

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2018 President's Budget Submission



**RESERVE PERSONNEL, ARMY
JUSTIFICATION BOOK
MAY 2017**

The estimated cost of this report for the Department of Defense is approximately \$186,300.00 for Fiscal Year 2018. This includes \$600.00 in expenses and \$185,700.00 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>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Reserve Component Training and Support Direct Program	4,479,091	4,591,339	4,804,628
FY 2017 CR Adjustment*	-	(107,023)	-
Reimbursable Program	34,334	43,000	43,000
OCO Funding	19,332	-	-
Subtotal RPA	<u>4,532,757</u>	<u>4,527,316</u>	<u>4,847,628</u>
Medicare-Ret Contrib, AR Army	357,528	376,452	417,135
TOTAL PROGRAM COST	<u>4,890,285</u>	<u>4,903,768</u>	<u>5,264,763</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>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
<u>RESERVE PERSONNEL, ARMY (RPA)</u>			
DIRECT PROGRAM	4,479,091	4,591,339	4,804,628
FY 2017 CR ADJUSTMENT*	0	-107,023	0
REIMBURSABLE PROGRAM	34,334	43,000	43,000
OCO AND OTHER SUPPLEMENTAL FUNDING	19,332	42,506	24,942
TOTAL RESERVE PERSONNEL, ARMY	4,532,757	4,569,822	4,872,570
MEDICARE-RET CONTRIB, AR ARMY	357,528	376,452	417,135
TOTAL RESERVE PERSONNEL, ARMY PROGRAM COST	4,890,285	4,946,274	5,289,705
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
OCO PAY AND ALLOWANCES, MOBILIZATION	709,456	839,376	873,057
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	126,855	107,681	95,619
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	836,311	947,057	968,676
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	5,726,596	5,893,331	6,258,381

SECTION 2

INTRODUCTION AND PERFORMANCE MEASURES

**DEPARTMENT OF THE ARMY
JUSTIFICATION OF ESTIMATE FOR FISCAL YEAR 2018**

INTRODUCTORY STATEMENT

“Readiness is our #1 priority, there is no other #1” Gen Mark A. Milley. America’s 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. In support of Total Force mission requirements, the Army Reserve optimizes its strength by building and sustaining readiness to support Combatant Commands (CCMD) and Army Service Component Command (ASCC) now and in the future.

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. The Army Reserve, enhanced by civilian skills serves as a force multiplier and we deliver vital military capabilities essential to the Total Force. Today’s demand signal drives our requirement to have combat-ready units of action to meet and quickly outpace any threat to the Nation. The Army Reserve’s role 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.”

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 2018 budget accomplishes the following in support of the Army’s Title 10 functions:

Maintains an all-volunteer force by continuing to retain and recruit high-quality Soldiers;

- (1) Funds an Army Reserve End Strength of 199,000;
- (2) Resources Army Reserve training to 39 days; 15 days Annual Training (AT) and 24 days of Inactive Duty Training (IDT)
- (3) Funds Full-Time Support with AGRs
- (4) Resources for Operational Reserve

The RPA appropriation sustains an End Strength Objective of 199,000 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 ASCC and 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 main effort of the U.S. Army Reserve is the Ready Force X – 310+ units prepared for deployment from 0-90 days during a crisis. These units will meet readiness standards outlined by Headquarters, Department of the Army (HQDA) and United States Army Forces Command (FORSCOM) to fight, survive, and win against current and emerging threats. The Ready Force X supports the DA Readiness Objectives and FORSCOM AERF (Army Early Response Force) and is broken into the Operational Force (Fight Tonight Force) (0-60 days), AERF, HQDA Directed and Operational Depth units (61-90 days).

The Army is changing the term “Army Force Generation (ARFORGEN)” to “Sustainable Readiness (SR)”, with SR retaining the five-year progressive readiness cycle for the Reserve Components (Army National Guard and USAR). The 60-month USAR force generation cycle separates into five one-year periods with specific criteria (or goals) to assist commanders in achieving or sustaining designated readiness levels. The previous terminology for ARFORGEN years are also changing in SR: “Reset Year” to “Prepare Year 1 (PY1)”, “Train/Ready-1 (T/R-1)” to “Prepare Year 2 (PY2)”, to “Prepare Year 3 (PY3)” to “Train/Ready-3 (T/R-3)” “Prepare Year 4 (PY4) to Mission Ready-4 (T/R-4)”; Available Year remains.

The Army Reserve has two critical roles – the operational federal reserve of the Army and defense support to civilian authorities 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. Our full-spectrum readiness mandate requires all Citizen-Soldiers to be individually ready, and to train, man, and equip our unit to defeat the threat. 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 2018 the major adjustments to Army Reserve Operating Force Structure are the activation, conversion, reorganization and inactivation of 26 Chemical, 32 Engineer, 20 Medical, 14 Ordnance (Munitions), 113 Quartermaster, 79 Military Police, and 33 Transportation units totaling 28,757 spaces.

Many of the space changes reflect a continued documenting and rebalancing of the force, some key force management initiatives influencing these changes for the Army Reserve include the approved conversions to most of the tables of organization and equipment (TOE) to reflect unit redesigns and the most modernized formations, final programmed decisions for AR, headquarters reductions and maintaining the end strength of the Army Reserve at 199,000.

Below are the units undergoing transformation:

YEAR	UNITS	SPACES	TYPE UNITS
FY 2016	234	26,839	Aviation, Chemical, Medical, Quartermaster, Adjutant General, Military Intelligence, Quartermaster Logistical Headquarters, & Acquisition
FY 2017	297	44,561	Aviation, Chemical, Engineer, Medical, Quartermaster, Adjutant General, Military Intelligence, Transportation, Logistical Headquarters, & Acquisition
FY 2018	317	28,757	Chemical, Engineer, Medical, Ordnance (Munitions), Quartermaster, Military Police, & Transportation

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, an increase presence in Europe, Army Reserve Soldiers continue to serve in more than 30 countries around the world.

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 reenlistment rates, and new personnel policies.

Basic Allowance for Housing (BAH)

The Basic Allowance for Housing (BAH) Fiscal Year 2018 average inflation rate is 2.9 percent. The 0.7% increase in BAH rate from FY 2017 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 2018 military pay raise effective 1 January 2018 is 2.1%.
- The nominal cost percentages used to calculate payments to the military retired pay fund are 28.9% for AGRs in 2017 and 28.5% in 2018; 22.8% for TPUs in FY 2017 and 22.6% in FY 2018.
- The new Blended Retirement System (BRS) will commence 1 January 2018; after 31 December 2017 new accessions will be automatically enrolled into BRS, Opt-in option will be available for those meeting the criteria and lastly anyone serving before 1 January 2018 is grandfathered under the legacy retirement system.

- The rate for subsistence (indexed to the annual changes in the US Department of Agriculture food plan) effective January 1 is 0.0 in FY 2016; 0.0% in FY 2017 and 3.4% in FY 2018.

RESERVE PERSONNEL, ARMY
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 Army 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 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
	<u>Actual</u>	<u>Planned</u>	<u>Planned</u>
Average Strength	199,170	199,053	199,740
End Strength	198,395	199,000	199,000
Authorized End Strength	198,000	199,000	

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 199,000 and the 2% Department of Army Variance resulting in an operating window between 195,020 and 202,980.

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 2016 through FY 2018 goals for these factors are as follows:

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY2018</u>
Goal for Accessions	29,245	28,675	29,674
Goal for Reenlistments	12,907	12,907	13,932
Attrition Rate	15.1%	15.1%	15.1%

SECTION 3
SUMMARY TABLES

**RESERVE PERSONNEL, ARMY
SUMMARY OF PERSONNEL**

	<u>Drills</u>	<u>Days</u>	<u>FY 2016</u>			<u>FY 2017</u>		<u>FY 2018</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	30,104	30,456	30,903	31,328	31,955	31,796	32,207
Enlisted	48	15	139,200	138,433	137,238	138,310	137,405	138,495	136,354
Subtotal			169,304	168,889	168,141	169,638	169,360	170,291	168,561
Pay Group F									
Enlisted		110	6,780	5,334	5,029	4,887	5,836	4,406	6,536
Pay Group P									
Enlisted	36		3,515	6,125	6,239	5,682	4,736	6,031	4,916
Subtotal			179,599	180,348	179,409	180,207	179,932	180,728	180,013
IMA									
Pay Group B									
Officer	48	13	2,064	2,048	2,045	2,109	2,155	2,134	2,086
Enlisted	48	13	592	629	639	650	652	646	640
Subtotal			2,656	2,677	2,684	2,759	2,807	2,780	2,726
Drill/Indiv Tng			182,255	183,025	182,093	182,966	182,739	183,508	182,739
AGR (Full-time)									
Officer			4,421	4,391	4,399	4,375	4,310	4,324	4,310
Enlisted			11,876	11,754	11,903	11,711	11,951	11,908	11,951
Subtotal			16,297	16,145	16,302	16,086	16,261	16,232	16,261
SELRES									
Officer			36,589	36,895	37,347	37,812	38,420	38,254	38,603
Enlisted			161,963	162,275	161,048	161,240	160,580	161,486	160,397
Subtotal			198,552	199,170	198,395	199,052	199,000	199,740	199,000
IRR									
Officer			9,129	9,218	9,306	9,395	9,483	9,489	9,495
Enlisted			87,911	88,763	89,614	90,466	91,317	91,376	91,435
Subtotal			97,040	97,981	98,920	99,861	100,800	100,865	100,930

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

	<u>FY 2016</u>			<u>FY 2017</u>		<u>FY 2018</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	297	274	274	273	268	269	268
O5 LT COLONEL	1,083	1,064	1,066	1,059	1,043	1,047	1,043
O4 MAJOR	1,101	1,193	1,195	1,189	1,171	1,175	1,171
O3 CAPTAIN	1,066	944	948	942	929	932	929
O2 1ST LIEUTENANT	147	185	185	184	181	182	181
O1 2ND LIEUTENANT	2	3	3	3	3	3	3
Total Commissioned Officers	3,696	3,663	3,671	3,650	3,595	3,608	3,595
Warrant Officers							
W5 WARRANT OFF (W-5)	53	53	53	53	52	52	52
W4 WARRANT OFF (W-4)	170	165	165	164	162	162	162
W3 WARRANT OFF (W-3)	247	294	295	293	289	290	289
W2 WARRANT OFF (W-2)	250	213	213	212	209	209	209
W1 WARRANT OFF (W-1)	6	3	3	3	3	3	3
Total Warrant Officers	726	728	729	725	715	716	715
Total Officer	4,422	4,391	4,400	4,375	4,310	4,324	4,310
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	194	166	168	165	169	168	169
E8 1ST SGT/MASTER SGT	1,448	1,379	1,396	1,373	1,402	1,396	1,402
E7 PLATOON SGT/SFC	4,873	4,930	4,992	4,910	5,012	4,995	5,012
E6 STAFF SGT	3,273	2,773	2,809	2,763	2,820	2,810	2,820
E5 SERGEANT	1,679	2,038	2,064	2,034	2,072	2,065	2,072
E4 CPL/SPECIALIST	402	460	466	458	468	466	468
E3 PRIVATE 1ST CLASS	3	4	4	4	4	4	4
E2 PRIVATE E2	0	0	0	0	0	0	0
E1 PRIVATE E1	3	4	4	4	4	4	4
Total Enlisted Personnel	11,875	11,754	11,903	11,711	11,951	11,908	11,951
Total Personnel on Active Duty	16,297	16,145	16,303	16,086	16,261	16,232	16,261

