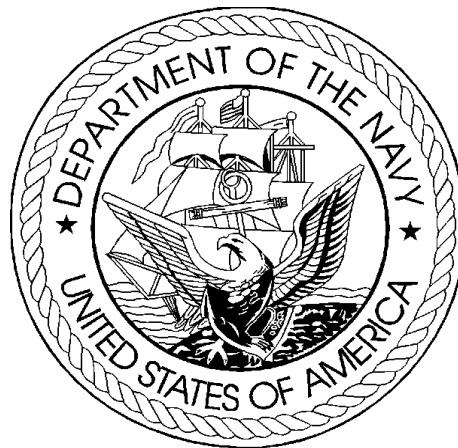


DEPARTMENT OF THE NAVY  
FISCAL YEAR (FY) 2012  
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES  
FEBRUARY 2011

MILITARY PERSONNEL, NAVY

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## Department of Defense Appropriations Act, 2012

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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, \$27,154,384,000.

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Department of Defense  
 FY 2012 President's Budget  
 Exhibit M-1 FY 2012 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

Feb 2011

<u>Military Personnel, Navy</u>	<u>FY 2010</u> <u>(Base &amp; OCO)</u>	<u>FY 2011</u> <u>Base Request</u> <u>with CR Adj*</u>	<u>FY 2011</u> <u>OCO Request</u> <u>with CR Adj*</u>	<u>FY 2011</u> <u>Total Request</u> <u>with CR Adj*</u>	<u>FY 2011</u> <u>Annualized</u> <u>CR Base**</u>	<u>FY 2011</u> <u>Annualized</u> <u>CR OCO**</u>	<u>FY 2011</u> <u>Annualized</u> <u>CR Total**</u>	<u>S</u> <u>e</u> <u>c</u>
<b><u>Budget Activity 01: Pay And Allowances Of Officers</u></b>								
1453N 5 Basic Pay	3,810,770	3,680,703	213,340	3,894,043	3,590,032	258,023	3,848,055	U
1453N 10 Retired Pay Accrual	1,211,185	1,202,462	59,067	1,261,529	1,172,855	71,438	1,244,293	U
1453N 25 Basic Allowance For Housing	1,289,045	1,263,675	67,023	1,330,698	1,232,331	81,061	1,313,392	U
1453N 30 Basic Allowance For Subsistence	145,013	143,344	7,315	150,659	139,798	8,847	148,645	U
1453N 35 Incentive Pays	154,243	155,148	1,543	156,691	151,191	1,866	153,057	U
1453N 40 Special Pays	405,260	355,821	16,667	372,488	346,745	20,158	366,903	U
1453N 45 Allowances	133,400	104,291	16,754	121,045	101,631	20,263	121,894	U
1453N 50 Separation Pay	26,187	25,353	14	25,367	24,706	17	24,723	U
1453N 55 Social Security Tax	287,564	278,666	16,320	294,986	271,804	19,738	291,542	U
<b>Total Budget Activity 01</b>	<b>7,462,667</b>	<b>7,209,463</b>	<b>398,043</b>	<b>7,607,506</b>	<b>7,031,093</b>	<b>481,411</b>	<b>7,512,504</b>	
<b><u>Budget Activity 02: Pay And Allowances Of Enlisted</u></b>								
1453N 60 Basic Pay	8,503,125	8,257,803	262,656	8,520,459	8,048,416	317,668	8,366,084	U
1453N 65 Retired Pay Accrual	2,715,155	2,700,204	74,338	2,774,542	2,631,742	89,908	2,721,650	U
1453N 80 Basic Allowance For Housing	3,847,291	3,682,915	121,913	3,804,828	3,589,386	147,447	3,736,833	U
1453N 85 Incentive Pays	92,718	100,499	325	100,824	97,936	393	98,329	U
1453N 90 Special Pays	887,266	839,787	80,007	919,794	818,368	96,764	915,132	U
1453N 95 Allowances	616,879	498,621	27,692	526,313	485,903	33,492	519,395	U
1453N 100 Separation Pay	173,910	127,343	3,535	130,878	124,095	4,275	128,370	U
1453N 105 Social Security Tax	643,378	631,722	20,093	651,815	615,704	24,301	640,005	U
<b>Total Budget Activity 02</b>	<b>17,479,722</b>	<b>16,838,894</b>	<b>590,559</b>	<b>17,429,453</b>	<b>16,411,550</b>	<b>714,248</b>	<b>17,125,798</b>	
<b><u>Budget Activity 03: Pay And Allowances Of Cadets/Midshipmen</u></b>								
1453N 110 Midshipmen	73,431	74,950		74,950	73,038		73,038	U
<b>Total Budget Activity 03</b>	<b>73,431</b>	<b>74,950</b>		<b>74,950</b>	<b>73,038</b>		<b>73,038</b>	
<b><u>Budget Activity 04: Subsistence Of Enlisted Personnel</u></b>								
1453N 115 Basic Allowance For Subsistence	716,049	685,085	28,639	713,724	667,703	34,637	702,340	U
1453N 120 Subsistence-In-Kind	402,667	419,333	14,546	433,879	409,451	17,593	427,044	U
1453N 121 Family Subsistence Supplemental Allowance	10	12		12	12		12	U
<b>Total Budget Activity 04</b>	<b>1,118,726</b>	<b>1,104,430</b>	<b>43,185</b>	<b>1,147,615</b>	<b>1,077,166</b>	<b>52,230</b>	<b>1,129,396</b>	

\* Reflects the FY 2011 President's Budget with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

\*\* Adjusts each budget line included in the FY 2011 President's Budget request proportionally to match the Annualized Continuing Resolution funding level for each appropriation.

Department of Defense  
 FY 2012 President's Budget  
 Exhibit M-1 FY 2012 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

Feb 2011

<u>Military Personnel, Navy</u>	FY 2012	FY 2012	FY 2012	S
	<u>Base</u>	<u>OCO</u>	<u>Total</u>	<u>c</u>
<b><u>Budget Activity 01: Pay And Allowances Of Officers</u></b>				
1453N 5 Basic Pay	3,815,973	133,868	3,949,841	U
1453N 10 Retired Pay Accrual	1,307,307	32,533	1,339,840	U
1453N 25 Basic Allowance For Housing	1,346,794	41,612	1,388,406	U
1453N 30 Basic Allowance For Subsistence	146,021	4,334	150,355	U
1453N 35 Incentive Pays	153,376	2,993	156,369	U
1453N 40 Special Pays	411,258	27,504	438,762	U
1453N 45 Allowances	106,422	13,898	120,320	U
1453N 50 Separation Pay	34,098		34,098	U
1453N 55 Social Security Tax	290,117	10,242	300,359	U
<b>Total Budget Activity 01</b>	<b>7,611,366</b>	<b>266,984</b>	<b>7,878,350</b>	
<b><u>Budget Activity 02: Pay And Allowances Of Enlisted</u></b>				
1453N 60 Basic Pay	8,392,897	171,419	8,564,316	U
1453N 65 Retired Pay Accrual	2,878,334	41,655	2,919,989	U
1453N 80 Basic Allowance For Housing	3,902,086	83,688	3,985,774	U
1453N 85 Incentive Pays	104,846	940	105,786	U
1453N 90 Special Pays	749,564	102,127	851,691	U
1453N 95 Allowances	515,986	29,854	545,840	U
1453N 100 Separation Pay	243,913	61	243,974	U
1453N 105 Social Security Tax	642,053	13,113	655,166	U
<b>Total Budget Activity 02</b>	<b>17,429,679</b>	<b>442,857</b>	<b>17,872,536</b>	
<b><u>Budget Activity 03: Pay And Allowances Of Cadets/Midshipmen</u></b>				
1453N 110 Midshipmen	76,385		76,385	U
<b>Total Budget Activity 03</b>	<b>76,385</b>		<b>76,385</b>	
<b><u>Budget Activity 04: Subsistence Of Enlisted Personnel</u></b>				
1453N 115 Basic Allowance For Subsistence	705,147	19,651	724,798	U
1453N 120 Subsistence-In-Kind	386,265	15,845	402,110	U
1453N 121 Family Subsistence Supplemental Allowance	12		12	U
<b>Total Budget Activity 04</b>	<b>1,091,424</b>	<b>35,496</b>	<b>1,126,920</b>	

## UNCLASSIFIED

Department of Defense  
 FY 2012 President's Budget  
 Exhibit M-1 FY 2012 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

