VOLUME 2A, CHAPTER 2: "MILITARY PERSONNEL APPROPRIATIONS"

SUMMARY OF MAJOR CHANGES

Changes are identified in this table and also denoted by blue font.

Substantive revisions are denoted by an * symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by *bold, italic, blue and underlined font*.

The previous version dated September 2014 is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
2.4, 3.3, 6.2, & 6.3 (020204, 020303, 020602 & 020603)	The following back-up exhibits are eliminated or replaced: MP-2, Part 1 Dependents, Housing and BAH Estimates; MP-7, Aviation Retention Bonus; MP-14, Selected Officer Occupation Specialties; MPR-1, IADT Program and Prior Service Enlistments; and MPR-9, Selected Officer Occupation Specialties	Deletion
2.2 through 6.3 (020202 through 020603)	Narrative and exhibit updates due to Blended Retirement System	Revision

Table of Contents

VOLUME 2A, Chapter 2: "MILITARY PERSONNEL APPROPRIATIONS".....1
1.0 GENERAL (0201) 5
1.1 Purpose (020101) 5
2.0 ACTIVE MILITARY PERSONNEL AND MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION APPROPRIATIONS (0202) 6
2.1. General (020201).....6
*2.2 Uniform Budget and Fiscal Accounting Classification (020202).....6
*2.3 Budget Presentation Structure Requirements (020203).....21
*2.4 Program and Budget Review Submission (020204).....28
2.5 Congressional Justification/Presentation (020205).....32
3.0 RESERVE MILITARY PERSONNEL AND MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION APPROPRIATIONS (0203) 32
3.1 General (020301).....32
*3.2 Uniform Budget and Fiscal Accounting Classification (020302).....32
*3.3 Program and Budget Review Submission (020303).....45
3.4 Congressional Justification/Presentation (020304).....47
4.0 DoD MILITARY PERSONNEL RETIREMENT REQUIREMENTS (0204) 48
4.1 Uniform Budget and Fiscal Accounting Classifications (020401) 48
5.0 DoD MILITARY PERSONNEL - CIVIL FUNCTIONS (0205) 51
5.1 Purpose (020501) 51
5.2 Military Retirement Fund/Education Benefits Fund/Retiree Health Care Fund (020502) 51
6.0 BASELINE MILITARY PERSONNEL APPROPRIATION SUBMISSION FORMATS (0206) 51
6.1 Purpose (020601) 51
*6.2 Exhibits in Support of Section 2.0 – Active Military Personnel Appropriations (020602) 52
*6.3 Exhibits in Support of Section 3.0 – Reserve Military Personnel Appropriations (020603) 53
Exhibit PB-30A Summary of Requirements by Budget Program (Active).....54
Exhibit PB-30B Summary of Military Personnel Strength (Active) 56
Exhibit PB-30C Military Personnel End Strength by Grade (Active).....58

Table of Contents (Continued)

Exhibit PB-30D Military Personnel Average Strength by Grade (Active).....59
Exhibit PB-30E Active Duty Strengths by Month (Active) 60
Exhibit PB-30F Gains and Losses by Source and Type (Active).....61
*Exhibit PB-30J Summary of Entitlements by Subactivity (Active) 63
*Exhibit PB-30K Analysis of Appropriation Changes and Supplemental Requirements (Active)…..……68
Exhibit PB-30O Schedule of Increases and Decreases Summary (Active & Reserve).....72
Exhibit PB-30P Schedule of Increases and Decreases (Active & Reserve) 73
Exhibit PB-30Q Military Personnel Assigned Outside DoD (End Strength) (Active).....74
Exhibit PB-30R Reimbursable Program (Active & Reserve).....76
Exhibit PB-30S Reserve Officer Candidates (ROTC) Enrollment (Active) 77
Exhibit PB-30T Reserve Officer Candidates (ROTC) Program (Active) 78
Exhibit PB-30V Incentive/Bonus Payment Stream (Active & Reserve).....79
Exhibit PB-30X Subactivity Detailed Justification (Active) 81
Exhibit PB-30Y Performance Measures and Evaluation Summary 82
Exhibit PB-30Z Monthly End Strengths by Pay Grade (Active).....84
Exhibit MP-2 Basic Allowance for Housing Costs Summary.....85
Exhibit MP-3 Summary of Outyear Data 88
Exhibit MP-4 Military Personnel by Region and Country (End Strength).....89
Exhibit MP-6 Education Benefits 95
*Exhibit MP-9 Summary of Basic Pay and Retired Pay Accrual Costs.....97
Exhibit MP-11 Gains Phased by Month 99
*Exhibit MP-12 Pay Raise Data 100
Exhibit MP-13 Medicare-Eligible Retiree Health Fund Contributions 101
Exhibit MP-15 Monthly Obligation Phasing Plan.....102
Exhibit MP-16 Recruiting and Retention Data.....103
Exhibit MP-17 Reimbursable Program (Reimbursing Customers) 105
Exhibit PB-30A Summary of Requirements by Budget Program (Reserves) 106
Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength 108
Exhibit PB-30G Summary of Personnel (Reserves).....110
Exhibit PB-30H Reserve On Active Duty - Strength by Grade (Reserves) 111
Exhibit PB-30I Strength by Month (Reserves).....112

Table of Contents (Continued)

*Exhibit PB-30J Summary of Entitlements by Subactivity (Reserves) 113
*Exhibit PB-30K Analysis of Appropriation Changes (Reserves).....119
Exhibit PB-30L Summary of Basic Pay and Retired Pay Accrual Costs (Reserves) 124
Exhibit PB-30M Summary of BAH Costs (Reserves).....126
Exhibit PB-30N Summary of Travel Costs (Reserves) 128
Exhibit PB-30U Summary of BAS AND SIK Costs (Reserves).....130
Exhibit PB-30W Full-Time Support Personnel (Reserves) 132
Exhibit PB-30X Subactivity Detailed Justification (Reserve).....133
Exhibit PB-30Y Performance Measures and Evaluation Summary (Reserves) 134
Exhibit MPR-2 Basic Allowance for Housing Costs Summary 135
Exhibit MPR-3 Summary of Outyear Data.....136
Exhibit MPR-4 Education Benefits (Title 10 USC, Chapter 1606 & 1607).....138
*Exhibit MPR-5 Summary of Basic Pay and Retired Pay Accrual Costs 140
Exhibit MPR-6 Active Reserve/Guard (AGR) Personnel Cost 142
*Exhibit MPR-7 Pay Raise Data.....143
Exhibit MPR-8 Medicare-Eligible Retiree Health Fund Contributions 144
Exhibit MPR-10 Monthly Obligation Phasing Plan 147
Exhibit MPR-11 Recruiting and Retention Data 148
Exhibit MPR-12 Reimbursable Program (Reimbursing Customers).....150
*7.0 OVERSEAS CONTINGENCY OPERATIONS (OCO) MILITARY PERSONNEL APPROPRIATION SUBMISSION FORMATS (0207) 151
7.1 Purpose (020701) 151
7.2 Exhibits in support of Military Personnel OCO Request. (020702) 152
Exhibit OCO-1 – OCO Military Personnel Overview.....153
Exhibit OCO-2 – OCO M-1 Exhibit.....157
Exhibit OCO-3 – OCO Subactivity Detailed Justification 159

CHAPTER 2

MILITARY PERSONNEL APPROPRIATIONS

1.0 GENERAL (0201)

1.1 Purpose (020101)

1.1.1. This Chapter prescribes the justification materials required for the Military Personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations for both the Active and the Reserve Forces to support the program and budget review submission and the presentation of the President's budget submission to the Congress.

1.1.2. The following appropriations and accounts are covered:

1.1.2.1. In Section 2.0: Active Personnel, Army, Navy, Marine Corps, Air Force and Medicare-Eligible Retiree Health Fund Contribution, Army, Navy, Marine Corps, Air Force.

1.1.2.2. In Section 3.0: Reserve Personnel, Army, Navy, Marine Corps, Air Force; National Guard Personnel, Army, Air Force; Medicare-Eligible Retiree Health Fund Contribution, Reserve Personnel, Army, Navy, Marine Corps, Air Force and Medicare-Eligible Retiree Health Fund Contribution, National Guard Personnel, Army, Air Force.

1.1.2.3. In Section 4.0: Military Personnel Retirement Requirements.

1.1.2.4. In Section 5.0: Military Retirement Fund, Education Benefits Fund, and Retiree Health Care Fund.

1.1.3. Fund requirements for the Military Personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations will be presented using the budget and fiscal accounting classifications as set forth below in sections 2.0 and 3.0. Program and Budget estimates will be based upon approved military personnel/strength programs as contained in the exhibits required in this Chapter, and in accordance with such special instructions as may be issued by the Office of the Under Secretary of Defense (P&R) as part of the call for the services' military strength programs.

1.1.4. Budgeting for Inflation. Anticipated inflation will be included in the Program and Budget Review Submission for clothing, subsistence-in-kind, basic allowances for housing and subsistence, the commercial portions of permanent change of station travel, and temporary lodging allowances overseas. The inflation rates to be used will be based upon approved price escalation indices provided as an enclosure to the annual FY 20CY revised and FY 20BY Program and Budget Review Guidance memorandum.

2.0 ACTIVE MILITARY PERSONNEL AND MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION APPROPRIATIONS (0202)

2.1. General (020201)

2.1.1. The purpose of this section is to provide general information applicable to the Active Military Personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations including funding policies, classifications, and definitions unique to these accounts. Generic policies and requirements are addressed in Volume 2A, Chapter 1. The Military Components should consult all of the other chapters for exhibit requirements that are not specifically addressed in this chapter including the Other Special Analysis chapter (See Volume 2A, Chapter 1 and Volume 2B, Chapter 19).

2.1.2. This section provides the budget and fiscal accounting classifications for the military personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations for uniform application by the Military Departments and the Office of the Secretary of Defense, pursuant to the provisions of Title 10, United States Code (U.S.C.), section 115. The objective is to establish the basis for uniform budget presentations and a standard budget and fiscal accounting classification, which shall be used on a uniform basis for the military personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations throughout the Department of Defense in submitting budget estimates and in accounting and reporting on the status of funds for the Military Personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations.

*2.2 Uniform Budget and Fiscal Accounting Classification (020202)

2.2.1. The budget and accounting classification prescribed herein shall be the official classification for use in preparing budget estimates, accounting for budgetary and financial transactions, and in submitting reports on the applicable appropriation accounts. Individual budget activity and subactivity accounts shall be established as required for the accounts listed in paragraph 1.1, above. Variations in the activity and subactivity classification and titles shall not be made, except that additional accounts consistent with this budget and accounting classification may be established in order to meet administration requirements of the various elements of the Military Departments. The scope of each account is described below.

2.2.2. Symbol numbers shall be assigned to each of the budget activities and subactivities listed below in the same manner and the same sequence and will be consistent with the fiscal codes for all appropriations and funds, as published in the respective Military Department fiscal code manuals.

2.2.3. Chart of Accounts - The chart of accounts that follows represents a summary of the accounting and reporting structure under the Active Military Personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations. However, for purposes of presentation of budget estimates, as distinguished from monthly reporting, additional statistical breakdown will be required as shown in paragraph 2.3, below.

CHART OF ACCOUNTS DEFINITIONS/DESCRIPTIONS

Budget Activity (BA) and Budget Subactivity (BSA) [a/]

BA/BSA – Active Military Personnel Appropriations

1 Pay and Allowances of Officers
1-A Basic Pay
1-B Retired Pay Accrual
1-C TSP Matching Contributions
1-D Incentive Pay for Hazardous Duty
1-E Special Pay
1-F Basic Allowance for Housing
1-G Basic Allowance for Subsistence
1-H Station Allowances, Overseas
1-I CONUS COLA
1-J Clothing Allowances
1-K Family Separation Allowances
1-L Separation Payments
1-M Special Compensation for Assistance with Activities of Daily Living - Officer
1-N Social Security Tax - Employer's Contribution

2 Pay and Allowances of Enlisted Personnel
2-A Basic Pay
2-B Retired Pay Accrual
2-C TSP Matching Contributions
2-D Incentive Pay for Hazardous Duty
2-E Special Pay
2-F Special Duty Assignment Pay
2-G Reenlistment Bonus
2-H Enlistment Bonus
2-I Education Benefits (College Fund)
2-J Loan Repayment Program
2-K Basic Allowance for Housing
2-L Station Allowances, Overseas
2-M CONUS COLA
2-N Clothing Allowances
2-O Family Separation Allowances
2-P Separation Payments
2-Q Special Compensation for Assistance with Activities of Daily Living - Enlisted
2-R Social Security Tax - Employer's Contribution

3 Pay and Allowances of Cadets and Midshipmen
3-A Academy Cadets and Midshipmen

4 Subsistence of Enlisted Personnel
4-A Basic Allowance for Subsistence
4-B Subsistence in Kind
4-C Family Subsistence Supplemental Allowance (FSSA)

5 Permanent Change of Station Travel
5-A Accession Travel
5-B Training Travel
5-C Operational Travel Between Duty Stations (within CONUS and within Overseas)
5-D Rotational Travel to and from Overseas
5-E Separation Travel

5-F Travel of Organized Units

6 Other Military Personnel Costs
6-A Apprehension of Military Deserters, Absentees, and Escaped Military Prisoners
6-B Interest on Uniformed Services Savings Deposits
6-C Death Gratuities
6-D Unemployment Benefits
6-E Education Benefits
6-F Adoption Expenses
6-G Mass Transportation Benefit
6-H Partial Dislocation Allowance
6-I Reserve Income Replacement
6-J Servicemembers' Group Life Insurance (SGLI)
6-K Reserve Officers Training Corps (ROTC)
6-L Junior Reserve Officers Training Corps (JROTC)

BA/BSA – Medicare-Eligible Retiree Health Fund Contribution Appropriations

1 Officers
2 Enlisted

a/ Proper coding will be assigned to each Military Department in accordance with fiscal codes for all appropriation activities.

2.2.4. Chart of Accounts Budget Activities and Subactivities Definitions/Descriptions are provided on the following pages.

2.2.5. Object Classification - The object classifications that follow the Chart of Accounts Budget Activities and Subactivities Definitions/Descriptions shall be the official classifications for use in preparing budget estimates, accounting for budgetary and financial transactions, and in submitting reports on the applicable appropriation accounts.

BA/BSA – Active Military Personnel Appropriations

1. Pay and Allowances of Officers - For the pay and allowances authorized by law to be paid to officers, including commissioned and warrant of the Regular Forces and officers of the Reserve Components on extended active duty. In accordance with the provisions of 31 U.S.C. 371(b), officers may not receive a bonus or incentive pay under both subchapter I and subchapter II of Chapter 5 of title 37, USC (37 U.S.C. §§301-330 and 31 U.S.C. §§331-355, respectively) for the same activity, skill, or period of service.

1 -A. Basic Pay: For basic compensation of officers, including length of service increments, under provisions of Title 37, United States Code (U.S.C.), sections 201, 203 and 205.

1 -B. Retired Pay Accrual: For the Department of Defense's Contribution to its Military Retirement Fund under provisions of 10 U.S.C. 1466. Retired pay accrual amounts will be precisely the specified percent of basic pay. Retired pay accrual does not apply to academy cadets or midshipmen.

1 -C. Thrift Savings Plan (TSP) Matching Contributions: For the Department of Defense's contribution to the Thrift Savings Fund for the benefit of the member under provisions of 5 U.S.C. 8432. For those member's participating in the blended retirement plan, the amount

contributed shall not be more than 5 percent of the member's basic pay for such pay period.

1 -D-1. Incentive Pay for Hazardous Duty: For pay of officers for performance of hazardous duty required by competent authority under provisions of 37 U.S.C. 301 or 37 U.S.C. 351. Includes:

a. Duty as a crew member as determined by the Secretary concerned, involving frequent and regular participation in aerial flight.

b. Duty involving frequent and regular participation in aerial flights not as a crew member pursuant to paragraph a, above.

c. Duty involving parachute jumping as an essential part of military duty.

d. Duty involving the demolition of explosives as a primary duty, including training for such duty.

e. Duty inside a high or low pressure chamber.

f. Duty as a human acceleration or deceleration experimental subject.

g. Duty as human test subject in thermal stress experiments.

h. Duty involving frequent and regular participation in flight operations on the flight deck of an aircraft carrier or of a ship other than an aircraft carrier from which aircraft are launched.

i. Duty involving service as an air weapons controller.

j. Duty involving use of toxic fuel or waste.

k. Duty involving highly toxic pesticides or live, hazardous organisms.

l. Duty involving visit, board, search and seizure.

1 -D-2. Incentive and Special Pay for Aviation Career Duty: For pay of officers for performance of aviation duty required by competent authority under provisions of 37 USC 301a, 301b, and 334. Includes:

a. For the frequent and regular performance of operational or proficiency flying duty required by orders.

b. For the written agreement to remain on active duty in aviation service for at least 1 year in an aviation specialty designated as critical.

1 -D-3. Incentive Pay for Submarine Duty: For pay of officers for performance of duty required by competent authority under provision of 37 USC 301c. while attached under competent orders to a submarine, while serving as an operator or crew member of an operational submersible (including an undersea exploration or research vehicle), while undergoing training preliminary to assignment to a nuclear-powered submarine, while undergoing rehabilitation after assignment to a nuclear-powered submarine, or, in the case of a member qualified in submarines, while

attached as a member of a submarine operational command staff whose duties require serving on a submarine during underway operations.

1 -E. Special Pay: For special and incentive pay to officers on active duty as physicians, dentists, optometrists, pharmacists, veterinarians, nurses and psychologists under the provisions of 37 U.S.C. 301d, 301e, 302, 302a, 302b, 302c, 302c-1, 302d, 302e, 302h, 302i, 302j, 302k, 302l, 303, and 335; certain designated officers in positions of unusual responsibility which are of a critical nature to the Service concerned under provisions of 37 U.S.C. 306; officers on duty subject to hostile fire or imminent danger under provisions of 37 U.S.C. 310 or 37 U.S.C. 351; personal money allowance to certain Generals and Admirals under provisions of 37 U.S.C. 414; for diving duty pay under the provisions of 37 U.S.C. 304; for hardship duty pay while assigned to locations or duties designated by the Secretary of Defense under the provisions of 37 U.S.C. 305; for career sea pay under the provisions of 37 U.S.C. 305a; for nuclear officer incentive pay under the provisions of 37 U.S.C. 312, 312b, 312c, or 333; for members extending duty at designated overseas locations under the provisions of 37 U.S.C. 314; for engineering and scientific duty performed by officers under the provisions of 37 U.S.C. 315; for foreign language proficiency under the provisions of 37 U.S.C. 316 or 353; for special warfare officers extending period of active duty under the provisions of 37 U.S.C.318; for surface warfare continuation pay under the provisions of 37 U.S.C. 319; for judge advocate continuation pay under the provisions of 37 U.S.C. 321; for assignment incentive pay under the provisions of 37 U.S.C. 307a or 352; for skill incentive pay or skill proficiency bonus under the provisions of 37 U.S.C. 353; for retention incentives for members qualified in critical military skills under the provisions of 37 U.S.C. 332 or 355; for accession bonus for new officers in critical skills under the provisions of 37 U.S.C. 324, 330, 332, or 336; for incentive bonuses to transfer between armed forces under the provisions of 37 U.S.C. 327 or 332; for continuation of pays during hospitalization and rehabilitation under the provisions of 37 U.S.C. 372; and for continuation pay authorized under the provisions of 37 U.S.C. 356.

1 -F. Basic Allowance for Housing: For housing allowances payable to officers under the provisions of 37 U.S.C. 403. BAH is comprised of BAH-Domestic and BAH-Overseas.

1 -G. Basic Allowance for Subsistence: For subsistence allowances payable to officers under the provisions of 37 U.S.C. 402.

1 -H. Station Allowances, Overseas: For per diem allowances payable to officers stationed outside the Continental United States or in Hawaii or Alaska based on cost of living for members stationed outside the United States as prescribed by Joint Federal Travel Regulations and authorized under the provisions of 37 U.S.C. 475.

1 -I. CONUS Cost of Living Allowance: For payments to eligible officers assigned to high cost areas under the provisions of 37 U.S.C. 403b.

1 -J. Clothing Allowances: For payments to officers for purchase of required uniform under the provisions of 37 U.S.C. 415 - 419

1 -K. Family Separation Allowances: For family separation allowances payable to officers under the provision of 37 U.S.C. 427.

1 -L. Separation Payments:

a. For payments to officers for accumulated annual leave under the provisions of 37 U.S.C. 501.

b. For severance pay to officers, including elimination severance pay to officers not eligible for retirement under any provision of law on the date of elimination by promotion list passover, under the provisions of 10 U.S.C. 1174; elimination severance pay for cause under the provisions of 10 U.S.C. 1181; disability severance pay under the provisions of 10 U.S.C. 1212.

c. For lump sum readjustment payments to Reserve officers under the provisions of 10 U.S.C. 12312.

d. Voluntary Separation Incentive (VSI) - For payment of an annuity to officers voluntarily separating from active duty during the drawdown under the provisions of 10 U.S.C. 1175.

e. Voluntary Separation Pay (VSP) – For a lump sum payment to officers who have served on active duty or full-time National Guard duty for more than 6 years but not more than 12 years and voluntarily separate under the provisions of 10 U.S.C. 1175a.

f. Special Separation Benefit (SSB) - For a lump sum payment to officers separating from active duty during the drawdown under the provisions of 10 U.S.C. 1174a.

g. Temporary Early Retirement Authority (TERA) - For payment of retired pay to selected active duty officers who retire with between 15 and 20 years of service under the provisions of 10 U.S.C. 1293, 3911, 3914, 6323, 6330, 8911 and 8914. Section 504(b) of the FY 2012 National Defense Authorization Act (NDAA), P.L. 112-81, reinstates temporary retirement authorities in section 4403 of the FY 1993 NDAA (P.L. 102-484) from fiscal year 2012 to December 31, 2018.

h. $30,000 Lump Sum Bonus – For payment to service members who entered the uniformed service on or after August 1, 1986, who opt to retire under the Redux retirement plan (40 percent retirement benefit at 20 years of service with partial COLA) under the provisions of 37 U.S.C. 354.

1 -M. Special Compensation for Assistance with Activities of Daily Living – Officer: For payment of monthly compensation to an officer with catastrophic injuries or illnesses requiring assistance in everyday living under the terms and conditions specified by 37 U.S.C. 439.

1 -N. Social Security Tax Employer's Contribution: For payment of tax of employer to Social Security Administration as provided by Federal Insurance Contributions Act (FICA).

2. Pay and Allowances of Enlisted Personnel - For the pay and allowances authorized by law to be paid to enlisted personnel of the Regular forces and enlisted members of the Reserve Components on extended active duty. In accordance with the provisions of 31 U.S.C. 371(b), enlisted members may not receive a bonus or incentive pay under both subchapter I and subchapter II of Chapter 5 of title 37, USC (37 U.S.C. §§301-330 and 31 U.S.C. §§331-355, respectively) for the same activity, skill, or period of service.

2 -A. Basic Pay: For basic compensation of enlisted personnel, including length of service increments, under the provisions of 37 U.S.C. 201, 203 and 205.

2 -B. Retired Pay Accrual: For the Department of Defense's Contribution to its Military Retirement Fund, under provisions of 10 U.S.C. 1466. Retired pay accrual amounts will be precisely the specified percent of basic pay.

2 -C. Thrift Savings Plan (TSP) Matching Contributions: For the Department of Defense's contribution to the Thrift Savings Fund for the benefit of the member under provisions of 5 U.S.C. 8432. For those member's participating in the blended retirement plan, the amount contributed shall not be more than 5 percent of the member's basic pay for such pay period.

2 -D-1. Incentive Pay for Hazardous Duty: For pay of enlisted personnel for performance of hazardous duty required by competent authority under the provisions of 37 U.S.C. 301 and 37 U. S.C. 351. Includes:

a. Duty as a crew member as determined by the Secretary concerned, involving frequent and regular participation in aerial flight.

b. Duty involving frequent and regular participation in aerial flights not as a crew member pursuant to paragraph a, above.

c. Duty involving parachute jumping as an essential part of military duty.

d. Duty involving the demolition of explosives as a primary duty, including training for such duty.

e. Duty inside a high or low pressure chamber.

f. Duty as a human acceleration or deceleration experimental subject.

g. Duty as human test subject in thermal stress experiments.

h. Duty involving frequent and regular participation in flight operations on the flight deck of an aircraft carrier or of a ship other than an aircraft carrier from which aircraft are launched.

i. Duty involving service as an air weapons controller.

j. Duty involving use of toxic fuel or waste.

k. Duty involving highly toxic pesticides or live, hazardous organisms.

l. Duty involving Visit, Board, Search and Seizure.

2 -D-2. Career Enlisted Flyer Incentive Pay: For career enlisted flyer pay under the provisions of 37 U.S.C. 320. To be paid to an enlisted member of the armed forces who holds an enlisted military occupational specialty or enlisted military rating designated as career enlisted flyer specialty or rating by the Secretary concerned, performs duty as a dropsonde system operator, or is in training leading to qualification and designation of such a specialty or rating or the performance of such duty and meets the other requirements as designated in 37 U.S.C. 320 or 353 outlined in DoD Instruction 7730.67.

2 -D-3. Incentive Pay for Submarine Duty: For enlisted submarine pay under provision of 37 USC 301c. for performance of duty while attached under competent orders to a submarine, while serving as an operator or crew member of an operational submersible (including an undersea exploration or research vehicle), while undergoing training preliminary to assignment to a nuclear-powered submarine, while undergoing rehabilitation after assignment to a nuclear-powered submarine, or, in the case of a member qualified in submarines, while attached as a member of a submarine operational command staff whose duties require serving on a submarine during underway operations.

2 -E. Special Pay: For hardship duty pay while assigned to locations or duties designated by the Secretary of Defense under the provisions of 37 U.S.C. 305; for career sea pay under the provisions of 37 U.S.C. 305a; for diving duty pay under the provisions of 37 U.S.C. 304; for assignment incentive pay under the provisions of 37 U.S.C. 307a; for duty subject to hostile fire or imminent danger under the provisions of 37 U.S.C. 310 or 37 U.S.C. 351; for nuclear-trained and qualified, and for nuclear career accession and annual incentive bonuses under the provisions of 37 U.S.C. 312b; for qualified enlisted members extending duty at designated locations overseas under the provisions of 37 U.S.C. 314; for foreign language proficiency under the provisions of 37 U.S.C. 316 or 353; for retention incentives for members qualified in a critical military skill under the provisions of 37 U.S.C. 355; for conversion to military occupational specialty to ease personnel shortage under the provisions of 37 U.S.C. 326; for transfer between armed forces under the provisions of 37 U.S.C. 327; for continuation of pays during hospitalization and rehabilitation under the provisions of 37 U.S.C. 372; and for continuation pay authorized under the provisions of 37 U.S.C. 356.

2 -F. Special Duty Assignment Pay: For pay to enlisted personnel for possessing special proficiency in a military skill, under the provisions of 37 U.S.C. 307 or 352.

2 -G. Reenlistment Bonus: For payment to enlisted personnel of a bonus for reenlistment, under the provisions of 37 U.S.C. 308 or 331.

2 -H. Enlistment Bonus: For payment to enlisted personnel of a bonus for enlistment (or extension) in a skill designated as critical, in accordance with the provisions of 37 U.S.C. 309 or 331.

2 -I. Education Benefits: For payment to the Department of Defense Education Benefits Fund, a trust fund, in accordance with 38 U.S.C. Chapter 30. This program funds the additional and supplemental benefit payments above a basic benefit (the Montgomery GI Bill) to be budgeted by the Department of Veteran Affairs (DVA). The program is budgeted on an accrual basis by the Department of Defense.