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ACTUAL 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	30,188	139,265	169,453	6,376	3,694	179,523	2,080	593	2,673	4,414	11,803	16,217	198,413
NOV	30,209	139,617	169,826	6,141	4,440	180,407	2,079	605	2,684	4,415	11,647	16,062	199,153
DEC	30,180	139,834	170,014	4,826	5,811	180,651	2,056	628	2,684	4,386	11,646	16,032	199,367
JAN	30,164	139,739	169,903	5,197	5,630	180,730	2,045	633	2,678	4,388	11,716	16,104	199,512
FEB	30,278	139,412	169,690	4,800	6,307	180,797	2,043	630	2,673	4,382	11,694	16,076	199,546
MAR	30,297	138,852	169,149	4,424	7,176	180,749	2,037	634	2,671	4,388	11,753	16,141	199,561
APR	30,258	138,154	168,412	4,188	7,914	180,514	2,050	635	2,685	4,392	11,812	16,204	199,403
MAY	30,742	137,410	168,152	4,441	8,046	180,639	2,058	637	2,695	4,398	11,777	16,175	199,509
JUN	30,871	136,856	167,727	5,839	6,934	180,500	2,011	644	2,655	4,378	11,779	16,157	199,312
JUL	30,872	136,497	167,369	6,375	6,399	180,143	2,028	652	2,680	4,376	11,772	16,148	198,971
AUG	30,921	137,344	168,265	5,497	6,282	180,044	2,041	653	2,694	4,372	11,761	16,133	198,871
SEP	30,903	137,238	168,141	5,029	6,239	179,409	2,045	639	2,684	4,399	11,903	16,302	198,395
Average	30,456	138,433	168,889	5,334	6,125	180,348	2,048	629	2,677	4,391	11,754	16,145	199,170

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

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

<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 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	30,903	137,238	168,141	5,029	6,239	179,409	2,045	639	2,684	4,399	11,903	16,302	198,395
OCT	30,923	136,698	167,621	5,241	6,270	179,132	2,066	645	2,711	4,391	11,840	16,231	198,074
NOV	30,994	136,695	167,689	5,216	5,859	178,764	2,068	646	2,714	4,396	11,733	16,129	197,607
DEC	31,249	137,592	168,841	4,467	5,438	178,746	2,090	646	2,736	4,403	11,697	16,100	197,582
JAN	31,213	137,598	168,811	5,438	5,882	180,131	2,093	646	2,739	4,418	11,700	16,118	198,988
FEB	31,300	139,972	171,272	4,719	5,911	181,902	2,103	651	2,754	4,352	11,645	15,997	200,653
MAR	31,353	139,790	171,143	4,445	6,038	181,626	2,113	653	2,766	4,352	11,635	15,987	200,379
APR	31,406	139,546	170,952	4,313	6,067	181,332	2,122	654	2,776	4,355	11,634	15,989	200,097
MAY	31,298	139,241	170,539	4,369	5,959	180,867	2,130	655	2,785	4,360	11,643	16,003	199,655
JUN	31,433	138,874	170,307	4,659	5,675	180,641	2,137	655	2,792	4,367	11,661	16,028	199,461
JUL	31,587	138,446	170,033	5,227	5,177	180,437	2,144	654	2,798	4,377	11,688	16,065	199,300
AUG	31,761	137,956	169,717	5,119	4,426	179,262	2,150	653	2,803	4,389	11,725	16,114	198,179
SEP	31,955	137,405	169,360	5,836	4,736	179,932	2,155	652	2,807	4,310	11,951	16,261	199,000
Average	31,328	138,310	169,638	4,887	5,682	180,207	2,109	650	2,759	4,375	11,711	16,086	199,052

**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>	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 2018

	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	31,955	137,405	169,360	5,836	4,736	179,932	2,155	652	2,807	4,310	11,951	16,261	199,000
OCT	31,419	138,772	170,191	5,423	4,801	180,415	2,133	645	2,778	4,338	12,000	16,338	199,531
NOV	31,472	138,986	170,458	5,031	5,082	180,571	2,112	639	2,751	4,330	11,955	16,285	199,607
DEC	31,524	139,119	170,643	4,601	5,459	180,703	2,091	633	2,724	4,323	11,918	16,241	199,668
JAN	31,577	139,173	170,750	4,177	5,880	180,807	2,070	627	2,697	4,319	11,890	16,209	199,713
FEB	31,630	139,147	170,777	3,806	6,298	180,881	2,091	633	2,724	4,317	11,871	16,188	199,793
MAR	31,683	139,042	170,725	3,531	6,661	180,917	2,112	639	2,751	4,317	11,860	16,177	199,845
APR	31,736	138,856	170,592	3,399	6,920	180,911	2,133	645	2,778	4,320	11,857	16,177	199,866
MAY	31,904	138,590	170,494	3,456	7,025	180,975	2,154	651	2,805	4,324	11,863	16,187	199,967
JUN	32,030	138,245	170,275	3,745	6,927	180,947	2,176	658	2,834	4,331	11,878	16,209	199,990
JUL	32,172	137,819	169,991	4,313	6,576	180,880	2,198	665	2,863	4,340	11,901	16,241	199,984
AUG	32,331	137,314	169,645	5,205	5,922	180,772	2,220	672	2,892	4,351	11,933	16,284	199,948
SEP	32,207	136,354	168,561	6,536	4,916	180,013	2,086	640	2,726	4,310	11,951	16,261	199,000
Average	31,796	138,495	170,291	4,406	6,031	180,728	2,134	646	2,780	4,324	11,908	16,232	199,740

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,095 DAYS THRESHOLD
ESTIMATE FY 2018**

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

OFFICER

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Beginning Strength	36,589	37,347	38,420
Gains:			
Males (NPS)	606	651	566
Females (NPS)	180	194	168
Civilian Life	250	269	234
Active Component	83	90	78
Enlisted Commissioning Program	592	637	554
Pay Group B (IMA)	1,745	336	150
Other Reserve Status/Component	2,452	2,638	2,293
All Other	1,250	1,344	1,168
Full-time Active Duty	239	167	256
Total Gains	<u>7,397</u>	<u>6,326</u>	<u>5,467</u>
Losses:			
Civilian Life	365	377	380
Active Component	129	134	135
Retired Reserves	1,070	1,107	1,116
Pay Group B (IMA)	1,764	226	219
Other Reserve Status/Component	1,010	1,045	1,053
All Other	2,040	2,108	2,125
Full-time Active Duty	261	256	256
Total Losses	<u>6,639</u>	<u>5,253</u>	<u>5,284</u>
End Strength	37,347	38,420	38,603

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

ENLISTED

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
Beginning Strength	161,963	161,048	160,580
Gains:			
Males (NPS)	10,496	10,637	10,762
Females (NPS)	3,118	3,159	3,197
Civilian Life	3,232	3,274	3,313
Active Component	2,747	2,783	2,816
Pay Group B (IMA)	544	61	36
Other Reserve Status/Component	5,803	5,880	5,950
All Other	1,683	1,706	1,726
Full-time Active Duty	820	844	796
Total Gains	<u>28,443</u>	<u>28,344</u>	<u>28,596</u>
Losses:			
Expiration of Selected Reserve Service	7,298	7,272	7,263
Active Component	56	56	56
To Officer Status	870	867	866
Retired Reserves	1,151	1,147	1,145
Pay Group B (IMA)	497	48	48
Other Reserve Status/Component	2,358	2,349	2,348
All Other	16,335	16,277	16,257
Full-time Active Duty (AGR)	793	796	796
Total Losses	<u>29,358</u>	<u>28,812</u>	<u>28,779</u>
End Strength	161,048	160,580	160,397

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	110,544	280,782	391,326	121,565	295,880	417,445	141,955	313,328	455,283
Inactive Duty Training	330,436	707,030	1,037,466	345,089	677,807	1,022,896	348,221	669,498	1,017,719
Unit Training Assemblies	318,278	684,119	1,002,397	334,221	662,995	997,216	335,530	657,404	992,934
Flight Training	2,395	1,022	3,417	2,168	804	2,972	3,776	913	4,689
Training Preparation	8,030	19,221	27,251	7,006	11,217	18,223	7,001	7,583	14,584
Military Funeral Honors	1,733	2,668	4,401	1,694	2,791	4,485	1,914	3,598	5,512
Clothing	11,832	6,521	18,353	1,197	24,045	25,242	1,280	39,805	41,085
Subsistence of Enlisted Personnel	0	44,003	44,003	0	43,861	43,861	0	48,195	48,195
Travel	34,615	52,749	87,364	25,982	43,238	69,220	35,627	44,417	80,044
TOTAL DIRECT OBLIGATIONS	487,427	1,091,085	1,578,512	493,833	1,084,831	1,578,664	527,083	1,115,243	1,642,326
PAY GROUP B									
Active Duty Training	10,262	1,812	12,074	9,145	1,329	10,474	9,429	1,388	10,817
Inactive Duty Training	19,576	3,194	22,770	23,989	3,951	27,940	23,046	3,893	26,939
Travel	3,988	977	4,965	1,929	675	2,604	3,974	919	4,893
TOTAL DIRECT OBLIGATIONS	33,826	5,983	39,809	35,063	5,955	41,018	36,449	6,200	42,649
PAY GROUP F									
Active Duty Training	0	178,949	178,949	0	181,005	181,005	0	218,452	218,452
Clothing	0	19,790	19,790	0	24,672	24,672	0	26,667	26,667
Subsistence of Enlisted Personnel	0	496	496	0	389	389	0	340	340
Travel	0	6,999	6,999	0	10,458	10,458	0	10,541	10,541
TOTAL DIRECT OBLIGATIONS	0	206,234	206,234	0	216,524	216,524	0	256,000	256,000

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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 P									
Inactive Duty Training	0	9,002	9,002	0	11,514	11,514	0	13,204	13,204
TOTAL DIRECT OBLIGATIONS	0	9,002	9,002	0	11,514	11,514	0	13,204	13,204
MOBILIZATION TRAINING									
Muster/Screening	0	2	2	0	0	0	332	0	332
Readiness Training	8	0	8	326	0	326	0	0	0
TOTAL DIRECT OBLIGATIONS	8	2	10	326	0	326	332	0	332
SCHOOL TRAINING									
Career Development Training	45,192	14,736	59,928	43,636	47,503	91,139	46,536	45,842	92,378
Initial Skill Acquisition Training	17,201	56,183	73,384	11,197	47,453	58,650	11,664	57,093	68,757
Officer Candidate/Training School	1,333	10,945	12,278	0	11,474	11,474	0	10,191	10,191
Refresher and Proficiency Training	8,444	51,394	59,838	25,926	34,801	60,727	26,809	41,088	67,897
Undergraduate Pilot/Navigator Training	473	693	1,166	2,768	0	2,768	3,920	0	3,920
TOTAL DIRECT OBLIGATIONS	72,643	133,951	206,594	83,527	141,231	224,758	88,929	154,214	243,143
SPECIAL TRAINING									
Competitive Events	364	749	1,113	57	185	242	59	182	241
Command/Staff Supervision	13,064	9,724	22,788	14,678	7,427	22,105	10,550	3,619	14,169
Exercises	2,347	3,681	6,028	15,221	14,993	30,214	19,496	30,848	50,344
Management Support	40,105	46,373	86,478	15,290	11,914	27,204	11,871	11,500	23,371
Operational Training	67,541	82,952	150,493	85,461	109,126	194,587	70,374	96,747	167,121
Recruiting/Retention	1,273	5,366	6,639	1,021	6,238	7,259	940	6,681	7,621
Military Funeral Honors	0	0	0	0	0	0	782	620	1,402
TOTAL DIRECT OBLIGATIONS	124,694	148,845	273,539	131,728	149,883	281,611	114,072	150,197	264,269

