

# DEPARTMENT OF THE ARMY

*Fiscal Year (FY) 2021 Budget Estimates*



**RESERVE PERSONNEL, ARMY  
JUSTIFICATION BOOK  
FEBRUARY 2020**

**The estimated cost of this report or study for the Department of Defense is approximately \$106,000 for the 2020 Fiscal Year. This includes \$240 in expenses and \$105,760 in DoD labor.**

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**SECTION 1**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

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

	<u>ACTUAL FY 2019</u>	<u>ENACTED FY 2020</u>	<u>ESTIMATE FY 2021</u>
<b>Direct Program</b>			
Reserve Component Training and Support	4,819,355	4,922,087	5,106,956
<b>TOTAL DIRECT PROGRAM</b>	<u>4,819,355</u>	<u>4,922,087</u>	<u>5,106,956</u>
<b>Reimbursable Program</b>			
Reserve Component Training and Support	38,691	43,000	43,000
<b>TOTAL REIMBURSABLE PROGRAM</b>	<u>38,691</u>	<u>43,000</u>	<u>43,000</u>
<b>Total Baseline Program</b>			
Reserve Component Training and Support	4,858,046	4,965,087	5,149,956
<b>TOTAL BASELINE PROGRAM</b>	<u>4,858,046</u>	<u>4,965,087</u>	<u>5,149,956</u>
<b>OCO Funding</b>			
Reserve Component Training and Support	31,866	34,812	0
<b>TOTAL OCO FUNDING</b>	<u>31,866</u>	<u>34,812</u>	<u>0</u>
<b>Total Program</b>			
Reserve Component Training and Support	4,889,912	4,999,899	5,149,956
<b>TOTAL PROGRAM</b>	<u>4,889,912</u>	<u>4,999,899</u>	<u>5,149,956</u>
<b>Less: OCO Funding</b>			
Reserve Component Training and Support	0	-34,812	0
<b>TOTAL LESS: OCO FUNDING</b>	<u>0</u>	<u>-34,812</u>	<u>0</u>
<b>Revised Total Program</b>			
Reserve Component Training and Support	4,889,912	4,965,087	5,149,956
<b>TOTAL REVISED TOTAL PROGRAM</b>	<u>4,889,912</u>	<u>4,965,087</u>	<u>5,149,956</u>
Medicare Eligible Retiree Health Fund Contribution	386,852	394,612	418,136
<b>TOTAL MILPERS PROGRAM COST</b>	<u>5,276,764</u>	<u>5,359,699</u>	<u>5,568,092</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 2019</u>	<u>ENACTED FY 2020</u>	<u>ESTIMATE FY 2021</u>
<b><u>RESERVE PERSONNEL, ARMY (RPA)</u></b>			
DIRECT PROGRAM	4,819,355	4,922,087	5,106,956
REIMBURSABLE PROGRAM	38,691	43,000	43,000
OCO FUNDING	31,866	34,812	33,414
<b>TOTAL RESERVE PERSONNEL, ARMY</b>	<b>4,889,912</b>	<b>4,999,899</b>	<b>5,183,370</b>
MEDICARE-RET CONTRIB, AR ARMY	386,852	394,612	418,136
<b>TOTAL RESERVE PERSONNEL, ARMY PROGRAM COST</b>	<b>5,276,764</b>	<b>5,394,511</b>	<b>5,601,506</b>
<b><u>MILITARY PERSONNEL, ARMY (MPA)</u></b>			
OCO PAY AND ALLOWANCES, MOBILIZATION	1,373,868	1,410,921	1,117,183
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	130,886	144,559	151,833
<b>TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST</b>	<b>1,504,754</b>	<b>1,555,480</b>	<b>1,269,016</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</b>	<b>6,781,518</b>	<b>6,949,991</b>	<b>6,870,522</b>

**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 2021 budget supports the Army Reserve's Title 10 functions by:**

- (1) Funding the Army Reserve End Strength Objective (ESO) of 189,800 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. America's Army Reserve continues to build and expand upon opportunities to train the way we fight - together. We continue to explore expanded options to build readiness for tomorrow through our essentially, year-round Cold Steel gunnery operation, now into its third year; routine and embedded rotations at the Army's Combat Training Centers; and closer collaboration with our teammates in the Army National Guard at training venues such as Northern Strike or Golden Coyote.

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.

**RESERVE PERSONNEL, ARMY  
INTRODUCTION**

**Other Budget Drivers:**

- The nominal cost percentage used to calculate payments for retired pay accrual for AGRs is 30.4 percent in FY 2019, 31.0 percent in FY 2020, and 34.9 percent in FY 2021. For TPUs, the retired pay accrual percentage is 24.7 percent in FY 2019, 24.4 percent in FY 2020, and 27 percent in FY 2021.
- The rate for subsistence (indexed to the annual changes in the U.S. Department of Agriculture food plan) increases by 0.67 percent in FY 2020 and 1.95 percent in FY 2021. The 2019 inflation rate is zero percent based on no growth in the U.S.D.A food cost index between October 2017 and October 2018.
- The housing allowance rate effective 1 January is 2.4 percent in 2019, 2.7 percent in 2020, and 2.9 percent in 2021.

Funding requirements include a basic pay increase of 2.6 percent in 2019, 3.1 percent in 2020, and 3.0 percent in 2021.

**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.

**Performance Measures:**

	FY 2019 <u>Actual</u>	FY 2020 <u>Planned</u>	FY 2021 <u>Planned</u>
<b>Average Strength</b>	<b>190,179</b>	<b>189,753</b>	<b>189,144</b>
<b>End Strength</b>	<b>190,719</b>	<b>189,500</b>	<b>189,800</b>
<b>Authorized End Strength</b>	<b>199,500</b>	<b>189,500</b>	

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 2021, the Army Reserve ESO is 189,800 with a two percent Army variance results in an operating window between 186,004 and 193,596.

The Army Reserve continues to set conditions for a successful and productive recruiting and retention environment in support of achieving an end strength of 189,500 by the end of FY 2020 and increasing the level by 300 through FY 2021. 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.

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. Army Reserve unit readiness and capability increased by nine percent from FY 2018 to FY 2019 with 292 crews (876 Soldiers) within the Early Deploying Force (0-60 days) qualified on their mounted weapon systems (gunnery).

The additional man-days allowed for increased Army Reserve participation in the Army’s Combat Training Center (CTC) Program. The strategy enabled 108 units (7,492 Soldiers) in critical enabling capabilities (Combat Sustainment Support Battalions (CSSB) and associated down trace logistical units, Civil Affairs (CA) Companies, Military Information Support Operations (MISO) detachments, Engineer companies) to support nearly all twenty National Training Center (NTC) and Joint Readiness Training Center (JRTC) rotations. The Army Reserve supported all five Corps and Division Warfighter Exercises (WFX) with 18 units (1,195 Soldiers). While enhancing the training experience for Active Army and Army National Guard maneuver units, the CTC training significantly improves Army Reserve unit readiness and demonstrates both interoperability capabilities and interoperability gaps to the Chief of Staff of the Army.

Finally, the additional man-days in FY 2019 and FY 2020 ensures that 45,000 Army Reserve Soldiers attend schooling for professional military education, reclassification training, and functional training. In summary, the Army Reserve has been investing enacted resources to increase the overall readiness of the force required to support the National Defense Strategy.

The Army Reserve will continue this strategy in FY 2020 and FY 2021 realigning additional man-days to recruiting, retention initiatives and training exercises. This strategy will enable the Army Reserve to meet its End Strength and readiness objectives.

There are a number of factors that contribute to the Army Reserve End Strength. 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 2021 accession goals remain relatively constant with a focus in preserving force levels. The FY 2019 through FY 2021 goals for these factors are as follows:

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

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
<b>Goal for Accessions</b>	<b>29,319</b>	<b>28,526</b>	<b>28,479</b>
<b>Accession Achieved</b>	<b>25,600</b>		
<b>Goal for Reenlistments</b>	<b>13,434</b>	<b>9,700</b>	<b>9,700</b>
<b>Reenlistments Achieved</b>	<b>17,532</b>		
<b>Attrition Goal</b>	<b>16.5%</b>	<b>18.0%</b>	<b>18.0%</b>
<b>Actual Attrition Rate</b>	<b>14.3%</b>		

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

**RESERVE PERSONNEL, ARMY  
SUMMARY OF PERSONNEL**

	<u>Drills</u>	<u>Days</u>	<u>FY 2019</u>			<u>FY 2020</u>		<u>FY 2021</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
<b>Pay Group A</b>									
Officer	48	15	31,250	31,574	31,864	31,743	31,699	31,974	32,326
Enlisted	48	15	<u>130,105</u>	<u>129,785</u>	<u>129,290</u>	<u>129,215</u>	<u>128,735</u>	<u>128,528</u>	<u>128,391</u>
Subtotal			161,355	161,359	161,154	160,958	160,434	160,502	160,717
<b>Pay Group F</b>									
Enlisted		149	5,226	5,056	5,795	4,622	5,627	4,374	5,619
<b>Pay Group P</b>									
Enlisted	36		<u>2,768</u>	<u>4,402</u>	<u>4,497</u>	<u>4,435</u>	<u>3,273</u>	<u>4,211</u>	<u>3,298</u>
Subtotal			169,349	170,817	171,446	170,015	169,334	169,087	169,634
IMA									
<b>Pay Group B</b>									
Officer	48	13	2,148	2,178	2,206	2,583	2,957	2,869	2,957
Enlisted	48	13	<u>680</u>	<u>642</u>	<u>591</u>	<u>644</u>	<u>698</u>	<u>677</u>	<u>698</u>
Subtotal			2,828	2,820	2,797	3,227	3,655	3,546	3,655
Drill/Indiv Tng			172,177	173,637	174,243	173,242	172,989	172,633	173,289
<b>AGR (Full-time)</b>									
Officer			4,492	4,427	4,446	4,385	4,378	4,378	4,378
Enlisted			<u>12,142</u>	<u>12,115</u>	<u>12,030</u>	<u>12,126</u>	<u>12,133</u>	<u>12,133</u>	<u>12,133</u>
Subtotal			16,634	16,542	16,476	16,511	16,511	16,511	16,511
<b>SELRES</b>									
Officer			37,890	38,179	38,516	38,711	39,034	39,221	39,661
Enlisted			<u>150,921</u>	<u>152,000</u>	<u>152,203</u>	<u>151,042</u>	<u>150,466</u>	<u>149,923</u>	<u>150,139</u>
Subtotal			188,811	190,179	190,719	189,753	189,500	189,144	189,800
<b>IRR</b>									
Officer			9,495	9,391	9,287	9,391	9,495	9,391	9,287
Enlisted			<u>91,435</u>	<u>90,434</u>	<u>89,433</u>	<u>90,435</u>	<u>91,436</u>	<u>90,435</u>	<u>89,434</u>
Subtotal			100,930	99,825	98,720	99,826	100,931	99,826	98,721

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

	<u>FY 2019</u>			<u>FY 2020</u>		<u>FY 2021</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<b>Officer</b>							
<b>Commissioned Officers</b>							
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	283	269	270	266	266	266	266
O5 LT COLONEL	946	976	981	967	965	965	965
O4 MAJOR	1,490	1,564	1,571	1,549	1,547	1,547	1,547
O3 CAPTAIN	960	826	830	819	817	817	817
O2 1ST LIEUTENANT	90	84	84	83	83	83	83
O1 2ND LIEUTENANT	1	0	0	0	0	0	0
<b>Total Commissioned Officers</b>	<b>3,770</b>	<b>3,719</b>	<b>3,736</b>	<b>3,684</b>	<b>3,678</b>	<b>3,678</b>	<b>3,678</b>
<b>Warrant Officers</b>							
W5 WARRANT OFF (W-5)	53	53	53	52	52	52	52
W4 WARRANT OFF (W-4)	181	201	202	199	199	199	199
W3 WARRANT OFF (W-3)	328	323	324	320	319	319	319
W2 WARRANT OFF (W-2)	154	121	121	120	120	120	120
W1 WARRANT OFF (W-1)	6	10	10	10	10	10	10
<b>Total Warrant Officers</b>	<b>722</b>	<b>708</b>	<b>710</b>	<b>701</b>	<b>700</b>	<b>700</b>	<b>700</b>
<b>Total Officer</b>	<b>4,492</b>	<b>4,427</b>	<b>4,446</b>	<b>4,385</b>	<b>4,378</b>	<b>4,378</b>	<b>4,378</b>
<b>Enlisted</b>							
<b>Enlisted Personnel</b>							
E9 SERGEANT MAJOR	161	155	154	155	155	155	155
E8 1ST SGT/MASTER SGT	1,427	1,375	1,365	1,376	1,377	1,377	1,377
E7 PLATOON SGT/SFC	5,030	5,038	5,003	5,043	5,046	5,046	5,046
E6 STAFF SGT	2,584	2,930	2,909	2,932	2,934	2,934	2,934
E5 SERGEANT	2,296	2,150	2,135	2,152	2,153	2,153	2,153
E4 CPL/SPECIALIST	641	462	459	463	463	463	463
E3 PRIVATE 1ST CLASS	1	5	5	5	5	5	5
E2 PRIVATE E2	0	0	0	0	0	0	0
E1 PRIVATE E1	2	0	0	0	0	0	0
<b>Total Enlisted Personnel</b>	<b>12,142</b>	<b>12,115</b>	<b>12,030</b>	<b>12,126</b>	<b>12,133</b>	<b>12,133</b>	<b>12,133</b>
<b>Total Personnel on Active Duty</b>	<b>16,634</b>	<b>16,542</b>	<b>16,476</b>	<b>16,511</b>	<b>16,511</b>	<b>16,511</b>	<b>16,511</b>