Feb 2011

	FY 2010 (Base & OCO)	FY 2011 Base Request with CR Adj*	FY 2011 OCO Request with CR Adj*	FY 2011 Total Request with CR Adj*	FY 2011 Annualized CR Base**	FY 2011 Annualized CR OCO**	FY 2011 Annualized CR Total**	S e c
<b>Military Personnel, Navy</b>								
<b><u>Budget Activity 05: Permanent Change Of Station Travel</u></b>								
1453N 125 Accession Travel	93,602	76,220	5,214	81,434	74,276	6,306	80,582	U
1453N 130 Training Travel	97,408	71,814		71,814	69,982		69,982	U
1453N 135 Operational Travel	256,555	219,685	23,903	243,588	214,182	28,909	243,091	U
1453N 140 Rotational Travel	374,551	354,275	30,110	384,385	345,239	36,416	381,655	U
1453N 145 Separation Travel	136,405	103,806	3,132	106,938	101,158	3,788	104,946	U
1453N 150 Travel Of Organized Units	26,311	39,368		39,368	38,364		38,364	U
1453N 155 Non-Temporary Storage	1,473	5,760		5,760	5,613		5,613	U
1453N 160 Temporary Lodging Expense	10,374	6,386		6,386	6,223		6,223	U
1453N 165 Other	8,227	6,406		6,406	6,243		6,243	U
<b>Total Budget Activity 05</b>	<b>1,004,906</b>	<b>883,720</b>	<b>62,359</b>	<b>946,079</b>	<b>861,280</b>	<b>75,419</b>	<b>936,699</b>	
<b><u>Budget Activity 06: Other Military Personnel Costs</u></b>								
1453N 170 Apprehension Of Military Deserters	247	261		261	254		254	U
1453N 175 Interest On Uniformed Services Savings	1,657	1,427		1,427	1,391		1,391	U
1453N 180 Death Gratuities	16,300	17,700	3,800	21,500	17,249	4,596	21,845	U
1453N 185 Unemployment Benefits	187,252	88,350	29,662	118,012	86,097	35,875	121,972	U
1453N 195 Education Benefits	24,635	21,515		21,515	20,966		20,966	U
1453N 200 Adoption Expenses	280	271		271	264		264	U
1453N 210 Transportation Subsidy	9,896	8,030		8,030	7,825		7,825	U
1453N 215 Partial Dislocation Allowance	75	190		190	185		185	U
1453N 216 SGLI Extra Hazard Payments	60,281		51,111	51,111		61,817	61,817	U
1453N 217 Reserve Officers Training Corps (ROTC)	24,936	27,345		27,345	26,648		26,648	U
1453N 218 Junior R.O.T.C	11,869	14,093		14,093	13,733		13,733	U
1453N 227 Stop-Loss Retroactive Payments	213							U
1453N 228 Preventive Health Allowance Demonstration Project								U
<b>Total Budget Activity 06</b>	<b>337,641</b>	<b>179,182</b>	<b>84,573</b>	<b>263,755</b>	<b>174,612</b>	<b>102,288</b>	<b>276,900</b>	
<b><u>Budget Activity 20: Undistributed</u></b>								
1453N CR1 Adj to Match Continuing Resolution		-661,900	246,877	-415,023				U
<b>Total Budget Activity 20</b>		<b>-661,900</b>	<b>246,877</b>	<b>-415,023</b>				
<b>Total Military Personnel, Navy</b>	<b>27,477,093</b>	<b>25,628,739</b>	<b>1,425,596</b>	<b>27,054,335</b>	<b>25,628,739</b>	<b>1,425,596</b>	<b>27,054,335</b>	
<b>Less Reimbursables</b>	<b>306,206</b>	<b>339,690</b>		<b>339,690</b>	<b>339,690</b>		<b>339,690</b>	
<b>Total Direct - Military Personnel, Navy</b>	<b>27,170,887</b>	<b>25,289,049</b>	<b>1,425,596</b>	<b>26,714,645</b>	<b>25,289,049</b>	<b>1,425,596</b>	<b>26,714,645</b>	

\* Reflects the FY 2011 President's Budget with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

\*\* Adjusts each budget line included in the FY 2011 President's Budget request proportionally to match the Annualized Continuing Resolution funding level for each appropriation.

Page 2

UNCLASSIFIED

## UNCLASSIFIED

Department of Defense  
 FY 2012 President's Budget  
 Exhibit M-1 FY 2012 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

Feb 2011

<u>Military Personnel, Navy</u>	<u>FY 2012</u>	<u>FY 2012</u>	<u>FY 2012</u>	<u>S</u>
	<u>Base</u>	<u>OCO</u>	<u>Total</u>	<u>c</u>
<b><u>Budget Activity 05: Permanent Change Of Station Travel</u></b>				
1453N 125 Accession Travel	93,020	5,123	98,143	U
1453N 130 Training Travel	106,365		106,365	U
1453N 135 Operational Travel	286,405	23,490	309,895	U
1453N 140 Rotational Travel	364,345	29,573	393,918	U
1453N 145 Separation Travel	140,238	3,077	143,315	U
1453N 150 Travel Of Organized Units	26,204		26,204	U
1453N 155 Non-Temporary Storage	5,791		5,791	U
1453N 160 Temporary Lodging Expense	6,551		6,551	U
1453N 165 Other	8,852		8,852	U
<b>Total Budget Activity 05</b>	<b>1,037,771</b>	<b>61,263</b>	<b>1,099,034</b>	
<b><u>Budget Activity 06: Other Military Personnel Costs</u></b>				
1453N 170 Apprehension Of Military Deserters	256		256	U
1453N 175 Interest On Uniformed Services Savings	1,715		1,715	U
1453N 180 Death Gratuities	15,200	1,300	16,500	U
1453N 185 Unemployment Benefits	122,832	50,111	172,943	U
1453N 195 Education Benefits	20,852		20,852	U
1453N 200 Adoption Expenses	286		286	U
1453N 210 Transportation Subsidy	6,822		6,822	U
1453N 215 Partial Dislocation Allowance	37		37	U
1453N 216 SGLI Extra Hazard Payments		61,023	61,023	U
1453N 217 Reserve Officers Training Corps (ROTC)	24,513		24,513	U
1453N 218 Junior R.O.T.C	14,027		14,027	U
1453N 227 Stop-Loss Retroactive Payments				U
1453N 228 Preventive Health Allowance Demonstration Project	1,125		1,125	U
<b>Total Budget Activity 06</b>	<b>207,665</b>	<b>112,434</b>	<b>320,099</b>	
<b><u>Budget Activity 20: Undistributed</u></b>				
1453N CR1 Adj to Match Continuing Resolution				U
<b>Total Budget Activity 20</b>				
<b>Total Military Personnel, Navy</b>	<b>27,454,290</b>	<b>919,034</b>	<b>28,373,324</b>	
<b>Less Reimbursables</b>	<b>299,906</b>		<b>299,906</b>	
<b>Total Direct - Military Personnel, Navy</b>	<b>27,154,384</b>	<b>919,034</b>	<b>28,073,418</b>	

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Page 2A



UNCLASSIFIED

Department of Defense  
 FY 2012 President's Budget  
 Exhibit M-1 FY 2012 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

Feb 2011

<u>Military Personnel, Navy</u>	<u>FY 2010 (Base &amp; OCO)</u>	<u>FY 2011 Base Request with CR Adj*</u>	<u>FY 2011 OCO Request with CR Adj*</u>	<u>FY 2011 Total Request with CR Adj*</u>	<u>FY 2011 Annualized CR Base**</u>	<u>FY 2011 Annualized CR OCO**</u>	<u>FY 2011 Annualized CR Total**</u>	<u>S e c</u>
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>								
1000N 300 Navy	1,825,661	1,816,535	24,961	1,841,496	1,841,496		1,841,496	U
1000N CR1 Adj to Match Continuing Resolution		24,961	-24,961					U
<b>Total Active Navy Military Personnel Costs</b>	<b>28,996,548</b>	<b>27,130,545</b>	<b>1,425,596</b>	<b>28,556,141</b>	<b>27,130,545</b>	<b>1,425,596</b>	<b>28,556,141</b>	

\* Reflects the FY 2011 President's Budget with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

\*\* Adjusts each budget line included in the FY 2011 President's Budget request proportionally to match the Annualized Continuing Resolution funding level for each appropriation.

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Department of Defense  
 FY 2012 President's Budget  
 Exhibit M-1 FY 2012 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

Feb 2011

<u>Military Personnel, Navy</u>	FY 2012	FY 2012	FY 2012	S
	<u>Base</u>	<u>OCO</u>	<u>Total</u>	<u>c</u>
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>				
1000N 300 Navy	1,806,536		1,806,536	U
1000N CR1 Adj to Match Continuing Resolution				U
<b>Total Active Navy Military Personnel Costs</b>	<b>28,960,920</b>	<b>919,034</b>	<b>29,879,954</b>	

Table of Contents

<u>SECTION 1 - SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM</u>	3
<u>SECTION 2 - INTRODUCTION</u>	6
PERFORMANCE MEASURES AND EVALUATION SUMMARY	9
<u>SECTION 3 - SUMMARY CHARTS</u>	10
PERSONNEL SUMMARIES	11
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY	18
ANALYSIS OF APPROPRIATION CHANGES	22
<u>SECTION 4 - DETAIL OF MILITARY PERSONNEL ENTITLEMENTS</u>	25
SCHEDULE OF INCREASES DECREASES SUMMARY	26
PAY AND ALLOWANCES OF OFFICERS	35
PAY AND ALLOWANCES OF ENLISTED PERSONNEL	79
PAY AND ALLOWANCES OF CADETS/MIDSHIPMEN	116
SUBSISTENCE OF ENLISTED PERSONNEL	119
PERMANENT CHANGE OF STATION TRAVEL	123
OTHER MILITARY PERSONNEL COSTS	148
<u>SECTION 5 - SPECIAL ANALYSIS</u>	168
NAVY MILITARY PERSONNEL, MILPERS ASSIGNED OUTSIDE DoD	169
NAVY MILITARY PERSONNEL, REIMBURSABLE PROGRAM	171
NAVY MILITARY PERSONNEL, RESERVE OFFICER TRAINING CANDIDATES ENROLLMENT	172
NAVY MILITARY PERSONNEL, RESERVE OFFICER CANDIDATES PROGRAM	173
NAVY MILITARY PERSONNEL, MONTHLY END STRENGTHS BY PAY GRADE	174