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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>
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	752,652	1,045,972	1,798,624	683,509	1,173,259	1,856,768	687,303	1,170,569	1,857,872
Clothing	0	5,507	5,507	55	4,384	4,439	55	4,359	4,414
COLA	4,605	16,332	20,937	3,744	7,906	11,650	3,760	7,860	11,620
Travel	20,406	54,136	74,542	16,852	42,046	58,898	16,932	41,813	58,745
Death Gratuities	0	0	0	200	400	600	200	400	600
Disability and Hospitalization Benefits	637	4,298	4,935	1,827	7,959	9,786	2,417	10,457	12,874
Servicemembers Group Life Ins	0	3,656	3,656	0	0	0	0	0	0
Reserve Incentive Programs	55,065	109,369	164,434	56,716	121,978	178,694	66,573	150,110	216,683
Continuation Pay	0	0	0	0	0	0	2,746	5,195	7,941
TOTAL DIRECT OBLIGATIONS	833,365	1,239,270	2,072,635	762,903	1,357,932	2,120,835	779,986	1,390,763	2,170,749
THRIFT SAVINGS PLAN CONTRIBUTIONS									
Thrift Savings Plan Contributions	0	0	0	0	0	0	7,629	12,265	19,894
TOTAL DIRECT OBLIGATIONS	0	0	0	0	0	0	7,629	12,265	19,894
EDUCATION BENEFITS									
Basic Benefit	0	0	0	0	0	0	0	23,729	23,729
Kicker Program	0	9,592	9,592	0	4,124	4,124	0	8,959	8,959
Chapter 1607	0	523	523	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS	0	10,115	10,115	0	4,124	4,124	0	32,688	32,688
BRANCH OFFICER BASIC COURSE-RESERVE COMPONENTS									
Active Duty Training	33,251	0	33,251	37,712	0	37,712	46,386	0	46,386
Uniform Allowance	556	0	556	695	0	695	810	0	810
Travel	4,992	0	4,992	8,782	0	8,782	5,080	0	5,080
TOTAL DIRECT OBLIGATIONS	38,799	0	38,799	47,189	0	47,189	52,276	0	52,276

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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>
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM									
Stipend	35,610	0	35,610	36,241	0	36,241	35,862	0	35,862
Uniform Allowance	125	0	125	176	0	176	175	0	175
Active Duty Training	10,300	0	10,300	16,958	0	16,958	19,978	0	19,978
Travel	7,195	0	7,195	0	0	0	0	0	0
Critical Skill Accession Bonus	6,000	0	6,000	6,100	0	6,100	7,100	0	7,100
TOTAL DIRECT OBLIGATIONS	59,230	0	59,230	59,475	0	59,475	63,115	0	63,115
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)									
Stipend	387	0	387	400	0	400	395	0	395
Active Duty Training	40	0	40	62	0	62	67	0	67
TOTAL DIRECT OBLIGATIONS	427	0	427	462	0	462	462	0	462
NURSE CANDIDATE BONUS PROGRAM									
Nurse Candidate Bonus	0	1	1	0	0	0	0	0	0
TOTAL DIRECT OBLIGATIONS	0	1	1	0	0	0	0	0	0
CHAPLAIN CANDIDATE PROGRAM									
Active Duty Training	2,937	0	2,937	3,905	0	3,905	2,769	0	2,769
Uniform Allowance	50	0	50	50	0	50	36	0	36
Travel	529	0	529	884	0	884	716	0	716
TOTAL DIRECT OBLIGATIONS	3,516	0	3,516	4,839	0	4,839	3,521	0	3,521
TOTAL DIRECT PROGRAM	1,653,935	2,844,488	4,498,423	1,619,345	2,971,994	4,591,339	1,673,854	3,130,774	4,804,628
FY 2017 CR Adjustment*						(107,023)			
Revised FY 2017 Direct Program						4,484,316			

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

	FY 2017 President's Budget	Congres- sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2017 in FY 2018 Pres. Budget
Pay Group A							
PG A, Pay and Allowances, Annual Training	408,634	0	408,634	8,811	417,445	0	417,445
PG A, IDT Pay & Allow, Unit Training Assemblies	984,391	0	984,391	12,825	997,216	0	997,216
PG A, IDT Pay & Allow, Military Funeral Honors	4,485	0	4,485	0	4,485	0	4,485
PG A, IDT Pay & Allow, Additional Drill Assemblies	13,195	0	13,195	8,000	21,195	0	21,195
PG A, Individual Clothing and Uniforms	25,242	0	25,242	0	25,242	0	25,242
PG A, Subsistence of Enlisted Personnel	43,861	0	43,861	0	43,861	0	43,861
PG A, Travel, Annual Training	69,220	0	69,220	0	69,220	0	69,220
Total Direct Obligation	1,549,028	0	1,549,028	29,636	1,578,664	0	1,578,664
Pay Group B							
PG B, Pay and Allowances, Annual Training	10,474	0	10,474	0	10,474	0	10,474
PG B, Pay and Allowances, Inactive Duty Training	27,940	0	27,940	0	27,940	0	27,940
PG B, Travel, Annual Training	2,604	0	2,604	0	2,604	0	2,604
Total Direct Obligation	41,018	0	41,018	0	41,018	0	41,018
Pay Group F							
PG F, Pay and Allowances, Annual Training	181,005	0	181,005	0	181,005	0	181,005
PG F, Individual Clothing and Uniforms	24,672	0	24,672	0	24,672	0	24,672
PG F, Subsistence of Enlisted Personnel	389	0	389	0	389	0	389
PG F, Travel, Annual Training	10,458	0	10,458	0	10,458	0	10,458
Total Direct Obligation	216,524	0	216,524	0	216,524	0	216,524
Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	11,514	0	11,514	0	11,514	0	11,514
Total Direct Obligation	11,514	0	11,514	0	11,514	0	11,514
Mobilization Training							
Mobilization, IRR Sustainment Training	326	0	326	0	326	0	326
Total Direct Obligation	326	0	326	0	326	0	326

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

	<u>FY 2017 President's Budget</u>	<u>Congres- sional Action</u>	<u>Appropri- ation</u>	<u>Internal Realign/ Reprogram</u>	<u>Subtotal</u>	<u>Proposed DD 1415 Actions</u>	<u>FY 2017 in FY 2018 Pres. Budget</u>
School Training							
Schools, Leader Development Training	91,139	0	91,139	0	91,139	0	91,139
Schools, Initial Skill Acquisition Training	58,650	0	58,650	0	58,650	0	58,650
Schools, Officer Candidate School (OCS)	11,474	0	11,474	0	11,474	0	11,474
Schools, Refresher and Proficiency Training	60,727	0	60,727	0	60,727	0	60,727
Schools, Undergraduate Pilot Training	2,768	0	2,768	0	2,768	0	2,768
Total Direct Obligation	224,758	0	224,758	0	224,758	0	224,758
Special Training							
Special, Competitive Events	242	0	242	0	242	0	242
Special, Command and Staff Supervision	22,105	0	22,105	0	22,105	0	22,105
Special, Excercises	30,214	0	30,214	0	30,214	0	30,214
Special, Management Support	27,204	0	27,204	0	27,204	0	27,204
Special, Operational Training	194,587	0	194,587	0	194,587	0	194,587
Special, Recruiting	3,157	0	3,157	0	3,157	0	3,157
Special, Retention	4,102	0	4,102	0	4,102	0	4,102
Total Direct Obligation	281,611	0	281,611	0	281,611	0	281,611
Administration and Support							
AGR, Full Time Pay and Allowances	1,856,768	0	1,856,768	0	1,856,768	0	1,856,768
AGR, Clothing	4,439	0	4,439	0	4,439	0	4,439
AGR, COLA	11,650	0	11,650	0	11,650	0	11,650
AGR, Travel, Permanent Change of Station (PCS)	58,898	0	58,898	0	58,898	0	58,898
DEATH GRATUITIES	600	0	600	0	600	0	600
Disability and Hospitalization Benefits	9,786	0	9,786	0	9,786	0	9,786
HEALTH PROFESSIONS INCENTIVES (HPI)	52,666	0	52,666	0	52,666	0	52,666
Reserve Incentive Program	126,028	0	126,028	0	126,028	0	126,028
Total Direct Obligation	2,120,835	0	2,120,835	0	2,120,835	0	2,120,835
Education Benefits							
Education Benefits, Kicker Program	4,124	0	4,124	0	4,124	0	4,124
Total Direct Obligation	4,124	0	4,124	0	4,124	0	4,124

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

	FY 2017 President's <u>Budget</u>	Congres -sional <u>Action</u>	Appropri- ation	Internal Realign/ <u>Reprogram</u>	<u>Subtotal</u>	Proposed DD 1415 <u>Actions</u>	FY 2017 in FY 2018 Pres. <u>Budget</u>
Health Professions Scholarship Program							
HP, Monthly Stipend	36,641	0	36,641	0	36,641	0	36,641
HP, Individual Clothing and Uniform Allowances	176	0	176	0	176	0	176
HP, Pay and Allowances, Active Duty for Training	17,020	0	17,020	0	17,020	0	17,020
HP, Accession Bonus	6,100	0	6,100	0	6,100	0	6,100
Total Direct Obligation	<u>59,937</u>	<u>0</u>	<u>59,937</u>	<u>0</u>	<u>59,937</u>	<u>0</u>	<u>59,937</u>
Branch Officers Leadership Course							
BOBC, Pay and Allowances, Active Duty for Training	37,712	0	37,712	0	37,712	0	37,712
BOBC, Individual Clothing and Uniform Allowances	695	0	695	0	695	0	695
BOBC, Travel, Active Duty for Training	8,782	0	8,782	0	8,782	0	8,782
Total Direct Obligation	<u>47,189</u>	<u>0</u>	<u>47,189</u>	<u>0</u>	<u>47,189</u>	<u>0</u>	<u>47,189</u>
Chaplain Candidate Program							
CCP, Pay and Allowances, Active Duty for Training	3,905	0	3,905	0	3,905	0	3,905
CCP, Individual Clothing and Uniform Allowances	50	0	50	0	50	0	50
CCP, Travel, Active Duty for Training	884	0	884	0	884	0	884
Total Direct Obligation	<u>4,839</u>	<u>0</u>	<u>4,839</u>	<u>0</u>	<u>4,839</u>	<u>0</u>	<u>4,839</u>
Total Direct Program	4,561,703	0	4,561,703	29,636	4,591,339	0	4,591,339
FY 2017 CR Adjustment*							-107,023
Revised Total							4,484,316

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</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	336,288	77,346	349,850	79,766	380,253	85,937
Enlisted	745,065	171,365	733,724	167,289	748,721	169,211
Subtotal	<u>1,081,353</u>	<u>248,711</u>	<u>1,083,574</u>	<u>247,055</u>	<u>1,128,974</u>	<u>255,148</u>
Pay Group B						
Officer	21,727	4,997	25,908	5,907	25,257	5,708
Enlisted	3,565	820	4,083	931	4,093	925
Subtotal	<u>25,292</u>	<u>5,817</u>	<u>29,991</u>	<u>6,838</u>	<u>29,350</u>	<u>6,633</u>
Pay Group F						
Enlisted	125,313	28,822	135,833	30,970	163,580	36,969
Pay Group P						
Enlisted	6,909	1,589	9,377	2,138	10,735	2,426
Mobilization Training						
Officer	4	1	320	73	270	61
Enlisted	0	0	0	0	0	0
Subtotal	<u>4</u>	<u>1</u>	<u>320</u>	<u>73</u>	<u>270</u>	<u>61</u>
School Training						
Officer	36,160	8,317	43,281	9,868	46,053	10,408
Enlisted	65,469	15,058	65,899	15,025	72,570	16,401
Subtotal	<u>101,629</u>	<u>23,375</u>	<u>109,180</u>	<u>24,893</u>	<u>118,623</u>	<u>26,809</u>
Special Training						
Officer	63,913	14,700	77,802	17,739	67,588	15,275
Enlisted	76,273	17,543	76,802	17,511	75,860	17,144
Subtotal	<u>140,186</u>	<u>32,243</u>	<u>154,604</u>	<u>35,250</u>	<u>143,448</u>	<u>32,419</u>
Administration and Support						
Officer	471,535	148,062	433,457	125,269	432,239	123,188
Enlisted	750,697	235,719	675,644	195,261	668,961	190,654
Subtotal	<u>1,222,232</u>	<u>383,781</u>	<u>1,109,101</u>	<u>320,530</u>	<u>1,101,200</u>	<u>313,842</u>