**RESERVE PERSONNEL, ARMY  
STRENGTH BY MONTH**

**ACTUAL FY 2019**

	<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	31,250	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	31,492	130,808	162,300	4,380	3,619	170,299	2,158	659	2,817	4,451	12,161	16,612	189,728
JAN	31,499	130,068	161,567	4,770	4,053	170,390	2,161	657	2,818	4,431	12,182	16,613	189,821
FEB	31,506	129,763	161,269	4,924	4,516	170,709	2,162	647	2,809	4,426	12,171	16,597	190,115
MAR	31,413	129,603	161,016	4,829	5,178	171,023	2,167	645	2,812	4,434	12,136	16,570	190,405
APR	31,347	129,571	160,918	4,358	5,828	171,104	2,176	635	2,811	4,443	12,142	16,585	190,500
MAY	31,795	129,126	160,921	4,314	6,080	171,315	2,209	634	2,843	4,388	12,110	16,498	190,656
JUN	31,824	129,177	161,001	5,429	5,129	171,559	2,203	637	2,840	4,390	12,075	16,465	190,864
JUL	31,862	129,101	160,963	5,918	4,772	171,653	2,215	627	2,842	4,373	12,001	16,374	190,869
AUG	31,903	129,732	161,635	5,470	4,608	171,713	2,221	614	2,835	4,364	12,017	16,381	190,929
SEP	31,864	129,290	161,154	5,795	4,497	171,446	2,206	591	2,797	4,446	12,030	16,476	190,719
<b>Average</b>	<b>31,574</b>	<b>129,785</b>	<b>161,359</b>	<b>5,056</b>	<b>4,402</b>	<b>170,817</b>	<b>2,178</b>	<b>642</b>	<b>2,820</b>	<b>4,427</b>	<b>12,115</b>	<b>16,542</b>	<b>190,179</b>

**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>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	31,864	129,290	161,154	5,795	4,497	171,446	2,206	591	2,797	4,447	12,030	16,477	190,720
OCT	31,789	129,271	161,060	5,760	4,082	170,902	2,269	600	2,869	4,367	12,069	16,436	190,207
NOV	31,708	129,379	161,087	5,435	4,007	170,529	2,332	609	2,941	4,371	12,086	16,457	189,927
DEC	31,686	129,768	161,454	4,051	4,676	170,181	2,395	618	3,013	4,377	12,105	16,482	189,676
JAN	31,657	129,759	161,416	4,389	4,213	170,018	2,458	627	3,085	4,383	12,125	16,508	189,611
FEB	31,663	129,791	161,454	4,062	4,428	169,944	2,521	636	3,157	4,387	12,140	16,527	189,628
MAR	31,713	129,471	161,184	3,625	5,105	169,914	2,584	645	3,229	4,392	12,155	16,547	189,690
APR	31,740	129,020	160,760	3,419	5,478	169,657	2,647	654	3,301	4,389	12,157	16,546	189,504
MAY	31,819	128,870	160,689	3,313	5,695	169,697	2,710	663	3,373	4,387	12,155	16,542	189,612
JUN	31,810	128,654	160,464	4,656	4,552	169,672	2,773	672	3,445	4,386	12,154	16,540	189,657
JUL	31,787	128,581	160,368	5,517	3,772	169,657	2,836	681	3,517	4,385	12,151	16,536	189,710
AUG	31,772	129,011	160,783	5,535	3,331	169,649	2,899	690	3,589	4,384	12,145	16,529	189,767
SEP	31,699	128,735	160,434	5,627	3,273	169,334	2,957	698	3,655	4,378	12,133	16,511	189,500
<b>Average</b>	<b>31,743</b>	<b>129,215</b>	<b>160,958</b>	<b>4,622</b>	<b>4,435</b>	<b>170,015</b>	<b>2,583</b>	<b>644</b>	<b>3,227</b>	<b>4,385</b>	<b>12,126</b>	<b>16,511</b>	<b>189,753</b>

**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 2021**

	<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	31,699	128,735	160,434	5,627	3,273	169,334	2,957	698	3,655	4,378	12,133	16,511	189,500
OCT	31,695	128,741	160,436	5,228	3,325	168,989	2,927	691	3,618	4,398	12,188	16,586	189,193
NOV	31,682	128,851	160,533	4,758	3,523	168,814	2,898	684	3,582	4,391	12,170	16,561	188,957
DEC	31,722	129,026	160,748	3,621	4,282	168,651	2,869	677	3,546	4,391	12,169	16,560	188,757
JAN	31,758	129,018	160,776	3,928	3,975	168,679	2,840	670	3,510	4,390	12,166	16,556	188,745
FEB	31,828	128,884	160,712	3,766	4,324	168,802	2,812	663	3,475	4,385	12,151	16,536	188,813
MAR	31,947	128,601	160,548	3,450	5,002	169,000	2,784	656	3,440	4,377	12,130	16,507	188,947
APR	32,035	128,199	160,234	3,194	5,513	168,941	2,812	663	3,475	4,369	12,109	16,478	188,894
MAY	32,178	128,147	160,325	3,195	5,655	169,175	2,840	670	3,510	4,358	12,079	16,437	189,122
JUN	32,237	127,947	160,184	4,652	4,506	169,342	2,868	677	3,545	4,360	12,085	16,445	189,332
JUL	32,278	127,926	160,204	5,501	3,803	169,508	2,897	684	3,581	4,363	12,095	16,458	189,547
AUG	32,325	128,442	160,767	5,574	3,345	169,686	2,926	691	3,617	4,376	12,131	16,507	189,810
SEP	32,326	128,391	160,717	5,619	3,298	169,634	2,957	698	3,655	4,378	12,133	16,511	189,800
<b>Average</b>	<b>31,974</b>	<b>128,528</b>	<b>160,502</b>	<b>4,374</b>	<b>4,211</b>	<b>169,087</b>	<b>2,869</b>	<b>677</b>	<b>3,546</b>	<b>4,378</b>	<b>12,133</b>	<b>16,511</b>	<b>189,144</b>

**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 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
<b>Beginning Strength</b>	37,890	38,516	39,034
<b>Gains:</b>			
Males (NPS)	601	520	525
Females (NPS)	178	155	156
Civilian Life	248	215	217
Active Component	83	72	72
Enlisted Commissioning Program	588	509	514
Pay Group B (IMA)	289	911	178
Other Reserve Status/Component	2,434	2,106	2,128
All Other	1,239	1,072	1,084
Full-time Active Duty	218	235	302
<b>Total Gains</b>	<u>5,878</u>	<u>5,795</u>	<u>5,176</u>
<b>Losses:</b>			
Civilian Life	376	380	321
Active Component	133	135	114
Retired Reserves	1,104	1,117	944
Pay Group B (IMA)	231	160	178
Other Reserve Status/Component	1,042	1,054	891
All Other	2,102	2,128	1,799
Full-time Active Duty	264	303	302
<b>Total Losses</b>	<u>5,252</u>	<u>5,277</u>	<u>4,549</u>
<b>End Strength</b>	38,516	39,034	39,661

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

**ENLISTED**

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
<b>Beginning Strength</b>	150,921	152,203	150,466
<b>Gains:</b>			
Males (NPS)	10,075	11,488	11,607
Females (NPS)	2,992	3,412	3,447
Civilian Life	3,102	2,304	2,328
Active Component	2,636	1,958	1,979
Pay Group B (IMA)	167	155	50
Other Reserve Status/Component	5,570	4,138	4,180
All Other	1,615	1,200	1,212
Full-time Active Duty	920	1,267	1,165
<b>Total Gains</b>	<u>27,077</u>	<u>25,922</u>	<u>25,968</u>
<b>Losses:</b>			
Expiration of Selected Reserve Service	6,372	6,876	6,521
Active Component	49	53	50
To Officer Status	760	820	777
Retired Reserves	1,005	1,084	1,028
Pay Group B (IMA)	256	48	50
Other Reserve Status/Component	2,059	2,222	2,107
All Other	14,262	15,392	14,597
Full-time Active Duty (AGR)	1,032	1,164	1,165
<b>Total Losses</b>	<u>25,795</u>	<u>27,659</u>	<u>26,295</u>
<b>End Strength</b>	152,203	150,466	150,139

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP A</b>									
Active Duty Training	121,999	254,586	376,585	127,866	261,575	389,441	134,507	272,683	407,190
Inactive Duty Training	358,042	609,935	967,977	369,856	636,266	1,006,122	393,521	665,908	1,059,429
Unit Training Assemblies	331,684	579,496	911,180	342,483	603,930	946,413	365,156	632,720	997,876
Flight Training	4,004	1,176	5,180	4,099	1,132	5,231	4,136	1,150	5,286
Training Preparation	20,208	26,743	46,951	20,989	28,468	49,457	21,819	29,188	51,007
Military Funeral Honors	2,146	2,520	4,666	2,285	2,736	5,021	2,410	2,850	5,260
Clothing	0	12,666	12,666	0	9,976	9,976	0	10,718	10,718
Subsistence of Enlisted Personnel	0	41,259	41,259	0	43,898	43,898	0	45,288	45,288
Travel	35,174	59,645	94,819	36,518	59,313	95,831	37,943	59,327	97,270
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>515,215</b>	<b>978,091</b>	<b>1,493,306</b>	<b>534,240</b>	<b>1,011,028</b>	<b>1,545,268</b>	<b>565,971</b>	<b>1,053,924</b>	<b>1,619,895</b>
<b>PAY GROUP B</b>									
Active Duty Training	11,042	1,667	12,709	13,614	1,747	15,361	15,873	1,932	17,805
Inactive Duty Training	22,592	3,264	25,856	27,514	3,439	30,953	31,591	3,767	35,358
Travel	4,256	1,033	5,289	4,886	1,029	5,915	4,899	1,074	5,973
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>37,890</b>	<b>5,964</b>	<b>43,854</b>	<b>46,014</b>	<b>6,215</b>	<b>52,229</b>	<b>52,363</b>	<b>6,773</b>	<b>59,136</b>
<b>PAY GROUP F</b>									
Active Duty Training	0	174,059	174,059	0	164,208	164,208	0	167,987	167,987
Clothing	0	20,630	20,630	0	17,117	17,117	0	18,782	18,782
Subsistence of Enlisted Personnel	0	2,233	2,233	0	1,460	1,460	0	2,606	2,606
Travel	0	7,798	7,798	0	5,270	5,270	0	5,355	5,355
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>0</b>	<b>204,720</b>	<b>204,720</b>	<b>0</b>	<b>188,055</b>	<b>188,055</b>	<b>0</b>	<b>194,730</b>	<b>194,730</b>

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>PAY GROUP P</b>									
Inactive Duty Training	0	3,695	3,695	0	4,217	4,217	0	4,357	4,357
TOTAL DIRECT OBLIGATIONS	0	3,695	3,695	0	4,217	4,217	0	4,357	4,357
<b>MOBILIZATION TRAINING</b>									
Muster/Screening	237	1,739	1,976	268	2,106	2,374	295	2,260	2,555
TOTAL DIRECT OBLIGATIONS	237	1,739	1,976	268	2,106	2,374	295	2,260	2,555
<b>SCHOOL TRAINING</b>									
Career Development Training	40,838	30,749	71,587	39,548	33,049	72,597	40,648	33,951	74,599
Initial Skill Acquisition Training	17,095	52,447	69,542	18,006	54,958	72,964	18,280	57,662	75,942
Officer Candidate/Training School	0	8,696	8,696	0	5,542	5,542	0	5,409	5,409
Refresher and Proficiency Training	17,737	54,084	71,821	19,467	52,586	72,053	21,118	53,527	74,645
Undergraduate Pilot/Navigator Training	2,639	134	2,773	2,696	146	2,842	3,025	165	3,190
TOTAL DIRECT OBLIGATIONS	78,309	146,110	224,419	79,717	146,281	225,998	83,071	150,714	233,785
<b>SPECIAL TRAINING</b>									
Competitive Events	1,996	2,065	4,061	0	0	0	0	0	0
Command/Staff Supervision	10,965	9,491	20,456	12,600	9,800	22,400	13,059	10,037	23,096
Exercises	18,019	26,259	44,278	21,298	27,202	48,500	22,500	27,986	50,486
Management Support	38,870	32,728	71,598	41,301	31,608	72,909	40,147	32,449	72,596
Operational Training	114,344	140,549	254,893	106,936	127,599	234,535	105,574	110,402	215,976
Recruiting/Retention	1,785	6,627	8,412	1,838	9,004	10,842	1,753	7,969	9,722
Military Burial Honors	202	1,037	1,239	458	1,577	2,035	469	1,555	2,024
TOTAL DIRECT OBLIGATIONS	186,181	218,756	404,937	184,431	206,790	391,221	183,502	190,398	373,900

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	733,176	1,201,659	1,934,835	759,038	1,244,046	2,003,084	797,413	1,305,138	2,102,551
Clothing	2	5,889	5,891	2	6,097	6,099	2	6,404	6,406
COLA	4,317	17,664	21,981	4,469	18,287	22,756	4,694	19,210	23,904
Travel	20,798	36,621	57,419	21,532	37,912	59,444	22,620	39,826	62,446
Death Gratuities	0	0	0	187	375	562	200	400	600
Disability and Hospitalization Benefits	642	4,222	4,864	471	3,125	3,596	488	3,247	3,735
Servicemembers Group Life Ins	0	8,576	8,576	0	0	0	0	0	0
Reserve Incentive Programs	93,842	216,920	310,762	99,155	185,027	284,182	90,823	183,165	273,988
Continuation Pay	1,335	857	2,192	742	662	1,404	529	1,122	1,651
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>854,112</b>	<b>1,492,408</b>	<b>2,346,520</b>	<b>885,596</b>	<b>1,495,531</b>	<b>2,381,127</b>	<b>916,769</b>	<b>1,558,512</b>	<b>2,475,281</b>
<b>THRIFT SAVINGS PLAN CONTRIBUTIONS</b>									
Thrift Savings Plan Contributions	3,692	6,955	10,647	5,417	8,696	14,113	7,032	10,322	17,354
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>3,692</b>	<b>6,955</b>	<b>10,647</b>	<b>5,417</b>	<b>8,696</b>	<b>14,113</b>	<b>7,032</b>	<b>10,322</b>	<b>17,354</b>
<b>EDUCATION BENEFITS</b>									
Basic Benefit	209	18,627	18,836	135	13,160	13,295	152	13,146	13,298
Kicker Program	0	6,545	6,545	0	9,421	9,421	0	8,965	8,965
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>209</b>	<b>25,172</b>	<b>25,381</b>	<b>135</b>	<b>22,581</b>	<b>22,716</b>	<b>152</b>	<b>22,111</b>	<b>22,263</b>
<b>BRANCH OFFICER LEADERSHIP COURSE</b>									
Active Duty Training	30,662	0	30,662	30,189	0	30,189	32,157	0	32,157
Uniform Allowance	0	0	0	622	0	622	590	0	590
Travel	2,030	0	2,030	4,232	0	4,232	2,603	0	2,603
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>32,692</b>	<b>0</b>	<b>32,692</b>	<b>35,043</b>	<b>0</b>	<b>35,043</b>	<b>35,350</b>	<b>0</b>	<b>35,350</b>

