

# **DEPARTMENT OF THE ARMY**

## **FISCAL YEAR (FY) 2009 BUDGET ESTIMATES**

**FEBRUARY 2008**



**RESERVE PERSONNEL, ARMY**

**RCS-DD-COMP (AR) 1092**

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**SECTION 1**

**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

RESERVE PERSONNEL, ARMY  
SUMMARY REQUIREMENTS BY BUDGET PROGRAM  
(Dollars in Thousands)

	<u>FY 2007 (Act)</u>	<u>FY 2008 (Est)</u>	<u>FY 2009 (Est)</u>
<b><u>DIRECT PROGRAM</u></b>			
Reserve Component Training and Support	3,304,102	3,684,610	3,921,796
<b><u>REIMBURSABLE PROGRAM</u></b>			
Reserve Component Training and Support	23,500	35,000	35,000
<b><u>TOTAL BASELINE PROGRAM</u></b>			
Reserve Component Training and Support	3,327,602	3,719,610	3,956,796
<b><u>SUPPLEMENTAL FUNDING</u></b>			
P.L. 109-289 - Title IX	87,756	-	-
P.L. 110-28 - Supplemental Funding for GWOT	122,244		
P.L. 110-28 - Supplemental Funding for Baseline (BAH)			
Total Supplemental Program	210,000	-	-
<b><u>TOTAL PROGRAM FUNDING</u></b>			
Reserve Component Training and Support	3,537,602	3,719,610	3,956,796
Medicare-Eligible Retiree Health Fund Contribution	742,233	718,229	678,893
<b><u>TOTAL MIL. PERSONNEL PROGRAM COST</u></b>	4,279,835	4,437,839	4,635,689

**TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS  
SUMMARY REQUIREMENTS BY BUDGET PROGRAM  
(Dollars in Thousands)**

The following information is submitted in accordance with the FY 2008 Appropriation Conference Report 110-434 and the FY 2008 House Appropriation Committee Report 110-279.

<u>RESERVE PERSONNEL, ARMY (RPA)</u>	<u>FY 2007 (Act)</u>	<u>FY 2008 (Est)</u>	<u>FY 2009 (Est)</u>
DIRECT PROGRAM(RPA)	3,304,102	3,684,610	3,921,796
REIMBURSABLE PROGRAM(RPA)	23,500	35,000	35,000
GWOT & OTHER SUPPLEMENTAL FUNDING (RPA) (NOTE 1)	210,000	-	-
TOTAL RESERVE PERSONNEL, ARMY(RPA) FUNDING	<b>3,537,602</b>	<b>3,719,610</b>	<b>3,956,796</b>
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	742,233	718,229	678,893
TOTAL ARMY RESERVE PERSONNEL PROGRAM COST	<b>4,279,835</b>	<b>4,437,839</b>	<b>4,635,689</b>
 <u>MILITARY PERSONNEL, ARMY</u>			
GWOT PAY AND ALLOWANCES, MOBILIZATION (MPA) (NOTE 1)	2,549,892	2,511,186	-
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) (MPA)	28,687	21,861	14,266
TOTAL FROM ACTIVE MILITARY PERSONNEL ARMY	<b>2,578,579</b>	<b>2,533,047</b>	<b>14,266</b>
 <u>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</u>	 <b>6,858,414</b>	 <b>6,970,886</b>	 <b>4,649,955</b>

**NOTE:**

1. FY 2008 reflects amounts requested in the FY 2008 Amended GWOT Request.

## **SECTION 2**

### **INTRODUCTION AND PERFORMANCE MEASURES**

**DEPARTMENT OF THE ARMY  
JUSTIFICATION OF ESTIMATE FOR FISCAL YEAR 2009**

**INTRODUCTORY STATEMENT**

The Reserve Personnel, Army (RPA) budget provides pay, benefits, and allowances for Soldiers while on Annual Training, Inactive Duty Training (drills), active duty for school training, or a special training status. Also included is funding for the Active Guard and Reserve (AGR) Soldiers, the primary readiness enabler for operational units. AGRs assist unit commanders with training, sustaining, and personnel support in day-to-day operations. Other programs include Recruiting & Retention Incentives; Health Professional Scholarship Program; Chaplain Candidate Program; Basic Officer Leadership Course for newly commissioned Army Reserve and Army National Guard Lieutenants; Initial Active Duty for Training for newly enlisted non prior service Soldiers; and Soldier readiness processing and sustainment training for Soldiers in the Individual Ready Reserve.

The FY 2009 RPA budget submission supports an end strength objective of 205,000 Troop Program Unit, Active Guard and Reserve (AGR), and Individual Mobilization Augmentee (IMA) Soldiers. Although the budget supports an end strength objective of 205,000, the Reserve Personnel, Army level of funding has been reduced for projected mobilizations and training participation levels. The average strength level supported by this budget is 199,000 and includes a mobilization offset for 24,000 Soldiers in FY 2009. The FY 2009 RPA Budget also includes an increase of 300 AGRs as part of the Full-Time Support ramp to support an AGR end strength of 16,170.

Essential to Army Reserve readiness is the ability to recruit and train Soldiers. In June FY 2007 the Army Reserve implemented several initiatives to include the Army Reserve Recruiting Assistance Program (AR RAP). The AR RAP program will be fully operational throughout FY 2008 and FY 2009. AR-RAP leverages the talents of Army Reserve Soldiers by allowing them to conduct their own recruiting efforts to inform members of the community regarding the benefits of joining the Army Reserve. The Selected Reserve Incentive Program continues to be crucial to recruiting and retaining Soldiers for the Army Reserve. The Army Reserve appreciates the support by Congress in authorizing bonus incentives and expanding the eligibility years for reenlistments. These authorizations coupled with appropriated resources have proven success. In FY 2007 the AR achieved 100.6% of its accession mission with a retention rate of 119%.

The Army Reserve continues to transform from a strategic reserve to an operational force of skill-rich capabilities. Such an operational force enhances responsiveness to complement the Army's transformation to a more lethal, agile, and capabilities-based modular force. At the core of the operational force is the Army Reserve Training Strategy, which establishes the fundamental concept to implement the Train-Alert-Deploy model for our Soldiers. Today's Army Reserve Soldiers must be trained and ready prior to mobilization. The Army Force Generation Model (ARFORGEN) is the means to execute this strategy whereby units advance through a series of cumulative and progressively complex training events to improve unit readiness. The Army Reserve continues to apply proper stewardship of allotted resources and to produce relevant, ready capabilities.

In addition, the Army Reserve will continue transformation of low demand low cost OPTEMPO units to high demand high cost OPTEMPO units. The Army Reserve is reducing approximately 16,000 spaces from the Tables of Distribution and Allowances (TDA) structure between FY08 - FY13. The TDA reductions will come from Institutional Army and Training Support units (primarily Garrison Support units). These units will be replaced by Combat Support (CS) and Combat Service Support (CSS) unit capabilities applicable to Global War on Terrorism (GWOT) rotation and Homeland Defense requirements. In FY 2009 34 units (2,341 spaces) will transfer from these TDA organizations to Transportation Corps, Quartermaster, and Logistical Headquarters units.

<u>YEAR</u>	<u>UNITS</u>	<u>SPACES</u>	<u>TYPE UNITS</u>
FY09	34	2,341	Transportation, Quartermaster, Logistical Headquarters
FY10	69	2,979	Chemical, Engineer, Quartermaster, Transportation
FY11	104	5,448	Chemical, Logistical Headquarters, Engineer, Quartermaster, Transportation
FY12	67	3,035	Chemical, Logistical Headquarters, Engineer, Quartermaster, Transportation

The continuing Global War on Terrorism and ongoing operations in the Persian Gulf illustrate the relevance, and requirements of today's Army Reserve. Army Reserve Soldiers in over 9,500 units have been fighting side-by-side with their Active and National Guard counterparts. As the current operations progress, we are planning to reconstitute and continue to train units and Soldiers returning from operations, while preparing others to deploy and transition the force to better suit the needs of our nation's defense.

In addition to operations in Southwest Asia, Army Reserve Soldiers continue to serve in over 70 countries around the world. The utilization of the Army Reserve reduces the Active Component Personnel Tempo (PERSTEMPO) while training for critical capabilities needed to support war efforts. In total, over 194,260 Army Reserve Soldiers have been mobilized to support contingency operations since 1995. 98 percent of Army Reserve Units have contributed to the Global War on Terror and the corresponding Personnel Operational Tempo (PERSTEMPO) continues to place demands on the force with funding needed for future mobilization readiness.

In meeting statutory and policy requirements, the Army Reserve supports the active force by enabling our Army to sustain joint operations through a strategically responsive force-generating capability to provide specialized, technologically advanced Soldiers. Our resource requirements must be viewed in the context of the Army's daily dependence on the Army Reserve and the ongoing transformation of the Army Reserve from a strategic force in reserve to a fully engaged operational force used for joint, expeditionary operations, and in support of civil authorities.

The Department is committed to reducing the unexpended/un-obligated balanced occurring annually in the military personnel appropriation. As part of FY 2007 budget formulation, the military personnel budget estimates were reduced by over \$300 million in FY 2007-FY 2011 for historical unexpended/un-obligated balances. These reductions were based on the methodology used by the General Accountability Office. The FY 2008 / FY 2009 Reserve Personnel, Army budget estimates, were reduced by \$21.7 million/\$22.5 million respectively as a result. In addition to the funding reduction, the Service Components and the Defense Finance and Accounting Service have been directed to work together to:

- Develop the lowest achievable percentage level of un-obligated/unexpended balances
- Develop a Financial Improvement Plan with specific task that will be performed to reduce the un-obligated/unexpended balances
- Add the necessary personnel resources to improve execution data collection, and
- Closely monitor, through metrics reporting the progress to reduce MILPERS appropriation un-obligated/unexpended balances to the lowest achievable percentage level by the end of each appropriation's 5 years availability.

"The Ronald W. Reagan National Defense Authorization Act of Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Previously, the military personnel accounts were required to pay the accrued costs, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DOD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts have been created to show the cost of these payments. Beginning in 2006, the appropriation requested for the military personnel accounts exclude funding to make the retiree health accrual payments. Total obligations on behalf of the military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority."

**RESERVE PERSONNEL, ARMY**  
**Fiscal Year (FY) 2009 President's Budget**  
**Performance Measures and Evaluation Summary**

Activity: Reserve Personnel, Army

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

Description of Activity: The Reserve Military Personnel appropriation provides 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 security requires. The Reserve also fills the needs of the Armed Forces whenever more units and persons are needed that are in the Active components to achieve the planned mobilization.

**PERFORMANCE MEASURES:**

	<u>FY 2007</u>	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
	<u>Planned</u>	<u>Actual</u>	<u>Planned</u>	<u>Planned</u>
<b>Average Strength</b>	<b>195,615</b>	<b>188,936</b>	<b>196,997</b>	<b>199,000</b>
<b>End Strength</b>	<b>200,000</b>	<b>189,882</b>	<b>198,268</b>	<b>205,000</b>
<b>Authorized End Strength</b>	<b>200,000</b>	<b>200,000</b>	<b>205,000</b>	<b>205,000</b>

The measure of success of the goal to "Maintain the correct Reserve Military Personnel to execute National Strategy" is to maintain strength equal to or plus/minus 2% of our congressionally mandated End-Strength Objective (ESO). The Army Reserve Congressionally mandated ESO is 205,000 and the 2% Secretary of Defense Flex is an operating window between 200,900 and 209,100.

There are a number of factors that contribute to the Army Reserve End Strength (ES). These factors include recruiting, reenlistment and attrition. While success in these factors does not guarantee the Army Reserve will meet its ESO, they are carefully monitored as leading indicators to the health of the Army Reserve strength posture. The FY07 through FY09 goals for these factors are as follows:

	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
<b>Number of Accessions</b>	<b>35,734</b>	<b>37,500</b>	<b>39,500</b>
<b>Number of Reenlistments</b>	<b>16,571</b>	<b>14,946</b>	<b>16,900</b>
<b>Attrition Rate</b>	<b>21%</b>	<b>23%</b>	<b>23%</b>

In accordance with the President's Management Agenda, Budget and Performance Integration initiative, this program has been assessed using the Program Assessment Rating Tool (PART). Remarks regarding program performance improvement can be located at the [Expectmore.gov](http://Expectmore.gov) website.

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

**PERSONNEL SUMMARY**

	<u>Drills</u>	<u>Days</u>	<u>Begin</u>	FY07 <u>Average</u>	<u>End</u>	FY08 <u>Average</u>	<u>End</u>	FY09 <u>Average</u>	<u>End</u>
TPU									
Pay Group A									
Officer	48	15	28,700	28,630	28,349	29,447	30,020	33,717	34,612
Enlisted	48	15	134,578	131,298	134,441	132,626	133,210	130,765	138,027
Subtotal			163,278	159,928	162,790	162,073	163,230	164,482	172,639
Pay Group F									
Enlisted		142	6,908	9,343	7,187	8,626	9,863	6,562	7,727
Pay Group P									
Enlisted			0	0	0	5,671	3,805	6,574	3,464
Subtotal			6,908	9,343	7,187	14,297	13,668	13,136	11,191
IMA									
Pay Group B									
Officer	48	13	3,618	3,539	3,476	3,799	4,262	4,069	3,875
Enlisted	48	13	863	835	826	985	1,238	1,183	1,125
Subtotal			4,481	4,374	4,302	4,784	5,500	5,252	5,000
Drill/Indiv Tng			174,667	173,645	174,279	181,154	182,398	182,870	188,830
AGR									
Officer			4,092	4,099	4,165	4,378	4,221	4,440	4,301
Enlisted			11,216	11,192	11,438	11,465	11,649	11,690	11,869
Subtotal			15,308	15,291	15,603	15,843	15,870	16,130	16,170
SELRES									
Officer			36,410	36,268	35,990	37,624	38,503	42,226	42,788
Enlisted			153,565	152,668	153,892	159,373	159,765	156,774	162,212
Subtotal			189,975	188,936	189,882	196,997	198,268	199,000	205,000
IRR									
Officer			19,254	16,798	14,342	14,342	14,342	14,342	14,342
Enlisted			93,414	74,199	54,985	54,985	54,985	54,985	54,985
Subtotal			112,668	90,997	69,327	69,327	69,327	69,327	69,327

**PB-30G PERSONNEL SUMMARY**

**RESERVE COMPONENT TOURS OF ACTIVE DUTY  
STRENGTH BY GRADE**

	FY07			FY08			FY09		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>		
O8 Major General	0	0	0	0	0	0	0		
O7 Brigadier General	0	0	0	0	0	0	0		
O6 Colonel	264	269	269	285	275	289	280		
O5 Lieutenant Colonel	876	824	832	881	851	895	867		
O4 Major	1,529	1,550	1,607	1,670	1,605	1,688	1,635		
O3 Captain	639	689	697	737	712	749	726		
O2 First Lieutenant	180	138	137	145	140	148	143		
O1 Second Lieutenant	26	49	48	51	49	52	50		
<b>Total Commissioned Officers</b>	<b>3,514</b>	<b>3,519</b>	<b>3,590</b>	<b>3,769</b>	<b>3,632</b>	<b>3,821</b>	<b>3,701</b>		
W5 Chief Warrant Officer	45	45	44	47	45	47	46		
W4 Chief Warrant Officer	179	193	192	203	197	207	200		
W3 Chief Warrant Officer	134	130	129	137	132	139	135		
W2 Chief Warrant Officer	175	155	154	163	158	166	161		
W1 Warrant Officer	45	57	56	59	57	60	58		
<b>Total Warrant Officers</b>	<b>578</b>	<b>580</b>	<b>575</b>	<b>609</b>	<b>589</b>	<b>619</b>	<b>600</b>		
<b>Total Officer Personnel</b>	<b>4,092</b>	<b>4,099</b>	<b>4,165</b>	<b>4,378</b>	<b>4,221</b>	<b>4,440</b>	<b>4,301</b>		
E9 Sergeant Major	198	196	200	204	207	207	211		
E8 Master Sergeant	1,428	1,260	1,286	1,307	1,327	1,332	1,352		
E7 Sergeant First Class	4,590	4,526	4,715	4,631	4,710	4,726	4,799		
E6 Staff Sergeant	2,993	3,139	3,164	3,216	3,266	3,278	3,327		
E5 Sergeant	1,873	1,937	1,937	1,969	1,999	2,006	2,037		
E4 Corporal	130	130	132	134	136	137	139		
E3 Private First Class	0	4	4	4	4	4	4		
E2 Private	0	0	0	0	0	0	0		
E1 Private	4	0	0	0	0	0	0		
<b>Total Enlisted Personnel</b>	<b>11,216</b>	<b>11,192</b>	<b>11,438</b>	<b>11,465</b>	<b>11,649</b>	<b>11,690</b>	<b>11,869</b>		
<b>Total Personnel on AD</b>	<b>15,308</b>	<b>15,291</b>	<b>15,603</b>	<b>15,843</b>	<b>15,870</b>	<b>16,130</b>	<b>16,170</b>		

**USAR FY07 STRENGTH PLAN**

<u>Month</u>	<u>Pay Group</u> <u>A Off</u>	<u>Pay Group</u> <u>A/Q/T</u> <u>Enl</u>	<u>Total</u>	<u>Pay Group</u> <u>F IADT</u>	<u>Pay Group</u> <u>P IDT</u>	<u>Total</u> <u>Drill</u>	<u>Pay Group</u> <u>B IMA</u> <u>Off</u>	<u>Pay Group</u> <u>B IMA</u> <u>Enl</u>	<u>Pay Group</u> <u>B IMA</u> <u>Total</u>	<u>AGR</u> <u>Off</u>	<u>AGR</u> <u>Enl</u>	<u>AGR</u> <u>Total</u>	<u>SELRES</u>
PYSEP	28,700	134,578	163,278	6,908	0	170,186	3,618	863	4,481	4,092	11,216	15,308	189,975
OCT	28,695	131,405	160,100	9,694	0	169,794	3,574	856	4,430	4,073	11,189	15,262	189,486
NOV	28,643	131,615	160,258	9,347	0	169,605	3,537	843	4,380	4,089	11,218	15,307	189,292
DEC	28,679	132,077	160,756	7,921	0	168,677	3,520	836	4,356	4,081	11,173	15,254	188,287
JAN	28,568	131,851	160,419	8,688	0	169,107	3,538	821	4,359	4,088	11,173	15,261	188,727
FEB	28,528	132,070	160,598	8,097	0	168,695	3,532	820	4,352	4,093	11,173	15,266	188,313
MAR	28,724	131,777	160,501	7,675	0	168,176	3,538	828	4,366	4,105	11,165	15,270	187,812
APR	28,715	131,251	159,966	7,176	0	167,142	3,590	839	4,429	4,107	11,150	15,257	186,828
MAY	28,763	130,337	159,100	8,820	0	167,920	3,568	835	4,403	4,102	11,146	15,248	187,571
JUN	28,707	129,282	157,989	12,625	0	170,614	3,528	833	4,361	4,100	11,137	15,237	190,212
JUL	28,577	128,040	156,617	14,315	0	170,932	3,500	836	4,336	4,116	11,207	15,323	190,591
AUG	28,437	131,373	159,810	10,721	0	170,531	3,503	832	4,335	4,112	11,250	15,362	190,228
SEP	28,349	134,441	162,790	7,187	0	169,977	3,476	826	4,302	4,165	11,438	15,603	189,882
Average	28,630	131,298	159,928	9,343	0	169,271	3,539	835	4,374	4,099	11,192	15,291	188,936

