basic Allowance for Housing | 34 | |
| | Basic Allowance for Subsistence | 9 | |
| | Other Pay | 6 | |
| | Retirement Pay | 110 | |
| | FICA | 37 | |
| | Travel Pay | 63 | |
| Total Increases Pricing | | | 741 |
| | FICA | 66 | |
| | Other Pay | 538 | |
| Total Increases Program | | | 604 |
| Total Increases | | | 1,345 |
| | Basic Pay | (3,206) | |
| | Basic Allowance for Housing | (76) | |
| | Basic Allowance for Subsistence | (17) | |
| | Retirement Pay | (572) | |
| | Travel Pay | (948) | |
| Total Decreases Program | | | (4,819) |
| Total Decreases | | | (4,819) |
| FY2017 Direct Program | | | 41,018 |

**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. End Strength grows from 2,656 beginning FY 2016 to an anticipated 4,000 in FY 2017, resulting in 14% increase in average strengths. Funding decrease 12.5% due to historical execution.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------------|-----------------|-------------|---------------|-----------------|-------------|---------------|-----------------|-------------|---------------|
| | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Officer | | | | | | | | | |
| Average Strength | 2,037 | | | 2,568 | | | 3,008 | | |
| Participation Rate | 87 | | | 63 | | | 52 | | |
| Paid Participants | 1,781 | 5,684 | 10,123 | 1,630 | 5,757 | 9,384 | 1,563 | 5,851 | 9,145 |
| Enlisted | | | | | | | | | |
| Average Strength | 578 | | | 767 | | | 872 | | |
| Participation Rate | 72 | | | 86 | | | 38 | | |
| Paid Participants | 415 | 3,853 | 1,599 | 662 | 3,897 | 2,580 | 335 | 3,967 | 1,329 |
| Total | 2,196 | | 11,722 | 2,292 | | 11,964 | 1,898 | | 10,474 |

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. In FY 2017 funding decrease \$1.1 million due to historical execution.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------------|-----------------|-------------|---------------|-----------------|-------------|---------------|-----------------|-------------|---------------|
| | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Officer | | | | | | | | | |
| Average Strength | 2,037 | | | 2,568 | | | 3,008 | | |
| Participation Rate | 72 | | | 70 | | | 58 | | |
| Paid Participants | 1,471 | 13,362 | 19,655 | 1,803 | 13,536 | 24,405 | 1,744 | 13,755 | 23,989 |
| Enlisted | | | | | | | | | |
| Average Strength | 578 | | | 767 | | | 872 | | |
| Participation Rate | 50 | | | 60 | | | 44 | | |
| Paid Participants | 291 | 9,911 | 2,884 | 462 | 10,030 | 4,634 | 387 | 10,209 | 3,951 |
| Total | 1,762 | | 22,539 | 2,265 | | 29,039 | 2,131 | | 27,940 |

**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 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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 | 2,026 | 2,380 | 4,821 | 1,144 | 2,423 | 2,772 | 782 | 2,467 | 1,929 |
| Enlisted | 1,717 | 529 | 908 | 1,331 | 539 | 717 | 1,231 | 548 | 675 |
| Total | 3,743 | | 5,729 | 2,475 | | 3,489 | 2,013 | | 2,604 |

Reimbursable Program:

| <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|----------------|----------------|----------------|
| <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| 1,388 | 1,400 | 1,721 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 199,875 | 216,726 | 216,524 |

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 lengths (average 141 days combined).

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 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 graduates are fully qualified.

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

| | | | |
|--------------------------------|------------------------------------|----------|-----------------|
| FY2016 Direct Program | | | 216,726 |
| | Basic Pay | 1,851 | |
| | Basic Allowance for Housing | 551 | |
| | Retirement Pay | 437 | |
| | Other Pay | 231 | |
| | FICA | 142 | |
| | Travel Pay | 182 | |
| | Subsistence Pay | 7 | |
| | Initial Clothing Uniform Allowance | 368 | |
| Total Increases Pricing | | | 3,769 |
| | Basic Pay | 9,196 | |
| | Retirement Pay | 2,864 | |
| | FICA | 1,468 | |
| | Initial Clothing Uniform Allowance | 3,862 | |
| | Travel Pay | 186 | |
| | Subsistence Pay | 178 | |
| Total Increases Program | | | 17,754 |
| Total Increases | | | 21,523 |
| | Other Pay | (13,317) | |
| | Basic Allowance for Housing | (8,408) | |
| Total Decreases Program | | | (21,725) |
| Total Decreases | | | (21,725) |
| FY2017 Direct Program | | | 216,524 |

**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 2015 | | | FY 2016 | | | FY 2017 | | |
|---------|--------|---------|---------|--------|---------|---------|--------|---------|
| Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| 15,942 | 10,062 | 160,410 | 18,247 | 10,193 | 185,990 | 17,478 | 10,356 | 181,005 |

Individual Clothing and Uniform Allowance, Initial Active Duty for Training, Enlisted: These funds provide Phase I 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 to include their current cost. The rate displays a composite rate that includes Phase I Enlisted male and female clothing bag and Cash Allowance rates. The Phase I clothing amount realigns to Cash Allowance beginning in FY 2016 due to programming changes, and phased out in FY 2017.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|----------------|---------------|-------|---------------|---------------|-------|---------------|---------------|-------|---------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Phase I | 9,471 | 1,892 | 17,920 | 96 | 1,823 | 175 | 0 | 0 | 0 |
| Cash Allowance | 7,144 | 1,892 | 13,517 | 10,961 | 1,849 | 20,267 | 12,810 | 1,926 | 24,672 |
| Total | 16,615 | | 31,437 | 11,057 | | 20,442 | 12,810 | | 24,672 |

**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 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|----------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 168 | 39,083 | 12 | 469 | 124 | 17,000 | 12 | 204 | 217 | 32,417 | 12 | 389 |

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 2015 | | | FY 2016 | | | FY 2017 | | |
|--|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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> |
| | 8,334 | 907 | 7,559 | 10,928 | 923 | 10,090 | 11,126 | 940 | 10,458 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 11,926 | 13,326 | 11,514 |

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 2017, there is a \$1.8 million decrease in funding due to End Strength reduction to 195,000.