2 -J. Loan Repayment Program: For payment to enlisted personnel to repay education loans, in accordance with the provisions of 10 U.S.C. 2171.

2 -K. Basic Allowance for Housing: For housing allowances payable to enlisted personnel under the provisions of 37 U.S.C. 403. BAH is comprised of BAH-Domestic and BAH-Overseas.

2 -L. Station Allowances, Overseas: For per diem allowances payable to enlisted personnel stationed outside the United States or in Hawaii or Alaska based on cost of living for members stationed outside the Continental United States as prescribed by Joint Federal Travel Regulations and authorized under the provisions of 37 U.S.C. 475.

2 -M. CONUS Cost of Living Allowance: For payments to eligible members assigned to high cost areas under the provisions of 37 U.S.C. section 403b.

2 -N. Clothing Allowances: For payment to enlisted personnel of cash allowance for purchase of prescribed clothing, for cost of clothing issued in kind, and for cash payment of maintenance allowances for clothing under the provisions of 37 U.S.C. 418. (Excludes replacement of clothing lost, damaged, or destroyed.)

2 -O. Family Separation Allowances: For family separation allowances payable to enlisted personnel under the provisions of 37 U.S.C. 427.

2 -P. Separation Payments:

a. For payments to enlisted personnel for accumulated unused annual leave under the provisions of 37 U.S.C. 501.

b. For severance pay to enlisted personnel who are denied retention or continuation for non-disability reasons under the provisions of 10 U.S.C. 1174; for disability severance pay under the provisions of 10 U.S.C. 1212.

c. For authorized donations for discharge under certain conditions under the provisions of 10 U.S.C. 1048.

d. Voluntary Separation Incentive (VSI) - For payment of an annuity to enlisted members voluntarily separating from active duty under the provisions of 10 U.S.C. 1175.

e. Special Separation Benefit (SSB) - For a lump sum payment to enlisted members separating from active duty under the provisions of 10 U.S.C. 1174a.

f. Temporary Early Retirement Authority (TERA) - For payment of retired pay to selected active duty enlisted members who retire with between 15 and 20 years of service under the provisions of 10 U.S.C. 1293, 3911, 3914, 6323, 6330, 8911 and 8914. Section 504(b) of the FY 2012 National Defense Authorization Act (NDAA), P.L. 112-81, reinstates temporary retirement authorities in section 4403 of the FY 1993 NDAA (P.L. 102-484) from fiscal year 2012 to December 31, 2018.

g. $30,000 Lump Sum Bonus – For payment to service members who entered the uniformed service on or after August 1, 1986 who opt to retire under the Redux retirement plan (40 percent retirement benefit at 20 years of service with partial COLA) under the provisions of 37 U.S.C. 354.

2 -Q. Special Compensation for Assistance with Activities of Daily Living – Enlisted: For payment of monthly compensation to an enlisted service member with catastrophic injuries or illnesses requiring assistance in everyday living under the terms and conditions specified by 37 U.S.C. 439.

2 -R. Social Security Tax - Employer's Contribution: For payment of tax on employer to Social Security Administration as provided by Federal Insurance Contributions Act (FICA).

3. Pay and Allowances of Cadets and Midshipmen - For the pay and allowances of cadets and midshipmen at the United States Military Academy, United States Naval Academy, and the United States Air Force Academy.

3 -A. Academy Cadets and Midshipmen: For basic pay, commuted ration allowance, and employer's share of FICA tax for cadets and midshipmen appointed to the United States Military Academy, United States Naval Academy, and United States Air Force Academy, under the provisions of 37 U.S.C. 203 and 422.

a. For payment of nuclear accession bonus under the provisions of 37 U.S.C. 312b.

b. For the difference between the value of the commuted ration allowance and the cost of operational rations.

4. Subsistence of Enlisted Personnel - For the payment of authorized basic allowances for subsistence to enlisted personnel and for the cost of procuring food and beverage supplies for issue as rations to enlisted personnel on extended active duty, including emergency and operational rations; also includes the payment of meals furnished under contract (when approved by competent authority) at commercial facilities where the payment of commuted rations would create an individual hardship and/or the costs for establishment of a Government mess facility are prohibitive or the contract feeding of enlisted personnel is determined to be more economical or advantageous.

4 -A. Basic Allowance for Subsistence: For subsistence allowances payable to enlisted personnel under the provisions of 37 U.S.C. 402.

4 -B. Subsistence in Kind: For cost of subsistence issued as rations to enlisted personnel, including emergency and operational rations, and for payment of meals furnished under contract by commercial facilities under the provisions of 10 U.S.C. 4561, 6081 and 9561.

4 -C. Family Subsistence Supplemental Allowance (FSSA): For members eligible for food stamps, a supplemental allowance is provided not to exceed $500 per month under the provisions of 37 U.S.C. 402a.

5. Permanent Change of Station (PCS) Travel - For expenses incident to permanent change of station travel of military personnel, individually or as part of organized units. The PCS travel costs include mileage; monetary allowance in lieu of transportation; transportation by common carrier (rail, bus, air, or water, including Air Mobility Command and Military Sealift Command); per diem allowances, actual and necessary expenses and cost of subsistence while in a PCS travel status; issue of meal tickets in lieu of subsistence; temporary lodging expense; travel of dependents and transportation of baggage and household goods, port handling charges for personnel, their household goods, baggage and privately owned automobiles passing through CONUS MTMC terminals; payments of dislocation allowances; authorized transportation of dependents and personal and household effects of deceased military personnel; costs of contract packing, crating, handling and temporary storage of household goods; cost of non-temporary storage of household goods; cost of trailer allowances; travel incident to organizational movements on permanent change of station whether for training or non-training purposes; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination; minor supplies and services incident to troop or organizational PCS movements; expenses and allowances incident to separation travel, discharge or release. Also included are all authorized Temporary Duty Travel directly related to and an integral part of PCS movement of individuals or organizational units. Excludes Temporary Duty Travel other than that directly related to and an integral part of PCS movements. All authorized PCS travel expenses provided for under this budget program account shall be charged to the same subprogram account cited in PCS travel order of the military member. The term "CONUS" (Continental United States) referred to herein applies to the United States Territory, "including the adjacent territorial waters located within the North American Continent between Canada and Mexico."

5 -A. Accession Travel:

a. Officers. Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies or ROTC/NROTC, Reserve and National Guard officers called or recalled to extended active duty from home or a point where orders were received to first permanent duty station or training school of 20 weeks or more duration and (2) officers or warrant officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of 20 weeks or more duration. (Includes officers appointed from enlisted status upon graduation from Officer Candidate School (OCS), Officer Training School (OTS), or basic flying training.) (Marine Corps basic military training for officers

will be a part of an accession move; this is the only exception to the 20-week rule.)

b. Enlisted. Covers PCS movements of (1) enlistees, reenlistees, and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of 20 weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more.

c. Cadets and Midshipmen. Covers PCS movements of (1) individuals selected as academy cadets or midshipmen upon entry into the academies and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

5 -B. Training Travel:

a. Officers. Covers PCS movements of (1) officers and warrant officers from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction of 20 weeks' duration or more; and (2) officer and warrant officer school graduates and eliminates from school to their next permanent CONUS duty station. (Excludes academy graduates, OCS or OTC graduates, flying training graduates, ROTC graduates and others chargeable to Accession Travel.)

b. Enlisted. Covers PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more; (2) enlisted school graduates and eliminates from school to their next CONUS permanent duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more.

5 -C. Operational Travel: Between Duty Stations (within CONUS and within Overseas):

a. Officers. Covers PCS movements of (1) officers, and warrant officers to and from permanent duty stations located within the United States; (2) officers and warrant officers to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, missing, or captured when no transoceanic travel is involved.

b. Enlisted. Covers PCS movements of (1) enlisted personnel to and from permanent duty stations located within the United States; (2) enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects and privately owned vehicles of enlisted personnel who are interned, missing, or captured when no transoceanic travel is involved.

5 -D. Rotational Travel to and from Overseas:

a. Officers. Covers PCS movements of (1) officers and warrant officers from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) officers and warrant officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, missing or captured when transoceanic travel is involved.

b. Enlisted. Covers PCS movements of (1) enlisted personnel from permanent duty stations

in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, and privately owned vehicles of enlisted personnel who are interned, missing, or captured when transoceanic travel is involved.

5 -E. Separation Travel:

a. Officers. Covers PCS movements of (1) officers and warrant officers upon release or separation from the Service from last permanent duty station to home of record or point of entry into service, or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances, and personal effects of officers and warrant officers who are deceased.

b. Enlisted. Covers PCS movements of (1) enlisted personnel upon release or separation from the Service from last permanent duty station to home of record or point of entry into service or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances, and personal effects of enlisted personnel who are deceased.

c. Cadets and Midshipmen. Covers PCS movements of eliminated academy cadets/midshipmen to home of record or point of entry into service.

5 -F. Travel of Organized Units:

a. Officers. Covers PCS movements of (1) officers and warrant officers directed to move as members of an organized unit movement; and (2) officer and warrant officer fillers and replacements directed to move as part of the unit move.

b. Enlisted. Covers PCS movements of (1) enlisted personnel directed to move as members of an organized unit movement; and (2) enlisted fillers and replacements directed to move as part of the unit move.

6. Other Military Personnel Costs - For costs incident to the apprehension of military deserters, absentees, and escaped prisoners; interest on uniformed services savings deposits; death gratuities; unemployment benefits; education benefits; adoption expenses; mass transportation benefits; partial dislocation allowance payments; servicemembers' group life insurance; reserve officer training corps; and junior reserve officer training corps.

6.-A. Apprehension of Military Deserters, Absentees, and Escaped Military Prisoners: For the expenses of apprehension and delivery of military deserters, absentees, and escaped military prisoners, including the payment for travel of guards; payment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control.

6.-B. Interest on Uniformed Services Savings Deposits: For the payment of interest at a rate not to exceed 10 percent per annum on any sum of not less than $5 deposited by members of the uniformed services under the provisions of 10 U.S.C. 1035.

6.-C. Death Gratuities: For the payment of death gratuities to beneficiaries of military personnel under the provisions of 10 U.S.C. 1475-80.

6.-D. Unemployment Benefits: For the payment of unemployment benefits to ex-service members who are discharged or released under honorable conditions under the provisions of Title 5, United States Code (U.S.C.), section 8521.

6.-E. Education Benefits: For amortization payments to the DoD Education Benefits Fund, a trust fund, as prescribed by 10, U.S.C., 2006. This program is governed by 38 U.S.C. Chapter 30 and is budgeted on an accrual basis by the Department of Defense.

6.-F Adoption Expenses: To provide reimbursement for qualifying adoption expenses under the provisions of 10 U.S.C. 1052.

6.-G. Mass Transportation Benefit: For payment of mass transportation benefits as required by Executive Order 13150 on federal workforce transportation, dated April 21, 2000.

6.-H. Partial Dislocation Allowance: To provide payment for either vacating or moving into quarters for renovation purposes under the provision of the FY 2002 National Defense Authorization Act, Section 636.

6.-I. Reserve Income Replacement: For the payment of monthly active-duty income differential of a Reserve Component member when the total monthly military compensation of the member is less than the average monthly civilian income of the member under the provisions of 37 U.S.C 910.

6.-J. Servicemembers' Group Life Insurance: To provide Extra Hazard reimbursement for Servicemembers' Group Life Insurance (SGLI) under the provisions of 38 U.S.C. 1969, payment for Traumatic Injury Protection Coverage under the SGLI (T-SGLI) program under the provisions of 37 U.S.C. 437, and payment for SGLI/T-SGLI insurance premium allowance under provisions of 37 U.S.C. 437.

6.-K. ROTC: All the military personnel-type costs associated with the Senior Reserve Officers' Training Corps (except the scholarship program) of an armed force, provided for in 10 U.S.C. 2101-2111. All the military personnel costs associated with the financial assistance program for specially selected members of the Senior R.O.T.C. program. This program is intended to offer regular commissions to cadets and midshipmen successfully completing the academic and military requirements of the 4-year program. Authority for the program is contained in 10 U.S.C. 2107. Retired pay accrual does <u>not</u> apply to R.O.T.C. personnel. Costs include the subsistence allowance per month authorized by 37 U.S.C. 209, costs of uniform clothing authorized by 10 U.S.C. 2109-2110, pay and allowances authorized by 37 U.S.C. 209, incentive pay for members of precommisioning programs pursuing foreign language proficiency under the provisions of 37 U.S.C. 316a, and the cost of subsistence issued as rations to enlisted personnel including emergency and operational rations authorized by 10 U.S.C. 2109-2110.

6.-L. JROTC: All the military personnel costs associated with the Junior R.O.T.C. units at public and private secondary educational institutions provided for in 10 U.S.C. 2031. Retired pay accrual does <u>not</u> apply to J.R.O.T.C. personnel.

BA/BSA – Medicare-Eligible Retiree Health Fund Contribution Appropriations

1. Officers - For the Department of Defense's contribution to the Medicare-Eligible Retiree Health Care Fund for the future Medicare-Eligible health care costs for current military officers in accordance with 10 U.S.C. Chapter 56. Defense Health Care Accrual amounts are to be paid into the fund based upon approved actuarial rate multiplied by the expected average force strength for each fiscal year. The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of accruing TRICARE benefits for uniformed service member. These costs are included in the DoD discretionary total.

2. Enlisted - For the Department of Defense's contribution to the Medicare-Eligible Retiree Health Care Fund for the future Medicare-Eligible health care costs for current military enlisted personnel in accordance with 10 U.S.C. Chapter 56. Defense Health Care Accrual amounts are to be paid into the fund based upon approved actuarial rate multiplied by the expected average force strength for each fiscal year. The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of accruing TRICARE benefits for uniformed service member. These costs are included in the DoD discretionary total.

OBJECT CLASSIFICATION
ACTIVE MILITARY PERSONNEL APPROPRIATIONS

Budget Subactivity	Object Class
Accrued Retirement Benefits	12.210
Accrued Health Care Benefits (Medicare-Eligible Retiree Health Fund Contributions)	12.230
Adoption Expenses	12.220
Apprehension of Military Deserters, Absentees, and Escaped Military Prisoners: Rewards and Expenses	11.810
Travel of Guards	21.010
Basic Allowance for Housing	11.610
Basic Allowance for Subsistence	11.710
Basic Pay	11.710
CONUS Cost of Living Allowance	11.710
Death Gratuities	42.010
Education Benefits	12.220
Enlistment Bonuses	12.220
Family Separation Allowances	12.220
Family Subsistence Supplemental Allowance	11.710
Incentive Pay for Hazardous Duty (to include Hostile Fire, Hardship Duty, Diving, and Sea Duty Pay)	11.710
Interest on Uniformed Services Savings Deposits	43.010
Loan Repayment Program	12.220
Mass Transit Subsidy	21.010
Permanent Change of Station, Travel:	
Dislocation Allowance	12.220
Global POV Storage	25.710
Non-temporary Storage	25.710
Port Handling Charges	25.710
Trailer Allowances	22.010
Transportation of Household Goods	22.010
Transportation of POVs	22.010
Travel of Military Members and Dependents	21.010
Temporary Lodging Expense	12.220
Monetary Allowance in Lieu of Transportation	21.010
Reenlistment Bonuses	12.220
Separation Payments: Lump Sum Terminal Leave Payments	11.710
All Others	12.220
SGLI (Extra Hazard Payments for survivor claims)	42.010
SGLI/T-SGLI Insurance Premium Allowance	42.010
T-SGLI	42.010
TSP Matching Contributions	12.220
Social Security Tax-Employer's Contribution	12.220
Special Compensation for Assistance with Activities of Daily Living	12.220
Special Duty Assignment Pay	11.710
Special Pay: Medical, Dental, Nurse, Optometrists and Veterinarians Pay, Nuclear Officer Incentive Pay, Nuclear Accession Bonus, Aviation Retention Bonus, Scientific/Engineering Bonus, and Personal Money Allowances for General/Flag Officers, Continuation Pays, etc.	12.220
Station Allowances, Overseas	12.220
Stop Loss Special Pay	13.010
Subsistence Allowance (ROTC)	11.710

OBJECT CLASSIFICATION
ACTIVE MILITARY PERSONNEL APPROPRIATIONS (continued)

Budget Subactivity	Object Class
Subsistence: In Kind	11.710
Monetary Allowances	11.710
Unemployment Compensation	13.010
Uniform and Clothing Allowances: In Kind	26.010
Monetary Allowances	12.220
$30,000 Lump Sum Bonus	11.710

*2.3 Budget Presentation Structure Requirements (020203)

2.3.1. For purposes of preparing certain material for presentation and justification of program and budget estimates, the following budget activities will be used for the Active Military Personnel Appropriations:

2.3.1.1. Pay and Allowances of Officers

2.3.1.2. Pay and Allowances of Enlisted

2.3.1.3. Pay and Allowances of Cadets and Midshipmen

2.3.1.4. Subsistence of Enlisted Personnel

2.3.1.5. Permanent Change of Station Travel

2.3.1.6. Other Military Personnel Costs

2.3.2. The following additional breakdown of each budget activity is required to be shown in the applicable justification exhibits:

BA/BSA

1. Pay and Allowances of Officers:

a. Basic Pay
b. Retired Pay Accrual
c. Thrift Savings Plan – Matching Contributions
d. Incentive Pay for Hazardous Duty
(1) Flying Duty
(a) Crew
(b) Noncrew
(c) Aviation Continuation Pay
(d) Crew (Nonrated)
(2) Submarine Duty
(3) Parachute Jumping
(a) Parachute Jumping (regular)
(b) Parachute Jumping (High Altitude/Low Opening)
(c) Other Incentive Pay
(4) Duty inside a high or low pressure chamber inside observer, human acceleration or deceleration, experimental subject and test subject in thermal stress

experiments

(5) Demolition Duty
(6) Flight Deck Duty
(7) Air Weapons Controller Duty
(8) Duty Involving Toxic Fuel/Waste
(9) Duty Involving Live/Hazardous Biological Organisms
(10) Visit, Board, Search and Seizure

e. Special Pay

(1) Medical Pay
(a) Variable Special Pay
(b) Additional Special Pay
(c) Board Certified Pay
(d) Medical Incentive Pay
(e) Multi-Year Retention Bonus
(f) Critically Short Wartime Specialties Accession Bonus

(2) Dental Pay
(a) Variable Special Pay
(b) Additional Special Pay
(c) Board Certified Pay
(d) Accession Bonus
(e) Multi-Year Retention Bonus
(f) Dental Critical Skills Retention Bonus

(3) Nurse Pay
(a) Accession Bonus
(b) Anesthetist Pay

(4) Special Pay for Optometrists

(5) Special Pay for Pharmacists
(a) Accession Bonus
(b) Special Pay

(6) Special Pay for Veterinarians

(7) Board Certified Pay for Non-Physician Health Care Providers

(8) Personal Money Allowances - General/Flag Officers

(9) Responsibility Pay

(10) Diving Duty

(11) Special Pay - Nuclear Officer Incentive Pay

(12) Scientific/Engineering Bonus

(13) Sea Duty Pay
(a) Career Sea Pay
(b) Premium Sea Pay

(14) Overseas Extension Pay

(15) Foreign Language Proficiency Pay

(16a) Hostile Fire Pay

(16b) Imminent Danger Pay

(17) Hardship Duty Pay

(18) Judge Advocate Continuation Pay

(19) Special Warfare Officer Pay (extend period of active duty)

(20) Surface Warfare Officer Continuation Pay

(21) Critical Skills Retention Bonus

(22) New Officers in Critical Skills Accession Bonus

(23) Transfer between Armed Forces Incentive Bonus

(24) Hospitalization and Rehabilitation Pay

(25) Assignment Incentive Pay

(26) Continuation Pay

f. Basic Allowance for Housing
(1) With Dependents – Domestic
(2) Without Dependents – Domestic
(3) Partial Allowance – Bachelor – Domestic
(4) Substandard Housing - Domestic
(5) With Dependents – Overseas
(6) Without Dependents – Overseas

g. Basic Allowance for Subsistence

h. Station Allowances, Overseas
(1) Cost of Living
(2) Temporary Lodging

i. CONUS Cost of Living Allowances

j. Clothing Allowances
(1) Initial Military Allowance
(2) Additional Military Allowance
(3) Civilian Clothing Allowance

k. Family Separation Allowances
(1) On permanent change of station with dependents not authorized, Government quarters not available.
(2) On permanent change of station with dependents not authorized.
(3) On board ship for more than 30 days.
(4) On temporary duty for more than 30 days with dependents not residing near temporary duty station.

l. Separation Payments
(1) Lump sum terminal leave payments.
(2) Lump sum readjustment payments.
(3) Lump sum payments to reservists
(4) Severance pay, failure of promotion.
(5) Severance pay, disability.
(6) Severance pay, non-disability
(7) Voluntary Separation Incentive (VSI)
(8) Voluntary Separation Pay (VSP)
(9) Special Separation Benefit (SSB)
(10) 15 Year Temporary Early Retirement Authority
(11) $30,000 Lump Sum Bonus

m. Special Compensation for Assistance with Activities of Daily Living

n. Social Security Tax - Employer's Contribution

2. Pay and Allowances of Enlisted Personnel:

a. Basic Pay

b. Retired Pay Accrual

c. Thrift Savings Plan – Matching Contribution

d -1. Incentive Pay for Hazardous Duty
(1) Flying Duty
(a) Crew
(b) Noncrew
(2) Submarine Duty
(3) Parachute Jumping
(a) Parachute Jumping (regular)
(b) Parachute Jumping (High Altitude/Low Opening)
(c) Other Incentive Pay

(4) Duty inside a high or low pressure chamber inside observer, human acceleration or deceleration, experimental subject and test subject in thermal stress experiments
(5) Demolition Duty
(6) Flight Deck Duty
(7) Air Weapons Controller Duty
(8) Duty Involving Toxic Fuel/Waste
(9) Duty Involving Live/Hazardous Biological Organisms
(10) Visit, Board, Search, and Seizure

d-2. Career Enlisted Flyer Pay

e. Special Pay
(1) Diving Duty
(2) Sea Duty Pay
(a) Career Sea Pay
(b) Premium Sea Pay
(3) Overseas Extension Pay
(4) Nuclear Accession Bonus
(5) Foreign Language Proficiency Pay
(6a) Hostile Fire Pay
(6b) Imminent Danger Pay
(7) Hardship Duty Pay
(8) Critical Skill Retention Bonus
(9) Conversion to Military Occupational Specialty to ease personnel shortage
(10) Transfer Between Armed Forces Incentive Bonus
(11) Hospitalization and Rehabilitation Pay
(12) Assignment Incentive Pay
(13) Continuation Pay

f. Special Duty Assignment Pay

g. Reenlistment Bonus

h. Enlistment Bonus
(1) New Payments
(2) Residual New
(3) Anniversary

i. Education Benefits (College Fund)

j. Loan Repayment Program

k. Basic Allowance for Housing
(1) With Dependents – Domestic
(2) Without Dependents – Domestic
(3) Partial Allowance – Bachelor – Domestic
(4) Substandard Housing - Domestic
(5) With Dependents – Overseas
(6) Without Dependents - Overseas

l. Station Allowances, Overseas
(1) Cost of Living
(2) Temporary Lodging

m. CONUS Cost of Living Allowances

n. Clothing Allowances
(1) Initial
(a) Military
(b) Civilian
(2) Maintenance Allowances
(a) Basic Allowance
(b) Standard Allowance

(c) Special Allowance
(3) Supplementary Allowances
(4) Other Allowances
o. Family Separation Allowances
(1) FSA-R - On permanent change of station with dependents not authorized.
(2) FSA-S - On board ship for more than 30 days.
(3) FSA-T - On temporary duty for more than 30 days with dependents not residing near temporary duty station.
p. Separation Payments
(1) Lump sum terminal leave payments.
(2) Severance pay, disability
(3) Severance pay, non-disability
(4) Authorized donations
(5) Voluntary Separation Incentive (VSI)
(6) Special Separation Benefit (SSB)
(7) 15 Year Temporary Early Retirement Authority
(8) $30,000 Lump Sum Bonus
q. Special Compensation for Assistance with Activities of Daily Living
r. Social Security Tax - Employer's Contribution

3. Pay and Allowances of Cadets and Midshipmen: Academy Cadets and Midshipmen
a. Basic Pay
b. Subsistence - Commuted Ration
c. Operational rations
d. Social Security Tax - Employer's Contribution
e. Nuclear Accession Bonus
4. Subsistence of Enlisted Personnel:
a. Basic Allowance for Subsistence
(1) When Authorized to Mess Separately
(2) When Rations in Kind Not Available
(3) Augmentation of Commuted Ration Allowance for Meals Taken Separately
(4) Less Collections
b. Subsistence in Kind
(1) Subsistence in Messes
(a) Trainee/NP Status
(b) Members Taking Meals in Mess
(c) Reimbursable
(2) Operational Rations
(a) MREs
(b) Unitized Rations
(c) Other Package of Rations
(d) Reimbursable
(3) Augmentation Rations/Other Programs
(a) Augmented Rations
(b) Other - Region
(c) Other – Messing
c. Family Subsistence Supplemental Allowance
5. Permanent Change of Station Travel:
a. Summary of Move Requirements. For each type of move reflected in c through h below, show the number of moves and the dollar amount for the PY, CY, and BY

at the aggregate level (combine officers, enlisted and officer candidates).

b. Summary of Requirements by Types of Costs. Show the number and amount of the following entries for the PY, CY, and BY, regardless of the type of move.

(1) Travel of Military Members (include cadets and midshipmen)
Mileage and Per Diem 1/
AMC 2/
Commercial Air 3/
(2) Travel of Dependents (family)
Mileage 4/
AMC 5/
Commercial Air 6/
(3) Transportation of Household Goods
M Tons - MSC
S Tons - AMC
Other Shipments
(4) Dislocation Allowance
(5) Trailer Allowance
(6) Transportation of POVs
(7) Port Handling Charges
(8) Non-temporary storage
(9) Temporary Lodging Expense
(10) Pet Quarantine Fees
(11) Total Obligations
(12) Less Reimbursements
(13) Total Direct Obligations

c. Accession Travel 7/
(1) Officers
(2) Enlisted
(3) Officer Candidates

d. Training Travel 7/
(1) Officers
(2) Enlisted

e. Operational Travel Between Duty Station 7/
(1) Officers
(2) Enlisted

f. Rotational Travel to and from Overseas 7/
(1) Officers
(2) Enlisted

g. Separation Travel 7/
(1) Officers
(2) Enlisted
(3) Officer Candidates

h. Travel of Organized Units 7/
(1) Officers
(2) Enlisted

6. Mileage and Per Diem - The costs of travel relating to use of privately owned vehicle or commercial modes other than air or sea. Includes per diem paid to the individual member. It excludes movement of mobile trailers even if the trailer is moved by the member. The unit of measurement is number of member moves.

7. Air Mobility Command (AMC) - The costs of travel for movement of an

8. Commercial Air - The costs for movement of an individual member paid directly to a commercial company. (Excludes any costs paid to AMC.) The unit of measurement is number of member moves.

9. Mileage - The costs of travel relating to the use of privately owned vehicles or commercial modes other than air or sea for the dependents of an individual member. Includes per diem paid to dependents. The unit of measurement is number of family moves.

10. Air Mobility Command (AMC) - The costs of travel for movement of dependents reimbursed to AMC. The unit of measurement is number of dependents.

11. Commercial Air - The costs for movement of dependents paid directly to a commercial company (excludes any costs paid to AMC). The unit of measurement is number of dependents.

