

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2020 Budget Estimates



**RESERVE PERSONNEL, ARMY
JUSTIFICATION BOOK
MARCH 2019**

The estimated cost of this report or study for the Department of Defense is approximately \$135,000 for the 2019 Fiscal Year. This includes \$200 in expenses and \$135,000 in DoD labor.

TABLE OF CONTENTS

SECTION 1 - SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM	1
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS	3
SECTION 2 - INTRODUCTION AND PERFORMANCE MEASURES	4
INTRODUCTION.....	5
PERFORMANCE MEASURES AND EVALUATION SUMMARY	7
SECTION 3 - SUMMARY TABLES	9
SUMMARY OF PERSONNEL.....	10
RESERVE COMPONENT TOURS ON ACTIVE DUTY - STRENGTH BY GRADE	11
STRENGTH BY MONTH	12
SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH	15
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY	17
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS	21
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST.....	24
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS.....	26
SUMMARY OF TRAVEL COSTS.....	28
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK).....	30
SCHEDULE OF INCREASES AND DECREASES - SUMMARY	32
SECTION 4 - DETAIL OF MILITARY PERSONNEL ENTITLEMENTS	34
RESERVE COMPONENT TRAINING AND SUPPORT.....	35
PAY GROUP A	35
PAY GROUP B	42
PAY GROUP F	46
PAY GROUP P	49
MOBILIZATION TRAINING.....	52
SCHOOL TRAINING.....	55
SPECIAL TRAINING.....	60
ADMINISTRATION AND SUPPORT	66
THRIFT SAVINGS PLAN	74
EDUCATION BENEFITS	77
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM.....	80
BRANCH OFFICERS LEADERSHIP COURSE	84
CHAPLAIN CANDIDATE PROGRAM	87
SECTION 5 - SPECIAL ANALYSIS	90
REIMBURSABLE PROGRAMS	91
SELECTED REENLISTMENT BONUS	92
FULL-TIME SUPPORT PERSONNEL.....	97

SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

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

	<u>ACTUAL FY 2018</u>	<u>ENACTED FY 2019</u>	<u>ESTIMATE FY 2020</u>
Direct Program			
Reserve Component Training and Support	4,651,512	4,836,947	4,964,671
TOTAL DIRECT PROGRAM	<u>4,651,512</u>	<u>4,836,947</u>	<u>4,964,671</u>
Reimbursable Program			
Reserve Component Training and Support	35,761	43,000	43,000
TOTAL REIMBURSABLE PROGRAM	<u>35,761</u>	<u>43,000</u>	<u>43,000</u>
Total Baseline Program			
Reserve Component Training and Support	4,687,273	4,879,947	5,007,671
TOTAL BASELINE PROGRAM	<u>4,687,273</u>	<u>4,879,947</u>	<u>5,007,671</u>
OCO Funding			
Reserve Component Training and Support	27,999	37,007	0
TOTAL OCO FUNDING	<u>27,999</u>	<u>37,007</u>	<u>0</u>
Total Program			
Reserve Component Training and Support	4,715,272	4,916,954	5,007,671
TOTAL PROGRAM	<u>4,715,272</u>	<u>4,916,954</u>	<u>5,007,671</u>
Less: OCO Funding			
Reserve Component Training and Support	0	-37,007	0
TOTAL LESS: OCO FUNDING	<u>0</u>	<u>-37,007</u>	<u>0</u>
Revised Total Program			
Reserve Component Training and Support	4,715,272	4,879,947	5,007,671
TOTAL REVISED TOTAL PROGRAM	<u>4,715,272</u>	<u>4,879,947</u>	<u>5,007,671</u>
Medicare Eligible Retiree Health Fund Contribution	438,133	386,852	394,612
TOTAL MILPERS PROGRAM COST	<u>5,153,405</u>	<u>5,266,799</u>	<u>5,402,283</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 2018</u>	<u>ENACTED FY 2019</u>	<u>ESTIMATE FY 2020</u>
<u>RESERVE PERSONNEL, ARMY (RPA)</u>			
DIRECT PROGRAM	4,651,512	4,836,947	4,964,671
REIMBURSABLE PROGRAM	35,761	43,000	43,000
OCO FUNDING	27,999	37,007	34,812
TOTAL RESERVE PERSONNEL, ARMY	4,715,272	4,916,954	5,042,483
MEDICARE-RET CONTRIB, AR ARMY	438,133	386,852	394,612
TOTAL RESERVE PERSONNEL, ARMY PROGRAM COST	5,153,405	5,303,806	5,437,095
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
OCO PAY AND ALLOWANCES, MOBILIZATION	1,089,413	1,153,112	1,088,129
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	98,083	105,764	118,287
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	1,187,496	1,258,876	1,206,416
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	6,340,901	6,562,682	6,643,511

SECTION 2

INTRODUCTION AND PERFORMANCE MEASURES

RESERVE PERSONNEL, ARMY INTRODUCTION

INTRODUCTORY STATEMENT

America's Army Reserve is the dedicated federal reserve of the Army, providing operational capability and strategic depth to the Total Army and the Joint Force in support of U.S. national security interests and Army commitments worldwide.

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. Today's demand drives our requirement to have combat-ready units prepared to meet and quickly respond to any threat to the Nation. The Army Reserve's role is to generate combat ready units and Soldiers for the Army and Joint Force who are trained, equipped and lethal to win our Nation's wars.

Hence, in accordance with Title 10 of the U.S. Code, the 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 2020 budget supports the Army's Title 10 functions by:

- (1) Funding the Army Reserve End Strength Objective (ESO) of 189,500 Soldiers
- (2) Resourcing 39 days of Army Reserve Training; 15 days statutory Annual Training (AT) and 24 days of Inactive Duty Training (IDT)
- (3) Funding full-time support with AGRs
- (4) Resourcing the Operational Reserve

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 range of military operations. 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 Army and the Joint Force with critical military enabling capabilities such as Aviation, Medical, Logistical, Transportation, Engineer, Civil Affairs, Legal, and Chemical units. 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 main effort of the Army Reserve is to prepare ready units for deployment from 0-90 days during a crisis. The Army Reserve budget request supports Headquarters, Department of the Army (HQDA) Readiness Objectives and U.S. Army Forces Command's Early Response Force to fight, survive, and win against current and emerging threats.

In FY 2020, key force management initiatives influencing Force Structure changes for the Army Reserve include final programmed decisions for the Aviation Restructure Initiative (ARI), increase of 125 AGR Soldiers, and reduction of the Army Reserve Readiness Enhancement Account (REA). Resourcing associated with the REA was reallocated to higher priorities as a result of the Secretary of the Army's business reform initiatives.

Readiness is the Army Reserve's number one priority. Therefore, the current resourcing strategy focuses on core competency units supporting a responsive, flexible, and enduring Army Reserve capable of providing essential combat enablers for the Joint Force. The force structure investments/divestments were made through the lens of "contribution to readiness" to achieve a balanced mix across all components. The dynamic global environment illustrates the relevance of today's Army Reserve supporting missions in more than 30 countries around the world.

Other Budget Drivers:

- The nominal cost percentages used to calculate payments to the military retired pay fund for AGRs is 30.4 percent in FY 2019 and 31 percent in FY 2020 and for TPUs it is 24.7 percent in FY 2019 and 24.4 percent in FY 2020.
- The rate for subsistence (indexed to the annual changes in the U.S. Department of Agriculture food plan) effective 1 January is 0.3 percent in 2018 (0.23 percent over the FY), no change in 2019 (0.08 percent over the FY), and 2.4 percent in 2020 (1.8 percent over the FY).

**RESERVE PERSONNEL, ARMY
INTRODUCTION**

- The housing allowance rate effective 1 January is 1.7 percent in 2018 (1.83 percent over the FY), 2.4 percent in 2019 (2.23 percent over the FY), and 3.2 percent in 2020 (3 percent over the FY).
 - The January 1, 2019 BAH inflation rate assumption is 2.4 percent on-average, reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2020 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2019. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket amount will be the same by grade and dependency status in every military housing area.
 - The January 1, 2020 BAH inflation rate assumption is 3.2 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2020.
 - It should be noted that average BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing market survey process.
- Funding requirements include a basic pay increase of 2.4 percent in 2018 (2.33 percent over the FY), 2.6 percent in 2019 (2.55 percent over the FY), and 3.1 percent in 2020 (2.98 percent over the FY).

**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 Army Reserve also fills the needs of the Armed Forces whenever additional capabilities are needed by the Joint Force to achieve planned mobilization.

Performance Measures:

	FY 2018 <u>Actual</u>	FY 2019 <u>Planned</u>	FY 2020 <u>Planned</u>
Average Strength	190,754	189,142	188,947
End Strength	188,811	189,250	189,500
Authorized End Strength	199,500	199,500	

The measure of success for 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 within plus/minus two percent of our congressionally mandated End-Strength Objective (ESO). In FY 2020, the Army Reserve ESO is 189,500 with a two percent Army variance results in an operating window between 185,710 and 193,290.

In FY 2018, the Army Reserve fell short of its end strength objective by 10,689 Soldiers due to a challenging recruiting and retention environment. A number of external factors contributed to the end strength shortfall, to include a strong economy, low unemployment, only one in four 17-24 year olds eligible to serve, only one in eight with the propensity to enlist, and decreasing familiarity with military service. Prior to the FY 2020 President's Budget request, the Army Reserve recognized it would not meet its FY 2019 end strength goal of 199,500 and subsequently reduced its goal to a more achievable end strength of 189,250.

The Army Reserve continues to set conditions for a successful and productive recruiting and retention environment in support of achieving an end strength of 189,250 by the end of FY 2019 and sustaining that level through FY 2020. The Army Reserve asserts the additional recruiting and retention investments, increased emphasis on more productive in-service recruiting, and evolving recruiting and retention initiatives and policy modifications will achieve the Army Reserve's end strength growth plan.

The FY 2019 Army Reserve end strength growth plan is predicated upon an aggressive recruiting and retention program, the investment of additional recruiting and retention resources, and complemented by manning policy modifications. These investments include an additional 115 recruiters, 18 percent increase in traditional recruiting incentives, and 8 percent increase in marketing funding over FY 2018 levels. These investments, employed in concert with an aggressive recruiting and retention program, underpin the Army Reserve's end strength growth plan. The Army Reserve will also benefit from the Army's component neutral recruiting initiatives outlined in the FY 2019 Accessions Campaign Plan and Army Accessions strategy, a Secretary of the Army directed multi-component accessions strategy. The Army Reserve maintains these investments posture the accessions agencies to achieve the FY 2019 Army Reserve 32,583 accessions mission and the current retention strategy will result in limiting end strength losses to less than 27,000.

While forecasts indicate the recruiting environment will remain competitive, the Army Reserve growth plan does not rely solely upon traditional recruiting activities. Since 2007, approximately 38 percent of the Army Reserve accession mission comes from in-service recruiting activities such as active component to reserve component transfers and individual ready reserve to Army Reserve transfers. In response to the challenges associated with traditional recruiting, the Army Reserve moved approximately 41 percent of its FY 2019 accession mission into in-service recruiting efforts. These programs historically overproduce at an average rate of 106 percent achievement since 2007. This is a strategic shift in the Army Reserve growth plan designed to capitalize on the reduced competition and historical overproduction associated with in-service recruiting.

As the Army implements the National Defense Strategy and refines readiness requirements to meet emerging threats in both the Indo-Pacific and European areas of responsibility (AOR), the United States Army Reserve readiness requirements have steadily increased. In FY 2018, the Army Reserve used pay and allowance dollars made available by its end strength underexecution to provide those units identified for increased readiness with additional capability and support to meet the National Defense Strategy. Army Reserve unit readiness and capability increased by 7 percent from FY 2017 to FY 2018 with 3,173 of 3,599 crews ground qualified on their weapon systems and 852 of 885 crews platform qualified on their weapon systems. The additional mandays enabled 113 units (approximately 6,200 Soldiers) in critical enabling capabilities (Combat Service and Support Battalions (CSSB), Civil Affairs (CA) Companies, and Military Information Support Operations (MISO) detachments to support seven National Training Center (NTC) and Joint Readiness Training Center (JRTC) rotations. The Army Reserve also supported 11 units (approximately 1,100 Soldiers) in five Warfighter Exercises (WFX).

**RESERVE PERSONNEL, ARMY
PERFORMANCE MEASURES AND EVALUATION SUMMARY**

The additional mandays allowed for increased Army Reserve participation in the Army Combat Training Center (CTC) exercise program and enhanced the training experience for Active Army units. The training positively improved Army Reserve unit readiness and individual Soldier skill proficiency. Finally, the additional mandays ensured 45,000 Army Reserve Soldiers attended schooling for professional military education, reclassification training, and functional training. In summary, while the Army Reserve did not make its end strength objective in FY 2018, the resultant additional mandays have been used to support multiple efforts increasing the overall readiness of the force required to support the National Defense Strategy.

The Army Reserve will continue this strategy in FY 2019 and FY 2020 realigning additional mandays to recruiting and retention initiatives and training exercises. This strategy will enable the Army Reserve to meet its revised End Strength Objectives and meet its readiness objectives.

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. FY 2019 accession goals increased by 22% in order to ramp up ES and the FY 2020 accession goals grows by 7.5% with a focus in preserving force levels. The FY 2018 through FY 2020 goals for these factors are as follows:

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
Goal for Accessions	22,079	27,735	29,200
Accession Achieved	23,372		
Goal for Reenlistments	13,751	15,205	15,200
Reenlistments Achieved	19,012		
Attrition Goal	15.1%	15.1%	15.1%
Actual Attrition Rate	14.5%		

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2020 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/obligated balances annually. Specifically, the Army Reserve has continued to emphasize the importance of reducing unexpended balances during quarterly reviews, revoked orders older than 120 days, and increased Staff Assistant Visits to subordinate commands with historically high unexpended/unobligated balances.