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

| | | | |
|--------------------------------|----------------|---------|----------------|
| FY2016 Direct Program | | | 13,326 |
| | Basic Pay | 170 | |
| | Retirement Pay | 561 | |
| | FICA | 4 | |
| Total Increases Pricing | | | 735 |
| | FICA | 299 | |
| Total Increases Program | | | 299 |
| Total Increases | | | 1,034 |
| | Basic Pay | (1,933) | |
| | Retirement Pay | (913) | |
| Total Decreases Program | | | (2,846) |
| Total Decreases | | | (2,846) |
| FY2017 Direct Program | | | 11,514 |

**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 awaiting Inactive Duty Training (IADT) or Advanced Individual Training (AIT) or both and performing no more than 36 Battle Assemblies with their unit per year. The dollar rate is an annual rate which includes base pay, retired pay accrual, and FICA. In FY 2017, there is a 13.6% or \$1.8 million decrease in Enlisted funding due to End Strength reduction to 195,000. The decrease in funding and increase in the dollar rate results in lower paid participants. The higher average strength is due to a 17% increase in the FY 2017 Army Reserve Accession Mission. Participation rates decrease due to higher average strength and less paid participants.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------------|-----------------|-------------|---------------|-----------------|-------------|---------------|-----------------|-------------|---------------|
| | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> | <u>Strength</u> | <u>Rate</u> | <u>Amount</u> |
| Enlisted | | | | | | | | | |
| Average Strength | 4,258 | | | 5,020 | | | 5,302 | | |
| Participation Rate | 87 | | | 81 | | | 65 | | |
| Paid Participants | 3,704 | 3,220 | 11,926 | 4,073 | 3,272 | 13,326 | 3,464 | 3,324 | 11,514 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 1,809 | 320 | 326 |

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 had 97,040 IRR Soldiers in FY 2015. Each year the Army Reserve reaches 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 2017, there is a program increase of \$6K.

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

| | | | | | |
|--------------------------------|-----------|--|--|---|------------|
| FY2016 Direct Program | | | | | 320 |
| | Other Pay | | | 6 | |
| Total Increases Pricing | | | | | 6 |
| Total Increases | | | | | 6 |
| FY2017 Direct Program | | | | | 326 |

**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 2017 funding increases by \$6K due to inflation.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 235 | 3,055 | 6,644 | 1,560 | 48 | 624 | 6,730 | 320 | 48 | 624 | 6,838 | 326 |
| Enlisted | 58 | 754 | 4,286 | 249 | 0 | 0 | 4,342 | 0 | 0 | 0 | 4,411 | 0 |
| Total | 293 | | | 1,809 | 48 | | | 320 | 48 | | | 326 |

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 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 204 | 0 | 0 | 0 | 207 | 0 | 0 | 0 | 210 | 0 |
| Enlisted | 0 | 0 | 204 | 0 | 0 | 0 | 207 | 0 | 0 | 0 | 210 | 0 |
| Total | 0 | | | 0 | 0 | | | 0 | 0 | | | 0 |

GRAND TOTAL Mobilization Training

| | FY 2015 | | FY 2016 | | FY 2017 | |
|--------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|
| | <u>Strength</u> | <u>Amount</u> | <u>Strength</u> | <u>Amount</u> | <u>Strength</u> | <u>Amount</u> |
| Officer | 235 | 1,560 | 48 | 320 | 48 | 326 |
| Enlisted | 58 | 249 | 0 | 0 | 0 | 0 |
| Total | 293 | 1,809 | 48 | 320 | 48 | 326 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 169,289 | 210,779 | 224,758 |

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 2017, school training funding increases 6.2% or \$14 million due to; (1) increased demand, (2) staff and faculty cost previously paid in the Special Training category are now included in the cost of schools (3) retraining of Soldiers entering the Army Reserve from the Active component will increase demand for Initial Skills, and (4) force structure changes necessitate both Initial Skills and Functional schooling to maintain readiness, in support of Combatant Commander requirements.

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

| | | | |
|--------------------------------|---------------------------------|----------|-----------------|
| FY2016 Direct Program | | | 210,779 |
| | Basic Pay | 1,730 | |
| | Basic Allowance for Housing | 531 | |
| | Basic Allowance for Subsistence | 166 | |
| | Retirement Pay | 396 | |
| | FICA | 132 | |
| | Travel Pay | 889 | |
| Total Increases Pricing | | | 3,844 |
| | Basic Allowance for Subsistence | 1,339 | |
| | Travel Pay | 5,979 | |
| | Other Pay | 29,813 | |
| Total Increases Program | | | 37,131 |
| Total Increases | | | 40,975 |
| | Other Pay | (181) | |
| Total Decreases Pricing | | | (181) |
| | Basic Pay | (3,362) | |
| | Basic Allowance for Housing | (23,064) | |
| | FICA | (257) | |
| | Retirement Pay | (132) | |
| Total Decreases Program | | | (26,815) |
| Total Decreases | | | (26,996) |
| FY2017 Direct Program | | | 224,758 |

**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 2016, staff and faculty mandays and funding realigned to Schools programs from Special Training. In FY 2017, funds decrease \$7.3 million in order to resource additional Initial Skills and Refresher Training seats. These seats educate Soldiers and provide for career progression IAW force structure requirements and readiness levels.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 2,770 | 63,714 | 440 | 28,057 | 4,261 | 97,998 | 446 | 43,707 | 4,188 | 96,327 | 453 | 43,636 |
| Enlisted | 2,145 | 49,326 | 218 | 10,753 | 10,764 | 247,579 | 221 | 54,715 | 9,220 | 212,067 | 224 | 47,503 |
| Total | 4,915 | | | 38,810 | 15,025 | | | 98,422 | 13,408 | | | 91,139 |

Initial Skill Acquisition Training: Provides training to acquire initial military and/or specialty skills. The skills include initial skill training and retraining of Officer and 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 2017, the USAR re-prioritized funds and restored it back into Initial Skill Acquisition Training. The additional \$18 million in funding bought back approximately 2,137 Enlisted and 90 Officer student seats.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 705 | 43,682 | 416 | 18,176 | 254 | 15,720 | 421 | 6,618 | 422 | 26,161 | 428 | 11,197 |
| Enlisted | 15,193 | 227,889 | 189 | 43,071 | 11,876 | 178,147 | 191 | 34,026 | 16,223 | 243,349 | 195 | 47,453 |
| Total | 15,898 | | | 61,247 | 12,130 | | | 40,644 | 16,645 | | | 58,650 |

**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 2017, program increased by \$2.9 million due to 47 OCS seats and increased instructor mandays to cover student growth.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|----------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 989 | 42,507 | 268 | 11,392 | 739 | 31,797 | 271 | 8,617 | 967 | 41,572 | 276 | 11,474 |

Refresher and Proficiency Training: Supports training to attain and maintain functional skills and Additional Skill Identifier (ASI) or Special Qualification Identifier (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 2017 funds increase \$2.8 million to support 3,160 functional training seats and 347 additional skill identifier school seats.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 684 | 28,729 | 450 | 12,928 | 1,081 | 45,397 | 456 | 20,701 | 1,333 | 55,996 | 463 | 25,926 |
| Enlisted | 4,144 | 149,184 | 294 | 43,860 | 3,468 | 124,839 | 298 | 37,202 | 3,190 | 114,855 | 303 | 34,801 |
| Total | 4,828 | | | 56,788 | 4,549 | | | 57,903 | 4,523 | | | 60,727 |

