

DEPARTMENT OF THE NAVY  
FISCAL YEAR (FY) 2016  
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES  
FEBRUARY 2015

MILITARY PERSONNEL, NAVY

The estimated total cost for producing the Department of Navy budget justification material is approximately \$1,436,000 for the 2015 fiscal year.  
This includes \$74,000 in supplies and \$1,362,000 in labor.

## **Department of Defense Appropriations Act, 2016**

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### **Military Personnel, Navy**

For pay, allowances, individual clothing, subsistence, interest on deposits, gratuities, permanent change of station travel (including all expenses thereof for organizational movements), and expenses of temporary duty travel between permanent duty stations, for members of the Navy on active duty (except members of the Reserve provided for elsewhere); and for payments pursuant to section 156 of Public Law 97-377, as amended (42 U.S.C. 402 note), and to the Department of Defense Military Retirement Fund, \$28,262,396,000.

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Department of Defense  
FY 2016 President's Budget  
Exhibit M-1 FY 2016 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

09 Jan 2015

	FY 2014 (Base & OCO)	FY 2015 Base Enacted	FY 2015 OCO Enacted	FY 2015 Total Enacted	FY 2016 Base	FY 2016 OCO	FY 2016 Total	S e c
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Military Personnel, Navy								
Budget Activity 01: Pay and Allowances of Officers								
1453N 5 Basic Pay	4,051,949	4,001,876	59,609	4,061,485	4,116,138	39,310	4,155,448	U
1453N 10 Retired Pay Accrual	1,304,641	1,286,185	13,412	1,299,597	1,290,301	9,041	1,299,342	U
1453N 25 Basic Allowance for Housing	1,422,367	1,433,673	19,110	1,452,783	1,523,673	13,069	1,536,742	U
1453N 30 Basic Allowance for Subsistence	162,296	164,566	2,124	166,690	172,082	1,456	173,538	U
1453N 35 Incentive Pays	128,469	127,220	526	127,746	132,555	486	133,041	U
1453N 40 Special Pays	405,037	429,454	3,913	433,367	437,248	2,881	440,129	U
1453N 45 Allowances	145,945	123,982	7,561	131,543	149,026	6,512	155,538	U
1453N 50 Separation Pay	39,323	59,026		59,026	42,355		42,355	U
1453N 55 Social Security Tax	307,634	305,463	4,560	310,023	313,642	3,016	316,658	U
Total Budget Activity 01	7,967,661	7,931,445	110,815	8,042,260	8,177,020	75,771	8,252,791	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel								
1453N 60 Basic Pay	8,583,645	8,589,804	70,993	8,660,797	8,822,897	49,797	8,872,694	U
1453N 65 Retired Pay Accrual	2,775,943	2,778,579	15,974	2,794,553	2,769,263	11,453	2,780,716	U
1453N 80 Basic Allowance for Housing	3,829,646	3,878,513	33,590	3,912,103	4,118,156	24,160	4,142,316	U
1453N 85 Incentive Pays	95,263	104,072	141	104,213	104,910	150	105,060	U
1453N 90 Special Pays	713,838	779,322	7,315	786,637	779,276	4,901	784,177	U
1453N 95 Allowances	620,643	582,608	16,340	598,948	630,672	14,345	645,017	U
1453N 100 Separation Pay	148,008	161,762		161,762	156,500		156,500	U
1453N 105 Social Security Tax	654,054	659,021	5,430	664,451	674,951	3,807	678,758	U
Total Budget Activity 02	17,421,040	17,533,681	149,783	17,683,464	18,056,625	108,613	18,165,238	
Budget Activity 03: Pay And Allowances Of Cadets								
1453N 110 Midshipmen	79,218	78,093		78,093	79,242		79,242	U
Total Budget Activity 03	79,218	78,093		78,093	79,242		79,242	
Budget Activity 04: Subsistence of Enlisted Personnel								
1453N 115 Basic Allowance for Subsistence	757,636	759,490	8,149	767,639	791,044	5,832	796,876	U
1453N 120 Subsistence-In-Kind	428,951	431,060	24,811	455,871	429,817	23,482	453,299	U
1453N 121 Family Subsistence Supplemental Allowance		8		8	4		4	U
Total Budget Activity 04	1,186,587	1,190,558	32,960	1,223,518	1,220,865	29,314	1,250,179	

M-1C1: FY 2016 President's Budget (Published Version of PB Position), as of January 9, 2015 at 15:17:16

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Department of Defense  
FY 2016 President's Budget  
Exhibit M-1 FY 2016 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

09 Jan 2015

	FY 2014 (Base & OCO)	FY 2015 Base Enacted	FY 2015 OCO Enacted	FY 2015 Total Enacted	FY 2016 Base	FY 2016 OCO	FY 2016 Total	S e c
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Military Personnel, Navy								
Budget Activity 05: Permanent Change of Station Travel								
1453N 125 Accession Travel	94,061	86,416	2,203	88,619	95,649	2,051	97,700	U
1453N 130 Training Travel	91,500	98,547		98,547	99,893		99,893	U
1453N 135 Operational Travel	233,772	253,140	3,584	256,724	249,743	4,702	254,445	U
1453N 140 Rotational Travel	285,714	271,252	12,316	283,568	272,783	13,052	285,835	U
1453N 145 Separation Travel	116,573	126,812	557	127,369	128,917	519	129,436	U
1453N 150 Travel of Organized Units	13,349	41,469		41,469	30,968		30,968	U
1453N 155 Non-Temporary Storage	11,802	1,982		1,982	12,159		12,159	U
1453N 160 Temporary Lodging Expense	15,353	8,708		8,708	15,800		15,800	U
1453N 165 Other	5,749	3,581		3,581	11,509		11,509	U
Total Budget Activity 05	867,873	891,907	18,660	910,567	917,421	20,324	937,745	
Budget Activity 06: Other Military Personnel Costs								
1453N 170 Apprehension of Military Deserters	57	93		93	59		59	U
1453N 175 Interest on Uniformed Services Savings	1,329	1,664		1,664	1,370		1,370	U
1453N 180 Death Gratuities	18,199	17,400	700	18,100	17,800	500	18,300	U
1453N 185 Unemployment Benefits	106,806	98,381	8,071	106,452	97,655	9,948	107,603	U
1453N 195 Education Benefits	18,501	20,495		20,495	19,364		19,364	U
1453N 200 Adoption Expenses	258	277		277	265		265	U
1453N 210 Transportation Subsidy	4,934	4,053		4,053	4,993		4,993	U
1453N 212 Reserve Income Replacement Program	24		30	30				U
1453N 215 Partial Dislocation Allowance	34	39		39	35		35	U
1453N 216 SGLI Extra Hazard Payments	8,353		11,147	11,147		6,541	6,541	U
1453N 217 Reserve Officers Training Corps (ROTC)	19,678	21,584		21,584	21,269		21,269	U
1453N 218 Junior ROTC	13,948	12,312		12,312	14,733		14,733	U
1453N 221 Stop-Loss Retroactive Payments	798							U
1453N 240 Cancelled Account Payment	225							U
Total Budget Activity 06	193,144	176,298	19,948	196,246	177,543	16,989	194,532	
Total Military Personnel, Navy	27,715,523	27,801,982	332,166	28,134,148	28,628,716	251,011	28,879,727	
Less Reimbursables	359,368	348,782		348,782	366,320		366,320	
Total Direct - Military Personnel, Navy	27,356,155	27,453,200	332,166	27,785,366	28,262,396	251,011	28,513,407	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts)								
1000N 300 Navy	1,298,063	1,312,671		1,312,671	1,210,442		1,210,442	
Total Active Navy Military Personnel Costs	28,654,218	28,765,871	332,166	29,098,037	29,472,838	251,011	29,723,849	

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## Section 1

### Summary of Requirements by Budget Program

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**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
**ACTIVE FORCES**  
(In Thousands of Dollars)

	FY 2014 Actual	FY 2015 Estimate	FY 2016 Estimate
<b>DIRECT BASELINE PROGRAM</b>			
Pay and Allowances of Officers	7,563,141	7,720,328	7,916,767
Pay and Allowances of Enlisted Personnel	17,087,652	17,553,422	17,959,733
Pay and Allowances of Cadets / Midshipmen	79,218	78,546	79,242
Subsistence of Enlisted Personnel	1,140,519	1,166,011	1,211,690
Permanent Change of Station Travel	838,648	914,615	917,421
Other Military Personnel Costs	147,152	175,923	177,543
Total Baseline Program Funding	<b>26,856,330</b>	<b>27,608,845</b>	<b>28,262,396</b>
<b>REIMBURSABLE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	251,863	257,023	260,253
Pay and Allowances of Enlisted Personnel	99,575	96,332	96,892
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel	7,930	8,944	9,175
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Reimbursable Baseline Program Funding	<b>359,368</b>	<b>362,299</b>	<b>366,320</b>
<b>TOTAL BASELINE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	7,815,004	7,977,351	8,177,020
Pay and Allowances of Enlisted Personnel	17,187,227	17,649,754	18,056,625
Pay and Allowances of Cadets / Midshipmen	79,218	78,546	79,242
Subsistence of Enlisted Personnel	1,148,449	1,174,955	1,220,865
Permanent Change of Station Travel	838,648	914,615	917,421
Other Military Personnel Costs	147,152	175,923	177,543
Total Baseline Program Funding	<b>27,215,698</b>	<b>27,971,144</b>	<b>28,628,716</b>

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
**ACTIVE FORCES**  
(In Thousands of Dollars)

	FY 2014 Actual	FY 2015 Estimate	FY 2016 Estimate
<b>OCO FUNDING</b>			
Pay and Allowances of Officers	152,658	109,117	
Pay and Allowances of Enlisted Personnel	233,815	149,276	
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel	38,138	32,871	
Permanent Change of Station Travel	29,225	22,739	
Other Military Personnel Costs	45,989	18,163	
Total OCO Program Funding	<b>499,825</b>	<b>332,166</b>	-
<b>TOTAL PROGRAM FUNDING</b>			
Pay and Allowances of Officers	7,967,662	8,086,468	8,177,020
Pay and Allowances of Enlisted Personnel	17,421,042	17,799,030	18,056,625
Pay and Allowances of Cadets / Midshipmen	79,218	78,546	79,242
Subsistence of Enlisted Personnel	1,186,587	1,207,826	1,220,865
Permanent Change of Station Travel	867,873	937,354	917,421
Other Military Personnel Costs	193,141	194,086	177,543
Total Program Funding	<b>27,715,523</b>	<b>28,303,310</b>	<b>28,628,716</b>
Medicare-Eligible Retiree Health Fund Contribution, Navy	1,298,063	1,312,671	1,210,442
<b>TOTAL MILITARY PERSONNEL PROGRAM COST</b>	<b>29,013,586</b>	<b>29,615,981</b>	<b>29,839,158</b>

## Section 2

### Introduction

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## **MILITARY PERSONNEL, NAVY INTRODUCTION - ARMED FORCES**

The Military Personnel, Navy (MPN) appropriation provides resources necessary to compensate military personnel required to man approved force structure and support infrastructure, including those officer and enlisted personnel within the individuals account: students, trainees, transients, patients, prisoners, holdees, and midshipmen.

Funding requested in the FY 2016 Department of Navy's budget submission supports end strength of 325,584 in FY 2014, 327,686 in FY 2015 and 329,200 in FY16.

FY 2014 Surface/Subsurface gains include: 1 Zumwalt destroyer (DDG-1000); 4 Littoral Combat Ships (LCS); 1 Amphibious Assault Ship (LHA Flt I) and 2 nuclear powered attack submarines (SSN). FY 2014 Surface/Subsurface reductions include: 7 Frigates (FFG); 3 Ticonderoga Cruisers (CG); 1 Amphibious Transport Dock (LPD); 2 Dock Landing Ships (LSD-41); 2 Mine Countermeasure Ships (MCM); and 2 nuclear powered attack submarines (SSN). FY 2014 Aviation gains include: transition of 3 EA-18G (VAQ) squadrons; transition of 1 E-2D (VAW) squadron; transition of 1 P-8A (VP) squadron; transition of 1 MH-60S (HSC) squadron; transition of 2 MH-60R (HSM) squadrons. FY 2014 Naval Aviation reductions include: transition of 3 EA-6B (VAQ) squadrons; transition of 1 E-2C (VAW) squadron; transition of 1 P-3C (VP) squadron; transition of 1 HH-60H/SH-60F (HS) squadron; and transition of 2 SH-60B (HSL) squadrons.

FY 2015 Surface/Subsurface gains include: 6 Littoral Combat Ships (LCS); 1 Mobile Landing Platform (MLP), 2 Dock Landing Ships (LSD), and 1 nuclear powered attack submarine (SSN). FY 2015 Surface/Subsurface reductions include: 10 Frigates (FFG); 4 Ticonderoga Cruisers (CG) Phased Modernization; 1 Amphibious Assault Ship (LHA); 1 Mine Countermeasures Ship (MCM); and 1 nuclear powered attack submarine (SSN). FY 2015 Aviation gains include: addition of 1 MH-53E (HM) FRS squadron; transition of 2 FA-18E/F (VFA) squadrons; transition of 2 EA-18G (VAQ) squadrons; transition of 1 P-8A (VP) squadron; and transition of 1 MH-60R (HSM) squadron. FY 2015 Naval Aviation reductions include: transition of 2 FA-18C (VFA) squadrons; transition of 2 EA-6B (VAQ) squadrons; transition of 1 P-3C (VP) squadron; and transition of 1 SH-60B (HSL) squadron.

FY 2016 Surface/Subsurface gains include: 2 Arleigh Burke destroyers (DDG); 5 Littoral Combat Ships (LCS); 9 Ticonderoga Cruisers (CG) FY16 only Phased Modernization; 1 Zumwalt destroyer (DDG), 1 Amphibious Transport Dock (LPD); and 2 nuclear powered attack submarines (SSN). FY 2016 Surface/Subsurface reductions include: 1 Dock Landing Ship (LSD) Phased Modernization and 3 nuclear powered attack submarine (SSN). FY 2016 Aviation gains include: addition of 1 Nuclear Aircraft Carrier (CVN); addition of 1 MH-60R (HSM) squadron; transition of 1 FA-18E/F (VFA) squadron; transition of 1 EA-18G (VAQ) squadron; transition of 1 E-2D (VAW) squadron; transition of 1 P-8A (VP) squadron; and the transition of 1 MH-60S (HSC) squadron. FY 2016 Naval Aviation reductions include: transition of 1 FA-18C (VFA) squadron; transition of 1 EA-6B (VAQ) squadron; transition of 1 E-2C (VAW) squadron; transition of 1 P-3C (VP) squadron; transition of 1 SH-60F/MH-60H (HS) squadron; and the disestablishment of 2 integrated Active/Reserve HH-60H (HSC) squadrons.

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.

## **SUMMARY OF ECONOMIC ASSUMPTIONS**

### **FISCAL YEAR 2014**

- a. The \$27,715,523 funding supported an end strength of 325,584 with an average strength 329,286.
- b. Retired pay accrual percentage was 32.4 percent of the basic pay for full-time active duty and 24.5 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 1.0 percent across the board, effective 1 January 2014.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.2 percent effective 1 October 2013.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was 1.5 percent for both officers and enlisted personnel, effective 1 January 2014.
- f. The non-pay inflation rate was 1.5 percent.

### **FISCAL YEAR 2015**

- a. The estimated funding of \$28,303,310 supports an end strength of 327,686 with an average strength 327,261.
- b. Retired pay accrual percentage is 32.2 percent of the basic pay for full-time active duty and 22.5 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 1.0 percent across the board and effective 1 January 2015.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.5 percent, effective 1 October 2014.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 2.9 percent for both officers and enlisted personnel, effective 1 January 2015.
- f. The non-pay inflation rate is 1.4 percent.

### **FISCAL YEAR 2016**

- a. The requested \$28,628,716 funding will support an end strength of 329,200 with an average strength 329,033.
- b. Retired pay accrual percentage is 31.4 percent of the basic pay for full-time active duty and 23.0 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise is 1.3 percent across the board and effective 1 January 2016.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate is 2.1 percent effective 1 October 2015.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 3.4 percent for both officers and enlisted personnel, effective 1 January 2016.
- f. The non-pay inflation rate is 1.6 percent.



## MILITARY PERSONNEL, NAVY 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:

	FY 2014 Actual	FY 2015 Planned	FY 2016 Planned
Average Strength	329,286	327,261	329,033
End Strength	325,584	327,686	329,200
Authorization End Strength	323,600	323,600	

/1 FY 2014 supplemental average strength includes 3,648 Mobilized Reserve Component and zero Active Component over strength in support of OEF/OIF.

### Recruiting

	FY 2014 Actual	FY 2015 Planned	FY 2016 Planned
1. Numeric goals - Active Enlisted			
Accession Goal	33,740	34,990	34,750
Accessions Attained	33,765		
New Contract Objective (NCO)	32,900	39,037	39,733
New Contracts Attained (NCA)	32,977		

a. Total recruiting accession mission is compared to actual accessions for the fiscal year. The percent of goal accomplished is the measurement.

Note:

NCO and NCA includes contracts for the New Accession Training program because Active Duty recruiters work this mission.

	FY 2014 Actual	FY 2015 Planned	FY 2016 Planned
2. Quality Goals			
- HSDG percent	95.0	95.0	95.0
Actual	99.2		
- Test Score Category I-III percent	70.0	70.0	70.0
Actual	88.6		

a. High School Diploma Graduate (HSDG) percent measures the number of non-prior service accessions who meet Tier I (HSDG) educational criteria relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 90% because these recruits generally have lower first-term attrition than do Tier II (alternate High School Credential or High School Graduate) and Tier III (Non-High School Graduate) recruits.

b. Test Score Category I-III (CAT I-III) percent measures the number of non-prior service accessions who score at or above the 50th percentile on the Armed Forces Qualification Test (AFQT) relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 60% because CAT I-III recruits are generally better able to meet the challenges associated with the highly technical Navy of the 21st Century than are those who score lower on the AFQT. Navy does not currently assess CAT IV recruits.

## MILITARY PERSONNEL, NAVY PERFORMANCE MEASURES AND EVALUATION SUMMARY

### Dwell Time Assessment

The SASC Report 112-173 accompanying the FY 2013 NDAA, directs the Secretary of Defense (SECDEF) to include with the budget submissions in each of fiscal years 2014 through 2017 a statement of estimated deployment to dwell ratios for both active and reserve component personnel for that fiscal year based on expected operational demand and requested end strength levels.

**Dwell Time Assessment:** The Navy met dwell time goals for FY 2014 and is forecasted to meet these goals in FY 2015 and FY 2016. The following ratios are provided:

Dwell Time (ratio of operationally deployed days to non-deployed days)			
.	Actual	Current Year Forecast	Budget Year Forecast
<i>Navy</i>	1:2.85	1:3.0	1:3.4
<i>Navy Reserve</i>	1:5	1:5	1:5

### **Permanent Change of Station (PCS) Efficiencies:**

a. NAVSUP Headquarters issued an interim Policy Flash to all Navy Personal Property Offices worldwide requiring them to perform quarterly reviews of all non-temporary storage lots and to convert all lots with expired entitlements to member expense. This policy will be codified in the NAVSUP Instruction P490, Transportation of Personal Property, which is currently in final coordinating draft and is expected to be released not later than 31 March 2015. To implement quality assurance and standard operating procedures to ensure personal property shipping office personnel performed quarterly reviews and to maintain oversight of the review requirement, NAVSUP established a quarterly reporting requirement of non-temporary storage lots managed by Navy Personal Property Offices. The first report was received December 2014 and action taken to address overdue conversions of expired non-temporary storage lots to members responsibility and expense.

b. Standard operational procedures currently in place require the Transportation Officer to always use the least expensive available method to ship and store all household goods lots. This policy will be codified in the NAVSUP Instruction P490, Transportation of Personal Property, which is currently in final coordinating draft and is expected to be released not later than 31 March 2015. NAVSUP issued a policy reminder on 12 December 2014 to all Navy Personal Property Offices regarding the management of lots 1000 pounds or less as an interim step until the revised NAVSUP Instruction P490 is released.

## Section 3

### Summary Charts

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**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF MILITARY PERSONNEL STRENGTH-ACTIVE FORCES**

	FY 2014 Actual		FY 2015 Planned		FY 2016 Planned	
	Average Strength	End Strength 30-Sep-14	Average Strength	End Strength 30-Sep-15	Average Strength	End Strength 30-Sep-16
<b>DIRECT PROGRAM</b>						
Officers	53,236	53,056	53,500	53,403	54,151	54,140
Enlisted	265,830	265,831	266,913	267,035	268,081	268,474
Academy (Cadets/Midshipmen)	4,327	4,455	4,308	4,420	4,279	4,377
Sub-Total	323,393	323,342	324,721	324,858	326,511	326,991
<b>REIMBURSABLE PROGRAM</b>						
Officers	1,033	1,032	1,045	1,053	1,038	1,019
Enlisted	1,212	1,210	1,495	1,775	1,484	1,190
Sub-Total	2,245	2,242	2,540	2,828	2,522	2,209
<b>TOTAL PROGRAM</b>						
Officers	54,269	54,088	54,545	54,456	55,189	55,159
Enlisted	267,042	267,041	268,408	268,810	269,565	269,664
Academy (Cadets/Midshipmen)	4,327	4,455	4,308	4,420	4,279	4,377
<b>TOTAL PROGRAM</b>	325,638	325,584	327,261	327,686	329,033	329,200
<b>FY 2014 Supplemental 1/</b>						
Officers	980					
Enlisted	2,668					
Supplemental Funded Strength	3,648	0	0	0	0	0
<b>REVISED TOTAL PROGRAM</b>						
Officers	55,249	54,088	54,545	54,456	55,189	55,159
Enlisted	269,710	267,041	268,408	268,810	269,565	269,664
Academy (Cadets/Midshipmen)	4,327	4,455	4,308	4,420	4,279	4,377
<b>REVISED TOTAL PROGRAM</b>	329,286	325,584	327,261	327,686	329,033	329,200

1/ FY 2014 Average Strength includes 980 officers and 2,668 enlisted mobilized Reserve Component in support of OEF/OIF.

The Navy is required to document the number of Reserve and National Guard members who have performed operational support duty for the Navy for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days.

	FY 2014 Actual	FY 2015 Projected	FY 2016 Projected
Navy Reserve	15	13	13

These totals are part of the end strength figures that are displayed throughout the justification material.

**MILITARY PERSONNEL, NAVY**  
**END STRENGTH BY GRADE - ACTIVE FORCES**  
**TOTAL PROGRAM**

	FY 2014		FY 2015		FY 2016	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	9		9		9	
0-9 Vice Admiral	37	1	37	1	36	1
0-8 Rear Admiral (UH)	67	1	67	1	64	1
0-7 Rear Admiral (LH)	116	2	118	2	112	2
0-6 Captain	3,255	62	3,218	62	3,256	60
0-5 Commander	6,774	130	6,807	133	6,769	125
0-4 Lieutenant Commander	10,756	205	10,770	208	10,885	201
0-3 Lieutenant	18,197	347	18,509	358	18,565	343
0-2 Lieutenant (JG)	6,481	124	6,591	127	6,934	128
0-1 Ensign	6,750	129	6,662	129	6,772	125
<b>TOTAL</b>	<b>52,442</b>	<b>1,001</b>	<b>52,788</b>	<b>1,021</b>	<b>53,402</b>	<b>986</b>
Warrant Officers						
W-5 Warrant Officer	74	1	73	1	84	2
W-4 Warrant Officer	407	8	455	9	480	9
W-3 Warrant Officer	618	12	526	10	533	10
W-2 Warrant Officer	547	10	614	12	660	12
<b>TOTAL</b>	<b>1,646</b>	<b>31</b>	<b>1,668</b>	<b>32</b>	<b>1,757</b>	<b>33</b>
<b>Total Officer Personnel</b>	<b>54,088</b>	<b>1,032</b>	<b>54,456</b>	<b>1,053</b>	<b>55,159</b>	<b>1,019</b>
Enlisted Personnel						
E-9 Master Chief Petty Officer	2,550	12	2,584	17	2,586	11
E-8 Senior Chief Petty Officer	6,281	28	6,639	44	7,224	32
E-7 Chief Petty Officer	21,018	95	21,651	143	21,308	94
E-6 1st Class Petty Officer	46,062	209	45,424	300	47,103	208
E-5 2nd Class Petty Officer	62,231	282	63,819	421	65,755	291
E-4 3rd Class Petty Officer	54,106	245	57,947	383	53,553	236
E-3 Seaman	48,153	218	44,706	295	44,665	197
E-2 Seaman Apprentice	16,896	77	15,057	99	15,897	70
E-1 Seaman Recruit	9,744	44	10,983	73	11,573	51
<b>Total Enlisted</b>	<b>267,041</b>	<b>1,210</b>	<b>268,810</b>	<b>1,775</b>	<b>269,664</b>	<b>1,190</b>
<b>Total Officer and Enlisted</b>	<b>321,129</b>	<b>2,242</b>	<b>323,266</b>	<b>2,828</b>	<b>324,823</b>	<b>2,209</b>
Midshipmen	4,455		4,420		4,377	
<b>TOTAL END STRENGTH</b>	<b>325,584</b>	<b>2,242</b>	<b>327,686</b>	<b>2,828</b>	<b>329,200</b>	<b>2,209</b>

**MILITARY PERSONNEL, NAVY**  
**AVERAGE STRENGTH BY GRADE - ACTIVE FORCES**  
**TOTAL PROGRAM**

	FY 2014		FY 2015		FY 2016	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	10		10		10	
0-9 Vice Admiral	38	1	38	1	38	1
0-8 Rear Admiral (UH)	69	1	69	1	68	1
0-7 Rear Admiral (LH)	114	2	112	2	110	2
0-6 Captain	3,304	62	3,193	62	3,200	61
0-5 Commander	6,937	130	6,753	132	6,781	129
0-4 Lieutenant Commander	11,143	207	10,615	207	10,688	205
0-3 Lieutenant	18,650	345	18,808	353	19,005	351
0-2 Lieutenant (JG)	6,678	126	6,570	126	6,904	128
0-1 Ensign	6,637	128	6,685	129	6,635	127
TOTAL	53,580	1,002	52,853	1,013	53,439	1,005
Warrant Officers						
W-5 Warrant Officer	77	1	73	1	77	2
W-4 Warrant Officer	404	8	434	9	476	9
W-3 Warrant Officer	663	12	601	11	562	10
W-2 Warrant Officer	525	10	584	11	635	12
W-1 Warrant Officer						
TOTAL	1,669	31	1,692	32	1,750	33
Total Officer Personnel	55,249	1,033	54,545	1,045	55,189	1,038
Enlisted Personnel						
E-9 Master Chief Petty Officer	2,543	12	2,547	15	2,566	14
E-8 Senior Chief Petty Officer	6,244	28	6,377	36	6,844	38
E-7 Chief Petty Officer	20,580	94	20,992	119	21,153	119
E-6 1st Class Petty Officer	47,972	209	46,563	255	47,434	254
E-5 2nd Class Petty Officer	63,297	279	63,530	352	65,678	356
E-4 3rd Class Petty Officer	53,452	256	51,973	314	52,373	310
E-3 Seaman	47,754	203	51,053	257	47,385	246
E-2 Seaman Apprentice	17,600	80	15,223	88	15,155	85
E-1 Seaman Recruit	10,268	51	10,150	59	10,977	62
Total Enlisted	269,710	1,212	268,408	1,495	269,565	1,484
Total Officer and Enlisted	324,959	2,245	322,953	2,540	324,754	2,522
Midshipmen	4,327		4,308		4,279	
TOTAL AVERAGE STRENGTH	329,286	2,245	327,261	2,540	329,033	2,522

# MILITARY PERSONNEL, NAVY

## ACTIVE DUTY STRENGTH BY MONTHS<sup>1</sup>

	FY 2014 Actual				FY 2015 Estimate				FY 2016 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
September	53,580	265,901	4,470	323,951	54,088	267,041	4,455	325,584	54,456	268,810	4,420	327,686
October	53,569	265,367	4,465	323,401	54,078	267,086	4,450	325,614	54,450	268,736	4,412	327,598
November	53,498	265,161	4,456	323,115	53,855	266,958	4,449	325,262	54,383	268,462	4,403	327,248
December	53,529	265,075	4,447	323,051	53,872	266,932	4,434	325,238	54,424	268,397	4,388	327,209
January	53,400	265,735	4,426	323,561	53,657	267,320	4,414	325,391	54,294	268,564	4,369	327,227
February	53,291	266,021	4,417	323,729	53,578	267,829	4,408	325,815	54,195	268,964	4,363	327,522
March	53,240	266,530	4,409	324,179	53,504	268,318	4,399	326,221	54,171	269,396	4,354	327,921
April	53,254	266,020	4,407	323,681	53,477	268,539	4,393	326,409	54,207	269,549	4,348	328,104
May	54,505	265,283	3,324	323,112	54,756	268,597	3,312	326,665	55,529	269,510	3,272	328,311
June	54,669	265,652	3,318	323,639	54,950	268,736	3,302	326,988	55,732	269,518	4,437	329,687
July	54,518	266,269	4,485	325,272	54,841	269,257	4,457	328,555	55,588	270,182	4,415	330,185
August	54,388	266,290	4,465	325,143	54,643	269,043	4,432	328,118	55,455	269,920	4,389	329,764
September	54,088	267,041	4,455	325,584	54,456	268,810	4,420	327,686	55,159	269,664	4,377	329,200
<b>Average End Strength</b>	<b>54,949</b>	<b>269,372</b>	<b>4,327</b>	<b>328,648</b>	<b>54,247</b>	<b>268,046</b>	<b>4,308</b>	<b>326,601</b>	<b>54,891</b>	<b>269,203</b>	<b>4,279</b>	<b>328,373</b>
<u>Active Duty for Operational Support (ADOS)</u>	FY 2014				FY 2015				FY 2016			
<u>Baseline ADOS</u>	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
<b>Average Strength</b>	96	79		175	94	103		197	94	103		197
Dollars in Millions	15.3	7.0		22.3	15.0	9.2		24.2	15.3	9.4		24.7
<u>Reimbursable ADOS</u>	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
<b>Average Strength</b>	115	159		274	115	159		274	115	159		274
Dollars in Millions	13.6	7.9		21.5	13.7	8.1		21.8	13.9	8.8		22.7
<u>Recalls ADOS (less than 1095 Days)</u>	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
<b>Average Strength</b>	89	100		189	89	100		189	89	100		189
Dollars in Millions	12.9	8.0		20.9	13.0	8.1		21.1	13.2	8.2		21.4
<b>Total Average Strength (ADOS)</b>	<b>55,249</b>	<b>269,710</b>	<b>4,327</b>	<b>329,286</b>	<b>54,545</b>	<b>268,408</b>	<b>4,308</b>	<b>327,261</b>	<b>55,189</b>	<b>269,565</b>	<b>4,279</b>	<b>329,033</b>
<u>Strength in the FY 2016 President's Budget Baseline Request</u>												
End Strength	54,088	267,041	4,455	325,584	54,456	268,810	4,420	327,686	55,159	269,664	4,377	329,200
Average Strength	55,249	269,710	4,327	329,286	54,545	268,408	4,308	327,261	55,189	269,565	4,279	329,033

<sup>1</sup> Includes 980 officer and 2,668 enlisted mobilized Reserve Component in support of OEF and zero officer or enlisted active component over strength in support of OEF.



**MILITARY PERSONNEL, NAVY**  
**GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES**  
**OFFICERS**

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<b>Begin Strength</b>	<b>53,580</b>	<b>54,088</b>	<b>54,456</b>
<b>Gains</b>			
Naval Academy	786	782	801
Reserve Officer Training Corps	768	830	799
Senior ROTC	720	783	748
Scholarship	48	47	51
Health Professions Scholarships	418	441	453
Reserve Officer Candidates	1,154	1,178	1,380
Other Enlisted Commissioning Programs	749	685	758
Voluntary Active Duty	41	20	21
Direct Appointments	307	323	334
Warrant Officer Programs			
Other	26	31	27
Gain Adjustment	4	4	4
<b>Total Gains</b>	<b>4,253</b>	<b>4,294</b>	<b>4,577</b>
<b>Losses</b>			
Expiration of Contract / Obligation			
Normal Early Release	1,299	1,335	1,448
Retirement	1,770	1,924	1,857
Disability	20	21	21
Non-disability	1,750	1,903	1,836
TERA			
Voluntary Separation - VSI			
Voluntary Separation - SSB			
Involuntary Separation - Reserve Officers			
Involuntary Separation - Regular Officers	267	284	282
Attrition	149	101	115
Other	84	84	89
Loss Adjustment	176	198	83
<b>Total Losses</b>	<b>3,745</b>	<b>3,926</b>	<b>3,874</b>
<b>End Strength</b>	<b>54,088</b>	<b>54,456</b>	<b>55,159</b>

**MILITARY PERSONNEL, NAVY**  
**GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES**  
**ENLISTED**

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<b>Begin Strength</b>	<b>265,901</b>	<b>267,041</b>	<b>268,810</b>
<b>Gains</b>			
Non-prior Service Enlistments	33,522	34,628	34,350
Male	25,770	26,657	26,441
Female	7,752	7,971	7,909
Prior Service Enlistments	243	362	400
National Call to Service			
Reenlistments	39,268	33,630	37,976
Reserve Recall	94	50	50
Officer Candidate Programs	1,222	1,208	1,531
Returned from Dropped Rolls	1,036	1,260	1,146
Gain Adjustment	42	26	
<b>Total Gains</b>	<b>75,427</b>	<b>71,164</b>	<b>75,453</b>
<b>Losses</b>			
Expiration of Term of Service (ETS)	14,640	15,168	15,604
Normal Early Release			
Programmed Early Release			
Separations - VSP			
Separations - SSB			
To Commissioned Officer	393	381	424
To Warrant Officer	209	194	226
Reenlistment	39,268	33,630	37,976
Retirement	5,534	5,453	5,937
TERA			
Other			
Dropped from Rolls (Deserters)	148	149	147
Attrition (Adverse Causes)	3,768	3,830	3,938
Attrition (Other)	10,289	10,580	10,345
Reserve Components	9		2
Other Losses			
Loss Adjustment	29	10	
<b>Total Losses</b>	<b>74,287</b>	<b>69,395</b>	<b>74,599</b>
<b>End Strength</b>	<b>267,041</b>	<b>268,810</b>	<b>269,664</b>

**MILITARY PERSONNEL, NAVY**  
**GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES**  
**CADETS/MIDSHIPMEN**

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<b>Begin Strength</b>	<b>4,470</b>	<b>4,455</b>	<b>4,420</b>
<b>Gains</b>			
Entering Midshipmen	1,178	1,175	1,175
Re-Admit Midshipmen			
<b>Total Gains</b>	<b>1,178</b>	<b>1,175</b>	<b>1,175</b>
<b>Losses</b>			
Attrition	131	153	167
Death			
Graduates	1,062	1,057	1,051
<b>Total Losses</b>	<b>1,193</b>	<b>1,210</b>	<b>1,218</b>
<b>End Strength</b>	<b>4,455</b>	<b>4,420</b>	<b>4,377</b>

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
**(\$ in Thousands)**

	FY 2014			FY 2015			FY 2016		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,051,950	8,583,647	12,635,597	4,023,421	8,631,578	12,654,999	4,116,138	8,822,897	12,939,035
2. Retired Pay Accrual	1,304,641	2,775,943	4,080,584	1,293,070	2,778,081	4,071,151	1,290,301	2,769,263	4,059,564
3. Basic Allowance for Housing	1,422,366	3,829,646	5,252,012	1,451,965	3,947,320	5,399,285	1,523,673	4,118,156	5,641,829
A. With Dependents - Domestic	966,829	2,665,421	3,632,250	982,014	2,746,877	3,728,891	1,023,144	2,860,072	3,883,216
B. Without Dependents - Domestic	335,721	847,069	1,182,790	345,498	872,424	1,217,922	364,899	911,961	1,276,860
C. Substandard Family Housing - Domestic	0	0	0	0	0	0	0	0	0
D. Partial - Domestic	46	6,965	7,011	47	6,930	6,977	47	6,820	6,867
E. With Dependents - Overseas	76,450	168,651	245,101	79,417	174,591	254,008	86,409	184,809	271,218
F. Without Dependents - Overseas	43,320	141,540	184,860	44,989	146,498	191,487	49,174	154,494	203,668
4. Subsistence	162,296	1,186,587	1,348,883	164,679	1,174,955	1,339,634	172,082	1,220,865	1,392,947
A. Basic Allowance for Subsistence	162,296	757,636	919,932	164,679	760,114	924,793	172,082	791,044	963,126
1. Authorized to Mess Separately	162,296	755,567	917,863	164,679	757,484	922,163	172,082	788,318	960,400
2. Leave Rations	0	0	0	0	0	0	0	0	0
3. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
4. BAS II	0	2,069	2,069	0	2,630	2,630	0	2,726	2,726
5. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
6. Partial BAS	0	0	0	0	0	0	0	0	0
B. Subsistence-In-Kind	0	428,951	428,951	0	414,837	414,837	0	429,817	429,817
1. Subsistence in Messes	0	382,177	382,177	0	366,850	366,850	0	380,248	380,248
2. Special Rations	0	0	0	0	0	0	0	0	0
3. Operational Rations	0	3,906	3,906	0	4,008	4,008	0	4,137	4,137
4. Augmentation Rations & Other Programs	0	69,541	69,541	0	71,348	71,348	0	73,703	73,703
5. SIK Cash Collections	0	-26,673	-26,673	0	-27,369	-27,369	0	-28,271	-28,271
C. FSSA	0	0	0	0	4	4	0	4	4
5. Incentive Pay, Hazardous Duty, and Aviation Career	128,469	95,263	223,732	127,531	104,050	231,581	132,555	104,910	237,465
A. Flying Duty Pay	96,875	13,579	110,454	95,749	14,080	109,829	100,410	14,512	114,922
1. Aviation Career, Officers	70,647	0	70,647	69,914	0	69,914	68,681	0	68,681
2. Crew Members	45	59	104	45	59	104	45	59	104
3. Noncrew Member	27	58	85	27	58	85	27	58	85
4. Aviation Continuation Pay	26,156	0	26,156	25,763	0	25,763	31,657	0	31,657
5. Career Enlisted Flyer Pay	0	13,462	13,462	0	13,963	13,963	0	14,395	14,395
B. Submarine Duty Pay	25,463	52,198	77,661	25,615	58,900	84,515	25,904	58,900	84,804
D. Parachute Jumping Pay	3,045	10,730	13,775	3,064	10,940	14,004	3,102	11,021	14,123
E. Demolition Pay	2,399	9,326	11,725	2,412	9,812	12,224	2,441	10,060	12,501
H. Other Pays	687	9,430	10,117	691	10,318	11,009	698	10,417	11,115