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</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	19,631	4,515	23,610	5,383	28,464	6,433
Chaplain Candidate Program	1,748	402	2,377	542	1,747	395
Subtotal	<u>21,379</u>	<u>4,917</u>	<u>25,987</u>	<u>5,925</u>	<u>30,211</u>	<u>6,828</u>
Total Direct Program						
Officer	951,006	258,340	956,605	244,547	981,871	247,405
Enlisted	1,773,291	470,916	1,701,362	429,125	1,744,520	433,730
Total	<u>2,724,297</u>	<u>729,256</u>	<u>2,657,967</u>	<u>673,672</u>	<u>2,726,391</u>	<u>681,135</u>
Reimbursable						
Officer	20,239	4,655	26,000	5,928	26,230	5,928
Enlisted	400	92	509	116	514	116
Total	<u>20,639</u>	<u>4,747</u>	<u>26,509</u>	<u>6,044</u>	<u>26,744</u>	<u>6,044</u>
Total Program						
Officer	971,245	262,995	982,605	250,475	1,008,101	253,333
Enlisted	1,773,691	471,008	1,701,871	429,241	1,745,034	433,846
Total	<u>2,744,936</u>	<u>734,003</u>	<u>2,684,476</u>	<u>679,716</u>	<u>2,753,135</u>	<u>687,179</u>

The retired pay accrual percentages are as follows:

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>
FULL TIME MEMBERS	31.40	28.90	28.50
PART TIME MEMBERS	23.00	22.80	22.60

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Pay Group A			
Officer	18,682	16,929	17,949
Enlisted	65,386	59,435	59,872
Subtotal	<u>84,068</u>	<u>76,364</u>	<u>77,821</u>
Pay Group B			
Officer	1,613	1,132	1,202
Enlisted	268	198	210
Subtotal	<u>1,881</u>	<u>1,330</u>	<u>1,412</u>
Pay Group F			
Enlisted	24,816	14,201	15,261
Mobilization Training			
Officer	0	0	0
Enlisted	0	0	0
Subtotal	<u>0</u>	<u>0</u>	<u>0</u>
School Training			
Officer	2,704	10,330	10,737
Enlisted	4,542	17,236	19,165
Subtotal	<u>7,246</u>	<u>27,566</u>	<u>29,902</u>
Special Training			
Officer	5,062	11,358	10,731
Enlisted	5,030	18,215	19,300
Subtotal	<u>10,092</u>	<u>29,573</u>	<u>30,031</u>
Administration and Support			
Officer	82,709	111,130	111,585
Enlisted	147,039	247,431	246,456
Subtotal	<u>229,748</u>	<u>358,561</u>	<u>358,041</u>

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Other			
Health Professions Scholarship Program	573	4,777	3,483
Medical Financial Assistance Program	2	16	13
Branch Officers Leadership Course	1,330	7,173	9,277
Chaplain Candidate Program	118	839	532
Subtotal	<u>2,023</u>	<u>12,805</u>	<u>13,305</u>
Total Direct Program			
Officer	112,793	163,684	165,509
Enlisted	247,081	356,716	360,264
Total	<u>359,874</u>	<u>520,400</u>	<u>525,773</u>

NOTE: In FY 2016, approximately \$130M in Basic Allowance for Housing was erroneously included in Base Pay (\$50M) and Basic Allowance for Subsistence (\$80M). In FY 2017 and FY 2018 Basic Allowance for Housing is correctly budgeted.

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Pay Group A			
Officer	34,615	25,982	35,627
Enlisted	52,749	43,238	44,417
Subtotal	87,364	69,220	80,044
Pay Group B			
Officer	3,988	1,929	3,974
Enlisted	977	675	919
Subtotal	4,965	2,604	4,893
Pay Group F			
Enlisted	6,999	10,458	10,541
Mobilization Training			
Officer	1	0	0
Enlisted	2	0	0
Subtotal	3	0	0
School Training			
Officer	15,000	17,149	19,627
Enlisted	23,379	39,112	41,742
Subtotal	38,379	56,261	61,369
Special Training			
Officer	20,488	20,464	17,530
Enlisted	25,497	26,706	28,213
Subtotal	45,985	47,170	45,743
Administration and Support			
Officer	20,406	16,852	16,932
Enlisted	54,136	42,046	41,813
Subtotal	74,542	58,898	58,745

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Other			
Health Professions Scholarship Program	7,195	0	0
Branch Officers Leadership Course	4,992	8,782	5,080
Chaplain Candidate Program	529	884	716
Subtotal	<u>12,716</u>	<u>9,666</u>	<u>5,796</u>
Total Direct Program			
Officer	107,214	92,042	99,486
Enlisted	163,739	162,235	167,645
Total	<u>270,953</u>	<u>254,277</u>	<u>267,131</u>
Reimbursable			
Officer	852	4,913	4,913
Enlisted	18	96	96
Total	<u>870</u>	<u>5,009</u>	<u>5,009</u>
Total Program			
Officer	108,066	96,955	104,399
Enlisted	163,757	162,331	167,741
Total	<u>271,823</u>	<u>259,286</u>	<u>272,140</u>

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A						
Officer	3,658	0	3,150	0	3,745	0
Enlisted	0	44,003	0	43,861	0	48,195
Subtotal	<u>3,658</u>	<u>44,003</u>	<u>3,150</u>	<u>43,861</u>	<u>3,745</u>	<u>48,195</u>
Pay Group B						
Officer	1,502	0	186	0	198	0
Enlisted	355	0	69	0	74	0
Subtotal	<u>1,857</u>	<u>0</u>	<u>255</u>	<u>0</u>	<u>272</u>	<u>0</u>
Pay Group F						
Enlisted	0	496	0	389	0	340
Mobilization Training						
Officer	1	0	0	0	0	0
Enlisted	0	0	0	0	0	0
Subtotal	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
School Training						
Officer	10,470	0	1,868	0	1,869	0
Enlisted	25,499	0	3,957	0	3,916	0
Subtotal	<u>35,969</u>	<u>0</u>	<u>5,825</u>	<u>0</u>	<u>5,785</u>	<u>0</u>
Special Training						
Officer	20,535	0	2,484	0	2,683	0
Enlisted	24,495	0	7,798	0	8,393	0
Subtotal	<u>45,030</u>	<u>0</u>	<u>10,282</u>	<u>0</u>	<u>11,076</u>	<u>0</u>
Administration and Support						
Officer	19,615	0	13,651	0	13,846	0
Enlisted	61,414	0	54,924	0	54,485	0
Subtotal	<u>81,029</u>	<u>0</u>	<u>68,575</u>	<u>0</u>	<u>68,331</u>	<u>0</u>

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Other						
Health Professions Scholarship Program	1,615	0	619	0	674	0
Medical Financial Assistance Program	5	0	2	0	2	0
Branch Officers Leadership Course	7,778	0	1,550	0	1,738	0
Chaplain Candidate Program	670	0	146	0	92	0
Subtotal	<u>10,068</u>	<u>0</u>	<u>2,317</u>	<u>0</u>	<u>2,506</u>	<u>0</u>
Total Direct Program						
Officer	65,849	0	23,656	0	24,847	0
Enlisted	111,763	44,499	66,748	44,250	66,868	48,535
Total	<u>177,612</u>	<u>44,499</u>	<u>90,404</u>	<u>44,250</u>	<u>91,715</u>	<u>48,535</u>
Reimbursable						
Officer	7,794	0	10,890	0	10,890	0
Enlisted	153	0	214	0	214	0
Subtotal	<u>7,947</u>	<u>0</u>	<u>11,104</u>	<u>0</u>	<u>11,104</u>	<u>0</u>
Total Program						
Officer	73,643	0	34,546	0	35,737	0
Enlisted	111,916	44,499	66,962	44,250	67,082	48,535
Total	<u>185,559</u>	<u>44,499</u>	<u>101,508</u>	<u>44,250</u>	<u>102,819</u>	<u>48,535</u>

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

FY2017 Direct Program			4,591,339
	Basic Pay	51,771	
	Basic Allowance for Housing	15,091	
	Basic Allowance for Subsistence	3,073	
	Bonus Pay	204	
	Other Pay	4,996	
	Travel Pay	5,085	
	Stipend	733	
	Subsistence Pay	1,504	
	Initial Clothing Uniform Allowance	525	
	Replacement Clothing	88	
	Cost of Living Allowance	454	
Total Increases Pricing			83,524
	Basic Pay	59,318	
	Thriffs Savings Plan	19,894	
	Bonus Pay	29,360	
	Retirement Pay	20,069	
	Basic Allowance for Housing	4,124	
	Basic Allowance for Subsistence	1,110	
	Other Pay	66,519	
	FICA	7,119	
	Travel Pay	15,660	
	Initial Clothing Uniform Allowance	23,274	
	Subsistence Pay	2,843	
Total Increases Program			249,290
Total Increases			332,814
	Other Pay	(1)	
	Retirement Pay	(5,910)	
Total Decreases Pricing			(5,911)
	Basic Pay	(43,962)	
	Subsistence Pay	(62)	
	Travel Pay	(7,891)	
	Basic Allowance for Housing	(13,843)	
	Basic Allowance for Subsistence	(2,872)	
	Retirement Pay	(6,697)	
	Other Pay	(34,993)	
	FICA	(1,559)	
	Cost of Living Allowance	(484)	
	Initial Clothing Uniform Allowance	(21)	
	Stipend	(1,116)	
	Replacement Clothing	(114)	

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

Total Decreases Program	(113,614)
Total Decreases	(119,525)
FY2018 Direct Program	4,804,628

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
1,578,512	1,578,664	1,642,326

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 the most capable, combat ready, and lethal federal reserve force in the history of the nation.

FY 2018 contains an increase of \$63.7 million inclusive of a 2.1% pay raise in FY 2018. Funding of the reserve force supports additional individual and collective training for the Soldiers and units in the Sustainable Readiness (SR) with SR retaining the five year progressive readiness cycle for the Reserve Component. Units will achieve higher readiness by aligning training priorities and funding with the SR cycles: Available, Prepare 4, Prepare 3, Prepare 2 and 1. The Available cycle is the immediate cycle of Soldiers and ready units that are 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 be part of the available and trained 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 COCOM 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. The minimum period of statutory Annual Training, in an active duty status, is 14 days, exclusive of travel, during each year. This fund authorizes additional AT days, not to exceed a total of 29 AT days, for Soldiers and units to support the progressive readiness cycle and COCOM OPLAN requirements as needed.

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, unit members shall not exceed forty-eight (48) Unit Training Assemblies (UTAs) annually, commonly known as "weekend drills". 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 supports 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)**

FY2017 Direct Program			1,578,664
	Basic Pay	21,014	
	Basic Allowance for Housing	2,215	
	Basic Allowance for Subsistence	107	
	Other Pay	604	
	Travel Pay	1,384	
	Subsistence Pay	1,491	
	Initial Clothing Uniform Allowance	505	
Total Increases Pricing			27,320
	Basic Pay	20,912	
	Basic Allowance for Subsistence	488	
	Retirement Pay	10,260	
	FICA	3,473	
	Initial Clothing Uniform Allowance	23,172	
	Travel Pay	9,440	
	Subsistence Pay	2,843	
Total Increases Program			70,588
Total Increases			97,908
	Retirement Pay	(2,167)	
Total Decreases Pricing			(2,167)
	Other Pay	(31,321)	
	Basic Allowance for Housing	(758)	
Total Decreases Program			(32,079)
Total Decreases			(34,246)
FY2018 Direct Program			1,642,326

**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 requested funds provide 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 (RPA), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), and the Federal Insurance Contribution Act (FICA). Annual Training funding increased in FY 2017 by \$26.1 million, supporting an increase in end strength and a 2.1% pay raise. In FY 2018 Annual Training funding increased by \$37.8 million, supporting an increase in paid participants, a 2.1% pay raise, and an increase to support Sustainable Readiness. The FY 2018 strength plan sustains the Army Reserve's manpower requirement of 199,000.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	30,456			31,328			31,796		
Participation Rate	75			78			88		
Paid Participants	22,783	4,852	110,544	24,587	4,944	121,565	28,121	5,048	141,955
Enlisted									
Average Strength	138,433			138,310			138,495		
Participation Rate	69			71			74		
Paid Participants	95,504	2,940	280,782	98,763	2,996	295,880	102,436	3,059	313,328
Total	118,287		391,326	123,350		417,445	130,557		455,283

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

Pay and Allowances, Inactive Duty Training (IDT): These requested funds provide pay and allowances of personnel attending Inactive Duty for Training, to include Battle Assemblies (BAs), Additional Training Assemblies (ATAs), Readiness Management Assemblies (RMAs) for key personnel, and Additional Flight Training Assemblies (AFTAs) 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 (RPA), and FICA. FY 2016 to FY 2018, the Officer/Enlisted grade plate mix, closer aligns to historical execution. FY 2017 the decrease in IDT funding supports the higher priority Annual Training requirements. FY 2017 to FY 2018 funding decreased \$4.3 million to support the Individual Clothing and Uniform fielding plan for IDT Soldiers. The FY 2018 strength plan sustains the Army Reserve's manpower requirement of 199,000.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	30,456			31,328			31,796		
Participation Rate	74			74			72		
Paid Participants	22,567	14,104	318,278	23,255	14,372	334,221	22,866	14,674	335,530
Enlisted									
Average Strength	138,433			138,310			138,495		
Participation Rate	66			63			61		
Paid Participants	91,179	7,503	684,119	86,716	7,646	662,995	84,217	7,806	657,404
Total	113,746		1,002,397	109,971		997,216	107,083		992,934

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. In FY 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 FY 2017 the program increase of \$84 thousand which is in direction correlation with the increase of missions performed by the Army Reserve. In FY 2018 the upward trend continues with increased program funding of \$1 million in support of additional projected burial requirements.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	2,947	588	1,733	2,836	597	1,694	3,138	610	1,914
Enlisted	13,015	205	2,668	13,400	208	2,791	16,920	213	3,598
Total	15,962		4,401	16,236		4,485	20,058		5,512

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

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. Funding supports Sustainable Readiness and Objective-T initiatives.

