

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2022 Budget Estimates



**RESERVE PERSONNEL, ARMY
JUSTIFICATION BOOK
MAY 2021**

The estimated cost of this report or study for the Department of Defense is approximately \$109,000 for the 2021 Fiscal Year. This includes \$0 in expenses and \$109,000 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 2020</u>	<u>ENACTED FY 2021</u>	<u>ESTIMATE FY 2022</u>
Direct Program			
Reserve Component Training and Support	4,733,828	5,070,533	5,229,805
TOTAL DIRECT PROGRAM	<u>4,733,828</u>	<u>5,070,533</u>	<u>5,229,805</u>
Reimbursable Program			
Reserve Component Training and Support	34,759	43,000	43,000
TOTAL REIMBURSABLE PROGRAM	<u>34,759</u>	<u>43,000</u>	<u>43,000</u>
Total Baseline Program			
Reserve Component Training and Support	4,768,587	5,113,533	5,272,805
TOTAL BASELINE PROGRAM	<u>4,768,587</u>	<u>5,113,533</u>	<u>5,272,805</u>
Medicare Eligible Retiree Health Fund Contribution	394,612	418,065	459,994
TOTAL RESERVE PERSONNEL PROGRAM COST	<u>5,163,199</u>	<u>5,531,598</u>	<u>5,732,799</u>
Memo Entry: OCO Funding (P.L.116-93 and P.L.116-260)			
Reserve Component Training and Support	18,698	33,414	0
TOTAL MEMO ENTRY: OCO FUNDING (P.L.116-93 AND P.L.116-260)	<u>18,698</u>	<u>33,414</u>	<u>0</u>
Memo Entry: Direct War and Enduring Costs			
Reserve Component Training and Support	0	0	36,037
TOTAL MEMO ENTRY: DIRECT WAR AND ENDURING COSTS	<u>0</u>	<u>0</u>	<u>36,037</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 2020</u>	<u>ENACTED FY 2021</u>	<u>ESTIMATE FY 2022</u>
<u>RESERVE PERSONNEL, ARMY (RPA)</u>			
BASE PROGRAM	4,733,828	5,070,533	5,229,805
REIMBURSABLE PROGRAM	34,759	43,000	43,000
TOTAL RESERVE PERSONNEL COST	4,768,587	5,113,533	5,272,805
MEDICARE ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	394,612	418,065	459,994
TOTAL RESERVE PERSONNEL, ARMY PROGRAM COST	5,163,199	5,531,598	5,732,799
MEMO ENTRY: OCO FUNDING (P.L.116-93 AND P.L.116-260)	18,698	33,414	0
MEMO ENTRY: DIRECT WAR AND ENDURING COSTS	0	0	36,037
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	6,305,367	6,852,936	6,516,966
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
DIRECT WAR AND ENDURING PAY AND ALLOWANCES, MOBILIZATION	979,346	1,150,657	630,158
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	162,822	170,681	154,009
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	1,142,168	1,321,338	784,167

FY 2020 Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

FY 2021 Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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 2022 budget supports the Army Reserve's Title 10 functions by:

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

The Army Reserve has two critical roles – the operational federal reserve of the Army and Defense Support to Civilian Authorities for the Nation. Flexible and scalable, the Army Reserve tailors its organizations to meet a variety of operational missions and other activities across the range of military operations. In this role, Army Reserve forces are an essential partner in preventing conflict, shaping the strategic environment, and responding to operational contingencies at home and around the globe. As an operational force, it provides trained, ready, and equipped Soldiers, leaders, and units to the Army and the Joint Force with critical military enabling capabilities such as Aviation, Medical, Logistical, Transportation, Engineer, Civil Affairs, Legal, and Chemical units. The Army Reserve also stands ready to support federal, state, and local authorities for domestic emergency and disaster relief efforts at home. This includes support to Command and Control Chemical, Biological, Radiological, Nuclear Response Element (C2CRE) and Defense Chemical, Biological, Radiological, Nuclear and high-yield Explosives (CBRNE) Response Force (DCRF) missions.

The main effort of the Army Reserve is to prepare ready units for deployment from 0-90 days during a crisis. The Army Reserve budget request supports Headquarters, Department of the Army (HQDA) Readiness Objectives and U.S. Army Forces Command's Early Response Force to fight, survive, and win against current and emerging threats. 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 tomorrow's readiness through 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 and U.S. Air Force Reserve Patriot Warrior.

The Army Reserve priorities of People, Readiness, Modernization, Reform, and Partnerships provide combat-ready units and Soldiers for the Total Army and Joint Forces to deploy, fight and win across multi-domain operations. The current resourcing strategy focuses on resuming individual and collective training to maintain and improve readiness while balancing risk-to-mission and risk-to-force. The dynamic global environment illustrates the relevance of today's Army Reserve supporting missions in more than 30 countries around the world.

Other Budget Drivers

1. The nominal cost percentage used to calculate payments for retired pay accrual for AGRs is 31.0 percent in FY 2020, 34.9 percent in FY 2021, and 35.1 percent in FY 2022. For TPUs, the retired pay accrual percentage is 24.4 percent in FY 2020, 26.9 percent in FY 2021, and 25.7 percent in FY 2022.

**RESERVE PERSONNEL, ARMY
INTRODUCTION**

2. The rate for subsistence (indexed to the annual changes in the U.S. Department of Agriculture food plan) effective 1 January increases by 2.3 percent in 2021 and 2.3 percent in 2022. The 2020 inflation rate is 0.9 percent based on growth in the U.S.D.A food cost index between October 2018 and October 2019.
3. The housing allowance rate effective 1 January is 2.7 percent in 2020, 2.6 percent in 2021, and 3.1 percent in 2022.
4. In general - participation rates in FY 2022 are higher than FY 2020 and 2021 due to the assumed removal of travel restrictions/social distancing requirements related to the COVID-19 pandemic.

Funding requirements include a basic pay increase of 3.1 percent in 2020, 3.0 percent in 2021, and 2.7 percent in 2022.

**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 2020	FY 2021	FY 2022
	<u>Actual</u>	<u>Enacted</u>	<u>Planned</u>
Average Strength	190,191	189,889	189,158
End Strength	188,703	189,800	189,500
Authorized End Strength	189,500	189,800	

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 2022, the Army Reserve ESO is 189,500 with a two percent Army variance results in an operating window between 185,710 and 193,290.

The Army Reserve continues to set conditions for a successful and productive recruiting and retention environment in support of achieving an end strength of 189,800 by the end of FY 2021 and decrease by 300 through FY 2022. 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 Interim National Security Strategic Guidance 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 decreased in FY 20 due to COVID-19, 79 collective training events were cancelled impacting 48,269 soldiers. In FY 21 the USAR focus on individual and platoon level training to increase overall USAR unit readiness.

In FY 22, any additional man-days will increase Army Reserve participation in the Army's Combat Training Center (CTC) Program. The strategy will enable 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 2020 and FY 2021 enable 45,000 Army Reserve Soldiers to 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 Interim National Security Strategic Guidance.

The Army Reserve will continue this strategy in FY 2021 and FY 2022 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.

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

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 2022 accession goals remain relatively constant with a focus in preserving force levels. The FY 2020 through FY 2022 goals for these factors are as follows:

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Goal for Accessions	28,478	28,651	28,199
Accession Achieved	25,219		
Goal for Reenlistments	9,700	11,000	12,500
Reenlistments Achieved	13,004		
Attrition Goal	17.2%	17.8%	17.5%
Actual Attrition Rate	16.3%		

SECTION 3
SUMMARY TABLES

**RESERVE PERSONNEL, ARMY
SUMMARY OF PERSONNEL**

	<u>Drills</u>	<u>Days</u>	<u>FY 2020</u>			<u>FY 2021</u>		<u>FY 2022</u>	
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
TPU									
Pay Group A									
Officer	48	15	31,864	32,046	32,405	31,942	32,201	32,109	32,082
Enlisted	48	15	129,290	126,353	123,126	125,379	123,624	126,145	126,024
Subtotal			161,154	158,399	155,531	157,321	155,825	158,254	158,106
Pay Group F									
Enlisted		149	5,795	4,806	3,990	4,992	6,048	4,756	6,094
Pay Group P									
Enlisted	36		4,497	7,883	9,677	6,830	7,848	6,174	5,189
Subtotal			171,446	171,088	169,198	169,143	169,721	169,184	169,389
IMA									
Pay Group B									
Officer	48	13	2,206	2,279	2,307	2,558	2,805	2,717	2,697
Enlisted	48	13	591	585	583	673	763	746	903
Subtotal			2,797	2,864	2,890	3,231	3,568	3,463	3,600
Drill/Indiv Tng			174,243	173,952	172,088	172,374	173,289	172,647	172,989
AGR (Full-time)									
Officer			4,447	4,430	4,507	4,382	4,378	4,378	4,378
Enlisted			12,030	11,809	12,108	12,133	12,133	12,133	12,133
Subtotal			16,477	16,239	16,615	16,515	16,511	16,511	16,511
SELRES									
Officer			38,517	38,755	39,219	38,882	39,384	39,204	39,157
Enlisted			152,203	151,436	149,484	150,007	150,416	149,954	150,343
Subtotal			190,720	190,191	188,703	188,889	189,800	189,158	189,500
IRR									
Officer			9,287	9,391	9,495	9,391	9,287	9,391	9,495
Enlisted			89,433	90,435	91,436	90,435	89,434	90,436	91,437
Subtotal			98,720	99,826	100,931	99,826	98,721	99,827	100,932

FY 2021 End Strength was rounded to the nearest 100th from 189,750 to 189,800, per OSD guidance. FY 2022 End Strength is 189,500.

