

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2025 Budget Estimates



**RESERVE PERSONNEL, ARMY
JUSTIFICATION BOOK
MARCH 2024**

The estimated cost of this report or study for the Department of Defense is approximately \$227,300. This includes \$0 in expenses and \$227,300 in DoD labor.

TABLE OF CONTENTS

SECTION 1 - SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM	1
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS.....	3
SECTION 2 - INTRODUCTION AND PERFORMANCE MEASURES	4
INTRODUCTION.....	5
PERFORMANCE MEASURES AND EVALUATION SUMMARY	7
SECTION 3 - SUMMARY TABLES	9
SUMMARY OF PERSONNEL	10
RESERVE COMPONENT TOURS ON ACTIVE DUTY - STRENGTH BY GRADE.....	11
STRENGTH BY MONTH.....	12
SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH.....	15
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY.....	17
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS.....	21
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COST	24
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS	26
SUMMARY OF TRAVEL COSTS	28
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE IN KIND (SIK).....	30
SCHEDULE OF INCREASES AND DECREASES - SUMMARY	32
SECTION 4 - DETAIL OF MILITARY PERSONNEL ENTITLEMENTS	34
RESERVE COMPONENT TRAINING AND SUPPORT	35
PAY GROUP A.....	35
PAY GROUP B.....	41
PAY GROUP F.....	45
PAY GROUP P.....	48
MOBILIZATION TRAINING	51
SCHOOL TRAINING	54
SPECIAL TRAINING	59
ADMINISTRATION AND SUPPORT	65

THRIFT SAVINGS PLAN.....	73
EDUCATION BENEFITS.....	76
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM	79
BRANCH OFFICERS LEADERSHIP COURSE	83
CHAPLAIN CANDIDATE PROGRAM.....	86
SECTION 5 - SPECIAL ANALYSIS	89
REIMBURSABLE PROGRAMS.....	90
SELECTED REENLISTMENT BONUS.....	91
FULL-TIME SUPPORT PERSONNEL.....	96

SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

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

	<u>ACTUAL FY 2023</u>	<u>CR/ENACT FY 2024</u>	<u>ESTIMATE FY 2025</u>
Direct Program			
Reserve Component Training and Support	5,274,294	5,367,436	5,553,278
FY 2024 CR Adjustment	0	-154,602	0
TOTAL DIRECT PROGRAM	5,274,294	5,212,834	5,553,278
Reimbursable Program			
Reserve Component Training and Support	36,945	43,000	43,000
TOTAL REIMBURSABLE PROGRAM	36,945	43,000	43,000
Baseline Program			
Reserve Component Training and Support	5,311,239	5,255,834	5,596,278
TOTAL BASELINE PROGRAM	5,311,239	5,255,834	5,596,278
Medicare Eligible Retiree Health Fund Contribution	491,518	502,581	511,378
TOTAL RESERVE PERSONNEL PROGRAM COST	5,802,757	5,758,415	6,107,656
Memo Entry: Overseas Operations Costs			
Reserve Component Training and Support	33,166	30,885	25,014
Total OOC	33,166	30,885	25,014

/1 Fiscal Year (FY) 2025 Overseas Operations Costs (OOC) funding accounted for in the Direct budget total \$25,014 thousand.

Overseas Operations Costs. This justification material includes Overseas Operations Costs (OOC) actuals in FY 2023, enacted amounts in FY 2024, and budget requests for FY 2025. OOC funding is included in the base budget. OOC requirements support to the following missions:

1. Operating Enduring Sentinel (OES) - denies terrorist safe-havens in Afghanistan by using over-the-horizon capabilities instead of in-country military presence.
2. Operation Inherent Resolve (OIR) - supports the lasting defeat of the Islamic State of Iraq and Syria by, with, and through our partner forces in the region.
3. European Deterrence Initiative (EDI) – supports assurance to NATO alliances and bolsters the security and capacity of partners.
4. Enduring Theater Requirements and Related Missions – includes security cooperation, counterterrorism, and other related activities to protect U.S interests and allow flexibility to achieve U.S. national security objectives.

In this justification material, FY 2023 includes \$33,166 thousand in OOC Actuals. FY 2024 includes \$30,885 thousand in OOC Enacted. FY 2025 includes \$25,014 thousand for the OOC Budget Estimate. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

**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 2023</u>	<u>CR/ENACT FY 2024</u>	<u>ESTIMATE FY 2025</u>
<u>RESERVE PERSONNEL, ARMY (RPA)</u>			
DIRECT PROGRAM	5,274,294	5,367,436	5,553,278
FY 2024 CR ADJUSTMENT	0	-154,602	0
REIMBURSABLE PROGRAM	36,945	43,000	43,000
TOTAL RESERVE PERSONNEL, ARMY	5,311,239	5,255,834	5,596,278
MEDICARE-RET CONTRIB, AR ARMY	491,518	502,581	511,378
TOTAL RESERVE PERSONNEL, ARMY PROGRAM COST	5,802,757	5,758,415	6,107,656
MEMO ENTRY: OVERSEAS OPERATIONS COSTS (OOC)	33,166	30,885	25,014
<u>MILITARY PERSONNEL, ARMY (MPA)</u>			
OOO PAY AND ALLOWANCES, MOBILIZATION	1,184,250	1,183,101	856,306
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	166,340	160,134	173,075
TOTAL MILITARY PERSONNEL, ARMY PROGRAM COST	1,350,590	1,343,235	1,029,381
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	7,153,347	7,101,650	7,137,037

/1 FY 2023 includes \$33,166 thousand in OOC Actuals. FY 2024 includes \$30,885 thousand in OOC Enacted. FY 2025 includes \$25,014 thousand for the OOC Budget Estimate. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

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 and Soldiers 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 Defense 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 Force.

The FY 2025 budget supports the Army Reserve's Title 10 functions by:

1. Funding for the Army Reserve is based on a projected end strength of 175,800 Soldiers.
2. Resourcing 39 days of Army Reserve Training; 15 days statutory Annual Training (AT) and 24 days of Inactive Duty Training (IDT).
3. Providing additional man-days above statutory requirements to support collective training requirements such as the Combat Training Center (CTC), Combat Support Training Exercise (CSTX), functional exercises and other collective training events.
4. Providing additional man-days above statutory requirements for institutional training to send Soldiers to Duty Military Occupational Specialty Qualification (DMOSQ) and Professional Military Education (PME) schools.
5. Funding full-time support with AGRs
6. Resourcing the training of the Army Reserve

The Army Reserve has two critical roles – the federal reserve of the Army and Defense Support of Civil 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, Logistics, Transportation, Engineer, Civil Affairs, Legal, and Chemical units. The Army Reserve also stands ready to support federal, state, tribal, and local authorities for domestic emergencies and disaster relief efforts. This includes support to Command-and-Control Chemical, Biological, Radiological, Nuclear Response Element (C2CRE); Chemical, Biological, Radiological, Nuclear and Explosives (CBRNE) and high-yield Defense Chemical, Biological, Radiological, and Nuclear Response Force (DCRF) Explosives missions.

The main effort of the Army Reserve is to prepare ready units for deployment. The Army Reserve budget request supports the Army's shift to Directed Readiness Tables and Global Force Management Allocation Plan requirements 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 Air and Army National Guard at training venues such as the annual NORTHERN STRIKE exercise and the U.S. Air Force Reserve with their annual PATRIOT WARRIOR exercise.

The Army Reserve also stands ready to support federal, state, and local authorities for domestic emergencies and disaster relief efforts at home, which includes support to the DoD Chemical, Biological, Radiological and Nuclear (CBRN) Response Enterprise (CRE). The Army Reserve provides capabilities to all three elements managed by FORSCOM - the Regular Army led Defense CBRNE Response

RESERVE PERSONNEL, ARMY INTRODUCTION

Force (DCRF) – with a 24-hour response mandate, the Army Reserve led Command and Control Chemical, Biological, Radiological, Nuclear Response Element (C2CRE-A), and the Army National Guard (ARNG) led C2CRE-B both with 96-hour response mandates.

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 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 23 countries around the world.

Overseas Operations Costs. Overseas Operations Costs (OOC) funding is included in the base budget.

In this justification material, FY 2023 includes \$33,616 thousand in OOC Enacted. FY 2024 includes \$30,885 thousand in OOC Requested. FY 2025 includes \$25,014 thousand for the OOC Request.

Other Budget Drivers

- The nominal cost percentage used to calculate payments for Retired Pay Accrual for AGRs is 36.9 percent in FY 2023, 30.0 percent in FY 2024, and 26.6 percent in FY 2025. For part-time Reserve Soldiers, the Retired Pay Accrual percentage is 24.5 percent in FY 2023, 23.1 percent in FY 2024, and 21.5 percent in FY 2025.
- The subsistence rate (indexed to the annual changes in the U.S. Department of Agriculture food plan) effective 1 January is 1.7 percent in 2024 and 3.4 percent in 2025. The 2023 inflation rate is 11.2 percent based on growth in the USDA food cost index between October 2021 and October 2022.
- The housing allowance rate effective 1 January is 9.9 percent in 2023, 4.5 percent in 2024, and 3.9 percent in 2025.
- Funding requirements include a basic pay increase of 4.6 percent in 2023, 5.2 percent in 2024, and 4.5 percent in 2025.

**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 delivers 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 2023	FY 2024	FY 2025
	<u>Actuals</u>	<u>Requested</u>	<u>Planned</u>
Average Strength	176,788	174,920	173,693
Estimated End Strength	177,680	174,800	175,800
Authorized End Strength	177,000	174,800	175,800

1/ SELRES End Strength of 176,680 was reported to DMDC at the end of the year. However, subsequent review by the Army Reserve after the reporting period, showed an actual on hand strength of 177,345. Average strength for FY 2023 was calculated using the 177,345 E/S figure for September 2023 (as displayed on the strength by month exhibit).

"Provide trained, equipped, and ready Soldiers, leaders, and units to meet America's requirements at home and abroad" to maintain strength within plus/minus two percent of our congressionally mandated End Strength Objective (ESO). In FY 2025, the Army Reserve ESO is 175,800 with a two percent Army variance resulting in an operating window between 172,284 and 179,316.

The Army Reserve implemented a Recruiting and Retention (R2) campaign to achieve end strength of 179,800 through 2029. The end strength goal for FY 2025 is increased to 175,800 to better reflect the current recruiting and retention environment. The R2 campaign, with 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. In FY 2025, the USAR plans to increase retention by improving Soldier sponsorship, increasing promotions to both E5/E6 Sergeants, reducing first term attrition, reducing controllable Soldier losses, and retaining and maximizing employment of the O1/O2 Lieutenant population.

As the Army implements the National Defense Strategy and refines readiness requirements to meet emerging threats in both the Indo-Pacific and European areas of responsibility (AOR), the Army Reserve readiness requirements have steadily decreased. The naming of Operation Atlantic Resolve as a contingency mission could potentially increase USAR requirements in the future.

- In FY 2023, the USAR focused on resuming near pre-COVID level of collective training (squad through company level) to increase overall USAR unit readiness.

- In FY 2023, the strategy enabled 97 units (4,379 Soldiers) in critical enabling capabilities such as Combat Sustainment Support Battalions (CSSB) and associated down trace logistical units, Civil Affairs (CA) Companies, Military Information Support Operations (MISO) Detachments, and Engineer Companies to support nearly all maneuver CTC Rotations- National Training Center (NTC), Joint Readiness Training Center (JRTC) rotations, Joint Multinational Readiness Center (JMRC), and Joint Pacific Multinational Readiness Center (JPMRC). In FY 2024, the Army Reserve supports maneuver CTC rotations at level commensurate with FY2023.

- In FY 2023, the Army Reserve supported all five Corps-Division Warfighter Exercises (WFX) with 25 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 identifies interoperability gaps to the Chief of Staff of the Army. In FY 2024, the Army Reserve supports all WFXs with 18 units (274 Soldiers). In FY25, the funding increase supports the Joint Exercise Program and Overseas Deployment Training in excess

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

of the 15 days of statutory Annual Training.

In FY 2024 and FY 2025, the USAR focuses on pre-COVID level of collective training (platoon through company level) to increase overall USAR unit readiness. The additional man-days enable Army Reserve participation in the Army's CTC Program which require 29 days of Annual Training. The Army Reserve supports nearly all CTC venues including NTC, JRTC, JMRC – Europe rotations, and Corps-Division WFX.

Finally, the additional man-days in FY 2022 and FY 2023 enabled 47,961 Army Reserve Soldiers to attend resident schooling for professional military education, reclassification training, and functional training. In summary, the Army Reserve continues investing enacted resources to increase the overall readiness of the force required to support the National Defense Strategy.

The Army Reserve will continue this strategy in FY 2024 and FY 2025 realigning additional man-days to recruiting, retention initiatives, and training exercises. This strategy enables the Army Reserve to meet its End Strength and readiness objectives.