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
**(\$ in Thousands)**

	FY 2014			FY 2015			FY 2016		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	405,037	713,838	1,118,875	425,803	747,415	1,173,218	437,248	779,276	1,216,524
A. Medical Pay	190,758	0	190,758	198,684	0	198,684	199,923	0	199,923
B. Dental Pay	46,082	0	46,082	47,730	0	47,730	48,310	0	48,310
C. Optometrists Pay	652	0	652	550	0	550	550	0	550
D. Pharmacy Pay	1,770	0	1,770	1,755	0	1,755	1,590	0	1,590
E. Nurse Pay	11,827	0	11,827	11,085	0	11,085	12,300	0	12,300
F. Non-Physician Pay	9,264	0	9,264	10,320	0	10,320	11,400	0	11,400
G. Personal Money Allowance, General & Flag Officer	69	2	71	70	2	72	70	2	72
H. Nuclear Officer Incentive Pay	65,670	0	65,670	69,690	0	69,690	74,340	0	74,340
I. Nuclear Accession Bonus	0	2,835	2,835	0	3,450	3,450	0	3,300	3,300
J. Scientific/Engineering Bonus	0	0	0	0	0	0	0	0	0
K. Responsibility Pay	705	0	705	709	0	709	717	0	717
L. Sea and Foreign Duty, Total	27,117	241,669	268,786	30,571	273,407	303,978	32,188	272,746	304,934
1. Sea Duty	25,177	217,845	243,022	27,794	239,962	267,756	29,262	239,480	268,742
2. Duty at Certain Places	1,940	22,918	24,858	2,777	32,189	34,966	2,926	32,210	35,136
3. Overseas Extension Pay	0	906	906	0	1,256	1,256	0	1,056	1,056
M. Diving Duty Pay	4,537	14,977	19,514	4,565	15,206	19,771	4,618	15,471	20,089
N. Foreign Language Proficiency Pay	2,797	11,460	14,257	2,908	11,629	14,537	3,156	11,912	15,068
O. Imminent Danger Pay	6,232	32,408	38,640	427	3,021	3,448	427	3,021	3,448
P. Hardship Duty Pay	1,918	6,943	8,861	2,564	13,261	15,825	2,606	13,446	16,052
Q. Judge Advocate Continuation Pay	2,085	0	2,085	2,280	0	2,280	2,160	0	2,160
R. Special Warfare Officer Pay	3,674	0	3,674	6,541	0	6,541	6,782	0	6,782
S. Surface Warfare Officer	5,770	0	5,770	4,110	0	4,110	2,130	0	2,130
T. Critical Skill Retention Bonus	23,534	27,919	51,453	30,476	31,415	61,891	33,186	32,857	66,043
U. Conversion to Military Occupational Specialty	0	0	0	0	0	0	0	0	0
V. New Officers in Critical Skills Accession Bonus	0	0	0	0	0	0	0	0	0
w. Transfer Between Armed Forces Incentive Bonus	0	0	0	0	0	0	0	0	0
x. Combat-Related Injury Rehabilitation Bonus	0	14	14	0	14	14	0	14	14
y. Reenlistment Bonus	0	233,866	233,866	0	258,864	258,864	0	274,998	274,998
1. Regular	0	132,985	132,985	0	150,176	150,176	0	154,439	154,439
2. Selective	0	100,881	100,881	0	108,688	108,688	0	120,559	120,559
z. Special Duty Assignment Pay	0	82,597	82,597	0	82,743	82,743	0	83,526	83,526
a. Enlistment Bonus	0	26,277	26,277	0	36,581	36,581	0	36,581	36,581
aa. Education Benefits	0	0	0	0	0	0	0	0	0
bb. Loan Repayment Program	0	11,381	11,381	0	11,125	11,125	0	11,225	11,225
cc. Assignment Incentive Pay	0	21,490	21,490	0	20,847	20,847	0	20,177	20,177

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
**(\$ in Thousands)**

	FY 2014			FY 2015			FY 2016		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
W. Other Special Pay	576	0	576	768	0	768	795	0	795
7. Allowances	145,946	620,643	766,589	142,712	615,084	757,796	149,024	630,672	779,696
A. Uniform or Clothing Allowances	1,903	184,912	186,815	1,922	186,671	188,593	2,042	190,431	192,473
1. Initial Issue	1,463	71,594	73,057	1,478	71,640	73,118	1,569	73,096	74,665
a. Military	1,336	70,951	72,287	1,350	70,982	72,332	1,439	72,425	73,864
b. Civilian	127	643	770	128	658	786	130	671	801
2. Additional	440	0	440	444	0	444	473	0	473
3. Basic Maintenance	0	26,150	26,150	0	26,588	26,588	0	27,131	27,131
4. Standard Maintenance	0	72,693	72,693	0	73,763	73,763	0	75,267	75,267
5. Special	0	11,092	11,092	0	11,248	11,248	0	11,476	11,476
6. Supplementary	0	1,400	1,400	0	1,432	1,432	0	1,461	1,461
7. Civilian Clothing Maintenance	0	0	0	0	0	0	0	0	0
8. TFU	0	1,983	1,983	0	2,000	2,000	0	2,000	2,000
B. Station Allowances Overseas	131,428	369,408	500,836	135,737	381,008	516,745	141,849	391,896	533,745
1. Cost-of-Living	115,900	338,853	454,753	119,645	349,389	469,034	124,977	359,263	484,240
2. Temporary Lodging	15,528	30,555	46,083	16,092	31,619	47,711	16,872	32,633	49,505
C. Family Separation Allowance	11,451	61,699	73,150	3,885	42,765	46,650	3,930	43,617	47,547
1. On PCS, No Government Quarters	0	0	0	0	0	0	0	0	0
2. On PCS, Dependent Not Authorized	2,934	16,423	19,357	1,419	12,183	13,602	1,437	12,426	13,863
3. Afloat	5,187	21,705	26,892	1,869	15,981	17,850	1,890	16,299	18,189
4. On TDY	3,330	23,571	26,901	597	14,601	15,198	603	14,892	15,495
D. Spec Comp for Asst w/ Act of Daily Living (SCAADL)	43	356	399	43	333	376	45	333	378
F. CONUS COLA	1,121	4,268	5,389	1,125	4,307	5,432	1,160	4,395	5,555
8. Separation Payments	39,323	148,008	187,331	42,126	151,760	193,886	42,355	156,500	198,855
A. Terminal Leave Pay	17,728	47,219	64,947	19,070	48,636	67,706	19,182	50,231	69,413
B. Severance Pay, Disability	1,208	17,051	18,259	1,281	17,560	18,841	1,297	18,117	19,414
C. Severance Pay, Nonpromotion	0	0	0	0	0	0	0	0	0
D. Severance Pay, Invol Half (5%)	522	16,197	16,719	571	16,687	17,258	578	17,242	17,820
E. Severance Pay, Invol Full (10%)	18,245	37,561	55,806	19,584	38,717	58,301	19,678	39,980	59,658
F. Severance Pay, VSI	0	2,800	2,800	0	2,400	2,400	0	2,600	2,600
G. Severance Pay, VSP	0	0	0	0	0	0	0	0	0
H. 15-Year Temporary Early Retirement	0	0	0	0	10	10	0	10	10
I. \$30,000 Lump Sum Bonus	1,620	27,180	28,800	1,620	27,750	29,370	1,620	28,320	29,940
9. Social Security Tax Payment	307,634	654,054	961,688	306,044	660,316	966,360	313,642	674,951	988,593
10. Permanent Change of Station Travel	318,721	549,152	867,873	329,092	585,523	914,615	333,229	584,192	917,421
11. Other Military Personnel Costs	39,851	153,290	193,141	36,829	139,094	175,923	40,068	137,475	177,543
A. Apprehension of Deserters	0	57	57	0	58	58	0	59	59

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
**(\$ in Thousands)**

	FY 2014			FY 2015			FY 2016		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
B. Interest on Uniformed Services Savings Deposit	532	797	1,329	539	809	1,348	548	822	1,370
C. Death Gratuities	2,000	16,199	18,199	1,900	15,900	17,800	1,900	15,900	17,800
D. Unemployment Compensation	0	106,806	106,806	0	98,281	98,281	0	97,655	97,655
E. Survivor Benefits	0	0	0	0	0	0	0	0	0
F. SGLI/T-SGLI	1,921	6,432	8,353	0	0	0	0	0	0
G. Education Benefits	0	18,501	18,501	0	20,405	20,405	0	19,364	19,364
H. Adoption Expenses	108	150	258	110	151	261	111	154	265
I. Transportation Subsidy	1,480	3,454	4,934	1,484	3,464	4,948	1,498	3,495	4,993
TSP	0	0	0	0	0	0	0	0	0
J. Partial Dislocation Allowance	8	26	34	8	26	34	9	26	35
K. Senior ROTC (Non-Scholarship)	896	0	896	1,875	0	1,875	1,916	0	1,916
L. Senior ROTC (Scholarship)	18,782	0	18,782	19,141	0	19,141	19,353	0	19,353
M. Junior ROTC	13,948	0	13,948	11,772	0	11,772	14,733	0	14,733
N. Reserve Income Replacement	24	0	24	0	0	0	0	0	0
P. Stop Loss Retroactive Pay	152	643	795	0	0	0	0	0	0
Q. Preventive Health Allowance Demonstration Project	0	0	0	0	0	0	0	0	0
R. Cancelled Accounts	0	225	225	0	0	0	0	0	0
Cadets	79,218	0	79,218	78,546	0	78,546	79,242	0	79,242
Military Personnel Appropriation Total	8,405,452	19,310,071	27,715,523	8,421,818	19,549,326	27,971,144	8,629,557	19,999,157	28,628,716
13. Less Reimbursables	251,863	107,505	359,368	257,023	105,276	362,299	260,253	106,067	366,320
Military Personnel Appropriation Total, Direct	8,153,589	19,202,566	27,356,155	8,164,795	19,444,050	27,608,845	8,369,304	19,893,090	28,262,396

# MILITARY PERSONNEL, NAVY

## ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2015 President's Budget	Congressional Action	Enacted Title IX	Available Appropriation	Internal Realignment/ Reprogramming	FY 2015 Col FY 2016 President's Budget	Projected Shortfall/(Asset) <sup>1</sup>	Projected FY 2015 Execution
<b>Pay and Allowances of Officers</b>								
Basic Pay	4,017,362	-15,486		4,001,876	15,000	4,016,876	6,545	4,023,421
Retired Pay Accrual	1,255,535	30,650		1,286,185	6,885	1,293,070	0	1,293,070
Incentive Pay	127,220	0		127,220	311	127,531	0	127,531
Special Pay	429,454	0		429,454	-3,651	425,803	0	425,803
Basic Allowance for Housing	1,433,673	0		1,433,673	3,292	1,436,965	15,000	1,451,965
Basic Allowance for Subsistence	164,566	0		164,566	113	164,679	0	164,679
Station Allowances Overseas	115,847	0		115,847	5,727	121,574	14,163	135,737
CONUS Cost of Living Allowances	1,568	0		1,568	-443	1,125	0	1,125
Uniform Allowances	2,007	0		2,007	-85	1,922	0	1,922
Family Separation Allowances	4,548	0		4,548	-663	3,885	0	3,885
Aid and Attend Allow for Catastroph Injured	12	0		4,548	31	43	0	43
Separation Payments	59,026	0		4,548	-16,900	42,126	0	42,126
Social Security Tax-Employer's	305,463	0		4,548	581	306,044	0	306,044
<b>Total Obligations</b>	<b>7,916,281</b>	<b>15,164</b>		<b>7,931,445</b>	10,198	<b>7,941,643</b>	35,708	<b>7,977,351</b>
Less Reimbursements	246,825	0		246,825	10,198	257,023		257,023
<b>Total Direct Obligations</b>	<b>7,669,456</b>	<b>15,164</b>		<b>7,684,620</b>	0	<b>7,684,620</b>	35,708	<b>7,720,328</b>
<b>Pay and Allowances of Enlisted</b>								
Basic Pay	8,614,658	-24,854		8,589,804	16,774	8,606,578	25,000	8,631,578
Retired Pay Accrual	2,695,729	82,850		2,778,579	-498	2,778,081	0	2,778,081
Incentive Pay	104,072	0		104,072	-22	104,050	0	104,050
Special Pay	375,111	-1,400		373,711	-15,609	358,102	14,150	372,252
Special Duty Assignment Pay	86,781	-3,500		83,281	-538	82,743	0	
Reenlistment Bonus	275,487	-5,000		270,487	-11,623	258,864	0	258,864
Enlistment Bonus	40,972	-4,000		36,972	-391	36,581	0	36,581
Navy College Fund	71	0		71	-71	0	0	0
Loan Repayment Program	14,800	0		14,800	-3,675	11,125	0	11,125
Basic Allowance for Housing	3,878,513	0		3,878,513	20,282	3,898,795	48,525	3,947,320
Station Allowances Overseas	326,452	0		326,452	35,003	361,455	19,553	381,008
CONUS Cost of Living Allowances	6,011	0		6,011	-1,704	4,307	0	4,307
Clothing Allowances	195,212	-2,300		192,912	-6,241	186,671	0	186,671
Family Separation Allowances	66,900	-10,000		56,900	-14,135	42,765	0	42,765
Aid and Attend Allow for Catastroph Injured	333	0		333	0	333	0	333
Separation Payments	223,362	-61,600		161,762	-10,002	151,760	0	151,760
Social Security Tax-Employer's Contribution	659,021	0		659,021	1,295	660,316	0	660,316
<b>Total Obligations</b>	<b>17,563,485</b>	<b>-29,804</b>		<b>17,533,681</b>	8,845	<b>17,542,526</b>	107,228	<b>17,649,754</b>
Less Reimbursements	92,934	0		92,934	3,398	96,332	0	96,332
<b>Total Direct Obligations</b>	<b>17,470,551</b>	<b>-29,804</b>		<b>17,440,747</b>	5,447	<b>17,446,194</b>	107,228	<b>17,553,422</b>
<b>Pay and Allowances for Midshipmen</b>								
Academy Midshipmen	78,093	0		78,093	453	78,546		78,546
<b>Total Obligations</b>	<b>78,093</b>	<b>0</b>		<b>78,093</b>	453	<b>78,546</b>	0	<b>78,546</b>
Less Reimbursements								
<b>Total Direct Obligations</b>	<b>78,093</b>	<b>0</b>		<b>78,093</b>	453	<b>78,546</b>	0	<b>78,546</b>
<b>Subsistence of Enlisted Personnel</b>								
Basic Allow for Subsistence	759,490	0		759,490	624	760,114	0	760,114
Subsistence-in-Kind	431,060	0		431,060	-16,223	414,837	0	414,837
FSSA	8	0		8	-4	4	0	4



# MILITARY PERSONNEL, NAVY

## ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2015 President's Budget	Congressional Action	Enacted Title IX	Available Appropriation	Internal Realignment/ Reprogramming	FY 2015 Col FY 2016 President's Budget	Projected Shortfall/(Asset) <sup>1</sup>	Projected FY 2015 Execution
<b>Total Obligations</b>	<b>1,190,558</b>	<b>0</b>		<b>1,190,558</b>	-15,603	<b>1,174,955</b>	0	<b>1,174,955</b>
Less Reimbursements	9,023	0		9,023	-79	8,944	0	8,944
<b>Total Direct Obligations</b>	<b>1,181,535</b>	<b>0</b>		<b>1,181,535</b>	-15,524	<b>1,166,011</b>	0	<b>1,166,011</b>
<b>Permanent Change of Station Travel</b>								
Accession Travel	86,416	0		86,416	6,488	92,904	0	92,904
Training Travel	98,547	0		98,547	0	98,547	0	98,547
Operational Travel	245,398	0		245,398	0	245,398	0	245,398
Rotational Travel	271,252	0		271,252	0	271,252	0	271,252
Separation Travel	133,912	-7,100		126,812	-625	126,187	0	126,187
Travel of Organized Units	41,469	0		41,469	0	41,469	0	41,469
Non-Temporary Storage	1,982	0		1,982	0	1,982	9,985	11,967
IPCOT/OTEIP	3,581	0		3,581	0	3,581	0	3,581
Temporary Lodging Expense	8,708	0		8,708	4,136	12,844	2,724	15,568
DPPS	7,742	0		7,742	0	7,742	0	7,742
<b>Total Obligations</b>	<b>899,007</b>	<b>-7,100</b>		<b>891,907</b>	9,999	<b>901,906</b>	12,709	<b>914,615</b>
Less Reimbursements					0			
<b>Total Direct Obligations</b>	<b>899,007</b>	<b>-7,100</b>		<b>891,907</b>	9,999	<b>901,906</b>	12,709	<b>914,615</b>
<b>Other Personnel Costs</b>								
Apprehension of Military Deserters	93	0		93	-35	58	0	58
Absentees & Escaped Military Prisoners					0		0	
Interest on Uniform Svcs Savings (MIA)	1,664	0		1,664	-316	1,348	0	1,348
Death Gratuities	17,400	0		17,400	400	17,800	0	17,800
Unemployment Compensation	112,881	-14,500		98,381	-100	98,281	0	98,281
Reserve Income Replacement					0		0	
SGLI					0		0	
Education Benefits	20,495	0		20,495	-90	20,405	0	20,405
Transportation Subsidy	4,053	0		4,053	895	4,948	0	4,948
Adoption Expenses	277	0		277	-16	261	0	261
Partial Dislocation Allowance	39	0		39	-5	34	0	34
TSP					0		0	
Senior ROTC	2,372	0		2,372	-497	1,875	0	1,875
Scholarship ROTC	19,212	0		19,212	-71	19,141	0	19,141
JROTC	12,312	0		12,312	-540	11,772	0	11,772
Preventive Health Allowance Demonstration								
Stop-Loss Retroactive Pay								
Cancelled Account Payment								
<b>Total Obligations</b>	<b>190,798</b>	<b>-14,500</b>		<b>176,298</b>	-375	<b>175,923</b>	0	<b>175,923</b>
Less Reimbursements		0		0				
<b>Total Direct Obligations</b>	<b>190,798</b>	<b>-14,500</b>		<b>176,298</b>	-375	<b>175,923</b>	0	<b>175,923</b>
<b>Total MPN Obligations</b>	<b>27,838,222</b>	<b>-36,240</b>		<b>27,801,982</b>	13,517	<b>27,815,499</b>	155,645	<b>27,971,144</b>
Less Reimbursements	348,782	0		348,782	13,517	362,299	0	362,299
<b>Total Direct MPN Obligations</b>	<b>27,489,440</b>	<b>-36,240</b>		<b>27,453,200</b>	0	<b>27,453,200</b>	155,645	<b>27,608,845</b>

<sup>1</sup> The FY15 estimates reflect current projections based on the most recent level of execution. However, the potential reprogramming amount has not been approved by the Office of Management and Budget, and could be revised before an Omnibus Reprogramming is submitted to Congress.

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>FY 2015 Direct Program</b>	<b>7,720,328</b>	<b>17,553,422</b>	<b>78,546</b>	<b>1,166,011</b>	<b>914,615</b>	<b>175,923</b>	<b>27,608,845</b>
<b>INCREASES</b>							
<b>Pricing Increases</b>	<b>109,497</b>	<b>240,067</b>	<b>1,307</b>	<b>49,813</b>	<b>12,639</b>	<b>3,035</b>	<b>416,358</b>
<b>Inflation Rate</b>	<b>5,395</b>		<b>609</b>	<b>49,813</b>			<b>55,817</b>
BAS Growth Rate of 3.4%	5,395			37,707			43,102
Basic Allowance for Subsistence			609				609
Change in BDFA Rate				12,106			12,106
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>4,056</b>		<b>4,056</b>
PCS: Accession Travel					375		375
PCS: Operational Travel					1,227		1,227
PCS: Rotational Travel					995		995
PCS: Separation Travel					466		466
PCS: Training Travel					913		913
PCS: Travel of Organized Units					58		58
In-Place Consecutive Overseas Tour (IPCOT)					9		9
Overseas Tour Extension Incentives Program (OTEIP)					13		13
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>7,565</b>		<b>7,565</b>
PCS: Accession Travel					858		858
PCS: Operational Travel					2,138		2,138
PCS: Rotational Travel					2,301		2,301
PCS: Separation Travel					1,370		1,370
PCS: Training Travel					474		474
PCS: Travel of Organized Units					389		389
In-Place Consecutive Overseas Tour (IPCOT)					14		14
Overseas Tour Extension Incentives Program (OTEIP)					21		21
<b>BAH Rates</b>	<b>29,866</b>	<b>81,126</b>					<b>110,992</b>
BAH Overseas	1,941	5,140					7,081
Domestic Housing Rate Growth of 2.1%	27,925	75,986					103,911
<b>Separation Payments</b>	<b>495</b>	<b>1,490</b>					<b>1,985</b>
Lump Sum Terminal Leave Payments		596					596
Separation Pay - Lump sum Leave Payment(Officer)	232						232
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	240						240
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	7						7
Severance Pay, Disability - Officer	16						16
Severance Pay, Disability (Enl)		215					215
Severance Pay, Non-Disability (Enl) - Invol - Full Pay		474					474
Severance Pay, Non-Disability (Enl) - Invol - Half Pay		205					205
<b>Partial Dislocation Allowance</b>						<b>1</b>	<b>1</b>
Partial Dislocation Allowance						1	1
<b>Unemployment Benefits</b>						<b>2,739</b>	<b>2,739</b>
Unemployment Compensation						2,739	2,739
<b>Station Allowances, Overseas</b>	<b>1,724</b>						<b>1,724</b>
Station Allowances - Cost Of Living	1,466						1,466
Station Allowances - Temporary Lodging	258						258
<b>CONUS Cost Of Living Allowance (COLA)</b>	<b>18</b>	<b>68</b>					<b>86</b>
CONUS COLA		68					68
CONUS Cost Of Living (COLA)	18						18
<b>Reenlistment Bonus</b>		<b>1,839</b>					<b>1,839</b>
Reenlistment Bonus - Initial Payment		1,839					1,839
<b>Station Allowance, Overseas</b>		<b>4,786</b>					<b>4,786</b>
Overseas Station Allowance (Enl)		4,280					4,280
Temporary Lodging (Enl)		506					506
<b>Clothing Allowance</b>		<b>2,955</b>					<b>2,955</b>

**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Enlisted Civilian Clothing		10					10
Supplementary Clothing (Enl)		23					23
Initial Military		1,136					1,136
Replacement Allowances (Basic)		426					426
Replacement Allowances (Std)		1,180					1,180
Replacement Allowances (Special)		180					180
<b>Incentive Pay For Hazardous Duty</b>	<b>2,228</b>						<b>2,228</b>
ACCP INITIAL PAYMENTS	1,478						1,478
ACCP Anniversary Payments	750						750
<b>Special Pay</b>	<b>821</b>	<b>674</b>					<b>1,495</b>
Judge Advocate Continuation Pay	62						62
Special Warfare SOCOM CSRB		581					581
Medical Pay	310						310
Submarine Support Incentive Pay	1						1
SWO CSRB (Junior)	105						105
SPECWAR Officer Continuation Pay	103						103
Dental Pay	33						33
Nurse Pay	67						67
Non Physicians Pay	140						140
EOD CSRB		93					93
<b>Senior ROTC (Scholarship Program)</b>						<b>86</b>	<b>86</b>
Uniforms, Commutations-in-Lieu						8	8
Pay & Allowances						33	33
Subsistence of Reserve Officer Candidates						2	2
Uniform, Issue-In-Kind						43	43
<b>Senior ROTC (Non-Scholarship Program)</b>						<b>20</b>	<b>20</b>
Uniforms, Commutations-in-Lieu						9	9
Pay & Allowances						2	2
Subsistence of Reserve Officer Candidates						1	1
Uniform, Issue-In-Kind						8	8
<b>Junior ROTC</b>						<b>189</b>	<b>189</b>
Uniforms, Issue-in-Kind						189	189
<b>Uniform Allowance</b>	<b>2</b>						<b>2</b>
Civilian	2						2
<b>Special Compensation for Assistance with Activities of Daily Living</b>	<b>2</b>						<b>2</b>
Special Compensation for Assistance with Activities of Daily Living	2						2
<b>Cadets/Midshipmen</b>					<b>9</b>		<b>9</b>
PCS: Accession Travel					8		8
PCS: Separation Travel					1		1
<b>Annualization of FY 2015 Pay Raise 1% (Effective 1 January 2015)</b>	<b>14,057</b>	<b>30,013</b>	<b>142</b>		<b>206</b>		<b>44,418</b>
Basic Pay	10,057	21,578	132				31,767
RPA	3,176	6,784					9,960
FICA	824	1,651	10				2,485
Dislocation Allowance					206		206
<b>Increase due to Pay Raise of 1.3% (Effective 1 January 2016)</b>	<b>54,889</b>	<b>117,116</b>	<b>556</b>		<b>803</b>		<b>173,363</b>
Basic Pay	39,190	84,158	516				123,864
RPA	12,487	26,521					39,007
FICA	3,212	6,437	40				9,689
Dislocation Allowance					803		803
<b>Program Increases</b>	<b>133,755</b>	<b>241,235</b>		<b>9,282</b>	<b>4,321</b>	<b>2,991</b>	<b>391,584</b>
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>2,581</b>		<b>2,581</b>
PCS: Accession Travel					1,947		1,947
PCS: Operational Travel					313		313
In-Place Consecutive Overseas Tour (IPCOT)					4		4
Temporary Lodging Expense					93		93

**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Nontemporary Storage					77		77
Defense Personal Property System (DPPS)					147		147
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>1,734</b>		<b>1,734</b>
PCS: Operational Travel					250		250
PCS: Separation Travel					1,230		1,230
Temporary Lodging Expense					139		139
Nontemporary Storage					115		115
<b>Separation Payments</b>		<b>3,250</b>					<b>3,250</b>
Lump Sum Terminal Leave Payments		999					999
Severance Pay, Disability (Enl)		342					342
Severance Pay, Non-Disability (Enl) - Invol - Full Pay		789					789
Severance Pay, Non-Disability (Enl) - Invol - Half Pay		350					350
\$30,000 Lump Sum Bonus (Enl)		570					570
Voluntary Separation (Enl) - VSI Trust Fund		200					200
<b>Loan Repayment Program</b>		<b>100</b>					<b>100</b>
Navy College Loan Repayment (Enl)		100					100
<b>Mass Transportation</b>						<b>45</b>	<b>45</b>
National Capital Region						23	23
Outside National Capital Region						22	22
<b>Pay grade Mix</b>		<b>208,821</b>					<b>208,821</b>
BAH Domestic		76,746					76,746
BAH Overseas		13,074					13,074
Basic Pay		47,714					47,714
RPA		14,982					14,982
FICA		3,650					3,650
Increase in Basic Pay Work Years		37,869					37,869
Increase in FICA Work Years		2,897					2,897
Increase in RPA Full Time Work Years		11,889					11,889
<b>Work Years</b>				<b>3,776</b>			<b>3,776</b>
Change in SIK Work Years				1,292			1,292
Change in SIK Operational Rations				129			129
Change in SIK Other Messing				2,355			2,355
<b>Strength Related</b>	<b>110,822</b>			<b>5,506</b>			<b>116,328</b>
BAH Domestic	32,809						32,809
BAH Overseas	9,033						9,033
BAS	2,008						2,008
Increase in Basic Pay Work Years	47,969						47,969
Increase in FICA Work Years	3,931						3,931
Increase in RPA Full Time Work Years	15,072						15,072
Change in BAS Work Years				5,506			5,506
<b>Station Allowances, Overseas</b>	<b>4,388</b>						<b>4,388</b>
Station Allowances - Cost Of Living	3,866						3,866
Station Allowances - Temporary Lodging	522						522
<b>CONUS Cost Of Living Allowance (COLA)</b>	<b>17</b>	<b>20</b>					<b>37</b>
CONUS COLA		20					20
CONUS Cost Of Living (COLA)	17						17
<b>Reenlistment Bonus</b>		<b>17,013</b>					<b>17,013</b>
Reenlistment Bonus - Anniversary		14,589					14,589
Reenlistment Bonus - Initial Payment		2,424					2,424
<b>Station Allowance, Overseas</b>		<b>6,102</b>					<b>6,102</b>
Overseas Station Allowance (Enl)		5,594					5,594
Temporary Lodging (Enl)		508					508
<b>Clothing Allowance</b>		<b>805</b>					<b>805</b>
Enlisted Civilian Clothing		3					3
Supplementary Clothing (Enl)		6					6

**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Initial Military		307					307
Replacement Allowances (Basic)		117					117
Replacement Allowances (Std)		324					324
Replacement Allowances (Special)		48					48
<b>Incentive Pay For Hazardous Duty</b>	<b>4,029</b>	<b>860</b>					<b>4,889</b>
Submarine Pay for Officers	289						289
Parachute Jumping (Officer)	38						38
Demolition Duty (Officer)	29						29
Flight Deck Duty	7						7
Parachute Jumping (Enl)		81					81
Demolition Duty (Enl)		248					248
Flight Deck Duty (Enl)		99					99
ACCP INITIAL PAYMENTS	358						358
ACCP Anniversary Payments	3,308						3,308
Flying Duty - Career		432					432
<b>Special Pay</b>	<b>14,336</b>	<b>2,629</b>					<b>16,965</b>
Save Pay	2						2
Responsibility Pay	8						8
Diving Duty Pay	53						53
Career Sea Pay	1,468						1,468
Premium Sea Pay	149						149
Foreign Language Proficiency Pay	248						248
Premium Sea Pay (Enlisted)		21					21
Diving Duty Pay (Enl)		265					265
Foreign Language Proficiency Pay (Enl)		283					283
Medical Pay	929						929
Submarine Support Incentive Pay	24						24
SWO CSRB (Junior)	2,300						2,300
SPECWAR Officer Continuation Pay	138						138
NSW Officer CSRB	256						256
Dental Pay	547						547
Nuclear Officer Incentive Pay	4,650						4,650
EOD CSRB - Anniversary Payments	1,346						1,346
Hardship Duty Pay	12						12
SWO CSRB (Post DH)	88						88
Enlisted Supervisor Retention Pay CSRB		228					228
Nurse Pay	1,148						1,148
Non Physicians Pay	940						940
HDP Location (Enl)		11					11
EOD CSRB		1,647					1,647
Hardship Duty Pay - Tempo	30						30
HDP Tempo (Enl)		174					174
<b>Family Separation Allowance</b>	<b>45</b>	<b>852</b>					<b>897</b>
FSA - R (On PCS With Dependents Not Authorized)	18	243					261
FSA - S (Onboard > 30 days)		318					318
FSA - T (TDY > 30 days)		291					291
FSA - S (Onboard> 30 days)	21						21
FSA - T (TDY> 30 days)	6						6
<b>Special Duty Assignment Pay And Proficiency Pay</b>		<b>783</b>					<b>783</b>
Recruiter - Recruiter (\$450)		783					783
<b>Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners</b>						<b>1</b>	<b>1</b>
Apprehension						1	1
<b>Interest On Uniformed Services Savings Deposit</b>						<b>22</b>	<b>22</b>
Interest						22	22
<b>Adoption Expenses</b>						<b>4</b>	<b>4</b>

**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Adoption Expenses						4	4
<b>Senior ROTC (Scholarship Program)</b>						<b>126</b>	<b>126</b>
Pay & Allowances						43	43
Stipend						58	58
Uniform, Issue-In-Kind						25	25
<b>Senior ROTC (Non-Scholarship Program)</b>						<b>21</b>	<b>21</b>
Stipend						19	19
Uniform, Issue-In-Kind						2	2
<b>Junior ROTC</b>						<b>2,772</b>	<b>2,772</b>
Uniforms, Issue-in-Kind						2,772	2,772
<b>Uniform Allowance</b>	<b>118</b>						<b>118</b>
Initial - Regular	32						32
Additional	29						29
Initial - Reserves	57						57
<b>Cadets/Midshipmen</b>					<b>6</b>		<b>6</b>
PCS: Separation Travel					6		6
<b>INCREASES Total</b>	<b>243,252</b>	<b>481,302</b>	<b>1,307</b>	<b>59,095</b>	<b>16,960</b>	<b>6,026</b>	<b>807,942</b>
<b>DECREASES</b>							
<b>Program Decreases</b>	<b>-11,492</b>	<b>-2,348</b>	<b>-611</b>	<b>-13,185</b>	<b>-14,154</b>	<b>-4,406</b>	<b>-46,196</b>
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>-2,933</b>		<b>-2,933</b>
PCS: Rotational Travel					-658		-658
PCS: Separation Travel					-344		-344
PCS: Training Travel					-103		-103
PCS: Travel of Organized Units					-1,822		-1,822
Overseas Tour Extension Incentives Program (OTEIP)					-6		-6
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>-11,221</b>		<b>-11,221</b>
PCS: Accession Travel					-495		-495
PCS: Rotational Travel					-1,459		-1,459
PCS: Training Travel					-79		-79
PCS: Travel of Organized Units					-9,172		-9,172
In-Place Consecutive Overseas Tour (IPCOT)					-10		-10
Overseas Tour Extension Incentives Program (OTEIP)					-6		-6
<b>Separation Payments</b>	<b>-266</b>						<b>-266</b>
Separation Pay - Lump sum Leave Payment(Officer)	-120						-120
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	-146						-146
<b>Pay grade Mix</b>	<b>-6,281</b>						<b>-6,281</b>
Basic Pay	-4,499						-4,499
RPA	-1,413						-1,413
FICA	-369						-369
<b>Work Years</b>				<b>-13,185</b>			<b>-13,185</b>
Change in BAS Collections				-12,283			-12,283
Change in SIK Cash Collections				-902			-902
<b>Strength Related</b>		<b>-110</b>	<b>-521</b>				<b>-631</b>
BAH Domestic		-110					-110
BAS			-132				-132
Decrease in Basic Pay Work Years			-361				-361
Decrease in FICA Work Years			-28				-28
<b>Unemployment Benefits</b>						<b>-3,365</b>	<b>-3,365</b>
Unemployment Compensation						-3,365	-3,365
<b>Incentive Pay For Hazardous Duty</b>	<b>-1,233</b>						<b>-1,233</b>
ACIP - Commissioned Officers	-1,163						-1,163
ACIP - Warrant Officers	-70						-70
<b>Special Pay</b>	<b>-3,712</b>	<b>-2,238</b>					<b>-5,950</b>
Judge Advocate Continuation Pay	-182						-182