12. For each permanent change of station travel account, the following data will be shown, as applicable, for officers, enlisted and cadets/midshipmen:

a. Member Travel - Costs related to the movement of each member of a military service making a permanent change of station move.

b. Dependent Travel - Costs related to the movement of dependents when authorized as part of a permanent change of station of a member of a military service. The number of dependent moves should reflect the number of families moved as a unit of measure.

c. Transportation of Household Goods - Costs related to movement of household goods as authorized by Joint Federal Travel Regulations including shipment of unaccompanied baggage.

(1) Land Shipments, CONUS and Overseas - The costs of shipment of goods for the portion in CONUS and overseas of shipments other than International Through Government Bill of Lading (ITGBL). The unit of measurement is member move.

(2) ITGBL - The costs of shipment from point of origin to destination on ITGBL. Includes both land and overwater portion of the movement. The unit of measurement is member move.

(3) Overseas - The costs of shipments, including unaccompanied and excess baggage, either reimbursed to the Military Sealift Command (MSC), Air Mobility Command (AMC), or paid directly to a commercial company.

d. Dislocation Allowance - The costs of dislocation allowance as authorized in the JTR. The unit of measurement is number of members paid.

e. Trailer Allowance - The costs of movement of mobile trailers whether moved by commercial contract or moved by the individual member. The unit of measurement is number of trailer moves.

f. Privately Owned Vehicles (POV) - The costs to the Government of transporting or storing a POV to or from overseas.

(1) Military Sealift Command (MSC) - The cost of shipping POVs reimbursed to MSC. The unit of measurement is number of POVs shipped. If number of

POVs shipped is not available, use 11.2 measurement tons per vehicle to convert measurement tons to vehicles.

(2) Military Traffic Management Command (MTMC) – The cost of storing POVs reimbursed to MTMC. The unit of measurement is number of POVs stored.

(3) Port Handling (Military Traffic Management Command) - The cost of port processing of vehicles reimbursed to MTMC. The unit of measurement is number of POVs processed. If number of POVs processed is not available, use 11.2 measurement tons per vehicle to convert measurement tons to vehicles.

g. Port Handling Costs (HHGs) - The port handling costs for household goods and unaccompanied baggage reimbursed to MTMC. The unit of measure is measurement tons.

h. Non-temporary Storage - The costs to the government of placing goods in storage or moving them to another specified destination under the provisions of 37 U.S.C. 476 when a member entitled to a PCS move is ordered to a duty station to which the shipment of household goods is not authorized. No unit of measure will be shown for non-temporary storage, only costs.

i. Temporary Lodging Expense (TLE) - The cost of reimbursing the member for expenses incurred as a result of a PCS move, not to exceed $290 per day for up to 10 days under the provisions of 37 U.S.C. 474a. TLE requirements should reflect members paid as the unit of measure.

j. Pet Quarantine Fees – The cost of reimbursing the member for mandatory pet quarantine fees incident to a Permanent Change of Station under the provisions of 37 U.S.C. 476(a)(1).

13. Other Military Personnel Costs:
- a. Apprehension of Military Deserters, Absentees, and Escaped Military Prisoners
- b. Interest on Uniformed Services Savings Deposits
- c. Death Gratuities
  - (1) Officers
  - (2) Enlisted
  - (3) Cadets and Midshipmen
- d. Unemployment Benefits
- e. Education Benefits (Amortization Payments)
- f. Adoption Expenses
- g. Mass Transportation Benefit
- h. Partial Dislocation Allowance
- i. Reserve Income Replacement
- j. SGLI/T-SGLI
  - (1) SGLI Extra Hazard Payments
  - (2) Traumatic Injury Protection Coverage (T-SGLI)
  - (3) SGLI/T-SGLI Insurance Premium Allowance
- k. ROTC
- l. JROTC

*2.4 Program and Budget Review Submission (020204)

2.4.1. This section prescribes the justification materials required for the Active Military

Personnel appropriations to support budget estimates. Fund requirements for these appropriations will be presented using those budget and accounting classifications set forth in paragraphs 2.2 and 2.3, above.

2.4.2. Exhibits in Support of Program and Budget Estimates - The following justification exhibits will be prepared and submitted in support of the program and budget review for the OSD/OMB program and budget review submission. These exhibits will be organized by Service military personnel account. Examples of the required exhibits are provided in paragraph 6.2. The required justification material will be organized in a single unclassified volume with the unclassified data displayed in the sequence shown below:

Table of Contents

Section 1 - Summary of Requirements by Budget Program (PB-30A)

The Summary of Requirements will include a Medicare-Eligible Retiree Health Fund Contribution Appropriation line displaying the total amounts budgeted as shown in section 6.2 of this chapter. These amounts will be supported by detailed calculations provided in the MP-13 Exhibit included in the separate backup justification book.

Section 2 – Introduction, Summary of Economic Assumptions, and Performance Measures

1. The Introduction will include an Introductory Statement that should provide the highlights of the budget submission and a general discussion of the relationship of the resources requested to the proposed military strength program. This should include a discussion of the military strength characteristics in terms of gains and losses and promotion and assignments policies. It also should address strength changes in programmatic terms such as force structure gains and losses and other matters of an overall nature as considered appropriate by the Service. For those Services ordering Selected Reserve members to active duty for preplanned missions in support of Combatant Commands (12304b authority), active Military Personnel budget justification material must include a description of the mission for which such units are anticipated to be ordered to active duty and the anticipated length of time of the order of such units to active duty on an involuntary basis. Finally, the Introduction will include the following statement:

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

2. Economic Assumptions will summarize funding projections, end strength, average strength, retired pay accrual (full-time and part-time), military pay raise, and inflation rates assumed for Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), and non-pay funding items. This summary can be formatted to summarize by fiscal year or by element of expense as preferred by the Service.

3. The Dwell Time Assessment directed by the FY 2013 NDAA should include a statement

on the estimated dwell time for both the active and reserve components in the prior year (PY), current year (CY), and budget year (BY). The assessment should identify military occupational specialties and types of units that did not achieve the Service's dwell time goals. In addition, the assessment should include a statement of whether requested reductions in active duty end-strength are reversible within 1 year. This section of the Introductory Statement is required through the FY 2017 President's Budget.

4. Performance Measures and Evaluation Summary (PB-30Y) (example provided in paragraph 6.2).

Section 3 - Summary Tables (examples provided in paragraph 6.2, below)

1. Personnel Summaries (PB-30B through PB-30F)
2. Summary of Entitlements by Subactivity (PB-30J)
3. Analysis of Appropriation Changes and Supplemental Requirements (PB-30K)
4. Schedule of Increases and Decreases Summary (PB- 30O)

Section 4 - Detail of Military Personnel Entitlements

Justification materials will be provided for each entitlement as prescribed in paragraphs 2.2 and 2.3, above for each of the following six budget activities for military personnel:

1. Pay and Allowances of Officers
2. Pay and Allowances of Enlisted Personnel
3. Pay and Allowances of Cadets/Midshipmen
4. Subsistence of Enlisted Personnel
5. Permanent Change of Station Travel
6. Other Military Personnel Costs

Each of the military personnel budget activities above will be introduced by a schedule of increases and decreases (PB-30P). The Incentive/Bonus Payment Stream exhibit (PB-30V) will be included in Section 4, Detail of Military Personnel Entitlements (See paragraph 6.2, below for format).

Section 5 - Special Analyses (examples provided in paragraph 6.2, below)

1. Schedule of Military Assigned Outside DoD (PB-30Q)
2. Reimbursable Programs (PB-30R)
3. Reserve Officer Training Corps Enrollment (PB-30S)
4. Reserve Officer Training Corps Program (PB-30T)

5. Monthly End Strength by Pay Grade (PB-30Z)

2.4.3. Justification material for each subactivity will contain a purpose and scope as well as a justification of funds requested. The requirements for each entitlement under each military personnel category will be justified on a gross basis to include total obligations for both direct and reimbursable personnel. For each subactivity/entitlement, include an explanation to justify the requested change. The explanation should be specific with regard to what the increases will provide for (i.e., statutory, program enhancements, solving deficiencies, etc.). Also provide a general explanation for each type of entitlement. The computation for each entitlement will display data for the prior year (PY), current year (CY), and budget year (BY). An example of the exhibit to meet this requirement is Exhibit PB-30X in section 6.2.

2.4.4. The following exhibits will be provided in a separate backup justification book in support of the budget estimate. Examples of these exhibits are provided in paragraph 6.2, below:

MP-2 Basic Allowance for Housing Costs Summary
MP-3 Summary of Outyear Data
MP-4 Military Personnel by Region and Country
MP-6 Education Benefits - Additional Basic Benefits (38, U.S.C. Chapter 30)
MP-9 Summary of Basic Pay and Retired Pay Accrual Costs
MP-11 Gains Phased by Month
MP-12 Pay Raise Data
MP-13 Medicare-Eligible Retiree Health Fund Contributions

For the Department of Defense's contribution to the Medicare-Eligible Retiree Health Care Fund for the future Medicare-Eligible health care costs for current military personnel in accordance with 10 U.S.C. Chapter 56. Defense Health Care Accrual amounts are to be paid into the fund based upon approved actuarial rates.

MP-15 Monthly Obligation Phasing Plan
MP-16 Summary of Recruiting and Retention Data
MP-17 Reimbursable Program (Reimbursing Customers)
PB-16 Legislative Proposals (See Volume 2B, Chapter 19, paragraph 191205 for format)
PB-18 Foreign Currency Exchange Data (See Volume 2B, Chapter 19, paragraph 191205 for format)

A submission is **required** for all components approved to participate in the foreign currency account. These components must submit a PB-18 for all appropriations to include an estimate of military spendable income, COLA and OHA estimates, and troop strength. It is submitted in conjunction with and in support of the OSD Program and Budget Review Submission and the President's Budget submission for the four active military personnel appropriations.

2.5 Congressional Justification/Presentation (020205)

2.5.1. Justification books will be organized by Service military personnel account.

2.5.2.ustification Book, other exhibit requirements, and electronic data submissions in support of the congressional submission are identical to what is shown in paragraph 2.4, Program and Budget Review Submission. Exhibits provided to OUSD(C), consistent with subparagraph 2.4.4, above will **not** be provided to Congress but will be provided under separate cover to OUSD(C) at the time of the President's budget submission.

2.5.3. M-1 Exhibit. Since FY 1998, appropriations language has required the submission of an M-1 exhibit in support of the President's budget. The Military Departments are required to submit M-1 data through the Program Resources Collection Process (PRCP) system consistent with paragraph 010501 of Chapter 1.

3.0 RESERVE MILITARY PERSONNEL AND MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION APPROPRIATIONS (0203)

3.1 General (020301)

3.1.1. The purpose of this chapter is to provide general information applicable to the Reserve Military Personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations including funding policies, classifications, and definitions unique to these accounts. Generic policies and requirements are addressed in Chapter 1. The Military Components should consult all of the other chapters for exhibit requirements that are not specifically addressed in this chapter including the Other Special Analysis chapter (See Volume 2B, Chapter 19).

3.1.2. This section provides the budget and fiscal accounting classifications for the Reserve and National Guard Personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations for uniform application by the Military Departments and the Office of the Secretary of Defense, pursuant to the provisions of 10 U.S.C. 115. The objective is to establish the basis for uniform budget presentations and a standard budget and fiscal accounting classification, which shall be used on a uniform basis for the Reserve Component personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations throughout the Department of Defense in submitting budget estimates and in accounting and reporting on the status of funds for the Reserve and National Guard Personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations.

*3.2 Uniform Budget and Fiscal Accounting Classification (020302)

3.2.1. The budget and accounting classification prescribed herein shall be the official classification for use in preparing budget estimates, accounting for budgetary and financial transactions, and in submitting reports on the applicable appropriation accounts. Individual budget activity and subactivity accounts shall be established as required for the accounts listed in this section. Variations in the budget program, activity, and subactivity classification and titles shall not be made, except that additional accounts consistent with this budget and accounting classification may be established in order to meet administration requirements of the various elements of the Military Departments. The scope of each account is described below.

3.2.2. Symbol numbers shall be assigned to each of the budget activities and subactivities listed below in the same manner and in the same sequence and will be consistent with the fiscal

codes for all appropriations and funds, as published in the respective Military Department fiscal code manuals.

3.2.3. Chart of Accounts - The chart of accounts represents a summary of the accounting and reporting structure under the Reserve Components' Personnel and Medicare-Eligible Retiree Health Fund Contribution appropriations. Obligations and disbursements for individual clothing and uniform allowances, and for subsistence of enlisted personnel may be allocated by activity on a statistical basis if not reported by the different types of training. Subactivities may be combined in reporting on the status of funds, provided the subactivity is maintained for program and budget review and presentation purposes:

CHART OF ACCOUNTS DEFINITIONS/DESCRIPTIONS
Budget Activity (BA) and Budget Subactivity (BSA)

BA/BSA – Reserve and National Guard Personnel Appropriations

The joint explanatory statement accompanying the DoD Appropriations Act, 2009 (P.L. 110-329, Division C) requested that the DoD make permanent the consolidated budget structure for Reserve and Guard personnel appropriations; therefore, the budget justification material shall reflect only one budget activity.

1. Reserve Component Training and Support

1-A Training - Pay Group A

1-A-1 Basic pay, active duty for training, officers
1-A-2 Other pay and allowances, active duty for training, officers
1-A-3 Basic pay, active duty for training, enlisted
1-A-4 Other pay and allowances, active duty for training, enlisted
1-A-5 Basic pay, inactive duty training, officers
1-A-6 Basic pay, inactive duty training, enlisted
1-A-7 Individual clothing and uniform allowances, officers
1-A-8 Individual clothing and uniform allowances, enlisted
1-A-9 Subsistence of enlisted personnel
1-A-10 Travel, active duty for training, officers
1-A-11 Travel, active duty for training, enlisted
1-A-12 Retired pay accrual, officers
1-A-13 Retired pay accrual, enlisted

1-B Training - Pay Group B

1-B-1 Basic pay, active duty for training, officers
1-B-2 Other pay and allowances, active duty for training, officers
1-B-3 Basic pay, active duty for training, enlisted
1-B-4 Other pay and allowances, active duty for training, enlisted
1-B-5 Basic pay, inactive duty training, officers
1-B-6 Basic pay, inactive duty training, enlisted
1-B-7 Individual clothing and uniform allowances, officers
1-B-8 Individual clothing and uniform allowances, enlisted
1-B-9 Subsistence of enlisted personnel
1-B-10 Travel, active duty for training, officers
1-B-11 Travel, active duty for training, enlisted
1-B-12 Retired pay accrual, officers
1-B-13 Retired pay accrual, enlisted

1-C Training - Pay Group F

1-C-1 Basic pay, active duty for training, enlisted
1-C-2 Other pay and allowances, active duty for training, enlisted
1-C-3 Individual clothing and uniform allowances, enlisted
1-C-4 Subsistence of enlisted personnel
1-C-5 Travel, active duty for training, enlisted
1-C-6 Retired pay accrual, enlisted

1-D Training - Pay Group P

1-D-1 Basic pay, inactive duty training, enlisted
1-D-2 Individual clothing and uniform allowances, enlisted
1-D-3 Subsistence of enlisted personnel
1-D-4 Retired pay accrual, enlisted

1-E Mobilization Training

1-E-1 Basic pay, active duty for training, officers
1-E-2 Other pay and allowances, active duty for training, officers
1-E-3 Basic pay, active duty for training, enlisted
1-E-4 Other pay and allowances, active duty for training, enlisted
1-E-5 Individual clothing and uniform allowances, officers
1-E-6 Individual clothing and uniform allowances, enlisted
1-E-7 Subsistence of enlisted personnel
1-E-8 Travel, active duty for training, officers

1-E-9 Travel, active duty for training, enlisted
1-E-10 Retired pay accrual, officers
1-E-11 Retired pay accrual, enlisted
1-E-12 Muster pay stipend, officers
1-E-13 Muster pay stipend, enlisted

1-F School Training

1-F-1 Basic pay, active duty for training, officers
1-F-2 Other pay and allowances, active duty for training, officers
1-F-3 Basic pay, active duty for training, enlisted
1-F-4 Other pay and allowances, active duty for training, enlisted
1-F-5 Individual clothing and uniform allowances, officers
1-F-6 Individual clothing and uniform allowances, enlisted
1-F-7 Subsistence of enlisted personnel
1-F-8 Travel, active duty for training, officers
1-F-9 Travel, active duty for training, enlisted
1-F-10 Retired pay accrual, officers
1-F-11 Retired pay accrual, enlisted

1-G Special Training

1-G-1 Basic pay, active duty for training, officers
1-G-2 Other pay and allowances, active duty for training, officers
1-G-3 Basic pay, active duty for training, enlisted
1-G-4 Other pay and allowances, active duty for training, enlisted
1-G-5 Individual clothing and uniform allowances, officers

1-G-6 Individual clothing and uniform allowances, enlisted
1-G-7 Subsistence of enlisted personnel
1-G-8 Travel, active duty for training, officers
1-G-9 Travel, active duty for training, enlisted
1-G-10 Retired pay accrual, officers
1-G-11 Retired pay accrual, enlisted

1-H Administration and Support

1-H-1 Basic pay of officers
1-H-2 Other pay and allowances of officers
1-H-3 Basic pay of enlisted
1-H-4 Other pay and allowances of enlisted
1-H-5 Subsistence of enlisted personnel
1-H-6 Permanent change of station travel
1-H-7 Death gratuities, officers
1-H-8 Death gratuities, enlisted
1-H-9 Disability and hospitalization benefits, officers
1-H-10 Disability and hospitalization benefits, enlisted
1-H-11 Reenlistment Bonus
1-H-12 Enlistment Bonus
1-H-13 Educational Assistance (Other than Montgomery G.I. Bill)
1-H-14 Loan Repayment
1-H-15 NROTC Nuclear Bonus
1-H-16 Affiliation Bonus
1-H-17 Individual Ready Reserve Enlistment/Reenlistment Bonus (PS)
1-H-18 Individual Ready Reserve Enlistment Program Bonus (NPS)
1-H-19 Critical Skills Retention Bonus (CSRB)
1-H-20 Health Professionals Stipend (SELRES)
1-H-21 Health Professionals Stipend (IRR)
1-H-22 Health Professionals Loan Repayment
1-H-23 Specialized Training Assistance Program (STRAP)
1-H-24 Health Professionals Medical Officer Recruiting Program (HPMORP)
1-H-25 Retired pay accrual, officers
1-H-26 Retired pay accrual, enlisted
1-H-27 Adoption Expenses
1-H-28 $30,000 Lump Sum Bonus, officers
1-H-29 $30,000 Lump Sum Bonus, enlisted
1-H-30 CONUS Cost of Living Allowances (COLA)
1-H-31 Mass Transportation Benefit, Officer
1-H-32 Mass Transportation Benefit, Enlisted
1-H-33 Continuation Pay, Officer
1-H-34 Continuation Pay, Enlisted

1-I Education Benefits

1-I-1 MGIB-SR (Chap 1606), Per Capita Normal Cost
1-I-2 MGIB-SR (Chap 1606), Critical Skill or Critical Unit Benefit
1-I-3 MGIB-SR (Chap 1606), Amortization
1-I-4 Reserve Educational Assistance Program (REAP) (Chap 1607), Per Capita Normal
1-I-5 REAP (Chap 1607), Amortization

1-J Platoon Leaders Class or Reserve Officer Candidates

1-J-1 Uniforms -- issue in kind
1-J-2 Basic pay (Summer training camp)
1-J-3 Other pay and allowances (Summer training camp)
1-J-4 Subsistence of reserve officer candidates
1-J-5 Travel of reserve officer candidates
1-J-6 Retired pay accrual

1-K Branch Officer Basic Course

1-K-1 Basic pay, active duty for training
1-K-2 Other pay and allowances, active duty for training
1-K-3 Uniform allowances
1-K-4 Travel and per diem
1-K-5 Retired pay accrual

1-L Armed Forces Health Professions Scholarship/Financial Assistance Program

1-L-1 Stipend
1-L-2 Individual clothing and uniform allowances, officers
1-L-3 Basic pay, active duty for training, officers
1-L-4 Other pay and allowances, active duty for training, officers
1-L-5 Travel, active duty for training, officers
1-L-6 Retired pay accrual, officers
1-L-7 Financial Assistance Grant
1-L-8 Nurse Candidate Bonus
1-L-9 Accession Bonus

1-M Chaplain Candidate Program

1-M-1 Basic pay, active duty for training
1-M-2 Other pay and allowances, active duty for training
1-M-3 Uniform allowances
1-M-4 Travel
1-M-5 Retired pay accrual

1-N Thrift Savings Plan (TSP) Matching Contributions

1-N-1 TSP Matching Contributions, Officer
1-N-2 TSP Matching Contributions, Enlisted

BA/BSA – Medicare-Eligible Retiree Health Fund Contribution Appropriations

1. Reserve Component Training and Support

A. Chart of Accounts, Budget Activities, and Subactivities Definitions/Descriptions are provided on the following pages.

B. Object Classification - The object classifications that follow the Chart of Accounts, Budget Activities, and Subactivities Definitions/Descriptions shall be the official classifications for use in preparing budget estimates, accounting for budgetary and financial transactions, and in submitting reports on the applicable appropriation accounts.

CHART OF ACCOUNTS DEFINITIONS/DESCRIPTIONS

A. Budget Program

There will be a separate budget program for each Reserve Component of the Department of Defense and for each military service having those programs listed in paragraph 3.2, as appropriate.

B. Budget Activities

The budget activities are established to present all of the military type costs associated with a particular type of training within the unit and individual training or other training and support programs. The following descriptions are for the chart of accounts listed in paragraph 3.2.

BA/BSA – Reserve and National Guard Personnel Appropriations

The joint explanatory statement accompanying the DoD Appropriations Act, 2009 (P.L. 110-329, Division C) requested that the DoD make permanent the consolidated budget structure for Reserve and Guard personnel appropriations; therefore, the budget justification material shall reflect only one budget activity.

1. Reserve Component Training and Support

a. Training, Pay Groups A, B, F and P

The Pay Group activities contained in paragraph 3.2 are for costs, including retired pay accrual associated with the uniform training/pay categories within the National Guard and Reserve Personnel programs as defined in DoD Instruction 1215.06, "Uniform Reserve, Training and Retirement Categories."

b. Mobilization Training

Costs, including retired pay accrual, associated with the readiness training and mission support training of the Individual Ready Reserve (IRR) and Merchant Marine Training. Also included are costs associated with the allowance for annual muster duty as provided by 37 U.S.C. 433.

c. School Training

Include tours of paid active duty for training as students at regular, refresher and technical courses of service schools, area schools, unit schools, officer candidate schools, and other schools that provide training. Retired pay accrual costs are included.

d. Special Training

Include all authorized paid active duty for training, other than those covered by pay groups, mobilization, and school training. These include the staff and faculty for schools; special field, fleet and joint exercises; indoctrination training; promoting or policy boards; administrative support of training programs; and tours of not more than 45 days for failure to perform reserve training duty satisfactorily. Retired pay accrual costs are included.

e. Administration and Support

Include the costs, including retired pay accrual, of active duty military

personnel authorized to be funded in the Reserve Component personnel appropriations, death and disability gratuities for officer and enlisted Reserve Component personnel injured or killed while in a Reserve or Guard training status, continuation pays, and reserve incentive and bonus programs.

f. Platoon Leaders Class (PLC)

All military personnel costs, including retired pay accrual, associated with the Marine Corps Reserve PLC.

g. Branch Officer Basic Course

Costs associated with ROTC graduates designated for Reserve Forces Duty, including retired pay accrual, to attend full-length resident Branch Officer Basic Courses of the active components.

h. Armed Forces Health Profession Scholarship and Financial Assistance Program

All the military personnel costs, including retired pay accrual, associated with the financial assistance program to obtain adequate numbers of officers for the active forces who are qualified in various health professions. Qualifications are that the candidate be a citizen of the United States, be accepted for or be enrolled in an accredited institution in a course of study designated for a health profession, and meet moral and physical qualifications for an officer. Such recipients are commissioned as a Second Lieutenant and remain in that grade for the duration of the scholarship program. Authority for the program is contained in 10 U.S.C. 2120-2128. In addition to the stipend, also provides for the annual grant authorized under 10 U.S.C. 2121 and financial assistance to nurse officer candidates under 10 U.S.C. 2130a.

i. Chaplain Candidate Program

All military personnel costs, including retired pay accrual, for the Chaplain Officer Basic Course and Chaplain Active Duty for Training Practicum to qualify officers commissioned as Chaplain Candidates for future service as chaplains in either the Active or Reserve Component.

j. Education Benefits (New G.I. Bill)

Includes funds for payment to the DoD Education Benefits Fund, a trust fund, as prescribed by 10 U.S.C. 2006. The program is governed by 10 U.S.C. Chapter 1606 and 1607 and is budgeted on an accrual basis. Also includes payments for vocational/technical training under the Reserve Compensation G.I. Bill as provided by 10 U.S.C. 2131.

k. Thrift Savings Plan (TSP) Matching Contributions

Includes costs associated with the blended retirement system, to include an automatic 1 percent of basic pay government contribution to a member's TSP account beginning 60 days following entry, and Department of Defense's matching contributions up to 4 percent from the 3rd through the 26th year of service. Authority for the program is contained in 5 U.S.C. 8432. For those member's participating in the blended retirement plan, the amount contributed shall not be more than 5 percent of the member's basic pay for such pay period.

C. Budget Subactivities

The budget subactivities are grouped to present all of the military personnel-type costs for

the particular activity. Rather than repeat the same definitions for each activity, the descriptions of the subactivities are shown below by their various titles:

1. Pay and Allowances, Active Duty for Training, Officers

For the pay and allowances of commissioned and warrant officers of the Reserve Components on active duty for training. These include:

a. Basic Pay

For basic compensation, including length of service increments, under the provision of 37 U.S.C. 201 and 203-205.

b. Retired Pay Accrual

For the Department of Defense contribution to its Military Retirement Fund, under the provisions of 10 U.S.C. 1466. Retired pay accrual amounts will be precisely the specified percent of basic pay.

c. Incentive Pay for Hazardous Duty

Refer to the descriptions of the subactivities in paragraph 2.2, 1-C, as applicable, as well as involving use of ski-equipped aircraft on the ground in Antarctica or the Arctic ice-pack. Also includes incentive pay for hazardous duty for members of a Weapons of Mass Destruction Civil Support Team under the provisions of 37 U.S.C. 305b.

d. Special Pay

Refer to the descriptions of the subactivities in paragraph 2.2, 1-D as applicable. Includes selected reserve officers receiving an affiliation bonus under the provisions of 37 U.S.C. 308j and 332; also includes selected reserve health care professionals in critically short wartime specialties under provisions of 37 U.S.C. 302g.

e. Basic Allowance for Housing

For housing allowances payable to officers under the provisions of 37 U.S.C. 403.

f. Family Separation Allowances

For family separation allowances payable to officers under the provisions of 37 U.S.C. 427.

g. Basic Allowance for Subsistence

For subsistence allowances payable to officers under the provisions of 37 U.S.C. 402.

h. Separation Payments

Payments for accumulated annual leave under the provisions of 37 U.S.C. 501.

i. Social Security (FICA Tax) -- Employers' Share

For payment of tax of employer to the Social Security Administration as provided by the Federal Insurance Contributions Act.