**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 2017, the program decreased by 47% or \$2.4 million due to a reduction of USAR Initial Entry Rotary Wing (IERW) training seats and historical execution.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 24 | 902 | 444 | 401 | 312 | 11,540 | 450 | 5,193 | 164 | 6,057 | 457 | 2,768 |
| Enlisted | 82 | 2,214 | 294 | 651 | 0 | 0 | 298 | 0 | 0 | 0 | 303 | 0 |
| Total | 106 | | | 1,052 | 312 | | | 5,193 | 164 | | | 2,768 |

GRAND TOTAL School Training

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|-----------------|----------------|----------------|-----------------|----------------|----------------|-----------------|----------------|----------------|
| | <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 | 4,183 | 137,027 | 59,562 | 5,908 | 170,655 | 76,219 | 6,107 | 184,541 | 83,527 |
| Enlisted | 22,553 | 471,120 | 109,727 | 26,847 | 582,362 | 134,560 | 29,600 | 611,843 | 141,231 |
| Total | 26,736 | | 169,289 | 32,755 | | 210,779 | 35,707 | | 224,758 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 238,609 | 251,057 | 281,611 |

PART I - PURPOSE AND SCOPE

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

In FY 2017, Special Training increased \$30.6 million in order to improve readiness with 15% increase in Exercises and 14% increase in Operational Training.

In FY 2017, there was a decrease in Special Training of \$18,123 thousand required for the Department to comply with the Bipartisan Budget Act of 2015 and realigned to the Army Reserve FY 2017 Overseas Contingency Operations (OCO) Budget request.

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

| | | | |
|--------------------------------|---------------------------------|---------|-----------------|
| FY2016 Direct Program | | | 251,057 |
| | Basic Pay | 1,716 | |
| | Basic Allowance for Housing | 523 | |
| | Basic Allowance for Subsistence | 294 | |
| | Retirement Pay | 393 | |
| | FICA | 131 | |
| | Travel Pay | 902 | |
| Total Increases Pricing | | | 3,959 |
| | Other Pay | 34,022 | |
| | Basic Allowance for Housing | 4,156 | |
| | Basic Allowance for Subsistence | 1,352 | |
| Total Increases Program | | | 39,530 |
| Total Increases | | | 43,489 |
| | Other Pay | (120) | |
| Total Decreases Pricing | | | (120) |
| | Basic Pay | (6,204) | |
| | Retirement Pay | (660) | |
| | FICA | (2,100) | |
| | Travel Pay | (3,851) | |
| Total Decreases Program | | | (12,815) |
| Total Decreases | | | (12,935) |
| FY2017 Direct Program | | | 281,611 |

**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 Army Reserve Soldiers (ARS) 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 ARS support such training and competition, as well as support tours for marksmanship training. In FY 2017, there was a decrease due to travel efficiencies.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 68 | 408 | 502 | 205 | 19 | 112 | 509 | 57 | 18 | 110 | 517 | 57 |
| Enlisted | 164 | 1,314 | 312 | 410 | 83 | 665 | 316 | 210 | 72 | 576 | 321 | 185 |
| Total | 232 | | | 615 | 102 | | | 267 | 90 | | | 242 |

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 2017, there was a program decrease due to a reduction in SAVs and staff inspections based on historical execution.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 2,085 | 20,850 | 508 | 10,592 | 2,623 | 26,233 | 515 | 13,510 | 2,814 | 28,136 | 523 | 14,715 |
| Enlisted | 1,591 | 19,092 | 278 | 5,322 | 2,778 | 33,333 | 282 | 9,400 | 2,153 | 25,839 | 286 | 7,390 |
| Total | 3,676 | | | 15,914 | 5,401 | | | 22,910 | 4,967 | | | 22,105 |

**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, 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 2016, funding realigns between Exercises, Management Support, and Operational Training due to FY 2015 execution anomalies with Army Program Elements (APEs). In FY 2017, funding increase 15% or \$4.5 million to provide units and Observer Controller/Trainers (OC-Ts) additional days to support the Total Army Training Integration (TATI) in accordance with the Army Total Force Policy (ATFP).

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 547 | 3,832 | 420 | 1,610 | 4,473 | 31,308 | 425 | 13,306 | 5,045 | 35,313 | 431 | 15,220 |
| Enlisted | 1,050 | 8,401 | 235 | 1,977 | 6,478 | 51,824 | 239 | 12,386 | 7,713 | 61,704 | 243 | 14,994 |
| Total | 1,597 | | | 3,587 | 10,951 | | | 25,692 | 12,758 | | | 30,214 |

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. In FY 2017, funding reduced to support schools and other priorities.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 7,142 | 92,851 | 397 | 36,949 | 2,486 | 32,316 | 402 | 12,991 | 2,838 | 36,888 | 409 | 15,087 |
| Enlisted | 9,841 | 127,931 | 254 | 32,561 | 4,363 | 56,724 | 257 | 14,578 | 3,571 | 46,425 | 261 | 12,117 |
| Total | 16,983 | | | 69,510 | 6,849 | | | 27,569 | 6,409 | | | 27,204 |

**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 2017 funding increase 14% or \$27.1 million to support the Army Reserve Training Strategy (ARTS) to include: AT/IDT preparations to improve readiness, training to prepare for increased Combatant Command demands such as; Multicomponent support training, Battle Command training program, Mission Augmentation Requirements, Regional Training Sites- Medical Training, Emergency Preparedness Training/Operations, and Intelligence Training/ Activities, Cyber Training and etc. support the Army Reserve Training Strategy (ARTS) to include: AT/IDT preparations to improve readiness, training to prepare for increased Combatant Command demands such as; Multicomponent support training, Battle Command training program, Mission Augmentation Requirements, RTS-Medical Training, Emergency Preparedness Training/Operations, and Intelligence Training/ Activities, Cyber Training and etc.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|---------|------|----------------|---------------|---------|------|----------------|---------------|---------|------|----------------|
| | Number | Mandays | Rate | Amount | Number | Mandays | Rate | Amount | Number | Mandays | Rate | Amount |
| Officer | 19,373 | 174,355 | 380 | 66,389 | 21,873 | 196,857 | 385 | 75,790 | 24,344 | 219,092 | 391 | 85,665 |
| Enlisted | 42,759 | 342,070 | 228 | 78,081 | 49,594 | 396,753 | 231 | 91,650 | 57,937 | 463,498 | 235 | 108,922 |
| Total | 62,132 | | | 144,470 | 71,467 | | | 167,440 | 82,281 | | | 194,587 |