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>HEALTH PROFESSIONS SCHOLARSHIP PROGRAM</b>									
Stipend	34,393	0	34,393	36,264	0	36,264	40,704	0	40,704
Uniform Allowance	0	0	0	176	0	176	176	0	176
Active Duty Training	15,651	0	15,651	11,974	0	11,974	15,840	0	15,840
Travel	1,045	0	1,045	1,476	0	1,476	1,525	0	1,525
Critical Skill Accession Bonus	4,032	0	4,032	5,557	0	5,557	5,700	0	5,700
TOTAL DIRECT OBLIGATIONS	<u>55,121</u>	<u>0</u>	<u>55,121</u>	<u>55,447</u>	<u>0</u>	<u>55,447</u>	<u>63,945</u>	<u>0</u>	<u>63,945</u>
<b>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</b>									
Stipend	397	0	397	429	0	429	484	0	484
Active Duty Training	42	0	42	38	0	38	39	0	39
TOTAL DIRECT OBLIGATIONS	<u>439</u>	<u>0</u>	<u>439</u>	<u>467</u>	<u>0</u>	<u>467</u>	<u>523</u>	<u>0</u>	<u>523</u>
<b>CHAPLAIN CANDIDATE PROGRAM</b>									
Active Duty Training	3,266	0	3,266	3,485	0	3,485	3,550	0	3,550
Uniform Allowance	0	0	0	56	0	56	57	0	57
Travel	248	0	248	271	0	271	275	0	275
TOTAL DIRECT OBLIGATIONS	<u>3,514</u>	<u>0</u>	<u>3,514</u>	<u>3,812</u>	<u>0</u>	<u>3,812</u>	<u>3,882</u>	<u>0</u>	<u>3,882</u>
<b>TOTAL DIRECT PROGRAM</b>	<b>1,767,611</b>	<b>3,083,610</b>	<b>4,851,221</b>	<b>1,830,587</b>	<b>3,091,500</b>	<b>4,922,087</b>	<b>1,912,855</b>	<b>3,194,101</b>	<b>5,106,956</b>



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

	<u>FY 2020</u> <u>President's</u> <u>Budget</u>	<u>Congres</u> <u>-sional</u> <u>Action</u>	<u>Appropri-</u> <u>ation</u>	<u>Internal</u> <u>Realign/</u> <u>Reprogram</u>	<u>Subtotal</u>	<u>Proposed</u> <u>DD 1415</u> <u>Actions</u>	<u>FY 2020 in FY</u> <u>2021 Pres.</u> <u>Budget</u>
<b>Pay Group A</b>							
PG A, Pay and Allowances, Annual Training	420,647	-8,009	412,638	-23,197	389,441	0	389,441
PG A, IDT Pay & Allow, Unit Training Assemblies	978,952	-9,744	969,208	-22,795	946,413	0	946,413
PG A, IDT Pay & Allow, Military Funeral Honors	7,071	0	7,071	-2,050	5,021	0	5,021
PG A, IDT Pay & Allow, Additional Drill Assemblies	34,080	0	34,080	20,608	54,688	0	54,688
PG A, Individual Clothing and Uniforms	6,143	-103	6,040	3,936	9,976	0	9,976
PG A, Subsistence of Enlisted Personnel	47,003	-752	46,251	-2,353	43,898	0	43,898
PG A, Travel, Annual Training	98,097	-1,976	96,121	-290	95,831	0	95,831
Total Direct Obligation	1,591,993	-20,584	1,571,409	-26,141	1,545,268	0	1,545,268
<b>Pay Group B</b>							
PG B, Pay and Allowances, Annual Training	13,603	-293	13,310	2,051	15,361	0	15,361
PG B, Pay and Allowances, Inactive Duty Training	27,005	-593	26,412	4,541	30,953	0	30,953
PG B, Travel, Annual Training	5,140	-114	5,026	889	5,915	0	5,915
Total Direct Obligation	45,748	-1,000	44,748	7,481	52,229	0	52,229
<b>Pay Group F</b>							
PG F, Pay and Allowances, Annual Training	167,791	-5,234	162,557	1,651	164,208	0	164,208
PG F, Individual Clothing and Uniforms	22,444	-549	21,895	-4,778	17,117	0	17,117
PG F, Subsistence of Enlisted Personnel	282	-48	234	1,226	1,460	0	1,460
PG F, Travel, Annual Training	11,096	-169	10,927	-5,657	5,270	0	5,270
Total Direct Obligation	201,613	-6,000	195,613	-7,558	188,055	0	188,055
<b>Pay Group P</b>							
PG P, Pay and Allowances, Inactive Duty Training	6,717	-1,000	5,717	-1,500	4,217	0	4,217
Total Direct Obligation	6,717	-1,000	5,717	-1,500	4,217	0	4,217
<b>Mobilization Training</b>							
Mobilization, IRR Soldier Readiness Processing	2,373	0	2,373	1	2,374	0	2,374
Total Direct Obligation	2,373	0	2,373	1	2,374	0	2,374

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

	<u>FY 2020 President's Budget</u>	<u>Congres- sional Action</u>	<u>Appropri- ation</u>	<u>Internal Realign/ Reprogram</u>	<u>Subtotal</u>	<u>Proposed DD 1415 Actions</u>	<u>FY 2020 in FY 2021 Pres. Budget</u>
<b>School Training</b>							
Schools, Leader Development Training	76,877	-1,000	75,877	-3,280	72,597	0	72,597
Schools, Initial Skill Acquisition Training	81,963	-2,000	79,963	-6,999	72,964	0	72,964
Schools, Officer Candidate School (OCS)	5,142	0	5,142	400	5,542	0	5,542
Schools, Refresher and Proficiency Training	73,961	-1,000	72,961	-908	72,053	0	72,053
Schools, Undergraduate Pilot Training	2,842	0	2,842	0	2,842	0	2,842
Total Direct Obligation	240,785	-4,000	236,785	-10,787	225,998	0	225,998
<b>Special Training</b>							
Special, Command and Staff Supervision	52,584	0	52,584	-30,184	22,400	0	22,400
Special, Exercises	68,722	0	68,722	-20,222	48,500	0	48,500
Special, Management Support	38,122	0	38,122	34,787	72,909	0	72,909
Special, Operational Training	211,170	-8,000	203,170	31,365	234,535	0	234,535
Special, Recruiting	2,275	0	2,275	208	2,483	0	2,483
Special, Retention	7,660	0	7,660	699	8,359	0	8,359
Special Training, Military Burial Honors	1,865	0	1,865	170	2,035	0	2,035
Total Direct Obligation	382,398	-8,000	374,398	16,823	391,221	0	391,221
<b>Administration and Support</b>							
AGR, Full Time Pay and Allowances	1,970,316	0	1,970,316	32,768	2,003,084	0	2,003,084
AGR, Clothing	9,030	0	9,030	-2,931	6,099	0	6,099
AGR, COLA	31,145	0	31,145	-8,389	22,756	0	22,756
AGR, Travel, Permanent Change of Station (PCS)	88,806	0	88,806	-29,362	59,444	0	59,444
Death Gratuities	562	0	562	0	562	0	562
Disability and Hospitalization Benefits	6,796	0	6,796	-3,200	3,596	0	3,596
Health Professions Incentives (HPI)	82,772	0	82,772	12,808	95,580	0	95,580
Reserve Incentive Program	168,569	0	168,569	20,033	188,602	0	188,602
Continuation Pay	786	0	786	618	1,404	0	1,404
Total Direct Obligation	2,358,782	0	2,358,782	22,345	2,381,127	0	2,381,127
<b>Education Benefits</b>							
Education Benefits, Basic Benefit	13,295	0	13,295	0	13,295	0	13,295
Education Benefits, Kicker Program	9,419	0	9,419	2	9,421	0	9,421
Total Direct Obligation	22,714	0	22,714	2	22,716	0	22,716

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

	<u>FY 2020 President's Budget</u>	<u>Congres- sional Action</u>	<u>Appropri- ation</u>	<u>Internal Realign/ Reprogram</u>	<u>Subtotal</u>	<u>Proposed DD 1415 Actions</u>	<u>FY 2020 in FY 2021 Pres. Budget</u>
<b>Thrift Savings Plan</b>							
Thrift Savings Plan Contribution	11,205	0	11,205	2,908	14,113	0	14,113
Total Direct Obligation	11,205	0	11,205	2,908	14,113	0	14,113
<b>Health Professions Scholarship Program</b>							
HP, Monthly Stipend	36,046	-1,000	35,046	1,647	36,693	0	36,693
HP, Individual Clothing and Uniform Allowances	176	0	176	0	176	0	176
HP, Pay and Allowances, Active Duty for Training	16,937	0	16,937	-4,925	12,012	0	12,012
HP, Travel, Active Duty for Training	676	0	676	800	1,476	0	1,476
HP, Accession Bonus	7,557	0	7,557	-2,000	5,557	0	5,557
Total Direct Obligation	61,392	-1,000	60,392	-4,478	55,914	0	55,914
<b>Branch Officers Leadership Course</b>							
BOLC, Pay and Allowances, Active Duty for Training	29,666	0	29,666	523	30,189	0	30,189
BOLC, Individual Clothing and Uniform Allowances	613	0	613	9	622	0	622
BOLC, Travel, Active Duty for Training	5,159	-1,000	4,159	73	4,232	0	4,232
Total Direct Obligation	35,438	-1,000	34,438	605	35,043	0	35,043
<b>Chaplain Candidate Program</b>							
CCP, Pay and Allowances, Active Duty for Training	3,211	0	3,211	274	3,485	0	3,485
CCP, Individual Clothing and Uniform Allowances	52	0	52	4	56	0	56
CCP, Travel, Active Duty for Training	250	0	250	21	271	0	271
Total Direct Obligation	3,513	0	3,513	299	3,812	0	3,812
<b>Total Direct Program</b>	<b>4,964,671</b>	<b>-42,584</b>	<b>4,922,087</b>	<b>0</b>	<b>4,922,087</b>	<b>0</b>	<b>4,922,087</b>

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Pay Group A</b>						
Officer	335,854	82,956	351,287	85,714	382,411	103,251
Enlisted	589,134	145,516	601,472	146,759	649,155	175,272
Subtotal	<u>924,988</u>	<u>228,472</u>	<u>952,759</u>	<u>232,473</u>	<u>1,031,566</u>	<u>278,523</u>
<b>Pay Group B</b>						
Officer	26,915	6,648	35,746	8,722	42,674	11,522
Enlisted	4,183	1,033	4,508	1,100	4,911	1,326
Subtotal	<u>31,098</u>	<u>7,681</u>	<u>40,254</u>	<u>9,822</u>	<u>47,585</u>	<u>12,848</u>
<b>Pay Group F</b>						
Enlisted	124,381	30,722	118,209	28,843	114,130	30,815
<b>Pay Group P</b>						
Enlisted	2,781	687	2,885	704	2,811	759
<b>Mobilization Training</b>						
Officer	235	58	168	41	170	46
Enlisted	1,741	430	1,242	303	1,274	344
Subtotal	<u>1,976</u>	<u>488</u>	<u>1,410</u>	<u>344</u>	<u>1,444</u>	<u>390</u>
<b>School Training</b>						
Officer	40,235	9,938	40,205	9,810	43,040	11,621
Enlisted	69,195	17,091	65,610	16,009	71,056	19,185
Subtotal	<u>109,430</u>	<u>27,029</u>	<u>105,815</u>	<u>25,819</u>	<u>114,096</u>	<u>30,806</u>
<b>Special Training</b>						
Officer	101,070	24,964	106,153	25,901	108,197	29,213
Enlisted	109,526	27,053	116,963	28,539	107,458	29,014
Subtotal	<u>210,596</u>	<u>52,017</u>	<u>223,116</u>	<u>54,440</u>	<u>215,655</u>	<u>58,227</u>
<b>Administration and Support</b>						
Officer	424,500	129,048	430,968	133,600	407,387	142,178
Enlisted	619,671	188,380	629,113	195,025	594,688	207,546
Subtotal	<u>1,044,171</u>	<u>317,428</u>	<u>1,060,081</u>	<u>328,625</u>	<u>1,002,075</u>	<u>349,724</u>

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
<b>Other</b>						
Branch Officers Leadership Course	18,255	4,509	18,803	4,588	19,271	5,203
Chaplain Candidate Program	1,964	485	2,025	494	2,074	560
Subtotal	<u>20,219</u>	<u>4,994</u>	<u>20,828</u>	<u>5,082</u>	<u>21,345</u>	<u>5,763</u>
<b>Total Direct Program</b>						
Officer	949,028	258,606	985,355	268,870	1,005,224	303,594
Enlisted	1,520,612	410,912	1,540,002	417,282	1,545,483	464,261
Total	<u>2,469,640</u>	<u>669,518</u>	<u>2,525,357</u>	<u>686,152</u>	<u>2,550,707</u>	<u>767,855</u>
<b>Reimbursable</b>						
Officer	25,717	6,352	24,295	5,928	21,956	5,928
Enlisted	0	0	475	116	430	116
Total	<u>25,717</u>	<u>6,352</u>	<u>24,770</u>	<u>6,044</u>	<u>22,386</u>	<u>6,044</u>
<b>Total Program</b>						
Officer	974,745	264,958	1,009,650	274,798	1,027,180	309,522
Enlisted	1,520,612	410,912	1,540,477	417,398	1,545,913	464,377
Total	<u>2,495,357</u>	<u>675,870</u>	<u>2,550,127</u>	<u>692,196</u>	<u>2,573,093</u>	<u>773,899</u>