There are several 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 2025 accession goals increase with a focus in preserving force levels. The FY 2023 through FY 2025 goals for these factors are as follows:

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Goal for Accessions	27,357	27,294*	27,301*
Accession Achieved	24,943	4,173*	
Goal for Reenlistments	11,500	12,000	12,000
Reenlistments Achieved	11,417	2,333*	
Attrition Goal	16.0%	16.25%	16.25%
Actual Attrition Rate (FYTD)	13.8%		
Projected Attrition Rate	9.2%	13.8%	13.7%

*As of 1 December 2023

SECTION 3
SUMMARY TABLES

**RESERVE PERSONNEL, ARMY
SUMMARY OF PERSONNEL**

	<u>Drills</u>	<u>Days</u>	<u>FY 2023</u>			<u>FY 2024</u>		<u>FY 2025</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	32,170	32,051	32,467	30,153	29,876	29,249	31,068
Enlisted	48	15	116,239	117,164	116,047	115,144	115,045	114,744	114,699
Subtotal			148,409	149,215	148,514	145,297	144,921	143,993	145,767
Pay Group F									
Enlisted		149	3,685	2,982	4,248	4,093	5,148	4,309	5,361
Pay Group P									
Enlisted	36		4,815	5,258	4,711	5,537	4,620	5,380	4,561
Subtotal			156,909	157,455	157,473	154,927	154,689	153,682	155,689
IMA									
Pay Group B									
Officer	48	13	2,304	2,340	2,231	2,597	2,697	2,616	2,697
Enlisted	48	13	545	635	518	859	903	875	903
Subtotal			2,849	2,975	2,749	3,456	3,600	3,491	3,600
Drill/Indiv Tng			159,758	160,430	160,222	158,383	158,289	157,173	159,289
AGR (Full-time)									
Officer			4,513	4,468	4,567	4,458	4,378	4,366	4,378
Enlisted			11,900	11,890	11,891	12,079	12,133	12,154	12,133
Subtotal			16,413	16,358	16,458	16,537	16,511	16,520	16,511
SELRES									
Officer			38,987	38,859	39,265	37,208	36,951	36,231	38,143
Enlisted			137,184	137,929	137,415	137,712	137,849	137,462	137,657
Subtotal			176,171	176,788	176,680	174,920	174,800	173,693	175,800
IRR									
Officer			9,631	9,213	10,100	9,405	9,862	9,565	9,769
Enlisted			65,595	69,681	68,793	67,634	67,176	66,748	66,544
Subtotal			75,226	78,894	78,893	77,039	77,038	76,313	76,313

1/ SELRES End Strength of 176,680 was reported to DMDC at the end of the year. However, subsequent review by the Army Reserve after the reporting period, showed an actual on hand strength of 177,345. Average strength for FY 2023 was calculated using the 177,345 E/S figure for September 2023 (as displayed on the strength by month exhibit).

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

	<u>FY 2023</u>			<u>FY 2024</u>		<u>FY 2025</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	269	273	263	265	264	265
O5 LT COLONEL	1,046	1,018	1,017	1,002	985	982	985
O4 MAJOR	1,495	1,451	1,406	1,371	1,315	1,311	1,315
O3 CAPTAIN	849	844	939	904	910	908	910
O2 1ST LIEUTENANT	134	125	127	122	123	123	123
O1 2ND LIEUTENANT	3	3	3	3	3	3	3
Total Commissioned Officers	3,797	3,710	3,765	3,665	3,601	3,591	3,601
Warrant Officers							
W5 WARRANT OFF (W-5)	50	55	62	60	60	60	60
W4 WARRANT OFF (W-4)	252	258	266	256	258	257	258
W3 WARRANT OFF (W-3)	246	271	240	252	232	231	232
W2 WARRANT OFF (W-2)	143	138	177	170	172	172	172
W1 WARRANT OFF (W-1)	25	36	57	55	55	55	55
Total Warrant Officers	716	758	802	793	777	775	777
Total Officer	4,513	4,468	4,567	4,458	4,378	4,366	4,378
Enlisted							
Enlisted Personnel							
E9 SERGEANT MAJOR	188	176	180	176	187	183	187
E8 1ST SGT/MASTER SGT	1,434	1,437	1,428	1,438	1,466	1,459	1,466
E7 PLATOON SGT/SFC	4,901	4,875	4,944	5,016	5,035	5,027	5,035
E6 STAFF SGT	3,292	3,289	3,396	3,175	3,529	3,302	3,529
E5 SERGEANT	1,849	1,877	1,667	1,906	1,629	1,851	1,629
E4 CPL/SPECIALIST	230	232	269	362	280	326	280
E3 PRIVATE 1ST CLASS	5	3	7	5	7	5	7
E2 PRIVATE E2	0	0	0	0	0	0	0
E1 PRIVATE E1	1	1	0	1	0	1	0
Total Enlisted Personnel	11,900	11,890	11,891	12,079	12,133	12,154	12,133
Total Personnel on Active Duty	16,413	16,358	16,458	16,537	16,511	16,520	16,511

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ACTUAL FY 2023

	<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	32,170	116,239	148,409	3,685	4,815	156,909	2,304	545	2,849	4,513	11,900	16,413	176,171
OCT	32,140	116,016	148,156	3,696	4,705	156,557	2,283	539	2,822	4,507	11,866	16,373	175,752
NOV	31,772	117,204	148,976	3,062	4,087	156,125	2,447	819	3,266	4,390	12,114	16,504	175,895
DEC	31,622	117,357	148,979	2,171	4,828	155,978	2,472	827	3,299	4,314	12,140	16,454	175,731
JAN	31,465	117,053	148,518	2,467	5,032	156,017	2,497	835	3,332	4,400	12,130	16,530	175,879
FEB	31,324	116,742	148,066	2,605	5,473	156,144	2,522	843	3,365	4,399	12,154	16,553	176,062
MAR	31,983	117,551	149,534	2,502	5,536	157,572	2,282	549	2,831	4,485	11,776	16,261	176,664
APR	32,176	117,880	150,056	2,516	5,998	158,570	2,279	549	2,828	4,498	11,760	16,258	177,656
MAY	32,413	117,931	150,344	2,376	6,122	158,842	2,283	543	2,826	4,495	11,717	16,212	177,880
JUN	32,432	117,599	150,031	2,936	5,755	158,722	2,270	532	2,802	4,532	11,734	16,266	177,790
JUL	32,501	117,105	149,606	3,766	5,379	158,751	2,255	528	2,783	4,551	11,735	16,286	177,820
AUG	32,482	117,056	149,538	4,017	5,124	158,679	2,231	525	2,756	4,505	11,656	16,161	177,596
SEP	32,443	116,730	149,173	3,655	5,304	158,132	2,231	518	2,749	4,575	11,889	16,464	177,345
Average	32,051	117,164	149,215	2,982	5,258	157,455	2,340	635	2,975	4,468	11,890	16,358	176,788

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,825 DAYS THRESHOLD**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	Primary Mission Being Performed
84	0	84	1. Combat Support
96	0	96	2. Combat Service Support
32	1	33	3. HQ Staff
<u>212</u>	<u>1</u>	<u>213</u>	

1/ SELRES End Strength of 176,680 was reported to DMDC at the end of the year. However, subsequent review by the Army Reserve after the reporting period, showed an actual on hand strength of 177,345. Average strength for FY 2023 was calculated using the 177,345 E/S figure for September 2023 (as displayed on the strength by month exhibit).

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ESTIMATE FY 2024

	<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	32,443	116,730	149,173	3,655	5,304	158,132	2,231	518	2,749	4,575	11,889	16,464	177,345
OCT	30,226	114,658	144,884	5,136	5,175	155,195	2,670	894	3,564	4,340	12,121	16,461	175,220
NOV	30,146	114,821	144,967	4,900	5,100	154,967	2,643	885	3,528	4,320	12,138	16,458	174,953
DEC	30,106	115,279	145,385	3,709	5,652	154,746	2,617	876	3,493	4,367	12,115	16,482	174,721
JAN	30,061	115,227	145,288	3,937	5,458	154,683	2,591	867	3,458	4,347	12,116	16,463	174,604
FEB	30,039	115,306	145,345	3,795	5,555	154,695	2,565	858	3,423	4,313	12,124	16,437	174,555
MAR	30,042	115,196	145,238	3,434	6,077	154,749	2,539	849	3,388	4,301	12,200	16,501	174,638
APR	30,035	115,104	145,139	3,102	6,365	154,606	2,564	857	3,421	4,372	12,120	16,492	174,519
MAY	30,061	115,134	145,195	2,951	6,551	154,697	2,590	866	3,456	4,388	12,194	16,582	174,735
JUN	30,028	114,914	144,942	4,100	5,702	154,744	2,616	875	3,491	4,304	12,151	16,455	174,690
JUL	29,987	114,907	144,894	4,741	5,163	154,798	2,642	884	3,526	4,357	12,107	16,464	174,788
AUG	29,952	115,306	145,258	4,920	4,684	154,862	2,668	893	3,561	4,329	12,200	16,529	174,952
SEP	29,876	115,045	144,921	5,148	4,620	154,689	2,697	903	3,600	4,378	12,133	16,511	174,800
Average	30,153	115,144	145,297	4,093	5,537	154,927	2,597	859	3,456	4,458	12,079	16,537	174,920

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,825 DAYS THRESHOLD**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
84	0	84	1. Combat Support
96	0	96	2. Combat Service Support
32	0	32	3. HQ Staff
<u>212</u>	<u>0</u>	<u>212</u>	

**RESERVE PERSONNEL, ARMY
STRENGTH BY MONTH**

ESTIMATE FY 2025

	<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	29,876	115,045	144,921	5,148	4,620	154,689	2,697	903	3,600	4,378	12,133	16,511	174,800
OCT	29,579	114,088	143,667	5,840	4,608	154,115	2,670	894	3,564	4,351	12,187	16,538	174,217
NOV	29,290	114,631	143,921	5,066	4,712	153,699	2,643	885	3,528	4,391	12,134	16,525	173,752
DEC	29,022	115,194	144,216	3,755	5,298	153,269	2,617	876	3,493	4,399	12,131	16,530	173,292
JAN	28,746	115,149	143,895	3,889	5,212	152,996	2,591	867	3,458	4,330	12,114	16,444	172,898
FEB	28,478	115,188	143,666	3,689	5,429	152,784	2,565	858	3,423	4,361	12,172	16,533	172,740
MAR	28,187	115,063	143,250	3,285	6,037	152,572	2,539	849	3,388	4,398	12,123	16,521	172,481
APR	28,585	114,896	143,481	2,989	6,387	152,857	2,564	857	3,421	4,329	12,127	16,456	172,734
MAY	29,225	114,741	143,966	3,003	6,616	153,585	2,590	866	3,456	4,317	12,189	16,506	173,547
JUN	29,310	114,504	143,814	4,178	5,779	153,771	2,616	875	3,491	4,398	12,164	16,562	173,824
JUL	29,559	114,438	143,997	4,932	5,205	154,134	2,642	884	3,526	4,373	12,194	16,567	174,227
AUG	30,540	114,832	145,372	5,199	4,666	155,237	2,668	893	3,561	4,372	12,191	16,563	175,361
SEP	31,068	114,699	145,767	5,361	4,561	155,689	2,697	903	3,600	4,378	12,133	16,511	175,800
Average	29,249	114,744	143,993	4,309	5,380	153,682	2,616	875	3,491	4,366	12,154	16,520	173,693

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY
AND EXCEEDING 1,825 DAYS THRESHOLD**

<u>AC Funded 1/</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
84	0	84	1. Combat Support
96	0	96	2. Combat Service Support
32	0	32	3. HQ Staff
<u>212</u>	<u>0</u>	<u>212</u>	

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

OFFICER

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Beginning Strength	38,987	39,249	36,951
Gains:			
Males (NPS)	30	30	31
Females (NPS)	327	330	330
Civilian Life	257	259	260
Active Component	158	159	160
Enlisted Commissioning Program	1,370	1,382	1,388
Pay Group B (IMA)	579	584	587
Other Reserve Status/Component	216	218	219
All Other	1,876	1,893	1,902
Full-time Active Duty	385	388	390
Total Gains	5,198	5,243	5,267
Losses:			
Civilian Life	673	1,029	556
Active Component	264	403	218
Retired Reserves	1,196	1,828	988
Pay Group B (IMA)	560	855	462
Other Reserve Status/Component	778	1,189	642
All Other	1,104	1,686	911
Full-time Active Duty	361	551	298
Total Losses	4,936	7,541	4,075
End Strength	39,249	36,951	38,143

1/ Gains and Losses data as reported by Integrated Personnel and Pay System-Army (IPPS-A) at the end of FY2023.

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

ENLISTED

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Beginning Strength	137,184	138,096	137,849
Gains:			
Males (NPS)	6,340	6,427	6,251
Females (NPS)	5,485	5,559	5,408
Civilian Life	712	721	701
Active Component	2,981	3,021	2,939
Pay Group B (IMA)	137	139	136
Other Reserve Status/Component	108	110	107
All Other	6,430	6,518	6,340
Full-time Active Duty	<u>1,103</u>	<u>1,118</u>	<u>1,087</u>
Total Gains	23,296	23,613	22,969
Losses:			
Expiration of Selected Reserve Service	9,873	10,525	10,216
Active Component	664	708	687
To Officer Status	676	720	699
Retired Reserves	1,448	1,544	1,499
Pay Group B (IMA)	132	141	137
Other Reserve Status/Component	896	954	927
All Other	7,806	8,321	8,077
Full-time Active Duty (AGR)	<u>889</u>	<u>947</u>	<u>919</u>
Total Losses	22,384	23,860	23,161
End Strength	138,096	137,849	137,657

1/ Gains and Losses data as reported by Integrated Personnel and Pay System-Army (IPPS-A) at the end of FY2023.