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

Recruiting: Includes support tours during which AR Soldiers assist the full-time recruiting force by establishing local referral networks within AR commands, and serve as peer recruiters. They appear at local high schools, public functions, and selected separation centers to discuss the opportunities and benefits of service in the Army Reserve. In FY 2017, funding increase by 25.5% or \$806 thousand to support Army Recruiter course pay and allowances and additional home town recruiters.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 13 | 376 | 5 | 25 | 254 | 382 | 97 | 24 | 235 | 388 | 91 |
| Enlisted | 52 | 515 | 231 | 119 | 963 | 9,632 | 234 | 2,254 | 1,288 | 12,882 | 238 | 3,066 |
| Total | 53 | | | 124 | 988 | | | 2,351 | 1,312 | | | 3,157 |

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. In FY 2017 funds reduced by 15% or \$726 thousand to support other priority programs.

| | FY 2015 | | | | FY 2016 | | | | FY 2017 | | | |
|--------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|---------------|----------------|-------------|---------------|
| | <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 | 233 | 1,631 | 421 | 687 | 309 | 2,164 | 426 | 922 | 307 | 2,148 | 433 | 930 |
| Enlisted | 1,704 | 15,336 | 241 | 3,702 | 1,779 | 16,008 | 244 | 3,906 | 1,421 | 12,790 | 248 | 3,172 |
| Total | 1,937 | | | 4,389 | 2,088 | | | 4,828 | 1,728 | | | 4,102 |

Reimbursable Program:

| | <u>FY 2015</u> | <u>FY 2016</u> | <u>FY 2017</u> |
|--|----------------|----------------|----------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| | 33,293 | 33,600 | 41,279 |

GRAND TOTAL Special Training

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|-----------------|----------------|----------------|-----------------|----------------|----------------|-----------------|----------------|----------------|
| | <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 | 29,449 | 293,940 | 116,437 | 31,808 | 289,244 | 116,673 | 35,390 | 321,922 | 131,765 |
| Enlisted | 57,161 | 514,659 | 122,172 | 66,038 | 564,939 | 134,384 | 74,155 | 623,714 | 149,846 |
| Total | 86,610 | | 238,609 | 97,846 | | 251,057 | 109,545 | | 281,611 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 2,082,925 | 2,066,029 | 2,120,835 |

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 2017, there is a \$54.8 million increase due to inflation and to maintaining average strength resulting from improved accession management.

Selective Reserve Incentive Program (SRIP)

In FY 2017, funds for Enlisted incentives are redistributed to optimize accessions, reenlistment, and critical skill management. Funds for the Health Professional Incentives (HPI) were reduced to match historical execution.

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

| | | | |
|--------------------------------|------------------------------------|----------|------------------|
| FY2016 Direct Program | | | 2,066,029 |
| | Basic Pay | 12,253 | |
| | Basic Allowance for Housing | 7,524 | |
| | Basic Allowance for Subsistence | 2,458 | |
| | Other Pay | 4,470 | |
| | Retirement Pay | 3,835 | |
| | FICA | 937 | |
| | Travel Pay | 1,041 | |
| | Initial Clothing Uniform Allowance | 1 | |
| | Replacement Clothing | 114 | |
| | Cost of Living Allowance | 455 | |
| Total Increases Pricing | | | 33,088 |
| | Basic Pay | 113,547 | |
| | Retirement Pay | 15,368 | |
| | FICA | 8,011 | |
| | Travel Pay | 18 | |
| | Initial Clothing Uniform Allowance | 1 | |
| Total Increases Program | | | 136,945 |
| Total Increases | | | 170,033 |
| | Basic Allowance for Housing | (7,225) | |
| | Cost of Living Allowance | (476) | |
| | Other Pay | (99,311) | |
| | Basic Allowance for Subsistence | (6,163) | |
| | Replacement Clothing | (2,052) | |
| Total Decreases Program | | | (115,227) |
| Total Decreases | | | (115,227) |
| FY2017 Direct Program | | | 2,120,835 |

**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 2017, funds support a 1.6% military pay raise.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|---------|------------------|---------------|---------|------------------|---------------|---------|------------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Officer | 4,381 | 156,328 | 684,871 | 4,306 | 153,350 | 660,326 | 4,305 | 158,771 | 683,508 |
| Enlisted | 11,726 | 93,781 | 1,099,673 | 11,943 | 94,827 | 1,132,515 | 11,947 | 98,205 | 1,173,260 |
| Total | 16,107 | | 1,784,544 | 16,249 | | 1,792,841 | 16,252 | | 1,856,768 |

Clothing: The funds requested will provide the prescribed initial and replacement clothing for personnel, in an Active Guard/Reserve (AGR) status as authorized in DODFMR VOL 7A, Chapter 29 and AR 700-84.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|------|--------------|---------------|------|--------------|---------------|------|--------------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| Officer | 0 | 0 | 0 | 271 | 196 | 53 | 275 | 200 | 55 |
| Enlisted | 15,156 | 341 | 5,168 | 18,248 | 347 | 6,332 | 12,349 | 355 | 4,384 |
| Total | 15,156 | | 5,168 | 18,519 | | 6,385 | 12,624 | | 4,439 |

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 2015 | | | FY 2016 | | | FY 2017 | | |
|---------------|---------|--------|--------|---------|--------|--------|---------|--------|--------|
| | Number | Rate | Amount | Number | Rate | Amount | Number | Rate | Amount |
| CONUS | | | | | | | | | |
| Officer | 53 | 8,340 | 442 | 100 | 8,400 | 840 | 69 | 8,507 | 587 |
| Enlisted | 193 | 7,482 | 1,444 | 343 | 7,563 | 2,594 | 276 | 7,696 | 2,124 |
| Subtotal | 246 | | 1,886 | 443 | | 3,434 | 345 | | 2,711 |
| OCONUS | | | | | | | | | |
| Officer | 114 | 19,447 | 2,217 | 157 | 19,643 | 3,084 | 158 | 19,981 | 3,157 |
| Enlisted | 691 | 20,886 | 14,432 | 244 | 21,119 | 5,153 | 269 | 21,494 | 5,782 |
| Subtotal | 805 | | 16,649 | 401 | | 8,237 | 427 | | 8,939 |
| TOTAL | | | | | | | | | |
| Officer | 167 | | 2,659 | 257 | | 3,924 | 227 | | 3,744 |
| Enlisted | 884 | | 15,876 | 587 | | 7,747 | 545 | | 7,906 |
| Total | 1,051 | | 18,535 | 844 | | 11,671 | 772 | | 11,650 |

**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 2017, PCS travel expenses increase \$1 million due to inflation.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 1,271 | 18,493 | 23,504 | 768 | 18,728 | 14,383 | 885 | 19,042 | 16,852 |
| Enlisted | 3,832 | 14,199 | 54,412 | 3,021 | 14,385 | 43,456 | 2,877 | 14,615 | 42,046 |
| Total | 5,103 | | 77,916 | 3,789 | | 57,839 | 3,762 | | 58,898 |

| | FY 2015 | | FY 2016 | | FY 2017 | |
|------------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|
| | <u>Strength</u> | <u>Amount</u> | <u>Strength</u> | <u>Amount</u> | <u>Strength</u> | <u>Amount</u> |
| Total AGR | 16,107 | 1,880,995 | 16,249 | 1,862,351 | 16,252 | 1,927,316 |