**PB-30I STRENGTH BY MONTH**

**USAR FY08 STRENGTH PLAN**

<u>Month</u>	<u>Pay Group</u> <u>A Off</u>	<u>Pay Group</u> <u>A/Q/T</u> <u>Enl</u>	<u>Total</u>	<u>Pay Group</u> <u>F IADT</u>	<u>Pay Group</u> <u>P IDT</u>	<u>Total</u> <u>Drill</u>	<u>Pay Group</u> <u>B IMA</u> <u>Off</u>	<u>Pay Group</u> <u>B IMA</u> <u>Enl</u>	<u>Pay Group</u> <u>B IMA</u> <u>Total</u>	<u>AGR</u> <u>Off</u>	<u>AGR</u> <u>Enl</u>	<u>AGR</u> <u>Total</u>	<u>SELRES</u>
PYSEP	28,349	134,441	162,790	7,187	0	169,977	3,476	826	4,302	4,165	11,438	15,603	189,882
OCT	28,376	126,006	154,382	7,972	8,463	170,817	3,463	811	4,274	4,146	11,392	15,538	190,629
NOV	29,230	129,828	159,058	9,917	4,085	173,060	3,529	845	4,374	4,117	11,467	15,584	193,018
DEC	29,308	130,200	159,508	9,141	4,705	173,354	3,595	879	4,474	4,206	11,321	15,527	193,355
JAN	29,386	129,226	158,612	8,993	5,732	173,337	3,661	913	4,574	4,275	11,381	15,656	193,567
FEB	29,464	129,139	158,603	8,383	6,518	173,504	3,727	947	4,674	4,284	11,293	15,577	193,755
MAR	29,542	131,268	160,810	7,476	7,374	175,660	3,793	981	4,774	4,344	11,326	15,670	196,104
APR	29,620	133,892	163,512	7,113	7,503	178,128	3,859	1,015	4,874	4,428	11,347	15,775	198,777
MAY	29,698	135,564	165,262	7,405	7,121	179,788	3,925	1,049	4,974	4,506	11,485	15,991	200,753
JUN	29,776	139,085	168,861	9,051	5,561	183,473	3,991	1,083	5,074	4,581	11,600	16,181	204,728
JUL	29,854	137,599	167,453	9,174	4,926	181,553	4,057	1,117	5,174	4,678	11,712	16,390	203,117
AUG	29,932	135,891	165,823	10,370	4,166	180,359	4,123	1,151	5,274	4,781	11,723	16,504	202,137
SEP	30,020	133,210	163,230	9,863	3,805	176,898	4,262	1,238	5,500	4,221	11,649	15,870	198,268
Average	29,447	132,626	162,073	8,626	5,671	176,370	3,799	985	4,784	4,378	11,465	15,843	196,997

**PB-30I STRENGTH BY MONTH**

**USAR FY09 STRENGTH PLAN**

<u>Month</u>	<u>Pay Group</u> <u>A Off</u>	<u>Pay Group</u> <u>A/Q/T</u> <u>Enl</u>	<u>Total</u>	<u>Pay Group</u> <u>F IADT</u>	<u>Pay Group</u> <u>P IDT</u>	<u>Total</u> <u>Drill</u>	<u>Pay Group</u> <u>B IMA</u> <u>Off</u>	<u>Pay Group</u> <u>B IMA</u> <u>Enl</u>	<u>Pay Group</u> <u>B IMA</u> <u>Total</u>	<u>AGR</u> <u>Off</u>	<u>AGR</u> <u>Enl</u>	<u>AGR</u> <u>Total</u>	<u>SELRES</u>
PYSEP	30,020	133,210	163,230	9,863	3,805	176,898	4,262	1,238	5,500	4,221	11,649	15,870	198,268
OCT	30,402	131,256	161,658	7,201	4,789	173,648	4,230	1,229	5,459	4,301	11,764	16,065	195,172
NOV	31,074	130,251	161,325	6,613	5,595	173,533	4,198	1,220	5,418	4,315	11,670	15,985	194,936
DEC	32,039	128,690	160,729	4,877	6,545	172,151	4,166	1,211	5,377	4,375	11,524	15,899	193,427
JAN	33,964	128,498	162,462	5,255	6,834	174,551	4,134	1,202	5,336	4,413	11,587	16,000	195,887
FEB	34,945	127,167	162,112	5,102	7,484	174,698	4,102	1,193	5,295	4,388	11,499	15,887	195,880
MAR	34,976	127,194	162,170	4,684	8,414	175,268	4,070	1,184	5,254	4,416	11,534	15,950	196,472
APR	34,988	127,389	162,377	4,364	9,285	176,026	4,038	1,175	5,213	4,467	11,557	16,024	197,263
MAY	35,018	128,761	163,779	4,678	9,148	177,605	4,006	1,166	5,172	4,511	11,699	16,210	198,987
JUN	34,990	133,385	168,375	8,681	6,881	183,937	3,974	1,157	5,131	4,552	11,818	16,370	205,438
JUL	34,973	135,018	169,991	9,856	5,730	185,577	3,942	1,148	5,090	4,613	11,934	16,547	207,214
AUG	34,924	135,959	170,883	8,647	4,549	184,079	3,910	1,139	5,049	4,678	11,946	16,624	205,752
SEP	34,612	138,027	172,639	7,727	3,464	183,830	3,875	1,125	5,000	4,301	11,869	16,170	205,000
Average	33,717	130,765	164,482	6,562	6,574	177,618	4,069	1,183	5,252	4,440	11,690	16,130	199,000

**PB-30I STRENGTH BY MONTH**

**SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH  
OFFICER**

	<u>FY 07</u>	<u>FY 08</u>	<u>FY 09</u>
Beginning Strength	36,410	35,990	38,503
Gains:			
Non-Prior Service Personnel			
Male	333	410	428
Female	67	83	85
Prior Service Personnel			
Civilian Life	217	268	279
Active Component	286	352	367
Enlisted Commissioning Programs	130	254	166
Pay Group B (IMA)	1,216	1,498	1,561
Other Reserve Status/Component	6,396	7,875	8,212
All Other	451	520	579
Full-Time Active Duty (AGR)	233	226	300
Total Gains	9,329	11,486	11,977
Losses:			
Civilian Life	(982)	(669)	(574)
Active Component	(666)	(349)	(299)
Retired Reserves	(1,631)	(1,601)	(1,372)
Pay Group B (IMA)	(1,015)	(998)	(855)
Other Reserve Status/Component	(4,750)	(4,665)	(4,000)
All Other	(139)	(134)	(115)
Full-Time Active Duty (AGR)	(566)	(557)	(477)
Total Losses	(9,749)	(8,973)	(7,692)
End Strength	35,990	38,503	42,788

**SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH  
ENLISTED**

	<u>FY 07</u>	<u>FY 08</u>	<u>FY 09</u>
Beginning Strength	153,565	153,892	159,765
Gains:			
Non-Prior Service Personnel			
Male	13,234	13,669	12,551
Female	4,832	4,992	4,583
Prior Service Personnel			
Civilian Life	4,465	4,611	4,234
Active Component	3,071	3,172	2,913
Pay Group B (IMA)	270	286	255
Other Reserve Status/Component	1,516	1,565	1,437
All Other	13,830	14,281	12,735
Full-Time Active Duty (AGR)	234	240	608
Total Gains	41,452	42,816	39,316
Losses:			
Expiration of Selected Reserve Service			
Active Component	(8,016)	(7,518)	(7,395)
To Officer Status	(3,585)	(2,398)	(2,359)
Retired Reserves	(574)	(539)	(530)
Pay Group B (IMA)	(3,054)	(2,865)	(2,818)
Other Reserve Status/Component	(385)	(362)	(355)
All Other	(12,235)	(11,275)	(11,179)
Full-Time Active Duty (AGR)	(11,734)	(10,603)	(10,817)
Total Losses	(1,542)	(1,383)	(1,416)
Total Losses	(41,125)	(36,943)	(36,869)
End Strength	153,892	159,765	162,212

**PB-30F SCHEDULE OF GAINS AND LOSSES**

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2007 (Actual)			2008 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Pay Group A						
Active Duty Training	87,879	172,911	260,790	90,388	198,313	288,701
Inactive Duty Training	217,475	368,564	586,039	271,303	428,995	700,298
Unit Training Assemblies	212,484	363,625	576,109	259,384	416,957	676,341
Additional Flight Training Periods	1,296	251	1,547	1,405	1,010	2,415
Training Preparation	3,127	3,103	6,230	9,611	9,555	19,166
Military Funeral Honors	569	1,585	2,153	903	1,474	2,376
Clothing	524	31,610	32,134	504	32,704	33,208
Subsistence	0	27,713	27,713	0	30,252	30,252
Travel	28,912	49,677	78,589	29,225	55,963	85,188
Total Direct Obligation	334,791	650,474	985,265	391,420	746,227	1,137,647
Pay Group B						
Active Duty Training	8,175	1,114	9,289	8,890	1,345	10,235
Inactive Duty Training	15,486	2,439	17,925	21,778	3,129	24,907
Travel	3,934	866	4,800	4,206	1,029	5,235
Total Direct Obligation	27,595	4,419	32,014	34,874	5,503	40,377

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2009 (Est)		<u>Total</u>
	<u>Officer</u>	<u>Enlisted</u>	
Pay Group A			
Active Duty Training	104,092	201,703	305,795
Inactive Duty Training	269,456	428,317	697,772
Unit Training Assemblies	257,636	415,622	673,258
Additional Flight Training Periods	1,468	1,009	2,477
Training Preparation	10,111	10,012	20,123
Military Funeral Honors	241	1,674	1,915
Clothing	544	33,128	33,672
Subsistence	0	30,744	30,744
Travel	33,183	56,055	89,239
Total Direct Obligation	407,275	749,947	1,157,222
Pay Group B			
Active Duty Training	8,245	1,193	9,438
Inactive Duty Training	20,994	3,388	24,382
Travel	3,848	901	4,748
Total Direct Obligation	33,087	5,481	38,568

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2007 (Actual)			2008 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Pay Group F						
Active Duty Training	0	164,702	164,702	0	157,528	157,528
Clothing	0	32,826	32,826	0	33,595	33,595
Subsistence	0	220	220	0	205	205
Travel	0	10,796	10,796	0	10,145	10,145
Total Direct Obligation	0	208,544	208,544	0	201,473	201,473
Pay Group P						
Inactive Duty Training	0	0	0	0	7,800	7,800
Subsistence	0	0	0	0	0	0
Total Direct Obligation	0	0	0	0	7,800	7,800

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2009 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Pay Group F			
Active Duty Training	0	158,623	158,623
Clothing	0	33,314	33,314
Subsistence	0	205	205
Travel	0	10,075	10,075
Total Direct Obligation	0	202,217	202,217
Pay Group P			
Inactive Duty Training	0	9,037	9,037
Subsistence	0	0	0
Total Direct Obligation	0	9,037	9,037

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2007 (Actual)			2008 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Mobilization						
IRR Mission Support	335	2,035	2,370	1,166	3,580	4,746
IRR Readiness Training	2,702	1,034	3,736	2,474	6,175	8,650
Total Direct Obligation	3,036	3,069	6,105	3,641	9,755	13,396
School Training						
Career Development	25,991	51,853	77,844	25,330	27,155	52,485
Initial Skill Acquisition	34,211	57,813	92,024	1,942	31,835	33,776
Officer Candidate/Training School	0	2,409	2,409	0	1,796	1,796
Refresher and Proficiency	8,419	12,105	20,524	11,610	35,768	47,378
Undergraduate Pilot Training	511	496	1,008	4,659	0	4,659
Total Direct Obligation	69,132	124,677	193,808	43,541	96,554	140,095
Special Training						
Competitive Events	82	398	479	559	228	787
Command/Staff Supervision	1,681	981	2,663	8,121	926	9,047
Exercises	4,641	5,036	9,677	9,156	1,873	11,029
Management Support	17,401	24,605	42,007	17,848	32,988	50,836
Operational Training	55,540	88,404	143,944	36,873	43,128	80,001
Recruiting and Retention	506	7,459	7,965	212	8,186	8,398
Total Direct Obligation	79,851	126,884	206,735	72,769	87,329	160,098

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2009 (Est)		<u>Total</u>
	<u>Officer</u>	<u>Enlisted</u>	
Mobilization			
IRR Mission Support	2,317	7,227	9,544
IRR Readiness Training	3,085	7,241	10,326
Total Direct Obligation	5,402	14,468	19,870
School Training			
Career Development	22,120	27,577	49,697
Initial Skill Acquisition	6,101	68,553	74,653
Officer Candidate/Training School	0	1,945	1,945
Refresher and Proficiency	21,938	44,228	66,166
Undergraduate Pilot Training	2,518	0	2,518
Total Direct Obligation	52,676	142,303	194,979
Special Training			
Competitive Events	701	329	1,029
Command/Staff Supervision	10,227	1,099	11,326
Exercises	11,236	2,316	13,553
Management Support	20,913	40,021	60,934
Operational Training	37,592	42,541	80,133
Recruiting and Retention	261	9,888	10,149
Total Direct Obligation	80,929	96,195	177,124

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2007 (Actual)			2008 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Administration & Support						
Full Time Pay and Allowances	511,772	856,364	1,368,136	566,834	908,551	1,475,385
Subsistence	0	0	0	0	0	0
Travel/PCS	16,590	19,634	36,225	3,308	4,509	7,817
\$30,000 Lump Sum Retirement Bonus	2,460	2,790	5,250	1,000	2,200	3,200
Death Gratuities	0	700	700	300	732	1,032
Disability / Hospitalization	844	3,639	4,482	285	2,209	2,494
Reserve Incentive Program	26,803	257,414	284,217	37,368	228,810	266,178
Transition Benefits	0	0	0	0	0	0
Total Direct Obligation	558,469	1,140,541	1,699,010	609,095	1,147,011	1,756,106
Education Benefits						
Basic Benefit	94	15,213	15,307	309	26,179	26,488
Kicker Program	0	23,955	23,955	0	19,144	19,144
Chapter 1607	4,155	52,896	57,051	3,315	89,404	92,719
Total Direct Obligation	4,249	92,064	96,313	3,624	134,727	138,351

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2009 (Est)		<u>Total</u>
	<u>Officer</u>	<u>Enlisted</u>	
Administration & Support			
Full Time Pay and Allowances	594,926	957,740	1,552,666
Subsistence	0	0	0
Travel/PCS	10,182	15,381	25,563
\$30,000 Lump Sum Retirement Bonus	1,000	2,200	3,200
Death Gratuities	300	707	1,007
Disability / Hospitalization	295	2,193	2,488
Reserve Incentive Program	37,402	316,055	353,457
Transition Benefits	0	0	0
Total Direct Obligation	644,105	1,294,276	1,938,381
Education Benefits			
Basic Benefit	252	18,736	18,988
Kicker Program	0	14,166	14,166
Chapter 1607	203	58,682	58,885
Total Direct Obligation	455	91,584	92,039

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2007 (Actual)			2008 (Est)		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
Health Professions Scholarship Program						
Stipend	18,400	0	18,400	21,075	0	21,075
Uniform Allowance	191	0	191	191	0	191
Active Duty Training	8,284	0	8,284	9,320	0	9,320
Travel	2,844	0	2,844	2,887	0	2,887
Total Direct Obligation	29,718	0	29,718	33,473	0	33,473
Medical Financial Assistance Program						
Stipend	112	0	112	82	0	82
Active Duty Training	19	0	19	14	0	14
Total Direct Obligation	132	0	132	97	0	97
Nurse Candidate Bonus Program						
Nurse Candidate Bonus	0	675	675	0	675	675
Total Direct Obligation	0	675	675	0	675	675
Branch Off. Leadership Course						
Active Duty Training	43,217	0	43,217	42,520	0	42,520
Uniform Allowance	1,568	0	1,568	1,496	0	1,496
Travel	6,431	0	6,431	6,214	0	6,214
Total Direct Obligation	51,216	0	51,216	50,229	0	50,229
Chaplain Candidate Program						
Active Duty Training	3,140	0	3,140	3,387	0	3,387
Uniform Allowance	123	0	123	121	0	121
Travel	1,304	0	1,304	1,285	0	1,285
Total Direct Obligation	4,567	0	4,567	4,793	0	4,793
 Total RC Training and Support	 1,162,756	 2,351,346	 3,514,102	 1,247,556	 2,437,054	 3,684,610

**PB-30J SUMMARY OF ENTITLEMENTS**

**SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)**

	2009 (Est)		<u>Total</u>
	<u>Officer</u>	<u>Enlisted</u>	
Health Professions Scholarship Program			
Stipend	21,720	0	21,720
Uniform Allowance	192	0	192
Active Duty Training	9,463	0	9,463
Travel	3,175	0	3,175
Total Direct Obligation	34,549	0	34,549
Medical Financial Assistance Program			
Stipend	85	0	85
Active Duty Training	12	0	12
Total Direct Obligation	97	0	97
Nurse Candidate Bonus Program			
Nurse Candidate Bonus	0	675	675
Total Direct Obligation	0	675	675
Branch Off. Leadership Course			
Active Duty Training	41,391	0	41,391
Uniform Allowance	1,391	0	1,391
Travel	5,973	0	5,973
Total Direct Obligation	48,755	0	48,755
Chaplain Candidate Program			
Active Duty Training	5,877	0	5,877
Uniform Allowance	203	0	203
Travel	2,203	0	2,203
Total Direct Obligation	8,283	0	8,283
 Total RC Training and Support	 1,315,613	 2,606,183	 3,921,796

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2008  
(DOLLARS IN THOUSANDS)**