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 increase from FY 2016 to FY 2018 supports an increase of training days to improve Sustainable Readiness and Objective-T initiatives.

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 increase from FY 2017 to FY 2018 supports an increase of training days to improve Sustainable Readiness and Objective-T initiatives.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Additional Flight Training Assemblies									
Officer	261	9,176	2,395	232	9,345	2,168	396	9,535	3,776
Enlisted	445	2,297	1,022	345	2,330	804	384	2,378	913
Subtotal	<u>706</u>		<u>3,417</u>	<u>577</u>		<u>2,972</u>	<u>780</u>		<u>4,689</u>
Additional Training Assemblies									
Officer	1,852	2,681	4,966	716	2,725	1,951	986	2,783	2,744
Enlisted	4,755	3,244	15,424	2,278	3,295	7,507	946	3,367	3,185
Subtotal	<u>6,607</u>		<u>20,390</u>	<u>2,994</u>		<u>9,458</u>	<u>1,932</u>		<u>5,929</u>
Readiness Management Assemblies									
Officer	1,297	2,362	3,064	2,106	2,400	5,055	1,737	2,451	4,257
Enlisted	2,572	1,476	3,797	2,474	1,500	3,710	2,872	1,531	4,398
Subtotal	<u>3,869</u>		<u>6,861</u>	<u>4,580</u>		<u>8,765</u>	<u>4,609</u>		<u>8,655</u>

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

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Total Pay and Allowances, Inactive Duty Training (IDT)	196,033	1,037,466	194,025	1,022,896	197,670	1,017,719

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 following price and program changes from FY 2017 to FY 2018 include: 1) clothing bag price increase due to inflation and 2) clothing bag update to provide the Army's new Physical Fitness Uniform (APFU) and the Operational Camouflage Pattern (OCP) uniform. Our clothing budget supports the Army Reserve's accelerated Fielding Plan for the APFU and the OCP through FY 2020.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial									
Officer	29,580	400	11,832	2,993	400	1,197	3,200	400	1,280
Enlisted	479	1,854	888	6,970	1,884	13,129	8,210	1,925	15,805
Subtotal	<u>30,059</u>		<u>12,720</u>	<u>9,963</u>		<u>14,326</u>	<u>11,410</u>		<u>17,085</u>
Additional									
Enlisted	16,375	344	5,633	31,189	350	10,916	67,190	357	24,000
TOTAL	<u>46,434</u>		<u>18,353</u>	<u>41,152</u>		<u>25,242</u>	<u>78,600</u>		<u>41,085</u>

Subsistence of Enlisted Personnel: These funds provide subsistence to 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. Field Rations are the Basic Daily Food Allowance as determined by the 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. FY 2018 subsistence funding reflects a price increase due to inflation and a programming change from operation rations resulting in an increase in field rations during Annual and Inactive Duty Training.

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

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Annual Training												
Field Rations	140,906	2,113,583	12	25,363	101,411	1,521,167	12	18,254	127,206	1,851,167	12	22,897
Operational Rations	17,132	256,979	48	12,335	2,835	42,531	48	2,041	0	0	0	0
Subtotal	158,038			37,698	104,246			20,295	127,206			22,897
Inactive Duty Training												
Field Rations	21,892	525,417	12	6,305	81,826	1,963,833	12	23,566	87,840	2,026,250	12	25,298
Total	179,930			44,003	186,072			43,861	215,046			48,195

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

Travel, Annual Training: These requested funds provide 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 transports 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. Annual Training pay and allowances has the highest priority in FY 2017 and FY 2018. In FY 2018, travel funding restored \$10.8 million to support the anticipated higher travel demand.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	<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	35,071	987	34,615	25,847	1,005	25,982	34,763	1,025	35,627
Enlisted	88,654	595	52,749	71,443	605	43,238	71,893	618	44,417
Total	123,725		87,364	97,290		69,220	106,656		80,044

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
39,809	41,018	42,649

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-3/5/7.

In FY 2018, program funding of \$1.6 million increase due to inflation and increase in paid participant Strength for Annual Training.

Annual Training (AT) – A normal period of Active Duty for Training consists of 13 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)**

FY2017 Direct Program			41,018
	Basic Pay	582	
	Basic Allowance for Housing	39	
	Basic Allowance for Subsistence	9	
	Travel Pay	52	
Total Increases Pricing			682
	Basic Allowance for Housing	43	
	Basic Allowance for Subsistence	8	
	Other Pay	90	
	Travel Pay	2,237	
Total Increases Program			2,378
Total Increases			3,060
Total Decreases Pricing	Retirement Pay	(61)	(61)
	Basic Pay	(1,174)	
	Retirement Pay	(145)	
	FICA	(49)	
Total Decreases Program			(1,368)
Total Decreases			(1,429)
FY2018 Direct Program			42,649

**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 (RPA), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), and FICA. FY 2017 to FY 2018 funding increase due to inflation and increase in paid participants.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	2,048			2,109			2,134		
Participation Rate	89			75			75		
Paid Participants	1,818	5,645	10,262	1,590	5,752	9,145	1,605	5,875	9,429
Enlisted									
Average Strength	629			650			646		
Participation Rate	88			61			63		
Paid Participants	552	3,283	1,812	397	3,348	1,329	406	3,419	1,388
Total	2,370		12,074	1,987		10,474	2,011		10,817

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 2018 funding decrease \$1 million to support Pay Group B Annual Training travel.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	2,048			2,109			2,134		
Participation Rate	71			82			77		
Paid Participants	1,446	13,538	19,576	1,739	13,795	23,989	1,636	14,087	23,046
Enlisted									
Average Strength	629			650			646		
Participation Rate	51			59			58		
Paid Participants	318	10,044	3,194	386	10,236	3,951	372	10,465	3,893
Total	1,764		22,770	2,125		27,940	2,008		26,939

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

Travel, Annual Training: These funds provide transportation costs and per diem allowances for personnel attending Annual Training.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	1,646	2,423	3,988	782	2,467	1,929	1,580	2,515	3,974
Enlisted	1,717	569	977	1,165	579	675	1,555	591	919
Total	3,363		4,965	1,947		2,604	3,135		4,893

Reimbursable Program:

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
779	1,721	1,721

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
206,234	216,524	256,000

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 as part of individual readiness requirement 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.

This program supports the higher Army Reserve end strength to 199,000 beginning in FY 2017.

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

FY2017 Direct Program			216,524
	Basic Pay	2,634	
	Basic Allowance for Housing	412	
	Other Pay	494	
	Travel Pay	209	
	Subsistence Pay	13	
Total Increases Pricing			3,762
	Basic Pay	22,989	
	Basic Allowance for Housing	648	
	Retirement Pay	6,271	
	Other Pay	4,143	
	FICA	2,123	
Total Increases Program			36,174
Total Increases			39,936
	Retirement Pay	(272)	
Total Decreases Pricing			(272)
	Subsistence Pay	(62)	
	Travel Pay	(126)	
Total Decreases Program			(188)
Total Decreases			(460)
FY2018 Direct Program			256,000

**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 (RPA), and FICA. This calculation uses an estimated number of participants rather than the average strength.

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</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>
17,556 10,193 178,949	17,427 10,386 181,005	20,599 10,605 218,452

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 as well as 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 and FY 2018.

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</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>
Cash Allowance	211 1,853 391	12,810 1,926 24,672	13,561 1,966 26,667
ACASP	10,641 1,823 19,399	0 0 0	0 0 0
Total	10,852 19,790	12,810 24,672	13,561 26,667

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.

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
	<u>Number</u> <u>Mandays</u> <u>Rate</u> <u>Amount</u>	<u>Number</u> <u>Mandays</u> <u>Rate</u> <u>Amount</u>	<u>Number</u> <u>Mandays</u> <u>Rate</u> <u>Amount</u>
Enlisted	277 41,333 12 496	217 32,417 12 389	190 28,333 12 340

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 well as all return trips home for those who drop out of training. The rate includes the transportation cost and any authorized per diem.

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</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>
	7,717 907 6,999	11,326 923 10,458	11,192 942 10,541

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
9,002	11,514	13,204

PART I - PURPOSE AND SCOPE

The program provides for the pay and allowances, subsistence, and Retired Pay Accrual of Non-Prior Service (NPS) enlistees assigned to Troop Program Units (TPU) for attending Inactive Duty Training (IDT) prior to attending their Initial Active Duty for Training (IADT). Soldiers in this pay group can only perform 36 Battle 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 2018, there is a \$1.7 million increase in funding due to an increase in paid participants.

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

FY2017 Direct Program			11,514
	Basic Pay	182	
Total Increases Pricing			182
	Basic Pay	1,072	
	Retirement Pay	307	
	FICA	104	
	Other Pay	45	
Total Increases Program			1,528
Total Increases			1,710
	Retirement Pay	(20)	
Total Decreases Pricing			(20)
Total Decreases			(20)
FY2018 Direct Program			13,204

**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 Initial Active 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 2018, there is a \$1.7 million increase in Enlisted funding due to an increase in paid participants attending Battle Assemblies prior to attending IADT or AIT.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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>
Enlisted									
Average Strength	6,125			5,682			6,031		
Participation Rate	45			61			65		
Paid Participants	2,751	3,272	9,002	3,466	3,322	11,514	3,920	3,368	13,204

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
10	326	332

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). 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 2018, there is a program increase of six thousand dollars and a price increase of two thousand dollars.

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

FY2017 Direct Program			326
	Basic Pay	6	
Total Increases Pricing			6
	Other Pay	70	
Total Increases Program			70
Total Increases			76
	Other Pay	(1)	
Total Decreases Pricing			(1)
	Basic Pay	(53)	
	Retirement Pay	(12)	
	FICA	(4)	
Total Decreases Program			(69)
Total Decreases			(70)
FY2018 Direct Program			332

**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 2018 funding increases by \$6 thousand primarily due to inflation and is realigned to the IRR Soldier Readiness Processing account in concert with changes in program management.

	<u>ACTUAL FY 2016</u>				<u>ESTIMATE FY 2017</u>				<u>ESTIMATE FY 2018</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1	13	6,730	8	48	624	6,858	326	0	0	7,002	0
Enlisted	0	0	0	0	0	0	0	0	0	0	0	0
Total	1			8	48			326	0			0

IRR Soldier Readiness Processing: Otherwise known as **IRR Soldier Screening**, 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. In FY 2018 funding realigned from IRR Sustainment Training in accordance with changes to IRR Soldier program management.