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	140,961	240,025	380,986	150,009	271,328	421,337	152,911	282,509	435,420
Inactive Duty Training	396,235	608,095	1,004,330	414,956	656,870	1,071,826	420,063	689,681	1,109,744
Unit Training Assemblies	370,914	591,570	962,484	378,187	630,427	1,008,614	390,235	673,876	1,064,111
Flight Training	4,804	1,228	6,032	4,875	2,233	7,108	5,555	2,621	8,176
Training Preparation	17,663	12,718	30,381	29,057	22,461	51,518	21,688	11,509	33,197
Military Funeral Honors	2,854	2,579	5,433	2,837	1,749	4,586	2,585	1,675	4,260
Clothing	0	4,281	4,281	0	12,119	12,119	0	12,337	12,337
Subsistence of Enlisted Personnel	0	47,998	47,998	0	52,212	52,212	0	54,109	54,109
Travel	33,831	58,473	92,304	33,676	50,831	84,507	33,811	52,666	86,477
TOTAL DIRECT OBLIGATIONS	571,027	958,872	1,529,899	598,641	1,043,360	1,642,001	606,785	1,091,302	1,698,087
PAY GROUP B									
Active Duty Training	10,209	1,169	11,378	12,152	1,861	14,013	14,692	2,925	17,617
Inactive Duty Training	26,646	3,971	30,617	26,781	3,086	29,867	31,830	4,300	36,130
Travel	4,057	583	4,640	2,871	687	3,558	3,080	935	4,015
TOTAL DIRECT OBLIGATIONS	40,912	5,723	46,635	41,804	5,634	47,438	49,602	8,160	57,762
PAY GROUP F									
Active Duty Training	0	164,016	164,016	0	209,965	209,965	0	210,205	210,205
Clothing	0	16,658	16,658	0	19,567	19,567	0	19,756	19,756
Subsistence of Enlisted Personnel	0	2,804	2,804	0	3,504	3,504	0	3,532	3,532
Travel	0	5,699	5,699	0	6,038	6,038	0	6,054	6,054
TOTAL DIRECT OBLIGATIONS	0	189,177	189,177	0	239,074	239,074	0	239,547	239,547

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	6,117	6,117	0	6,336	6,336	0	5,694	5,694
TOTAL DIRECT OBLIGATIONS	0	6,117	6,117	0	6,336	6,336	0	5,694	5,694
MOBILIZATION TRAINING									
Muster/Screening	144	2,374	2,518	378	2,300	2,678	105	2,520	2,625
TOTAL DIRECT OBLIGATIONS	144	2,374	2,518	378	2,300	2,678	105	2,520	2,625
SCHOOL TRAINING									
Career Development Training	53,341	63,254	116,595	45,061	35,449	80,510	45,641	53,422	99,063
Initial Skill Acquisition Training	24,419	57,195	81,614	11,705	52,292	63,997	10,400	43,880	54,280
Officer Candidate/Training School	0	2,719	2,719	0	5,800	5,800	0	4,483	4,483
Refresher and Proficiency Training	4,418	25,268	29,686	25,380	57,362	82,742	17,666	35,151	52,817
Undergraduate Pilot/Navigator Training	2,863	0	2,863	5,167	0	5,167	4,584	0	4,584
TOTAL DIRECT OBLIGATIONS	85,041	148,436	233,477	87,313	150,903	238,216	78,291	136,936	215,227
SPECIAL TRAINING									
Competitive Events	541	1,215	1,756	0	0	0	0	0	0
Command/Staff Supervision	36,446	38,053	74,499	30,433	20,969	51,402	31,554	21,789	53,343
Exercises	25,836	34,825	60,661	20,876	27,282	48,158	23,310	30,388	53,698
Management Support	69,074	66,293	135,367	24,805	39,702	64,507	14,811	19,543	34,354
Operational Training	75,100	92,568	167,668	84,131	133,743	217,874	75,645	103,611	179,256
Recruiting/Retention	4,976	7,200	12,176	1,857	10,077	11,934	2,344	11,872	14,216
Military Burial Honors	167	540	707	1,047	598	1,645	1,035	588	1,623
TOTAL DIRECT OBLIGATIONS	212,140	240,694	452,834	163,149	232,371	395,520	148,699	187,791	336,490

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	870,206	1,390,843	2,261,049	862,229	1,478,617	2,340,846	891,967	1,550,029	2,441,996
Clothing	0	5,891	5,891	5	7,226	7,231	5	7,249	7,254
Basic Needs Allowance	0	200	200	0	131	131	0	2,606	2,606
COLA	6,061	15,143	21,204	6,049	21,167	27,216	6,460	21,866	28,326
Travel	36,786	43,633	80,419	26,181	48,210	74,391	27,108	51,057	78,165
Death Gratuities	0	0	0	150	300	450	200	400	600
Disability and Hospitalization Benefits	1,083	3,479	4,562	1,196	4,404	5,600	1,378	5,215	6,593
Servicemembers Group Life Ins	0	8,509	8,509	0	0	0	0	0	0
Reserve Incentive Programs	79,186	194,500	273,686	116,236	190,581	306,817	103,737	160,478	264,215
Continuation Pay	10,444	3,463	13,907	3,644	4,381	8,025	5,267	5,301	10,568
TOTAL DIRECT OBLIGATIONS	1,003,766	1,665,661	2,669,427	1,015,690	1,755,017	2,770,707	1,036,122	1,804,201	2,840,323
THRIFT SAVINGS PLAN CONTRIBUTIONS									
Thrift Savings Plan Contributions	9,304	16,851	26,155	9,790	15,845	25,635	6,329	18,951	25,280
TOTAL DIRECT OBLIGATIONS	9,304	16,851	26,155	9,790	15,845	25,635	6,329	18,951	25,280
EDUCATION BENEFITS									
Basic Benefit	102	6,990	7,092	267	10,091	10,358	99	3,735	3,834
Kicker Program	0	1,916	1,916	0	4,307	4,307	0	5,823	5,823
TOTAL DIRECT OBLIGATIONS	102	8,906	9,008	267	14,398	14,665	99	9,558	9,657
BRANCH OFFICER LEADERSHIP COURSE									
Active Duty Training	36,368	0	36,368	30,027	0	30,027	38,333	0	38,333
Uniform Allowance	742	0	742	705	0	705	763	0	763
Travel	4,687	0	4,687	3,387	0	3,387	4,196	0	4,196
TOTAL DIRECT OBLIGATIONS	41,797	0	41,797	34,119	0	34,119	43,292	0	43,292

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	40,207	0	40,207	37,321	0	37,321	45,720	0	45,720
Uniform Allowance	186	0	186	176	0	176	203	0	203
Active Duty Training	13,897	0	13,897	13,380	0	13,380	16,982	0	16,982
Travel	2,175	0	2,175	1,999	0	1,999	2,435	0	2,435
Critical Skill Accession Bonus	5,836	0	5,836	7,500	0	7,500	8,624	0	8,624
TOTAL DIRECT OBLIGATIONS	62,301	0	62,301	60,376	0	60,376	73,964	0	73,964
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)									
Stipend	345	0	345	464	0	464	712	0	712
Active Duty Training	42	0	42	50	0	50	53	0	53
TOTAL DIRECT OBLIGATIONS	387	0	387	514	0	514	765	0	765
CHAPLAIN CANDIDATE PROGRAM									
Active Duty Training	4,198	0	4,198	4,182	0	4,182	4,114	0	4,114
Uniform Allowance	65	0	65	56	0	56	58	0	58
Travel	299	0	299	382	0	382	393	0	393
TOTAL DIRECT OBLIGATIONS	4,562	0	4,562	4,620	0	4,620	4,565	0	4,565
TOTAL DIRECT PROGRAM	2,031,483	3,242,811	5,274,294	2,016,661	3,465,238	5,481,899	2,048,618	3,504,660	5,553,278

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

	FY 2024 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2024 in FY 2025 Pres. Budget
Pay Group A							
PG A, Pay and Allowances, Annual Training	408,753	0	408,753	0	408,753	12,584	421,337
PG A, IDT Pay & Allow, Unit Training Assemblies	977,916	0	977,916	0	977,916	30,698	1,008,614
PG A, IDT Pay & Allow, Military Funeral Honors	4,414	0	4,414	0	4,414	172	4,586
PG A, IDT Pay & Allow, Additional Drill Assemblies	56,480	0	56,480	0	56,480	2,146	58,626
PG A, Individual Clothing and Uniforms	11,887	0	11,887	0	11,887	232	12,119
PG A, Subsistence of Enlisted Personnel	51,213	0	51,213	0	51,213	999	52,212
PG A, Travel, Annual Training	81,875	0	81,875	0	81,875	2,632	84,507
Total Direct Obligation	<u>1,592,538</u>	<u>0</u>	<u>1,592,538</u>	<u>0</u>	<u>1,592,538</u>	<u>49,463</u>	<u>1,642,001</u>
Pay Group B							
PG B, Pay and Allowances, Annual Training	14,013	0	14,013	0	14,013	0	14,013
PG B, Pay and Allowances, Inactive Duty Training	29,867	0	29,867	0	29,867	0	29,867
PG B, Travel, Annual Training	3,558	0	3,558	0	3,558	0	3,558
Total Direct Obligation	<u>47,438</u>	<u>0</u>	<u>47,438</u>	<u>0</u>	<u>47,438</u>	<u>0</u>	<u>47,438</u>
Pay Group F							
PG F, Pay and Allowances, Annual Training	209,965	0	209,965	0	209,965	0	209,965
PG F, Individual Clothing and Uniforms	19,567	0	19,567	0	19,567	0	19,567
PG F, Subsistence of Enlisted Personnel	3,504	0	3,504	0	3,504	0	3,504
PG F, Travel, Annual Training	6,038	0	6,038	0	6,038	0	6,038
Total Direct Obligation	<u>239,074</u>	<u>0</u>	<u>239,074</u>	<u>0</u>	<u>239,074</u>	<u>0</u>	<u>239,074</u>
Pay Group P							
PG P, Pay and Allowances, Inactive Duty Training	6,336	0	6,336	0	6,336	0	6,336
Total Direct Obligation	<u>6,336</u>	<u>0</u>	<u>6,336</u>	<u>0</u>	<u>6,336</u>	<u>0</u>	<u>6,336</u>
Mobilization Training							
Mobilization, IRR Soldier Readiness Processing	2,678	0	2,678	0	2,678	0	2,678
Total Direct Obligation	<u>2,678</u>	<u>0</u>	<u>2,678</u>	<u>0</u>	<u>2,678</u>	<u>0</u>	<u>2,678</u>

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

	FY 2024 President's Budget	Congres -sional Action	Appropri- ation	Internal Realign/ Reprogram	Subtotal	Proposed DD 1415 Actions	FY 2024 in FY 2025 Pres. Budget
School Training							
Schools, Leader Development Training	80,510	0	80,510	0	80,510	0	80,510
Schools, Initial Skill Acquisition Training	63,997	0	63,997	0	63,997	0	63,997
Schools, Officer Candidate School (OCS)	5,800	0	5,800	0	5,800	0	5,800
Schools, Refresher and Proficiency Training	82,742	0	82,742	0	82,742	0	82,742
Schools, Undergraduate Pilot Training	5,167	0	5,167	0	5,167	0	5,167
Total Direct Obligation	<u>238,216</u>	<u>0</u>	<u>238,216</u>	<u>0</u>	<u>238,216</u>	<u>0</u>	<u>238,216</u>
Special Training							
Special, Command and Staff Supervision	51,402	0	51,402	0	51,402	0	51,402
Special, Exercises	48,158	0	48,158	0	48,158	0	48,158
Special, Management Support	34,507	0	34,507	0	34,507	30,000	64,507
Special, Operational Training	217,874	0	217,874	0	217,874	0	217,874
Special, Recruiting	5,292	0	5,292	0	5,292	0	5,292
Special, Retention	6,642	0	6,642	0	6,642	0	6,642
Special Training, Military Burial Honors	1,645	0	1,645	0	1,645	0	1,645
Total Direct Obligation	<u>365,520</u>	<u>0</u>	<u>365,520</u>	<u>0</u>	<u>365,520</u>	<u>30,000</u>	<u>395,520</u>
Administration and Support							
AGR, Full Time Pay and Allowances	2,340,846	0	2,340,846	0	2,340,846	0	2,340,846
AGR, Clothing	7,231	0	7,231	0	7,231	0	7,231
AGR, Basic Needs Allowance	131	0	131	0	131	0	131
AGR, COLA	27,216	0	27,216	0	27,216	0	27,216
AGR, Travel, Permanent Change of Station (PCS)	74,391	0	74,391	0	74,391	0	74,391
Death Gratuities	450	0	450	0	450	0	450
Disability and Hospitalization Benefits	5,600	0	5,600	0	5,600	0	5,600
Health Professions Incentives (HPI)	100,217	0	100,217	0	100,217	0	100,217
Reserve Incentive Program	171,600	0	171,600	0	171,600	35,000	206,600
Continuation Pay	8,025	0	8,025	0	8,025	0	8,025
Total Direct Obligation	<u>2,735,707</u>	<u>0</u>	<u>2,735,707</u>	<u>0</u>	<u>2,735,707</u>	<u>35,000</u>	<u>2,770,707</u>
Education Benefits							
Education Benefits, Basic Benefit	10,358	0	10,358	0	10,358	0	10,358
Education Benefits, Kicker Program	4,307	0	4,307	0	4,307	0	4,307
Total Direct Obligation	<u>14,665</u>	<u>0</u>	<u>14,665</u>	<u>0</u>	<u>14,665</u>	<u>0</u>	<u>14,665</u>

