

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2024
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
MARCH 2023

Reserve Personnel, Navy

The estimated cost of this report for the Department of the Navy (DON) is \$41,694.

The estimated total cost for supporting the DON budget justification material is approximately \$3,031,705 during the 2023 fiscal year. This includes \$197,379 in supplies and \$2,834,326 in labor.

Department of Defense Appropriations Act, 2024

Reserve Personnel, Navy

For pay, allowances, clothing, subsistence, gratuities, travel, and related expenses for personnel of the Navy Reserve on active duty under section 10211 of title 10, United States Code, or while serving on active duty under section 12301(d) of title 10, United States Code, in connection with performing duty specified in section 12310(a) of title 10, United States Code, or while undergoing reserve training, or while performing drills or equivalent duty, and expenses authorized by section 16131 of title 10, United States Code; and for payments to the Department of Defense Military Retirement Fund, \$2,504,718,000.

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Section 1
Summary of Requirements

Exhibit PB-30A Summary of Requirements by Budget Program (Reserves)

**RESERVE PERSONNEL, NAVY
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(\$ in Thousands)**

	<u>FY 2022 (Actual)</u>	<u>FY 2023 (Enacted)</u>	<u>FY 2024 (Estimate)</u>
<u>DIRECT PROGRAM</u>			
Reserve Component Training and Support	\$2,269,495	\$2,400,831	\$2,504,718
Total Direct Program ^{/1}	\$2,269,495	\$2,400,831	\$2,504,718
<u>REIMBURSABLE PROGRAM</u>			
Reserve Component Training and Support	\$30,879	\$39,645	\$40,437
Total Reimbursable Program	\$30,879	\$39,645	\$40,437
<u>TOTAL BASELINE PROGRAM</u>			
Reserve Component Training and Support	\$2,300,374	\$2,440,476	\$2,545,155
Total Baseline Program	\$2,300,374	\$2,440,476	\$2,545,155
<u>MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION</u>			
	\$160,128	\$167,928	\$183,698
<u>TOTAL NAVY RESERVE PERSONNEL PROGRAM COST</u>			
	\$2,460,502	\$2,608,404	\$2,728,853
<u>Memo Entry: Overseas Operations Costs</u>			
Reserve Component Training and Support	\$465	\$2,475	\$500
Total Overseas Operations	\$465	\$2,475	\$500

^{/1} Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Direct budget total \$500 thousand.

RESERVE PERSONNEL, NAVY
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS
(\$ in Thousands)

	<u>FY 2022 (Actual)</u>	<u>FY 2023 (Enacted)</u>	<u>FY 2024 (Estimate)</u>
<u>RESERVE PERSONNEL, NAVY (RPN)</u>			
DIRECT PROGRAM (RPN) ^{/1}	\$2,269,495	\$2,400,831	\$2,504,718
REIMBURSABLE PROGRAM (RPN)	\$30,879	\$39,645	\$40,437
TOTAL RESERVE PERSONNEL, NAVY (RPN)	\$2,300,374	\$2,440,476	\$2,545,155
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION (MERHCF)	\$160,128	\$167,928	\$183,698
TOTAL RESERVE PERSONNEL, NAVY PROGRAM COST	\$2,460,502	\$2,608,404	\$2,728,853
Memo Entry: Overseas Operations Costs (OOC)	\$465	\$2,475	\$500
<u>MILITARY PERSONNEL, NAVY (MPN)</u>			
MOBILIZATION PAY AND ALLOWANCES	\$266,100	\$136,300	\$164,900
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES (MPN)	\$101,800	\$114,857	\$110,609
SELECTED RESERVE 12304B AUTHORITY	\$5,900	\$34,800	\$31,400
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, NAVY	\$373,800	\$285,957	\$306,909
<u>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</u>	\$2,834,302	\$2,894,361	\$3,035,762

/1 Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Direct budget total \$500 thousand.

Section 2

Introduction and Performance Measures

Introduction

The purpose of the Navy Reserve Component is to provide trained units and qualified personnel for active duty in the Armed Forces in time of war, or national emergency, and at such other times as the national security requires. These components also fill the needs of the Armed Forces whenever more units and persons are needed than are in the Active component to achieve the planned mobilization. The major management objectives used in developing the manpower program, which is the basis for the Reserve Forces funding are as follows:

- a. Provide a Navy Reserve component, as a part of the Total Force of the U.S. Navy, prepared to conduct prompt and sustained combat operations at sea in support of U.S. National interests and to assure continued wartime superiority for the United States.
- b. Adequately man the approved force structure with properly trained personnel, keeping operating strength deviations (over/undermanning) within manageable levels.
- c. Achieve and maintain the officer and enlisted grade structures necessary to support force structure requirements while meeting personnel management goals.
- d. Improve retention, increase reenlistments and optimize prior service enlistments.
- e. Maintain extensive Contributory Support of the Active Forces in areas such as intelligence support, fleet exercises/ deployments, air logistics operations, mine and inshore undersea warfare, extensive medical support of Active Forces, and counterdrug operations.

Maintaining freedom of the seas not only requires state of the art equipment, aircraft and ships, but the best and brightest people. As people remain our number one priority, it is paramount that we provide them with the resources they need to succeed. Whether that is personal safety, improved living conditions, or opportunities for advancement, the Department strives each day to make the Navy and Marine Corps careers of choice. The Department is also increasing recruiting and retention bonuses to further our commitment to maintaining the world's most capable fighting force.

To support the entire nation and our interests requires a knowledgeable and diverse force. We maintain the ability to “fight and win” through training that supports a high-performance culture. Our flagship institutions continue to offer more learning opportunities to our service members, that in turn produce a more educated and innovative force. While economic and societal factors continue to make recruiting more challenging, the FY 2024 Military Personnel appropriations fund a robust and competitive compensation program that continues to attract our nation’s best. Our military members are supported by a robust civilian workforce ranging from financial professionals to innovative scientists to expert engineers and maintainers, who provide the additional resources required to maintain maritime superiority, provide forward presence, project strength, preserve peace, and advance American influence.

The Department of Navy has fully embraced the Secretary of Defense directed “Taking Care of Our People” initiative, which focuses on the economic and food security of our service members. Financial investments have been made in four areas: a temporary benefit increase for those living in areas in with high housing costs, two benefits for expenses related to the costs of moving between stations, and an additional food allowance to ensure our members and their families have adequate nutrition.

The FY 2024 Reserve Personnel, Navy budget of \$2,505 million will support a Selected Reserve end strength of 57,200 personnel in a paid status. The Navy Reserve’s number one priority in FY 2024 continues to be warfighting readiness in order to prepare for the strategic competition our Navy faces across the globe. In FY 2024, the Navy Reserve will increase by nearly 1,000 end strength from the projected FY2023 end strength. Changes in Navy Reserve end strength are designed to optimize capabilities and capacity to maximize strategic depth directly contributing to the high-end fight. Primary drivers of strength changes include the recovery of billets that have been gapped due to recruiting and retention challenges, as well as the reallocation of expeditionary resources and capabilities, restoral of Littoral Combat Ship support capacity, and investments in adaptive mobilization capabilities. Fiscal Year (FY) 2024 Overseas Operations Costs funding accounted for in the Base budget total \$500 thousand.

Over the last two years the Navy Reserve has struggled to both recruit and retain the required number of sailors to man the reserve force. To counter some of these challenges this budget request includes incentive compensation to aid in recruiting the best and brightest while retaining reserve sailors’ critical skillsets.

The Navy Reserve remains a combat-ready, agile and committed force of citizen Sailors who are ready to win.

The Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (P.L.110-329) made permanent the consolidated budget structure (single budget activity format) for the Guard and Reserve Components.

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P. L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2024 Budget Review, the Department continued to reduce military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Navy Reserve spent considerable time and effort to identify programs with the highest unobligated balances, completed root-cause analysis and implemented risk-based corrective actions in the FY 2024 budget submission.

Summary of Economic Assumptions

Following are the economic assumptions employed in pricing the approved programs. Social Security Costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate is 6.2% and the Hospital Insurance (HI) rate is 1.45%. There is no wage cap on the 1.45% percent

EFFECTIVE 1 JANUARY EACH CALENDAR YEAR

	<u>CY 2022</u>	<u>CY 2023</u>	<u>CY 2024</u>
Maximum Social Security Pay Base	\$ 147,000	\$ 160,200	\$ 165,300
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase	2.7%	4.6%	5.2%
Basic Allowance for Housing	3.6%	14.6%	4.3%

EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Non-Pay Inflation	6.7%	4.5%	2.4%
Retired Pay Accrual, Part Time Personnel	25.7%	24.5%	23.1%
Retired Pay Accrual, Full Time Personnel	35.1%	36.9%	30.0%
Per Capita Payment to the DoD Education Benefits Fund	\$ -	\$ 70	\$ 861
Basic Allowance for Housing	3.7%	11.9%	6.9%

Exhibit PB-30Y Performance Measures and Evaluation Summary (Reserves)

RESERVE PERSONNEL, NAVY
Performance Measures and Evaluation Summary

Activity: Reserve Personnel, Navy

Activity Goal: Maintain the correct number of Reserve Military Personnel to execute the National Military Strategy.

Description of Activity: The Reserve Military Personnel appropriations provide resources necessary to compensate military personnel required to provide trained units and qualified personnel in the Armed Forces in time of war or national emergency, and at such other times as the national security requires. The Reserve Component also fill the needs of the Armed Forces whenever more units and persons are needed than are in the Active Component to achieve the planned mobilization.

PERFORMANCE MEASURES:

	<u>FY 2022 (Actual)</u>	<u>FY 2023 (Estimate)</u>	<u>FY 2024 (Estimate)</u>
Average Strength	56,183	55,401	56,564

Average Strength: Average strength is a measure of the average end-of-month end strength through the fiscal year. This measure allows the Navy to estimate the average number of Sailors that will be on board through the fiscal year for both budgeting and manning issues.

End Strength	55,224	56,217	57,200
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End Strength: End strength is a measure of the total number of personnel in a given category on 30 September of a given fiscal year. This measure allows the Navy to have an accurate accounting for the number of personnel at the end of the fiscal year.

Authorized End Strength	58,600	57,000
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Authorized End Strength: Authorized end strength is a measure of the personnel authorized by Congress in a given fiscal year. The Navy uses this as a target for its end strength in the given fiscal year.

Section 3
Summary Tables

Exhibit PB-30G Summary of Personnel (Reserves)

**RESERVE PERSONNEL, NAVY
SUMMARY OF PERSONNEL**

	No. of Drills	Avg. No. A/D Days Training	FY 2022 (Actual)			FY 2023 (Estimate)			FY 2024 (Estimate)		
			Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Paid Drill/Individual Training</u>											
Pay Group A - Officers	48	15	12,335	12,171	11,985	11,985	12,158	12,539	12,539	12,584	12,741
Pay Group A - Enlisted	48	15	33,296	32,516	31,663	31,663	31,840	32,187	32,187	32,442	32,847
Subtotal Pay Group A			45,631	44,687	43,648	43,648	43,998	44,726	44,726	45,026	45,588
Pay Group B - Officers	48	15	211	215	208	208	215	208	208	241	255
Pay Group B - Enlisted	48	15	41	37	35	35	35	35	35	32	32
Subtotal Pay Group B			252	252	243	243	250	243	243	273	287
Pay Group F - Enlisted			1,608	1,177	1,239	1,239	1,086	1,171	1,171	1,065	998
Subtotal Pay Group F			1,608	1,177	1,239	1,239	1,086	1,171	1,171	1,065	998
Subtotal Paid Drill / Individual Training			47,491	46,116	45,130	45,130	45,334	46,140	46,140	46,364	46,873
<u>Full-time Support (FTS) Active Duty</u>											
Officers			1,551	1,526	1,535	1,535	1,556	1,582	1,582	1,626	1,654
Enlisted			8,590	8,541	8,559	8,559	8,511	8,495	8,495	8,574	8,673
Subtotal Full-time			10,141	10,067	10,094	10,094	10,067	10,077	10,077	10,200	10,327
<u>Total Selected Reserve</u>											
Officers			14,097	13,912	13,728	13,728	13,929	14,329	14,329	14,451	14,650
Enlisted			43,535	42,271	41,496	41,496	41,472	41,888	41,888	42,113	42,550
Total			57,632	56,183	55,224	55,224	55,401	56,217	56,217	56,564	57,200
<u>Individual Ready Reserve (IRR)</u>											
Officers			6,276	6,360	6,443	6,443	6,443	6,443	6,443	6,443	6,443
Enlisted			32,036	32,108	32,180	32,180	32,180	32,180	32,180	32,180	32,180
Total			38,312	38,468	38,623	38,623	38,623	38,623	38,623	38,623	38,623
TOTAL			95,944	94,651	93,847	93,847	94,024	94,840	94,840	95,187	95,823

Exhibit PB-30H Reserve On Active Duty - Strength by Grade (Reserves)

RESERVE PERSONNEL, NAVY
RESERVE COMPONENT PERSONNEL ON TOURS OF FULL-TIME ACTIVE DUTY
STRENGTH BY GRADE

		<u>FY 2022 (Actual)</u>		<u>FY 2023 (Estimate)</u>		<u>FY 2024 (Estimate)</u>	
		<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Commissioned Officers</u>							
O-9	Vice Admiral	0	0	0	0	0	0
O-8	Rear Admiral (Upper Half)	0	0	0	0	0	0
O-7	Rear Admiral (Lower Half)	0	0	0	0	0	0
O-6	Captain	128	123	127	125	127	128
O-5	Commander	422	420	430	423	411	419
O-4	Lieutenant Commander	730	751	739	747	785	787
O-3	Lieutenant	212	199	218	250	266	281
O-2	Lieutenant, Junior Grade	21	27	29	22	18	21
O-1	Ensign	8	10	9	11	15	14
	Total	1,521	1,530	1,552	1,578	1,622	1,650
<u>Warrant Officers</u>							
W-4	Chief Warrant Officer	3	3	2	2	2	2
W-3	Chief Warrant Officer	1	1	2	2	2	2
W-2	Chief Warrant Officer	1	1	0	0	0	0
	Total	5	5	4	4	4	4
	Total Officers	1,526	1,535	1,556	1,582	1,626	1,654
<u>Enlisted Personnel</u>		<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
E-9	Master Chief Petty Officer	137	146	131	146	142	143
E-8	Senior Chief Petty Officer	232	235	224	230	228	231
E-7	Chief Petty Officer	1,147	1,172	1,138	1,178	1,168	1,187
E-6	First Class Petty Officer	2,810	2,763	2,743	2,790	2,849	2,791
E-5	Second Class Petty Officer	2,366	2,350	2,294	2,286	2,308	2,378
E-4	Third Class Petty Officer	795	741	811	724	823	873
E-3	Seaman	570	644	640	639	533	516
E-2	Seaman Apprentice	272	253	283	253	245	226
E-1	Seaman Recruit	212	255	247	249	278	328
	Total Enlisted	8,541	8,559	8,511	8,495	8,574	8,673
	Total Personnel on Active Duty	10,067	10,094	10,067	10,077	10,200	10,327

Exhibit PB-30I Strength by Month (Reserves)

**RESERVE PERSONNEL, NAVY
FY 2022 STRENGTH (ACTUAL)**

	Pay Group A			Pay Group B (IMA)			Pay Group F	Pay Group P		Total Drill	Full-Time			Total Selected Reserve
	Officer	Enlisted	Total	Officer	Enlisted	Total		Paid	NonPaid		Officer	Enlisted	Total	
September 30, 2021	12,335	33,296	45,631	211	41	252	1,608	0	0	47,491	1,551	8,590	10,141	57,632
October	12,345	33,145	45,490	209	39	248	1,474	0	0	47,212	1,543	8,565	10,108	57,320
November	12,336	33,063	45,399	214	40	254	1,395	0	0	47,048	1,548	8,567	10,115	57,163
December	12,271	32,912	45,183	213	45	258	1,244	0	0	46,685	1,534	8,494	10,028	56,713
January	12,267	32,548	44,815	217	41	258	1,324	0	0	46,397	1,527	8,596	10,123	56,520
February	12,204	32,498	44,702	227	41	268	1,223	0	0	46,193	1,506	8,592	10,098	56,291
March	12,142	32,489	44,631	221	37	258	1,066	0	0	45,955	1,520	8,542	10,062	56,017
April	12,132	32,416	44,548	218	33	251	914	0	0	45,713	1,524	8,491	10,015	55,728
May	12,123	32,493	44,616	214	32	246	827	0	0	45,689	1,504	8,458	9,962	55,651
June	12,058	32,196	44,254	214	31	245	927	0	0	45,426	1,518	8,461	9,979	55,405
July	12,005	32,047	44,052	215	33	248	1,067	0	0	45,367	1,521	8,562	10,083	55,450
August	12,010	31,910	43,920	213	36	249	1,240	0	0	45,409	1,523	8,588	10,111	55,520
September 30, 2022	11,985	31,663	43,648	208	35	243	1,239	0	0	45,130	1,535	8,559	10,094	55,224
Average	12,171	32,516	44,687	215	37	252	1,177	0	0	46,116	1,526	8,541	10,067	56,183

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD			
<u>AC FUNDED</u>	<u>RC FUNDED</u>	(Actual FY2022) <u>TOTAL</u>	Primary Missions Being Performed
39	0	39	1. HQ, Staff Operation
Congressional Reporting Requirement			

Exhibit PB-301 Strength by Month (Reserves)

**RESERVE PERSONNEL, NAVY
FY 2023 STRENGTH (ESTIMATE)**

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	Officer	Enlisted	Total	Officer	Enlisted	Total	Group F	Paid	NonPaid	Drill	Officer	Enlisted	Total	Selected Reserve
September 30, 2022	11,985	31,663	43,648	208	35	243	1,239	0	0	45,130	1,535	8,559	10,094	55,224
October	12,020	31,493	43,513	211	34	245	1,243	0	0	45,001	1,531	8,558	10,089	55,090
November	12,029	31,434	43,463	209	31	240	1,227	0	0	44,930	1,534	8,512	10,046	54,976
December	12,064	31,455	43,519	212	31	243	1,132	0	0	44,894	1,520	8,474	9,994	54,888
January	12,004	31,676	43,680	217	41	258	1,061	0	0	44,999	1,545	8,494	10,039	55,038
February	12,025	31,817	43,842	227	41	268	974	0	0	45,084	1,556	8,506	10,062	55,146
March	12,071	32,025	44,096	221	37	258	903	0	0	45,257	1,557	8,514	10,071	55,328
April	12,165	31,977	44,142	218	33	251	941	0	0	45,334	1,560	8,510	10,070	55,404
May	12,224	32,010	44,234	214	32	246	995	0	0	45,475	1,572	8,521	10,093	55,568
June	12,265	32,084	44,349	214	31	245	1,058	0	0	45,652	1,581	8,508	10,089	55,741
July	12,349	32,065	44,414	215	33	248	1,136	0	0	45,798	1,582	8,509	10,091	55,889
August	12,412	32,121	44,533	213	36	249	1,152	0	0	45,934	1,579	8,500	10,079	56,013
September 30, 2023	12,539	32,187	44,726	208	35	243	1,171	0	0	46,140	1,582	8,495	10,077	56,217
Average	12,158	31,840	43,998	215	35	250	1,086	0	0	45,334	1,556	8,511	10,067	55,401

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD			
(Estimate FY2023)			
<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	Primary Missions Being Performed
27	0	27	1. HQ, Staff Operation
Congressional Reporting Requirement			

Exhibit PB-30I Strength by Month (Reserves)

**RESERVE PERSONNEL, NAVY
FY 2024 STRENGTH (ESTIMATE)**

	Pay Group A			Pay Group B (IMA)			Pay Group F	Pay Group P		Total Drill	Full-Time			Total Selected Reserve
	Officer	Enlisted	Total	Officer	Enlisted	Total		Paid	NonPaid		Officer	Enlisted	Total	
September 30, 2023	12,539	32,187	44,726	208	35	243	1,171	0	0	46,140	1,582	8,495	10,077	56,217
October	12,553	32,110	44,663	215	32	247	1,132	0	0	46,042	1,595	8,513	10,108	56,150
November	12,589	32,118	44,707	220	32	252	1,093	0	0	46,052	1,601	8,524	10,125	56,177
December	12,613	32,220	44,833	223	32	255	1,053	0	0	46,141	1,608	8,529	10,137	56,278
January	12,516	32,364	44,880	231	32	263	1,032	0	0	46,175	1,612	8,531	10,143	56,318
February	12,511	32,430	44,941	245	32	277	1,013	0	0	46,231	1,619	8,551	10,170	56,401
March	12,517	32,561	45,078	248	32	280	1,007	0	0	46,365	1,629	8,560	10,189	56,554
April	12,566	32,514	45,080	255	32	287	1,004	0	0	46,371	1,633	8,587	10,220	56,591
May	12,587	32,525	45,112	255	32	287	1,065	0	0	46,464	1,640	8,601	10,241	56,705
June	12,595	32,581	45,176	255	32	287	1,124	0	0	46,587	1,649	8,611	10,260	56,847
July	12,650	32,614	45,264	255	32	287	1,130	0	0	46,681	1,648	8,638	10,286	56,967
August	12,674	32,749	45,423	255	32	287	1,045	0	0	46,755	1,655	8,657	10,312	57,067
September 30, 2024	12,741	32,847	45,588	255	32	287	998	0	0	46,873	1,654	8,673	10,327	57,200
Average	12,584	32,442	45,026	241	32	273	1,065	0	0	46,364	1,626	8,574	10,200	56,564