2. Pay and Allowances, Active Duty for Training, Enlisted

For the pay and allowances of enlisted personnel of the Reserve Components on active duty for training. These include:

a. Basic Pay

For basic compensation, including length of service increments, under the provision of 37 U.S.C. 203-205.

b. Retired Pay Accrual

For the Department of Defense contribution to its Military Retirement Fund, under the provisions of 10 U.S.C. 1466. Retired pay accrual amounts will be precisely the specified percent of basic pay.

c. Incentive Pay for Hazardous Duty

Refer to the descriptions of the subactivities in paragraph 2.2, 2-C-1 and 2-C-2 as applicable as well as involving use of ski-equipped aircraft on the ground in Antarctica or the Arctic ice-pack. Also includes incentive pay for hazardous duty for members of a Weapons of Mass Destruction Civil Support Team under the provisions of 37 U.S.C. 305b.

d. Special Pay

Refer to the descriptions of the subactivities in paragraph 2.2, 2-D and 2-E, as applicable. Includes affiliation, enlistment, and reenlistment bonuses for selected reserve enlisted members under the provisions of 37 U.S.C. 308b, 308c, 308d, 308g, 308h, 308i, and 331.

e. Basic Allowance for Housing

For housing allowances payable to enlisted personnel under the provisions of 37 U.S.C. 403.

f. Family Separation Allowances

For family separation allowances payable to enlisted personnel under the provisions of 37 U.S.C. 427.

g. Separation Payments

For accumulated unused annual leave under the provisions of 37 U.S.C. 501.

3. Pay, Inactive Duty Training, Officers

a. Basic Pay

For basic compensation, including length of service increments, under the provisions of 37 U.S.C. 201-203, 205, and 206.

b. Retired Pay Accrual

For the Department of Defense contribution to its Military Retirement Fund, under the provisions of 10 U.S.C. 1466. Retired pay accrual amounts will be precisely the specified percent of basic pay.

c. Incentive Pay for Hazardous Duty

For performance of hazardous duty required by competent authority under the provisions of 37 U.S.C. 301 or 37 U.S.C. 351. Also includes incentive pay for hazardous duty for members of a Weapons of Mass Destruction Civil Support Team under the provisions of 37 U.S.C. 305b.

d. Social Security (FICA Tax) -- Employers' Share

For payment of tax of employer to the Social Security Administration as provided by the Federal Insurance Contributions Act.

4. Pay, Inactive Duty Training, Enlisted

a. Basic Pay

For basic compensation, including length of service increments, under the provisions of 37 U.S.C. 203 and 206.

b. Retired Pay Accrual

For the Department of Defense contribution to its Military Retirement Fund, under the provisions of 10 U.S.C. 1466. Retired pay accrual amounts will be precisely the specified percent of basic pay.

c. Incentive Pay for Hazardous Duty

For performance of hazardous duty required by competent authority under the provisions of 37 U.S.C. 301 or 37 U.S.C. 351. Also includes incentive pay for hazardous duty for members of a Weapons of Mass Destruction Civil Support Team under the provisions of 37 U.S.C. 305b.

d. Social Security (FICA Tax) -- Employers' Share

For payment of tax of employer to the Social Security Administration as provided by the Federal Insurance Contributions Act.

5. Individual Clothing and Uniform Allowances, Officers

Payments of allowances to officers for the purchase of required uniforms under the

provisions of 37 U.S.C 415-417.

6. Individual Clothing and Uniform Allowances, Enlisted

For the costs of uniform clothing authorized to be issued in kind to enlisted personnel under the provisions of 37 U.S.C. 418.

7. Subsistence of Enlisted Personnel

For the cost of subsistence issued as rations to enlisted personnel including emergency and operational rations under the provisions of 37 U.S.C. 402.

8. Travel, Active Duty Training, Officers, and Travel, Active Duty for Training, Enlisted

For expenses incident to training travel of Reserve Component officer or enlisted member, individually or as an organized unit. Travel costs include mileage; per diem; transportation by common carrier (rail, bus, air, water including Air Mobility Command and Military Sealift Command); actual and necessary expenses and costs of subsistence while in a travel status; issue of meal tickets; transportation of baggage; port handling charges; and expenses incident to movement of any military group traveling under one order from the same point of origin to the same destination.

9. Pay and Allowances of Officers, Enlisted and Permanent Change of Station Travel for Active Guard and Reserve (AGR)

These subactivities are to provide for the AGR military personnel expenses financed from the Reserve Components personnel appropriations. The descriptions of these subactivities are identical to those shown for the activities with the same titles in paragraph 2.2, above.

10. Death Gratuities, Officers, and Death Gratuities, Enlisted

For the payment of death gratuities to beneficiaries of Reserve Component personnel under the provisions of 10 U.S.C. 1475-1480.

11. Disability and Hospitalization Benefits, Officers, and Disability and Hospitalization Benefits, Enlisted

For payment of disability and hospitalization benefits for Reserve Component personnel, except for costs covered by orders to active duty for training or inactive duty training under the provisions of 37 U.S.C. 204 and 206.

12. Reserve Incentives

For Reenlistment Bonus for Selected Reserves under the provisions of 37 U.S.C. 308b; Affiliation or Enlistment in the Selected Reserves under the provisions of 37 U.S.C. 308c; Non-Prior Service Enlistment Bonus for the Individual Ready Reserve under the provisions of 37 U.S.C. 308g; Individual Ready Reserve Enlistment, Reenlistment or Extension Bonus under the provisions of 37 U.S.C 308h; Prior Service Enlistment Bonus under the provisions of 37 U.S.C 308i; Accession or Affiliation Bonus for New Reserve Component Officers under the provisions of 37 U.S.C. 308j; Continuation Pay for Reserve Component personnel under the provisions of 37 U.S.C. 356; and any other bonus incentive listed in section 2.2, as applicable.

13. Other

Items that are not accounted for in numbers 1 through 12.

14. Health Professions Scholarship Program

a. Stipend

For the allowances of commissioned officers while attending school under the Armed Forces Health Professions Scholarship Program under the provisions of 10 U.S.C. 2120-2122. This includes a monthly allowance (stipend) as authorized by 10 U.S.C. 2121 and payment of FICA tax of employer to the Social Security Administration as provided by the Federal Insurance Contributions Act.

b. Financial Assistance Grant

For an annual grant for persons participating in specialized training under the provisions of 10 U.S.C. 2127.

c. Accession Bonus

Bonus to persons entering into an agreement under 10 U.S.C. 2122(a)(2).

d. Nurse Candidate Bonus Program

For an accession bonus paid in periodic installments and a monthly stipend for nurse officer candidates under the provisions of 10 U.S.C. 2130a.

e. Individual Clothing and Uniform Allowances, Officers

Payments of allowances for the purchase of required uniforms under the provisions of 37 U.S.C. 415-417.

f. Pay and Allowances, Active Duty for Training, Officers

For the pay and allowances of commissioned officers of the Reserve Components on active duty for training.

g. Travel, Active Duty Training, Officers

For expenses incident to travel of Reserve Component officers.

BA/BSA – Medicare-Eligible Retiree Health Fund Contribution Appropriations

1. Reserve Component Training and Support - For the Department of Defense's contribution to the Medicare-Eligible Retiree Health Care Fund for the future Medicare-Eligible health care costs for current military personnel in accordance with 10 U.S.C. Chapter 56. Defense Health Care Accrual amounts are to be paid into the fund based upon approved actuarial rate multiplied by the expected average force strength for each fiscal year. The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of accruing TRICARE benefits for uniformed service member. These costs are included in the DoD discretionary total.

OBJECT CLASSIFICATION
RESERVE PERSONNEL APPROPRIATIONS

In addition to the object classifications prescribed in paragraph 2.2, above, the object classifications prescribed herein shall be the official classifications for use in preparing budget estimates, accounting for budgetary and financial transactions, and in submitting reports on the applicable appropriation accounts:

Object Class	
Disability and Hospitalization Benefits (See the various components of this pay, i.e., basic pay, BAH, BAS, etc.)	-
Education Benefits (MGIB-SR and Reserve Education Assistance Program (REAP)	12.220
Financial Assistance Grant	41.010
Inactive Duty Pay (Exclusive of Incentive and Special Pays)	11.710
Reserve Incentives (Reenlistment, Enlistment, Continuation Pays and Educational Bonuses)	12.220
Stipend (Health Professions Scholarship Program)	11.710
Subsistence Allowance (Platoon Leaders Course (PLC), etc.)	11.710
TSP Matching Contributions	12.220
Uniform, Commutations	26.010

*3.3 Program and Budget Review Submission (020303)

3.3.1. This section prescribes the justification materials required for the Reserve Components' Military Personnel appropriations to support budget estimates. Fund requirements for these appropriations will be presented using those budget and accounting classifications set forth in paragraph 3.2, above.

3.3.2. Exhibits in Support of Budget Estimates - The following justification exhibits will be prepared and submitted in support of program and budget review submission for the OSD/OMB program and budget review. These exhibits will be organized by Service military personnel account. Examples of the required exhibits are provided in paragraph 6.2 and 6.3, below. The required justification material will be organized in a single unclassified volume with the unclassified data displayed in the sequence shown below:

Table of Contents

Section 1 - Summary of Requirements by Budget Program (PB-30A)

The Summary of Requirements will include a Medicare-Eligible Retiree Health Fund Contribution Appropriation line displaying the total amounts budgeted as shown in section 6.2 of this chapter. These amounts will be supported by detailed calculations provided in the

MPR-8 Exhibit included in the separate backup justification book.

Section 2 - Introduction and Performance Measures.

1. The statement should provide the highlights of the budget submission and a general discussion of the relationship of the resources requested to the proposed military strength program. This should include a discussion of the military strength characteristics in terms of gains and losses and promotion and assignment policies. It also should address strength changes in programmatic terms such as force structure and other matters of an overall nature as considered appropriate by the Service.

2. Performance Measures and Evaluation Summary (PB-30Y) (example provided in paragraph 6.3)

Section 3 - Summary Tables (examples provided paragraphs 6.2 and 6.3, below)

1. Personnel Summaries (PB-30G, PB-30H, PB-30I, PB-30F)
2. Summary of Entitlements by Subactivity (PB-30J)
3. Analysis of Appropriation Changes and Supplemental Requirements (PB-30K)
4. Summary of Basic Pay and Retired Pay Accrual Costs (Reserve Components Only) (PB-30L)
5. Summary of Basic Allowance for Housing (BAH) Costs (Reserve Components Only) (PB-30M)
6. Summary of Travel Costs (Reserve Components Only) (PB-30N)
7. Schedule of Increases and Decreases (PB-30O)

Section 4 - Detail of Reserve Personnel Entitlements

Justification materials will be provided in support of entitlements for each of the following applicable Reserve Component activities:

1. Training - Pay Group A
2. Training - Pay Group B
3. Training - Pay Group F
4. Training - Pay Group P
5. Mobilization Training
6. School Training
7. Special Training
8. Administration and Support
9. AGR Personnel
10. Death and Disability Gratuities
11. Reserve Incentives and Bonuses
12. Education Benefits
13. Platoon Leaders Class
14. Reserve Officer Candidates
15. Branch Officers Basic Course
16. Health Professions Scholarship
17. Chaplain Candidate Program
18. TSP Matching Contributions

Justification material for each activity will contain a purpose and scope section, a schedule of increases and decreases (PB-30P), as well as data in support of the funds requested. Generally, this data will include appropriate narrative comments relative to program/pricing as well as supporting computational data. For each subactivity/entitlement, include an

explanation to justify the requested change. The explanation should be specific with regard to what the increases will provide for (i.e., statutory change, program enhancements, solving deficiencies, etc.) and should also explain decreases programmatically. Also provide a general explanation for each type of entitlement. Data should be shown for the prior year (PY), current year (CY), and budget year (BY). School, Special, and Mobilization Training data will be grouped by similar types of training and will be fully explained and justified. At the end of each section for School, Special, and Mobilization Training provide a total that summarizes the training categories. Within the Administration and Support subactivity, subtotals are required for AGR personnel and for total incentives and bonuses. See paragraph 6.3, below for format.

Section 5 - Special Analyses (examples provided in paragraph 6.2 and 6.3, below)

1. Reimbursable Programs (PB-30R)

2. Selective Reenlistment Bonuses (PB-30V) Use this form for other applicable bonus programs.

3. Full-Time Support Personnel (PB-30W)

3.3.3. Justification material for each subactivity will contain a purpose and scope section as well as a justification of funds requested. The requirements for each entitlement under each military personnel category will be justified on a gross basis to include total obligations for both direct and reimbursable personnel. For each subactivity/entitlement, include an explanation to justify the requested change. The explanation should be specific with regard to what the increases will provide for, i.e., statutory, program enhancements, solving deficiencies, etc. and should also explain decreases programmatically. Also provide a general explanation for each type of entitlement. The computation for each entitlement will display data for the prior year (PY), current year (CY), and budget year (BY). An example of the exhibit to meet this requirement is Exhibit PB-30X in section 6.3.

3.3.4. The following exhibits will be provided in a separate backup justification book in support of the budget estimate. Examples of these exhibits are provided in paragraph 6.3, below:

MPR-2	Basic Allowance for Housing Costs
MPR-3	Summary of Outyear Data
MPR-4	Education Benefits (Title 10 USC, Chapter 1606 and 1607)
MPR-5	Retired Pay Accrual Costs
MPR-6	Active Guard and Reserve (AGR) Costs
MPR-7	Pay Raise Data
MPR-8	Medicare-Eligible Retiree Health Fund Contributions
MPR-10	Monthly Obligation Phasing Plan
MPR-11	Summary of Recruiting and Retention Data
MPR-12	Reimbursable Program (Reimbursing Customers)
PB-16	Legislative Proposals (See Volume 2B, Chapter 19, paragraph 191205 for format)

3.4 Congressional Justification/Presentation (020304)

3.4.1. Justification books will be organized by Service military personnel account.

3.4.2. Justification Book and other exhibit requirements in support of the congressional submission are identical to those shown above in paragraph 3.2 and 3.3, Program and Budget Review Submission. Exhibits provided to OUSD(C), consistent with paragraph 3.3.4. will **not** be provided to Congress but will be provided under separate cover to OUSD(C) at the time of the President's budget submission.

3.4.3. M-1 Exhibit. Since FY 1998, appropriations language has required the submission of an M-1 exhibit in support of the President's budget. The Military Departments are required to submit M-1 data through the Program Resources Collection Process (PRCP) system consistent with paragraph 010501, above.

4.0 DoD MILITARY PERSONNEL RETIREMENT REQUIREMENTS (0204)

4.1 Uniform Budget and Fiscal Accounting Classifications (020401)

4.1.1. This Section prescribes the budget and fiscal accounting classifications for the Military Retirement Fund for uniform application by the Military Departments and the Office of the Secretary of Defense, pursuant to the provisions of 10 U.S.C. 1461-1467.

4.1.2. The objective is to establish the basis for uniform budget presentations and a standard budget and fiscal accounting classification which shall be used on a uniform basis for military retired pay throughout the Department of Defense in submitting budget estimates and in accounting and reporting on the status of funds under this Trust Fund as required by Volume 4, of this Regulation.

4.1.3. The budget and accounting classification prescribed herein shall be the official classification for use in preparing budget estimates, accounting for budgetary and financial transactions, and in submitting reports on the applicable accounts. Individual budget activity and subactivity accounts shall be established as required for the accounts listed in paragraph 4.1.5 below. Variations in the activity and subactivity classification and titles shall not be made except that additional accounts consistent with this budget and accounting classification may be established in order to meet administrative requirements of the various elements of the Military Departments. The scope of each account is described in later in this section.

4.1.4. Symbol numbers shall be assigned to each of the budget activities and subactivities listed below in the same manner and in the same sequence as will be consistent with the fiscal codes for all appropriations and funds, as published in the respective Military Department fiscal code manuals.

4.1.5. The chart of accounts represents a summary of the accounting and reporting structure under the Military Retirement Fund arranged in the order and in the detail for which reporting in accordance with DoD 7000.14R, Financial Management Regulation, is required.

Budget Activity and Subactivity

1. Nondisability

1-A - Regular Officers
1-B - Regular Enlisted
1-C - Nonregular Officers
1-D - Nonregular Enlisted

2. Temporary Disability

2-A - Regular Officers
2-B - Regular Enlisted
2-C - Nonregular Officers
2-D - Nonregular Enlisted

3. Permanent Disability

3-A - Regular Officers
3-B - Regular Enlisted
3-C - Nonregular Officers
3-D - Nonregular Enlisted

4. Fleet Reserve

4-A - Regular Enlisted
4-B - Nonregular Enlisted

5. Survivors' Benefits

5-A - Old Plan, Retired Servicemen's Family Protection Plan (RSFPP)
5-B - New Plan, Survivor Benefits Plan (SBP)
5-C - Guaranteed Minimum Income
5-D – Dependence and Indemnity Compensation (DIC) Supplemental Payments

BA/BSA

4.1.6. Budget Activities. The budget activities are established to present the retirement benefits associated with a particular type of retirement. The following descriptions are for the chart of accounts as listed above.

4.1.6.1. Nondisability retirements, under applicable statutes, are given on the following basis:

4.1.6.1.1. Voluntarily on or after completion of the required length of service.

4.1.6.1.2. Involuntarily because of attainment of statutory age or completion of the maximum length of service authorized by law for the several grades.

4.1.6.1.3. Automatically upon completion of 30 years of combined active service and service in the Fleet Reserve.

4.1.6.2. Temporary Disability retirements, under Title IV of the Career Compensation Act of 1949 (10, U.S.C., 1201-1221), are given on the following basis:

Interim classification in cases where there is doubt as to the degree or permanence of disability. Persons on temporary disability rolls are given periodic physical examinations at least once every 18 months and may be:

4.1.6.2.1. Restored to active duty.

4.1.6.2.2. Separated from the service with severance pay.

4.1.6.2.3. Transferred to permanent disability retired list.

4.1.6.2.4. Continued on temporary list for another 18-month period.

4.1.7. Final determination is required within 5 years of initial classification and temporary disability retirement.

4.1.7.1. Permanent Disability retirements, under Title IV of the Career Compensation Act of 1949 (10, U.S.C., 1201-1221), are given when:

4.1.7.1.1. There is no doubt as to the degree or permanence of the disability at the time of initial retirement.

4.1.7.1.2. By periodic examination of temporary disability and Fleet Reserve rolls, it is determined that permanent disability exists.

4.1.7.2. Fleet Reserve status, under Title II of the Naval Reserve Act of 1938, as amended (10 U.S.C., 6330, 6331), is given when: Enlisted personnel of the Navy and Marine Corps having 20 but less than 30 years' service may be transferred to the inactive Fleet Reserve with retainer pay at rates prescribed by law. They remain in the Fleet Reserve until their status is changed by reason of:

4.1.7.2.1. Completion of 30 years' service.

4.1.7.2.2. Recall to active duty.

4.1.7.2.3. Physical unfitness for further military service.

4.1.7.2.4. Death.

4.1.7.3. Survivors' Benefits payments, under the old Retired Serviceman's Family Protection Plan, and the new Survivor Benefit Plan (SBP), are provided on the following basis:

4.1.7.3.1. Two of the benefits are contributory: the old Serviceman's Family Protection Plan and the new Survivor Benefit Plan (SBP). Under both of the contributory benefits, a member of the uniformed services may elect to receive a reduced amount of any retired pay that may be awarded him/her in order to provide one or more annuities to his/her survivors, as specified by law. The basic options include the choice of annuities to provide for (1) surviving spouse, (2) surviving children, (3) surviving family, including both spouse and children, or (4) other persons with insurable interest (under the new plan only).

4.1.7.3.2. The other two benefits are noncontributory, both the Guaranteed Minimum Income and the Dependency and Indemnity Compensation (DIC) Supplemental Payments. The Guaranteed Minimum Income has a special provision benefiting women who are now widows of deceased members of the Uniformed Services who were receiving, or were entitled to receive, retired pay. The provision that guarantees these widows annual incomes will not fall below a certain amount. The DIC Supplemental Payments provide supplemental payments to widows of retirement-eligible members who die on active duty if DIC payments (by VA) are less than the maximum payments that the widow would have received if the member had been retired. The SBP payments covering the difference between the two will be paid.

4.1.8. Budget Subactivities. The budget subactivities are established to show the

retirement benefits associated with a particular personnel classification. Subactivities for Regular Officers, Regular Enlisted, Nonregular Officers, and Nonregular Enlisted are used for Budget Activities 1, 2 and 3; Budget Activity 4 has only the two enlisted classifications; and Budget Activity 5 now has four subactivities showing survivors covered under (1) the Old Plan (RSFPP), (2) the New Plan (SBP), (3) Guaranteed Minimum Income (to current widows), and (4) DIC Supplemental Payments (to future widows).

5.0 DoD MILITARY PERSONNEL - CIVIL FUNCTIONS (0205)

5.1 Purpose (020501)

This Section prescribes the justification material required for the Military Personnel civil function trust fund accounts.

5.2 Military Retirement Fund/Education Benefits Fund/Retiree Health Care Fund (020502)

5.2.1. Appropriate exhibits and schedules will be prepared by OUSD(C) P/B, Military Personnel and Construction Directorate unless specified otherwise in the annual OUSD(C) guidance memorandum.

5.2.2. Unless otherwise specified, exhibit requirements will only include the Program and Financing Schedule and a Status of Fund for the Military Retirement Fund, the Education Benefits Fund, and the Uniformed Services Retiree Health Care Fund.

6.0 BASELINE MILITARY PERSONNEL APPROPRIATION SUBMISSION FORMATS (0206)

6.1 Purpose (020601)

The formats provided on the following pages reflect guidance presented in previous sections of this chapter. Unless modified in a submission budget call, these formats should be adhered to.

*6.2 Exhibits in Support of Section 2.0 – Active Military Personnel Appropriations (020602)

Exhibit PB-30A Summary of Requirements by Budget Program (Active)……54
Exhibit PB-30B Summary of Military Personnel Strength (Active)……..56
Exhibit PB-30C Military Personnel End Strength by Grade (Active)……58
Exhibit PB-30D Military Personnel Average Strength by Grade (Active)……59
Exhibit PB-30E Active Duty Strengths by Month (Active)……..60
Exhibit PB-30F Gains and Losses by Source and Type (Active)……61
Exhibit PB-30J Summary of Entitlements by Subactivity (Active)……63
Exhibit PB-30K Analysis of Appropriation Changes and Supplemental Requirements (Active)……..68
Exhibit PB-30O Schedule of Increases and Decreases Summary (Active & Reserve)……...72
Exhibit PB-30P Schedule of Increases and Decreases (Active & Reserve)……73
Exhibit PB-30Q Military Personnel Assigned Outside DoD (End Strength) (Active)……74
Exhibit PB-30R Reimbursable Program (Active & Reserve)……76
Exhibit PB-30S Reserve Officer Candidates (ROTC) Enrollment (Active)……...77
Exhibit PB-30T Reserve Officer Candidates (ROTC) Program (Active)……...78
Exhibit PB-30V Incentive/Bonus Payment Stream (Active & Reserve)……79
Exhibit PB-30X Subactivity Detailed Justification (Active)……81
Exhibit PB-30Y Performance Measures and Evaluation Summary……82
Exhibit PB-30Z Monthly End Strengths by Pay Grade (Active)……84
Exhibit MP-3 Summary of Outyear Data……88
Exhibit MP-4 Military Personnel by Region and Country (End Strength)……89
Exhibit MP-6 Education Benefits……...95
Exhibit MP-9 Summary of Basic Pay and Retired Pay Accrual Costs……97
Exhibit MP-11 Gains Phased by Month……..99
Exhibit MP-12 Pay Raise Data……100
Exhibit MP-13 - Medicare-Eligible Retiree Health Fund Contributions……..101
Exhibit MP-15 Monthly Obligation Phasing Plan..……..102
Exhibit MP-16 – Recruiting and Retention Data……..103
Exhibit MP-17 – Reimbursable Program (Reimbursing Customers)..……105
Exhibit OCO-1 – OCO Military Personnel Overview...……...153
Exhibit OCO-2 – OCO M-1 Exhibit……157
Exhibit OCO-3 – OCO Subactivity Detailed Justification……159

*6.3 Exhibits in Support of Section 3.0 – Reserve Military Personnel Appropriations (020603)

Exhibit PB-30A Summary of Requirements by Budget Program (Reserve)……106
Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength……108
Exhibit PB-30G Summary of Personnel (Reserves)……110
Exhibit PB-30H Reserve On Active Duty - Strength by Grade (Reserves)……111
Exhibit PB-30I Strength by Month (Reserves)……112
Exhibit PB-30J Summary of Entitlements by Subactivity (Reserves)……113
Exhibit PB-30K Analysis of Appropriation Changes (Reserves)……119
Exhibit PB-30L Summary of Basic Pay and Retired Pay Accrual Costs (Reserves)……124
Exhibit PB-30M Summary of BAH Costs (Reserves)……126
Exhibit PB-30N Summary of Travel Costs (Reserves)……128
Exhibit PB-30U Summary of BAS AND SIK Costs (Reserves)……130
Exhibit PB-30W Full-Time Support Personnel (Reserves)……132
Exhibit PB-30X Subactivity Detailed Justification (Reserve)……133
Exhibit PB-30Y Performance Measures and Evaluation Summary (Reserves)……134
Exhibit MPR-2 Basic Allowance for Housing Costs Summary……135
Exhibit MPR-3 Summary of Outyear Data……136
Exhibit MPR-4 Education Benefits (Title 10 USC, Chapter 1606 & 1607)……138
Exhibit MPR-5 Summary of Basic Pay and Retired Pay Accrual Costs……140
Exhibit MPR-6 Active Reserve/Guard (AGR) Personnel Cost……142
Exhibit MPR-7 Pay Raise Data……143
Exhibit MPR-8 Medicare-Eligible Retiree Health Fund Contributions……147
Exhibit MPR-10 - Monthly Obligation Phasing Plan……144
Exhibit MPR-11 – Recruiting and Retention Data……148
Exhibit MPR-12 – Reimbursable Program (Reimbursing Customers)……150
Exhibit OCO-1 – OCO Military Personnel Overview……153
Exhibit OCO-2 – OCO M-1 Exhibit……157
Exhibit OCO-3 – OCO Subactivity Detailed Justification……159

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

MILITARY PERSONNEL, _____
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
($ in Thousands)

	FY 20PY Actual	FY 20CY Estimate	FY 20BY Estimate
DIRECT BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers			
Pay and Allowances of Enlisted Personnel			
Pay and Allowances of Cadets and Midshipmen			
Subsistence of Enlisted Personnel			
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Direct Baseline Program Funding			
REIMBURSABLE BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers			
Pay and Allowances of Enlisted Personnel			
Subsistence of Enlisted Personnel			
Permanent Change of Station Travel			
Total Reimbursable Baseline Program Funding			
TOTAL BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers			
Pay and Allowances of Enlisted Personnel			
Pay and Allowances of Cadets and Midshipmen			
Subsistence of Enlisted Personnel			
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Baseline Program Funding			

(Page 1 of 2)

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

MILITARY PERSONNEL, _____
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
($ in Thousands)

	FY 20PY Actual	FY 20CY Estimate	FY 20BY Estimate
OCO Funding -- FY 200X (P.L. XXX-XXX); FY 200X (P.L. XXX-XXX)			
Pay and Allowances of Officers			
Pay and Allowances of Enlisted Personnel			
Pay and Allowances of Cadets and Midshipmen			
Subsistence of Enlisted Personnel			
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total OCO Program Funding			
TOTAL PROGRAM FUNDING			
Pay and Allowances of Officers			
Pay and Allowances of Enlisted Personnel			
Pay and Allowances of Cadets and Midshipmen			
Subsistence of Enlisted Personnel			
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Program Funding			
Medicare-Eligible Retiree Health Fund Contribution, (Army, Navy, etc.)			
TOTAL MILITARY PERSONNEL PROGRAM COST			

LEGISLATIVE PROPOSALS:
The following legislative proposals are included in the above estimate and submitted for FY BY consideration.
(List proposals and funding requested.)