	<u>FY08 in FY08 PB</u>	<u>Congres- sional Action</u>	<u>Supplem- ental Bridge</u>	<u>Appropri- ation</u>	<u>Internal Realign/ Reprogram</u>	<u>Subtotal</u>	<u>Proposed DD 1415 Actions</u>	<u>FY08 in FY09 PB</u>
<b>Pay Group A</b>								
Active Duty Training	289,013	(70)	0	288,943	(242)	288,701	0	288,701
Inactive Duty Training	744,094	(35,996)	0	708,098	(7,800)	700,298	0	700,298
Unit Training Assemblies	719,106	(34,965)	0	684,141	(7,800)	676,341	0	676,341
Addl. Flight Training Periods	2,415	0	0	2,415	0	2,415	0	2,415
Training Preparation	20,196	(1,031)	0	19,166	0	19,166	0	19,166
Military Funeral Honors	2,376	0	0	2,376	0	2,376	0	2,376
Clothing	29,923	3,285	0	33,208	0	33,208	0	33,208
Subsistence	31,115	(1,688)	0	29,427	825	30,252	0	30,252
Travel	85,301	470	0	85,771	(583)	85,188	0	85,188
Total Direct Obligation	1,179,447	(34,000)	0	1,145,447	(7,800)	1,137,647	0	1,137,647
<b>Pay Group B</b>								
Active Duty Training	14,614	(5,508)	0	9,106	1,129	10,235	0	10,235
Inactive Duty Training	43,227	(16,613)	0	26,614	(1,707)	24,907	0	24,907
Subsistence	0	0	0	0	0	0	0	0
Travel	7,536	(2,879)	0	4,657	578	5,235	0	5,235
Total Direct Obligation	65,377	(25,000)	0	40,377	(0)	40,377	0	40,377

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2008  
(DOLLARS IN THOUSANDS)**

	<u>FY08 in FY08 PB</u>	<u>Congres- sional Action</u>	<u>Supplem- ental Bridge</u>	<u>Appropri- ation</u>	<u>Internal Realign/ Reprogram</u>	<u>Subtotal</u>	<u>Proposed DD 1415 Actions</u>	<u>FY08 in FY09 PB</u>
Pay Group F								
Active Duty Training	157,570	(42)	0	157,528	0	157,528	0	157,528
Clothing	33,595	0	0	33,595	0	33,595	0	33,595
Subsistence	204	1	0	205	0	205	0	205
Travel	10,103	42	0	10,145	0	10,145	0	10,145
Total Direct Obligation	201,473	0	0	201,473	0	201,473	0	201,473
Pay Group P								
Inactive Duty Training	0	0	0	0	7,800	7,800	0	7,800
Subsistence	0	0	0	0	0	0	0	0
Total Direct Obligation	0	0	0	0	7,800	7,800	0	7,800

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2008  
(DOLLARS IN THOUSANDS)**

	<u>FY08 in FY08 PB</u>	<u>Congres- sional Action</u>	<u>Supplem- ental Bridge</u>	<u>Appropri- ation</u>	<u>Internal Realign/ Reprogram</u>	<u>Subtotal</u>	<u>Proposed DD 1415 Actions</u>	<u>FY08 in FY09 PB</u>
<b>Mobilization</b>								
IRR Screening	0	0	0	0	0	0	0	0
IRR Mission Support	5,266	(520)	0	4,746	0	4,746	0	4,746
IRR Readiness Training	8,130	520	0	8,650	0	8,650	0	8,650
Total Direct Obligation	13,396	(0)	0	13,396	0	13,396	0	13,396
<b>School Training</b>								
Career Development	52,682	(197)	0	52,485	0	52,485	0	52,485
Initial Skill Acquisition	34,072	(296)	0	33,776	0	33,776	0	33,776
Officer Candidate/Training School	1,778	18	0	1,796	0	1,796	0	1,796
Refresher and Proficiency	46,879	499	0	47,378	0	47,378	0	47,378
Undergraduate Pilot Training	4,683	(24)	0	4,659	0	4,659	0	4,659
Total Direct Obligation	140,095	0	0	140,095	0	140,095	0	140,095
<b>Special Training</b>								
Competitive Events	776	11	0	787	0	787	0	787
Command/Staff Supervision	9,005	43	0	9,047	0	9,047	0	9,047
Exercises	11,017	11	0	11,029	0	11,029	0	11,029
Management Support	50,790	46	0	50,836	0	50,836	0	50,836
Operational Training	80,052	(51)	0	80,001	0	80,001	0	80,001
Recruiting and Retention	8,458	(60)	0	8,398	0	8,398	0	8,398
Total Direct Obligation	160,098	(0)	0	160,098	0	160,098	0	160,098

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2008  
(DOLLARS IN THOUSANDS)**

	<u>FY08 in FY08 PB</u>	<u>Congres- sional Action</u>	<u>Supplem- ental Bridge</u>	<u>Appropri- ation</u>	<u>Internal Realign/ Reprogram</u>	<u>Subtotal</u>	<u>Proposed DD 1415 Actions</u>	<u>FY08 in FY09 PB</u>
<b>Administration &amp; Support</b>								
Full Time Pay and Allowances	1,452,454	22,930	0	1,475,385	0	1,475,385	0	1,475,385
Subsistence	0	0	0	0	0	0	0	0
Travel/PCS	21,758	(13,941)	0	7,817	0	7,817	0	7,817
\$30,000 Lump Sum Retirement Bonus	3,200	0	0	3,200	0	3,200	0	3,200
Death Gratuities	1,032	0	0	1,032	0	1,032	0	1,032
Disability/Hospital	2,494	0	0	2,494	0	2,494	0	2,494
Reserve Incentive Program	266,178	0	0	266,178	0	266,178	0	266,178
Transition Benefits	0	0	0	0	0	0	0	0
Total Direct Obligation	1,747,116	8,990	0	1,756,106	0	1,756,106	0	1,756,106
<b>Education Benefits</b>								
Basic Benefit	26,488	0	0	26,488	(1)	26,488	0	26,488
Kicker Program	19,144	0	0	19,144	0	19,144	0	19,144
Enhanced Education Assistance	92,719	0	0	92,719	1	92,719	0	92,719
Amortization Payment	0	0	0	0	0	0	0	0
Total Direct Obligation	138,351	0	0	138,351	0	138,351	0	138,351

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
FY 2008  
(DOLLARS IN THOUSANDS)**

	<u>FY08 in FY08 PB</u>	<u>Congres- sional Action</u>	<u>Supplem- ental Bridge</u>	<u>Appropri- ation</u>	<u>Internal Realign/ Reprogram</u>	<u>Subtotal</u>	<u>Proposed DD 1415 Actions</u>	<u>FY08 in FY09 PB</u>
<b>Health Professions Scholarship Program</b>								
Stipend	21,075	0	0	21,075	0	21,075	0	21,075
Uniform Allowance	191	0	0	191	0	191	0	191
Active Duty Training	9,235	86	0	9,320	0	9,320	0	9,320
Travel	2,972	(85)	0	2,887	0	2,887	0	2,887
Total Direct Obligation	33,473	0	0	33,473	0	33,473	0	33,473
<b>Medical Financial Assistance Program</b>								
Stipend	82	0	0	82	0	82	0	82
Active Duty Training	14	0	0	14	0	14	0	14
Total Direct Obligation	96	0	0	97	0	97	0	97
<b>Nurse Candidate Bonus Program</b>								
Nurse Candidate Bonus	675	0	0	675	0	675	0	675
Total Direct Obligation	675	0	0	675	0	675	0	675
<b>Branch Off. Leadership Course</b>								
ADT	42,750	(5,851)	0	36,899	5,620	42,520	0	42,520
Uniform Allowance	1,221	6,643	0	7,864	(6,368)	1,496	0	1,496
Travel	6,258	(792)	0	5,466	748	6,214	0	6,214
Total Direct Obligation	50,229	0	0	50,229	0	50,229	0	50,229
<b>Chaplain Candidate Program</b>								
ADT	3,304	83	0	3,387	0	3,387	0	3,387
Uniform Allowance	121	0	0	121	0	121	0	121
Travel	1,368	(83)	0	1,285	0	1,285	0	1,285
Total Direct Obligation	4,793	0	0	4,793	0	4,793	0	4,793
<b>Total RC Training and Support</b>	<b>3,734,620</b>	<b>(50,010)</b>	<b>0</b>	<b>3,684,610</b>	<b>(0)</b>	<b>3,684,610</b>	<b>0</b>	<b>3,684,610</b>

**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS  
(DOLLARS IN THOUSANDS)**

	2007 (Actual)		2008 (Est)	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Pay Group A				
Officer	223,375	39,091	262,859	50,206
Enlisted	403,441	70,602	461,828	88,209
Subtotal	626,816	109,693	724,687	138,415
Pay Group B				
Officer	17,679	3,094	22,823	4,359
Enlisted	2,573	450	3,212	613
Subtotal	20,252	3,544	26,035	4,973
Pay Group F				
Enlisted	119,220	20,864	112,573	21,501
Pay Group P				
Enlisted	0	0	6,154	1,175
Mobilization				
Officer	1,249	219	1,441	275
Enlisted	853	149	3,073	587
Subtotal	2,102	368	4,514	862
School Training				
Officer	33,248	5,818	20,856	3,983
Enlisted	59,003	10,326	42,921	8,198
Subtotal	92,251	16,144	63,777	12,181
Special Training				
Officer	47,240	8,267	42,245	8,069
Enlisted	62,668	10,967	42,886	8,191
Subtotal	109,908	19,234	85,131	16,260

**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS  
(DOLLARS IN THOUSANDS)**

	2009 (Est)	
	<u>Basic Pay</u>	<u>Retired Pay</u>
Pay Group A		
Officer	271,084	51,777
Enlisted	463,075	88,447
Subtotal	734,159	140,224
Pay Group B		
Officer	21,788	4,161
Enlisted	3,314	633
Subtotal	25,102	4,795
Pay Group F		
Enlisted	113,221	21,625
Pay Group P		
Enlisted	7,130	1,362
Mobilization		
Officer	2,110	403
Enlisted	4,333	828
Subtotal	6,442	1,231
School Training		
Officer	24,848	4,746
Enlisted	64,456	12,311
Subtotal	89,303	17,057
Special Training		
Officer	46,929	8,963
Enlisted	47,291	9,033
Subtotal	94,219	17,996

**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS  
(DOLLARS IN THOUSANDS)**

	2007 (Actual)		2008 (Est)	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Administration & Support				
Officer	292,504	77,290	320,831	92,958
Enlisted	442,063	116,182	464,351	134,021
Subtotal	734,566	193,472	785,183	226,980
Full-time Support (Non-Add)				
Officer	291,660	77,290	320,546	92,958
Enlisted	438,424	116,182	462,143	134,021
Subtotal	730,084	193,472	782,689	226,980
Other				
Branch Off. Leadership Course	28,742	5,030	27,929	5,335
Health Professions Scholarship Program	5,808	0	6,516	0
Medical Financial Assistance Program	15	0	11	0
Chaplain Candidate Program	2,150	376	2,291	438
Subtotal	36,714	5,406	36,747	5,772

**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS  
(DOLLARS IN THOUSANDS)**

	2009 (Est)	
	<u>Basic Pay</u>	<u>Retired Pay</u>
Administration & Support		
Officer	336,108	98,058
Enlisted	488,955	142,135
Subtotal	825,064	240,192
Full-time Support (Non-Add)		
Officer	335,813	98,058
Enlisted	486,762	142,135
Subtotal	822,576	240,192
Other		
Branch Off. Leadership Course	27,141	5,184
Health Professions Scholarship Program	6,598	0
Medical Financial Assistance Program	9	0
Chaplain Candidate Program	3,970	758
Subtotal	37,718	5,942

**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS  
(DOLLARS IN THOUSANDS)**

	2007 (Actual)		2008 (Est)	
	<u>Basic Pay</u>	<u>Retired Pay</u>	<u>Basic Pay</u>	<u>Retired Pay</u>
Total Direct Program				
Officer	652,009	139,184	707,803	165,623
Enlisted	1,089,821	229,540	1,136,997	262,497
Total	1,741,829	368,724	1,844,800	428,120
Reimbursables				
Officer	12,818	2,243	18,849	3,600
Enlisted	3,143	550	4,622	883
Total	15,961	2,793	23,471	4,483
Total Program				
Officer	664,826	141,427	726,652	169,223
Enlisted	1,092,964	230,090	1,141,620	263,380
Total	1,757,790	371,517	1,868,271	432,603

**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS  
(DOLLARS IN THOUSANDS)**

	2009 (Est)	
	<u>Basic Pay</u>	<u>Retired Pay</u>
Total Direct Program		
Officer	740,584	174,050
Enlisted	1,191,775	276,373
Total	1,932,360	450,424
Reimbursables		
Officer	18,849	3,600
Enlisted	4,622	883
Total	23,471	4,483
Total Program		
Officer	759,433	177,651
Enlisted	1,196,398	277,256
Total	1,955,831	454,907

The retired pay accrual percentages are as follows:

	<u>2007</u>	<u>2008</u>	<u>2009</u>
FULL TIME MEMBERS	26.5	29.0	29.2
PART TIME MEMBERS	17.5	19.1	19.1

**SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)  
(DOLLARS IN THOUSANDS)**

	<u>2007 (Actual)</u>	<u>2008 (Est)</u>	<u>2009 (Est)</u>
Pay Group A			
Officer	10,160	10,473	12,200
Enlisted	35,711	41,025	42,160
Subtotal	45,871	51,498	54,360
Pay Group B			
Officer	983	1,072	1,006
Enlisted	140	170	153
Subtotal	1,123	1,242	1,159
Pay Group F			
Enlisted	15,304	14,665	14,942
Mobilization			
Officer	273	312	456
Enlisted	241	895	1,271
Subtotal	515	1,207	1,727
School Programs			
Officer	9,141	5,570	6,838
Enlisted	20,593	15,160	23,512
Subtotal	29,734	20,730	30,350
Special Training			
Officer	8,206	6,930	7,688
Enlisted	18,205	13,140	14,775
Subtotal	26,411	20,070	22,463
Administration & Support			
Officer	80,866	90,192	95,723
Enlisted	162,081	173,381	185,004
Subtotal	242,947	263,574	280,727

**SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)  
(DOLLARS IN THOUSANDS)**

	<u>2007 (Actual)</u>	<u>2008 (Est)</u>	<u>2009 (Est)</u>
Other			
Branch Off. Leadership Course	5,743	5,664	5,576
Health Professions Scholarship Program	1,679	1,911	1,961
Medical Financial Assistance Program	3	2	2
Chaplain Candidate Program	349	377	661
Subtotal	7,774	7,954	8,200
Total Direct Program			
Officer	117,403	122,502	132,111
Enlisted	252,276	258,437	281,817
Total	369,679	380,939	413,928

**SUMMARY OF TRAVEL COSTS  
(DOLLARS IN THOUSANDS)**

	<u>2007 (Actual)</u>	<u>2008 (Est)</u>	<u>2009 (Est)</u>
Pay Group A			
Officer	28,912	29,225	33,183
Enlisted	49,677	55,963	56,055
Subtotal	78,589	85,188	89,239
Pay Group B			
Officer	3,934	4,206	3,848
Enlisted	866	1,029	901
Subtotal	4,800	5,235	4,748
Pay Group F			
Enlisted	10,796	10,145	10,075
Mobilization			
Officer	1,144	1,440	2,181
Enlisted	1,672	4,672	7,278
Subtotal	2,816	6,111	9,459
School Training			
Officer	17,476	10,973	13,680
Enlisted	28,121	25,468	34,795
Subtotal	45,597	36,441	48,475
Special Training			
Officer	11,031	10,962	12,283
Enlisted	24,254	15,719	16,950
Subtotal	35,285	26,682	29,234

**SUMMARY OF TRAVEL COSTS  
(DOLLARS IN THOUSANDS)**

	<u>2007 (Actual)</u>	<u>2008 (Est)</u>	<u>2009 (Est)</u>
Administration & Support			
Officer	16,590	3,308	10,182
Enlisted	19,634	4,509	15,381
Subtotal	36,225	7,817	25,563
Branch Off. Leadership Course	6,431	6,214	5,973
Health Professions Scholarship Program	2,844	2,887	3,175
Chaplain Candidate Program	1,304	1,285	2,203
Total Other	10,580	10,385	11,351
Total Travel			
Officer	79,086	60,113	75,357
Enlisted	135,021	117,506	141,435
Other	10,580	10,385	11,351
Grand Total	224,687	188,005	228,143

**SCHEDULE OF INCREASES AND DECREASES  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program		3,684,610
Increases:		
Pricing Increases:		
Basic Pay	60,765	
Basic Allowance for Housing	17,859	
Basic Allowance for Subsistence	1,993	
Retirement Pay	15,793	
FICA	4,649	
Travel Pay	3,767	
Cost of Living Adjustment	559	
Subsistence Pay	602	
Clothing Pay	668	
Initial Clothing Uniform Allowance	479	
Replacement Clothing	173	
Stipend	647	
Disability and Hospitalizations	81	
Total Pricing Increases:		108,033
Program Increases:		
Pay Group P	977	
Administration and Support	130,113	
Mobilization	6,092	
School Programs	50,417	
Special Programs	11,793	
Health Professions Scholarship Program	35	
Chaplain Candidate Program	3,343	
Total Program Increases:		202,770
Total Increases:		310,804

**SCHEDULE OF INCREASES AND DECREASES  
(DOLLARS IN THOUSANDS)**

Decreases:

    Pricing Decreases:

Education Benefits	(32,720)	
Total Pricing Decreases		(32,720)

    Program Decreases:

Pay Group A	(15,764)	
Pay Group B	(3,060)	
Pay Group F	(5,439)	
Education Benefits	(13,592)	
Branch Off. Leadership Course	(3,044)	
Total Program Decreases:		(40,898)

Total Decreases:	(73,618)
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FY 2009 Direct Program	3,921,796
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**SECTION 4**

**DETAILS OF MILITARY PERSONNEL ENTITLEMENTS**

**BUDGET ACTIVITY A & B: TRAINING, PAY GROUP A**

<u>2007</u>	<u>2008</u>	<u>2009</u>
985,265	1,137,647	1,157,222

**Part 1 - PURPOSE AND SCOPE**

The program costs for this activity include pay and allowances, clothing, subsistence, retired pay accrual, special and incentive pays, FICA, and training travel (excludes TDY travel and per diem from unit of assignment to TDY point and return) for all officer and enlisted personnel assigned to the Troop Program Units (TPUs) of the Army Reserve for Annual Training (AT) and Inactive Duty Training (IDT). This program provides for the collective training of a ready and relevant force.

**Annual Training (AT)** - A period of active duty for training of at least 14 days, exclusive of travel, is performed by all members of troop program units on an annual basis. Annual training may also be accomplished at posts, camps, stations, or other areas if deemed appropriate for training in specific skills.

**Inactive Duty Training (IDT)** - Inactive Duty Training consists of any authorized training, instruction, or duty (other than Active Duty for Training) performed by members of troop program units. A unit member will attend forty-eight (48) four-hour unit training assemblies (commonly called battle assemblies) annually, which meets statutory requirements of 48 IDT training periods as specified in Title 10 USC, S. 10147. To supplement these battle assemblies, selected members participate in three types of Additional Drill Assemblies: Additional Training Assemblies (ATAs), Readiness Management Assemblies (RMAs), and Additional Flight Training Periods (AFTPs). Additional Battle Assemblies improve readiness by providing individuals and units the required and necessary training to attain and maintain designated readiness levels.