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD			
(Estimate FY2024)			
<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	Primary Missions Being Performed
12	0	12	1. HQ, Staff Operation
Congressional Reporting Requirement			

Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength

**RESERVE PERSONNEL, NAVY
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS**

OFFICERS

	<u>FY 2022 (Actual)</u>	<u>FY 2023 (Estimate)</u>	<u>FY 2024 (Estimate)</u>
BEGINNING STRENGTH	14,097	13,728	14,329
<u>GAINS</u>			
Non-prior Service Commissions	295	468	426
Male	214	340	309
Female	81	128	117
Prior Service Affiliations	922	1,402	1,256
From Civilian Life	46	74	67
From Active Component	354	521	482
From IRR	303	482	438
From Other Reserve Status/Component	149	214	168
From All Other	70	111	101
TOTAL GAINS	1,217	1,870	1,682
<u>LOSSES</u>			
To Civilian Life	128	108	130
To Active Component	44	30	33
Retired Reserve	529	451	439
To IRR	589	445	517
To Other Reserve Status/Component	130	110	97
To All Other	166	125	145
TOTAL LOSSES	1,586	1,269	1,361
Accounting Adjustment	0	0	0
END STRENGTH	13,728	14,329	14,650

Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength

RESERVE PERSONNEL, NAVY
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS

	<u>ENLISTED</u>		
	<u>FY 2022 (Actual)</u>	<u>FY 2023 (Estimate)</u>	<u>FY 2024 (Estimate)</u>
BEGINNING STRENGTH	43,535	41,496	41,888
<u>GAINS</u>			
Non-prior Service Enlistments	2,029	1,916	2,130
Male	1,536	1,431	1,614
Female	493	485	516
Prior Service Enlistments	5,356	6,061	6,494
From Civilian Life	66	85	87
From Active Component	263	324	353
From Officer	0	0	0
From Other Reserve Status/Component	1,194	1,475	1,536
From Reenlistment Gains	1,658	1,598	1,840
From All Other	2,175	2,579	2,678
From Full-Time Active Duty	0	0	0
TOTAL GAINS	7,385	7,977	8,624
<u>LOSSES</u>			
To Active Component	426	333	335
To Officer from Enlisted	4	11	16
To Retired Reserve	1,002	849	874
To Other Reserve Status	2,239	1,726	1,797
To Other Reserve Component	138	107	111
To Civilian Life	2,578	2,002	2,047
To Death	17	21	19
To All Other	1,690	1,357	1,355
To Reenlistments/Extensions	1,330	1,179	1,408
TOTAL LOSSES	9,424	7,585	7,962
Accounting Adjustment	0	0	0
END STRENGTH	41,496	41,888	42,550

Exhibit PB-30J Summary of Entitlements by Subactivity (Reserves)

RESERVE PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
<u>PAY GROUP A TRAINING</u>									
Annual Training	\$74,564	\$71,484	\$146,048	\$73,638	\$79,488	\$153,126	\$78,859	\$85,462	\$164,321
Inactive Duty Training	\$225,228	\$206,704	\$431,932	\$233,804	\$210,521	\$444,325	\$249,149	\$221,910	\$471,059
Unit Training Assemblies	\$166,042	\$183,011	\$349,053	\$172,332	\$186,320	\$358,652	\$183,614	\$196,313	\$379,927
Flight Training	\$22,453	\$7,857	\$30,310	\$23,266	\$7,995	\$31,261	\$24,735	\$8,418	\$33,153
Military Funeral Honors	\$8,270	\$8,535	\$16,805	\$8,660	\$8,771	\$17,431	\$9,324	\$9,343	\$18,667
Training Preparation	\$28,463	\$7,301	\$35,764	\$29,546	\$7,435	\$36,981	\$31,476	\$7,836	\$39,312
Civil Disturbance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Jump Proficiency	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Clothing	\$57	\$2,668	\$2,725	\$205	\$4,051	\$4,256	\$212	\$4,226	\$4,438
Subsistence of Enlisted Personnel	\$0	\$1,987	\$1,987	\$0	\$4,683	\$4,683	\$0	\$5,028	\$5,028
Travel	\$45,444	\$84,583	\$130,027	\$49,177	\$93,643	\$142,820	\$51,645	\$98,596	\$150,241
TOTAL DIRECT OBLIGATIONS	\$345,293	\$367,426	\$712,719	\$356,824	\$392,386	\$749,210	\$379,865	\$415,222	\$795,087
<u>PAY GROUP B TRAINING (IMA)</u>									
Annual Training	\$2,251	\$81	\$2,332	\$2,369	\$84	\$2,453	\$2,769	\$80	\$2,849
Inactive Duty Training	\$5,350	\$240	\$5,590	\$5,572	\$240	\$5,812	\$6,491	\$228	\$6,719
Travel	\$977	\$50	\$1,027	\$1,726	\$57	\$1,783	\$1,981	\$53	\$2,034
TOTAL DIRECT OBLIGATIONS	\$8,578	\$371	\$8,949	\$9,667	\$381	\$10,048	\$11,241	\$361	\$11,602
<u>PAY GROUP F TRAINING (NAT)</u>									
Annual Training	\$0	\$50,741	\$50,741	\$0	\$49,217	\$49,217	\$0	\$50,456	\$50,456
Travel	\$0	\$577	\$577	\$0	\$556	\$556	\$0	\$559	\$559
Clothing	\$0	\$2,888	\$2,888	\$0	\$2,784	\$2,784	\$0	\$2,796	\$2,796
TOTAL DIRECT OBLIGATIONS	\$0	\$54,206	\$54,206	\$0	\$52,557	\$52,557	\$0	\$53,811	\$53,811
SUBTOTAL (this page)	\$353,871	\$422,003	\$775,874	\$366,491	\$445,324	\$811,815	\$391,106	\$469,394	\$860,500

RESERVE PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
<u>MOBILIZATION TRAINING</u>									
Strategic Sealift Officer Program	\$12,542	\$0	\$12,542	\$14,875	\$0	\$14,875	\$15,447	\$0	\$15,447
IRR Readiness Training	\$0	\$0	\$0	\$0	\$301	\$301	\$0	\$314	\$314
IRR Muster/Screening	\$0	\$0	\$0	\$0	\$316	\$316	\$0	\$324	\$324
TOTAL DIRECT OBLIGATIONS	\$12,542	\$0	\$12,542	\$14,875	\$617	\$15,492	\$15,447	\$638	\$16,085
<u>SCHOOL TRAINING</u>									
Initial Skill Acquisition Training	\$11,457	\$0	\$11,457	\$12,563	\$0	\$12,563	\$13,689	\$0	\$13,689
Refresher and Proficiency Training	\$18,053	\$11,456	\$29,509	\$13,255	\$11,827	\$25,082	\$12,964	\$11,481	\$24,445
Career Development Training	\$4,519	\$1,313	\$5,832	\$4,624	\$1,334	\$5,958	\$4,754	\$1,366	\$6,120
Unit Conversion Training	\$0	\$13,765	\$13,765	\$7,597	\$17,248	\$24,845	\$3,214	\$17,490	\$20,704
Continuing Medical Education	\$2,636	\$972	\$3,608	\$2,696	\$986	\$3,682	\$2,860	\$1,038	\$3,898
TOTAL DIRECT OBLIGATIONS	\$36,665	\$27,506	\$64,171	\$40,735	\$31,395	\$72,130	\$37,481	\$31,375	\$68,856
<u>SPECIAL TRAINING</u>									
Command/Staff Supervision & Conf.	\$8,301	\$12,928	\$21,229	\$7,204	\$11,220	\$18,424	\$7,318	\$11,397	\$18,715
Drug Interdiction Activity	\$1,304	\$2,374	\$3,679	\$748	\$1,324	\$2,072	\$0	\$0	\$0
Exercises	\$7,598	\$6,120	\$13,718	\$6,594	\$5,311	\$11,905	\$6,698	\$5,395	\$12,093
Management Support	\$4,935	\$5,021	\$9,956	\$4,283	\$4,358	\$8,641	\$4,351	\$4,426	\$8,777
Operational Training	\$35,571	\$34,710	\$70,281	\$30,872	\$30,124	\$60,996	\$31,359	\$30,600	\$61,959
Service Mission/Mission Support	\$13,665	\$11,350	\$25,015	\$11,860	\$9,850	\$21,710	\$12,047	\$10,006	\$22,053
Active Duty Operational Support (ADOS)	\$7,511	\$14,182	\$21,693	\$8,901	\$19,543	\$28,444	\$8,596	\$18,875	\$27,471
TOTAL DIRECT OBLIGATIONS	\$78,885	\$86,685	\$165,570	\$70,462	\$81,730	\$152,192	\$70,368	\$80,699	\$151,068
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$305,312	\$757,058	\$1,062,370	\$326,153	\$792,290	\$1,118,443	\$342,272	\$818,389	\$1,160,661
Clothing	\$30	\$4,228	\$4,259	\$32	\$5,297	\$5,328	\$33	\$5,711	\$5,743
Subsistence	\$5,068	\$38,768	\$43,835	\$5,670	\$42,648	\$48,317	\$6,233	\$45,070	\$51,303
Travel/PCS	\$11,361	\$27,703	\$39,064	\$10,710	\$28,739	\$39,448	\$11,959	\$29,475	\$41,434
Death Gratuities	\$0	\$0	\$0	\$100	\$100	\$200	\$100	\$100	\$200
Disability/Hospitalization Benefits	\$225	\$1,032	\$1,257	\$229	\$1,035	\$1,264	\$233	\$1,036	\$1,269
Reserve Incentive Programs	\$30,309	\$6,643	\$36,952	\$32,270	\$31,971	\$64,241	\$37,229	\$31,786	\$69,015
Adoption Expenses	\$0	\$0	\$0	\$5	\$5	\$10	\$5	\$5	\$10
NROTC Nuclear Bonus	\$2,685	\$0	\$2,685	\$3,000	\$0	\$3,000	\$3,000	\$0	\$3,000
Continuation Pay (CP) Bonus	\$234	\$403	\$637	\$257	\$518	\$774	\$416	\$832	\$1,248
TOTAL DIRECT OBLIGATIONS	\$355,225	\$835,835	\$1,191,060	\$378,425	\$902,602	\$1,281,027	\$401,479	\$932,404	\$1,333,883
SUBTOTAL (this page)	\$483,317	\$950,026	\$1,433,343	\$504,497	\$1,016,344	\$1,520,841	\$524,775	\$1,045,117	\$1,569,892

RESERVE PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
<u>EDUCATION BENEFITS</u>									
Basic Benefit	\$0	\$0	\$0	\$0	\$187	\$187	\$0	\$2,300	\$2,300
Kicker Program	\$0	\$0	\$0	\$0	\$17	\$17	\$0	\$23	\$23
TOTAL DIRECT OBLIGATIONS	\$0	\$0	\$0	\$0	\$204	\$204	\$0	\$2,323	\$2,323
<u>ARMED FORCES HEALTH PROFESSIONS SCHOLARSHIP PROGRAM (AFHPSP)</u>									
Active Duty Training	\$12,587	\$0	\$12,587	\$14,123	\$0	\$14,123	\$14,483	\$0	\$14,483
Travel	\$2,156	\$0	\$2,156	\$2,237	\$0	\$2,237	\$2,214	\$0	\$2,214
Stipend	\$30,272	\$0	\$30,272	\$32,371	\$0	\$32,371	\$34,649	\$0	\$34,649
Uniform Allowance	\$100	\$0	\$100	\$102	\$0	\$102	\$102	\$0	\$102
Accession Bonus	\$6,060	\$0	\$6,060	\$6,220	\$0	\$6,220	\$6,240	\$0	\$6,240
TOTAL DIRECT OBLIGATIONS	\$51,175	\$0	\$51,175	\$55,053	\$0	\$55,053	\$57,688	\$0	\$57,688
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Active Duty Training	\$52	\$0	\$52	\$46	\$0	\$46	\$62	\$0	\$62
Travel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Stipend	\$506	\$0	\$506	\$505	\$0	\$505	\$685	\$0	\$685
Uniform Allowance	\$2	\$0	\$2	\$3	\$0	\$3	\$3	\$0	\$3
Financial Assistance Grant	\$638	\$0	\$638	\$876	\$0	\$876	\$1,086	\$0	\$1,086
TOTAL DIRECT OBLIGATIONS	\$1,198	\$0	\$1,198	\$1,430	\$0	\$1,430	\$1,836	\$0	\$1,836
<u>NURSE CANDIDATE PROGRAM (NCP)</u>									
Accession Bonus	\$610	\$0	\$610	\$750	\$0	\$750	\$600	\$0	\$600
Nurse Candidate Bonus	\$740	\$0	\$740	\$906	\$0	\$906	\$911	\$0	\$911
TOTAL DIRECT OBLIGATIONS	\$1,350	\$0	\$1,350	\$1,656	\$0	\$1,656	\$1,511	\$0	\$1,511
<u>THRIFT SAVINGS PLAN (TSP)</u>									
Thrift Savings Plan (TSP)	\$2,031	\$4,524	\$6,555	\$3,306	\$5,872	\$9,178	\$3,628	\$7,340	\$10,968
TOTAL DIRECT OBLIGATIONS	\$2,031	\$4,524	\$6,555	\$3,306	\$5,872	\$9,178	\$3,628	\$7,340	\$10,968
SUBTOTAL (this page)	\$55,754	\$4,524	\$60,278	\$61,445	\$6,076	\$67,521	\$64,663	\$9,663	\$74,326
TOTAL DIRECT PROGRAM	\$890,910	\$1,372,029	\$2,269,495	\$932,432	\$1,467,744	\$2,400,176	\$980,544	\$1,524,174	\$2,504,718

Exhibit PB-30K Analysis of Appropriation Changes (Reserves)

RESERVE PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2023
(\$ in Thousands)

	FY 2023 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Sub-Total</u>	Proposed DD1415 <u>Actions</u>	FY 2023 Column of the FY 2024 <u>OSD Budget</u>
<u>PAY GROUP A TRAINING</u>							
Annual Training	\$155,763	\$0	\$155,763	(\$2,637)	\$153,126	\$0	\$153,126
Inactive Duty Training	\$466,457	(\$31,460)	\$434,997	\$9,328	\$444,325	\$0	\$444,325
Unit Training Assemblies	\$414,218	(\$31,460)	\$382,758	(\$24,106)	\$358,652	\$0	\$358,652
Flight Training	\$18,775	\$0	\$18,775	\$12,486	\$31,261	\$0	\$31,261
Military Funeral Honors	\$17,911	\$0	\$17,911	(\$480)	\$17,431	\$0	\$17,431
Training Preparation	\$15,553	\$0	\$15,553	\$21,428	\$36,981	\$0	\$36,981
Clothing	\$4,683	\$0	\$4,683	(\$427)	\$4,256	\$0	\$4,256
Subsistence of Enlisted Personnel	\$4,752	\$0	\$4,752	(\$69)	\$4,683	\$0	\$4,683
Travel	\$144,657	\$0	\$144,657	(\$1,837)	\$142,820	\$0	\$142,820
TOTAL DIRECT OBLIGATIONS	\$776,312	(\$31,460)	\$744,852	\$4,358	\$749,210	\$0	\$749,210
<u>PAY GROUP B TRAINING (IMA)</u>							
Annual Training	\$2,551	\$0	\$2,551	(\$98)	\$2,453	\$0	\$2,453
Inactive Duty Training	\$6,925	\$19	\$6,944	(\$1,132)	\$5,812	\$0	\$5,812
Travel	\$1,359	\$0	\$1,359	\$424	\$1,783	\$0	\$1,783
TOTAL DIRECT OBLIGATIONS	\$10,835	\$19	\$10,854	(\$806)	\$10,048	\$0	\$10,048
<u>PAY GROUP F TRAINING (NAT)</u>							
Initial Active Duty Training	\$50,572	\$940	\$51,512	(\$241)	\$51,271	(\$2,054)	\$49,217
Clothing	\$4,369	\$0	\$4,369	(\$941)	\$3,428	(\$644)	\$2,784
Travel	\$1,566	\$0	\$1,566	(\$981)	\$585	(\$29)	\$556
TOTAL DIRECT OBLIGATIONS	\$56,507	\$940	\$57,447	(\$2,163)	\$55,284	(\$2,727)	\$52,557
SUBTOTAL (this page)	\$843,654	(\$30,501)	\$813,153	\$1,389	\$814,542	(\$2,727)	\$811,815

RESERVE PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2023
(\$ in Thousands)

	FY 2023 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Sub-Total</u>	Proposed DD1415 <u>Actions</u>	FY 2023 Column of the FY 2024 <u>OSD Budget</u>
<u>MOBILIZATION TRAINING</u>							
Merchant Marine Training	\$14,577	\$123	\$14,700	\$175	\$14,875	\$0	\$14,875
IRR Readiness Training	\$286	\$0	\$286	\$15	\$301	\$0	\$301
IRR Muster/Screening	\$314	\$0	\$314	\$2	\$316	\$0	\$316
TOTAL DIRECT OBLIGATIONS	\$15,177	\$123	\$15,300	\$192	\$15,492	\$0	\$15,492
<u>SCHOOL TRAINING</u>							
Initial Skill Acquisition Training	\$10,667	\$0	\$10,667	\$1,896	\$12,563	\$0	\$12,563
Refresher and Proficiency	\$18,768	\$386	\$19,154	\$5,928	\$25,082	\$0	\$25,082
Career Development Training	\$6,906	\$0	\$6,906	(\$948)	\$5,958	\$0	\$5,958
Unit Conversion Training	\$19,003	\$0	\$19,003	\$5,842	\$24,845	\$0	\$24,845
Continuing Medical Education	\$2,646	\$0	\$2,646	\$1,036	\$3,682	\$0	\$3,682
TOTAL DIRECT OBLIGATIONS	\$57,990	\$386	\$58,376	\$13,754	\$72,130	\$0	\$72,130
<u>SPECIAL TRAINING</u>							
Command/Staff Supervision & Conf.	\$22,942	\$0	\$22,942	(\$4,518)	\$18,424	\$0	\$18,424
Drug Interdiction Activity	\$0	\$0	\$0	\$2,072	\$2,072	\$0	\$2,072
Exercises	\$9,976	\$0	\$9,976	\$1,929	\$11,905	\$0	\$11,905
Management Support	\$10,244	\$0	\$10,244	(\$1,603)	\$8,641	\$0	\$8,641
Operational Training	\$41,851	\$1,292	\$43,143	\$17,853	\$60,996	\$0	\$60,996
Service Mission/Mission Support	\$64,217	\$0	\$64,217	(\$42,507)	\$21,710	\$0	\$21,710
Active Duty Operational Support (ADOS)	\$24,058	\$314	\$24,372	\$4,072	\$28,444	\$0	\$28,444
TOTAL DIRECT OBLIGATIONS	\$173,288	\$1,606	\$174,894	(\$22,702)	\$152,192	\$0	\$152,192
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$1,120,832	\$12,476	\$1,133,308	(\$14,865)	\$1,118,443	\$0	\$1,118,443
Clothing	\$4,676	\$0	\$4,676	\$652	\$5,328	\$0	\$5,328
Subsistence	\$45,125	\$3,072	\$48,197	\$121	\$48,317	\$0	\$48,317
Travel/PCS	\$32,381	\$5,700	\$38,081	\$1,368	\$39,448	\$0	\$39,448
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$200
Disability/Hospitalization Benefits	\$1,284	\$0	\$1,284	(\$20)	\$1,264	\$0	\$1,264
Reserve Incentive Programs	\$43,831	\$0	\$43,831	\$20,410	\$64,241	\$0	\$64,241
Adoption Expenses	\$26	\$0	\$26	(\$16)	\$10	\$0	\$10
NROTC Nuclear Bonus	\$3,000	\$0	\$3,000	\$0	\$3,000	\$0	\$3,000
Continuation Pay (CP) Bonus	\$1,082	\$0	\$1,082	(\$308)	\$774	\$0	\$774
TOTAL DIRECT OBLIGATIONS	\$1,252,436	\$21,248	\$1,273,684	\$7,343	\$1,281,027	\$0	\$1,281,027
SUBTOTAL (this page)	\$1,498,891	\$23,363	\$1,522,254	(\$1,413)	\$1,520,841	\$0	\$1,520,841

RESERVE PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 2023
(\$ in Thousands)