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

	<u>FY 2024 President's Budget</u>	<u>Congres -sional Action</u>	<u>Appropri- ation</u>	<u>Internal Realign/ Reprogram</u>	<u>Subtotal</u>	<u>Proposed DD 1415 Actions</u>	<u>FY 2024 in FY 2025 Pres. Budget</u>
Thrift Savings Plan							
Thrift Savings Plan Contribution	25,635	0	25,635	0	25,635	0	25,635
Total Direct Obligation	25,635	0	25,635	0	25,635	0	25,635
Health Professions Scholarship Program							
HP, Monthly Stipend	37,785	0	37,785	0	37,785	0	37,785
HP, Individual Clothing and Uniform Allowances	176	0	176	0	176	0	176
HP, Pay and Allowances, Active Duty for Training	13,430	0	13,430	0	13,430	0	13,430
HP, Travel, Active Duty for Training	1,999	0	1,999	0	1,999	0	1,999
HP, Accession Bonus	7,500	0	7,500	0	7,500	0	7,500
Total Direct Obligation	60,890	0	60,890	0	60,890	0	60,890
Branch Officers Leadership Course							
BOLC, Pay and Allowances, Active Duty for Training	30,027	0	30,027	0	30,027	0	30,027
BOLC, Individual Clothing and Uniform Allowances	705	0	705	0	705	0	705
BOLC, Travel, Active Duty for Training	3,387	0	3,387	0	3,387	0	3,387
Total Direct Obligation	34,119	0	34,119	0	34,119	0	34,119
Chaplain Candidate Program							
CCP, Pay and Allowances, Active Duty for Training	4,182	0	4,182	0	4,182	0	4,182
CCP, Individual Clothing and Uniform Allowances	56	0	56	0	56	0	56
CCP, Travel, Active Duty for Training	382	0	382	0	382	0	382
Total Direct Obligation	4,620	0	4,620	0	4,620	0	4,620
Total Direct Program	5,367,436	0	5,367,436	0	5,367,436	114,463	5,481,899
FY 2024 Direct Program CR Adjustment	5,367,436	(154,602)	5,212,834	0	5,212,834	114,463	5,327,297

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</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	402,297	98,563	431,861	99,760	443,553	95,364
Enlisted	623,780	152,826	687,047	158,708	728,237	156,571
Subtotal	<u>1,026,077</u>	<u>251,389</u>	<u>1,118,908</u>	<u>258,468</u>	<u>1,171,790</u>	<u>251,935</u>
Pay Group B						
Officer	27,188	6,661	28,506	6,585	34,786	7,479
Enlisted	3,731	914	3,156	729	4,697	1,010
Subtotal	<u>30,919</u>	<u>7,575</u>	<u>31,662</u>	<u>7,314</u>	<u>39,483</u>	<u>8,489</u>
Pay Group F						
Enlisted	126,992	31,113	164,398	37,976	166,651	35,830
Pay Group P						
Enlisted	4,910	1,203	5,143	1,188	4,684	1,007
Mobilization Training						
Officer	78	19	978	226	93	20
Enlisted	1,943	476	1,195	276	2,065	444
Subtotal	<u>2,021</u>	<u>495</u>	<u>2,173</u>	<u>502</u>	<u>2,158</u>	<u>464</u>
School Training						
Officer	45,245	11,085	47,112	10,883	42,497	9,137
Enlisted	72,098	17,664	75,654	17,476	69,604	14,965
Subtotal	<u>117,343</u>	<u>28,749</u>	<u>122,766</u>	<u>28,359</u>	<u>112,101</u>	<u>24,102</u>
Special Training						
Officer	136,270	33,386	100,861	23,299	93,149	20,027
Enlisted	142,122	34,870	135,702	31,347	109,298	23,499
Subtotal	<u>278,392</u>	<u>68,256</u>	<u>236,563</u>	<u>54,646</u>	<u>202,447</u>	<u>43,526</u>
Administration and Support						
Officer	490,977	181,171	512,521	153,756	524,436	139,500
Enlisted	692,682	257,973	744,285	241,773	784,255	231,992
Subtotal	<u>1,189,659</u>	<u>439,144</u>	<u>1,256,806</u>	<u>395,529</u>	<u>1,308,691</u>	<u>371,492</u>

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</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	8,433	2,066	7,801	1,802	10,140	2,180
Medical Financial Assistance Program	29	7	35	8	37	8
Branch Officers Leadership Course	22,804	5,587	18,485	4,270	24,051	5,171
Chaplain Candidate Program	2,617	641	2,632	608	2,637	567
Subtotal	<u>33,883</u>	<u>8,301</u>	<u>28,953</u>	<u>6,688</u>	<u>36,865</u>	<u>7,926</u>
Total Direct Program						
Officer	1,135,938	339,186	1,150,792	301,197	1,175,379	279,453
Enlisted	1,668,258	497,039	1,816,580	489,473	1,869,491	465,318
Total	<u>2,804,196</u>	<u>836,225</u>	<u>2,967,372</u>	<u>790,670</u>	<u>3,044,870</u>	<u>744,771</u>
Reimbursable						
Officer	30,779	7,541	38,918	8,990	41,814	8,990
Total	<u>30,779</u>	<u>7,541</u>	<u>38,918</u>	<u>8,990</u>	<u>41,814</u>	<u>8,990</u>
Total Program						
Officer	1,166,717	346,727	1,189,710	310,187	1,217,193	288,443
Enlisted	1,674,690	497,039	1,878,205	490,265	1,957,386	465,318
Total	<u>2,841,407</u>	<u>843,766</u>	<u>3,067,915</u>	<u>800,452</u>	<u>3,174,579</u>	<u>753,761</u>

The retired pay accrual percentages are as follows:

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
FULL TIME MEMBERS	36.90	30.00	26.60
PART TIME MEMBERS	24.50	23.10	21.50

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Pay Group A			
Officer	20,731	20,082	20,713
Enlisted	60,330	66,470	70,724
Subtotal	<u>81,061</u>	<u>86,552</u>	<u>91,437</u>
Pay Group B			
Officer	1,810	2,320	2,565
Enlisted	194	420	577
Subtotal	<u>2,004</u>	<u>2,740</u>	<u>3,142</u>
Pay Group F			
Enlisted	5,911	7,590	7,721
Mobilization Training			
Officer	0	0	0
Enlisted	0	0	0
Subtotal	<u>0</u>	<u>0</u>	<u>0</u>
School Training			
Officer	11,956	11,187	10,407
Enlisted	19,846	20,755	19,402
Subtotal	<u>31,802</u>	<u>31,942</u>	<u>29,809</u>
Special Training			
Officer	21,966	16,462	14,574
Enlisted	24,999	28,225	22,566
Subtotal	<u>46,965</u>	<u>44,687</u>	<u>37,140</u>
Administration and Support			
Officer	135,360	137,557	145,423
Enlisted	273,968	318,014	328,925
Subtotal	<u>409,328</u>	<u>455,571</u>	<u>474,348</u>

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Other			
Health Professions Scholarship Program	2,862	3,160	3,896
Medical Financial Assistance Program	6	9	10
Branch Officers Leadership Course	6,565	6,003	7,503
Chaplain Candidate Program	796	797	776
Subtotal	<u>10,229</u>	<u>9,969</u>	<u>12,185</u>
Total Direct Program			
Officer	202,052	197,577	205,867
Enlisted	385,248	441,474	449,915
Total	<u>587,300</u>	<u>639,051</u>	<u>655,782</u>

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Pay Group A			
Officer	44,293	41,671	41,884
Enlisted	69,656	66,804	69,320
Subtotal	<u>113,949</u>	<u>108,475</u>	<u>111,204</u>
Pay Group B			
Officer	4,057	2,871	3,080
Enlisted	583	687	935
Subtotal	<u>4,640</u>	<u>3,558</u>	<u>4,015</u>
Pay Group F			
Enlisted	5,699	6,038	6,054
Mobilization Training			
Officer	0	0	0
Enlisted	0	0	0
Subtotal	<u>0</u>	<u>0</u>	<u>0</u>
School Training			
Officer	14,332	16,140	14,417
Enlisted	30,389	28,688	25,548
Subtotal	<u>44,721</u>	<u>44,828</u>	<u>39,965</u>
Special Training			
Officer	16,443	18,171	17,337
Enlisted	28,201	25,612	22,455
Subtotal	<u>44,644</u>	<u>43,783</u>	<u>39,792</u>
Administration and Support			
Officer	36,786	26,181	27,108
Enlisted	43,633	48,210	51,057
Subtotal	<u>80,419</u>	<u>74,391</u>	<u>78,165</u>

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Other			
Health Professions Scholarship Program	2,175	1,999	2,435
Branch Officers Leadership Course	4,687	3,387	4,196
Chaplain Candidate Program	<u>299</u>	<u>382</u>	<u>393</u>
Subtotal	7,161	5,768	7,024
Total Direct Program			
Officer	123,072	110,802	110,850
Enlisted	<u>178,161</u>	<u>176,039</u>	<u>175,369</u>
Total	301,233	286,841	286,219
Reimbursable			
Officer	<u>223</u>	<u>399</u>	<u>399</u>
Total	223	399	399
Total Program			
Officer	123,295	111,201	111,249
Enlisted	<u>178,161</u>	<u>176,039</u>	<u>175,369</u>
Total	301,456	287,240	286,618

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A						
Officer	5,141	0	5,255	0	5,267	0
Enlisted	0	47,998	0	52,212	0	54,109
Subtotal	<u>5,141</u>	<u>47,998</u>	<u>5,255</u>	<u>52,212</u>	<u>5,267</u>	<u>54,109</u>
Pay Group B						
Officer	1,194	0	1,519	0	1,690	0
Enlisted	298	0	640	0	936	0
Subtotal	<u>1,492</u>	<u>0</u>	<u>2,159</u>	<u>0</u>	<u>2,626</u>	<u>0</u>
Pay Group F						
Enlisted	0	2,804	0	3,504	0	3,532
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	2,419	0	1,989	0	1,827	0
Enlisted	8,437	0	8,329	0	7,416	0
Subtotal	<u>10,856</u>	<u>0</u>	<u>10,318</u>	<u>0</u>	<u>9,243</u>	<u>0</u>
Special Training						
Officer	4,078	0	3,869	0	3,607	0
Enlisted	10,295	0	11,969	0	9,970	0
Subtotal	<u>14,373</u>	<u>0</u>	<u>15,838</u>	<u>0</u>	<u>13,577</u>	<u>0</u>
Administration and Support						
Officer	16,290	0	16,886	0	17,031	0
Enlisted	62,945	0	66,434	0	68,838	0
Subtotal	<u>79,235</u>	<u>0</u>	<u>83,320</u>	<u>0</u>	<u>85,869</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 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Other						
Health Professions Scholarship Program	537	0	613	0	760	0
Medical Financial Assistance Program	1	0	1	0	1	0
Branch Officers Leadership Course	1,408	0	1,266	0	1,603	0
Chaplain Candidate Program	143	0	141	0	133	0
Subtotal	<u>2,089</u>	<u>0</u>	<u>2,021</u>	<u>0</u>	<u>2,497</u>	<u>0</u>
Total Direct Program						
Officer	31,211	0	31,539	0	31,919	0
Enlisted	81,975	50,802	87,372	55,716	87,160	57,641
Total	<u>113,186</u>	<u>50,802</u>	<u>118,911</u>	<u>55,716</u>	<u>119,079</u>	<u>57,641</u>
Reimbursable						
Officer	1,458	0	1,960	0	1,960	0
Subtotal	<u>1,458</u>	<u>0</u>	<u>1,960</u>	<u>0</u>	<u>1,960</u>	<u>0</u>
Total Program						
Officer	32,669	0	33,499	0	33,879	0
Enlisted	81,975	50,802	87,732	55,716	87,160	57,641
Total	<u>114,644</u>	<u>50,802</u>	<u>120,871</u>	<u>55,716</u>	<u>121,039</u>	<u>57,641</u>