## Section 1

### Summary of Requirements by Budget Program

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

	FY 2010	FY 2011*	FY 2012
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
<b>DIRECT PROGRAM</b>			
Pay and Allowances of Officers	6,838,126	6,993,322	7,399,916
Pay and Allowances of Enlisted Personnel	16,757,684	16,754,758	17,355,664
Pay and Allowances of Cadets / Midshipmen	73,431	74,950	76,385
Subsistence of Enlisted Personnel	1,060,590	1,068,943	1,081,662
Permanent Change of Station Travel	939,413	879,794	1,033,092
Other Military Personnel Costs	210,024	179,182	207,665
<i>FY 2011 CR Adjustment</i>	-	(661,900)	-
<b>Total Direct Program</b>	<b>25,879,268</b>	<b>25,289,049</b>	<b>27,154,384</b>
<b>REIMBURSABLE BASELINE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	212,238	216,141	211,450
Pay and Allowances of Enlisted Personnel	77,336	84,136	74,015
Pay and Allowances of Cadets / Midshipmen	-	-	-
Subsistence of Enlisted Personnel	11,760	35,487	9,762
Permanent Change of Station Travel	4,872	3,926	4,679
Other Military Personnel Costs	-	-	-
<b>Total Reimbursable Program</b>	<b>306,206</b>	<b>339,690</b>	<b>299,906</b>
<b>TOTAL BASELINE PROGRAM</b>			
Pay and Allowances of Officers	7,050,364	7,209,463	7,611,366
Pay and Allowances of Enlisted Personnel	16,835,020	16,838,894	17,429,679
Pay and Allowances of Cadets / Midshipmen	73,431	74,950	76,385
Subsistence of Enlisted Personnel	1,072,350	1,104,430	1,091,424
Permanent Change of Station Travel	944,285	883,720	1,037,771
Other Military Personnel Costs	210,024	179,182	207,665
<i>FY 2011 CR Adjustment</i>	-	(661,900)	-
<b>Total Baseline Program Funding</b>	<b>26,185,474</b>	<b>25,628,739</b>	<b>27,454,290</b>

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
**ACTIVE FORCES**

(In Thousands of Dollars)

	FY 2010 <u>Actual</u>	FY 2011* <u>Estimate</u>	FY 2012 <u>Estimate</u>
<b>OCO/Title IX Supplemental Funding --FY 2010 (P.L. 111-118)</b>			
Pay and Allowances of Officers	412,303		
Pay and Allowances of Enlisted Personnel	644,702		
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel	46,376		
Permanent Change of Station Travel	60,621		
Other Military Personnel Costs	127,618		
<b>Total OCO Program Funding</b>	<b>1,291,620</b>	-	-
 <b>TOTAL PROGRAM</b>			
Pay and Allowances of Officers	7,462,667	7,209,463	7,611,366
Pay and Allowances of Enlisted Personnel	17,479,722	16,838,894	17,429,679
Pay and Allowances of Cadets / Midshipmen	73,431	74,950	76,385
Subsistence of Enlisted Personnel	1,118,726	1,104,430	1,091,424
Permanent Change of Station Travel	1,004,906	883,720	1,037,771
Other Military Personnel Costs	337,641	179,182	207,665
<i>FY 2011 CR Adjustment</i>	-	(661,900)	-
<b>Total Program</b>	<b>27,477,093</b>	<b>25,628,739</b>	<b>27,454,290</b>
 Medicare-Eligible Retiree Health Fund Contribution, Navy	1,825,661	1,841,496	1,806,536
 <b>TOTAL MILITARY PERSONNEL PROGRAM COST</b>	<b>29,302,754</b>	<b>27,470,235</b>	<b>29,260,826</b>

\*FY 2010 Total Program includes the \$213M Base to OCO Title IX transfer.

\*Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

Section 2  
Introduction

**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.

Through transformational concepts for employment of forces; changes in assignment practices; retirement of older, manpower intensive platforms; and substitution with civilian or contractor personnel, Navy has reduced its requirement for military manpower. Funding requested in the FY 2012 Department of Navy's budget submission supports end strength of 328,303 in FY 2010, 324,300 in FY 2011, and 325,700 in FY 2012.

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. Previously, the military personnel accounts were required to pay the accrued costs, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts have been created to show the cost of these payments. Beginning in 2006, the appropriations requested for the military personnel accounts exclude funding to make the retiree health accrual payments. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. In addition to the funding reductions, the Navy and the Defense Finance and Accounting Service (DFAS) have been working together to:

- develop the lowest, achievable percentage level of unobligated/unexpended balances,
- develop a Financial Improvement Plan with specific tasks that will be performed to reduce unobligated/unexpended balances,
- add the necessary personnel resources to improve execution data collection,
- closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation unobligated/unexpended balances to the lowest achievable percentage level by the end of each appropriation's 5 year availability.

FY 2011 Surface/Subsurface gains include: 2 Arleigh Burke destroyers (DDG), 2 Littoral Combat Ships (LCS), 1 amphibious transport dock (LPD-17), 1 nuclear powered attack submarine (SSN). FY 2011 Surface /Subsurface reductions include: 3 Frigates (FFG), 1 Landing Ship Dock (LPD), 1 amphibious assault ship (LHA), 1 nuclear powered attack submarine (SSN). FY 2011 Aviation gains include the transition to 1 F/A-18E (VFA) squadrons, transition to 2 EA-18G squadrons, and the transition to 2 MH-60S (HSC) squadrons. FY 2011 Naval Aviation reductions include the transition from 1 F/A-18C (VFA) squadrons, the transition from 2 EA-6B (VAQ) squadrons, and the transition from 2 HH-60H/SH-60F (HS) squadrons.

FY 2012 Surface/Subsurface gains include: 1 Arleigh Burke destroyer (DDG), 2 Littoral Combat Ships (LCS), 2 amphibious transport dock (LPD-17), and 1 nuclear powered attack submarine (SSN). FY 2012 Surface/Subsurface reductions include: 3 Frigates (FFG) and 1 amphibious transport dock (LPD). FY 2012 Aviation gains include the transition to 1 F/A-18C (VFA) squadron, the transition to 1 F/A-18E (VFA) squadron, the transition to 3 EA-18G (VAQ) squadrons, the establishment of 1 MH-60R (HSM) squadron, the transition to 2 MH-60S (HSC) squadrons, and the transition to 4 MH-60R (HSM) squadrons. FY 2012 Naval Aviation reductions include the transition from 1 F/A-18A (VFA) squadron, the transition from 1 F/A-18C (VFA) squadron, the transition from 3 EA-6B (VAQ) squadrons, the transition from 2 HH-60H/SH-60F (HS) squadrons, and the transition from 4 SH-60B (HSL) squadrons.

Currently, the Navy anticipates ending FY 2011 with an active duty end strength of 328,700 or 4,400 over the President's Budget baseline request. Funding for the 4,400 additional was included in the FY 2011 OCO request. These personnel are being retained above the normal strength levels of 324,300 to provide augmentation support in capabilities such as Detainee Operations, Civil Affairs, Military Police, Intelligence, Medical Support and Combat Air support.



## SUMMARY OF ECONOMIC ASSUMPTIONS

### FISCAL YEAR 2010

- a. The \$27,477,093 funding supported an end strength of 328,303 with an average strength 341,284.
- b. Retired pay accrual percentage was 32.3 percent of the basic pay for full-time active duty and 24.5 percent for reserve mobilization and Active Duty for
- c. The military pay raise was 3.4 percent across the board, effective 1 January 2010.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.5 percent effective 1 October 2009.
- e. No change in the Basic Allowance for Subsistence (BAS) inflation rate for both officers and enlisted personnel.
- f. The non-pay inflation rate was 0.9 percent.

### FISCAL YEAR 2011

- a. The President's Budget (PB) requested \$26,290,639 funding to support an end strength of 324,300 with an average strength 324,765.
- b. Retired pay accrual percentage is 32.7 percent of the basic pay for full-time active duty and 24.4 percent for reserve mobilization and Active Duty for
- c. The military pay raise was 1.4 percent across the board and effective 1 January 2011.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 1.7 percent, effective 1 October 2010.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 0.4 percent for both officers and enlisted personnel, effective 1 January 2011.
- f. The non-pay inflation rate is 1.3 percent.