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

	<u>FY 2020</u>			<u>FY 2021</u>		<u>FY 2022</u>	
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officer							
Commissioned Officers							
O8 MAJ GENERAL	0	0	0	0	0	0	0
O7 BG GENERAL	0	0	0	0	0	0	0
O6 COLONEL	270	287	292	284	284	284	284
O5 LT COLONEL	981	1,072	1,092	1,060	1,061	1,060	1,061
O4 MAJOR	1,571	1,514	1,540	1,498	1,496	1,496	1,496
O3 CAPTAIN	830	742	755	734	733	733	733
O2 1ST LIEUTENANT	84	96	98	95	95	95	95
O1 2ND LIEUTENANT	0	1	1	1	1	1	1
Total Commissioned Officers	3,736	3,712	3,778	3,672	3,670	3,669	3,670
Warrant Officers							
W5 WARRANT OFF (W-5)	53	60	61	60	60	60	60
W4 WARRANT OFF (W-4)	202	220	223	217	217	217	217
W3 WARRANT OFF (W-3)	324	304	309	301	300	300	300
W2 WARRANT OFF (W-2)	122	102	104	101	101	101	101
W1 WARRANT OFF (W-1)	10	32	32	31	31	31	31
Total Warrant Officers	711	718	729	710	709	709	709
Total Officer	4,447	4,430	4,507	4,382	4,379	4,378	4,379
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	154	157	161	162	162	162	162
E8 1ST SGT/MASTER SGT	1,365	1,400	1,436	1,439	1,439	1,439	1,439
E7 PLATOON SGT/SFC	5,003	4,826	4,948	4,958	4,958	4,958	4,958
E6 STAFF SGT	2,909	3,050	3,127	3,133	3,133	3,133	3,133
E5 SERGEANT	2,135	2,031	2,083	2,087	2,087	2,087	2,087
E4 CPL/SPECIALIST	459	336	344	345	344	345	344
E3 PRIVATE 1ST CLASS	5	5	5	5	5	5	5
E2 PRIVATE E2	0	0	0	0	0	0	0
E1 PRIVATE E1	0	4	4	4	4	4	4
Total Enlisted Personnel	12,030	11,809	12,108	12,133	12,132	12,133	12,132
Total Personnel on Active Duty	16,477	16,239	16,615	16,515	16,511	16,511	16,511

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ACTUAL 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	31,859	128,869	160,728	5,868	4,887	171,483	2,231	590	2,821	4,447	11,958	16,405	190,709
NOV	31,906	129,088	160,994	6,075	5,026	172,095	2,241	581	2,822	4,455	11,867	16,322	191,239
DEC	31,852	128,979	160,831	4,956	6,122	171,909	2,242	585	2,827	4,449	11,822	16,271	191,007
JAN	31,833	128,954	160,787	5,362	6,124	172,273	2,258	589	2,847	4,425	11,734	16,159	191,279
FEB	31,841	128,875	160,716	5,402	6,231	172,349	2,277	582	2,859	4,421	11,696	16,117	191,325
MAR	31,831	125,890	157,721	4,464	9,639	171,824	2,292	584	2,876	4,404	11,647	16,051	190,751
APR	31,874	125,162	157,036	3,614	9,969	170,619	2,286	583	2,869	4,402	11,654	16,056	189,544
MAY	32,348	124,364	156,712	3,465	10,325	170,502	2,303	586	2,889	4,417	11,706	16,123	189,514
JUN	32,343	123,627	155,970	4,590	9,560	170,120	2,310	585	2,895	4,415	11,809	16,224	189,239
JUL	32,306	122,978	155,284	4,801	9,799	169,884	2,329	587	2,916	4,398	11,853	16,251	189,051
AUG	32,425	123,250	155,675	4,183	9,838	169,696	2,326	586	2,912	4,441	11,915	16,356	188,964
SEP	32,405	123,126	155,531	3,990	9,677	169,198	2,307	583	2,890	4,507	12,108	16,615	188,703
Average	32,046	126,353	158,399	4,806	7,883	171,088	2,279	585	2,864	4,430	11,809	16,239	190,191

**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	32,405	123,126	155,531	3,990	9,677	169,198	2,307	583	2,890	4,507	12,108	16,615	188,703
OCT	32,487	122,995	155,482	4,048	9,827	169,357	2,305	580	2,885	4,483	12,065	16,548	188,790
NOV	32,462	122,640	155,102	4,207	9,610	168,919	2,300	580	2,880	4,473	12,019	16,492	188,291
DEC	32,539	122,692	155,231	3,152	10,380	168,763	2,312	576	2,888	4,477	12,000	16,477	188,128
JAN	32,533	122,397	154,930	3,783	10,060	168,773	2,315	573	2,888	4,480	11,950	16,430	188,091
FEB	32,523	122,154	154,677	4,273	9,404	168,354	2,310	569	2,879	4,465	11,921	16,386	187,619
MAR	32,568	121,486	154,054	4,552	9,344	167,950	2,311	569	2,880	4,461	11,969	16,430	187,260
APR	32,501	121,422	153,923	4,298	9,153	167,374	2,315	566	2,881	4,464	12,038	16,502	186,757
MAY	32,092	125,594	157,686	3,603	7,970	169,259	2,643	703	3,346	4,358	12,079	16,437	189,042
JUN	32,140	125,370	157,510	5,045	6,884	169,439	2,685	718	3,403	4,360	12,085	16,445	189,287
JUL	32,171	125,416	157,587	5,941	6,090	169,618	2,727	733	3,460	4,363	12,095	16,458	189,536
AUG	32,208	126,026	158,234	6,036	5,540	169,810	2,769	748	3,517	4,376	12,131	16,507	189,834
SEP	32,201	123,624	155,825	6,048	7,848	169,721	2,805	763	3,568	4,378	12,133	16,511	189,800
Average	31,942	125,379	157,321	4,992	6,830	169,143	2,558	673	3,231	4,382	12,133	16,515	188,889

**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 2022

	<u>Pay Group A</u>			<u>Pay Group F</u>	<u>Pay Group P</u>	<u>Total Drill</u>	<u>Pay Group B IMA</u>			<u>AGR</u>			<u>Total Selected</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>IADT</u>	<u>IDT</u>		<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Reserve</u>
PYSEP	32,201	123,624	155,825	6,048	7,848	169,721	2,805	763	3,568	4,378	12,133	16,511	189,800
OCT	32,139	126,021	158,160	5,796	5,372	169,328	2,777	755	3,532	4,398	12,188	16,586	189,446
NOV	32,073	126,176	158,249	5,285	5,577	169,111	2,749	747	3,496	4,391	12,170	16,561	189,168
DEC	32,056	126,527	158,583	4,062	6,256	168,901	2,722	740	3,462	4,391	12,169	16,560	188,923
JAN	32,034	126,608	158,642	4,256	5,986	168,884	2,695	733	3,428	4,390	12,166	16,556	188,868
FEB	32,040	126,655	158,695	4,010	6,254	168,959	2,668	726	3,394	4,385	12,151	16,536	188,889
MAR	32,085	126,381	158,466	3,724	6,913	169,103	2,641	719	3,360	4,377	12,130	16,507	188,970
APR	32,109	125,988	158,097	3,528	7,368	168,993	2,667	726	3,393	4,369	12,109	16,478	188,864
MAY	32,177	125,946	158,123	3,504	7,540	169,167	2,694	733	3,427	4,358	12,079	16,437	189,031
JUN	32,171	125,667	157,838	4,949	6,497	169,284	2,721	740	3,461	4,360	12,085	16,445	189,190
JUL	32,153	125,622	157,775	5,926	5,704	169,405	2,748	747	3,495	4,363	12,095	16,458	189,358
AUG	32,141	126,153	158,294	5,965	5,280	169,539	2,775	754	3,529	4,376	12,131	16,507	189,575
SEP	32,082	126,024	158,106	6,094	5,189	169,389	2,697	903	3,600	4,378	12,133	16,511	189,500
Average	32,109	126,145	158,254	4,756	6,174	169,184	2,717	746	3,463	4,378	12,133	16,511	189,158

**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 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Beginning Strength	38,517	39,219	39,384
Gains:			
Males (NPS)	520	525	530
Females (NPS)	155	156	158
Civilian Life	215	217	219
Active Component	72	72	73
Enlisted Commissioning Program	509	514	519
Pay Group B (IMA)	242	657	60
Other Reserve Status/Component	2,106	2,128	2,149
All Other	1,072	1,084	1,095
Full-time Active Duty	367	173	302
Total Gains	<u>5,258</u>	<u>5,526</u>	<u>5,105</u>
Losses:			
Civilian Life	325	387	384
Active Component	116	137	136
Retired Reserves	953	1,137	1,128
Pay Group B (IMA)	141	159	168
Other Reserve Status/Component	900	1,073	1,065
All Other	1,815	2,166	2,149
Full-time Active Duty	306	302	302
Total Losses	<u>4,556</u>	<u>5,361</u>	<u>5,332</u>
End Strength	39,219	39,384	39,157

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

ENLISTED

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Beginning Strength	152,203	149,484	150,416
Gains:			
Males (NPS)	11,488	11,607	11,725
Females (NPS)	3,412	3,447	3,483
Civilian Life	2,304	2,328	2,352
Active Component	1,958	1,979	1,999
Pay Group B (IMA)	35	230	195
Other Reserve Status/Component	4,138	4,180	4,223
All Other	1,200	1,212	1,224
Full-time Active Duty	1,212	1,190	1,165
Total Gains	<u>25,747</u>	<u>26,173</u>	<u>26,366</u>
Losses:			
Expiration of Selected Reserve Service	7,095	6,247	6,557
Active Component	55	48	50
To Officer Status	846	745	782
Retired Reserves	1,119	985	1,034
Pay Group B (IMA)	43	50	55
Other Reserve Status/Component	2,292	2,018	2,118
All Other	15,882	13,983	14,678
Full-time Active Duty (AGR)	1,134	1,165	1,165
Total Losses	<u>28,466</u>	<u>25,241</u>	<u>26,439</u>
End Strength	149,484	150,416	150,343

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
PAY GROUP A									
Active Duty Training	120,216	226,183	346,399	131,768	259,012	390,780	150,881	268,125	419,006
Inactive Duty Training	383,476	636,285	1,019,761	391,468	656,094	1,047,562	418,469	682,930	1,101,399
Unit Training Assemblies	353,591	598,386	951,977	362,619	629,100	991,719	388,788	659,302	1,048,090
Flight Training	10,601	17,075	27,676	4,136	1,150	5,286	6,565	2,559	9,124
Training Preparation	17,337	18,780	36,117	22,303	22,994	45,297	20,611	18,370	38,981
Military Funeral Honors	1,947	2,044	3,991	2,410	2,850	5,260	2,505	2,699	5,204
Clothing	0	10,271	10,271	0	10,497	10,497	0	12,512	12,512
Subsistence of Enlisted Personnel	0	38,881	38,881	0	43,463	43,463	0	46,734	46,734
Travel	23,063	42,649	65,712	36,040	56,353	92,393	37,715	59,495	97,210
TOTAL DIRECT OBLIGATIONS	<u>526,755</u>	<u>954,269</u>	<u>1,481,024</u>	<u>559,276</u>	<u>1,025,419</u>	<u>1,584,695</u>	<u>607,065</u>	<u>1,069,796</u>	<u>1,676,861</u>
PAY GROUP B									
Active Duty Training	9,650	1,287	10,937	14,866	1,889	16,755	15,154	2,544	17,698
Inactive Duty Training	22,191	2,663	24,854	28,958	3,439	32,397	29,591	3,741	33,332
Travel	2,308	560	2,868	4,097	855	4,952	4,122	971	5,093
TOTAL DIRECT OBLIGATIONS	<u>34,149</u>	<u>4,510</u>	<u>38,659</u>	<u>47,921</u>	<u>6,183</u>	<u>54,104</u>	<u>48,867</u>	<u>7,256</u>	<u>56,123</u>
PAY GROUP F									
Active Duty Training	0	183,547	183,547	0	167,987	167,987	0	188,761	188,761
Clothing	0	19,034	19,034	0	18,782	18,782	0	19,658	19,658
Subsistence of Enlisted Personnel	0	10,029	10,029	0	2,606	2,606	0	2,999	2,999
Travel	0	5,390	5,390	0	5,355	5,355	0	5,698	5,698
TOTAL DIRECT OBLIGATIONS	<u>0</u>	<u>218,000</u>	<u>218,000</u>	<u>0</u>	<u>194,730</u>	<u>194,730</u>	<u>0</u>	<u>217,116</u>	<u>217,116</u>