	FY 2023 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Sub-Total</u>	Proposed DD1415 <u>Actions</u>	FY 2023 Column of the FY 2024 <u>OSD Budget</u>
<u>EDUCATION BENEFITS</u>							
Basic Benefit	\$54	\$0	\$54	\$133	\$187	\$0	\$187
Kicker Program	\$76	\$0	\$76	(\$59)	\$17	\$0	\$17
TOTAL DIRECT OBLIGATIONS	\$130	\$0	\$130	\$74	\$204	\$0	\$204
<u>ARMED FORCES HEALTH PROFESSIONS SCHOLARSHIP PROGRAM (AFHPSP)</u>							
Active Duty Training	\$14,171	(\$48)	\$14,123	\$0	\$14,123	\$0	\$14,123
Travel	\$2,213	\$24	\$2,237	\$0	\$2,237	\$0	\$2,237
Stipend	\$34,849	(\$2,478)	\$32,371	\$0	\$32,371	\$0	\$32,371
Uniform Allowance	\$132	(\$30)	\$102	\$0	\$102	\$0	\$102
Accession Bonus	\$6,320	(\$100)	\$6,220	\$0	\$6,220	\$0	\$6,220
TOTAL DIRECT OBLIGATIONS	\$57,685	(\$2,632)	\$55,053	\$0	\$55,053	\$0	\$55,053
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>							
Active Duty Training	\$61	(\$15)	\$46	\$0	\$46	\$0	\$46
Travel	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Stipend	\$557	(\$52)	\$505	\$0	\$505	\$0	\$505
Uniform Allowance	\$3	\$0	\$3	\$0	\$3	\$0	\$3
Financial Assistance Grant	\$1,151	(\$275)	\$876	\$0	\$876	\$0	\$876
TOTAL DIRECT OBLIGATIONS	\$1,772	(\$342)	\$1,430	\$0	\$1,430	\$0	\$1,430
<u>NURSE CANDIDATE PROGRAM (NCP)</u>							
Accession Bonus	\$600	\$150	\$750	\$0	\$750	\$0	\$750
Nurse Candidate Bonus	\$890	\$16	\$906	\$0	\$906	\$0	\$906
TOTAL DIRECT OBLIGATIONS	\$1,490	\$166	\$1,656	\$0	\$1,656	\$0	\$1,656
<u>THRIFT SAVINGS PLAN</u>							
Thrift Savings Plan (TSP)	\$7,155	\$0	\$7,155	\$2,023	\$9,178	\$0	\$9,178
TOTAL DIRECT OBLIGATIONS	\$7,155	\$0	\$7,155	\$2,023	\$9,178	\$0	\$9,178
SUBTOTAL (this page)	\$68,232	(\$2,808)	\$65,424	\$2,097	\$67,521	\$0	\$67,521
TOTAL DIRECT PROGRAM	\$2,410,777	(\$9,946)	\$2,400,831	\$2,072	\$2,402,903	(\$2,727)	\$2,400,176

Exhibit PB-30L Summary of Basic Pay and Retired Pay Accrual Costs (Reserves)

RESERVE PERSONNEL, NAVY
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
(\$ in Thousands)

	FY 2022 (Actual)		FY 2023 (Estimate)		FY 2024 (Estimate)	
	Basic Pay	RPA	Basic Pay	RPA	Basic Pay	RPA
<u>Pay Group A</u>						
Officers	\$208,377	\$53,553	\$215,318	\$52,753	\$231,961	\$53,583
Enlisted	\$190,374	\$48,926	\$198,792	\$48,704	\$212,437	\$49,073
Subtotal	\$398,751	\$102,479	\$414,110	\$101,457	\$444,398	\$102,656
<u>Pay Group B</u>						
Officers	\$5,475	\$1,407	\$5,755	\$1,410	\$6,775	\$1,565
Enlisted	\$226	\$58	\$229	\$56	\$221	\$51
Subtotal	\$5,700	\$1,465	\$5,984	\$1,466	\$6,996	\$1,616
<u>Pay Group F</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$28,549	\$7,337	\$27,429	\$6,720	\$28,255	\$6,527
Subtotal	\$28,549	\$7,337	\$27,429	\$6,720	\$28,255	\$6,527
<u>Mobilization Training</u>						
Officers	\$5,665	\$1,456	\$6,449	\$1,580	\$6,775	\$1,565
Enlisted	\$0	\$0	\$159	\$39	\$169	\$39
Subtotal	\$5,665	\$1,456	\$6,608	\$1,619	\$6,944	\$1,604
<u>School Training</u>						
Officers	\$16,665	\$4,283	\$21,980	\$5,385	\$17,719	\$4,093
Enlisted	\$8,778	\$2,256	\$9,751	\$2,389	\$12,498	\$2,887
Subtotal	\$25,443	\$6,539	\$31,731	\$7,774	\$30,216	\$6,980
<u>Special Training</u>						
Officers	\$38,459	\$10,791	\$35,014	\$8,578	\$36,467	\$8,424
Enlisted	\$35,308	\$10,558	\$34,168	\$8,371	\$34,974	\$8,079
Subtotal	\$73,767	\$21,348	\$69,183	\$16,949	\$71,441	\$16,503
<u>Administration and Support</u>						
Officers	\$164,312	\$57,074	\$173,902	\$64,170	\$189,267	\$56,780
Enlisted	\$388,651	\$135,722	\$400,899	\$147,932	\$428,269	\$128,481
Subtotal	\$552,963	\$192,796	\$574,801	\$212,102	\$617,535	\$185,261
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>						
Officers	\$6,308	\$1,621	\$6,987	\$1,711	\$7,195	\$1,662
Subtotal	\$6,308	\$1,621	\$6,987	\$1,711	\$7,195	\$1,662
<u>Total Direct Program</u>						
Officers	\$445,261	\$130,185	\$465,405	\$135,587	\$496,158	\$127,672
Enlisted	\$651,884	\$204,856	\$671,426	\$214,211	\$716,822	\$195,137
Total	\$1,097,146	\$335,041	\$1,136,832	\$349,798	\$1,212,980	\$322,809
<u>Total Reimbursable Program</u>						
Officers	\$7,409	\$1,904	\$9,612	\$2,355	\$10,333	\$2,387
Enlisted	\$5,930	\$1,524	\$7,694	\$1,885	\$8,268	\$1,910
Total	\$13,339	\$3,428	\$17,306	\$4,240	\$18,602	\$4,297
<u>Total Program</u>						
Officers	\$452,670	\$132,089	\$475,018	\$137,942	\$506,491	\$130,059
Enlisted	\$657,814	\$206,380	\$679,120	\$216,096	\$725,091	\$197,047
TOTAL	\$1,110,484	\$338,469	\$1,154,138	\$354,039	\$1,231,582	\$327,106

Exhibit PB-30M Summary of BAH Costs (Reserves)

RESERVE PERSONNEL, NAVY
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)
(\$ in Thousands)

	FY 2022 (Actual)	FY 2023 (Estimate)	FY 2024 (Estimate)
	<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
<u>Pay Group A</u>			
Officers	\$9,240	\$9,784	\$10,735
Enlisted	\$10,968	\$13,007	\$14,305
Subtotal	\$20,208	\$22,791	\$25,040
<u>Pay Group B</u>			
Officers	\$244	\$276	\$331
Enlisted	\$12	\$14	\$13
Subtotal	\$256	\$290	\$344
<u>Pay Group F</u>			
Officers	\$0	\$0	\$0
Enlisted	\$7,068	\$7,298	\$7,651
Subtotal	\$7,068	\$7,298	\$7,651
<u>Mobilization Training</u>			
Officers	\$1,390	\$1,701	\$1,818
Enlisted	\$0	\$34	\$36
Subtotal	\$1,390	\$1,735	\$1,854
<u>School Training</u>			
Officers	\$1,353	\$1,139	\$1,272
Enlisted	\$4,072	\$3,428	\$3,510
Subtotal	\$5,425	\$4,567	\$4,782
<u>Special Training</u>			
Officers	\$9,166	\$8,161	\$8,659
Enlisted	\$14,789	\$13,706	\$14,902
Subtotal	\$23,955	\$21,868	\$23,561
<u>Administration and Support</u>			
Officers	\$51,231	\$57,970	\$64,407
Enlisted	\$188,456	\$199,053	\$215,067
Subtotal	\$239,687	\$257,023	\$279,475
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>			
Officers	\$2,903	\$3,441	\$3,600
Enlisted	\$0	\$0	\$0
Subtotal	\$2,903	\$3,441	\$3,600
<u>Total Direct Program</u>			
Officers	\$75,527	\$82,472	\$90,822
Enlisted	\$225,365	\$236,540	\$255,484
TOTAL	\$300,892	\$319,012	\$346,307
<u>Total Reimbursable Program</u>			
Officers	\$1,721	\$2,231	\$2,307
Enlisted	\$2,374	\$3,080	\$3,183
Subtotal	\$4,095	\$5,311	\$5,490
<u>Total Program</u>			
Officers	\$77,248	\$84,703	\$93,129
Enlisted	\$227,739	\$239,620	\$258,667
TOTAL	\$304,987	\$324,323	\$351,797

Exhibit PB-30N Summary of Travel Costs (Reserves)

**RESERVE PERSONNEL, NAVY
SUMMARY OF TRAVEL COSTS
(\$ in Thousands)**

	FY 2022 (Actual)	FY 2023 (Estimate)	FY 2024 (Estimate)
	<u>Travel</u>	<u>Travel</u>	<u>Travel</u>
<u>Pay Group A</u>			
Officers	\$45,444	\$49,177	\$51,645
Enlisted	\$84,583	\$93,643	\$98,596
Subtotal	\$130,027	\$142,820	\$150,241
<u>Pay Group B</u>			
Officers	\$977	\$1,726	\$1,981
Enlisted	\$50	\$57	\$53
Subtotal	\$1,027	\$1,783	\$2,034
<u>Pay Group F</u>			
Officers	\$0	\$0	\$0
Enlisted	\$577	\$556	\$559
Subtotal	\$577	\$556	\$559
<u>Mobilization Training</u>			
Officers	\$3,340	\$4,344	\$4,448
Enlisted	\$0	\$52	\$54
Subtotal	\$3,340	\$4,396	\$4,502
<u>School Training</u>			
Officers	\$11,324	\$13,142	\$10,051
Enlisted	\$11,578	\$11,777	\$14,066
Subtotal	\$22,902	\$24,919	\$24,117
<u>Special Training</u>			
Officers	\$16,248	\$14,003	\$14,030
Enlisted	\$21,228	\$18,269	\$18,306
Subtotal	\$37,476	\$32,272	\$32,336
<u>Administration and Support</u>			
Officers	\$11,361	\$10,710	\$11,959
Enlisted	\$27,703	\$28,739	\$29,475
Subtotal	\$39,064	\$39,448	\$41,434
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>			
Officers	\$2,156	\$2,237	\$2,214
Enlisted	\$0	\$0	\$0
Subtotal	\$2,156	\$2,237	\$2,214
<u>Total Direct Program</u>			
Officers	\$90,850	\$95,339	\$96,328
Enlisted	\$145,719	\$153,093	\$161,109
TOTAL	\$236,569	\$248,431	\$257,437
<u>Total Reimbursable Program</u>			
Officers	\$3,588	\$4,567	\$4,618
Enlisted	\$4,624	\$5,887	\$5,953
Subtotal	\$8,212	\$10,454	\$10,571
<u>Total Program</u>			
Officers	\$94,438	\$99,906	\$100,946
Enlisted	\$150,343	\$158,980	\$167,062
TOTAL	\$244,781	\$258,885	\$268,008

Exhibit PB-30U Summary of BAS and SIK Costs (Reserves)

RESERVE PERSONNEL, NAVY
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)
(\$ in Thousands)

	FY 2022 (Actual)		FY 2023 (Estimate)		FY 2024 (Estimate)	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Pay Group A</u>						
Officers	\$1,504	\$0	\$1,562	\$0	\$1,689	\$0
Enlisted	\$4,363	\$1,987	\$5,074	\$4,683	\$5,499	\$5,028
Subtotal	\$5,867	\$1,987	\$6,636	\$4,683	\$7,188	\$5,028
<u>Pay Group B</u>						
Officers	\$34	\$0	\$38	\$0	\$44	\$0
Enlisted	\$5	\$0	\$5	\$0	\$5	\$0
Subtotal	\$39	\$0	\$43	\$0	\$49	\$0
<u>Pay Group F</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$5,603	\$0	\$5,673	\$0	\$5,860	\$0
Subtotal	\$5,603	\$0	\$5,673	\$0	\$5,860	\$0
<u>Mobilization Training</u>						
Officers	\$247	\$0	\$296	\$0	\$312	\$0
Enlisted	\$0	\$0	\$5	\$0	\$5	\$0
Subtotal	\$247	\$0	\$301	\$0	\$317	\$0
<u>School Training</u>						
Officers	\$730	\$0	\$1,005	\$0	\$717	\$0
Enlisted	\$1,045	\$0	\$1,079	\$0	\$1,340	\$0
Subtotal	\$1,775	\$0	\$2,084	\$0	\$2,057	\$0
<u>Special Training</u>						
Officers	\$1,102	\$0	\$993	\$0	\$1,032	\$0
Enlisted	\$3,328	\$0	\$3,171	\$0	\$3,387	\$0
Subtotal	\$4,430	\$0	\$4,164	\$0	\$4,419	\$0
<u>Administration and Support</u>						
Officers	\$5,068	\$0	\$5,670	\$0	\$6,233	\$0
Enlisted	\$38,241	\$527	\$42,085	\$563	\$44,496	\$574
Subtotal	\$43,308	\$527	\$47,754	\$563	\$50,728	\$574
<u>Armed Forces Health Professions Scholarship and Medical Financial Assistance Programs</u>						
Officers	\$499	\$0	\$582	\$0	\$598	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$499	\$0	\$582	\$0	\$598	\$0
<u>Total Direct Program</u>						
Officers	\$9,183	\$0	\$10,145	\$0	\$10,624	\$0
Enlisted	\$52,585	\$2,514	\$57,091	\$5,246	\$60,592	\$5,602
TOTAL	\$61,768	\$2,514	\$67,237	\$5,246	\$71,216	\$5,602
<u>Total Reimbursable Program</u>						
Officers	\$217	\$0	\$281	\$0	\$288	\$0
Enlisted	\$565	\$0	\$731	\$0	\$750	\$0
Subtotal	\$782	\$0	\$1,012	\$0	\$1,038	\$0
<u>Total Program</u>						
Officers	\$9,400	\$0	\$10,426	\$0	\$10,912	\$0
Enlisted	\$53,150	\$2,514	\$57,822	\$5,246	\$61,342	\$5,602
TOTAL	\$62,550	\$2,514	\$68,249	\$5,246	\$72,254	\$5,602

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(\$ in Thousands)

FY 2023 Direct Program	<u>BA-1</u>	<u>Total</u>
	\$2,400,176	\$2,400,176
Increases		
Price Increases		
Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$60,805	
Increase for anticipated BAH FY inflation rate of 6.9%	\$22,718	
Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$17,900	
Increase in Travel rates	\$5,130	
Increase for anticipated BAS FY inflation rate of 5.2%	\$3,607	
Increase in SELRES Non-Prior Service Enlistment Bonus rates	\$2,668	
Increase in SELRES Prior Service Enlistment Bonus rates	\$2,654	
Increase in GI Bill rates	\$2,113	
Increase in AFHPSP Stipend rates	\$1,714	
Increase in PCS rates	\$971	
Increase in Cost of Living Allowance (COLA) rates	\$728	
Increase in Thrift Savings Plan Rates	\$527	
Increase in Special Pay rates	\$473	
Increase in Enlisted Clothing Allowance rates	\$269	
Increase in Clothing Allowance rates	\$126	
Increase in Separation Pay rates	\$99	
Increase in SELRES Officer Retention Bonus rates	\$85	
Increase in Continuation Pay rates	\$41	
Increase in FAP Stipend rates	\$34	
Increase in Lump Sum Leave rates	\$26	
Increase in IRR Training and Muster rates	\$20	
Increase in Incentive Pay rates	\$18	
Increase in Family Separation Allowance rates	\$17	
Increase in GI Bill Kicker rates	\$6	
Increase in Disability and Hospitalization Benefits rates	\$5	
Total Price	\$122,754	

Program Increases		
Increase in number of TAR Personnel	\$20,537	
Increase in number of PG A Officer Drills by 263 paid participants	\$6,078	
Increase in number of SELRES Officer Retention Bonus	\$4,874	
Increase in number of PG A Enlisted AT by 663 paid participants	\$4,504	
Increase in number of PG A Enlisted Drills by 348 paid participants	\$2,992	
Increase in number of PG A Officer AT by 271 paid participants	\$2,922	
Increase in number of SELRES Enlisted Travel	\$2,637	
Increase in number of SELRES Reenlistment Bonus	\$1,830	
Increase in number of SELRES Officer Travel	\$1,466	
Increase in number of Thrift Savings Plan Participants	\$1,263	
Increase in number of PCS Moves	\$1,014	
Increase in number of PG B Officer Drills by 26 paid participants	\$674	
Increase in number of AFHPSP Stipend	\$564	
Increase in number of Continuation Pay	\$431	
Increase in number of PG B Officer AT by 26 paid participants	\$286	
Increase in number of FAP Annual Grant	\$210	
Increase in number of FAP Stipend	\$146	
Increase in number of Clothing by 416 recipients	\$122	
Increase in number of AFHPSP Accession Bonus	\$20	
Increase in number of Financial Assistance Program - Basic Annual Training by 3 paid participants	\$13	
Increase in number of NCP Continuation Bonus	\$5	
Total Program	\$52,588	
Total Increases		\$175,343
Decreases		
Price Decreases		
Decrease for anticipated RPA rate change to 30.0%	(\$39,661)	
Decrease for anticipated RPA rate change to 23.1%	(\$7,856)	
Decrease in SELRES Reenlistment Bonus rates	(\$1,077)	
Decrease in Incentive Pay rates	(\$59)	
Decrease in Cost of Living Allowance (COLA) rates	(\$42)	
Total Price	(\$48,695)	
Program Decreases		
Decrease in number of ADT School by 7,096 man days	(\$5,862)	
Decrease in number of Special Training by 12,377 man days	(\$4,799)	
Decrease in number of Active Duty Operational Support by 8,968 Mandays	(\$3,605)	
Decrease in number of SELRES Prior Service Enlistment Bonus	(\$3,156)	
Decrease in number of SELRES Non-Prior Service Enlistment Bonus	(\$2,702)	
Decrease in number of PG F Enlisted by 21 paid participants	(\$951)	
Decrease in number of TAR Enlistment Bonus	(\$400)	
Decrease in number of AFHPSP Annual Training by 28 paid participants	(\$314)	
Decrease in number of NCP Accession Bonus	(\$150)	
Decrease in number of AFHPSP - Travel	(\$75)	
Decrease in number of PG F Clothing	(\$53)	
Decrease in number of PG B Enlisted Drills by 3 paid participants	(\$21)	
Decrease in number of PG F Travel	(\$11)	
Decrease in number of PG B Enlisted AT by 3 paid participants	(\$7)	
Total Program	(\$22,106)	
Total Decreases		(\$70,801)
FY 2024 Direct Program		\$2,504,718

Section 4

Detail of Military Personnel Entitlements

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
Pay Group A

	(\$ in Thousands)	
Reserve Personnel, Navy	FY 2024 (Estimate)	\$795,087
Reserve Component Training and Support	FY 2023 (Estimate)	\$749,210
Pay Group A	FY 2022 (Actual)	\$712,719

Part I - Purpose and Scope

This budget activity provides for the total costs of training officers and enlisted personnel of the Navy Reserve in Pay Groups A. Members in Pay Group A are required to perform training duty of approximately two weeks duration and perform a minimum of 48 drills per year. In addition, personnel in the combat component of the surface Reserve and in selected aviation groups are authorized to participate in specified Additional Training Periods (ATP) in order to maintain proficiency. Included in this budget activity are the costs of basic pay, basic allowance for housing, basic allowance for subsistence, the government's contribution to Social Security and retired pay accrual, individual clothing and uniform gratuities for officers and enlisted personnel, subsistence-in-kind (SIK) for enlisted personnel, travel to and from annual training, and travel to and from alternate Inactive Duty Training sites (Inactive Duty Training Travel). The rates for all costs are determined by applicable provisions of law and regulations.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - PAY GROUP A
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$749,210	\$749,210
Increases		
Price Increases		
Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$19,551	
Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$5,818	
Increase in Travel rates	\$3,523	
Increase for anticipated BAH FY inflation rate of 6.9%	\$1,716	
Increase for anticipated BAS FY inflation rate of 5.2%	\$473	
Increase in Clothing Allowance rates	\$60	
Increase in Incentive Pay rates	\$17	
Total Price	\$31,158	
Program Increases		
Increase in number of PG A Officer Drills by 263 paid participants	\$6,078	
Increase in number of PG A Enlisted AT by 663 paid participants	\$4,504	
Increase in number of PG A Enlisted Drills by 348 paid participants	\$2,992	
Increase in number of PG A Officer AT by 271 paid participants	\$2,922	
Increase in number of Enlisted Travel	\$2,642	
Increase in number of Officer Travel	\$1,257	
Increase in number of Clothing by 416 recipients	\$122	
Total Program	\$20,517	
Total Increases		\$51,675
Decreases		
Price Decreases		
Decrease for anticipated RPA rate change to 23.1%	(\$5,798)	
Total Price	(\$5,798)	
Program Decreases		
Program - None	\$0	
Total Program	\$0	
Total Decreases		(\$5,798)
FY 2024 Direct Program		\$795,087

Pay Group A
Detail of Requirements
(Amounts in Thousands)

Pay and Allowances, Annual Training, Officers: Funding provides for pay of officers attending annual training. The rate used in computing the requirement includes basic pay, allowances, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Average Strength	12,171			12,158			12,584		
Participation Rate	89%			84%			84%		
Paid Participants	10,832	\$6,883.67	\$74,564	10,249	\$7,184.84	\$73,638	10,520	\$7,496.07	\$78,859

Pay and Allowances, Annual Training, Enlisted Personnel: Funding provides for pay of enlisted attending annual training. The rate used in computing the requirement includes basic pay, allowances, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Average Strength	32,516			31,840			32,442		
Participation Rate	67%			72%			73%		
Paid Participants	21,721	\$3,291.00	\$71,484	23,020	\$3,452.93	\$79,488	23,683	\$3,608.59	\$85,462

Travel, Annual Training for Officers: Funding provides travel and per diem allowances for officers performing Annual Training (AT).