SECTION 3
SUMMARY TABLES

**RESERVE PERSONNEL, ARMY
SUMMARY OF PERSONNEL**

	<u>Drills</u>	<u>Days</u>	<u>FY 2018</u>			<u>FY 2019</u>		<u>FY 2020</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	31,062	31,154	31,250	31,505	31,675	31,948	32,278
Enlisted	48	15	134,137	131,339	130,105	130,367	129,907	129,489	129,163
Subtotal			165,199	162,493	161,355	161,872	161,582	161,437	161,441
Pay Group F									
Enlisted		149	6,146	5,263	5,226	4,203	4,789	3,846	4,952
Pay Group P									
Enlisted	36		4,003	4,061	2,768	3,411	2,838	3,670	2,941
Subtotal			175,348	171,817	169,349	169,486	169,209	168,953	169,334
IMA									
Pay Group B									
Officer	48	13	2,112	2,159	2,148	2,440	2,957	2,869	2,957
Enlisted	48	13	688	687	680	666	698	677	698
Subtotal			2,800	2,846	2,828	3,106	3,655	3,546	3,655
Drill/Indiv Tng			178,148	174,663	172,177	172,592	172,864	172,499	172,989
AGR (Full-time)									
Officer			4,399	4,410	4,492	4,422	4,354	4,366	4,378
Enlisted			11,771	11,681	12,142	12,127	12,032	12,082	12,133
Subtotal			16,170	16,091	16,634	16,549	16,386	16,448	16,511
SELRES									
Officer			37,573	37,723	37,890	38,367	38,986	39,183	39,613
Enlisted			156,745	153,031	150,921	150,774	150,264	149,764	149,887
Subtotal			194,318	190,754	188,811	189,141	189,250	188,947	189,500
IRR									
Officer			9,483	9,489	9,495	9,391	9,287	9,391	9,495
Enlisted			91,317	91,376	91,435	90,434	89,433	90,435	91,436
Subtotal			100,800	100,865	100,930	99,825	98,720	99,826	100,931

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

	<u>FY 2018</u>			<u>FY 2019</u>		<u>FY 2020</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	286	278	283	279	274	275	276
O5 LT COLONEL	1,018	929	946	931	918	919	923
O4 MAJOR	1,238	1,463	1,490	1,466	1,444	1,448	1,450
O3 CAPTAIN	1,009	942	960	945	931	933	936
O2 1ST LIEUTENANT	118	88	90	89	87	87	88
O1 2ND LIEUTENANT	1	1	1	1	1	1	1
Total Commissioned Officers	3,670	3,701	3,770	3,711	3,655	3,663	3,674
Warrant Officers							
W5 WARRANT OFF (W-5)	48	52	53	52	51	52	52
W4 WARRANT OFF (W-4)	178	178	181	178	175	176	176
W3 WARRANT OFF (W-3)	309	322	328	323	318	319	320
W2 WARRANT OFF (W-2)	188	151	154	152	149	150	150
W1 WARRANT OFF (W-1)	6	6	6	6	6	6	6
Total Warrant Officers	729	709	722	711	699	703	704
Total Officer	4,399	4,410	4,492	4,422	4,354	4,366	4,378
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	165	155	161	161	160	160	161
E8 1ST SGT/MASTER SGT	1,427	1,373	1,427	1,425	1,414	1,420	1,426
E7 PLATOON SGT/SFC	4,983	4,838	5,030	5,024	4,984	5,005	5,026
E6 STAFF SGT	2,746	2,486	2,584	2,581	2,561	2,571	2,582
E5 SERGEANT	1,979	2,209	2,296	2,293	2,275	2,285	2,294
E4 CPL/SPECIALIST	465	617	641	640	635	638	641
E3 PRIVATE 1ST CLASS	2	1	1	1	1	1	1
E2 PRIVATE E2	0	0	0	0	0	0	0
E1 PRIVATE E1	4	2	2	2	2	2	2
Total Enlisted Personnel	11,771	11,681	12,142	12,127	12,032	12,082	12,133
Total Personnel on Active Duty	16,170	16,091	16,634	16,549	16,386	16,448	16,511

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ACTUAL FY 2018

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>	<u>Pay Group B IMA</u>			<u>AGR</u>			<u>Total Selected</u>	
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>IADT</u>	<u>IDT</u>	<u>Total Drill</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	31,062	134,137	165,199	6,146	4,003	175,348	2,112	688	2,800	4,399	11,771	16,170	194,318
OCT	31,063	133,587	164,650	6,289	3,891	174,830	2,116	693	2,809	4,382	11,698	16,080	193,719
NOV	31,043	132,830	163,873	6,421	3,710	174,004	2,138	684	2,822	4,367	11,579	15,946	192,772
DEC	31,176	132,394	163,570	5,152	4,483	173,205	2,155	688	2,843	4,373	11,525	15,898	191,946
JAN	31,091	132,017	163,108	5,368	4,096	172,572	2,154	693	2,847	4,363	11,456	15,819	191,238
FEB	31,097	131,524	162,621	5,190	4,223	172,034	2,170	693	2,863	4,368	11,434	15,802	190,699
MAR	31,021	131,219	162,240	4,813	4,599	171,652	2,183	691	2,874	4,375	11,449	15,824	190,350
APR	31,018	130,684	161,702	4,231	5,145	171,078	2,203	688	2,891	4,427	11,498	15,925	189,894
MAY	31,441	130,169	161,610	4,228	4,980	170,818	2,202	684	2,886	4,459	11,558	16,017	189,721
JUN	31,318	129,845	161,163	4,873	4,123	170,159	2,156	683	2,839	4,447	11,942	16,389	189,387
JUL	31,215	129,526	160,741	5,670	3,177	169,588	2,150	686	2,836	4,454	12,007	16,461	188,885
AUG	31,214	130,159	161,373	5,236	2,930	169,539	2,159	687	2,846	4,466	12,080	16,546	188,931
SEP	31,250	130,105	161,355	5,226	2,768	169,349	2,148	680	2,828	4,492	12,142	16,634	188,811
Average	31,154	131,339	162,493	5,263	4,061	171,817	2,159	687	2,846	4,410	11,681	16,091	190,754

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

<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
<u>212</u>	<u>26</u>	<u>238</u>	

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ESTIMATE FY 2019

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>	<u>Total Drill</u>	<u>Pay Group B IMA</u>			<u>AGR</u>			<u>Total Selected</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>IADT</u>	<u>IDT</u>		<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	31,250	130,105	161,355	5,226	2,768	169,349	2,148	680	2,828	4,492	12,142	16,634	188,811
OCT	31,326	130,374	161,700	5,308	2,812	169,820	2,135	667	2,802	4,480	12,131	16,611	189,233
NOV	31,374	130,411	161,785	5,473	2,604	169,862	2,156	658	2,814	4,469	12,172	16,641	189,317
DEC	31,389	130,837	162,226	4,146	3,231	169,603	2,223	660	2,883	4,458	12,163	16,621	189,107
JAN	31,401	130,929	162,330	4,059	3,117	169,506	2,291	661	2,952	4,446	12,154	16,600	189,058
FEB	31,435	130,885	162,320	3,739	3,419	169,478	2,358	663	3,021	4,435	12,145	16,580	189,079
MAR	31,501	130,638	162,139	3,326	4,021	169,486	2,426	664	3,090	4,423	12,135	16,558	189,134
APR	31,547	130,237	161,784	3,115	4,396	169,295	2,493	666	3,159	4,412	12,126	16,538	188,992
MAY	31,628	130,151	161,779	2,963	4,607	169,349	2,561	667	3,228	4,400	12,117	16,517	189,094
JUN	31,653	129,921	161,574	3,949	3,842	169,365	2,628	669	3,297	4,389	12,108	16,497	189,159
JUL	31,668	129,855	161,523	4,635	3,233	169,391	2,695	670	3,365	4,377	12,099	16,476	189,232
AUG	31,687	130,163	161,850	4,723	2,848	169,421	2,763	672	3,435	4,366	12,090	16,456	189,312
SEP	31,675	129,907	161,582	4,789	2,838	169,209	2,957	698	3,655	4,354	12,032	16,386	189,250
Average	31,505	130,367	161,872	4,203	3,411	169,486	2,440	666	3,106	4,422	12,127	16,549	189,141

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

<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
<u>212</u>	<u>26</u>	<u>238</u>	

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ESTIMATE FY 2020

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>	<u>Total Drill</u>	<u>Pay Group B IMA</u>			<u>AGR</u>			<u>Total Selected</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>IADT</u>	<u>IDT</u>		<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	31,675	129,907	161,582	4,789	2,838	169,209	2,957	698	3,655	4,354	12,032	16,386	189,250
OCT	31,684	129,818	161,502	4,579	2,830	168,911	2,927	691	3,618	4,356	12,040	16,396	188,925
NOV	31,687	129,846	161,533	4,204	3,024	168,761	2,898	684	3,582	4,358	12,049	16,407	188,750
DEC	31,729	130,005	161,734	3,209	3,672	168,615	2,869	677	3,546	4,360	12,057	16,417	188,578
JAN	31,768	129,945	161,713	3,507	3,415	168,635	2,840	670	3,510	4,362	12,066	16,428	188,573
FEB	31,831	129,876	161,707	3,266	3,759	168,732	2,812	663	3,475	4,364	12,074	16,438	188,645
MAR	31,930	129,532	161,462	3,064	4,358	168,884	2,784	656	3,440	4,366	12,083	16,449	188,773
APR	32,005	129,163	161,168	2,846	4,804	168,818	2,812	663	3,475	4,368	12,091	16,459	188,752
MAY	32,120	129,167	161,287	2,738	4,973	168,998	2,840	670	3,510	4,370	12,099	16,469	188,977
JUN	32,175	128,897	161,072	4,056	4,007	169,135	2,868	677	3,545	4,372	12,108	16,480	189,160
JUL	32,217	128,844	161,061	4,853	3,360	169,274	2,897	684	3,581	4,374	12,116	16,490	189,345
AUG	32,262	129,243	161,505	4,966	2,950	169,421	2,928	691	3,619	4,376	12,125	16,501	189,541
SEP	32,278	129,163	161,441	4,952	2,941	169,334	2,957	698	3,655	4,378	12,133	16,511	189,500
Average	31,948	129,489	161,437	3,846	3,670	168,953	2,869	677	3,546	4,366	12,082	16,448	188,947

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

<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
<u>212</u>	<u>26</u>	<u>238</u>	

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

OFFICER

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
Beginning Strength	37,573	37,890	38,986
Gains:			
Males (NPS)	543	577	607
Females (NPS)	161	171	180
Civilian Life	224	238	250
Active Component	75	79	83
Enlisted Commissioning Program	531	564	593
Pay Group B (IMA)	261	1,119	310
Other Reserve Status/Component	2,200	2,335	2,457
All Other	1,120	1,190	1,252
Full-time Active Duty	359	120	284
Total Gains	<u>5,474</u>	<u>6,393</u>	<u>6,016</u>
Losses:			
Civilian Life	369	374	381
Active Component	131	132	135
Retired Reserves	1,083	1,097	1,118
Pay Group B (IMA)	225	310	310
Other Reserve Status/Component	1,022	1,036	1,055
All Other	2,061	2,090	2,130
Full-time Active Duty	266	258	260
Total Losses	<u>5,157</u>	<u>5,297</u>	<u>5,389</u>
End Strength	37,890	38,986	39,613

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

ENLISTED

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
Beginning Strength	156,745	150,921	150,264
Gains:			
Males (NPS)	7,719	9,857	9,856
Females (NPS)	2,293	2,928	2,927
Civilian Life	2,376	3,035	3,034
Active Component	2,020	2,579	2,579
Pay Group B (IMA)	42	70	52
Other Reserve Status/Component	4,268	5,450	5,449
All Other	1,238	1,580	1,581
Full-time Active Duty	1,180	691	909
Total Gains	<u>21,136</u>	<u>26,190</u>	<u>26,387</u>
Losses:			
Expiration of Selected Reserve Service	6,786	6,758	6,735
Active Component	52	52	52
To Officer Status	809	806	803
Retired Reserves	1,070	1,066	1,062
Pay Group B (IMA)	50	52	52
Other Reserve Status/Component	2,192	2,183	2,176
All Other	15,192	15,129	15,076
Full-time Active Duty (AGR)	809	801	808
Total Losses	<u>26,960</u>	<u>26,847</u>	<u>26,764</u>
End Strength	150,921	150,264	149,887