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

FY2024 Direct Program			5,481,899
Increases Pricing:			
	Basic Pay	126,764	
	Thrift Savings Plan	513	
	FICA	10,502	
	Basic Allowance for Housing	26,201	
	Basic Allowance for Subsistence	5,356	
	Subsistence Pay	1,690	
	Travel Pay	5,739	
	Clothing	797	
	COLA	544	
	Bonus and Incentives	6,407	
	Basic Needs Allowance	3	
	Stipend	756	
	Continuation Pay	161	
Total Increases Pricing			185,433
Increases Program:			
	Basic Pay	48,217	
	Retired Pay Accrual	13,091	
	FICA	3,994	
	Basic Allowance for Housing	3,586	
	Basic Allowance for Subsistence	1,556	
	Travel Pay	4,372	
	Subsistence Pay	608	
	Other Pay	16	
	Clothing	68	
	COLA	566	
	Bonus and Incentives	974	
	Basic Needs Allowance	2,472	
	Stipend	7,891	
	Continuation Pay	2,383	
Total Increases Program			89,794
Total Increases			275,227
Decreases Pricing:			
	Education Benefits	(151)	
	Retired Pay Accrual	(40,335)	
Total Decreases Pricing			(40,486)
Decreases Program:			
	Basic Pay	(61,885)	
	Education Benefits	(4,857)	
	Thrift Savings Plan	(868)	

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

Retired Pay Accrual		(14,407)	
FICA		(5,127)	
Basic Allowance for Housing		(13,056)	
Basic Allowance for Subsistence		(4,279)	
Subsistence Pay		(77)	
Travel Pay		(10,732)	
Clothing		(348)	
Other Pay		(10)	
Bonus and Incentives		(47,716)	
Total Decreases Program			(163,362)
Total Decreases			(203,848)
FY2025 Direct Program			5,553,278

SECTION 4
DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
1,529,899	1,642,001	1,698,087

PART I - PURPOSE AND SCOPE

The program costs for this activity provide for all officer and enlisted personnel assigned to Troop Program Units (TPU) 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 Regionally Aligned Readiness and Modernization Model (ReARMM) 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 (UTA) annually, commonly known as Battle Assemblies. To supplement this training, selected members participate in three types of Additional Drill Assemblies: Additional Training Assemblies (ATA), Readiness Management Assemblies (RMA), and Additional Flight Training Periods (AFTP). Additional Drill Assemblies improve readiness by providing individuals and units with required training to achieve and sustain designated readiness levels.

Additional Flight Training Periods (AFTP): 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 (ATA): 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 (RMA): 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 2025, pricing increases total \$51 million due to inflation and economic factors. Program increases \$5.1 million due to an increase in average strength.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$18.3 million.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$50 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)**

FY2024 Direct Program		1,642,001
Increases Pricing:		
	Basic Pay	46,499
	FICA	3,852
	Basic Allowance for Housing	3,549
	Basic Allowance for Subsistence	158
	Travel Pay	2,170
	Subsistence Pay	1,566
	Clothing	242
Total Increases Pricing		58,036
Increases Program:		
	Basic Pay	2,336
	Retired Pay Accrual	544
	FICA	194
	Basic Allowance for Housing	1,336
	Travel Pay	560
	Subsistence Pay	331
Total Increases Program		5,301
Total Increases		63,337
Decreases Pricing:		
	Retired Pay Accrual	(7,077)
Total Decreases Pricing		(7,077)
Decreases Program:		
	Basic Allowance for Subsistence	(146)
	Clothing	(24)
	Other Pay	(4)
Total Decreases Program		(174)
Total Decreases		(7,251)
FY2025 Direct Program		1,698,087

**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 2025, AT funding increases by \$14.1 million due to an increase in pay and allowance based on a 4.5% pay raise and an increase in participation and above statutory training days to meet ReARMM and Combatant Command training requirements.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Average Strength	32,051			30,153			29,249		
Participation Rate	72			78			79		
Paid Participants	22,958	6,140	140,961	23,417	6,406	150,009	23,098	6,620	152,911
Enlisted									
Average Strength	117,164			115,144			114,744		
Participation Rate	56			62			62		
Paid Participants	65,384	3,671	240,025	70,824	3,831	271,328	71,341	3,960	282,509
Total	88,342		380,986	94,241		421,337	94,439		435,420

**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 (BA), Additional Training Assemblies (ATA), Readiness Management Assemblies (RMA) for key personnel, and Additional Flight Training Periods (AFTP) 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 2025, funding increases by \$55.5 million due to an increase in inflation, economic factors, and in-person BA participation rates.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	32,051			30,153			29,249		
Participation Rate	66			69			71		
Paid Participants	21,130	17,554	370,914	20,698	18,272	378,187	20,691	18,860	390,235
Enlisted									
Average Strength	117,164			115,144			114,744		
Participation Rate	51			54			56		
Paid Participants	60,234	9,821	591,570	61,671	10,222	630,427	63,864	10,552	673,876
Total	81,364		962,484	82,369		1,008,614	84,555		1,064,111

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 2025, funding decreases by \$326 thousand due to a decrease in projected Army Veterans' deaths.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	7,804	366	2,854	7,446	381	2,837	6,578	393	2,585
Enlisted	12,605	205	2,579	8,211	213	1,749	7,614	220	1,675
Total	20,409		5,433	15,657		4,586	14,192		4,260

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

Additional Drill Assemblies

Additional Flight Training Periods (AFTP): AFTPs are authorized for primary aircrew members to conduct aircrew training and combat crew qualification training to attain and maintain aircrew flying proficiency and sustain required readiness. The number of these training periods shall not exceed 48 each fiscal year for any aircrew member. In FY 2025, funding increases by \$1.1 million due to an increase in paid participants.

Additional Training Assemblies (ATA): Funding provides ATAs for units, components of units, and individuals to accomplish additional required training. The number of ATAs shall not exceed 12 each fiscal year for any individual. In FY 2025, funding decreases by \$16.3 million due to an anticipated higher participation rate in IDT and BA.

Readiness Management Assemblies (RMA): RMAs are used to support ongoing day-to-day operations of the unit such as unit administration, training preparation, support activities, and maintenance functions. The number of RMAs shall not exceed 24 each fiscal year for any individual. In FY 2025, funding decreases by \$2 million due to an anticipated higher participation rate in IDT and BA.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Additional Flight Training Periods									
Officer	13,136	366	4,804	12,807	381	4,875	14,138	393	5,555
Enlisted	6,002	205	1,228	10,485	213	2,233	11,923	220	2,621
Subtotal	<u>19,138</u>		<u>6,032</u>	<u>23,292</u>		<u>7,108</u>	<u>26,061</u>		<u>8,176</u>
Additional Training Assemblies									
Officer	23,185	366	8,479	43,533	381	16,571	25,201	393	9,902
Enlisted	31,895	205	6,526	71,729	213	15,276	25,788	220	5,669
Subtotal	<u>55,080</u>		<u>15,005</u>	<u>115,262</u>		<u>31,847</u>	<u>50,989</u>		<u>15,571</u>
Readiness Management Assemblies									
Officer	25,113	366	9,184	32,802	381	12,486	29,996	393	11,786
Enlisted	30,263	205	6,192	33,738	213	7,185	26,566	220	5,840
Subtotal	<u>55,376</u>		<u>15,376</u>	<u>66,540</u>		<u>19,671</u>	<u>56,562</u>		<u>17,626</u>
	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>				
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>			
Total Pay and Allowances, Inactive Duty Training (IDT)	299,218	1,004,330	366,048	1,071,826	291,797	1,109,744			

**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 2025, funding increases by \$218 thousand due to an increase in inflation and economic factors.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Initial									
Enlisted	2,156	1,986	4,281	5,985	2,025	12,119	5,973	2,065	12,337
Total	2,156		4,281	5,985		12,119	5,973		12,337

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. 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 2025, subsistence funding increases by \$1.9 million due to an increase in inflation and economic factors and to support higher average participation rates in IDT and AT.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Annual Training												
Field Rations	96,547	1,448,200	15	21,723	107,800	1,617,000	16	25,872	111,483	1,672,250	16	26,756
Operational Rations	14,900	223,500	48	10,728	12,351	185,271	48	8,893	12,774	191,604	48	9,197
Subtotal	111,447			32,451	120,151			34,765	124,257			35,953
Inactive Duty Training												
Field Rations	43,186	1,036,467	15	15,547	45,435	1,090,438	16	17,447	47,281	1,134,750	16	18,156
Total	154,633			47,998	165,586			52,212	171,538			54,109

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 air lift and/or chartered flights provides transportation for units that perform Annual Training overseas. In FY 2025, travel funding increases by \$2 million due to an increase in inflation and economic factors and to support higher average participation rate in AT.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	21,562	1,569	33,831	21,048	1,600	33,676	20,718	1,632	33,811
Enlisted	103,676	564	58,473	88,402	575	50,831	89,721	587	52,666
Total	125,238		92,304	109,450		84,507	110,439		86,477

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
46,635	47,438	57,762

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 can 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 2025, pricing increases total \$1.5 million due to inflation and economic factors. Program increases a total \$8.9 million due to an increase in the projected number of paid participants.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$518 thousand.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$1.4 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)**

FY2024 Direct Program			47,438
Increases Pricing:			
	Basic Pay	1,316	
	FICA	109	
	Basic Allowance for Housing	112	
	Basic Allowance for Subsistence	46	
	Travel Pay	71	
	Subsistence Pay	19	
Total Increases Pricing			1,673
Increases Program:			
	Basic Pay	5,907	
	Retired Pay Accrual	1,375	
	FICA	489	
	Basic Allowance for Housing	290	
	Basic Allowance for Subsistence	125	
	Travel Pay	386	
	Subsistence Pay	277	
	Other Pay	2	
Total Increases Program			8,851
Total Increases			10,524
Decreases Pricing:			
	Retired Pay Accrual	(200)	
Total Decreases Pricing			(200)
Decreases Program:			
Total Decreases Program			0
Total Decreases			(200)
FY2025 Direct Program			57,762

**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 2025, AT pay and allowances funding increases by \$3.6 million due to an increase in the projected number of paid participants.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	2,340			2,597			2,616		
Participation Rate	70			72			84		
Paid Participants	1,638	6,233	10,209	1,869	6,502	12,152	2,187	6,718	14,692
Enlisted									
Average Strength	635			859			875		
Participation Rate	59			66			99		
Paid Participants	372	3,142	1,169	567	3,282	1,861	862	3,393	2,925
Total	2,010		11,378	2,436		14,013	3,049		17,617

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 2025, IDT pay and allowances funding increases by \$6.3 million due to an increase in the projected number of paid participants.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer									
Average Strength	2,340			2,597			2,616		
Participation Rate	54			47			54		
Paid Participants	1,262	21,114	26,646	1,219	21,970	26,781	1,404	22,671	31,830
Enlisted									
Average Strength	635			859			875		
Participation Rate	64			35			47		
Paid Participants	404	9,829	3,971	302	10,219	3,086	408	10,539	4,300
Total	1,666		30,617	1,521		29,867	1,812		36,130

**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 2025, travel funding increases of \$457 thousand due to an increase in the projected number of paid participants.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	1,781	2,278	4,057	1,235	2,325	2,871	1,300	2,369	3,080
Enlisted	534	1,092	583	617	1,113	687	824	1,135	935
Total	2,315		4,640	1,852		3,558	2,124		4,015

Reimbursable Program:

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
	600	3,050	3,050

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
189,177	239,074	239,547

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 to deploy.

The regular training program consists of a 10-week Basic Combat Training (BCT) phase immediately followed by an Advanced Initial Training (AIT) phase of variable lengths (average 149 days combined). It also funds the Future Soldier Preparation Course to give selected recruits the boost they need to meet the Army's academic and physical standards to qualify to become Soldiers.

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 2025, pricing increases total \$7.3 million due to inflation and economic factors. Program decreases by \$6.8 million.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$2.7 million.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$7.3 million.

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

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

FY2024 Direct Program			239,074
Increases Pricing:			
	Basic Pay	6,832	
	FICA	566	
	Basic Allowance for Housing	311	
	Subsistence Pay	105	
	Travel Pay	121	
	Clothing	391	
Total Increases Pricing			8,326
Increases Program:			
	Other Pay	2	
Total Increases Program			2
Total Increases			8,328
Decreases Pricing:			
	Retired Pay Accrual	(1,040)	
Total Decreases Pricing			(1,040)
Decreases Program:			
	Basic Pay	(4,751)	
	Retired Pay Accrual	(1,106)	
	FICA	(394)	
	Basic Allowance for Housing	(180)	
	Subsistence Pay	(77)	
	Travel Pay	(105)	
	Clothing	(202)	
Total Decreases Program			(6,815)
Total Decreases			(7,855)
FY2025 Direct Program			239,547

**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, and FICA. This calculation uses an estimated number of participants rather than the average strength. In FY 2025, ADT pay and allowances funding increases by \$240 thousand.

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</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>
9,445 17,365 164,016	11,494 18,267 209,965	11,011 19,090 210,205

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 2025, funding increases by \$189 thousand.

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</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	8,390 1,985 16,658	9,663 2,025 19,567	9,565 2,065 19,756

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 2025, subsistence funding increases by \$28 thousand.

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
<u>Number</u> <u>Rate</u> <u>Amount</u>	<u>Number</u> <u>Rate</u> <u>Amount</u>	<u>Number</u> <u>Rate</u> <u>Amount</u>
186,933 15 2,804	233,600 15 3,504	220,750 16 3,532

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 2025, travel funding increases by \$16 thousand.