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Commercial/Per Diem	10,832	\$3,443.78	\$37,303	10,249	\$3,598.75	\$36,884	10,520	\$3,685.12	\$38,767

Travel, Annual Training for Enlisted: Funding provides travel and per diem allowances for enlisted personnel performing Annual Training (AT).

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Commercial/Per Diem	21,721	\$3,195.98	\$69,420	23,020	\$3,339.80	\$76,882	23,683	\$3,419.96	\$80,995

Pay Group A
Detail of Requirements
(Amounts in Thousands)

Pay, Inactive Duty Training, Officers: Funding provides for pay of officers attending inactive duty for training including unit training assemblies and additional training periods. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	12,171			12,158			12,584		
Participation Rate	85%			85%			85%		
Paid Participants	10,321	\$16,087.78	\$166,042	10,383	\$16,597.57	\$172,332	10,646	\$17,247.22	\$183,614
Additional Training Periods									
Flight Training	35,383	\$634.56	\$22,453	35,595	\$653.63	\$23,266	36,485	\$677.93	\$24,735
Military Funeral Honors	27,451	\$301.25	\$8,270	27,917	\$310.21	\$8,660	28,980	\$321.74	\$9,324
Training Preparation	41,437	\$686.90	\$28,463	41,759	\$707.54	\$29,546	42,892	\$733.85	\$31,476
Subtotal	104,271		\$59,186	105,271		\$61,472	108,357		\$65,535
Total			\$225,228			\$233,804			\$249,149

Pay, Inactive Duty Training, Enlisted: Funding provides for pay of enlisted personnel attending inactive duty for training including unit training assemblies and additional training periods. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	32,516			31,840			32,442		
Participation Rate	79%			79%			79%		
Paid Participants	25,623	\$7,142.45	\$183,011	25,281	\$7,369.94	\$186,320	25,629	\$7,659.85	\$196,313
Additional Training Periods									
Flight Training	17,199	\$456.83	\$7,857	16,960	\$471.39	\$7,995	17,182	\$489.93	\$8,418
Military Funeral Honors	63,921	\$133.52	\$8,535	63,659	\$137.78	\$8,771	65,245	\$143.20	\$9,343
Training Preparation	21,432	\$340.62	\$7,301	21,153	\$351.48	\$7,435	21,449	\$365.30	\$7,836
Subtotal	102,552		\$23,693	101,772		\$24,201	103,876		\$25,597
Total			\$206,704			\$210,521			\$221,910

Pay Group A
Detail of Requirements
(Amounts in Thousands)

Travel, Inactive Duty Training, Officers: Funding provides travel and per diem for officers performing inactive duty training away from the usual drill location at Fleet sites. Rates reflect round trip travel to training site and return. Per 37 U.S.C. § 452 (b) (9), Joint Travel Regulation § 03204, SECNAV authorizes reimbursement for actual travel expenses, limited to \$500 for each round trip, for specified members with critical skills who are assigned to operational units greater than 150 miles from member's residence, and subject to annual reporting provided to the Assistant Secretary of the Navy (Manpower and Reserve Affairs).

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Commercial	24,639	\$311.13	\$7,666	34,980	\$325.13	\$11,373	35,903	\$332.95	\$11,954
Reimbursement	1,583	\$300.06	\$475	2,935	\$313.46	\$920	2,877	\$321.17	\$924
Total	26,222		8,141	37,915		12,293	38,780		12,878

Travel, Inactive Duty Training, Enlisted: Funding provides travel and per diem for enlisted members performing inactive duty training away from the usual drill location at Fleet sites. Per 37 U.S.C. § 452 (b) (9), Joint Travel Regulation § 03204, SECNAV authorizes reimbursement for actual travel expenses, limited to \$500 for each round trip, for specified members with critical skills who are assigned to operational units greater than 150 miles from member's residence, and subject to annual reporting provided to the Assistant Secretary of the Navy (Manpower and Reserve Affairs).

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Commercial	51,661	\$286.95	\$14,824	54,191	\$299.85	\$16,249	55,650	\$307.04	\$17,087
Reimbursement	1,230	\$275.61	339	1,777	\$288.13	512	1,742	\$295.06	514
Total	52,891		15,163	55,968		16,761	57,392		17,601

Subsistence of Enlisted Personnel: Funding provides for subsistence-in-kind of personnel on annual training and inactive duty training periods of eight hours or more in one calendar day:

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Annual Training Requirements:	32,516			31,840			32,442		
Subsistence-in-Kind									
Total Enlisted Mandays									
Less Provided for Elsewhere:									
On Monetary Allowance	0			0			0		
Operational Rations									
Travel (Per Diem)	44,446			43,693			44,686		
Total Enlisted									
Entitled to be Subsisted	28,417			27,935			28,569		
% Present	38%			50%			50%		
Total	10,798			13,968			14,285		
Subsistence-in-Kind									
Operational Rations									
Total Annual Training Rqmt	0	\$9.23	\$0	68,925	\$10.13	\$698	70,230	\$10.67	\$749
Inactive Duty Periods of									
Eight Hours or more	180,465	\$11.01	\$1,987	329,868	\$12.08	\$3,985	336,098	\$12.73	\$4,279
Total			\$1,987			\$4,683			\$5,028

Pay Group A
Detail of Requirements
(Amounts in Thousands)

Individual Clothing and Uniform Allowances, Officers: Funding provides payment to officers for initial and supplemental clothing allowances, under the provisions of 37 U.S.C. 415 and 416, for purchase of required uniforms.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial Uniform Allowance	134	\$422.39	\$57	486	\$422.39	\$205	503	\$422.39	\$212
Total Clothing, Officers			\$57			\$205			\$212

Individual Clothing and Uniform Allowances, Enlisted: Funding provides prescribed uniform items and organizational clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. Replacement issue allows the Navy Reserve to provide enlisted personnel the means to have items replaced from their initial sea bag without an out-of-pocket expense to the Reservists.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial (Partial) Issue to Prior Service Personnel	1,171	\$1,567.85	\$1,836	1,433	\$1,638.40	\$2,348	1,460	\$1,677.72	\$2,449
Replacement Issues	8,129	\$62.23	\$506	15,697	\$65.03	\$1,021	15,994	\$66.59	\$1,065
CPO Initial Issue	650	\$283.68	\$184	637	\$296.45	\$189	649	\$303.56	\$197
CPO Quarterly Uniform Maintenance Allowance	1,008	\$141.20	\$142	3,343	\$147.55	\$493	3,406	\$151.09	\$515
New Uniform Roll-out	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Clothing, Enlisted			\$2,668			\$4,051			\$4,226
Total Clothing			\$2,725			\$4,256			\$4,438
TOTAL Pay Group A Training			\$712,719			\$749,210			\$795,087

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
Pay Group B

	(\$ in Thousands)	
Reserve Personnel, Navy	FY 2024 (Estimate)	\$11,602
Reserve Component Training and Support	FY 2023 (Estimate)	\$10,048
Pay Group B	FY 2022 (Actual)	\$8,949

Part I - Purpose and Scope

Pay Group B identifies Selected Navy Reserve (SELRES) personnel authorized to attend up to 48 Inactive Duty Training (IDT) periods (drills) and 14 days Annual Training (AT) as Individual Mobilization Augmentees (IMAS). These personnel are pre-assigned to fill mobilization billets on or shortly after the Active Duty personnel, that they are assigned to back fill, are mobilized. Billets to be filled are broadly categorized to include Flag Officers, Selective Service System Augmentees, Civil Defense and Continental United States Defense Programs (FEMA and NEPLO augmentation), and mobilization support to the Immediate Office of the Secretary of the Navy and the Secretary of Defense.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - PAY GROUP B
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$10,048	\$10,048
Increases		
Price Increases		
Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$334	
Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$95	
Increase in Travel rates	\$48	
Increase for anticipated BAH FY inflation rate of 6.9%	\$22	
Increase for anticipated BAS FY inflation rate of 5.2%	\$2	
Increase in Incentive Pay rates	\$1	
Total Price	\$502	
Program Increases		
Increase in number of PG B Officer Drills by 26 paid participants	\$674	
Increase in number of PG B Officer AT by 26 paid participants	\$286	
Increase in number of Officer Travel	\$209	
Total Program	\$1,169	
Total Increases		\$1,671
Decreases		
Price Decreases		
Decrease for anticipated RPA rate change to 23.1%	(\$84)	
Total Price	(\$84)	
Program Decreases		
Decrease in number of PG B Enlisted Drills by 3 paid participants	(\$21)	
Decrease in number of PG B Enlisted AT by 3 paid participants	(\$7)	
Decrease in number of Enlisted Travel	(\$5)	
Total Program	(\$33)	
Total Decreases		(\$117)
FY 2024 Direct Program		\$11,602

Pay Group B
Detail of Requirements
(Amounts in Thousands)

Pay and Allowances, Annual Training, Officers: Funding provides for pay of officers attending annual training. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Average Strength	215			215			241		
Participation Rate	99%			100%			100%		
Paid Participants	213	\$10,566.92	\$2,251	215	\$11,013.31	\$2,369	241	\$11,486.33	\$2,769

Pay and Allowances, Annual Training, Enlisted Personnel: Funding provides for pay and allowances of enlisted personnel attending annual training. The rates used in computing requirements include basic pay, government's Social Security contribution, basic allowances for subsistence and housing, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Average Strength	37			35			32		
Participation Rate	97%			100%			100%		
Paid Participants	36	\$2,264.95	\$81	35	\$2,375.81	\$84	32	\$2,482.84	\$80

Pay Group B
Detail of Requirements
(Amounts in Thousands)

Pay, Inactive Duty Training, Officers: Funding provides for pay of officers attending inactive duty for training including unit training assemblies and additional training periods. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	215			215			241		
Participation Rate	99%			100%			100%		
Paid Participants	213	\$25,116.74	\$5,350	215	\$25,914.94	\$5,572	241	\$26,932.12	\$6,491
Additional Training Periods									
Flight Training	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Military Funeral Honors	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Trng Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SUBTOTAL	0		\$0	0		\$0	0		\$0
TOTAL			\$5,350			\$5,572			\$6,491

Pay, Inactive Duty Training, Enlisted: Funding provides for pay of enlisted personnel attending inactive duty for training including unit training assemblies and additional training periods. The rate used in computing the requirement includes basic pay, government's Social Security contribution, special and incentive pays when authorized, and retired pay accrual.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength/ Assemblies</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	37			35			32		
Participation Rate	97%			100%			100%		
Paid Participants	36	\$6,638.89	\$240	35	\$6,849.88	\$240	32	\$7,118.76	\$228
Additional Training Periods									
Flight Training	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Military Funeral Honors	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Trng Preparation	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SUBTOTAL	0		\$0	0		\$0	0		\$0
TOTAL			\$240			\$240			\$228

Pay Group B
Detail of Requirements
(Amounts in Thousands)

Travel, Annual Training for Officers: Funding provides travel and per diem allowances for officers performing Annual Training.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Commercial/Per Diem	213	\$3,945.85	\$840	215	\$4,123.41	\$887	241	\$4,222.37	\$1,018

Travel, Annual Training for Enlisted: Funding provides travel and per diem allowances for enlisted personnel performing Annual Training.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Commercial/Per Diem	36	\$1,205.26	\$43	35	\$1,259.50	\$44	32	\$1,289.73	\$41

Travel, Inactive Duty Training, Officers: Funding provides travel and per diem for officers performing inactive duty training away from the usual drill location at Fleet sites. Rates reflect round trip travel to training site and return. Due to system limitations, execution year data is captured with Pay Group A Travel, Inactive Duty Training.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Commercial	213	\$643.50	\$137	1,247	\$672.46	\$839	1,398	\$688.60	\$963

Travel, Inactive Duty Training, Enlisted: Funding provides travel and per diem for enlisted members performing inactive duty training away from the usual drill location at Fleet sites. Rates reflect round trip travel to training site and return. Due to financial system limitations, execution year data is captured with Pay Group A Travel, Inactive Duty Training.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Commercial	36	\$191.03	\$7	63	\$199.63	\$13	58	\$204.42	\$12
Total Pay Group B			\$8,949			\$10,048			\$11,602

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
Pay Group F

	(\$ in Thousands)	
Reserve Personnel, Navy	FY 2024 (Estimate)	\$53,811
Reserve Component Training and Support	FY 2023 (Estimate)	\$52,557
Pay Group F	FY 2022 (Actual)	\$54,206

Part I - Purpose and Scope

Title 10, United States Code, Section 12103, authorizes a program whereby non-prior service personnel may enlist in the Navy Reserve for a period of eight years, of which not less than twenty-four weeks must be spent on initial active duty for training. Funds requested in Pay Group 'F' are used for pay and allowances and other personnel costs incurred during this period of initial active duty for training. All trainees are enlisted for a pre-identified Enlisted Rating, and receive recruit training at Recruit Training Command, Great Lakes, during which time they are integrated with Regular Navy Recruits in boot camp. Depending on their specialty rating and enlistment contract, Pay Group F personnel may proceed to formal 'A' schools administered by the Navy for various specialty ratings. The Navy Reserve's New Accession Training (NAT) program and associated bonuses for qualifying personnel was implemented in July 2006. All non-prior service personnel entering the Navy Reserve participate in the NAT program.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - PAY GROUP F
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$52,557	\$52,557
Increases		
Price Increases		
Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$1,453	
Increase for anticipated BAH FY inflation rate of 6.9%	\$504	
Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$424	
Increase for anticipated BAS FY inflation rate of 5.2%	\$193	
Increase in Clothing Allowance rates	\$66	
Increase in Travel rates	\$13	
Total Price	\$2,653	
Program Increases		
Program - None	\$0	
Total Program	\$0	
Total Increases		\$2,653
Decreases		
Price Decreases		
Decrease for anticipated RPA rate change to 23.1%	(\$384)	
Total Price	(\$384)	
Program Decreases		
Decrease in number of PG F Enlisted by 21 paid participants	(\$951)	
Decrease in number of PG F Clothing	(\$53)	
Decrease in number of PG F Travel	(\$11)	
Total Program	(\$1,015)	
Total Decreases		(\$1,399)
FY 2024 Direct Program		\$53,811

Pay Group F
Detail of Requirements
(Amounts in Thousands)

Pay and Allowances, Initial Active Duty for Training, Enlisted Personnel: Funding provides for pay and allowances of enlisted personnel attending initial active duty for training in the New Accession Training (NAT) program. The rates used in computing requirements include basic pay, government's Social Security contribution, basic allowances for subsistence and housing, special and incentive pays as authorized, and retired pay accrual.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Average Strength	1,177			1,086			1,065		
Participation Rate	100%			100%			100%		
Average Trainees	1,177	\$43,110.70	\$50,741	1,086	\$45,319.45	\$49,217	1,065	\$47,376.64	\$50,456

Travel, Initial Active Duty for Training, Enlisted Personnel: These funds are requested to provide travel and per diem allowances for enlisted personnel performing initial active duty for training.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Commercial/Per Diem	2,400	\$240.41	\$577	2,214	\$251.23	\$556	2,172	\$257.26	\$559

Individual Clothing and Uniform Allowances, Enlisted: These funds are requested to provide for clothing and uniforms for enlisted personnel attending initial active duty for training.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial Issue	2,400	\$1,203.16	\$2,888	2,214	\$1,257.30	\$2,784	2,172	\$1,287.48	\$2,796
Total Pay Group F			\$54,206			\$52,557			\$53,811

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
Mobilization Training

	(\$ in Thousands)	
Reserve Personnel, Navy	FY 2024 (Estimate)	\$16,085
Reserve Component Training and Support	FY 2023 (Estimate)	\$15,492
Mobilization Training	FY 2022 (Actual)	\$12,542

Part I - Purpose and Scope

This budget activity provides for the total costs of training officers and enlisted personnel of the Individual Ready Reserve (IRR). Included are members of Voluntary Training Units (VTU) who perform non-pay regular drills and annual training for pay, as funding permits; Merchant Marine officers on subsidy ships; other inactive Navy Reservists who have remaining military service obligation, or who elect to remain in the IRR, and are not assigned to Navy Reserve units.

Included in this budget activity are the costs of basic pay, individual clothing and uniform allowances for officers and enlisted personnel, subsistence-in-kind for enlisted personnel, travel to and from active duty training, basic allowances for subsistence and housing, the government's contribution to Social Security and retired pay accrual. The rates of all costs are determined by applicable provisions of law and regulations.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - MOBILIZATION TRAINING
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$15,492	\$15,492
Increases		
Price Increases		
Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$398	
Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$132	
Increase for anticipated BAH FY inflation rate of 6.9%	\$120	
Increase in IRR Taining and Muster rates	\$20	
Increase for anticipated BAS FY inflation rate of 5.2%	\$16	
Total Price	\$686	
Program Increases		
Program - None	\$0	
Total Program	\$0	
Total Increases		\$686
Decreases		
Price Decreases		
Decrease for anticipated RPA rate change to 23.1%	(\$93)	
Total Price	(\$93)	
Program Decreases		
Program - None	\$0	
Total Program	\$0	
Total Decreases		(\$93)
FY 2024 Direct Program		\$16,085

Mobilization Training
Detail of Requirements
(Amounts in Thousands)

Strategic Sealift Officer Program: The Merchant Marine Act of 1936 required training of Merchant Marine credentialed officers in the U.S. Navy Reserve. The members of the Strategic Sealift Officer Program support both at sea and ashore mobilization requirements and are trained to maintain a cadre of licensed Merchant Marine officers able to serve as Navy and Military auxiliaries in time of War or National Emergency. There are about 1,925 Reservists in this program each year.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officers									
Annual Training Manday Costs	27,121	\$339.26	\$9,202	29,652	\$355.10	\$10,531	29,652	\$370.91	\$10,999
Travel/Per Diem	13,718	\$243.48	\$3,340	17,074	\$254.44	\$4,344	17,074	\$260.54	\$4,448
Subtotal			\$12,542			\$14,875			\$15,447
VTU Members Performing ADT			\$0			\$0			\$0
Total			\$12,542			\$14,875			\$15,447

Training for IRR Personnel: Funding provides Active Duty Training (ADT) for members assigned to the Ready Reserve in a non-drilling status and is intended to enhance or refresh existing skills that support military operations or future mobilizations.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted									
Annual Training Costs	0	\$529.93	\$0	450	\$553.29	\$249	450	\$577.43	\$260
Travel/Per Diem	0	\$110.92	\$0	450	\$115.92	\$52	450	\$118.70	\$54
Subtotal			\$0			\$301			\$314
IRR Muster	0	\$262.95	\$0	1,150	\$274.78	\$316	1,150	\$281.37	\$324
Total			\$0			\$617			\$638
Total Mobilization Training			\$12,542			\$15,492			\$16,085

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
School Training

	(\$ in Thousands)	
Reserve Personnel, Navy	FY 2024 (Estimate)	\$68,856
Reserve Component Training and Support	FY 2023 (Estimate)	\$72,130
School Training	FY 2022 (Actual)	\$64,171

Part I - Purpose and Scope

This budget activity provides for the total costs of training qualified officers and enlisted personnel participating in selected school programs. This training is designed to increase mobilization potential and to provide increased proficiency in high priority skills which cannot be achieved solely through regular drills and annual training. Examples are the Naval War College, Senior Officer Course, Defense Strategy Seminar, Engineering Watch Officer and Anti-Submarine Warfare (ASW) Operator. Included in this activity are the costs of basic pay, subsistence-in-kind for enlisted personnel, travel to and from active duty for training, basic allowance for housing, basic allowance for subsistence, the government's contribution to Social Security and retirement accrual. The rates of all costs are determined by applicable provisions of law and regulations. Additionally, the Prior Service Reenlistment Eligibility – Reserve (PRISE-R), formerly known as Reserve Selected Conversion for Reenlistment (RESCORE), program was established in FY 2001 to support crucial Force Shaping/Recruiting requirements of the Navy Reserve. This program allows personnel in over-manned ratings to be retrained in under-manned ratings. Personnel will complete all initial rate entry requirements, training, qualifications, and will have the opportunity to attend 'A' school.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SCHOOL TRAINING
(\$ in Thousands)**