The retired pay accrual percentages are as follows:

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
FULL TIME MEMBERS	30.40	31.00	34.90
PART TIME MEMBERS	24.70	24.40	27.00

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

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
<b>Pay Group A</b>			
Officer	20,023	18,389	18,533
Enlisted	47,355	50,793	59,601
Subtotal	<u>67,378</u>	<u>69,182</u>	<u>78,134</u>
<b>Pay Group B</b>			
Officer	1,443	1,761	2,011
Enlisted	220	257	280
Subtotal	<u>1,663</u>	<u>2,018</u>	<u>2,291</u>
<b>Pay Group F</b>			
Enlisted	8,417	10,627	9,501
<b>Mobilization Training</b>			
Enlisted	0	0	0
<b>School Training</b>			
Officer	12,180	9,906	11,378
Enlisted	25,775	20,047	21,270
Subtotal	<u>37,955</u>	<u>29,953</u>	<u>32,648</u>
<b>Special Training</b>			
Officer	22,735	18,217	17,743
Enlisted	21,734	25,264	23,964
Subtotal	<u>44,469</u>	<u>43,481</u>	<u>41,707</u>
<b>Administration and Support</b>			
Officer	119,828	124,055	128,797
Enlisted	267,040	276,459	287,029
Subtotal	<u>386,868</u>	<u>400,514</u>	<u>415,826</u>

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

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
<b>Other</b>			
Health Professions Scholarship Program	1,888	2,122	2,796
Medical Financial Assistance Program	0	5	6
Branch Officers Leadership Course	2,836	5,957	6,279
Chaplain Candidate Program	328	639	644
Subtotal	<u>5,052</u>	<u>8,723</u>	<u>9,725</u>
<b>Total Direct Program</b>			
Officer	181,261	181,051	188,187
Enlisted	370,541	383,447	401,645
Total	<u>551,802</u>	<u>564,498</u>	<u>589,832</u>

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

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
<b>Pay Group A</b>			
Officer	45,902	40,068	42,928
Enlisted	69,933	75,228	81,297
Subtotal	115,835	115,296	124,225
<b>Pay Group B</b>			
Officer	4,256	4,886	4,899
Enlisted	1,033	1,029	1,074
Subtotal	5,289	5,915	5,973
<b>Pay Group F</b>			
Enlisted	7,798	5,270	5,355
<b>Mobilization Training</b>			
Enlisted	0	0	0
<b>School Training</b>			
Officer	13,268	14,804	13,742
Enlisted	24,416	30,803	30,921
Subtotal	37,684	45,607	44,663
<b>Special Training</b>			
Officer	23,459	28,606	27,921
Enlisted	36,725	26,185	23,920
Subtotal	60,184	54,791	51,841
<b>Administration and Support</b>			
Officer	20,798	21,532	22,620
Enlisted	36,621	37,912	39,826
Subtotal	57,419	59,444	62,446



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

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
<b>Other</b>			
Health Professions Scholarship Program	1,045	1,476	1,525
Branch Officers Leadership Course	2,030	4,232	2,603
Chaplain Candidate Program	248	271	275
Subtotal	<u>3,323</u>	<u>5,979</u>	<u>4,403</u>
<b>Total Direct Program</b>			
Officer	111,006	115,875	116,513
Enlisted	<u>176,526</u>	<u>176,427</u>	<u>182,393</u>
Total	287,532	292,302	298,906
<b>Reimbursable</b>			
Officer	148	4,913	4,913
Enlisted	<u>0</u>	<u>96</u>	<u>96</u>
Total	148	5,009	5,009
<b>Total Program</b>			
Officer	111,154	120,788	121,426
Enlisted	<u>176,526</u>	<u>176,523</u>	<u>182,489</u>
Total	287,680	297,311	303,915

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Pay Group A</b>						
Officer	3,806	0	3,453	0	3,439	0
Enlisted	0	41,259	0	43,898	0	45,288
Subtotal	<u>3,806</u>	<u>41,259</u>	<u>3,453</u>	<u>43,898</u>	<u>3,439</u>	<u>45,288</u>
<b>Pay Group B</b>						
Officer	244	0	252	0	283	0
Enlisted	44	0	90	0	96	0
Subtotal	<u>288</u>	<u>0</u>	<u>342</u>	<u>0</u>	<u>379</u>	<u>0</u>
<b>Pay Group F</b>						
Enlisted	0	2,233	0	1,460	0	2,606
<b>Mobilization Training</b>						
Enlisted	0	0	0	0	0	0
<b>School Training</b>						
Officer	1,426	0	1,735	0	1,850	0
Enlisted	3,759	0	3,189	0	3,358	0
Subtotal	<u>5,185</u>	<u>0</u>	<u>4,924</u>	<u>0</u>	<u>5,208</u>	<u>0</u>
<b>Special Training</b>						
Officer	6,297	0	4,240	0	4,535	0
Enlisted	13,813	0	11,276	0	10,649	0
Subtotal	<u>20,110</u>	<u>0</u>	<u>15,516</u>	<u>0</u>	<u>15,184</u>	<u>0</u>
<b>Administration and Support</b>						
Officer	13,485	0	13,961	0	14,418	0
Enlisted	53,464	0	55,350	0	57,157	0
Subtotal	<u>66,949</u>	<u>0</u>	<u>69,311</u>	<u>0</u>	<u>71,575</u>	<u>0</u>

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<b>Other</b>						
Health Professions Scholarship Program	244	0	415	0	545	0
Medical Financial Assistance Program	0	0	1	0	1	0
Branch Officers Leadership Course	1,135	0	1,074	0	1,140	0
Chaplain Candidate Program	137	0	107	0	107	0
Subtotal	<u>1,516</u>	<u>0</u>	<u>1,597</u>	<u>0</u>	<u>1,793</u>	<u>0</u>
<b>Total Direct Program</b>						
Officer	26,774	0	25,238	0	26,318	0
Enlisted	71,080	43,492	69,905	45,358	71,260	47,894
Total	<u>97,854</u>	<u>43,492</u>	<u>95,143</u>	<u>45,358</u>	<u>97,578</u>	<u>47,894</u>
<b>Reimbursable</b>						
Officer	1,427	0	10,890	0	10,890	0
Enlisted	0	0	214	0	214	0
Subtotal	<u>1,427</u>	<u>0</u>	<u>11,104</u>	<u>0</u>	<u>11,104</u>	<u>0</u>
<b>Total Program</b>						
Officer	28,201	0	36,128	0	37,208	0
Enlisted	71,080	43,492	70,119	45,358	71,474	47,894
Total	<u>99,281</u>	<u>43,492</u>	<u>106,247</u>	<u>45,358</u>	<u>108,682</u>	<u>47,894</u>

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

<b>FY2020 Direct Program</b>			<b>4,922,087</b>
<b>Increases Pricing:</b>			
	Basic Pay	70,799	
	Thrift Savings Plan	282	
	Retired Pay Accrual	56,725	
	FICA	5,865	
	Basic Allowance for Housing	16,372	
	Basic Allowance for Subsistence	1,854	
	Other Pay	5,564	
	Subsistence Pay	886	
	Travel Pay	5,846	
	Clothing	681	
	COLA	455	
	Bonus and Incentives	5,906	
	Stipend	734	
<b>Total Increases Pricing</b>			<b>171,969</b>
<b>Increases Program:</b>			
	Basic Allowance for Housing	13,445	
	Basic Pay	59,069	
	Education Benefits	2,860	
	Retired Pay Accrual	47,236	
	Thrift Savings Plan	2,959	
	Subsistence Pay	1,657	
	FICA	4,893	
	Other Pay	30,792	
	Basic Allowance for Subsistence	1,293	
	Clothing	2,048	
	Travel Pay	8,455	
	COLA	694	
	Bonus and Incentives	32	
	Stipend	3,761	
<b>Total Increases Program</b>			<b>179,194</b>
<b>Total Increases</b>			<b>351,163</b>
<b>Decreases Pricing:</b>			
	Education Benefits	(3,313)	
<b>Total Decreases Pricing</b>			<b>(3,313)</b>
<b>Decreases Program:</b>			
	Basic Allowance for Subsistence	(718)	
	Basic Pay	(103,629)	
	Travel Pay	(7,697)	
	FICA	(8,584)	

PB-300 SCHEDULE OF INCREASES AND DECREASES - SUMMARY

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

	Retired Pay Accrual	(22,258)	
	Basic Allowance for Housing	(4,483)	
	Bonus and Incentives	(15,565)	
	Clothing	(47)	
<b>Total Decreases Program</b>			<b>(162,981)</b>
<b>Total Decreases</b>			<b>(166,294)</b>
<b>FY2021 Direct Program</b>			<b>5,106,956</b>

**SECTION 4**  
**DETAIL OF MILITARY PERSONNEL ENTITLEMENTS**

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
1,493,306	1,545,268	1,619,895

**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 15 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 2021, pricing increases total \$43.6 million due to economic factors. Program increases total \$31 million.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$8.9 million.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$26.8 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)**

<b>FY2020 Direct Program</b>			<b>1,545,268</b>
<b>Increases Pricing:</b>			
	Basic Pay	26,611	
	Retired Pay Accrual	7,031	
	FICA	2,204	
	Basic Allowance for Housing	2,006	
	Basic Allowance for Subsistence	67	
	Travel Pay	2,306	
	Subsistence Pay	856	
	Clothing	200	
	Other Pay	2,365	
<b>Total Increases Pricing</b>			<b>43,646</b>
<b>Increases Program:</b>			
	Basic Pay	46,168	
	Retired Pay Accrual	39,019	
	FICA	3,824	
	Basic Allowance for Housing	6,946	
	Travel Pay	6,623	
	Subsistence Pay	535	
	Clothing	542	
<b>Total Increases Program</b>			<b>103,657</b>
<b>Total Increases</b>			<b>147,303</b>
<b>Decreases Program:</b>			
	Basic Allowance for Subsistence	(81)	
	Other Pay	(72,595)	
<b>Total Decreases Program</b>			<b>(72,676)</b>
<b>Total Decreases</b>			<b>(72,676)</b>
<b>FY2021 Direct Program</b>			<b>1,619,895</b>



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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Annual Training:** These funds 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 Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), and the Federal Insurance Contribution Act (FICA). In FY 2021, AT funding increases by \$17.7 million due to inflation and a 3.0% pay raise.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Average Strength	31,574			31,743			31,974		
Participation Rate	80			81			81		
Paid Participants	25,259	4,830	121,999	25,785	4,959	127,866	25,962	5,181	134,507
<b>Enlisted</b>									
Average Strength	129,785			129,215			128,528		
Participation Rate	74			74			75		
Paid Participants	96,041	2,651	254,586	96,167	2,720	261,575	95,914	2,843	272,683
<b>Total</b>	<b>121,300</b>		<b>376,585</b>	<b>121,952</b>		<b>389,441</b>	<b>121,876</b>		<b>407,190</b>

**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 Basic Pay, Retired Pay Accrual (RPA), and FICA. In FY 2021, funding increases by \$51.5 million due to inflation and increased participation rates.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Average Strength	31,574			31,743			31,974		
Participation Rate	71			71			72		
Paid Participants	22,418	14,795	331,684	22,529	15,202	342,483	22,917	15,934	365,156
<b>Enlisted</b>									
Average Strength	129,785			129,215			128,528		
Participation Rate	69			70			70		
Paid Participants	89,552	6,471	579,496	90,830	6,649	603,930	90,583	6,985	632,720
<b>Total</b>	<b>111,970</b>		<b>911,180</b>	<b>113,359</b>		<b>946,413</b>	<b>113,500</b>		<b>997,876</b>

**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 Basic Pay, Retired Pay Accrual, and FICA. In FY 2021, program funding increases by \$239 thousand due to inflation.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	9,282	231	2,146	9,601	238	2,285	9,679	249	2,410
Enlisted	17,982	140	2,520	19,000	144	2,736	18,874	151	2,850
<b>Total</b>	<b>27,264</b>		<b>4,666</b>	<b>28,601</b>		<b>5,021</b>	<b>28,553</b>		<b>5,260</b>

**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. In FY 2021, funding increases by \$55 thousand due to inflation.

**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 2021, funding increases by \$335 thousand 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. In FY 2021, funding increases by \$1.2 million to support the growth of training days from previous fiscal years to achieve the Army Reserve's readiness objectives.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Additional Flight Training Periods</b>									
Officer	14,558	275	4,004	14,505	283	4,099	13,964	296	4,136
Enlisted	8,510	138	1,176	7,972	142	1,132	7,708	149	1,150
Subtotal	<u>23,068</u>		<u>5,180</u>	<u>22,477</u>		<u>5,231</u>	<u>21,672</u>		<u>5,286</u>
<b>Additional Training Assemblies</b>									
Officer	34,333	310	10,647	36,215	319	11,538	35,263	334	11,778
Enlisted	126,065	146	18,355	132,052	150	19,755	126,272	157	19,850
Subtotal	<u>160,398</u>		<u>29,002</u>	<u>168,267</u>		<u>31,293</u>	<u>161,535</u>		<u>31,628</u>
<b>Readiness Management Assemblies</b>									
Officer	29,792	321	9,561	28,665	330	9,451	29,020	346	10,041
Enlisted	55,152	152	8,388	55,745	156	8,713	56,870	164	9,338
Subtotal	<u>84,944</u>		<u>17,949</u>	<u>84,410</u>		<u>18,164</u>	<u>85,890</u>		<u>19,379</u>

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
<b>Total Pay and Allowances, Inactive Duty Training (IDT)</b>	457,033	967,977	464,713	1,006,122	458,152	1,059,429

**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. In FY 2021, the increase of \$742 thousand supports fielding of the new Army dress uniform.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>Initial</b>									
Enlisted	7,168	1,767	12,666	5,646	1,767	9,976	6,066	1,767	10,718
<b>Total</b>	<b>7,168</b>		<b>12,666</b>	<b>5,646</b>		<b>9,976</b>	<b>6,066</b>		<b>10,718</b>

**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 2021, subsistence funding reflects an increase of \$1.4 million is due to program growth.