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
PAY GROUP P									
Inactive Duty Training	0	4,700	4,700	0	4,357	4,357	0	5,006	5,006
TOTAL DIRECT OBLIGATIONS	0	4,700	4,700	0	4,357	4,357	0	5,006	5,006
MOBILIZATION TRAINING									
Muster/Screening	93	2,037	2,130	295	2,260	2,555	567	3,766	4,333
TOTAL DIRECT OBLIGATIONS	93	2,037	2,130	295	2,260	2,555	567	3,766	4,333
SCHOOL TRAINING									
Career Development Training	41,098	27,355	68,453	41,203	30,341	71,544	41,603	33,576	75,179
Initial Skill Acquisition Training	19,872	47,161	67,033	18,163	56,183	74,346	18,891	58,909	77,800
Officer Candidate/Training School	0	2,295	2,295	0	5,409	5,409	0	5,818	5,818
Refresher and Proficiency Training	13,938	33,803	47,741	19,568	51,355	70,923	21,087	52,971	74,058
Undergraduate Pilot/Navigator Training	2,265	255	2,520	2,896	262	3,158	3,739	377	4,116
TOTAL DIRECT OBLIGATIONS	77,173	110,869	188,042	81,830	143,550	225,380	85,320	151,651	236,971
SPECIAL TRAINING									
Command/Staff Supervision	36,893	35,981	72,874	13,059	10,037	23,096	12,298	11,264	23,562
Exercises	15,520	21,966	37,486	22,500	27,986	50,486	23,966	27,562	51,528
Management Support	49,662	49,850	99,512	47,771	42,203	89,974	38,865	35,515	74,380
Operational Training	64,449	81,740	146,189	100,214	128,787	229,001	82,706	122,585	205,291
Recruiting/Retention	1,426	4,490	5,916	1,670	7,563	9,233	1,849	10,316	12,165
Military Burial Honors	77	1,923	2,000	469	1,555	2,024	665	1,027	1,692
TOTAL DIRECT OBLIGATIONS	168,027	195,950	363,977	185,683	218,131	403,814	160,349	208,269	368,618

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	765,129	1,229,385	1,994,514	794,344	1,304,383	2,098,727	819,780	1,341,546	2,161,326
Clothing	1	5,443	5,444	2	6,404	6,406	2	6,797	6,799
COLA	4,183	17,077	21,260	4,694	19,210	23,904	5,085	19,936	25,021
Travel	20,227	33,852	54,079	22,620	39,650	62,270	23,300	42,023	65,323
Death Gratuities	0	0	0	200	400	600	188	376	564
Disability and Hospitalization Benefits	836	3,125	3,961	488	3,247	3,735	483	3,716	4,199
Servicemembers Group Life Ins	0	5,529	5,529	0	0	0	0	0	0
Reserve Incentive Programs	122,763	97,876	220,639	90,572	174,416	264,988	93,890	159,669	253,559
Continuation Pay	1,253	1,065	2,318	529	1,122	1,651	1,857	1,352	3,209
TOTAL DIRECT OBLIGATIONS	914,392	1,393,352	2,307,744	913,449	1,548,832	2,462,281	944,585	1,575,415	2,520,000
THRIFT SAVINGS PLAN CONTRIBUTIONS									
Thrift Savings Plan Contributions	6,013	9,149	15,162	7,032	10,322	17,354	7,625	15,822	23,447
TOTAL DIRECT OBLIGATIONS	6,013	9,149	15,162	7,032	10,322	17,354	7,625	15,822	23,447
EDUCATION BENEFITS									
Basic Benefit	210	12,893	13,103	152	13,146	13,298	275	10,512	10,787
Kicker Program	0	7,711	7,711	0	8,965	8,965	0	7,335	7,335
TOTAL DIRECT OBLIGATIONS	210	20,604	20,814	152	22,111	22,263	275	17,847	18,122
BRANCH OFFICER LEADERSHIP COURSE									
Active Duty Training	27,941	0	27,941	30,179	0	30,179	30,966	0	30,966
Uniform Allowance	571	0	571	590	0	590	639	0	639
Travel	3,253	0	3,253	2,431	0	2,431	3,054	0	3,054
TOTAL DIRECT OBLIGATIONS	31,765	0	31,765	33,200	0	33,200	34,659	0	34,659

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM									
Stipend	35,443	0	35,443	39,072	0	39,072	40,454	0	40,454
Uniform Allowance	158	0	158	176	0	176	184	0	184
Active Duty Training	15,257	0	15,257	15,199	0	15,199	15,975	0	15,975
Travel	2,432	0	2,432	1,465	0	1,465	1,596	0	1,596
Critical Skill Accession Bonus	5,630	0	5,630	5,475	0	5,475	5,581	0	5,581
TOTAL DIRECT OBLIGATIONS	58,920	0	58,920	61,387	0	61,387	63,790	0	63,790
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)									
Stipend	411	0	411	484	0	484	475	0	475
Active Duty Training	44	0	44	47	0	47	48	0	48
TOTAL DIRECT OBLIGATIONS	455	0	455	531	0	531	523	0	523
CHAPLAIN CANDIDATE PROGRAM									
Active Duty Training	2,207	0	2,207	3,550	0	3,550	3,799	0	3,799
Uniform Allowance	31	0	31	57	0	57	74	0	74
Travel	198	0	198	275	0	275	363	0	363
TOTAL DIRECT OBLIGATIONS	2,436	0	2,436	3,882	0	3,882	4,236	0	4,236
TOTAL DIRECT PROGRAM	1,820,388	2,913,440	4,733,828	1,894,638	3,175,895	5,070,533	1,957,861	3,271,944	5,229,805

FY 2020 Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

FY 2021 Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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

	FY 2021 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2021 in FY 2022 Pres. Budget
Pay Group A							
PG A, Pay and Allowances, Annual Training	407,190	-16,410	390,780	0	390,780	0	390,780
PG A, IDT Pay & Allow, Unit Training Assemblies	997,876	-10,957	986,919	4,800	991,719	0	991,719
PG A, IDT Pay & Allow, Military Funeral Honors	5,260	0	5,260	0	5,260	0	5,260
PG A, IDT Pay & Allow, Additional Drill Assemblies	56,293	-910	55,383	-4,800	50,583	0	50,583
PG A, Individual Clothing and Uniforms	10,718	-221	10,497	0	10,497	0	10,497
PG A, Subsistence of Enlisted Personnel	45,288	-1,825	43,463	0	43,463	0	43,463
PG A, Travel, Annual Training	97,270	-4,877	92,393	0	92,393	0	92,393
Total Direct Obligation	<u>1,619,895</u>	<u>-35,200</u>	<u>1,584,695</u>	<u>0</u>	<u>1,584,695</u>	<u>0</u>	<u>1,584,695</u>
Pay Group B							
PG B, Pay and Allowances, Annual Training	17,805	-1,550	16,255	500	16,755	0	16,755
PG B, Pay and Allowances, Inactive Duty Training	35,358	-2,961	32,397	0	32,397	0	32,397
PG B, Travel, Annual Training	5,973	-521	5,452	-500	4,952	0	4,952
Total Direct Obligation	<u>59,136</u>	<u>-5,032</u>	<u>54,104</u>	<u>0</u>	<u>54,104</u>	<u>0</u>	<u>54,104</u>
Pay Group F							
PG F, Pay and Allowances, Annual Training	167,987	0	167,987	0	167,987	0	167,987
PG F, Individual Clothing and Uniforms	18,782	0	18,782	0	18,782	0	18,782
PG F, Subsistence of Enlisted Personnel	2,606	0	2,606	0	2,606	0	2,606
PG F, Travel, Annual Training	5,355	0	5,355	0	5,355	0	5,355
Total Direct Obligation	<u>194,730</u>	<u>0</u>	<u>194,730</u>	<u>0</u>	<u>194,730</u>	<u>0</u>	<u>194,730</u>
Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	4,357	0	4,357	0	4,357	0	4,357
Total Direct Obligation	<u>4,357</u>	<u>0</u>	<u>4,357</u>	<u>0</u>	<u>4,357</u>	<u>0</u>	<u>4,357</u>
Mobilization Training							
Mobilization, IRR Soldier Readiness Processing	2,555	0	2,555	0	2,555	0	2,555
Total Direct Obligation	<u>2,555</u>	<u>0</u>	<u>2,555</u>	<u>0</u>	<u>2,555</u>	<u>0</u>	<u>2,555</u>

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

	FY 2021 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2021 in FY 2022 Pres. Budget
School Training							
Schools, Leader Development Training	74,599	-3,055	71,544	0	71,544	0	71,544
Schools, Initial Skill Acquisition Training	75,942	-1,596	74,346	0	74,346	0	74,346
Schools, Officer Candidate School (OCS)	5,409	0	5,409	0	5,409	0	5,409
Schools, Refresher and Proficiency Training	74,645	-3,722	70,923	0	70,923	0	70,923
Schools, Undergraduate Pilot Training	3,190	-32	3,158	0	3,158	0	3,158
Total Direct Obligation	<u>233,785</u>	<u>-8,405</u>	<u>225,380</u>	<u>0</u>	<u>225,380</u>	<u>0</u>	<u>225,380</u>
Special Training							
Special, Command and Staff Supervision	23,096	0	23,096	0	23,096	0	23,096
Special, Exercises	50,486	0	50,486	0	50,486	0	50,486
Special, Management Support	72,596	12,078	84,674	5,300	89,974	0	89,974
Special, Operational Training	215,976	18,325	234,301	-5,300	229,001	0	229,001
Special, Recruiting	1,674	-127	1,547	0	1,547	0	1,547
Special, Retention	8,048	-362	7,686	0	7,686	0	7,686
Special Training, Military Burial Honors	2,024	0	2,024	0	2,024	0	2,024
Total Direct Obligation	<u>373,900</u>	<u>29,914</u>	<u>403,814</u>	<u>0</u>	<u>403,814</u>	<u>0</u>	<u>403,814</u>
Administration and Support							
AGR, Full Time Pay and Allowances	2,102,551	-3,824	2,098,727	0	2,098,727	0	2,098,727
AGR, Clothing	6,406	0	6,406	0	6,406	0	6,406
AGR, COLA	23,904	0	23,904	0	23,904	0	23,904
AGR, Travel, Permanent Change of Station (PCS)	62,446	-176	62,270	0	62,270	0	62,270
Death Gratuities	600	0	600	0	600	0	600
Disability and Hospitalization Benefits	3,735	0	3,735	0	3,735	0	3,735
Health Professions Incentives (HPI)	86,286	0	86,286	0	86,286	0	86,286
Reserve Incentive Program	187,702	-9,000	178,702	0	178,702	0	178,702
Continuation Pay	1,651	0	1,651	0	1,651	0	1,651
Total Direct Obligation	<u>2,475,281</u>	<u>-13,000</u>	<u>2,462,281</u>	<u>0</u>	<u>2,462,281</u>	<u>0</u>	<u>2,462,281</u>
Education Benefits							
Education Benefits, Basic Benefit	13,298	0	13,298	0	13,298	0	13,298
Education Benefits, Kicker Program	8,965	0	8,965	0	8,965	0	8,965
Total Direct Obligation	<u>22,263</u>	<u>0</u>	<u>22,263</u>	<u>0</u>	<u>22,263</u>	<u>0</u>	<u>22,263</u>