**Additional Training Assemblies (ATAs)** - Additional Training Assemblies for units, components of units, and individuals to accomplish additional required training, as defined by post-mobilization requirements. The number of ATAs shall not exceed twelve (12) each fiscal year for any individual.

**Readiness Management Assemblies (RMAs)** - Readiness Management Assemblies are used to support ongoing day-to-day operations of the unit such as unit administration, training preparation, support activities, and maintenance functions. The number of RMAs shall not exceed twenty-four (24) each fiscal year for any individual.

**Additional Flight Training Periods (AFTP)** - Additional Flight Training Periods are authorized for primary aircrew members to conduct aircrew training and combat crew qualification training to attain and maintain aircrew flying proficiency and sustain required readiness. The number of these training periods shall not exceed forty-eight (48) each fiscal year for any aircrew member.

**Funeral Honors Duty Status** - Funeral Honors Status is used to support the preparation and performance of military funeral honors.

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP A  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program		1,137,647
Increases:		
Pricing Increases:		
Basic Pay	23,625	
Basic Allowance for Housing	2,375	
Basic Allowance for Subsistence	67	
Retirement Pay	4,512	
FICA	1,807	
Travel Pay	1,703	
Subsistence Pay	597	
Initial Clothing Uniform Allowance	479	
Replacement Clothing	173	
Total Pricing Increases:		35,339
Program Increases:		
Basic Allowance for Housing	487	
Basic Allowance for Subsistence	237	
Travel Pay	2,348	
Initial Clothing Other	40	
Replacement Clothing	116	
Total Program Increases:		3,228
Total Increases:		38,567

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP A  
(DOLLARS IN THOUSANDS)**

Decreases:		
Pricing Decreases:		
Total Pricing Decreases		0
Program Decreases:		
Basic Pay	(14,153)	
Other Pay	(604)	
Retirement Pay	(2,703)	
FICA	(1,083)	
Subsistence Pay	(105)	
Initial Clothing Uniform Allowance	(344)	
Total Program Decreases:		(18,992)
Total Decreases:		(18,992)
 FY 2009 Direct Program		 1,157,222

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Annual Training:** These funds are requested to provide for the pay and allowances of personnel attending annual training. The average strength accommodates the increases and decreases to the end strength throughout the year. The participation rate is a consolidated rate that includes personnel actually attending regular, fragmented, and overseas annual training. The dollar rate is an annual rate which includes Basic Pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence, and FICA.

	2007					2008				
	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>
		<u>Rate</u>	<u>ipants</u>				<u>Rate</u>	<u>ipants</u>		
Officer	28,630	75	21,478	4,092	87,879	29,447	72	21,202	4,263	90,388
Enlisted	131,298	65	84,725	2,041	172,911	132,626	70	93,209	2,128	198,313
Total	159,928		106,204		260,790	162,073		114,411		288,701
	2009									
	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>					
		<u>Rate</u>	<u>ipants</u>							
Officer	33,717	70	23,602	4,410	104,092					
Enlisted	130,765	70	91,532	2,204	201,703					
Total	164,482		115,133		305,795					

**Pay and Allowances, Inactive Duty Training (IDT)**: These funds are requested to provide for the pay and allowances of personnel attending inactive duty for training, to include unit training, battle assemblies, additional training assemblies, readiness management periods for key personnel, and additional flight training assemblies for aviators and flight crew members. The average strength shown for unit training reflects gains and losses to end strength which occur throughout the year. The participation rate reflects the average number of personnel attending 48 drills. The dollar rate is an annual rate which includes Basic Pay, retired pay accrual, and FICA. The dollar rate for all types of additional training periods include the same pay and allowances authorized for unit training assemblies.

**Unit Training Assemblies:**

	2007					2008				
	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>
Officer	28,630	63	18,167	11,696	212,484	29,447	72	21,334	12,158	259,384
Enlisted	131,298	54	70,254	5,176	363,625	132,626	58	77,302	5,394	416,957
Total	159,928		88,421		576,109	162,073		98,637		676,341

	2009				
	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>
Officer	33,717	61	20,554	12,535	257,636
Enlisted	130,765	57	74,596	5,572	415,622
Total	164,482		95,149		673,258

**Military Funeral Honors:** These funds are required to provide for the pay, allowances of personnel who volunteer to perform funeral honors duty. The dollar rate includes Basic Pay, retired pay, accrual, and FICA. The dollar rate for funeral honors duty includes the same pay and allowances authorized for unit training assemblies.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,038	548	569	1,585	570	903
Enlisted	14,500	109	1,585	13,000	113	1,474
Total	15,538		2,153	14,585		2,376

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	410	587	241
Enlisted	14,346	117	1,674
Total	14,757		1,915

**Additional Drill Assemblies:**

	<u>Strength</u>	2007 <u>Rate</u>	<u>Amount</u>	<u>Strength</u>	2008 <u>Rate</u>	<u>Amount</u>
Additional Flight Training Assemblies						
Officer	171	7,577	1,296	178	7,895	1,405
Enlisted	65	3,879	251	250	4,042	1,010
Total	236		1,547	428		2,415
Additional Training Assemblies						
Officer	327	3,096	1,014	1,414	3,226	4,562
Enlisted	958	1,467	1,405	2,948	1,528	4,505
Total	1,286		2,419	4,362		9,067
Readiness Management Assemblies						
Officer	728	2,904	2,113	1,668	3,026	5,049
Enlisted	1,255	1,353	1,698	3,581	1,410	5,049
Total	1,983		3,812	5,249		10,098
IDT Total Pay and Allowances	178,970		586,039	186,697		700,298
		2009				
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>			
Additional Flight Training Assemblies						
Officer	180	8,155	1,468			
Enlisted	242	4,175	1,009			
Total	422		2,477			
Additional Training Assemblies						
Officer	1,460	3,332	4,865			
Enlisted	3,019	1,579	4,766			
Total	4,479		9,631			
Readiness Management Assemblies						
Officer	1,678	3,126	5,246			
Enlisted	3,602	1,456	5,246			
Total	5,280		10,492			
IDT Total Pay and Allowances	189,419		697,772			

**Individual Clothing and Uniforms:** The funds requested will provide the prescribed clothing for personnel, as authorized under the provisions of 37 U.S.C. 415, 416, and 418. The initial allowance is paid to newly commissioned officers upon completion of 15 days active duty or active duty for training. The initial issue for enlisted personnel consists of a modified clothing bag provided to all prior service accessions with a 90-day break in service. The replacement issue for enlisted personnel provides funds to permit an exchange of clothing on an issue-in-kind basis for fair wear and tear.

	<u>Strength</u>	<u>2007 Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>2008 Rate</u>	<u>Amount</u>
Initial						
Officer	1,311	400	524	1,260	400	504
Enlisted	19,763	1,164	22,998	20,252	1,192	24,133
Subtotal	21,074		23,522	21,512		24,637
Additional						
Enlisted	20,053	429	8,612	19,492	440	8,572
Total	41,127		32,134	41,004		33,208
	<u>Strength</u>	<u>2009 Rate</u>	<u>Amount</u>			
Initial						
Officer	1,360	400	544			
Enlisted	19,966	1,215	24,268			
Subtotal	21,326		24,812			
Additional						
Enlisted	19,753	449	8,860			
Total	41,079		33,672			

**Subsistence of Enlisted Personnel:** These funds are requested to provide subsistence for enlisted personnel while on annual training and inactive duty training.

Enlisted personnel are provided subsistence-in-kind while on annual training in the unit dining facilities. The cost of these field rations is called the Basic Daily Food Allowance as determined by a DoD Food Cost Index. If the unit does not have a dining facility or individuals are unable to eat in the dining facility because of mission requirements, operational rations called Meals, Ready-to-Eat (MRE) are issued to those personnel. The annual training subsistence rates are shown in a daily rate equivalent.

While on inactive duty training with two assemblies in the day, enlisted personnel are authorized one meal, normally the noon meal.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Annual Training								
Field Rations	82,184	1,232,754	9	10,990	91,270	1,369,045	9	12,497
Operational Rations	2,542	38,126	44	1,692	1,201	18,008	45	818
Subtotal	84,725			12,682	92,470			13,316
Inactive Duty Training								
Field Rations	70,254	1,686,091	9	15,031	77,302	1,855,256	9	16,936
Total	154,979			27,713	169,773			30,252

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Annual Training				
Field Rations	89,152	1,337,276	9	12,452
Operational Rations	2,334	35,011	46	1,623
Subtotal	91,486			14,075
Inactive Duty Training				
Field Rations	74,596	1,790,294	9	16,670
Total	166,081			30,744

**Travel, Annual Training:** These funds are requested to provide for training travel and per diem allowances for personnel to perform annual training. Individual travel provides for the use of personal or commercial vehicles when it is the most cost-effective means of travel or when it is not feasible to use another means. Commercial contract transportation is used to transport units that do not have the necessary organic capability; buses and trains are normally used. Military airlift and charter provide the necessary transportation for units that perform annual training overseas to include transporting the unit within CONUS, between ports, to the training site, and for the return trip.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	21,478	1,346	28,912	21,202	1,378	29,225
Enlisted	84,725	586	49,677	93,209	600	55,963
Total	106,204		78,589	114,411		85,188

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	23,602	1,406	33,183
Enlisted	91,532	612	56,055
Total	115,133		89,239

**Reimbursable Program:**

<u>2007</u>	<u>2008</u>	<u>2009</u>
235	350	350

**BUDGET ACTIVITY C: TRAINING, PAY GROUP B (INDIVIDUAL MOBILIZATION AUGMENTATION)**

<u>2007</u>	<u>2008</u>	<u>2009</u>
32,014	40,377	38,568

**Part 1 - PURPOSE AND SCOPE**

Program costs include pay and allowances, the government's contribution for social security, retired pay accrual, and training travel (excludes TDY from unit/activity of assignment to TDY point and return) for officer and enlisted Individual Mobilization Augmentee (IMA) personnel assigned to the IMA program. The objective of the program is to:

Provide pre-trained and fully qualified personnel to fill specifically designated positions in the Joint Chiefs of Staff, Unified Commands, Department of Defense (DoD) and Department of the Army (DA) agencies, and Active Component units whose functions are critical to the rapid expansion of the Army upon mobilization. All IMA positions will be subject to Presidential Reserve Call-Up (PRC). To ensure the readiness of the IMA Program, Soldiers are provided both Annual Training days and Inactive Duty Training Days. IMA personnel train annually with their proponent agencies in the specific positions in which they will serve upon declaration of a national emergency. This highly specialized program ensures that these reservists will be able to serve effectively as soon as they report to their mobilization stations. IMA personnel are also assigned to active component units required to deploy to the theater of operations soon after the declaration of a national emergency and the initiation of the mobilization process. The IMA program is intended to pre-identify and pre-qualify those reservists who will actually serve in specific key positions within the DoD and DA force structure. These positions are identified by proponent agencies and gaining units as being required upon mobilization in a Mobilization Table of Distribution Allowances (MOBTDA). This Program begins to ramp down from 5,500 Soldiers in FY 2008 to 2,000 Soldiers by 2012.

**Annual Training (AT)** - A normal period of active duty for training consists of 13 days, exclusive of travel, to be performed by all members of Pay Group B. This training is usually performed at the proponent agencies and gaining units. Selected Soldiers may perform an additional period of annual training of up to 15 days to take part in exercises and to perform overseas training.

**Inactive Duty Training (IDT)** - Inactive Duty Training consists of any authorized training, instruction, or duty (other than active duty for training) performed by members of Pay Group B. The IMA is authorized to attend up to a maximum of forty-eight (48) training assemblies per year. The IMA positions are intensely managed to ensure that the Army Reserve receives the greatest benefit possible.

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP B  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program		40,377
Increases:		
Pricing Increases:		
Basic Pay	855	
Basic Allowance for Housing	57	
Basic Allowance for Subsistence	7	
Retirement Pay	163	
FICA	65	
Travel Pay	103	
Total Pricing Increases:		1,251
Program Increases:		
Total Program Increases:		0
Total Increases:		1,251
Decreases:		
Pricing Decreases:		
Total Pricing Decreases		0
Program Decreases:		
Basic Pay	(1,788)	
Basic Allowance for Housing	(140)	
Basic Allowance for Subsistence	(24)	
Other Pay	(39)	
Retirement Pay	(341)	
FICA	(137)	
Travel Pay	(590)	
Total Program Decreases:		(3,060)
Total Decreases:		(3,060)
FY 2009 Direct Program		38,568

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Annual Training:** These funds are requested to provide pay and allowances for personnel performing annual training with their proponent agencies/gaining units in support of their proponent agency/gaining unit. The dollar rate is an annual rate which includes Basic Pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence, and FICA.

	2007					2008				
	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,539	50	1,783	4,586	8,175	3,799	49	1,862	4,776	8,890
Enlisted	835	50	416	2,679	1,114	985	49	483	2,787	1,345
Total	4,374		2,199		9,289	4,784		2,344		10,235

	2009				
	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,069	41	1,669	4,939	8,245
Enlisted	1,183	35	414	2,880	1,193
Total	5,252		2,084		9,438

**Pay and Allowances, Inactive Duty Training (IDT):** These funds are requested to provide for the pay and allowances of personnel attending inactive duty for training to be performed at their proponent agencies/gaining units or with an IMA detachment in support of their proponent agencies/gaining unit. IMA members may attend up to 48 IDT assemblies per year. The dollar rate is an annual rate which includes Basic Pay, retired pay accrual, and FICA.

	2007					2008				
	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,539	30	1,061	14,598	15,486	3,799	38	1,433	15,202	21,778
Enlisted	835	35	296	8,252	2,439	985	37	364	8,585	3,129
Total	4,374		1,356		17,925	4,784		1,797		24,907

	2009				
	<u>Strength</u>	<u>Part</u> <u>Rate</u>	<u>Partic-</u> <u>ipants</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,069	33	1,338	15,695	20,994
Enlisted	1,183	32	383	8,856	3,388
Total	5,252		1,720		24,382

**Travel, Annual Training:** These funds are requested to provide transportation costs and per diem allowances for personnel attending annual training.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,783	2,207	3,934	1,862	2,260	4,206
Enlisted	416	2,082	866	483	2,132	1,029
Total	2,199		4,800	2,344		5,235

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,669	2,305	3,848
Enlisted	414	2,175	901
Total	2,084		4,748

**Reimbursable Program:**

	<u>2007</u>	<u>2008</u>	<u>2009</u>
	1,065	1,586	1,586

**BUDGET ACTIVITY D: TRAINING, PAY GROUP F**

<u>2007</u>	<u>2008</u>	<u>2009</u>
208,544	201,473	202,217

**Part 1 - PURPOSE AND SCOPE**

This budget activity provides the funds for Initial Active Duty for Training (IADT) for all non-prior service enlistees into the Army Reserve (AR). Retired pay accrual costs are included in the program costs. The training programs offered include Regular training, Alternate training, and the Army Civilian Acquired Skills Program (ACASP). Upon completion of any of these programs the enlistee becomes qualified in their Military Occupational Specialty (MOS).

The Regular Training Program consists of a nine-week Basic Combat Training (BCT) phase immediately followed by a variable length (Average of 79 days) Advanced Individual Training (AIT) phase.

The Alternate Training Program (known as the split training option) provides the same training as the regular program; however, the BCT and AIT phases are split. Upon completion of BCT, normally during the summer, the enlistee returns to his unit until his scheduled AIT date, which must be within one year of completing BCT. This program accommodates those individuals who are unable to leave their jobs or school for long periods of time.

The Army Civilian Acquired Skills Program (ACASP) provides a variable length program for those individuals who enlist with specific skills that are easily adapted to the military services. The training is tailored to the individual, and normally includes the basic military skills and specific MOS skills required to ensure that all graduates are fully qualified.

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP F  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program		201,473
Increases:		
Pricing Increases:		
Basic Pay	3,706	
Basic Allowance for Housing	680	
Retirement Pay	708	
FICA	284	
Travel Pay	201	
Subsistence Pay	4	
Clothing Pay	668	
Total Pricing Increases:		6,250
Program Increases:		
Total Program Increases:		0
Total Increases:		6,250

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP F  
(DOLLARS IN THOUSANDS)**

Decreases:		
Pricing Decreases:		
Total Pricing Decreases		0
Program Decreases:		
Basic Pay	(3,057)	
Basic Allowance for Housing	(402)	
Other Pay	(5)	
Retirement Pay	(584)	
FICA	(234)	
Travel Pay	(271)	
Subsistence Pay	(4)	
Clothing Pay	(949)	
Total Program Decreases:		(5,506)
Total Decreases:		(5,506)
FY 2009 Direct Program		202,217

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Initial Active Duty for Training, Enlisted:** These funds are requested to provide for training pay and allowances of enlisted personnel attending initial active duty for training. The dollar rate is an annual rate which includes Basic Pay and allowances, retired pay accrual, and FICA.

2007					2008				
<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>
	<u>Rate</u>	<u>ipants</u>				<u>Rate</u>	<u>ipants</u>		
19,832	86	17,041	9,665	164,702	21,000	74	15,638	10,074	157,528

2009				
<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>
	<u>Rate</u>	<u>ipants</u>		
21,000	73	15,225	10,418	158,623

**Individual Clothing and Uniform Allowance, Initial Active Duty for Training, Enlisted:** These funds are requested to provide initial clothing and uniforms for enlisted personnel attending initial active duty for training. The initial clothing is issued in two phases. Phase I includes all clothing required for training during basic combat training. Phase II clothing includes the remaining clothing, to include dress uniforms, and is issued only to those who complete basic combat training. Army Civilian Acquired Skills Program (ACASP) enlistees receive all their issue at one time. Rates vary depending on the items authorized for issue during that fiscal year as well as their current cost.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Phase I Male	14,983	1,312	19,654	15,003	1,343	20,152
Phase I Female	3,873	1,586	6,141	3,921	1,624	6,366
Phase II Male	7,833	364	2,853	6,943	373	2,590
Phase II Female	945	522	494	982	535	525
Cash Allowance	4,818	347	1,674	4,903	356	1,745
ACASP	913	2,202	2,011	983	2,255	2,217
Total			32,826			33,595

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Phase I Male	13,931	1,370	19,086
Phase I Female	4,123	1,656	6,828
Phase II Male	6,633	380	2,523
Phase II Female	1,165	546	636
Cash Allowance	5,288	363	1,919
ACASP	1,009	2,300	2,321
Total			33,314

**Subsistence, Initial Active Duty for Training, Enlisted:** These funds are requested for subsistence of enlisted personnel attending initial active duty training. Subsistence mandays represent the number of meals actually eaten. The daily rate is an established amount based on the basic daily food allowance.

2007				2008			
<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
170	24,199	9	220	155	22,041	9	205

2009			
<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
152	21,620	10	205

**Travel, Initial Active Duty for Training, Enlisted:** These funds are requested for travel of all enlisted personnel to and from their initial active duty for training installation. This includes all trips between the basic combat and advanced individual training phases as well as all return trips home for those who drop out of training. The rate includes the transportation cost and any authorized per diem.