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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>
<b>Annual Training</b>												
Field Rations	97,550	1,463,250	12	17,559	97,656	1,464,833	12	17,578	101,539	1,523,083	12	18,277
Operational Rations	15,889	238,333	48	11,440	15,906	238,583	48	11,452	16,539	248,083	48	11,908
Subtotal	113,439			28,999	113,562			29,030	118,078			30,185
<b>Inactive Duty Training</b>												
Field Rations	42,569	1,021,667	12	12,260	51,625	1,239,000	12	14,868	52,441	1,258,583	12	15,103
<b>Total</b>	<b>156,008</b>			<b>41,259</b>	<b>165,187</b>			<b>43,898</b>	<b>170,519</b>			<b>45,288</b>

**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 2021, funding increases by \$1.4 million to support estimated Annual Training participation.

	<b>ACTUAL FY 2019</b>			<b>ESTIMATE FY 2020</b>			<b>ESTIMATE FY 2021</b>		
	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Number</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
Officer	23,371	1,505	35,174	23,789	1,535	36,518	24,232	1,566	37,943
Enlisted	110,250	541	59,645	107,486	552	59,313	105,403	563	59,327
<b>Total</b>	<b>133,621</b>		<b>94,819</b>	<b>131,275</b>		<b>95,831</b>	<b>129,635</b>		<b>97,270</b>

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
43,854	52,229	59,136

**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 2021, pricing increases total \$1.6 million due to inflation. Program increases total \$5.3 million due to an increase in average strength and number of paid participants.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$379 thousand.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$1.1 million.

\*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)**

<b>FY2020 Direct Program</b>			<b>52,229</b>
<b>Increases Pricing:</b>			
	Basic Pay	1,124	
	Retired Pay Accrual	297	
	FICA	93	
	Basic Allowance for Housing	59	
	Basic Allowance for Subsistence	5	
	Travel Pay	118	
	Subsistence Pay	2	
<b>Total Increases Pricing</b>			<b>1,698</b>
<b>Increases Program:</b>			
	Basic Pay	5,646	
	Retired Pay Accrual	2,729	
	FICA	468	
	Basic Allowance for Housing	214	
	Basic Allowance for Subsistence	26	
	Subsistence Pay	4	
<b>Total Increases Program</b>			<b>9,087</b>
<b>Total Increases</b>			<b>10,785</b>
<b>Decreases Pricing:</b>			
	Other Pay	(122)	
<b>Total Decreases Pricing</b>			<b>(122)</b>
<b>Decreases Program:</b>			
	Travel Pay	(60)	
	Other Pay	(3,696)	
<b>Total Decreases Program</b>			<b>(3,756)</b>
<b>Total Decreases</b>			<b>(3,878)</b>
<b>FY2021 Direct Program</b>			<b>59,136</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Annual Training:** These funds are requested to provide pay and allowances for personnel performing annual training with their proponent agencies/gaining units. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), and FICA. The FY 2021 funding increase of \$2.4 million supports price inflation, a 3.0% pay raise, and IMA average strength growth.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Average Strength	2,178			2,583			2,869		
Participation Rate	78			78			79		
Paid Participants	1,688	6,541	11,042	2,027	6,716	13,614	2,262	7,017	15,873
<b>Enlisted</b>									
Average Strength	642			644			677		
Participation Rate	68			69			69		
Paid Participants	435	3,832	1,667	444	3,935	1,747	470	4,111	1,932
<b>Total</b>	<b>2,123</b>		<b>12,709</b>	<b>2,471</b>		<b>15,361</b>	<b>2,732</b>		<b>17,805</b>

**Pay and Allowances, Inactive Duty Training (IDT):** These funds are requested to provide for the pay and allowances of personnel attending IDT to be performed at their proponent agencies/gaining units or with an IMA detachment in support of their proponent agencies/gaining unit. IMA members may attend up to 48 IDT assemblies per year. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual, and FICA. The FY 2021 funding increase of \$4.4 million supports price inflation, a 3.0% pay raise, and IMA average strength growth.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Officer</b>									
Average Strength	2,178			2,583			2,869		
Participation Rate	61			61			60		
Paid Participants	1,318	17,141	22,592	1,564	17,592	27,514	1,719	18,378	31,591
<b>Enlisted</b>									
Average Strength	642			644			677		
Participation Rate	50			51			51		
Paid Participants	322	10,137	3,264	330	10,421	3,439	346	10,887	3,767
<b>Total</b>	<b>1,640</b>		<b>25,856</b>	<b>1,894</b>		<b>30,953</b>	<b>2,065</b>		<b>35,358</b>



**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 2021, funding increases by \$58 thousand based on economic assumptions.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	1,987	2,142	4,256	2,236	2,185	4,886	2,198	2,229	4,899
Enlisted	1,007	1,026	1,033	983	1,047	1,029	1,006	1,067	1,074
<b>Total</b>	<b>2,994</b>		<b>5,289</b>	<b>3,219</b>		<b>5,915</b>	<b>3,204</b>		<b>5,973</b>

**Reimbursable Program:**

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
531	1,721	1,721

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
204,720	188,055	194,730

**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.

In FY 2021, pricing increases total \$5.3 million due to inflation. Program increases total \$1.3 million.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$1.1 million.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$3.3 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)**

<b>FY2020 Direct Program</b>			<b>188,055</b>
<b>Increases Pricing:</b>			
	Basic Pay	3,302	
	Retired Pay Accrual	872	
	FICA	273	
	Basic Allowance for Housing	308	
	Subsistence Pay	28	
	Travel Pay	105	
	Clothing	342	
	Other Pay	131	
<b>Total Increases Pricing</b>			<b>5,361</b>
<b>Increases Program:</b>			
	Retired Pay Accrual	1,100	
	Subsistence Pay	1,118	
	Clothing	1,323	
	Other Pay	6,882	
<b>Total Increases Program</b>			<b>10,423</b>
<b>Total Increases</b>			<b>15,784</b>
<b>Decreases Program:</b>			
	Basic Pay	(7,069)	
	FICA	(586)	
	Basic Allowance for Housing	(1,434)	
	Travel Pay	(20)	
<b>Total Decreases Program</b>			<b>(9,109)</b>
<b>Total Decreases</b>			<b>(9,109)</b>
<b>FY2021 Direct Program</b>			<b>194,730</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Initial Active Duty for Training, Enlisted:** These funds provide for pay and allowances of enlisted personnel attending Initial Active Duty for Training. The dollar rate is an annual rate which includes Basic Pay and allowances, Retired Pay Accrual (RPA), and FICA. This calculation uses an estimated number of participants rather than the average strength. In FY 2021, funding increases by \$3.7 million.

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</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>
5,056      34,426      174,059	4,630      35,466      164,208	4,597      36,543      167,987

**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. The FY 2021 funding increase of \$1.7 million supports fielding of the new Army dress uniform.

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</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>
Clothing Allowance	5,056      3,536      20,630	4,746      3,607      17,117	5,105      3,679      18,782
<b>Total</b>	<b>5,056           20,630</b>	<b>4,746           17,117</b>	<b>5,105           18,782</b>

**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. In FY 2021, funding increases by \$1.1 million.

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</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>
186,083      12      2,233	115,873      13      1,460	199,693      13      2,606

**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. In FY 2021, funding increases by \$85 thousand due to inflationary rate increases.

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</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>
5,056      1,542      7,798	3,350      1,573      5,270	3,337      1,605      5,355

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
3,695	4,217	4,357

**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 2021, there is a price increase of \$121 thousand due to inflation.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$27 thousand.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$81 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)**

<b>FY2020 Direct Program</b>			<b>4,217</b>
<b>Increases Pricing:</b>			
	Basic Pay	81	
	Retired Pay Accrual	21	
	FICA	7	
	Other Pay	13	
<b>Total Increases Pricing</b>			<b>122</b>
<b>Increases Program:</b>			
	Retired Pay Accrual	34	
	Other Pay	147	
<b>Total Increases Program</b>			<b>181</b>
<b>Total Increases</b>			<b>303</b>
<b>Decreases Program:</b>			
	Basic Pay	(151)	
	FICA	(12)	
<b>Total Decreases Program</b>			<b>(163)</b>
<b>Total Decreases</b>			<b>(163)</b>
<b>FY2021 Direct Program</b>			<b>4,357</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Pay, Inactive Duty Training (IDT), Enlisted:** These funds provide for the pay of enlisted personnel 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 Basic Pay, Retired Pay Accrual, and FICA. In FY 2021, funding increases by \$140 thousand due to an increase in the participation rate.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
<b>Enlisted</b>									
Average Strength	4,402			4,435			4,211		
Participation Rate	27			30			31		
Paid Participants	1,188	3,110	3,695	1,315	3,207	4,217	1,319	3,303	4,357

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
1,976	2,374	2,555

**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 2021, pricing increases total \$92 thousand due to economic factors.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$13 thousand.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$40 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)**

<b>FY2020 Direct Program</b>			<b>2,374</b>
<b>Increases Pricing:</b>			
	Basic Pay	39	
	Retired Pay Accrual	37	
	FICA	3	
	Other Pay	12	
<b>Total Increases Pricing</b>			<b>91</b>
<b>Increases Program:</b>			
	Retired Pay Accrual	9	
	Other Pay	88	
<b>Total Increases Program</b>			<b>97</b>
<b>Total Increases</b>			<b>188</b>
<b>Decreases Program:</b>			
	Basic Pay	(7)	
<b>Total Decreases Program</b>			<b>(7)</b>
<b>Total Decreases</b>			<b>(7)</b>
<b>FY2021 Direct Program</b>			<b>2,555</b>

**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 2021, funding increases by \$181 thousand.

	<b>ACTUAL FY 2019</b>				<b>ESTIMATE FY 2020</b>				<b>ESTIMATE FY 2021</b>			
	<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	982	982	241	237	1,111	1,111	241	268	1,223	1,223	241	295
Enlisted	7,208	7,208	241	1,739	8,730	8,730	241	2,106	9,368	9,368	241	2,260
<b>Total</b>	<b>8,190</b>			<b>1,976</b>	<b>9,841</b>			<b>2,374</b>	<b>10,591</b>			<b>2,555</b>

**GRAND TOTAL Mobilization Training**

	<b>ACTUAL FY 2019</b>		<b>ESTIMATE FY 2020</b>		<b>ESTIMATE FY 2021</b>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	982	237	1,111	268	1,223	295
Enlisted	7,208	1,739	8,730	2,106	9,368	2,260
<b>Total</b>	<b>8,190</b>	<b>1,976</b>	<b>9,841</b>	<b>2,374</b>	<b>10,591</b>	<b>2,555</b>

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
224,419	225,998	233,785

**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 former 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.

In FY 2021, pricing increases total \$6.1 million due to inflation. Program increases total \$1.7 million.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$997 thousand.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$2.9 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)**

<b>FY2020 Direct Program</b>			<b>225,998</b>
<b>Increases Pricing:</b>			
	Basic Pay	2,955	
	Retired Pay Accrual	781	
	FICA	245	
	Basic Allowance for Housing	869	
	Basic Allowance for Subsistence	96	
	Travel Pay	912	
	Other Pay	278	
<b>Total Increases Pricing</b>			<b>6,136</b>
<b>Increases Program:</b>			
	Basic Pay	4,692	
	Retired Pay Accrual	4,206	
	FICA	389	
	Basic Allowance for Housing	1,826	
	Basic Allowance for Subsistence	188	
<b>Total Increases Program</b>			<b>11,301</b>
<b>Total Increases</b>			<b>17,437</b>
<b>Decreases Program:</b>			
	Travel Pay	(1,856)	
	Other Pay	(7,794)	
<b>Total Decreases Program</b>			<b>(9,650)</b>
<b>Total Decreases</b>			<b>(9,650)</b>
<b>FY2021 Direct Program</b>			<b>233,785</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Leader Development Training:** Provides deliberate, continuous, sequential, and progressive military professional education programs of varying lengths. Instruction and training lead to the 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 2021, the funding increase of \$2 million supports inflation, to include a 3.0% pay raise.

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	1,942	85,435	478	40,838	1,831	80,546	491	39,548	1,801	79,236	513	40,648
Enlisted	5,665	130,292	236	30,749	5,938	136,566	242	33,049	5,835	134,194	253	33,951
<b>Total</b>	<b>7,607</b>			<b>71,587</b>	<b>7,769</b>			<b>72,597</b>	<b>7,636</b>			<b>74,599</b>

**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. In FY 2021, funding increases by \$3 million to due to inflation.

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	535	39,030	438	17,095	548	40,013	450	18,006	533	38,894	470	18,280
Enlisted	11,037	264,884	198	52,447	11,280	270,729	203	54,958	11,333	271,991	212	57,662
<b>Total</b>	<b>11,572</b>			<b>69,542</b>	<b>11,828</b>			<b>72,964</b>	<b>11,866</b>			<b>75,942</b>

**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.

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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	368	30,947	281	8,696	229	19,243	288	5,542	214	17,970	301	5,409

**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. In FY 2021, the funding increase of \$2.6 million supports price inflation and aligns with historical execution.

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,871	37,420	474	17,737	1,999	39,973	487	19,467	2,074	41,489	509	21,118
Enlisted	3,635	174,465	310	54,084	3,445	165,365	318	52,586	3,359	161,226	332	53,527
<b>Total</b>	<b>5,506</b>			<b>71,821</b>	<b>5,444</b>			<b>72,053</b>	<b>5,433</b>			<b>74,645</b>

**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. In FY 2021, funding increases by \$348 thousand to better align with projected requirements.