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

	FY 2021 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2021 in FY 2022 Pres. Budget
Thrift Savings Plan							
Thrift Savings Plan Contribution	17,354	0	17,354	0	17,354	0	17,354
Total Direct Obligation	17,354	0	17,354	0	17,354	0	17,354
Health Professions Scholarship Program							
HP, Monthly Stipend	41,188	-1,632	39,556	0	39,556	0	39,556
HP, Individual Clothing and Uniform Allowances	176	0	176	0	176	0	176
HP, Pay and Allowances, Active Duty for Training	15,879	-633	15,246	0	15,246	0	15,246
HP, Travel, Active Duty for Training	1,525	-60	1,465	0	1,465	0	1,465
HP, Accession Bonus	5,700	-225	5,475	0	5,475	0	5,475
Total Direct Obligation	64,468	-2,550	61,918	0	61,918	0	61,918
Branch Officers Leadership Course							
BOLC, Pay and Allowances, Active Duty for Training	32,157	-1,978	30,179	0	30,179	0	30,179
BOLC, Individual Clothing and Uniform Allowances	590	0	590	0	590	0	590
BOLC, Travel, Active Duty for Training	2,603	-172	2,431	0	2,431	0	2,431
Total Direct Obligation	35,350	-2,150	33,200	0	33,200	0	33,200
Chaplain Candidate Program							
CCP, Pay and Allowances, Active Duty for Training	3,550	0	3,550	0	3,550	0	3,550
CCP, Individual Clothing and Uniform Allowances	57	0	57	0	57	0	57
CCP, Travel, Active Duty for Training	275	0	275	0	275	0	275
Total Direct Obligation	3,882	0	3,882	0	3,882	0	3,882
Total Direct Program	5,106,956	-36,423	5,070,533	0	5,070,533	0	5,070,533

FY 2020 Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

FY 2021 Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Pay Group A						
Officer	387,160	94,467	371,654	99,975	426,260	109,549
Enlisted	615,065	150,076	624,591	168,015	706,915	181,677
Subtotal	<u>1,002,225</u>	<u>244,543</u>	<u>996,245</u>	<u>267,990</u>	<u>1,133,175</u>	<u>291,226</u>
Pay Group B						
Officer	24,800	6,051	39,101	10,518	33,335	8,567
Enlisted	3,459	844	4,498	1,210	4,615	1,186
Subtotal	<u>28,259</u>	<u>6,895</u>	<u>43,599</u>	<u>11,728</u>	<u>37,950</u>	<u>9,753</u>
Pay Group F						
Enlisted	142,385	34,742	114,554	30,815	145,584	37,415
Pay Group P						
Enlisted	4,209	1,027	2,822	759	3,973	1,021
Mobilization Training						
Officer	61	15	171	46	451	116
Enlisted	1,004	245	1,279	344	2,996	770
Subtotal	<u>1,065</u>	<u>260</u>	<u>1,450</u>	<u>390</u>	<u>3,447</u>	<u>886</u>
School Training						
Officer	40,775	9,949	41,494	11,162	46,175	11,867
Enlisted	55,856	13,629	67,736	18,221	75,907	19,508
Subtotal	<u>96,631</u>	<u>23,578</u>	<u>109,230</u>	<u>29,383</u>	<u>122,082</u>	<u>31,375</u>
Special Training						
Officer	92,750	22,631	110,498	29,724	94,123	24,190
Enlisted	94,155	22,974	121,505	32,685	115,159	29,596
Subtotal	<u>186,905</u>	<u>45,605</u>	<u>232,003</u>	<u>62,409</u>	<u>209,282</u>	<u>53,786</u>
Administration and Support						
Officer	441,181	136,973	405,476	141,511	457,541	160,597
Enlisted	626,626	194,254	594,688	207,546	654,276	229,651
Subtotal	<u>1,067,807</u>	<u>331,227</u>	<u>1,000,164</u>	<u>349,057</u>	<u>1,111,817</u>	<u>390,248</u>

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Other						
Health Professions Scholarship Program	18,336	4,474	7,587	2,041	9,926	2,551
Medical Financial Assistance Program	29	7	30	8	31	8
Branch Officers Leadership Course	17,955	4,381	18,182	4,891	19,354	4,974
Chaplain Candidate Program	1,377	336	2,082	560	2,526	649
Subtotal	<u>37,697</u>	<u>9,198</u>	<u>27,881</u>	<u>7,500</u>	<u>31,837</u>	<u>8,182</u>
Total Direct Program						
Officer	1,024,424	279,284	996,275	300,436	1,089,722	323,068
Enlisted	1,542,759	417,791	1,531,673	459,595	1,709,425	500,824
Total	<u>2,567,183</u>	<u>697,075</u>	<u>2,527,948</u>	<u>760,031</u>	<u>2,799,147</u>	<u>823,892</u>
Reimbursable						
Officer	344	84	3,323	894	3,479	894
Enlisted	19,430	4,741	30,097	8,096	31,502	8,096
Total	<u>19,774</u>	<u>4,825</u>	<u>33,420</u>	<u>8,990</u>	<u>34,981</u>	<u>8,990</u>
Total Program						
Officer	1,024,768	279,368	999,598	301,330	1,093,201	323,962
Enlisted	1,562,189	422,532	1,561,770	467,691	1,740,927	508,920
Total	<u>2,586,957</u>	<u>701,900</u>	<u>2,561,368</u>	<u>769,021</u>	<u>2,834,128</u>	<u>832,882</u>

The retired pay accrual percentages are as follows:

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
FULL TIME MEMBERS	31.00	34.90	35.10
PART TIME MEMBERS	24.40	26.90	25.70

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

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
Pay Group A			
Officer	17,775	17,605	21,962
Enlisted	49,309	56,613	51,821
Subtotal	<u>67,084</u>	<u>74,218</u>	<u>73,783</u>
Pay Group B			
Officer	2,336	1,836	2,472
Enlisted	281	256	357
Subtotal	<u>2,617</u>	<u>2,092</u>	<u>2,829</u>
Pay Group F			
Enlisted	15,155	9,501	6,236
Mobilization Training			
Officer	0	0	0
Enlisted	0	0	0
Subtotal	<u>0</u>	<u>0</u>	<u>0</u>
School Training			
Officer	11,408	11,657	12,013
Enlisted	16,524	20,765	21,647
Subtotal	<u>27,932</u>	<u>32,422</u>	<u>33,660</u>
Special Training			
Officer	24,462	16,674	14,284
Enlisted	33,435	25,689	24,125
Subtotal	<u>57,897</u>	<u>42,363</u>	<u>38,409</u>
Administration and Support			
Officer	122,357	128,797	130,500
Enlisted	243,975	287,029	290,466
Subtotal	<u>366,332</u>	<u>415,826</u>	<u>420,966</u>

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

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
Other			
Health Professions Scholarship Program	2,645	2,685	2,927
Medical Financial Assistance Program	5	6	6
Branch Officers Leadership Course	5,249	5,884	5,469
Chaplain Candidate Program	473	644	703
Subtotal	<u>8,372</u>	<u>9,219</u>	<u>9,105</u>
Total Direct Program			
Officer	186,710	185,788	190,336
Enlisted	358,679	399,853	394,652
Total	<u>545,389</u>	<u>585,641</u>	<u>584,988</u>

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

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
Pay Group A			
Officer	26,233	40,922	45,308
Enlisted	55,212	77,870	70,344
Subtotal	<u>81,445</u>	<u>118,792</u>	<u>115,652</u>
Pay Group B			
Officer	2,308	4,097	4,122
Enlisted	560	855	971
Subtotal	<u>2,868</u>	<u>4,952</u>	<u>5,093</u>
Pay Group F			
Enlisted	5,390	5,355	5,698
Mobilization Training			
Officer	0	0	0
Enlisted	0	0	0
Subtotal	<u>0</u>	<u>0</u>	<u>0</u>
School Training			
Officer	10,365	13,518	14,103
Enlisted	23,996	30,421	30,930
Subtotal	<u>34,361</u>	<u>43,939</u>	<u>45,033</u>
Special Training			
Officer	13,581	26,830	22,982
Enlisted	21,142	27,885	28,936
Subtotal	<u>34,723</u>	<u>54,715</u>	<u>51,918</u>
Administration and Support			
Officer	20,227	22,620	23,300
Enlisted	33,852	39,650	42,023
Subtotal	<u>54,079</u>	<u>62,270</u>	<u>65,323</u>

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

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
Other			
Health Professions Scholarship Program	2,432	1,465	1,596
Branch Officers Leadership Course	3,253	2,431	3,054
Chaplain Candidate Program	<u>198</u>	<u>275</u>	<u>363</u>
Subtotal	5,883	4,171	5,013
Total Direct Program			
Officer	78,597	112,158	114,828
Enlisted	<u>140,152</u>	<u>182,036</u>	<u>178,902</u>
Total	218,749	294,194	293,730
Reimbursable			
Officer	0	399	399
Enlisted	<u>0</u>	<u>0</u>	<u>0</u>
Total	0	399	399
Total Program			
Officer	78,597	112,557	115,227
Enlisted	<u>140,152</u>	<u>182,036</u>	<u>178,902</u>
Total	218,749	294,593	294,129

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A						
Officer	3,169	0	3,268	0	4,201	0
Enlisted	0	38,881	0	43,463	0	46,734
Subtotal	<u>3,169</u>	<u>38,881</u>	<u>3,268</u>	<u>43,463</u>	<u>4,201</u>	<u>46,734</u>
Pay Group B						
Officer	260	0	258	0	371	0
Enlisted	67	0	88	0	129	0
Subtotal	<u>327</u>	<u>0</u>	<u>346</u>	<u>0</u>	<u>500</u>	<u>0</u>
Pay Group F						
Enlisted	0	10,029	0	2,606	0	2,999
Mobilization Training						
Officer	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0
Subtotal	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
School Training						
Officer	1,478	0	1,922	0	2,155	0
Enlisted	2,163	0	3,251	0	3,849	0
Subtotal	<u>3,641</u>	<u>0</u>	<u>5,173</u>	<u>0</u>	<u>6,004</u>	<u>0</u>
Special Training						
Officer	12,219	0	4,222	0	3,793	0
Enlisted	20,913	0	12,073	0	10,535	0
Subtotal	<u>33,132</u>	<u>0</u>	<u>16,295</u>	<u>0</u>	<u>14,328</u>	<u>0</u>
Administration and Support						
Officer	12,255	0	14,418	0	15,056	0
Enlisted	48,583	0	56,937	0	58,353	0
Subtotal	<u>60,838</u>	<u>0</u>	<u>71,355</u>	<u>0</u>	<u>73,409</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 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Other						
Health Professions Scholarship Program	528	0	523	0	571	0
Medical Financial Assistance Program	1	0	1	0	1	0
Branch Officers Leadership Course	1,753	0	1,075	0	1,167	0
Chaplain Candidate Program	158	0	107	0	123	0
Subtotal	<u>2,440</u>	<u>0</u>	<u>1,706</u>	<u>0</u>	<u>1,862</u>	<u>0</u>
Total Direct Program						
Officer	31,821	0	25,794	0	27,438	0
Enlisted	71,726	48,910	72,349	46,069	72,866	49,733
Total	<u>103,547</u>	<u>48,910</u>	<u>98,143</u>	<u>46,069</u>	<u>100,304</u>	<u>49,733</u>
Reimbursable						
Officer	0	0	1,960	0	1,960	0
Enlisted	0	0	0	0	0	0
Subtotal	<u>0</u>	<u>0</u>	<u>1,960</u>	<u>0</u>	<u>1,960</u>	<u>0</u>
Total Program						
Officer	31,821	0	27,754	0	29,398	0
Enlisted	71,726	48,910	72,349	46,069	72,866	49,733
Total	<u>103,547</u>	<u>48,910</u>	<u>100,103</u>	<u>46,069</u>	<u>102,264</u>	<u>49,733</u>