### FISCAL YEAR 2012

- a. The requested \$27,454,290 funding will support an end strength of 325,700 with an average strength 328,376.
- b. Retired pay accrual percentage is 34.3 percent of the basic pay for full-time active duty and 24.3 percent for reserve mobilization and Active Duty for
- c. The military pay raise is 1.6 percent across the board and effective 1 January 2012.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate is 3.6 percent effective 1 October 2011.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 3.4 percent for both officers and enlisted personnel, effective 1 January 2012.
- f. The non-pay inflation rate is 1.4 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 2010 Actual	FY 2011 Planned	FY 2012 Planned
Average Strength	341,284	324,765	328,376
End Strength	328,303	324,300	325,700
Authorization End Strength	324,400		

/1 FY 2010 supplemental average strength includes 6,767 Mobilized Reserve Component and 4,400 Active Component over strength in support of OEF/OIF.

Recruiting

	FY 2010 Actual	FY 2011 Planned	FY 2012 Planned
1. Numeric goals			
Accession Goal	34,190	35,100	36,600
Accessions Attained	34,190		
New Contract Objective (NCO)	34,111	37,000	35,485
New Contracts Attained (NCA)	34,406		

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 2010 Actual	FY 2011 Planned	FY 2012 Planned
2. Quality Goals			
- HSDG percent	95.0%	95.0%	95.0%
Actual	97.4%		
- Test Score Category I-III percent	70.0%	70.0%	70.0%
Actual	83.0%		

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.

## Section 3

### Summary Charts

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

	FY 2010 Actual		FY 2011 Planned		FY 2012 Planned	
	Average Strength	End Strength 30-Sep-10	Average Strength	End Strength 30-Sep-11	Average Strength	End Strength 30-Sep-12
<b>DIRECT PROGRAM</b>						
Officers	50,841	51,370	51,191	50,921	51,961	51,290
Enlisted	270,744	270,056	266,811	266,632	269,592	267,580
Academy (Cadets/Midshipmen)	4,377	4,527	4,377	4,350	4,219	4,400
Sub-Total	325,962	325,953	322,379	321,903	325,772	323,270
<b>REIMBURSABLE PROGRAM</b>						
Officers	1,009	994	1,034	1,044	1,049	1,053
Enlisted	1,347	1,325	1,352	1,360	1,369	1,377
Sub-Total	2,356	2,319	2,386	2,404	2,418	2,430
<b>TOTAL PROGRAM</b>						
Officers	51,850	52,364	52,225	51,962	53,010	52,343
Enlisted	272,091	271,381	268,163	267,988	270,961	268,957
Academy (Cadets/Midshipmen)	4,377	4,558	4,377	4,350	4,405	4,400
TOTAL PROGRAM	328,318	328,303	324,765	324,300	328,376	325,700
<b>FY 2010 Supplemental 1/</b>						
Officers	3,199					
Enlisted	9,767					
Supplemental Funded Strength	12,966					
<b>REVISED TOTAL PROGRAM</b>						
Officers	55,049	52,364	52,225	51,962	53,010	52,343
Enlisted	281,858	271,381	268,163	267,988	270,961	268,957
Academy (Cadets/Midshipmen)	4,377	4,558	4,377	4,350	4,405	4,400
REVISED TOTAL PROGRAM	341,284	328,303	324,765	324,300	328,376	325,700

1/ FY 2010 Average Strength includes 1,612 officers and 5,147 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 (and thereby exceed the threshold).

	FY 2010 Projected	FY 2011 Projected	FY 2012 Projected
Navy Reserve	58	62	66

These totals are not 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 2010		FY 2011		FY 2012	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
<b>Commissioned Officers</b>						
0-10 Admiral	10	0	9	0	10	0
0-9 Vice Admiral	45	1	33	1	37	1
0-8 Rear Admiral (UH)	78	1	69	2	77	1
0-7 Rear Admiral (LH)	120	2	107	2	114	2
0-6 Captain	3,438	65	3,414	64	3,502	65
0-5 Commander	6,642	132	6,805	132	6,839	133
0-4 Lieutenant Commander	10,391	196	10,311	197	10,571	203
0-3 Lieutenant	16,701	315	15,670	354	17,029	361
0-2 Lieutenant (JG)	6,544	123	7,020	131	6,961	140
0-1 Ensign	6,779	128	6,836	130	5,634	115
<b>TOTAL</b>	<b>50,748</b>	<b>963</b>	<b>50,274</b>	<b>1,013</b>	<b>50,774</b>	<b>1,021</b>
<b>Warrant Officers</b>						
W-5 Warrant Officer	48	1	33	1	45	1
W-4 Warrant Officer	461	9	564	9	454	9
W-3 Warrant Officer	596	11	556	11	575	12
W-2 Warrant Officer	511	10	535	10	495	10
<b>TOTAL</b>	<b>1,616</b>	<b>31</b>	<b>1,688</b>	<b>31</b>	<b>1,569</b>	<b>32</b>
<b>Total Officer Personnel</b>	<b>52,364</b>	<b>994</b>	<b>51,962</b>	<b>1,044</b>	<b>52,343</b>	<b>1,053</b>
<b>Enlisted Personnel</b>						
E-9 Master Chief Petty Officer	2,481	12	2,712	12	2,407	12
E-8 Senior Chief Petty Officer	5,907	29	6,525	29	6,285	32
E-7 Chief Petty Officer	21,140	103	21,586	104	20,982	107
E-6 1st Class Petty Officer	46,799	228	46,588	226	46,027	236
E-5 2nd Class Petty Officer	64,596	316	67,520	314	65,979	339
E-4 3rd Class Petty Officer	50,525	247	50,819	286	55,313	283
E-3 Seaman	52,315	255	38,185	243	42,044	215
E-2 Seaman Apprentice	17,396	85	18,668	89	18,203	93
E-1 Seaman Recruit	10,222	50	15,385	57	11,717	60
<b>Total Enlisted</b>	<b>271,381</b>	<b>1,325</b>	<b>267,988</b>	<b>1,360</b>	<b>268,957</b>	<b>1,377</b>
<b>Total Officer and Enlisted</b>	<b>323,745</b>	<b>2,319</b>	<b>319,950</b>	<b>2,404</b>	<b>321,300</b>	<b>2,430</b>
Midshipmen	4,558		4,350		4,400	
<b>TOTAL END STRENGTH</b>	<b>328,303</b>	<b>2,319</b>	<b>324,300</b>	<b>2,404</b>	<b>325,700</b>	<b>2,430</b>

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

	FY 2010		FY 2011		FY 2012	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
<b>Commissioned Officers</b>						
0-10 Admiral	10	0	9	0	11	0
0-9 Vice Admiral	42	1	33	1	39	1
0-8 Rear Admiral (UH)	79	1	70	1	79	2
0-7 Rear Admiral (LH)	126	2	110	2	117	2
0-6 Captain	3,544	65	3,433	68	3,441	68
0-5 Commander	7,301	134	6,970	136	7,073	140
0-4 Lieutenant Commander	10,950	201	10,230	206	10,523	208
0-3 Lieutenant	17,313	317	15,821	317	17,099	338
0-2 Lieutenant (JG)	6,930	127	7,030	136	6,982	138
0-1 Ensign	7,013	129	6,831	133	6,032	119
<b>TOTAL</b>	<b>53,308</b>	<b>977</b>	<b>50,537</b>	<b>1,000</b>	<b>51,396</b>	<b>1,016</b>
<b>Warrant Officers</b>						
W-5 Warrant Officer	60	1	35	1	47	1
W-4 Warrant Officer	449	8	565	11	491	10
W-3 Warrant Officer	687	13	572	11	583	12
W-2 Warrant Officer	545	10	516	11	493	10
<b>TOTAL</b>	<b>1,741</b>	<b>32</b>	<b>1,688</b>	<b>34</b>	<b>1,614</b>	<b>33</b>
<b>Total Officer Personnel</b>	<b>55,049</b>	<b>1,009</b>	<b>52,225</b>	<b>1,034</b>	<b>53,010</b>	<b>1,049</b>
<b>Enlisted Personnel</b>						
E-9 Master Chief Petty Officer	2,653	13	2,607	16	2,340	12
E-8 Senior Chief Petty Officer	6,292	30	6,645	38	5,922	30
E-7 Chief Petty Officer	22,571	108	21,661	126	20,032	101
E-6 1st Class Petty Officer	48,932	234	45,846	264	46,579	235
E-5 2nd Class Petty Officer	68,068	325	64,987	381	64,836	328
E-4 3rd Class Petty Officer	53,373	255	48,364	294	53,388	270
E-3 Seaman	49,194	235	46,111	233	48,561	245
E-2 Seaman Apprentice	18,661	89	17,267	0	17,695	89
E-1 Seaman Recruit	12,114	58	14,675	0	11,608	59
<b>Total Enlisted</b>	<b>281,858</b>	<b>1,347</b>	<b>268,163</b>	<b>1,352</b>	<b>270,961</b>	<b>1,369</b>
<b>Total Officer and Enlisted</b>	<b>336,907</b>	<b>2,356</b>	<b>320,388</b>	<b>2,386</b>	<b>323,971</b>	<b>2,418</b>
<b>Midshipmen</b>	<b>4,377</b>		<b>4,377</b>		<b>4,405</b>	
<b>TOTAL AVERAGE STRENGTH</b>	<b>341,284</b>	<b>2,356</b>	<b>324,765</b>	<b>2,386</b>	<b>328,376</b>	<b>2,418</b>