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</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>
12,256 465 5,699	12,738 474 6,038	12,534 483 6,054

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
6,117	6,336	5,694

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 2025, pricing increases total \$199 thousand due to inflation and economic factors. Program decreases by \$841 thousand to support increases in Pay Group F.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$84 thousand.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$230 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)**

FY2024 Direct Program					6,336
Increases Pricing:					
	Basic Pay		214		
	FICA		18		
Total Increases Pricing					232
Increases Program:					
Total Increases Program					0
Total Increases					232
Decreases Pricing:					
	Retired Pay Accrual		(33)		
Total Decreases Pricing					(33)
Decreases Program:					
	Basic Pay		(638)		
	Retired Pay Accrual		(148)		
	FICA		(53)		
	Other Pay		(2)		
Total Decreases Program					(841)
Total Decreases					(874)
FY2025 Direct Program					5,694

**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 2025, IDT pay and allowances funding decreases by \$642 thousand due to decrease in Initial Entry Training seats from Active Component to support increases in Pay Group F.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	5,258			5,537			5,380		
Participation Rate	37			35			31		
Paid Participants	1,942	3,150	6,117	1,912	3,314	6,336	1,644	3,464	5,694

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
2,518	2,678	2,625

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 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 2025, pricing increases total \$84 thousand due to inflation and economic factors. Program decreases by \$137 thousand.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$36 thousand.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$97 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)**

FY2024 Direct Program			2,678
Increases Pricing:			
	Basic Pay	90	
	FICA	8	
Total Increases Pricing			98
Increases Program:			
Total Increases Program			0
Total Increases			98
Decreases Pricing:			
	Retired Pay Accrual	(14)	
Total Decreases Pricing			(14)
Decreases Program:			
	Basic Pay	(104)	
	Retired Pay Accrual	(24)	
	FICA	(9)	
Total Decreases Program			(137)
Total Decreases			(151)
FY2025 Direct Program			2,625

**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, provides funding for Individual Ready Reserve (IRR) Soldiers to participate in a one-day Soldier Readiness Processing (SRP) event to validate relevant Soldier readiness credentials. In FY 2025, funding decreases \$53 thousand due to the prioritization of Pay Group A statutory requirements.

	<u>ACTUAL FY 2023</u>				<u>ESTIMATE FY 2024</u>				<u>ESTIMATE FY 2025</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	393	393	366	144	992	992	381	378	267	267	393	105
Enlisted	11,580	11,580	205	2,374	10,798	10,798	213	2,300	11,455	11,455	220	2,520
Total	11,973			2,518	11,790			2,678	11,722			2,625

GRAND TOTAL Mobilization Training

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	393	144	992	378	267	105
Enlisted	11,580	2,374	10,798	2,300	11,455	2,520
Total	11,973	2,518	11,790	2,678	11,722	2,625

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
233,477	238,216	215,227

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 and 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, career development and functional training. Specific objectives of this activity are to provide Army Reserve TPU Soldiers with formal school training critical to achieving skill 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 and Army Service Schools.

Funding ensures adequate resourcing for individual training which teaches the skills necessary to operate on the modern battlefield and assume leadership roles. Building readiness begins with the individual Soldier and School Training is a key enabler in meeting this requirement.

In FY 2025, pricing increases total \$7.3 million due to inflation and economic factors. Program decreases by \$30.3 million.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$2 million.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$5.5 million.

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

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

FY2024 Direct Program			238,216
Increases Pricing:			
	Basic Pay	5,101	
	FICA	423	
	Basic Allowance for Housing	1,310	
	Basic Allowance for Subsistence	310	
	Travel Pay	897	
Total Increases Pricing			8,041
Increases Program:			
	Other Pay	3	
Total Increases Program			3
Total Increases			8,044
Decreases Pricing:			
	Retired Pay Accrual	(776)	
Total Decreases Pricing			(776)
Decreases Program:			
	Basic Pay	(14,950)	
	Retired Pay Accrual	(3,481)	
	FICA	(1,238)	
	Basic Allowance for Housing	(3,443)	
	Basic Allowance for Subsistence	(1,385)	
	Travel Pay	(5,760)	
Total Decreases Program			(30,257)
Total Decreases			(31,033)
FY2025 Direct Program			215,227

**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 the Regionally Aligned Readiness and Modernization Model (REARMM) by being better prepared for the complexities of the operational environment both today and in the future. In FY 2025, funding increases by \$18.6 million due to an increase in the projected number of paid participants.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	2,762	121,506	439	53,341	2,236	98,386	458	45,061	2,193	96,493	473	45,641
Enlisted	14,103	324,379	195	63,254	7,592	174,626	203	35,449	11,060	254,390	210	53,422
Total	16,865			116,595	9,828			80,510	13,253			99,063

Initial Skills Acquisition Training: Provides training to acquire initial military and/or specialty skills and retraining of officer and enlisted personnel in additional Military Occupational Specialty (MOS) fields. Supports immediate qualification of separating or recently separated Active Army, Army National Guard, or personnel from other services in new specialties appropriate to the positions in which they have enlisted in local Army Reserve units. Includes advanced technical and qualification training appropriate to each Army Reserve Soldier's prior qualifications (experience and training) and to potential assignments within the Selected Reserve. Training is conducted primarily in Army Service Schools, Total Army School System (TASS) battalions, and other service schools as appropriate. Training may also include New Equipment Training (NET) taught at the unit. Specific course selection and length are dependent upon the skill or specialty. This activity supports all personnel currently assigned to Army Reserve TPU's other than non-prior service personnel on Initial Active Duty Training (IADT) in Pay Group F. In FY 2025, funding decreases by \$9.7 million due to the prioritization of Leader Development Training.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	762	55,624	439	24,419	365	26,663	439	11,705	311	22,707	458	10,400
Enlisted	12,221	293,308	195	57,195	10,733	257,596	203	52,292	8,706	208,952	210	43,880
Total	12,983			81,614	11,098			63,997	9,017			54,280

**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 qualified Soldiers approved for attendance and officer vacancies in Army Reserve units determines the number of Soldiers participating. Newly commissioned officers graduating from OCS are assigned to Army Reserve units and positions for which they are qualified. In FY 2025, funding decreases by \$1.3 million due to the prioritization of Leader Development Training.

	<u>ACTUAL FY 2023</u>				<u>ESTIMATE FY 2024</u>				<u>ESTIMATE FY 2025</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	166	13,944	195	2,719	340	28,571	203	5,800	254	21,348	210	4,483

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. In FY 2025, funding decreases by \$29.9 million due to the prioritization of Leader Development Training.

	<u>ACTUAL FY 2023</u>				<u>ESTIMATE FY 2024</u>				<u>ESTIMATE FY 2025</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	503	10,064	439	4,418	2,771	55,415	458	25,380	1,867	37,349	473	17,666
Enlisted	2,700	129,579	195	25,268	5,887	282,571	203	57,362	3,487	167,386	210	35,151
Total	3,203			29,686	8,658			82,742	5,354			52,817

**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 in compliance with training guidance to increase flying hours and improve overall safety. Applicants must be qualified for assignment to a TPU position requiring specific aviation skills. In FY 2025, funding decreases by \$583 thousand due to the prioritization of Leader Development Training.

	<u>ACTUAL FY 2023</u>				<u>ESTIMATE FY 2024</u>				<u>ESTIMATE FY 2025</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	76	6,522	439	2,863	131	11,282	458	5,167	113	9,691	473	4,584

GRAND TOTAL School Training

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	4,103	193,716	85,041	5,503	191,746	87,313	4,484	166,240	78,291
Enlisted	29,190	761,210	148,436	24,552	743,364	150,903	23,507	652,076	136,936
Total	33,293		233,477	30,055		238,216	27,991		215,227

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
452,834	395,520	336,490

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 (TPU). 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, Sexual Harassment/Assault Response and Prevention Program (SHARP) Academy, Integrated Personnel and Pay System-Army (IPPS-A), implementation and training, hometown recruiters, retention activities, preparation for Annual Training and participation in exercises exceeding the statutory 15-day limitation for Annual Training.

In FY 2025, pricing increases total \$12.3 million due to inflation and economic factors. Program decreases by \$71.4 million.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$3.5 million.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$9.7 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)**

FY2024 Direct Program			395,520
Increases Pricing:			
	Basic Pay	9,831	
	FICA	814	
	Basic Allowance for Housing	1,832	
	Basic Allowance for Subsistence	475	
	Travel Pay	876	
Total Increases Pricing			13,828
Increases Program:			
	Other Pay	5	
Total Increases Program			5
Total Increases			13,833
Decreases Pricing:			
	Retired Pay Accrual	(1,496)	
Total Decreases Pricing			(1,496)
Decreases Program:			
	Basic Pay	(41,337)	
	Retired Pay Accrual	(9,624)	
	FICA	(3,424)	
	Basic Allowance for Housing	(9,379)	
	Basic Allowance for Subsistence	(2,736)	
	Travel Pay	(4,867)	
Total Decreases Program			(71,367)
Total Decreases			(72,863)
FY2025 Direct Program			336,490

**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 2025, funding increases by \$1.9 million due to an increase in inflation and economic factors.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	8,302	83,021	439	36,446	6,645	66,448	458	30,433	6,671	66,710	473	31,554
Enlisted	16,262	195,144	195	38,053	8,608	103,296	203	20,969	8,646	103,757	210	21,789
Total	24,564			74,499	15,253			51,402	15,317			53,343

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 2025, funding increases by \$5.5 million due to higher participation in collective training exercises.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	5,885	58,852	439	25,836	4,558	45,581	458	20,876	4,928	49,281	473	23,310
Enlisted	14,883	178,590	195	34,825	11,200	134,394	203	27,282	12,059	144,705	210	30,388
Total	20,768			60,661	15,758			48,158	16,987			53,698

**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 Department of the Army (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, alcohol and drug abuse program, equal opportunity activities, Sexual Harassment/Assault Response and Prevention (SHARP) briefings, 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 2025, funding decreases by \$30.2 million to fund higher priorities.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	12,103	157,344	439	69,074	4,166	54,159	458	24,805	2,409	31,313	473	14,811
Enlisted	26,151	339,964	195	66,293	15,044	195,576	203	39,702	7,159	93,062	210	19,543
Total	38,254			135,367	19,210			64,507	9,568			34,354

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 2025, funding decreases by \$38.6 million to fund higher priorities.

FY 2023 includes \$33.6 million in Overseas Operating Cost (OOC) Enacted; FY 2024 includes \$30.9 million in OOC Requested funding, and FY 2025 includes \$25.0 million for the OOC Budget Estimate.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	19,008	171,071	439	75,100	20,410	183,692	458	84,131	17,770	159,926	473	75,645
Enlisted	177,793	474,708	195	92,568	246,754	658,833	203	133,743	184,789	493,386	210	103,611
Total	196,801			167,668	267,164			217,874	202,559			179,256

**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 2025, funding increases by \$432 thousand to support the accessions mission.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	16	164	439	72	29	293	458	134	29	290	473	137
Enlisted	84	836	195	163	2,541	25,409	203	5,158	2,661	26,605	210	5,587
Total	100			235	2,570			5,292	2,690			5,724

Retention: Provides training for support tours with retention Non-Commissioned Officers (NCO) 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 2025, funding increases by \$1.9 million to sustain the success of current retention efforts.

	ACTUAL FY 2023				ESTIMATE FY 2024				ESTIMATE FY 2025			
	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount	Number	Mandays	Rate	Amount
Officer	1,596	11,171	439	4,904	537	3,762	458	1,723	667	4,666	473	2,207
Enlisted	4,010	36,087	195	7,037	2,692	24,232	203	4,919	3,325	29,929	210	6,285
Total	5,606			11,941	3,229			6,642	3,992			8,492

**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 Active Duty for Operational Support -Reserve Component (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 2025, funding decreases by \$22 thousand.

	<u>ACTUAL FY 2023</u>				<u>ESTIMATE FY 2024</u>				<u>ESTIMATE FY 2025</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	127	380	439	167	762	2,286	458	1,047	729	2,188	473	1,035
Enlisted	923	2,769	195	540	982	2,946	203	598	933	2,800	210	588
Total	1,050			707	1,744			1,645	1,662			1,623

Reimbursable Program:

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
	<u>Amount</u>	<u>Amount</u>	<u>Amount</u>
	36,345	39,950	39,950

GRAND TOTAL Special Training

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	47,037	482,003	212,140	37,107	356,221	163,149	33,203	314,374	148,699
Enlisted	240,106	1,228,098	240,694	287,821	1,144,686	232,371	219,572	894,244	187,791
Total	287,143		452,834	324,928		395,520	252,775		336,490

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

ACTUAL FY 2023
2,669,427

ESTIMATE FY 2024
2,770,707

ESTIMATE FY 2025
2,840,323

PART I - PURPOSE AND SCOPE

The Active Guard and Reserve (AGR) 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.