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

FY2021 Direct Program		5,070,533
Increases Pricing:		
	Basic Pay	64,823
	Thrift Savings Plan	347
	Retired Pay Accrual	9,453
	FICA	5,369
	Basic Allowance for Housing	18,156
	Basic Allowance for Subsistence	2,237
	Other Pay	1,784
	Travel Pay	5,901
	Subsistence Pay	1,062
	Clothing	731
	COLA	478
	Bonus and Incentives	54,678
	Stipend	791
Total Increases Pricing		165,810
Increases Program:		
	Basic Allowance for Housing	198
	Basic Pay	138,886
	Other Pay	13,523
	Retired Pay Accrual	99,954
	Thrift Savings Plan	5,746
	FICA	17,925
	Basic Allowance for Subsistence	1,321
	BAS	963
	Travel Pay	2,802
	Subsistence Pay	2,643
	Retire Pay Accrual	58,996
	Clothing	2,627
	COLA	639
	BAH	879
	Stipend	582
Total Increases Program		347,684
Total Increases		513,494
Decreases Pricing:		
	Retired Pay Accrual	(19,212)
	Education Benefits	(2,340)
	Other Pay	(44,148)
Total Decreases Pricing		(65,700)
Decreases Program:		
	Basic Pay	(33,535)

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

Education Benefits		(1,801)	
Other Pay		(203,830)	
Retired Pay Accrual		(8,009)	
BAH		(11,311)	
Basic Allowance for Housing		(8,600)	
FICA		(2,778)	
Travel Pay		(10,042)	
Bonus and Incentives		(6,990)	
Basic Allowance for Subsistence		(1,626)	
Total Decreases Program			(288,522)
Total Decreases			(354,222)
FY2022 Direct Program			5,229,805

SECTION 4
DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
1,481,024	1,584,695	1,676,861

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 trained, equipped and ready Soldiers, Leaders and units to meet America's requirements at home and abroad.

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 2022, pricing increases total \$42.4 million due to inflation and economic factors. Program increases by \$49.7 million.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$9.3 million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$25.8 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)**

FY2021 Direct Program			1,584,695
Increases Pricing:			
	Basic Pay	25,516	
	Retired Pay Accrual	7,432	
	FICA	2,114	
	Basic Allowance for Housing	2,301	
	Basic Allowance for Subsistence	75	
	Travel Pay	2,376	
	Subsistence Pay	1,000	
	Clothing	210	
	Other Pay	1,404	
Total Increases Pricing			42,428
Increases Program:			
	Basic Pay	100,939	
	FICA	8,361	
	Subsistence Pay	2,271	
	Clothing	1,805	
	Retired Pay Accrual	15,804	
	Basic Allowance for Subsistence	858	
Total Increases Program			130,038
Total Increases			172,466
Decreases Program:			
	Basic Allowance for Housing	(2,736)	
	Travel Pay	(5,516)	
	Other Pay	(72,048)	
Total Decreases Program			(80,300)
Total Decreases			(80,300)
FY2022 Direct Program			1,676,861

**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 2022, AT funding increases by \$28.2 million due to inflation, to include 2.7% pay raise.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Average Strength	32,046			31,942			32,109		
Participation Rate	68			73			80		
Paid Participants	21,791	5,517	120,216	23,174	5,686	131,768	25,845	5,838	150,881
Enlisted									
Average Strength	126,353			125,379			126,145		
Participation Rate	62			69			70		
Paid Participants	78,339	2,887	226,183	87,063	2,975	259,012	87,766	3,055	268,125
Total	100,130		346,399	110,237		390,780	113,611		419,006

**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), Virtual 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 2022, funding increases by \$56.4 million due to inflation and increased participation rates.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Average Strength	32,046			31,942			32,109		
Participation Rate	73			73			76		
Paid Participants	23,394	15,115	353,591	23,264	15,587	362,619	24,301	15,999	388,788
Enlisted									
Average Strength	126,353			125,379			126,145		
Participation Rate	66			68			69		
Paid Participants	83,393	7,175	598,386	85,014	7,400	629,100	86,807	7,595	659,302
Total	106,787		951,977	108,278		991,719	111,108		1,048,090

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 2022, funding decreases by \$56 thousand due to a projection of a 3% decrease in Army Veterans' deaths.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	5,710	341	1,947	6,847	352	2,410	6,939	361	2,505
Enlisted	10,591	193	2,044	14,322	199	2,850	13,230	204	2,699
Total	16,301		3,991	21,169		5,260	20,169		5,204

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

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 2022, funding increases by \$2.0 million to support new individual clothing and uniforms fielding.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Initial									
Enlisted	5,813	1,766	10,271	5,941	1,767	10,497	7,081	1,767	12,512
Total	5,813		10,271	5,941		10,497	7,081		12,512

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 2022, subsistence funding increases by \$3.3 million.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Annual Training												
Field Rations	87,306	1,309,583	12	15,715	96,450	1,446,750	12	17,361	105,983	1,589,750	12	19,077
Operational Rations	13,813	207,188	48	9,945	15,710	235,646	48	11,311	17,454	261,813	48	12,567
Subtotal	101,119			25,660	112,160			28,672	123,437			31,644
Inactive Duty Training												
Field Rations	45,906	1,101,750	12	13,221	51,358	1,232,583	12	14,791	52,396	1,257,500	12	15,090
Total	147,025			38,881	163,518			43,463	175,833			46,734

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 2022, travel funding increases by \$4.8 million to support projected Annual Training participation.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	15,324	1,505	23,063	23,617	1,526	36,040	24,161	1,561	37,715
Enlisted	78,834	541	42,649	103,211	546	56,353	106,431	559	59,495
Total	94,158		65,712	126,828		92,393	130,592		97,210

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
38,659	54,104	56,123

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 trained and 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 Reserve Soldiers are able to serve effectively and 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 2022, pricing increases total \$1.5 million due to inflation and economic factors. Program increases a total \$485 thousand due to an increase in the projected number of paid participants.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$406 thousand.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$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)**

FY2021 Direct Program			54,104
Increases Pricing:			
	Basic Pay	1,117	
	Retired Pay Accrual	325	
	FICA	92	
	Basic Allowance for Housing	65	
	Basic Allowance for Subsistence	6	
	Travel Pay	109	
	Subsistence Pay	2	
Total Increases Pricing			1,716
Increases Program:			
	BAH	672	
	Other Pay	9,293	
	Subsistence Pay	39	
	BAS	107	
Total Increases Program			10,111
Total Increases			11,827
Decreases Pricing:			
	Other Pay	(181)	
Total Decreases Pricing			(181)
Decreases Program:			
	Basic Pay	(6,334)	
	Retired Pay Accrual	(2,300)	
	FICA	(525)	
	Travel Pay	(468)	
Total Decreases Program			(9,627)
Total Decreases			(9,808)
FY2022 Direct Program			56,123

**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. In FY 2022, AT pay and allowances funding increase by \$943 thousand due to increase in the projected number of paid participants.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Average Strength	2,279			2,558			2,717		
Participation Rate	72			93			89		
Paid Participants	1,631	5,917	9,650	2,377	6,254	14,866	2,421	6,259	15,154
Enlisted									
Average Strength	585			673			746		
Participation Rate	77			89			97		
Paid Participants	451	2,854	1,287	600	3,148	1,889	727	3,499	2,544
Total	2,082		10,937	2,977		16,755	3,148		17,698

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. In FY 2022, IDT pay and allowances funding increase by \$935 thousand due to increase in the projected number of paid participants.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Average Strength	2,279			2,558			2,717		
Participation Rate	57			64			63		
Paid Participants	1,293	17,162	22,191	1,637	17,690	28,958	1,699	17,417	29,591
Enlisted									
Average Strength	585			673			746		
Participation Rate	46			50			48		
Paid Participants	267	9,974	2,663	335	10,266	3,439	355	10,538	3,741
Total	1,560		24,854	1,972		32,397	2,054		33,332

**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 2022, travel funding increase of \$141 thousand due to projected increase on travel for training.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	1,056	2,186	2,308	1,796	2,281	4,097	1,532	2,691	4,122
Enlisted	535	1,047	560	802	1,066	855	705	1,377	971
Total	1,591		2,868	2,598		4,952	2,237		5,093

Reimbursable Program:

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
	454	3,050	3,050

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
218,000	194,730	217,116

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 2022, pricing increases total \$5.1 million due to inflation and economic factors. Program also increases by \$17.3 million.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$1.0 million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$3.0 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)**

FY2021 Direct Program			194,730
Increases Pricing:			
	Basic Pay	2,934	
	Retired Pay Accrual	855	
	FICA	243	
	Basic Allowance for Housing	295	
	Subsistence Pay	60	
	Travel Pay	107	
	Clothing	376	
	Other Pay	262	
Total Increases Pricing			5,132
Increases Program:			
	Basic Pay	25,722	
	Retired Pay Accrual	5,745	
	FICA	2,131	
	Subsistence Pay	333	
	Travel Pay	236	
	Clothing	500	
Total Increases Program			34,667
Total Increases			39,799
Decreases Program:			
	Other Pay	(13,853)	
	BAH	(3,560)	
Total Decreases Program			(17,413)
Total Decreases			(17,413)
FY2022 Direct Program			217,116

**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 2022, ADT pay and allowances funding increases by \$20.8 million.

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</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>
9,057 20,266 183,547	7,756 21,659 167,987	8,896 21,219 188,761

Individual Clothing and Uniform Allowance, Initial Active Duty for Training, Enlisted: These funds provide initial clothing and uniforms for enlisted personnel attending Initial Active Duty for Training. The initial clothing issuance includes all clothing required during basic combat training as well as any necessary additional clothing, to include dress uniforms. Army Civilian Acquired Skills Program (ACASP) enlistees receive all of their issue at one time. Rates vary depending on the items authorized for issue during that fiscal year as well as their current cost. The rate displays a composite rate that includes Enlisted male and female clothing bag and Cash Allowance rates. In FY 2022, funding increase by \$876 thousand supports fielding of the new Army dress uniform.

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
	<u>Number</u> <u>Rate</u> <u>Amount</u>	<u>Number</u> <u>Rate</u> <u>Amount</u>	<u>Number</u> <u>Rate</u> <u>Amount</u>
Cash Allowance	9,057 2,102 19,034	8,362 2,246 18,782	8,698 2,260 19,658

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 2022, subsistence funding increases by \$393 thousand.