**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Career Sea Pay (Enlisted)		-482					-482
Overseas Extension Pay (Enl)		-200					-200
Nuclear Accession Bonus (Enl)		-150					-150
Special Warfare SOCOM CSRB		-736					-736
SWO Continuation Pay	-1,980						-1,980
Assignment Incentive Pay (Enl)		-670					-670
Pharmacy Pay	-165						-165
Civil Engineer Corps CSRB	-406						-406
EOD CSRB - Initial Payments	-979						-979
<b>Nuclear Accession Bonus</b>			<b>-90</b>				<b>-90</b>
Nuclear Accession Bonus			-90				-90
<b>Education Benefits (Amortization Payments)</b>						<b>-1,041</b>	<b>-1,041</b>
Unfunded liability						-1,041	-1,041
<b>Pricing Decreases</b>	<b>-35,321</b>	<b>-72,643</b>		<b>-231</b>			<b>-108,195</b>
<b>Inflation Rate</b>	<b>-32,091</b>	<b>-68,994</b>					<b>-101,085</b>
RPA Full Time Rate growth of -0.8%	-32,091	-68,994					-101,085
<b>Reenlistment Bonus</b>		<b>-2,718</b>					<b>-2,718</b>
Reenlistment Bonus - Anniversary		-2,718					-2,718
<b>Special Pay</b>		<b>-371</b>					<b>-371</b>
Enlisted Supervisor Retention Pay CSRB		-371					-371
<b>Decreases due to Reimbursables</b>	<b>-3,230</b>	<b>-560</b>		<b>-231</b>			<b>-4,021</b>
Basic Pay	-1,757	-292					-2,049
Basic Allowance for Subsistence	-150			-90			-240
Retired Pay Accrual	-489	-65					-554
Basic Allowance for Housing (Domestic)	-701	-182					-883
SS Tax-Employer Contribution	-133	-21					-154
Subsistence-in-kind				-141			-141
(blank)							
(blank)							
(blank)							
<b>DECREASES Total</b>	<b>-46,813</b>	<b>-74,991</b>	<b>-611</b>	<b>-13,416</b>	<b>-14,154</b>	<b>-4,406</b>	<b>-154,391</b>
<b>FY 2016 Direct Program</b>	<b>7,916,767</b>	<b>17,959,733</b>	<b>79,242</b>	<b>1,211,690</b>	<b>917,421</b>	<b>177,543</b>	<b>28,262,396</b>

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## Section 4

### Detail of Military Personnel Entitlements

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Budget Activity 1

Pay and Allowances of Officers

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**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF OFFICERS**  
(In Thousands of Dollars)

Total FY 2015 Direct Program				Amount
				7,720,328
Increases				
Pricing Increases				
Strength Related			104,207	
Annualization of FY 2015 Pay Raise 1% (Effective 1 January 2015)			14,057	
Basic Pay	10,057			
RPA	3,176			
FICA	824			
Increase due to Pay Raise of 1.3% (Effective 1 January 2016)			54,889	
Basic Pay	39,190			
RPA	12,487			
FICA	3,212			
Inflation Rate			5,395	
BAS Growth Rate of 3.4%	5,395			
BAH Rates			29,866	
Domestic Housing Rate Growth of 2.1%	27,925			
BAH Overseas	1,941			
Other Pricing Increases				5,290
Incentive Pay For Hazardous Duty-Officer			2,228	
ACCP INITIAL PAYMENTS	1,478			
ACCP Anniversary Payments	750			
Special Pay-Officer			821	
Medical Pay	310			
Dental Pay	33			
Nurse Pay	67			
Non Physicians Pay	140			

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF OFFICERS**  
(In Thousands of Dollars)

	Judge Advocate Continuation Pay	62		
	Submarine Support Incentive Pay	1		
	SWO CSRB (Junior)	105		
	SPECWAR Officer Continuation Pay	103		
Station Allowances, Overseas-Officer			1,724	
	Station Allowances - Cost Of Living	1,466		
	Station Allowances - Temporary Lodging	258		
CONUS Cost Of Living Allowance (COLA)-Officer			18	
	CONUS Cost Of Living (COLA)	18		
Uniform Allowance-Officer			2	
	Civilian	2		
Special Compensation for Assistance with Activities of Daily Living - Officer			2	
	Special Compensation for Assistance with Activities of Daily Living	2		
Separation Payments-Officer			495	
	Separation Pay - Lump sum Leave Payment(Officer)	232		
	Severance Pay, Disability - Officer	16		
	Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	240		
	Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	7		
Increases due to Reimbursables				0
	Total Pricing Increases			109,497
Program Increases				
Strength Related				110,822
			110,822	
	Increase in Basic Pay Work Years	47,969		
	Increase in RPA Full Time Work Years	15,072		
	Increase in FICA Work Years	3,931		
	BAS	2,008		
	BAH Domestic	32,809		
	BAH Overseas	9,033		
Other Program Increases				22,933

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF OFFICERS**  
(In Thousands of Dollars)

Incentive Pay For Hazardous Duty-Officer		4,029	
	ACCP INITIAL PAYMENTS	358	
	ACCP Anniversary Payments	3,308	
	Submarine Pay for Officers	289	
	Parachute Jumping (Officer)	38	
	Demolition Duty (Officer)	29	
	Flight Deck Duty	7	
Special Pay-Officer		14,336	
	Medical Pay	929	
	Dental Pay	547	
	Nurse Pay	1,148	
	Non Physicians Pay	940	
	Save Pay	2	
	Responsibility Pay	8	
	Diving Duty Pay	53	
	Nuclear Officer Incentive Pay	4,650	
	Career Sea Pay	1,468	
	Premium Sea Pay	149	
	Foreign Language Proficiency Pay	248	
	Hardship Duty Pay	12	
	Hardship Duty Pay - Tempo	30	
	Submarine Support Incentive Pay	24	
	SWO CSRB (Post DH)	88	
	SWO CSRB (Junior)	2,300	
	SPECWAR Officer Continuation Pay	138	
	EOD CSRB - Anniversary Payments	1,346	
	NSW Officer CSRB	256	
Station Allowances, Overseas-Officer		4,388	
	Station Allowances - Cost Of Living	3,866	
	Station Allowances - Temporary Lodging	522	
CONUS Cost Of Living Allowance (COLA)-Officer		17	
	CONUS Cost Of Living (COLA)	17	
Uniform Allowance-Officer		118	
	Initial - Reserves	57	
	Initial - Regular	32	
	Additional	29	
Family Separation Allowance-Officer		45	
	FSA - R (On PCS With Dependents Not Authorized)	18	
	FSA - S (Onboard> 30 days)	21	
	FSA - T (TDY> 30 days)	6	
	Total Program Increases		133,755
Total Increases			243,252
Decreases			
Pricing Decreases			
Strength Related			-32,091
Inflation Rate			-32,091
RPA Full Time Rate growth of -0.8%		-32,091	

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF OFFICERS**  
(In Thousands of Dollars)

Other Pricing Decreases				0
Decreases due to Reimbursables			-3,230	-3,230
	Basic Pay	-1,757		
	Retired Pay Accrual	-489		
	Basic Allowance for Housing (Domestic)	-701		
	Basic Allowance for Subsistence	-150		
	SS Tax-Employer Contribution	-133		
	Total Pricing Decreases			-35,321
Program Decreases				
Strength Related				-6,281
Pay grade Mix			-6,281	
	Basic Pay	-4,499		
	RPA	-1,413		
	FICA	-369		
			0	
	BAH Domestic	0		
	BAH Overseas	0		
Other Program Decreases				-5,211
Incentive Pay For Hazardous Duty-Officer			-1,233	
	ACIP - Commissioned Officers	-1,163		
	ACIP - Warrant Officers	-70		
Special Pay-Officer			-3,712	
	Pharmacy Pay	-165		
	Judge Advocate Continuation Pay	-182		
	SWO Continuation Pay	-1,980		
	EOD CSRB - Initial Payments	-979		
	Civil Engineer Corps CSRB	-406		
Separation Payments-Officer			-266	
	Separation Pay - Lump sum Leave Payment(Officer)	-120		
	Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	-146		
	Total Program Decreases			-11,492
Total Decreases				-46,813
Total FY 2016 Direct Program				7,916,767



(In Thousands Of Dollars)

Project: Basic Pay - Officer

FY 2016 Estimate	\$	4,116,138
FY 2015 Estimate	\$	4,023,421
FY 2014 Actual	\$	4,051,950

Part I - Purpose And Scope

Funds requested to provide basic compensation for officers on active duty according to rank and length of service under provisions of Title 37 U.S.C. 201, 203, 204, 205. The estimate excludes those officers on active duty at the seat of government and at headquarters responsible for reserve affairs (Title 10 U.S.C. 12301) and those officers of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing and training of the reserve components (Title 10 U.S.C. 12301).

Part II - Justification Of Funds Requested

FY 2014 is based on end strength of 54,088 and 55,249 workyears. FY 2015 is based on end strength of 54,456 and 54,545 workyears. FY 2016 is based on end strength of 55,159 and 55,189 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2014 includes a 1.0% across the board pay raise effective 1 January 2014. FY 2015 includes a 1.0% across the board pay raise effective 1 January 2015. FY 2016 includes a 1.3% across the board pay raise effective 1 January 2016.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Officer									
O-10 Admiral	10	181,051.11	1,811	10	181,504.00	1,815	10	182,865.00	1,829
O-9 Vice Admiral	38	181,008.03	6,878	38	181,504.00	6,897	38	182,865.00	6,949
O-8 Rear Admiral (UH)	69	168,221.82	11,607	69	169,904.04	11,723	68	171,985.36	11,695
O-7 Rear Admiral (LH)	114	146,587.26	16,711	112	148,053.13	16,582	110	149,866.78	16,485
O-6 Captain	3,304	123,086.04	406,676	3,193	124,316.90	396,944	3,200	125,839.78	402,687
O-5 Commander	6,937	99,298.17	688,832	6,753	100,291.15	677,266	6,781	101,519.72	688,405
O-4 Lieutenant Commander	11,143	83,650.53	932,118	10,615	84,487.04	896,830	10,688	85,522.01	914,059
O-3 Lieutenant	18,650	67,415.73	1,257,303	18,808	68,089.89	1,280,635	19,005	68,923.99	1,309,900
O-2 Lieutenant (JG)	6,678	52,668.87	351,723	6,570	53,195.56	349,495	6,904	53,847.21	371,761
O-1 Ensign	6,637	38,542.92	255,809	6,685	38,928.35	260,236	6,635	39,405.22	261,454
W-5 Warrant Officer 5	77	99,721.32	7,679	73	100,718.53	7,352	77	101,952.33	7,850
W-4 Warrant Officer 4	404	85,917.78	34,711	434	86,776.96	37,661	476	87,839.98	41,812
W-3 Warrant Officer 3	663	72,520.35	48,081	601	73,245.55	44,021	562	74,142.81	41,668
W-2 Warrant Officer 2	525	60,973.14	32,011	584	61,582.87	35,964	635	62,337.26	39,584
W-1 Warrant Officer 1			0			0			0
Total Basic Pay - Officer	55,249		4,051,950	54,545		4,023,421	55,189		4,116,138
Shortfall/Asset Adjustment						(21,545)			
Funded Level						4,001,876			

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Officer	FY 2016 Estimate	\$	1,290,301
	FY 2015 Estimate	\$	1,293,070
	FY 2014 Actual	\$	1,304,641

Part I - Purpose And Scope

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Additionally, funds are budgeted to support military retirement reform which changes the current retirement system from 40% of the average of high 3 years of monthly base pay to 50% of average of high 3 with COLA adjustments using modified Consumer Price Index.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

(a) Beginning in FY 2008, Title V, section 581 of the 2007 NDAA directs the Department of Defense to contribute at the part-time rate for Reserve Component sailors who are mobilized or on active duty for special work. The full time RPA % in FY 2014 is 32.4% and 32.2% in FY 2015 and 31.4% in FY 2016. The part-time RPA % in FY 2014 is 24.5% and 22.5% in FY 2015 and 23.0% in FY 2016.

(b) the total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

Cost computations are as follows:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	53,954	23,686.42	1,277,977	54,234	23,736.70	1,287,336	54,878	23,404.06	1,284,368
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	1,295	20,589.96	26,664	311	18,437.30	5,734	311	19,077.17	5,933
Total Retired Pay Accrual -Officer	55,249		1,304,641	54,545		1,293,070	55,189		1,290,301
Shortfall/Asset Adjustment						(6,885)			
Funded Level						1,286,185			

(In Thousands Of Dollars)			
Project: Incentive Pay For Hazardous Duty-Officer		FY 2016 Estimate	\$ 132,555
		FY 2015 Estimate	\$ 127,531
		FY 2014 Actual	\$ 128,469
Part I - Purpose And Scope			

Funds requested provide payment to officers for the following types of duty:

- (1 and 2) Aviation Career Incentive Pay (ACIP) (37 U.S.C. 301a) - Financial incentive for members to serve as military aviators throughout a military career. Started in 1974. Last rate changes made by FY 1998 NDAA (to establish \$840 rate level) and by FY 1999 NDAA to facilitate payment of ACIP to warrant officers. Payment ranges from \$125 to \$840 per month, determined by years of aviation service.
- (3 and 4) Aviation Career Continuation Pay (ACCP) (37 U.S.C. 301b) -Financial incentive to retain qualified, experienced aviators who have completed their Active Duty Service Obligation (ADSO) to remain on active duty for a specified period of additional service and agree between January 1, 1989 and December 31, 2015. First authorized by FY 1990 NDAA. Last changed by FY 2000 NDAA to give the Services the discretion to pay ACCP to aviators in other than critically short aviation subspecialties; in amounts up to \$25,000 for each year of service agreement, regardless of the length of the contract; through 25 years of aviation service; and to aviators in grade 0-6.
- (5) Flying Duty Crew Members (37 U.S.C. 301(a) (1)) -For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$150 to \$250 per month, determined by grade.
- (6) Flying Duty Non-Crew Members (37 U.S.C. 301(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments other than as crew members. The FY 1998 NDAA increased the rate from \$110 to \$150 per month. Payment is a flat \$150 per month.
- (7) Submarine duty (37 U.S.C. 301c) -Duty involving frequent and regular performance of operational submarine duty, restricted to members who hold or are in training for submarine duty designator and remain in the submarine service on a career basis. The FY 2002 NDAA removed the rate table from law and vested authority in the Secretary of the Navy to set submarine pay rates within a cap of \$1,000 per month.
- (8) Parachute jumping (37 U.S.C. 301(a) (3)) -Duty involving parachute jumping as an essential part of military duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which receive \$225 per month.
- (9) Duty inside a high or low pressure chamber (37 U.S.C. 301(a) (5),(6),(7)) - Duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.
- (10) Demolition Duty (37 U.S.C. 301(a)(4)) - Duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (11) Flight Deck Duty (37 U.S.C. 301(a)(8)) - Duty involving participation in flight operations on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (12) Toxic Material Pay (37 U.S.C. 301(a)(9),(10)) - Duty involving exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (13) Visit, Board, Search and Seizure (VBSS) (37 U.S.C. 301(a)(11)) - Maritime Interdiction Operations - for the performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.

Part II - Justification Of Funds Requested

Hazardous duty pay is computed using the average number of officers eligible for each type of payment. Average rates for flying duty for crew members are based on statutory rates categorized by years of aviation/commissioned service. Aviation career continuation pay (ACCP) long term contracts are computed at no greater than \$25,000 per year for pilots and \$15,000 per year for naval flight officers (NFOs) if the officer agrees to remain on active duty for 5 years, with a 50% up front lump sum payment option. The lump sum of \$67,000 for pilots and \$37,500 for NFOs is the basis for all long term ACCP payments. All short term (3 years or less) payment projections are based on \$15,000 for both pilots and NFOs with no lump sum option. Average rates for submarine duty are based on statutory rates by pay grade within each longevity step. All other hazardous duty is computed at the statutory rate of \$1,320/\$1,800 per annum for each workyear, except for those officers who receive \$1,980/\$2,700 per year for performing high altitude/low opening parachute jumps.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) ACIP - Commissioned Officers									
Regular (2) years	1,883	1,500.00	2,825	1,939	1,500.00	2,909	1,868	1,500.00	2,802
Regular (2-3) years	804	1,872.00	1,505	815	1,872.00	1,526	875	1,872.00	1,638
Regular (3-4) years	820	2,256.00	1,850	850	2,256.00	1,918	891	2,256.00	2,010
Regular (4-6) years	1,397	2,472.00	3,453	1,316	2,472.00	3,253	1,287	2,472.00	3,181
Regular (6-14) years	4,454	7,800.00	34,741	4,569	7,800.00	35,638	4,466	7,800.00	34,835
Regular (14-22) years	2,338	10,080.00	23,567	2,182	10,080.00	21,995	2,147	10,080.00	21,642
Regular (> 22) years	144	7,020.00	1,011	176	7,020.00	1,236	152	7,020.00	1,067
Regular (> 23) years	124	5,940.00	737	117	5,940.00	695	128	5,940.00	760
Regular (> 24) years	146	4,620.00	675	118	4,620.00	545	133	4,620.00	614
Regular (> 25) years	24	3,000.00	72	43	3,000.00	129	44	3,000.00	132
Total - (1)	12,134		70,436	12,125		69,844	11,991		68,681
(2) ACIP - Warrant Officers									
2 Years	8	1,500.00	12	0		0	0		0
2 - 3 Years	6	1,872.00	11	0		0	0		0
3 - 4 Years	8	2,256.00	18	5	2,256.00	11	0		0
4 - 6 Years	15	2,472.00	37	8	2,472.00	20	0		0
6 - 18 Years	17	7,800.00	133	5	7,800.00	39	0		0
Total - (2)	54		211	18		70	0		0
Total (1)-(2)	12,188		70,647	12,143		69,914	11,991		68,681
(3) ACCP INITIAL PAYMENTS									
Pilots	226	15,743.36	3,558	279	15,709.68	4,383	292	19,380.14	5,659
Flight Officers	108	14,435.19	1,559	134	14,328.36	1,920	140	17,714.29	2,480
Total - (3)	334		5,117	413		6,303	432		8,139
(4) ACCP Anniversary Payments									
Pilots	931	15,810.96	14,720	901	15,182.02	13,679	1,049	15,588.18	16,352
Flight Officers	457	13,827.13	6,319	431	13,412.99	5,781	501	14,303.39	7,166
Total - (4)	1,388		21,039	1,332		19,460	1,550		23,518
Total (3)-(4)	1,722		26,156	1,745		25,763	1,982		31,657
(5)Flying Duty Crew Members	15	3,000.00	45	15	3,000.00	45	15	3,000.00	45
(6)Flying Duty Non-Crew Members	15	1,800.00	27	15	1,800.00	27	15	1,800.00	27
(7) Submarine Pay for Officers									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)	1	4,260.00	4	1	4,260.00	4	1	4,260.00	4
O-6 Captain	136	10,020.00	1,363	137	10,020.00	1,373	138	10,020.00	1,383
O-5 Commander	250	10,020.00	2,505	251	10,020.00	2,515	254	10,020.00	2,545
O-4 Lieutenant Commander	585	9,060.00	5,300	589	9,060.00	5,336	595	9,060.00	5,391
O-3 Lieutenant	1,324	7,500.00	9,930	1,332	7,500.00	9,990	1,348	7,500.00	10,110
O-2 Lieutenant (JG)	761	4,120.00	3,135	767	4,120.00	3,160	776	4,120.00	3,197
O-1 Ensign	705	4,120.00	2,905	709	4,120.00	2,921	718	4,120.00	2,958
W-5 Warrant Officer 5	3	5,100.00	15	3	5,100.00	15	3	5,100.00	15
W-4 Warrant Officer 4	11	5,100.00	56	11	5,100.00	56	11	5,100.00	56
W-3 Warrant Officer 3	23	5,100.00	117	23	5,100.00	117	23	5,100.00	117
W-2 Warrant Officer 2	26	5,100.00	133	25	5,100.00	128	25	5,100.00	128
W-1 Warrant Officer 1			0			0			0

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Submarine Pay for Officers	3,825		25,463	3,848		25,615	3,892		25,904
(8) Parachute Jumping (Officer) Parachute Jumping	1,204	2,529.12	3,045	1,211	2,530.00	3,064	1,226	2,530.00	3,102
Total - (8)	1,204		3,045	1,211		3,064	1,226		3,102
(9) Duty inside a high/low pressure chamber Hi/Lo Pressure Chamber	24	1,800.00	43	24	1,800.00	43	24	1,800.00	43
Total - (9)	24		43	24		43	24		43
(10) Demolition Duty (Officer) Demolition Duty	1,333	1,800.00	2,399	1,340	1,800.00	2,412	1,356	1,800.00	2,441
Total - (10)	1,333		2,399	1,340		2,412	1,356		2,441
(11)Flight Deck Duty	354	1,800.00	637	356	1,800.00	641	360	1,800.00	648
(12)Toxic Material Pay	0		0	0		0	0		0
(13)Visit, Board, Search and Seizure	4	1,800.00	7	4	1,800.00	7	4	1,800.00	7
Total Incentive Pay For Hazardous Duty-Officer	20,684		128,469	20,701		127,531	20,865		132,555
Shortfall/Asset Adjustment						(311)			
Funded Level						127,220			

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Aviation Career Continuation Pay (ACCP)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	1,388	21,039	998	14,343	803	12,098	518	7,384	219	3,125				
FY 2014 Initial Anniversary	334	5,117	334	5,117	334	5,117	334	5,117	334	5,117	243	3,637		
FY 2015 Initial Anniversary			413	6,303	413	6,303	311	4,467	311	4,467	311	4,467	211	3,031
FY 2016 Initial Anniversary					432	8,139	432	8,139	330	6,303	330	6,303	330	6,303
FY 2017 Initial Anniversary							432	8,139	432	8,139	330	6,303	330	6,303
FY 2018 Initial Anniversary								432	8,139		432	8,139	330	6,303
FY 2019 Initial Anniversary										432	8,139		432	8,139
FY 2020 Initial Anniversary													432	8,139
Initial Payments	334	5,117	413	6,303	432	8,139	432	8,139	432	8,139	432	8,139	432	8,139
Anniversary Payments	1,388	21,039	1,332	19,460	1,550	23,518	1,595	25,107	1,626	27,151	1,646	28,849	1,633	30,079
Total	1,722	26,156	1,745	25,763	1,982	31,657	2,027	33,246	2,058	35,290	2,078	36,988	2,065	38,218

(In Thousands Of Dollars)

Project: Special Pay-Officer

FY 2016 Estimate	\$	437,248
FY 2015 Estimate	\$	425,803
FY 2014 Actual	\$	405,037

Part I - Purpose And Scope

Funds requested provide for the following special pay:

- (1) Physicians pay (37 U.S.C. 302):
- (a) Variable special pay (37 U.S.C. 302 (a)) - monthly payment to medical corps officers on active duty under a call or order to active duty for a period of not less than one year. Amount paid varies with total length of creditable service and ranges from \$1,200 to \$12,000 per year.
  - (b) Additional special pay (37 U.S.C. 302 (a)) - an annual payment which varies with length of creditable service paid to medical corps officers who execute a written agreement to remain on active duty for a period of not less than one year and who are not undergoing medical or osteopathic internship, or initial residency. Flat \$15,000 for a 12-month active duty service agreement.
  - (c) Board certified pay (37 U.S.C. 302 (a)) - a monthly payment which varies with length of creditable service paid to medical corps officers who become certified or re-certified as having successfully met specified post-graduate education, training and experience requirements in a medical or osteopathic specialty. Payment ranges from \$2,500 to \$6,000 per year.
  - (d) Medical incentive pay (37 U.S.C. 302 (b)) - for medical corps officers, O-6 and below, who meet certain criteria, and who agree to remain on active duty for a period of one year for up to \$75,000 and who are not undergoing medical or osteopathic internship, initial residency, subspecialty or fellowship training.
  - (e) Multiyear specialty pay (MSP) (37 U.S.C. 301(d)) - a bonus payable to medical corps officers, O-6 and below, who have eight years of creditable service or no further post graduate medical training obligation and executes an agreement to serve an additional two, three or four years on active duty for up to \$75,000 per year.
  - (f) Critical Skills Accession Bonus (37 U.S.C. 302 (k)) - a bonus payable to medical corps officers in a specialty designated by regulations as a critically short wartime specialty and who executes a written agreement to accept a commission and remain on active duty for not less than four consecutive years. The bonus may not exceed \$400,000.
- (2) Dentists pay:
- (a) Variable special pay (37 U.S.C. 302(b)) - monthly payment to dental corps officers on active duty under a call or order to active duty for a period of not less than one year. Amount paid varies with total length of creditable service and ranges from \$3,000 to \$12,000 per year.
  - (b) Additional special pay (37 U.S.C. 302(b)) - FY2007 NDAA allows for an annual payment which varies with length of creditable service which is paid to dental corps officers who execute a written agreement to remain on active duty for a period of not less than one year and who are undergoing dental internships or residency training. Payment ranges from \$10,000 to \$15,000 per year.
  - (c) Board certified pay (37 U.S.C. 302(b)) - a monthly payment which varies with length of creditable service paid to dental corps officers who attain board certification or board certification equivalency requirements. Payment ranges from \$2,500 to \$6,000 per year.
  - (d) Accession bonus (37 U.S.C. 302(h)) - FY2007 NDAA increases the amount of bonus paid to a dental school graduate who agrees to accept a commission as an officer, between September 23, 1996 and December 31, 2015, and remains on active duty on active duty for a period of not less than four years from up to \$200,000.
  - (e) Dental Incentive Special Pay (ISP) (37 U.S.C 302b(a)(6)) - A dental officer who is an oral or maxillofacial surgeon and who executes a written agreement to remain on active duty for one year may be paid incentive special pay up to \$75,000.
  - (f) Multiyear specialty pay (MSP) (37 U.S.C. 301(e)) - MSP is a bonus payable to a dental corps officer who has at least eight years of creditable service, or has completed any active duty service commitment incurred for dental education and training, has completed specialty training, and executes an agreement to serve an additional two, three or four years on active duty for up to \$50,000 per year.
  - (g) Dental Critical Skills Retention Bonus (CSRB) (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- (3) General Dentist Accession Bonus (37 U.S.C. 335(a)) - Financial incentive to address skill-specific accession problems. Amounts may not exceed \$150,000 per year.
- (4) Optometrists pay:
- (a) Special pay (37 U.S.C. 302(a)) - a monthly pay of \$100 to officers on active duty designated as optometrists.
  - (b) Multiyear retention bonus (37 U.S.C. 302(a)) - an annual payment of \$6,000 per year of contract for designated officers who agree to remain on active duty as an optometrist. First authorized by FY1990 NDAA for an annual bonus not to exceed \$15,000, payable to officers drawing optometrist regular special pay who have completed initial ADSO for education and training and who execute a 12 month active duty service agreement.
- (5) Pharmacy accession bonus:
- (a) Accession bonus (37 U.S.C. 302(j)) - \$30,000 lump sum paid to graduates of an accredited school of pharmacy who agree to accept an active duty commission as a MSC officer, between October 30, 2000 and December 31, 2015, designated as a pharmacist (minimum 4-yr obligation). Individuals not eligible if they received financial assistance from DoD.
  - (b) Special pay (37 U.S.C. 302(i)) - payable to active duty officers designated as pharmacists who agree to remain on active duty for a period of one year or more. Payments may not exceed \$15,000.

- (6) Nurse pay (37 U.S.C. 302(d) and 302(e)) :
- (a) Accession bonus - a bonus paid to a person who is a registered nurse, for up to \$30,000, who agrees to accept a commission as an officer, between November 29, 1989 and December 31, 2015, and remain on active duty for a period of not less than three years.
  - (b) Incentive - Special pay authorized to officers who serve in a nursing specialty (other than nurse anesthetists). Designated by the Secretary to meet critical requirements during wartime or peacetime. Requires post baccalaureate education and training. Payments not to exceed \$50,000 for a 12-month period.
- (7) Non Physician's Pay:
- (a) Health Profession Officer Incentive Pay (37 U.S.C. 335, 371, and 373) - \$5000 discretionary bonus paid to eligible MSC officers who agree to remain on active duty for not less than 12 months and who are fully privileged and practicing in a specialty designated by ASD(HA). May not exceed \$15k per year of obligation.
  - (b) Health Professional Officer Retention Bonus - \$10,000 -\$20,000 discretionary retention bonus paid to MSC Licensed Clinical Psychology and qualified Physician Assistants officers O-6 and below with no training/education obligation or minimum 8 YOS from Health Professional Pay Entry Date (HPPED) with training or education obligation for 2, 3, or 4-yr obligation. May not exceed \$25,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Must be licensed, and must have at least 8 YCS or completed AD commitment for psych/PA education/training.
  - (c) Health Profession Officer Board Certified Pay (37 U.S.C. 302(c)) - Paid monthly to MSC officers who are Clin Psych, PA, Social Worker only, with a post baccalaureate degree who are health care providers and board certified by a nationally recognized board. May not exceed \$6,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18).
  - (d) Health Profession Officer Accession Bonus - \$12,500/\$15,000 (3/4-yr obligation). Paid to licensed Clinical Psychologists who agree to accept a commission as an MSC officer and who obtain and maintain a license as a clinical psychologist. May not exceed \$30,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Not payable to a person who, in exchange for an agreement to accept an appointment as an officer, received financial assistance from the DoD to pursue a course of study in psychology.
  - (e) Non-Physician Board Certified Pay - Paid monthly to MSC officers (except Clin Psych, PA, Social Worker) with a post baccalaureate degree who are health care providers and board certified by a nationally recognized board. Annual rates established by statute (37 USC 302c).
  - (f) Clinical Psychologist Critical Skills Retention Bonus (CSRB) (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First Authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- (8) Personal money allowances (37 U.S.C. 414) :
- (a) Personal money allowances - paid to flag officers on active duty who are serving as Chairman, Joint Chiefs of Staff, Vice Admirals, senior members of the military staff committee of the United Nations, Admiral, or Chief of Naval Operations.
- (9) Special allowances (37 U.S.C. 414(b)) - paid to officers on active duty serving as Commandant of Midshipmen, U. S Naval Academy; Superintendent, Naval Post Graduate School; President, Naval War College; Superintendent, U. S. Naval Academy, or Director of Naval Intelligence.
- (10) Save Pay (37 U.S.C. 907) - stipulates that a Warrant Officer who accepts an appointment as a commissioned officer in a pay grade above W-4 be paid the greater of:
- (a) the pay and allowance to which he is entitled as such commissioned officer;
  - (b) the pay and allowances to which he would be entitled if he were in the last warrant officer grade he held before his appointment as such a commissioned officer; or
  - (c) in the case of an officer who was formerly an enlisted member, the pay and allowances to which he would be entitled if he were in the last enlisted grade he held before his appointment as an officer.
- (11) Responsibility pay (37 U.S.C. 306) - an amount which varies by pay grade, payable to officers on active duty serving in Secretary of the Navy designated positions of unusual responsibility which are of a critical nature to the Navy.
- (12) Diving duty pay (37 U.S.C. 304) - a monthly amount not to exceed \$240, paid to officers on active duty assigned to diving duty. Recipients of diving duty pay are required to maintain proficiency as divers and must actually perform diving duty.
- (13) Nuclear Officer Incentive Pay (37 U.S.C. 333 (formerly 312, 312b and 312c)):
- (a) an annual bonus not to exceed \$35,000 paid to officers below the pay grade of O-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and agree to remain on active duty for a period of three or more years after the expiration of their minimum service obligation.
  - (b) a bonus not to exceed \$2,000 paid to officers who complete nuclear power training.
  - (c) an annual bonus not to exceed \$22,000 (\$14,000 for LDOs) paid to officers below the pay grade of O-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and who continue on active duty after completion of other existing service contracts.
- (14) Sea pay (37 U.S.C. 305a) :
- (a) Career sea pay (CSP) - a variable amount paid monthly that ranges from \$50 to \$750 to officers on active duty who are permanently or temporarily serving on a ship, the primary mission of which is accomplished while underway, or while serving as a member of the off crew of a two-crewed submarine; or when serving on a ship, the primary mission of which is accomplished while in port. CSP is earned only during a period that the ship is away from its homeport for 30 consecutive days or more. The FY 2001 National Defense Authorization Act enhanced CSP which increases existing sea pay rates in order to restore incentive values of sea pay and expands CSP to officers with less than three years of sea duty if they are assigned to qualifying sea duty.



(15) Premium sea pay - \$350 per month paid to officers who are entitled to CSP who have served more than 36 consecutive months on sea duty payable on the 37th consecutive month.

(16) Imminent danger pay (37 U.S.C. 310) - Prior to Dec. 31, 2011, members eligible for IDP were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Now service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IPD area regardless of the number of individual days in that month.

(17) Foreign language proficiency pay (37 U.S.C. 316) -a monthly payment made to qualified officers whose military specialty requires proficiency in a foreign language not to exceed \$12,000 per one-year certification period. The FY05 NDAA increased the monthly cap from \$300 to \$1,000 per month for members entitled to basic pay and a one-time bonus not to exceed \$6,000 for Reserve component members who fulfill a 12 month certification period.

(18) Judge advocate continuation pay (JACP) (37 U.S.C. 321) - authorizes up to \$60,000 per uniformed judge advocate. The Navy plan consists of three phases: (1) \$30,000 payment at augmentation with three years obligated service; (2) \$15,000 payment upon promotion to O4 (2 years obligated service); and (3) \$15,000 payment upon reaching 10 years of active commissioned service as a JAG (2 years obligates service).

(19) Hardship Duty Pay (HDP) (37 U.S.C. 305) - paid to members at specified duty locations and special missions effective January 2001, not to exceed \$1,500 monthly.

(20) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 305) - paid to both Active Component (AC) and Reserve Component (RC) members for a deployment tempo that requires the member to perform duties in an operational environment for extended periods. Personnel who are deployed beyond 220 consecutive days become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.

(21) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2003 NDAA. The monthly statutory maximum payable is \$3,000.

(22) Submarine Support Incentive Pay (37 U.S.C. 355) - financial incentive to retain the most experienced submarine officers past 20 years of service. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of commissioned service.

(23) Surface Warfare Officer (SWO) Continuation Pay (37 U.S.C. 319) - financial incentive for SWO's selected for Department Head (DH) to agree to remain on active duty to complete that tour. Payment is up to \$50,000 as a one-time bonus for eligible officers.

(24 - 27) Surface Warfare Officer Critical Skills Retention Bonus (CSRB) (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, currently not payable past completion of 25 years of active duty. FY08 legislative proposal would expand eligibility to over 25 years of service.

(28) Special Warfare Officer Incentive Pay (37 U.S.C. 318) - financial incentive for qualified, experienced Special Warfare officers to remain on duty beyond their initial ADSO. Up to \$15,000 per year payable to eligible officers.

(29 - 30) EOD CSRB (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(31) Special Warfare Critical Skills Accession Bonus (CSAB) (37 U.S.C. 324) - broad authority that gives service secretaries authority to offer up to \$60,000 to an individual who agrees to accept a commission and serve on active duty in a designated critical skill for the period specified in the agreement. First authorized by the FY 2002 NDAA.

(32) Naval Special Warfare Officer Critical Skills Retention Bonus (37 U.S.C. 323) - financial incentive to address the critical shortages of Seal Control grade officers (LCDR, CDR and CAPT). The program offers two options for service, a five year option for \$25,000 per year and a three year option for \$15,000 per year (both bonuses are paid in equal installments, the first upon contract acceptance and the remainder paid annually on the contract anniversary date).

(33) Intelligence Officers (INTEL) CSRB (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(34) Bahrain AIP (37 U.S.C. 307a) - a limited program for officer continuity billets in Bahrain authorized by OSD 5 Jan 06. Payment is a flat rate of \$500 per month.