	<u>ACTUAL FY 2016</u>				<u>ESTIMATE FY 2017</u>				<u>ESTIMATE FY 2018</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	207	0	0	0	211	0	1,544	1,544	215	332
Enlisted	10	10	207	2	0	0	210	0	0	0	215	0
Total	10			2	0			0	1,544			332

GRAND TOTAL Mobilization Training

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	1	8	48	326	1,544	332
Enlisted	10	2	0	0	0	0
Total	11	10	48	326	1,544	332

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
206,594	224,758	243,143

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.

FY 2018 School Training funding increases \$18.4 million to ensure adequate resourcing for individual training which teaches the skills necessary to operate on the modern battlefield and assume leadership rolls. Training is characterized by the Chief of Staff of the Army, General Milley, as the "second component of readiness". Building readiness begins with the individual soldier and School Training is a key enabler in meeting this requirement. More specifically, the Army Reserve is seeking additional funding in: (1) MOS reclassification to meet Duty Occupational Specialty Qualified readiness metrics, (2) additional specialized training for Additional Skill Identifiers / Special Qualification Identifiers, and (3) undergraduate pilot training.

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

FY2017 Direct Program			224,758
	Basic Pay	2,117	
	Basic Allowance for Housing	799	
	Basic Allowance for Subsistence	198	
	Other Pay	21	
	Travel Pay	1,125	
Total Increases Pricing			4,260
	Basic Pay	6,604	
	Retirement Pay	2,134	
	FICA	722	
	Travel Pay	3,983	
	Basic Allowance for Housing	1,537	
Total Increases Program			14,980
Total Increases			19,240
	Retirement Pay	(217)	
Total Decreases Pricing			(217)
	Basic Allowance for Subsistence	(238)	
	Other Pay	(400)	
Total Decreases Program			(638)
Total Decreases			(855)
FY2018 Direct Program			243,143

**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 the Army Reserve took some risk in Leader Development Training to support its efforts to remedy a backlog in Duty Military Occupational Specialty Qualified (DMOSQ) soldiers. In FY 2017 and FY 2018 Leader Development Training returns to its required funding. In FY 2018 funding increases \$1.2 million, resourcing USAR student seats for Professional Military Education (PME) in the One Army School System (OASS). The Army requires Soldiers attend PME before promotion and assignment to higher leadership rolls. Trained leaders support Sustainable Readiness by being better prepared for the complexities of today's operational environment.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	4,406	101,327	446	45,192	4,175	96,015	454	43,636	4,360	100,289	464	46,536
Enlisted	2,899	66,679	221	14,736	9,171	210,937	225	47,503	8,668	199,374	229	45,842
Total	7,305			59,928	13,346			91,139	13,028			92,378

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. The Army Reserve made a concerted effort to reduce its backlog of Duty Military Occupational Specialty Qualified (DMOSQ) trained soldiers in FY 2016. By addressing these critical requirements in FY 2016, the Army Reserve returns to a more sustainable trend upward from FY 2015 to FY 2018. This sustainable growth continues to address less critical functions of its backlog while maintaining current readiness. FY 2018 funding, specifically, increases \$10.1 million to resource instructors and additional USAR student seats in OASS for Military Occupational Specialty (MOS) qualification/ reclassification. MOS reclassification supports Sustainable Readiness by training Soldiers to be DMOSQ. Duty qualified Soldiers supporting unit core functions ensures that the USAR meets a key Army metric for personnel readiness.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	659	40,857	421	17,201	421	26,100	429	11,197	430	26,630	438	11,664
Enlisted	19,610	294,152	191	56,183	16,254	243,811	194	47,453	19,154	287,304	198	57,093
Total	20,269			73,384	16,675			58,650	19,584			68,757

**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 2018 funding decreases \$1.3 million for instructor support to Cadet Summer Training (CST). The Active Component will support resourcing for CST.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	0	0	0	1,333	0	0	0	0	0	0	0	0
Enlisted	939	40,387	271	10,945	966	41,550	276	11,474	841	36,145	281	10,191
Total	939			12,278	966			11,474	841			10,191

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 2018 funding increases \$7.2 million to resource instructors and additional USAR student seats in the OASS for the additional specialized training required to attain and maintain ASIs/SQIs. ASIs/SQIs support Sustainable Readiness by providing Soldiers with additional specialized training that prepares them to conduct more complex unit missions.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	441	18,518	456	8,444	1,328	55,796	464	25,926	1,345	56,509	474	26,809
Enlisted	4,791	172,463	298	51,394	3,183	114,605	303	34,801	3,681	132,525	310	41,088
Total	5,232			59,838	4,511			60,727	5,026			67,897

**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 2018 funding increases \$1.2 million to resource additional seats in Initial Entry Rotary Wing (IERW) training. Pilots are in high demand within Army reserve formations, where shortfalls can impact unit readiness metrics.

	<u>ACTUAL FY 2016</u>				<u>ESTIMATE FY 2017</u>				<u>ESTIMATE FY 2018</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	28	1,051	450	473	163	6,036	458	2,768	226	8,373	468	3,920
Enlisted	86	2,326	298	693	0	0	303	0	0	0	310	0
Total	114			1,166	163			2,768	226			3,920

GRAND TOTAL School Training

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	5,534	161,753	72,643	6,087	183,947	83,527	6,361	191,801	88,929
Enlisted	28,325	576,007	133,951	29,574	610,903	141,231	32,344	655,348	154,214
Total	33,859		206,594	35,661		224,758	38,705		243,143

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
273,539	281,611	264,269

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.

FY 2018 Special Training funding decreases \$17.3 million to better support Sustainable Readiness in Annual Training and Exercises.

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

FY2017 Direct Program			281,611
	Basic Pay	2,998	
	Basic Allowance for Housing	858	
	Basic Allowance for Subsistence	349	
	Other Pay	95	
	Travel Pay	943	
Total Increases Pricing			5,243
	Basic Allowance for Subsistence	445	
Total Increases Program			445
Total Increases			5,688
	Retirement Pay	(309)	
Total Decreases Pricing			(309)
	Basic Pay	(13,303)	
	Basic Allowance for Housing	(400)	
	Retirement Pay	(2,522)	
	FICA	(854)	
	Travel Pay	(2,370)	
	Other Pay	(3,272)	
Total Decreases Program			(22,721)
Total Decreases			(23,030)
FY2018 Direct Program			264,269

**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 the 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 2018 funding decreases \$1 thousand to better support Sustainable Readiness. Current resourcing will allow the program to continue enhancing morale and supporting the Army Reserve's positive public presence.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	<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	119	715	509	364	18	110	518	57	19	111	529	59
Enlisted	296	2,370	316	749	72	575	322	185	69	554	328	182
Total	415			1,113	90			242	88			241

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 2018 funding decreases \$7.9 million for command and staff tours, to better support Sustainable Readiness in Annual Training and Exercises.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	<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	2,537	25,367	515	13,064	2,797	27,969	524	14,678	1,969	19,690	535	10,550
Enlisted	2,874	34,482	282	9,724	2,154	25,846	287	7,427	1,028	12,335	293	3,619
Total	5,411			22,788	4,951			22,105	2,997			14,169

**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 2018 funding increases \$20.1 million for Sustainable Readiness by resourcing the additional days necessary for Warrior Exercises (WAREX), Combat Support Training Exercises (CSTX), and Combat Training Center (CTC) requirements. Described as the “second component” of readiness by the CSA, General Miley, it is through “rigorous and repetitive training under intense pressure and realistic battlefield conditions” that ready units are created.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	789	5,522	425	2,347	5,021	35,146	433	15,221	6,299	44,092	442	19,496
Enlisted	1,925	15,402	239	3,681	7,695	61,563	243	14,993	15,507	124,057	248	30,848
Total	2,714			6,028	12,716			30,214	21,806			50,344

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 2018 funding decreases \$3.8 million for missions, or projects, required by headquarters below the Department level, to better support Sustainable Readiness in Annual Training and Exercises. In addition, in FY 2018 military funeral honors support moved to its own Sub-Activity Group (SAG), 1GW.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	7,674	99,764	402	40,105	2,871	37,325	409	15,290	2,183	28,383	418	11,871
Enlisted	13,880	180,440	257	46,373	3,500	45,494	261	11,914	3,308	43,010	267	11,500
Total	21,554			86,478	6,371			27,204	5,491			23,371

**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 Sustainable Readiness to include: AT/IDT preparations, training for increased Combatant Command demands such as: multicomponent support training to include 1st Information Operations Command, Battle Command training program, Mission Augmentation Requirements, Regional Training Sites - Medical Training, Emergency Preparedness Training/Operations, Intelligence Training / Activities, Cyber Training, 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, Soldier and family reintegration training, language/cultural training, Readiness training, and Aviation mission training.

In FY 2018 funding decreases \$27.4 million for lower priority missions, or projects, supported by ADOS tours, to better support Sustainable Readiness in Annual Training and Exercises.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	19,492	175,431	385	67,541	24,204	217,835	392	85,461	19,521	175,693	400	70,374
Enlisted	44,888	359,100	231	82,952	57,950	463,597	235	109,126	50,320	402,559	240	96,747
Total	64,380			150,493	82,154			194,587	69,841			167,121

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 2018 funding increases \$534 thousand for the hometown recruiter mission.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	0	0	382	0	23	234	389	91	29	294	397	117
Enlisted	0	0	234	0	1,286	12,858	238	3,066	1,468	14,681	243	3,574
Total	0			0	1,309			3,157	1,497			3,691

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 2018 funding decreases \$172 thousand while maintaining the program's existing mission to support the Army Reserve's end strength objectives.

	ACTUAL FY 2016				ESTIMATE FY 2017				ESTIMATE FY 2018			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	427	2,988	426	1,273	306	2,142	434	930	265	1,857	443	823
Enlisted	2,444	21,992	244	5,366	1,417	12,757	248	3,172	1,360	12,239	253	3,107
Total	2,871			6,639	1,723			4,102	1,625			3,930

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

Military Burial Honors: Funds Military Burial Honors in accordance with 10 USC 1491, Sec. 578, which requires the Services to support military burial honors for all eligible veterans, regardless of Service in which they served. This is a new line item starting in FY 2018 to allow greater program visibility within Special Training. Resources include pay, per diem, travel, supplies and contracts in support. The dollar rate is based on mandays for Soldiers placed on ADOS-RC to perform burial honors for Veterans and Soldiers which require a day's travel to and return from a burial honors mission or requires Soldiers to perform 3-5 consecutive days of burial honors.

	<u>ACTUAL FY 2016</u>				<u>ESTIMATE FY 2017</u>				<u>ESTIMATE FY 2018</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	0	0	0	0	0	0	1,764	1,764	443	782
Enlisted	0	0	0	0	0	0	0	0	2,442	2,442	253	620
Total	0			0	0			0	4,206			1,402

Reimbursable Program:

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
33,555	41,279	41,279

GRAND TOTAL Special Training

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	31,038	309,787	124,694	35,240	320,761	131,728	32,049	271,884	114,072
Enlisted	66,307	613,786	148,845	74,074	622,690	149,883	75,502	611,877	150,197
Total	97,345		273,539	109,314		281,611	107,551		264,269

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
2,072,635	2,120,835	2,170,749

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 2018, there is a \$46.8 million increase due to inflation and to maintaining average strength resulting from improved accession management.

Selective Reserve Incentive Program (SRIP)

In FY 2018, there is an \$28 million increase for incentives to pinpoint key accession requirements, reenlistments, and critical skill management. Funds for the Health Professional Incentives (HPI) increased \$10 million to better support Sustainable Readiness.