Exhibit PB-30A Summary of Requirements by Budget Program (Active) Continued
(Page 2 of 2)

Exhibit PB-30B Summary of Military Personnel Strength (Active)

MILITARY PERSONNEL, _____
SUMMARY OF MILITARY PERSONNEL STRENGTH

	FY 20PY Actual		FY 20CY Planned		FY 20BY Planned	
	Average Strength	End Strength 30 Sep 20PY	Average Strength	End Strength 30 Sep 20CY	Average Strength	End Strength 30 Sep 20BY
DIRECT BASELINE PROGRAM						
Officers						
Enlisted						
Academy (Cadets/Midshipmen)						
Total Direct Program						
REIMBURSABLE PROGRAM						
Officers						
Enlisted						
Total Reimbursable						
TOTAL BASLINE PROGRAM						
Officers						
Enlisted						
Academy (Cadets/Midshipmen)						
Total Program						
OCO PROGRAM 1/ 2/						
Officers						
Enlisted						
OCO Funded Strength						
REVISED TOTAL PROGRAM						
Officers						
Enlisted						
Academy (Cadets/Midshipmen)						
Revised Total Program						

End strength on this exhibit and in supporting budget exhibits must match the end strength in the Comptroller Information System (CIS) by category of personnel.

/1 FY PY average strength includes # officer and # enlisted mobilized Reserve Component personnel in support of OEF or OND
/2 FY CY (if applicable) average strength includes # officer and # enlisted mobilized Reserve Component personnel in support of OEF or OND

(Page 1 of 2)

MILITARY PERSONNEL, _____
SUMMARY OF MILITARY PERSONNEL STRENGTH

***The [Service name] is required to document the number of Reserve and National Guard members who have performed operational support duty for the [Service name] for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days (and thereby exceed the threshold).**

	FY 20 PY Actuals	FY 20 CY Projected	FY 20 BY Projected
XXXX Reserve			
XXXX Guard			

These totals are/are not part of the end strength figures that are displayed throughout the justification material.

Exhibit PB-30B Summary of Military Personnel Strength (Active) Continued

(Page 2 of 2)

Exhibit PB-30C Military Personnel End Strength by Grade (Active)

MILITARY PERSONNEL, _____
END STRENGTH BY GRADE 1/
TOTAL PROGRAM

	FY 20PY		FY 20CY		FY 20BY	
	Total	Reimb Incl[2/]	Total	Incl[2/]	Total	Reimb Incl[2/]
Commissioned Officers						
0-10 (enter rank)						
0-9 " "						
0-8 " "						
0-7 " "						
0-6 " "						
0-5 " "						
0-4 " "						
0-3 " "						
0-2 " "						
0-1 " "						
Total						
Warrant Officers						
W-4 (enter rank)						
W-3 " "						
W-2 " "						
W-1 " "						
Total						
Total Officers						
Enlisted Personnel						
E-9 (enter rank)						
E-8 " "						
E-7 " "						
E-6 " "						
E-5 " "						
E-4 " "						
E-3 " "						
E-2 " "						
E-1 " "						
Total Enlisted						
Cadets/Midshipmen						
Total End Strength						

1/ Excludes active duty personnel paid from Civil Functions, Reserve, and Guard appropriations.
2/ Show the total number of reimbursable end strength included in the total end strength.

Exhibit PB-30D Military Personnel Average Strength by Grade (Active)

MILITARY PERSONNEL, _____
AVERAGE STRENGTH BY GRADE 1/
TOTAL PROGRAM

	FY 20PY		FY 20CY		FY 20BY	
	Total	Reimb Incl[2/]	Total	Reimb Incl[2/]	Total	Reimb Incl[2/]
Commissioned Officers						
0-10 (enter rank)						
0-9 " "						
0-8 " "						
0-7 " "						
0-6 " "						
0-5 " "						
0-4 " "						
0-3 " "						
0-2 " "						
0-1 " "						
Total						
Warrant Officers						
W-4 (enter rank)						
W-3 " "						
W-2 " "						
W-1 " "						
Total						
Total Officers						
Enlisted Personnel						
E-9 (enter rank)						
E-8 " "						
E-7 " "						
E-6 " "						
E-5 " "						
E-4 " "						
E-3 " "						
E-2 " "						
E-1 " "						
Total						
Cadets/Midshipmen						
Total Average Strength						

1/ Excludes active duty personnel paid from Civil Functions, Reserve, and Guard appropriations.
2/ Separately display the total number of average strength included in the total average strength.

Exhibit PB-30E Active Duty Strengths by Month (Active)

MILITARY PERSONNEL, _____
ACTIVE DUTY STRENGTHS BY MONTHS 1/

	FY 20PY[2]/FY FY 20BY[2/3]				20CY[2/3]		
	Off	Enl	Cadet/Mid	Total	Off	Enl	Cadet/Mid
Total	Off	Enl	Cadet/Mid	Total			
September							
October							
November							
December							
January							
February							
March							
April							
May							
June							
July							
August							
September							
Average End Strength	***Calculation: (PY SEP + (CY OCT through CY AUG)*2 + CY SEP)/24**						

Active Duty for Operational Support (ADOS) **formerly known as Active Duty for Special Work (ADSW), Temporary Tour of Active Duty (TTAD), or Manday Program*
Average Strength
Dollars in Millions

Total Average Strength ***Average End Strength plus ADOS Average Strength**

Selected Reserve 12304b Authority (if applicable) – Introduction section must include a description of the mission for which such units are anticipated to be ordered to active duty and the anticipated length of time of order.
Average Strength
Dollars in Millions
Total Average Strength *Average End Strength plus ADOS Average Strength plus 12304b Average Strength

*Strength in the FY CY and FY BY Baseline Request
End Strength
Average Strength

1/ Includes reimbursable active duty military pay strengths, but excludes active duty personnel paid from Civil Functions, Reserve, and National Guard Appropriations.
2/ Table must be footnoted to indicate the month through which actual data is contained.
*3/ Table should include OCO funded active duty strength.
Note: Do not round strength figures

Exhibit PB-30F Gains and Losses by Source and Type (Active)

MILITARY PERSONNEL, _____
GAINS AND LOSSES BY SOURCE AND TYPE

OFFICERS

	FY 20PY	FY 20CY	FY 20BY
BEGINNING STRENGTH			
GAINS			
Service Academies			
Reserve Officers Training Corps			
Senior ROTC	( )	( )	( )
Scholarship	( )	( )	( )
Health Professions Scholarships			
Platoon Leaders Class			
Reserve Officer Candidates			
Other Enlisted Commissioning Programs			
Voluntary Active Duty			
Direct Appointments			
Warrant Officer Programs			
Other			
Gain Adjustments			
TOTAL GAINS			
LOSSES			
Expiration of Contract/Obligation			
Normal Early Release			
Disability	( )	( )	( )
Nondisability	( )	( )	( )
Voluntary Separations - VSI			
Voluntary Separations - SSB			
Involuntary Separation - Reserve Officers			
Involuntary Separation - Regular Officers			
15-Year Temporary Early Retirement			
Reduction-in-Force			
Attrition			
Other			
Loss Adjustments			
TOTAL LOSSES			
END STRENGTH			

(Page 1 of 2)

MILITARY PERSONNEL,
GAINS AND LOSSES BY SOURCE AND TYPE

ENLISTED

	FY 20PY	FY 20CY	FY 20BY
BEGINNING STRENGTH			
GAINS			
Non-prior Service Enlistments			
Male ( )	( )	( )	( )
Female ( )	( )	( )	( )
Prior Service Enlistments			
Reenlistments			
Reserves			
Officer Candidate Programs			
Returned from Dropped from Rolls			
Other			
Gain Adjustments			
TOTAL GAINS			
LOSSES			
Expiration of Term of Service (ETS)			
Normal Early Release			
Programmed Early Release			
Separations – VSI			
Separations - VSP			
Separations - SSB			
To Commissioned Officer			
To Warrant Officer			
Reenlistment			
Retirement			
15-Year Temporary Early Retirement			
Dropped from Rolls (Deserters)			
Attrition (Adverse Causes)			
Attrition (Other)			
Reserve Components			
Other			
Loss Adjustments			
TOTAL LOSSES			
END STRENGTH			

CADETS/MIDSHIPMEN

BEGINNING STRENGTH	
GAINS	
Entering Cadets/Midshipmen	
LOSSES	
Attrition	
Graduates	
TOTAL LOSSES	
END STRENGTH	

Exhibit PB-30F Gains and Losses by Source and Type (Active) Continued
(Page 2 of 2)

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

MILITARY PERSONNEL, _____
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
($ in Thousands)

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
1. Basic Pay									
2. Retired Pay Accrual									
3. TSP Matching Contributions									
4. Basic Allowance for Housing									
a. With Dependents – Domestic									
b. Without Dependents - Domestic									
c. Substandard Family Housing - Domestic									
d. Partial – Domestic									
e. With Dependents – Overseas									
f. Without Dependents – Overseas									
5. Subsistence									
a. Basic Allowance for Subsistence									
1. Authorized to Mess Separately									
2. Leave Rations									
3. BAS II									
4. Augmentation for Separate Meals									
b. Subsistence-In-Kind									
1. Subsistence in Messes									
2. Special Rations									
3. Operational Rations									
4. Augmentation Rations									
5. Other Programs									
6. Less Cash Collections									
c. Family Subsistence Supplemental Allowance									

NOTE: Line items to include both direct and reimbursable costs.

(Page 1 of 5)

MILITARY PERSONNEL, _____
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY (Continued)
($ in Thousands)

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
6. Incentive Pay, Hazardous Duty, and Aviation Career									
a. Flying Duty Pay									
1. Aviation Career, Officers									
2. Crew Members, Enlisted									
3. Noncrew Member									
4. Aviation Continuation Pay									
5. Career Enlisted Flyer Pay									
b. Submarine Duty Pay									
c. Parachute Jumping Pay									
d. Demolition Pay									
e. Other Pays									
7. Special Pays									
a. Medical Pay									
b. Dental Pay									
c. Optometrists Pay									
d. Veterinarians Pay									
e. Board Certified Pay for Non-Physician Health Care Providers									
f. Nurses Pay									
g. Nuclear Officer Incentive Pay									
h. Nuclear Accession Bonus									
i. Scientific/Engineering Bonus									
j. Responsibility Pay									
k. Sea and Foreign Duty, Total									
1. Sea Duty									
2. Duty at Certain Places									
3. Overseas Extension Pay									
l. Diving Duty Pay									
m. Foreign Language Proficiency Pay									
n. Hostile Fire Pay									
o. Hardship Duty Pay									
p. Judge Advocate Continuation Pay									
q. Special Warfare Officer Pays (extend period of active duty)									
r. Surface Warfare Officer Continuation Pays									

Exhibit PB-30J Summary of Entitlements by Subactivity (Active) Continued
(Page 2 of 5)

MILITARY PERSONNEL, _____
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY (Continued)
($ in Thousands)

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
s. Critical Skill Retention Bonus									
t. Conversion to Military Occupational Specialty to ease personnel shortage									
u. New Officers in Critical Skills Accession Bonus									
v. Transfer Between Armed Forces Incentive Bonus									
w. Reenlistment Bonus									
1. Regular									
2. Selective									
x. Special Duty Assignment Pay									
y. Enlistment Bonus									
z. Education Benefits (College Fund)									
aa. Loan Repayment Program									
bb. Assignment Incentive Pay									
cc. Continuation Pays									
dd. Other Special Pays									
. Allowances									
a. Uniform or Clothing Allowances									
1. Initial Issue									
1. Military									
2. Civilian									
2. Additional									
3. Basic Maintenance									
4. Standard Maintenance									
5. Supplementary									
6. Civilian Clothing Maintenance									
b. Station Allowance Overseas									
1. Cost-of-Living									
2. Temporary Lodging									

Exhibit PB-30J Summary of Entitlements by Subactivity (Active) Continued
(Page 3 of 5)

MILITARY PERSONNEL, _____
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY (Continued)
($ in Thousands)

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
c. Family Separation Allowance									
1. On PCS, Dependents Not Authorized (FSA-R)									
3. Afloat (FSA-S)									
4. On TDY (FSA-T)									
d. Special Comp for Assist with Act of Daily Living (SCAADL)									
e. Personal Money Allowance, General & Flag Officers									
f. CONUS COLA									
8. Separation Payments									
a. Terminal Leave Pay									
b. Lump-Sum Readjustment Pay									
c. Donations									
d. Severance Pay, Disability									
e. Severance Pay, Nonpromotion									
f. Severance Pay, Invol Half (5%)									
g. Severance Pay, Invol Full (10%)									
h. Severance Pay, VSI									
i. Severance Pay, VSP									
j. Severance Pay, SSB									
k. 15-Year Temporary Early Retirement									
l. $30,000 Lump Sum Bonus									
9. Social Security Tax Payment									
10. Permanent Change of Station Travel									
11. Other Military Personnel Costs									
a. Apprehension of Deserters									
b. Interest on Uniformed Services Savings Deposits (MIA)									
c. Death Gratuities									
d. Unemployment Compensation									
e. Education Benefits									
f. Adoption Expenses									

Exhibit PB-30J Summary of Entitlements by Subactivity (Active) Continued
(Page 4 of 5)

MILITARY PERSONNEL, _____
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY (Continued)
($ in Thousands)

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
g. Mass Transportation Benefit									
h. Partial Dislocation Allowance									
i. SGLI									
j. T-SGLI									
k. ROTC									
l. JROTC									
12. Cadets/Midshipmen									
Military Personnel Appropriation Total									
13. Less Reimbursables: Retired Pay Accrual									
Other									
Military Personnel Appropriation Total, Direct									

Exhibit PB-30J Summary of Entitlements by Subactivity (Active) Continued
(Page 5 of 5)

*Exhibit PB-30K Analysis of Appropriation Changes and Supplemental Requirements (Active)

MILITARY PERSONNEL, _____
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 20CY
($ in Thousands)

	FY 20CY PRESIDENT'S BUDGET	CONGRES-SIONAL ACTION	APPRO-PRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 20CY COLUMN FY 20BY PRES. BUDGET
PAY AND ALLOWANCES OF OFFICERS							
Basic Pay							
Retired Pay Accrual							
TSP Matching Contributions							
Incentive Pay							
Special Pay							
Basic Allowance for Housing							
Basic Allowance for Subsistence							
Station Allowances Overseas							
CONUS Cost of Living Allowances							
Uniform Allowances							
Family Separation Allowances							
SCAADL - Officer							
Separation Payments							
Social Security Tax-Employer's Contribution							
Reimbursables							
Total Obligations							
Less Reimbursements							
Total Direct Obligations							
PAY AND ALLOWANCES OF ENLISTED PERSONNEL							
Basic Pay							
Retired Pay Accrual							
TSP Matching Contributions							
Incentive Pay							
Special Pay							
Special Duty Assignment Pay							
Reenlistment Bonus							
Enlistment Bonus							
Education Benefits (College Fund)							
Loan Repayment Program							
Basic Allowance for Housing							

*Note: Budget Subactivity values reflect **direct** dollars only.*
Reimbursable funding should be reflected as shown on this exhibit as a separate line for each budget activity.

(Page 1 of 4)

MILITARY PERSONNEL, _____
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS (Continued)
FY 20CY
($ in Thousands)

	FY 20CY PRESIDENT'S BUDGET	CONGRES-SIONAL ACTION	APPRO-PRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 20CY COLUMN FY 20BY PRES. BUDGET
Station Allowances Overseas							
CONUS Cost of Living Allowances							
Clothing Allowances							
Family Separation Allowances							
SCAADL - Enlisted							
Separation Payments							
Social Security Tax-Employer's Contribution							
Reimbursables							
Total Obligations							
Less Reimbursements							
Total Direct Obligations							
PAY AND ALLOWANCES OF CADETS/MIDSHIPMEN							
Academy Cadets/Midshipmen							
SUBSISTENCE OF ENLISTED PERSONNEL							
Basic Allowance for Subsistence							
Subsistence-In-Kind							
Family Subsistence Supplemental Allowance							
Reimbursables							
Total Obligations							
Less Reimbursements							
Total Direct Obligations							
PERMANENT CHANGE OF STATION TRAVEL							
Accession Travel							
Training Travel							
Operating Travel							
Rotational Travel							
Separation Travel							

*Note: Budget Subactivity values reflect **direct** dollars only.*
****Reimbursable funding should be reflected as shown on this exhibit as a separate line for each budget activity.***

Exhibit PB-30K Analysis of Appropriation Changes and Supplemental Requirements (Active) Continued
(Page 2 of 4)

MILITARY PERSONNEL, _____
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS (Continued)
FY 20CY
($ in Thousands)

	FY 20CY PRESIDENT'S BUDGET	CONGRES-SIONAL ACTION	APPRO-PRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 20CY COLUMN FY 20BY PRES. BUDGET
Travel of Organized Units							
Non-temporary Storage							
Temporary Lodging Expense							
Reimbursables							
Total Obligations							
Less Reimbursements							
Total Direct Obligation							
OTHER MILITARY PERSONNEL COSTS							
Apprehension of Military Deserters, Absentees and Escaped Military Prisoners							
Interest on Uniform Svcs Savings (MIA)							
Death Gratuities							
Unemployment Compensation							
Education Benefits							
Adoption Expenses							
Mass Transportation Benefit							
Partial Dislocation Allowance							
SGLI/T-SGLI							
ROTC							
JROTC							
Reimbursables							
Total Obligations							
Less Reimbursements							
Total Direct Obligations							
Total Direct Obligations							
Amounts Available to Finance Increased Costs							
Supplemental Request(s)/Transfers							

Note: Budget Subactivity values reflect ***direct*** *dollars only.*
****Reimbursable funding should be reflected as shown on this exhibit as a separate line for each budget activity.***

Exhibit PB-30K Analysis of Appropriation Changes and Supplemental Requirements (Active) Continued
(Page 3 of 4)

INSTRUCTIONS FOR COMPLETION OF EXHIBIT
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

FY 20CY President's Budget - Show costs as included in the original FY 20CY President's Budget request. The total of all such costs should equal the FY 20CY appropriation request.

Congressional Action - Show the delta(s) associated with final congressional action on the FY 20CY appropriations request.
Appropriation – Show the final funding level appropriated by Congress for the FYCY. This value should tie explicitly by budget activity and total to the values reported on the DD 1414 Base for Reprogramming.

Internal Realignment/Reprogramming - Include those adjustments, which are necessary to align the amounts shown in the appropriation column of this exhibit with the FY 20CY column of the FY 20BY President's Budget exclusive of other price/program changes described below.

Subtotal – Should include the appropriated amount plus or minus internal realignments/reprogrammings.

Proposed DD 1415 Actions - Amounts shown in this column would include approved reprogrammings/transfers.

FY 20CY Column of FY 20BY President's Budget - Show amounts as included in the FY 20BY President's Budget request. These amounts should be equal to the sum of the amounts shown in the preceding two columns.

NOTE: An explanation should be provided for each adjustment in excess of $1 million included in the column showing realignments and reprogramming. Such explanation should not be included as part of this exhibit, but rather should be submitted separately to the OUSD(C) (P/B) Military Personnel and Construction Directorate, Room 3C654, Pentagon.

Exhibit PB-30K Analysis of Appropriation Changes and Supplemental Requirements (Active) Continued
(Page 4 of 4)

Exhibit PB-30O Schedule of Increases and Decreases Summary (Active & Reserve)

MILITARY PERSONNEL, _____
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
($ in Thousands)

FY 20CY Direct Program 1/	BA 1	BA 2	BA 3	BA 4	BA 5	BA 6	Amount $
Increases:							
Pricing Increases (List separately):							
Annualization of CY Pay Raise (Identify rate and effective date)							
BY Pay Raise (Identify rate and effective date)							
Inflation Rate (Identify rate)							
BAH Rates (Identify rate)							
FICA Rates (Identify ceiling and rate changes)							
Other Pricing Increases (List separately)							
Total Pricing Increases							
Program Increases (List separately):							
Strength Related							
New or Projected Increases to Programs/Compensation							
Other (List separately, include grade structure and longevity, if significant)							
Total Program Increases							
Total Increases							
Decreases:							
Pricing Decreases (List separately):							
Retired Pay Accrual (Percentage change)							
Other Pricing Decreases (List separately)							
Total Pricing Decreases							
Program Decreases (List separately):							
Strength Related							
Other (List separately)							
Total Program Decreases							
Total Decreases							
FY 20BY Direct Program							

NOTE: This schedule will address principal pricing and program changes as well as other actions resulting in increases or decreases between the current year and budget year funds in the applicable categories shown above. Show increases and decreases at the Total Direct Program (appropriation) level. Each increase and decrease should be followed by a narrative statement explaining the change.

1/ The funding shown for the FY 20CY Direct Program is the amount included in the FY 20CY column of the FY 20BY President's budget submission.

Exhibit PB-30P Schedule of Increases and Decreases (Active & Reserve)

MILITARY PERSONNEL, _____
SCHEDULE OF INCREASES AND DECREASES – (Budget Activity or Pay Group Summary)
($ in Thousands)

	Amount
FY 20CY Direct Program 1/	$
Increases:	
Pricing Increases (List separately):	
Annualization of CY Pay Raise (Identify rate and effective date)	
BY Pay Raise (Identify rate and effective date)	
Inflation Rate (Identify rate)	
BAH Rates (Identify rate)	
FICA Rates (Identify ceiling and rate changes)	
Other Pricing Increases (List separately)	
Total Pricing Increases	
Program Increases (List separately):	
Strength Related	
New or Projected Increases to Programs/Compensation	
Other (List separately, include grade structure and longevity, if significant)	
Total Program Increases	
Total Increases	
Decreases:	
Pricing Decreases (List separately):	
Retired Pay Accrual (Percentage change)	
Other Pricing Decreases (List separately)	
Total Pricing Decreases	
Program Decreases (List separately):	
Strength Related	
Other (List separately)	
Total Program Decreases	
Total Decreases	
FY 20BY Direct Program	

NOTE: This schedule will address principal pricing and program changes as well as other actions resulting in increases or decreases between the current year and budget year funds in the applicable categories shown above. Show increases and decreases at the Total Direct Program (appropriation) level. Each increase and decrease should be followed by a narrative statement explaining the change.

1/ The funding shown for the FY 20CY Direct Program is the amount included in the FY 20CY column of the FY 20BY President's Budget submission.

Exhibit PB-30Q Military Personnel Assigned Outside DoD (End Strength) (Active)

MILITARY PERSONNEL, _____
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD

	(End Strength)		
	FY 20PY	FY 20CY	FY 20BY
Assigned Outside DoD			
Non-reimbursable Personnel			
Executive Office of the President			
Vice President's Office			
State Department			
State Department (U.N. Truce Supervision)			
Transportation Department			
Commerce Department (NOAA)			
Justice Department			
Interior Department			
Labor Department			
Environmental Protection Agency			
Energy Department			
Federal Emergency Management Agency			
National Aeronautics & Space Administration			
National Oceanic & Atmospheric Administration			
National Intelligence Board			
National Science Council			
National Narcotics Border Interdiction			
Radio Technical Committee on Aeronautics			
Classified Activities			
Subtotal - Non-reimbursable Program			
Reimbursable Personnel			
Executive Office of the President (OMB)			
Agency for International Development			
State Department			
U.S. Arms Control & Disarmament Agency			
Transportation Department			
Commerce Department			
Interior Department			
Energy Department			
Federal Emergency Management Agency			
Justice Department			
National Aeronautics & Space Administration			
Canal Zone Government			
Selective Service System			
American Battle Monuments Commission			
U.S. Soldiers' & Airmen's Home			
Environmental Protection Agency			
Office of the Attending Physician to Congress			
Classified Activities			
Subtotal - Reimbursable Personnel			
Total Outside DoD			

(Page 1 of 2)

MILITARY PERSONNEL, _____
MILITARY PERSONNEL ASSIGNED OUTSIDE DOD (Continued)

	(End Strength)		
	FY 20PY	FY 20CY	FY 20BY
Assigned Outside DoD Activities in Support of Non-DoD Functions			
Non-reimbursable Personnel			
State Department			
(Embassy Security Guards)			
Subtotal Non-reimbursable Non-DoD Functions			
Reimbursable Personnel			
State Department			
(Construction Battalions)			
Justice Department (LEAA)			
National Science Foundation			
(Antarctic Program)			
Memorial Affairs			
(Cemeterial Expense, Army)			
General Services Administration (FEDSIM)			
Foreign Military Sales			
Military Assistance Program			
Subtotal Reimbursable Non-DoD Functions			
Total Assigned Outside DoD Activities in Support of Non-DoD Functions			
Assigned to DoD Activities in Support of Non-DoD Functions (Reimbursable)			
NASA			
Foreign Military Sales			
Subtotal Assigned to DoD Activities in Support of Non-DoD Functions			
Assigned to Working Capital Fund Organizational Elements of DoD Activities in Support of DoD Functions (Reimbursable)			
Working Capital Funds (WCF)			
Information Services Activity Group (ISAG)			
HQ US Transportation Command (TRANSCOM)			
Military Traffic Management Command (MTMC)			
Defense Courier Service (DCS)			
Defense Commissary Agency (DeCA)			
Defense Finance & Accounting Service (DFAS)			
Defense Information Systems Agency (DISA)			
Defense Logistics Agency (DLA)			
Depot Maintenance Activity Group (DMAG)			
Joint Logistics Systems Center (JLSC)			
Supply Management Activity Group (SMAG)			
Subtotal Assigned to DoD Activities in Support of DoD Functions			
Grand Total Reimbursable			
Grand Total Non-reimbursable			
Grand Total			

Exhibit PB-30Q Military Personnel Assigned Outside DoD (End Strength) (Active)
(Page 2 of 2)

Exhibit PB-30R Reimbursable Program (Active & Reserve)

MILITARY PERSONNEL, _____
REIMBURSABLE PROGRAM
($ in Thousands)

	FY 20PY	FY 20CY	FY 20BY
SUBSISTENCE			
(Specify source-Reserves, individual, etc.)			
MEDICAL			
FOREIGN MILITARY SALES			
OTHER NON-STRENGTH			
*(Specify source-surcharge, clothing, etc.)			
STRENGTH RELATED			
Officer Basic Pay			
Other Pays and Allowances			
Enlisted Basic Pay			
Other Pays and Allowances			
Retired Pay Accrual (Officer and Enlisted)			
PCS Travel			
SUBTOTAL			
TOTAL PROGRAM			

* Include reimbursements from administrative surcharge, training cases, etc. Exclude Technical Assistance Field Teams (TAFTS) or other programs for which end strength is specifically programmed. These should be included in the strength-related entry.

Exhibit PB-30S Reserve Officer Candidates (ROTC) Enrollment (Active)

MILITARY PERSONNEL, _____

RESERVE OFFICER CANDIDATES (ROTC) ENROLLMENT

	FY 20PY Actual			FY 20CY Estimate			FY 20BY Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Senior ROTC (Excluding Scholarship Program)									
First Year									
Second Year									
Total Basic ROTC									
Third Year									
Fourth Year									
Total Advanced ROTC									
Total Senior ROTC Enrollment									
Scholarship Program									
First Year									
Second Year									
Total Basic ROTC									
Third Year									
Fourth Year									
Total Advanced ROTC									
Total Scholarship Enrollment									
Total Enrollment									
First Year									
Second Year									
Total Basic ROTC									
Third Year									
Fourth Year									
Total Advanced ROTC									
Total ROTC Enrollment									
Completed ROTC and Commissioned:									
Completed ROTC Commission Deferred:									

Exhibit PB-30T Reserve Officer Candidates (ROTC) Program (Active)

MILITARY PERSONNEL, _____
RESERVE OFFICER CANDIDATES (ROTC) PROGRAM

Number of schools and the civilian and military personnel associated with the ROTC program follow:

	FY 20PY	FY 20CY	FY 20BY
Schools			
Civilian Personnel (End Strength)			
Military Personnel (End Strength)			

Note: Civilian personnel are funded by Active O&M and military personnel are funded by Active Military Personnel appropriations.