(35) Civil Engineer Corps CSRB (37 USC 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

## Part II - Justification Of Funds Requested

Special pay for physicians and dentists is computed by multiplying the statutory rates for members within each applicable longevity step. Costs for career sea pay are based on average rates and grade distribution experienced in FY 2008. Other special pays are computed by applying statutory or average rates to the average number of personnel programmed to be eligible.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Medical Pay									
Variable	3,705	8,071.61	29,905	3,812	8,079.75	30,800	3,822	8,099.95	30,958
Additional	2,810	15,000.00	42,150	2,951	15,000.00	44,265	2,963	15,000.00	44,445
Board Certified	1,890	4,238.60	8,011	1,900	4,244.21	8,064	1,922	4,266.39	8,200
Medical Incentive	2,298	28,319.84	65,079	2,323	29,059.41	67,505	2,325	29,073.98	67,597
Multi Year Pay	1,086	41,044.91	44,575	1,187	39,595.62	47,000	1,200	39,727.50	47,673
Critical Skills Accession Bonus	3	346,000.00	1,038	3	350,000.00	1,050	3	350,000.00	1,050
Total - (1)	11,792		190,758	12,176		198,684	12,235		199,923
(2) Dental Pay									
Variable	492	9,330.63	4,591	510	9,411.76	4,800	510	9,411.76	4,800
Additional	442	13,883.79	6,137	510	14,019.61	7,150	510	14,019.61	7,150
Board Certified	238	4,869.75	1,159	260	4,903.85	1,275	260	4,903.85	1,275
Accession Bonus	5	30,000.00	150	0		0	0		0
Incentive Special Pay	118	44,193.09	5,215	68	45,000.00	3,060	70	45,000.00	3,150
Multi-year Special Pay	344	44,625.14	15,351	360	44,722.22	16,100	365	44,726.03	16,325
Critical Skills Accession Bonus	0		0	2	300,000.00	600	2	300,000.00	600
General Dentist Incentive Pay	570	18,987.72	10,823	550	20,000.00	11,000	550	20,000.00	11,000
General Dentist Retention Bonus	115	23,099.65	2,656	130	23,038.46	2,995	140	23,285.71	3,260
Total - (2)	2,324		46,082	2,390		46,980	2,407		47,560
(3) General Dentist Accession Bonus									
Initial			0	16	37,500.00	600	14	37,500.00	525
Anniversary			0	4	37,500.00	150	6	37,500.00	225
Total - (3)			0	20		750	20		750
Total (2)-(3)	2,325		46,082	2,410		47,730	2,427		48,310
(4) Optometrist Pay									
Special Pay	103	1,200.00	124	108	1,200.00	130	108	1,200.00	130
Initial	21	6,000.00	126	58	6,000.00	348	12	6,000.00	72
Anniversary	67	6,000.00	402	12	6,000.00	72	58	6,000.00	348
Total - (4)	191		652	178		550	178		550
(5) Pharmacy Pay									
Accession Bonus	1	15,000.00	15	3	30,000.00	90	3	30,000.00	90
Initial	68	15,000.00	1,020	51	15,000.00	765	60	15,000.00	900
Anniversary	49	15,000.00	735	60	15,000.00	900	40	15,000.00	600
Total - (5)	118		1,770	114		1,755	103		1,590
(6) Nurse Pay									
Accession Bonus	55	29,727.27	1,635	40	30,000.00	1,200	75	30,000.00	2,250
RN-Incentive Special Pay	284	18,661.97	5,300	285	19,350.88	5,515	287	19,390.24	5,565
CRNA-Incentive Special Pay	167	29,293.61	4,892	149	29,328.86	4,370	151	29,701.99	4,485
Total - (6)	506		11,827	474		11,085	513		12,300
(7) Non Physicians Pay									
Health Profession Officer Incentive Pay	401	4,940.25	1,981	410	5,000.00	2,050	410	5,000.00	2,050
Health Profession Officer Retention Bonus	223	17,682.25	3,943	270	17,777.78	4,800	285	17,894.74	5,100
Health Profession Officer Board Certified Pay	334	6,089.82	2,034	320	6,000.00	1,920	320	6,000.00	1,920
Health Profession Officer Accession Bonus	0		0	6	30,000.00	180	20	48,000.00	960
Non-Physician Board Certified Pay	440	2,968.18	1,306	450	3,044.44	1,370	450	3,044.44	1,370
Clinical Psychologist CSRB	0		0	0		0	0		0
Total - (7)	1,398		9,264	1,456		10,320	1,485		11,400

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (1)-(7)	16,330		260,353	16,808		270,124	16,941		274,073
(8) Personal Money Allowance									
O-10 Admiral	10	4,000.00	40	10	4,000.00	40	10	4,000.00	40
O-9 Vice Admiral	2	2,200.00	4	2	2,700.00	5	2	2,700.00	5
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)	49	500.00	25	49	500.00	25	50	500.00	25
O-6 Captain			0			0			0
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total Personal Money Allowance	61		69	61		70	62		70
(9)Special Allowances	0		0	0		0	0		0
(10)Save Pay	105	1,542.86	162	106	1,540.00	163	107	1,540.00	165
(11)Responsibility Pay	524	1,345.42	705	527	1,345.00	709	533	1,345.00	717
(12)Diving Duty Pay	1,635	2,774.92	4,537	1,645	2,775.00	4,565	1,664	2,775.00	4,618
(13) Nuclear Officer Incentive Pay									
Initial Payments	934	30,000.00	28,020	886	30,000.00	26,580	845	30,000.00	25,350
Anniversary Payments	1,255	30,000.00	37,650	1,437	30,000.00	43,110	1,633	30,000.00	48,990
Total - (13)	2,189		65,670	2,323		69,690	2,478		74,340
(14) Career Sea Pay									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	179	4,667.42	835	182	5,162.72	940	191	5,162.72	986
O-5 Commander	693	3,946.68	2,735	703	4,384.90	3,083	740	4,384.90	3,245
O-4 Lieutenant Commander	1,210	3,171.24	3,837	1,227	3,519.32	4,318	1,292	3,519.32	4,547
O-3 Lieutenant	2,986	2,433.11	7,265	3,029	2,636.22	7,985	3,189	2,636.22	8,407
O-2 Lieutenant (JG)	2,396	1,778.25	4,261	2,430	1,883.39	4,577	2,559	1,883.39	4,820
O-1 Ensign	1,860	1,629.57	3,031	1,887	1,720.39	3,246	1,987	1,720.39	3,418
W-5 Warrant Officer 5	4	7,704.34	31	4	8,198.48	33	4	8,198.48	33
W-4 Warrant Officer 4	88	7,407.64	652	89	8,113.21	722	94	8,113.21	763
W-3 Warrant Officer 3	177	6,857.69	1,214	180	7,662.54	1,379	189	7,662.54	1,448
W-2 Warrant Officer 2	229	5,748.00	1,316	232	6,512.05	1,511	245	6,512.05	1,595
W-1 Warrant Officer 1			0			0			0
Total Career Sea Pay	9,822		25,177	9,963		27,794	10,490		29,262
(15)Premium Sea Pay	1,141	1,700.00	1,940	1,157	2,400.00	2,777	1,219	2,400.00	2,926
(16)Imminent Danger Pay	2,308	2,700.00	6,232	158	2,700.00	427	158	2,700.00	427
(17)Foreign Language Proficiency Pay	1,036	2,699.80	2,797	1,077	2,700.00	2,908	1,169	2,700.00	3,156
(18)Judge Advocate Continuation Pay	96	21,718.75	2,085	103	22,136.00	2,280	95	22,736.84	2,160
(19) Hardship Duty Pay									
Location - 150	600	1,800.00	1,080	249	1,800.00	448	253	1,800.00	455

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Location - 100	61	1,200.00	73	21	1,200.00	25	21	1,200.00	25
Location - 50	906	600.00	544	481	600.00	289	490	600.00	294
Mission	1	1,800.00	2	1	1,800.00	2	1	1,800.00	2
Total - (19)	1,568		1,699	752		764	765		776
(20)Hardship Duty Pay - Tempo	219	1,000.00	219	300	6,000.00	1,800	305	6,000.00	1,830
(21)SOCOM Assignment Incentive Pay	0		0	0		0	0		0
(22) Submarine Support Incentive Pay									
Initial Payments	11	22,750.00	250	10	22,500.00	225	9	22,800.00	205
Anniversary Payments	7	23,392.86	164	16	23,750.00	380	18	23,600.00	425
Total - (22)	18		414	26		605	27		630
(23) SWO Continuation Pay									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	577	10,000.00	5,770	411	10,000.00	4,110	213	10,000.00	2,130
Total - (23)	577		5,770	411		4,110	213		2,130
(24) SWO CSRB (Post DH)									
Initial Payments	65	22,000.00	1,430	181	22,000.00	3,982	209	22,000.00	4,598
Anniversary Payments	340	12,023.53	4,088	312	12,000.00	3,744	268	12,000.00	3,216
Total - (24)	405		5,518	493		7,726	477		7,814
(25) SWO CSRB (Senior)									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	14	1,000.00	14	0		0	0		0
Total - (25)	14		14	0		0	0		0
(26) SWO CSRB (25+ YOS)									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (26)	0		0	0		0	0		0
(27) SWO CSRB (Junior)									
Initial Payments	252	10,000.00	2,520	342	10,000.00	3,420	302	10,000.00	3,020
Anniversary Payments	808	11,144.80	9,005	1,059	12,403.21	13,135	1,275	12,501.92	15,940
Total - (27)	1,060		11,525	1,401		16,555	1,577		18,960
Total (23)-(27)	2,056		22,827	2,305		28,391	2,267		28,904
(28) SPECWAR Officer Continuation Pay									
Initial Payments	90	15,000.00	1,350	84	50,000.00	4,200	83	50,000.00	4,150
Anniversary Payments	133	14,090.23	1,874	106	16,146.00	1,711	117	17,112.00	2,002
Total - (28)	223		3,224	190		5,911	200		6,152
(29) EOD CSRB - Initial Payments									
Initial Pay \$25,000	23	25,000.00	575	1	25,000.00	25	0		0
Initial Pay \$20,000	1	20,000.00	20	57	20,000.00	1,140	24	20,000.00	480
Initial Pay \$22,000	11	22,000.00	242	15	22,000.00	330	0		0
Initial Pay \$12,000	0		0	13	12,000.00	156	16	12,000.00	192
Total - (29)	35		837	86		1,651	40		672
(30) EOD CSRB - Anniversary Payments									
Anniversary Pay \$25,000	28	25,000.00	700	1	25,000.00	25	3	25,000.00	75
Anniversary Pay \$ 20,000	0		0	3	20,000.00	60	57	20,000.00	1,140

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Anniversary Pay \$12,000	21	12,000.00	252	22	12,000.00	264	40	12,000.00	480
Total - (30)	49		952	26		349	100		1,695
Total (29)-(30)	84		1,789	112		2,000	140		2,367
(31)SPECWAR CSAB	10	45,000.00	450	14	45,000.00	630	14	45,000.00	630
(32) NSW Officer CSRB									
Initial Payments	28	25,000.00	700	26	25,000.00	650	31	25,000.00	775
Anniversary Payments	91	21,813.19	1,985	104	21,827.00	2,270	110	21,827.00	2,401
Total - (32)	119		2,685	130		2,920	141		3,176
Total (28)-(32)	436		8,148	446		11,461	495		12,325
(33) INTEL Officer CSRB									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	48	5,000.00	240	0		0	0		0
Total - (33)	48		240	0		0	0		0
(34)Bahrain AIP	0		0	0		0	0		0
(35) Civil Engineer Corps CSRB									
Initial Payments	14	25,000.00	350	1	25,000.00	25	0		0
Anniversary Payments	226	6,252.22	1,413	200	6,250.00	1,250	139	6,250.00	869
Total - (35)	240		1,763	201		1,275	139		869
Total Special Pay-Officer	39,832		405,037	37,958		425,803	38,914		437,248
Shortfall/Asset Adjustment						3,651			
Funded Level						429,454			

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**OPTOMETRY**  
(In Thousands of Dollars)

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	67	402												
FY 2014 Initial Anniversary	21	126	12	72										
FY 2015 Initial Anniversary			58	348	58	348								
FY 2016 Initial Anniversary					12	72	12	72						
FY 2017 Initial Anniversary							58	348	58	348				
FY 2018 Initial Anniversary									12	72	12	72		
FY 2019 Initial Anniversary											58	348	58	348
FY 2020 Initial Anniversary													12	72
Initial Payments	21	126	58	348	12	72	58	348	12	72	58	348	12	72
Anniversary Payments	67	402	12	72	58	348	12	72	58	348	12	72	58	348
Total	88	528	70	420	70	420	70	420	70	420	70	420	70	420

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Nuclear Officer Incentive Pay (NOIP)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	1,255	37,650	907	27,472	773	23,460	508	15,661	163	4,895	93	2,804		
FY 2014 Initial Anniversary	934	28,020	530	15,638	530	15,630	448	13,437	346	10,384	102	3,054	76	2,291
FY 2015 Initial Anniversary			886	26,580	330	9,900	330	9,900	290	8,711	224	6,731	66	1,980
FY 2016 Initial Anniversary					845	25,350	427	12,810	427	12,810	389	11,670	325	9,750
FY 2017 Initial Anniversary							771	23,123	353	10,590	353	10,590	311	9,319
FY 2018 Initial Anniversary									918	27,533	500	15,000	500	15,000
FY 2019 Initial Anniversary											820	24,593	402	12,060
FY 2020 Initial Anniversary													801	24,042
Initial Payments	934	28,020	886	26,580	845	25,350	771	23,123	918	27,533	820	24,593	801	24,042
Anniversary Payments	1,255	37,650	1,437	43,110	1,633	48,990	1,713	51,808	1,579	47,390	1,661	49,849	1,680	50,400
Total	2,189	65,670	2,323	69,690	2,478	74,340	2,484	74,931	2,497	74,923	2,481	74,442	2,481	74,442

**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Submarine Support Incentive Pay (SSIP)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	7	164	5	122										
FY 2014 Initial Anniversary	11	250	11	258	8	200								
FY 2015 Initial Anniversary			10	225	10	225	5	125						
FY 2016 Initial Anniversary					9	205	11	245	5	125				
FY 2017 Initial Anniversary							12	275	12	275	7	175		
FY 2018 Initial Anniversary									11	245	11	245	5	125
FY 2019 Initial Anniversary											10	225	10	225
FY 2020 Initial Anniversary													12	275
Initial Payments	11	250	10	225	9	205	12	275	11	245	10	225	12	275
Anniversary Payments	7	164	16	380	18	425	16	370	17	400	18	420	15	350
Total	18	414	26	605	27	630	28	645	28	645	28	645	27	625



**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Surface Warfare Officer Continuation Pay (SWOCP)**  
(In Thousands of Dollars)

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	577	5,770	334	3,340	76	760								
FY 2014 Initial Anniversary			77	770	67	670	15	150						
FY 2015 Initial Anniversary					70	700	10	100						
FY 2016 Initial Anniversary							5	50						
FY 2017 Initial Anniversary									3	30				
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	577	5,770	411	4,110	213	2,130	30	300	3	30	0	0	0	0
Total	577	5,770	411	4,110	213	2,130	30	300	3	30	0	0	0	0

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Surface Warfare Officer Post-Department Head (SWO Post-DH)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	340	4,088	233	2,796										
FY 2014 Initial Anniversary	65	1,430	79	948	159	1,908								
FY 2015 Initial Anniversary			181	3,982	109	1,308	219	2,628						
FY 2016 Initial Anniversary					209	4,598	155	1,860	209	2,508				
FY 2017 Initial Anniversary							213	4,686	175	2,100	213	2,556		
FY 2018 Initial Anniversary									225	4,950	182	2,184	176	2,112
FY 2019 Initial Anniversary											229	5,038	219	2,628
FY 2020 Initial Anniversary													229	5,038
Initial Payments	65	1,430	181	3,982	209	4,598	213	4,686	225	4,950	229	5,038	229	5,038
Anniversary Payments	340	4,088	312	3,744	268	3,216	374	4,488	384	4,608	395	4,740	395	4,740
Total	405	5,518	493	7,726	477	7,814	587	9,174	609	9,558	624	9,778	624	9,778

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Surface Warfare Officer Senior (SWO-SR)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary														
FY 2014 Initial Anniversary	14	14												
FY 2015 Initial Anniversary														
FY 2016 Initial Anniversary														
FY 2017 Initial Anniversary														
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	14	14	0	0	0	0	0	0	0	0	0	0	0	0
Total	14	14	0	0	0	0	0	0	0	0	0	0	0	0

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Surface Warfare Officer Junior (SWO JR)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	808	9,005	762	10,332	739	9,087	506	6,471	153	1,855	148	2,280		
FY 2014 Initial Anniversary	252	2,520	297	2,803	216	2,743	210	2,646	202	2,560	197	2,955	148	2,280
FY 2015 Initial Anniversary			342	3,420	320	4,110	288	3,700	260	3,330	245	3,675	197	2,955
FY 2016 Initial Anniversary					302	3,020	392	4,909	353	4,420	338	5,070	245	3,675
FY 2017 Initial Anniversary							252	2,520	474	6,710	320	3,200	338	5,070
FY 2018 Initial Anniversary									257	2,570	242	2,420	320	3,200
FY 2019 Initial Anniversary											257	2,570	242	2,420
FY 2020 Initial Anniversary													257	2,570
Initial Payments	252	2,520	342	3,420	302	3,020	252	2,520	257	2,570	257	2,570	257	2,570
Anniversary Payments	808	9,005	1,059	13,135	1,275	15,940	1,396	17,726	1,442	18,875	1,490	19,600	1,490	19,600
Total	1,060	11,525	1,401	16,555	1,577	18,960	1,648	20,246	1,699	21,445	1,747	22,170	1,747	22,170

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Special Warfare Officer (SpecWar OCP)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	133	1,874	17	735										
FY 2014 Initial Anniversary	90	1,350	89	976	82	842	82	842	22	104				
FY 2015 Initial Anniversary			84	4,200	35	1,160	82	1,160	82	1,160	22	104		
FY 2016 Initial Anniversary					83	4,150	77	1,120	77	1,120	77	1,120	10	198
FY 2017 Initial Anniversary							114	4,814	89	1,027	89	1,027	89	1,027
FY 2018 Initial Anniversary									115	4,525	93	1,030	93	1,030
FY 2019 Initial Anniversary											125	4,655	125	1,030
FY 2020 Initial Anniversary													125	4,651
Initial Payments	90	1,350	84	4,200	83	4,150	114	4,814	115	4,525	125	4,655	125	4,651
Anniversary Payments	133	1,874	106	1,711	117	2,002	241	3,122	270	3,411	281	3,281	317	3,285
Total	223	3,224	190	5,911	200	6,152	355	7,936	385	7,936	406	7,936	442	7,936

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Explosive Ordnance Disposal (EOD)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	49	952	10	125										
FY 2014 Initial Anniversary	35	837	16	224	14	194								
FY 2015 Initial Anniversary			86	1,651	86	1,502	73	1,241	34	576				
FY 2016 Initial Anniversary					40	672	40	672	40	672	40	672		
FY 2017 Initial Anniversary							40	672	40	672	40	672	40	672
FY 2018 Initial Anniversary								40	672		40	672	40	672
FY 2019 Initial Anniversary											40	672	40	672
FY 2020 Initial Anniversary													40	672
Initial Payments	35	837	86	1,651	40	672	40	672	40	672	40	672	40	672
Anniversary Payments	49	952	26	349	100	1,695	113	1,913	114	1,920	120	2,016	120	2,016
Total	84	1,789	112	2,000	140	2,367	153	2,585	154	2,592	160	2,688	160	2,688

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Naval Special Warfare Officer (NSW)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	91	1,985	76	1,570	56	1,051	34	795						
FY 2014 Initial Anniversary	28	700	28	700	28	700	28	700	28	700				
FY 2015 Initial Anniversary			26	650	26	650	26	650	26	650	26	650		
FY 2016 Initial Anniversary					31	775	31	775	31	775	31	775	31	775
FY 2017 Initial Anniversary							44	875	44	510	44	510	32	510
FY 2018 Initial Anniversary								55	1,540		55	1,315	44	1,147
FY 2019 Initial Anniversary											58	1,280	58	887
FY 2020 Initial Anniversary													60	1,490
Initial Payments	28	700	26	650	31	775	44	875	55	1,540	58	1,280	60	1,490
Anniversary Payments	91	1,985	104	2,270	110	2,401	119	2,920	129	2,635	156	3,250	165	3,319
Total	119	2,685	130	2,920	141	3,176	163	3,795	184	4,175	214	4,530	225	4,809

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Intelligence (INTEL)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary														
FY 2014 Initial Anniversary	48	240												
FY 2015 Initial Anniversary														
FY 2016 Initial Anniversary														
FY 2017 Initial Anniversary														
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
Initial Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	48	240	0	0	0	0	0	0	0	0	0	0	0	0
Total	48	240	0	0	0	0	0	0	0	0	0	0	0	0



**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Civil Engineer Corps (CEC)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	226	1,413	186	1,162	124	775	69	431						
FY 2014 Initial Anniversary	14	350	14	88	14	88	14	88	14	88				
FY 2015 Initial Anniversary			1	25	1	6	1	6	1	6				
FY 2016 Initial Anniversary														
FY 2017 Initial Anniversary														
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
Initial Payments	14	350	1	25	0	0	0	0	0	0	0	0	0	0
Anniversary Payments	226	1,413	200	1,250	139	869	84	525	15	94	0	0	0	0
Total	240	1,763	201	1,275	139	869	84	525	15	94	0	0	0	0

(In Thousands Of Dollars)

Project: Basic Allowance For Housing	FY 2016 Estimate	\$1,523,673
	FY 2015 Estimate	\$1,451,965
	FY 2014 Actual	\$1,422,366

Part I - Purpose And Scope

Congress approved the payment of a Basic Allowance for Housing (BAH) to service members in the FY 1998 National Defense Authorization Act. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include projected annual rate increases of 3.2% for FY 2014, 3.5% for FY 2015 and 2.1% in FY 2016. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Fiscal Year 2016 average inflation rate is 2.1 percent. The January 1, 2015 and January 1, 2016 average BAH inflation rate assumption are respectively, 3.6 percent and 1.6 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA provided a 1 percent out-of-pocket reduction and renter's insurance (approximately 1 percent of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4 percent out-of-pocket (5 percent cumulative) is reached. However, it should be noted that this 1.5% average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Officers with Dependents									
O-10 Admiral	9	38,563.89	347	9	39,913.63	359	9	40,751.82	367
O-9 Vice Admiral	31	37,215.75	1,154	31	38,518.30	1,194	31	39,327.18	1,219
O-8 Rear Admiral (UH)	62	36,310.27	2,251	62	37,581.13	2,330	61	38,370.33	2,341
O-7 Rear Admiral (LH)	97	35,098.11	3,405	95	36,326.54	3,451	95	37,089.40	3,523
O-6 Captain	2,770	33,998.94	94,177	2,677	35,188.90	94,201	2,683	35,927.87	96,394
O-5 Commander	5,700	32,724.63	186,530	5,549	33,869.99	187,945	5,653	34,581.26	195,488
O-4 Lieutenant Commander	8,497	29,594.45	251,464	8,094	30,630.26	247,921	8,250	31,273.50	258,006
O-3 Lieutenant	10,928	26,296.71	287,370	11,021	27,217.09	299,960	11,236	27,788.65	312,233
O-2 Lieutenant (JG)	2,686	23,566.11	63,299	2,643	24,390.92	64,465	2,807	24,903.13	69,903
O-1 Ensign	1,849	21,795.04	40,299	1,862	22,557.87	42,003	1,868	23,031.59	43,023
Total BAH Domestic - Officers with Dependents	32,629		930,296	32,043		943,829	32,693		982,497
(2) BAH Differential	9	2,581.28	23	9	2,607.09	23	9	2,639.03	24
(3) BAH Domestic - Warrant Officers with Dependents									
W-5 Warrant Officer 5	74	26,682.26	1,974	70	27,616.14	1,933	74	28,196.08	2,087
W-4 Warrant Officer 4	345	26,559.67	9,163	371	27,489.26	10,199	410	28,066.53	11,507
W-3 Warrant Officer 3	574	25,940.10	14,890	520	26,848.00	13,961	492	27,411.81	13,487
W-2 Warrant Officer 2	427	24,549.58	10,483	475	25,408.82	12,069	522	25,942.41	13,542
W-1 Warrant Officer 1			0			0			0
Total BAH Domestic - Warrant Officers with Dependents	1,420		36,510	1,436		38,162	1,498		40,623
Total (1)-(3)	34,058		966,829	33,488		982,014	34,200		1,023,144

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) BAH Domestic - Officers without Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral	2	34,308.00	69	2	35,508.78	71	2	36,254.46	73
O-8 Rear Admiral (UH)	2	34,244.87	68	2	35,443.44	71	2	36,187.75	72
O-7 Rear Admiral (LH)	5	27,350.83	137	5	28,308.11	142	5	28,902.58	145
O-6 Captain	237	28,903.83	6,850	229	29,915.46	6,851	230	30,543.68	7,025
O-5 Commander	555	27,506.94	15,266	540	28,469.68	15,374	593	29,067.54	17,237
O-4 Lieutenant Commander	1,490	25,771.12	38,399	1,419	26,673.11	37,849	1,504	27,233.25	40,959
O-3 Lieutenant	5,630	22,842.83	128,605	5,678	23,642.33	134,241	5,812	24,138.82	140,295
O-2 Lieutenant (JG)	3,390	20,466.72	69,382	3,335	21,183.06	70,646	3,543	21,627.90	76,628
O-1 Ensign	4,383	17,076.68	74,847	4,415	17,674.36	78,032	4,440	18,044.97	80,120
Total BAH Domestic - Officers without Dependents	15,694		333,623	15,625		343,277	16,131		362,554
(5) BAH Domestic - Warrant Officers without Dependents									
W-5 Warrant Officer 5	3	26,390.65	79	3	27,314.32	82	3	27,887.92	84
W-4 Warrant Officer 4	27	24,235.64	654	29	25,083.89	727	32	25,610.65	820
W-3 Warrant Officer 3	37	21,396.24	792	34	22,145.11	753	31	22,610.16	701
W-2 Warrant Officer 2	27	21,226.41	573	30	21,969.33	659	33	22,430.69	740
W-1 Warrant Officer 1			0			0			0
Total BAH Domestic - Warrant Officers without Dependents	94		2,098	96		2,221	99		2,345
Total (4)-(5)	15,788		335,721	15,721		345,498	16,230		364,899
(6) Officer Partial BAH									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	5	475.20	2	5	475.20	2	5	475.20	2
O-5 Commander	9	396.00	4	9	396.00	4	9	396.00	4
O-4 Lieutenant Commander	12	320.40	4	11	320.40	4	12	320.40	4
O-3 Lieutenant	58	266.96	15	59	266.96	16	61	266.96	16
O-2 Lieutenant (JG)	46	212.40	10	45	212.40	10	49	212.40	10
O-1 Ensign	71	156.64	11	72	156.64	11	72	156.64	11
Total Officer Partial BAH	201		46	201		47	208		47
(7) Warrant Officer Partial BAH									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3	2	248.40	0	2	248.40	0	2	248.40	0
W-2 Warrant Officer 2	2	190.80	0	2	190.80	0	2	190.80	0
W-1 Warrant Officer 1			0			0			0
Total Warrant Officer Partial BAH	4		0	4		0	4		0
Total (6)-(7)	205		46	205		47	212		47
(8) BAH - Inadequate Family Housing (Officers)									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain			0			0			0

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
Total BAH - Inadequate Family Housing (Officers)	0		0	0		0	0		0
(9) BAH - Warrant Officers Inadequate Family Housing									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total BAH - Warrant Officers Inadequate Family Housing	0		0	0		0	0		0
Total - Domestic	50,051		1,302,596	49,414		1,327,559	50,642		1,388,090
Shortfall/Asset Adjustment						(10,740)			
Funded Level						1,316,819			
(10) BAH Overseas - Officers with Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)	4	58,845.44	235	4	59,669.28	239	4	60,623.99	242
O-6 Captain	108	48,080.10	5,193	110	48,753.22	5,363	117	49,533.27	5,795
O-5 Commander	317	46,850.95	14,852	325	47,506.86	15,440	346	48,266.97	16,700
O-4 Lieutenant Commander	538	43,029.21	23,150	552	43,631.62	24,085	588	44,329.73	26,066
O-3 Lieutenant	644	39,075.90	25,165	660	39,622.96	26,151	716	40,256.93	28,824
O-2 Lieutenant (JG)	89	41,191.81	3,666	91	41,768.50	3,801	97	42,436.80	4,116
O-1 Ensign	32	50,514.71	1,616	33	51,221.92	1,690	35	52,041.47	1,821
Total BAH Overseas - Officers with Dependents	1,732		73,877	1,775		76,769	1,903		83,564
(11) BAH OverSeas - Warrant Officers With Dependents									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4	16	38,197.09	611	16	38,731.85	620	17	39,351.56	669
W-3 Warrant Officer 3	32	38,039.18	1,217	33	38,571.73	1,273	35	39,188.88	1,372
W-2 Warrant Officer 2	21	35,456.91	745	21	35,953.31	755	22	36,528.56	804
W-1 Warrant Officer 1			0			0			0
Total BAH OverSeas - Warrant Officers With Dependents	69		2,573	70		2,648	74		2,845

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (10)-(11)	1,801		76,450	1,845		79,417	1,977		86,409
(12) BAH Overseas - Officers without Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	16	38,783.44	621	16	39,326.41	629	17	39,955.63	679
O-5 Commander	64	36,074.81	2,309	65	36,579.86	2,378	70	37,165.14	2,602
O-4 Lieutenant Commander	179	35,181.14	6,297	183	35,673.68	6,528	195	36,244.46	7,068
O-3 Lieutenant	622	32,125.40	19,982	638	32,575.16	20,783	694	33,096.36	22,969
O-2 Lieutenant (JG)	284	30,015.40	8,524	291	30,435.62	8,857	310	30,922.59	9,586
O-1 Ensign	178	29,337.56	5,222	182	29,748.29	5,414	194	30,224.26	5,864
Total BAH Overseas - Officers without Dependents	1,343		42,955	1,375		44,589	1,480		48,768
(13) BAH OverSeas - Warrant Officers Without Dependents									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4	6	30,315.25	182	6	30,739.66	184	6	31,231.49	187
W-3 Warrant Officer 3	2	33,200.29	66	2	33,665.09	67	2	34,203.73	68
W-2 Warrant Officer 2	4	29,315.84	117	5	29,726.26	149	5	30,201.88	151
W-1 Warrant Officer 1			0			0			0
Total BAH OverSeas - Warrant Officers Without Dependents	12		365	13		400	13		406
Total (12)-(13)	1,355		43,320	1,388		44,989	1,493		49,174
Total - Overseas	3,156		119,770	3,233		124,406	3,470		135,583
Shortfall/Asset Adjustment						(7,552)			
Funded Level						116,854			
Total Basic Allowance For Housing	53,207		1,422,366	52,647		1,451,965	54,112		1,523,673
Shortfall/Asset Adjustment						(18,292)			
Funded Level						1,433,673			

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence-Officer	FY 2016 Estimate	\$	172,082
	FY 2015 Estimate	\$	164,679
	FY 2014 Actual	\$	162,296

Part I - Purpose And Scope

Funds requested will provide for a cash allowance, payable by law to officers at all times, to reimburse them for the expense of subsisting themselves (37 U.S.C. 402).

Part II - Justification Of Funds Requested

Basic Allowance for Subsistence (BAS) is computed by multiplying the total officer workyear average by an annual fiscal year rate using the statutory rate of \$246.24 per month effective 01 January 2014, \$253.38 per month effective 01 January 2015 and \$261.99 per month effective 1 January 2016.

Section 602 of the FY 2001 National Defense Authorization Act (NDAA) repeals the transition of the BAS program, effective October 1, 2000, and increases the BAS rate in effect by the amount of increases in food costs, as determined by growth in the Department of Agriculture moderate food plan.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance For Subsistence - Officer									
Basic Allowance For Subsistence	55,249	2,937.54	162,296	54,545	3,019.14	164,679	55,189	3,118.05	172,082
Total - (1)	55,249		162,296	54,545		164,679	55,189		172,082
Total Basic Allowance For Subsistence-Officer	55,249		162,296	54,545		164,679	55,189		172,082
Shortfall/Asset Adjustment						(113)			
Funded Level						164,566			

(In Thousands Of Dollars)

Project: Station Allowances, Overseas-Officer	FY 2016 Estimate	\$	141,849
	FY 2015 Estimate	\$	135,737
	FY 2014 Actual	\$	131,428

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 405 and the Joint Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for cost of living allowance (COLA) are based on actual experience and adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Station Allowances - Cost Of Living	7,785	14,887.58	115,900	7,957	15,036.46	119,645	8,211	15,220.66	124,977
(2)Station Allowances - Temporary Lodging	10,494	1,479.70	15,528	10,725	1,500.42	16,092	11,068	1,524.43	16,872
Total Station Allowances, Overseas-Officer	18,279		131,428	18,682		135,737	19,279		141,849
Shortfall/Asset Adjustment						(19,890)			
Funded Level						115,847			

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA)-Officer	FY 2016 Estimate		\$	1,160
	FY 2015 Estimate		\$	1,125
	FY 2014 Actual		\$	1,121

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to officers who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHAs) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage. (37 U.S.C. 403b)

Part II - Justification Of Funds Requested

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost Of Living (COLA) CONUS COLA	892	1,256.38	1,121	883	1,273.97	1,125	896	1,294.35	1,160
Total - (1)	892		1,121	883		1,125	896		1,160
Total CONUS Cost Of Living Allowance (COLA)-Officer	892		1,121	883		1,125	896		1,160
Shortfall/Asset Adjustment						443			
Funded Level						1,568			



(In Thousands Of Dollars)

Project: Uniform Allowance-Officer	FY 2016 Estimate	\$	2,042
	FY 2015 Estimate	\$	1,922
	FY 2014 Actual	\$	1,903

Part I - Purpose And Scope

Funds requested will provide for payment of an initial clothing allowance (U.S.C.415 and 416) to officers upon commissioning and an active clothing allowance to reserves upon entry or reentry on active duty for a period of 90 days or more. Additionally, a Special Initial Clothing Allowance is paid to Chief Warrant Officers upon commissioning into the Flying Chief Warrant Officer Pilot Program. Civilian clothing allowances are authorized by 37 U.S.C. 419.

Part II - Justification Of Funds Requested

Uniform allowances are determined by multiplying the planned number of members eligible as reflected in the strength plans by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial									
Reserves	2,143	400.00	857	2,164	400.00	866	2,307	400.00	923
Regular	1,198	400.00	479	1,210	400.00	484	1,290	400.00	516
CWO Pilot Program	0		0	0		0	0		0
Total - (1)	3,341		1,336	3,374		1,350	3,597		1,439
(2)Additional	2,198	200.00	440	2,219	200.00	444	2,365	200.00	473
(3)Civilian	233	543.62	127	233	551.23	128	233	560.05	130
Total Uniform Allowance-Officer	5,772		1,903	5,826		1,922	6,195		2,042
Shortfall/Asset Adjustment						85			
Funded Level						2,007			

(In Thousands Of Dollars)

Project: Family Separation Allowance-Officer	FY 2016 Estimate	\$	3,930
	FY 2015 Estimate	\$	3,885
	FY 2014 Actual	\$	11,451

Part I - Purpose And Scope

Funds requested provide an allowance to officers with dependents for added separation expenses when the requirements listed below are met (37 U.S.C. 427):

- (1) movement of dependents to the permanent duty station or a place near the station is not authorized at government expense under the Joint Travel Regulations and the member's dependents do not reside at or near that station
- (2) member is on duty on board a ship away from the home port of the ship for a continuous period of more than 30 days
- (3) member is on temporary duty or temporary additional duty away from their permanent station for a continuous period of more than 30 days and the member's dependents do not reside at or near the member's temporary additional duty station

Family separation allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	978	3,000.00	2,934	473	3,000.00	1,419	479	3,000.00	1,437
(2)FSA - S (Onboard> 30 days)	1,729	3,000.00	5,187	623	3,000.00	1,869	630	3,000.00	1,890
(3)FSA - T (TDY> 30 days)	1,110	3,000.00	3,330	199	3,000.00	597	201	3,000.00	603
Total Family Separation Allowance-Officer	3,817		11,451	1,295		3,885	1,310		3,930
Shortfall/Asset Adjustment						663			
Funded Level						4,548			

(In Thousands of Dollars)			
Project: Special Compensation for Assistance with Activities of Daily Living - Officer			
		FY 2016 Estimate	\$45
		FY 2015 Estimate	\$43
		FY 2014 Actual	\$43

Part I - Purpose And Scope

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The detailed computations are provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	6	7,091.22	43	6	7,100.00	43	6	7,500.00	45
Total Special Compensation for Assistance with Activities of	6		43	6		43	6		45
Shortfall/Asset Adjustment						(31)			
Funded Level						12			

(In Thousands Of Dollars)			
Project: Separation Payments-Officer		FY 2016 Estimate	\$ 42,355
		FY 2015 Estimate	\$ 42,126
		FY 2014 Actual	\$ 39,323

Part I - Purpose And Scope

Funds requested provide:

- (1) Lump sum terminal leave payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701.
- (2) Severance pay for failure of promotion or for reasons other than physical disability under provisions of 10 U.S.C. 6383.
- (3) Severance pay disability for members on active duty and temporary disability retired list that are separated for physical reasons under the provisions of 10 U.S.C. 1212.
- (4) Involuntary - half severance pay (5% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members not fully qualified for retention and are denied reenlistment or continuation.
- Involuntary - full severance pay (10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members involuntarily separated from active duty but who are fully qualified for retention, but are denied reenlistment or continuation.
- (5) Voluntary- Force shaping separation incentives for military members in selected over manned skills:
- a. a lump sum payment for members who have at least six years of service
  - b. an annuity and lump sum payment to members who have at least fifteen years

Special Separation Benefits ((SSB) 10 U.S.C. 1174a) pays members a lump-sum amount equal to 15% of their annual basic pay multiplied by their years of service.

Voluntary Separation Incentive ((VSI) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service.

- (6) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for Fiscal Year (FY) 2012, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY 1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.
- (7) \$30,000 lump sum bonus - the FY 2000 National Defense Authorization Act provides service members who entered the uniform service on or after August 1, 1986 the option to retire under the pre-1986 military plan (40% retirement benefit at 20 years of service).

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2014 includes a 1.0% pay raise effective 1 January 2014, FY 2015 includes a 1.0% pay raise effective 1 January 2015 and FY 2016 includes a 1.3% pay raise effective 1 January 2016.