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 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 163 | 2 | 100,000 | 200 |
| Enlisted | 0 | 100,000 | 0 | 4 | 100,000 | 367 | 4 | 100,000 | 400 |
| Total | 0 | | 0 | 6 | | 530 | 6 | | 600 |

**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 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 100 | 19,219 | 1,926 | 95 | 19,219 | 1,817 | 95 | 19,219 | 1,827 |
| Enlisted | 880 | 13,498 | 11,874 | 544 | 13,498 | 7,349 | 590 | 13,498 | 7,959 |
| Total | 980 | | 13,800 | 639 | | 9,166 | 685 | | 9,786 |

Incentive Program: Funds provide for payment for two types of Selective Reserve Incentives: Health Profession Incentives and Selective Reserve Incentives. In FY 2017, there is a decrease in the Health Professions Incentives of \$11.1 million due to an decrease in medical retention bonus and loan repayment program. In FY 17, funds for Enlisted incentives are redistributed to optimize accessions, reenlistment, and critical skill management. Funds for the Health Professional Incentives (HPI) were reduced to match historical execution. 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 2015 | | | FY 2016 | | | FY 2017 | | |
|-------------------------------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 170 | 24,955 | 4,238 | 289 | 24,955 | 7,223 | 251 | 24,955 | 6,261 |
| Loan Repayment Program | 628 | 20,689 | 12,991 | 722 | 20,689 | 14,929 | 576 | 20,689 | 11,924 |
| Medical Recruiting Bonus | 530 | 17,731 | 9,392 | 947 | 17,731 | 16,785 | 969 | 17,731 | 17,190 |
| Medical Retention Bonus | 263 | 22,450 | 5,909 | 1,105 | 22,450 | 24,810 | 770 | 22,450 | 17,291 |
| Total | 1,591 | | 32,530 | 3,063 | | 63,747 | 2,566 | | 52,666 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 9,944 | 18,380 | 4,124 |

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.

The FY 2016 National Defense Authorization Act (P.L. 114-92), Section 555, ended the REAP Chapter 1607 effective November 25, 2015. The Department of Veterans Affairs (VA) can only grant REAP eligibility to those enrolled in school on November 24, 2015, or during their school's last term, quarter, or semester ending prior to that date. Veterans who were attending an educational institution on November 24, 2015, or during the last semester, quarter, or term ending prior to that date, are eligible to continue to receive REAP benefits until Nov. 25, 2019.

Veterans who have not enrolled in school and applied for REAP benefits prior to November. 25, 2015, are no longer eligible for REAP benefits. However, in most cases, those Veterans will be eligible for the Post-9/11 GI Bill.

In FY 2017, the \$14.3 million reduction in Reserve Personnel, Army Education Benefits is due to DoD Board of Actuaries changes.

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

| | | | |
|--------------------------------|--------------------|---------|-----------------|
| FY2016 Direct Program | | | 18,380 |
| | Stipend | 116 | |
| | Education Benefits | 215 | |
| Total Increases Pricing | | | 331 |
| Total Increases | | | 331 |
| | Education Benefits | (8,013) | |
| | Stipend | (6,574) | |
| Total Decreases Program | | | (14,587) |
| Total Decreases | | | (14,587) |
| FY2017 Direct Program | | | 4,124 |

**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. Funds are for payment to the Department of Defense Education Benefits Fund, which is a trust fund. The Chapter 1607 number of Veterans eligible to receive REAP benefits who were attending an educational institution on November 24, 2015, are eligible to continue to receive REAP benefits until November 25, 2019, even though no additional payments to the trust fund displays in FY 2017.

Most Veterans eligible for REAP are also eligible for the Post-9/11 GI Bill, which in many cases provides a greater financial benefit than REAP. VA is identifying Veterans who have applied for VA education benefits and are affected by this change and will notify them of their potential eligibility for other VA educational assistance programs like the Post-9/11 GI Bill. VA is identifying Veterans who have applied for VA education benefits and are affected by this change and will notify them of their potential eligibility for other VA educational assistance programs like the Post-9/11 GI Bill.

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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 | 0 | 0 | 302 | 0 | 0 | 0 | 0 | 0 | 0 |
| Enlisted | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subtotal Basic Benefit | <u>0</u> | | <u>302</u> | <u>0</u> | | <u>0</u> | <u>0</u> | | <u>0</u> |
| | | | | | | | | | |
| \$100 Kicker | 932 | 818 | 762 | 4,023 | 646 | 2,599 | 2,536 | 646 | 1,638 |
| \$200 Kicker | 1,815 | 1,763 | 3,200 | 5,317 | 1,431 | 7,608 | 1,553 | 1,431 | 2,222 |
| \$350 Kicker | 1,727 | 3,289 | 5,680 | 696 | 2,464 | 1,715 | 105 | 2,514 | 264 |
| Subtotal Kicker | <u>4,474</u> | | <u>9,642</u> | <u>10,036</u> | | <u>11,922</u> | <u>4,194</u> | | <u>4,124</u> |
| | | | | | | | | | |
| Less Than 90 Days | 353 | 0 | 0 | 251 | 1,398 | 351 | 151 | 0 | 0 |
| 91 Days up to 2 years | 3,877 | 0 | 0 | 3,949 | 1,527 | 6,030 | 1,662 | 0 | 0 |
| Greater than 2 Yrs | 41 | 0 | 0 | 71 | 1,085 | 77 | 18 | 0 | 0 |
| Subtotal Ch. 1607 | <u>4,271</u> | | <u>0</u> | <u>4,271</u> | | <u>6,458</u> | <u>1,831</u> | | <u>0</u> |
| | | | | | | | | | |
| Grand Total | <u>8,745</u> | | <u>9,944</u> | <u>14,307</u> | | <u>18,380</u> | <u>6,025</u> | | <u>4,124</u> |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 58,921 | 59,605 | 59,937 |

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 2017, funding is stable with inflation being offset with a slight reduction in Army strength.