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

FY2017 Direct Program			2,120,835
	Basic Pay	21,509	
	Basic Allowance for Housing	10,398	
	Basic Allowance for Subsistence	2,331	
	Other Pay	3,782	
	Travel Pay	1,178	
	Initial Clothing Uniform Allowance	1	
	Replacement Clothing	88	
	Cost of Living Allowance	454	
Total Increases Pricing			39,741
	Other Pay	61,693	
Total Increases Program			61,693
Total Increases			101,434
	Retirement Pay	(2,812)	
Total Decreases Pricing			(2,812)
	Basic Pay	(28,805)	
	Basic Allowance for Housing	(10,918)	
	Retirement Pay	(3,876)	
	FICA	(604)	
	Travel Pay	(1,331)	
	Cost of Living Allowance	(484)	
	Initial Clothing Uniform Allowance	(1)	
	Basic Allowance for Subsistence	(2,575)	
	Replacement Clothing	(114)	
Total Decreases Program			(48,708)
Total Decreases			(51,520)
FY2018 Direct Program			2,170,749

**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 2018, funds support a 2.1% military pay raise.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	4,908	153,352	752,652	4,365	156,589	683,509	4,302	159,764	687,303
Enlisted	11,030	94,830	1,045,972	12,118	96,820	1,173,259	11,850	98,782	1,170,569
Total	15,938		1,798,624	16,483		1,856,768	16,152		1,857,872

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.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	0	275	200	55	275	200	55
Enlisted	15,870	347	5,507	12,398	354	4,384	12,074	361	4,359
Total	15,870		5,507	12,673		4,439	12,349		4,414

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

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 2016 approximately \$16.3 million OCONUS COLA was erroneously included in CONUS COLA. FY 2017 and FY 2018 reflect normalized CONUS/OCONUS distribution amounts.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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>
CONUS									
Officer	548	8,403	4,605	69	8,507	587	67	8,791	589
Enlisted	2,159	7,565	16,332	276	7,696	2,124	268	7,881	2,112
Subtotal	<u>2,707</u>		<u>20,937</u>	<u>345</u>		<u>2,711</u>	<u>335</u>		<u>2,701</u>
OCONUS									
Officer	157	0	0	158	19,981	3,157	155	20,458	3,171
Enlisted	244	0	0	269	21,494	5,782	262	21,939	5,748
Subtotal	<u>401</u>		<u>0</u>	<u>427</u>		<u>8,939</u>	<u>417</u>		<u>8,919</u>
TOTAL									
Officer	705		4,605	227		3,744	222		3,760
Enlisted	2,403		16,332	545		7,906	530		7,860
Total	<u>3,108</u>		<u>20,937</u>	<u>772</u>		<u>11,650</u>	<u>752</u>		<u>11,620</u>

Permanent Change of Station Travel: These funds are requested to provide costs for those AGR personnel making a permanent change of station. Travel costs include movement and storage of household goods, dislocation allowance, and dependent travel. Travel costs also include TDY travel and per diem costs incurred while on PCS-TDY enroute status. FY 2017 to FY 2018, PCS travel expenses remains relatively stable at this time.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	1,090	18,721	20,406	883	19,085	16,852	869	19,484	16,932
Enlisted	3,763	14,386	54,136	2,868	14,660	42,046	2,794	14,965	41,813
Total	<u>4,853</u>		<u>74,542</u>	<u>3,751</u>		<u>58,898</u>	<u>3,663</u>		<u>58,745</u>

	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Total AGR	16,145	1,894,103	16,086	1,927,316	16,232	1,928,237

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

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.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	100,000	0	2	100,000	200	2	100,000	200
Enlisted	0	100,000	0	4	100,000	400	4	100,000	400
Total	0		0	6		600	6		600

Disability and Hospitalization Benefits: Members of the Army Reserve who suffer injury, 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).

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	33	19,219	637	95	19,219	1,827	126	19,219	2,417
Enlisted	318	13,498	4,298	590	13,498	7,959	775	13,498	10,457
Total	351		4,935	685		9,786	901		12,874

Servicemember's Group Life Insurance: Service member's Group Life Insurance (SGLI) is a life insurance program for Service members provided by the Department of Veterans Affairs. It is low cost insurance program that was developed to provide insurance benefits for Service members who may not otherwise be eligible to receive insurance benefits from private companies due to risks involved in military service or a service connected disability. Army Reserve Service members on drill status, assigned to a unit, performs at least 12 periods of inactive duty, (that is creditable for retirement purposes), qualify for full-time SGLI coverage 365 days of the year. Soldiers are also covered for 120 days following separation or release from duty. This is a new distinct line item beginning in FY 2016 which tracks collections of premiums and disbursements of SGLI.

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	0	0	0	0	0	0	0
Enlisted	0	0	3,656	0	0	0	0	0	0
Total	0		3,656	0		0	0		0

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

Incentive Program: Funds provide for payment for two types of Selective Reserve Incentives: Health Profession Incentives and Selective Reserve Incentives. In FY 2018 there is an increase in the Health Professions Incentives of \$10 million to support Sustainable Readiness. In FY 2018, the Total Incentive Program increases \$38.0 million to support Enlisted incentives, optimizing accessions, reenlistment, and critical skill management. 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:

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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>
Special Training Assistance Program	130	24,955	3,251	251	24,955	6,261	214	25,429	5,433
Loan Repayment Program	403	20,689	8,344	576	20,689	11,924	852	20,689	17,627
Medical Recruiting Bonus	1,028	17,731	18,221	969	17,731	17,190	895	17,731	15,870
Medical Retention Bonus	799	22,450	17,931	770	22,450	17,291	1,057	22,450	23,734
Total	2,360		47,747	2,566		52,666	3,018		62,664

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

Selective Reserve Incentives: Funds requested provide initial and anniversary payments for the following programs: AGR Reenlistment, AGR Critical Skill Assignment Retention, Critical Skill Assignment Retention, MOS Conversion, Officer Accession, Enlistment, Affiliation, Prior Service, Reenlistment Bonuses and the Student Loan Repayment Program for selected members of the Selected Reserve (SELRES). In FY 2018, funding increases \$28.0 million to recruit specific grade plates, non-prior service, prior service, and affiliation bonuses for specific mission critical positions.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial									
AGR Reenlistment Bonus	0	0	76	0	0	0	0	0	0
Non-Prior Serv. Enl. Bonus	12,998	1,857	24,137	13,463	1,857	25,000	17,991	1,857	33,410
Officer Affiliation Bonus	314	10,000	3,138	235	10,000	2,350	224	10,000	2,235
Enlisted Affiliation Bonus	13,813	1,736	23,979	10,386	1,736	18,030	17,142	1,736	29,759
Prior Service Bonus	142	3,236	458	845	3,236	2,735	1,129	3,236	3,655
Reenlistment Bonus	8,167	3,236	26,428	8,707	3,236	28,175	12,778	3,236	41,350
Student Loan Repayment Program	1,292	3,000	7,893	2,246	3,000	13,514	2,409	3,000	14,379
Critical Skill Retention	269	15,000	4,040	33	15,000	500	40	15,000	600
MOS Conversion Bonus	0	2,000	0	100	2,000	200	100	2,000	200
Officer Accession Bonus	14	10,000	140	100	10,000	1,000	75	10,000	748
Subtotal	37,009		90,289	36,115		91,504	51,888		126,336
Anniversary									
AGR Reenlistment Bonus	83	5,000	417	0	5,000	0	0	5,000	0
Non-Prior Serv. Enl. Bonus	4,536	3,938	17,862	6,478	3,938	25,510	4,480	3,938	17,642
Enlisted Affiliation Bonus	229	5,000	1,144	275	5,000	1,373	469	5,000	2,347
Prior Service Bonus	712	3,207	2,282	552	3,207	1,770	772	3,207	2,477
Reenlistment Bonus	4,302	1,091	4,693	5,381	1,091	5,871	4,782	1,091	5,217
Subtotal	9,862		26,398	12,686		34,524	10,503		27,683
Selective Reserve Incentive Total	46,871		116,687	48,801		126,028	62,391		154,019
	<u>ACTUAL FY 2016</u>		<u>ESTIMATE FY 2017</u>		<u>ESTIMATE FY 2018</u>				
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>			
Total Incentive Program	49,231	164,434	51,367	178,694	65,409	216,683			

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

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

	ACTUAL FY 2016			ESTIMATE FY 2017			ESTIMATE FY 2018		
	<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	2,746
Enlisted							0	0	5,195
Total							0		7,941

**RESERVE PERSONNEL, ARMY
THRIFT SAVINGS PLAN
PURPOSE AND SCOPE**

ACTUAL FY 2016

ESTIMATE FY 2017

ESTIMATE FY 2018
19,894

PART I - PURPOSE AND SCOPE

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

**RESERVE PERSONNEL, ARMY
THRIFT SAVINGS PLAN
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

	Thriffs Savings Plan	19,894	
Total Increases Program			19,894
Total Increases			19,894
FY2018 Direct Program			19,894

**RESERVE PERSONNEL, ARMY
THRIFT SAVINGS PLAN
JUSTIFICATION OF FUNDS REQUESTED
(IN THOUSANDS OF DOLLARS)**

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	7,629
Enlisted							0	0	12,265
Total							0		19,894

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
10,115	4,124	32,688

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 2018, the \$28.6 million increase in Reserve Personnel, Army Education Benefits is due to DoD Board of Actuaries changes and the establishment of the Basic Benefit.

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

FY2017 Direct Program			4,124
	Bonus Pay	82	
Total Increases Pricing			82
	Bonus Pay	28,482	
Total Increases Program			28,482
Total Increases			28,564
FY2018 Direct Program			32,688

**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.

In FY 2018, the \$28.6 million increase in Reserve Personnel, Army Education Benefits is due to DoD Board of Actuaries and the establishment of the Basic Benefit.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	0	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0	15,398	1,541	23,729
Subtotal Basic Benefit	<u>0</u>		<u>0</u>	<u>0</u>		<u>0</u>	<u>15,398</u>		<u>23,729</u>
\$100 Kicker	4,023	143	577	2,536	646	1,638	659	769	507
\$200 Kicker	5,317	755	4,013	1,553	1,431	2,222	2,125	1,786	3,795
\$350 Kicker	696	7,187	5,002	105	2,514	264	1,429	3,259	4,657
Subtotal Kicker	<u>10,036</u>		<u>9,592</u>	<u>4,194</u>		<u>4,124</u>	<u>4,213</u>		<u>8,959</u>
Less Than 90 Days	251	0	0	151	0	0	0	0	0
91 Days up to 2 years	3,949	132	523	1,662	0	0	0	0	0
Greater than 2 Yrs	71	0	0	18	0	0	0	0	0
Subtotal Ch. 1607	<u>4,271</u>		<u>523</u>	<u>1,831</u>		<u>0</u>	<u>0</u>		<u>0</u>
Grand Total	<u>14,307</u>		<u>10,115</u>	<u>6,025</u>		<u>4,124</u>	<u>19,611</u>		<u>32,688</u>

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
59,658	59,937	63,577

PART I - PURPOSE AND SCOPE

This 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.

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 2018, funding increased by \$3.6 million for Armed Forces Health Professions Scholarship Program due to increase in pay rates for those receiving Health Professions Scholarships.

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)**

FY2017 Direct Program			59,937
	Basic Pay	225	
	Basic Allowance for Housing	139	
	Basic Allowance for Subsistence	21	
	Stipend	733	
	Initial Clothing Uniform Allowance	4	
	Bonus Pay	122	
Total Increases Pricing			1,244
	Basic Pay	3,715	
	FICA	326	
	Bonus Pay	878	
	Basic Allowance for Subsistence	34	
Total Increases Program			4,953
Total Increases			6,197
	Basic Allowance for Housing	(1,436)	
	Initial Clothing Uniform Allowance	(5)	
	Stipend	(1,116)	
Total Decreases Program			(2,557)
Total Decreases			(2,557)
FY2018 Direct Program			63,577

**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. In FY 2018 the program reflects a consistent number of participants with rate increase due to inflation.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,504	23,677	35,610	1,327	27,312	36,241	1,289	27,828	35,862
Financial Assistance Program	16	24,539	387	15	27,312	400	14	27,828	395
Total	1,520		35,997	1,342		36,641	1,303		36,257

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	313	400	125	440	400	176	438	400	175

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, travel and FICA. Starting in FY 2017 - FY 2018 an increase in funding is due an increase in pay incentives for targeted health professions.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	927	11,109	10,300	1,498	11,320	16,958	1,732	11,535	19,978
Financial Assistance Program	13	3,016	40	20	3,073	62	21	3,132	67
Total	940		10,340	1,518		17,020	1,753		20,045

**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. Travel funding is currently incorporated in the Pay and Allowances category for Health Professions Scholarship Program.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	2,742	2,624	7,195	0	2,671	0	0	2,719	0

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Prof. Accession Bonus	300	20,000	6,000	305	20,000	6,100	355	20,000	7,100

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</u>		
			<u>Amount</u>			<u>Amount</u>			<u>Amount</u>
Completed Program Graduates			422			434			428

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
38,799	47,189	52,276

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 2018, the program increases \$5.1 million to support end strength increase and more officers attending BOLC. Per diem changed to authorizations for weekend and holidays only.