Computation of fund requirements is provided in the following table:

	FY 2014				FY 2015				FY 2016			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Separation Pay - Lump sum Leave Payment(Officer)												
Flag Officers	39	45	19,792.81	772	42	45	19,990.74	840	42	45	20,235.63	850
O-6 Captain	326	29	9,916.80	3,233	347	29	10,015.97	3,476	345	29	10,138.67	3,498
O-5 Commander	521	21	5,705.54	2,973	555	21	5,762.60	3,198	551	21	5,833.19	3,214
O-4 Lieutenant Commander	734	21	4,749.85	3,486	781	21	4,797.35	3,747	776	21	4,856.12	3,768
O-3 Lieutenant	1,339	24	4,438.19	5,943	1,425	24	4,482.57	6,388	1,415	24	4,537.48	6,421
O-2 Lieutenant (JG)	164	24	3,509.52	576	175	24	3,544.62	620	174	24	3,588.04	624
O-1 Ensign	122	28	2,997.46	366	130	28	3,027.43	394	129	28	3,064.52	395
W-5 Warrant Officer 5	3	18	5,047.51	15	3	18	5,097.99	15	3	18	5,160.44	15
W-4 Warrant Officer 4	38	23	5,319.73	202	40	23	5,372.93	215	40	23	5,438.75	218
W-3 Warrant Officer 3	26	27	5,283.99	137	28	27	5,336.83	149	28	27	5,402.21	151
W-2 Warrant Officer 2	8	18	3,090.23	25	9	18	3,121.13	28	9	18	3,159.36	28
W-1 Warrant Officer 1				0				0				0
Total Separation Pay - Lump sum Leave Payment(Officer)	3,320			17,728	3,535			19,070	3,512			19,182
(2)Severance Pay, Failure of Promotion	0			0	0			0	0			0
(3)Severance Pay, Disability - Officer	20		60,401.31	1,208	21		61,005.32	1,281	21		61,752.64	1,297
(4) Severance Pay Invol - Full Pay (10%)												
Invol - Full Pay (10%)	255		71,550.54	18,245	271		72,266.05	19,584	269		73,151.31	19,678
Invol - Half Pay (5%)	12		43,477.01	522	13		43,911.78	571	13		44,449.70	578
Total - (4)	267			18,767	284			20,155	282			20,256
(5) Voluntary Separations												
Targeted Separation Incentive	0			0	0			0	0			0
VSI	0			0	0			0	0			0
VSI Trust Fund	0			0	0			0	0			0
Total - (5)	0			0	0			0	0			0
(6)TERA	0			0	0			0	0			0
(7)\$30,000 Lump Sum Bonus	54		30,000.00	1,620	57		28,421.05	1,620	57		28,421.05	1,620
Total Separation Payments-Officer	3,661			39,323	3,897			42,126	3,872			42,355
Shortfall/Asset Adjustment								16,900				
Funded Level								59,026				

(In Thousands Of Dollars)

Project: Social Security Tax-Officer	FY 2016 Estimate	\$ 313,642
	FY 2015 Estimate	\$ 306,044
	FY 2014 Actual	\$ 307,634

Part I - Purpose And Scope

Funds requested represent the government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101, 3111, and P.L. 98-21 "Social Security Amendment of 1983".

Part II - Justification Of Funds Requested

Social Security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Income (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% HI. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings for OASDI are as follows:

- Calendar year 2014 - 7.65% on first \$115,500
- Calendar year 2015 - 7.65% on first \$118,500
- Calendar year 2016 - 7.65% on first \$123,600

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	55,249	5,568.14	307,634	54,545	5,610.85	306,044	55,189	5,683.05	313,642
Total Social Security Tax-Officer	55,249		307,634	54,545		306,044	55,189		313,642
Shortfall/Asset Adjustment						(581)			
Funded Level						305,463			
Total Officer Programs Pay & Allowances (BA1)									
Total Obligations			7,967,662			7,977,351			8,177,020
Less Reimbursables			251,863			257,023			260,253
Total Direct Obligations			7,715,799			7,720,328			7,916,767
Shortfall/Asset Adjustment						(45,906)			
Funded Level						7,931,445			

Budget Activity 2

Pay and Allowances of Enlisted Personnel

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**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF ENLISTED**  
(In Thousands of Dollars)

Total FY 2015 Direct Program			Amount 17,553,422
Increases			
Pricing Increases			
Strength Related			228,255
Annualization of FY 2015 Pay Raise 1% (Effective 1 January 2015)		30,013	
Basic Pay	21,578		
RPA	6,784		
FICA	1,651		
Increase due to Pay Raise of 1.3% (Effective 1 January 2016)		117,116	
Basic Pay	84,158		
RPA	26,521		
FICA	6,437		
Inflation Rate			
BAH Rates		81,126	
Domestic Housing Rate Growth of 2.1%	75,986		
BAH Overseas	5,140		
Other Pricing Increases			11,812
Special Pay - Enlisted		674	
	EOD CSRB	93	
	Special Warfare SOCOM CSRB	581	
Reenlistment Bonus - Enlisted		1,839	
	Reenlistment Bonus - Initial Payment	1,839	
Station Allowance, Overseas - Enlisted		4,786	
	Overseas Station Allowance (Enl)	4,280	
	Temporary Lodging (Enl)	506	
CONUS Cost Of Living Allowance (COLA) - Enlisted		68	
	CONUS COLA	68	
Clothing Allowance - Enlisted		2,955	
	Initial Military	1,136	
	Enlisted Civilian Clothing	10	
	Replacement Allowances (Basic)	426	
	Replacement Allowances (Std)	1,180	
	Replacement Allowances (Special)	180	
	Supplementary Clothing (Enl)	23	
Separation Payments - Enlisted		1,490	
	Lump Sum Terminal Leave Payments	596	
	Severance Pay, Disability (Enl)	215	
	Severance Pay, Non-Disability (Enl) - Invol - Full Pay	474	
	Severance Pay, Non-Disability (Enl) - Invol - Half Pay	205	
Increases due to Reimbursables			0
	Total Pricing Increases		240,067
Program Increases			
Strength Related			208,821
Pay grade Mix			
	Basic Pay	47,714	66,346
	RPA	14,982	

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF ENLISTED**  
(In Thousands of Dollars)

	FICA	3,650		
			142,475	
	Increase in Basic Pay Work Years	37,869		
	Increase in RPA Full Time Work Years	11,889		
	Increase in FICA Work Years	2,897		
	BAH Domestic	76,746		
	BAH Overseas	13,074		
Other Program Increases				32,414
Incentive Pay For Hazardous Duty - Enlisted			860	
	Flying Duty - Career	432		
	Parachute Jumping (Enl)	81		
	Demolition Duty (Enl)	248		
	Flight Deck Duty (Enl)	99		
Special Pay - Enlisted			2,629	
	Premium Sea Pay (Enlisted)	21		
	HDP Location (Enl)	11		
	HDP Tempo (Enl)	174		
	Diving Duty Pay (Enl)	265		
	Foreign Language Proficiency Pay (Enl)	283		
	EOD CSRB	1,647		
	Enlisted Supervisor Retention Pay CSRB	228		
Special Duty Assignment Pay And Proficiency Pay - Enlisted			783	
	Recruiter - Recruiter (\$450)	783		
Reenlistment Bonus - Enlisted			17,013	
	Reenlistment Bonus - Initial Payment	2,424		
	Reenlistment Bonus - Anniversary	14,589		
Loan Repayment Program			100	
	Navy College Loan Repayment (Enl)	100		
Station Allowance, Overseas - Enlisted			6,102	
	Overseas Station Allowance (Enl)	5,594		
	Temporary Lodging (Enl)	508		
CONUS Cost Of Living Allowance (COLA) - Enlisted			20	
	CONUS COLA	20		
Clothing Allowance - Enlisted			805	
	Initial Military	307		
	Enlisted Civilian Clothing	3		
	Replacement Allowances (Basic)	117		
	Replacement Allowances (Std)	324		
	Replacement Allowances (Special)	48		
	Supplementary Clothing (Enl)	6		
Family Separation Allowance - Enlisted			852	
	FSA - R (On PCS With Dependents Not Authorized)	243		
	FSA - S (Onboard > 30 days)	318		
	FSA - T (TDY > 30 days)	291		
Separation Payments - Enlisted			3,250	
	Lump Sum Terminal Leave Payments	999		
	Severance Pay, Disability (Enl)	342		
	Severance Pay, Non-Disability (Enl) - Invol - Full Pay	789		
	Severance Pay, Non-Disability (Enl) - Invol - Half Pay	350		
	Voluntary Separation (Enl) - VSI Trust Fund	200		
	\$30,000 Lump Sum Bonus (Enl)	570		
	Total Program Increases			241,235

Total Increases

481,302

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF ENLISTED**  
(In Thousands of Dollars)

Decreases				
Pricing Decreases				
Strength Related				-68,994
Inflation Rate			-68,994	
RPA Full Time Rate growth of -0.8%		-68,994		
Other Pricing Decreases				-3,089
Special Pay - Enlisted			-371	
	Enlisted Supervisor Retention Pay CSRB	-371		
Reenlistment Bonus - Enlisted			-2,718	
	Reenlistment Bonus - Anniversary	-2,718		
Decreases due to Reimbursables			-560	-560
	Basic Pay	-292		
	Retired Pay Accrual	-65		
	Basic Allowance for Housing (Domestic)	-182		
	SS Tax-Employer Contribution	-21		
	Total Pricing Decreases			-72,643
Program Decreases				
Strength Related				-110
			-110	
	BAH Domestic	-110		
	BAH Overseas	0		
Other Program Decreases				-2,238
Special Pay - Enlisted			-2,238	
	Career Sea Pay (Enlisted)	-482		
	Overseas Extension Pay (Enl)	-200		
	Nuclear Accession Bonus (Enl)	-150		
	Assignment Incentive Pay (Enl)	-670		
	Special Warfare SOCOM CSRB	-736		
	Total Program Decreases			-2,348
Total Decreases				-74,991
Total FY 2016 Direct Program				17,959,733

(In Thousands Of Dollars)

Project: Basic Pay - Enlisted

FY 2016 Estimate	\$8,822,897
FY 2015 Estimate	\$8,631,578
FY 2014 Actual	\$8,583,647

Part I - Purpose And Scope

Funds requested provide for basic compensation (37 U.S.C.) of enlisted personnel on active duty, according to pay grade and length of service increments. The estimate excludes those enlisted members of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing and training of the reserve components (10 U.S.C. 12310).

Part II - Justification Of Funds Requested

FY 2014 is based on end strength of 267,041 and 269,710 workyears. FY 2015 is based on end strength of 268,810 and 268,408 workyears. FY 2016 is based on end strength of 269,664 and 269,565 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2014 includes a 1.0% across the board payraise effective 1 January 2014. FY 2015 includes a 1.0% across the board payraise effective 1 January 2015. FY 2016 includes a 1.3% across the board payraise effective 1 January 2016.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Enlisted									
E-9 Master Chief Petty Officer	2,543	73,622.82	187,223	2,547	74,359.05	189,393	2,566	75,269.95	193,143
E-8 Senior Chief Petty Officer	6,244	58,460.13	365,025	6,377	59,044.73	376,528	6,844	59,768.03	409,052
E-7 Chief Petty Officer	20,580	50,076.87	1,030,582	20,992	50,577.64	1,061,726	21,153	51,197.22	1,082,975
E-6 1st Class Petty Officer	47,972	40,835.91	1,958,980	46,563	41,244.27	1,920,457	47,434	41,749.51	1,980,346
E-5 2nd Class Petty Officer	63,297	32,279.70	2,043,208	63,530	32,602.50	2,071,237	65,678	33,001.88	2,167,497
E-4 3rd Class Petty Officer	53,452	26,128.38	1,396,614	51,973	26,389.66	1,371,550	52,373	26,712.93	1,399,036
E-3 Seaman	47,754	22,216.47	1,060,925	51,053	22,438.63	1,145,559	47,385	22,713.50	1,076,279
E-2 Seaman Apprentice	17,600	20,529.39	361,317	15,223	20,734.68	315,644	15,155	20,988.68	318,083
E-1 Seaman Recruit	10,268	17,508.09	179,773	10,150	17,683.17	179,484	10,977	17,899.79	196,486
Total Basic Pay - Enlisted	269,710		8,583,647	268,408		8,631,578	269,565		8,822,897
Shortfall/Asset Adjustment						(41,774)			
Funded Level						8,589,804			

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Enlisted	FY 2016 Estimate	\$2,769,263
	FY 2015 Estimate	\$2,778,081
	FY 2014 Actual	\$2,775,943

Part I - Purpose And Scope

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Effective FY 2008, Title V, section 581 of the National Defense Authorization Act for FY 2007 directs the Department of Defense to contribute at the part-time rate for Reserve Component sailors who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

- (a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- (b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 32.4% for FY 2014, 32.2% for FY 2015, and 31.4% for FY 2016. The part-time RPA is 24.5% for FY 2014, 22.5% for FY 2015 and 23.0% for FY 2016.

Cost computations are as follows:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	266,704	10,305.85	2,748,611	268,046	10,353.06	2,775,096	269,203	10,275.42	2,766,174
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	3,006	9,092.81	27,332	362	8,245.86	2,985	362	8,533.15	3,089
Total Retired Pay Accrual -Enlisted	269,710		2,775,943	268,408		2,778,081	269,565		2,769,263
Shortfall/Asset Adjustment						498			
Funded Level						2,778,579			

Project: Incentive Pay For Hazardous Duty - Enlisted	(In Thousands Of Dollars)		
		FY 2016 Estimate	\$104,910
		FY 2015 Estimate	\$104,050
	Part I - Purpose And Scope	FY 2014 Actual	\$95,263

Funds requested provide for pay to enlisted personnel for the following types of duty (37 U.S.C. 301(a)(1-11) and 320):

- (1) Career Enlisted Flyer Incentive Pay (37 U.S.C. 320) - duty involving frequent and regular participation in aerial flight as a crew or non-crew member.
- (2) Flying Duty Crew Members (37 U.S.C. 301(a) (1)) - for performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$125 to \$250 per month, determined by grade.
- (3) Flying Duty Non-Crew Members (37 U.S.C. 301(a)(2)) - for performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments as other than crew members. The FY 1998 NDAA increased the rate from \$110 to \$150 per month.
- (4) Submarine pay (37 U.S.C. 301c) - duty involving frequent and regular performance of operational submarine duty, restricted to members who hold or are in training for submarine duty designator and remain in the submarine service on a career basis. The FY 2002 NDAA removed the rate table from law and vested authority in the Secretary of the Navy to set submarine pay rates within a cap of \$1,000 per month.
- (5) Parachute jumping (37 U.S.C. 301(a) (3)) - duty involving parachute jumping as an essential part of military duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which receive \$225 per month.
- (6) Toxic Material Pay (37 U.S.C. 301(a)(9),(10)) - duty involving exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (7) Duty inside a high or low pressure chamber (37 U.S.C. 301(a) (5),(6),(7)) - duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.
- (8) Demolition Duty (37 U.S.C. 301(a)(4)) - duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (9) Flight Deck Duty (37 U.S.C. 301(a)(8)) - duty involving participation in flight operations on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (10) Visit, Board, Search and Seizure (VBSS) (37 U.S.C. 301(a)(11)) - Maritime Interdiction Operations - for the performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.

Part II - Justification Of Funds Requested

Hazardous duty pay is computed on the basis of the average number of enlisted personnel who are eligible for payment. Average rates for submarine duty are those prescribed by law, based on average years of service by pay grade. Rates for flying duty crewmembers are prescribed by pay grade and years of service dates. All other hazardous pays are computed at the statutory rate of \$1,800 per workyear, except for those members performing high altitude/low opening jumps entitled to \$2,700 per workyear.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Flying Duty - Career									
Under 4 yrs	1,613	1,800.00	2,903	1,637	1,800.00	2,947	1,637	1,800.00	2,947
4 - 8 yrs	1,343	2,700.00	3,626	1,399	2,700.00	3,777	1,447	2,700.00	3,907
8 - 14 yrs	893	4,200.00	3,751	935	4,200.00	3,927	967	4,200.00	4,061
Over 14 yrs	663	4,800.00	3,182	690	4,800.00	3,312	725	4,800.00	3,480
Total - (1)	4,512		13,462	4,661		13,963	4,776		14,395
(2) Flying Duty - Non Career									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer	1	2,880.00	3	1	2,880.00	3	1	2,880.00	3
E-7 Chief Petty Officer	5	2,880.00	14	5	2,880.00	14	5	2,880.00	14
E-6 1st Class Petty Officer	7	2,580.00	18	7	2,580.00	18	7	2,580.00	18
E-5 2nd Class Petty Officer	7	2,280.00	16	7	2,280.00	16	7	2,280.00	16
E-4 3rd Class Petty Officer	1	1,980.00	2	1	1,980.00	2	1	1,980.00	2
E-3 Seaman	1	1,800.00	2	1	1,800.00	2	1	1,800.00	2
E-2 Seaman Apprentice	2	1,800.00	4	2	1,800.00	4	2	1,800.00	4
E-1 Seaman Recruit			0			0			0
Total Flying Duty - Non Career	24		59	24		59	24		59
(3)Non-Crew (HDIP)	32	1,800.00	58	32	1,800.00	58	32	1,800.00	58
(4) Submarine Pay									
E-9 Master Chief Petty Officer	179	7,128.00	1,276	240	7,128.00	1,711	240	7,128.00	1,711
E-8 Senior Chief Petty Officer	536	6,024.00	3,229	590	6,024.00	3,554	590	6,024.00	3,554
E-7 Chief Petty Officer	1,693	4,860.00	8,228	2,000	4,860.00	9,720	2,000	4,860.00	9,720
E-6 1st Class Petty Officer	3,574	4,464.00	15,954	3,925	4,464.00	17,521	3,925	4,464.00	17,521
E-5 2nd Class Petty Officer	4,796	2,868.00	13,755	5,505	2,868.00	15,788	5,505	2,868.00	15,788
E-4 3rd Class Petty Officer	3,446	1,512.00	5,210	4,000	1,512.00	6,048	4,000	1,512.00	6,048
E-3 Seaman	2,106	1,008.00	2,123	1,800	1,008.00	1,814	1,800	1,008.00	1,814
E-2 Seaman Apprentice	818	912.00	746	920	912.00	839	920	912.00	839
E-1 Seaman Recruit	359	900.00	323	517	900.00	465	517	900.00	465
Submarine Pay - Students	1,410	960.00	1,354	1,500	960.00	1,440	1,500	960.00	1,440
Total - (4)	18,917		52,198	20,997		58,900	20,997		58,900
(5)Parachute Jumping (Enl)	3,974	2,700.00	10,730	4,052	2,700.00	10,940	4,082	2,700.00	11,021
(6)Toxic Material Pay (Enl)	10	1,800.00	18	10	1,800.00	18	10	1,800.00	18
(7)Duty Inside HiLo Chamber (Enl)	116	1,800.00	209	137	1,800.00	247	137	1,800.00	247
(8)Demolition Duty (Enl)	5,181	1,800.00	9,326	5,451	1,800.00	9,812	5,589	1,800.00	10,060
(9)Flight Deck Duty (Enl)	5,080	1,800.00	9,144	5,555	1,800.00	9,999	5,610	1,800.00	10,098
(10)Visit, Board, Search and Seizure	33	1,800.00	59	30	1,800.00	54	30	1,800.00	54
Total Incentive Pay For Hazardous Duty - Enlisted	37,879		95,263	40,949		104,050	41,287		104,910
Shortfall/Asset Adjustment						22			
Funded Level						104,072			

(In Thousands Of Dollars)		
Project: Special Pay - Enlisted	FY 2016 Estimate	\$372,946
	FY 2015 Estimate	\$372,252
	FY 2014 Actual	\$359,718
Part I - Purpose And Scope		

Funds requested provide for special pay to enlisted personnel as follows:

(1) Career Sea Pay (37 U.S.C. 305a) - a variable amount paid monthly to enlisted personnel who are permanently or temporarily serving on a ship or while serving as a member of the off-crew of a two-crew submarine. The FY 2001 NDAA authorized Career Sea Pay Reform, under which it allowed the Secretary of the Service concerned to establish a monthly maximum cap of \$750.

(2) Premium Sea Pay (37 U.S.C. 305a) - \$100 per month paid to enlisted personnel who are entitled to career sea pay; have less than eight years of sea duty and have served more than 36 consecutive months on sea duty.

(3 - 4) Hardship Duty Pay (37 U.S.C. 305) - a monthly amount payable to enlisted personnel on duty at specific locations and special missions effective 1 January 2001. Not to exceed \$750 per month.

(5) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 305) - paid to both Active Component (AC) and Reserve Component (RC) members for a deployment tempo that requires the member to perform duties in an operational environment for extended periods. Personnel who are deployed beyond 220 consecutive days become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.

(6) Diving Duty Pay (37 U.S.C. 304) - a monthly amount which varies depending on skill/class of diver, payable to members assigned to diving duty who maintain their proficiency as divers with a monthly maximum cap of \$340.

(7) Overseas Extension Pay (37 U.S.C.314) - a monthly amount of \$80 payable to enlisted members in certain specialties who have completed a tour of duty at an overseas location and executed an agreement to extend that tour for a period of not less than 1 year. Changed in 1997 to allow Services the option to offer a \$2,000 bonus for year's extension versus an \$80 per month payment.

(8) Nuclear Accession Bonus (37 U.S.C. 312b) - a bonus not to exceed \$20,000 paid to an individual upon acceptance for naval nuclear power training who agrees to participate in a program of training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants. Funding also provides an increase for Submarine Nuclear Accession Bonus to \$15,000. Surface Nuclear Accession Bonus remains at \$10,000.

(9) Imminent Danger Pay (37 U.S.C. 310) - Prior to Dec. 31, 2011, members eligible for IDP were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The 2012 National Defense Authorization Act modified IPD payments, limiting eligibility to only the actual days served in a qualifying area. Now service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.

(10) Foreign Language Proficiency Pay (37 U.S.C. 316) - a bonus not to exceed \$1000/mo paid to individuals certifying in languages identified on the DoD Strategic Language List. Unless waived, certification must be renewed via testing annually to maintain eligibility. This pay increases language capacity and readiness across the active and reserve components by encouraging members to identify their skill and improve their proficiency.

(11) Personal Money Allowance (37 U.S.C.. 414c) - paid to the master chief petty officer of the Navy to defray expenses incurred in connection with official duties.

(12A) Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - enables the services to pay a flexible, market based incentive to encourage enlisted members to volunteer for difficult to fill jobs or less desirable geographic locations. The monthly statutory maximum payable is \$3,000.

(12B) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2006 NDAA. The monthly statutory maximum payable is \$3,000.

(12C) Bahrain AIP (37 U.S.C. 307a - a limited program for enlisted continuity billets in Bahrain authorized by OSD 5 Jan 2006. Payment is a flat rate of \$1,000 per month.

(12D) GTMO First Assignment (37 U.S.C. 307a) (AIP) Financial incentive to address assignments to Detainee Operations Detachment, Guantanamo Bay, Cuba (UIC 40403) Effective March 01, 2007, sailors assigned to 12 month PCS tours as their first permanent duty assignment receive AIP in the amount of \$600/month. The funding source for the GTMO assignments has been moved to IA/GSA. The last remaining "GTMO first assignments" contracts, funded through AIP, have concluded and there will be no more payments made for this assignment under AIP.

(12E) Sea Duty Incentive Pay (SDIP) (37 U.S.C. 307a) - a monetary incentive for certain sailors to voluntarily remain on sea duty past their prescribed sea tour or shorten their shore tour to return early to sea duty. Payment is \$750 per month.

(12F) NSWDG AIP (37 U.S.C. 307a) - The Naval Special Warfare Development Group (NSWDG) AIP program was established on February 9, 2007. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDG billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDG billet for less than 3 years since completion of the required training receive AIP at \$750 per month and those assigned to a designated NSWDG billet for 3 years or more since completion of the required training receive AIP at \$1,000 per month.

(12G) NSWDG CS AIP (37 U.S.C. 307a) - The Naval Special Warfare Development Group (NSWDG) Combat Support AIP program was established on April 5, 2012. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDG CS billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDG CS billet at completion of the required training receive AIP at \$500 per month. EOD personnel who have been assigned to a designated NSWDG CS billet for less than 3 years receive AIP at \$500 per month and those assigned to a designated NSWDG billet for 3 years or more receive AIP at \$500 per month.



(13) Explosive Ordinance Disposal (EOD) CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(14) Enlisted Supervisor Retention Pay CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(15) Special Warfare SOCOM CSRB (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 30 years of active duty. Included is Naval Special Warfare Senior Enlisted and Chief Warrant Officer Critical Skills Retention Bonus to eligible service members of up to \$160,000 for a 7 year service commitment, with a maximum annual bonus payment of \$30,000 per year to qualified members.

(16) Combat-related Injury Rehabilitation Pay (CIP) was enacted by section 642 of the National Defense Authorization Act for FY 2006. Members eligible for CIP under 37 U.S.C. sec. 328 and continued HF/IDP under 37 U.S.C. sec. 310(b), are those while in the line of duty, incur a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and are evacuated from theater of the combat operation or from the combat zone for medical treatment. CIP will terminate at the end of the first month which; (1) the member is paid Traumatic Service members' Group Life Insurance or (2) receives notification of the eligibility of the member for a benefit under T-SGLI and a period of 30 days expires after the date of such notification, or (3) is no longer hospitalized in a military treatment facility or a facility under the auspices of the military care system.

Special pay is computed by applying statutory rates to the average number of personnel who are eligible for payment.

Part II - Justification Of Funds Requested

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Career Sea Pay (Enlisted)									
E-9 Master Chief Petty Officer	532	6,975.43	3,711	527	7,744.23	4,081	526	7,744.23	4,073
E-8 Senior Chief Petty Officer	1,553	6,446.27	10,011	1,537	7,159.13	11,004	1,534	7,159.13	10,982
E-7 Chief Petty Officer	5,553	5,740.48	31,877	5,499	6,376.23	35,063	5,488	6,376.23	34,993
E-6 1st Class Petty Officer	12,677	4,471.59	56,686	12,554	4,971.11	62,407	12,529	4,971.11	62,283
E-5 2nd Class Petty Officer	19,437	2,844.62	55,291	19,248	3,167.93	60,976	19,209	3,167.93	60,853
E-4 3rd Class Petty Officer	23,155	1,771.56	41,020	22,929	1,974.88	45,282	22,883	1,974.88	45,191
E-3 Seaman	16,607	834.62	13,861	16,445	924.27	15,200	16,412	924.27	15,169
E-2 Seaman Apprentice	6,382	652.77	4,166	6,321	727.51	4,599	6,308	727.51	4,589
E-1 Seaman Recruit	1,953	625.91	1,222	1,934	697.89	1,350	1,930	697.89	1,347
Total Career Sea Pay (Enlisted)	87,849		217,845	86,994		239,962	86,819		239,480
(2)Premium Sea Pay (Enlisted)	13,481	1,700.00	22,918	13,412	2,400.00	32,189	13,421	2,400.00	32,210
Total (1)-(2)	101,330		240,763	100,406		272,151	100,240		271,690
(3)HDP Mission (Enl)	27	1,800.00	49	27	1,800.00	49	27	1,800.00	49
(4) HDP Location (Enl)									
Location #1	1,125	1,800.00	2,025	771	1,800.00	1,388	769	1,800.00	1,384
Location #2	1,727	1,200.00	2,072	1,168	1,200.00	1,402	1,170	1,200.00	1,404
Location #3	2,877	600.00	1,726	2,710	600.00	1,626	2,731	600.00	1,639
Total - (4)	5,729		5,823	4,649		4,416	4,670		4,427
Total (3)-(4)	5,756		5,872	4,676		4,465	4,697		4,476

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5)HDP Tempo (Enl)	1,071	1,000.00	1,071	1,466	6,000.00	8,796	1,495	6,000.00	8,970
(6)Diving Duty Pay (Enl)	5,639	2,656.00	14,977	5,725	2,656.00	15,206	5,825	2,656.00	15,471
(7)Overseas Extension Pay (Enl)	453	2,000.00	906	628	2,000.00	1,256	528	2,000.00	1,056
(8)Nuclear Accession Bonus (Enl)	189	15,000.00	2,835	230	15,000.00	3,450	220	15,000.00	3,300
(9)Imminent Danger Pay (Enl)	12,003	2,700.00	32,408	1,119	2,700.00	3,021	1,119	2,700.00	3,021
(10)Foreign Language Proficiency Pay (Enl)	4,578	2,503.28	11,460	4,645	2,503.62	11,629	4,758	2,503.62	11,912
(11)Personal Money Allowance (PMA)	1	2,000.00	2	1	2,000.00	2	1	2,000.00	2
(12) Assignment Incentive Pay (Enl)									
A. Assignment Incentive Pay	2,466	3,421.00	8,436	2,496	3,421.00	8,539	2,516	3,421.00	8,607
B. SOCOM Assignment Incentive Pay	0		0	0		0	0		0
C. Bahrain AIP	0		0	0		0	0		0
D. GTMO First Assignment	0		0	0		0	0		0
E. SDIP	1,012	8,996.00	9,104	896	9,000.00	8,064	791	9,000.00	7,119
F. NSWDG AIP	272	11,517.59	3,133	290	11,532.00	3,344	304	11,532.00	3,506
G. NSWDG CS AIP	109	7,491.06	817	120	7,500.00	900	126	7,500.00	945
Total - (12)	3,859		21,490	3,802		20,847	3,737		20,177
(13) EOD CSRB									
Initial	24	117,115.74	2,811	21	132,857.14	2,790	33	137,272.73	4,530
Anniversary	0		0	0		0	0		0
Total - (13)	24		2,811	21		2,790	33		4,530
(14) Enlisted Supervisor Retention Pay CSRB									
Initial	312	23,000.00	7,176	447	23,225.00	10,382	435	23,457.00	10,204
Anniversary	1,417	7,398.00	10,483	1,471	6,936.00	10,203	1,548	6,614.00	10,238
Total - (14)	1,729		17,659	1,918		20,585	1,983		20,442
(15)Special Warfare SOCOM CSRB	85	87,634.00	7,449	82	98,049.00	8,040	75	105,139.00	7,885
(16)Combat Injury	4	3,400.00	14	4	3,400.00	14	4	3,400.00	14
Total Special Pay - Enlisted	136,721		359,718	124,723		372,252	124,715		372,946
Shortfall/Asset Adjustment						1,459			
Funded Level						373,711			

**MILITARY PERSONNEL, NAVY**  
**Enlisted Supervisor Retention Pay (ESRP)**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	1,417	10,483	1,102	7,912	735	5,187	311	2,108	88	544				
FY 2014 Initial Anniversary	312	7,176	369	2,291	366	2,248	321	2,079	180	1,188	90	678		
FY 2015 Initial Anniversary			447	10,382	447	2,803	444	2,751	388	2,543	218	1,453	109	830
FY 2016 Initial Anniversary					435	10,204	435	2,753	432	2,702	378	2,499	212	1,428
FY 2017 Initial Anniversary							419	9,927	419	2,680	416	2,361	364	2,432
FY 2018 Initial Anniversary									418	9,999	418	2,700	413	2,650
FY 2019 Initial Anniversary											423	10,221	423	2,760
FY 2020 Initial Anniversary													402	9,812
Initial Payments	312	7,176	447	10,382	435	10,204	419	9,927	418	9,999	423	10,221	402	9,812
Anniversary Payments	1,417	10,483	1,471	10,203	1,548	10,238	1,511	9,691	1,507	9,657	1,520	9,691	1,521	10,100
Total	1,729	17,659	1,918	20,585	1,983	20,442	1,930	19,618	1,925	19,656	1,943	19,912	1,923	19,912

(In Thousands Of Dollars)		
Project: Special Duty Assignment Pay And Proficiency Pay - Enlisted	FY 2016 Estimate	\$83,526
	FY 2015 Estimate	\$82,743
	FY 2014 Actual	\$82,597

Part I - Purpose And Scope

Special duty assignment pay ( SDAP) - 37 U.S.C. 307 provides for payments to enlisted personnel to obtain a sufficient number of qualified volunteers to sustain adequate manning levels in designated special duty assignments.

Part II - Justification Of Funds Requested

The estimate is based on the average number of personnel required in the following skills:

USNS shipboard personnel	Air traffic controllers	ASW/Air intecept controller/supervisors	FMF HM
Personnel Resource Development Office	Air/Surface Rescue Swimmer	ASW/ASUW tact air ctrl (ASTAC)	Attache
JCS Comm Unit	TACAMO and C130 Flt Engineers	Harbor pilots	Independent duty hospital corpsmen
Joint Special Operations Personnel	Tactical CI/HUMINT Analyst	SEAL/SWCC	Acoustic intelligence specialist
JCU billets	LCAC Operator & Supp	Divers	Sub Anav
DTRA/OSIA	LCAC Engineers	EOD Technician	SLBM Tech
White House Communion Personnel	Gas Turbine, Deisel, and Stream Plant Inspectors	NSW Parachute Ranger	Sub CCC
White House Support Command	NDT Examiner	DCS Courier	Sub LAN Admin
Ceremonial Guard	AEGIS Combant Syst maintenance supp	TIO Operator/Analysts	Underwater Construction personnel
Command Master Chiefs/Chief of the Boat	Shipboard Tactical data system technician	Recruiters	Nuclear propulsion plant operators/supervisor
White House Situation Room	C-9 Crew Chief	Recruit Commmand personnel	Mobile Utility Support Equipment Op.
NSW IT/ET Support	3MC	Ship Eng. Plant MGR	SWF/MA Security Forces

Career recruiters are Navy's professional sales force of proven recruiters, responsible for the training and supervision of fleet sailors assigned to recruiting duty.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
SD-6 (\$450)	4,053	5,400.00	21,886	4,053	5,400.00	21,886	4,053	5,400.00	21,886
SD-5 (\$375)	2,299	4,500.00	10,346	2,299	4,500.00	10,346	2,299	4,500.00	10,346
SD-4 (\$300)	2,126	3,600.00	7,654	2,126	3,600.00	7,654	2,126	3,600.00	7,654
SD-3 (\$225)	2,264	2,700.00	6,113	2,264	2,700.00	6,113	2,264	2,700.00	6,113
SD-2 (\$150)	8,782	1,800.00	15,808	8,782	1,800.00	15,808	8,782	1,800.00	15,808
SD-1 (\$75)	2,748	900.00	2,473	2,748	900.00	2,473	2,748	900.00	2,473
Total - (1)	22,272		64,280	22,272		64,280	22,272		64,280
(2) Recruiter									
Recruiter (\$150)	0		0	0		0	0		0
Recruiter (\$225)	0		0	0		0	0		0
Recruiter (\$300)	0		0	0		0	0		0
Recruiter (\$375)	0		0	0		0	0		0
Recruiter (\$450)	3,392	5,400.00	18,317	3,419	5,400.00	18,463	3,564	5,400.00	19,246
Total - (2)	3,392		18,317	3,419		18,463	3,564		19,246
Total Special Duty Assignment Pay And Proficiency Pay - Enlisted	25,664		82,597	25,691		82,743	25,836		83,526
Shortfall/Asset Adjustment						538			
Funded Level						83,281			

(In Thousands Of Dollars)			
Project: Reenlistment Bonus - Enlisted		FY 2016 Estimate	\$274,998
		FY 2015 Estimate	\$258,864
		FY 2014 Actual	\$233,866

Reenlistment Bonus (37 U.S.C. 308) - provides a bonus to enlisted personnel who reenlist in a skill characterized by inadequate manning, low retention, and high replacement costs payable to an individual with between twenty-one months and sixteen years active service. Payment is based on monthly basic pay times a specified award level (not to exceed 10) times the number of additional years of obligated service (not to exceed 6). Obligated service in excess of eighteen years is not used in the computation. The maximum payment is \$90,000. While there is authority for \$90,000 payment, the Navy has no plans of making a payment of this amount.

Part II - Justification Of Funds Requested

Twenty most undermanned critical skills:

- Aviation Boatswain's Mate (Launching & Recovery Equipment, Fuels, Aircraft Handling) (ABE, ABF, ABH)  
Aviation Structural Mechanic (AM)  
Aviation Ordnanceman (AO)  
Boatswain's Mate (BM)  
Cryptologic Tec (BM)  
Cryptologic Technician Network, Collection (CTN, CTR)  
Explosive Ordnance Disposal (EOD)  
Fire Controlman (FC)  
Fire Control Technician (FT)  
Hospital Corpsman (HM)

Information Systems Technician (IT)  
Intelligence Specialist (IS)  
Navy Diver (ND)  
Nuclear Program (EM, ET, MM)  
Operations Specialist (OS)  
SeaBees (CB)  
Special Operations (SO)  
Special Operations Boat (SB)  
Sonar Technician Surface (STG)  
Sonar Technician Submarine (STS)

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Reenlistment Bonus									
Initial Payment	7,630	17,429.23	132,985	8,531	17,603.52	150,176	8,667	17,819.16	154,439
Anniversary	21,274	4,741.98	100,881	20,563	5,285.61	108,688	23,394	5,153.41	120,559
Distribution	0		0	0		0	0		0
Total - (1)	28,904		233,866	29,094		258,864	32,061		274,998
Total Reenlistment Bonus - Enlisted	28,904		233,866	29,094		258,864	32,061		274,998
Shortfall/Asset Adjustment						11,623			
Funded Level						270,487			

**MILITARY PERSONNEL, NAVY**  
**Reenlistment Bonus**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	21,274	100,881	12,847	71,411	7,549	43,608	2,538	16,757	1,428	7,657				
FY 2014 Initial Anniversary	7,630	132,985	7,716	37,277	7,510	36,283	5,897	29,546	2,636	15,088	1,749	8,087		
FY 2015 Initial Anniversary			8,531	150,176	8,335	40,668	8,113	39,584	5,722	28,951	2,840	14,436	1,783	8,326
FY 2016 Initial Anniversary					8,667	154,439	8,462	43,003	7,646	37,678	5,133	26,231	2,774	14,234
FY 2017 Initial Anniversary							8,605	157,179	5,426	43,287	7,234	36,003	5,409	27,919
FY 2018 Initial Anniversary									8,488	157,174	8,414	42,456	7,865	39,687
FY 2019 Initial Anniversary											8,552	162,787	8,381	43,018
FY 2020 Initial Anniversary													8,179	156,816
Initial Payments	7,630	132,985	8,531	150,176	8,667	154,439	8,605	157,179	8,488	157,174	8,552	162,787	8,179	156,816
Anniversary Payments	21,274	100,881	20,563	108,688	23,394	120,559	25,010	128,890	22,858	132,661	25,370	127,213	26,212	133,184
Total	28,904	233,866	29,094	258,864	32,061	274,998	33,615	286,069	31,346	289,835	33,922	290,000	34,391	290,000

(In Thousands Of Dollars)			
Project: Enlistment Bonus - Enlisted		FY 2016 Estimate	36,581
		FY 2015 Estimate	36,581
		FY 2014 Actual	26,277
Part I - Purpose And Scope			

Funds requested provide for an enlistment bonus (37 U.S.C. 309) - payable to a member who enlists for a minimum of five years or extends active duty obligation at least one year beyond the normal enlistment in a designated skill. Eligible skills are characterized by job. Payments to Sailors occur when the job training is complete. Average longest training time is 21 months after graduating boot camp.