**MILITARY PERSONNEL, NAVY  
ACTIVE DUTY STRENGTH BY MONTHS 1/**

	FY 2010 Actual <sup>1/</sup>				FY 2011 Estimate				FY 2012 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
September	51,615	273,177	4,512	329,304	52,543	271,907	4,350	328,800	53,115	271,235	4,617	328,967
October	51,542	273,049	4,506	329,097	52,480	271,663	4,518	328,661	52,747	271,449	4,608	328,804
November	51,619	273,952	4,500	330,071	52,572	271,814	4,512	328,898	52,683	271,606	4,599	328,888
December	51,598	273,448	4,472	329,518	52,650	271,478	4,495	328,623	52,573	271,481	4,577	328,631
January	51,575	273,640	4,463	329,678	52,640	271,466	4,477	328,583	52,472	271,741	4,549	328,762
February	51,546	273,567	4,458	329,571	52,710	271,322	4,473	328,505	52,329	271,551	4,542	328,422
March	51,684	273,790	4,448	329,922	52,788	271,303	4,470	328,561	52,259	271,228	4,535	328,022
April	51,700	273,642	4,446	329,788	52,779	271,273	4,463	328,515	52,194	270,971	4,528	327,693
May	52,923	273,646	3,401	329,970	54,225	271,010	3,405	328,640	53,463	270,814	3,431	327,708
June	53,071	273,609	3,385	330,065	54,107	271,329	3,386	328,822	53,369	270,359	3,410	327,138
July	52,889	272,736	4,598	330,223	53,921	271,073	4,599	329,593	53,082	269,804	4,463	327,349
August	52,681	272,367	4,574	329,622	53,532	271,091	4,562	329,185	52,779	269,380	4,420	326,579
September	52,364	271,381	4,558	328,303	53,115	271,235	4,350	328,700	52,343	268,957	4,400	325,700
<b>Average End Strength</b>	<b>54,885</b>	<b>281,771</b>	<b>4,377</b>	<b>341,033</b>	<b>53,234</b>	<b>271,373</b>	<b>4,377</b>	<b>328,984</b>	<b>52,846</b>	<b>270,874</b>	<b>4,405</b>	<b>328,125</b>

<u>Active Duty for Operational Support (ADOS)</u>	FY 2010				FY 2011				FY 2012			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
<b>Average Strength</b>	<b>164</b>	<b>87</b>	<b>0.0</b>	<b>251</b>	<b>144</b>	<b>37</b>	<b>0.0</b>	<b>181</b>	<b>164</b>	<b>87</b>	<b>0.0</b>	<b>251</b>
Dollars in Millions	24.5	6.6	0.0	31.1	28.3	4.9	0.0	33.2	25.4	6.8	0.0	32.2
<b>Total Average Strength</b>	<b>55,049</b>	<b>281,858</b>	<b>4,377</b>	<b>341,284</b>	<b>53,378</b>	<b>271,410</b>	<b>4,377</b>	<b>329,165</b>	<b>53,010</b>	<b>270,961</b>	<b>4,405</b>	<b>328,376</b>

Strength not in the FY 2011 and FY 2012 President's Budget Request (included above)

OCO Funded - End Strength	1,153	3,247	0	4,400	0	0	0	0
OCO Funded - Average Strength	1,153	3,247	0	4,400	0	0	0	0

Strength in the FY 2011 and FY 2012 President's Budget Baseline Request

End Strength	51,962	267,988	4,350	324,300	52,343	268,957	4,400	325,700
Average Strength	52,225	268,163	4,377	324,765	53,010	270,961	4,405	328,376

1/ Average End Strength includes 1,584 officer and 5,183 enlisted mobilized Reserve Component in support of OIF and OEF and 1,615 officer and 4,584 enlisted active component over strength in support of OIF and OEF.

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
<b>Begin Strength</b>	<b>51,615</b>	<b>52,364</b>	<b>52,848</b>
<b>Gains</b>			
Naval Academy	769	770	800
Reserve Officer Training Corps	692	727	812
Senior ROTC	679	707	771
Scholarship	13	20	41
Health Professions Scholarships	431	433	438
Reserve Officer Candidates	0	0	0
Other Enlisted Commissioning Programs	1,809	1,857	1,016
Voluntary Active Duty	105	62	0
Direct Appointments	431	450	356
Warrant Officer Programs	176	185	166
Other	44	31	39
Gain Adjustment	6	0	0
<b>Total Gains</b>	<b>4,463</b>	<b>4,515</b>	<b>3,627</b>
<b>Losses</b>			
Expiration of Contract / Obligation	270	325	289
Normal Early Release	67	81	72
Retirement	1,825	1,992	2,101
Disability	0	123	0
Non-disability	1,825	1,869	2,101
TERA	0	0	0
Voluntary Separation - VSI	0	0	0
Voluntary Separation - SSB	0	0	0
Involuntary Separation - Reserve Officers	0	2	0
Involuntary Separation - Regular Officers	116	111	122
Attrition	1,149	1,312	1,209
Other	106	70	60
Loss Adjustment	181	50	279
<b>Total Losses</b>	<b>3,714</b>	<b>3,943</b>	<b>4,132</b>
<b>End Strength</b>	<b>52,364</b>	<b>51,962</b>	<b>52,343</b>



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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
<b>Begin Strength</b>	<b>273,177</b>	<b>271,381</b>	<b>271,235</b>
<b>Gains</b>			
Non-prior Service Enlistments	34,064	34,570	34,475
Male	26,523	26,364	26,474
Female	7,541	8,206	8,001
Prior Service Enlistments	215	530	525
National Call to Service	0	0	0
Reenlistments	48,110	38,032	43,039
Reserve Recall	26	60	40
Officer Candidate Programs	2,409	1,791	1,123
Returned from Dropped Rolls	1,288	1,872	1,405
Gain Adjustment	18	0	-64
<b>Total Gains</b>	<b>86,130</b>	<b>76,855</b>	<b>80,543</b>
<b>Losses</b>			
Expiration of Term of Service (ETS)	16,060	17,221	17,959
Normal Early Release	0	0	0
Programmed Early Release	0	0	0
Separations - VSP	0	0	0
Separations - SSB	0	0	0
To Commissioned Officer	1,627	1,624	787
To Warrant Officer	176	185	166
Reenlistment	48,110	38,032	43,039
Retirement	6,831	6,709	6,038
TERA	0	0	0
Other	0	0	0
Dropped from Rolls (Deserters)	433	751	446
Attrition (Adverse Causes)	5,296	4,934	5,219
Attrition (Other)	9,091	8,046	9,147
Reserve Components	84	25	20
Other Losses	0	0	0
Loss Adjustment	218	0	0
<b>Total Losses</b>	<b>87,926</b>	<b>77,527</b>	<b>82,821</b>
<b>End Strength</b>	<b>271,381</b>	<b>267,988</b>	<b>268,957</b>

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

	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
<b>Begin Strength</b>	<b>4,512</b>	<b>4,558</b>	<b>4,617</b>
<b>Gains</b>			
Entering Midshipmen	1,250	1,235	1,100
Re-Admit Midshipmen	0	0	0
<b>Total Gains</b>	<b>1,250</b>	<b>1,235</b>	<b>1,100</b>
<b>Losses</b>			
Attrition	169	189	245
Death	0	0	0
Graduates	1,035	1,046	1,072
<b>Total Losses</b>	<b>1,204</b>	<b>1,235</b>	<b>1,317</b>
<b>End Strength</b>	<b>4,558</b>	<b>4,350</b>	<b>4,400</b>

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
(In Thousands of Dollars)