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)**

| | | | |
|--------------------------------|------------------------------------|---------|----------------|
| FY2016 Direct Program | | | 59,605 |
| | Basic Pay | 201 | |
| | Basic Allowance for Housing | 82 | |
| | Basic Allowance for Subsistence | 21 | |
| | Retirement Pay | 46 | |
| | FICA | 6 | |
| | Stipend | 677 | |
| | Initial Clothing Uniform Allowance | 3 | |
| | Bonus Pay | 108 | |
| Total Increases Pricing | | | 1,144 |
| | Basic Pay | 1,390 | |
| | Basic Allowance for Housing | 774 | |
| | Retirement Pay | 422 | |
| | FICA | 59 | |
| Total Increases Program | | | 2,645 |
| Total Increases | | | 3,789 |
| Total Decreases Pricing | Other Pay | (143) | (143) |
| | Basic Allowance for Subsistence | (14) | |
| | Bonus | (8) | |
| | Other Pay | (1,261) | |
| | Initial Clothing Uniform Allowance | (6) | |
| | Stipend | (2,025) | |
| Total Decreases Program | | | (3,314) |
| Total Decreases | | | (3,457) |
| FY2017 Direct Program | | | 59,937 |

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 532 | 23,443 | 12,481 | 1,588 | 23,677 | 37,589 | 1,463 | 24,776 | 36,241 |
| Financial Assistance Program | 5 | 24,224 | 126 | 17 | 24,539 | 408 | 16 | 24,932 | 400 |
| Total | 537 | | 12,607 | 1,605 | | 37,997 | 1,479 | | 36,641 |

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.

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 0 | 400 | 0 | 448 | 400 | 179 | 440 | 400 | 176 |

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

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|--|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 1,085 | 10,966 | 11,894 | 1,384 | 11,109 | 15,370 | 1,503 | 11,286 | 16,958 |
| Financial Assistance Program | 32 | 2,977 | 96 | 20 | 3,016 | 59 | 20 | 3,064 | 62 |
| Total | 1,117 | | 11,990 | 1,404 | | 15,429 | 1,523 | | 17,020 |

**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 2015 | | | FY 2016 | | | FY 2017 | | |
|--|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 1,655 | 2,578 | 4,267 | 0 | 2,624 | 0 | 0 | 2,672 | 0 |

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

| | FY 2015 | | | FY 2016 | | | FY 2017 | | |
|------------------------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 1,503 | 20,000 | 30,057 | 300 | 20,000 | 6,000 | 305 | 20,000 | 6,100 |

| | FY 2015 | FY 2016 | FY 2017 |
|------------------------------------|---------------|---------------|---------------|
| | <u>Amount</u> | <u>Amount</u> | <u>Amount</u> |
| Completed Program Graduates | 591 | 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 2015 | | | FY 2016 | | | FY 2017 | | |
|--------------------------------------|---------------|-------------|---------------|---------------|-------------|---------------|---------------|-------------|---------------|
| | <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 | 0 | 10,000 | 0 | 0 | 10,000 | 0 | 0 | 10,000 | 0 |
| Health Prof.-Nurse Candidate Stipend | 0 | 26,890 | 0 | 0 | 27,644 | 0 | 0 | 28,418 | 0 |
| Total | 0 | | 0 | 0 | | 0 | 0 | | 0 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 44,201 | 54,795 | 47,189 |

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 2017, the program change of \$7.6 million due to the decrease in the number of participants, commensurate with the Army Reserve End Strength reduction.

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

| | | | |
|--------------------------------|------------------------------------|---------|----------------|
| FY2016 Direct Program | | | 54,795 |
| | Basic Pay | 415 | |
| | Basic Allowance for Housing | 196 | |
| | Retirement Pay | 98 | |
| | Other Pay | 17 | |
| | FICA | 32 | |
| | Travel Pay | 172 | |
| | Basic Allowance for Subsistence | 56 | |
| | Initial Clothing Uniform Allowance | 9 | |
| Total Increases Pricing | | | 995 |
| Total Increases | | | 995 |
| | Travel Pay | (943) | |
| | Other Pay | (548) | |
| | Initial Clothing Uniform Allowance | (42) | |
| | Basic Pay | (4,718) | |
| | Basic Allowance for Housing | (877) | |
| | Basic Allowance for Subsistence | (154) | |
| | Retirement Pay | (958) | |
| | FICA | (361) | |
| Total Decreases Program | | | (8,601) |
| Total Decreases | | | (8,601) |
| FY2017 Direct Program | | | 47,189 |

**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 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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 | 976 | 33,476 | 32,666 | 1,008 | 33,911 | 34,183 | 845 | 34,454 | 29,108 |
| AMEDD Officer's Basic Course | 72 | 23,158 | 1,661 | 317 | 23,459 | 7,447 | 272 | 23,834 | 6,476 |
| JAG Officer's Basic Course | 109 | 17,076 | 1,856 | 157 | 17,298 | 2,710 | 121 | 17,575 | 2,128 |
| Total | 1,157 | | 36,183 | 1,482 | | 44,340 | 1,238 | | 37,712 |

Uniform Allowances: The funds provide for Initial Uniform Allowances.

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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 | 398 | 400 | 159 | 1,315 | 400 | 526 | 1,233 | 400 | 493 |
| AMEDD Officer's Basic Course | 320 | 400 | 128 | 835 | 400 | 334 | 428 | 400 | 171 |
| JAG Officer's Basic Course | 25 | 400 | 10 | 105 | 400 | 42 | 78 | 400 | 31 |
| Total | 743 | | 297 | 2,255 | | 902 | 1,739 | | 695 |

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

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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 | 1,414 | 4,472 | 6,323 | 1,528 | 4,552 | 6,955 | 1,391 | 4,634 | 6,445 |
| AMEDD Officer's Basic Course | 105 | 3,444 | 362 | 579 | 3,500 | 2,028 | 537 | 3,565 | 1,915 |
| JAG Officer's Basic Course | 200 | 5,181 | 1,036 | 108 | 5,265 | 570 | 79 | 5,362 | 422 |
| Total | 1,719 | | 7,721 | 2,215 | | 9,553 | 2,007 | | 8,782 |

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

| <u>FY 2015 Actual</u> | <u>FY 2016 Estimate</u> | <u>FY 2017 Estimate</u> |
|-----------------------|-------------------------|-------------------------|
| 3,166 | 5,306 | 4,839 |

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 2017, the program change is \$0.5 million due to a decrease in the number of participants, commensurate with the Army Reserve End Strength reduction.

Chaplain Basic Officer Leadership Course (CHBOLC): 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 CHBOLC.

Chaplain Active Duty for Training Practicum (CADT): Members of this program serve on active duty with full pay and allowances up to 47 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)**

| | | | |
|--------------------------------|------------------------------------|-------|--------------|
| FY2016 Direct Program | | | 5,306 |
| | Basic Pay | 41 | |
| | Basic Allowance for Housing | 16 | |
| | Basic Allowance for Subsistence | 5 | |
| | Retirement Pay | 10 | |
| | FICA | 3 | |
| | Travel Pay | 18 | |
| | Initial Clothing Uniform Allowance | 1 | |
| Total Increases Pricing | | | 94 |
| | Basic Allowance for Housing | 82 | |
| | Other Pay | 147 | |
| Total Increases Program | | | 229 |
| Total Increases | | | 323 |
| | Basic Pay | (491) | |
| | Basic Allowance for Subsistence | (15) | |
| | Retirement Pay | (101) | |
| | Travel Pay | (137) | |
| | Initial Clothing Uniform Allowance | (8) | |
| | FICA | (38) | |
| Total Decreases Program | | | (790) |
| Total Decreases | | | (790) |
| FY2017 Direct Program | | | 4,839 |

**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, (88 days BOLOC and 47 Practicum) 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.