2007			2008		
<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
17,041	634	10,796	15,638	649	10,145

  

2009		
<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
15,225	662	10,075

**BUDGET ACTIVITY E: TRAINING, PAY GROUP P**

<u>2007</u>	<u>2008</u>	<u>2009</u>
0	7,800	9,037

**Part 1 - PURPOSE AND SCOPE**

The program costs for this activity provide the pay and subsistence-in-kind furnished to Non-Prior Service (NPS) enlistees assigned to Troop Program Units (TPU) for attending Inactive Duty Training (IDT) prior to completion of their Initial Active Duty for Training (IADT). Retired pay accrual costs and the U. S. Government's share for the social security contribution is included. Under the provisions of Title 10, United States Code, section 12103, each enlisted person shall perform an initial period of active duty for training to commence, in so far as practicable, within 270 days after the date of that enlistment. The intent of reinstating the Delayed Training Program (DTP) is to increase end strength and minimize the attrition of newly accessioned Soldiers.

**SCHEDULE OF INCREASES AND DECREASES  
PAY GROUP P  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program			7,800
Increases:			
Pricing Increases:			
Basic Pay	205		
Retirement Pay	39		
FICA	16		
Total Pricing Increases:		260	
Program Increases:			
Basic Pay	771		
Retirement Pay	147		
FICA	59		
Total Program Increases:		977	
Total Increases:			1,237
Decreases:			
Pricing Decreases:			
Total Pricing Decreases		0	
Program Decreases:			
Total Program Decreases:		0	
Total Decreases:			0
FY 2009 Direct Program			9,037

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay, Inactive Duty Training (IDT), Enlisted:** These funds are requested to provide for the pay of enlisted personnel attending inactive duty for training while awaiting initial active duty for training. The number of assemblies is based on the average number of enlistees attending. The dollar rate is an annual rate which includes Basic Pay, retired pay accrual, and FICA.

2007					2008				
<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>
	<u>Rate</u>	<u>ipants</u>				<u>Rate</u>	<u>ipants</u>		
0	0	0	0	0	5,671	69	3,909	1,995	7,800
2009									
<u>Strength</u>	<u>Part</u>	<u>Partic-</u>	<u>Rate</u>	<u>Amount</u>					
	<u>Rate</u>	<u>ipants</u>							
6,574	67	4,384	2,061	9,037					

**BUDGET ACTIVITY K: MOBILIZATION TRAINING (INDIVIDUAL READY RESERVE)**

<u>2007</u>	<u>2008</u>	<u>2009</u>
6,105	13,396	19,870

**Part 1 - PURPOSE AND SCOPE**

Program costs include all pay, allowances, travel and per diem, retired pay accrual costs and Active Duty Training (ADT) travel from home to the first duty station and return for officer and enlisted personnel of the Individual Ready Reserve (IRR). The IRR force exceeds 100,000 Soldiers and is the Army's mobilization force. As demonstrated after September 11, 2001, this manpower pool has been used to support active army personnel shortfalls during national emergencies and contingency operations. Program enhances Troop Program Unit (TPU) training by utilizing selected IRR personnel working in their mobilization specialties to fill Selected Reserve (SELRES) annual training support requirements and other Army Reserve (AR) activities. IRR Soldiers who perform tours of duty provide essential support for the accomplishment of specified AR missions, projects or exercises, and usually receive training benefit from the tours while working in their mobilization specialties. The program also includes funds to support attendance of non-unit reservists selected by DA Boards at various service colleges and schools. Specific objectives of the Mobilization Training Program are to:

1. Provide professional developmental and mobilization specialty training of IRR personnel in the grades specialties and numbers required to meet Total Army mobilization requirements.
2. Ensure that IRR members have their critically needed mobilization skills and specialties identified, validated, and effectively developed, maintained, and modernized.
3. Assist in the timely identification, reclassification, and re-qualification of IRR members whose grades and specialties are excess to the Army's projected mobilization requirements.
4. Reduce the increasingly critical Reserve mobilization personnel shortfall by retaining more IRR members qualified to serve effectively upon mobilization.
5. Modernize IRR members' mobilization specialties to ensure an accurate match with wartime skills required by the Army's state-of-the-art equipment, tactics, and doctrine.

The Secretary of the Army approved the IRR Transformation Plan in February 2006 which seeks to enhance readiness. The plan envisions an IRR of 60,000 Soldiers in which one-third (20,000) will be required to attend a three-day Soldier Readiness Processing (SRP) exercise annually. The pilot year for this SRP exercise was FY 2007 with a mission of 5,000 Soldiers, ramping up to the full 20,000 Soldiers by FY 2011. Phase 2 of the Transformation Plan envisions one third of the IRR Soldiers performing 12 days (excluding travel) of sustainment training consisting of either MOS-refresher, MOS-reclassification, or unit collective training depending on the individual Soldier's length of assignment within the IRR. Phase 2 of the Transformation Plan will begin sustainment training in FY 2008 with a mission of 3,750 Soldiers, ramping up to 20,000 Soldiers by FY 2013.

**SCHEDULE OF INCREASES AND DECREASES  
 MOBILIZATION TRAINING  
 (DOLLARS IN THOUSANDS)**

FY 2008 Direct Program			13,396
Increases:			
Pricing Increases:			
Basic Pay	150		
Basic Allowance for Housing	56		
Basic Allowance for Subsistence	11		
Retirement Pay	29		
FICA	11		
Travel Pay	124		
Total Pricing Increases:		382	
Program Increases:			
Basic Pay	1,779		
Basic Allowance for Housing	463		
Basic Allowance for Subsistence	146		
Other Pay	4		
Retirement Pay	340		
FICA	136		
Travel Pay	3,224		
Total Program Increases:		6,092	
Total Increases:			6,474
Decreases:			
Pricing Decreases:			
Total Pricing Decreases		0	
Program Decreases:			
Total Program Decreases:		0	
Total Decreases:			0
FY 2009 Direct Program			19,870

**IRR Sustainment Training:** Periods of voluntary duty during which Individual Ready Reserve (IRR) Soldiers serve with Active or Reserve Component units in positions appropriate to their grade and mobilization specialty. This training takes place under field conditions wherever possible, providing realistic hands-on training in wartime skills and ensures participating IRR members' familiarity with doctrine, tactics, and equipment of today's Army.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	474	6,166	5,696	2,702	420	5,455	5,897	2,474
Enlisted	281	3,648	3,685	1,034	1,620	21,060	3,812	6,175
Total	755			3,736	2,040			8,650

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	508	6,606	6,071	3,085
Enlisted	1,846	23,994	3,923	7,241
Total	2,354			10,326

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**IRR Soldier Readiness Processing:** Provides support to Individual Ready Reserve (IRR) Soldiers to participate in a three day Soldiers Readiness Processing (SRP) event to validate relevant Soldiers readiness information. Pays pay and allowances, retired pay accrual and travel costs for the Soldiers attendance at a regional site.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	252	756	1,328	335	850	2,550	1,372	1,166
Enlisted	1,992	5,976	1,022	2,035	3,400	10,200	1,053	3,580
Total	2,244			2,370	4,250			4,746

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,643	4,929	1,410	2,317
Enlisted	6,691	20,072	1,080	7,227
Total	8,333			9,544

Grand Total for Mobilization:

	<u>2007</u>		<u>2008</u>	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Officer	726	3,036	1,270	3,641
Enlisted	2,273	3,069	5,020	9,755
Total	2,999	6,105	6,290	13,396

	<u>2009</u>	
	<u>Strength</u>	<u>Amount</u>
Officer	2,151	5,402
Enlisted	8,536	14,468
Total	10,687	19,870

**BUDGET ACTIVITY F: SCHOOL TRAINING (TROOP PROGRAM UNIT PERSONNEL)**

<u>2007</u>	<u>2008</u>	<u>2009</u>
193,808	140,095	194,979

**Part 1 - PURPOSE AND SCOPE**

Program costs for this activity include all pay, allowances, retired pay accrual costs, travel, and per diem from home of record to the first duty station and return for officer and enlisted personnel assigned to Troop Program Units (TPU) of the Army Reserve (AR) attending Army Service School/college courses in an Active Duty for Training (ADT) status. Specific objectives of this activity are to:

1. Provide AR TPU personnel with formal school training critical to the achievement of proficiency standards in individual skills required for mobilization.
2. Provide formal professional development schooling needed to enable AR TPU personnel to assume progressively higher levels of leadership and responsibility.
3. Provide AR TPU personnel the formal school training required to maintain adequate levels of proficiency in their required wartime skills. Army Reserve personnel are authorized to attend Army Service Schools, other service schools, units, civilian education institutions, and organizations in an ADT status for skill qualification and career development.

**SCHEDULE OF INCREASES AND DECREASES  
SCHOOL TRAINING  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program			140,095
Increases:			
Pricing Increases:			
Basic Pay	2,123		
Basic Allowance for Housing	979		
Basic Allowance for Subsistence	63		
Retirement Pay	405		
FICA	162		
Travel Pay	734		
Total Pricing Increases:		4,467	
Program Increases:			
Basic Pay	23,404		
Basic Allowance for Housing	8,640		
Basic Allowance for Subsistence	739		
Other Pay	74		
Retirement Pay	4,470		
FICA	1,790		
Travel Pay	11,300		
Total Program Increases:		50,417	
Total Increases:			54,884
Decreases:			
Pricing Decreases:			
Total Pricing Decreases		0	
Program Decreases:			
Total Program Decreases:		0	
Total Decreases:			0
FY 2009 Direct Program			194,979

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Leader Development Training:** Provides deliberate, continuous, sequential, and progressive military professional education programs of varying lengths which provide instruction and training leading to the reservists' professional and special skill qualification. This training occurs at Army Service Schools, other service schools, units, civilian education institutions, and organizations.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,028	72,512	358	25,991	3,783	68,095	372	25,330
Enlisted	16,149	290,675	178	51,853	8,148	146,665	185	27,155
Total	20,177			77,844	11,931			52,485

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,202	57,642	384	22,120
Enlisted	8,018	144,326	191	27,577
Total	11,220			49,697

**Initial Skill Acquisition Training:** Provides training to acquire initial military and/or military specialty skills. Includes initial skill training of newly commissioned officers, and retraining enlisted personnel in other required Military Occupational Specialty (MOS) fields. Supports immediate qualification of separating or recently separated Active Army, Army National Guard, or personnel from other services in new specialties appropriate to the positions in which they have enlisted in local AR TPUs. Includes advanced technical and qualification training appropriate to each reservist's prior qualifications (experience and training) and to potential assignments within the Selected Reserve. Training is conducted primarily in Army Service Schools, Total Army School System (TASS) battalions, and other service schools as appropriate. May also include New Equipment Training (NET) taught at the unit. Specific course selection and length are dependent upon the skill or specialty. This activity supports all personnel currently assigned to AR troop program units other than non-prior service personnel on Initial Active Duty for Training (IADT) (Pay Group F).

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,602	100,843	339	34,211	197	5,516	352	1,942
Enlisted	11,452	377,902	153	57,813	6,070	200,295	159	31,835
Total	15,053			92,024	6,267			33,776

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	600	16,799	363	6,101
Enlisted	12,651	417,486	164	68,553
Total	13,251			74,653

**Officer Candidate School (OCS):** Supports enlisted participation in full time or State OCS Programs which provide officer candidate training, leading to a commission in the AR. The number of Soldiers participating is determined by the number of qualified reserve Soldiers available and officer vacancies in AR units. Newly commissioned officers graduating from OCS are assigned to AR units where vacancies exist for which they are qualified.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	173	10,883	221	2,409	124	7,840	229	1,796

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	131	8,247	236	1,945

**Refresher and Proficiency Training:** Supports training to attain and maintain proficiency in a specific military occupational specialty in which an individual has become initially qualified. It includes advanced technical and qualification training appropriate to each Soldier's prior qualifications (experience and training) and to potential assignments within the Selected Reserve.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,240	22,398	376	8,419	2,979	29,793	390	11,610
Enlisted	4,985	49,851	243	12,105	14,224	142,240	251	35,768
Total	7,225			20,524	17,203			47,378

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	5,461	54,615	402	21,938
Enlisted	17,073	170,735	259	44,228
Total	22,535			66,166

**Undergraduate Pilot Training:** Supports authorized AR officers, warrant officers, and enlisted personnel who volunteer to train as AR aviation and/or warrant officers. Applicants must be able to be assigned to a TPU requiring specific aviation skills upon graduation.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	36	1,417	361	511	319	12,442	374	4,659
Enlisted	52	2,038	244	496	0	0	253	0
Total	89			1,008	319			4,659

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	167	6,516	386	2,518
Enlisted	0	0	261	0
Total	167			2,518

**Grand Total for Schools:**

	2007			2008		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	9,906	197,170	69,132	7,278	115,845	43,541
Enlisted	32,810	731,348	124,677	28,566	497,040	96,554
Total	42,716		193,808	35,844		140,095

	2009		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	9,431	135,572	52,676
Enlisted	37,874	740,795	142,303
Total	47,304		194,979

**BUDGET ACTIVITY G: SPECIAL TRAINING (TROOP PROGRAM UNIT PERSONNEL)**

<u>2007</u>	<u>2008</u>	<u>2009</u>
206,735	160,098	177,124

**PART 1 - PURPOSE AND SCOPE**

Program costs for this activity include pay, allowances, retired pay accrual costs, and training travel from home to the first duty station and return for tours of Active Duty for Training (ADT) and Active Duty for Special Work (ADSW) performed by Army Reserve personnel assigned to Troop Program Units (TPUs). These tours support projects and programs related to the Army Reserve and serve to maintain and improve individual mobilization skill proficiency and unit readiness. This program supports the Congressional language pertaining to ADSW. TPU Soldiers who perform tours of ADSW provide essential support for the accomplishment of specified Army Reserve missions, projects, exercises, or units, which could not be accomplished otherwise. Specific objectives of this activity are to:

1. Provide TPU personnel possessing required Army Reserve expertise to support Army Reserve training activities, e.g., development of training policies and programs, development of instructional materials for The Army School System (TASS), and membership on boards.
2. Provide for effective supervision of TPU training programs conducted by subordinate elements to ensure that training is conducted in accordance with Department of the Army policy and doctrine to meet mobilization readiness objectives.
3. Increase mobilization preparedness through participation by TPU personnel in exercises and field training in a simulated mobilization environment with other Army units and units of other services.
4. Provides funds for readiness management, command and staff supervision, operational training, competitive events, management support, recruiting, and retention. Provide funds for planning and support of readiness training exercises, mobilization exercises, and participation in exercise planning activities and overseas deployment training - all directly affecting readiness.

**SCHEDULE OF INCREASES AND DECREASES  
SPECIAL TRAINING  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program			160,098
Increases:			
Pricing Increases:			
Basic Pay	2,828		
Basic Allowance for Housing	942		
Basic Allowance for Subsistence	170		
Retirement Pay	540		
FICA	216		
Travel Pay	535		
Total Pricing Increases:		5,233	
Program Increases:			
Basic Pay	6,260		
Basic Allowance for Housing	1,450		
Basic Allowance for Subsistence	375		
Other Pay	17		
Retirement Pay	1,196		
FICA	479		
Travel Pay	2,016		
Total Program Increases:		11,793	
Total Increases:			17,026
Decreases:			
Pricing Decreases:			
Total Pricing Decreases		0	
Program Decreases:			
Total Program Decreases:		0	
Total Decreases:			0
FY 2009 Direct Program			177,124

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Competitive Events:** Provides pay, allowances, travel, per diem and entry fees for unit members to participate in marksmanship training, clinics, tests, and All Army, Inter-Service, Olympic and international competition. This training involves actual participation in various competitive events, to include Camp Perry and Interallied Confederation of Reserve Officers (CIOR). Tours during which unit members support such training and competition, as well as support tours for marksmanship training, are included in the Management Support subcategory.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	14	189	432	82	89	1,248	448	559
Enlisted	93	1,482	268	398	51	821	278	228
Total	106			479	140			787

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	108	1,519	461	701
Enlisted	72	1,150	286	329
Total	180			1,029

**Command/Staff Supervision:** Supports tours during which commanders and staff personnel evaluate the effectiveness of peacetime training and determine unit capability to respond to wartime tasking. These tours include AT and Reserve Component Overseas Deployment Training (RCODT) planning conferences, mobilization readiness reviews, staff visits, training assistance visits, food service reviews, safety and facility inspections, physical security inspections, IG inspections, investigations, and assistance visits, internal review audits, Command Inspection Program (CIP), Command Visitation Program (CVP), CG review and analysis briefings, internal control visits, command management briefings, and unit status reporting.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	290	4,347	387	1,681	1,349	20,229	401	8,121
Enlisted	361	4,328	227	981	328	3,938	235	926
Total	650			2,663	1,677			9,047

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,647	24,709	414	10,227
Enlisted	378	4,532	243	1,099
Total	2,025			11,326

**Exercises:** Includes tours during which unit members participate in field training exercises with reserve component or active component units, staffs, and agencies, and with other uniformed services of the United States. The primary purpose of these tours is to maintain or improve mobilization skills.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	1,305	13,053	356	4,641	2,480	24,795	369	9,156
Enlisted	1,750	26,254	192	5,036	627	9,411	199	1,873
Total	3,056			9,677	3,107			11,029

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	2,950	29,498	381	11,236
Enlisted	752	11,286	205	2,316
Total	3,702			13,553

**Management Support:** Includes tours to missions or projects directed by headquarters below DA level which may be of a recurring nature, generally involving organizational administration (finance, personnel, boards logistics, maintenance, environmental compliance, Public Affairs, Staff Judge Advocate (SJA), surgeon, chaplain, HIV briefings, alcohol and drug abuse program, equal opportunity activities, command information, and community relations. Also includes AT evaluation and site support, training and exercise support (not participation), marksmanship and other competitive events (not direct participation) support, Total Army School Systems (TASS) battalion instructor and staff support, and support to all conferences/workshops. Also supports missions or projects directed for Army Reserve accomplishment by DA or higher authority such as Civil Engineering Support Plan (CESP) development, Civil Affairs projects, participation in study groups and duty with the DA Staff to accomplish a one-time Army Reserve-related project.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,562	49,863	349	17,401	3,516	49,224	363	17,848
Enlisted	8,420	126,302	195	24,605	10,873	163,089	202	32,988
Total	11,982			42,007	14,389			50,836

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	3,992	55,883	374	20,913
Enlisted	12,775	191,622	209	40,021
Total	16,766			60,934

**Operational Training:** Provides training directly related to probable wartime tasks. The training may be received at either organized on-the-job sessions or at formal schoolhouse settings. The training includes Soldiers manual common task training, Army Training Evaluation Program(ARTEP) tasks/evaluations, CAPSTONE planning/training, Overseas Deployment Training (ODT) for battle book or mission training activities, FORSCOM command language program student testing, instructor training recipients, mobilization/deployment training, REDTRAIN/Consolidated Training Facility (CTF) attendees, Aviation mission training, Nuclear Biological Chemical(NBC) training (other than exercises and schools), Hands On Training (HOT), anti-terrorism/force protection training, consequence management training, counter-terrorism training, and other Inactive Duty Training (IDT) related duty training.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	10,559	158,385	351	55,540	6,742	101,124	365	36,873
Enlisted	26,511	450,684	196	88,404	12,460	211,819	204	43,128
Total	37,070			143,944	19,202			80,001

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	6,654	99,815	377	37,592
Enlisted	11,907	202,414	210	42,541
Total	18,561			80,133

**Recruiting:** Includes support tours during which unit members assist the full-time recruiting force by establishing local referral networks within Army Reserve commands, and serve as peer recruiters, appearing at local high schools, public functions, and selected separation centers to discuss the opportunities and benefits of service in the Army Reserve.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	320	0	30	298	333	99
Enlisted	11	109	138	15	993	9,935	144	1,431
Total	11			15	1,023			1,530

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	36	360	344	124
Enlisted	1,159	11,590	149	1,730
Total	1,195			1,854

**Retention:** Provides training for support tours during which unit members assist their full-time retention staff. Included in this subcategory are retention awareness, counseling, staff assistance visits, automation, and recruiting partnership council meeting attendance/support. Tours in this subcategory are essential to the Army's efforts to retain skilled and experienced Soldiers assigned to units of the Selected Reserve. These funds will not be used for Soldiers receiving re-enlistment counseling. This subcategory is for the accomplishment of work, not engagement in training.