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	151,636	240,559	392,195	156,947	250,708	407,655	161,949	258,698	420,647
Inactive Duty Training	334,352	614,157	948,509	347,103	609,726	956,829	366,728	653,375	1,020,103
Unit Training Assemblies	317,813	598,597	916,410	328,015	593,710	921,725	345,557	633,395	978,952
Flight Training	4,363	1,364	5,727	4,980	1,621	6,601	5,815	1,979	7,794
Training Preparation	10,024	11,748	21,772	12,107	10,952	23,059	12,421	13,865	26,286
Military Funeral Honors	2,152	2,448	4,600	2,001	3,443	5,444	2,935	4,136	7,071
Clothing	0	35,075	35,075	0	40,935	40,935	0	6,143	6,143
Subsistence of Enlisted Personnel	0	41,312	41,312	0	45,992	45,992	0	47,003	47,003
Travel	36,760	59,832	96,592	37,428	60,120	97,548	37,940	60,157	98,097
TOTAL DIRECT OBLIGATIONS	522,748	990,935	1,513,683	541,478	1,007,481	1,548,959	566,617	1,025,376	1,591,993
PAY GROUP B									
Active Duty Training	10,891	1,587	12,478	11,582	1,736	13,318	11,707	1,896	13,603
Inactive Duty Training	22,225	3,401	25,626	22,347	3,718	26,065	23,301	3,704	27,005
Travel	4,255	995	5,250	4,020	951	4,971	4,064	1,076	5,140
TOTAL DIRECT OBLIGATIONS	37,371	5,983	43,354	37,949	6,405	44,354	39,072	6,676	45,748
PAY GROUP F									
Active Duty Training	0	156,498	156,498	0	160,746	160,746	0	167,791	167,791
Clothing	0	18,515	18,515	0	25,497	25,497	0	22,444	22,444
Subsistence of Enlisted Personnel	0	219	219	0	340	340	0	282	282
Travel	0	7,326	7,326	0	9,777	9,777	0	11,096	11,096
TOTAL DIRECT OBLIGATIONS	0	182,558	182,558	0	196,360	196,360	0	201,613	201,613

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	5,623	5,623	0	6,175	6,175	0	6,717	6,717
TOTAL DIRECT OBLIGATIONS	0	5,623	5,623	0	6,175	6,175	0	6,717	6,717
MOBILIZATION TRAINING									
Muster/Screening	133	1,091	1,224	747	1,474	2,221	831	1,542	2,373
TOTAL DIRECT OBLIGATIONS	133	1,091	1,224	747	1,474	2,221	831	1,542	2,373
SCHOOL TRAINING									
Career Development Training	43,132	30,634	73,766	43,876	31,628	75,504	44,636	32,241	76,877
Initial Skill Acquisition Training	19,911	57,722	77,633	20,392	59,202	79,594	21,490	60,473	81,963
Officer Candidate/Training School	0	3,097	3,097	0	4,899	4,899	0	5,142	5,142
Refresher and Proficiency Training	18,876	55,329	74,205	19,719	55,013	74,732	20,191	53,770	73,961
Undergraduate Pilot/Navigator Training	1,371	1,138	2,509	1,414	1,174	2,588	1,688	1,154	2,842
TOTAL DIRECT OBLIGATIONS	83,290	147,920	231,210	85,401	151,916	237,317	88,005	152,780	240,785
SPECIAL TRAINING									
Competitive Events	1,358	1,041	2,399	54	164	218	0	0	0
Command/Staff Supervision	42,388	38,756	81,144	48,994	23,387	72,381	25,352	27,232	52,584
Exercises	16,848	45,324	62,172	24,141	43,585	67,726	30,600	38,122	68,722
Management Support	33,946	25,783	59,729	21,063	18,097	39,160	17,096	21,026	38,122
Operational Training	88,542	128,094	216,636	65,937	111,830	177,767	76,156	135,014	211,170
Recruiting/Retention	3,410	3,612	7,022	4,119	4,347	8,466	4,797	5,138	9,935
Military Burial Honors	278	956	1,234	305	1,051	1,356	420	1,445	1,865
TOTAL DIRECT OBLIGATIONS	186,770	243,566	430,336	164,613	202,461	367,074	154,421	227,977	382,398

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	694,241	1,120,034	1,814,275	720,366	1,186,564	1,906,930	737,572	1,232,744	1,970,316
Clothing	5	6,191	6,196	7	7,970	7,977	7	9,023	9,030
COLA	8,937	17,577	26,514	8,686	16,313	24,999	12,737	18,408	31,145
Travel	24,027	53,539	77,566	21,145	59,610	80,755	24,027	64,779	88,806
Death Gratuities	0	0	0	200	400	600	187	375	562
Disability and Hospitalization Benefits	640	4,570	5,210	1,178	4,827	6,005	1,438	5,358	6,796
Servicemembers Group Life Ins	0	7,169	7,169	0	0	0	0	0	0
Reserve Incentive Programs	80,988	119,247	200,235	90,418	154,402	244,820	98,117	153,224	251,341
Continuation Pay	54	51	105	4,463	8,438	12,901	252	534	786
TOTAL DIRECT OBLIGATIONS	808,892	1,328,378	2,137,270	846,463	1,438,524	2,284,987	874,337	1,484,445	2,358,782
THRIFT SAVINGS PLAN CONTRIBUTIONS									
Thrift Savings Plan Contributions	1,159	2,143	3,302	3,855	6,376	10,231	3,831	7,374	11,205
TOTAL DIRECT OBLIGATIONS	1,159	2,143	3,302	3,855	6,376	10,231	3,831	7,374	11,205
EDUCATION BENEFITS									
Basic Benefit	319	31,828	32,147	399	16,261	16,660	303	12,992	13,295
Kicker Program	0	4,766	4,766	0	7,614	7,614	0	9,419	9,419
TOTAL DIRECT OBLIGATIONS	319	36,594	36,913	399	23,875	24,274	303	22,411	22,714
BRANCH OFFICER BASIC COURSE-RESERVE COMPONENTS									
Active Duty Training	27,782	0	27,782	28,123	0	28,123	29,666	0	29,666
Uniform Allowance	0	0	0	551	0	551	613	0	613
Travel	5,185	0	5,185	5,940	0	5,940	5,159	0	5,159
TOTAL DIRECT OBLIGATIONS	32,967	0	32,967	34,614	0	34,614	35,438	0	35,438

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	34,063	0	34,063	34,940	0	34,940	35,641	0	35,641
Uniform Allowance	0	0	0	164	0	164	176	0	176
Active Duty Training	15,256	0	15,256	16,329	0	16,329	16,873	0	16,873
Travel	650	0	650	663	0	663	676	0	676
Critical Skill Accession Bonus	7,408	0	7,408	7,482	0	7,482	7,557	0	7,557
TOTAL DIRECT OBLIGATIONS	57,377	0	57,377	59,578	0	59,578	60,923	0	60,923
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)									
Stipend	373	0	373	372	0	372	405	0	405
Active Duty Training	50	0	50	60	0	60	64	0	64
TOTAL DIRECT OBLIGATIONS	423	0	423	432	0	432	469	0	469
CHAPLAIN CANDIDATE PROGRAM									
Active Duty Training	2,767	0	2,767	3,085	0	3,085	3,211	0	3,211
Uniform Allowance	0	0	0	42	0	42	52	0	52
Travel	504	0	504	272	0	272	250	0	250
TOTAL DIRECT OBLIGATIONS	3,271	0	3,271	3,399	0	3,399	3,513	0	3,513
TOTAL DIRECT PROGRAM	1,734,720	2,944,791	4,679,511	1,778,928	3,041,047	4,819,975	1,827,760	3,136,911	4,964,671

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

	FY 2019 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2019 in FY 2020 Pres. Budget
Pay Group A							
PG A, Pay and Allowances, Annual Training	419,655	-15,126	404,529	3,126	407,655	0	407,655
PG A, IDT Pay & Allow, Unit Training Assemblies	1,011,582	-60,424	951,158	-29,433	921,725	0	921,725
PG A, IDT Pay & Allow, Military Funeral Honors	5,444	-254	5,190	254	5,444	0	5,444
PG A, IDT Pay & Allow, Additional Drill Assemblies	17,660	-830	16,830	12,830	29,660	0	29,660
PG A, Individual Clothing and Uniforms	44,335	-2,083	42,252	-1,317	40,935	0	40,935
PG A, Subsistence of Enlisted Personnel	45,992	-1,296	44,696	1,296	45,992	0	45,992
PG A, Travel, Annual Training	79,548	-315	79,233	18,315	97,548	0	97,548
Total Direct Obligation	1,624,216	-80,328	1,543,888	5,071	1,548,959	0	1,548,959
Pay Group B							
PG B, Pay and Allowances, Annual Training	11,318	1,743	13,061	257	13,318	0	13,318
PG B, Pay and Allowances, Inactive Duty Training	28,065	-2,804	25,261	804	26,065	0	26,065
PG B, Travel, Annual Training	2,971	0	2,971	2,000	4,971	0	4,971
Total Direct Obligation	42,354	-1,061	41,293	3,061	44,354	0	44,354
Pay Group F							
PG F, Pay and Allowances, Annual Training	191,931	-85	191,846	-31,100	160,746	0	160,746
PG F, Individual Clothing and Uniforms	25,509	-12	25,497	0	25,497	0	25,497
PG F, Subsistence of Enlisted Personnel	340	0	340	0	340	0	340
PG F, Travel, Annual Training	9,781	-4	9,777	0	9,777	0	9,777
Total Direct Obligation	227,561	-101	227,460	-31,100	196,360	0	196,360
Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	9,658	-2,241	7,417	-1,242	6,175	0	6,175
Total Direct Obligation	9,658	-2,241	7,417	-1,242	6,175	0	6,175
Mobilization Training							
Mobilization, IRR Sustainment Training	700	0	700	-700	0	0	0
Mobilization, IRR Soldier Readiness Processing	421	0	421	1,800	2,221	0	2,221
Total Direct Obligation	1,121	0	1,121	1,100	2,221	0	2,221

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

	FY 2019 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2019 in FY 2020 Pres. Budget
School Training							
Schools, Leader Development Training	114,301	-6,797	107,504	-32,000	75,504	0	75,504
Schools, Initial Skill Acquisition Training	58,046	-3,452	54,594	25,000	79,594	0	79,594
Schools, Officer Candidate School (OCS)	7,335	-436	6,899	-2,000	4,899	0	4,899
Schools, Refresher and Proficiency Training	69,884	-4,152	65,732	9,000	74,732	0	74,732
Schools, Undergraduate Pilot Training	2,751	-163	2,588	0	2,588	0	2,588
Total Direct Obligation	252,317	-15,000	237,317	0	237,317	0	237,317
Special Training							
Special, Competitive Events	218	17	235	-17	218	0	218
Special, Command and Staff Supervision	14,381	6,237	20,618	51,763	72,381	0	72,381
Special, Exercises	92,724	7,442	100,166	-32,440	67,726	0	67,726
Special, Management Support	32,295	2,592	34,887	4,273	39,160	0	39,160
Special, Operational Training	159,634	12,818	172,452	5,315	177,767	0	177,767
Special, Recruiting	4,096	326	4,422	-2,326	2,096	0	2,096
Special, Retention	4,370	349	4,719	1,651	6,370	0	6,370
Special Training, Military Burial Honors	1,356	109	1,465	-109	1,356	0	1,356
Total Direct Obligation	309,074	29,890	338,964	28,110	367,074	0	367,074
Administration and Support							
AGR, Full Time Pay and Allowances	1,942,223	-2,293	1,939,930	-33,000	1,906,930	0	1,906,930
AGR, Clothing	5,984	-7	5,977	2,000	7,977	0	7,977
AGR, COLA	12,014	-15	11,999	13,000	24,999	0	24,999
AGR, Travel, Permanent Change of Station (PCS)	65,832	-77	65,755	15,000	80,755	0	80,755
Death Gratuities	600	0	600	0	600	0	600
Disability and Hospitalization Benefits	14,005	-8,000	6,005	0	6,005	0	6,005
Health Professions Incentives (HPI)	76,361	0	76,361	5,000	81,361	0	81,361
Reserve Incentive Program	170,694	-7,235	163,459	0	163,459	0	163,459
Continuation Pay	21,610	-3,128	18,482	0	18,482	-5,581	12,901
Total Direct Obligation	2,309,323	-20,755	2,288,568	2,000	2,290,568	-5,581	2,284,987
Education Benefits							
Education Benefits, Basic Benefit	16,660	0	16,660	0	16,660	0	16,660
Education Benefits, Kicker Program	7,614	0	7,614	0	7,614	0	7,614
Total Direct Obligation	24,274	0	24,274	0	24,274	0	24,274

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

	FY 2019 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2019 in FY 2020 Pres. Budget
Thrift Savings Plan							
Thrift Savings Plan Contribution	35,494	-13,872	21,622	0	21,622	-11,391	10,231
Total Direct Obligation	35,494	-13,872	21,622	0	21,622	-11,391	10,231
Health Professions Scholarship Program							
HP, Monthly Stipend	36,722	-2,410	34,312	1,000	35,312	0	35,312
HP, Individual Clothing and Uniform Allowances	176	-12	164	0	164	0	164
HP, Pay and Allowances, Active Duty for Training	20,227	-1,327	18,900	-2,511	16,389	0	16,389
HP, Travel, Active Duty for Training	0	0	0	663	663	0	663
HP, Accession Bonus	7,100	-466	6,634	848	7,482	0	7,482
Total Direct Obligation	64,225	-4,215	60,010	0	60,010	0	60,010
Branch Officers Leadership Course							
BOLC, Pay and Allowances, Active Duty for Training	47,220	-10,097	37,123	-9,000	28,123	0	28,123
BOLC, Individual Clothing and Uniform Allowances	700	-149	551	0	551	0	551
BOLC, Travel, Active Duty for Training	5,011	-1,071	3,940	2,000	5,940	0	5,940
Total Direct Obligation	52,931	-11,317	41,614	-7,000	34,614	0	34,614
Chaplain Candidate Program							
CCP, Pay and Allowances, Active Duty for Training	3,085	0	3,085	0	3,085	0	3,085
CCP, Individual Clothing and Uniform Allowances	42	0	42	0	42	0	42
CCP, Travel, Active Duty for Training	272	0	272	0	272	0	272
Total Direct Obligation	3,399	0	3,399	0	3,399	0	3,399
Total Direct Program	4,955,947	-119,000	4,836,947	0	4,836,947	-16,972	4,819,975