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</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>
771,462 13 10,029	200,462 13 2,606	230,692 13 2,999

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 2022, travel funding increases by \$343 thousand.

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</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>
9,057 595 5,390	8,527 628 5,355	8,977 635 5,698

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
4,700	4,357	5,006

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 2022, pricing increases total \$115 thousand due to inflation and economic factors. Program also increases by \$534 thousand.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$26 thousand.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$73 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)**

FY2021 Direct Program			4,357
Increases Pricing:			
	Basic Pay	72	
	Retired Pay Accrual	21	
	FICA	6	
	Other Pay	16	
Total Increases Pricing			115
Increases Program:			
	Basic Pay	991	
	Retired Pay Accrual	241	
	FICA	82	
Total Increases Program			1,314
Total Increases			1,429
Decreases Program:			
	Other Pay	(780)	
Total Decreases Program			(780)
Total Decreases			(780)
FY2022 Direct Program			5,006

**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 2022, IDT pay and allowances funding increases by \$649 thousand due to increase in participation rate.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Enlisted									
Average Strength	7,883			6,830			6,174		
Participation Rate	19			20			25		
Paid Participants	1,532	3,068	4,700	1,379	3,160	4,357	1,545	3,240	5,006

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
2,130	2,555	4,333

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 2022, price increases total \$55 thousand due to inflation and economic factors. Program increase of \$1.7 million.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$13 thousand.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$38 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)**

FY2021 Direct Program			2,555
Increases Pricing:			
	Basic Pay	37	
	FICA	3	
	Other Pay	14	
Total Increases Pricing			54
Increases Program:			
	Basic Pay	1,808	
	Retired Pay Accrual	496	
	FICA	150	
Total Increases Program			2,454
Total Increases			2,508
Decreases Program:			
	Other Pay	(730)	
Total Decreases Program			(730)
Total Decreases			(730)
FY2022 Direct Program			4,333

**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 2022, funding increase of \$1.8 million to support face-to-face and virtual musters.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	385	385	241	93	1,223	1,223	241	295	2,350	2,350	241	567
Enlisted	8,444	8,444	241	2,037	9,368	9,368	241	2,260	15,610	15,610	241	3,766
Total	8,829			2,130	10,591			2,555	17,960			4,333

GRAND TOTAL Mobilization Training

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	385	93	1,223	295	2,350	567
Enlisted	8,444	2,037	9,368	2,260	15,610	3,766
Total	8,829	2,130	10,591	2,555	17,960	4,333

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
188,042	225,380	236,971

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 2022, pricing increases total \$6.0 million due to inflation and economic factors. Program decreases by \$5.6 million.

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

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$2.8 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)**

FY2021 Direct Program			225,380
Increases Pricing:			
	Basic Pay	2,814	
	Retired Pay Accrual	820	
	FICA	233	
	Basic Allowance for Housing	1,006	
	Basic Allowance for Subsistence	117	
	Travel Pay	886	
	Other Pay	82	
Total Increases Pricing			5,958
Increases Program:			
	Basic Pay	8,453	
	FICA	700	
	BAS	789	
	Retire Pay Accrual	997	
	BAH	207	
Total Increases Program			11,146
Total Increases			17,104
Decreases Program:			
	Travel Pay	(167)	
	Other Pay	(5,346)	
Total Decreases Program			(5,513)
Total Decreases			(5,513)
FY2022 Direct Program			236,971

**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 2022, funding increases by \$3.6 million supports inflation, to include a 2.7% pay raise.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	2,094	92,148	446	41,098	2,036	89,572	460	41,203	2,003	88,142	472	41,603
Enlisted	5,216	119,978	228	27,355	5,614	129,111	235	30,341	6,057	139,320	241	33,576
Total	7,310			68,453	7,650			71,544	8,060			75,179

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 TPUs other than non-prior service personnel on Initial Active Duty Training (IADT) in Pay Group F. In FY 2022, funding increases by \$3.4 million to support inflation.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	702	51,216	388	19,872	622	45,408	400	18,163	630	45,964	411	18,891
Enlisted	10,288	246,916	191	47,161	11,883	285,193	197	56,183	12,151	291,629	202	58,909
Total	10,990			67,033	12,505			74,346	12,781			77,800

**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. In FY 2022, funding increases by \$409 thousand to support economic assumptions.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	<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	104	8,726	263	2,295	238	19,959	271	5,409	249	20,928	278	5,818

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 2022, funding increases by \$3.1 million to support proficiency training.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	<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	1,747	34,932	399	13,938	2,381	47,611	411	19,568	2,498	49,969	422	21,087
Enlisted	2,340	112,302	301	33,803	3,451	165,661	310	51,355	3,470	166,575	318	52,971
Total	4,087			47,741	5,832			70,923	5,968			74,058

**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 2022, funding increases by \$958 thousand to better align with projected requirements and historical execution.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	85	7,306	310	2,265	105	9,050	320	2,896	133	11,399	328	3,739
Enlisted	84	1,256	203	255	84	1,254	209	262	117	1,753	215	377
Total	169			2,520	189			3,158	250			4,116

GRAND TOTAL School Training

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Strength	Mandays	Amount	Strength	Mandays	Amount	Strength	Mandays	Amount
Officer	4,628	185,602	77,173	5,144	191,641	81,830	5,264	195,474	85,320
Enlisted	18,032	489,178	110,869	21,270	601,178	143,550	22,044	620,205	151,651
Total	22,660		188,042	26,414		225,380	27,308		236,971

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
363,977	403,814	368,618

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 2022, price increases total \$5.7 million due to inflation and economic factors. Program decreases by \$7.5 million.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$2.0 million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$5.5 million.

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

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

FY2021 Direct Program			403,814
Increases Pricing:			
	Basic Pay	5,942	
	FICA	492	
	Basic Allowance for Housing	1,313	
	Basic Allowance for Subsistence	359	
	Travel Pay	1,094	
Total Increases Pricing			9,200
Increases Program:			
	Other Pay	4,230	
Total Increases Program			4,230
Total Increases			13,430
Decreases Pricing:			
	Retired Pay Accrual	(2,914)	
	Other Pay	(65)	
Total Decreases Pricing			(2,979)
Decreases Program:			
	Basic Pay	(26,924)	
	Retired Pay Accrual	(5,709)	
	FICA	(2,230)	
	Basic Allowance for Housing	(5,267)	
	Basic Allowance for Subsistence	(1,626)	
	Travel Pay	(3,891)	
Total Decreases Program			(45,647)
Total Decreases			(48,626)
FY2022 Direct Program			368,618

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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. In FY 2022, funding increase by \$466 thousand.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	7,095	70,948	520	36,893	2,436	24,364	536	13,059	2,236	22,360	550	12,298
Enlisted	11,064	132,771	271	35,981	2,998	35,975	279	10,037	3,282	39,385	286	11,264
Total	18,159			72,874	5,434			23,096	5,518			23,562

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 2022, funding increases by \$1.0 million due to pay raise and other inflation factors.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	4,021	40,207	386	15,520	5,653	56,533	398	22,500	5,860	58,597	409	23,966
Enlisted	8,320	99,845	220	21,966	10,274	123,286	227	27,986	9,858	118,292	233	27,562
Total	12,341			37,486	15,927			50,486	15,718			51,528

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

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. In FY 2022, funding increases by \$1.7 million due to higher management support requirements.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	9,074	117,962	421	49,662	8,467	110,071	434	47,771	6,703	87,141	446	38,865
Enlisted	13,944	181,273	275	49,850	11,471	149,127	283	42,203	9,388	122,045	291	35,515
Total	23,018			99,512	19,938			89,974	16,091			74,380

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. In FY 2022, funding decreases by \$6.7 million due to program adjustment.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	21,966	197,696	326	64,449	33,140	298,256	336	100,214	26,636	239,728	345	82,706
Enlisted	119,985	320,361	255	81,740	185,519	495,335	260	128,787	175,370	468,239	261	122,585
Total	141,951			146,189	218,659			229,001	202,006			205,291

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

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 2022, funding increases by \$4.3 million due to changes in the accessions mission.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	6	57	263	15	30	303	271	82	48	475	278	132
Enlisted	48	482	226	109	629	6,288	233	1,465	2,397	23,967	239	5,728
Total	54			124	659			1,547	2,445			5,860

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 2022, funding decreases by \$1.4 million due to historical execution.

	ACTUAL FY 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	549	3,845	367	1,411	600	4,201	378	1,588	632	4,425	388	1,717
Enlisted	1,816	16,347	268	4,381	2,455	22,094	276	6,098	1,801	16,212	283	4,588
Total	2,365			5,792	3,055			7,686	2,433			6,305

**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 2022, funding decreases by \$332 thousand.

	<u>ACTUAL FY 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	87	260	296	77	513	1,538	305	469	708	2,125	313	665
Enlisted	3,097	9,290	207	1,923	2,433	7,300	213	1,555	1,563	4,689	219	1,027
Total	3,184			2,000	2,946			2,024	2,271			1,692

Reimbursable Program:

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
34,305	39,950	39,950

GRAND TOTAL Special Training

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	42,798	430,975	168,027	50,839	495,266	185,683	42,823	414,851	160,349
Enlisted	158,274	760,369	195,950	215,779	839,405	218,131	203,659	792,829	208,269
Total	201,072		363,977	266,618		403,814	246,482		368,618

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
2,307,744	2,462,281	2,520,000

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 payments to 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 2022, price increases total \$38.5 million due to inflation and economic factors. Program increases by \$19.2 million.

Pay and Allowances increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: \$9.9 million.

Pay and Allowances increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: \$27.5 million.

*Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA). In FY 2022, price increases total \$38.5 million due to inflation and economic factors. Program increases by \$17.1 million.