	2007				2008			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	214	1,497	338	506	46	322	351	113
Enlisted	8,238	41,189	181	7,444	7,183	35,913	188	6,755
Total	8,452			7,950	7,228			6,868

	2009			
	<u>Strength</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	54	379	362	137
Enlisted	8,379	41,894	195	8,158
Total	8,433			8,295

**Grand Total for Special Training:**

	2007			2008		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	15,943	227,334	79,851	14,251	197,240	72,769
Enlisted	45,383	650,348	126,884	32,515	434,925	87,329
Total	61,326		206,735	46,766		160,098

	2009		
	<u>Strength</u>	<u>Mandays</u>	<u>Amount</u>
Officer	15,442	212,162	80,929
Enlisted	35,421	464,488	96,195
Total	50,863		177,124

**Reimbursable Program:**

	<u>2007</u>	<u>2008</u>	<u>2009</u>
	22,200	33,065	33,065

**BUDGET ACTIVITY: ADMINISTRATION AND SUPPORT**

<u>2007</u>	<u>2008</u>	<u>2009</u>
1,699,010	1,756,106	1,938,381

**Part 1 - PURPOSE AND SCOPE**

**Active Guard and Reserve (AGR) Personnel**

The funds requested in this program are to provide for pay and allowances, retired pay accrual costs, uniform allowances, subsistence, and permanent change of station travel (including PCS-TDY enroute) costs of Army Reserve officers and enlisted personnel serving on active duty as authorized by Title 10, United States Code, Chapter 1209.

The AGR Soldier is an Army Reserve member serving on active military service in the Full Time Support Program. AGR Soldiers provide direct support to prepare Army Reserve units for their wartime mission. The AGR Soldier works full time for the purposes of organizing, administering, recruiting, instructing, or training the Army Reserve. AGRs deploy keeping reserve units filled with qualified personnel, a vital aspect of readiness.

Over the past several years, more and more Active Army missions have migrated to the Army Reserve. The Army Reserve has been able to meet these additional missions because AGR Soldiers have been available to support Army Reserve unit commanders.

AGR Soldiers are held to the same standards as Soldiers in the Active Army. Noncommissioned officers compete against each other, members of the Individual Reserve, and troop program unit members for promotion. AGR officers compete for promotion only with other full-time AGR Officers. AGR Soldiers serve in areas that are generally removed from Active Army installations. AGR Soldiers can achieve active retirement (Title 10) under this program.

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Title 10, USC, Section 10301 (a) (9). Reserve Forces Policy Board.**

A reserve officer of the Army, Navy, Air Force, or Marine Corps who is a general officer or flag officer designated by the Chairman of the Board with the approval of the Secretary of Defense, and who serves without vote as military adviser to the Chairman and as executive officer of the Board (Rotational among Services).

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	1	1	1	1	1	1

**Title 10, USC, Section 3038. Office of the Army Reserve, Appointment of Chief.**

(a) There is, in the executive part of the Department of the Army, an Office of the Army Reserve which is headed by a chief who is the advisor to the Chief of Staff on Army Reserve matters.

(b) The President, by and with the advice and consent of the Senate, shall appoint the Chief of the Army Reserve from officers of the Army Reserve not on active duty, or on active duty under Section 10211 of this title, who

- (1) have had at least 10 years of commissioned service in the Army Reserve;
- (2) are in grade of brigadier general and above; and
- (3) have been recommended by the Secretary of the Army.

(c) The Chief of Army Reserve holds office for four years but may be removed for cause at any time. He is eligible to succeed himself. If he holds a lower reserve grade, he shall be appointed in the grade of lieutenant general for service in the Army Reserve.

**Note: Title 10, USC Section 3038 and 10301 are not captured in AGR end strength.**

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	1	1	1	1	1	1

**Title 10, USC, Sections 3021 and 10302. Reserve Components of Army: Army Reserve Forces Policy Committee.**

(a) There is, in the Office of the Secretary of the Army, an Army Reserve Forces Policy Committee. The Committee shall review and comment upon major policy matters directly affecting the Reserve Components and mobilization preparedness of the Army. The Committee's comments on such policy matters shall accompany the final report regarding any such matters submitted to the Secretary of the Army and the Chief of Staff.

(b) The Committee consists of officers in the grade of colonel or above as follows:

- (1) five members of the Regular Army on duty with the Army General Staff;
- (2) five members of the Army National Guard of the United States not on active duty; and
- (3) five members of the Army Reserve not on active duty.

(c) The members of the Committee shall select the Chairman from among the members on the committee not on active duty.

(d) A majority of the members of the Committee shall act whenever matters affecting both the Army National Guard of the United States and Army Reserve are being considered. However, when any matter solely affecting one of the Reserve Components of the Army is being considered, it shall be acted upon only by the Subcommittee on Army National Guard Policy or the Subcommittee on Army Reserve Policy, as appropriate.

(e) The Subcommittee on Army National Guard Policy consists of the members of the Committee other than the Army Reserve members.

(f) The Subcommittee on Army Reserve Policy consists of the members of the Committee other than the Army National Guard members.

(g) Membership on the Committee is determined by the Secretary of the Army and is for a minimum period of three years. Except in the case of members of the Committee from the Regular Army, the Secretary of the Army, when appointing new members, shall ensure that among the officers of each component on the Committee there will, at all times, be two or more members with more than one year of continuous service on the Committee.

(h) There shall not be less than 10 officers of the Army National Guard of the United States and the Army Reserve on duty with the Army Staff, one half of whom shall be from each component. These officers shall be considered as additional members of the Army Staff while on that duty.

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	0	0	0	0	0	0

**Title 10, USC, Section 10211. Policies and Regulations.**

Within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed forces shall have officers of its Reserve Components 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 an officer is an additional member of any staff with which that individual is serving.

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	566	584	596	584	596	584
Enlisted	378	378	378	378	378	378
Total	944	962	974	962	974	962

**Title 10, USC, Section 12310. Reserves: For Organizing, Administering, etc., Reserve Components.**

(a) A Reserve Soldier ordered to active duty under section 12301 (d) of this title in connection with organizing, administering, recruiting, instructing, or training the Reserve Components shall be ordered to duty in his current reserve grade. While so serving he continues to be eligible for promotion as a Reserve Soldier if otherwise qualified.

(b) To ensure that a Reserve Soldier on duty under subsection (a) receives periodic refresher training in the categories for which he/she is qualified, the Secretary concerned may detail him to duty with any armed force or otherwise as the Secretary deems appropriate.

**Personnel/Finance Support:** Provides Army Reserve personnel to administer and operate the Army Reserve pay, DJMS-RC, and personnel systems, SIDPERS.

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	67	85	80	85	80	79
Enlisted	0	0	0	0	0	0
Total	67	85	80	85	80	79

**Readiness Support:** Provides Army Reserve personnel at active Army installations or headquarters elements to accomplish special purpose functions relating to Army Reserve operations, administration, and logistical requirements.

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	624	644	644	644	644	644
Enlisted	373	363	363	363	363	363
Total	997	1,007	1,007	1,007	1,007	1,007

**Career Management:** Provides Army Reserve personnel to administer the Army Reserve Officer and Enlisted Personnel Management System.

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	197	223	185	223	185	223
Enlisted	106	65	63	65	63	65
Total	303	288	248	288	248	288

**Recruiting:** Provides Army Reserve personnel at Major Army Commands, Region Recruiting commands, District Recruiting Commands, and recruiting stations to operate the Army Reserve recruiting programs.

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	114	115	114	115	114	115
Enlisted	1,320	1,314	1,321	1,314	1,321	1,314
Total	1,434	1,429	1,435	1,429	1,435	1,429

**Retention:** Provides Army Reserve personnel at Major Army Commands, Continental US Armies, and Major Army Reserve Command levels to operate the Army Reserve retention program.

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	25	35	30	35	29	35
Enlisted	798	853	804	853	856	853
Total	823	888	834	888	885	888

**Unit Full Time Support:** Provides Army Reserve personnel specifically to units to increase readiness/mobilization capability.

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	2,506	2,479	2,729	2,535	2,792	2,621
Enlisted	8,217	8,465	8,536	8,676	8,709	8,896
Total	10,723	10,944	11,265	11,211	11,501	11,517

**Total Section 12310**

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	3,533	3,581	3,782	3,637	3,844	3,717
Enlisted	10,814	11,060	11,087	11,271	11,312	11,491
Total	14,347	14,641	14,869	14,908	15,156	15,208

**Grand Total Active Guard Reserve (AGR)**

	2007		2008		2009	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Strength</u>
Officer	4,099	4,165	4,378	4,221	4,440	4,301
Enlisted	11,192	11,438	11,465	11,649	11,690	11,869
Total	15,291	15,603	15,843	15,870	16,130	16,170

## Administrative Programs

### **Incentives**

These financial incentives do not encompass the entire reserve force. Funds requested provide for payment of two types of Reserve Incentives: Health Profession Incentives and Selected Reserve Enlisted Incentives. Each category's requirements are summarized below:

#### **Health Professions Incentives (HPI)**

Specialized Training Assistance Program (STRAP): Section 16201, Chapter 1608, Title 10 United States Code (U.S.C.), provides for Specialized Training Assistance Program (STRAP) payments of a stipend to obtain adequate numbers of commissioned officers in the reserve component qualified for health professions specialties critically needed in wartime. The stipend provides financial assistance to persons engaged in specialized training in the health professions critically needed in wartime. The payment is at the same level as students enrolled in the Health Professions Scholarship Program. The amount of financial assistance an officer may receive while engaged in specialized training is determined by the service obligation for which the officer contracted on enrollment into STRAP.

Health Professions Loan Repayment (HPLR) Program: Provides for repayment of outstanding loans by the Government that were secured after 1 Oct 75. The loans made, insured, or guaranteed must be through a recognized financial or educational institution and used to finance education in a health profession program the Secretary of Defense determines is critically needed to meet identified wartime combat skill shortages. In NDAA FY99, Section 16302, Title 10, U.S.C. was amended to increase the maximum allowable yearly payment from \$3,000 to \$20,000 and the total authorized under this section of law was increased from \$20,000 to \$50,000.

Health Profession Officer Bonus Program: A Congressionally directed bonus program to attract and retain health care professionals in critically short wartime specialties to the Selected Reserve (SELRES). NDAA FY07 increased the annual bonus up to \$25,000.

**Selected Reserve Incentive Program (SRIP)**- Chapter 5, Title 37 U.S.C. provides for the payment of cash bonuses to selected officer and enlisted members. Bonuses are summarized below:

AGR Reenlistment Bonus (RB): The AGR Reenlistment bonus is offered to those Soldiers who reenlist for a period of three or six years while serving in a critical skill in the AGR program. The bonus is paid 50% at the time of reenlistment, with the balance being paid in installments on the anniversary date of the reenlistment.

College First (CF) Program: This is an active duty program that allows Soldiers to attend college for up to two years prior to entry on Active Duty. While attending school the Soldier receives a \$250 per month stipend for the first year and \$350 per month in the second year and may serve in the Individual Ready Reserve (IRR) or in a Troop Program Unit (TPU).

Non-Prior Service Enlistment Bonuses (NPS EB): Soldiers must enlist for three, four or six years in a Troop Program Unit, be a high school graduate and become military occupational specialty qualified to receive the NPS EB. The bonus is capped at a maximum of \$20,000, to those Soldiers enlisting in critical skills and priority units. The maximum dollar amount is \$20,000 for those Soldiers enlisting under the Army Civilian Acquired Skills Program into a critical skill and priority unit. Bonuses are paid 50% payment at award of Military Occupational Specialty (MOS) and with the balance paid in installments on their MOS award anniversary date.

Enlisted Affiliation Bonus (AB): Enlisted Soldiers transitioning from Active Duty, who affiliate with a Army Reserve Troop Program Unit (TPU) in their active duty MOS, may receive up to \$20,000 to those certain Soldiers enlisting in critical skills and priority units. Bonuses are paid 50% payment at time of affiliation with a TPU unit with the balance paid in installments on their affiliation anniversary date.

Prior Service Enlistment Bonus (PS EB): The PS EB is offered to eligible prior service personnel enlisting in a critical skill in the Selected Reserve for a two, three, or six year period. The dollar amount capped at a maximum of \$15,000 for six years and \$7,500 for three years. Bonuses are paid 50% initial payment and applicable anniversary payments.

Re-enlistment Bonus (RB): The reenlistment bonus is offered to those Soldiers reenlisting in a critical skill in the Selected Reserve for a period of three or six years. The dollar amount is \$15,000 for a six year reenlistment or \$7,500 for a three year reenlistment. Bonuses are paid 50% upon reenlistment and the remaining installment payments made upon the anniversary of their reenlistment.

Student Loan Repayment Program (SLRP): Offered in \$10,000 or \$20,000 options. Soldiers must enlist/reenlist for six years in a critical MOS. The program repays 15 percent of the original outstanding loan balance and accrued interest not paid by the Department of Education or \$500, whichever is greater, up to a maximum of \$1,500 after each year of satisfactory service. No payment will exceed the amount required to liquidate the loan up to the dollar amount authorized (\$10,000 or \$20,000), whichever is less.

Recruitment Referral Bonus: Authorized in NDAA06 as pilot program, this provides a payment of \$2,000 to a SELRES Soldiers that refers an applicant to the Army, prior to their contact with an Army Recruiter, who successfully completes their IET (Basic Training and Advanced Individual Training).

Officer Accession Bonus: Authorized in NDAA05 and enhanced in NDAA06, this program offers a \$10,000 lump sum payment to newly accessed commission and warrant officers, in certain critical shortage fields, that accept an AR commission.

Officer Affiliation Bonus: Authorized in NDAA05 and enhanced in NDAA06, this program offers a \$10,000 lump sum payment to commissioned and warrant officer transitioning from the AC to the RC once they are qualified in certain critical shortage fields, who make a six year SELRES service commitment.

MOS Conversion Bonus: Program provides a lump sum payment of \$2,000 to Soldiers who voluntarily elect to reclassify from an overage MOS to a shortage MOS. Payment made once the Soldiers receives their MOS award letter.

AGR Recruiter Critical Skill Retention Bonus (CSRB): Program provides an incentive for retirement eligible AGR Recruiters (MOS 79R) to extend their AGR active duty commitment beyond 20 years of Active Federal Service (AFS) up to a maximum of 25 years. Payment can be lump sum or installment at the Soldier election at \$10,000 for each additional year beyond 20 years, to a maximum of 25 years or \$50,000.

Critical Skills Assignment Retention Bonus (CSARB): Authorized in NDAA06, this programs allows payment of non-obligated Soldiers, in designated critical skills and units, to make a service commitment to the AR. Payment is \$10,000 for a six year commitment, with 50% payment on written agreement and the remaining in installment payment on the anniversary date of the agreement.

Death Gratuities: The funds requested are to provide the payment of death gratuities to beneficiaries of deceased Army Reserve military personnel, under the provisions of Title 10, United States Code, Chapter 75, if member dies:

(1) While on inactive duty training.

(2) From an injury that occurred while traveling directly to or from inactive duty training.

(3) Within 120 days after discharge or release from inactive duty training, if the Administrator of Veterans' Affairs determines that death resulted from an injury incurred or aggravated while performing, or traveling directly to or from such training.

Disability and Hospitalization Benefits: Entitlement is contained in Title 10 U.S.C. Chapter 60, 1206 and Title 37 U.S.C. Section 204 and 206. The funds requested provide payment for members of the Army Reserve who suffer injury or disability or contract disease in line of duty, active or inactive. They are entitled to hospitalization and pay and allowances during their incapacitation or until such time they are found fit for duty or processed through the Disability Evaluation System (DES). A member, who is separated for physical disability due to injury which was the proximate result of the performance of such duty, is entitled to severance pay if less than 30% disabled or medical retirement if 30% more, if otherwise qualified under appropriate personnel regulations.

**SCHEDULE OF INCREASES AND DECREASES  
ADMINISTRATION AND SUPPORT  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program		1,756,106
Increases:		
Pricing Increases:		
Basic Pay	26,121	
Basic Allowance for Housing	12,413	
Basic Allowance for Subsistence	1,613	
Retirement Pay	9,217	
FICA	1,998	
Travel Pay	159	
Cost of Living Adjustment	559	
Disability and Hospitalizations	81	
Total Pricing Increases:		52,162
Program Increases:		
Basic Pay	13,766	
Basic Allowance for Housing	4,741	
Basic Allowance for Subsistence	917	
Other Pay	1,242	
Retirement Pay	3,995	
FICA	1,053	
Uniform Allowance	106	
Incentive/Special Pay	37	
Separation Pay	71	
Travel Pay	17,586	
Selected Reserves Incentive Program	87,245	
Health Profession Incentive	34	
Total Program Increases:		130,793
Total Increases:		182,955

**SCHEDULE OF INCREASES AND DECREASES  
ADMINISTRATION AND SUPPORT  
(DOLLARS IN THOUSANDS)**

Decreases:		
Pricing Decreases:		
Total Pricing Decreases		0
Program Decreases:		
Cost of Living Adjustment	(568)	
Death Gratuities	(25)	
Disability and Hospitalizations	(87)	
Total Program Decreases:		(680)
Total Decreases:		(680)
 FY 2009 Direct Program		 1,938,381

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances:** These funds are requested for pay and allowances for personnel serving on active duty as authorized by Sections 175 and 12310 of Title 10 United States Code, and other tours authorized by the Department of the Army. The dollar rate is an annual rate which includes Basic Pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence, clothing allowance, special and incentive pays as authorized, and FICA.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,099	123,036	504,326	4,378	128,567	562,866
Enlisted	11,192	75,269	842,406	11,465	78,526	900,300
Total	15,291		1,346,732	15,843		1,463,166

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	4,440	133,054	590,760
Enlisted	11,690	81,240	949,696
Total	16,130		1,540,456

**COLA:** The funds provide payment of a cost of living allowance (COLA) to Soldiers assigned to high cost areas in the continental United States (CONUS COLA) and to Soldiers assigned outside the continental United States (OCONUS COLA).