Part II - Justification Of Funds Requested

The bonus is payable upon completion of training. Training pipelines that are completed in the same year the member began active duty are paid as "new pay". Those that are completed in a future year are paid as "residual pay". The enlistment bonus will further enhance recruiting efforts to enlist personnel to serve in skill areas designated as critical.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Enlistment Bonus									
New Pay	0		0	233	5,000.00	1,165	233	5,000.00	1,165
Residuals	4,250	6,182.74	26,277	5,671	6,245.11	35,416	5,671	6,245.11	35,416
Total - (1)	4,250		26,277	5,904		36,581	5,904		36,581
Total Enlistment Bonus - Enlisted	4,250		26,277	5,904		36,581	5,904		36,581
Shortfall/Asset Adjustment						391			
Funded Level						36,972			

**MILITARY PERSONNEL, NAVY**  
**Enlistment Bonus**  
**(In Thousands of Dollars)**

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2013 and previous Anniversary	4,250	26,277	3,438	25,986										
FY 2014 Initial Anniversary			2,233	9,430	3,438	25,986								
FY 2015 Initial Anniversary			233	1,165	2,233	9,430	3,438	29,657						
FY 2016 Initial Anniversary					233	1,165	2,233	10,515	4,217	29,409				
FY 2017 Initial Anniversary							233	1,165	2,233	10,078	4,410	30,987		
FY 2018 Initial Anniversary								233	1,165		2,233	10,078	4,335	30,812
FY 2019 Initial Anniversary											233	1,165	2,233	10,078
FY 2020 Initial Anniversary													233	1,165
Initial Payments	0	0	233	1,165	233	1,165	233	1,165	233	1,165	233	1,165	233	1,165
Anniversary Payments	4,250	26,277	5,671	35,416	5,671	35,416	5,671	40,172	6,450	39,487	6,643	41,065	6,568	40,890
Total	4,250	26,277	5,904	36,581	5,904	36,581	5,904	41,337	6,683	40,652	6,876	42,230	6,801	42,055



(In Thousands Of Dollars)		
Project: Educational Benefits - Enlisted	FY 2016 Estimate	\$0
	FY 2015 Estimate	\$0
	FY 2014 Actual	\$0

Part I - Purpose And Scope

Funds are for payment to the Department of Defense Education Benefits Funds, a trust fund. This program is governed by Title 38 U.S.C. Chapter 30. The program funds additional and supplemental benefit payments above a basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals are made by the Veterans Administration from funds transferred from the trust account. The Navy College Fund program attracts test score category I- IIIA members for four year and longer commitments, primarily into undermanned hard to fill ratings.

Part II - Justification Of Funds Requested

The Navy College Fund is a critical element in Navy's recruiting strategy. The purpose of the Navy College Fund is to expand the recruiting market to include college bound youth. The allure of a college education dominates the plans of 60-80% of all high quality recruits. The Navy College Fund is used as a "Kicker" to the MGIB. The Post 9-11 is more generous than the MGIB in many instances, allowing for reductions in the College Fund in FY12.

The FY 2004 National Defense Authorization Act (NDAA) authorized the implementation of the Navy's College First Program. This Program pays \$475 per month (assuming recruits in the first year of participation) to Delayed Entry Program (DEP) personnel pursuing post graduate education.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Navy College Fund Program (Enl)									
\$350/Month	0		0	0		0	0		0
\$450/Month	0		0	0		0	0		0
\$550/Month	0		0	0		0	0		0
\$950/Month	0		0	0		0	0		0
Total - (1)	0		0	0		0	0		0
(2)Navy College First	0		0	0		0	0		0
Total Educational Benefits - Enlisted	0		0	0		0	0		0
Shortfall/Asset Adjustment						71			
Funded Level						71			

(In Thousands Of Dollars)			
Project: Loan Repayment Program		FY 2016 Estimate	\$11,225
		FY 2015 Estimate	\$11,125
		FY 2014 Actual	\$11,381

Part I - Purpose And Scope

The Loan Repayment Program (LRP) is authorized by P.L. 99-145, Section 2171. The LRP is an enlistment incentive designed to increase enlistments from test score category I-III.A. The LRP repays loans up to the maximum ceiling of \$65,000. Only guaranteed federal loans are eligible for repayment. Starting in FY2012, there will be rate adjustment due to a larger average loan amount, anticipate \$25K per student loan.

Part II - Justification Of Funds Requested

The LRP is a major enlistment incentive program to attract recruits that have some college.

Fund requirements for this incentive program are provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Navy College Loan Repayment (Enl)	455	25,013.00	11,381	445	25,000.00	11,125	449	25,000.00	11,225
Total Loan Repayment Program	455		11,381	445		11,125	449		11,225
Shortfall/Asset Adjustment						3,675			
Funded Level						14,800			

		(In Thousands Of Dollars)		
Project: Basic Allowance For Housing - Enlisted			FY 2016 Estimate	\$4,118,156
			FY 2015 Estimate	\$3,947,320
			FY 2014 Actual	\$3,829,646

Part I - Purpose And Scope

Congress approved the payment of a Basic Allowance for Housing (BAH) to service members in the FY 1998 National Defense Authorization Act. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include projected annual rate increases of 3.2% for FY 2014, 3.5% for FY 2015 and 2.1% for FY 2016. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Fiscal Year 2016 average inflation rate is 2.1 percent. The January 1, 2015 and January 1, 2016 average BAH inflation rate assumption are respectively, 3.6 percent and 1.6 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA provided a 1 percent out-of-pocket reduction and renter's insurance (approximately 1 percent of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4 percent out-of-pocket (5 percent cumulative) is reached. However, it should be noted that this 1.5% average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Enlisted with Dependents									
E-9 Master Chief Petty Officer	2,222	26,310.04	58,461	2,225	27,230.89	60,589	2,253	27,802.74	62,640
E-8 Senior Chief Petty Officer	5,320	24,827.13	132,080	5,433	25,696.08	139,607	5,859	26,235.70	153,715
E-7 Chief Petty Officer	16,554	23,720.91	392,676	16,885	24,551.14	414,546	17,097	25,066.71	428,566
E-6 1st Class Petty Officer	34,454	22,604.93	778,830	33,442	23,396.10	782,412	34,153	23,887.42	815,827
E-5 2nd Class Petty Officer	33,785	20,143.62	680,552	33,909	20,848.65	706,957	35,306	21,286.47	751,540
E-4 3rd Class Petty Officer	19,431	18,709.64	363,547	18,893	19,364.48	365,853	19,189	19,771.13	379,388
E-3 Seaman	10,987	18,423.71	202,421	11,746	19,068.54	223,979	10,954	19,468.98	213,263
E-2 Seaman Apprentice	2,232	18,213.22	40,652	1,931	18,850.68	36,401	1,922	19,246.54	36,992
E-1 Seaman Recruit	781	17,758.12	13,869	772	18,379.65	14,189	839	18,765.62	15,744
Total BAH Domestic - Enlisted with Dependents	125,766		2,663,088	125,236		2,744,533	127,572		2,857,675
(2) BAH Differential (ENL)	787	2,964.22	2,333	783	2,993.86	2,344	791	3,030.53	2,397
Total (1)-(2)	126,553		2,665,421	126,019		2,746,877	128,363		2,860,072
(3) BAH Domestic - Enlisted without Dependents									
E-9 Master Chief Petty Officer	141	21,736.73	3,065	141	22,497.52	3,172	143	22,969.97	3,285
E-8 Senior Chief Petty Officer	418	21,145.85	8,839	427	21,885.95	9,345	460	22,345.55	10,279
E-7 Chief Petty Officer	2,082	19,673.15	40,959	2,124	20,361.71	43,248	2,150	20,789.31	44,697
E-6 1st Class Petty Officer	8,759	18,672.06	163,549	8,502	19,325.58	164,306	8,746	19,731.42	172,571
E-5 2nd Class Petty Officer	21,231	17,217.22	365,539	21,309	17,819.82	379,723	22,280	18,194.04	405,363
E-4 3rd Class Petty Officer	12,959	13,804.97	178,899	12,600	14,288.14	180,031	12,772	14,588.19	186,320
E-3 Seaman	5,165	13,744.55	70,991	5,522	14,225.61	78,554	5,150	14,524.35	74,800
E-2 Seaman Apprentice	881	13,595.51	11,978	762	14,071.35	10,722	763	14,366.85	10,962
E-1 Seaman Recruit	248	13,104.46	3,250	245	13,563.12	3,323	266	13,847.95	3,684
Total BAH Domestic - Enlisted without Dependents	51,884		847,069	51,632		872,424	52,730		911,961

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) BAH Domestic Partial (Enlisted)									
E-9 Master Chief Petty Officer	2	223.00	0	2	223.00	0	2	223.00	0
E-8 Senior Chief Petty Officer	5	183.60	1	5	183.60	1	5	183.60	1
E-7 Chief Petty Officer	23	144.00	3	23	144.00	3	24	144.00	3
E-6 1st Class Petty Officer	160	118.26	19	155	118.26	18	159	118.26	19
E-5 2nd Class Petty Officer	2,466	105.72	261	2,475	105.72	262	2,571	105.72	272
E-4 3rd Class Petty Officer	19,272	97.18	1,873	18,739	97.18	1,821	18,973	97.18	1,844
E-3 Seaman	30,070	93.59	2,814	32,147	93.59	3,009	29,981	93.59	2,806
E-2 Seaman Apprentice	14,453	86.40	1,249	12,501	86.40	1,080	12,445	86.40	1,075
E-1 Seaman Recruit	8,993	82.79	745	8,890	82.79	736	9,660	82.79	800
Total BAH Domestic Partial (Enlisted)	75,444		6,965	74,937		6,930	73,820		6,820
(5) BAH Domestic Inadequate (Enl)									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer			0			0			0
E-7 Chief Petty Officer			0			0			0
E-6 1st Class Petty Officer			0			0			0
E-5 2nd Class Petty Officer			0			0			0
E-4 3rd Class Petty Officer			0			0			0
E-3 Seaman			0			0			0
E-2 Seaman Apprentice			0			0			0
E-1 Seaman Recruit			0			0			0
Total BAH Domestic Inadequate (Enl)	0		0	0		0	0		0
Total (3)-(5)	127,328		854,034	126,569		879,354	126,550		918,781
Total - Domestic	253,881		3,519,455	252,588		3,626,231	254,913		3,778,853
Shortfall/Asset Adjustment						(38,637)			
Funded Level						3,587,594			
(6) BAH Overseas - Enlisted with Dependents									
E-9 Master Chief Petty Officer	64	36,600.22	2,342	65	37,112.62	2,412	67	37,706.42	2,526
E-8 Senior Chief Petty Officer	225	35,877.28	8,072	230	36,379.56	8,367	238	36,961.63	8,797
E-7 Chief Petty Officer	843	34,805.24	29,341	861	35,292.51	30,387	893	35,857.19	32,020
E-6 1st Class Petty Officer	2,003	33,966.76	68,035	2,045	34,442.29	70,434	2,146	34,993.32	75,096
E-5 2nd Class Petty Officer	1,550	31,971.02	49,555	1,582	32,418.61	51,286	1,640	32,937.31	54,017
E-4 3rd Class Petty Officer	333	29,624.83	9,865	340	30,039.58	10,213	353	30,520.21	10,774
E-3 Seaman	43	30,678.28	1,319	44	31,107.78	1,369	46	31,605.50	1,454
E-2 Seaman Apprentice	3	30,182.33	91	3	30,604.88	92	3	31,094.56	93
E-1 Seaman Recruit	1	30,606.00	31	1	31,034.48	31	1	31,531.03	32
Total BAH Overseas - Enlisted with Dependents	5,065		168,651	5,171		174,591	5,387		184,809

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(7) BAH Overseas - Enlisted without Dependents									
E-9 Master Chief Petty Officer	10	38,040.60	380	10	38,573.17	386	10	39,190.34	392
E-8 Senior Chief Petty Officer	49	34,932.59	1,712	50	35,421.65	1,771	52	35,988.40	1,871
E-7 Chief Petty Officer	225	34,373.28	7,734	230	34,854.51	8,017	244	35,416.28	8,642
E-6 1st Class Petty Officer	912	32,151.39	29,322	931	32,601.51	30,352	965	33,123.13	31,964
E-5 2nd Class Petty Officer	2,481	30,689.45	76,141	2,533	31,119.10	78,825	2,627	31,617.01	83,058
E-4 3rd Class Petty Officer	834	28,675.49	23,915	851	29,076.95	24,744	882	29,542.18	26,056
E-3 Seaman	65	33,082.48	2,150	66	33,545.63	2,214	68	34,082.36	2,318
E-2 Seaman Apprentice	4	35,600.75	142	4	36,099.16	144	4	36,676.75	147
E-1 Seaman Recruit	1	44,345.00	44	1	44,965.83	45	1	45,685.28	46
Total BAH Overseas - Enlisted without Dependents	4,581		141,540	4,676		146,498	4,853		154,494
Total (6)-(7)	9,646		310,191	9,847		321,089	10,240		339,303
Total - Overseas	9,646		310,191	9,847		321,089	10,240		339,303
Shortfall/Asset Adjustment						(30,170)			
Funded Level						290,919			
Total Basic Allowance For Housing - Enlisted	263,527		3,829,646	262,435		3,947,320	265,153		4,118,156
Shortfall/Asset Adjustment						(68,807)			
Funded Level						3,878,513			

(In Thousands Of Dollars)					
Project: Station Allowance, Overseas - Enlisted				FY 2016 Estimate	\$391,896
				FY 2015 Estimate	\$381,008
				FY 2014 Actual	\$369,408
Part I - Purpose And Scope					

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 405 and the Joint Federal Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for Cost of Living Allowance (COLA) are based on actual experience and adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Overseas Station Allowance (Enl)									
COLA	40,129	8,444.10	338,853	40,967	8,528.54	349,389	41,615	8,633.01	359,263
Total - (1)	40,129		338,853	40,967		349,389	41,615		359,263
(2) Temporary Lodging (Enl)									
Temporary Lodging	23,848	1,281.26	30,555	24,337	1,299.20	31,619	24,722	1,319.99	32,633
Total - (2)	23,848		30,555	24,337		31,619	24,722		32,633
Total Station Allowance, Overseas - Enlisted	63,977		369,408	65,304		381,008	66,337		391,896
Shortfall/Asset Adjustment						(54,556)			
Funded Level						326,452			

(In Thousands Of Dollars)			
Project: CONUS Cost Of Living Allowance (COLA) - Enlisted		FY 2016 Estimate	\$4,395
		FY 2015 Estimate	\$4,307
		FY 2014 Actual	\$4,268

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to sailors who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage.

Part II - Justification Of Funds Requested

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

Detailed cost computations are provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)CONUS COLA	4,510	946.31	4,268	4,488	959.56	4,307	4,508	974.91	4,395
Total CONUS Cost Of Living Allowance (COLA) - Enlisted	4,510		4,268	4,488		4,307	4,508		4,395
Shortfall/Asset Adjustment						1,704			
Funded Level						6,011			

(In Thousands Of Dollars)

Project: Clothing Allowance - Enlisted	FY 2016 Estimate	\$190,431
	FY 2015 Estimate	\$186,671
	FY 2014 Actual	\$184,912

Part I - Purpose And Scope

Funds requested will provide enlisted personnel with prescribed clothing as authorized by the Secretary of Defense under provisions of (37 U.S.C. 418). Included are:

(1 - 2) Initial clothing upon enlistment, advancement to chief petty officer (pay grade E-7) and civilian clothing allowance when authorized by competent orders.

(3 - 5) Basic maintenance allowance is payable to members upon completion of six months active duty and accrues during the remainder of the first three years of continuous service. Standard or special maintenance allowance is payable to a member upon completion of 36 months of active duty and continues during the remainder of continuous service.

(6) Supplementary clothing allowances are payable to members assigned to special duty where additional items of clothing are required.

(7) Up-Front Purchases - to be used for stocking of new items.

Part II - Justification Of Funds Requested

Initial clothing allowances are based on planned numbers of accessions by type of accession at rates prescribed by the Secretary of Defense. Clothing maintenance allowances are computed based on past experience for number of members entitled and rates prescribed by the Secretary of Defense. Supplementary clothing allowances are based on numbers planned for assignment to qualifying special duties multiplied by the rates prescribed by the Secretary of Defense.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Military									
Male	26,454	1,850.14	48,944	26,675	1,833.96	48,921	26,790	1,863.30	49,918
Female	7,943	2,037.08	16,181	8,009	2,012.24	16,116	8,044	2,044.44	16,445
Prior Service	337	1,785.44	602	340	1,767.59	601	341	1,795.87	612
OCS Newport	195	1,905.21	372	195	1,898.83	370	195	1,929.21	376
On Advancement E7	4,476	1,054.03	4,718	4,513	1,072.02	4,838	4,532	1,089.16	4,936
Navy Unit Bands	127	1,053.70	134	127	1,071.66	136	127	1,088.81	138
Total - (1)	39,532		70,951	39,859		70,982	40,029		72,425
(2)Enlisted Civilian Clothing	1,166	551.71	643	1,176	559.43	658	1,181	568.38	671
Total (1)-(2)	40,698		71,594	41,035		71,640	41,210		73,096
(3) Replacement Allowances (Basic)									
Male	60,559	334.80	20,275	61,065	338.40	20,664	61,329	343.81	21,086
Female	17,178	342.00	5,875	17,322	342.00	5,924	17,397	347.47	6,045
Total - (3)	77,737		26,150	78,387		26,588	78,726		27,131
(4) Replacement Allowances (Std)									
Male	127,281	478.80	60,942	128,345	482.40	61,914	128,899	490.12	63,176
Female	24,001	489.60	11,751	24,202	489.60	11,849	24,306	497.43	12,091
Total - (4)	151,282		72,693	152,547		73,763	153,205		75,267
(5) Replacement Allowances (Special)									
Male	15,948	637.20	10,162	16,081	640.80	10,305	16,150	651.05	10,514
Female	1,460	637.20	930	1,472	640.80	943	1,478	651.05	962
Total - (5)	17,408		11,092	17,553		11,248	17,628		11,476



	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (3)-(5)	246,427		109,935	248,487		111,599	249,559		113,874
(6)Supplementary Clothing (Enl)	6,309	221.92	1,400	6,362	225.03	1,432	6,389	228.63	1,461
(7)Up-Front Purchases	0		1,983	0		2,000	0		2,000
Total Clothing Allowance - Enlisted	293,434		184,912	295,884		186,671	297,158		190,431
Shortfall/Asset Adjustment						6,241			
Funded Level						192,912			

(In Thousands of Dollars)			
Project: Family Separation Allowance - Enlisted			
		FY 2016 Estimate	\$43,617
		FY 2015 Estimate	\$42,765
		FY 2014 Actual	\$61,699

Part I - Purpose And Scope

Funds requested provide an allowance to enlisted members with dependents (37 U.S.C. 427) for added separation expenses when the requirements listed below are met:

- (1) The movement of dependents to the permanent duty station or a place near the station is not authorized at government expense under the Joint Travel Regulations and the member's dependents do not reside at or near that station.
- (2) The member is on duty on board a ship away from the home port of the ship for a continuous period of more than 30 days.
- (3) The member is on temporary duty or temporary additional duty away from his permanent station for a continuous period of more than 30 days and the member's dependents do not reside at or near the member's temporary duty or temporary additional duty station.

Part II - Justification Of Funds Requested

Family separation allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	5,474	3,000.18	16,423	4,061	3,000.00	12,183	4,142	3,000.00	12,426
(2)FSA - S (Onboard > 30 days)	7,235	3,000.00	21,705	5,327	3,000.00	15,981	5,433	3,000.00	16,299
(3)FSA - T (TDY > 30 days)	7,857	3,000.00	23,571	4,867	3,000.00	14,601	4,964	3,000.00	14,892
Total (1)-(3)	20,566		61,699	14,255		42,765	14,539		43,617
Total Family Separation Allowance - Enlisted	20,566		61,699	14,255		42,765	14,539		43,617
Shortfall/Asset Adjustment						14,135			
Funded Level						56,900			

Project: Special Compensation for Assistance with Activities of Daily Living - Enlisted	(In Thousands of Dollars)			
			FY 2016 Estimate	\$333
			FY 2015 Estimate	\$333
			FY 2014 Actual	\$356
Part I - Purpose And Scope				

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The detailed computations are provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	49	7,260.00	356	46	7,230.00	333	46	7,230.00	333
Total Special Compensation for Assistance with Activities of Daily Living - Enlisted	49		356	46		333	46		333
Shortfall/Asset Adjustment						-			
Funded Level						333			

(In Thousands Of Dollars)		
Project: Separation Payments - Enlisted	FY 2016 Estimate	\$156,500
	FY 2015 Estimate	\$151,760
	FY 2014 Actual	\$148,008
Part I - Purpose And Scope		

Funds requested will provide for the following separation payments:

- (1) Lump Sum Terminal Leave Payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C 701. Funding request includes a legislative proposal to allow service members to sell back leave in conjunction with reenlistment, not just within three months prior to expiration of active service.
- (2) Severance Pay Disability - Payment to members separated (not retired) for physical disability under provisions of 10 U.S.C. 1212.
- (3) Involuntary - Half Severance Pay is 5% of the product of member years active service plus functions of years based on full months and 12 times monthly basic pay is authorized to members involuntary separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.
- Involuntary - Full Severance Pay is 10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members involuntarily separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.
- (4) Voluntary - Force shaping separation incentives for military members in selected over manned skills:
- a. a lump sum payment for members who have at least six years of service.
  - b. an annuity and lump sum payment to members who have at least fifteen years of service.

Voluntary Separation Incentive ((VSI) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service.

- (5) Discharge Gratuity donation not to exceed \$25, to member separated with a dishonorable, bad conduct, or undesirable discharge for reasons of security, unfitness etc., under provisions of (10 U.S.C. 771a).

- (6) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for Fiscal Year (FY) 2012, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY 1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.
- (7) \$30,000 Lump Sum Bonus: the FY 2000 National Defense Authorization Act provides to service members who entered the uniformed service on or after August 1, 1986, the option to retire under the pre-1986 military retirement plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one-time \$30,000 lump sum bonus and to remain under the redux retirement plan (40% retirement benefit at 20 years of service, with partial COLA). Sailors are permitted to select between the two retirement programs within 180 days of completing 15 years of service. Sailors who elect to accept the lump sum bonus are obligated to serve the remaining five years to become retirement eligible. Those who do not complete the required service are required to repay a pro-rated amount based on the unserved amount of the obligation.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2014, FY 2015, and FY 2016 include a 1.0%, 1.0% and 1.3% pay raise effective 1 January of each year respectively.

Computation of fund requirements is provided in the following table:

	FY 2014				FY 2015				FY 2016			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Lump Sum Terminal Leave Payments												
E-9 Master Chief Petty Officer	276	21	4,295.42	1,186	282	21	4,338.37	1,223	288	21	4,391.52	1,265
E-8 Senior Chief Petty Officer	770	21	3,383.18	2,605	786	21	3,417.01	2,686	802	21	3,458.87	2,774
E-7 Chief Petty Officer	1,956	21	2,877.70	5,629	1,996	21	2,906.48	5,801	2,036	21	2,942.08	5,990
E-6 1st Class Petty Officer	4,167	19	2,148.76	8,954	4,252	19	2,170.25	9,228	4,338	19	2,196.84	9,530
E-5 2nd Class Petty Officer	7,529	18	1,631.64	12,285	7,683	18	1,647.96	12,661	7,838	18	1,668.15	13,075
E-4 3rd Class Petty Officer	6,709	19	1,368.18	9,179	6,846	19	1,381.86	9,460	6,985	19	1,398.79	9,771
E-3 Seaman	4,384	18	1,098.05	4,814	4,474	18	1,109.03	4,962	4,565	18	1,122.62	5,125
E-2 Seaman Apprentice	1,708	16	927.02	1,583	1,709	16	936.29	1,600	1,744	16	947.76	1,653
E-1 Seaman Recruit	1,907	11	516.17	984	1,946	11	521.33	1,015	1,985	11	527.72	1,048
Total Lump Sum Terminal Leave Payments	29,406			47,219	29,974			48,636	30,581			50,231
(2)Severance Pay, Disability (Enl)	458		37,228.77	17,051	467		37,601.06	17,560	476		38,061.67	18,117
(3) Severance Pay, Non-Disability (Enl)												
Invol - Full Pay	1,022		36,752.81	37,561	1,043		37,120.34	38,717	1,064		37,575.06	39,980
Invol - Half Pay	897		18,056.84	16,197	915		18,237.41	16,687	934		18,460.82	17,242
Total - (3)	1,919			53,758	1,958			55,404	1,998			57,222
(4) Voluntary Separation (Enl)												
VSP	0			0	0			0	0			0
VSI Trust Fund	0			2,800	0			2,400	0			2,600
Total - (4)	0			2,800	0			2,400	0			2,600
(5)Discharge Gratuity	0			0	410		24.00	10	410		24.00	10
(6)TERA	0			0	0			0	0			0
(7)\$30,000 Lump Sum Bonus (Enl)	906		30,000.00	27,180	925		30,000.00	27,750	944		30,000.00	28,320
Total Separation Payments - Enlisted	32,689			148,008	33,734			151,760	34,409			156,500
Shortfall/Asset Adjustment								10,002				
Funded Level								161,762				

(In Thousands Of Dollars)

Project: Social Security Tax - Employer's Share - Enlisted	FY 2016 Estimate	\$674,951
	FY 2015 Estimate	\$660,316
	FY 2014 Actual	\$654,054

Part I - Purpose And Scope

Funds requested represent the government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101, 3111, and P.L. 98-21 "Social Security Amendment of 1983".

Part II - Justification Of Funds Requested

Social security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Income (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% medical contribution. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	269,710	2,425.03	654,054	268,408	2,460.12	660,316	269,565	2,503.85	674,951
Total Social Security Tax - Employer's Share - Enlisted	269,710		654,054	268,408		660,316	269,565		674,951
Shortfall/Asset Adjustment						(1,295)			
Funded Level						659,021			
Total Enlisted Programs Pay & Allowances (BA2)									
Total Obligations			17,421,043			17,649,754			18,056,625
Less Reimbursables			99,575			96,332			96,892
Total Direct Obligations			17,321,468			17,553,422			17,959,733
Shortfall/Asset Adjustment						(116,073)			
Funded Level						17,533,681			

## Budget Activity 3

### Pay and Allowances of Cadets/Midshipmen

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**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Midshipmen**  
**(In Thousands of Dollars)**

Total FY 2015 Direct Program				Amount 78,546
Increases				
Pricing Increases				
Strength Related				1,307
Annualization of FY 2015 Pay Raise 1% (Effective 1 January 2015)			142	
Basic Pay	132			
FICA	10			
Increase due to Pay Raise of 1.3% (Effective 1 January 2016)			556	
Basic Pay	516			
FICA	40			
Inflation Rate			609	
Basic Allowance For Subsistence	609			
Other Pricing Increases				0
Increases due to Reimbursables				0
Total Pricing Increases				1,307
Program Increases				
Strength Related				0
Other Program Increases				0
Total Program Increases				0
Total Increases				1,307
Decreases				
Pricing Decreases				
Strength Related				0
Inflation Rate				
Other Pricing Decreases				0
Decreases due to Reimbursables				0
Total Pricing Decreases				0
Program Decreases				
Strength Related				-521
Decrease in Basic Pay Work Years	-361		-521	
Decrease in FICA Work Years	-28			
BAS	-132			

MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES  
Midshipmen  
(In Thousands of Dollars)

Total FY 2015 Direct Program					Amount
					78,546
Other Program Decreases				-90	
Nuclear Accession Bonus				-90	
	Nuclear Accession Bonus		-90		
	Total Program Decreases			-611	
Total Decreases					-611
Total FY 2016 Direct Program					79,242

(In Thousands Of Dollars)

Project: Midshipmen	FY 2016 Estimate	\$79,242
	FY 2015 Estimate	\$78,546
	FY 2014 Actual	\$79,218

#### Part I - Purpose and Scope

Funds requested are to provide for basic pay under the provisions of 37 U.S.C. 203(c)(1); commuted rations allowance under the provisions of 37 U.S.C. 422; employer's contribution of FICA as provided by the Federal Insurance Contribution Act (26 U.S.C. 3101 and 3111); and nuclear accession bonus (37 U.S.C. 312b).

#### Part II - Justification Of Funds Requested

Funds required are determined by applying statutory rates to the projected workyears. Funding has been provided to link midshipmen pay to 35 percent of Ensign (0-1) pay, as authorized by section 612 of the FY 2001 National Defense Authorization Act. Provision is made for a work year average of 4,327 in FY 2014, 4,308 in FY 2015 and 4,279 in FY 2016. Funding also provides for Submarine and Surface Nuclear Accession Bonuses.

Subsistence rates are \$11.85 per day effective January 2014; \$12.20 per day effective January 2015 and \$12.60 per day effective January 2016.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Cadet/Midshipmen Basic Pay	4,327	12,171.60	52,667	4,308	12,293.32	52,960	4,279	12,443.91	53,247
Total - (1)	4,327		52,667	4,308		52,960	4,279		53,247
(2)Subsistence Allowance	4,327	4,311.45	18,656	4,308	4,420.80	19,045	4,279	4,562.20	19,522
(3)Social Security Tax - Employer's contribution	4,327	930.21	4,025	4,308	940.44	4,051	4,279	951.96	4,073
(4)Nuclear Accession Bonus	258	15,000.00	3,870	166	15,000.00	2,490	160	15,000.00	2,400
Total Pay and Allowances of Midshipmen			79,218			78,546			79,242
Shortfall/Asset Adjustment						(453)			
Funded Level						78,093			
Total Midshipmen (BA3)									
Total Obligations			79,218			78,546			79,242
Less Reimbursable Obligations									
Total Direct Obligations			79,218			78,546			79,242
Shortfall/Asset Adjustment						(453)			
Funded Level						78,093			

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Budget Activity 4  
Subsistence of Enlisted Personnel

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**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Subsistence of Enlisted Personnel**  
**(In Thousands of Dollars)**

Total FY 2015 Direct Program				Amount
				1,166,011
Increases				
Pricing Increases				
Strength Related			49,813	
Inflation Rate			49,813	
BAS Growth Rate of 3.4%	37,707			
Change in BDFA Rate	12,106			
Increases due to Reimbursables			0	
	Total Pricing Increases		49,813	
Program Increases				
Strength Related			9,282	
Change in BAS Work Years	5,506	5,506		
Work Years		3,776		
Change in SIK Work Years	1,292			
Change in SIK Operational Rations	129			
Change in SIK Other Messing	2,355			
	Total Program Increases		9,282	
Total Increases				59,095
Decreases				
Pricing Decreases				
Strength Related			0	
Inflation Rate				
Decreases due to Reimbursables		-231	-231	
	Basic Allowance for Subsistence	-90		
	Subsistence-in-kind	-141		
	Total Pricing Decreases		-231	
Program Decreases				
Strength Related			-13,185	
Work Years		-13,185		
Change in BAS Collections	-12,283			
Change in SIK Cash Collections	-902			

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Subsistence of Enlisted Personnel**  
**(In Thousands of Dollars)**

	Total Program Decreases	-13,185	
Total Decreases			-13,416
Total FY 2016 Direct Program			1,211,690



(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence

FY 2016 Estimate	\$1,220,865
FY 2015 Estimate	\$1,174,955
FY 2014 Actual	\$1,186,587

#### Part I - Purpose And Scope

The funds requested will provide all military members entitled to basic pay to have a continuous entitlement to Basic Allowance for Subsistence (BAS), as stipulated by law (Title 37 U.S.C. section 402) except when they are:

- (a) attending basic military training (boot camp) (those members in BMT will be provided government messing at no cost),
- (b) in excess leave status,
- (c) in an absent without leave status, unless the absence is excused as unavoidable, (Title 37U.S.C. section 503)

#### Subsistence-in-Kind

The funds requested will provide for Subsistence-In-Kind furnished active duty enlisted personnel ( 37 U.S.C), (10 U.S.C. 6081a), (10 U.S.C.6087). Funds are included for testing of new food items, for the replacement of emergency rations, and the rotation of operational rations. The additional cost of subsisting submarine enlisted personnel is included in supplemental allowances to identify the cost which is in excess of that required for surface ships. Funds to cover losses of subsistence inventories are also included.

#### Family Subsistence Supplemental Allowance (FSSA)

Section 604 of the FY 2001 National Defense Authorization Act required the Secretary of Defense to establish a program to pay a monthly supplemental allowance to members who qualify for food stamps using state income eligibility standards. The FY 2010 NDAA increased the maximum monthly amount from \$500 to \$1,100. The value of either the member's Basic Allowance for Housing (BAH) or the "in-kind" benefit for members residing in military housing must be included as income in determining eligibility.