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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	64	5,464	483	2,639	63	5,446	495	2,696	68	5,840	518	3,025
Enlisted	28	419	320	134	30	445	328	146	32	481	343	165
<b>Total</b>	<b>92</b>			<b>2,773</b>	<b>93</b>			<b>2,842</b>	<b>100</b>			<b>3,190</b>

**GRAND TOTAL School Training**

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	4,412	167,349	78,309	4,441	165,978	79,717	4,476	165,459	83,071
Enlisted	20,733	601,007	146,110	20,922	592,348	146,281	20,773	585,862	150,714
<b>Total</b>	<b>25,145</b>		<b>224,419</b>	<b>25,363</b>		<b>225,998</b>	<b>25,249</b>		<b>233,785</b>

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
404,937	391,221	373,900

**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 2021, pricing increases total \$15.2 million and program decreases total \$32.5 million.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$2.1 million.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$6.3 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)**

<b>FY2020 Direct Program</b>			<b>391,221</b>
<b>Increases Pricing:</b>			
	Basic Pay	6,232	
	Retired Pay Accrual	5,801	
	FICA	516	
	Basic Allowance for Housing	1,261	
	Basic Allowance for Subsistence	303	
	Travel Pay	1,096	
<b>Total Increases Pricing</b>			<b>15,209</b>
<b>Total Increases</b>			<b>15,209</b>
<b>Decreases Pricing:</b>			
	Other Pay	(2)	
<b>Total Decreases Pricing</b>			<b>(2)</b>
<b>Decreases Program:</b>			
	Basic Pay	(13,120)	
	Retired Pay Accrual	(2,014)	
	FICA	(1,087)	
	Basic Allowance for Housing	(3,035)	
	Basic Allowance for Subsistence	(635)	
	Travel Pay	(4,046)	
	Other Pay	(8,591)	
<b>Total Decreases Program</b>			<b>(32,528)</b>
<b>Total Decreases</b>			<b>(32,530)</b>
<b>FY2021 Direct Program</b>			<b>373,900</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Competitive Events:** Provides pay, allowances, travel and per diem for Army Reserve Soldiers to participate in marksmanship training, clinics, and tests as well as All Army, Inter-Service, Olympic and international competitions. Beginning in FY 2020, Competitive Events attendance will be supported by Operational Training.

	<b>ACTUAL FY 2019</b>				<b>ESTIMATE FY 2020</b>				<b>ESTIMATE FY 2021</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	641	3,846	519	1,996	0	0	0	0	0	0	0	0
Enlisted	787	6,296	328	2,065	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1,428</b>			<b>4,061</b>	<b>0</b>			<b>0</b>	<b>0</b>			<b>0</b>

**Command/Staff Supervision:** Supports tours during which commanders and staff personnel evaluate the effectiveness of peacetime training and determine unit capability to respond to wartime 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. The FY 2021 increase of \$696 thousand supports price inflation and a 3.0% pay raise.

	<b>ACTUAL FY 2019</b>				<b>ESTIMATE FY 2020</b>				<b>ESTIMATE FY 2021</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	2,050	20,495	535	10,965	2,295	22,951	549	12,600	2,275	22,751	574	13,059
Enlisted	2,699	32,392	293	9,491	2,713	32,558	301	9,800	2,655	31,863	315	10,037
<b>Total</b>	<b>4,749</b>			<b>20,456</b>	<b>5,008</b>			<b>22,400</b>	<b>4,930</b>			<b>23,096</b>

**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 2021, funding increases by \$1.9 million due to pay raise and other inflation factors.

	<b>ACTUAL FY 2019</b>				<b>ESTIMATE FY 2020</b>				<b>ESTIMATE FY 2021</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	4,077	40,767	442	18,019	4,691	46,912	454	21,298	4,747	47,468	474	22,500
Enlisted	8,824	105,883	248	26,259	8,925	107,094	254	27,202	8,801	105,608	265	27,986
<b>Total</b>	<b>12,901</b>			<b>44,278</b>	<b>13,616</b>			<b>48,500</b>	<b>13,548</b>			<b>50,486</b>

**Management Support:** Includes tours to missions or projects directed by headquarters below DA level which may be of a recurring nature, generally involving organizational administration such as finance, personnel, logistics, maintenance, environmental compliance, Public Affairs, Staff Judge Advocate (SJA), surgeon, chaplain, Human Immunodeficiency Virus (HIV) briefings, alcohol and drug abuse program, equal opportunity activities, command information activities, and community relations. 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. The FY 2019 execution amount includes \$4.2 million funding for Overseas Contingency Operations.

	<b>ACTUAL FY 2019</b>				<b>ESTIMATE FY 2020</b>				<b>ESTIMATE FY 2021</b>			
	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	7,153	92,990	418	38,870	7,406	96,273	429	41,301	6,893	89,614	448	40,147
Enlisted	9,429	122,577	267	32,728	8,874	115,358	274	31,608	8,728	113,458	286	32,449
<b>Total</b>	<b>16,582</b>			<b>71,598</b>	<b>16,280</b>			<b>72,909</b>	<b>15,621</b>			<b>72,596</b>

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

**Operational Training:** Provides a full spectrum of individual and collective training directly related to wartime tasks. The training in this category supports 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 2019 execution amount includes \$27.7 million funding for Overseas Contingency Operations. The FY 2021 request decreased by \$18.5 million due to a reduction in Active Duty for Operational Support (ADOS) and increased utilization of AT and IDT.

	<b>ACTUAL FY 2019</b>				<b>ESTIMATE FY 2020</b>				<b>ESTIMATE FY 2021</b>			
	<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	31,762	285,860	400	114,344	28,909	260,185	411	106,936	27,344	246,093	429	105,574
Enlisted	219,334	585,621	240	140,549	195,476	521,920	244	127,599	165,178	441,026	250	110,402
<b>Total</b>	<b>251,096</b>			<b>254,893</b>	<b>224,385</b>			<b>234,535</b>	<b>192,522</b>			<b>215,976</b>

**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. In FY 2021, funding decreases by \$809 thousand.

	<b>ACTUAL FY 2019</b>				<b>ESTIMATE FY 2020</b>				<b>ESTIMATE FY 2021</b>			
	<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	44	438	397	174	29	294	408	120	19	192	426	82
Enlisted	331	3,309	243	804	949	9,490	249	2,363	612	6,123	260	1,592
<b>Total</b>	<b>375</b>			<b>978</b>	<b>978</b>			<b>2,483</b>	<b>631</b>			<b>1,674</b>

**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. In FY 2021, funding decreases by \$311 thousand.

	<b>ACTUAL FY 2019</b>				<b>ESTIMATE FY 2020</b>				<b>ESTIMATE FY 2021</b>			
	<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	520	3,637	443	1,611	539	3,776	455	1,718	503	3,518	475	1,671
Enlisted	2,557	23,016	253	5,823	2,838	25,542	260	6,641	2,605	23,445	272	6,377
<b>Total</b>	<b>3,077</b>			<b>7,434</b>	<b>3,377</b>			<b>8,359</b>	<b>3,108</b>			<b>8,048</b>

**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 2021, funding decreases by \$11 thousand, maintaining funding level amounts close to FY 2020.

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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	233	699	289	202	516	1,547	296	458	504	1,513	310	469
Enlisted	1,711	5,134	202	1,037	2,539	7,618	207	1,577	2,400	7,199	216	1,555
<b>Total</b>	<b>1,944</b>			<b>1,239</b>	<b>3,055</b>			<b>2,035</b>	<b>2,904</b>			<b>2,024</b>

**Reimbursable Program:**

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
38,160	41,279	41,279

**GRAND TOTAL Special Training**

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	46,480	448,732	186,181	44,385	431,938	184,431	42,285	411,149	183,502
Enlisted	245,672	884,228	218,756	222,314	819,580	206,790	190,979	728,722	190,398
<b>Total</b>	<b>292,152</b>		<b>404,937</b>	<b>266,699</b>		<b>391,221</b>	<b>233,264</b>		<b>373,900</b>

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
2,346,520	2,381,127	2,475,281

**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 2021, pricing increases total \$96.8 million and program decreases total \$2.7 million.

Pay and Allowances increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: \$10.5 million.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$31.5 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)**

<b>FY2020 Direct Program</b>		<b>2,381,127</b>
<b>Increases Pricing:</b>		
Basic Pay	29,609	
Retired Pay Accrual	41,343	
FICA	2,453	
Basic Allowance for Housing	11,615	
Basic Allowance for Subsistence	1,352	
COLA	455	
Travel Pay	1,189	
Clothing	122	
Bonus and Incentives	5,795	
Other Pay	2,891	
<b>Total Increases Pricing</b>		<b>96,824</b>
<b>Increases Program:</b>		
Basic Allowance for Housing	3,697	
Basic Allowance for Subsistence	912	
Travel Pay	1,813	
COLA	694	
Clothing	183	
Other Pay	115,907	
<b>Total Increases Program</b>		<b>123,206</b>
<b>Total Increases</b>		<b>220,030</b>
<b>Decreases Program:</b>		
Basic Pay	(83,177)	
Retired Pay Accrual	(20,244)	
FICA	(6,890)	
Bonus and Incentives	(15,565)	
<b>Total Decreases Program</b>		<b>(125,876)</b>
<b>Total Decreases</b>		<b>(125,876)</b>
<b>FY2021 Direct Program</b>		<b>2,475,281</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances:** The program funds pay and allowances of personnel serving on active duty as authorized by Sections 175 and 12310 of Title 10 United States Code, and other tours authorized by the Department of the Army. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual, Basic Allowance for Housing, Basic Allowance for Subsistence, special pays as authorized, and FICA. The FY 2021 funding increase of \$99 million supports price inflation, a 3.0% pay raise, and maintains an average strength of 16,511 AGR Soldiers.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	4,427	165,652	733,176	4,385	173,099	759,038	4,378	182,141	797,413
Enlisted	12,115	99,188	1,201,659	12,126	102,593	1,244,046	12,133	107,569	1,305,138
<b>Total</b>	<b>16,542</b>		<b>1,934,835</b>	<b>16,511</b>		<b>2,003,084</b>	<b>16,511</b>		<b>2,102,551</b>

**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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	200	2	10	200	2	10	200	2
Enlisted	16,313	361	5,889	16,559	368	6,097	17,050	376	6,404
<b>Total</b>	<b>16,323</b>		<b>5,891</b>	<b>16,569</b>		<b>6,099</b>	<b>17,060</b>		<b>6,406</b>



**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). The FY 2021 funding increase of \$1.1 million is due to a higher cost of living estimation.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>CONUS</b>									
Officer	182	2,852	519	185	2,903	537	190	2,968	564
Enlisted	777	1,972	1,532	789	2,010	1,586	812	2,052	1,666
Subtotal	<u>959</u>		<u>2,051</u>	<u>974</u>		<u>2,123</u>	<u>1,002</u>		<u>2,230</u>
<b>OCONUS</b>									
Officer	290	13,097	3,798	294	13,374	3,932	303	13,630	4,130
Enlisted	1,330	12,129	16,132	1,350	12,371	16,701	1,390	12,622	17,544
Subtotal	<u>1,620</u>		<u>19,930</u>	<u>1,644</u>		<u>20,633</u>	<u>1,693</u>		<u>21,674</u>
<b>Total</b>									
Officer	472		4,317	479		4,469	493		4,694
Enlisted	2,107		17,664	2,139		18,287	2,202		19,210
Total	<u>2,579</u>		<u>21,981</u>	<u>2,618</u>		<u>22,756</u>	<u>2,695</u>		<u>23,904</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. This is based on an average entitlement rate. The FY 2021 funding increase of \$3 million supports an expected increase in PCS moves.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	1,068	19,474	20,798	1,084	19,863	21,532	1,116	20,269	22,620
Enlisted	2,447	14,966	36,621	2,484	15,262	37,912	2,558	15,569	39,826
<b>Total</b>	<u>3,515</u>		<u>57,419</u>	<u>3,568</u>		<u>59,444</u>	<u>3,674</u>		<u>62,446</u>

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
<b>Total AGR</b>	16,542	2,020,126	16,511	2,091,383	16,511	2,195,307

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

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	100,000	0	2	100,000	187	2	100,000	200
Enlisted	0	100,000	0	4	100,000	375	4	100,000	400
<b>Total</b>	<b>0</b>		<b>0</b>	<b>6</b>		<b>562</b>	<b>6</b>		<b>600</b>

**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 2021 funding increase of \$139 thousand supports an increase in training and exercise participation increasing the risk of injury.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	33	19,219	642	25	19,219	471	25	19,219	488
Enlisted	313	13,498	4,222	232	13,498	3,125	241	13,498	3,247
<b>Total</b>	<b>346</b>		<b>4,864</b>	<b>257</b>		<b>3,596</b>	<b>266</b>		<b>3,735</b>

**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.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
	0	0	8,576	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 2021, the Total Incentive Program decreases by \$10.1 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. In FY 2021, funding decreases by \$9.3 million.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	299	24,955	7,457	309	25,604	7,915	274	26,270	7,205
Loan Repayment Program	505	20,689	10,449	336	20,689	6,942	300	20,689	6,202
Medical Recruiting Bonus	1,083	17,731	19,206	915	17,731	16,230	817	17,731	14,490
Medical Retention Bonus	2,378	22,450	53,391	2,846	22,450	63,896	2,576	22,450	57,823
Affiliation Bonus	0	24,955	0	23	25,604	597	22	26,270	566
<b>Total</b>	<b>4,265</b>		<b>90,503</b>	<b>4,429</b>		<b>95,580</b>	<b>3,989</b>		<b>86,286</b>