	FY 2010			FY 2011*			FY 2012		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	3,810,770	8,503,125	12,313,895	3,680,703	8,257,803	11,938,506	3,815,973	8,392,897	12,208,870
2. Retired Pay Accrual	1,211,185	2,715,155	3,926,340	1,202,462	2,700,204	3,902,666	1,307,307	2,878,334	4,185,641
3. Basic Allowance for Housing	1,289,045	3,847,291	5,136,336	1,263,675	3,682,915	4,946,590	1,346,794	3,902,086	5,248,880
A. With Dependents - Domestic	893,046	2,698,466	3,591,512	895,965	2,618,058	3,514,023	966,150	2,755,593	3,721,743
B. Without Dependents - Domestic	293,045	853,586	1,146,631	279,511	833,777	1,113,288	284,775	881,624	1,166,399
C. Substandard Family Housing - Domestic	0	0	0	0	0	0	0	0	0
D. Partial - Domestic	43	6,213	6,256	52	7,446	7,498	40	6,119	6,159
E. With Dependents - Overseas	62,593	149,390	211,983	55,334	126,450	181,784	58,298	135,378	193,676
F. Without Dependents - Overseas	40,318	139,636	179,954	32,813	97,184	129,997	37,531	123,372	160,903
4. Subsistence	145,013	1,118,726	1,263,739	143,344	1,104,430	1,247,774	146,021	1,091,424	1,237,445
A. Basic Allowance for Subsistence	145,013	716,049	861,062	143,344	685,085	828,429	146,021	705,147	851,168
1. Authorized to Mess Separately	145,013	713,730	858,743	143,344	682,829	826,173	146,021	702,866	848,887
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	2,090	2,090	0	2,033	2,033	0	2,056	2,056
5. Augmentation for Separate Meals	0	229	229	0	223	223	0	225	225
6. Partial BAS	0	0	0	0	0	0	0	0	0
B. Subsistence-In-Kind	0	402,667	402,667	0	419,333	419,333	0	386,265	386,265
1. Subsistence in Messes	0	344,217	344,217	0	344,255	344,255	0	328,298	328,298
2. Special Rations	0	0	0	0	0	0	0	0	0
3. Operational Rations	0	2,702	2,702	0	2,797	2,797	0	2,743	2,743
4. Augmentation Rations	0	55,748	55,748	0	72,281	72,281	0	55,224	55,224
5. Other Programs	0	0	0	0	0	0	0	0	0
C. FSSA	0	10	10	0	12	12	0	12	12
5. Incentive Pay, Hazardous Duty, and Aviation Career	154,243	92,718	246,961	155,148	100,499	255,647	153,376	104,846	258,222
A. Flying Duty Pay	122,936	13,926	136,862	124,500	15,185	139,685	121,643	15,064	136,707
1. Aviation Career, Officers	70,785	0	70,785	69,368	0	69,368	68,769	0	68,769
2. Crew Members	78	63	141	102	169	271	87	65	152
3. Noncrew Member	34	126	160	31	216	247	36	121	157
4. Aviation Continuation Pay	52,039	0	52,039	54,999	0	54,999	52,751	0	52,751
5. Career Enlisted Flyer Pay	0	13,737	13,737	0	14,800	14,800	0	14,878	14,878
B. Submarine Duty Pay	25,574	49,440	75,014	25,517	58,263	83,780	25,812	58,900	84,712
D. Parachute Jumping Pay	2,656	9,326	11,982	2,293	7,550	9,843	2,797	9,757	12,554
E. Demolition Pay	2,178	8,550	10,728	1,870	6,701	8,571	2,180	8,519	10,699
H. Other Pays	899	11,476	12,375	968	12,800	13,768	944	12,606	13,550
6. Special Pays	405,260	887,266	1,292,526	355,821	839,787	1,195,608	411,258	749,564	1,160,822

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
(In Thousands of Dollars)

	FY 2010			FY 2011*			FY 2012		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
A. Medical Pay	185,953	0	185,953	157,209	0	157,209	185,231	0	185,231
B. Dental Pay	36,138	0	36,138	33,896	0	33,896	45,080	0	45,080
C. Optometrists Pay	383	0	383	558	0	558	500	0	500
D. Pharmacy Pay	1,380	0	1,380	1,504	0	1,504	1,770	0	1,770
E. Nurse Pay	9,997		9,997	11,673	0	11,673	11,933		
F. Non-Physician Pay	6,630	0	6,630	0	0	0	9,160	0	9,160
G. Nuclear Officer Incentive Pay	65,580	0	65,580	69,630	0	69,630	71,520	0	71,520
H. Nuclear Accession Bonus	0	2,910	2,910	0	2,910	2,910	0	2,910	2,910
I. Scientific/Engineering Bonus	0	0	0	0	0	0	0	0	0
J. Responsibility Pay	732	0	732	745	0	745	738	0	738
K. Sea and Foreign Duty, Total	25,692	235,086	260,778	25,013	230,284	255,297	25,461	234,796	260,257
1. Sea Duty	25,198	215,601	240,799	24,073	209,778	233,851	25,362	215,406	240,768
2. Duty at Certain Places	494	16,925	17,419	940	18,006	18,946	99	16,824	16,923
3. Overseas Extension Pay	0	2,560	2,560	0	2,500	2,500	0	2,566	2,566
L. Diving Duty Pay	4,595	13,572	18,167	3,598	11,909	15,507	4,253	13,572	17,825
M. Foreign Language Proficiency Pay	3,248	16,476	19,724	2,508	17,300	19,808	4,119	20,401	24,520
N. Imminent Danger Pay	14,969	81,302	96,271	481	899	1,380	1,358	2,700	4,058
O. Hardship Duty Pay	3,162	8,073	11,235	899	6,430	7,329	899	7,777	8,676
P. Judge Advocate Continuation Pay	1,995	0	1,995	1,998	0	1,998	1,590	0	1,590
Q. Special Warfare Officer Pay	3,122	0	3,122	3,519	0	3,519	3,614	0	3,614
R. Surface Warfare Officer	12,570	0	12,570	10,020	0	10,020	12,730	0	12,730
S. Critical Skill Retention Bonus	27,306	25,233	52,539	28,723	32,217	60,940	29,491	38,854	68,345
T. Conversion to Military Occupational Specialty	0	0	0	0	0	0	0	0	0
U. New Officers in Critical Skills Accession Bonus	675	0	675	0	0	0	585	0	585
V. Transfer Between Armed Forces Incentive Bonus	0	0	0	0	0	0	0	0	0
W. Combat-Related Injury Rehabilitation Bonus	0	0	0	0	0	0	0	0	0
X. Reenlistment Bonus	0	269,602	269,602	0	303,159	303,159	0	233,986	233,986
1. Regular	0	117,611	117,611	0	131,584	131,584	0	95,861	95,861
2. Selective	0	151,991	151,991	0	171,575	171,575	0	138,125	138,125
Y. Special Duty Assignment Pay	0	90,159	90,159	0	84,866	84,866	0	85,677	85,677
Z. Enlistment Bonus	0	94,710	94,710	0	101,429	101,429	0	65,610	65,610
aa. Education Benefits	0	5,700	5,700	0	5,258	5,258	0	1,037	1,037
bb. Loan Repayment Program	0	8,370	8,370	0	8,400	8,400	0	9,500	9,500
cc. Assignment Incentive Pay	0	36,073	36,073	99	34,724	34,823	0	32,742	32,742
W. Other Special Pay	1,133	0	1,133	3,748	2	3,750	1,226	2	1,228
7. Allowances	133,400	616,879	750,279	104,291	498,621	602,912	106,422	515,986	622,408
A. Uniform or Clothing Allowances	2,242	203,295	205,537	2,461	171,502	173,963	2,380	179,219	181,599

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
(In Thousands of Dollars)

	FY 2010			FY 2011*			FY 2012		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Initial Issue	1,766	54,194	55,960	1,867	59,341	61,208	1,887	60,187	62,074
a. Military	1,706	53,222	54,928	1,803	58,348	60,151	1,750	59,125	60,875
b. Civilian	60	972	1,032	64	993	1,057	137	1,062	1,199
2. Additional	476	2,000	2,476	594	1,000	1,594	493	1,500	1,993
3. Basic Maintenance	0	30,015	30,015	0	22,896	22,896	0	24,379	24,379
4. Standard Maintenance	0	99,374	99,374	0	73,342	73,342	0	77,303	77,303
5. Special	0	16,039	16,039	0	13,254	13,254	0	13,923	13,923
6. Supplementary	0	1,673	1,673	0	1,669	1,669	0	1,927	1,927
7. Civilian Clothing Maintenance	0	0	0	0	0	0	0	0	0
8. TFU	0	0	0	0	0	0	0	0	0
B. Station Allowances Overseas	113,523	319,772	433,295	95,138	249,641	344,779	97,367	263,188	360,555
1. Cost-of-Living	100,821	294,907	395,728	84,779	226,551	311,330	85,139	238,017	323,156
2. Temporary Lodging	12,702	24,865	37,567	10,359	23,090	33,449	12,228	25,171	37,399
C. Family Separation Allowance	15,681	84,641	100,322	4,456	63,047	67,503	5,010	66,441	71,451
1. On PCS With Dependents Not Authorized	2,910	20,727	23,637	1,629	17,640	19,269	1,632	16,389	18,021
2. Onboard> 30 days	9,303	23,493	32,796	2,286	17,592	19,878	2,292	20,466	22,758
3. TDY> 30 days	3,468	40,421	43,889	534	27,810	28,344	1,086	29,586	30,672
4. On PCS, No Government Quarters	0	0	0	7	5	12	0	0	0
D. Aid and Attendance Allowance/ Catastrophically	0	0	0	0	36	36	0	36	36
E. CONUS COLA	1,954	9,171	11,125	2,236	14,395	16,631	1,665	7,102	8,767
8. Separation Payments	26,187	173,910	200,097	25,353	127,343	152,696	34,098	243,913	278,011
A. Terminal Leave Pay	0	0	0	0	0	0	0	0	0
B. Lump Sum Readjustment Pay	15,351	47,770	63,121	14,290	38,881	53,171	17,074	51,693	68,767
C. Donations	0	10	10	0	10	10	0	10	10
D. Severance Pay, Disability	726	14,875	15,601	635	10,809	11,444	1,098	12,743	13,841
E. Severance Pay, Nonpromotion	0	0	0	4,283	0	4,283	0	0	0
F. Severance Pay, Invol Half (5%)	396	16,319	16,715	0	13,354	13,354	443	29,491	29,934
G. Severance Pay, Invol Full (10%)	7,764	57,506	65,270	4,495	18,799	23,294	13,413	104,166	117,579
H. Severance Pay, VSI	0	3,200	3,200	0	3,100	3,100	0	3,000	3,000
I. Severance Pay, VSP	0	0	0	0	0	0	0	0	0
J. Severance Pay, SSB	0	0	0	0	0	0	0	0	0
K. 15-Year Temporary Early Retirement	0	0	0	0	0	0	0	0	0
L. \$30,000 Lump Sum Bonus	1,950	34,230	36,180	1,650	42,390	44,040	2,070	42,810	44,880
9. Social Security Tax Payment	287,564	643,378	930,942	278,666	631,722	910,388	290,117	642,053	932,170
9a. Special Compensation for Combat-Related Disabled	0	0	0	0	0	0	0	0	0
10. Permanent Change of Station Travel	357,583	647,323	1,004,906	245,420	638,300	883,720	374,547	663,224	1,037,771
11. Other Military Personnel Costs	57,778	279,863	337,641	46,893	132,289	179,182	44,540	163,125	207,665