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
CONUS						
Officer	227	6,434	1,461	111	6,719	746
Enlisted	615	5,835	3,586	343	6,093	2,090
Subtotal	842		5,047	454		2,836
OCONUS						
Officer	396	15,132	5,986	204	15,802	3,222
Enlisted	637	16,288	10,372	362	17,009	6,161
Subtotal	1,032		16,357	566		9,383
Total						
Officer		623	7,447	315		3,968
Enlisted	1,251		13,958	705		8,251
Total	1,874		21,405	1,020		12,219

	<u>Strength</u>	2009 <u>Rate</u>	<u>Amount</u>
CONUS			
Officer	108	7,031	759
Enlisted	304	6,377	1,938
Subtotal	412		2,698
OCONUS			
Officer	206	16,537	3,407
Enlisted	343	17,800	6,105
Subtotal	549		9,512
Total			
Officer	314		4,166
Enlisted	647		8,044
Total	961		12,210

**Permanent Change of Station Travel**: These funds are requested to provide costs for those AGR personnel making a permanent change of station. Travel costs include movement and storage of household goods, dislocation allowance, and dependent travel. Travel costs also include TDY travel and per diem costs incurred while on PCS-TDY enroute.

	<u>Strength</u>	2007 <u>Rate</u>	<u>Amount</u>	<u>Strength</u>	2008 <u>Rate</u>	<u>Amount</u>
Officer	995	16,676	16,590	194	17,076	3,308
Enlisted	1,534	12,802	19,634	344	13,110	4,509
Total	2,529		36,225	538		7,817

	<u>Strength</u>	2009 <u>Rate</u>	<u>Amount</u>
Officer	585	17,418	10,182
Enlisted	1,150	13,372	15,381
Total	1,735		25,563

**\$30,000 Lump Sum Retirement Bonus:** Funds provide a \$30 thousand dollar lump sum bonus for full-time personnel who elect that option upon reaching fifteen years of service under the new military retirement system.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	82	30,000	2,460	33	30,000	1,000
Enlisted	93	30,000	2,790	73	30,000	2,200
Total	175		5,250	107		3,200

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	33	30,000	1,000
Enlisted	73	30,000	2,200
Total	107		3,200

**Grand Total AGR:**

	2007		2008	
	<u>Strength</u>	<u>Amount</u>	<u>Strength</u>	<u>Amount</u>
Total AGR Pay and Allowances	15,291	1,409,611	15,843	1,486,402

	2009	
	<u>Strength</u>	<u>Amount</u>
Total AGR Pay and Allowances	16,130	1,581,429

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

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	0	0	3	100,000	300
Enlisted	7	100,000	700	7	100,000	732
ROTC	0	0	0	0	0	0
Total	7		700	10		1,032

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	3	100,000	300
Enlisted	7	100,000	707
Total	10		1,007

**Disability and Hospitalization Benefits:** Members of the Army Reserve who suffer injury or disability or contract disease in the line of duty, active or inactive, are entitled to hospitalization and pay and allowances during their incapacitation or until such time they are found fit for duty or processed through the Disability Evaluation System (DES).

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	46	18,491	844	15	19,027	285
Enlisted	197	18,491	3,639	116	19,027	2,209
Total	242		4,482	131		2,494

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Officer	15	19,655	295
Enlisted	112	19,655	2,193
Total	127		2,488

**Incentive Program:** Funds requested provide for payment of two types of Selective Reserve Incentives: Health Profession Incentives and Selected Reserve Incentives. Each category's requirements are summarized below:

**Health Professions Incentives:** Funds requested support the Specialized Training Assistance Program (STRAP) stipend, Health Professions Loan Repayment Program (HPLRP), and Health Professions Medical Recruiting Bonuses. These incentives are offered to attract and retain medical professionals in critical demand, and are summarized as follows:

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Special Training Assistance Program	235	16,391	3,852	1,078	9,519	10,259
Loan Repayment Program	683	15,834	10,810	610	15,834	9,660
Medical Recruiting Bonus	711	8,806	6,261	1,489	8,333	12,407
Total	1,629	12,846	20,923	3,177	10,176	32,326

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Special Training Assistance Program	1,081	9,519	10,293
Loan Repayment Program	610	15,834	9,660
Medical Recruiting Bonus	1,489	8,333	12,407
Total	3,180	10,175	32,360

**Selected Reserve Incentives:** Funds requested provide initial and anniversary payments for AGR Reenlistment, AGR Critical Skill Assignment Retention, Critical Skill Assignment Retention, Referral, MOS Conversion, Officer Accession, College First, Enlistment, Affiliation, Prior Service, and Reenlistment Bonuses and the Student Loan Repayment Program for selected members of the Selected Reserve (SELRES). Incentives are as follows:

	<u>Strength</u>	<u>2007 Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>2008 Rate</u>	<u>Amount</u>
<b>Initial</b>						
AGR Reenlistment Bonus	464	15,991	7,420	280	10,000	2,800
College First Program	8	1,250	10	0	0	0
Non-Prior Serv. Enl. Bonus	9,836	5,814	57,186	5,983	10,200	61,023
Officer Affiliation Bonus	420	10,000	4,200	240	10,000	2,400
Enlisted Affiliation Bonus	1,171	9,236	10,815	1,813	10,200	18,491
Prior Service Bonus	1,334	8,364	11,158	1,049	7,500	7,871
Reenlistment Bonus	8,548	13,971	119,426	5,944	12,200	72,513
Student Loan Repayment Program	8,300	1,024	8,500	9,700	1,016	9,855
Army Advantage Fund	0	0	0	0	0	0
AGR Critical Skill Retention	24	46,333	1,112	45	37,000	1,668
Critical Skill Assign. Retention	0	0	0	200	10,000	2,000
Recruitment Referral Bonus	1,163	1,538	1,789	1,500	2,000	3,000
MOS Conversion Bonus	2	2,000	4	20	2,000	40
Officer Accession Bonus	160	10,000	1,600	240	10,000	2,400
Subtotal	31,430		223,220	27,014		184,061
<b>Anniversary</b>						
AGR Reenlistment Bonus	2	10,000	20	120	10,000	1,200
Non-Prior Serv. Enl. Bonus	8,381	1,713	14,354	7,640	3,450	26,358
Enlisted Affiliation Bonus	176	1,705	300	1,287	1,250	1,609
Prior Service Bonus	2,809	1,986	5,580	2,832	3,400	9,629
Reenlistment Bonus	6,726	2,947	19,819	2,932	3,750	10,995
Critical Skill Assign. Retention	0	0	0	0	0	0
Subtotal	18,094		40,074	14,811		49,791
Selective Reserve Incentives Total	49,524		263,294	41,825		233,852
Grand Total Incentives	51,153		284,217	45,001		266,178

	<u>Strength</u>	2009 <u>Rate</u>	<u>Amount</u>
Initial			
AGR Reenlistment Bonus	1,700	10,000	17,000
College First Program	0	0	0
Non-Prior Serv. Enl. Bonus	5,153	10,200	52,556
Officer Affiliation Bonus	240	10,000	2,400
Enlisted Affiliation Bonus	1,305	10,200	13,313
Prior Service Bonus	1,415	7,500	10,614
Reenlistment Bonus	9,172	12,200	111,904
Student Loan Repayment Program	9,700	1,016	9,855
Army Advantage Fund	0	0	0
AGR Critical Skill Retention	27	37,000	1,000
Critical Skill Assign. Retention	4,700	10,000	47,000
Recruitment Referral Bonus	1,500	2,000	3,000
MOS Conversion Bonus	50	2,000	100
Officer Accession Bonus	240	10,000	2,400
Subtotal	35,202		271,142
Anniversary			
AGR Reenlistment Bonus	100	10,000	1,000
Non-Prior Serv. Enl. Bonus	10,544	3,450	36,377
Enlisted Affiliation Bonus	2,310	1,250	2,888
Prior Service Bonus	1,765	3,400	6,001
Reenlistment Bonus	984	3,750	3,690
Critical Skill Assign. Retention	0	0	0
Subtotal	15,703		49,955
Selective Reserve Incentives Total	50,905		321,097
Grand Total Incentives	54,085		353,457

**BUDGET ACTIVITY S: EDUCATION BENEFITS**

<u>2007</u>	<u>2008</u>	<u>2009</u>
96,313	138,351	92,039

**Part 1 - PURPOSE AND SCOPE**

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. The program is governed by Title 10 United States Code, Chapter 1606 and Chapter 1607. All individuals enlisting, reenlisting, or extending for not less than six years in the Selected Reserve after July 1, 1985, except those who have received a commission from a Service Academy or completed an ROTC scholarship program, are eligible to receive Chapter 1606 educational assistance benefits. The FY05 National Defense Authorization Act (NDAA05) added a new benefit for RC members who serve in a mobilized status, retroactive to September 11, 2001. This Reserve Education Assistance Program (REAP) mobilization benefit is defined in Chapter 1607, and pays a variable percentage of the Active Component MGIB benefit, based on length of mobilization. Individuals must also meet initial training and high school diploma or equivalency requirements and maintain satisfactory participation in the Selected Reserves (SELRES). Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset by an estimate of interest earned on investments of the Education Benefits Fund. Postgraduate level education is now made available to those service members who have earned an undergraduate degree. The program provides funds applicable to one of four levels of educational pursuit. These levels are \$309.00 per month for each month of full-time educational pursuit of a program of education; \$231.00 per month for each month of three quarter-time pursuit of a program of education; \$153.00 per month for each month of half-time pursuit of a program of education. The mobilization benefit provides 40% of the AC benefit for Soldiers mobilized for 90 days to 1 year; 60% of the AC benefit for Soldiers mobilized between 1 year to 2 years; and 80% of the AC benefit for Soldiers mobilized more than two years. The Chapter 1606 or 1607 benefit does not require the Soldier to contribute to the fund. Additionally, Soldiers in selected critical skills or high priority units are eligible for the Chapter 1606 MGIB-SR Educational Assistance Allowance Increase or "MGIB-SR Kicker" of up to \$350.00 per month.

**SCHEDULE OF INCREASES AND DECREASES  
EDUCATION BENEFITS  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program			138,351
Increases:			
Pricing Increases:			
Total Pricing Increases:		0	
Program Increases:			
Total Program Increases:		0	
Total Increases:			0
Decreases:			
Pricing Decreases:			
Education Benefits	(32,634)		
Total Pricing Decreases		(32,634)	
Program Decreases:			
Education Benefits	(13,678)		
Total Program Decreases:		(13,678)	
Total Decreases:			(46,312)
FY 2009 Direct Program			92,039

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

The following table displays the actuarially based estimates and the number expected to meet the initial eligibility requirement of an enlistment, reenlistment, or extension for six years:

	<u>Strength</u>	2007 <u>Rate</u>	<u>Amount</u>	<u>Strength</u>	2008 <u>Rate</u>	<u>Amount</u>
Officer	94	1,003	94	165	1,870	309
Enlisted	<u>15,167</u>	1,003	<u>15,213</u>	<u>13,999</u>	1,870	<u>26,179</u>
Subtotal	15,261		15,307	14,164		26,488
\$100 Kicker	7,010	784	5,496	4,622	762	3,522
\$200 Kicker	306	1,656	507	3,423	1,679	5,747
\$350 Kicker	<u>3,875</u>	4,633	<u>17,953</u>	<u>2,345</u>	4,211	<u>9,875</u>
Subtotal Kicker	11,191		23,955	10,390		19,144
Chapter 1607						
Enhanced Educ. Asst.						
Normal Costs Enhanced Benefit						
Less than 90 Days	3,146	1,318	4,147	237	1,708	405
91days to 2 Yrs.	7,100	2,593	18,410	16,272	3,357	54,624
Greater than 2 Yrs.	<u>146</u>	3,897	<u>569</u>	<u>47</u>	5,036	<u>237</u>
Subtotal	10,392		23,126	16,556		55,266
Amortization - Ch. 1607	1	33,925,066	33,925	1	37,454,000	37,454
Total Chapter 1607			57,051			92,719
Grand Total			96,313			138,351

	<u>Strength</u>	2009 <u>Rate</u>	<u>Amount</u>
Officer	165	1,526	252
Enlisted	<u>12,278</u>	1,526	<u>18,736</u>
Subtotal	<u>12,443</u>		<u>18,988</u>
\$100 Kicker	4,793	750	3,594
\$200 Kicker	406	1,470	597
\$350 Kicker	<u>4,250</u>	2,347	<u>9,975</u>
Subtotal Kicker	<u>9,449</u>		<u>14,166</u>
Chapter 1607			
Enhanced Educ. Asst.			
Normal costs Enhanced Benefit			
Less than 90 Days	202	2,221	449
91days to 2 Yrs.	<u>12,639</u>	3,185	<u>40,255</u>
Greater than 2 Yrs.	38	3,778	145
Subtotal	<u>12,879</u>		<u>44,849</u>
Amortization - Ch. 1607	1	18,036,000	18,036
Total Chapter 1607			58,885
Total			92,039

NOTE: \*Per capita cost rates for the Basic Benefit and Critical Skill/Critical Unit Benefit will be provided annually subsequent to approval of the DoD Education Benefits Board of Actuaries.

**BUDGET ACTIVITY M: HEALTH PROFESSIONS SCHOLARSHIP PROGRAM**

<u>2007</u>	<u>2008</u>	<u>2009</u>
30,525	34,245	35,321

**Part 1 - PURPOSE AND SCOPE**

This budget program provides funds for officers to participate in the Armed Forces Health Professions Scholarship and Financial Assistance Programs (HPSP & FAP) in accordance with Title 10 United States Code, chapter 105, sections 2120 through 2127. This program is the Army's primary source of physicians and dentists. The objective of this program is to provide, in conjunction with other health professional officer acquisition programs, a sufficient number of trained personnel to support the Army Medical Department in its health care mission. HPSP members pursuing a course of study shall serve on active duty in pay grade 01 with full pay and allowance of that grade for a period of 45 days during each year of participation. FAP members pursuing specialized training shall serve on active duty in a pay grade commensurate with their education level with full pay and allowances of that grade for a period of 14 days during each year of participation in the program. They are detailed as students at accredited civilian institutions located in the United States or Puerto Rico, for the purpose of acquiring knowledge or training in a designated health profession. In addition, members of the program, under regulation prescribed by the Secretary of Defense, receive military and professional training and instruction. Except when serving on active duty, a member of the program is entitled to a monthly stipend at a rate established annually by the Secretary of Defense. Participants incur a 2 year minimum / four year maximum service obligation in the active component with the remaining service in the Individual Ready Reserve.

The National Defense Authorization Act for FY 1990-1991, 19 Nov 1989 (P.L. 101-189) modified the HPSP by adding the Financial Assistance Program (FAP). FAP provides financial assistance to physicians and dentist in specialized training. Specialties will vary depending on Army requirements.

Nurse Candidate Bonus Program: A Congressionally directed bonus program to target nurse candidates in the junior and senior year of Bachelors of Nursing (BSN) program for accession contracting for four to five years of active duty, and a total of eight years military service. The incentive program pays a \$5,000 per year bonus, plus a \$1000 a month stipend per month of full time schooling.

**SCHEDULE OF INCREASES AND DECREASES  
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program			34,245
Increases:			
Pricing Increases:			
Basic Pay	217		
Basic Allowance for Housing	89		
Basic Allowance for Subsistence	13		
FICA	17		
Travel Pay	59		
Stipend	647		
Total Pricing Increases:		1,041	
Program Increases:			
Travel Pay	230		
Initial Clothing Other	1		
Total Program Increases:		230	
Total Increases:			1,272
Decreases:			
Pricing Decreases:			
Total Pricing Decreases		0	
Program Decreases:			
Basic Pay	(137)		
Basic Allowance for Housing	(40)		
Basic Allowance for Subsistence	(8)		
FICA	(10)		
Total Program Decreases:		(196)	
Total Decreases:			(196)
FY 2009 Direct Program			35,321

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Stipend:** The funds requested provide for an annual stipend to actual participants in the program. Stipend amount is computed at the rate authorized under paragraph (1)(b) of section 751(g) of the Public Health Services Act (42 U.S.C. 294(g)) for students in the National Health Service Corps Program.

	<u>Strength</u>	2007 <u>Rate</u>	<u>Amount</u>	<u>Strength</u>	2008 <u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,261	14,592	18,400	1,490	14,145	21,075
Financial Assistance Program	7	16,036	112	5	16,467	82
Total	1,268		18,512	1,495		21,158

	<u>Strength</u>	2009 <u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,490	14,577	21,720
Financial Assistance Program	5	16,975	85
Total	1,495		21,805

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

	<u>Strength</u>	2007 <u>Rate</u>	<u>Amount</u>	<u>Strength</u>	2008 <u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	477	400	191	477	400	191

	<u>Strength</u>	2009 <u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	479	400	192

**Pay and Allowances, Active Duty for Training:** The funds provide active duty for training for a period of 45 days annually for HPSP and 14 days for FAP participants. The dollar rate is an annual rate which includes Basic Pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence and FICA.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,254	6,606	8,284	1,243	7,498	9,320
Financial Assistance Program	7	2,764	19	5	2,850	14
Total	1,261		8,303	1,248		9,335

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,340	7,060	9,463
Financial Assistance Program	4	2,950	12
Total	1,344		9,475

**Travel, Active Duty for Training:** These funds provide for transportation and per diem of actual participants attending active duty for training at medical care facilities.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,254	2,268	2,844	1,243	2,322	2,887

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Professions Scholarship Program	1,340	2,369	3,175

**Completed Program Graduates:**

2007	2008	2009
431	343	426

**Nurse Candidate Bonus Program:** Funds requested support the Nurse Candidate Bonus Program. These incentives are offered to attract and retain medical professionals in critical demand, and are summarized as follows:

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Prof.-Nurse Candidate Bonus	45	5,000	225	45	5,000	225
Health Prof.-Nurse Candidate Stipend	45	10,000	450	45	10,000	450
Total	90	7,500	675	90	7,500	675

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Health Prof.-Nurse Candidate Bonus	45	5,000	225
Health Prof.-Nurse Candidate Stipend	45	10,000	450
Total	90	7,500	675

**BUDGET ACTIVITY N: BRANCH OFFICER LEADERSHIP COURSE**

<u>2007</u>	<u>2008</u>	<u>2009</u>
51,216	50,229	48,755

**Part 1 - PURPOSE AND SCOPE**

This budget program provides funds for Reserve Component (both Army Reserve and Army National Guard) ROTC graduates designated for Reserve Forces Duty (RFD) and AR Officers Commissioned through Officer Candidate Course and Direct Commissioned to attend full-length, resident Branch Officer Leadership Courses (BOLC). Basic branch officers first attend a six-week combat-oriented course (BOLC II) followed by a ten-week branch-specific course (BOLC III). Program also provides funds for newly commissioned Army Medical Corps (AMEDD) and Judge Advocate General (JAG) officers to attend their Branch Officer Basic Course (BOBC). It includes pay and allowances, travel and per diem, retired pay accrual costs, and uniform allowance for officers.