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

**Selective Reserve Incentives:** Funds requested provide initial and anniversary payments for the following programs: AGR 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. The updated DoDI 1304.31 delegates greater authority to the Service Secretaries on the amount of bonus that can be granted based on estimated accessions and the flexibility on bonus amounts. The FY 2021 request decreases by \$900 thousand and supports the end strength objective.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>Initial</b>									
AGR Reenlistment Bonus	0	5,000	0	0	5,000	0	0	5,000	0
Non-Prior Serv. Enl. Bonus	17,419	1,857	32,347	14,659	1,857	27,221	15,626	1,857	29,018
Officer Affiliation Bonus	170	10,000	1,695	184	10,000	1,840	234	10,000	2,336
Enlisted Affiliation Bonus	8,424	1,736	14,624	7,477	1,736	12,980	7,971	1,736	13,838
Prior Service Bonus	333	3,236	1,077	300	3,236	972	320	3,236	1,036
Reenlistment Bonus	41,256	3,236	133,506	33,514	3,236	108,452	35,727	3,236	115,611
Student Loan Repayment Program	4,978	3,000	14,934	1,665	3,000	4,997	1,776	3,000	5,329
Critical Skill Retention	74	15,000	1,114	69	15,000	1,038	88	15,000	1,317
MOS Conversion Bonus	57	2,000	113	65	2,000	129	70	2,000	139
Officer Accession Bonus	53	10,000	530	69	10,000	687	87	10,000	871
<b>Subtotal</b>	<b>72,764</b>		<b>199,940</b>	<b>58,002</b>		<b>158,316</b>	<b>61,899</b>		<b>169,495</b>
<b>Anniversary</b>									
AGR Reenlistment Bonus	0	5,000	0	0	5,000	0	0	5,000	0
Non-Prior Serv. Enl. Bonus	4,262	3,938	16,785	6,194	3,938	24,393	3,724	3,938	14,665
Enlisted Affiliation Bonus	30	5,000	152	58	5,000	292	35	5,000	175
Prior Service Bonus	381	3,207	1,221	667	3,207	2,138	401	3,207	1,285
Reenlistment Bonus	1,981	1,091	2,161	3,174	1,091	3,463	1,908	1,091	2,082
<b>Subtotal</b>	<b>6,654</b>		<b>20,319</b>	<b>10,093</b>		<b>30,286</b>	<b>6,068</b>		<b>18,207</b>
<b>Selective Reserve Incentive Total</b>	<b>79,418</b>		<b>220,259</b>	<b>68,095</b>		<b>188,602</b>	<b>67,967</b>		<b>187,702</b>
<b>Total Incentive Program</b>	<b>83,683</b>		<b>310,762</b>	<b>72,524</b>		<b>284,182</b>	<b>71,956</b>		<b>273,988</b>

**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 2021, funding increased by \$247 thousand. The requested amounts will be adjusted as the program matures.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	<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	1,335	0	0	742	0	0	945
Enlisted	0	0	857	0	0	662	0	0	706
<b>Total</b>	<b>0</b>		<b>2,192</b>	<b>0</b>		<b>1,404</b>	<b>0</b>		<b>1,651</b>

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
10,647	14,113	17,354

**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)**

<b>FY2020 Direct Program</b>			<b>14,113</b>
<b>Increases Pricing:</b>			
	Thrift Savings Plan	282	
<b>Total Increases Pricing</b>			<b>282</b>
<b>Increases Program:</b>			
	Thrift Savings Plan	2,959	
<b>Total Increases Program</b>			<b>2,959</b>
<b>Total Increases</b>			<b>3,241</b>
<b>FY2021 Direct Program</b>			<b>17,354</b>

**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 2021. Amounts in FY 2019 and FY 2020 reflect the actual and anticipated costs respectively under the Blended Retirement System. In FY 2021, funding increases by \$3.2 million in support of the United States Uniformed Services Blended Retirement System.

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	3,692	0	0	5,417	0	0	7,032
Enlisted	0	0	6,955	0	0	8,696	0	0	10,322
<b>Total</b>	<b>0</b>		<b>10,647</b>	<b>0</b>		<b>14,113</b>	<b>0</b>		<b>17,354</b>



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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
25,381	22,716	22,263

**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.

The FY 2021 funding decrease of \$453 thousand in Army Education Benefits is due to the decrease in Board of Actuaries per capita rates.

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

<b>FY2020 Direct Program</b>			<b>22,716</b>
<b>Increases Program:</b>			
	Education Benefits	2,860	
<b>Total Increases Program</b>			<b>2,860</b>
<b>Total Increases</b>			<b>2,860</b>
<b>Decreases Pricing:</b>			
	Education Benefits	(3,313)	
<b>Total Decreases Pricing</b>			<b>(3,313)</b>
<b>Total Decreases</b>			<b>(3,313)</b>
<b>FY2021 Direct Program</b>			<b>22,263</b>

**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.

The FY 2021 funding decrease of \$453 thousand in Army Education Benefits is due to the decrease in Board of Actuaries per capita rates.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	202	1,033	209	191	707	135	264	576	152
Enlisted	18,032	1,033	18,627	18,614	707	13,160	22,823	576	13,146
Subtotal Basic Benefit	18,234		18,836	18,805		13,295	23,087		13,298
\$100 Kicker	1,686	625	1,054	3,359	588	1,975	3,480	540	1,879
\$200 Kicker	2,219	1,453	3,224	3,479	1,331	4,631	3,666	1,202	4,406
\$350 Kicker	849	2,670	2,267	1,137	2,476	2,815	1,183	2,265	2,680
Subtotal Kicker	4,754		6,545	7,975		9,421	8,329		8,965
<b>Grand Total</b>	<b>22,988</b>		<b>25,381</b>	<b>26,780</b>		<b>22,716</b>	<b>31,416</b>		<b>22,263</b>

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
55,560	55,914	64,468

**PART I - PURPOSE AND SCOPE**

This program provides funds for officers to participate in the Armed Forces Health Professions Scholarship (HPSP) and Financial Assistance Programs (FAP) in accordance with Title 10 United States Code, chapter 105, sections 2120 through 2128. 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 two to four year service obligation in the active component with the remaining service in the Individual Ready Reserve. The FY 2008 NDAA authorized the Secretary of Defense to allow for an accession bonus to HPSP and FAP participants.

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 allowances 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.

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 2021, pricing increases total \$1.2 million and program increases total \$7.3 million due to a higher number of HPSP and FAP participants.

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

<b>FY2020 Direct Program</b>			<b>55,914</b>
<b>Increases Pricing:</b>			
	Basic Pay	264	
	FICA	22	
	Basic Allowance for Housing	62	
	Basic Allowance for Subsistence	8	
	Travel Pay	30	
	Clothing	4	
	Bonus and Incentives	111	
	Stipend	734	
<b>Total Increases Pricing</b>			<b>1,235</b>
<b>Increases Program:</b>			
	Basic Pay	2,563	
	FICA	212	
	Basic Allowance for Housing	613	
	Basic Allowance for Subsistence	122	
	Travel Pay	19	
	Bonus and Incentives	32	
	Stipend	3,761	
<b>Total Increases Program</b>			<b>7,322</b>
<b>Total Increases</b>			<b>8,557</b>
<b>Decreases Program:</b>			
	Clothing	(3)	
<b>Total Decreases Program</b>			<b>(3)</b>
<b>Total Decreases</b>			<b>(3)</b>
<b>FY2021 Direct Program</b>			<b>64,468</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Stipend:** The funds provide an annual stipend to participants in the National Health Service Corps Program. The stipend amount is determined annually by the Secretary of Defense in accordance with Section 2121d, Chapter 105, Title 10 USC. 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 student arrival (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. In FY 2021, funding increases by \$4.5 million due to a higher number of HPSP and FAP participants.

	<b>ACTUAL FY 2019</b>			<b>ESTIMATE FY 2020</b>			<b>ESTIMATE FY 2021</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Health Professions Scholarship Program	1,400	24,564	34,393	1,438	25,221	36,264	1,545	26,351	40,704
Financial Assistance Program	15	26,955	397	16	27,676	429	17	28,916	484
<b>Total</b>	<b>1,415</b>		<b>34,790</b>	<b>1,454</b>		<b>36,693</b>	<b>1,562</b>		<b>41,188</b>

**Individual Clothing and Uniform Allowance:** These funds provide the initial clothing and uniform allowance, under the provisions of 37 U.S.C. 415 and 416, to HPSP participants for the procurement of required uniforms. FAP participants are not authorized a clothing allowance.

	<b>ACTUAL FY 2019</b>			<b>ESTIMATE FY 2020</b>			<b>ESTIMATE FY 2021</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Health Professions Scholarship Program	0	400	0	440	400	176	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 basic 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. In FY 2021, pay and allowances increase by \$3.9 million due to a projected higher number of HPSP and FAP participants.

	<b>ACTUAL FY 2019</b>			<b>ESTIMATE FY 2020</b>			<b>ESTIMATE FY 2021</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Health Professions Scholarship Program	1,506	10,392	15,651	1,122	10,671	11,974	1,421	11,149	15,840
Financial Assistance Program	15	2,800	42	13	2,875	38	13	3,004	39
<b>Total</b>	<b>1,521</b>		<b>15,693</b>	<b>1,135</b>		<b>12,012</b>	<b>1,434</b>		<b>15,879</b>

**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 travel pay. HPSP travel costs can vary depending on the length and location of the ADT. In FY 2021, travel increases by \$49 thousand due to a projected increase in the number of HPSP and FAP participants.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	2,470	423	1,045	3,425	431	1,476	3,466	440	1,525

**Accession Bonus:** These funds provide for bonuses to new accessions in HPSP and FAP for critically short health professional specialties. In FY 2021, accession bonus increases by \$143 thousand due to inflation and a higher number in HPSP and FAP accessions.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	202	20,000	4,032	278	20,000	5,557	285	20,000	5,700

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
		<u>Amount</u>		<u>Amount</u>		<u>Amount</u>
<b>Completed Program Graduates</b>		398		416		410

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
32,692	35,043	35,350

**PART I - PURPOSE AND SCOPE**

This budget provides funds for Army Reserve Officers who received their commission through 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 2021, funding increases by \$307 thousand due to economic assumptions.



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

<b>FY2020 Direct Program</b>			<b>35,043</b>
<b>Increases Pricing:</b>			
	Basic Pay	525	
	Retired Pay Accrual	489	
	FICA	44	
	Basic Allowance for Housing	173	
	Basic Allowance for Subsistence	21	
	Travel Pay	85	
	Clothing	12	
<b>Total Increases Pricing</b>			<b>1,349</b>
<b>Increases Program:</b>			
	Retired Pay Accrual	126	
	Basic Allowance for Housing	149	
	Basic Allowance for Subsistence	45	
	Other Pay	503	
<b>Total Increases Program</b>			<b>823</b>
<b>Total Increases</b>			<b>2,172</b>
<b>Decreases Pricing:</b>			
	Other Pay	(5)	
<b>Total Decreases Pricing</b>			<b>(5)</b>
<b>Decreases Program:</b>			
	Basic Pay	(94)	
	FICA	(8)	
	Travel Pay	(1,714)	
	Clothing	(44)	
<b>Total Decreases Program</b>			<b>(1,860)</b>
<b>Total Decreases</b>			<b>(1,865)</b>
<b>FY2021 Direct Program</b>			<b>35,350</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances:** Funds provide Basic Pay and allowances, Retired Pay Accrual, and FICA payments for officers attending BOLC and BOBC. In FY 2021, the program increases by \$2 million due to an increase in officers and the Army Reserve's readiness focus to ensure officers are educationally qualified.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	678	36,772	24,931	651	37,756	24,593	678	39,447	26,749
AMEDD Officer's Basic Course	130	25,407	3,297	126	26,087	3,293	116	27,255	3,161
JAG Officer's Basic Course	130	18,737	2,434	120	19,238	2,303	112	20,100	2,247
<b>Total</b>	<b>938</b>		<b>30,662</b>	<b>897</b>		<b>30,189</b>	<b>906</b>		<b>32,157</b>

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	1,173	400	469	1,113	400	445
AMEDD Officer's Basic Course	0	400	0	313	400	125	295	400	118
JAG Officer's Basic Course	0	400	0	70	400	28	68	400	27
<b>Total</b>	<b>0</b>		<b>0</b>	<b>1,556</b>		<b>622</b>	<b>1,476</b>		<b>590</b>

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	443	3,012	1,334	954	3,072	2,930	562	3,134	1,761
AMEDD Officer's Basic Course	177	1,316	233	280	1,342	376	156	1,369	213
JAG Officer's Basic Course	165	2,813	463	323	2,869	926	215	2,927	629
<b>Total</b>	<b>785</b>		<b>2,030</b>	<b>1,557</b>		<b>4,232</b>	<b>933</b>		<b>2,603</b>

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

<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
3,514	3,812	3,882

**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 2021, funding increases total \$70 thousand.

**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)**

<b>FY2020 Direct Program</b>		<b>3,812</b>
<b>Increases Pricing:</b>		
Basic Pay	57	
Retired Pay Accrual	53	
FICA	5	
Basic Allowance for Housing	19	
Basic Allowance for Subsistence	2	
Travel Pay	5	
Clothing	1	
Other Pay	4	
<b>Total Increases Pricing</b>		<b>146</b>
<b>Increases Program:</b>		
Retired Pay Accrual	13	
<b>Total Increases Program</b>		<b>13</b>
<b>Total Increases</b>		<b>159</b>
<b>Decreases Program:</b>		
Basic Pay	(11)	
FICA	(1)	
Basic Allowance for Housing	(14)	
Basic Allowance for Subsistence	(2)	
Travel Pay	(1)	
Other Pay	(60)	
<b>Total Decreases Program</b>		<b>(89)</b>
<b>Total Decreases</b>		<b>(89)</b>
<b>FY2021 Direct Program</b>		<b>3,882</b>

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Active Duty for Training:** The funds 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 Basic Pay, Retired Pay Accrual, Basic Allowance for Housing, Basic Allowance for Subsistence and FICA. In FY 2021, funding increases by \$65 thousand to support price inflation.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	218	12,202	2,662	199	12,529	2,488	193	13,090	2,532
Chaplain Active Duty for Training	55	11,064	604	88	11,360	997	86	11,869	1,018
<b>Total</b>	<b>273</b>		<b>3,266</b>	<b>287</b>		<b>3,485</b>	<b>279</b>		<b>3,550</b>

**Individual Clothing and Uniform Allowances:** These funds provide for the initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416, to officers for the procurement of required uniforms.