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</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	337,395	76,251	385,899	95,317	401,820	98,044
Enlisted	657,262	148,541	680,066	167,976	676,196	164,992
Subtotal	<u>994,657</u>	<u>224,792</u>	<u>1,065,965</u>	<u>263,293</u>	<u>1,078,016</u>	<u>263,036</u>
Pay Group B						
Officer	24,287	5,489	25,842	6,383	25,143	6,135
Enlisted	3,632	821	4,057	1,002	3,942	962
Subtotal	<u>27,919</u>	<u>6,310</u>	<u>29,899</u>	<u>7,385</u>	<u>29,085</u>	<u>7,097</u>
Pay Group F						
Enlisted	121,208	27,393	119,429	29,499	137,320	33,506
Pay Group P						
Enlisted	4,588	1,037	5,211	1,287	5,393	1,316
Mobilization Training						
Officer	111	25	721	178	668	163
Enlisted	889	201	1,077	266	1,234	301
Subtotal	<u>1,000</u>	<u>226</u>	<u>1,798</u>	<u>444</u>	<u>1,902</u>	<u>464</u>
School Training						
Officer	40,403	9,131	45,154	11,153	47,578	11,609
Enlisted	71,380	16,132	74,866	18,492	79,455	19,387
Subtotal	<u>111,783</u>	<u>25,263</u>	<u>120,020</u>	<u>29,645</u>	<u>127,033</u>	<u>30,996</u>
Special Training						
Officer	94,128	21,273	90,352	22,317	88,140	21,506
Enlisted	102,097	23,074	97,190	24,006	124,003	30,257
Subtotal	<u>196,225</u>	<u>44,347</u>	<u>187,542</u>	<u>46,323</u>	<u>212,143</u>	<u>51,763</u>
Administration and Support						
Officer	407,563	115,748	485,526	147,600	456,074	141,383
Enlisted	582,511	165,433	714,711	217,272	689,468	213,735
Subtotal	<u>990,074</u>	<u>281,181</u>	<u>1,200,237</u>	<u>364,872</u>	<u>1,145,542</u>	<u>355,118</u>

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</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	16,934	3,827	17,734	4,380	18,340	4,475
Chaplain Candidate Program	1,646	372	1,903	470	2,029	495
Subtotal	<u>18,580</u>	<u>4,199</u>	<u>19,637</u>	<u>4,850</u>	<u>20,369</u>	<u>4,970</u>
Total Direct Program						
Officer	922,467	232,116	1,053,131	287,798	1,039,792	283,810
Enlisted	1,543,567	382,632	1,696,607	459,800	1,717,011	464,456
Total	<u>2,466,034</u>	<u>614,748</u>	<u>2,749,738</u>	<u>747,598</u>	<u>2,756,803</u>	<u>748,266</u>
Reimbursable						
Officer	22,186	5,014	24,000	5,928	24,295	5,928
Enlisted	0	0	469	116	475	116
Total	<u>22,186</u>	<u>5,014</u>	<u>24,469</u>	<u>6,044</u>	<u>24,770</u>	<u>6,044</u>
Total Program						
Officer	944,653	237,130	1,077,131	293,726	1,064,087	289,738
Enlisted	1,543,567	382,632	1,697,076	459,916	1,717,486	464,572
Total	<u>2,488,220</u>	<u>619,762</u>	<u>2,774,207</u>	<u>753,642</u>	<u>2,781,573</u>	<u>754,310</u>

The retired pay accrual percentages are as follows:

	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
FULL TIME MEMBERS	28.40	30.40	31.00
PART TIME MEMBERS	22.60	24.70	24.40

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

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
Pay Group A			
Officer	59,535	20,895	20,757
Enlisted	41,376	52,980	53,654
Subtotal	<u>100,911</u>	<u>73,875</u>	<u>74,411</u>
Pay Group B			
Officer	2,598	1,505	1,496
Enlisted	386	274	280
Subtotal	<u>2,984</u>	<u>1,779</u>	<u>1,776</u>
Pay Group F			
Enlisted	7,899	11,982	10,859
Mobilization Training			
Enlisted	0	0	0
School Training			
Officer	14,042	10,648	10,999
Enlisted	25,108	20,128	21,023
Subtotal	<u>39,150</u>	<u>30,776</u>	<u>32,022</u>
Special Training			
Officer	33,215	19,786	16,078
Enlisted	56,001	26,025	28,540
Subtotal	<u>89,216</u>	<u>45,811</u>	<u>44,618</u>
Administration and Support			
Officer	117,425	121,806	126,550
Enlisted	252,323	276,212	277,762
Subtotal	<u>369,748</u>	<u>398,018</u>	<u>404,312</u>

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

	<u>ACTUAL</u> <u>FY 2018</u>	<u>ESTIMATE</u> <u>FY 2019</u>	<u>ESTIMATE</u> <u>FY 2020</u>
Other			
Health Professions Scholarship Program	526	2,787	2,990
Medical Financial Assistance Program	2	8	9
Branch Officers Leadership Course	5,419	5,101	5,770
Chaplain Candidate Program	579	612	588
Subtotal	<u>6,526</u>	<u>8,508</u>	<u>9,357</u>
Total Direct Program			
Officer	233,341	183,148	185,237
Enlisted	383,093	387,601	392,118
Total	<u>616,434</u>	<u>570,749</u>	<u>577,355</u>

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

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
Pay Group A			
Officer	44,186	39,720	41,792
Enlisted	67,369	71,331	76,848
Subtotal	<u>111,555</u>	<u>111,051</u>	<u>118,640</u>
Pay Group B			
Officer	4,255	4,020	4,064
Enlisted	995	951	1,076
Subtotal	<u>5,250</u>	<u>4,971</u>	<u>5,140</u>
Pay Group F			
Enlisted	7,326	9,777	11,096
Mobilization Training			
Enlisted	0	0	0
School Training			
Officer	16,346	17,363	16,527
Enlisted	27,657	36,226	32,336
Subtotal	<u>44,003</u>	<u>53,589</u>	<u>48,863</u>
Special Training			
Officer	28,551	41,127	24,754
Enlisted	39,303	40,936	31,829
Subtotal	<u>67,854</u>	<u>82,063</u>	<u>56,583</u>
Administration and Support			
Officer	24,027	21,145	24,027
Enlisted	53,539	59,610	64,779
Subtotal	<u>77,566</u>	<u>80,755</u>	<u>88,806</u>

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

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
Other			
Health Professions Scholarship Program	650	663	676
Branch Officers Leadership Course	5,185	5,940	5,159
Chaplain Candidate Program	504	272	250
Subtotal	<u>6,339</u>	<u>6,875</u>	<u>6,085</u>
Total Direct Program			
Officer	123,704	130,250	117,249
Enlisted	196,189	218,831	217,964
Total	<u>319,893</u>	<u>349,081</u>	<u>335,213</u>
Reimbursable			
Officer	1,402	4,913	4,913
Enlisted	0	96	96
Total	<u>1,402</u>	<u>5,009</u>	<u>5,009</u>
Total Program			
Officer	125,106	135,163	122,162
Enlisted	196,189	218,927	218,060
Total	<u>321,295</u>	<u>354,090</u>	<u>340,222</u>

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A						
Officer	5,382	0	3,691	0	3,898	0
Enlisted	0	41,312	0	45,992	0	47,003
Subtotal	<u>5,382</u>	<u>41,312</u>	<u>3,691</u>	<u>45,992</u>	<u>3,898</u>	<u>47,003</u>
Pay Group B						
Officer	741	0	237	0	214	0
Enlisted	147	0	101	0	97	0
Subtotal	<u>888</u>	<u>0</u>	<u>338</u>	<u>0</u>	<u>311</u>	<u>0</u>
Pay Group F						
Enlisted	0	219	0	340	0	282
Mobilization Training						
Enlisted	0	0	0	0	0	0
School Training						
Officer	3,366	0	1,781	0	1,891	0
Enlisted	8,274	0	4,189	0	3,359	0
Subtotal	<u>11,640</u>	<u>0</u>	<u>5,970</u>	<u>0</u>	<u>5,250</u>	<u>0</u>
Special Training						
Officer	9,603	0	3,621	0	3,867	0
Enlisted	16,919	0	12,526	0	12,934	0
Subtotal	<u>26,522</u>	<u>0</u>	<u>16,147</u>	<u>0</u>	<u>16,801</u>	<u>0</u>
Administration and Support						
Officer	14,632	0	12,467	0	13,059	0
Enlisted	57,682	0	52,826	0	51,002	0
Subtotal	<u>72,314</u>	<u>0</u>	<u>65,293</u>	<u>0</u>	<u>64,061</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 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Other						
Health Professions Scholarship Program	3,639	0	526	0	585	0
Medical Financial Assistance Program	12	0	2	0	2	0
Branch Officers Leadership Course	1,612	0	908	0	1,059	0
Chaplain Candidate Program	176	0	100	0	99	0
Subtotal	<u>5,439</u>	<u>0</u>	<u>1,536</u>	<u>0</u>	<u>1,745</u>	<u>0</u>
Total Direct Program						
Officer	39,163	0	23,333	0	24,674	0
Enlisted	83,022	41,531	69,642	46,332	67,392	47,285
Total	<u>122,185</u>	<u>41,531</u>	<u>92,975</u>	<u>46,332</u>	<u>92,066</u>	<u>47,285</u>
Reimbursable						
Officer	12,417	0	7,332	0	10,890	0
Enlisted	0	0	146	0	214	0
Subtotal	<u>12,417</u>	<u>0</u>	<u>7,478</u>	<u>0</u>	<u>11,104</u>	<u>0</u>
Total Program						
Officer	51,580	0	30,665	0	35,564	0
Enlisted	83,022	41,531	69,788	46,332	67,606	47,285
Total	<u>134,602</u>	<u>41,531</u>	<u>100,453</u>	<u>46,332</u>	<u>103,170</u>	<u>47,285</u>

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

FY2019 Direct Program		4,819,975
Increases Pricing:		
Basic Pay	75,607	
Thrift Savings Plan	305	
Basic Allowance for Housing	18,264	
Retired Pay Accrual	22,258	
FICA	6,262	
Basic Allowance for Subsistence	2,192	
Bonus Pay	635	
Travel Pay	6,969	
Other Pay	2,175	
Subsistence Pay	1,093	
Initial Clothing Uniform Allowance	1,344	
Replacement Clothing	159	
Stipend	706	
COLA	2,329	
Total Increases Pricing		140,298
Increases Program:		
Basic Allowance for Housing	882	
Other Pay	75,275	
Thrift Savings Plan	669	
Travel Pay	12,997	
Basic Allowance for Subsistence	570	
Replacement Clothing	894	
FICA	22	
Initial Clothing Uniform Allowance	69	
COLA	5,616	
Basic Pay	263	
Stipend	28	
Total Increases Program		97,285
Total Increases		237,583
Decreases Pricing:		
Other Pay	(1,396)	
Total Decreases Pricing		(1,396)
Decreases Program:		
Basic Allowance for Housing	(12,540)	
Basic Allowance for Subsistence	(3,671)	
Bonus Pay	(2,120)	
Travel Pay	(33,846)	
Initial Clothing Uniform Allowance	(39,174)	
Subsistence Pay	(140)	

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

Total Decreases Program	(91,491)
Total Decreases	(92,887)
FY2020 Direct Program	4,964,671

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
1,513,683	1,548,959	1,591,993

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.

Annual Training (AT): Funding provides pay and allowances for officers and enlisted Soldiers attending AT as required by U.S.C., Title 10, § 10147. The minimum period of statutory AT in an active duty status is 14 days during each year. This fund authorizes additional AT days, not to exceed a total of 29 days, for Soldiers and units to support the sustainable readiness model and Combatant Command Operation Plan requirements as needed.

Inactive Duty Training (IDT): IDT 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 48 Unit Training Assemblies (UTAs) annually, commonly known as Battle Assemblies. 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 required training to achieve and sustain designated readiness levels.

Additional Flight Training Periods (AFTPs): AFTPs authorize primary aircrew members to conduct aircrew training and combat crew qualification training to achieve and sustain aircrew flying proficiency and maintain required readiness. The number of these training periods shall not exceed 48 each fiscal year for any aircrew member.

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 12 each fiscal year for any individual.

Readiness Management Assemblies (RMAs): RMAs 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 24 each fiscal year for any individual.

Military Funeral Honors: Military Funeral Honors duty includes the preparation for and performance of military funeral honors as 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 at least two uniformed members of the Military Services.

In FY 2020, the increase of \$43 million is due to increases in inflation rates and economic factors.

Pay and Allowances increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: \$8.5 million.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$31.1 million.

*Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

FY2019 Direct Program			1,548,959
Increases Pricing:			
	Basic Pay	29,310	
	Basic Allowance for Housing	2,364	
	Basic Allowance for Subsistence	87	
	Travel Pay	2,221	
	Subsistence Pay	1,085	
	Initial Clothing Uniform Allowance	819	
	FICA	2,428	
	Retired Pay Accrual	7,839	
Total Increases Pricing			46,153
Increases Program:			
	Basic Allowance for Subsistence	120	
	Travel Pay	5,368	
	Other Pay	30,023	
Total Increases Program			35,511
Total Increases			81,664
Decreases Pricing:			
	Other Pay	(1,117)	
Total Decreases Pricing			(1,117)
Decreases Program:			
	Initial Clothing Uniform Allowance	(35,611)	
	Basic Allowance for Housing	(1,828)	
	Subsistence Pay	(74)	
Total Decreases Program			(37,513)
Total Decreases			(38,630)
FY2020 Direct Program			1,591,993

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Pay and Allowances, Annual Training: These funds provide pay and allowances of personnel attending Annual Training (AT). 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). In FY 2020, AT funding increases by \$13 million to support focused readiness and build a more lethal force.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	31,154			31,505			31,948		
Participation Rate	80			80			79		
Paid Participants	24,923	6,084	151,636	25,142	6,242	156,947	25,164	6,436	161,949
Enlisted									
Average Strength	131,339			130,367			129,489		
Participation Rate	86			88			89		
Paid Participants	112,952	2,130	240,559	114,734	2,185	250,708	114,831	2,253	258,698
Total	137,875		392,195	139,876		407,655	139,995		420,647

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

Pay and Allowances, Inactive Duty Training (IDT): These funds provide pay and allowances of personnel attending IDT; to include Battle Assemblies (BAs), Additional Training Assemblies (ATAs), and Readiness Management Assemblies (RMAs) for key personnel, and Additional Flight Training Periods (AFTPs) for aviators and primary air 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. In FY 2020, funding increases by \$57 million due to increased participation rates and a 3.1 percent pay raise.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	31,154			31,505			31,948		
Participation Rate	75			75			76		
Paid Participants	23,265	13,661	317,813	23,664	13,861	328,015	24,180	14,291	345,557
Enlisted									
Average Strength	131,339			130,367			129,489		
Participation Rate	64			62			64		
Paid Participants	83,451	7,173	598,597	80,673	7,359	593,710	83,477	7,588	633,395
Total	106,716		916,410	104,337		921,725	107,657		978,952

Military Funeral Honors: These funds are required to provide for the pay and allowances of personnel who perform funeral honors duty. The dollar rate is an annual rate that includes Base Pay, Retired Pay Accrual, and FICA. In FY 2020, program funding increases by \$1.6 million due to a 29 percent increase of funeral honors requirements forecasted by the Department of Veterans Affairs.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	10,254	210	2,152	9,293	215	2,001	13,221	222	2,935
Enlisted	19,765	124	2,448	27,094	127	3,443	31,569	131	4,136
Total	30,019		4,600	36,387		5,444	44,790		7,071

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

Additional Drill Assemblies

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 48 each fiscal year for any aircrew member. The increase from FY 2018 to FY 2019 supported an increase of training days to improve Focused Readiness and Objective-T initiatives. In FY 2020, the funding increase of \$1.2 million reflects the impact of the Aviation Restructure Initiative (ARI) allowing for more flying hours due to lower maintenance costs.

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 12 each fiscal year for any individual. In FY 2020, funding increases by \$1.8 million to support focused readiness 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 24 each fiscal year for any individual. The increase of \$1.5 million from FY 2019 to FY 2020 supports the growth of training days from previous fiscal years to achieve the Army's readiness objectives.

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Additional Flight Training Periods									
Officer	16,589	263	4,363	18,456	270	4,980	20,902	278	5,815
Enlisted	10,179	134	1,364	11,790	137	1,621	13,962	142	1,979
Subtotal	<u>26,768</u>		<u>5,727</u>	<u>30,246</u>		<u>6,601</u>	<u>34,864</u>		<u>7,794</u>
Additional Training Assemblies									
Officer	17,784	218	3,877	16,480	224	3,686	18,669	231	4,305
Enlisted	25,089	203	5,093	26,628	208	5,546	31,211	215	6,702
Subtotal	<u>42,873</u>		<u>8,970</u>	<u>43,108</u>		<u>9,232</u>	<u>49,880</u>		<u>11,007</u>
Readiness Management Assemblies									
Officer	20,220	304	6,147	26,999	312	8,421	25,238	322	8,116
Enlisted	45,582	146	6,655	36,089	150	5,406	46,381	154	7,163
Subtotal	<u>65,802</u>		<u>12,802</u>	<u>63,088</u>		<u>13,827</u>	<u>71,619</u>		<u>15,279</u>

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</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)	327,955	948,509	334,701	956,829	362,590	1,020,103

Individual Clothing and Uniforms: The funds provide the prescribed clothing for personnel, as authorized under the provisions of 37 U.S.C. 415, 416, and 418. 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 clothing budget supports the Army Reserve's accelerated Fielding Plan for the Army Physical Fitness and Operational Camouflage Pattern uniforms through FY 2020. Due to the aggressive fielding plan, it is anticipated that the majority of eligible Soldiers will receive their initial issue in FY 2019 resulting in a decrease in program funding of \$34.8 million in FY 2020.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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									
Enlisted	18,221	1,925	35,075	20,848	1,963	40,935	3,067	2,003	6,143
Total	18,221		35,075	20,848		40,935	3,067		6,143

Subsistence of Enlisted Personnel: Funds provide subsistence to enlisted personnel while on Annual Training (average 15 days / Soldier) and Inactive Duty Training (average 24 days / Soldier). While on Annual Training, field rations are provided as Subsistence-In-Kind (SIK) in dining facilities or by available unit food service capabilities. The Field Rations rate is calculated using the Basic Daily Food Allowance as determined by the DoD Food Cost Index and served in the dining facility. Operational rations, called Meals, Ready-to-Eat (MRE), are issued to Soldiers without access to Field Rations. The Annual Training subsistence rates are shown as a daily rate equivalent. In FY 2020, subsistence funding reflects an increase of \$1 million.

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</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>
Annual Training												
Field Rations	90,194	1,352,917	12	16,235	87,583	1,313,750	12	15,765	88,950	1,334,250	12	16,011
Operational Rations	11,646	174,688	48	8,385	12,931	193,958	48	9,310	13,253	198,792	48	9,542
Subtotal	101,840			24,620	100,514			25,075	102,203			25,553
Inactive Duty Training												
Field Rations	57,958	1,391,000	12	16,692	72,628	1,743,083	12	20,917	74,479	1,787,500	12	21,450
Total	159,798			41,312	173,142			45,992	176,682			47,003

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

Travel, Annual Training: These funds provide travel and per diem allowances for personnel to perform Annual Training. Individual travel allows 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 any other means of travel. Contracted commercial transportation, typically chartered buses, transports units that do not have the necessary organic capability to transport themselves. Military airlift and/or chartered flights provides transportation for units that perform Annual Training overseas. In FY 2020, funding increases by \$549 thousand to support estimated Annual Training participation.

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	<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	24,922	1,475	36,760	24,877	1,505	37,428	24,723	1,535	37,940
Enlisted	112,891	530	59,832	111,210	541	60,120	109,096	551	60,157
Total	137,813		96,592	136,087		97,548	133,819		98,097

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
43,354	44,354	45,748

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 personnel assigned to the Individual Mobilization Augmentee (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 Headquarters Department of the Army, G-3/5/7.

Annual Training (AT): Annual Training for all members of Pay Group B consists of 13 days, exclusive of travel. 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 48 training assemblies per year.

In FY 2020, the IMA program increases by \$1.4 million due to growth in average strength.

Pay and Allowances increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: \$238 thousand.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$872 thousand.

*Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

FY2019 Direct Program			44,354
Increases Pricing:			
	Basic Pay	822	
	Basic Allowance for Housing	57	
	Basic Allowance for Subsistence	8	
	Travel Pay	99	
	Retired Pay Accrual	220	
	FICA	68	
Total Increases Pricing			1,274
Increases Program:			
	Travel Pay	70	
	Other Pay	145	
Total Increases Program			215
Total Increases			1,489
Decreases Program:			
	Basic Allowance for Housing	(60)	
	Basic Allowance for Subsistence	(35)	
Total Decreases Program			(95)
Total Decreases			(95)
FY2020 Direct Program			45,748

**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. In FY 2020, funding increases by \$285 thousand supporting IMA growth.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	2,159			2,440			2,869		
Participation Rate	93			85			71		
Paid Participants	2,008	5,424	10,891	2,081	5,566	11,582	2,040	5,739	11,707
Enlisted									
Average Strength	687			666			677		
Participation Rate	56			62			64		
Paid Participants	385	4,122	1,587	410	4,234	1,736	435	4,359	1,896
Total	2,393		12,478	2,491		13,318	2,475		13,603

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 2020, funding increases by \$940 thousand.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	2,159			2,440			2,869		
Participation Rate	60			52			45		
Paid Participants	1,295	17,162	22,225	1,270	17,596	22,347	1,284	18,147	23,301
Enlisted									
Average Strength	687			666			677		
Participation Rate	49			54			51		
Paid Participants	337	10,092	3,401	359	10,357	3,718	347	10,674	3,704
Total	1,632		25,626	1,629		26,065	1,631		27,005

**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. In FY 2020, program funding increases by \$169 thousand.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,026	2,100	4,255	1,877	2,142	4,020	1,860	2,185	4,064
Enlisted	989	1,006	995	927	1,026	951	1,028	1,047	1,076
Total	3,015		5,250	2,804		4,971	2,888		5,140

Reimbursable Program:

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
522	1,721	1,721

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
182,558	196,360	201,613

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 149 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 Army Reserve end strength of 189,500 for FY 2020.

Pay and Allowances increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: \$1 million.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$3.5 million.

*Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

FY2019 Direct Program		196,360
Increases Pricing:		
Basic Pay	3,284	
Basic Allowance for Housing	383	
Travel Pay	196	
Subsistence Pay	8	
Initial Clothing Uniform Allowance	510	
Retired Pay Accrual	878	
FICA	272	
Total Increases Pricing		5,531
Increases Program:		
Travel Pay	1,123	
Other Pay	3,737	
Total Increases Program		4,860
Total Increases		10,391
Decreases Pricing:		
Other Pay	(3)	
Total Decreases Pricing		(3)
Decreases Program:		
Basic Allowance for Housing	(1,506)	
Subsistence Pay	(66)	
Initial Clothing Uniform Allowance	(3,563)	
Total Decreases Program		(5,135)
Total Decreases		(5,138)
FY2020 Direct Program		201,613

**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 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. In FY 2020, funding increases by \$7 million.

ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
6,827	22,923	156,498	6,835	23,518	160,746	6,920	24,247	167,791

Individual Clothing and Uniform Allowance, Initial Active Duty for Training, Enlisted: These funds provide initial clothing and uniforms for enlisted personnel attending Initial Active Duty for Training. The initial clothing issuance includes all clothing required during basic combat training as well as any necessary additional clothing, to include dress uniforms. Army Civilian Acquired Skills Program (ACASP) enlistees receive all of 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 Enlisted male and female clothing bag and Cash Allowance rates. In FY 2020, funding decreases by \$3 million.

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Cash Allowance	6,827	2,712	18,515	6,835	3,730	25,497	6,920	3,243	22,444
Total	6,827		18,515	6,835		25,497	6,920		22,444

Subsistence, Initial Active Duty for Training, Enlisted: These funds provide for subsistence of enlisted personnel attending Initial Active Duty Training. The daily rate is an established amount based on the basic daily food allowance.

ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
17,805	12	219	27,642	12	340	22,381	13	282

Travel, Initial Active Duty for Training, Enlisted: These funds pay 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.

ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
6,827	1,073	7,326	6,835	1,430	9,777	6,920	1,603	11,096

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
5,623	6,175	6,717

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 their enlistment.

In FY 2020, there is a \$542 thousand funding increase due to an increase in average strength and inflation.

Pay and Allowances increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: \$41 thousand.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$152 thousand.

*Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

FY2019 Direct Program			6,175
Increases Pricing:			
	Basic Pay	143	
	Retired Pay Accrual	38	
	FICA	12	
Total Increases Pricing			193
Increases Program:			
	Other Pay	355	
Total Increases Program			355
Total Increases			548
Decreases Pricing:			
	Other Pay	(6)	
Total Decreases Pricing			(6)
Total Decreases			(6)
FY2020 Direct Program			6,717

**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 2020, funding increases by \$542 thousand.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	4,061			3,411			3,670		
Participation Rate	41			53			52		
Paid Participants	1,675	3,357	5,623	1,792	3,446	6,175	1,891	3,552	6,717

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
1,224	2,221	2,373

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 activities. IRR Soldiers who perform tours of duty provide essential support for the accomplishment of specified Army Reserve missions, projects or exercises, and usually receive training benefit from the tours while working in their mobilization specialties.

The following are the specific objectives of the Mobilization Training Program:

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 2020, there is a program funding increase of \$152 thousand.

Pay and Allowances increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: \$14 thousand.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$52 thousand.

*Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

FY2019 Direct Program			2,221
Increases Pricing:			
	Basic Pay	49	
	Retired Pay Accrual	13	
	FICA	4	
Total Increases Pricing			66
Increases Program:			
	Other Pay	86	
Total Increases Program			86
Total Increases			152
FY2020 Direct Program			2,373

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

IRR Soldier Readiness Processing: Otherwise known as IRR Soldier Screening, funding provides Individual Ready Reserve (IRR) Soldiers to participate in a one-day Soldier Readiness Processing (SRP) event to validate relevant Soldier readiness credentials. In FY 2020 funding increases by 152 thousand.

	ACTUAL FY 2018				ESTIMATE FY 2019				ESTIMATE FY 2020			
	<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	551	551	241	133	3,018	3,018	247	747	3,256	3,256	255	831
Enlisted	4,522	4,522	241	1,091	5,955	5,955	247	1,474	6,042	6,042	255	1,542
Total	5,073			1,224	8,973			2,221	9,298			2,373

GRAND TOTAL Mobilization Training

	ACTUAL FY 2018		ESTIMATE FY 2019		ESTIMATE FY 2020	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	551	133	3,018	747	3,256	831
Enlisted	4,522	1,091	5,955	1,474	6,042	1,542
Total	5,073	1,224	8,973	2,221	9,298	2,373

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
231,210	237,317	240,785

PART I - PURPOSE AND SCOPE

Program costs for this activity include all pay, allowances, Retired Pay Accrual costs, travel, and per diem 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 Army Reserve TPU Soldiers with formal school training critical to achieving mobilization proficiency, professional development training, enhanced leadership skills, and Military Occupational Specialty (MOS) specific wartime missions. Funding also includes pay and allowance for TPU instructors to teach at Army Reserve schools.