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
(In Thousands of Dollars)

	FY 2010			FY 2011*			FY 2012		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
A. Apprehension of Deserters	0	247	247	0	261	261	0	256	256
B. Interest on Uniformed Services Savings Deposit	663	994	1,657	571	856	1,427	686	1,029	1,715
C. Death Gratuities	2,000	14,300	16,300	2,300	15,400	17,700	1,700	13,500	15,200
D. Unemployment Compensation	0	187,212	187,212	0	88,350	88,350	0	122,832	122,832
F. SGLI/T-SGLI	13,865	46,416	60,281	0	0	0	0	0	0
G. Education Benefits	0	24,635	24,635	0	21,515	21,515	0	20,852	20,852
H. Adoption Expenses	171	109	280	114	157	271	174	112	286
I. Transportation Subsidy	4,156	5,740	9,896	2,409	5,621	8,030	2,865	3,957	6,822
TSP	0	0	0	0	0	0	0	0	0
J. Partial Dislocation Allowance	28	47	75	61	129	190	12	25	37
K. Senior ROTC (Non-Scholarship)	1,336	0	1,336	1,740	0	1,740	1,929	0	1,929
L. Senior ROTC (Scholarship)	23,600	0	23,600	25,605	0	25,605	22,584	0	22,584
M. Junior ROTC	11,869	0	11,869	14,093	0	14,093	14,027	0	14,027
N. Reserve Income Replacement	40	0	40	0	0	0	0	0	0
P. Stop Loss Retroactive Pay	50	163	213						0
Q. Preventive Health Allowance Demonstration Project							562	563	1,125
Cadets	73,431	0	73,431	74,950	0	74,950	76,385	0	76,385
Military Personnel Appropriation Total	7,951,459	19,525,634	27,477,093	7,576,726	18,713,913	26,290,639	8,106,838	19,347,452	27,454,290
13. Less Reimbursables	212,238	93,968	306,206	216,141	123,549	339,690	211,450	88,456	299,906
Military Personnel Appropriation Total, Direct	7,739,221	19,431,666	27,170,887	7,360,585	18,590,364	25,950,949	7,895,388	19,258,996	27,154,384
<i>FY 2011 CR Adjustment</i>						-661,900			
<i>Revised FY 2011 Direct Program</i>						25,289,049			

\*Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
(In Thousands of Dollars)

	FY 2011 President's Budget	Congressional Action	Enacted Title IX	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal*	Anticipated Reprogramming	FY 2011 Col FY 2012 President's Budget
<b>Pay and Allowances of Officers</b>								
Basic Pay	3,680,703			3,680,703		3,680,703		3,680,703
Retired Pay Accrual	1,202,462			1,202,462		1,202,462		1,202,462
Incentive Pay	155,148			155,148		155,148		155,148
Special Pay	355,821			355,821		355,821	0	355,821
Basic Allowance for Housing	1,263,675			1,263,675		1,263,675		1,263,675
Basic Allowance for Subsistence	143,344			143,344		143,344		143,344
Station Allowances Overseas	95,138			95,138		95,138		95,138
CONUS Cost of Living Allowances	2,236			2,236		2,236		2,236
Uniform Allowances	2,461			2,461		2,461		2,461
Family Separation Allowances	4,456			4,456		4,456		4,456
Separation Payments	25,353			25,353		25,353		25,353
Social Security Tax-Employer's	278,666			278,666		278,666		278,666
<b>Total Obligations</b>	<b>7,209,463</b>	<b>0</b>	<b>0</b>	<b>7,209,463</b>	<b>0</b>	<b>7,209,463</b>	<b>0</b>	<b>7,209,463</b>
Less Reimbursements	216,141	0	0	216,141		216,141		216,141
<b>Total Direct Obligations</b>	<b>6,993,322</b>	<b>0</b>	<b>0</b>	<b>6,993,322</b>	<b>0</b>	<b>6,993,322</b>	<b>0</b>	<b>6,993,322</b>
<b>Pay and Allowances of Enlisted</b>								
Basic Pay	8,257,803			8,257,803		8,257,803		8,257,803
Retired Pay Accrual	2,700,204			2,700,204		2,700,204		2,700,204
Incentive Pay	100,499			100,499		100,499		100,499
Special Pay	336,675			336,675		336,675		336,675
Special Duty Assignment Pay	84,866			84,866		84,866		84,866
Reenlistment Bonus	303,159			303,159		303,159		303,159
Enlistment Bonus	101,429			101,429		101,429		101,429
Navy College Fund	5,258			5,258		5,258		5,258
Loan Repayment Program	8,400			8,400		8,400		8,400
Basic Allowance for Housing	3,682,915			3,682,915		3,682,915		3,682,915
Station Allowances Overseas	249,641			249,641		249,641		249,641
CONUS Cost of Living Allowances	14,395			14,395		14,395		14,395
Clothing Allowances	171,502			171,502		171,502		171,502
Family Separation Allowances	63,047			63,047		63,047		63,047
Aid and Attend Allow for Catastroph Injured	36			36		36		36
Separation Payments	127,343			127,343		127,343		127,343
Social Security Tax-Employer's Contribution	631,722			631,722		631,722		631,722

**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
(In Thousands of Dollars)

	FY 2011 President's Budget	Congressional Action	Enacted Title IX	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal*	Anticipated Reprogramming	FY 2011 Col FY 2012 President's Budget
<b>Total Obligations</b>	<b>16,838,894</b>	<b>0</b>	<b>0</b>	<b>16,838,894</b>	<b>0</b>	<b>16,838,894</b>	<b>0</b>	<b>16,838,894</b>
Less Reimbursements	84,136			84,136		84,136		84,136
<b>Total Direct Obligations</b>	<b>16,754,758</b>	<b>0</b>	<b>0</b>	<b>16,754,758</b>	<b>0</b>	<b>16,754,758</b>	<b>0</b>	<b>16,754,758</b>
<b>Pay and Allowances for Midshipmen</b>								
Academy Midshipmen	74,950			74,950		74,950	0	74,950
<b>Total Obligations</b>	<b>74,950</b>	<b>0</b>	<b>0</b>	<b>74,950</b>	<b>0</b>	<b>74,950</b>	<b>0</b>	<b>74,950</b>
Less Reimbursements	0			0		0		0
<b>Total Direct Obligations</b>	<b>74,950</b>	<b>0</b>	<b>0</b>	<b>74,950</b>	<b>0</b>	<b>74,950</b>	<b>0</b>	<b>74,950</b>
<b>Subsistence of Enlisted Personnel</b>								
Basic Allow for Subsistence	685,085			685,085		685,085	0	685,085
Subsistence-in-Kind	419,333			419,333		419,333	0	419,333
FSSA	12			12		12	0	12
<b>Total Obligations</b>	<b>1,104,430</b>	<b>0</b>	<b>0</b>	<b>1,104,430</b>	<b>0</b>	<b>1,104,430</b>	<b>0</b>	<b>1,104,430</b>
Less Reimbursements	35,487	0	0	35,487		35,487		35,487
<b>Total Direct Obligations</b>	<b>1,068,943</b>	<b>0</b>	<b>0</b>	<b>1,068,943</b>	<b>0</b>	<b>1,068,943</b>	<b>0</b>	<b>1,068,943</b>
<b>Permanent Change of Station Travel</b>								
Accession Travel	76,220			76,220		76,220		76,220
Training Travel	71,814			71,814		71,814		71,814
Operational Travel	219,685			219,685		219,685		219,685
Rotational Travel	354,275			354,275		354,275		354,275
Separation Travel	103,806			103,806		103,806		103,806
Travel of Organized Units	39,368			39,368		39,368		39,368
Non-Temporary Storage	5,760			5,760		5,760		5,760
IPCOT/OTEIP	6,406			6,406		6,406		6,406
Temporary Lodging Expense	6,386			6,386		6,386		6,386
<b>Total Obligations</b>	<b>883,720</b>	<b>0</b>	<b>0</b>	<b>883,720</b>	<b>0</b>	<b>883,720</b>	<b>0</b>	<b>883,720</b>
Less Reimbursements	3,926			3,926		3,926		3,926
<b>Total Direct Obligations</b>	<b>879,794</b>	<b>0</b>	<b>0</b>	<b>879,794</b>	<b>0</b>	<b>879,794</b>	<b>0</b>	<b>879,794</b>