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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> |
| Chaplain Officer Basic Course | 85 | 12,113 | 1,025 | 222 | 12,270 | 2,725 | 207 | 12,430 | 2,571 |
| Chaplain Active Duty for Training | 154 | 8,400 | 1,291 | 179 | 8,509 | 1,522 | 155 | 8,619 | 1,334 |
| Total | 239 | | 2,316 | 401 | | 4,247 | 362 | | 3,905 |

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.

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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> |
| Chaplain Officer Basic Course | 148 | 400 | 59 | 140 | 400 | 56 | 125 | 400 | 50 |

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

| | <u>FY 2015</u> | | | <u>FY 2016</u> | | | <u>FY 2017</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> |
| Chaplain Officer Basic Course | 117 | 4,149 | 484 | 145 | 4,217 | 613 | 126 | 4,294 | 540 |
| Chaplain Active Duty for Training | 116 | 2,639 | 307 | 145 | 2,682 | 390 | 126 | 2,731 | 344 |
| Total | 233 | | 791 | 290 | | 1,003 | 252 | | 884 |

SECTION 5
SPECIAL ANALYSIS

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

| | <u>2015</u> | <u>2016</u> | <u>2017</u> |
|-------------------------------|---------------|---------------|---------------|
| Officer | | | |
| Basic Pay | 17,685 | 16,640 | 20,442 |
| Other Pay and Allowances | 10,195 | 8,864 | 10,890 |
| Travel | 1,339 | 3,999 | 4,913 |
| Total | <u>29,219</u> | <u>29,503</u> | <u>36,245</u> |
| Enlisted | | | |
| Basic Pay | 347 | 326 | 401 |
| Other Pay and Allowances | 200 | 174 | 214 |
| Travel | 26 | 78 | 96 |
| Total | <u>573</u> | <u>578</u> | <u>711</u> |
| Officer & Enlisted | | | |
| Retired Pay Accrual | <u>4,889</u> | <u>4,919</u> | <u>6,044</u> |
| Total Program | 34,681 | 35,000 | 43,000 |

**RESERVE PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

AGR REENLISTMENT BONUS

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|---------------------------------|------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (Anniversary) | 130 | 649 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 0 | 771 | 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 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | 0 | 0 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | | | 0 | 0 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | |
| Initial Payments | 0 | 771 | 0 |
| Anniversary Payments | 130 | 649 | 0 |
| Total | 130 | 1,420 | 0 |

**RESERVE PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

REENLISTMENT BONUS

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|---------------------------------|---------------|---------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|---------------|---------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (Anniversary) | 5,690 | 6,208 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 8,336 | 26,976 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | 3,747 | 4,088 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 5,156 | 16,685 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | 5,381 | 5,871 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 8,707 | 28,175 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | 2,692 | 2,937 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 9,596 | 31,052 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | 3,190 | 3,480 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 6,944 | 37,969 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | 2,984 | 3,256 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 6,261 | 34,234 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | | | 3,638 | 3,969 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 6,779 | 37,068 |
| Initial Payments | 8,336 | 26,976 | 5,156 | 16,685 | 8,707 | 28,175 | 9,596 | 31,052 | 6,944 | 37,969 | 6,261 | 34,234 | 6,779 | 37,068 |
| Anniversary Payments | 5,690 | 6,208 | 3,747 | 4,088 | 5,381 | 5,871 | 2,692 | 2,937 | 3,190 | 3,480 | 2,984 | 3,256 | 3,638 | 3,969 |
| Total | 14,026 | 33,184 | 8,903 | 20,773 | 14,088 | 34,046 | 12,288 | 33,989 | 10,134 | 41,449 | 9,245 | 37,490 | 10,417 | 41,037 |

**RESERVE PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

PRIOR SERVICE ENLISTMENT BONUS

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|---------------------------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|------------|--------------|------------|--------------|------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (Anniversary) | 367 | 1,178 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 734 | 2,375 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | 872 | 2,795 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 2,281 | 7,380 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | 552 | 1,770 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 845 | 2,735 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | 559 | 1,794 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 845 | 2,735 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | 568 | 1,820 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 391 | 2,735 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | 518 | 1,660 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 391 | 2,735 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | | | 518 | 1,660 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 391 | 2,735 |
| Initial Payments | 734 | 2,375 | 2,281 | 7,380 | 845 | 2,735 | 845 | 2,735 | 391 | 2,735 | 391 | 2,735 | 391 | 2,735 |
| Anniversary Payments | 367 | 1,178 | 872 | 2,795 | 552 | 1,770 | 559 | 1,794 | 568 | 1,820 | 518 | 1,660 | 518 | 1,660 |
| Total | 1,101 | 3,553 | 3,153 | 10,175 | 1,397 | 4,505 | 1,404 | 4,529 | 959 | 4,555 | 909 | 4,395 | 909 | 4,395 |

**RESERVE PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

NON-PRIOR SERVICE ENLISTMENT BONUS

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Number | Amount |
| Prior Obligations (Anniversary) | 5,957 | 23,460 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 25,338 | 47,052 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | 5,699 | 22,442 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 22,168 | 41,166 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | 6,478 | 25,510 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 13,463 | 25,000 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | 4,919 | 19,372 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 18,677 | 34,684 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | 6,823 | 26,869 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 7,122 | 32,919 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | 6,678 | 26,296 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 7,038 | 32,530 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | | | 6,475 | 25,500 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 7,005 | 32,379 |
| Initial Payments | 25,338 | 47,052 | 22,168 | 41,166 | 13,463 | 25,000 | 18,677 | 34,684 | 7,122 | 32,919 | 7,038 | 32,530 | 7,005 | 32,379 |
| Anniversary Payments | 5,957 | 23,460 | 5,699 | 22,442 | 6,478 | 25,510 | 4,919 | 19,372 | 6,823 | 26,869 | 6,678 | 26,296 | 6,475 | 25,500 |
| Total | 31,295 | 70,512 | 27,867 | 63,608 | 19,941 | 50,510 | 23,596 | 54,056 | 13,945 | 59,788 | 13,716 | 58,826 | 13,480 | 57,879 |