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	140	400	56	143	400	57

**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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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	29	5,078	146	35	5,180	179	34	5,283	181
Chaplain Active Duty for Training	20	5,107	102	18	5,209	92	18	5,313	94
<b>Total</b>	<b>49</b>		<b>248</b>	<b>53</b>		<b>271</b>	<b>52</b>		<b>275</b>

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

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

	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
<b>Officer</b>			
Basic Pay	30,764	20,442	20,442
Other Pay and Allowances	1,427	10,890	10,890
Travel	148	4,913	4,913
Total	<u>32,339</u>	<u>36,245</u>	<u>36,245</u>
<b>Enlisted</b>			
Basic Pay	0	401	401
Other Pay and Allowances	0	214	214
Travel	0	96	96
Total	<u>0</u>	<u>711</u>	<u>711</u>
<b>Officer &amp; Enlisted</b>			
Retired Pay Accrual	<u>6,352</u>	<u>6,044</u>	<u>6,044</u>
<b>Total Program</b>	<b>38,691</b>	<b>43,000</b>	<b>43,000</b>

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

**REENLISTMENT BONUS**

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	1,981	2,161	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments	41,256	133,506	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			3,174	3,463	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments			33,514	108,452	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					1,908	2,082	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments					35,727	115,611	0	0	0	0	0	0	0	0
Anniversary Payments							1,708	1,863	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments							13,681	74,807	0	0	0	0	0	0
Anniversary Payments									2,795	3,049	0	0	0	0
<b>FY 2023</b>														
Initial Payments									13,188	72,111	0	0	0	0
Anniversary Payments											1,966	2,145	0	0
<b>FY 2024</b>														
Initial Payments											13,202	72,189	0	0
Anniversary Payments													1,952	2,130
<b>FY 2025</b>														
Initial Payments													13,203	72,192
<b>Initial Payments</b>	<b>41,256</b>	<b>133,506</b>	<b>33,514</b>	<b>108,452</b>	<b>35,727</b>	<b>115,611</b>	<b>13,681</b>	<b>74,807</b>	<b>13,188</b>	<b>72,111</b>	<b>13,202</b>	<b>72,189</b>	<b>13,203</b>	<b>72,192</b>
<b>Anniversary Payments</b>	<b>1,981</b>	<b>2,161</b>	<b>3,174</b>	<b>3,463</b>	<b>1,908</b>	<b>2,082</b>	<b>1,708</b>	<b>1,863</b>	<b>2,795</b>	<b>3,049</b>	<b>1,966</b>	<b>2,145</b>	<b>1,952</b>	<b>2,130</b>
<b>Total</b>	<b>43,237</b>	<b>135,667</b>	<b>36,688</b>	<b>111,915</b>	<b>37,635</b>	<b>117,693</b>	<b>15,389</b>	<b>76,670</b>	<b>15,983</b>	<b>75,160</b>	<b>15,168</b>	<b>74,334</b>	<b>15,155</b>	<b>74,322</b>



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

**PRIOR SERVICE ENLISTMENT BONUS**

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	381	1,221	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments	333	1,077	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			667	2,138	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments			300	972	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					401	1,285	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments					320	1,036	0	0	0	0	0	0	0	0
Anniversary Payments							220	705	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments							927	3,000	0	0	0	0	0	0
Anniversary Payments									444	1,425	0	0	0	0
<b>FY 2023</b>														
Initial Payments									927	3,000	0	0	0	0
Anniversary Payments											457	1,466	0	0
<b>FY 2024</b>														
Initial Payments											876	2,835	0	0
Anniversary Payments													568	1,821
<b>FY 2025</b>														
Initial Payments													876	2,835
<b>Initial Payments</b>	<b>333</b>	<b>1,077</b>	<b>300</b>	<b>972</b>	<b>320</b>	<b>1,036</b>	<b>927</b>	<b>3,000</b>	<b>927</b>	<b>3,000</b>	<b>876</b>	<b>2,835</b>	<b>876</b>	<b>2,835</b>
<b>Anniversary Payments</b>	<b>381</b>	<b>1,221</b>	<b>667</b>	<b>2,138</b>	<b>401</b>	<b>1,285</b>	<b>220</b>	<b>705</b>	<b>444</b>	<b>1,425</b>	<b>457</b>	<b>1,466</b>	<b>568</b>	<b>1,821</b>
<b>Total</b>	<b>714</b>	<b>2,298</b>	<b>967</b>	<b>3,110</b>	<b>721</b>	<b>2,321</b>	<b>1,147</b>	<b>3,705</b>	<b>1,371</b>	<b>4,425</b>	<b>1,333</b>	<b>4,301</b>	<b>1,444</b>	<b>4,656</b>

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

**NON-PRIOR SERVICE ENLISTMENT BONUS**

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	4,262	16,785	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments	17,419	32,347	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			6,194	24,393	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments			14,659	27,221	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					3,724	14,665	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments					15,626	29,018	0	0	0	0	0	0	0	0
Anniversary Payments							5,298	20,862	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments							15,781	29,306	0	0	0	0	0	0
Anniversary Payments									5,238	20,626	0	0	0	0
<b>FY 2023</b>														
Initial Payments									15,560	28,894	0	0	0	0
Anniversary Payments											5,469	21,536	0	0
<b>FY 2024</b>														
Initial Payments											14,946	27,755	0	0
Anniversary Payments													5,096	20,070
<b>FY 2025</b>														
Initial Payments													14,828	27,535
<b>Initial Payments</b>	<b>17,419</b>	<b>32,347</b>	<b>14,659</b>	<b>27,221</b>	<b>15,626</b>	<b>29,018</b>	<b>15,781</b>	<b>29,306</b>	<b>15,560</b>	<b>28,894</b>	<b>14,946</b>	<b>27,755</b>	<b>14,828</b>	<b>27,535</b>
<b>Anniversary Payments</b>	<b>4,262</b>	<b>16,785</b>	<b>6,194</b>	<b>24,393</b>	<b>3,724</b>	<b>14,665</b>	<b>5,298</b>	<b>20,862</b>	<b>5,238</b>	<b>20,626</b>	<b>5,469</b>	<b>21,536</b>	<b>5,096</b>	<b>20,070</b>
<b>Total</b>	<b>21,681</b>	<b>49,132</b>	<b>20,853</b>	<b>51,614</b>	<b>19,350</b>	<b>43,683</b>	<b>21,079</b>	<b>50,168</b>	<b>20,798</b>	<b>49,520</b>	<b>20,415</b>	<b>49,291</b>	<b>19,924</b>	<b>47,605</b>

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

**CRITICAL SKILL ASSIGNMENT RETENTION BONUS**

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2019</b>														
Initial Payments	74	1,114	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments			69	1,038	0	0	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments					88	1,317	0	0	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments							200	3,000	0	0	0	0	0	0
<b>FY 2023</b>														
Initial Payments									200	3,000	0	0	0	0
<b>FY 2024</b>														
Initial Payments											200	3,000	0	0
<b>FY 2025</b>														
Initial Payments													200	3,000
<b>Initial Payments</b>	<b>74</b>	<b>1,114</b>	<b>69</b>	<b>1,038</b>	<b>88</b>	<b>1,317</b>	<b>200</b>	<b>3,000</b>	<b>200</b>	<b>3,000</b>	<b>200</b>	<b>3,000</b>	<b>200</b>	<b>3,000</b>
<b>Total</b>	<b>74</b>	<b>1,114</b>	<b>69</b>	<b>1,038</b>	<b>88</b>	<b>1,317</b>	<b>200</b>	<b>3,000</b>	<b>200</b>	<b>3,000</b>	<b>200</b>	<b>3,000</b>	<b>200</b>	<b>3,000</b>

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

**ENLISTED AFFILIATION BONUS**

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	30	152	0	0	0	0	0	0	0	0	0	0	0	0
<b>FY 2019</b>														
Initial Payments	8,424	14,624	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			58	292	0	0	0	0	0	0	0	0	0	0
<b>FY 2020</b>														
Initial Payments			7,477	12,980	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					35	175	0	0	0	0	0	0	0	0
<b>FY 2021</b>														
Initial Payments					7,971	13,838	0	0	0	0	0	0	0	0
Anniversary Payments							178	892	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments							9,246	16,051	0	0	0	0	0	0
Anniversary Payments									304	1,521	0	0	0	0
<b>FY 2023</b>														
Initial Payments									9,255	16,066	0	0	0	0
Anniversary Payments											237	1,183	0	0
<b>FY 2024</b>														
Initial Payments											8,925	15,494	0	0
Anniversary Payments													255	1,277
<b>FY 2025</b>														
Initial Payments													8,824	15,318
<b>Initial Payments</b>	<b>8,424</b>	<b>14,624</b>	<b>7,477</b>	<b>12,980</b>	<b>7,971</b>	<b>13,838</b>	<b>9,246</b>	<b>16,051</b>	<b>9,255</b>	<b>16,066</b>	<b>8,925</b>	<b>15,494</b>	<b>8,824</b>	<b>15,318</b>
<b>Anniversary Payments</b>	<b>30</b>	<b>152</b>	<b>58</b>	<b>292</b>	<b>35</b>	<b>175</b>	<b>178</b>	<b>892</b>	<b>304</b>	<b>1,521</b>	<b>237</b>	<b>1,183</b>	<b>255</b>	<b>1,277</b>
<b>Total</b>	<b>8,454</b>	<b>14,776</b>	<b>7,535</b>	<b>13,272</b>	<b>8,006</b>	<b>14,013</b>	<b>9,424</b>	<b>16,943</b>	<b>9,559</b>	<b>17,587</b>	<b>9,162</b>	<b>16,677</b>	<b>9,079</b>	<b>16,595</b>

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

	FY 2019						
	<b>AGR OFFICERS</b>	<b>AGR ENLISTED</b>	<b>TOTAL</b>	<b>MILITARY TECHNICIANS</b>	<b>ACTIVE COMPONENT</b>	<b>CIVILIAN</b>	<b>TOTAL</b>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	108	197	305	0	0	65	370
RECRUITING/RETENTION	153	2,480	2,633	0	0	0	2,633
<b>SUBTOTAL</b>	<b>261</b>	<b>2,677</b>	<b>2,938</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>3,003</b>
<b>UNITS</b>							
UNITS	2,132	7,556	9,688	7,319	43	440	17,490
RC UNIQUE MGMT HQS	1,151	1,019	2,170	176	9	809	3,164
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
<b>SUBTOTAL</b>	<b>3,283</b>	<b>8,575</b>	<b>11,858</b>	<b>7,495</b>	<b>52</b>	<b>1,284</b>	<b>20,689</b>
<b>TRAINING</b>							
RC NON-UNIT INSTITUTIONS	37	92	129	0	0	132	261
RC SCHOOLS	17	389	406	0	0	98	504
ROTC	101	0	101	0	0	0	101
<b>SUBTOTAL</b>	<b>155</b>	<b>481</b>	<b>636</b>	<b>0</b>	<b>0</b>	<b>230</b>	<b>866</b>
<b>HEADQUARTERS</b>							
SERVICE HQS	96	36	132	0	0	270	402
AC HQS	155	24	179	0	0	0	179
AC INSTAL/ACTIVITIES	322	192	514	0	0	1,245	1,759
RC CHIEFS STAFF	175	45	220	0	12	417	649
OTHERS	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>748</b>	<b>297</b>	<b>1,045</b>	<b>0</b>	<b>12</b>	<b>1,932</b>	<b>2,989</b>
<b>TOTAL END STRENGTH</b>	<b>4,447</b>	<b>12,030</b>	<b>16,477</b>	<b>7,495</b>	<b>64</b>	<b>3,511</b>	<b>27,547</b>

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

FY 2020

	<b>AGR OFFICERS</b>	<b>AGR ENLISTED</b>	<b>TOTAL</b>	<b>MILITARY TECHNICIANS</b>	<b>ACTIVE COMPONENT</b>	<b>CIVILIAN</b>	<b>TOTAL</b>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	108	197	305	0	0	65	370
RECRUITING/RETENTION	153	2,605	2,758	0	0	0	2,758
<b>SUBTOTAL</b>	<b>261</b>	<b>2,802</b>	<b>3,063</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>3,128</b>
<b>UNITS</b>							
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
<b>SUBTOTAL</b>	<b>3,214</b>	<b>8,551</b>	<b>11,765</b>	<b>6,492</b>	<b>52</b>	<b>2,334</b>	<b>20,643</b>
<b>TRAINING</b>							
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
<b>SUBTOTAL</b>	<b>155</b>	<b>481</b>	<b>636</b>	<b>0</b>	<b>0</b>	<b>228</b>	<b>864</b>
<b>HEADQUARTERS</b>							
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
<b>SUBTOTAL</b>	<b>748</b>	<b>299</b>	<b>1,047</b>	<b>0</b>	<b>12</b>	<b>1,842</b>	<b>2,901</b>
<b>TOTAL END STRENGTH</b>	<b>4,378</b>	<b>12,133</b>	<b>16,511</b>	<b>6,492</b>	<b>64</b>	<b>4,469</b>	<b>27,536</b>

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

FY 2021

	<b>AGR OFFICERS</b>	<b>AGR ENLISTED</b>	<b>TOTAL</b>	<b>MILITARY TECHNICIANS</b>	<b>ACTIVE COMPONENT</b>	<b>CIVILIAN</b>	<b>TOTAL</b>
<b>ASSIGNMENT</b>							
PAY/PERSONNEL CENTERS	108	197	305	0	0	65	370
RECRUITING/RETENTION	153	2,605	2,758	0	0	0	2,758
<b>SUBTOTAL</b>	<b>261</b>	<b>2,802</b>	<b>3,063</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>3,128</b>
<b>UNITS</b>							
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
<b>SUBTOTAL</b>	<b>3,214</b>	<b>8,551</b>	<b>11,765</b>	<b>6,492</b>	<b>52</b>	<b>2,334</b>	<b>20,643</b>
<b>TRAINING</b>							
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<b>HEADQUARTERS</b>							
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<b>TOTAL END STRENGTH</b>	<b>4,378</b>	<b>12,133</b>	<b>16,511</b>	<b>6,492</b>	<b>64</b>	<b>4,469</b>	<b>27,536</b>