#### Part II - Justification Of Funds Requested

Section 603 of the FY 2001 National Defense Authorization Act (NDAA) repeals the transition of the Basic Allowance for Subsistence (BAS) program effective October 1, 2001, and increases the BAS rate in effect by the amount of increases in food costs, as determined by growth in the Department of Agriculture moderate food plan. Funds requested will provide all enlisted military members a BAS payment, except when they are attending basic military training (boot camp), or in a non-pay status.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance for Subsistence									
When Authorized to Mess Separately	263,399	4,274.76	1,125,968	261,796	4,383.93	1,147,695	263,010	4,527.63	1,190,812
When Rations-In-Kind Not Available	0		0	0		0	0		0
BAS II	242	8,549.52	2,069	300	8,767.86	2,630	301	9,055.26	2,726
Augmentation of Commuted Rations	0		0	0		0	0		0
Less Collections	0		(370,401)	0		(390,211)	0		(402,494)
Total Basic Allowance for Subsistence	263,641		757,636	262,096		760,114	263,311		791,044
Shortfall/Asset Adjustment						(624)			
Funded Level						759,490			
(2) Subsistence-In-Mess									
Trainee/Non-Pay Status	6,069	3,775.83	22,916	6,312	3,874.00	24,453	6,254	4,001.85	25,028
Members Taking Meals In Mess	79,924	4,495.03	359,261	74,242	4,611.90	342,397	74,562	4,764.09	355,220

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total - (2)	85,993		382,177	80,554		366,850	80,816		380,248
(3) Operational Rations									
MREs	0		2,563	0		2,630	0		2,715
Unitized Rations	0		1,343	0		1,378	0		1,422
Other Package Operational Rations	0		0	0		0	0		0
Total - (3)	0		3,906	0		4,008	0		4,137
(4) Augmentation Rations/Other Programs									
Augmentation Rations	0		0	0		0	0		0
Other Regionalization	0		0	0		0	0		0
Other Messing	0		69,541	0		71,348	0		73,703
Total - (4)	0		69,541	0		71,348	0		73,703
(5)Less Cash Collections	0		(26,673)	0		(27,369)	0		(28,271)
Total (2)-(5)	85,993		428,951	80,554		414,837	80,816		429,817
Shortfall/Asset Adjustment						16,223			
Funded Level						431,060			
(6) Family Subsistence Supplemental Allowance	0		0	0		4	0		4
Shortfall/Asset Adjustment						4			
Funded Level						8			
Total Basic Allowance for Subsistence	349,634		1,186,587	342,650		1,174,955	344,127		1,220,865
Total Basic Allowance for Subsistence (BA4)									
Total Obligations			<b>1,186,587</b>			<b>1,174,955</b>			<b>1,220,865</b>
Less Reimbursable Obligations			7,930			8,944			9,175
Total Direct Obligations			1,178,657			1,166,011			1,211,690
Shortfall/Asset Adjustment						15,603			
Funded Level						1,190,558			

Budget Activity 5  
Permanent Change of Station

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**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PERMANENT CHANGE OF STATION TRAVEL**  
**(In Thousands of Dollars)**

Total FY 2015 Direct Program		Amount 914,615
Increases		
Pricing Increases		
Annualization of FY 2015 Pay Raise 1% (Effective 1 January 2015)		206
Dislocation Allowance	206	
Increase due to Pay Raise of 1.3% (Effective 1 January 2016)		803
Dislocation Allowance	803	
Permanent Change of Station (PCS) Travel - Officer		4,056
PCS: Accession Travel	375	
PCS: Training Travel	913	
PCS: Operational Travel	1,227	
PCS: Rotational Travel	995	
PCS: Separation Travel	466	
PCS: Travel of Organized Units	58	
In-Place Consecutive Overseas Tour (IPCOT)	9	
Overseas Tour Extension Incentives Program (OTEIP)	13	
Permanent Change of Station (PCS) Travel - Enlisted		7,565
PCS: Accession Travel	858	
PCS: Training Travel	474	
PCS: Operational Travel	2,138	
PCS: Rotational Travel	2,301	
PCS: Separation Travel	1,370	
PCS: Travel of Organized Units	389	
In-Place Consecutive Overseas Tour (IPCOT)	14	
Overseas Tour Extension Incentives Program (OTEIP)	21	
Cadets/Midshipmen		9
PCS: Accession Travel	8	

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PERMANENT CHANGE OF STATION TRAVEL**  
**(In Thousands of Dollars)**

PCS: Separation Travel	1		
Increases due to Reimbursables			0
		Total Pricing Increases	12,639
Program Increases			
Permanent Change of Station (PCS) Travel - Officer			2,581
PCS: Accession Travel	1,947		
PCS: Operational Travel	313		
Nontemporary Storage	77		
Temporary Lodging Expense	93		
In-Place Consecutive Overseas Tour (IPCOT)	4		
Defense Personal Property System (DPPS)	147		
Permanent Change of Station (PCS) Travel - Enlisted			1,734
PCS: Operational Travel	250		
PCS: Separation Travel	1,230		
Nontemporary Storage	115		
Temporary Lodging Expense	139		
Cadets/Midshipmen			6
PCS: Separation Travel	6		
		Total Program Increases	4,321
<b>Total Increases</b>			16,960
Decreases			
Pricing Decreases			

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PERMANENT CHANGE OF STATION TRAVEL**  
**(In Thousands of Dollars)**

Permanent Change of Station (PCS) Travel - Officer				
Permanent Change of Station (PCS) Travel - Enlisted				
Cadets/Midshipmen				
Decreases due to Reimbursables				0
	Total Pricing Decreases			0
Program Decreases				
Permanent Change of Station (PCS) Travel - Officer			-2,933	
PCS: Training Travel		-103		
PCS: Rotational Travel		-658		
PCS: Separation Travel		-344		
PCS: Travel of Organized Units		-1,822		
Overseas Tour Extension Incentives Program (OTEIP)		-6		
Permanent Change of Station (PCS) Travel - Enlisted			-11,221	
PCS: Accession Travel		-495		
PCS: Training Travel		-79		
PCS: Rotational Travel		-1,459		
PCS: Travel of Organized Units		-9,172		
In-Place Consecutive Overseas Tour (IPCOT)		-10		
Overseas Tour Extension Incentives Program (OTEIP)		-6		
Cadets/Midshipmen				
	Total Program Decreases		-14,154	
Total Decreases				-14,154
Total FY 2016 Direct Program				917,421

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF MOVE REQUIREMENTS**  
(In Thousands of Dollars)

	FY 2014		FY 2015		FY 2016	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Accession Travel	41,978	94,061	41,795	92,904	41,698	95,649
(2) Training Travel	12,763	91,500	13,561	98,547	13,532	99,893
(3) Operational Travel	27,886	233,772	28,882	245,398	28,936	249,743
(4) Rotational Travel	26,154	279,639	24,434	271,252	24,106	272,783
(5) Separation Travel	38,279	116,573	38,541	126,187	39,201	128,917
(6) Travel of Organized Units	2,367	13,349	8,391	41,469	6,291	30,968
(7) Nontemporary Storage		11,802		11,967		12,159
(8) Temporary Lodging Expense		15,353		15,568		15,800
(9) In-Place Consecutive Overseas Tour (IPCOT)	1,420	4,004	528	1,503	525	1,520
(10) Overseas Tour Extension Incentives Program (OTEIP)	880	1,745	1,035	2,078	1,029	2,100
(11) Defense Personal Property System (DPPS) <sup>1</sup>		6,075		7,742		7,889
Total Obligations		867,873		914,615		917,421
Less Reimbursables						
Total Direct Obligations		867,873		914,615		917,421
Shortfall/Asset Adjustment				(22,708)		
Funded Level				891,907		

<sup>1</sup> DPPS is captured in the M-1 in Rotational Travel in FY2014 due to execution accounting, in Operational Travel in FY2015, and in Other in FY2016. In the future, DPPS will be captured with Operational Travel.



**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF MOVE REQUIREMENTS BY TYPES OF COST**  
(In Thousands of Dollars)

	FY 2014		FY 2015		FY 2016	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1)Travel of Military Members						
(A) Mileage and Per Diem	137,787	129,490	143,483	133,512	141,786	135,175
(B) MAC	11,610	19,163	12,090	19,758	11,947	20,005
(C) Commercial Air	30	15	31	15	31	16
Total (1)	149,427	148,668	155,604	153,285	153,764	155,196
(2)Travel of Dependents						
(A) Mileage	40,149	41,184	43,030	42,676	42,032	42,946
(B) MAC	4,043	9,086	4,333	9,415	4,232	9,475
(C) Commercial Air	137	518	147	537	144	540
Total (2)	44,329	50,788	47,510	52,628	46,408	52,961
(3)Transportation of Household Goods						
(A) M Tons – MSC	393	50	410	53	403	53
(B) S Tons – MAC	3,105	29,692	3,239	31,531	3,187	31,542
(C) Household Goods Land	54,524	241,685	56,870	256,653	55,957	256,739
(D) ITGBL	13,788	171,704	14,382	182,338	14,151	182,400
(E) Commercial Air	6,800	56,735	7,092	60,248	6,979	60,269
Total (3)	78,610	499,866	81,993	530,823	80,677	531,003
(4)Dislocation Allowance	39,050	79,002	40,172	82,154	39,629	82,074
(5)Trailer Allowance	80	14	82	14	81	14
(6)Global POV	13,856	50,556	13,529	56,853	13,229	56,705
(7)DPPS		6,075		7,742		7,889
(8)Non-Temporary Storage		11,802		11,967		12,159
(9)Temporary Lodging Expense		15,353		15,568		15,800
(10)IPCOT / OTEIP	2,300	5,749	1,563	3,581	1,554	3,620
Total - Obligations	327,652	867,873	340,453	914,615	335,342	917,421
Less Reimbursables						
Total Direct Obligations		867,873		914,615		917,421

(In Thousands of Dollars)

Project: Accession Travel	FY 2016 Estimate	\$95,649
	FY 2015 Estimate	\$92,904
	FY 2014 Actual	\$94,061

Part I - Purpose And Scope

(A) Officer covers PCS movements of: officers appointed to a commissioned grade from civil life, military academies, reserve and NROTC called or recalled to extended active duty, from home or point where orders were received to first permanent duty station or training school of twenty weeks or more duration; and officers or warrant officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty or training school of twenty weeks or more duration (includes officers appointed from enlisted status upon graduation from OCS or basic flying training).

(B) Enlisted covers PCS movements of: enlistees, reenlistees, and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more duration; and recalled enlisted reservists from home to first permanent duty station or training school of twenty weeks or more duration.

(C) Officer candidates covers PCS movements of: individuals selected as academy midshipmen upon entry into the academy; and individuals who travel to the academy but fail to pass the physical entrance examinations and return home.

Part II - Justification of Funds Requested

PCS moves for members entering active duty. Accession moves are directly related to the number of personnel entering or returning to active naval service. The planned number of personnel to be accessed is determined by the number of personnel who are expected to separate from active naval service and by planned increases or decreases in personnel strength in a given fiscal year. Average rates are based on statistical data, ratios and percentages that have been generated from actual PCS moves during prior accounting periods adjusted for projected cost increases/decreases.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,447	1,106.86	4,922	4,294	1,122.36	4,819	4,577	1,140.32	5,219
(2) Travel of Dependents	1,217	1,128.77	1,374	1,175	1,144.57	1,345	1,252	1,162.88	1,456
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,887	5,866.25	16,936	2,788	5,948.38	16,584	2,972	6,043.55	17,961
(B) Overseas			8,756			7,331			7,472
Total (3)	2,887		25,692	2,788		23,915	2,972		25,433
(4) Dislocation Allowance	1,641	2,358.01	3,869	1,584	2,381.59	3,772	1,689	2,410.76	4,072
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	98	3,814.60	374	107	3,921.41	420	120	3,772.40	453
(B) Partial Service	21	3,190.27	67	23	3,279.60	75	26	3,154.97	82
Total (6)	119		441	130		495	146		535
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Officer	10,311		36,298	9,957		34,346	10,613		36,715
Enlisted									
(1) Travel of Military Member	36,353	769.86	27,987	36,326	780.64	28,358	35,946	793.13	28,510
(2) Travel of Dependents	2,442	705.85	1,724	2,440	715.73	1,746	2,414	727.18	1,755
(3) Transportation of Household Goods									
(A) Land/ITGBL	5,689	4,078.10	23,200	5,684	4,135.19	23,504	5,625	4,201.35	23,633
(B) Overseas			3,949			4,031			4,106
Total (3)	5,689		27,149	5,684		27,535	5,625		27,739
(4) Dislocation Allowance	182	2,050.92	373	181	2,071.43	375	180	2,096.81	377
(5) Trailer Allowance			0			0			0
(6) Global POV									

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(A) Full Service	9	4,193.93	38	10	4,311.36	43	10	4,147.53	41
(B) Partial Service	4	3,402.78	14	5	3,498.06	17	6	3,365.13	20
Total (6)	13		52	15		60	16		61
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Enlisted	44,679		57,285	44,644		58,074	44,178		58,442
Midshipmen									
(1) Travel of Military Member									
Midshipmen	1,178	406.13	478	1,175	411.82	484	1,175	418.41	492
Total - Midshipmen	1,178		478	1,175		484	1,175		492
Total PCS: Accession Travel	56,168		94,061	55,776		92,904	55,966		95,649
Shortfall/Asset Adjustment						(6,488)			
Funded Level						86,416			

(In Thousands of Dollars)

Project: Training Travel

FY 2016 Estimate \$99,893  
FY 2015 Estimate \$98,547  
FY 2014 Actual \$91,500

Part I - Purpose And Scope

(A) Officer covers PCS movements of: 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 officer and warrant officer school graduates and eliminees from school to their next permanent CONUS duty station (excludes academy graduates, OCS, NROTC graduates and others chargeable to accession travel).

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

Part II - Justification of Funds Requested

Estimates are based on planned training input for officer and enlisted personnel, necessary to maintain needed skill levels and educational requirements.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,850	1,680.13	8,149	5,152	1,703.65	8,777	5,142	1,730.91	8,900
(2) Travel of Dependents	2,036	1,637.06	3,333	2,163	1,659.98	3,591	2,159	1,686.54	3,641
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,001	10,334.81	41,350	4,250	10,479.50	44,538	4,242	10,647.17	45,165
(B) Overseas			232			243			264
Total (3)	4,001		41,582	4,250		44,781	4,242		45,429
(4) Dislocation Allowance	3,220	2,309.74	7,437	3,420	2,332.84	7,978	3,414	2,361.42	8,062
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	35	3,773.46	132	41	3,879.12	159	44	3,731.71	164
(B) Partial Service	10	3,064.80	31	13	3,150.61	41	13	3,030.89	39
Total (6)	45		163	54		200	57		203
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Officer	14,152		60,664	15,033		65,327	15,005		66,235
Enlisted									
(1) Travel of Military Member	7,913	1,611.60	12,753	8,409	1,634.16	13,742	8,390	1,660.31	13,930
(2) Travel of Dependents	1,093	1,472.16	1,609	1,161	1,492.77	1,733	1,158	1,516.65	1,756
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,310	5,645.83	13,042	2,455	5,724.87	14,055	2,449	5,816.47	14,245
(B) Overseas			119			126			125
Total (3)	2,310		13,161	2,455		14,181	2,449		14,370
(4) Dislocation Allowance	1,543	2,101.62	3,243	1,639	2,122.64	3,479	1,636	2,148.64	3,515
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	16	4,377.25	70	19	4,499.81	85	20	4,328.82	87

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(B) Partial Service			0			0			0
Total (6)	16		70	19		85	20		87
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Enlisted	12,875		30,836	13,681		33,220	13,650		33,658
Total PCS: Training Travel	27,027		91,500	28,714		98,547	28,655		99,893
Shortfall/Asset Adjustment						-			
Funded Level						98,547			

(In Thousands of Dollars)			
Project: Operational Travel		FY 2016 Estimate	\$257,632
		FY 2015 Estimate	\$253,140
		FY 2014 Actual	\$233,772

Part I - Purpose And Scope

(A) Officer covers PCS movements of: officers, and warrant officers to and from permanent duty stations located within the United States; officers and warrant officers to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and warrant officers who are interned, missing or captured.

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

Part II - Justification of Funds Requested

Operational moves are PCS moves for individuals going from one duty station to another without transoceanic travel (e.g., CONUS to CONUS or European to European). Operational moves also include individuals reassigned within a given theater resulting from force structure changes. Operational moves are used to balance grade and skill inventories with vacancies. Average rates are based on statistical data that have been generated from actual PCS moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	6,301	1,433.26	9,031	6,519	1,453.33	9,474	6,541	1,476.58	9,658
(2) Travel of Dependents	4,045	1,291.95	5,226	4,185	1,310.04	5,483	4,199	1,331.00	5,589
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,852	12,036.76	58,402	5,020	12,205.27	61,270	5,036	12,400.55	62,449
(B) Overseas			416			393			410
Total (3)	4,852		58,818	5,020		61,663	5,036		62,859
(4) Dislocation Allowance	5,118	2,332.67	11,939	5,295	2,356.00	12,475	5,313	2,384.86	12,671
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	57	3,803.03	217	67	3,909.51	262	70	3,760.95	263
(B) Partial Service	18	3,199.80	58	20	3,289.39	66	24	3,164.40	76
Total (6)	75		275	87		328	94		339
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Officer	20,391		85,289	21,097		89,423	21,168		91,116
Enlisted									
(1) Travel of Military Member	21,585	1,284.32	27,722	22,363	1,302.30	29,123	22,395	1,323.14	29,632
(2) Travel of Dependents	8,532	1,121.44	9,568	8,840	1,137.14	10,052	8,852	1,155.33	10,227
(3) Transportation of Household Goods									
(A) Land/ITGBL	12,377	7,181.42	88,884	12,823	7,281.96	93,377	12,841	7,398.47	95,004
(B) Overseas			1,033			1,061			1,085
Total (3)	12,377		89,917	12,823		94,438	12,841		96,089

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	11,335	1,817.09	20,597	11,743	1,835.26	21,551	11,760	1,857.74	21,847
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	172	3,199.80	550	193	3,289.39	635	194	3,164.40	614
(B) Partial Service	42	3,061.47	129	56	3,147.19	176	72	3,027.60	218
Total (6)	214		679	249		811	266		832
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Enlisted	54,043		148,483	55,991		155,975	56,071		158,627
Total PCS: Operational Travel	74,434		233,772	77,088		245,398	77,239		249,743
(8)Defense Personal Property System (DPPS) <sup>1</sup>			-			7,742			7,889
Total PCS: Operational Travel w/ DPPS	74,434		233,772	77,088		253,140	77,239		257,632
Shortfall/Asset Adjustment						-			
Funded Level						253,140			

<sup>1</sup> FY 2014 DPPS is included in Rotational Travel in the M-1; FY 2016 DPPS is included in Other in the M-1.

(In Thousands of Dollars)			
Project: Rotational Travel			
			FY 2016 Estimate
			\$272,783
			FY 2015 Estimate
			\$271,252
			FY 2014 Actual
			\$285,714
Part I - Purpose And Scope			

(A) Officer PCS movements of: officers/warrant officers from permanent duty stations in CONUS to permanent duty stations overseas; officers/warrant officers from permanent duty stations in an overseas area to permanent duty stations in other overseas areas when transoceanic travel is involved; and dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers/warrant officers who are interned, missing, or captured when transoceanic travel is involved.

(B) Enlisted PCS movements of: enlisted personnel from permanent duty stations in CONUS to permanent duty stations overseas; enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS; enlisted personnel from permanent duty stations in an overseas area to permanent duty stations in other overseas area when transoceanic travel is involved; and dependents, household goods, personal effects, trailer allowances and privately owned vehicles of enlisted personnel who are interned, missing, or captured when transoceanic travel is involved.

Computation of fund requirements is provided in the following table:

Part II - Justification of Funds Requested

Rotational travel moves are moves for personnel going from CONUS to an overseas assignment, or returning from an overseas assignment to CONUS. Rotational moves are a function of overseas strength in accompanied (long tour) areas and in unaccompanied (short tour) areas. Average rates are based on statistical data that have been generated from actual moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	5,048	1,571.34	7,932	4,717	1,593.34	7,516	4,653	1,618.83	7,532
(2) Travel of Dependents	3,236	1,630.73	5,277	3,024	1,653.56	5,000	2,983	1,680.02	5,011
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,997	6,463.99	32,301	4,669	6,554.49	30,603	4,606	6,659.36	30,673
(B) Overseas			16,496			14,249			14,512
Total (3)	4,997		48,797	4,669		44,852	4,606		45,185
(4) Dislocation Allowance	3,972	2,332.10	9,263	3,711	2,355.42	8,741	3,661	2,384.27	8,729
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	3,045	3,792.57	11,548	3,177	3,898.68	12,386	3,315	3,750.61	12,433
(B) Partial Service	840	3,158.78	2,653	893	3,247.02	2,900	944	3,123.83	2,949
Total (6)	3,885		14,201	4,070		15,286	4,259		15,382
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Officer	21,138		85,470	19,751		81,395	19,484		81,839
Enlisted									
(1) Travel of Military Member	21,106	1,039.09	21,931	19,717	1,053.64	20,775	19,453	1,070.50	20,824
(2) Travel of Dependents	9,494	1,318.98	12,522	8,870	1,337.45	11,863	8,751	1,358.85	11,891



	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Transportation of Household Goods									
(A) Land/ITGBL	20,894	3,498.92	73,106	19,519	3,547.90	69,251	19,257	3,604.67	69,415
(B) Overseas			34,248			34,431			35,092
Total (3)	20,894		107,354	19,519		103,682	19,257		104,507
(4) Dislocation Allowance	11,500	1,843.71	21,203	10,743	1,862.15	20,005	10,599	1,884.96	19,979
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	6,676	3,792.08	25,316	6,989	3,898.26	27,245	7,293	3,750.12	27,350
(B) Partial Service	1,859	3,142.94	5,843	1,946	3,230.94	6,287	2,057	3,108.17	6,393
Total (6)	8,535		31,159	8,935		33,532	9,350		33,743
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Enlisted	71,529		194,169	66,822		189,857	65,926		190,944
Total PCS: Rotational Travel	92,667		279,639	86,573		271,252	85,410		272,783
(8)Defense Personal Property System (DPPS) <sup>1</sup>			6,075			-			-
Total PCS: Rotational Travel w/ DPPS	92,667		285,714	86,573		271,252	85,410		272,783
Shortfall/Asset Adjustment						-			
Funded Level						271,252			

<sup>1</sup> FY 2015 DPPS is included with Operational Travel in the M-1; FY 2016 DPPS is included in Other in the M-1.

(In Thousands of Dollars)

Project: Separation Travel

FY 2016 Estimate \$128,917  
FY 2015 Estimate \$126,187  
FY 2014 Actual \$116,573

Part I - Purpose And Scope

(A) Officer covers PCS movements of: officers and warrant officers upon release or separation from the service from last permanent duty station to home of record or entry into service or to home of selection when authorized by law; and dependents, household goods, trailer allowances and personal effects of officers and warrant officers who are deceased.

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

(C) Officer candidates covers PCS movement upon separation of academy midshipmen or aviation cadets to home of record or point of entry into service.

Part II - Justification of Funds Requested

Estimates are based on planned personnel losses.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	3,842	763.43	2,933	3,926	774.12	3,039	3,874	786.51	3,047
(2) Travel of Dependents	1,844	843.20	1,555	1,884	855.00	1,611	1,859	868.68	1,615
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,127	7,301.58	22,832	3,196	7,403.80	23,663	3,153	7,522.26	23,718
(B) Overseas			1,315			2,445			2,491
Total (3)	3,127		24,147	3,196		26,108	3,153		26,209
(4) Dislocation Allowance	1	1,999.22	2	1	2,019.21	2	1	2,043.95	2
(5) Trailer Allowance	80	168.79	14	82	171.15	14	81	173.89	14
(6) Global POV									
(A) Full Service	127	3,850.99	489	145	3,958.82	574	153	3,808.38	583
(B) Partial Service	25	3,219.30	80	29	3,309.44	96	30	3,183.68	96
Total (6)	152		569	174		670	183		679
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Officer	9,046		29,220	9,244		31,444	9,122		31,566
Enlisted									
(1) Travel of Military Member	34,296	701.19	24,048	34,462	711.01	24,503	35,160	722.39	25,399
(2) Travel of Dependents	9,085	885.40	8,044	9,129	897.80	8,196	9,314	912.16	8,496
(3) Transportation of Household Goods									
(A) Land/ITGBL	15,896	3,067.65	48,763	15,973	3,110.60	49,686	16,296	3,160.37	51,501
(B) Overseas			4,107			9,602			9,083
Total (3)	15,896		52,870	15,973		59,288	16,296		60,584
(4) Dislocation Allowance	33	1,878.05	62	34	1,896.83	64	34	1,920.07	65
(5) Trailer Allowance			0			0			0

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	480	3,826.42	1,837	541	3,933.56	2,128	586	3,784.08	2,217
(B) Partial Service	136	3,188.49	434	153	3,277.77	501	165	3,153.21	520
Total (6)	616		2,271	694		2,629	751		2,737
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Enlisted	59,926		87,295	60,217		94,680	61,436		97,281
Midshipmen									
(1) Travel of Military Member									
Midshipmen	141	409	58	153	414	63	167	421	70
Total - Midshipmen	141		58	153		63	167		70
Total PCS: Separation Travel	69,113		116,573	69,614		126,187	70,725		128,917
Shortfall/Asset Adjustment						625			
Funded Level						126,812			

(In Thousands of Dollars)			
Project: Travel Of Organized Units			
		FY 2016 Estimate	\$30,968
		FY 2015 Estimate	\$41,469
		FY 2014 Actual	\$13,349

- Part I - Purpose And Scope
- (A) Officer covers PCS movements, CONUS or overseas, of officers and warrant officers directed to move as members of an organized unit movement.
- (B) Enlisted covers PCS movements, CONUS or overseas, of enlisted personnel directed to move as members of an organized unit movement.

Part II - Justification of Funds Requested

Organized unit moves are PCS moves associated with transferring the families and belongings of personnel assigned to units which are relocated from one station to another. These moves are a function of known or projected force positioning due to operational requirements. Average rates are based on a point-to-point pricing of each unit move utilizing statistical data, ratios, and percentages that have been generated from actual PCS moves during a given period.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	166	420.39	70	656	426.28	280	442	433.10	191
(2) Travel of Dependents	124	445.40	55	489	451.64	221	329	458.87	151
(3) Transportation of Household Goods									
(A) Land/ITGBL	144	4,868.30	701	570	4,936.46	2,814	384	5,015.44	1,926
(B) Overseas			822			1,803			1,512
Total (3)	144		1,523	570		4,617	384		3,438
(4) Dislocation Allowance	107	2,416.64	259	422	2,440.81	1,030	284	2,470.71	702
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	13	3,834.43	50	58	3,941.79	229	41	3,792.01	155
(B) Partial Service	4	3,124.81	12	15	3,212.30	48	12	3,090.24	37
Total (6)	17	6,959.00	62	73		277	53		192
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Officer	558		1,969	2,203		6,425	1,484		4,674
Enlisted									
(1) Travel of Military Member	2,201	297.34	654	7,735	301.50	2,332	5,849	306.32	1,792
(2) Travel of Dependents	1,181	424.57	501	4,150	430.51	1,787	3,138	437.40	1,373
(3) Transportation of Household Goods									
(A) Land/ITGBL	1,436	3,343.67	4,802	5,046	3,390.48	17,108	3,816	3,444.73	13,145
(B) Overseas			4,054			8,655			6,016
Total (3)	1,436		8,856	5,046		25,763	3,816		19,161
(4) Dislocation Allowance	398	1,897.96	755	1,399	1,916.94	2,682	1,058	1,940.42	2,053
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	132	3,771.07	498	515	3,876.66	1,996	416	3,729.35	1,551
(B) Partial Service	37	3,141.61	116	150	3,229.58	484	117	3,106.85	364

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (6)	169		614	665		2,480	533		1,915
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total - Enlisted	5,385		11,380	18,922		35,044	14,309		26,294
Total PCS: Travel of Organized Units	5,943		13,349	21,125		41,469	15,793		30,968
Shortfall/Asset Adjustment						-			
Funded Level						41,469			

(In Thousands of Dollars)			
Project: Nontemporary Storage		FY 2016 Estimate	\$12,159
		FY 2015 Estimate	\$11,967
		FY 2014 Actual	\$11,802

Part I - Purpose and Scope

Covers the cost of household goods placed in storage at government expense or moved to another destination under the provisions of Title 37 U.S.C. 406 when a member is ordered to a duty station to which the shipment of household goods is not authorized.

Part II - Justification of Funds Requested

Entitlement for non-temporary storage exists when personal property shipment is not authorized or elected. The number planned is determined by historical actual data of members that exercised the entitlement. Average rates are also based on statistical data adjusted for projected cost increases/decreases.

- PCS Efficiencies:
- a.) NAVSUP Headquarters issued an interim Policy Flash to all Navy Personal Property Offices worldwide requiring them to perform quarterly reviews of all non-temporary storage lots and to convert all lots with expired entitlements to member expense. This policy will be codified in the NAVSUP Instruction P490, Transportation of Personal Property, which is currently in final coordinating draft and is expected to be released not later than 31 March 2015. To implement quality assurance and standard operating procedures to ensure personal property shipping office personnel performed quarterly reviews and to maintain oversight of the review requirement, NAVSUP established a quarterly reporting requirement of non-temporary storage lots managed by Navy Personal Property Offices. The first report was received December 2014 and action taken to address overdue conversions of expired non-temporary storage lots to members responsibility and expense.
  - b.) Standard operational procedures currently in place require the Transportation Officer to always use the least expensive available method to ship and store all household goods lots. This policy will be codified in the NAVSUP Instruction P490, Transportation of Personal Property, which is currently in final coordinating draft and is expected to be released not later than 31 March 2015. NAVSUP issued a policy reminder on 12 December 2014 to all Navy Personal Property Offices regarding the management of lots 1000 pounds or less as an interim step until the revised NAVSUP Instruction P490 is released.

Fund requirements are provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer			4,721			4,787			4,864
Enlisted			7,081			7,180			7,295
Total Nontemporary Storage			11,802			11,967			12,159
Shortfall/Asset Adjustment						(9,985)			
Funded Level						1,982			

(In Thousands of Dollars)			
Project: Temporary Lodging Expense			
			FY 2016 Estimate
			\$15,800
			FY 2015 Estimate
			\$15,568
			FY 2014 Actual
			\$15,353

Part I - Purpose And Scope

For reimbursement of expenses incurred as a result of a PCS move, not to exceed \$290 per day for up to ten days under the provisions of 37 U.S.C. 474a. Limited to five days within CONUS when member moves from CONUS to overseas.

Part II - Justification of Funds Requested

Defrays some of the expenses of temporary lodging incurred when relocating between permanent duty stations. Ratios and percentages of personnel to use the entitlement are based on statistical data of previous entitlements used in actual moves. Average rates are based on statistical data from actual PCS moves during prior accounting periods.

Fund requirements are provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer			6,141			6,227			6,320
Enlisted			9,212			9,341			9,480
Total Temporary Lodging Expense			15,353			15,568			15,800
Shortfall/Asset Adjustment						(6,860)			
Funded Level						8,708			

(In Thousands of Dollars)			
Project: In-Place Consecutive Overseas Tour (IPCOT)			
		FY 2016 Estimate	\$1,520
		FY 2015 Estimate	\$1,503
		FY 2014 Actual	\$4,004

Part I - Purpose And Scope

Covers the cost of members/dependents travel in connection with leave taken between consecutive in-place overseas duty assignments.

Part II - Justification of Funds Requested

This entitlement is for in-place consecutive overseas tour leave travel and transportation allowances for the member and command sponsored dependents who are authorized to accompany the member at the duty station.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	426	3,844.70	1,638	153	3,905.07	597	154	3,960.91	610
Enlisted	994	2,380.75	2,366	375	2,416.75	906	371	2,452.71	910
Total In-Place Consecutive Overseas Tour (IPCOT)			4,004			1,503			1,520
Shortfall/Asset Adjustment						-			
Funded Level						1,503			



(In Thousands of Dollars)

Project: Overseas Tour Extension Incentives Program (OTEIP)	FY 2016 Estimate	\$2,100
	FY 2015 Estimate	\$2,078
	FY 2014 Actual	\$1,745

Part I - Purpose And Scope

The OTEIP is offered to eligible enlisted personnel for extension of their current planned rotation date for 12 months or more outside the continental United States.

Part II - Justification of Funds Requested

Entitlement to the overseas tour extension incentive occurs when members of the armed forces are authorized rest and recuperative absence of not more than 15 days, round trip transportation at government expense from the location of the extended tour of duty to the port of debarkation and return during the period of the extension.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	352	1,989.15	700	413	2,014.12	832	410	2,047.07	839
Enlisted	528	1,978.24	1,045	622	2,003.22	1,246	619	2,036.56	1,261
Total Overseas Tour Extension Incentives Program (OTEIP)			1,745			2,078			2,100
Shortfall/Asset Adjustment						-			
Funded Level						2,078			
Total PCS Travel (BA5)									
<b>Total Obligations</b>			<b>867,873</b>			<b>914,615</b>			<b>917,421</b>
Less Reimbursable Obligations									
Total Direct Obligations			867,873			914,615			917,421
Shortfall/Asset Adjustment						(22,708)			
Funded Level						\$891,907			

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Budget Activity 6

Other Military Personnel Costs

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**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Other Military Personnel Costs**  
**(In Thousands of Dollars)**

Total FY 2015 Direct Program			Amount 175,923
Increases			
Pricing Increases			
Unemployment Benefits			2,739
	Unemployment Compensation	2,739	
Partial Dislocation Allowance			1
	Partial Dislocation Allowance	1	
Senior ROTC (Non-Scholarship Program)			20
	Uniform, Issue-In-Kind	8	
	Uniforms, Commutations-in-Lieu	9	
	Pay & Allowances	2	
	Subsistence of Reserve Officer Candidates	1	
Senior ROTC (Scholarship Program)			86
	Uniform, Issue-In-Kind	43	
	Uniforms, Commutations-in-Lieu	8	
	Pay & Allowances	33	
	Subsistence of Reserve Officer Candidates	2	
Junior ROTC			189
	Uniforms, Issue-in-Kind	189	
Increases due to Reimbursables			0
	Total Pricing Increases		3,035
Program Increases			
Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners			1
	Apprehension	1	
Interest On Uniformed Services Savings Deposit			22
	Interest	22	
Adoption Expenses			4
	Adoption Expenses	4	
Mass Transportation			45
	National Capital Region	23	
	Outside National Capital Region	22	
Senior ROTC (Non-Scholarship Program)			21

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Other Military Personnel Costs**  
**(In Thousands of Dollars)**

	Stipend	19		
	Uniform, Issue-In-Kind	2		
Senior ROTC (Scholarship Program)			126	
	Stipend	58		
	Uniform, Issue-In-Kind	25		
	Pay & Allowances	43		
Junior ROTC			2,772	
	Uniforms, Issue-in-Kind	2,772		
	Total Program Increases			2,991
<b>Total Increases</b>				<b>6,026</b>
Decreases				
Pricing Decreases:				
Decreases due to Reimbursables				0
	Total Pricing Decreases			0
Program Decreases				
Unemployment Benefits			-3,365	
	Unemployment Compensation	-3,365		
<b>Education Benefits (Amortization Payments)</b>			-1,041	
	<b>Unfunded liability</b>	-1,041		
	Total Program Decreases			-4,406
Total Decreases				-4,406
Total FY 2016 Direct Program				177,543

(In Thousands of Dollars)				
Project: Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners			FY 2016 Estimate	\$59
			FY 2015 Estimate	\$58
			FY 2014 Actual	\$57

Part I - Purpose And Scope

Funds requested provide for expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners; and for their delivery to military control, including the cost of subsistence furnished during the period an enlisted member is detained in civil confinement for safekeeping when so requested by military authority; costs of rewards and reimbursement for expenses incurred; and cost of transportation, lodging and subsistence of a guard sent in pursuit of an absentee member.

Part II - Justification of Funds Requested

Prior year costs are utilized as the basis for developing estimates. Estimates reflect rewards of \$50.00 for apprehension and \$75.00 for apprehension and return to military control. Estimates also reflect financial responsibility for guard/escort travel in connection with the member's further return to permanent duty station.

The following estimates are provided:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Apprehension	0		57	0		58	0		59
Total Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	0		57	0		58	0		59
Shortfall/Asset Adjustment						35			
Funded Level						93			

(In Thousands Of Dollars)

Project: Interest On Uniformed Services Savings Deposit	FY 2016 Estimate	\$1,370
	FY 2015 Estimate	\$1,348
	FY 2014 Actual	\$1,329

Part I - Purpose And Scope

Funds requested will provide payment of interest for service members participating in the Servicemen's Savings Deposit Program under the provisions of P.L. 8-586, 10 U.S.C. 1035 and DOD FMR 7A, Ch 51.

The Servicemen's Savings Deposit Program was reinstated for participants in Operation Desert Shield/Storm and those serving in the area of Operations Joint Endeavor, Joint Forge, Enduring Freedom, and Iraqi Freedom. This program allows members to deposit up to \$10,000 of their allotted pays into the savings program and be reimbursed up to 10% interest on all deposits.

Part II - Justification Of Funds Requested

The following estimates are provided:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Interest	0		1,329	0		1,348	0		1,370
Total Interest On Uniformed Services Savings Deposit	0		1,329	0		1,348	0		1,370
Shortfall/Asset Adjustment						316			
Funded Level						1,664			



(In Thousands of Dollars)

Project: Death Gratuities	FY 2016 Estimate	\$17,800
	FY 2015 Estimate	\$17,800
	FY 2014 Actual	\$18,199

Part I - Purpose and Scope

Funds requested will provide for payment of death gratuities to beneficiaries of military personnel pursuant to 10 U.S.C. 1475-1480 as amended by H.R. 1281, dated March 22,1991. Section 643 of the National Defense Authorization Act for Fiscal Year 2005 indexed the value of death gratuity payments to annual increases in basic pay. The rate increased to \$12,420 effective January 1, 2004. An Enhanced Death Gratuity of \$88,000 was created by Public Law 109-13 for retroactive payment of death benefits that meet specific date and circumstance criteria outlined in 10 U.S.C. 1478. 38 U.S.C. 1967 authorizes a new \$150,000 Combat Addition to SGLI beginning September 1, 2005. The FY 2006 National Defense Authorization Act increased death gratuity benefits for all personnel to \$100,000 per death.

Part II - Justification of Funds Requested

Fund requirements are based on actual experience as to the number of deaths, multiplied by the death gratuity payment.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Death Gratuities									
Officer	18	100,000.00	1,800	17	100,000.00	1,700	17	100,000.00	1,700
Enlisted	162	99,993.83	16,199	159	100,000.00	15,900	159	100,000.00	15,900
Cadets/Midshipmen	2	100,000.00	200	2	100,000.00	200	2	100,000.00	200
Total Death Gratuities	182		18,199	178		17,800	178		17,800
Shortfall/Asset Adjustment						(400)			
Funded Level						17,400			

(In Thousands Of Dollars)

Project: Unemployment Benefits	FY 2016 Estimate	\$97,655
	FY 2015 Estimate	\$98,281
	FY 2014 Actual	\$106,806

Part I - Purpose And Scope

Funds requested are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in paragraph (1) of section 8521(a) of Title 5, United States Code as amended by Section 301, P.L. 102-164. Generally, eligibility is defined as active service in the armed forces where upon an individual was discharged under honorable conditions and had completed their first full term of active service; or was discharged before completing their first term under an early release program, because of hardship, for medical reasons, or for personality disorders, or inaptitude (but only if the service was continuous for 365 days or more).