Exhibit PB-30V Incentive/Bonus Payment Stream (Active & Reserve)

MILITARY PERSONNEL, _____

SELECTED REENLISTMENT BONUS (SRB)
($ in Thousands)

	FY 20PY		FY 20CY		FY 20BY		FY 20BY+1		FY 20BY+2 thru 4*	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	xxx	300.0	xxx	300.0	xxx	250.0	xxx	250.0	-	-
Accelerated Payments		5.0		5.0		5.0		-		-
Prior Year										
Initial Payments	xxx	40.0	-	-	-	-	-	-	-	-
Anniversary Payments	-	-	xxx	10.0	xxx	10.0	xxx	10.0	xxx	10.0
Current Year										
Initial Payments	-	-	xxx	40.0	-	-	-	-	-	-
Anniversary Payment	-	-	-	-	xxx	10.0	xxx	10.0	xxx	10.0
Budget Year										
Initial Payments	-	-	-	-	xxx	60.0	-	-	-	-
Anniversary Payments	-	-	-	-	-	-	xxx	20.0	xxx	20.0
Total										
Initial Payments	xxx	40.0	xxx	40.0	xxx	60.0	xxx	-0	-	-
Anniversary Payments	xxx	305.0	xxx	315.0	xxx	275.0	xxx	290.0	xxx	40.0
Total SRB		345.0		355.0		335.0		290.0		40.0

- A ***separate*** similar exhibit must be prepared for enlistment bonuses and other incentive/bonuses not covered by other formats (i.e., Active bonuses exceeding $5,000 and Reserve component incentives and bonuses addressed in the Administration and Support subactivity).
  Examples: Enlistment Bonus (EB), Critical Skills Retention Bonus (CSRB), Assignment Incentive Pay (AIP), Loan Repayment Program (LRP)
- This exhibit should be incorporated into the detailed justification material within the appropriate subactivity detail (i.e., Active within BA 2, Pay and Allowances of Enlisted, and Reserve Component within BA 2, Administration and Support subactivity).

* **Additional columns must show thru FY 20BY+4 so that the outyear payment stream of bonus contracts granted in FY 20PY thru FY 20BY is shown.**

(Page 1 of 2)

MILITARY PERSONNEL, _____

SELECTED REENLISTMENT BONUS (SRB)
($ in Thousands)

NOTE:
1. Prior obligations are only anniversary payments associated with contracts entered into during preceding years.
2. Number of bonus recipients (initial or anniversary payments) must be entered in any year funds are entered.
3. Add additional BY columns as required for the total bonus contract period.
4. Initial payments are not to be shown in the outyears.
5. Accelerated payments are the remainder of entitlements due to enlisted personnel when separating early (not due to voluntary reasons or misconduct) and for advance payments related to financial hardship.

Exhibit PB-30V Incentive/Bonus Payment Stream (Active & Reserve) Continued
(Page 2 of 2)

Exhibit PB-30X Subactivity Detailed Justification (Active)

($ in Thousands)

Program: * (e.g., Basic Pay)

FY 20BY Estimate $xxx,xxx
FY 20CY Estimate $xxx,xxx
FY 20PY Estimate $xxx,xxx

***A separate exhibit must be prepared for each M-1 line item reflecting subactivity detail. See sections 2.4.3 and 3.3.3 for more guidance.**

Part I – Purpose and Scope

Include a description of what the funds requested are for to include any references to legislative authorities.

Part II – Justification of Funds Required

Include an explanation to justify the requested change. The explanation should be specific with regard to what the increases will provide for (i.e., statutory, program enhancements, solving deficiencies, etc.).

	FY 20PY			FY 20CY Est			FY 20BY Est		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Program (e.g., Basic Pay)									
Total									

Note: Average number may represent the number of workyears or average number of personnel budgeted to receive a particular type of pay.
For the Retired Pay Accrual (RPA) exhibit, each active military personnel account must include a breakout of the RPA costs by Active Duty Component (Full-Time) soldiers and Reserve Component (Part-time) soldiers who are mobilized or on active duty for operational support.

Exhibit PB-30Y Performance Measures and Evaluation Summary

MILITARY PERSONNEL, _____
Performance Measures and Evaluation Summary

Activity: Active Military Personnel

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

Description of Activity: The Active Military Personnel appropriations provide resources necessary to compensate military personnel required to man approved force structure and support infrastructure, which include pay, allowances, individual clothing, subsistence, and permanent change of station.

PERFORMANCE MEASURES:

	PY Actual	CY Planned	BY Planned
Average Strength	xxx,xxx	xxx,xxx	xxx,xxx
End Strength	xxx,xxx	xxx,xxx	xxx,xxx
Authorized End Strength	xxx,xxx		

Include a narrative section after each measure to provide any important information concerning the data reflected, explanations for variances from targets, and a subjective assessment of the program's performance and outlook. The narrative should also explain any differences in how the Services define these items. Include a statement referencing that this display provides the information to meet the Office of Management and Budget requirement for PART - Program Assessment Rating Tool.

Recruiting

1. Numeric goals	xx,xxx	xx,xxx	xx,xxx
Actual	xx,xxx		
- Total recruiting mission is compared to actual accessions for the fiscal year. The percent of goal accomplished is the measurement.			
2. Quality goals			
a. HSDG percent	xx%	xx%	xx%
Actual	xx%		
b. Test Score Category I-IIIA percent	xx%	xx%	xx%
Actual	xx%		

a. The percent Tier 1 High School Degree Graduate (HSDG) is the measure, which is a measure of educational achievement - Total number of Tier 1 HSDG non-prior service accessions + Delayed Entry Program (DEP) is compared to total number of non-prior service accessions + DEP for the fiscal year. (DoD target is 90%)

b. The percent CAT I-IIIA is the measure - Total number of non-prior service accessions + DEP who scored at or above 50th percentile (CAT I-IIIA) is compared to total number of non-prior service accessions + DEP for the fiscal year. (DoD target is 60%. CAT I-IIIA - scores at or above 50 on the Armed Forces Qualification Test (measure of aptitude). CAT IV - percentages are not shown as the Services historically have no difficulty meeting the 4% limitation.)

The narrative for recruiting should explain that the numeric goals will change between budget and fiscal year completion and why Services resource to quality levels while the DoD benchmarks are lower.

Exhibit PB-30Z Monthly End Strengths by Pay Grade (Active)

MILITARY PERSONNEL, _____
MONTHLY END STRENGTHS BY PAY GRADE
FY 20XX [1/]

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Commissioned Officers												
O-10 (enter rank)												
O-9 " "												
O-8 " "												
O-7 " "												
O-6 " "												
O-5 " "												
O-4 " "												
O-3 " "												
O-2 " "												
O-1 " "												
Total												
Warrant Officers												
W-5 (enter rank)												
W-4 " "												
W-3 " "												
W-2 " "												
W-1 " "												
Total												
Total Officers												
Enlisted Personnel												
E-9 (enter rank)												
E-8 " "												
E-7 " "												
E-6 " "												
E-5 " "												
E-4 " "												
E-3 " "												
E-2 " "												
E-1 " "												
Total Enlisted												
Cadets/Midshipmen												
Total End Strength												

[1/] A separate exhibit should be prepared for each fiscal year presented in the Justification Book.

Exhibit MP-2 Basic Allowance for Housing Costs Summary

MILITARY PERSONNEL, _____
BASIC ALLOWANCE FOR HOUSING COSTS SUMMARY

	($ in Thousands)						
	PY	CY	BY	BY+1	BY+2	BY+3	BY+4
DIRECT BASELINE PROGRAM FUNDING							
Basic Allowance for Housing Officers							
Domestic							
Overseas							
Total Officer							
Basic Allowance for Housing Enlisted							
Domestic							
Overseas							
Total Enlisted							
Basic Allowance for Housing Total							
Domestic							
Overseas							
Grand Total							
REIMBURSABLE BASELINE PROGRAM FUNDING							
Basic Allowance for Housing Officers							
Domestic							
Overseas							
Total Officer							
Basic Allowance for Housing Enlisted							
Domestic							
Overseas							
Total Enlisted							
Basic Allowance for Housing Total							
Domestic							
Overseas							
Grand Total							

(Page 1 of 3)

MILITARY PERSONNEL, _____
BASIC ALLOWANCE FOR HOUSING ESTIMATES

	($ in Thousands)						
	PY	CY	BY	BY+1	BY+2	BY+3	BY+4
TOTAL BASELINE PROGRAM FUNDING							
Basic Allowance for Housing Officers							
Domestic							
Overseas							
Total Officer							
Basic Allowance for Housing Enlisted							
Domestic							
Overseas							
Total Enlisted							
Basic Allowance for Housing Total							
Domestic							
Overseas							
Grand Total							
OCO FUNDING							
Basic Allowance for Housing Officers							
Domestic							
Overseas							
Total Officer							
Basic Allowance for Housing Enlisted							
Domestic							
Overseas							
Total Enlisted							
Basic Allowance for Housing Total							
Domestic							
Overseas							
Grand Total							

Exhibit MP-2, Basic Allowance for Housing Costs Summary (Continued)
(Page 2 of 3)

MILITARY PERSONNEL, _____
BASIC ALLOWANCE FOR HOUSING ESTIMATES

($ in Thousands)

	PY	CY	BY	BY+1	BY+2	BY+3	BY+4
TOTAL PROGRAM FUNDING							
Basic Allowance for Housing Officers							
Domestic							
Overseas							
Total Officer							
Basic Allowance for Housing Enlisted							
Domestic							
Overseas							
Total Enlisted							
Basic Allowance for Housing Total							
Domestic							
Overseas							
Grand Total							

Exhibit MP-2, Basic Allowance for Housing Costs Summary (Continued)
(Page 3 of 3)

Exhibit MP-3 Summary of Outyear Data

MILITARY PERSONNEL, _____
SUMMARY OF OUTYEAR DATA

	*PY	*CY	BY	BY+1	BY+2	BY+3	BY+4
End Strength							
Officer							
Enlisted							
Cadets/Midshipmen							
Total							
Average Strength							
Officer							
Enlisted							
Cadets/Midshipmen							
Total							
Gains							
Officer							
Academy							
ROTC							
OCS/OTS							
HPSP							
Other							
Total Officer Gains							
Enlisted							
Non Prior Service							
Prior Service							
Other							
Total Enlisted Gains							
Total Officer and Enlisted Gains							
Losses							
Officer							
Voluntary Separation							
Retirement							
15-Year Temporary Early Retirement							
Other							
Total Officer Losses							
Enlisted							
ETS							
Retirement							
15-Year Temporary Early Retirement							
Attrition							
Other							
Total Enlisted Losses							
Total Officer and Enlisted Losses							
Obligations ($ in Thousands) (Provide by Budget Activity and in total)							
Direct							
Reimbursable							
Total							

Note: "Do not round strength numbers". Strength numbers should agree with request in the applicable budget submission.

Note: Gains and Losses on this exhibit should agree with the Gains and Losses on PB-30F.

Exhibit MP-4 Military Personnel by Region and Country (End Strength)

MILITARY PERSONNEL, _____
MILITARY PERSONNEL BY REGION AND COUNTRY (END STRENGTH)

	FY 20PY			FY 20CY Est			FY 20BY Est		
	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total
Western & Southern Europe									
Austria									
Belgium									
Cyprus									
Denmark									
Finland									
France									
Germany									
Gibraltar									
Greece (including Crete)									
Greenland									
Iceland									
Ireland									
Italy									
Luxemburg									
Malta									
Netherlands									
Norway									
Portugal (including Azores)									
Spain									
Sweden									
Switzerland									
Turkey									
United Kingdom (excluding Ireland)									
Afloat									
Total									
Africa, Near East, & South Asia									
Afghanistan									
Algeria									
Bahrain									
Bangladesh									
Botswana									
Burundi									
British Indian Ocean Territory (Includes Diego Garcia)									
Cameroon									

(Page 1 of 6)

MILITARY PERSONNEL, _____
MILITARY PERSONNEL BY REGION AND COUNTRY (END STRENGTH)

	FY 20PY			FY 20CY Est			FY 20BY Est		
	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total
Chad									
Congo									
Djibouti									
Egypt									
Eritrea									
Ethiopia									
Gabon									
Ghana									
Guinea									
India									
Israel									
Ivory Coast									
Jordan									
Kenya									
Kuwait									
Lebanon									
Liberia									
Madagascar									
Malawi									
Mali									
Mauritius									
Morocco									
Mozambique									
Nepal									
Niger									
Nigeria									
Oman									
Pakistan									
Qatar									
St. Helena (Includes Ascension Island)									
Saudi Arabia									
Senegal									
Seychelles									
Somalia									
South Africa									
Sri Lanka									
Sudan									

Exhibit MP-4 Military Personnel by Region and Country (End Strength) Continued
(Page 2 of 6)

MILITARY PERSONNEL, _____
MILITARY PERSONNEL BY REGION AND COUNTRY (END STRENGTH)

	FY 20PY			FY 20CY Est			FY 20BY Est		
	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total
Syria									
Tanzania, United Republic of									
Togo									
Tunisia									
Uganda									
United Arab (Emirates)									
Burkina Faso									
Yemen (Sanaa)									
Zaire									
Zambia									
Zimbabwe									
Afloat									
Total									
East Asia & Pacific									
Australia									
Burma									
Cambodia									
China									
Figi									
Hong Kong									
Indonesia									
Japan (Including Okinawa)									
Laos									
Malaysia									
New Zealand									
Philippines									
Republic of Korea									
Singapore									
Thailand									
Tonga									
Vietnam									
Afloat									
Total									

Exhibit MP-4 Military Personnel by Region and Country (End Strength) Continued
(Page 3 of 6)

MILITARY PERSONNEL, _____
MILITARY PERSONNEL BY REGION AND COUNTRY (END STRENGTH)

	FY 20PY			FY 20CY Est			FY 20BY Est		
	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total
Western Hemisphere									
Antigua									
Argentina									
Bahamas, The									
Barbados									
Belize									
Bermuda									
Bolivia									
Brazil									
Canada									
Chile									
Colombia									
Costa Rica									
Cuba (Guantanamo)									
Dominican Republic									
Ecuador									
El Salvador									
Grenada									
Guatemala									
Guyana									
Haiti									
Honduras									
Jamaica									
Mexico									
Nicaragua									
Panama									
Paraguay									
Peru									
St. Christopher-Nevis-Anguilla									
Suriname									
Uruguay									
Venezuela									
Afloat									
Total									

Exhibit MP-4 Military Personnel by Region and Country (End Strength) Continued
(Page 4 of 6)

MILITARY PERSONNEL, _____
MILITARY PERSONNEL BY REGION AND COUNTRY (END STRENGTH)

	FY 20PY			FY 20CY Est			FY 20BY Est		
	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total
Antarctica									
Eastern Europe									
Albania									
Bosnia and Herzegovinia									
Bulgaria									
Croatia									
Czech Republic									
Estonia									
Hungary									
Lithuania									
Macedonia									
Poland									
Romania									
Serbia (includes Kosovo)									
Slovenia									
Total									
Former Soviet Union									
Armenia									
Azerbaijan									
Belarus									
Georgia									
Kazakhstan									
Kyrgyzstan									
Moldova									
Russia									
Tajikistan									
Turkmenistan									
Ukraine									
Uzbekistan									
Total									

Exhibit MP-4 Military Personnel by Region and Country (End Strength) Continued
(Page 5 of 6)

MILITARY PERSONNEL, _____
MILITARY PERSONNEL BY REGION AND COUNTRY (END STRENGTH)

	FY 20PY			FY 20CY Est			FY 20BY Est		
	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total
U. S. Territory and Special Locations									
Continental United States (CONUS)									
Alaska									
Hawaii									
American Samoa									
Guam									
Kwajalein Atoll									
Midway Islands									
Puerto Rico									
Trust Territory of the Pacific Islands									
Virgin Islands of the U.S.									
Wake Island									
Transients, Patients									
Prisoners									
Afloat									
Total									
Total End Strength (to include reimbursable end strength) - Total End Strength should match PB-30B Exhibit									

Exhibit MP-4 Military Personnel by Region and Country (End Strength) Continued
(Page 6 of 6)

Exhibit MP-6 Education Benefits

MILITARY PERSONNEL, _____
EDUCATION BENEFITS
(Title 38 USC, Chapter 30)
($ in Thousands)

COLLEGE FUND	FY 20PY	FY 20CY	FY 20BY	FY 20BY+1	FY 20BY+2	FY 20BY+3	FY 20BY+4
(Army Specific "X" – Insert "2", "3", "4", "5," or "6" Year Enlistment) (Navy Specific "X" – Insert "4" Year Enlistment) (Marine Corps Specific "X" – Insert "4" or "5" Year Enlistments)							
"X" Year Enlistment							
# of Participants							
$150 per month							
Amount							
"X" Year Enlistment							
# of Participants							
$250 per month							
Amount							
"X" Year Enlistment							
# of Participants							
$350 per month							
Amount							
"X" Year Enlistment							
# of Participants							
$450 per month							
Amount							
"X" Year Enlistment							
# of Participants							
$550 per month							
Amount							
"X" Year Enlistment							
# of Participants							
$650 per month							
Amount							
"X" Year Enlistment							
# of Participants							
$750 per month							
Amount							

(Page 1 of 2)

MILITARY PERSONNEL, _____
EDUCATION BENEFITS
(Title 38 USC, Chapter 30)
($ in Thousands)

	FY 20PY	FY 20CY	FY 20BY	FY 20BY+1	FY 20BY+2	FY 20BY+3	FY 20BY+4
"X" Year Enlistment							
# of Participants							
$850 per month							
Amount							
"X" Year Enlistment							
# of Participants							
$950 per month							
Amount							
TOTAL COLLEGE FUND							
# of Participants							
Amount							
Amortization Payment – Unfunded Liability							
Amortization Payment – Involuntary Separatees							
NATIONAL CALL TO SERVICE							
# of Participants							
Rate							
Amount							
TOTAL EDUCATION BENEFITS							
(Total of College Fund, Amortization and National Call to Service)							

NOTE: Per capita cost rates will be provided annually subsequent to approval of the DoD Education Benefits Board of Actuaries. Total program cost must match data provided in PB Exhibits including justification for Budget Activity 2 and Budget Activity 6, Education Benefits. Format may be altered to account for categories not listed.

Exhibit MP-6 Education Benefits (Continued)

(Page 2 of 2)

*Exhibit MP-9 Summary of Basic Pay and Retired Pay Accrual Costs

MILITARY PERSONNEL, _____
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
($ in Thousands)

	FY 20PY		FY 20CY		FY 20BY		FY 20BY+1	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Total Direct Program								
Officer								
Enlisted								
Total ADOS Program								
Officer								
Enlisted								
Total Reimbursable Program								
Officer								
Enlisted								
Total Program								
Officer								
Enlisted								

	FY 20PY	FY 20CY	FY 20BY	FY 20BY+1
Blended Retirement Plan Continuation Pay				
TSP Matching Contributions				

	FY 20BY+2		FY 20BY+3		FY 20BY+4	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Total Direct Program						
Officer						
Enlisted						
Total ADOS Program						
Officer						
Enlisted						

	FY 20BY+2		FY 20BY+3		FY 20BY+4	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Total Reimbursable Program						
Officer						
Enlisted						
Total Program						
Officer						
Enlisted						

	FY 20BY+2	FY 20BY+3	FY 20BY+4
Blended Retirement Plan			
Continuation Pay			
TSP Matching Contributions			

Note: Retired pay accrual amounts, as a percentage of basic pay, should agree with the Normal Cost Percentages (NCPs) provided in the budget guidance. Beginning in FY 2018, the continuation pays and TSP costs should agree with the anticipated costs resulting from the blended retirement system authorized in the FY 2016 NDAA, P.L. 114-92.

Exhibit MP-11 Gains Phased by Month

MILITARY PERSONNEL, _____

GAINS PHASED BY MONTH
(End Strength)

	FY 20PY	FY 20CY	FY 20BY
OFFICER GAINS PHASED BY MONTH			
September			
October			
November			
December			
January			
February			
March			
April			
May			
June			
July			
August			
September			
Total			
ENLISTED NON-PRIOR SERVICE (NPS) ACCESSIONS PHASED BY MONTH			
September			
October			
November			
December			
January			
February			
March			
April			
May			
June			
July			
August			
September			
Total			

*Exhibit MP-12 Pay Raise Data

MILITARY PERSONNEL, _____
PAY RAISE DATA
($ in Thousands)

	FY 20PY	FY 20CY	FY 20BY
DIRECT AND REIMBURSABLE			
Basic Pay (including Cadets/Midshipmen)			
Retired Pay Accrual			
TSP Matching			
FICA			
Separation Pay **Minus VSI & $30K Bonuses**			
SRB – **New Payments Only**			
Station Allowances –COLA only			
PCS – Dislocation Allowance			
TOTAL			
DIRECT			
Basic Pay (including Cadets/Midshipmen)			
Retired Pay Accrual			
TSP Matching			
FICA			
Separation Pay **Minus VSI & $30K Bonuses**			
SRB – **New Payments Only**			
Station Allowances –COLA only			
PCS – Dislocation Allowance			
TOTAL			
REIMBURSABLE			
Basic Pay			
Retired Pay Accrual			
FICA			
Separation Pay **Minus VSI & $30K Bonuses**			
SRB – **New Payments Only**			
Station Allowances –COLA only			
PCS – Dislocation Allowance			
TOTAL			

NOTE: This exhibit should reflect only the amounts budgeted that are affected by the pay raise. The numbers in this exhibit will be used to develop pay raise estimates. The total should not add to the total appropriation amount.

Exhibit MP-13 Medicare-Eligible Retiree Health Fund Contributions

Medicare-Eligible Retiree Health Fund Contribution, (Army, Navy, …)_____
(In Thousands of Dollars)

	FY 20PY Actual			FY 20CY Estimate			FY 20BY Estimate		
	Number	Avg. Rate	Amount	Number	Avg. Rate	Amount	Number	Avg. Rate	Amount
Officer									
Enlisted									
Subtotal									
CIS Control									
Delta from CIS									

	FY 20BY+1 Estimate			FY 20BY+2 Estimate			FY 20BY+3 Estimate		
	Number	Avg. Rate	Amount	Number	Avg. Rate	Amount	Number	Avg. Rate	Amount
Officer									
Enlisted									
Total									
CIS Control									
Delta from CIS									

	FY 20BY+4 Estimate		
	Number	Avg. Rate	Amount
Officer			
Enlisted			
Total			
CIS Control			
Delta from CIS			

NOTE: NUMBER SHOULD REFLECT TOTAL AVERAGE STRENGTH MINUS AVERAGE STRENGTH FOR THE MANDAY/ADOS PROGRAM.

Exhibit MP-15 Monthly Obligation Phasing Plan

MONTHLY OBLIGATION PHASING PLAN (FY CY)
Appropriation: _____

(Dollars in Thousands)

Budget Activity	Description	Budget Subactivity (Example)		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
01	Pay and Allowances of Officers	**Basic Pay**	Month Cum.												
		Retired Pay Accrual	Month Cum.												
		Total	Month Cum.												
02	Pay and Allowances of Enlisted	Total	Month Cum.												
03	Pay and Allowances of Cadets/ Midshipmen	Total	Month Cum.												
04	Subsistence of Enlisted Personnel	Total	Month Cum.												
05	Permanent Change of Station	Total	Month Cum.												
06	Other Military Personnel Costs	Total	Month Cum.												
Total	Direct Program		Month Cum.												
Total	Reimbursable Program		Month Cum.												
Total	Gross Program		Month Cum.												

Directions:

For each military personnel appropriation, provide estimated monthly **direct** obligations for the current year **by each budget subactivity**.

Include lines for both incremental monthly obligations and cumulative (Cum.) obligations year-to-date for each budget subactivity.

Include a monthly phasing of reimbursable obligations and a total gross program at the bottom of the phasing.

Budget activity totals must match the current year (CY) amounts reflected in the Comptroller Information System (CIS).

Exhibit MP-16 Recruiting and Retention Data

MILITARY PERSONNEL, _____
SUMMARY OF RECRUITING AND RETENTION DATA

Recruiting and Retention Goals:

	FY 20PY	FY 20CY	FY20BY	FY20BY+1	FY20BY+2	FY20BY+3	FY20BY+4
Number of Recruiters							
Number of Accessions							
Officer							
Enlisted							
Non-Prior Service							
Prior Service							
Number of Reenlistments							
Initial							
Mid-Career							
Career							

Recruiting and Retention Funding:
(Dollars in Thousands)

Main Category	Appropriation	Officer/ Enlisted	Entitlement	Entitlement Sub-Category	New, Anniversary or Lump Sum Payment	FY 20PY through FY20BY+4 Number	Amount
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)

(Page 1 of 2)

(1) Main Category: This should list either Recruiting or Retention.
(2) Appropriation: MPA, MPN, MPMC or MPAF
(3) Officer/Enlisted: This should list the applicable personnel receiving the recruiting/retention funding – Officer, Enlisted or Cadets/Midshipmen
(4) Entitlement: The following is a list of recruiting and retention programs previously reported to OUSD(C) Military Personnel and Construction Directorate (MPC). Please use this list and include any additional programs not identified that should be captured under recruiting and retention. These additional items should be highlighted to the OSD analyst for future inclusion.

College First
College Fund
Critical Skills Accession Bonus
Critical Skills Retention Bonus
Enlistment Bonus
Health Profession (HP) Accession Bonus
Health Profession (HP) Retention Bonus
Loan Repayment Program
Matching Thrift Saving Plan
Montgomery GI Bill (MGIB)
National Call to Service
Recruitment Referral Bonus
Selective Reenlistment Bonus

(5) Entitlement Sub-Categories: The following is a list of examples of further breakout of specific entitlements previously reported to OUSD(C) Military Personnel and Construction Directorate (MPC). Please use this list and include any additional breakouts not identified that should be captured under each entitlement.

Critical Skills Accession Bonus
Dentist
Nuclear Accession Bonus
SPECWAR
Warrant Officers, CID
Warrant Officers, Military Intel
Warrant Officers, Special Forces

Critical Skills Retention Bonus
Medical CSRB
Dental CSRB
Physician Asst CSRB
Psych Diplomate & Non-Physician
Company Grade/Captain CSRB
Enlisted Supervisor Retention Pay
EOD/Seal/Master Diver
Intel
NSW

HP Accession Bonus
Dentist Accession Bonus
Nurse Accession Bonus
Pharmacy Accession Bonus
Physician Accession Bonus
Physician – Critical War Skills Accession Bonus
Psychologist Accession Bonus
Public Health Officer Accession Bonus

HP Retention Bonus
Dental Multi-Year Retention Bonus
Optometrist Multi-Year Retention Bonus
Optometry Retention
Physician Multi-Year Special Pay

Additional Instructions: This exhibit is to be included in the backup justification book. Additionally, OSD(C) will provide each Component with their specific MP-16 spreadsheet and each Component must submit it electronically to OUSD(C) Military Personnel and Construction Directorate.