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$72,130	\$72,130
Increases		
Price Increase		
Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$1,557	
Increase in Travel rates	\$598	
Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$454	
Increase for anticipated BAH FY inflation rate of 6.9%	\$315	
Increase for anticipated BAS FY inflation rate of 5.2%	\$108	
Total Price	\$3,032	
Program Increases		
Program - None	\$0	
Total Program	\$0	
Total Increases		\$3,032
Decreases		
Price Decreases		
Decrease for anticipated RPA rate change to 23.1%	(\$444)	
Total Price	(\$444)	
Program Decreases		
Decrease in number of ADT School by 7,096 man days	(\$5,862)	
Total Program	(\$5,862)	
Total Decreases		(\$6,306)
FY 2024 Direct Program		\$68,856

School Training
Detail of Requirements
(Amounts in Thousands)

Initial Skill Acquisition Training: Funding provides Pay and Allowances and Travel for Navy Reserve Officers attending the Chaplain Indoctrination Program for inactive Reserve chaplains to prepare for mobilization and provide religious ministry in a military environment; the Law Officer Indoctrination Program designed to aid the newly commissioned officer in adjusting to military life; the Medical Clinical Clerkship Program providing on-the-job training (OJT) in clinical or research service at a Naval Hospital Medical Research Facility; and the Dental Clerkship and indoctrination program offering formal classroom and field training for newly commissioned officers. The Navy Reserve is required to upgrade and enhance accession level training for non-prior service personnel in order to meet Navy Regulations.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	2,008	18.0	36,152	\$316.88	\$11,457	2,140	18.0	38,520	\$326.14	\$12,563	2,271	18.0	40,878	\$334.90	\$13,689

Refresher & Proficiency Skills: Funding provides for that training necessary to attain the required level of proficiency in a specific military specialty for which a member has been initially qualified. It includes advanced technical training and qualification training in various naval warfare, administrative, and management areas to meet specific mobilization billet requirements.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	4,729	6.9	32,632	\$553.26	\$18,053	3,375	6.9	23,290	\$569.15	\$13,255	3,216	6.9	22,191	\$584.19	\$12,964
Enlisted	2,910	11.2	32,590	\$351.52	\$11,456	2,924	11.2	32,745	\$361.18	\$11,827	2,781	11.2	31,146	\$368.62	\$11,481
Subtotal	7,639		65,222		\$29,509	6,299		56,035		\$25,082	5,997		53,338		\$24,445

Career Development Training: Funding provides professional military training conducted at National War College, Armed Forces Staff College, Naval War College and other Navy training activities. Experience has dictated greater reliance on formal schools, rather than correspondence courses and OJT for career development.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	646	10.5	6,781	\$666.43	\$4,519	641	10.5	6,733	\$686.68	\$4,624	641	10.5	6,731	\$706.33	\$4,754
Enlisted	323	11.1	3,585	\$366.21	\$1,313	319	11.1	3,539	\$377.12	\$1,334	319	11.1	3,541	\$385.74	\$1,366
Subtotal	969		10,366		\$5,832	960		10,272		\$5,958	960		10,271		\$6,120

School Training
Detail of Requirements
(Amounts in Thousands)

Unit/Individual Conversion Training: Funding provides training required as the result of a change in the type of unit, a change in unit mission, or new equipment. In FY 2001 the PRISE-R program was started to allow recently separated/discharged NAVETS and IRR personnel, who are in closed ratings that would otherwise be ineligible for enlistment/affiliation and access into open ratings.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officers						92	130.0	11,960	\$635.20	\$7,597	38	130.0	4,940	\$650.57	\$3,214
Enlisted						45	130.0	5,850	\$556.41	\$3,255	21	130.0	2,730	\$569.88	\$1,556
Enlisted (A School)	3,118	12.9	40,217	\$342.27	\$13,765	3,078	12.9	39,702	\$352.47	\$13,993	3,422	12.9	44,140	\$361.00	\$15,934
Subtotal	3,118		40,217		\$13,765	3,215		57,512		\$24,845	3,481		51,810		\$20,704

Continuing Medical Education: Funding provides training necessary for health professionals to maintain their proficiency/expertise through continuing education, as required by the medical professional bodies, as a mandate to maintain their professional standing.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Parti- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officers	691	6.0	4,148	\$635.73	\$2,636	655	6.0	4,119	\$654.57	\$2,696	673	6.0	4,250	\$672.75	\$2,860
Enlisted	178	11.8	2,101	\$462.74	\$972	476	11.8	2,074	\$475.50	\$986	486	11.8	2,126	\$486.02	\$1,038
Subtotal	869		6,249		\$3,608	1,131		6,193		\$3,682	1,159		6,376		\$3,898

Total School Training

Officers	8,075	9.9	79,713	\$459.96	\$36,665	6,904	12.3	84,622	\$481.37	\$40,735	6,839	11.5	78,990	\$474.50	\$37,481
Enlisted	6,528	12.0	78,493	\$350.43	\$27,506	6,841	12.3	83,910	\$374.15	\$31,395	7,029	11.9	83,683	\$374.93	\$31,375
TOTAL	14,603		158,206		\$64,171	13,745		168,532		\$72,130	13,868		162,673		\$68,856

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
Special Training

	(\$ in Thousands)	
Reserve Personnel, Navy	FY 2024 (Estimate)	\$151,068
Reserve Component Training and Support	FY 2023 (Estimate)	\$152,192
Special Training	FY 2022 (Actual)	\$165,570

Part I - Purpose and Scope

This budget activity provides additional training for Navy Reserve officers and enlisted personnel participating in special Active duty training opportunities, and for Operational Support to Active component Navy commands. The special active duty for training program is critical to the readiness of Reservists, management of Reserve programs and to certain Fleet Operations. These training periods often provide both Operational Support to Fleet Units and training to the Navy Reserve. Peak Fleet requirements, such as during Fleet exercises, are filled by Reservists performing short periods of Special Active Duty for Special Training (ADST) or Active Duty for Operational Support (ADOS). War Gaming Seminars and Naval Flight Officer (NFO) Transitional Training are other programs funded in this budget activity. This training is designed to enable personnel to achieve immediate readiness standards that cannot be met by other means and for support of other requirements. Included in this activity are the costs of basic pay, subsistence-in-kind for enlisted personnel, travel to and from training, basic allowance for housing, basic allowance for subsistence, the government's contribution to Social Security and retirement accrual. The rates of all costs are determined by applicable provisions of laws and regulations.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SPECIAL TRAINING
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$152,192	\$152,192
Increases		
Price Increases		
Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$4,167	
Increase for anticipated BAH FY inflation rate of 6.9%	\$1,765	
Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$1,197	
Increase in Travel rates	\$896	
Increase for anticipated BAS FY inflation rate of 5.2%	\$249	
Total Price	\$8,274	
Program Increases		
Program - None	\$0	
Total Program	\$0	
Total Increases		\$8,274
Decreases		
Price Decreases		
Decrease for anticipated RPA rate change to 23.1%	(\$952)	
Decrease in Cost of Living Allowance (COLA) rates	(\$42)	
Total Price	(\$994)	
Program Decreases		
Decrease in number of Special Training by 12,377 man days	(\$4,799)	
Decrease in number of Active Duty Operational Support by 8,968 Mandays	(\$3,605)	
Total Program	(\$8,404)	
Total Decreases		(\$9,398)
FY 2024 Direct Program		\$151,068

Special Training
Detail of Requirements
(Amounts in Thousands)

Command/Staff Supervision and Conferences: These tours provide for command/staff inspection and supervision visits made by higher headquarters to subordinate units to evaluate the effectiveness of training and the units capability to respond to wartime tasking. Tours also provide for pre-annual training coordination conferences and the professional development of reserve Sailors, not associated with mobilization requirements, to maintain leadership standards equivalent to the active component.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	1,618	9.2	14,870	\$558.22	\$8,301	1,343	9.2	12,338	\$583.90	\$7,204	1,297	9.2	11,913	\$614.27	\$7,318
Enlisted	1,509	32.2	48,645	\$265.77	\$12,928	1,252	32.2	40,361	\$278.00	\$11,220	1,209	32.2	38,971	\$292.45	\$11,397
Subtotal	3,127		63,515		\$21,229	2,595		52,699		\$18,424	2,506		50,884		\$18,715

Drug Interdiction Activity: This program funds: Intelligence support, augmentation of the Reserve Component in Fleet afloat units, and flight hours of Reserve Maritime Patrol Aircraft (VP) and Light Helicopter Anti-Submarine (HSL) counternarcotic detection and monitoring operations in the United States Southern Command (USSOUTHCOM) and Joint Inter Agency Task Force (JIATF) AORs. Drug Interdiction Activity funds (also referred to as Counter-Narcotics or Counter-Drug funds) are received via reprogramming action during the year of execution only.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	10	317.5	3,116	\$418.64	1,304	6	318.6	1,801	\$415.18	748
Enlisted	38	204.3	7,819	\$303.64	2,374	23	190.9	4,364	\$303.44	1,324
Subtotal	48		10,935		\$3,679	29		6,165		\$2,072

Exercises: Funding provides for Navy Reserve participation in Fleet exercises and support of Fleet training. Reserve component members are integrated with the Active component forces and provide required capabilities and subject matter expertise.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount	Parti- cipants	Tour Length (Avg)	Man- days	Rate (Avg)	Amount
Officers	732	17.3	12,691	\$598.69	\$7,598	607	17.3	10,530	\$626.23	\$6,594	586	17.3	10,167	\$658.79	\$6,698
Enlisted	610	25.8	15,698	\$389.85	\$6,120	506	25.8	13,025	\$407.78	\$5,311	488	25.8	12,576	\$428.98	\$5,395
Subtotal	1,342		28,389		\$13,718	1,113		23,555		\$11,905	1,074		22,743		\$12,093

Special Training
Detail of Requirements
(Amounts in Thousands)

Management Support: Funding provides Reserve members with the opportunity to participate in policy boards, special studies and projects that have a direct effect on total Navy Reserve program planning. Additionally, management assistance teams provide support to active force units.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	<u>Partic- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Partic- ipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Partic- ipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officers	254	37.5	9,509	\$518.99	\$4,935	210	37.5	7,890	\$542.87	\$4,283	203	37.5	7,618	\$571.09	\$4,351
Enlisted	236	76.0	17,974	\$279.35	\$5,021	196	76.0	14,913	\$292.20	\$4,358	189	76.0	14,400	\$307.39	\$4,426
Subtotal	490		27,483		\$9,956	406		22,803		\$8,641	392		22,018		\$8,777

Operational Training: Funding provides training directly related to the member's mobilization billet. This additional training is necessary in order to sustain parity with comparable active force units, meet specialized billet qualifications and achieve enhanced readiness for units required to maintain a ready alert posture.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	<u>Partic- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Partic- ipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Partic- ipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officers	4,460	14.9	66,654	\$533.67	\$35,571	3,700	14.9	55,304	\$558.22	\$30,872	3,573	14.9	53,400	\$587.25	\$31,359
Enlisted	4,394	25.3	111,091	\$312.45	\$34,710	3,646	25.3	92,173	\$326.82	\$30,124	3,520	25.3	89,001	\$343.81	\$30,600
Subtotal	8,854		177,745		\$70,281	7,346		147,477		\$60,996	7,093		142,401		\$61,959

Service Mission/Mission Support: Funds training of Reserve personnel through direct support to active military forces. Includes all active missions for which Navy Reserve capability exists, such as air logistics operations, maritime patrol missions, adversary training, expeditionary warfare, operational watch floor manning, intelligence activities and medical team support.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	<u>Partic- cipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Partic- ipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Partic- ipants</u>	<u>Tour Length (Avg)</u>	<u>Man- days</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officers	1,220	19.5	23,795	\$574.28	\$13,665	1,013	19.5	19,743	\$600.70	\$11,860	978	19.5	19,063	\$631.94	\$12,047
Enlisted	955	36.2	34,532	\$328.68	\$11,350	792	36.2	28,652	\$343.80	\$9,850	765	36.2	27,666	\$361.68	\$10,006
Subtotal	2,175		58,327		\$25,015	1,805		48,395		\$21,710	1,743		46,729		\$22,053

Special Training
Detail of Requirements
(Amounts in Thousands)

Active Duty Operational Support (ADOS): This program is an authorized voluntary tour of active duty (AD) performed pursuant to section 120301(d) of Title 10 U.S.C. Formerly named Active Duty for Special Work (ADSW), the funding provides necessary skilled manpower for existing or emergent short term requirements in support of reserve component (RC) programs which cannot be accomplished with assigned personnel. Typically, ADOS tours are 90 to 179 days in duration, to include recall and separation of members. Examples include Funeral Honors coordinator assignments in shifting high-demand areas and short duration RC-specific special projects.

	<u>FY 2022 (Actual)</u>					<u>FY 2023 (Estimate)</u>					<u>FY 2024 (Estimate)</u>				
	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Parti-</u> <u>cipants</u>	<u>Tour</u> <u>Length</u> <u>(Avg)</u>	<u>Man-</u> <u>days</u>	<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>
Officers	62	210	13,020	\$576.87	\$7,511	70	210	14,728	\$604.36	\$8,901	67	210	14,163	\$606.93	\$8,596
Enlisted	228	250	57,000	\$248.80	\$14,182	307	250	76,838	\$254.34	\$19,543	290	250	72,377	\$260.79	\$18,875
Subtotal	290		70,020		\$21,693	377		91,566		\$28,444	357		86,540		\$27,471
Total Special Training															
Officers	8,356	17.19	143,655	\$549.13	\$78,885	6,879	17.78	122,334	575.98	\$70,462	6,637	17.53	116,324	\$604.94	\$70,368
Enlisted	7,970	36.73	292,759	\$296.10	\$86,685	6,415	42.14	270,326	302.34	\$81,730	6,171	41.32	254,991	\$316.48	\$80,699
TOTAL	16,326		436,414		\$165,570	13,294		392,660		\$152,192	12,808		371,315		\$151,068

FY 2022 includes \$465 thousand in OOC Actuals; FY 2023 OOC execution is estimated at \$512 thousand, and FY 2024 includes \$500 thousand for the OOC Budget Estimate.

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
Administration and Support

	(\$ in Thousands)	
Reserve Personnel, Navy	FY 2024 (Estimate)	\$1,333,883
Reserve Component Training and Support	FY 2023 (Estimate)	\$1,281,027
Administration and Support	FY 2022 (Actual)	\$1,191,060

Part I - Purpose and Scope

Funds requested provide for pay and allowances and permanent change of station costs for Training and Administration of the Reserve (TAR) personnel. The majority of the TAR personnel are assigned to active duty, as authorized by 10 U.S.C. 12301 and 12310. The purpose of the TAR program is to provide a community of professionals to administer Navy Reserve programs. TAR personnel are assigned to Navy Reserve shore activities (e.g. Navy Air Reserve Units, Naval Air Stations/Facilities, Navy and Navy-Marine Corps Operational Support Centers, Navy Regional Reserve Component Commands, etc.), Naval Air Squadrons, Fleet afloat units and headquarters staffs such as Chief of Naval Operations and Chief of Naval Personnel.

Funds requested also provide for Reserve Incentives Programs, Transition Incentive Programs, Death Gratuities, Disability and Hospitalization Benefits, and the NROTC Nuclear Accession Bonus Program.

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - ADMINISTRATION AND SUPPORT
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$1,281,027	\$1,281,027
Increases		
Price Increases		
Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$32,975	
Increase for anticipated BAH FY inflation rate of 6.9%	\$18,039	
Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$9,665	
Increase in SELRES Non-Prior Service Enlistment Bonus rates	\$2,668	
Increase in SELRES Prior Service Enlistment Bonus rates	\$2,654	
Increase for anticipated BAS FY inflation rate of 5.2%	\$2,536	
Increase in PCS rates	\$971	
Increase in Cost of Living Allowance (COLA) rates	\$728	
Increase in Special Pay rates	\$473	
Increase in Enlisted Clothing Allowance rates	\$269	
Increase in Separation Pay rates	\$99	
Increase in SELRES Officer Retention Bonus rates	\$85	
Increase in Continuation Pay rates	\$41	
Increase in Family Separation Allowance rates	\$17	
Increase in Disability and Hospitalization Benefits rates	\$5	
Total Price	\$71,225	
Program Increases		
Increase in number of TAR Personnel	\$20,537	
Increase in number of SELRES Officer Retention Bonus	\$4,874	
Increase in number of SELRES Reenlistment Bonus	\$1,830	
Increase in number of PCS Moves	\$1,014	
Increase in number of Continuation Pay	\$431	
Total Program	\$28,686	
Total Increases		\$99,911
Decreases		
Price Decreases		
Decrease for anticipated RPA rate change to 30.0%	(\$39,661)	
Decrease in SELRES Reenlistment Bonus rates	(\$1,077)	
Decrease in Incentive Pay rates	(\$59)	
Total Price	(\$40,797)	
Program Decreases		
Decrease in number of SELRES Prior Service Enlistment Bonus	(\$3,156)	
Decrease in number of SELRES Non-Prior Service Enlistment Bonus	(\$2,702)	
Decrease in number of TAR Enlistment Bonus	(\$400)	
Total Program	(\$6,258)	
Total Decreases		(\$47,055)
FY 2024 Direct Program		\$1,333,883

Administration and Support
Detail of Requirements
(Amounts in Thousands)

Title 10, USC, Section 12301. Policies and Regulations: Participation of Reserve officers in preparation and administration of Reserve Affairs. “ Within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its Reserve component on active duty (other than for training) at the seat of government, and at headquarters responsible for Reserve affairs to participate in preparing and administering the policies and regulations affecting those Reserve components. While so serving, such officer is an additional number of any staff with which he is serving.”

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>		<u>FY 2024 (Estimate)</u>	
	<u>Begin</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>
Officers	84	92	100	87	73	80	87

Title 10, USC, Section 12310. Reserves: For organizing, administering, etc., Reserve components. “ A Reserve ordered to active duty under Section 672(d) of this title in connection with organizing, administering, recruiting, instructing or training the Reserve component.”

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>		<u>FY 2024 (Estimate)</u>	
	<u>Begin</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>	<u>Avg</u>	<u>End</u>
Training and Administration of the Reserve (TAR)							
Officers	1,343	1,323	1,337	1,340	1,347	1,414	1,465
Enlisted	8,198	8,173	8,215	8,139	8,094	8,173	8,272
Total	9,541	9,496	9,552	9,478	9,441	9,587	9,737
Canvasser-Recruiters							
Officers	124	111	98	130	162	132	102
Enlisted	392	368	344	373	401	401	401
Total	516	479	442	503	563	533	503
Total Section 12301, FTS and Canvasser-Recruiters							
Officers	1,551	1,526	1,535	1,556	1,582	1,626	1,654
Enlisted	8,590	8,541	8,559	8,511	8,495	8,574	8,673
Total	10,141	10,067	10,094	10,067	10,077	10,200	10,327
Active Duty for Operational Support (ADOS)							
Officers	0	62	0	70	0	67	0
Enlisted	0	228	0	307	0	290	0
Total	0	290	0	377	0	357	0

Administration and Support
Detail of Requirements
(Amounts in Thousands)

Pay and Allowances of Officers, TAR: Funding provides basic pay, allowances, special and incentive pays when authorized, Retired Pay Accrual (RPA) and FICA costs Training and Administration of the Reserve (TAR) officer personnel serving on active duty.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>
O-9	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
O-8	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
O-7	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
O-6	128	\$273,726.29	\$35,037	127	\$289,243.15	\$36,734	127	\$292,486.55	\$37,146
O-5	422	\$213,732.61	\$90,195	430	\$225,998.90	\$97,180	411	\$228,485.60	\$93,908
O-4	730	\$195,354.17	\$142,609	739	\$204,381.54	\$151,038	785	\$206,699.71	\$162,259
O-3	212	\$158,840.53	\$33,674	218	\$166,486.87	\$36,294	266	\$168,346.16	\$44,780
O-2	21	\$112,574.86	\$2,364	29	\$119,226.68	\$3,458	18	\$120,555.56	\$2,170
O-1	8	\$84,750.00	\$678	9	\$89,444.44	\$805	15	\$90,466.67	\$1,357
W-4	3	\$160,333.33	\$481	2	\$168,500.00	\$337	2	\$170,500.00	\$341
W-3	1	\$145,656.00	\$146	2	\$154,000.00	\$308	2	\$155,750.00	\$312
W-2	1	\$128,407.00	\$128	0	\$0.00	\$0	0	\$0.00	\$0
Total	1,526	\$200,073.39	\$305,312	1,556	\$209,610.04	\$326,153	1,626	\$210,499.61	\$342,272

Pay and Allowances of Enlisted, TAR: Funding provides basic pay, allowances, special and incentive pays when authorized, Retired Pay Accrual (RPA) and FICA costs Training and Administration of the Reserve (TAR) enlisted personnel serving on active duty.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Average Number</u>	<u>Rate</u>	<u>Amount</u>
E-9	137	\$163,341.03	\$22,378	131	\$174,411.53	\$22,848	142	\$177,558.12	\$25,213
E-8	232	\$135,328.47	\$31,396	224	\$143,387.16	\$32,119	228	\$145,650.26	\$33,208
E-7	1,147	\$118,584.45	\$136,016	1,138	\$125,253.19	\$142,538	1,168	\$126,768.67	\$148,066
E-6	2,810	\$100,501.64	\$282,410	2,743	\$106,400.72	\$291,857	2,849	\$107,835.73	\$307,224
E-5	2,366	\$81,227.13	\$192,183	2,294	\$86,486.33	\$198,400	2,308	\$88,130.97	\$203,406
E-4	795	\$61,019.28	\$48,510	811	\$64,750.28	\$52,512	823	\$65,788.68	\$54,144
E-3	570	\$45,699.14	\$26,049	640	\$48,698.94	\$31,167	533	\$49,410.60	\$26,336
E-2	272	\$38,783.32	\$10,549	283	\$40,930.18	\$11,583	245	\$41,643.98	\$10,203
E-1	212	\$35,693.14	\$7,567	247	\$37,511.34	\$9,265	278	\$38,089.91	\$10,589
Total	8,541	\$88,638.11	\$757,058	8,511	\$93,090.11	\$792,290	8,574	\$95,450.12	\$818,389

Administration and Support
Detail of Requirements
(Amounts in Thousands)

Clothing Expense: Funding provides for Training and Administration of the Reserve (TAR) personnel uniform allowance.