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance for members that do not exceed the Basic Needs Allowance (BNA) threshold as calculated from the members Gross Household Income (GHI) and the Federal Poverty Guidelines (FPG). The request below funds a BNA for all members that do not meet a minimum GHI threshold of 200% of the FPG.

In FY 2025, pricing increases total \$62.4 million due to inflation and economic factors. Program increases by \$7.3 million.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$23.1 million.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$63 million.

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

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

FY2024 Direct Program			2,770,707
Increases Pricing:			
	Basic Pay	55,677	
	FICA	4,612	
	Basic Allowance for Housing	18,678	
	Basic Allowance for Subsistence	4,307	
	Travel Pay	1,488	
	COLA	544	
	Clothing	145	
	Basic Needs Allowance	3	
	Bonus and Incentives	6,257	
	Continuation Pay	161	
Total Increases Pricing			91,872
Increases Program:			
	Basic Pay	33,766	
	Retired Pay Accrual	9,726	
	FICA	2,797	
	Basic Allowance for Housing	99	
	Basic Allowance for Subsistence	1,003	
	Travel Pay	2,286	
	COLA	566	
	Basic Needs Allowance	2,472	
	Continuation Pay	2,383	
Total Increases Program			55,098
Total Increases			146,970
Decreases Pricing:			
	Retired Pay Accrual	(29,515)	
Total Decreases Pricing			(29,515)
Decreases Program:			
	Clothing	(122)	
	Bonus and Incentives	(47,716)	
	Other Pay	(1)	
Total Decreases Program			(47,839)
Total Decreases			(77,354)
FY2025 Direct Program			2,840,323

**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 2025, funding increases by \$101.2 million supports price inflation, to include a 4.5% pay raise, and maintains an average strength of 16,520 AGR Soldiers.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,468	194,764	870,206	4,458	193,412	862,229	4,366	204,298	891,967
Enlisted	11,890	116,976	1,390,843	12,079	122,412	1,478,617	12,154	127,532	1,550,029
Total	16,358		2,261,049	16,537		2,340,846	16,520		2,441,996

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 2025, clothing funding increases by \$23 thousand.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	0	25	200	5	25	200	5
Enlisted	11,483	513	5,891	13,809	523	7,226	13,580	534	7,249
Total	11,483		5,891	13,834		7,231	13,605		7,254

Basic Needs Allowance: Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center.

The component estimate for the Basic Needs Allowance was calculated using the relative populations of members by grade and proportionate demographic/location characteristics for each household .

Members are not eligible for the allowance:

- (1) That are without dependents.
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

In FY 2025, funding increases by \$2.5 million due to changes in the BNA program which make more Soldiers eligible for the benefit.

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
		<u>Amount</u>		<u>Amount</u>		<u>Amount</u>
Enlisted		200		131		2,606
Total		200		131		2,606

**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 2025, funding increases by \$1.1 million is due to inflation and economic factors.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
CONUS									
Officer	944	3,256	3,074	210	3,314	696	228	3,386	772
Enlisted	250	2,100	525	1,170	2,139	2,503	964	2,182	2,103
Subtotal	<u>1,194</u>		<u>3,599</u>	<u>1,380</u>		<u>3,199</u>	<u>1,192</u>		<u>2,875</u>
OCONUS									
Officer	206	14,500	2,987	363	14,747	5,353	378	15,048	5,688
Enlisted	1,052	13,895	14,618	1,317	14,172	18,664	1,367	14,457	19,763
Subtotal	<u>1,258</u>		<u>17,605</u>	<u>1,680</u>		<u>24,017</u>	<u>1,745</u>		<u>25,451</u>
Total									
Officer	1,150		6,061	573		6,049	606		6,460
Enlisted	1,302		15,143	2,487		21,167	2,331		21,866
Total	<u>2,452</u>		<u>21,204</u>	<u>3,060</u>		<u>27,216</u>	<u>2,937</u>		<u>28,326</u>

Permanent Change of Station (PCS) Travel: This request provides 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 2025, travel funding increases by \$3.8 million supports inflation and an increase in PCS moves.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	1,780	20,666	36,786	1,242	21,080	26,181	1,261	21,497	27,108
Enlisted	2,748	15,878	43,633	2,977	16,194	48,210	3,091	16,518	51,057
Total	<u>4,528</u>		<u>80,419</u>	<u>4,219</u>		<u>74,391</u>	<u>4,352</u>		<u>78,165</u>

	ACTUAL FY 2023		ESTIMATE FY 2024		ESTIMATE FY 2025	
	Number	Amount	Number	Amount	Number	Amount
Total AGR	16,358	2,368,563	16,537	2,449,684	16,520	2,555,741

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

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	100,000	0	2	100,000	150	2	100,000	200
Enlisted	0	100,000	0	3	100,000	300	4	100,000	400
Total	0		0	5		450	6		600

Disability and Hospitalization Benefits: Members of the Army Reserve who suffer injury, disability or contract disease in the line of duty, active or inactive, are entitled to hospitalization and pay and allowances during their incapacitation or until such time they are found fit for duty or processed through the Disability Evaluation System (DES). In FY 2025, funding increases by \$993 thousand supports an increase in training and exercise participation resulting in greater risk of injury.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	56	19,219	1,083	62	19,219	1,196	72	19,219	1,378
Enlisted	258	13,498	3,479	326	13,498	4,404	386	13,498	5,215
Total	314		4,562	388		5,600	458		6,593

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
	0	0	8,509	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 2025, funding decreases by \$42.6 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 2025, funding decreases by \$9.2 million due to the reduction of eligible Areas of Concentration (AOC) on the Critical Wartime Shortage List (CWSL).

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Special Training Assistance Program	365	25,604	9,339	385	25,604	9,861	315	25,604	8,074
Loan Repayment Program	537	20,689	11,116	646	20,689	13,371	648	20,689	13,409
Medical Recruiting Bonus	806	17,731	14,286	930	17,731	16,495	829	17,731	14,695
Medical Retention Bonus	1,627	22,450	36,515	2,672	22,450	59,990	2,422	22,450	54,370
Affiliation Bonus	17	25,604	430	20	25,604	500	20	25,604	500
Total	3,352		71,686	4,653		100,217	4,234		91,048

**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 2022, the continuation pay eligibility window expanded from 10-12 years of service to 8-12 years of service per AR 637-1. In FY 2025, funding increases by \$2.5 million to support the increased number of participants.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	10,444	0	0	3,644	0	0	5,267
Enlisted	0	0	3,463	0	0	4,381	0	0	5,301
Total	0		13,907	0		8,025	0		10,568

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
26,155	25,635	25,280

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 FY 2025, price increases total \$513 thousand due to inflation and economic factors. Program decreases by \$868 thousand.

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

FY2024 Direct Program			25,635
Increases Pricing:			
	Thrift Savings Plan	513	
Total Increases Pricing			513
Increases Program:			
Total Increases Program			0
Total Increases			513
Decreases Program:			
	Thrift Savings Plan	(868)	
Total Decreases Program			(868)
Total Decreases			(868)
FY2025 Direct Program			25,280

**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 (TSP). The Services will continue making automatic and matching TSP contributions payments in FY 2025. Amounts in FY 2023 and FY 2024 reflect the actual and anticipated costs respectively under the Blended Retirement System. In FY 2025, funding decreases by \$355 thousand due to projected participation in United States Uniformed Services Blended Retirement System.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	0	0	9,304	0	0	9,790	0	0	6,329
Enlisted	0	0	16,851	0	0	15,845	0	0	18,951
Total	0		26,155	0		25,635	0		25,280

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
9,008	14,665	9,657

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 the Montgomery GI Bill (MGIB) Kicker.

Education benefits cover obligations to Army Reserve members for assistance in education costs. This program aids 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 2025, There is no price change due to changes in the actuarial rates. Program decreases by \$5 million.

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

FY2024 Direct Program			14,665
Increases Pricing:			
Total Increases Pricing			0
Increases Program:			
Total Increases Program			0
Total Increases			0
Decreases Pricing:			
	Education Benefits	(151)	
Total Decreases Pricing			(151)
Decreases Program:			
	Education Benefits	(4,857)	
Total Decreases Program			(4,857)
Total Decreases			(5,008)
FY2025 Direct Program			9,657

**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 Law98-525), 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, MGIB 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 MGIB Kicker benefit, the Soldier's occupation must be designated as a critical occupational specialty.

In FY 2025, Basic Benefit funding decreases by \$6.5 million, and the MGIB Kicker Program funding decreases by \$1.5 million due to the decrease in the Board of Actuaries per capita rates.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	420	243	102	479	557	267	310	319	99
Enlisted	28,765	243	6,990	18,117	557	10,091	11,708	319	3,735
Subtotal Basic Benefit	<u>29,185</u>		<u>7,092</u>	<u>18,596</u>		<u>10,358</u>	<u>12,018</u>		<u>3,834</u>
\$100 Kicker	1,496	427	639	14,307	153	2,189	2,047	339	694
\$200 Kicker	1,170	900	1,053	3,330	587	1,955	3,010	1,044	3,142
\$350 Kicker	111	2,020	224	125	1,303	163	975	2,038	1,987
Subtotal Kicker	<u>2,777</u>		<u>1,916</u>	<u>17,762</u>		<u>4,307</u>	<u>6,032</u>		<u>5,823</u>
Grand Total	<u>31,962</u>		<u>9,008</u>	<u>36,358</u>		<u>14,665</u>	<u>18,050</u>		<u>9,657</u>

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
62,688	60,890	74,729

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, enough 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 2025, pricing increases total \$1.4 million due to inflation and economic factors. Program increases by \$12.4 million.

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

FY2024 Direct Program		60,890
Increases Pricing:		
Basic Pay	326	
FICA	27	
Basic Allowance for Housing	130	
Basic Allowance for Subsistence	18	
Travel Pay	40	
Clothing	4	
Bonus and Incentives	150	
Stipend	756	
Total Increases Pricing		1,451
Increases Program:		
Basic Pay	1,836	
Retired Pay Accrual	428	
FICA	152	
Basic Allowance for Housing	607	
Basic Allowance for Subsistence	129	
Travel Pay	396	
Clothing	23	
Bonus and Incentives	974	
Stipend	7,891	
Other Pay	2	
Total Increases Program		12,438
Total Increases		13,889
Decreases Pricing:		
Retired Pay Accrual	(50)	
Total Decreases Pricing		(50)
Decreases Program:		
Total Decreases Program		0
Total Decreases		(50)
FY2025 Direct Program		74,729

**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 2025, stipend funding increases by \$8.6 million due to a projected increase in HPSP and FAP participants receiving stipends.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	1,228	32,736	40,207	1,084	34,440	37,321	1,294	35,335	45,720
Financial Assistance Program	8	45,000	345	10	45,000	464	16	45,000	712
Total	1,236		40,552	1,094		37,785	1,310		46,432

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 2025, HPSP clothing funding increases by \$27 thousand.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	465	400	186	440	400	176	508	400	203

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 2025, pay and allowances funding increases by \$3.6 million due to an increase in training participation.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	1,508	9,215	13,897	1,392	9,615	13,380	1,673	10,151	16,982
Financial Assistance Program	15	2,765	42	17	2,885	50	18	2,981	53
Total	1,523		13,939	1,409		13,430	1,727		17,035

**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 2025, travel funding increases by \$436 thousand due to an increase in training participation.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	5,046	431	2,175	4,543	440	1,999	5,423	449	2,435

Accession Bonus: These funds provide for bonuses to new accessions in HPSP and FAP for critically short health professional specialties. In FY 2025, accession bonuses funding increases by \$1.1 million due to a projected increase in HPSP and FAP participants receiving bonuses.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Accession Bonus	292	20,000	5,836	375	20,000	7,500	431	20,000	8,624

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
	<u>Number</u>	<u>Number</u>	<u>Number</u>
Completed Program Graduates	412	446	420

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
41,797	34,119	43,292

PART I - PURPOSE AND SCOPE

This program 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 2025, pricing increases total \$1.1 million due to inflation and economic factors. Program increases by \$8.1 million.

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

FY2024 Direct Program			34,119
Increases Pricing:			
	Basic Pay	768	
	FICA	64	
	Basic Allowance for Housing	246	
	Basic Allowance for Subsistence	38	
	Travel Pay	68	
	Clothing	14	
Total Increases Pricing			1,198
Increases Program:			
	Basic Pay	4,372	
	Retired Pay Accrual	1,018	
	FICA	362	
	Basic Allowance for Housing	1,254	
	Basic Allowance for Subsistence	299	
	Travel Pay	741	
	Clothing	44	
	Other Pay	2	
Total Increases Program			8,092
Total Increases			9,290
Decreases Pricing:			
	Retired Pay Accrual	(117)	
Total Decreases Pricing			(117)
Decreases Program:			
Total Decreases Program			0
Total Decreases			(117)
FY2025 Direct Program			43,292

**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 2025, funding increases by \$8.3 million due to an increase in number of paid participants.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Branch Officer's Leadership Course	761	39,381	29,988	586	41,092	24,083	678	42,982	29,149
AMEDD Officer's Basic Course	160	27,210	4,351	112	28,392	3,194	143	29,698	4,255
JAG Officer's Basic Course	101	20,066	2,029	131	20,938	2,750	225	21,901	4,929
Total	1,022		36,368	829		30,027	1,046		38,333

Uniform Allowances: The funds provide for Initial Uniform Allowances. In FY 2025, funding increases by \$58 thousand.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Branch Officer's Leadership Course	1,465	400	586	1,205	400	482	1,270	400	508
AMEDD Officer's Basic Course	290	400	116	193	400	77	220	400	88
JAG Officer's Basic Course	100	400	40	365	400	146	418	400	167
Total	1,855		742	1,763		705	1,908		763

Travel: These funds provide for travel, transportation and per diem costs for officers attending BOLC and BOBC. In FY 2025, travel funding increases by \$809 thousand due to an increase in number of paid participants.