Exhibit MP-16 – Recruiting and Retention Data (Continued)
(Page 2 of 2)

Exhibit MP-17 Reimbursable Program (Reimbursing Customers)

MILITARY PERSONNEL, _____
Reimbursable Program (Reimbursing Customers)
($ in Thousands)

Category	Customer	Mission Description [1/]	Reimbursing Account [2/]	FY 20PY Number	FY 20PY Rate	FY 20PY Amt	FY 20CY Number	FY 20CY Rate	FY 20CY Amt	FY 20BY Number	FY 20BY Rate	FY 20BY Amt
Examples												
Pay and Allowances	Army Working Capital Fund	Supply Management	WCF, Army									
Pay and Allowances	DIA	Intelligence Related	O&M, Defense-Wide									
Subsistence-in-Kind	Dept of State	MREs for Humanitarian Mission (specify)	Dept of State									
Total [3/]												

[1/] Mission Description must be unclassified. For intelligence related activities, the mission description should simply state "Intelligence Related".
[2/] Only specify account if within DoD (e.g., Army Working Capital Fund), otherwise specify reimbursing organization.
[3/] Total must match CIS controls and Justification Book amounts for reimbursable authority.

Guidance on Military Personnel Reimbursables.
A direct appropriation is provided for paying military personnel; therefore, the cost of military labor shall not be charged to another DoD entity except for:

- Military personnel assigned to the Defense Working Capital Fund activities;
- If provided in the annual DoD Appropriations Act, National Guard and Reserve members who provide intelligence or counterintelligence support to Combatant Commands, Defense Agencies and Joint Intelligence Activities, including the activities and programs included within the National Intelligence Program and the Military Intelligence Program; and
- National Guard and Reserve personnel conducting military-to-military contacts as authorized in 10 U.S.C. 168 and utilizing funds specifically appropriated for that purpose.

Military labor shall be charged to non-DoD organizations on the basis of the actual hours worked or assigned.

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

RESERVE PERSONNEL, _____
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
($ in Thousands)

	FY 20PY Actual	FY 20CY Estimate	FY 20BY Estimate
Reserve Component Training and Support			
Direct Program			
Reimbursable Program			
OCO Funding			
Subtotal Reserve Personnel, xxxx			
Medicare-Eligible Retiree Health Fund Contribution, (Army, Navy, etc.)			
TOTAL PROGRAM COST			

LEGISLATIVE PROPOSALS:
The following legislative proposals are included in the above estimate and submitted for FY BY consideration:
(List proposals and funding requested for each fiscal year.)

(Page 1 of 2)

RESERVE PERSONNEL, _____
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PERSONNEL ACCOUNTS
($ 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.

	FY 20PY Actual	FY 20CY Estimate	FY 20BY Estimate
RESERVE PERSONNEL, XXX (RPX)			
DIRECT PROGRAM			
REIMBURSABLE PROGRAM			
OCO AND OTHER SUPPLEMENTAL FUNDING 1/			
TOTAL RESERVE PERSONNEL, XXX (RPX)			
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION (MERHFC)			
TOTAL RESERVE PERSONNEL, XXX PROGRAM COST			
MILITARY PERSONNEL, XXX (MPX)			
OCO PAY AND ALLOWANCES, MOBILIZATION			
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES			
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, XXX			
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS			

1/ FY 20CY and FY 20BY reflects amounts requested in the FY 20CY OCO request and the FY 20BY OCO request.

Exhibit PB-30A Summary of Requirements by Budget Program (Reserves) Continued
Congressional Reporting Requirements
(Page 2 of 2)

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

RESERVE PERSONNEL, _____
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTH

OFFICERS

	FY 20PY	FY 20CY	FY 20BY
BEGINNING STRENGTH			
GAINS			
Non-prior Service Personnel			
Male			
Female			
Prior Service Personnel			
Civilian Life			
Active Component			
Enlisted Commissioning Programs			
Pay Group B (IMA)			
Other Reserve Status/Component			
All Other			
Full-Time Active Duty			
TOTAL GAINS			
LOSSES			
Civilian Life			
Active Component			
Retired Reserves			
Pay Group B (IMA)			
Other Reserve Status/Component			
All Other			
Full-Time Active Duty			
TOTAL LOSSES			
Accounting Adjustment			
END STRENGTH			

NOTE: This exhibit should include both part-time and full-time personnel.

(Page 1 of 2)

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

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

ENLISTED

	FY 20PY	FY 20CY	FY 20BY
BEGINNING STRENGTH			
GAINS			
Non-prior Service Personnel			
Male			
Female			
Prior Service Personnel			
Civilian Life			
Active Component			
Reenlistments/Extensions			
Pay Group B (IMA)			
Other Reserve Status/Component			
All Other			
Full-Time Active Duty			
TOTAL GAINS			
LOSSES			
Expiration of Selected Reserve Service			
Active Component			
To Officer Status			
Retired Reserves			
Reenlistments/Extensions			
Attrition			
Pay Group B (IMA)			
Other Reserve Status/Component			
All Other			
Full-Time Active Duty			
TOTAL LOSSES			
Accounting Adjustment			
END STRENGTH			

NOTE: This exhibit should include both part-time and full-time personnel.

(Page 2 of 2)

Exhibit PB-30G Summary of Personnel (Reserves)

RESERVE PERSONNEL, _____
SUMMARY OF PERSONNEL

	No. of Drills	No. of A/D Days Training	(Strength) FY 20PY Begin	FY 20PY Average	FY 20PY End	FY 20CY Begin	FY 20CY Average	FY 20CY End	FY 20BY Begin	FY 20BY Average	FY 20BY End
Paid Drill/Individual Training											
Pay Group A - Officers	48	1/									
Pay Group A - Enlisted	48	1/									
Subtotal Pay Group A											
Pay Group B - Officers	2/	1/									
Pay Group B - Enlisted	2/	1/									
Subtotal Pay Group B											
Pay Group F - Enlisted	--	1/									
Pay Group P - Enlisted- Paid	3/	--									
Pay Group P - Enlisted- Non Paid											
Subtotal Pay Group F/P											
Subtotal Paid Drill/Indiv Tng											
Full-time Active Duty											
Officers											
Enlisted											
Subtotal Full-time											
Total Selected Reserve											
Officers											
Enlisted											
Total											
Individual Ready Reserve/Inactive National Guard											
Officers											
Enlisted											
Total											
GRAND TOTAL											

End strength data must agree by category of personnel with the end strength data reflected in the Comptroller Information System (CIS).

Averages are computed as follows: **(PY SEP + (CY OCT through CY AUG)*2 + CY SEP)/24**

1/ Show average length of training in days for the budget year (BY).
2/ Combine all IMAs into training category B. Components should reflect weighted average of drills performed by all IMAs under "No. of Drills" that support the funds requested.
3/ Show average number of drills for the budget year (BY).

NOTE: Data should reflect total direct and reimbursable funded end strength.

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

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

	FY 20PY		FY 20CY		FY 20BY	
	Average	End	Average	End	Average	End
Commissioned Officers						
0-8 (enter rank)						
0-7 " "						
0-6 " "						
0-5 " "						
0-4 " "						
0-3 " "						
0-2 " "						
0-1 " "						
Total						
Warrant Officers						
W-4 (enter rank)						
W-3 " "						
W-2 " "						
W-1 " "						
Total						
Total Officers						
Enlisted Personnel						
E-9 (enter rank)						
E-8 " "						
E-7 " "						
E-6 " "						
E-5 " "						
E-4 " "						
E-3 " "						
E-2 " "						
E-1 " "						
Total Enlisted						
Total Personnel on Active Duty						

Exhibit PB-30I Strength by Month (Reserves)

RESERVE PERSONNEL, _____
FY 20___ STRENGTH

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total Selected
	Officer	Enlisted	Total	Officer	Enlisted	Total	Group F	Paid	Non-Paid	Drill	Officer	Enlisted	Total	Reserve
September 30, 20__														
October														
November														
December														
January														
February														
March														
April														
May														
June														
July														
August														
September 30, 20__														
Average														

Note: A separate Exhibit will be prepared for the prior year, current year, and budget year. The Exhibit displaying current data will be footnoted to indicate the month through which actual date is reflected.

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
(ACTUAL, FY 20XX)

AC FUNDED	RC FUNDED	TOTAL	Primary Missions Being Performed
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
-	-	-	1.
-	-	-	2.
-	-	-	3.
-	-	-	4.
-	-	-	5.

Congressional Reporting Requirement

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

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

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
RESERVE COMPONENT TRAINING AND SUPPORT									
PAY GROUP A									
Active Duty Training									
Inactive Duty Training									
Unit Training Assemblies									
Flight Training									
Training Preparation									
Military Funeral Honors									
Civil Disturbance									
Jump Proficiency									
Clothing									
Subsistence of Enlisted Personnel									
Travel									
TOTAL DIRECT OBLIGATIONS									
PAY GROUP B									
Active Duty Training									
Inactive Duty Training									
Clothing									
Subsistence of Enlisted Personnel									
Travel									
TOTAL DIRECT OBLIGATIONS									
PAY GROUP F									
Active Duty Training									
Clothing									
Subsistence of Enlisted Personnel									
Travel									
TOTAL DIRECT OBLIGATIONS									
PAY GROUP P									
Inactive Duty Training									
Clothing									
Subsistence of Enlisted Personnel									
TOTAL DIRECT OBLIGATIONS									

The PB-30J data, **to include outyear** data, will be submitted via the Select and Native Programming Data Input System (SNaP) located at https://snap.pae.osd.mil. The most current version of this exhibit will be found at this site.

(Page 1 of 5)

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

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
MOBILIZATION TRAINING									
IRR Muster/Screening									
IRR Mission Support									
IRR Readiness Training									
Merchant Marine Training									
TOTAL DIRECT OBLIGATIONS									
SCHOOL TRAINING									
Career Development Training									
Initial Skill Acquisition Training									
Officer Candidate/Training School									
Refresher and Proficiency Training									
Undergraduate Pilot/Navigator Training									
Unit Conversion Training									
TOTAL DIRECT OBLIGATIONS									
SPECIAL TRAINING									
Competitive Events									
Command/Staff Supervision									
Drug Interdiction Activity									
Exercises									
Management Support									
Operational Training									
Recruiting/Retention									
Service Mission/Mission Support									
Unit Conversion Training									
Active Duty for Operational Support (ADOS)									
Active Duty Special Training (ADST)									
TOTAL DIRECT OBLIGATIONS									

Exhibit PB-30J Summary of Entitlements by Subactivity (Reserves) Continued
(Page 2 of 5)

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

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances									
Clothing									
Subsistence									
Travel/PCS									
Death Gratuities									
Disability and Hospitalization Benefits									
Reserve Incentive Programs									
Transition Benefits									
Adoption Expenses									
$30,000 Lump Sum Bonus									
Continuation Pays									
TOTAL DIRECT OBLIGATIONS									
EDUCATION BENEFITS									
Basic Benefit									
Kicker Program									
Amortization Payment									
TOTAL DIRECT OBLIGATIONS									

Exhibit PB-30J Summary of Entitlements by Subactivity (Reserves) Continued
(Page 3 of 5)

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

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PLATOON LEADERS' CLASS OR RESERVE OFFICER CANDIDATES									
Subsistence Allowance (Stipend)									
Uniforms									
Commutation									
Issue-In-Kind									
Summer Camp Training									
Subsistence-in-Kind									
Travel									
Tuition Assistance Program									
TOTAL DIRECT OBLIGATIONS									
BRANCH OFFICER BASIC COURSE -RESERVE COMPONENTS									
Active Duty Training									
Uniform Allowance									
Travel									
TOTAL DIRECT OBLIGATIONS									
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM									
Stipend									
Uniform Allowance									
Active Duty Training									
Travel									
TOTAL DIRECT OBLIGATIONS									
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)									
Stipend									
Financial Assistance Grant									
Uniform Allowance									
Active Duty Training									
Travel									
TOTAL DIRECT OBLIGATIONS									

Exhibit PB-30J Summary of Entitlements by Subactivity (Reserves) Continued
(Page 4 of 5)

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

	FY 20PY			FY 20CY			FY 20BY		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
NURSE CANDIDATE BONUS PROGRAM									
Nurse Candidate Bonus									
Accession Bonus									
TOTAL DIRECT OBLIGATIONS									
CHAPLAIN CANDIDATE PROGRAM									
Active Duty Training									
Uniform Allowance									
Travel									
TOTAL DIRECT OBLIGATIONS									
TSP MATCHING CONTRIBUTIONS									
TOTAL DIRECT OBLIGATIONS									
TOTAL DIRECT PROGRAM									

Exhibit PB-30J Summary of Entitlements by Subactivity (Reserves) Continued
(Page 5 of 5)

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

RESERVE PERSONNEL, _____
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 20CY ($ in Thousands)

	FY 20CY PRESIDENT'S BUDGET	CONGRES-SIONAL ACTION	APPROPRI-ATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUB TOTAL	PROPOSED DD 1415 ACTIONS	FY 20CY COL. FY 20BY PRES. BUDGET
RESERVE COMPONENT TRAINING AND SUPPORT							
PAY GROUP A							
Active Duty Training							
Inactive Duty Training							
Unit Training Assemblies							
Flight Training							
Training Preparation							
Military Funeral Honors							
Civil Disturbance							
Jump Proficiency							
Clothing							
Subsistence of Enlisted Personnel							
Travel							
TOTAL DIRECT OBLIGATIONS							
PAY GROUP B							
Active Duty Training							
Inactive Duty Training							
Clothing							
Subsistence of Enlisted Personnel							
Travel							
TOTAL DIRECT OBLIGATIONS							
PAY GROUP F							
Active Duty Training							
Clothing							
Subsistence of Enlisted Personnel							
Travel							
TOTAL DIRECT OBLIGATIONS							
PAY GROUP P							
Inactive Duty Training							
Clothing							
Subsistence of Enlisted Personnel							
TOTAL DIRECT OBLIGATIONS							

(Page 1 of 5)

RESERVE PERSONNEL,
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 20CY ($ in Thousands)

	FY 20CY PRESIDENT'S BUDGET	CONGRES-SIONAL ACTION	APPROPRI-ATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUB TOTAL	PROPOSED DD 1415 ACTIONS	FY 20CY COL. FY 20BY PRES. BUDGET
MOBILIZATION TRAINING							
IRR Muster/Screening							
IRR Mission Support							
IRR Readiness Training							
Merchant Marine Training							
TOTAL DIRECT OBLIGATIONS							
SCHOOL TRAINING							
Career Development Training							
Initial Skill Acquisition Training							
Officer Candidate/Training School							
Refresher and Proficiency Training							
Undergraduate Pilot/Navigator Training							
Unit Conversion Training							
TOTAL DIRECT OBLIGATIONS							
SPECIAL TRAINING							
Competitive Events							
Command/Staff Supervision							
Drug Interdiction Activity							
Exercises							
Management Support							
Operational Training							
Recruiting/Retention							
Service Mission/Mission Support							
Unit Conversion Training							
Active Duty for Operational Support (ADOS)							
Active Duty Special Training (ADST)							
TOTAL DIRECT OBLIGATIONS							

Exhibit PB-30K Analysis of Appropriation Changes (Reserves) Continued
(Page 2 of 5)

RESERVE PERSONNEL, _____
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 20CY ($ in Thousands)

	FY 20CY PRESIDENT'S BUDGET	CONGRES-SIONAL ACTION	APPROPRI-ATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUB TOTAL	PROPOSED DD 1415 ACTIONS	FY 20CY COL. FY 20BY PRES. BUDGET
ADMINISTRATION AND SUPPORT							
Full Time Pay and Allowances							
Clothing							
Subsistence							
Travel/PCS							
Death Gratuities							
Disability and Hospitalization Benefits							
Reserve Incentive Programs							
Transition Benefits							
Adoption Expenses							
$30,000 Lump Sum Bonus							
Continuation Pays							
TOTAL DIRECT OBLIGATIONS							
EDUCATION BENEFITS							
Basic Benefit							
Kicker Program							
Amortization Payment							
TOTAL DIRECT OBLIGATIONS							
PLATOON LEADERS' CLASS OR RESERVE OFFICER CANDIDATES							
Subsistence Allowance (Stipend)							
Uniforms							
Commutation							
Issue-In-Kind							
Summer Camp Training							
Subsistence-in-Kind							
Travel							
Tuition Assistance Program							
TOTAL DIRECT OBLIGATIONS							
BRANCH OFFICER BASIC COURSE -RESERVE COMPONENTS							
Active Duty Training							
Uniform Allowance							
Travel							
TOTAL DIRECT OBLIGATIONS							

Exhibit PB-30K Analysis of Appropriation Changes (Reserves) Continued
(Page 3 of 5)

RESERVE PERSONNEL,
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
FY 20CY ($ in Thousands)

	FY 20CY PRESIDENT'S BUDGET	CONGRES-SIONAL ACTION	APPROPRI-ATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUB TOTAL	PROPOSED DD 1415 ACTIONS	FY 20CY COL. FY 20BY PRES. BUDGET
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM							
Stipend							
Uniform Allowance							
Active Duty Training							
Travel							
TOTAL DIRECT OBLIGATIONS							
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)							
Stipend							
Financial Assistance Grant							
Uniform Allowance							
Active Duty Training							
Travel							
TOTAL DIRECT OBLIGATIONS							
NURSE CANDIDATE BONUS PROGRAM							
Nurse Candidate Bonus							
Accession Bonus							
TOTAL DIRECT OBLIGATIONS							
CHAPLAIN CANDIDATE PROGRAM							
Active Duty Training							
Uniform Allowance							
Travel							
TOTAL DIRECT OBLIGATIONS							
TSP MATCHING CONTRIBUTIONS							
TOTAL DIRECT OBLIGATIONS							
TOTAL DIRECT PROGRAM							

Exhibit PB-30K Analysis of Appropriation Changes (Reserves) Continued
(Page 4 of 5)

INSTRUCTIONS FOR COMPLETION OF EXHIBIT
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

FY 20CY President's Budget - Show costs as included in the original FY 20CY President's Budget request. The total of all such costs should equal the FY 20CY appropriation request for each line item.

Congressional Action - Show the delta(s) associated with final congressional action on the FY 20CY appropriations request.

Appropriation – Show the final funding level appropriated by Congress for the FY CY. This value should tie explicitly by budget activity and total to the values reported on the DD 1414 Base for Reprogramming.

Internal Realignment/Reprogramming - Include those adjustments, which are necessary to align the amounts shown in the appropriation column of this exhibit with the FY 20CY column of the FY 20BY President's Budget exclusive of other price/program changes described below.

Subtotal – Should include the appropriated amount plus or minus internal realignments/reprogrammings.

Proposed DD 1415 Actions - Amounts shown in this column would include approved reprogrammings/transfers.

FY 20CY Column of FY 20BY President's Budget - Show amounts as included in the FY 20BY President's Budget request. These amounts should be equal to the sum of the amounts shown in the preceding two columns.

NOTE: An explanation should be provided for each adjustment in excess of $1 million included in the column showing realignments and reprogramming. Such explanation should not be included as part of this exhibit, but rather should be submitted separately to the OUSD(C) (P/B) Military Personnel and Construction Directorate, Room 3C654, Pentagon.

Exhibit PB-30K Analysis of Appropriation Changes (Reserves) Continued
(Page 5 of 5)

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

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

	FY 20PY___		FY 20CY__		FY 20BY__	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Pay Group A						
Officers						
Enlisted						
Subtotal						
Pay Group B						
Officers						
Enlisted						
Subtotal						
Pay Group F						
Officers						
Enlisted						
Subtotal						
Pay Group P						
Enlisted						
Mobilization Training						
Officers						
Enlisted						
Subtotal						
School Training						
Officers						
Enlisted						
Subtotal						
Special Training						
Officers						
Enlisted						
Subtotal						
Administration and Support						
Officers						
Enlisted						
Subtotal						

NOTE: Retired pay accrual amounts, as a percentage of basic pay, should agree with the Normal Cost Percentages (NCPs) provided in the budget guidance. Retired and Basic Pay should match the amounts on the MPR-5.

(Page 1 of 2)

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

	FY 20PY		FY 20CY		FY 20BY	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Full-time Support (Non-Add)						
(Officer)						
(Enlisted)						
Subtotal						
Other						
Platoon Leaders Class (Enlisted)						
Branch Officers Basic Course (Officer)						
Health Professions Scholarship (Officer)						
Financial Assistance Program (Officer)						
Chaplain Candidate Program (Officer)						
Subtotal						
Total Direct Program						
Officers						
Enlisted						
Total						
Total Reimbursable Program						
Officers						
Enlisted						
Total						
Total Program						
Officers						
Enlisted						
Total						

NOTE: Accrual costs as a percent of basic pay to be used for each year will be provided separately.

Exhibit PB-30L Summary of Basic Pay and Retired Pay Accrual Costs (Reserves) Continued
(Page 2 of 2)

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

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

	FY 20PY BAH	FY 20CY BAH	FY 20BY BAH
Pay Group A			
Officers			
Enlisted			
Subtotal			
Pay Group B			
Officers			
Enlisted			
Subtotal			
Pay Group F			
Officers			
Enlisted			
Subtotal			
Pay Group P			
Enlisted			
Mobilization Training			
Officers			
Enlisted			
Subtotal			
School Training			
Officers			
Enlisted			
Subtotal			
Special Training			
Officers			
Enlisted			
Subtotal			
Administration and Support			
Officers			
Enlisted			
Subtotal			

(Page 1 of 2)

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

	FY 20PY BAH	FY 20CY BAH	FY 20BY BAH
Other			
Branch Officers Basic Course			
Health Professions Scholarship			
Financial Assistance Program			
Chaplain Candidate Program			
Subtotal			
Total Direct Program			
Officers			
Enlisted			
Other			
Total			
Total Reimbursable Program			
Officers			
Enlisted			
Other			
Total			
Grand Total Program			
Officers			
Enlisted			
Other			
Total			

Exhibit PB-30M Summary of BAH Costs (Reserves) Continued
(Page 2 of 2)

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

RESERVE PERSONNEL, _____
SUMMARY OF TRAVEL COSTS
($ in Thousands)

	FY 20PY	FY 20CY	FY 20BY
Pay Group A			
Officers			
Enlisted			
Subtotal			
Pay Group B			
Officers			
Enlisted			
Subtotal			
Pay Group F			
Officers			
Enlisted			
Subtotal			
Pay Group P			
Enlisted			
Mobilization Training			
Officers			
Enlisted			
Subtotal			
School Training			
Officers			
Enlisted			
Subtotal			
Special Training			
Officers			
Enlisted			
Subtotal			

(Page 1 of 2)

RESERVE PERSONNEL,
SUMMARY OF TRAVEL COSTS (Continued)
($ in Thousands)

	FY 20PY	FY 20CY	FY 20BY
Administration and Support			
Officers			
Enlisted			
Subtotal			
Other			
Branch Officers Basic Course			
Health Professions Scholarship			
Financial Assistance Program			
Chaplain Candidate Program			
Subtotal			
Total Direct Travel			
Officers			
Enlisted			
Other			
Total			
Total Reimbursable Travel			
Officers			
Enlisted			
Other			
Total			
Grand Total Reimbursable Travel			
Officers			
Enlisted			
Other			
Total			

Exhibit PB-30N Summary of Travel Costs (Reserves) Continued
(Page 2 of 2)

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

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

	FY 20PY BAS	FY 20PY SIK	FY 20CY BAS	FY 20CY SIK	FY 20BY BAS	FY 20BY SIK
Pay Group A						
Officers						
Enlisted						
Subtotal						
Pay Group B						
Officers						
Enlisted						
Subtotal						
Pay Group F						
Officers						
Enlisted						
Subtotal						
Pay Group P						
Enlisted						
Mobilization Training						
Officers						
Enlisted						
Subtotal						
School Training						
Officers						
Enlisted						
Subtotal						
Special Training						
Officers						
Enlisted						
Subtotal						
Administration and Support						
Officers						
Enlisted						
Subtotal						

(Page 1 of 2)

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

	FY 20PY BAS	FY 20PY SIK	FY 20CY BAS	FY 20CY SIK	FY 20BY BAS	FY 20BY SIK
Other						
Branch Officers Basic Course						
Health Professions Scholarship						
Financial Assistance Program						
Chaplain Candidate Program						
Subtotal						
Total Direct Program						
Officers						
Enlisted						
Other						
Total						
Total Reimbursable Program						
Officers						
Enlisted						
Other						
Total						
Grand Total Program						
Officers						
Enlisted						
Other						
Total						

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

(Page 2 of 2)

Exhibit PB-30W Full-Time Support Personnel (Reserves)

RESERVE PERSONNEL, _____
FULL-TIME SUPPORT PERSONNEL
(End Strength)

FY

ASSIGNMENT	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS*	MILITARY	CIVILIAN	TOTAL
Individuals							
Pay/Personnel Centers							
Recruiting/Retention							
Units:							
Units							
RC Unique Mgmt Hqs							
Unit Spt-Navy RC							
Maint Act (non-unit)							
Subtotal							
Training:							
RC Non-unit Institutions							
RC Schools							
Subtotal							
Headquarters:							
Service Hqs							
AC Hqs							
AC Instal/Activities							
RC Chiefs Staff							
Others							
Subtotal							
Other							
TOTAL							

*Excludes military technicians assigned to USSOCOM who are associated with the Special Operations Forces.

Notes: Exhibit should be provided for each Reserve Component justification book. Data must be provided for prior year (PY), current year (CY), and budget year (BY). Civilian end strength should exclude military technicians.

Exhibit PB-30X Subactivity Detailed Justification (Reserve)

($ in Thousands)

Program: * (e.g., Special Training)

FY 20BY Estimate	**$xxx,xxx**
FY 20CY Estimate	**$xxx,xxx**
FY 20PY Estimate	**$xxx,xxx**

***A separate exhibit must be prepared for each M-1 line item reflecting subactivity detail. See section 3.3.3 for more guidance.**

Part I – Purpose and Scope

Include a description of what the funds requested are for to include any references to legislative authorities.

Part II – Justification of Funds Required

Include an explanation to justify the requested change. The explanation should be specific with regard to what the increases will provide for (i.e., statutory, program enhancements, solving deficiencies, etc.).

	FY 20PY			FY 20CY Est			FY 20BY Est		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Program (e.g., Exercises)									
Program (e.g., Operational Training)									
Program (e.g., Competitive Events)									
Total									

Note: Average number may represent the number of workyears or average number of personnel budgeted to receive a particular type of pay.

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

RESERVE PERSONNEL, _____
Performance Measures and Evaluation Summary

Activity: Active Reserve/Guard Military Personnel

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

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

PERFORMANCE MEASURES:

	FY 20xx Actual	FY 20xx Planned	FY 20xx Planned
Average Strength	xxx,xxx	xxx,xxx	xxx,xxx
End Strength	xxx,xxx	xxx,xxx	xxx,xxx
Authorized End Strength	xxx,xxx		

Include a narrative section after each measure to provide any important information concerning the data reflected, explanations for variances from targets, and a subjective assessment of the program's performance and outlook. The narrative should also explain any differences in how the Services define these items. Include a statement referencing that this display provides the information to meet the Office of Management and Budget requirement for PART - Program Assessment Rating Tool.

Exhibit MPR-2 Basic Allowance for Housing Costs Summary

RESERVE OR NATIONAL GUARD PERSONNEL, _____
BASIC ALLOWANCE FOR HOUSING COSTS SUMMARY

	($ in Thousands)						
	PY	CY	BY	BY+1	BY+2	BY+3	BY+4
DIRECT BASELINE PROGRAM FUNDING							
Officers							
Enlisted							
Total							
REIMBURSABLE BASELINE PROGRAM FUNDING							
Officers							
Enlisted							
Total							
TOTAL BASELINE PROGRAM FUNDING							
Officers							
Enlisted							
Total							
OCO FUNDING							
Officers							
Enlisted							
Total							
TOTAL PROGRAM FUNDING							
Officers							
Enlisted							
Total							

Exhibit MPR-3 Summary of Outyear Data

RESERVE PERSONNEL, _____
SUMMARY OF OUTYEAR DATA

	PY	CY	BY	BY+1	BY+2	BY+3	BY+4
End Strength							
Pay Group A Officers							
Pay Group A Enlisted							
Subtotal Pay Group A							
Pay Group B Officers							
Pay Group B Enlisted							
Subtotal Pay Group B							
Pay Group F Enlisted							
Pay Group P Enlisted – Paid							
Pay Group P Enlisted – Non Paid							
Subtotal Pay Group F/P							
Subtotal Drill/Individual Training							
Full Time Active Duty							
Officers							
Enlisted							
Subtotal Full-Time							
Total Selected Reserve							
Officers							
Enlisted							
Total							
Individual Ready Reserve/Inactive National Guard							
Officers							
Enlisted							
Total							
GRAND TOTAL							

Note: "Do not round strength numbers". Strength numbers should agree with request in the applicable budget submission.