The number of individuals eligible for unemployment benefits payable in a benefit year is based on estimated losses, factored to exclude retirements for other than honorable conditions as defined by section 8521(a) of Title 5, U.S. Code, as amended.

Part II - Justification Of Funds Requested

Computation of funds requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Unemployment Compensation	21,887	4,879.90	106,806	19,877	4,944.48	98,281	19,215	5,082.24	97,655
Total Unemployment Benefits	21,887		106,806	19,877		98,281	19,215		97,655
Shortfall/Asset Adjustment						100			
Funded Level						98,381			

(In Thousands of Dollars)			
Project: Education Benefits (Amortization Payments)			
			FY 2016 Estimate
			\$19,364
			FY 2015 Estimate
			\$20,405
			FY 2014 Actual
			\$18,501

Part I - Purpose And Scope

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. Title 38 U.S.C. Chapter 30 section 3011 governs this program. The program funds additional and supplemental benefit payments above the basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals are made by the Veterans Administration from funds transferred from the trust account.

Part II - Justification of Funds Requested

Public Law 101-510 allows service members who were on active duty 30 September 1990 and involuntarily separated after 3 February 1991, the opportunity to enroll in the Montgomery G. I. Bill. The FY 1998 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery G. I. Bill as a result of changes in the law. The services will be required to make additional contributions to the DOD educational benefits fund.

The following estimate is provided:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Involuntary Separatees	0		299	0		166	0		166
(2)Unfunded liability	0		18,202	0		20,239	0		19,198
Total Education Benefits (Amortization Payments)	0		18,501	0		20,405	0		19,364
Shortfall/Asset Adjustment						90			
Funded Level						20,495			

(In Thousands Of Dollars)

Project: Adoption Expenses	FY 2016 Estimate	\$265
	FY 2015 Estimate	\$261
	FY 2014 Actual	\$258

Part I - Purpose And Scope

Funds requested will provide reimbursement for qualifying adoption expenses under the provisions of Title 10 U.S.C. Chapter 53, Section 1052.

All active duty individuals who initiate adoption proceedings are eligible to receive reimbursement for expenses related to the adoption of children less than 18 years of age. Reimbursement, which is made only after the adoption is final, is limited to not more than \$2,000 to a member of the armed forces or, to two such members who are spouses of each other, for expenses incurred in the adoption of a child. A maximum of not more than \$5,000 in any calendar year may be paid to any member or two such members who are spouses.

Part II - Justification Of Funds Requested

The following estimate is provided:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Adoption Expenses	0		258	0		261	0		265
Total Adoption Expenses	0		258	0		261	0		265
Shortfall/Asset Adjustment						16			
Funded Level						277			

(In Thousands Of Dollars)

Project: Mass Transportation	FY 2016 Estimate	\$4,993
	FY 2015 Estimate	\$4,948
	FY 2014 Actual	\$4,934

Part I - Purpose And Scope

Executive Order 13150 on federal workforce transportation, dated April 21, 2000, requires that by no later than October 1, 2000, federal agencies shall implement a transit pass fringe benefit program for qualified federal employees in the National Capital Region (NCR). Washington Headquarters Service (WHS) has been designated to run the within NCR transit pass program for DOD and has been working closely with the Department of Transportation to ensure that costs will be identified to the major command level. In addition, funding is being provided for a transit pass fringe program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

Part II - Justification Of Funds Requested

Under this program, participating employees will receive, in addition to their current compensation, "transit passes" in amounts equal to personal commuting costs, not to exceed \$65 per month (26 U.S.C. 132(f)(2)). The rate was increased to \$120 per month effective 1 January 2009. The rate was temporarily increased to \$230 per month effective 1 March 2009 through 31 December 2011 as part of the American Recovery and Reinvestment Act of 2009. FY 2012 is based on the rate returning to \$125 per month effective January 2012. On January 11, 2013, the IRS adjusted the maximum allowed transit subsidy up to \$245 for 2013. In FY 2013, the transit rate reflects the updated guidance received to increase the transit subsidy to \$245 per month, effective 1 January 2013. The FY 2014 rate reflects the benefit decreasing to \$130 per month effective 1 January 2014.

Computation of fund requirements is provided in the following table.

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)National Capital Region	1,318	1,905.00	2,511	1,616	1,560.00	2,521	1,631	1,560.00	2,544
(2)Outside National Capital Region	1,272	1,905.00	2,423	1,556	1,560.00	2,427	1,570	1,560.00	2,449
Total Mass Transportation	2,590		4,934	3,172		4,948	3,201		4,993
Shortfall/Asset Adjustment						(895)			
Funded Level						4,053			

(In Thousands Of Dollars)

Project: Partial Dislocation Allowance	FY 2016 Estimate	\$35
	FY 2015 Estimate	\$34
	FY 2014 Actual	\$34

Part I - Purpose And Scope

Section 634 of the FY 2002 National Defense Authorization Act provided for a new element of compensations for certain members. This partial dislocation allowance is paid to a member ordered to occupy or vacate Government family-type quarters due to privatization, renovation or any other reason for the convenience of the Government other than a permanent change of station (PCS) move. Members are not entitled to the allowance for local moves from government quarters upon separation/retirement, change in family size/status or due to member's misconduct.

Part II - Justification Of Funds Requested

JFTR U5630 B15 outlines the Partial DLA requirements and states that participating members will receive a one-time payment when they receive orders to vacate government family style quarters. The FY 2002 NDAA section 1009 specifies that the rate increases shall be indexed to the annual increases in basic pay. Effective January 1, 2014, the partial DLA payment was set at \$701.84.

The following estimate is provided:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Partial Dislocation Allowance									
Officer	12	701.84	8	12	707.11	8	12	715.78	9
Enlisted	37	701.84	26	37	707.11	26	37	715.78	26
Cadets/Midshipmen			0			0			0
Total Partial Dislocation Allowance	49		34	49		34	49		35
Shortfall/Asset Adjustment						5			
Funded Level						39			

(In Thousands Of Dollars)

Project: Reserve Income Replacement	FY 2016 Estimate	\$0
	FY 2015 Estimate	\$0
	FY 2014 Actual	\$24

Part I - Purpose And Scope

Reserve Income Replacement Program (RIRP) (37 U.S.C. 910) -The FY 2006 NDAA authorized the payment to members of the reserves who are involuntarily mobilized and experiencing a monthly active duty income differential as a result of extended or frequent mobilizations. Payment is up to \$3,000/month.

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Reserve Income Replacement	0		24	0		0	0		0
Total Reserve Income Replacement	0		24	0		0	0		0
Shortfall/Asset Adjustment						-			
Funded Level						0			

(In Thousands Of Dollars)

Project: Service Group Life Insurance (SGLI)	FY 2016 Estimate	\$0
	FY 2015 Estimate	\$0
	FY 2014 Actual	\$8,353

Part 1: Purpose and Scope

The funds requested will provide for reimbursement payments to the Department of Veteran Affairs (VA) for military personnel deaths due to extra hazards of duty when actual mortality exceeds peacetime mortality (38 U.S.C. 1969). The FY 2007 NDAA section 606 authorized the payment of the full premium for SGLI for those serving in support of Operation Enduring Freedom (OEF) and Operation Freedom's Sentinel (OFS). On December 1, 2005, all members eligible for SGLI became insured for traumatic injury protection (T-SGLI) of up to \$100,000. T-SGLI was established under section 1032 of the FY2005 DOD Emergency Supplemental Appropriations for the Global War on Terror and Tsunami Relief (P.L 109-13) and is designed to provide financial assistance to service members during their recovery period between Oct. 7, 2001, and Dec.1, 2005, to receive benefits when losses were a direct result of injuries incurred in Operations Enduring or Iraqi Freedom.

SGLI premium was a payment of an SGLI refund legislated due to member entry into a Combat Zone, authorized in FY2007.

Part II - Justification Of Funds Requested

Funds requirements are based on the Veteran Affairs (VA) actuaries performance of a peacetime mortality study, based upon the most recent three years of service member claim experience.

The following estimate is provided:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)SGLI Extra Hazard Payment	0		0	0		0	0		0
(2)SGLI Premium	0		5,569	0		0	0		0
(3)Traumatic Service Group Life Insurance (T-SGLI)	0		2,784	0		0	0		0
Total Service Group Life Insurance (SGLI)	0		8,353	0		0	0		0
Shortfall/Asset Adjustment						-			
Funded Level						0			



Project: Senior ROTC (Non-Scholarship Program)	FY 2016 Estimate	\$1,916
	FY 2015 Estimate	\$1,875
	FY 2014 Actual	\$896

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Senior program authorized by 10 U.S.C., 2101-2111. Designated applicants perform summer training at a Naval installation and receive indoctrination in various Naval Science courses to enable them to enter the NROTC program in the fall. Active duty training costs vary between years due to the length of training and location of sites at which training is performed.

NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Stipend - to provide an allowance of \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science MS III and MS IV courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide for uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu - to provide for commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen.

Part II - Justification of Funds Requested

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while performing Active Duty Training, etc.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	0		0	0		0	0		0
MS II	0		0	0		0	0		0
MS III	75	3,220.00	242	135	3,220.00	435	135	3,220.00	435
MS IV	28	3,680.00	103	43	3,680.00	158	48	3,680.00	177
Total - (1)	103		345	178		593	183		612

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,583	305.00	483	1,503	309.27	465	1,508	314.22	474
New Uniform Issues	0		0	0		0	0		0
Field Training	53	305.00	16	165	309.27	51	165	314.22	52
Field Training new issue juniors	0		0	0		0	0		0
Total - (2)	1,636		499	1,668		516	1,673		526
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	0		0	36	925.28	33	36	940.08	34
Freshmen/Sophomores	0		0	537	925.28	497	537	940.08	505
Total - (3)	0		0	573		530	573		539
(4) Pay & Allowances									
NROTC	1,404	33.82	47	3,105	34.16	106	3,105	34.58	107
Designated Applicants	0		0	2,750	34.16	94	2,750	34.58	95
Total - (4)	1,404		47	5,855		200	5,855		202
(5) Subsistence of Reserve Officer Candidates									
NROTC	0		0	464	67.77	31	464	68.85	32
Designated Applicants	0		0	0		0	0		0
Total - (5)	0		0	464		31	464		32
(6) SROTC Foreign Language SPB									
NROTC	20	250.00	5	20	250.00	5	20	250.00	5
Total - (6)	20		5	20		5	20		5
Total Senior ROTC (Non-Scholarship Program)	3,163		896	8,758		1,875	8,768		1,916
Shortfall/Asset Adjustment						497			
Funded Level						2,372			

(In Thousands Of Dollars)

Project: Senior ROTC (Scholarship Program)	FY 2016 Estimate	\$19,353
	FY 2015 Estimate	\$19,141
	FY 2014 Actual	\$18,782

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Scholarship program authorized by 10 U.S.C. 2101-2111. During the fiscal year, scholarships are offered to select students as authorized by 10 U.S.C. 2107. Active duty training costs vary between years due to the length of training and location of sites at which training is performed. NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

Stipend - to provide an allowance of \$250 per month for MS I, \$300 per month for MS II, \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu- to provide commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen.

Part II - Justification Of Funds Requested

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while performing Active Duty Training, etc.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	1,060	2,300.00	2,438	1,063	2,300.00	2,445	1,130	2,300.00	2,599
MS II	1,005	2,760.00	2,774	1,105	2,760.00	3,050	1,105	2,760.00	3,050
MS III	1,112	3,220.00	3,581	1,145	3,220.00	3,687	1,131	3,220.00	3,642
MS IV	1,056	3,680.00	3,886	1,077	3,680.00	3,963	1,063	3,680.00	3,912
Total - (1)	4,233		12,679	4,390		13,145	4,429		13,203

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,524	604.63	921	1,574	613.09	965	1,568	622.90	977
New Uniform Issues	0		0	0		0	0		0
Field Training	2,667	604.63	1,613	2,816	613.09	1,726	2,861	622.90	1,782
Cortrimid New Uniform	0		0	0		0	0		0
Total - (2)	4,191		2,534	4,390		2,691	4,429		2,759
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	351	904.50	317	315	917.16	289	315	931.84	294
Freshmen/Sophomores	750	904.50	678	213	917.16	195	213	931.84	198
Total - (3)	1,101		995	528		484	528		492
(4) Pay & Allowances									
(4) Pay & Allowances	72,009	34.91	2,514	76,032	35.26	2,681	77,247	35.69	2,757
Total - (4)	72,009		2,514	76,032		2,681	77,247		2,757
(5) Subsistence of Reserve Officer Candidates									
Subsistence	696	66.83	47	1,481	67.77	100	1,481	68.85	102
Total - (5)	696		47	1,481		100	1,481		102
(6) SROTC Foreign Language SPB									
NROTC	50	250.00	13	160	250.00	40	160	250.00	40
Total - (6)	50		13	160		40	160		40
Total Senior ROTC (Scholarship Program)	82,280		18,782	86,981		19,141	88,274		19,353
Shortfall/Asset Adjustment						71			
Funded Level						19,212			

(In Thousands of Dollars)

Project: Junior ROTC

FY 2016 Estimate	\$14,733
FY 2015 Estimate	\$11,772
FY 2014 Actual	\$13,948

Part I - Purpose and Scope

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

- Uniforms, issue-in-kind - to provides uniforms, including replacement items, to members of the Junior ROTC program.
- Subsistence of Junior Officer Candidates - to provide subsistence for members attending summer camp.

Part II - Justification of Funds Requested

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Uniforms, Issue-in-Kind									
Initial Issue (New Units)	0		0	0		0	0		0
Initial Issue	37,983	56.35	2,140	28,130	57.14	1,607	45,212	58.05	2,625
Replacement	24,780	424.69	10,524	19,283	430.64	8,304	22,606	437.53	9,891
Alterations/Renovation	53,950	23.80	1,284	77,130	24.13	1,861	90,424	24.52	2,217
Total - (1)	116,713		13,948	124,543		11,772	158,242		14,733
(2) Subsistence of Junior Officer Candidates									
Non-Military Schools	0		0	0		0	0		0
Field Training	0		0	0		0	0		0
Total - (2)	0		0	0		0	0		0
Total Junior ROTC	116,713		13,948	124,543		11,772	158,242		14,733
Shortfall/Asset Adjustment						540			
Funded Level						12,312			

(In Thousands Of Dollars)

Project: Stop-Loss Retroactive Pay	FY 2016 Estimate	\$0
	FY 2015 Estimate	\$0
	FY 2014 Actual	\$795

Part I - Purpose and Scope

Public Law 111-32, Section 310 appropriated \$534.4 million in FY 2009 supplemental appropriations to make payment of claims to members of the Armed Forces, including members of the reserve components, and former and retired members under the jurisdiction of the Secretary who, at any time during the period beginning on September 11, 2001 and ending on September 30, 2009, served on active duty while the members' enlistment or period of obligated service was extended, or whose eligibility for retirement was suspended, pursuant to section 123 to 12305 of Title 10, U.S.C., or any other provision of law (commonly referred to as a "stop-loss authority") authorizing the President to extend an enlistment or period of obligated service, or suspend an eligibility for retirement, of a member of the uniformed services in time of war or a national emergency declared by Congress or the President.

Part II - Justification of Funds Requested

The amount to be paid to or on behalf of an eligible member, retired member, or former member described above shall be \$500 per month for each month or portion of a month during the period specified above that the member was retained on active duty as a result of application of the stop-loss authority. Although not available for new claims, the funds are available for obligation until expended on claims received prior to the deadline, but not yet processed for payment. To date, \$180.3 million of the \$534.4 million originally appropriated has been rescinded.

The Department of the Navy's share of the \$354.1 million for this program is \$1.67 million. As of September 30, 2014 \$1.4 million was obligated and recorded as an Overseas Contingency Operation (OCO) obligation. However, the amount reported in FY14 for Stop Loss obligations is \$0.8 million. This is incorrect, due to accounting adjustments reflected on the SF133 (Recoveries of Prior Year Unpaid Obligations) which do not accurately reflect the FY14 execution adjustments made of -\$64K.

Computation of fund requirements is provided in the following table:

	FY 2014			FY 2015			FY 2016		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stop Loss Retroactive Pay									
Officer			152			0			0
Enlisted			643			0			0
Cadets/Midshipmen			0			0			0
Total Stop Loss Retroactive Pay <sup>1</sup>			795	0		0	0		0
Cancelled Accounts			225			0			0
Total Other Mil Personnel (BA6)									
Total Obligations			193,141			175,923			177,543
<b>Less Reimbursable Obligations</b>									
Total Direct Obligations			193,141			175,923			177,543
Shortfall/Asset Adjustment						375			
Funded Level						176,298			
<b>Total MPN Obligations</b>			<b>27,715,524</b>			<b>27,971,144</b>			<b>28,628,716</b>
Less Reimbursables			359,368			362,299			366,320
Total MPN Direct Obligations			27,356,156			27,608,845			28,262,396
Shortfall/Asset Adjustment						-169,162			
Funded Level						\$27,801,982			

<sup>1</sup> Adjusted for rounding. - These funds remain available until expended in the Active Military Personnel appropriations 2009/XXXX accounts; however, no new applications can be accepted since the claims deadline of October 21, 2012, has passed.

## Section 5

### Special Analysis

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**MILITARY PERSONNEL, NAVY**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**

	FY 2014			FY 2015			FY 2016		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b><u>ASSIGNED OUTSIDE DoD</u></b>			0			0			0
NONREIMBURSABLE PERSONNEL			0			0			0
EXECUTIVE OFFICE OF THE PRESIDENT	11	7	18	8	6	14	8	6	14
VICE PRESIDENT'S OFFICE		9	9		9	9		9	9
STATE DEPARTMENT	15	16	31	12	13	25	26	22	48
STATE DEPARTMENT (U.N. TRUCE SUPV)	7		7	7		7	7		7
TRANSPORTATION DEPARTMENT	3		3	3		3	1		1
JUSTICE DEPARTMENT	1		1	1		1	1		1
ENERGY DEPARTMENT	5		5	4		4	5		5
NATIONAL NARCOTICS BORDER INTERDICTION	4	1	5	4	1	5	4	5	9
CLASSIFIED ACTIVITIES			0			0	3	1	4
DoD PROJECT OFFICE	15		15	12	2	14	15	2	17
SUBTOTAL - NON-REIMBURSABLE PROGRAM	61	33	94	51	31	82	70	45	115
REIMBURSABLE PERSONNEL			0			0			0
EXECUTIVE OFFICE OF THE PRESIDENT (OMB)			0			0			0
STATE DEPARTMENT	1	128	129	1	195	196	1	128	129
US ARMS CONTROL AGENCY	3		3	3		3	3		3
TRANSPORTATION DEPARTMENT	45	3	48	40	3	43	47	4	51
ENERGY DEPT (DOE)	2	1	3	2	1	3	2	1	3
JUSTICE DEPT			0	29		29			0
NATIONAL AERONAUTICS & SPACE ADMIN	35		35	1	1	2	35		35
U.S. SOLDIER'S & AIRMEN'S HOME	2	1	3	6	9	15	2	1	3
OFFICE OF ATTENDING PHYSICIAN TO CONGRESS	6	9	15	4	3	7	6	9	15
CLASSIFIED ACTIVITIES	4	3	7			0	2	2	4
SUBTOTAL - REIMBURSABLE PERSONNEL	98	145	243	86	212	298	98	145	243
TOTAL OUTSIDE DoD	159	178	337	137	243	380	168	190	358

**MILITARY PERSONNEL, NAVY**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**

ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS			0			0			0
SUBTOTAL NONREIMBURSABLE NON-DoD			0			0			0
REIMBURSABLE PERSONNEL			0			0			0
SUBTOTAL REIMBURSABLE NON-DoD			0			0			0
TOTAL ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS			0			0			0
ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS (REIMBURSABLE)			0			0			0
FOREIGN MILITARY SALES	92	119	211	79	296	375	82	103	185
SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS	92	119	211	79	296	375	82	103	185
ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS (REIMBURSABLE)			0			0			0
WORKING CAPITAL FUND (WCF)	638	777	1,415	684	1,101	1,785	636	776	1,412
HQ US TRANSPORTATION COMMAND (TRANSCOM)	64	36	100	64	36	100	64	36	100
SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND (SDDC)	12		12	12		12	12		12
DEFENSE COURIER SERVICE (DCS)	4	59	63	4	59	63	4	59	63
DEFENSE FINANCE & ACCOUNTING SVC (DFAS)	4	11	15	4	11	15	4	11	15
DEFENSE INFO SYSTEMS AGENCY (DISA)	4	16	20	4	13	17	4	13	17
DEFENSE LOGISTICS AGENCY (DLA)	116	47	163	116	47	163	115	47	162
SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS	842	946	1,788	888	1,267	2,155	839	942	1,781
GRAND TOTAL REIMBURSABLE	1,032	1,210	2,242	1,053	1,775	2,828	1,019	1,190	2,209
GRAND TOTAL NONREIMBURSABLE	61	33	94	51	31	82	70	45	115
GRAND TOTAL	1,093	1,243	2,336	1,104	1,806	2,910	1,089	1,235	2,324

**MILITARY PERSONNEL, NAVY**  
**REIMBURSABLE PROGRAM**  
(In Thousands of Dollars)

	<u><b>FY 2014</b></u>	<u><b>FY 2015</b></u>	<u><b>FY 2016</b></u>
<b><u>SUBSISTENCE (SIK)</u></b>	<b>\$3,186</b>	<b>\$4,157</b>	<b>\$4,298</b>
Sale of Meals - Bulk Subsistence	3,186	4,157	4,298
 <b><u>STRENGTH RELATED</u></b>	 <b>\$356,182</b>	 <b>\$358,142</b>	 <b>\$362,022</b>
Officer	208,056	210,095	212,836
Basic Pay	-148,212	-145,581	-147,338
Other Pays and Allowances	-59,844	-64,514	-65,498
Enlisted	87,156	83,984	84,569
Basic Pay	-56,466	-53,121	-53,413
Other Pays and Allowances	-30,690	-30,863	-31,156
Retired Pay Accrual (Officer and Enlisted)	60,970	64,063	64,617
PCS Travel			
 <b>TOTAL PROGRAM</b>	 <b>\$359,368</b>	 <b>\$362,299</b>	 <b>\$366,320</b>
 Anticipated reimbursements from the DHP Trust Fund (Over 65):	 168,886	 171,896	 171,896

**MILITARY PERSONNEL, NAVY**  
**RESERVE OFFICER CANDIDATES (ROTC) ENROLLMENT**

	<u>FY 2014 Estimates</u>			<u>FY 2015 Estimates</u>			<u>FY 2016 Estimates</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Senior ROTC (Excluding Scholarship Program)</u>									
First Year	1,009	991	973	900	865	830	900	865	830
Second Year	544	504	464	700	625	550	700	625	550
Total Basic ROTC	1,553	1,495	1,437	1,600	1,490	1,380	1,600	1,490	1,380
Third Year	118	96	73	150	135	120	150	135	120
Fourth Year	51	45	39	40	43	45	50	48	45
Total Adv ROTC	169	141	112	190	178	165	200	183	165
Total Senior ROTC Enrollment	1,722	1,636	1,549	1,790	1,668	1,545	1,800	1,673	1,545
<u>Scholarship Program</u>									
First Year	1,071	1,049	1,027	1,100	1,063	1,027	1,163	1,130	1,097
Second Year	1,006	994	982	1,124	1,105	1,086	1,114	1,105	1,096
Total Basic ROTC	2,077	2,043	2,009	2,224	2,168	2,113	2,277	2,235	2,193
Third Year	1,081	1,102	1,123	1,173	1,145	1,117	1,158	1,131	1,105
Fourth Year	1,097	1,046	995	1,107	1,077	1,046	1,102	1,063	1,023
Total Advanced ROTC	2,178	2,148	2,118	2,280	2,222	2,163	2,260	2,194	2,128
Total Scholarship Enrollment	4,255	4,191	4,127	4,504	4,390	4,276	4,537	4,429	4,321
<u>Total Enrollment</u>									
First Year	2,080	2,040	2,000	2,000	1,928	1,857	2,063	1,995	1,927
Second Year	1,550	1,498	1,446	1,824	1,730	1,636	1,814	1,730	1,646
Total Advanced ROTC	3,630	3,538	3,446	3,824	3,658	3,493	3,877	3,725	3,573
Third Year	1,199	1,198	1,196	1,323	1,280	1,237	1,308	1,266	1,225
Fourth	1,148	1,091	1,034	1,147	1,120	1,091	1,152	1,111	1,068
Total Advanced ROTC	2,347	2,289	2,230	2,470	2,400	2,328	2,460	2,377	2,293
Total ROTC Enrollment	5,977	5,827	5,676	6,294	6,058	5,821	6,337	6,102	5,866
Completed ROTC & Commissioned		1,064			990			1,008	

**MILITARY PERSONNEL, NAVY  
RESERVE OFFICER CANDIDATES (ROTC) PROGRAM**

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
<b><u>NJROTC</u></b>			
Schools	573	503	583
Civilian Personnel (End Strength)	20	21	21
Military Personnel (End Strength)			
<b><u>NROTC</u></b>			
Schools	164	163	164
Host Institutions	75	75	75
Cross Town Campuses	89	88	89
Civilian Personnel (End Strength)	157	174	174
Military Personnel (End Strength)	330	330	330

Note: These personnel are not paid by the Reserve Personnel appropriations. They are funded under the O&M and Active Military Personnel appropriations.

**MILITARY PERSONNEL, NAVY**  
**MILITARY END STRENGTH BY PAYGRADE**  
**FY14**

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	10	10	9	9	9	9	9	9	9	9	9	9
O-9	VADM	38	38	36	35	35	35	35	35	36	37	37	37
O-8	RADM	69	69	65	64	64	64	64	64	65	67	66	67
O-7	RMDL	118	119	112	111	110	112	112	112	113	115	115	116
O-6	CAPT	3,230	3,206	3,197	3,192	3,185	3,181	3,170	3,142	3,121	3,092	3,042	3,255
O-5	CDR	6,649	6,644	6,637	6,626	6,629	6,619	6,616	6,585	6,566	6,523	6,459	6,774
O-4	LCDR	10,803	10,744	10,722	10,701	10,683	10,676	10,680	10,675	10,653	10,582	10,521	10,756
O-3	LT	17,818	17,816	17,785	17,806	17,753	17,800	17,858	17,904	19,310	19,278	19,208	18,197
O-2	LTJG	6,567	6,542	6,656	6,455	6,362	6,344	6,291	7,802	6,493	6,478	6,460	6,481
O-1	ENS	6,665	6,694	6,678	6,774	6,821	6,735	6,750	6,491	6,604	6,647	6,793	6,750
W-5	CWO5	76	77	76	75	76	75	75	74	75	74	75	74
W-4	CWO4	375	388	394	400	398	402	401	405	408	409	413	407
W-3	CWO3	631	644	648	648	667	676	682	688	676	666	650	618
W-2	CWO2	520	507	514	504	499	512	511	519	540	541	540	547
W-1	CWO1												
<b>Total Officers</b>		<b>53,569</b>	<b>53,498</b>	<b>53,529</b>	<b>53,400</b>	<b>53,291</b>	<b>53,240</b>	<b>53,254</b>	<b>54,505</b>	<b>54,669</b>	<b>54,518</b>	<b>54,388</b>	<b>54,088</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,497	2,496	2,499	2,471	2,460	2,451	2,453	2,441	2,598	2,587	2,561	2,550
E-8	SCPO	6,077	6,065	6,086	6,063	6,049	6,051	6,043	6,033	6,380	6,347	6,323	6,281
E-7	CPO	20,187	20,340	20,317	20,214	20,168	20,174	20,154	20,087	19,466	19,378	21,143	21,018
E-6	PO1	45,673	45,171	47,549	47,508	47,345	47,085	46,803	46,413	48,949	48,613	46,355	46,062
E-5	PO2	60,364	60,080	63,124	62,658	62,267	61,882	61,415	61,055	63,682	63,132	62,640	62,231
E-4	PO3	58,481	57,876	51,506	51,310	51,397	51,535	51,581	51,692	50,904	50,832	50,710	54,106
E-3	SN	41,788	43,440	44,607	46,235	47,914	49,535	50,889	52,363	48,535	49,404	50,315	48,153
E-2	SA	18,397	18,186	18,043	18,046	17,561	17,390	17,443	16,998	16,765	17,029	16,847	16,896
E-1	SR	11,903	11,507	11,344	11,230	10,860	10,427	9,239	8,201	8,373	8,947	9,396	
<b>Total Enlisted</b>		<b>265,367</b>	<b>265,161</b>	<b>265,075</b>	<b>265,735</b>	<b>266,021</b>	<b>266,530</b>	<b>266,020</b>	<b>265,283</b>	<b>265,652</b>	<b>266,269</b>	<b>266,290</b>	<b>267,041</b>
<u>Cadets/Midshipmen</u>		4,465	4,456	4,447	4,426	4,417	4,409	4,407	3,324	3,318	4,485	4,465	4,455
<b>Total End Strength</b>		<b>323,401</b>	<b>323,115</b>	<b>323,051</b>	<b>323,561</b>	<b>323,729</b>	<b>324,179</b>	<b>323,681</b>	<b>323,112</b>	<b>323,639</b>	<b>325,272</b>	<b>325,143</b>	<b>325,584</b>

**MILITARY PERSONNEL, NAVY**  
**MILITARY END STRENGTH BY PAYGRADE**  
**FY15**

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	10	10	9	9	9	9	9	9	9	9	9	9
O-9	VADM	36	35	36	36	37	37	37	37	37	37	37	37
O-8	RADM	65	65	66	66	66	66	67	67	67	67	67	67
O-7	RMDL	115	113	115	115	115	115	115	115	116	116	117	118
O-6	CAPT	3,240	3,218	3,192	3,171	3,162	3,151	3,143	3,058	3,039	3,020	2,968	3,218
O-5	CDR	6,746	6,728	6,712	6,696	6,685	6,678	6,671	6,645	6,619	6,576	6,512	6,807
O-4	LCDR	10,699	10,614	10,567	10,548	10,517	10,502	10,488	10,445	10,429	10,342	10,302	10,770
O-3	LT	18,185	18,196	18,173	18,107	18,088	18,106	18,134	18,244	19,850	19,840	19,707	18,509
O-2	LTJG	6,443	6,439	6,507	6,363	6,306	6,388	6,383	7,738	6,401	6,434	6,655	6,591
O-1	ENS	6,867	6,778	6,828	6,870	6,911	6,780	6,746	6,711	6,686	6,712	6,589	6,662
W-5	CWO5	75	74	72	71	73	73	70	69	71	71	73	73
W-4	CWO4	410	409	412	418	421	424	432	434	439	442	451	455
W-3	CWO3	620	629	626	618	620	603	603	597	580	567	549	526
W-2	CWO2	567	547	557	569	568	572	579	587	607	608	607	614
W-1	CWO1												
<b>Total Officers</b>		<b>54,078</b>	<b>53,855</b>	<b>53,872</b>	<b>53,657</b>	<b>53,578</b>	<b>53,504</b>	<b>53,477</b>	<b>54,756</b>	<b>54,950</b>	<b>54,841</b>	<b>54,643</b>	<b>54,456</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,546	2,531	2,523	2,511	2,503	2,496	2,491	2,487	2,656	2,629	2,608	2,584
E-8	SCPO	6,253	6,252	6,251	6,244	6,243	6,240	6,243	6,249	6,704	6,675	6,663	6,639
E-7	CPO	20,997	20,962	20,970	20,968	20,975	20,972	20,981	20,995	20,300	20,216	21,753	21,651
E-6	PO1	45,762	45,463	47,275	47,052	46,767	46,439	46,089	45,491	48,150	47,822	45,800	45,424
E-5	PO2	61,841	61,389	63,959	63,654	63,341	63,028	62,717	62,375	65,233	64,744	64,247	63,819
E-4	PO3	54,158	54,196	50,974	50,838	50,922	51,011	51,044	50,985	51,460	51,127	50,833	57,947
E-3	SN	49,168	50,473	49,478	50,564	51,837	53,335	54,452	55,533	49,521	50,452	51,392	44,706
E-2	SA	16,855	16,182	15,988	15,476	14,655	14,016	14,074	14,529	14,911	15,034	14,980	15,057
E-1	SR	9,506	9,510	9,514	10,013	10,586	10,781	10,448	9,953	9,801	10,558	10,767	
<b>Total Enlisted</b>		<b>267,086</b>	<b>266,958</b>	<b>266,932</b>	<b>267,320</b>	<b>267,829</b>	<b>268,318</b>	<b>268,539</b>	<b>268,597</b>	<b>268,736</b>	<b>269,257</b>	<b>269,043</b>	<b>268,810</b>
<u>Cadets/Midshipmen</u>		4,450	4,449	4,434	4,414	4,408	4,399	4,393	3,312	3,302	4,457	4,432	4,420
<b>Total End Strength</b>		<b>325,614</b>	<b>325,262</b>	<b>325,238</b>	<b>325,391</b>	<b>325,815</b>	<b>326,221</b>	<b>326,409</b>	<b>326,665</b>	<b>326,988</b>	<b>328,555</b>	<b>328,118</b>	<b>327,686</b>

**MILITARY PERSONNEL, NAVY  
MILITARY END STRENGTH BY PAYGRADE  
FY16**

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	9	9	9	9	9	9	9	9	9	9	9	9
O-9	VADM	37	38	36	36	36	36	36	36	36	36	36	36
O-8	RADM	68	68	65	64	64	64	64	64	64	64	64	64
O-7	RMDL	118	118	112	112	112	112	112	112	112	112	112	112
O-6	CAPT	3,194	3,177	3,168	3,164	3,158	3,157	3,157	3,120	3,098	3,076	3,022	3,256
O-5	CDR	6,777	6,764	6,749	6,733	6,731	6,716	6,708	6,670	6,645	6,594	6,525	6,769
O-4	LCDR	10,708	10,654	10,619	10,604	10,590	10,580	10,575	10,549	10,526	10,443	10,378	10,885
O-3	LT	18,532	18,540	18,483	18,447	18,270	18,193	18,248	18,258	20,018	19,995	19,887	18,565
O-2	LTJG	6,653	6,652	6,793	6,738	6,815	6,851	6,849	8,188	6,668	6,719	6,896	6,934
O-1	ENS	6,675	6,669	6,679	6,681	6,689	6,704	6,696	6,751	6,770	6,763	6,757	6,772
W-5	CWO5	72	76	74	73	76	75	75	74	78	79	83	84
W-4	CWO4	449	460	466	472	470	475	474	479	479	478	481	480
W-3	CWO3	525	540	546	548	567	577	583	590	577	567	553	533
W-2	CWO2	633	618	625	613	608	622	621	629	652	653	652	660
W-1	CWO1												
<b>Total Officers</b>		<b>54,450</b>	<b>54,383</b>	<b>54,424</b>	<b>54,294</b>	<b>54,195</b>	<b>54,171</b>	<b>54,207</b>	<b>55,529</b>	<b>55,732</b>	<b>55,588</b>	<b>55,455</b>	<b>55,159</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,571	2,558	2,550	2,530	2,519	2,512	2,506	2,500	2,678	2,648	2,618	2,586
E-8	SCPO	6,637	6,641	6,659	6,650	6,655	6,666	6,682	6,692	7,317	7,290	7,264	7,224
E-7	CPO	21,564	21,484	21,432	21,325	21,247	21,182	21,118	21,038	20,076	19,940	21,468	21,308
E-6	PO1	45,143	44,860	48,166	47,971	47,750	47,485	47,199	46,784	49,772	49,482	47,430	47,103
E-5	PO2	63,483	63,156	66,459	66,131	65,802	65,484	65,131	64,663	67,275	66,746	66,208	65,755
E-4	PO3	57,792	57,609	51,031	50,827	50,807	50,819	50,783	50,662	51,171	50,755	50,378	53,553
E-3	SN	45,425	45,876	45,952	46,983	48,203	49,637	50,703	51,737	45,513	46,468	47,441	44,665
E-2	SA	15,226	15,745	15,660	15,256	14,568	14,065	14,268	14,866	15,383	15,629	15,717	15,897
E-1	SR	10,895	10,533	10,488	10,891	11,413	11,546	11,159	10,568	10,333	11,224	11,396	
<b>Total Enlisted</b>		<b>268,736</b>	<b>268,462</b>	<b>268,397</b>	<b>268,564</b>	<b>268,964</b>	<b>269,396</b>	<b>269,549</b>	<b>269,510</b>	<b>269,518</b>	<b>270,182</b>	<b>269,920</b>	<b>269,664</b>
<u>Cadets/Midshipmen</u>		4,412	4,403	4,388	4,369	4,363	4,354	4,348	3,272	4,437	4,415	4,389	4,377
<b>Total End Strength</b>		<b>327,598</b>	<b>327,248</b>	<b>327,209</b>	<b>327,227</b>	<b>327,522</b>	<b>327,921</b>	<b>328,104</b>	<b>328,311</b>	<b>329,687</b>	<b>330,185</b>	<b>329,764</b>	<b>329,200</b>