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

FY2017 Direct Program			47,189
	Basic Pay	458	
	Basic Allowance for Housing	207	
	Travel Pay	176	
	Basic Allowance for Subsistence	53	
	Initial Clothing Uniform Allowance	14	
Total Increases Pricing			908
	Basic Pay	4,026	
	Retirement Pay	1,097	
	FICA	371	
	Basic Allowance for Subsistence	135	
	Basic Allowance for Housing	1,896	
	Other Pay	477	
	Initial Clothing Uniform Allowance	102	
Total Increases Program			8,104
Total Increases			9,012
	Retirement Pay	(47)	
Total Decreases Pricing			(47)
	Travel Pay	(3,878)	
Total Decreases Program			(3,878)
Total Decreases			(3,925)
FY2018 Direct Program			52,276

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Pay and Allowances: Funds requested provide for Base Pay and allowances, Retired Pay Accrual, and FICA payments for officers attending BOLC/BOBC. In FY 2018, the program increases \$5.1 million to support end strength increase and more officers attending BOLC.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	828	33,911	28,085	841	34,623	29,108	1,083	36,772	39,832
AMEDD Officer's Basic Course	114	23,459	2,683	270	23,952	6,476	154	25,407	3,916
JAG Officer's Basic Course	144	17,298	2,483	120	17,661	2,128	141	18,737	2,638
Total	1,086		33,251	1,231		37,712	1,378		46,386

Uniform Allowances: The funds provide for Initial Uniform Allowances.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	1,173	400	469	1,233	400	493	1,603	400	641
AMEDD Officer's Basic Course	128	400	51	428	400	171	345	400	138
JAG Officer's Basic Course	90	400	36	78	400	31	78	400	31
Total	1,391		556	1,739		695	2,026		810

Travel: These funds provide for travel, transportation and per diem costs for officers attending BOLC/BOBC. In FY 2018 travel rates reduced due to programming changes for BOLC/BOBC from full per diem to per diem only on weekends and holidays.

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	795	4,552	3,617	1,391	4,634	6,445	1,391	3,012	4,190
AMEDD Officer's Basic Course	104	3,500	363	537	3,563	1,915	516	1,316	679
JAG Officer's Basic Course	192	5,265	1,012	79	5,360	422	75	2,813	211
Total	1,091		4,992	2,007		8,782	1,982		5,080

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

<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
3,516	4,839	3,521

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 2018, the program decreases \$1.3 million because of a reduction in participants and practicum days.

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 32 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)**

FY2017 Direct Program			4,839
	Basic Pay	46	
	Basic Allowance for Housing	24	
	Basic Allowance for Subsistence	5	
	Travel Pay	18	
	Initial Clothing Uniform Allowance	1	
Total Increases Pricing			94
	Other Pay	1	
Total Increases Program			1
Total Increases			95
	Retirement Pay	(5)	
Total Decreases Pricing			(5)
	Basic Pay	(627)	
	Basic Allowance for Housing	(331)	
	Basic Allowance for Subsistence	(59)	
	Retirement Pay	(142)	
	Travel Pay	(186)	
	Initial Clothing Uniform Allowance	(15)	
	FICA	(48)	
Total Decreases Program			(1,408)
Total Decreases			(1,413)
FY2018 Direct Program			3,521

**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 32 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>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	199	12,270	2,444	206	12,503	2,571	166	12,202	2,021
Chaplain Active Duty for Training	58	8,509	493	154	8,670	1,334	68	11,064	748
Total	257		2,937	360		3,905	234		2,769

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>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	125	400	50	125	400	50	90	400	36

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

	<u>ACTUAL FY 2016</u>			<u>ESTIMATE FY 2017</u>			<u>ESTIMATE FY 2018</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	98	4,217	412	126	4,294	540	95	5,078	483
Chaplain Active Duty for Training	44	2,682	117	126	2,730	344	46	5,107	233
Total	142		529	252		884	141		716

SECTION 5
SPECIAL ANALYSIS

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

	<u>ACTUAL FY 2016</u>	<u>ESTIMATE FY 2017</u>	<u>ESTIMATE FY 2018</u>
Officer			
Basic Pay	20,372	20,442	20,442
Other Pay and Allowances	7,794	10,890	10,890
Travel	852	4,913	4,913
Total	<u>29,018</u>	<u>36,245</u>	<u>36,245</u>
Enlisted			
Basic Pay	398	401	401
Other Pay and Allowances	153	214	214
Travel	18	96	96
Total	<u>569</u>	<u>711</u>	<u>711</u>
Officer & Enlisted			
Retired Pay Accrual	<u>4,747</u>	<u>6,044</u>	<u>6,044</u>
Total Program	34,334	43,000	43,000

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

AGR REENLISTMENT BONUS

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	83	417	0	0	0	0	0	0	0	0	0	0	0	0
FY 2016														
Initial Payments	0	76	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 2017														
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 2018														
Initial Payments							0	0	0	0	0	0	0	0
Anniversary Payments							0	0	0	0	0	0	0	0
FY 2019														
Initial Payments									0	0	0	0	0	0
Anniversary Payments									0	0	0	0	0	0
FY 2020														
Initial Payments											0	0	0	0
Anniversary Payments											0	0	0	0
FY 2021														
Initial Payments													0	0
Anniversary Payments													0	0
FY 2022														
Initial Payments														
Anniversary Payments														
Initial Payments	0	76	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	83	417	0	0	0	0	0	0	0	0	0	0	0	0
Total	83	493	0	0	0	0	0	0	0	0	0	0	0	0

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

REENLISTMENT BONUS

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	4,302	4,693	0	0	0	0	0	0	0	0	0	0	0	0
FY 2016														
Initial Payments	8,167	26,428	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			5,381	5,871	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			8,707	28,175	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					4,782	5,217	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					12,778	41,350	0	0	0	0	0	0	0	0
Anniversary Payments							4,676	5,101	0	0	0	0	0	0
FY 2019														
Initial Payments							6,339	34,660	0	0	0	0	0	0
Anniversary Payments									4,063	4,433	0	0	0	0
FY 2020														
Initial Payments									5,459	29,848	0	0	0	0
Anniversary Payments											3,596	3,923	0	0
FY 2021														
Initial Payments											5,902	32,271	0	0
Anniversary Payments													3,490	3,808
FY 2022														
Initial Payments													3,344	18,284
Initial Payments	8,167	26,428	8,707	28,175	12,778	41,350	6,339	34,660	5,459	29,848	5,902	32,271	3,344	18,284
Anniversary Payments	4,302	4,693	5,381	5,871	4,782	5,217	4,676	5,101	4,063	4,433	3,596	3,923	3,490	3,808
Total	12,469	31,121	14,088	34,046	17,560	46,567	11,015	39,761	9,522	34,281	9,498	36,194	6,834	22,092

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

PRIOR SERVICE ENLISTMENT BONUS

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	712	2,282	0	0	0	0	0	0	0	0	0	0	0	0
FY 2016														
Initial Payments	142	458	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			552	1,770	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			845	2,735	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					772	2,477	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					1,129	3,655	0	0	0	0	0	0	0	0
Anniversary Payments							781	2,504	0	0	0	0	0	0
FY 2019														
Initial Payments							522	3,655	0	0	0	0	0	0
Anniversary Payments									762	2,444	0	0	0	0
FY 2020														
Initial Payments									522	3,655	0	0	0	0
Anniversary Payments											762	2,444	0	0
FY 2021														
Initial Payments											522	3,655	0	0
Anniversary Payments													693	2,224
FY 2022														
Initial Payments													522	3,655
Initial Payments	142	458	845	2,735	1,129	3,655	522	3,655	522	3,655	522	3,655	522	3,655
Anniversary Payments	712	2,282	552	1,770	772	2,477	781	2,504	762	2,444	762	2,444	693	2,224
Total	854	2,740	1,397	4,505	1,901	6,132	1,303	6,159	1,284	6,099	1,284	6,099	1,215	5,879

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

NON-PRIOR SERVICE ENLISTMENT BONUS

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	4,536	17,862	0	0	0	0	0	0	0	0	0	0	0	0
FY 2016														
Initial Payments	12,998	24,137	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			6,478	25,510	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			13,463	25,000	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					4,480	17,642	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					17,991	33,410	0	0	0	0	0	0	0	0
Anniversary Payments							6,446	25,384	0	0	0	0	0	0
FY 2019														
Initial Payments							7,114	32,883	0	0	0	0	0	0
Anniversary Payments									5,214	20,533	0	0	0	0
FY 2020														
Initial Payments									6,923	31,997	0	0	0	0
Anniversary Payments											5,388	21,217	0	0
FY 2021														
Initial Payments											6,935	32,055	0	0
Anniversary Payments													5,471	21,545
FY 2022														
Initial Payments													2,059	9,515
Initial Payments	12,998	24,137	13,463	25,000	17,991	33,410	7,114	32,883	6,923	31,997	6,935	32,055	2,059	9,515
Anniversary Payments	4,536	17,862	6,478	25,510	4,480	17,642	6,446	25,384	5,214	20,533	5,388	21,217	5,471	21,545
Total	17,534	41,999	19,941	50,510	22,471	51,052	13,560	58,267	12,137	52,530	12,323	53,272	7,530	31,060

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

CRITICAL SKILL ASSIGNMENT RETENTION BONUS

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2016														
Initial Payments	269	4,040	0	0	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			33	500	0	0	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					40	600	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments							40	600	0	0	0	0	0	0
FY 2020														
Initial Payments									40	600	0	0	0	0
FY 2021														
Initial Payments											40	600	0	0
FY 2022														
Initial Payments													40	600
Initial Payments	269	4,040	33	500	40	600	40	600	40	600	40	600	40	600
Total	269	4,040	33	500	40	600	40	600	40	600	40	600	40	600

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

ENLISTED AFFILIATION BONUS

	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	229	1,144	0	0	0	0	0	0	0	0	0	0	0	0
FY 2016														
Initial Payments	13,813	23,979	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			275	1,373	0	0	0	0	0	0	0	0	0	0
FY 2017														
Initial Payments			10,386	18,030	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					469	2,347	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments					17,142	29,759	0	0	0	0	0	0	0	0
Anniversary Payments							653	3,265	0	0	0	0	0	0
FY 2019														
Initial Payments							5,956	29,782	0	0	0	0	0	0
Anniversary Payments									567	2,833	0	0	0	0
FY 2020														
Initial Payments									6,041	30,205	0	0	0	0
Anniversary Payments											575	2,875	0	0
FY 2021														
Initial Payments											6,158	30,790	0	0
Anniversary Payments													590	2,948
FY 2022														
Initial Payments													6,304	31,520
Initial Payments	13,813	23,979	10,386	18,030	17,142	29,759	5,956	29,782	6,041	30,205	6,158	30,790	6,304	31,520
Anniversary Payments	229	1,144	275	1,373	469	2,347	653	3,265	567	2,833	575	2,875	590	2,948
Total	14,042	25,123	10,661	19,403	17,611	32,106	6,609	33,047	6,608	33,038	6,733	33,665	6,894	34,468

**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	2,117	7,427	9,544	7,575	48	287	17,454
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	3,235	8,446	11,681	7,990	57	895	20,623
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	4,399	11,903	16,302	7,990	66	3,122	27,480

**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

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

FY 2018

	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