	<u>FY 2022 (Actual)</u>		<u>FY 2023 (Estimate)</u>		<u>FY 2024 (Estimate)</u>
Officers		\$30		\$32	\$33
Enlisted		\$4,228		\$5,297	\$5,711
Total		\$4,259		\$5,328	\$5,743

Subsistence of Enlisted Personnel: Funding provides payment of basic allowance for subsistence and subsistence-in-kind for Training and Administration of the Reserve (TAR) personnel.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
A. <u>Basic Allowance for Subsistence</u>									
1. When Authorized to Mess Separately	8,408	\$4,822.32	\$41,043	8,371	\$5,293.98	\$45,904	8,430	\$5,569.23	\$48,530
2. When Rations In Kind Not Available	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
3. Less Collections			-\$2,803			-\$3,819			-\$4,035
Total Enlisted BAS	8,408		\$38,241	8,371		\$42,085	8,430		\$44,496
B. <u>Subsistence-In-Kind</u>									
1. <u>Subsistence-In_Mess</u>									
	133	\$3,962.41	\$527	140	\$4,021.43	\$563	144	\$3,987.92	\$574
Subtotal Subsistence-In-Mess	133		\$527	140		\$563	144		\$574
Total Subsistence-In-Kind	133		\$527	140		\$563	144		\$574
C. <u>Family Subsistence Supplemental Allowance</u>									
Total FSSA	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Subsistence Program	8,541		\$38,768	8,511		\$42,648	8,574		\$45,070
Less Reimbursable Subsistence	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Direct Subsistence	8,541		\$38,768	8,511		\$42,648	8,574		\$45,070

Subsistence of Officer Personnel: Funding provides payment of basic allowance for subsistence for Training and Administration of the Reserve (TAR) Personnel.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
	1,526	\$3,321.15	\$5,068	1,556	\$3,645.99	\$5,670	1,626	\$3,835.56	\$6,233

Administration and Support
Detail of Requirements
(Amounts in Thousands)

Permanent Change of Station (PCS) Travel, TAR: Funding provides travel costs for PCS for Training and Administration of the Reserve (TAR) personnel.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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	647	\$17,560.27	\$11,361	584	\$18,350.48	\$10,710	636	\$18,790.89	\$11,959
Enlisted	3,393	\$8,164.66	\$27,703	3,368	\$8,532.07	\$28,739	3,374	\$8,736.84	\$29,475
Total PCS Travel	4,040		\$39,064	3,952		\$39,448	4,010		\$41,434

Death Gratuities, Disability and Hospitalization Benefits: Funding provides for the payment of death gratuities to beneficiaries of deceased military personnel as authorized by 10 USC, Sections 1475-1480. Current gratuity amount is \$100,000 as established by P.L. 109.13. Members of the Reserve component who are injured, disabled, or become diseased while in the Line of Duty are entitled to hospitalization and pay and allowances during treatment. Members who are injured, disabled or diseased in the Line of Duty may also be eligible for incapacitation benefits in accordance with provisions of 37 USC, sections 204 and 206. Incapacitation benefits include basic pay, allowances or disability and severance pay when applicable.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
<u>Death Gratuities</u>									
Officers	0	\$0	\$0	\$1	\$100,000	\$100	\$1	\$100,000	\$100
Enlisted	0	\$0	\$0	\$1	\$100,000	\$100	\$1	\$100,000	\$100
Subtotal	0		\$0	2		\$200	2		\$200
<u>Disability and Hospitalization Benefits</u>									
Officers	15	\$15,000.00	\$225	15	\$15,266.67	\$229	15	\$15,533.33	\$233
Enlisted	60	\$17,200.00	\$1,032	60	\$17,250.00	\$1,035	60	\$17,266.67	\$1,036
Subtotal	75		\$1,257	75		\$1,264	75		\$1,269
Total			\$1,257			\$1,464			\$1,469

Federal Workplace Transportation Subsidy, TAR 1: As a result of the enactment of Executive Order 13150 'Federal Workplace Transportation' which was signed by the President on 21 April 2000, all federal agencies in the National Capitol Region (NCR) were directed to implement a Mass and Vanpool Transportation Fringe Benefit Program. The program effective 1 October 2000, allows qualified Federal Employees (including Military Personnel) the option of relinquishing current parking permits for 'transit passes' in amounts equal to personal commuting costs but not to exceed \$350 per quarter as of January 2008. The original effective date for this program was January 1, 2005. In addition, funding is being provided for a Transit Pass Fringe Benefit Program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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 and Enlisted	53	\$697.46	\$37	63	\$968.25	\$61	63	\$984.13	\$62
Total Transportation Subsidy			\$37			\$61			\$62

1/ Memo entries only; totals are included in Full Time Pay and Allowances.

Administration and Support
 Detail of Requirements
 (Amounts in Thousands)

Program: Basic Needs Allowance

FY 2024 (Estimate)	\$128
FY 2023 (Estimate)	\$82
FY 2022 (Actual)	\$0

Part I - Purpose and Scope

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 equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent of the Federal Poverty Guidelines no later than January 1, 2024. This higher threshold is included in the FY 2023 and FY 2024 estimates.

Part II - Justification of Funds Requested

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 E1-E4 and O1-O3.

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.

Detailed cost computations are provided by the following table:

	<u>FY 2022 (Actual)</u>		<u>FY 2023 (Estimate)</u>		<u>FY 2024 (Estimate)</u>
	<u>Amount</u>		<u>Amount</u>		<u>Amount</u>
Officer	\$0		\$0		\$0
Enlisted	\$0		\$82		\$128
Total	\$0		\$82		\$128

Administration and Support
Detail of Requirements
(Amounts in Thousands)

Reserve Incentives Programs: These funds are requested to provide bonus payments as authorized by 37 U.S.C., Sections 308 and 355. Bonuses are required to control accessions and attrition of Navy Reserve personnel. Incentives are generally offered only to personnel in ratings in which critical shortages exist. Shortages are determined by measuring the existing rating authorization against the onboard personnel inventory by rating.

Non-Prior Service Enlistment Bonus, SELRES and TAR: : NAT bonuses of \$5K, \$10K, \$15K, \$20K or \$25K are paid as 1/2 Initial Installment upon completion of initial active duty for training and 5 anniversary payments. Members in the NAT program incur a drilling obligation upon completion of initial active duty for training. An incentive for non-prior service personnel to enlist in specified ratings as a Training and Administration of the Reserve (TAR) member of the Navy Reserve is also provided. Payment is made upon successful completion of "A" school training for the specified rating.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Drilling Reservists Initial	134	\$2,723.88	\$365	1,100	\$6,363.64	\$7,000	650	\$6,153.85	\$4,000
Drilling Reservists (Anniversary)	688	\$566.86	\$390	498	\$393.57	\$196	907	\$3,485.12	\$3,161
TAR (Initial)	95	\$9,736.84	\$925	400	\$25,000.00	\$10,000	384	\$25,000.00	\$9,600
TAR (Anniversary)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal Non-Prior Service EB			\$1,680			\$17,196			\$16,761

Prior Service Enlistment Bonus, SELRES: The bonus is paid to SELRES members enlisting/affiliating for 3 or 6 years whose ratings are in a Tier 1,2, or 3 category. The Prior Service Enlistment Bonus is offered under the authority of 37 U.S.C., Section 331a. It is open primarily to prior Navy or Navy Reserve enlisted personnel who are fully qualified in the rate in which enlisting, but may be used to convert to an undermanned rating. Six-year bonuses (A) are paid as 1/2 initial installment and 5 anniversary payments. Three-year bonuses (B) are paid as 1/2 initial installment and 2 anniversary payments. Total bonuses by Tier and years: T1A=\$20,000, T1B=\$10,000, T2A=\$15,000, T2B=\$7,500, T3A=\$10,000, T3B=\$5,000.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
New Payments	179	\$6,022.35	\$1,078	750	\$10,000.00	\$7,500	350	\$10,000.00	\$3,500
Anniversary Payments	755	\$1,439.74	\$1,087	678	\$1,452.80	\$985	1,258	\$3,562.80	\$4,482
Subtotal Prior Service Enlistment Bonus			\$2,165			\$8,485			\$7,982

Administration and Support
 Detail of Requirements
 (Amounts in Thousands)

Reenlistment Bonus, SELRES and TAR: The Reenlistment Bonus is offered under the authority of 37 U.S.C., Section 331a. It is open primarily to Navy Reserve enlisted personnel who are fully qualified in the rate in which reenlisting, but may be used to convert to an undermanned rating. Bonuses are paid for three or six year reenlistments, in tiers. SELRES who are eligible can reenlist for 1 six-year term (A), or two 3-year terms classified as (B) and (C). All bonuses are paid as 1/2 initial with 5 or 2 anniversary payments. Total bonuses: T1A=\$15,000, T1B=\$7,500, T1C=\$6,000, T2A=\$10,000, T2B= \$5,000, T2C= \$4,000, T3A= \$7,500, T3B= \$3,000, T3C= \$2,000. Prior Lump Sum Enlistment bonus was authorized by Section 618 of the FY 2005 NDAA (P. L. 108-375).

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
New Payments to SELRES	185	\$5,016.22	\$928	1,580	\$2,718.35	\$4,295	1,580	\$2,718.35	\$4,295
Anniversary Payments	594	\$1,225.59	\$728	676	\$1,223.37	\$827	2,172	\$727.44	\$1,580
New Payments to TAR	17	\$3,275.82	\$56	30	\$3,333.33	\$100	30	\$3,333.33	\$100
Anniversary Payments	25	\$1,920.00	\$48	15	\$2,000.00	\$30	15	\$2,000.00	\$30
Subtotal Reenlistment Bonus			\$1,760			\$5,252			\$6,005

Medical Recruiting Incentives, SELRES: Stipend and Loan Repayment Program Medical Recruiting Incentives are offered under the authority of 10 U.S.C., Sections 16201 and 16302 respectively. Special pay for Critical Shortage Specialty health care officers is offered under 37 U.S.C., Section 302g. These funds are to enhance Reserve component recruiting programs for nurses and physicians with critical skills required in wartime.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Loan Repayments	19	\$30,909.09	\$587	22	\$30,909.09	\$680	22	\$30,909.09	\$680
Stipend	21	\$25,440.00	\$534	25	\$25,440.00	\$636	25	\$25,440.00	\$636
Recruiting Bonus	7	\$26,666.67	\$187	9	\$26,666.67	\$240	9	\$26,666.67	\$240
Subtotal Medical Incentives			\$1,308			\$1,556			\$1,556

Administration and Support
Detail of Requirements
(Amounts in Thousands)

Bonus for Certain Initial Service and Retention of Officers in the Selected Reserve, SELRES: Title 37 U.S.C. Section 308j allows Reserve Component members to receive an accession and affiliation bonus of up to \$20,000. An Officer is eligible for this bonus if either serving on active duty for a period of more than 30 days; or is a member of the Reserve Component not on active duty and, if the member formerly served on active duty, was released from active duty under honorable conditions; and has not previously served in the Selected Reserve of the Ready Reserve; and is not entitled to receive retired or retainer pay.

Special pay for retention of SELRES Health Care Professionals is authorized under 37 U.S.C., Section 302g for officers qualified in specialties designated as Reserve Component Wartime Health Care Specialties with Critical Shortages by ASD(HA) on an annual basis, with annual installments between \$75,000, and \$10,000 depending on the specialty. Special pay is authorized under 37 U.S.C., Section 355 for the retention of SELRES officers with critical military skills as designated by OSD.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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 Affiliation /Accession Bonus	460	\$10,000.00	\$4,600	500	\$10,000.00	\$5,000	500	\$10,000.00	\$5,000
Officer Retention Bonus Initial	345	\$32,268.07	\$11,132	351	\$31,393.16	\$11,019	351	\$31,393.16	\$11,019
Officer Retention Bonus Anniversary	360	\$35,598.87	\$12,831	509	\$28,009.82	\$14,257	683	\$28,134.70	\$19,216
Total Retention Bonus			\$23,963			\$25,276			\$30,235

Foreign language proficiency pay (37 U.S.C. 353), SELRES & TAR: A monthly payment made to qualified officers whose military specialty requires proficiency in a foreign language. The FY 05 NDAA increased the monthly cap from \$300 to \$1,000 per month for members entitled to basic pay and a one-time bonus not to exceed \$6,000 for Reserve component members who fulfill a 12-month certification period. Includes the cultural awareness pilot program.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
FLP Officer	90	\$4,400.00	\$396	90	\$4,400.00	\$396	90	\$4,400.00	\$396
FLP Enlisted	240	\$4,020.83	\$965	240	\$4,020.83	\$965	240	\$4,020.83	\$965
FLP Officer - TAR	15	\$2,834.01	\$42	15	\$2,833.98	\$42	15	\$2,833.98	\$42
FLP Enlisted - TAR	21	\$3,491.77	\$73	21	\$3,491.78	\$73	21	\$3,491.78	\$73
FLP Total	366		\$1,476	366		\$1,476	366		\$1,476
Total Reserve Incentives			\$36,952			\$64,241			\$69,015

Administration and Support
Detail of Requirements
(Amounts in Thousands)

Adoption Expense: Funding provides reimbursement for qualifying adoption expenses under the provisions of Title 10 U.S.C. Chapter 53, Section 1052. All active duty individuals who initiate adoption proceedings, are eligible to receive partial reimbursement for expenses related to the adoption of a child under 18 years of age. Reimbursement, which is made only after the adoption is final, is limited to not more than \$2,000, to a member of the Armed Forces or to two such members who are spouses of each other, for expenses incurred in the adoption of a child. A maximum of \$5,000 may be paid to any member, or two such members who are spouses, in any calendar year.

	<u>FY 2022 (Actual)</u>		<u>FY 2023 (Estimate)</u>		<u>FY 2024 (Estimate)</u>
Officers	\$0		\$5		\$5
Enlisted	\$0		\$5		\$5
Total	\$0		\$10		\$10

NROTC Nuclear Bonus, NROTC: Funding provides Nuclear Officer Accession Bonus (NOAB) payments established by 37 U.S.C., Section 333a to certain selected NROTC students. Upon acceptance into the program by the Secretary of the Navy, selected students receive a \$15,000 bonus for their agreement to enter a nuclear power training program. In the event an individual who has received the NOAB fails to commence, or satisfactorily complete, the nuclear power training specified in the agreement, recoupment provisions are in effect. Successful completion of active duty nuclear power training will qualify individuals for additional bonus payments covered in the Military Personnel, Navy (MPN) appropriation.

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
NROTC Nuclear Bonus Costs	179	\$15,000.00	\$2,685	200	\$15,000.00	\$3,000	200	\$15,000.00	\$3,000
Total Admin and Support			\$1,191,060			\$1,281,027			\$1,333,883

Administration and Support
 Detail of Requirements
 (Amounts in Thousands)

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

	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
Navy Reservists									
Officer	38	\$4,157.89	\$158	29	\$4,241.05	\$121	63	\$4,325.87	\$272
Enlisted	38	\$2,842.11	\$108	34	\$2,898.95	\$99	95	\$2,956.93	\$282
Subtotal			\$266			\$220			\$554
Navy TAR									
Officer	2	\$38,043.56	\$76	3	\$45,271.33	\$136	3	\$47,866.67	\$144
Enlisted	14	\$21,100.12	\$295	19	\$22,029.05	\$419	24	\$22,916.67	\$550
Subtotal			\$371			\$554			\$694
Officer Total	40		\$234	32		\$257	66		\$416
Enlisted Total	52		\$403	53		\$518	119		\$832
TOTAL			\$637			\$774			\$1,248

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
 Thrift Savings Plan (TSP) - RC matching contributions

	(\$ in Thousands)
Reserve Personnel, Navy	FY 2024 (Estimate) \$10,968
Reserve Component Training and Support	FY 2023 (Estimate) \$9,178
Thrift Savings Plan (TSP) - RC matching contributions	FY 2022 (Actual) \$6,555

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, 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 the new modernized retirement system. 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.

Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund.

		<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
<u>TSP Matching contributions</u>										
Navy Reserve	Officer	2,841	\$534.32	\$1,518	4,752	\$558.90	\$2,656	4,973	\$587.96	\$2,924
	Enlisted	8,427	\$228.91	\$1,929	11,264	\$239.44	\$2,697	13,053	\$251.89	\$3,288
Sub-Total - Navy Reserve				\$3,447			\$5,353			\$6,212
Navy TAR	Officer	90	\$5,703.48	\$513	110	\$5,850.71	\$644	115	\$6,026.09	\$693
	Enlisted	1,300	\$1,996.08	\$2,595	1,521	\$2,087.90	\$3,175	1,845	\$2,196.47	\$4,052
Sub-Total - Navy TAR				\$3,108			\$3,819			\$4,745
AFHPSP	Officer	-	\$0.00	\$0	6	\$1,000.00	\$6	11	\$1,000.00	\$11
Sub-Total - Navy AFHSPS				\$0			\$6			\$11
	Officer Total	2,931		\$2,031	4,868		\$3,306	5,099		\$3,628
	Enlisted Total	9,727		\$4,524	12,785		\$5,872	14,898		\$7,340
	TOTAL	12,658		\$6,555	17,653		\$9,178	19,997		\$10,968

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - THRIFT SAVINGS PLAN
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$9,178	\$9,178
Increases		
Price Increases		
Increase in Thrift Savings Plan rates	\$527	
Total Price	\$527	
Program Increases		
Increase in Number of Thrift Savings Plan participants	\$1,263	
Total Program	\$1,263	
Total Increases	\$859	\$1,790
Decreases		
Price Decreases		
Price - None	\$0	
Total Price	\$0	
Program Decreases		
Program - None	\$0	
Total Program	\$0	
Total Decreases		\$0
FY 2024 Direct Program		\$10,968

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
Education Benefits

	(\$ in Thousands)	
Reserve Personnel, Navy	FY 2024 (Estimate)	\$2,323
Reserve Component Training and Support	FY 2023 (Estimate)	\$204
Education Benefits	FY 2022 (Actual)	\$0

PART I - PURPOSE AND SCOPE

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. This program is governed by Title 10 U.S.C., Chapter 1606 and will fund educational benefit payments in their entirety for eligible individuals in the Selected Reserve. It is budgeted on an accrual basis with actual payments to individuals made by the Veterans Administration from funds transferred from the trust account.

PART II - JUSTIFICATION OF FUNDS REQUESTED

All individuals enlisting, reenlisting, or extending for not less than six years in the Selected Reserve on or after July 1, 1985 are eligible to receive educational assistance. Individuals must also meet Initial Active Duty for Training and high school diploma or equivalency requirements. Cost estimates are actuarially based, and reflect eligibility estimates, adjusted by an estimate of ultimate benefit utilization, partially offset by an estimate of interest earned on investments of the Education Benefits Fund. The program will provide for funds adequate to allow for one of four levels of assistance: Full-time, three quarter-time, half-time, and less than half-time educational pursuit. The monthly levels indicated above are increased annually as set forth with regard to the annual Consumer Price Index.