Funding ensures adequate resourcing for individual training which teaches the skills necessary to operate on the modern battlefield and assume leadership roles. 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.

Pay and Allowances increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: \$1 million.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$3.5 million.

*Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

FY2019 Direct Program			237,317
Increases Pricing:			
	Basic Pay	3,300	
	Basic Allowance for Housing	985	
	Basic Allowance for Subsistence	141	
	Travel Pay	1,072	
	Retired Pay Accrual	883	
	FICA	273	
Total Increases Pricing			6,654
Increases Program:			
	Basic Allowance for Housing	261	
	Other Pay	3,266	
Total Increases Program			3,527
Total Increases			10,181
Decreases Pricing:			
	Other Pay	(54)	
Total Decreases Pricing			(54)
Decreases Program:			
	Basic Allowance for Subsistence	(861)	
	Travel Pay	(5,798)	
Total Decreases Program			(6,659)
Total Decreases			(6,713)
FY2020 Direct Program			240,785

**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 Army Reserve Soldier's professional and special skill qualification. This training occurs at Army Service Schools, other service schools, and civilian education institutions. Leader Development Training funds provide the pay and allowances for Army Reserve Soldiers to instruct and support training at Army Reserve schools. Soldier and leader development though education is an investment in the force of tomorrow. Leadership is the ultimate combat multiplier. Leader Development Training advances the unit readiness and provides the foundation for exercising effective mission command. Trained leaders support Sustainable Readiness by being better prepared for the complexities of the operational environment both today and in the future. In FY 2020, funding increases by \$1.4 million to align with an increased Professional Military Education seat allocation, to include a new TRADOC requirement for the Master Leader's Course for Senior Non-Commissioned Officers.

	ACTUAL FY 2018				ESTIMATE FY 2019				ESTIMATE FY 2020			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	4,042	92,957	464	43,132	4,008	92,176	476	43,876	3,953	90,908	491	44,636
Enlisted	5,816	133,773	229	30,634	5,852	134,587	235	31,628	5,792	133,227	242	32,241
Total	9,858			73,766	9,860			75,504	9,745			76,877

Initial Skills Acquisition Training: Provides training to acquire initial military and/or specialty skills and retraining of Officer and Enlisted personnel in additional 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 Army Reserve units. Includes advanced technical and qualification training appropriate to each Army Reserve 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 Army Reserve TPU's other than non-prior service personnel on Initial Active Duty Training (IADT) in Pay Group F. FY 2020 funding increases by \$2.4 million due to inflation.

	ACTUAL FY 2018				ESTIMATE FY 2019				ESTIMATE FY 2020			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	733	45,459	438	19,911	733	45,416	449	20,392	749	46,415	463	21,490
Enlisted	19,435	291,525	198	57,722	19,442	291,635	203	59,202	19,290	289,344	209	60,473
Total	20,168			77,633	20,175			79,594	20,039			81,963

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

Officer Candidate School (OCS): Supports enlisted participation in OCS programs which provide officer candidate training leading to a commission in the Army Reserve. The number of Soldiers participating is determined by the number of qualified Soldiers approved for attendance and officer vacancies in Army Reserve units. Newly commissioned officers graduating from OCS are assigned to Army Reserve units and positions for which they are qualified. FY 2020 funding increase of \$243 thousand to align with increased OCS seat allocation.

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</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	122	11,021	281	3,097	189	17,010	288	4,899	192	17,313	297	5,142

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 such as pay and allowance cost, travel, etc. FY 2020 funding decrease of \$771 thousand is due to a reduction in Instructor Pay for Refresher and Proficiency Training TPU instructors.

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</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	948	39,823	474	18,876	966	40,574	486	19,719	960	40,301	501	20,191
Enlisted	4,958	178,481	310	55,329	4,805	172,997	318	55,013	4,554	163,933	328	53,770
Total	5,906			74,205	5,771			74,732	5,514			73,961

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

Undergraduate Pilot Training: Supports Army Reserve Soldiers who volunteer to train as pilots in the Aviation field. Applicants must be qualified for assignment to a TPU position requiring specific aviation skills. FY 2020 funding increases \$254 thousand to better align with projected requirements.

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</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	23	2,929	468	1,371	23	2,946	480	1,414	27	3,410	495	1,688
Enlisted	25	3,671	310	1,138	25	3,692	318	1,174	24	3,518	328	1,154
Total	48			2,509	48			2,588	51			2,842

GRAND TOTAL School Training

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	5,746	181,168	83,290	5,730	181,112	85,401	5,689	181,034	88,005
Enlisted	30,356	618,471	147,920	30,313	619,921	151,916	29,852	607,335	152,780
Total	36,102		231,210	36,043		237,317	35,541		240,785

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
430,336	367,074	382,398

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 and projects which could not be accomplished otherwise. Typical programs supported by Soldiers in ADT and ADOS status include supply management, SHARP Academy, Integrated Personnel and Pay System-Army (IPPS-A), hometown recruiters, retention, Sustainable Readiness in Annual Training, and exercises.

In FY 2020, Special Training funding increases by \$15 million to better support supply management, SHARP Academy training requirements, Integrated Personnel and Pay System-Army (IPPS-A), hometown recruiters, retention, sustainable readiness in annual training, and exercises.

FY 2018 amount include \$27.9 million of Overseas Contingency Operations (OCO) funding.

Pay and Allowances increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: \$1.5 million

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$5.5 million.

*Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

FY2019 Direct Program			367,074
Increases Pricing:			
	Basic Pay	5,157	
	Basic Allowance for Housing	1,466	
	Basic Allowance for Subsistence	381	
	Travel Pay	1,641	
	Retired Pay Accrual	1,379	
	FICA	427	
Total Increases Pricing			10,451
Increases Program:			
	Basic Allowance for Subsistence	273	
	Other Pay	34,596	
Total Increases Program			34,869
Total Increases			45,320
Decreases Pricing:			
	Other Pay	(216)	
Total Decreases Pricing			(216)
Decreases Program:			
	Basic Allowance for Housing	(2,659)	
	Travel Pay	(27,121)	
Total Decreases Program			(29,780)
Total Decreases			(29,996)
FY2020 Direct Program			382,398

**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 to participate in marksmanship training, clinics, and tests as well as All Army, Inter-Service, Olympic and international competitions. In FY 2020, Competitive Events will be supported by Operational Training.

	ACTUAL FY 2018				ESTIMATE FY 2019				ESTIMATE FY 2020			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	436	2,617	519	1,358	17	102	532	54	0	0	549	0
Enlisted	397	3,174	328	1,041	61	487	337	164	0	0	347	0
Total	833			2,399	78			218	0			0

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 tasking. These tours include AT and ADT planning conferences, mobilization readiness reviews, staff and training assistance visits, food service reviews, safety and facility inspections, physical security inspections, Inspector General inspections, investigations, internal review audits, command visits and inspections, Commanding General review and analysis briefings, internal control visits, command management briefings, and unit status reports. FY 2018 actual amount includes \$1.3 million funding for Overseas Contingency Operations.

	ACTUAL FY 2018				ESTIMATE FY 2019				ESTIMATE FY 2020			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	7,923	79,230	535	42,388	8,924	89,242	549	48,994	4,479	44,792	566	25,352
Enlisted	11,023	132,273	293	38,756	6,475	77,698	301	23,387	7,320	87,845	310	27,232
Total	18,946			81,144	15,399			72,381	11,799			52,584

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

Exercises: Includes tours where Army Reserve 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 2020, funding increases by \$996 thousand.

	ACTUAL FY 2018				ESTIMATE FY 2019				ESTIMATE FY 2020			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	3,812	38,118	442	16,848	5,329	53,291	453	24,141	6,539	65,385	468	30,600
Enlisted	15,230	182,758	248	45,324	14,300	171,594	254	43,585	12,125	145,504	262	38,122
Total	19,042			62,172	19,629			67,726	18,664			68,722

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. Management Support also includes AT evaluation and site support, training and exercise support (not participation), marksmanship and other competitive events (not direct participation) support, conferences/workshops, and military funeral honors support. Funding supports missions or projects directed for Army Reserve accomplishment by DA or higher authority such as Civil Engineering Support Plan (CESP) development, Civil Affairs projects, participation in study groups and duty with the DA Staff to accomplish Army Reserve related projects. FY 2018 actual amount includes \$4.3 million funding for Overseas Contingency Operations.

	ACTUAL FY 2018				ESTIMATE FY 2019				ESTIMATE FY 2020			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	6,247	81,211	418	33,946	3,777	49,098	429	21,063	2,975	38,679	442	17,096
Enlisted	7,428	96,566	267	25,783	5,081	66,047	274	18,097	5,735	74,560	282	21,026
Total	13,675			59,729	8,858			39,160	8,710			38,122

**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 Sustainable Readiness which includes AT/IDT preparations and training for increased Combatant Command demands. Soldiers perform Warrior tasks, mobilization/deployment training, Soldier and family reintegration, and language/cultural awareness training. FY 2018 amount includes \$22.4 million funding for Overseas Contingency Operations. In FY 2020, funding increases by \$33.4 million to achieve readiness objectives and support increased training days in aviation readiness level progression training, port operations, competitive events and combatant command support training.

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</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	24,595	221,355	400	88,542	17,869	160,822	410	65,937	20,004	180,038	423	76,156
Enlisted	66,716	533,725	240	128,094	56,824	454,593	246	111,830	66,444	531,551	254	135,014
Total	91,311			216,636	74,693			177,767	86,448			211,170

Recruiting: Includes support tours during which Army Reserve Soldiers assist the full-time recruiting force by establishing local referral networks within Army Reserve 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. FY 2020 funding increase supports the hometown recruiter mission by adding 714 mandays to the recruiting initiatives and approximately 200 mandays for additional outreach events in support of leads to increase end strength.

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</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	275	2,748	397	1,091	330	3,295	407	1,341	347	3,467	420	1,456
Enlisted	253	2,527	243	614	303	3,032	249	755	319	3,187	257	819
Total	528			1,705	633			2,096	666			2,275

Retention: Provides training for support tours with retention NCOs during which Army Reserve 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. FY 2020 funding increase supports 23,240 mandays aimed to increase retention and reduce attrition in the Army Reserve to reach the end strength objectives.

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</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	748	5,235	443	2,319	872	6,105	455	2,778	1,018	7,124	469	3,341
Enlisted	1,317	11,850	253	2,998	1,535	13,815	260	3,592	1,791	16,116	268	4,319
Total	2,065			5,317	2,407			6,370	2,809			7,660

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

Military Burial Honors: Funds are provided 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. Resources support pay, per diem, and travel. The dollar rate is based on mandays for Soldiers placed on ADOS-RC to perform burial honors for Veterans and Soldiers. The rate can vary depending on the number of ADT days required (typically 3-5 days) and if travel is involved. In FY 2020, there is an increase of \$509 thousand in program funding due to a higher Department of Veterans Affairs mission forecast increase of approximately 29 percent for funeral honors participation requirements.

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</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	321	962	289	278	343	1,030	296	305	459	1,377	305	420
Enlisted	1,578	4,733	202	956	1,692	5,077	207	1,051	2,261	6,784	213	1,445
Total	1,899			1,234	2,035			1,356	2,720			1,865

Reimbursable Program:

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
	35,239	41,279	41,279

GRAND TOTAL Special Training

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	44,357	431,476	186,770	37,461	362,985	164,613	35,821	340,862	154,421
Enlisted	103,942	967,606	243,566	86,271	792,343	202,461	95,995	865,547	227,977
Total	148,299		430,336	123,732		367,074	131,816		382,398

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
2,137,270	2,284,987	2,358,782

PART I - PURPOSE AND SCOPE

The Active Guard and Reserve program funds pay and allowances, retired pay accrual, uniform allowances, subsistence, and PCS travel (including PCS with TDY enroute) 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 by organizing, administering, recruiting, instructing, and training Army Reserve Soldiers and units. AGRs keep Army Reserve units filled with qualified personnel and directly contribute to Army Reserve readiness.

Disability and Hospitalization Benefits provide benefits for Soldiers in cases of inability to perform normal duties due to a physical disability due to injury, illness, or disease that prevents the performance of military duties, or which prevents the Soldier from returning to the civilian occupation in which the Soldier was employed at the time of injury, illness, or disease. The Soldier's injury, illness, or disease must have occurred or been aggravated during a period of Active Duty and/or Inactive Duty. Benefits include basic pay, allowances, travel, or disability severance pay when applicable. Incapacitation benefits are authorized in accordance with the provisions of USC, Title 37, Sections 204 and 206.

The Selective Reserve Incentive Program (SRIP) provides financial incentives, to include enlistment and reenlistment bonuses and educational assistance (loan repayment) designed to attract and retain high quality Soldiers who possess skills needed to meet operational requirements and/or who qualify by specialized training in critical skill targeted to mission requirements.

Death Gratuities provides payments 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.

In FY 2020, the increase of \$73.8 million is due to increased AGR Pay and Allowances and Permanent Change of Station (PCS) travel costs.

Pay and Allowances increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: \$10 million.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$36.6 million.

*Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

FY2019 Direct Program			2,284,987
Increases Pricing:			
	Basic Pay	33,002	
	Basic Allowance for Housing	12,737	
	Basic Allowance for Subsistence	1,540	
	Other Pay	2,162	
	Travel Pay	1,615	
	Replacement Clothing	159	
	COLA	2,329	
	Retired Pay Accrual	10,864	
	FICA	2,734	
Total Increases Pricing			67,142
Increases Program:			
	Other Pay	2,922	
	Travel Pay	6,436	
	Replacement Clothing	894	
	COLA	5,616	
Total Increases Program			15,868
Total Increases			83,010
Decreases Program:			
	Basic Allowance for Housing	(6,443)	
	Basic Allowance for Subsistence	(2,772)	
Total Decreases Program			(9,215)
Total Decreases			(9,215)
FY2020 Direct Program			2,358,782

**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, special pays as authorized, and FICA. The FY 2020 funding increase supports a 3.1 percent pay raise and inflation.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	4,410	157,424	694,241	4,422	162,905	720,366	4,366	168,935	737,572
Enlisted	11,681	95,885	1,120,034	12,127	97,845	1,186,564	12,082	102,031	1,232,744
Total	16,091		1,814,275	16,549		1,906,930	16,448		1,970,316

Clothing: The funds requested will provide the prescribed initial and replacement clothing for personnel in an AGR status as authorized in the Department of Defense Financial Management Regulation Volume 7A, Chapter 29 and Army Regulation 700-84.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	25	200	5	35	200	7	35	200	7
Enlisted	17,150	361	6,191	21,518	370	7,970	23,629	382	9,023
Total	17,175		6,196	21,553		7,977	23,664		9,030

**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 AGR Soldiers assigned to high cost areas in the Continental United States (CONUS) and to AGR Soldiers assigned Outside the Continental United States (OCONUS).

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	61	8,885	542	67	9,060	607	71	9,296	660
Enlisted	210	7,862	1,651	277	8,087	2,240	264	8,326	2,198
Subtotal	<u>271</u>		<u>2,193</u>	<u>344</u>		<u>2,847</u>	<u>335</u>		<u>2,858</u>
OCONUS									
Officer	411	20,426	8,395	385	20,984	8,079	558	21,643	12,077
Enlisted	726	21,937	15,926	626	22,481	14,073	699	23,190	16,210
Subtotal	<u>1,137</u>		<u>24,321</u>	<u>1,011</u>		<u>22,152</u>	<u>1,257</u>		<u>28,287</u>
Total									
Officer	472		8,937	452		8,686	629		12,737
Enlisted	936		17,577	903		16,313	963		18,408
Total	<u>1,408</u>		<u>26,514</u>	<u>1,355</u>		<u>24,999</u>	<u>1,592</u>		<u>31,145</u>

Permanent Change of Station (PCS) Travel: This request provide funds to cover travel costs for AGR Soldiers making a PCS move. 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 with TDY enroute status. FY 2020 funding increase of \$8 million supports PCS travel of AGR personnel and their families on rotational cycles. This is based on an average entitlement rate.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	1,233	19,487	24,027	1,064	19,873	21,145	1,186	20,259	24,027
Enlisted	3,578	14,963	53,539	3,906	15,261	59,610	4,161	15,568	64,779
Total	<u>4,811</u>		<u>77,566</u>	<u>4,970</u>		<u>80,755</u>	<u>5,347</u>		<u>88,806</u>

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Total AGR	16,091	1,924,551	16,549	2,020,661	16,448	2,099,297

**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.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	100,000	0	2	100,000	200	2	100,000	187
Enlisted	0	100,000	0	4	100,000	400	4	100,000	375
Total	0		0	6		600	6		562

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). FY 2020 funding increase of \$791 thousand is due to an increase in training and exercise participation increasing the risk of injury.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	33	19,219	640	61	19,219	1,178	75	19,219	1,438
Enlisted	339	13,498	4,570	358	13,498	4,827	397	13,498	5,358
Total	372		5,210	419		6,005	472		6,796

Servicemembers' Group Life Insurance: Servicemembers' 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, and performs at least 12 periods of inactive duty training (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.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
	0	0	7,169	0	0	0	0	0	0

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

Incentive Program: Funds provide payment for two types of Reserve Incentives: Health Professions Incentives (HPI) and Selective Reserve Incentives. In FY 2020, the Total Incentive Program increases by \$6.5 million.

Health Professions 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. In FY 2020, there is an increase in the Health Professions Incentives of \$1.4 million.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	217	24,955	5,408	243	25,604	6,217	257	26,398	6,796
Loan Repayment Program	362	20,689	7,482	653	20,689	13,509	779	20,689	16,127
Medical Recruiting Bonus	550	17,731	9,751	1,298	17,731	23,010	1,359	17,731	24,093
Medical Retention Bonus	2,520	22,450	56,564	1,698	22,450	38,125	1,570	22,450	35,237
Affiliation Bonus	0	24,955	0	20	25,604	500	20	26,398	519
Total	3,649		79,205	3,912		81,361	3,985		82,772

**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 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). The incentive is used to recruit specific grade plates and pay affiliation bonuses for specific mission positions and retain the proper mix of Soldiers with critical skills to increase readiness in order to shape the force to meet emerging needs for mission success. In FY 2020, funding increases by \$5.1 million providing Reserve Soldiers incentives and bonuses aligned and competitive with Active Component and National Guard.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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									
Non-Prior Serv. Enl. Bonus	5,528	1,857	10,265	16,957	1,857	31,489	16,159	1,857	30,008
Officer Affiliation Bonus	170	10,000	1,698	556	10,000	5,561	615	10,000	6,150
Enlisted Affiliation Bonus	5,171	1,736	8,976	20,479	1,736	35,551	16,548	1,736	28,727
Prior Service Bonus	227	3,236	735	1,082	3,236	3,500	1,032	3,236	3,340
Reenlistment Bonus	21,086	3,236	68,234	10,257	3,236	33,192	11,864	3,236	38,392
Student Loan Repayment Program	4,302	3,000	12,906	5,358	3,000	16,073	6,312	3,000	18,936
Critical Skill Retention	4	15,000	65	156	15,000	2,341	200	15,000	3,000
MOS Conversion Bonus	834	2,000	1,668	96	2,000	192	100	2,000	200
Officer Accession Bonus	2	10,000	20	84	10,000	843	330	10,000	3,300
Subtotal	37,324		104,567	55,025		128,742	53,160		132,053
Anniversary									
Non-Prior Serv. Enl. Bonus	2,795	3,938	11,008	6,173	3,938	24,308	8,340	3,938	32,843
Enlisted Affiliation Bonus	205	5,000	1,026	625	5,000	3,127	331	5,000	1,656
Prior Service Bonus	460	3,207	1,474	748	3,207	2,398	164	3,207	526
Reenlistment Bonus	2,709	1,091	2,955	4,477	1,091	4,884	1,367	1,091	1,491
Subtotal	6,169		16,463	12,023		34,717	10,202		36,516
Selective Reserve Incentive Total	43,493		121,030	67,048		163,459	63,362		168,569
	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>				
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>			
Total Incentive Program	47,142	200,235	70,960	244,820	67,347	251,341			

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

Continuation Pay: The 2016 National Defense Authorization Act (NDAA), 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 began making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the Blended Retirement System. In FY 2020, funding decreases by \$12.1 million due to lower than expected execution in FY 2018. The requested amounts will be adjusted as the program matures and reliable data is obtained from historical execution.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	54	0	0	4,463	0	0	252
Enlisted	0	0	51	0	0	8,438	0	0	534
Total	0		105	0		12,901	0		786

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
3,302	10,231	11,205

PART I - PURPOSE AND SCOPE

The FY 2016 National Defense Authorization Act (NDAA), 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)**

FY2019 Direct Program			10,231
Increases Pricing:			
	Thrift Savings Plan	305	
Total Increases Pricing			305
Increases Program:			
	Thrift Savings Plan	669	
Total Increases Program			669
Total Increases			974
FY2020 Direct Program			11,205

**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 continue making automatic and matching TSP contributions payments in FY 2020. Amounts in FY 2018 and FY 2019 reflect the actual and anticipated costs respectively under the Blended Retirement System. In FY 2020, there is a \$974 thousand increase in the Thrift Savings Plan program in support of the United States Uniformed Services Blended Retirement System.

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	1,159	0	0	3,855	0	0	3,831
Enlisted	0	0	2,143	0	0	6,376	0	0	7,374
Total	0		3,302	0		10,231	0		11,205

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
36,913	24,274	22,714

PART I - PURPOSE AND SCOPE

This program provides funding for the payments to the Department of Defense Education Benefits, Fund, a trust fund administered by the Veterans Administration (VA). This program is governed by USC, Title 10 Section 106 and funds educational benefits payments in their entirety for eligible individuals in the Selected Reserve. This program is budgeted on an accrual basis and funded based on amortization amounts determined by the Department of Defense Board of Actuaries. Actual payments to individuals are made by the Veterans Administration from a trust fund. Programs covered by Educational Benefits include Basic Educational Assistance, Chapter 1606 and Kicker.

Education benefits cover obligations to Army Reserve members for assistance in education costs. This program provides assistance to Soldiers for education costs and additional incentives for joining the Army Reserve. Rates and numbers of takers are determined by the Board of Actuaries using various economic factors. The board evaluates these factors yearly to adjust rates and numbers if necessary.

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

FY2019 Direct Program			24,274
Increases Pricing:			
	Bonus Pay	485	
Total Increases Pricing			485
Total Increases			485
Decreases Program:			
	Bonus Pay	(2,045)	
Total Decreases Program			(2,045)
Total Decreases			(2,045)
FY2020 Direct Program			22,714

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Chapter 1606, Basic Educational Assistance funds are for personnel requesting educational assistance under the Veterans Education Assistance ACT of 1984 (Public Law 98-525), commonly referred to as the New GI Bill. Eligible members must have had a six-year obligation to serve in the Army Reserve signed after June 30, 1985. Members must remain in good standing while serving in the Army Reserve to be eligible for this benefit.

The Chapter 1606, Kicker Program is an add-on to an existing GI Bill benefit. The additional money is over and above what a Soldier would earn from the basic benefit. To qualify for a Chapter 1606 kicker benefit, the Soldier's occupation must be designated as a critical occupational specialty.

In FY 2020, the \$1.6 million decrease in Reserve Personnel, Army Education Benefits resulted from the Board of Actuaries change in per capita rates.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	207	1,541	319	386	1,033	399	429	707	303
Enlisted	20,654	1,541	31,828	15,742	1,033	16,261	18,376	707	12,992
Subtotal Basic Benefit	<u>20,861</u>		<u>32,147</u>	<u>16,128</u>		<u>16,660</u>	<u>18,805</u>		<u>13,295</u>
\$100 Kicker	107	769	82	710	625	444	141	588	83
\$200 Kicker	1,663	1,786	2,970	2,173	1,453	3,157	4,586	1,331	6,104
\$350 Kicker	526	3,259	1,714	1,503	2,670	4,013	1,305	2,476	3,232
Subtotal Kicker	<u>2,296</u>		<u>4,766</u>	<u>4,386</u>		<u>7,614</u>	<u>6,032</u>		<u>9,419</u>
Grand Total	<u>23,157</u>		<u>36,913</u>	<u>20,514</u>		<u>24,274</u>	<u>24,837</u>		<u>22,714</u>

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
57,800	60,010	61,392

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 and FAP) in accordance with Title 10 United States Code, chapter 105, sections 2120 through 2128. 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 2008 NDAA modified HPSP by authorizing the Secretary of Defense to allow for an accession bonus to HPSP and 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 2020, funding increases by \$1.4 million for Armed Forces Health Professions Scholarship Program due to an increase in participants and 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)**

FY2019 Direct Program		60,010
Increases Pricing:		
Basic Allowance for Housing	89	
Basic Allowance for Subsistence	12	
Other Pay	13	
Initial Clothing Uniform Allowance	3	
Bonus Pay	150	
Stipend	706	
Total Increases Pricing		973
Increases Program:		
Basic Allowance for Housing	115	
Basic Allowance for Subsistence	47	
FICA	22	
Initial Clothing Uniform Allowance	9	
Basic Pay	263	
Stipend	28	
Total Increases Program		484
Total Increases		1,457
Decreases Program:		
Bonus Pay	(75)	
Total Decreases Program		(75)
Total Decreases		(75)
FY2020 Direct Program		61,392

**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 an annual stipend to participants in the National Health Service Corps Program. The stipend amount is provided in the FY 2020 President's Budget Submission guidance. The number column for HPSP and FAP reflects the average number of participants over a 12 month period. For HPSP, the average number of participants includes a 2 month period of reduced HPSP participants between graduation (late May) and new students (late July and early August). HPSP average numbers are typically lower than the actual total number of participants performing ADT because of the reduced workload period. This does not apply to FAP participants whose training cycle is uninterrupted for the full 12 months. The dollar rate is the total of 9 months (OCT – JUN) stipend at the current rate plus 1.5 months (JUL – AUG) for HPSP (due to the 45 day ADT) and 2.5 months (JUL – SEP) for FAP (due to the 14 day ADT) increased annually on 1 JUL at the military pay inflation rate. Stipend is not paid for the remaining 1.5 months for HPSP or 0.5 months for FAP when ADT is performed.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	1,420	23,981	34,063	1,420	24,605	34,940	1,405	25,367	35,641
Financial Assistance Program	14	26,312	373	14	26,996	372	15	27,833	405
Total	1,434		34,436	1,434		35,312	1,420		36,046

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. FAP participants are not authorized a clothing allowance.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	0	400	0	410	400	164	440	400	176

Pay and Allowances, Active Duty for Training (ADT): The funds provide ADT for a period of 45 days annually for HPSP and 14 days for FAP participants. The number column for HPSP and FAP reflects the average number of participants in training. The dollar rate is an annual rate which includes base pay, basic allowance for subsistence, basic allowance for housing and FICA. HPSP and FAP members may be paid higher basic pay rates under save pay and allowances.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	1,567	9,736	15,256	1,635	9,989	16,329	1,638	10,299	16,873
Financial Assistance Program	13	3,704	50	16	3,800	60	16	3,918	64
Total	1,580		15,306	1,651		16,389	1,654		16,937

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

Travel, Active Duty for Training: These funds provide transportation and per diem for HPSP participants attending active duty for training at medical care facilities. FAP participants are not authorized to travel. HPSP travel costs can vary depending on the length and location of the ADT.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	1,566	415	650	1,567	423	663	1,565	432	676

Accession Bonus: These funds provide for bonuses to new accessions in HPSP and FAP for critically short health professional specialties.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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 Accession Bonus	370	20,000	7,408	374	20,000	7,482	378	20,000	7,557

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</u>		
			<u>Amount</u>			<u>Amount</u>			<u>Amount</u>
Completed Program Graduates			394			404			447

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
32,967	34,614	35,438

PART I - PURPOSE AND SCOPE

This budget provides funds for Army Reserve Officers who received their commission through Reserve Officer Training Corps (ROTC), Officer Candidate School (OCS), or Direct Commission to attend a resident Branch Officer Leadership Course (BOLC). This 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.