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Branch Officer's Leadership Course	1,068	3,196	3,414	673	3,260	2,194	789	3,325	2,624
AMEDD Officer's Basic Course	451	1,396	629	145	1,424	206	152	1,452	220
JAG Officer's Basic Course	216	2,985	644	324	3,045	987	435	3,106	1,352
Total	1,735		4,687	1,142		3,387	1,376		4,196

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

<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
4,562	4,620	4,565

PART I - PURPOSE AND SCOPE

This program provides funds for officers to participate in the Chaplain Candidate Program. This program provides 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 qualify as Army Chaplains and receive assignment to either the Active or Reserve Component.

In FY 2025, price increases total \$148 thousand due to inflation and economic factors. Program decreases by \$203 thousand.

Chaplain Basic Officer Leadership Course (CHBOLC): Chaplain Candidates (staff specialists) require training to qualify as commissioned officers and subsequent 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)**

FY2024 Direct Program			4,620
Increases Pricing:			
	Basic Pay	110	
	FICA	9	
	Basic Allowance for Housing	33	
	Basic Allowance for Subsistence	4	
	Travel Pay	8	
	Clothing	1	
Total Increases Pricing			165
Increases Program:			
	Travel Pay	3	
	Clothing	1	
Total Increases Program			4
Total Increases			169
Decreases Pricing:			
	Retired Pay Accrual	(17)	
Total Decreases Pricing			(17)
Decreases Program:			
	Basic Pay	(105)	
	Retired Pay Accrual	(24)	
	FICA	(9)	
	Basic Allowance for Housing	(54)	
	Basic Allowance for Subsistence	(12)	
	Other Pay	(3)	
Total Decreases Program			(207)
Total Decreases			(224)
FY2025 Direct Program			4,565

**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 2025, funding decreases by \$68 thousand due to a decrease in paid participants.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	246	13,550	3,327	226	14,139	3,200	240	14,612	3,513
Chaplain Active Duty for Training	71	12,286	871	77	12,820	982	45	13,249	601
Total	317		4,198	303		4,182	285		4,114

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 2025, clothing funding increases by \$2 thousand.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	163	400	65	140	400	56	145	400	58

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 2025, travel funding increases by \$11 thousand.

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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	43	5,390	234	46	5,498	253	46	5,608	258
Chaplain Active Duty for Training	12	5,419	65	23	5,527	129	24	5,638	135
Total	55		299	69		382	70		393

SECTION 5
SPECIAL ANALYSIS

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Officer			
Basic Pay	27,723	31,651	31,651
Other Pay and Allowances	1,458	1,960	1,960
Travel	223	399	399
Total	<u>29,404</u>	<u>34,010</u>	<u>34,010</u>
Officer & Enlisted			
Retired Pay Accrual	<u>7,541</u>	<u>8,990</u>	<u>8,990</u>
Total Program	36,945	43,000	43,000

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

REENLISTMENT BONUS

	FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount												
Prior Obligations (Anniversary)	967	967	0	0	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments	5,043	68,081	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			1,297	1,297	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			4,417	57,420	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					35	35	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					3,062	39,810	0	0	0	0	0	0	0	0
Anniversary Payments							39	39	0	0	0	0	0	0
FY 2026														
Initial Payments							3,062	39,810	0	0	0	0	0	0
Anniversary Payments									35	35	0	0	0	0
FY 2027														
Initial Payments									3,062	39,810	0	0	0	0
Anniversary Payments											35	35	0	0
FY 2028														
Initial Payments											3,062	39,810	0	0
Anniversary Payments													35	35
FY 2029														
Initial Payments													3,062	39,810
Initial Payments	5,043	68,081	4,417	57,420	3,062	39,810								
Anniversary Payments	967	967	1,297	1,297	35	35	39	39	35	35	35	35	35	35
Total	6,010	69,048	5,714	58,717	3,097	39,845	3,101	39,849	3,097	39,845	3,097	39,845	3,097	39,845

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

PRIOR SERVICE ENLISTMENT BONUS

	FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount												
Prior Obligations (Anniversary)	256	1,280	0	0	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments	88	919	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			221	1,106	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			217	2,280	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					133	667	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					220	2,305	0	0	0	0	0	0	0	0
Anniversary Payments							107	535	0	0	0	0	0	0
FY 2026														
Initial Payments							220	2,305	0	0	0	0	0	0
Anniversary Payments									89	443	0	0	0	0
FY 2027														
Initial Payments									220	2,305	0	0	0	0
Anniversary Payments											89	443	0	0
FY 2028														
Initial Payments											220	2,305	0	0
Anniversary Payments													89	443
FY 2029														
Initial Payments													220	2,305
Initial Payments	88	919	217	2,280	220	2,305								
Anniversary Payments	256	1,280	221	1,106	133	667	107	535	89	443	89	443	89	443
Total	344	2,199	438	3,386	353	2,972	327	2,840	309	2,748	309	2,748	309	2,748

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

NON-PRIOR SERVICE ENLISTMENT BONUS

	FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount	Number	Amount	Number	Amount								
Prior Obligations (Anniversary)	10,136	40,543	0	0	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments	3,169	20,598	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			5,137	20,548	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			6,709	50,314	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					4,491	17,962	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					7,148	53,613	0	0	0	0	0	0	0	0
Anniversary Payments							5,740	22,961	0	0	0	0	0	0
FY 2026														
Initial Payments							7,148	53,613	0	0	0	0	0	0
Anniversary Payments									5,717	22,869	0	0	0	0
FY 2027														
Initial Payments									7,148	53,613	0	0	0	0
Anniversary Payments											5,730	22,920	0	0
FY 2028														
Initial Payments											715	53,613	0	0
Anniversary Payments													5,730	22,920
FY 2029														
Initial Payments													715	53,613
Initial Payments	3,169	20,598	6,709	50,314	7,148	53,613	7,148	53,613	7,148	53,613	715	53,613	715	53,613
Anniversary Payments	10,136	40,543	5,137	20,548	4,491	17,962	5,740	22,961	5,717	22,869	5,730	22,920	5,730	22,920
Total	13,305	61,141	11,846	70,862	11,639	71,575	12,888	76,574	12,865	76,482	6,445	76,533	6,445	76,533

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

CRITICAL SKILL ASSIGNMENT RETENTION BONUS

	FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount												
FY 2023														
Initial Payments	299	2,990	0	0	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			789	7,887	0	0	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					656	6,555	0	0	0	0	0	0	0	0
FY 2026														
Initial Payments							656	6,555	0	0	0	0	0	0
FY 2027														
Initial Payments									656	6,555	0	0	0	0
FY 2028														
Initial Payments											656	6,555	0	0
FY 2029														
Initial Payments													656	6,555
Initial Payments	299	2,990	789	7,887	656	6,555								
Total	299	2,990	789	7,887	656	6,555								

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

ENLISTED AFFILIATION BONUS

	FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount												
Prior Obligations (Anniversary)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FY 2023														
Initial Payments	3,014	45,212	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			138	689	0	0	0	0	0	0	0	0	0	0
FY 2024														
Initial Payments			2,545	38,174	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					193	963	0	0	0	0	0	0	0	0
FY 2025														
Initial Payments					1,334	20,007	0	0	0	0	0	0	0	0
Anniversary Payments							202	1,009	0	0	0	0	0	0
FY 2026														
Initial Payments							1,334	20,007	0	0	0	0	0	0
Anniversary Payments									252	1,260	0	0	0	0
FY 2027														
Initial Payments									1,334	20,007	0	0	0	0
Anniversary Payments											252	1,260	0	0
FY 2028														
Initial Payments											1,334	20,007	0	0
Anniversary Payments													254	1,268
FY 2029														
Initial Payments													1,334	20,007
Initial Payments	3,014	45,212	2,545	38,174	1,334	20,007								
Anniversary Payments	0	0	138	689	193	963	202	1,009	252	1,260	252	1,260	254	1,268
Total	3,014	45,212	2,683	38,863	1,527	20,970	1,536	21,016	1,586	21,267	1,586	21,267	1,588	21,275

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

	FY 2023						
	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	8	14	22	0	0	67	89
RECRUITING/RETENTION	194	1,457	1,651	0	0	0	1,651
SUBTOTAL	202	1,471	1,673	0	0	67	1,740
UNITS							
UNITS	2,965	9,088	12,053	3,060	48	717	15,878
RC UNIQUE MGMT HQS	282	131	413	212	9	1,486	2,120
MAINT ACT (NON-UNIT)	0	0	0	3,135	0	36	3,171
SUBTOTAL	3,247	9,219	12,466	6,407	57	2,239	21,169
TRAINING							
RC NON-UNIT INSTITUTIONS	48	50	98	85	0	135	318
RC SCHOOLS	331	784	1,115	0	0	100	1,215
ROTC	97	0	97	0	0	0	97
SUBTOTAL	476	834	1,310	85	0	235	1,630
HEADQUARTERS							
SERVICE HQS	124	10	134	0	0	276	410
AC HQS	325	305	630	0	0	0	630
AC INSTAL/ACTIVITIES	28	5	33	0	0	1,274	1,307
RC CHIEFS STAFF	173	45	218	0	9	427	654
OTHERS	0	0	0	0	0	0	0
SUBTOTAL	650	365	1,015	0	9	1,977	3,001
TOTAL END STRENGTH	4,575	11,889	16,464	6,492	66	4,518	27,540

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

FY 2024

	AGR OFFICERS	AGR ENLISTED	TOTAL	MILITARY TECHNICIANS	ACTIVE COMPONENT	CIVILIAN	TOTAL
ASSIGNMENT							
PAY/PERSONNEL CENTERS	8	14	22	0	0	96	118
RECRUITING/RETENTION	194	1,459	1,653	0	0	0	1,653
SUBTOTAL	202	1,473	1,675	0	0	96	1,771
UNITS							
UNITS	2,735	9,328	12,063	3,060	48	425	15,596
RC UNIQUE MGMT HQS	282	131	413	212	9	847	1,481
MAINT ACT (NON-UNIT)	0	0	0	3,135	0	52	3,187
SUBTOTAL	3,017	9,459	12,476	6,407	57	1,324	20,264
TRAINING							
RC NON-UNIT INSTITUTIONS	48	50	98	85	0	195	378
RC SCHOOLS	331	784	1,115	0	0	145	1,260
ROTC	97	0	97	0	0	0	97
SUBTOTAL	476	834	1,310	85	0	340	1,735
HEADQUARTERS							
SERVICE HQS	159	14	173	0	0	384	557
AC HQS	323	303	626	0	0	0	626
AC INSTAL/ACTIVITIES	28	5	33	0	0	1,832	1,865
RC CHIEFS STAFF	173	45	218	0	9	617	844
OTHERS	0	0	0	0	0	0	0
SUBTOTAL	683	367	1,050	0	9	2,833	3,892
TOTAL END STRENGTH	4,378	12,133	16,511	6,492	66	4,593	27,662

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

FY 2025

	<u>AGR OFFICERS</u>	<u>AGR ENLISTED</u>	<u>TOTAL</u>	<u>MILITARY TECHNICIANS</u>	<u>ACTIVE COMPONENT</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
ASSIGNMENT							
PAY/PERSONNEL CENTERS	8	14	22	0	0	95	117
RECRUITING/RETENTION	194	1,459	1,653	0	0	0	1,653
SUBTOTAL	202	1,473	1,675	0	0	95	1,770
UNITS							
UNITS	2,735	9,328	12,063	3,060	48	420	15,591
RC UNIQUE MGMT HQS	282	131	413	212	9	838	1,472
MAINT ACT (NON-UNIT)	0	0	0	3,135	0	51	3,186
SUBTOTAL	3,017	9,459	12,476	6,407	57	1,309	20,249
TRAINING							
RC NON-UNIT INSTITUTIONS	48	50	98	85	0	193	376
RC SCHOOLS	331	784	1,115	0	0	143	1,258
ROTC	97	0	97	0	0	0	97
SUBTOTAL	476	834	1,310	85	0	336	1,731
HEADQUARTERS							
SERVICE HQS	159	14	173	0	0	395	568
AC HQS	323	303	626	0	0	0	626
AC INSTAL/ACTIVITIES	28	5	33	0	0	1,821	1,854
RC CHIEFS STAFF	173	45	218	0	9	610	837
OTHERS	0	0	0	0	0	0	0
SUBTOTAL	683	367	1,050	0	9	2,826	3,885
TOTAL END STRENGTH	4,378	12,133	16,511	6,492	66	4,566	27,635