The G. I. Kicker provides an increase in educational assistance allowance for personnel filling critical shortages in designated skills, specialties, or units. The incentive is paid on a monthly basis in addition to the M.G.I.B. basic benefits. The maximum service contribution per recipient of this incentive is established annually by the Board of Actuaries.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - EDUCATION BENEFITS
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$204	\$204
Increases		
Price Increase		
Increase in GI Bill rates	\$2,113	
Increase in GI Bill Kicker rates	\$6	
Total Price	\$2,119	
Program Increases		
Program - None	\$0	
Total Program	\$0	
Total Increases		\$2,119
Decreases		
Price Decreases		
Price - None	\$0	
Total Price	\$0	
Program Decreases		
Program - None	\$0	
Total Program	\$0	
Total Decreases		\$0
FY 2024 Direct Program		\$2,323

Education Benefits
Detail of Requirements
(Amounts in Thousands)

<u>G.I. Bill & G.I. Bill Kickers</u>	<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
G. I. Bill	2,173	\$0.00	\$0	2,671	\$70.01	\$187	2,671	\$861.10	\$2,300
Amortization Payment	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal G.I. Bill			\$0			\$187			\$2,300
\$200 G.I. Bill Kicker	0	\$2,010.00	\$0	38	\$445.00	\$17	38	\$614.00	\$23
Subtotal G.I. Bill Kicker			\$0			\$17			\$23
Total Program			\$0			\$204			\$2,323
 Total Education Benefits Program			 \$0			 \$204			 \$2,323

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Detail of Military Personnel Requirements
Armed Forces Health Professions Scholarship Program

	(\$ in Thousands)	
Reserve Personnel, Navy	FY 2024 (Estimate)	\$61,035
Reserve Component Training and Support	FY 2023 (Estimate)	\$58,139
Armed Forces Health Professions Scholarship Program	FY 2022 (Actual)	\$53,723

Part I - Purpose and Scope

Funding provides for military personnel costs for Navy Reserve Officers enrolled in the Armed Forces Health Professions Scholarship Program (AFHPSP) established by 10 U.S.C., 2121. These officers are enrolled in approved colleges and universities throughout the United States. Participants of the AFHPSP are in medical, dental, and optometry programs. They serve on active duty during Active Duty Training (ADT) in the grade of 0-1 (Ensign) for a period of 45 days. The estimate for participants of the AFHPSP includes funds for a monthly stipend when they are not on ADT, uniform allowance, pay and allowances, travel, per diem and a \$20,000 Accession Bonus (AB). The AB was first authorized by Congress in NDAA 2006 and was implemented by the Navy in July 2007. Additionally, 10 U.S.C., 2121 authorized the Financial Assistance Program (FAP) as a part of the AFHPSP program. FAP funding supports an annual grant and the same other military personnel costs associated with the AFHPSP. FAP participants perform ADT for 14 days each year in their appointed grade of 0-3 or 0-4. The Nurse Candidate Program (NCP) supports students enrolled in approved nursing programs. Upon completion, these nursing students receive a commission in the Navy Nurse Corps. They receive an accession bonus and a monthly continuation bonus. Neither bonus is affected by pay raise or inflation.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

RESERVE PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - ARMED FORCES HEALTH PROFESSIONS SCHOLARSHIP PROGRAM
(\$ in Thousands)

	<u>BA-1</u>	<u>Total</u>
FY 2023 Direct Program	\$58,139	\$58,139
Increases		
Pricing Increases		
Increase in AFHPSP Stipend rates	\$1,714	
Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$370	
Increase for anticipated BAH rate increase to 6.9%	\$237	
Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$115	
Increase in Travel rates	\$52	
Increase in FAP Stipend rates	\$34	
Increase for anticipated BAS rate increase to 5.2%	\$30	
Increase in Lump Sum Leave rates	\$26	
Total Pricing Increases	\$2,578	
Program Increases		
Increase in number of AFHPSP Stipend	\$564	
Increase in number of FAP Annual Grant	\$210	
Increase in number of FAP Stipend	\$146	
Increase in number of AFHPSP Accession Bonus	\$20	
Increase in number of Financial Assistance Program - Basic Annual Training by 3 paid participants	\$13	
Increase in number of NCP Continuation Bonus	\$5	
Total Program Increases	\$958	
Total Increases		\$3,536
Decreases		
Pricing Decreases		
Decrease for anticipated RPA rate change to 23.1%	(\$101)	
Total Pricing Decreases	(\$101)	
Program Decreases		
Decrease in number of AFHPSP Annual Training by 28 paid participants	(\$314)	
Decrease in number of NCP Accession Bonus	(\$150)	
Decrease in number of AFHPSP - Travel	(\$75)	
Total Program Decreases	(\$539)	
Total Decreases		(\$640)
FY 2024 Direct Program		\$61,035

Armed Forces Health Professions Scholarship Program
 Detail of Requirements
 (Amounts in Thousands)

Pay and Allowances, Active Duty Training (ADT), AFHPSP Officers: In accordance with 10 U.S.C. 2121(c), funding provides pay and allowances for officers attending active duty training for a period of up to 45 days. 'Pay and Allowances' consists of basic pay, retired pay accrual, government contribution for social security, subsistence and housing allowances, lump sum leave pay, and family separation allowance when authorized. The number preceding the rate reflects the students who will serve 45 days ADT. The rate is the average pay and allowance cost per order.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
1,187	\$10,604.04	\$12,587	1,258	\$11,226.55	\$14,123	1,230	\$11,774.80	\$14,483

Travel, Active Duty Training (ADT), AFHPSP Officers: Funding provides travel and per diem for officers performing ADT not located at, or in close proximity to, the accredited institution they would normally attend as a participant in the program. The number reflects students who will be required to travel to an ADT duty site. The rate is the average cost per traveler.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
540	\$3,992.59	\$2,156	536	\$4,173.40	\$2,237	518	\$4,273.50	\$2,214

Armed Forces Health Professions Scholarship Program
 Detail of Requirements
 (Amounts in Thousands)

Stipend, AFHPSP Officers: Funding provides a monthly stipend to members participating in the program in accordance with 10 U.S.C. 2121(d). This stipend is paid only 10.5 months a year to students enrolled in the scholarship program for an entire year. In accordance with 10 U.S.C. 2121(c), the remaining 45 days are spent on ADT, during which time students receive pay and allowances vice the monthly stipend. Senior scholarship students average only 6.5 months of stipend due to graduation, and stipend for new accessions averages two months the year they first enter the program. The monthly stipend rate increases effective 1 July each year by the same percentage as the 1 January military pay raise. 'Students' are manyyears of stipend and 'Rate' is 12 months of stipend.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
1,136	\$26,648	\$30,272	1,161	\$27,870	\$32,371	1,182	\$29,321	\$34,649

Individual Clothing and Uniform Allowances, AFHPSP Officers: Funding provides initial uniform allowance under the provisions of 37 U.S.C. 415(a)(4) for officer uniforms required upon reporting for their first period of ADT. The number reflects students who will receive this one-time uniform allowance.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
250	\$400	\$100	255	\$400	\$102	255	\$400	\$102

Accession Bonus (AB), AFHPSP Officers: Funding provides payment of a one-time bonus effective upon a medical or dental school student's accession into the AFHPSP program. The AB was first authorized in the NDAA 2006 and is set at an amount of \$20,000.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
303	\$20,000	\$6,060	311	\$20,000	\$6,220	312	\$20,000	\$6,240

Total AFHPSP	\$51,175	\$55,053	\$57,688
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Armed Forces Health Professions Scholarship Program
 Financial Assistance Program (FAP)
 Detail of Requirements
 (Amounts in Thousands)

Pay and Allowances, Active Duty Training (ADT), FAP Officers: In accordance with 10 U.S.C. 2121(c), funding provides pay and allowances for officers performing 14 days of ADT. Pay and Allowances consist of basic pay, retired pay accrual, government contribution for social security, subsistence and housing allowances, lump sum leave pay, and family separation allowance when authorized.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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	\$4,333	\$52	10	\$4,589	\$46	13	\$4,814	\$62

Stipend, FAP: Funding provides a monthly stipend to FAP participants in accordance with 10 U.S.C. 2121(d) for 11.5 months a year to students enrolled in the FAP program for an entire year. In accordance with 10 U.S.C. 2121(c), the remaining 14 days are spent on ADT, when students are receiving pay and allowances vice the monthly stipend. The monthly stipend rate increases effective July, each year by the same percentage as the January, military pay raise, and is rounded to the next higher whole dollar. In the table below, Load refers to the Average Stipend Load in man-years of stipend. Amount is one man-year of stipend.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</u>		
<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
17	\$29,438	\$506	16	\$30,793	\$505	21	\$32,394	\$685

Armed Forces Health Professions Scholarship Program
 Financial Assistance Program (FAP)
 Detail of Requirements
 (Amounts in Thousands)

Individual Clothing and Uniform Allowances, FAP Officers: Funding provides a one-time initial uniform allowance under the provisions of 37 U.S.C. 415(a)(4) for officer uniforms required upon reporting for their first period of Active Duty Training (ADT). The number reflects students who will receive this one-time uniform allowance.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
4	\$400	\$2	8	\$400	\$3	8	\$400	\$3

Annual Grant, FAP Officers: Funding provides payment of an annual grant in accordance with 10 U.S.C. 2127(e), effective upon enrollment in the program. The amount of the grant is increased annually in the same manner as the stipend, in accordance with 10 U.S.C. 2121(d). 'Annual Grants' are paid on a pro rata basis for partial years of participation. 'Rate' is the average amount of Annual Grant. However, most students are enrolling in the program on or after 1 July forcing the 'number' higher than the number of students.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
14	\$45,000	\$638	19	\$45,000	\$876	24	\$45,000	\$1,086

Total Financial Assistance Program	\$1,198	\$1,430	\$1,836
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Armed Forces Health Professions Scholarship Program
Nurse Candidate Program (NCP)
Detail of Requirements

Accession Bonus, NCP: In accordance with 10 U.S.C. 2130(a)(1), funding provides for payment of a one-time accession bonus of \$5,000 in FY 2004 and increases to \$10,000 in FY 2005 . This bonus is paid in two installments. The first installment of \$5,000 will be paid upon acceptance into the program. The balance of \$5,000 will be paid at the six month anniversary of acceptance into the program, which may or may not fall within the same fiscal year as the first installment.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
61	\$10,000	\$610	75	\$10,000	\$750	60	\$10,000	\$600

Continuation Bonus, NCP: In accordance with 10 U.S.C. 2130(a)(2), funding provides a monthly bonus of \$500 in FY 2004 and increase to \$1,000 in FY 2005 for each month the participant continues as a full-time student in an accredited baccalaureate degree nursing program at a civilian educational institution that does not have a Senior Reserve Officers' Training Program. This continuation bonus may not be paid for more than 24 months.

<u>FY 2022 (Actual)</u>			<u>FY 2023 (Estimate)</u>			<u>FY 2024 (Estimate)</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>
62	\$12,000	\$740	76	\$12,000	\$906	76	\$12,000	\$911
Total Nurse Candidate Program		\$1,350			\$1,656			\$1,511

Armed Forces Health Professions Scholarship Program
Number of Students

	<u>FY 2022 (Actual)</u>		<u>FY 2023 (Estimate)</u>		<u>FY 2024 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Medical AFHPSP Student Enrollments</u>						
1st Year Students		184		197		196
2nd Year Students		244		231		245
3rd Year Students		231		245		233
4th Year Students		215		242		245
Total Medical AFHPSP Enrollments	878	874	895	915	917	919
Completed Program & Commissioned		231		211		252
Completed Program & Commission Deferred		0		0		0
Accession of prior year Deferrals		0		0		0
<u>Dental AFHPSP Student Enrollments</u>						
1st Year Students		49		55		55
2nd Year Students		72		68		75
3rd Year Students		66		73		68
4th Year Students		71		67		73
Total Dental AFHPSP Enrollments	258	258	261	263	267	271
Completed Program & Commissioned		73		71		67
<u>Allied Science AFHPSP Student Enrollments</u>						
1st Year Students		4		4		4
2nd Year Students		14		8		8
3rd Year Students		7		15		8
4th Year Students		8		6		15
Total Allied Science AFHPSP Enrollments	29	33	33	33	34	35
Completed Program & Commissioned		7		8		6
<u>Total AFHPSP Student Enrollments</u>						
1st Year Students		237		256		255
2nd Year Students		330		307		328
3rd Year Students		304		333		309
4th Year Students		294		315		333
Total AFHPSP Enrollments	1,165	1,165	1,188	1,211	1,218	1,225
Completed Program & Commissioned		311		290		325
Completed Program & Commission Deferred		0		0		0
Accession of prior year Deferrals		0		0		0

Financial Assistance Program (FAP) and Nurse Candidate Program (NCP)
Number of Students

	<u>FY 2022 (Actual)</u>		<u>FY 2023 (Estimate)</u>		<u>FY 2024 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Medical FAP Student Enrollments</u>						
1st Year Students		2		1		1
2nd Year Students		4		6		5
3rd Year Students		4		5		7
4th Year Students		1		4		5
Total Medical FAP Enrollments	12	11	14	16	17	18
<u>Dental FAP Student Enrollments</u>						
1st Year Students		0		0		0
2nd Year Students		1		2		2
3rd Year Students		2		1		2
4th Year Students		0		2		1
Total Dental FAP Enrollments	3	3	4	5	5	5
<u>Total FAP Student Enrollments</u>						
1st Year Students		2		1		1
2nd Year Students		5		8		7
3rd Year Students		6		6		9
4th Year Students		1		6		6
Total FAP Enrollments	15	14	18	21	22	23
	<u>FY 2022 (Actual)</u>		<u>FY 2023 (Estimate)</u>		<u>FY 2024 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
<u>Nurse Candidate Student Enrollments</u>						
1st Year Students		0		0		0
2nd Year Students		0		0		0
3rd Year Students		14		15		10
4th Year Students		60		72		65
Total NCP Student Enrollments	72	74	81	87	81	75

Section 5
Special Analyses

Exhibit PB-30W Training and Administration of the Reserve (TAR) Personnel

RESERVE PERSONNEL, NAVY
Training and Administration of the Reserve (TAR) Personnel
(End Strength)

FY 2022 (Actual)

<u>Assignment</u>	<u>TAR Officers</u>	<u>TAR Enlisted</u>	<u>TAR Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian 1/</u>	<u>Total</u>
Individuals	18	299	317	0	0	0	317
Pay/Personnel Centers	64	168	232	0	0	8	240
Recruiting/Retention	186	956	1,142	0	0	0	1,142
<u>Units</u>							
Units	598	3,953	4,551	0	612	394	5,557
RC Unique Mgmt HQs	109	406	515	0	89	109	713
Unit Support - NRC 2/	151	1,574	1,725	0	315	403	2,443
Maint Activities (Non-unit)	16	404	420	0	2	28	450
Subtotal	874	6,337	7,211	0	1,018	934	9,163
<u>Training (ROTC)</u>							
RC Non-unit Institutions	56	289	345	0	0	0	345
RC Schools	3	56	59	0	1	14	74
Subtotal	59	345	404	0	1	14	419
<u>Headquarters (HQs)</u>							
Service HQs	8	1	9	0	0	0	9
AC HQs	77	99	176	0	17	0	193
AC Instal/Activities	43	116	159	0	56	21	236
RC Chiefs Staff	167	212	379	0	33	0	412
Others	39	26	65	0	0	0	65
Subtotal	334	454	788	0	106	21	915
<u>Other</u>	0	0	0	0	0	0	0
TOTAL	1,535	8,559	10,094	0	1,125	977	12,196

1/ Excluding military technicians

2/ Navy Reserve Center (NRC)

3/Active Component stationed at Navy Reserve Activities

Exhibit PB-30W Training and Administration of the Reserve (TAR) Personnel

RESERVE PERSONNEL, NAVY
Training and Administration of the Reserve (TAR) Personnel
(End Strength)

FY 2023 (Estimate)

<u>Assignment</u>	<u>TAR Officers</u>	<u>TAR Enlisted</u>	<u>TAR Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian 1/</u>	<u>Total</u>
Individuals	17	296	313	0	0	0	313
Pay/Personnel Centers	64	172	236	0	0	9	245
Recruiting/Retention	186	956	1,142	0	0	0	1,142
<u>Units</u>							
Units	584	3,885	4,469	0	479	383	5,331
RC Unique Mgmt HQs	109	405	514	0	89	104	707
Unit Support - NRC 2/	208	1,575	1,783	0	311	367	2,461
Maint Activities (Non-unit)	16	404	420	0	2	32	454
Subtotal	917	6,269	7,186	0	881	886	8,953
<u>Training (ROTC)</u>							
RC Non-unit Institutions	56	289	345	0	0	0	345
RC Schools	3	56	59	0	1	14	74
Subtotal	59	345	404	0	1	14	419
<u>Headquarters (HQs)</u>							
Service HQs	8	1	9	0	0	2	11
AC HQs	77	101	178	0	17	0	195
AC Instal/Activities	43	115	158	0	56	20	234
RC Chiefs Staff	172	214	386	0	33	0	419
Others	39	26	65	0	0	0	65
Subtotal	339	457	796	0	106	22	924
<u>Other</u>	0	0	0	0	0	0	0
TOTAL	1,582	8,495	10,077	0	988	931	11,996

1/ Excluding military technicians

2/ Navy Reserve Center (NRC)

3/Active Component stationed at Navy Reserve Activities

Exhibit PB-30W Training and Administration of the Reserve (TAR) Personnel

RESERVE PERSONNEL, NAVY
Training and Administration of the Reserve (TAR) Personnel
(End Strength)

FY 2024 (Estimate)

<u>Assignment</u>	<u>TAR Officers</u>	<u>TAR Enlisted</u>	<u>TAR Total</u>	<u>Military Technicians</u>	<u>Military</u>	<u>Civilian 1/</u>	<u>Total</u>
Individuals	17	296	313	0	0	0	313
Pay/Personnel Centers	64	172	236	0	0	9	245
Recruiting/Retention	186	929	1,115	0	0	0	1,115
<u>Units</u>							
Units	595	3,937	4,532	0	314	404	5,250
RC Unique Mgmt HQs	109	403	512	0	89	111	712
Unit Support - NRC 2/	270	1,730	2,000	0	307	365	2,672
Maint Activities (Non-unit)	16	404	420	0	2	32	454
Subtotal	990	6,474	7,464	0	712	912	9,088
<u>Training (ROTC)</u>							
RC Non-unit Institutions	56	289	345	0	0	0	345
RC Schools	3	56	59	0	0	16	75
Subtotal	59	345	404	0	0	16	420
<u>Headquarters (HQs)</u>							
Service HQs	8	1	9	0	0	2	11
AC HQs	77	101	178	0	17	0	195
AC Instal/Activities	43	115	158	0	56	20	234
RC Chiefs Staff	171	214	385	0	33	0	418
Others	39	26	65	0	0	0	65
Subtotal	338	457	795	0	106	22	923
<u>Other</u>	0	0	0	0	0	0	0
TOTAL	1,654	8,673	10,327	0	818	959	12,104

1/ Excluding military technicians

2/ Navy Reserve Center (NRC)

3/Active Component stationed at Navy Reserve Activities

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

Training and Administration of the Reserve (TAR) Non-Prior Service Enlistment Bonus (TAR NPS) 1/
(Amounts in Thousands)

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations														
FY 2022														
Initial Payments	95	\$925												
Anniversary Payments														
FY 2023														
Initial Payments			400	\$10,000										
Anniversary Payments														
FY 2024														
Initial Payments					384	\$9,600								
Anniversary Payments														
FY 2025														
Initial Payments							315	\$7,892						
Anniversary Payments														
FY 2026														
Initial Payments									258	\$6,457				
Anniversary Payments														
FY 2027														
Initial Payments											224	\$5,618		
Anniversary Payments														
FY 2028														
Initial Payments													325	\$8,136
Anniversary Payments														
Total														
Initial Payments	95	\$925	400	\$10,000	384	\$9,600	315	\$7,892	258	\$6,457	224	\$5,618	325	\$8,136
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total TAR NPS EB	95	\$925	400	\$10,000	384	\$9,600	315	\$7,892	258	\$6,457	224	\$5,618	325	\$8,136

1/ Amounts included in Administration and Support, Reserve Incentives.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

RESERVE PERSONNEL, NAVY
DRILLING RESERVIST PRIOR SERVICE ENLISTMENT BONUS (SELRES PS) 1/
(\$ in Thousands)

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	755	\$1,087	499	\$701	329	\$448	216	\$178	48	\$56				
FY 2022														
Initial Payments	179	\$1,078												
Anniversary Payments			179	\$284	179	\$284	117	\$170	117	\$170	117	\$170		
FY 2023														
Initial Payments			750	\$7,500										
Anniversary Payments					750	\$3,750	750	\$3,750						
FY 2024														
Initial Payments					350	\$3,500								
Anniversary Payments							350	\$1,750	350	\$1,750				
FY 2025														
Initial Payments							250	\$2,500						
Anniversary Payments									250	\$1,250	250	\$1,250		
FY 2026														
Initial Payments									250	\$2,500				
Anniversary Payments											250	\$1,250	250	\$1,250
FY 2027														
Initial Payments											250	\$2,500		
Anniversary Payments													250	\$1,250
FY 2028														
Initial Payments													250	\$2,500
Anniversary Payments														
Total														
Initial Payments	179	\$1,078	750	\$7,500	350	\$3,500	250	\$2,500	250	\$2,500	250	\$2,500	250	\$2,500
Anniversary Payments	755	\$1,087	678	\$985	1,258	\$4,482	1,433	\$5,848	765	\$3,226	617	\$2,670	500	\$2,500
Total Prior Service EB	934	\$2,165	1428	\$8,485	1,608	\$7,982	1,683	\$8,348	1,015	\$5,726	867	\$5,170	750	\$5,000