In FY 2020, the program increases by \$824 thousand.

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

FY2019 Direct Program			34,614
Increases Pricing:			
	Basic Pay	488	
	Basic Allowance for Housing	163	
	Basic Allowance for Subsistence	21	
	Travel Pay	119	
	Initial Clothing Uniform Allowance	11	
	Retired Pay Accrual	130	
	FICA	40	
Total Increases Pricing			972
Increases Program:			
	Basic Allowance for Housing	506	
	Basic Allowance for Subsistence	130	
	Other Pay	65	
	Initial Clothing Uniform Allowance	51	
Total Increases Program			752
Total Increases			1,724
Decreases Program:			
	Travel Pay	(900)	
Total Decreases Program			(900)
Total Decreases			(900)
FY2020 Direct Program			35,438

**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 provide base pay and allowances, Retired Pay Accrual, and FICA payments for officers attending BOLC/BOBC. In FY 2020, the program increases by \$1.5 million due to increase in officers and the Army Reserve's readiness focus to ensure officers are qualified.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	616	36,772	22,636	607	37,728	22,906	639	38,898	24,842
AMEDD Officer's Basic Course	81	25,407	2,050	115	26,068	3,007	121	26,876	3,248
JAG Officer's Basic Course	165	18,737	3,096	115	19,224	2,210	80	19,820	1,576
Total	862		27,782	837		28,123	840		29,666

Uniform Allowances: The funds provide for Initial Uniform Allowances.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	0	400	0	1,035	400	414	1,155	400	462
AMEDD Officer's Basic Course	0	400	0	275	400	110	308	400	123
JAG Officer's Basic Course	0	400	0	68	400	27	70	400	28
Total	0		0	1,378		551	1,533		613

Travel: These funds provide for travel, transportation and per diem costs for officers attending BOLC/BOBC. In FY 2020, the program decreases by \$781 thousand.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	896	3,012	2,700	1,816	3,072	5,579	1,541	3,134	4,831
AMEDD Officer's Basic Course	282	1,316	371	202	1,342	271	183	1,369	251
JAG Officer's Basic Course	752	2,813	2,114	31	2,869	90	26	2,927	77
Total	1,930		5,185	2,049		5,940	1,750		5,159

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

<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
3,271	3,399	3,513

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 2020, the program execution aligns with previous fiscal years.

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)**

FY2019 Direct Program			3,399
Increases Pricing:			
	Basic Pay	52	
	Basic Allowance for Housing	20	
	Basic Allowance for Subsistence	2	
	Travel Pay	6	
	Initial Clothing Uniform Allowance	1	
	Retired Pay Accrual	14	
	FICA	4	
Total Increases Pricing			99
Increases Program:			
	Initial Clothing Uniform Allowance	9	
	Other Pay	80	
Total Increases Program			89
Total Increases			188
Decreases Program:			
	Basic Allowance for Housing	(44)	
	Basic Allowance for Subsistence	(3)	
	Travel Pay	(27)	
Total Decreases Program			(74)
Total Decreases			(74)
FY2020 Direct Program			3,513

**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 provide pay and allowances for officers on Active Duty for Training for a period of 88 days at BOLC 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. In FY 2020, funding increases by \$126 thousand.

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	186	12,202	2,270	181	12,519	2,260	178	12,907	2,292
Chaplain Active Duty for Training	45	11,064	497	73	11,352	825	79	11,704	919
Total	231		2,767	254		3,085	257		3,211

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	0	400	0	105	400	42	130	400	52

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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	54	5,078	274	36	5,180	185	31	5,283	165
Chaplain Active Duty for Training	45	5,107	230	17	5,209	87	16	5,313	85
Total	99		504	53		272	47		250

SECTION 5
SPECIAL ANALYSIS

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

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
Officer			
Basic Pay	16,928	24,000	20,442
Other Pay and Allowances	12,417	7,332	10,890
Travel	1,402	4,913	4,913
Total	<u>30,747</u>	<u>36,245</u>	<u>36,245</u>
Enlisted			
Basic Pay	0	469	401
Other Pay and Allowances	0	146	214
Travel	0	96	96
Total	<u>0</u>	<u>711</u>	<u>711</u>
Officer & Enlisted			
Retired Pay Accrual	<u>5,014</u>	<u>6,044</u>	<u>6,044</u>
Total Program	35,761	43,000	43,000

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

REENLISTMENT BONUS

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	2,709	2,955	0	0	0	0	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments	21,086	68,234	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			4,477	4,884	0	0	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments			10,257	33,192	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					1,367	1,491	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments					11,864	38,392	0	0	0	0	0	0	0	0
Anniversary Payments							1,083	1,182	0	0	0	0	0	0
FY 2021														
Initial Payments							8,210	44,893	0	0	0	0	0	0
Anniversary Payments									1,315	1,435	0	0	0	0
FY 2022														
Initial Payments									7,599	41,552	0	0	0	0
Anniversary Payments											1,337	1,459	0	0
FY 2023														
Initial Payments											7,611	41,615	0	0
Anniversary Payments													1,357	1,480
FY 2024														
Initial Payments													7,357	40,227
Initial Payments	21,086	68,234	10,257	33,192	11,864	38,392	8,210	44,893	7,599	41,552	7,611	41,615	7,357	40,227
Anniversary Payments	2,709	2,955	4,477	4,884	1,367	1,491	1,083	1,182	1,315	1,435	1,337	1,459	1,357	1,480
Total	23,795	71,189	14,734	38,076	13,231	39,883	9,293	46,075	8,914	42,987	8,948	43,074	8,714	41,707

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

PRIOR SERVICE ENLISTMENT BONUS

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	460	1,474	0	0	0	0	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments	227	735	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			748	2,398	0	0	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments			1,082	3,500	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					164	526	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments					1,032	3,340	0	0	0	0	0	0	0	0
Anniversary Payments							266	852	0	0	0	0	0	0
FY 2021														
Initial Payments							1,341	4,341	0	0	0	0	0	0
Anniversary Payments									520	1,667	0	0	0	0
FY 2022														
Initial Payments									1,249	4,043	0	0	0	0
Anniversary Payments											559	1,792	0	0
FY 2023														
Initial Payments											1,266	4,096	0	0
Anniversary Payments													713	2,287
FY 2024														
Initial Payments													738	2,388
Anniversary Payments														
Initial Payments	227	735	1,082	3,500	1,032	3,340	1,341	4,341	1,249	4,043	1,266	4,096	738	2,388
Anniversary Payments	460	1,474	748	2,398	164	526	266	852	520	1,667	559	1,792	713	2,287
Total	687	2,209	1,830	5,898	1,196	3,866	1,607	5,193	1,769	5,710	1,825	5,888	1,451	4,675

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

NON-PRIOR SERVICE ENLISTMENT BONUS

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	2,795	11,008	0	0	0	0	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments	5,528	10,265	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			6,173	24,308	0	0	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments			16,957	31,489	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					8,340	32,843	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments					16,159	30,008	0	0	0	0	0	0	0	0
Anniversary Payments							6,034	23,762	0	0	0	0	0	0
FY 2021														
Initial Payments							19,248	35,744	0	0	0	0	0	0
Anniversary Payments									7,088	27,911	0	0	0	0
FY 2022														
Initial Payments									18,010	33,445	0	0	0	0
Anniversary Payments											7,243	28,522	0	0
FY 2023														
Initial Payments											18,310	34,001	0	0
Anniversary Payments													6,603	26,002
FY 2024														
Initial Payments													7,263	13,488
Anniversary Payments														
Initial Payments	5,528	10,265	16,957	31,489	16,159	30,008	19,248	35,744	18,010	33,445	18,310	34,001	7,263	13,488
Anniversary Payments	2,795	11,008	6,173	24,308	8,340	32,843	6,034	23,762	7,088	27,911	7,243	28,522	6,603	26,002
Total	8,323	21,273	23,130	55,797	24,499	62,851	25,282	59,506	25,098	61,356	25,553	62,523	13,866	39,490

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

CRITICAL SKILL ASSIGNMENT RETENTION BONUS

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2018														
Initial Payments	4	65	0	0	0	0	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments			156	2,341	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments					200	3,000	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments							200	3,000	0	0	0	0	0	0
FY 2022														
Initial Payments									200	3,000	0	0	0	0
FY 2023														
Initial Payments											200	3,000	0	0
FY 2024														
Initial Payments													200	3,000
Initial Payments	4	65	156	2,341	200	3,000	200	3,000	200	3,000	200	3,000	200	3,000
Total	4	65	156	2,341	200	3,000	200	3,000	200	3,000	200	3,000	200	3,000

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

ENLISTED AFFILIATION BONUS

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	205	1,026	0	0	0	0	0	0	0	0	0	0	0	0
FY 2018														
Initial Payments	5,171	8,976	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			625	3,127	0	0	0	0	0	0	0	0	0	0
FY 2019														
Initial Payments			20,479	35,551	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					331	1,656	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments					16,548	28,727	0	0	0	0	0	0	0	0
Anniversary Payments							279	1,397	0	0	0	0	0	0
FY 2021														
Initial Payments							13,054	22,662	0	0	0	0	0	0
Anniversary Payments									267	1,337	0	0	0	0
FY 2022														
Initial Payments									11,392	19,777	0	0	0	0
Anniversary Payments											278	1,390	0	0
FY 2023														
Initial Payments											11,653	20,229	0	0
Anniversary Payments													280	1,399
FY 2024														
Initial Payments													7,684	13,339
Anniversary Payments														
Initial Payments	5,171	8,976	20,479	35,551	16,548	28,727	13,054	22,662	11,392	19,777	11,653	20,229	7,684	13,339
Anniversary Payments	205	1,026	625	3,127	331	1,656	279	1,397	267	1,337	278	1,390	280	1,399
Total	5,376	10,002	21,104	38,678	16,879	30,383	13,333	24,059	11,659	21,114	11,931	21,619	7,964	14,738

**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	2,060	7,613	9,673	5,549	48	619	15,889
RC UNIQUE MGMT HQS	1,268	1,072	2,340	305	9	773	3,427
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
SUBTOTAL	3,328	8,685	12,013	5,854	57	1,427	19,351
TRAINING							
RC NON-UNIT INSTITUTIONS	37	92	129	0	0	232	361
RC SCHOOLS	17	389	406	0	0	121	527
ROTC	101	0	101	0	0	0	101
SUBTOTAL	155	481	636	0	0	353	989
HEADQUARTERS							
SERVICE HQS	96	36	132	0	0	393	525
AC HQS	155	24	179	0	0	0	179
AC INSTAL/ACTIVITIES	322	194	516	0	0	1,552	2,068
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	2,362	3,418
TOTAL END STRENGTH	4,492	12,142	16,634	5,854	66	4,207	26,761

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

FY 2019

	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	2,072	7,556	9,628	7,319	43	440	17,430
RC UNIQUE MGMT HQS	1,118	1,019	2,137	176	9	809	3,131
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
SUBTOTAL	3,190	8,575	11,765	7,495	52	1,284	20,596
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	12	417	649
OTHERS	0	0	0	0	0	0	0
SUBTOTAL	748	299	1,047	0	12	1,932	2,991
TOTAL END STRENGTH	4,354	12,032	16,386	7,495	64	3,511	27,456

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

FY 2020

	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	2,605	2,758	0	0	0	2,758
SUBTOTAL	261	2,802	3,063	0	0	65	3,128
UNITS							
UNITS	2,096	7,532	9,628	6,316	43	751	16,738
RC UNIQUE MGMT HQS	1,118	1,019	2,137	176	9	1,548	3,870
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
SUBTOTAL	3,214	8,551	11,765	6,492	52	2,334	20,643
TRAINING							
RC NON-UNIT INSTITUTIONS	37	92	129	0	0	132	261
RC SCHOOLS	17	389	406	0	0	96	502
ROTC	101	0	101	0	0	0	101
SUBTOTAL	155	481	636	0	0	228	864
HEADQUARTERS							
SERVICE HQS	96	36	132	0	0	256	388
AC HQS	155	24	179	0	0	0	179
AC INSTAL/ACTIVITIES	322	194	516	0	0	1,182	1,698
RC CHIEFS STAFF	175	45	220	0	12	404	636
OTHERS	0	0	0	0	0	0	0
SUBTOTAL	748	299	1,047	0	12	1,842	2,901
TOTAL END STRENGTH	4,378	12,133	16,511	6,492	64	4,469	27,536

PB-30W FULL-TIME SUPPORT PERSONNEL