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

FY2021 Direct Program			2,462,281
Increases Pricing:			
	Basic Pay	25,616	
	FICA	2,122	
	Basic Allowance for Housing	12,891	
	Basic Allowance for Subsistence	1,641	
	Travel Pay	1,245	
	COLA	478	
	Clothing	128	
	Bonus and Incentives	54,568	
Total Increases Pricing			98,689
Increases Program:			
	Retired Pay Accrual	77,497	
	Basic Allowance for Subsistence	413	
	Travel Pay	1,807	
	COLA	639	
	Clothing	265	
	Retire Pay Accrual	57,489	
	FICA	6,420	
Total Increases Program			144,530
Total Increases			243,219
Decreases Pricing:			
	Retired Pay Accrual	(16,298)	
	Other Pay	(43,902)	
Total Decreases Pricing			(60,200)
Decreases Program:			
	BAH	(7,751)	
	Bonus and Incentives	(6,986)	
	Other Pay	(110,563)	
Total Decreases Program			(125,300)
Total Decreases			(185,500)
FY2022 Direct Program			2,520,000

**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. In FY 2022, funding increase by \$62.6 million supports price inflation, to include a 2.7% pay raise, and maintains an average strength of 16,511 AGR Soldiers.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	4,430	172,715	765,129	4,382	181,274	794,344	4,378	187,250	819,780
Enlisted	11,809	104,106	1,229,385	12,133	107,507	1,304,383	12,133	110,570	1,341,546
Total	16,239		1,994,514	16,515		2,098,727	16,511		2,161,326

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. In FY 2022, clothing funding increases by \$393 thousand.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	5	200	1	10	200	2	10	200	2
Enlisted	16,696	326	5,443	19,260	333	6,404	20,038	339	6,797
Total	16,701		5,444	19,270		6,406	20,048		6,799

**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). In FY 2022, funding increases by \$1.1 million is due to a higher cost of living inflation rates.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
CONUS									
Officer	185	2,514	465	220	2,564	564	224	2,616	586
Enlisted	789	1,793	1,415	911	1,829	1,666	1,047	1,866	1,954
Subtotal	<u>974</u>		<u>1,880</u>	<u>1,131</u>		<u>2,230</u>	<u>1,271</u>		<u>2,540</u>
OCONUS									
Officer	294	12,646	3,718	320	12,906	4,130	342	13,155	4,499
Enlisted	1,350	11,601	15,662	1,483	11,830	17,544	1,490	12,068	17,982
Subtotal	<u>1,644</u>		<u>19,380</u>	<u>1,803</u>		<u>21,674</u>	<u>1,832</u>		<u>22,481</u>
Total									
Officer	479		4,183	540		4,694	566		5,085
Enlisted	2,139		17,077	2,394		19,210	2,537		19,936
Total	<u>2,618</u>		<u>21,260</u>	<u>2,934</u>		<u>23,904</u>	<u>3,103</u>		<u>25,021</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. In FY 2022, travel funding will increase by \$3.1 million to support PCS moves.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	1,018	19,869	20,227	1,116	20,269	22,620	1,128	20,656	23,300
Enlisted	2,218	15,262	33,852	2,547	15,567	39,650	2,647	15,876	42,023
Total	<u>3,236</u>		<u>54,079</u>	<u>3,663</u>		<u>62,270</u>	<u>3,775</u>		<u>65,323</u>

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Total AGR	16,239	2,075,297	16,515	2,191,307	16,511	2,258,469

**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 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	100,000	0	2	100,000	200	2	100,000	188
Enlisted	0	100,000	0	4	100,000	400	4	100,000	376
Total	0		0	6		600	6		564

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). In FY 2022, funding increases by \$464 thousand supports an increase in training and exercise participation increasing the risk of injury.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	43	19,219	836	25	19,219	488	25	19,219	483
Enlisted	232	13,498	3,125	241	13,498	3,247	275	13,498	3,716
Total	275		3,961	266		3,735	300		4,199

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 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
	0	0	5,529	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 2022, funding decreases by \$11.4 million for the Total Incentive Program.

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 2022, funding increase by \$2.8 million supports the critical wartime health professional's specialties.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Special Training Assistance Program	349	25,604	8,923	281	25,604	7,205	291	25,604	7,440
Loan Repayment Program	471	20,689	9,751	300	20,689	6,202	310	20,689	6,404
Medical Recruiting Bonus	1,280	17,731	22,695	817	17,731	14,490	844	17,731	14,963
Medical Retention Bonus	3,216	22,450	72,192	2,576	22,450	57,823	2,660	22,450	59,711
Affiliation Bonus	20	25,604	509	22	25,604	566	23	25,604	585
Total	5,336		114,070	3,996		86,286	4,128		89,103

**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 4.0. 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 2022, funding increases by \$1.6 million based on the program budget review rates.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	1,253	0	0	529	0	0	1,857
Enlisted	0	0	1,065	0	0	1,122	0	0	1,352
Total	0		2,318	0		1,651	0		3,209

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
15,162	17,354	23,447

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. In FY2022, price increases total \$347 thousand due to inflation and economic factors. Program increase of \$5.7 million.

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

FY2021 Direct Program			17,354
Increases Pricing:			
	Thrift Savings Plan	347	
Total Increases Pricing			347
Increases Program:			
	Thrift Savings Plan	5,746	
Total Increases Program			5,746
Total Increases			6,093
FY2022 Direct Program			23,447

**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 2022. Amounts in FY 2020 and FY 2021 reflect the actual and anticipated costs respectively under the Blended Retirement System. In FY 2022, funding increases by \$6.1 million in support of the United States Uniformed Services Blended Retirement System.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	6,013	0	0	7,032	0	0	7,625
Enlisted	0	0	9,149	0	0	10,322	0	0	15,822
Total	0		15,162	0		17,354	0		23,447

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
20,814	22,263	18,122

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.

In FY 2022, price decreases total \$2.3 million due to inflation and economic factors. Program decrease of \$1.8 million.

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

FY2021 Direct Program			22,263
Decreases Pricing:			
	Education Benefits	(2,340)	
Total Decreases Pricing			(2,340)
Decreases Program:			
	Education Benefits	(1,801)	
Total Decreases Program			(1,801)
Total Decreases			(4,141)
FY2022 Direct Program			18,122

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

In FY 2022, funding decrease by \$4.1 million in Army Education Benefits is due to the reduction in the Board of Actuaries per capita rates.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	297	707	210	264	576	152	558	493	275
Enlisted	18,236	707	12,893	22,823	576	13,146	21,323	493	10,512
Subtotal Basic Benefit	<u>18,533</u>		<u>13,103</u>	<u>23,087</u>		<u>13,298</u>	<u>21,881</u>		<u>10,787</u>
\$100 Kicker	2,058	588	1,210	3,480	540	1,879	2,202	514	1,132
\$200 Kicker	2,941	1,331	3,914	3,666	1,202	4,406	3,018	1,141	3,443
\$350 Kicker	1,045	2,476	2,587	1,183	2,265	2,680	1,271	2,172	2,760
Subtotal Kicker	<u>6,044</u>		<u>7,711</u>	<u>8,329</u>		<u>8,965</u>	<u>6,491</u>		<u>7,335</u>
Grand Total	<u>24,577</u>		<u>20,814</u>	<u>31,416</u>		<u>22,263</u>	<u>28,372</u>		<u>18,122</u>

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
59,375	61,918	64,313

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 2022, price increases total \$1.3 million due to inflation and economic factors. Program increase of \$1.1 million.

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

FY2021 Direct Program			61,918
Increases Pricing:			
	Basic Pay	256	
	FICA	21	
	Basic Allowance for Housing	83	
	Basic Allowance for Subsistence	12	
	Travel Pay	29	
	Clothing	4	
	Bonus and Incentives	110	
	Stipend	791	
Total Increases Pricing			1,306
Increases Program:			
	Basic Allowance for Housing	159	
	Basic Allowance for Subsistence	36	
	Travel Pay	102	
	Clothing	4	
	Retire Pay Accrual	510	
	Stipend	582	
Total Increases Program			1,393
Total Increases			2,699
Decreases Program:			
	Basic Pay	(277)	
	FICA	(23)	
	Bonus and Incentives	(4)	
Total Decreases Program			(304)
Total Decreases			(304)
FY2022 Direct Program			64,313

**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 2022, stipend funding increased \$1.4 million due to a projected increase in HPSP and FAP participants receiving stipends.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,443	24,564	35,443	1,543	25,317	39,072	1,556	25,995	40,454
Financial Assistance Program	15	26,955	411	17	27,788	484	17	28,524	475
Total	1,458		35,854	1,560		39,556	1,573		40,929

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. In FY 2022, HPSP clothing funding increased by \$8 thousand.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	395	400	158	440	400	176	460	400	184

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 2022, pay and allowances funding increase by \$777 for training participation.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	2,131	7,160	15,257	2,060	7,379	15,199	2,109	7,576	15,975
Financial Assistance Program	18	2,467	44	18	2,542	47	18	2,610	48
Total	2,149		15,301	2,078		15,246	2,127		16,023

**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 2022, travel funding increases by \$131 thousand for training participation.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Health Professions Scholarship Program	5,749	423	2,432	3,399	431	1,465	3,627	440	1,596

Accession Bonus: These funds provide for bonuses to new accessions in HPSP and FAP for critically short health professional specialties. In FY 2022, accession bonuses funding decreased by \$106 thousand due to a projected reduction of HPSP and FAP participants receiving bonuses.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Health Professions Accession Bonus	282	20,000	5,630	274	20,000	5,475	279	20,000	5,581

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	<u>Amount</u>			<u>Amount</u>			<u>Amount</u>		
Completed Program Graduates	410			410			410		

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
31,765	33,200	34,659

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 2022, price increases total \$775 thousand due to inflation and economic factors. Program decrease of \$684 thousand.

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

FY2021 Direct Program			33,200
Increases Pricing:			
	Basic Pay	466	
	FICA	39	
	Basic Allowance for Housing	182	
	Basic Allowance for Subsistence	25	
	Travel Pay	49	
	Clothing	12	
	Other Pay	3	
Total Increases Pricing			776
Increases Program:			
	Basic Pay	617	
	FICA	51	
	BAS	67	
	Travel Pay	574	
	Clothing	37	
	Retired Pay Accrual	82	
Total Increases Program			1,428
Total Increases			2,204
Decreases Program:			
	Basic Allowance for Housing	(597)	
	Other Pay	(148)	
Total Decreases Program			(745)
Total Decreases			(745)
FY2022 Direct Program			34,659

**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 2022, funding increases by \$787 thousand due to economic assumptions, and the Army Reserve's readiness focus to ensure officers are qualified.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Branch Officer's Leadership Course	587	37,756	22,151	644	38,913	25,060	611	39,954	24,421
AMEDD Officer's Basic Course	131	26,087	3,430	111	26,893	2,972	147	27,612	4,057
JAG Officer's Basic Course	123	19,238	2,360	108	19,828	2,147	122	20,359	2,488
Total	841		27,941	863		30,179	880		30,966

Uniform Allowances: The funds provide for Initial Uniform Allowances. In FY 2022, funding increases by \$49 thousand.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Branch Officer's Leadership Course	1,078	400	431	1,113	400	445	1,198	400	479
AMEDD Officer's Basic Course	285	400	114	295	400	118	323	400	129
JAG Officer's Basic Course	65	400	26	68	400	27	78	400	31
Total	1,428		571	1,476		590	1,599		639

Travel: These funds provide for travel, transportation and per diem costs for officers attending BOLC and BOBC. In FY 2022, travel funding increases by \$623 thousand due to economic assumptions.

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Branch Officer's Leadership Course	694	3,072	2,131	521	3,133	1,631	538	3,196	1,721
AMEDD Officer's Basic Course	317	1,342	426	156	1,369	213	274	1,396	382
JAG Officer's Basic Course	243	2,869	696	201	2,926	587	319	2,985	951
Total	1,254		3,253	878		2,431	1,131		3,054

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

<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
2,436	3,882	4,236

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 2022, price increases total \$90 thousand due to inflation and economic factors. Program increase of \$264 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)**

FY2021 Direct Program			3,882
Increases Pricing:			
	Basic Pay	53	
	FICA	4	
	Basic Allowance for Housing	20	
	Basic Allowance for Subsistence	2	
	Travel Pay	6	
	Clothing	1	
	Other Pay	3	
Total Increases Pricing			89
Increases Program:			
	Basic Pay	356	
	Retired Pay Accrual	89	
	FICA	30	
	Basic Allowance for Housing	39	
	Basic Allowance for Subsistence	14	
	Travel Pay	83	
	Clothing	16	
Total Increases Program			627
Total Increases			716
Decreases Program:			
	Other Pay	(362)	
Total Decreases Program			(362)
Total Decreases			(362)
FY2022 Direct Program			4,236

**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 2022, funding increases by \$249 thousand due to economic assumptions, and the Army Reserve's readiness focus to ensure officers are qualified.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	165	12,529	2,071	196	12,916	2,532	196	13,261	2,600
Chaplain Active Duty for Training	12	11,360	136	87	11,708	1,018	90	13,259	1,199
Total	177		2,207	283		3,550	286		3,799

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. In FY 2022, clothing funding increases by \$16 thousand.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	78	400	31	143	400	57	185	400	74

Travel, Active Duty for Training: These funds provide for transportation and per diem of officers attending Active Duty for Training at military installations. In FY 2022, travel funding increases by \$82 thousand.