(Page 1 of 2)

RESERVE PERSONNEL, _____
SUMMARY OF OUTYEAR DATA

	PY	CY	BY	BY+1	BY+2	BY+3	BY+4
Average Strength							
Pay Group A Officers							
Pay Group A Enlisted							
Subtotal Pay Group A							
Pay Group B Officers							
Pay Group B Enlisted							
Subtotal Pay Group B							
Pay Group F Enlisted							
Pay Group P Enlisted – Paid							
Pay Group P Enlisted – Non Paid							
Subtotal Pay Group F/P							
Subtotal Drill/Individual Training							
Full Time Active Duty							
Officers							
Enlisted							
Subtotal Full-Time							
Total Selected Reserve							
Officers							
Enlisted							
Total							
Individual Ready Reserve/Inactive National Guard							
Officers							
Enlisted							
Total							
GRAND TOTAL							
Obligations ($ in Thousands)							
Direct							
Reimbursable							
Total							

Note: "Do not round strength numbers". Strength numbers should agree with request in the applicable budget submission.

Exhibit MPR-3 Summary of Outyear Data (Continued)
(Page 2 of 2)

Exhibit MPR-4 Education Benefits (Title 10 USC, Chapter 1606 & 1607)

RESERVE PERSONNEL, _____
EDUCATION BENEFITS
(Title 10 USC, Chapter 1606 and 1607)
($ in Thousands)

	PY	CY	BY	BY+1	BY+2	BY+3	BY+4
MGIB-SR (CHAPTER 1606)							
PER CAPITA NORMAL COST							
Enlistments (6-Year Contracts)							
Reenlistments (6-Year Contracts)							
Extensions (6-Year Contracts)							
Total Six Year Commitments							
Per Capita Rate ($)							
Total Per Capita Amount ($000)							
CRITICAL SKILL OR CRITICAL UNIT BENEFIT							
Participants ($100 Kicker)							
Per Capita Rate							
Amount ($000)							
Participants ($200 Kicker)							
Per Capita Rate							
Amount ($000)							
Participants ($350 Kicker)							
Per Capita Rate							
Amount ($000)							
Participants (Total)							
Amount (Total)							
Chapter 1606 Amortization							
Amount ($000)							

(Page 1 of 2)

RESERVE PERSONNEL, _____
EDUCATION BENEFITS
(Title 10 USC, Chapter 1606 and 1607)
($ in Thousands)

	PY	CY	BY	BY+1	BY+2	BY+3	BY+4
RESERVE EDUCATIONAL ASSISTANCE PROGRAM (REAP) (CHAPTER. 1607)							
Eligibles (Mobilized 90 days)							
Per Capita Rate							
Amount ($000)							
Eligibles (Mobilized 1 Year)							
Per Capita Rate							
Amount ($000)							
Eligibles (Mobilized 2 Years)							
Per Capita Rate							
Amount ($000)							
Chapter 1607 Amortization							
Amount ($000)							

NOTE: Per capita cost rates for the Basic Benefit and Critical Skill/Critical Unit Benefit and the amortization payment amount will be provided annually subsequent to approval of the DoD Education Benefits Board of Actuaries. Total program cost must match data provided in PB Exhibits. Additionally, even if the normal cost per capita rate for a program is zero dollars, Components must still assess and report counts of new eligibles.

Exhibit MPR-4 Education Benefits (Title 10 USC, Chapter 1606 & 1607) Continued
(Page 2 of 2)

*Exhibit MPR-5 Summary of Basic Pay and Retired Pay Accrual Costs

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

FY 20BY+1	FY 20PY						FY 20CY						FY 20BY						FY 20BY+1		
	Basic Pay			Retired Pay			Basic Pay			Retired Pay			Basic Pay			Retired Pay			Basic Pay		
Retired Pay	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total
Total Direct Program																					
Full-time																					
Part-time																					
Total																					
Total Reimbursable Program																					
Full-time																					
Part-time																					
Total																					
Total Program																					
Full-time																					
Part-time																					
Total																					

	FY 20PY	FY 20CY	FY 20BY	FY 20BY+1
Blended Retirement Plan Continuation Pay				

	FY 20BY+2						FY 20BY+3						FY 20BY+4					
	Basic Pay			Retired Pay			Basic Pay			Retired Pay			Basic Pay			Retired Pay		
	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total
Total Direct Program																		
Full-time																		
Part-time																		
Total																		
Total Reimbursable Program																		
Full-time																		
Part-time																		
Total																		

	FY 20BY+2						FY 20BY+3						FY 20BY+4					
	Basic Pay			Retired Pay			Basic Pay			Retired Pay			Basic Pay			Retired Pay		
	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total	Off	Enl	Total
Total Program																		
Full-time																		
Part-time																		
Total																		

	FY 20BY+2	FY 20BY+3	FY 20BY+4
Blended Retirement Plan			
Continuation Pay			
TSP Matching Contributions			

Note: Retired pay accrual amounts, as a percentage of basic pay, should agree with the Normal Cost Percentages (NCPs) provided in the budget guidance. Beginning in FY 2018, the continuation pay and TSP costs should agree with the anticipated costs resulting from the blended retirement system authorized in the FY 2016 NDAA, P.L. 114-92.

Exhibit MPR-6 Active Reserve/Guard (AGR) Personnel Cost

RESERVE PERSONNEL, _____1/
ACTIVE RESERVE/GUARD (AGR) PERSONNEL COSTS
($ in Thousands)
OFFICERS

	PY Actual			CY Estimate			BY Estimate		
	Average Strength	Rate	Amount	Average Strength	Rate	Amount	Strength	Rate	Amount
Basic Pay By Grade									
0-8									
0-7									
0-6									
etc.									
Subtotal									
Retired Pay 2/									
Special/Incentive									
Pay 2/									
Clothing Allowances 2/									
BAS 2/									
BAH 2/									
FICA 2/									
Other (Specify by listing separately) 2/									
Subtotal									
TOTAL DIRECT 3/									
REIMBURSABLE									
TOTAL PROGRAM									

ENLISTED (Same format as for Officers)

1/ Required for Reserve and Guard personnel appropriations.
2/ Composite total. By grade data not required except for basic pay.
3/ Total must be consistent with total Pay and Allowances included in Administration and Support section of justification book.

*Exhibit MPR-7 Pay Raise Data

RESERVE PERSONNEL, _____

PAY RAISE DATA
($ in Thousands)

	FY 20PY	FY 20CY	FY 20BY
DIRECT AND REIMBURSABLE			
Basic Pay			
Retired Pay Accrual			
TSP Matching			
FICA			
Separation Pay			
SRB – New Payments			
Station Allowances –COLA			
PCS – Dislocation Allowance			
Health Profession Scholarship Program (HPSP) Stipend and Financial Assistance Program (FAP) Grant			
TOTAL			
DIRECT			
Basic Pay			
Retired Pay Accrual			
TSP Matching			
FICA			
Separation Pay			
SRB – New Payments			
Station Allowances –COLA			
PCS – Dislocation Allowance			
Health Profession Scholarship Program (HPSP) Stipend and Financial Assistance Program (FAP) Grant and Stipend			
TOTAL			
REIMBURSABLE			
Basic Pay			
Retired Pay Accrual			
FICA			
Separation Pay			
SRB – New Payments			
Station Allowances –COLA			
PCS – Dislocation Allowance			
Health Profession Scholarship Program (HPSP) Stipend and Financial Assistance Program (FAP) Grant and Stipend			
TOTAL			
REIMBURSABLECOUNTERDRUG (MEMO ENTRY ONLY)			
Basic Pay			
Retired Pay Accrual			
FICA			
Separation Pay			
Station Allowances –COLA			
PCS – Dislocation Allowance			
TOTAL			

NOTE: This exhibit should reflect only the amounts budgeted that are affected by the pay raise. The numbers in this exhibit will be used to develop pay raise estimates. The total should not add to the total appropriation amount.

Exhibit MPR-8 Medicare-Eligible Retiree Health Fund Contributions

Medicare-Eligible Retiree Health Fund Contribution, (Army, Navy, ...)_____
(In Thousands of Dollars)

	FY 20PY Actual			FY 20CY Estimate			FY 20BY Estimate		
	Number	Avg. Rate	Amount	Number	Avg. Rate	Amount	Number	Avg. Rate	Amount
Pay Group A									
Officer									
Enlisted									
Total									
Pay Group B									
Officer									
Enlisted									
Total									
Pay Group F									
Officer									
Enlisted									
Total									
Pay Group P									
Officer									
Enlisted									
Total									
Part-Time - Summary									
Officer									
Enlisted									
Total									
Full-Time									
Officer									
Enlisted									
Total									
Total									
Officer									
Enlisted									
Total									
CIS Controls									
Delta from Controls									

(Page 1 of 3)

Medicare-Eligible Retiree Health Fund Contribution, (Army, Navy, …)_____
(In Thousands of Dollars)

	FY 20BY+1 Estimate			FY 20BY+2 Estimate			FY 20BY+3 Estimate		
	Number	Avg. Rate	Amount	Number	Avg. Rate	Amount	Number	Avg. Rate	Amount
Pay Group A									
Officer									
Enlisted									
Total									
Pay Group B									
Officer									
Enlisted									
Total									
Pay Group F									
Officer									
Enlisted									
Total									
Pay Group P									
Officer									
Enlisted									
Total									
Part-Time - Summary									
Officer									
Enlisted									
Total									
Full-Time									
Officer									
Enlisted									
Total									
Total									
Officer									
Enlisted									
Total									
CIS Controls									
Delta from Controls									

Exhibit MPR-8 Medicare-Eligible Retiree Health Fund Contributions (Continued)
(Page 2 of 3)

Medicare-Eligible Retiree Health Fund Contribution, (Army, Navy, …)
(In Thousands of Dollars)

	FY 20BY+4 Estimate		
	Number	Avg. Rate	Amount
Pay Group A			
Officer			
Enlisted			
Total			
Pay Group B			
Officer			
Enlisted			
Total			
Pay Group F			
Officer			
Enlisted			
Total			
Pay Group P			
Officer			
Enlisted			
Total			
Part-Time – Summary			
Officer			
Enlisted			
Total			
Full-Time			
Officer			
Enlisted			
Total			
Total			
Officer			
Enlisted			
Total			
CIS Controls			
Delta from Controls			

Exhibit MPR-8 Medicare-Eligible Retiree Health Fund Contributions (Continued)

(Page 3 of 3)

Exhibit MPR-10 Monthly Obligation Phasing Plan

MONTHLY OBLIGATION PHASING PLAN (FY CY)
Appropriation:

(Dollars in Thousands)

Budget Activity	Description	Budget Subactivity (Example)		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
01	Reserve Component Training & Support	**Pay Group A**	Month Cum.												
		Pay Group B	Month Cum.												
		Pay Group F	Month Cum.												
		Mob. Training	Month Cum.												
		School Training	Month Cum.												
		Special Training	Month Cum.												
		Admin and Support	Month Cum.												
		Etc.	Month Cum.												
		Total													
Total	Direct Program		Month Cum.												
Total	Reimbursable Program		Month Cum.												
Total	Gross Program		Month Cum.												

Directions:

For each military personnel appropriation, provide estimated monthly **direct** obligations for the current year **by each budget subactivity**.

Include lines for both incremental monthly obligations and cumulative (Cum.) obligations year-to-date for each budget subactivity.

Include a monthly phasing of reimbursable obligations and a total gross program at the bottom of the phasing.

Budget activity totals must match the current year (CY) amounts reflected in the Comptroller Information System (CIS).

(Page 1 of 1)

Exhibit MPR-11 Recruiting and Retention Data

RESERVE PERSONNEL, _____
SUMMARY OF RECRUITING AND RETENTION DATA

Recruiting and Retention Goals:

	FY 20PY	FY 20CY	FY20BY	FY20BY+1	FY20BY+2	FY20BY+3	FY20BY+4
Number of Recruiters							
Part-Time							
Full-Time							
Number of Accessions							
Officer							
Non-Prior Service							
Prior Service							
Enlisted							
Non-Prior Service							
Prior Service							
Number of Reenlistments							
Attrition Rate							

Recruiting and Retention Funding:
(Dollars in Thousands)

Main Category	Appropriation	Officer/ Enlisted	Entitlement	Entitlement Sub-Category	New, Anniversary or Lump Sum Payment	FY 20PY through FY20BY+4 Number	Amount
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)

(Page 1 of 2)

(1) Main Category: This should list either Recruiting or Retention.
(2) Appropriation: RPA, RPN, RPMC, RPAF, NGPA, or NGPAF
(3) Officer/Enlisted: This should list the applicable personnel receiving the recruiting/retention funding – Officer or Enlisted
(4) Entitlement: The following is a list of recruiting and retention programs previously reported to OUSD(C) Military Personnel and Construction Directorate (MPC). Please use this list and include any additional programs not identified that should be captured under recruiting and retention. These additional items should be highlighted to the OSD analyst for future inclusion.

Accession Bonus
Affiliation Bonus
AFHPSP Critical Skills Accession Bonus (CSAB)
College First
College Fund
Critical Skill Retention Bonus (CSRB)
Critically Short Wartime Health Specialist
Reserve Educational Assistance Program (REAP) (Chapter 1607)
Enlistment Bonus (EB)
Health Professional (HP) Cash Bonus
Health Professional (HP) Loan Repayment Program
Health Professional Medical Officer Recruiting Program (HPMORP)
Health Professional (HP) Stipend Bonus
IRR Bonus
Loan Repayment Program
Medical Recruiting Bonus
Medical Stipend/Recruiting Bonus Test
Montgomery GI Bill Selected Reserve (MGIB-SR) (Chapter 1606)
MOS Conversion Bonus
Nurse Candidate Program (Bonus & Stipend)
Nurse Candidate Program Accession Bonus
Officer Deferment Bonus
Prior Service Bonus (new payments)
Prior Service Bonus (anniversary payments)
Recruitment Referral Bonus
Specialized Training Assistance Program
Selective Reenlistment Bonus (SRB)
Tuition Assistance

(5) Entitlement Sub-Categories: The following is a list of examples of further breakout of specific entitlements previously reported to OUSD(C) Military Personnel and Construction Directorate (MPC). Please use this list and include any additional breakouts not identified that should be captured under each entitlement.

Critical Skills Accession Bonus	Enlistment Bonus	Selective Reenlistment Bonus (SRB)	Chapter 1606/1607
AGR	Non-Prior Service	3 yr and 6 yr	Basic Benefit
Physicians	Non-Prior Service (FTS)	AGR	Kickers
FTS NSW	Non-Prior Service (SELRES)	FTS	Amortization
FTS SWO – Junior	Prior Service	SELRES	
FTS SWO – LCDR		SELRES – Prior Service	
FTS SWO – Senior			
Nurses			

Additional Instructions: This exhibit is to be included in the backup justification book. Additionally, OSD(C) will provide each Component with their specific MPR-11 spreadsheet and each Component must submit it electronically to OUSD(C) Military Personnel and Construction Directorate.

Exhibit MPR-11 – Recruiting and Retention Data (Continued)
(Page 2 of 2)

Exhibit MPR-12 Reimbursable Program (Reimbursing Customers)

RESERVE PERSONNEL,
Reimbursable Program (Reimbursing Customers)
($ in Thousands)

Category	Customer	Mission Description [1/]	Reimbursing Account [2/]	FY 20PY Mandays	FY 20PY Rate	FY 20PY Amt	FY 20CY Mandays	FY 20CY Rate	FY 20CY Amt	FY 20BY Mandays	FY 20BY Rate	FY 20BY Amt
Examples												
Special Training	FEMA	Disaster Support	FEMA									
Special Training	DIA	Intelligence Related	O&M, Defense-Wide									
Total [3/]												

[1/] Mission Description must be unclassified. For intelligence related activities, the mission description should simply state "Intelligence Related".
[2/] Only specify account if within DoD, otherwise specify reimbursing organization.
[3/] Total must match CIS controls and Justification Book amounts for reimbursable authority.

Guidance on Military Personnel Reimbursables.
A direct appropriation is provided for paying military personnel; therefore, the cost of military labor shall not be charged to another DoD entity except for:

- Military personnel assigned to the Defense Working Capital Fund activities;
- If provided in the annual DoD Appropriations Act, National Guard and Reserve members who provide intelligence or counterintelligence support to Combatant Commands, Defense Agencies and Joint Intelligence Activities, including the activities and programs included within the National Intelligence Program and the Military Intelligence Program; and
- National Guard and Reserve personnel conducting military-to-military contacts as authorized in 10 U.S.C. 168 and utilizing funds specifically appropriated for that purpose.

Military labor shall be charged to non-DoD organizations on the basis of the actual hours worked or assigned.

*7.0OVERSEAS CONTINGENCY OPERATIONS (OCO) MILITARY PERSONNEL APPROPRIATION SUBMISSION FORMATS (0207)

7.1 Purpose (020701)

7.1.1. The formats provided on the following pages reflect required exhibits for the Overseas Contingency Operations (OCO) justification book. Unless modified in a submission budget call, these formats should be adhered to. Justification material for the OCO Request is to be submitted under separate cover.

7.1.2. In addition to deployed strength, estimates should include required levels of Reserve Component personnel who are called to active duty in support of approved contingency operations, but not deployed OCONUS. This includes not only those preparing for deployment (e.g., training) but personnel in a leave status upon return.

7.1.3. Operational changes driving force level changes from the current year budgeted OCO level to the budget year OCO estimate must be fully explained and consistent with the approved troop strength planning assumptions (provided in separate guidance).

7.1.4. Each Service is required to provide a single justification book, with sections for the Active, Reserve, and National Guard appropriations. The M-1 exhibits and overview explanations must include all Components (i.e., Active, Reserve, and National Guard).

7.1.5. Microsoft Excel tables reflecting all of the tables in the submission must be provided for OSD analysts review. The justification books must include the following:

7.1.5.1. Table of Contents

7.1.5.2. Overview

7.1.5.3. M-1 Detail

7.1.5.4. Detailed exhibits by the following major categories in the order of the M-1 line items.

7.1.5.4.1. Reserve and Guard Mobilization

7.1.5.4.2. Active Deployment Costs

7.1.5.4.3. Overstrength Costs

7.1.5.4.4. Subsistence-in-Kind

7.1.5.4.5. Permanent Change of Station (PCS)

7.1.5.4.6. Casualty and Disability Benefits

7.1.5.4.7. Additional Mobilization/Deployment Costs

7.1.5.4.8. Pre and Post Mobilization Training

7.1.5.5. The justification material for the OCO estimate must be presented at the M-1 line item level and further broken down by major category such as mobilization, active deployment, and overstrength. Generally, the exhibits will mirror the regular justification book submission for the Active Components. One exception is that by-grade-level detail will not be required.

7.1.5.6. Costs for mobilization, Active deployment, and overstrength must be separately identified on each exhibit as applicable (e.g., basic pay, retired pay accrual, basic allowance for housing, etc.). All Active special pays will be categorized as active deployment costs in the summary tables.

7.1.5.7. For the Reserve Components, the level of detail is also at the M-1 level. For all budget line items, Part II, Justification of Funds Required, must describe specific details of the OCO requirements and should not be general in nature.

7.1.5.8. Each OCO exhibit will reflect prior year, current year, and budget year. The prior year amount should match projected obligations that will be reported on the Cost of War report for the Program/Budget submission (BES) and actual obligations on the Cost of War report for the President's Budget submission. The current year column will reflect total projected obligations in support of approved contingency operations. The budget year column will reflect the total requested amount for approved contingency operations. The budget year request must display total requirements for approved contingency operations consistent with the Program Resources Collection Process (PRCP) system.

7.2 Exhibits in support of Military Personnel OCO Request. (020702)

The following exhibit formats are provided for the combined Active Military Personnel and Reserve Component Personnel Appropriations justification book.

Exhibit OCO-1 – OCO Military Personnel Overview……...…153
Exhibit OCO-2 – OCO M-1 Exhibit……..…157
Exhibit OCO-3 – OCO Subactivity Detailed Justification……159

Exhibit OCO-1 – OCO Military Personnel Overview

MILITARY PERSONNEL OVERVIEW

Introduction

Provide explanation of why this request is necessary.

The FY 20BY request includes $x,xxx million for the (Service) military personnel costs as shown in the following table:

Summary by Appropriation ($ in Thousands)

	FY 20PY Actuals	FY 20CY Estimate	FY 20BY Request
Military Personnel, xxxx			
Reserve Personnel, xxxx			
National Guard Personnel, xxxx			
Total			

Average Strength

	FY 20PY Actuals	FY 20CY Estimate	FY 20BY Request
Active Deployment by IDP Payment			
Reserve Component Deployment by IDP Payment			
Total Imminent Danger Pay			
Reserve Mobilization			
National Guard Mobilization			
Total Reserve Component Mobilization			
Active Overstrength			

(Page 1 of 4)

FY 20PY Summary by Appropriation by Category ($ in Thousands)

	Active	Reserve	Guard	Total
FY 20PY Actuals				
Reserve & Guard Mobilization				
AC Deployment Costs				
Additional Mobilization/Deployment Costs *				
Active Component Overstrength				
Subsistence-in-Kind (SIK)				
Permanent Change of Station				
Casualty and Disability				
Pre and Post Mobilization Training				
Subtotal				
Stop Loss Special Pay (Note: this is a 2009/XXXX year account)				
Total Military Personnel				

* Includes Unemployment Compensation, Reserve Income Replacement Program (RIRP) and Interest on Uniformed Services Savings Deposits.

FY 20CY Summary by Appropriation by Category ($ in Thousands)

	Active	Reserve	Guard	Total
FY 20CY Estimate				
Reserve & Guard Mobilization				
AC Deployment Costs				
Additional Mobilization/Deployment Costs *				
Active Component Overstrength				
Subsistence-in-Kind (SIK)				
Permanent Change of Station				
Casualty and Disability				
Pre and Post Mobilization Training				
Subtotal				
Stop Loss Special Pay (Note: this is a 2009/XXXX year account)				
Total Military Personnel				

* Includes Unemployment Compensation, Reserve Income Replacement Program (RIRP) and Interest on Uniformed Services Savings Deposits.

Exhibit OCO-1
(Page 2 of 4)

FY 20BY Summary by Appropriation by Category ($ in Thousands)

	Active	Reserve	Guard	Total
FY 20BY Request				
Reserve & Guard Mobilization				
AC Deployment Costs				
Additional Mobilization/Deployment Costs *				
Active Component Overstrength				
Subsistence-in-Kind (SIK)				
Permanent Change of Station				
Casualty and Disability				
Pre and Post Mobilization Training				
Subtotal				
Stop Loss Special Pay (Note: this is a 2009/XXXX year account)				
Total Military Personnel				

* Includes Unemployment Compensation, Reserve Income Replacement Program (RIRP) and Interest on Uniformed Services Savings Deposits.

Exhibit OCO-1
(Page 3 of 4)

FY 20BY Request Summary
The FY BY military personnel request of $x,xxx million is comprised of the following major costs:

Reserve & Guard Mobilization ($x,xxx million)
Provide explanation of why this request is necessary.

AC Deployment Costs ($x,xxx million)
Provide explanation of why this request is necessary.

Other Mobilization and Deployment Costs ($x,xxx million)
Provide explanation of why this request is necessary.

Active Component Overstrength ($x,xxx million)
Provide explanation of why this request is necessary.

Subsistence-in-Kind (SIK) ($x,xxx million)
Provide explanation of why this request is necessary.

Permanent Change of Station ($x,xxx million)
Provide explanation of why this request is necessary.

Casualty and Disability($x,xxx million)
Provide explanation of why this request is necessary.

Pre and Post Mobilization Training($x,xxx million)
Provide explanation of why this request is necessary.

Exhibit OCO-1
(Page 4 of 4)

Exhibit OCO-2 – OCO M-1 Exhibit

M-1 Exhibit

MILITARY PERSONNEL, XXXX

BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS
BASIC PAY
RETIRED PAY ACCRUAL
BASIC ALLOWANCE FOR HOUSING
BASIC ALLOWANCE FOR SUBSISTENCE
INCENTIVE PAYS
SPECIAL PAYS
ALLOWANCES
SEPARATION PAY
SOCIAL SECURITY TAX

TOTAL BUDGET ACTIVITY 1

BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED
BASIC PAY
RETIRED PAY ACCRUAL
BASIC ALLOWANCE FOR HOUSING
BASIC ALLOWANCE FOR SUBSISTENCE
INCENTIVE PAYS
SPECIAL PAYS
ALLOWANCES
SEPARATION PAY
SOCIAL SECURITY TAX

TOTAL BUDGET ACTIVITY 2

BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL
BASIC ALLOWANCE FOR SUBSISTENCE
SUBSISTENCE-IN-KIND
TOTAL BUDGET ACTIVITY 4

BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL
ACCESSION TRAVEL
OPERATIONAL TRAVEL
SEPARATION TRAVEL
TOTAL BUDGET ACTIVITY 5

(Page 1 of 2)

RESERVE INCOME REPLACEMENT PROGRAM
UNEMPLOYMENT COMPENSATION
DEATH GRATUITIES
SGLI EXTRA HAZARD PAYMENTS
TRAUMATIC SGLI
STOP-LOSS RETROACTIVE PAY
TOTAL BUDGET ACTIVITY 6

TOTAL MILITARY PERSONNEL, XXXX

RESERVE PERSONNEL, XXXX

BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT
PAY GROUP A TRAINING
SCHOOL TRAINING
SPECIAL TRAINING

TOTAL BUDGET ACTIVITY 1

TOTAL RESERVE PERSONNEL, XXXX

NATIONAL GUARD PERSONNEL, XXXX

BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT
PAY GROUP A TRAINING
SCHOOL TRAINING
SPECIAL TRAINING

TOTAL BUDGET ACTIVITY 1

TOTAL NATIONAL GUARD PERSONNEL, XXXX

GRAND TOTAL XXXX MILITARY PERSONNEL

Exhibit OCO-2
(Page 2 of 2)

Exhibit OCO-3 – OCO Subactivity Detailed Justification

Appropriation: **FY 20BY**
Budget Activity x: Title (e.g. Budget Activity 1: Pay and Allowance of Officers) **($ in Thousands)**
Budget Line Item: * (e.g., Basic Pay) **$xxx,xxx**

***A separate exhibit must be prepared for each M-1 line item. See M-1 exhibit (Exhibit OCO-2)**

Part I – Purpose and Scope

Include a description of what the funds requested are for to include any references to legislative authorities.

Part II – Justification of Funds Required

Include an explanation to justify the requested change. The explanation should be specific with regard to what the increases will provide for (i.e., statutory, program enhancements, solving deficiencies, etc.).

	FY 20PY Actual			FY 20CY Estimate			FY 20BY Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
M-1 line (e.g., Basic Pay)									
Guard/Reserve Mobilization									
Active Component Overstrength									
Total									

Note: Average number may represent the number of workyears or average number of personnel budgeted to receive a particular type of pay.

(Page 1 of 1)