**RESERVE PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

CRITICAL SKILL ASSIGNMENT RETENTION BONUS

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|-------------------------|----------|-----------|-----------|------------|-----------|------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 4 | 58 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 25 | 376 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 33 | 500 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 100 | 1,500 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 100 | 1,500 | 0 | 0 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 100 | 1,500 | 0 | 0 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | 100 | 1,500 |
| Initial Payments | 4 | 58 | 25 | 376 | 33 | 500 | 100 | 1,500 | 100 | 1,500 | 100 | 1,500 | 100 | 1,500 |
| Total | 4 | 58 | 25 | 376 | 33 | 500 | 100 | 1,500 | 100 | 1,500 | 100 | 1,500 | 100 | 1,500 |

**RESERVE PERSONNEL, ARMY
SELECTED REENLISTMENT BONUS
(IN THOUSANDS OF DOLLARS)**

ENLISTED AFFILIATION BONUS

| | FY 2015 | | FY 2016 | | FY 2017 | | FY 2018 | | FY 2019 | | FY 2020 | | FY 2021 | |
|---------------------------------|---------------|---------------|--------------|--------------|---------------|---------------|---------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| Prior Obligations (Anniversary) | 57 | 284 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2015 | | | | | | | | | | | | | | |
| Initial Payments | 16,172 | 28,075 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | 335 | 1,673 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2016 | | | | | | | | | | | | | | |
| Initial Payments | | | 3,786 | 6,572 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | 275 | 1,373 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2017 | | | | | | | | | | | | | | |
| Initial Payments | | | | | 10,386 | 18,030 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | 327 | 1,635 | 0 | 0 | 0 | 0 | 0 | 0 |
| FY 2018 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | 9,902 | 17,190 | 0 | 0 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | 322 | 1,610 | 0 | 0 | 0 | 0 |
| FY 2019 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | 3,353 | 16,765 | 0 | 0 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | 303 | 1,515 | 0 | 0 |
| FY 2020 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | 3,353 | 16,764 | 0 | 0 |
| Anniversary Payments | | | | | | | | | | | | | 306 | 1,530 |
| FY 2021 | | | | | | | | | | | | | | |
| Initial Payments | | | | | | | | | | | | | | 3,157 |
| Initial Payments | 16,172 | 28,075 | 3,786 | 6,572 | 10,386 | 18,030 | 9,902 | 17,190 | 3,353 | 16,765 | 3,353 | 16,764 | 3,157 | 15,787 |
| Anniversary Payments | 57 | 284 | 335 | 1,673 | 275 | 1,373 | 327 | 1,635 | 322 | 1,610 | 303 | 1,515 | 306 | 1,530 |
| Total | 16,229 | 28,359 | 4,121 | 8,245 | 10,661 | 19,403 | 10,229 | 18,825 | 3,675 | 18,375 | 3,656 | 18,279 | 3,463 | 17,317 |

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

| | FY 2015 | | | | | | |
|---------------------------|-----------------|-----------------|---------------|-------------------------|---------------------|--------------|---------------|
| | AGR OFFICERS | AGR ENLISTED | TOTAL | MILITARY TECHNICIANS | ACTIVE COMPONENT | CIVILIAN | TOTAL |
| ASSIGNMENT | | | | | | | |
| PAY/PERSONNEL CENTERS | 108 | 197 | 305 | 0 | 0 | 65 | 370 |
| RECRUITING/RETENTION | 153 | 2,480 | 2,633 | 0 | 0 | 0 | 2,633 |
| SUBTOTAL | 261 | 2,677 | 2,938 | 0 | 0 | 65 | 3,003 |
| UNITS | | | | | | | |
| UNITS | 2,109 | 7,399 | 9,508 | 8,075 | 50 | 287 | 17,920 |
| 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 |
| SUBTOTAL | 3,227 | 8,418 | 11,645 | 8,490 | 59 | 895 | 21,089 |
| TRAINING | | | | | | | |
| 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 |
| SUBTOTAL | 155 | 481 | 636 | 0 | 0 | 230 | 866 |
| HEADQUARTERS | | | | | | | |
| 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 |
| SUBTOTAL | 778 | 300 | 1,078 | 0 | 9 | 1,931 | 3,018 |
| TOTAL END STRENGTH | 4,421 | 11,876 | 16,297 | 8,490 | 68 | 3,121 | 27,976 |

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

FY 2016

| | AGR OFFICERS | AGR ENLISTED | TOTAL | MILITARY TECHNICIANS | ACTIVE COMPONENT | CIVILIAN | TOTAL |
|---------------------------|-------------------------|-------------------------|---------------|---------------------------------|-----------------------------|-----------------|---------------|
| ASSIGNMENT | | | | | | | |
| PAY/PERSONNEL CENTERS | 108 | 197 | 305 | 0 | 0 | 65 | 370 |
| RECRUITING/RETENTION | 153 | 2,480 | 2,633 | 0 | 0 | 0 | 2,633 |
| SUBTOTAL | 261 | 2,677 | 2,938 | 0 | 0 | 65 | 3,003 |
| UNITS | | | | | | | |
| UNITS | 2,028 | 7,475 | 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 |
| SUBTOTAL | 3,146 | 8,494 | 11,640 | 7,990 | 57 | 895 | 20,582 |
| TRAINING | | | | | | | |
| 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 |
| SUBTOTAL | 155 | 481 | 636 | 0 | 0 | 230 | 866 |
| HEADQUARTERS | | | | | | | |
| 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 |
| SUBTOTAL | 748 | 299 | 1,047 | 0 | 9 | 1,932 | 2,988 |
| TOTAL END STRENGTH | 4,310 | 11,951 | 16,261 | 7,990 | 66 | 3,122 | 27,439 |

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

FY 2017

| | AGR OFFICERS | AGR ENLISTED | TOTAL | MILITARY TECHNICIANS | ACTIVE COMPONENT | CIVILIAN | TOTAL |
|---------------------------|-------------------------|-------------------------|---------------|---------------------------------|-----------------------------|-----------------|---------------|
| ASSIGNMENT | | | | | | | |
| PAY/PERSONNEL CENTERS | 108 | 197 | 305 | 0 | 0 | 65 | 370 |
| RECRUITING/RETENTION | 153 | 2,480 | 2,633 | 0 | 0 | 0 | 2,633 |
| SUBTOTAL | 261 | 2,677 | 2,938 | 0 | 0 | 65 | 3,003 |
| UNITS | | | | | | | |
| UNITS | 2,028 | 7,475 | 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 |
| SUBTOTAL | 3,146 | 8,494 | 11,640 | 7,990 | 57 | 895 | 20,582 |
| TRAINING | | | | | | | |
| 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 |
| SUBTOTAL | 155 | 481 | 636 | 0 | 0 | 230 | 866 |
| HEADQUARTERS | | | | | | | |
| 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 | 378 | 607 |
| OTHERS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUBTOTAL | 748 | 299 | 1,047 | 0 | 9 | 1,893 | 2,949 |
| TOTAL END STRENGTH | 4,310 | 11,951 | 16,261 | 7,990 | 66 | 3,083 | 27,400 |