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	35	5,180	179	34	5,284	181	48	5,389	259
Chaplain Active Duty for Training	4	5,209	19	18	5,313	94	19	5,419	104
Total	39		198	52		275	67		363

SECTION 5
SPECIAL ANALYSIS

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

	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
Officer			
Basic Pay	29,934	31,651	31,651
Other Pay and Allowances	0	1,960	1,960
Travel	0	399	399
Total	<u>29,934</u>	<u>34,010</u>	<u>34,010</u>
Enlisted			
Basic Pay	0	0	0
Other Pay and Allowances	0	0	0
Travel	0	0	0
Total	<u>0</u>	<u>0</u>	<u>0</u>
Officer & Enlisted			
Retired Pay Accrual	<u>4,825</u>	<u>8,990</u>	<u>8,990</u>
Total Program	34,759	43,000	43,000

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

REENLISTMENT BONUS

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	1,483	1,618	0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments	12,462	40,326	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			1,704	1,859	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments			34,879	112,868	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					1,852	2,021	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments					27,359	88,533	0	0	0	0	0	0	0	0
Anniversary Payments							1,602	1,748	0	0	0	0	0	0
FY 2023														
Initial Payments							19,857	64,258	0	0	0	0	0	0
Anniversary Payments									1,412	1,541	0	0	0	0
FY 2024														
Initial Payments									19,612	63,465	0	0	0	0
Anniversary Payments											1,621	1,768	0	0
FY 2025														
Initial Payments											19,368	62,676	0	0
Anniversary Payments													1,621	1,768
FY 2026														
Initial Payments													19,125	61,889
Initial Payments	12,462	40,326	34,879	112,868	27,359	88,533	19,857	64,258	19,612	63,465	19,368	62,676	19,125	61,889
Anniversary Payments	1,483	1,618	1,704	1,859	1,852	2,021	1,602	1,748	1,412	1,541	1,621	1,768	1,621	1,768
Total	13,945	41,944	36,583	114,727	29,211	90,554	21,459	66,006	21,024	65,006	20,989	64,444	20,746	63,657

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

PRIOR SERVICE ENLISTMENT BONUS

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	160	514	0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments	1,111	3,595	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			369	1,182	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments			320	1,036	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					374	1,198	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments					319	1,031	0	0	0	0	0	0	0	0
Anniversary Payments							1,307	4,190	0	0	0	0	0	0
FY 2023														
Initial Payments							1,117	3,613	0	0	0	0	0	0
Anniversary Payments									1,307	4,190	0	0	0	0
FY 2024														
Initial Payments									1,118	3,617	0	0	0	0
Anniversary Payments											1,307	4,190	0	0
FY 2025														
Initial Payments											1,117	3,614	0	0
Anniversary Payments													1,307	4,190
FY 2026														
Initial Payments													1,117	3,613
Initial Payments	1,111	3,595	320	1,036	319	1,031	1,117	3,613	1,118	3,617	1,117	3,614	1,117	3,613
Anniversary Payments	160	514	369	1,182	374	1,198	1,307	4,190	1,307	4,190	1,307	4,190	1,307	4,190
Total	1,271	4,109	689	2,218	693	2,229	2,424	7,803	2,425	7,807	2,424	7,804	2,424	7,803

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

NON-PRIOR SERVICE ENLISTMENT BONUS

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	771	3,035	0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments	15,157	28,147	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			3,325	13,092	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments			13,950	25,906	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					3,696	14,554	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments					12,320	22,878	0	0	0	0	0	0	0	0
Anniversary Payments							5,166	20,343	0	0	0	0	0	0
FY 2023														
Initial Payments							10,959	20,351	0	0	0	0	0	0
Anniversary Payments									4,969	19,568	0	0	0	0
FY 2024														
Initial Payments									10,464	19,432	0	0	0	0
Anniversary Payments											4,970	19,573	0	0
FY 2025														
Initial Payments											9,942	18,462	0	0
Anniversary Payments													4,969	19,568
FY 2026														
Initial Payments													9,426	17,505
Initial Payments	15,157	28,147	13,950	25,906	12,320	22,878	10,959	20,351	10,464	19,432	9,942	18,462	9,426	17,505
Anniversary Payments	771	3,035	3,325	13,092	3,696	14,554	5,166	20,343	4,969	19,568	4,970	19,573	4,969	19,568
Total	15,928	31,182	17,275	38,998	16,016	37,432	16,125	40,694	15,433	39,000	14,912	38,035	14,395	37,073

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

CRITICAL SKILL ASSIGNMENT RETENTION BONUS

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2020														
Initial Payments	291	4,365	0	0	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments			88	1,317	0	0	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments					92	1,374	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments							156	2,340	0	0	0	0	0	0
FY 2024														
Initial Payments									156	2,340	0	0	0	0
FY 2025														
Initial Payments											156	2,340	0	0
FY 2026														
Initial Payments													156	2,340
Initial Payments	291	4,365	88	1,317	92	1,374	156	2,340	156	2,340	156	2,340	156	2,340
Total	291	4,365	88	1,317	92	1,374	156	2,340	156	2,340	156	2,340	156	2,340

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

ENLISTED AFFILIATION BONUS

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	28	140	0	0	0	0	0	0	0	0	0	0	0	0
FY 2020														
Initial Payments	3,558	6,177	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			35	175	0	0	0	0	0	0	0	0	0	0
FY 2021														
Initial Payments			7,116	12,354	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					31	154	0	0	0	0	0	0	0	0
FY 2022														
Initial Payments					8,046	13,967	0	0	0	0	0	0	0	0
Anniversary Payments							435	2,174	0	0	0	0	0	0
FY 2023														
Initial Payments							8,622	14,967	0	0	0	0	0	0
Anniversary Payments									425	2,123	0	0	0	0
FY 2024														
Initial Payments									8,622	14,967	0	0	0	0
Anniversary Payments											424	2,118	0	0
FY 2025														
Initial Payments											8,622	14,967	0	0
Anniversary Payments													424	2,118
FY 2026														
Initial Payments													8,622	14,967
Initial Payments	3,558	6,177	7,116	12,354	8,046	13,967	8,622	14,967	8,622	14,967	8,622	14,967	8,622	14,967
Anniversary Payments	28	140	35	175	31	154	435	2,174	425	2,123	424	2,118	424	2,118
Total	3,586	6,317	7,151	12,529	8,077	14,121	9,057	17,141	9,047	17,090	9,046	17,085	9,046	17,085

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

	FY 2020						
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	111	197	308	0	0	65	373
RECRUITING/RETENTION	157	2,604	2,761	0	0	0	2,761
SUBTOTAL	268	2,801	3,069	0	0	65	3,134
UNITS							
UNITS	2,192	7,508	9,700	6,316	43	751	16,810
RC UNIQUE MGMT HQS	1,118	1,019	2,137	176	9	1,548	3,870
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
SUBTOTAL	3,310	8,527	11,837	6,492	52	2,334	20,715
TRAINING							
RC NON-UNIT INSTITUTIONS	37	92	129	0	0	132	261
RC SCHOOLS	21	389	410	0	0	96	506
ROTC	101	0	101	0	0	0	101
SUBTOTAL	159	481	640	0	0	228	868
HEADQUARTERS							
SERVICE HQS	96	36	132	0	0	256	388
AC HQS	166	24	190	0	0	0	190
AC INSTAL/ACTIVITIES	333	194	527	0	0	1,182	1,709
RC CHIEFS STAFF	175	45	220	0	12	404	636
OTHERS	0	0	0	0	0	0	0
SUBTOTAL	770	299	1,069	0	12	1,842	2,923
TOTAL END STRENGTH	4,507	12,108	16,615	6,492	64	4,469	27,640

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

	FY 2021						
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	108	197	305	0	0	65	370
RECRUITING/RETENTION	153	2,605	2,758	0	0	0	2,758
SUBTOTAL	261	2,802	3,063	0	0	65	3,128
UNITS							
UNITS	2,096	7,532	9,628	6,316	43	751	16,738
RC UNIQUE MGMT HQS	1,118	1,019	2,137	176	9	1,548	3,870
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
SUBTOTAL	3,214	8,551	11,765	6,492	52	2,334	20,643
TRAINING							
RC NON-UNIT INSTITUTIONS	37	92	129	0	0	132	261
RC SCHOOLS	17	389	406	0	0	96	502
ROTC	101	0	101	0	0	0	101
SUBTOTAL	155	481	636	0	0	228	864
HEADQUARTERS							
SERVICE HQS	96	36	132	0	0	256	388
AC HQS	155	24	179	0	0	0	179
AC INSTAL/ACTIVITIES	322	194	516	0	0	1,182	1,698
RC CHIEFS STAFF	175	45	220	0	12	404	636
OTHERS	0	0	0	0	0	0	0
SUBTOTAL	748	299	1,047	0	12	1,842	2,901
TOTAL END STRENGTH	4,378	12,133	16,511	6,492	64	4,469	27,536

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

FY 2022

	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	1	7	8	0	0	65	73
RECRUITING/RETENTION	129	1,409	1,538	0	0	0	1,538
SUBTOTAL	130	1,416	1,546	0	0	65	1,611
UNITS							
UNITS	2,776	9,407	12,183	7,575	48	287	20,093
RC UNIQUE MGMT HQS	175	76	251	415	9	573	1,248
MAINT ACT (NON-UNIT)	0	0	0	0	0	35	35
SUBTOTAL	2,951	9,483	12,434	7,990	57	895	21,376
TRAINING							
RC NON-UNIT INSTITUTIONS	392	339	731	0	0	132	863
RC SCHOOLS	84	495	579	0	0	98	677
ROTC	0	0	0	0	0	0	0
SUBTOTAL	476	834	1,310	0	0	230	1,540
HEADQUARTERS							
SERVICE HQS	134	11	145	0	0	270	415
AC HQS	251	212	463	0	0	0	463
AC INSTAL/ACTIVITIES	122	44	166	0	0	1,245	1,411
RC CHIEFS STAFF	314	133	447	0	9	417	873
OTHERS	0	0	0	0	0	0	0
SUBTOTAL	821	400	1,221	0	9	1,932	3,162
TOTAL END STRENGTH	4,378	12,133	16,511	7,990	66	3,122	27,689

PB-30W FULL-TIME SUPPORT PERSONNEL