Title 50 U.S.C. Section 456, 1987, requires that commissioned ROTC graduates not required to serve on active duty with the Army, attend active duty for training for a period of not more than six months and serve in the Reserve components until the eighth anniversary of commissioning. Successful completion of a BOLC or BOBC qualifies officers for mobilization deployment.

**SCHEDULE OF INCREASES AND DECREASES  
 BRANCH OFFICER LEADERSHIP COURSE  
 (DOLLARS IN THOUSANDS)**

FY 2008 Direct Program		50,229
Increases:		
Pricing Increases:		
Basic Pay	903	
Basic Allowance for Housing	257	
Basic Allowance for Subsistence	46	
Retirement Pay	172	
FICA	69	
Travel Pay	123	
Total Pricing Increases:		1,570
Program Increases:		
Total Program Increases:		0
Total Increases:		1,570
Decreases:		
Pricing Decreases:		
Total Pricing Decreases		0
Program Decreases:		
Basic Pay	(1,691)	
Basic Allowance for Housing	(345)	
Basic Allowance for Subsistence	(88)	
Retirement Pay	(323)	
FICA	(129)	
Travel Pay	(363)	
Initial Clothing Other	(105)	
Total Program Decreases:		(3,044)
Total Decreases:		(3,044)
FY 2009 Direct Program		48,755

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances:** The funds requested provide for Basic Pay and allowances, retired pay accrual, and FICA payments for officers attending BOLC/BOBC.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,987	20,122	39,973	1,867	20,964	39,140
AMEDD Officers Basic Course	586	4,986	2,922	586	5,194	3,044
JAG Officer's Basic Course	40	8,054	322	40	8,391	336
TOTAL	2,613		43,217	2,493		42,520

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,764	21,693	38,256
AMEDD Officers Basic Course	508	5,375	2,730
JAG Officer's Basic Course	47	8,683	404
TOTAL	2,318		41,391

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

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,987	600	1,192	1,867	600	1,120
AMEDD Officers Basic Course	586	600	352	586	600	352
JAG Officer's Basic Course	40	600	24	40	600	24
TOTAL	2,613		1,568	2,493		1,496

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,764	600	1,058
AMEDD Officers Basic Course	508	600	305
JAG Officer's Basic Course	47	600	28
TOTAL	2,318		1,391

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

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,987	3,005	5,969	1,867	3,075	5,741
AMEDD Officers Basic Course	586	710	416	586	727	426
JAG Officer's Basic Course	40	1,146	46	40	1,170	47
TOTAL	2,613		6,431	2,493		6,214

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Branch Officer's Leadership Course	1,764	3,142	5,541
AMEDD Officers Basic Course	508	742	377
JAG Officer's Basic Course	47	1,197	56
TOTAL	2,318		5,973

**BUDGET ACTIVITY P: CHAPLAIN CANDIDATE PROGRAM**

<u>2007</u>	<u>2008</u>	<u>2009</u>
4,567	4,793	8,283

**Part 1 - PURPOSE AND SCOPE**

This budget program provides funds for officers to participate in the Chaplain Candidate Program. The objective of this program is to provide, in conjunction with other chaplain procurement programs, a sufficient number of trained personnel to support the Army Chaplaincy in its pastoral care and religious ministry mission. Members must be either full-time seminary students, or seminary graduates waiting ecclesiastical endorsement and/or ordination. Members receive military and professional training and instruction in accordance with appropriate regulations during participation in the program. Upon completion of the program, when duly ordained and endorsed by their respective denominational agency, participants are qualified as Army Chaplains and are assigned to either the Active or Reserve Component.

Chaplain Officer Basic Course (CHOBC): Training is required in order to qualify officers commissioned as Chaplain Candidates (staff specialists) for future service as US Army Chaplains in either the Active or Reserve Component. This budget program funds COBC attendance of Chaplain Candidates commissioned in the Army Reserve. Costs include pay and allowances, uniform allowances, and travel.

Chaplain Active Duty for Training Practicum (CADT): Members of this program serve on active duty in the pay grades of O-1 or O-2 with full pay and allowances at those grades for a period of 42 days during each year of participation in the program, not to exceed a total of 135 days. Costs include pay and allowances, and travel and per diem.

**SCHEDULE OF INCREASES AND DECREASES  
CHAPLAIN CANDIDATE PROGRAM  
(DOLLARS IN THOUSANDS)**

FY 2008 Direct Program		4,793
Increases:		
Pricing Increases:		
Basic Pay	78	
Basic Allowance for Housing	18	
Basic Allowance for Subsistence	4	
Retirement Pay	15	
FICA	6	
Travel Pay	26	
Total Pricing Increases:		147
Program Increases:		
Basic Pay	1,601	
Basic Allowance for Housing	266	
Basic Allowance for Subsistence	73	
Other Pay	1	
Retirement Pay	306	
FICA	122	
Travel Pay	892	
Initial Clothing Other	81	
Total Program Increases:		3,343
Total Increases:		3,490
Decreases:		
Pricing Decreases:		
Total Pricing Decreases		0
Program Decreases:		
Total Program Decreases:		0
Total Decreases:		0
FY 2009 Direct Program		8,283

**Part 2 - JUSTIFICATION OF FUNDS REQUESTED**

**Pay and Allowances, Active Duty for Training:** The funds requested provide pay and allowances for officers on active duty for training for a period of 42 days annually. The dollar rate is an annual rate which includes Basic Pay, retired pay accrual, basic allowance for housing, basic allowance for subsistence and FICA.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	205	9,450	1,934	202	10,916	2,205
Chaplain Active Duty for Training	178	6,783	1,205	167	7,066	1,182
Total	382		3,140	369		3,387

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	338	11,292	3,814
Chaplain Active Duty for Training	282	7,310	2,064
Total	620		5,877

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

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	205	600	123	202	600	121

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	338	600	203

**Travel, Active Duty for Training:** These funds provide for transportation and per diem of officers attending active duty for training at military installations.

	2007			2008		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	205	3,230	661	202	3,293	665
Chaplain Active Duty for Training	178	3,620	643	167	3,707	620
Total	382		1,304	369		1,285

	2009		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Chaplain Officer Basic Course	338	3,362	1,136
Chaplain Active Duty for Training	282	3,781	1,067
Total	620		2,203

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

**SECTION 5 - REIMBURSABLE PROGRAM  
(DOLLARS IN THOUSANDS)**

	<u>2007 (Actual)</u>	<u>2008 (Est)</u>	<u>2009 (Est)</u>
Officer			
Basic Pay	12,818	18,849	18,849
Other Pay and Allowances	1,547	2,285	2,285
Travel	2,265	3,373	3,373
Total	16,629	24,507	24,507
Enlisted			
Basic Pay	3,143	4,622	4,622
Other Pay and Allowances	379	560	560
Travel	555	827	827
Total	4,078	6,010	6,010
Officer & Enlisted			
Retired Pay Accrual	2,793	4,483	4,483
Total Program	23,500	35,000	35,000

**PB-30R REIMBURSABLE PROGRAM**

**RESERVE PERSONNEL, ARMY  
AGR REENLISTMENT BONUS  
(DOLLARS IN MILLIONS)**

	FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	464	7.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	120	1.2	50	0.5	0	0.0	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	280	2.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	50	0.5	50	0.5	0	0.0	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	1,700	17.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	115	1.2	50	0.5	0	0.0	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	135	1.4	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	25	0.3	0	0.0	0	0.0
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	225	2.3	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	83	0.8	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	217	2.2	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	68	0.7
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	257	2.6
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL														
Initial Payments	464	7.4	280	2.8	1,700	17.0	135	1.4	225	2.3	217	2.2	257	2.6
Anniversary Payments	2	0.0	120	1.2	100	1.0	165	1.7	75	0.8	83	0.8	68	0.7
Total		7.4		4.0		18.0		3.0		3.0		3.0		3.3

NOTE:

Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**PB-30V INCENTIVE BONUS PAYMENT STREAM**

**RESERVE PERSONNEL, ARMY  
REENLISTMENT BONUS  
(DOLLARS IN MILLIONS)**

	FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	6,726	19.8	2,632	9.9	684	2.6	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	8,548	119.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	300	1.1	0	0.0	250	0.9	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	5,944	72.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	300	1.1	0	0.0	250	0.9	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	9,172	111.9	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	1,885	7.1	0	0.0	800	3.0	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	4,645	56.7	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	1,685	6.3	0	0.0	500	1.9
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	4,931	60.2	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	855	3.2	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5,263	64.2	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	644	2.4
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5,926	72.3
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL														
Initial Payments	8,548	119.4	5,944	72.5	9,172	111.9	4,645	56.7	4,931	60.2	5,263	64.2	5,926	72.3
Anniversary Payments	6,726	19.8	2,932	11.0	984	3.7	2,135	8.0	1,935	7.3	1,655	6.2	1,144	4.3
Total		139.2		83.5		115.6		64.7		67.4		70.4		76.6

NOTE:

Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**PB-30V INCENTIVE BONUS PAYMENT STREAM**

**RESERVE PERSONNEL, ARMY  
PRIOR SVC ENLISTMENT BONUS  
(DOLLARS IN MILLIONS)**

	FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	2,809	5.6	1,832	6.2	865	2.9	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	1,334	11.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	1,000	3.4	0	0.0	900	3.1	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	1,049	7.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	900	3.1	0	0.0	800	2.7	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	1,415	10.6	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	1,055	3.6	0	0.0	700	2.4	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	1,220	9.1	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	1,134	3.9	0	0.0	900	3.1
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	1,124	8.4	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	543	1.8	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,337	10.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	755	2.6
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,055	7.9
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL														
Initial Payments	1,334	11.2	1,049	7.9	1,415	10.6	1,220	9.1	1,124	8.4	1,337	10.0	1,055	7.9
Anniversary Payments	2,809	5.6	2,832	9.6	1,765	6.0	1,955	6.6	1,934	6.6	1,243	4.2	1,655	5.6
Total		16.7		17.5		16.6		15.8		15.0		14.3		13.5

NOTE:

Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**PB-30V INCENTIVE BONUS PAYMENT STREAM**

**RESERVE PERSONNEL, ARMY  
NON-PRIOR SVC ENLISTMENT BONUS  
(DOLLARS IN MILLIONS)**

	FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	8,381	14.4	140	0.5	5,544	19.1	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	9,836	57.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	7,500	25.9	0	0.0	6,000	20.7	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	5,983	61.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	5,000	17.3	0	0.0	4,000	13.8	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	5,153	52.6	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	3,834	13.2	0	0.0	3,000	10.4	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	4,534	46.3	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	2,544	8.8	0	0.0	1,500	5.2
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	5,653	57.7	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3,559	12.3	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5,073	51.7	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	845	2.9
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7,344	74.9
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL														
Initial Payments	9,836	57.2	5,983	61.0	5,153	52.6	4,534	46.3	5,653	57.7	5,073	51.7	7,344	74.9
Anniversary Payments	8,381	14.4	7,640	26.4	10,544	36.4	9,834	33.9	6,544	22.6	6,559	22.6	2,345	8.1
Total		71.5		87.4		88.9		80.2		80.2		74.4		83.0

NOTE:

Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**PB-30V INCENTIVE BONUS PAYMENT STREAM**

**RESERVE PERSONNEL, ARMY**  
**CRITICAL SKILL ASSIGNMENT RETENTION BONUS**  
(DOLLARS IN MILLIONS)

	FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	200	2.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	4,700	47.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	200	2.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	200	2.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	200	2.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	200	2.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL														
Initial Payments	0	0.0	200	2.0	4,700	47.0	200	2.0	200	2.0	200	2.0	200	2.0
Anniversary Payments	0	<u>0.0</u>												
Total		0.0		2.0		47.0		2.0		2.0		2.0		2.0

NOTE:

Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**PB-30V INCENTIVE BONUS PAYMENT STREAM**

**RESERVE PERSONNEL, ARMY  
ENLISTED AFFILIATION BONUS  
(DOLLARS IN MILLIONS)**

	FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013	
	<u>Number</u>	<u>Amount</u>												
Prior Obligations	176	0.3	600	0.8	900	1.1	0	0.0	0	0.0	0	0.0	0	0.0
Accelerated Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Prior Year														
Initial Payments	1,171	10.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	687	0.9	0	0.0	450	0.6	0	0.0	0	0.0	0	0.0
Current Year														
Initial Payments	0	0.0	1,813	18.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	1,410	1.8	0	0.0	1,200	1.5	0	0.0	0	0.0
Biennial Budget Year 1														
Initial Payments	0	0.0	0	0.0	1,305	13.3	0	0.0	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	1,006	1.3	0	0.0	740	0.9	0	0.0
Biennial Budget Year 2														
Initial Payments	0	0.0	0	0.0	0	0.0	1,117	11.4	0	0.0	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	455	0.6	0	0.0	300	0.4
Biennial Budget Year 3														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	678	6.9	0	0.0	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	126	0.2	0	0.0
Biennial Budget Year 4														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,256	12.8	0	0.0
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	572	0.7
Biennial Budget Year 5														
Initial Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,187	12.1
Anniversary Payments	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL														
Initial Payments	1,171	10.8	1,813	18.5	1,305	13.3	1,117	11.4	678	6.9	1,256	12.8	1,187	12.1
Anniversary Payments	176	0.3	1,287	1.6	2,310	2.9	1,456	1.8	1,655	2.1	866	1.1	872	1.1
Total		11.1		20.1		16.2		13.2		9.0		13.9		13.2

NOTE:

Prior obligations are only anniversary payments associated with contracts entered into during preceding years.

**FULL TIME SUPPORT  
2007**

Assignment	AGR Officer	AGR Enlisted	AGR Total	Military Technicians	AC Military	Civilians	Total
<b>Individuals</b>							
Pay/Personnel Centers	197	125	322	0	0	0	322
Recruiting/Retention	150	2,167	2,317	0	0	0	2,317
Subtotal	347	2,292	2,639	0	0	0	2,639
<b>Units</b>							
Units	1,339	7,106	8,445	6,281	7	92	14,825
RC Unique Mgmt HQS	1,008	1,137	2,145	595	7	602	3,349
Maint Act (Non-unit)	0	0		0	0	142	142
Subtotal	2,347	8,243	10,590	6,876	14	836	18,316
<b>Training</b>							
RC Non-unit Institutions	16	121	137	0	0	70	207
RC Schools	101	175	276	0	0	50	326
ROTC	100	1	101	0	0	0	101
Subtotal	217	297	514	0	0	120	634
<b>Headquarters</b>							
Service HQ	91	9	100	0	0	0	100
AC HQ	0	0	0	0	56	0	56
AC Instal/Activities	644	363	1,007	0	7	13	1,027
RC Chiefs	61	13	74	0	16	43	133
Others	443	221	664	250	0	0	914
Subtotal	1,239	606	1,845	250	79	56	2,230
Others	15	0	15	0	0	0	15
<b>Total</b>	<b>4,165</b>	<b>11,438</b>	<b>15,603</b>	<b>7,126</b>	<b>93</b>	<b>1,012</b>	<b>23,834</b>

**PB-30W FULL-TIME SUPPORT PERSONNEL**

**FULL TIME SUPPORT  
2008**

Assignment	AGR Officer	AGR Enlisted	AGR Total	Military Technicians	Military	Civilians	Total
<b>Individuals</b>							
Pay/Personnel Centers	190	125	315	0	0	0	315
Recruiting/Retention	150	2,167	2,317	0	0	0	2,317
Subtotal	340	2,292	2,632	0	0	0	2,632
<b>Units</b>							
Units	1,417	7,317	8,734	8,099	28	92	16,953
RC Unique Mgmt HQS	1,008	1,137	2,145	495	7	913	3,560
Maint Act (Non-unit)	0	0	0	0	0	142	142
Subtotal	2,425	8,454	10,879	8,594	35	1,147	20,655
<b>Training</b>							
RC Non-unit Institutions	16	121	137	0	0	90	227
RC Schools	101	175	276	0	0	50	326
ROTC	100	1	101	0	0	0	101
Subtotal	217	297	514	0	0	140	654
<b>Headquarters</b>							
Service HQ	91	9	100	0	0	0	100
AC HQ	0	0	0	0	6	0	6
AC Instal/Activities	644	363	1,007	0	7	13	1,027
RC Chiefs	61	13	74	0	18	46	138
Others	443	221	664	250	0	0	914
Subtotal	1,239	606	1,845	250	31	59	2,185
Others	-	0	-	0	0	0	-
<b>Total</b>	<b>4,221</b>	<b>11,649</b>	<b>15,870</b>	<b>8,844</b>	<b>66</b>	<b>1,346</b>	<b>26,126</b>

**PB-30W FULL-TIME SUPPORT PERSONNEL**

**FULL TIME SUPPORT  
2009**

Assignment	AGR Officer	AGR Enlisted	AGR Total	Military Technicians	Military	Civilians	Total
<b>Individuals</b>							
Pay/Personnel Centers	190	125	315	0	0	0	315
Recruiting/Retention	150	2,167	2,317	0	0	0	2,317
Subtotal	340	2,292	2,632	0	0	0	2,632
<b>Units</b>							
Units	1,497	7,537	9,034	8,449	28	92	17,603
RC Unique Mgmt HQS	1,008	1,137	2,145	395	7	909	3,456
Maint Act (Non-unit)	0	0	0	0	0	142	142
Subtotal	2,505	8,674	11,179	8,844	35	1,143	21,201
<b>Training</b>							
RC Non-unit Institutions	16	121	137	0	0	90	227
RC Schools	101	175	276	0	0	50	326
ROTC	100	1	101	0	0	0	101
Subtotal	217	297	514	0	0	140	654
<b>Headquarters</b>							
Service HQ	91	9	100	0	0	0	100
AC HQ	0	0	0	0	6	0	6
AC Instal/Activities	644	363	1,007	0	7	13	1,027
RC Chiefs	61	13	74	0	18	46	138
Others	443	221	664	146	0	0	810
Subtotal	1,239	606	1,845	146	31	59	2,081
Others	-	0	-	0	0	0	-
<b>Total</b>	<b>4,301</b>	<b>11,869</b>	<b>16,170</b>	<b>8,990</b>	<b>66</b>	<b>1,342</b>	<b>26,568</b>

**PB-30W FULL-TIME SUPPORT PERSONNEL**