1/ Amounts included in Administration and Support, Reserve Incentives.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

RESERVE PERSONNEL, NAVY
DRILLING RESERVIST SELECTED REENLISTMENT BONUS (SELRES SRB) 1/
(\$ in Thousands)

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	594	\$728	491	\$586	407	\$480	266	\$310	104	\$111				
FY 2022														
Initial Payments	185	\$928												
Anniversary Payments			185	\$241	185	\$241	125	\$148	125	\$148	125	\$148		
Lump Sum														
FY 2023														
Initial Payments			1,580	\$4,295										
Anniversary Payments					1,580	\$859	1,580	\$859	1,580	\$859	1,580	\$859	1,580	\$859
Lump Sum														
FY 2024														
Initial Payments					1,580	\$4,295								
Anniversary Payments							1,580	\$859	1,580	\$859	1,580	\$859	1,580	\$859
Lump Sum														
FY 2025														
Initial Payments							100	\$650						
Anniversary Payments									100	\$130	100	\$130	100	\$130
Lump Sum														
FY 2026														
Initial Payments									100	\$650				
Anniversary Payments											100	\$130	100	\$130
Lump Sum														
FY 2027														
Initial Payments											100	\$650		
Anniversary Payments													100	\$130
Lump Sum														
FY 2028														
Initial Payments													100	\$650
Anniversary Payments														
Lump Sum														
Total														
Initial Payments	185	\$928	1,580	\$4,295	1,580	\$4,295	100	\$650	100	\$650	100	\$650	100	\$650
Anniversary Payments	594	\$728	676	\$827	2,172	\$1,580	3,551	\$2,176	3,489	\$2,107	3,485	\$2,126	3,460	\$2,108
Total Drilling Reservist SRB	779	\$1,656	2,256	\$5,122	3,752	\$5,875	3,651	\$2,826	3,589	\$2,757	3,585	\$2,776	3,560	\$2,758

1/ Amounts included in Administration and Support, Reserve Incentives.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

RESERVE PERSONNEL, NAVY
TRAINING AND ADMINISTRATION OF THE RESERVE (TAR) ENLISTED SELECTED REENLISTMENT BONUS (TAR SRB) 1/
(\$ in Thousands)

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations	25	\$48												
FY 2022														
Initial Payments	17	\$56												
Anniversary Payments			15	\$30										
FY 2023														
Initial Payments			30	\$100										
Anniversary Payments					15	\$30								
FY 2024														
Initial Payments					30	\$100								
Anniversary Payments							15	\$30						
FY 2025														
Initial Payments							30	\$100						
Anniversary Payments									15	\$30				
FY 2026														
Initial Payments									30	\$100				
Anniversary Payments											15	\$30		
FY 2027														
Initial Payments											30	\$100		
Anniversary Payments													15	\$30
FY 2028														
Initial Payments													30	\$100
Anniversary Payments														
Total														
Initial Payments	17	\$56	30	\$100	30	\$100	30	\$100	30	\$100	30	\$100	30	\$100
Anniversary Payments	25	\$48	15	\$30	15	\$30	15	\$30	15	\$30	15	\$30	15	\$30
Total TAR SRB	42	\$104	45	\$130	45	\$130	45	\$130	45	\$130	45	\$130	45	\$130

1/ Amounts included in Administration and Support, Reserve Incentives.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY
DRILLING RESERVIST NON-PRIOR SERVICE ENLISTMENT BONUS (SELRES NPS) 1/
(\$ in Thousands)**

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations	688	\$390	364	\$123	173	\$88								
FY 2022														
Initial Payments	134	\$365												
Anniversary Payments			134	\$73	134	\$73	134	\$73	134	\$73	134	\$73		
FY 2023														
Initial Payments			1100	\$7,000										
Anniversary Payments					600	\$3,000	600	\$3,000						
FY 2024														
Initial Payments					650	\$4,000								
Anniversary Payments							400	\$2,000	400	\$2,000				
FY 2025														
Initial Payments							400	\$1,000						
Anniversary Payments									400	\$500	400	\$500		
FY 2026														
Initial Payments									400	\$1,000				
Anniversary Payments											400	\$500	400	\$500
FY 2027														
Initial Payments											400	\$1,000		
Anniversary Payments													400	\$500
FY 2028														
Initial Payments													400	\$1,000
Anniversary Payments														
Total														
Initial Payments	134	\$365	1,100	\$7,000	650	\$4,000	400	\$1,000	400	\$1,000	400	\$1,000	400	\$1,000
Anniversary Payments	688	\$390	498	\$196	907	\$3,161	1,134	\$5,073	934	\$2,573	934	\$1,073	800	\$1,000
Total Drilling Reserve NPS EB	822	\$755	1,598	\$7,196	1,557	\$7,161	1,534	\$6,073	1,334	\$3,573	1,334	\$2,073	1,200	\$2,000

1/ Amounts included in Administration and Support, Reserve Incentives

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY
DRILLING RESERVIST OFFICER RETENTION BONUS (SELRES) 1/
(\$ in Thousands)**

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations	360	\$12,831	177	\$6,060										
FY 2022														
Initial Payments	345	\$11,132												
Anniversary Payments			332	\$8,197	332	\$8,197								
FY 2023														
Initial Payments			351	\$11,019										
Anniversary Payments					351	\$11,019	351	\$11,019						
FY 2024														
Initial Payments					351	\$11,019								
Anniversary Payments							351	\$11,019	351	\$11,019				
FY 2025														
Initial Payments							351	\$11,019						
Anniversary Payments									351	\$11,019	351	\$11,019		
FY 2026														
Initial Payments									351	\$11,019				
Anniversary Payments											351	\$11,019	351	\$11,019
FY 2027														
Initial Payments											351	\$11,019		
Anniversary Payments													351	\$11,019
FY 2028														
Initial Payments													351	\$11,019
Anniversary Payments														
Total														
Initial Payments	345	\$11,132	351	\$11,019	351	\$11,019	351	\$11,019	351	\$11,019	351	\$11,019	351	\$11,019
Anniversary Payments	360	\$12,831	509	\$14,257	683	\$19,216	702	\$22,038	702	\$22,038	702	\$22,038	702	\$22,038
Total Officer Retention Bonus	705	\$23,963	860	\$25,276	1,034	\$30,235	1,053	\$33,057	1,053	\$33,057	1,053	\$33,057	1,053	\$33,057

1// Amounts included in Administration and Support, Reserve Incentives

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

**RESERVE PERSONNEL, NAVY
TRAINING AND ADMINISTRATION OF THE RESERVE (TAR) NAVY SPECIAL WARFARE OFFICER CONTINUATION PAY (TAR NSWCP) 1/
(\$ in Thousands)**

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations	10	\$81	5	\$42	4	\$35	2	\$15	0	\$0	0	\$0	0	\$0
FY 2022														
Initial Payments	2	\$48	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	2	\$16	2	\$16	2	\$16	0	\$0	0	\$0	0	\$0
FY 2023														
Initial Payments	0	\$0	3	\$84	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	3	\$23	3	\$23	3	\$23	2	\$15	0	\$0
FY 2024														
Initial Payments	0	\$0	0	\$0	3	\$84	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	3	\$23	3	\$23	3	\$23	3	\$23
FY 2025														
Initial Payments	0	\$0	0	\$0	0	\$0	3	\$84	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	3	\$23	3	\$23	3	\$23
FY 2026														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	4	\$120	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30	4	\$30
FY 2027														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$120	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$30
FY 2028														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$120
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	2	\$48	3	\$84	3	\$84	3	\$84	4	\$120	4	\$120	4	\$120
Anniversary Payments	10	\$81	7	\$58	9	\$74	10	\$77	9	\$69	12	\$91	14	\$106
Total TAR NSW OCP	12	\$129	10	\$142	12	\$158	13	\$161	13	\$189	16	\$211	18	\$226

1/ Amounts included in Administration and Support, TAR Officer Pay and Allowances.

**RESERVE PERSONNEL, NAVY
TRAINING AND ADMINISTRATION OF THE RESERVE (TAR) NAVY SPECIAL WARFARE CRITICAL SKILLS RETENTION BONUS (TAR NSW CSRB) 1/
(\$ in Thousands)**

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations	6	\$62	6	\$74	2	\$15	0	\$0	0	\$0	0	0	0	0
FY 2022														
Initial Payments	1	\$12	0	\$0	0	\$0	0	\$0	0	0	0	0	0	0
Anniversary Payments	0	\$0	5	\$42	5	\$42	2	\$15	2	\$15	0	0	0	0
FY 2023														
Initial Payments	0	\$0	4	\$96	0	\$0	0	\$0	0	\$0	0	0	0	0
Anniversary Payments	0	\$0	0	\$0	4	\$33	4	\$33	2	\$15	2	\$15	0	0
FY 2024														
Initial Payments	0	\$0	0	\$0	4	\$96	0	\$0	0	\$0	0	0	0	0
Anniversary Payments	0	\$0	0	0	0	\$0	4	\$33	4	\$33	2	\$15	2	\$15
FY 2025														
Initial Payments	0	\$0	0	\$0	0	\$0	4	\$96	0	\$0	0	0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	4	\$33	4	\$33	2	\$15
FY 2026														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	2	\$48	0	0	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	0	2	\$17	2	\$17
FY 2027														
Initial Payments	0	\$0	0	\$0	0	\$0	0	0	0	0	2	\$36	0	0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	0	0	0	0	0	2	\$18
FY 2028														
Initial Payments	0	\$0	0	\$0	0	\$0	0	0	0	0	0	0	3	\$66
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	0	0	0	0	0	0	0
Total														
Initial Payments	1	\$12	4	\$96	4	\$96	4	\$96	2	\$48	2	\$36	3	\$66
Anniversary Payments	6	\$62	11	\$116	11	\$90	10	\$81	12	\$96	10	\$80	8	\$65
Total TAR NSW CSRB	7	\$74	15	\$212	15	\$186	14	\$177	14	\$144	12	\$116	11	\$131

1/ Amounts included in Administration and Support, TAR Officer Pay and Allowances.

RESERVE PERSONNEL, NAVY
TRAINING AND ADMINISTRATION OF THE RESERVE (TAR) LCDR SURFACE WARFARE OFFICER CRITICAL SKILLS RETENTION BONUS (TAR LCDR SWO CSRB) 1/
(\$ in Thousands)

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	20	\$240	11	\$132	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2022														
Initial Payments	12	\$144	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	12	\$144	12	\$144	0	\$0	0	\$0	0	\$0	0	\$0
FY 2023														
Initial Payments	0	\$0	8	\$96	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	8	\$96	8	\$96	0	\$0	0	\$0	0	\$0
FY 2024														
Initial Payments	0	\$0	0	\$0	9	\$108	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	9	\$108	9	\$108	0	\$0	0	\$0
FY 2025														
Initial Payments	0	\$0	0	\$0	0	\$0	9	\$108	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	9	\$108	9	\$108	0	\$0
FY 2026														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	9	\$108	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	9	\$108	9	\$108
FY 2027														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	9	\$108	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	9	\$108
FY 2028														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	9	\$108
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	12	\$144	8	\$96	9	\$108	9	\$108	9	\$108	9	\$108	9	\$108
Anniversary Payments	20	\$240	23	\$276	20	\$240	17	\$204	18	\$216	18	\$216	18	\$216
Total TAR SWO CSRB LCDR	32	\$384	31	\$372	29	\$348	26	\$312	27	\$324	27	\$324	27	\$324

1/ Amounts included in Administration and Support, TAR Officer Pay and Allowances.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

Training and Administration of the Reserve (TAR) Surface Warfare Officer Department Head Retention Bonus (TAR SWO DHRB) 1/
(Amounts in Thousands)

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations	13	\$156	12	\$144	9	\$108	5	\$60	0	\$0	0	\$0	0	\$0
FY 2022														
Initial Payments	4	\$48	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	4	\$48	4	\$48	4	\$48	4	\$48	0	\$0	0	\$0
FY 2023														
Initial Payments	0	\$0	5	\$60	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	5	\$60	5	\$60	5	\$60	5	\$60	0	\$0
FY 2024														
Initial Payments	0	\$0	0	\$0	5	\$60	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	5	\$60	5	\$60	5	\$60	5	\$60
FY 2025														
Initial Payments	0	\$0	0	\$0	0	\$0	6	\$72	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	6	\$72	6	\$72	6	\$72
FY 2026														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	7	\$84	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	7	\$84	7	\$84
FY 2027														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	7	\$84	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	7	\$84
FY 2028														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	7	\$84
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	4	\$48	5	\$60	5	\$60	6	\$72	7	\$84	7	\$84	7	\$84
Anniversary Payments	13	\$156	16	\$192	18	\$216	19	\$228	20	\$240	23	\$276	25	\$300
Total TAR SWO DHRB	17	\$204	21	\$252	23	\$276	25	\$300	27	\$324	30	\$360	32	\$384

1/ Amounts included in Administration and Support, TAR Officer Pay and Allowances.

Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

Training and Administration of the Reserve (TAR) Surface Warfare Officer Senior Officer Retention Bonus (TAR SWO SORB) 1/
(Amounts in Thousands)

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
FY 2022														
Initial Payments	5	\$60							0	\$0	0	\$0	0	\$0
Anniversary Payments			5	\$60	5	\$60	5	\$60	0	\$0	0	\$0	0	\$0
FY 2023														
Initial Payments	0	\$0	5	\$60							0	\$0	0	\$0
Anniversary Payments	0	\$0			5	\$60	5	\$60	5	\$60	0	\$0	0	\$0
FY 2024														
Initial Payments	0	\$0	0	\$0	3	\$36							0	\$0
Anniversary Payments	0	\$0	0	\$0			3	\$36	3	\$36	3	\$36	0	\$0
FY 2025														
Initial Payments	0	\$0	0	\$0	0	\$0	4	\$48						
Anniversary Payments	0	\$0	0	\$0	0	\$0			4	\$48	4	\$48	4	\$48
FY 2026														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	4	\$48				
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0			4	\$48	4	\$48
FY 2027														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$48		
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0			4	\$48
FY 2028														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	4	\$48
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	5	\$60	5	\$60	3	\$36	4	\$48	4	\$48	4	\$48	4	\$48
Anniversary Payments	0	\$0	5	\$60	10	\$120	13	\$156	12	\$144	11	\$132	12	\$144
Total TAR SWO SORB	5	\$60	10	\$120	13	\$156	17	\$204	16	\$192	15	\$180	16	\$192

1/ Amounts included in Administration and Support, TAR Officer Pay and Allowances.

Detail of Military Personnel Requirements
 Aviation Bonus - Business Case Analysis

Reserve Personnel, Navy	FY 2024 (Estimate)	\$8,718
Reserve Component Training and Support	FY 2023 (Estimate)	\$8,297
Aviation Bonus - Business Case Analysis	FY 2022 (Actual)	\$7,614

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

Part II - Justification of Funds Requested

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

In addition to offering the aviation bonus, the Navy Reserve is also providing the following non-monetary incentives to maximize combat readiness now and in the future such as a choice of follow-on orders and the opportunity to complete a Master’s degree program.

Business Case Analysis (BCA)

The Training and Administration of the Reserve (TAR) Aviation Bonus (AvB) consists of two programs: the TAR Aviation Department Head Retention Bonus (ADHRB) and the TAR Aviation Command Retention Bonus (ACRB). The aforementioned NDAA increased the maximum rate for the AvB.

The TAR ADHRB offers a three year contract and is structured to contract aviators through the completion of their initial TAR Department Head (DH) tour, and obligates them into a second TAR tour through 15 years of commissioned service. The FY18 proposal addressD the DH inventory and retention shortfall by increasing amounts for aviators in specific Type/Model/Series (T/M/S).

The TAR ACRB program has been restructured from \$18k/yr for 2 years to \$33k/yr for 3 years and obligates Commanding Officers to complete at least one Post-Commander Command (PCC) assignment.

Aircraft Personnel Manning Levels

	FY 2022	FY 2023	FY 2024
Jet	83%	84%	85%
Prop	96%	95%	93%
Helo	99%	97%	96%

Aviation Bonus - Business Case Analysis (Continued)

The TAR AvB (ADHRB and ACRB) are critical to aviation community health. ADHRB addresses the retention at an aviator’s first release point and the ACRB addresses retention of a smaller pool of experienced officers required to fill Major Command billets. Amounts for the ADHRB and restructuring of the ACRB were determined by analyzing take rates and an increase of requests for Release from Active Duty and Voluntary Retirements.

ADHRB take-rate is 48% (VR logistics has a 28% take-rate).

- DH Inventory to billets in the aggregate is 88% (251/285).
- Retain FTS DH aviators to 15 Years Commissioned Service (YCS), beyond their first stop/go decision point.

ACRB take-rate is 60% since inception.

- Voluntary retirements doubled in FY17 from the previous five-year average. FY18 retirements equal FY17 level.

The AvB addresses the trend of airlines continuing to hire and lure Naval Aviators away from the enterprise. Additionally, the demand for O-6 aviators Post-Commander Command is on average six per year to meet billet requirements. Current output of PCCs is 10 per year, but with current retirement rates, Navy Reserve is limited to no T/M/S selectivity. It is critical to retain as many as possible to ensure selectivity (quality) and also to ensure that all PCC billets can be sufficiently filled. Five of nine PCC billets require a PCC from a specific T/M/S (community).

In addition to offering the aviation bonus, the Navy Reserve is also providing the following non-monetary incentives to maximize combat readiness now and in the future. A few examples of non-monetary incentives include choice of follow-on orders and additional education opportunities. For a more detailed explanation on the use of non-monetary incentives to address manning shortfalls and the business case analysis supporting the amount requested by aircraft type refer to the Department's annual report to Congress on the Aviation Continuation Pay Programs pursuant to title 37 §301b(i).

ADHRB Aircraft Type	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Jet	119	\$34,874	\$4,150	161	\$34,882	\$5,616	164	\$34,872	\$5,719
Prop	61	\$24,344	\$1,485	33	\$23,818	\$786	34	\$24,324	\$827
Helo	56	\$25,179	\$1,410	55	\$25,327	\$1,393	58	\$25,397	\$1,473
ADHRB Total	236		\$7,045	249		\$7,795	256		\$8,019

ACRB Command Type	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
VFA/VAQ	2	\$33,000	\$66	2	\$33,500	\$67	3	\$33,333	\$100
VR	2	\$33,000	\$66	6	\$33,500	\$201	8	\$33,250	\$266
VTJ/VTP	7	\$33,857	\$237	2	\$33,500	\$67	3	\$33,333	\$100
HT/HM/HSC/HSM	3	\$33,333	\$100	3	\$33,333	\$100	4	\$33,250	\$133
NRD	3	\$33,333	\$100	2	\$33,500	\$67	3	\$33,333	\$100
ACRB Total	17		\$569	15		\$502	21		\$699

AvB Total	253		\$7,614	264		\$8,297	277		\$8,718
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Exhibit PB-30V Incentive/Bonus Payment Stream (Reserves)

Training and Administration of the Reserve (TAR) Aviation Bonus (TAR AvB) 1/
(Amounts in Thousands)

	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Obligations	186	\$5,572	161	\$4,783	89	\$2,695	48	\$1,530	0	\$0	0	\$0	0	\$0
FY 2022														
Initial Payments	67	\$2,042	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	60	\$1,803	67	\$2,034	59	\$1,770	59	\$1,770	0	\$0	0	\$0
FY 2023														
Initial Payments	0	\$0	55	\$1,711	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	78	\$2,374	78	\$2,374	70	\$2,110	70	\$2,110	0	\$0
FY 2024														
Initial Payments	0	\$0	0	\$0	67	\$1,615	0	\$0	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	67	\$1,607	67	\$1,607	59	\$1,343	59	\$1,343
FY 2025														
Initial Payments	0	\$0	0	\$0	0	\$0	67	\$2,060	0	\$0	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	67	\$2,052	67	\$2,052	59	\$1,788
FY 2026														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	67	\$2,060	0	\$0	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	67	\$2,052	67	\$2,052
FY 2027														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	67	\$2,060	0	\$0
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	67	\$2,052
FY 2028														
Initial Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	67	\$2,060
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total														
Initial Payments	67	\$2,042	55	\$1,711	67	\$1,615	67	\$2,060	67	\$2,060	67	\$2,060	67	\$2,060
Anniversary Payments	186	\$5,572	221	\$6,586	234	\$7,103	252	\$7,281	263	\$7,539	263	\$7,557	252	\$7,235
Total TAR AvB	253	\$7,614	276	\$8,297	301	\$8,718	319	\$9,341	330	\$9,599	330	\$9,617	319	\$9,295

1/ Amounts included in Administration and Support, TAR Officer Pay and Allowances.