**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
(In Thousands of Dollars)

	FY 2011 President's Budget	Congressional Action	Enacted Title IX	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal*	Anticipated Reprogramming	FY 2011 Col FY 2012 President's Budget
<b>Other Personnel Costs</b>								
Apprehension of Military Deserters								
Absentees & Escaped Military								
Prisoners	261			261		261		261
Interest on Uniform Svcs Savings (MIA)	1,427			1,427		1,427		1,427
Death Gratuities	17,700			17,700		17,700		17,700
Unemployment Compensation	88,350			88,350		88,350		88,350
Reserve Income Replacement				0		0		0
SGLI				0		0		0
Education Benefits	21,515			21,515		21,515		21,515
Transportation Subsidy	8,030			8,030		8,030		8,030
Adoption Expenses	271			271		271		271
Partial Dislocation Allowance	190			190		190		190
TSP				0		0		0
Senior ROTC	1,740			1,740		1,740		1,740
Scholarship ROTC	25,605			25,605		25,605		25,605
JROTC	14,093			14,093		14,093	0	14,093
<b>Total Obligations</b>	<b>179,182</b>	<b>0</b>	<b>0</b>	<b>179,182</b>	<b>0</b>	<b>179,182</b>	<b>0</b>	<b>179,182</b>
Less Reimbursements	0			0	0	0	0	0
<b>Total Direct Obligations</b>	<b>179,182</b>	<b>0</b>	<b>0</b>	<b>179,182</b>	<b>0</b>	<b>179,182</b>	<b>0</b>	<b>179,182</b>
<b>Total MPN Obligations</b>	<b>26,290,639</b>	<b>0</b>	<b>0</b>	<b>26,290,639</b>	<b>0</b>	<b>26,290,639</b>	<b>0</b>	<b>26,290,639</b>
Less Reimbursements	339,690	0	0	339,690	0	339,690	0	339,690
<b>Total Direct MPN Obligations</b>	<b>25,950,949</b>	<b>0</b>	<b>0</b>	<b>25,950,949</b>	<b>0</b>	<b>25,950,949</b>	<b>0</b>	<b>25,950,949</b>
<i>FY 2011 CR Adjustment</i>						<i>(661,900)</i>		
<i>Revised FY 2011 Direct Program</i>						<b>25,289,049</b>		

\*Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

## Section 4

### Detail of Military Personnel Entitlements

**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 2011 Direct Program</b>	<b>6,993,322</b>	<b>16,754,758</b>	<b>74,950</b>	<b>1,068,943</b>	<b>879,794</b>	<b>179,182</b>	<b>25,950,949</b>
<b>INCREASES</b>							
<b>Pricing Increases</b>	<b>187,994</b>	<b>654,572</b>	<b>970</b>	<b>4,076</b>	<b>82,237</b>	<b>4,977</b>	<b>934,826</b>
<b>Annualization of FY 2011 Pay Raise 1.4% (Effective 1 January 2011)</b>	<b>16,474</b>	<b>35,575</b>	<b>214</b>		-		<b>52,263</b>
Basic Pay	11,605	25,062	199				36,866
Retired Pay Accrual	3,981	8,596					12,577
FICA	888	1,917	15				2,820
<b>FY 2012 Pay Raise 1.6% (Effective 1 January 2012)</b>	<b>56,482</b>	<b>121,972</b>	<b>642</b>	-	-	-	<b>179,096</b>
Basic Pay	39,790	85,926	596				126,312
Retired Pay Accrual	13,648	29,473	46				43,167
FICA	3,044	6,573					9,617
<b>Inflation Rate</b>	<b>61,228</b>	<b>133,991</b>	<b>114</b>	<b>4,076</b>	-	-	<b>199,409</b>
RPA Full Time Rate growth from 32.7% to 34.3%	60,765	133,991					194,756
BAS Growth Rate of 3.4%	463			3,768			4,231
Increase in Basic Allowance for Subsistence Rate			114				114
Increase in SIK Augmentation Rations Rate				308			308
<b>Permanent Change of Station (PCS) Travel - Officers</b>					<b>43,287</b>		<b>43,287</b>
Increase in Rotational - Rate					27,743		27,743
Increase in Training - Rate					14,856		14,856
Increase in Organized Units - Rate					688		688
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>38,950</b>		<b>38,950</b>
Increase in Training - Rate					8,151		8,151
Increase in Operational - Rate					9,769		9,769
Increase in Accessions - Rate					11,436		11,436
Increase in Organized Units - Rate					7,111		7,111
Increase in IPCOT					1,988		1,988
Increase in OTEIP					422		422
Increase in Midshipmen					73		73
<b>BAH Rates</b>	<b>5,838</b>	<b>255,212</b>					<b>261,050</b>
FY2012 Domestic Housing Rate Growth of 3.6%		242,365					242,365
BAH Overseas Rate	5,838	12,847					18,685
<b>Separation Pays</b>	<b>1,491</b>	<b>34,140</b>					<b>35,631</b>
Lump Sum Leave - Rate	1,491						1,491
Severance Pay Non-Disability Full		34,140					34,140

**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>Incentive Pay</b>	<b>122</b>	<b>6,733</b>					<b>6,855</b>
AIP		2,771					2,771
EOD/SEAL Master Diver CSRB - Anniversary		31					31
Enlisted Supervisor Retention Pay - Anniversary		1,973					1,973
Parachute Jumping	122						
SOCOM CSRB		1,958					1,958
<b>Special Pay</b>	<b>45,365</b>	<b>54,589</b>					<b>99,954</b>
Physician Medical Variable	394						394
Medical Incentive	12,232						12,232
Medical Multi-Year Pay	11,944						11,944
Medical CSRB	2,000						2,000
Nurse Incentive Pay	773						773
Dental Incentive Special Pay	6,000						6,000
Dental Variable	51						51
Dental Medical Multi-Year Pay	2,675						2,675
Dental CSRB							-
Submarine Support Incentive Pay - Anniversary	443						443
Implementation of Health Profession Officer Pays	6,014						6,014
SPECWAR Officer Continuation Pay	873						873
Foreign Language Proficiency Pay	851						851
Career Sea Pay	25						25
Judge Advocate Continuation Pay	220						220
Civil Engineer Corps CSRB - Initial	870						870
Reenlistment Bonus - New Payments		25,938					25,938
Enlistment Bonus - New Pay		31					
Enlistment Bonus - Residuals		15,016					
Reenlistment Bonus - Anniversary		4,299					4,299
Clothing - Replacement		4,599					<b>4,599</b>
Loan Repayment Plan - New		4,706					4,706
<b>Education Benefits</b>		<b>34</b>					<b>34</b>
\$950/month		34					34
<b>Overseas Station Allowance</b>	<b>820</b>	<b>8,205</b>					<b>9,025</b>
COLA - Rate		7,362					7,362
TLA member entitled	820	843					1,663
<b>CONUS COLA - Rate</b>	<b>166</b>	<b>4,121</b>					<b>4,287</b>

**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>Uniform</b>	<b>8</b>						<b>8</b>
Initial							-
Additional							-
Civilian	8						
<b>Other Military Personnel Costs</b>						<b>4,977</b>	<b>4,977</b>
Unemployment Compensation						3,740	
Senior ROTC Uniforms, Commutation-in-Lieu of						5	5
Senior ROTC Pay and Allowances						3	3
Senior ROTC Substinance						2	2
Scholarship ROTC Uniforms, Commutation-in-Lieu of						14	14
Scholarship ROTC Pay and Allowances						50	50
Scholarship ROTC Subsistence						38	38
Preventive Health Allowance						1,125	1,125
<b>Program Increases</b>	<b>332,217</b>	<b>260,551</b>	<b>465</b>	<b>54,131</b>	<b>179,100</b>	<b>32,542</b>	<b>859,006</b>
<b>Permanent Change of Station (PCS) Travel - Officers</b>					<b>96,646</b>		<b>96,646</b>
Increase in Training					8,557		8,557
Increase in Accessions					11,071		
Increase in Operational					28,737		28,737
Increase in Rotational					37,522		37,522
Increase in Separations					10,759		10,759
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>82,454</b>		<b>82,454</b>
Increase in Accessions					4,566		4,566
Increase in Training					6,456		6,456
Increase in Operational					36,148		36,148
Increase in Separations					35,248		35,248
Increase in IPCOT					18		18
Increase in OPTEIP					18		18
<b>Strength Related</b>	<b>265,021</b>	<b>117,020</b>	<b>465</b>	<b>15,332</b>			<b>397,838</b>
Basic Pay Work Years	111,214	64,968	326				176,508
Retired Pay Accrual - Full time Work Years	36,451	22,284					58,735
Increase in BAS Workyears				114	15,332		15,446
BAH Domestic	105,903						105,903
BAH Overseas	1,844	24,798					
FICA Work Years	9,609	4,970	25				14,604
<b>Other</b>	<b>49,376</b>	<b>143,531</b>					<b>192,907</b>

**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>Incentive Pay</b>	-	<b>4,747</b>					<b>4,747</b>
Flying Duty - Career		78					78
Toxic Material Pay		4					4
Duty Inside Hi/Lo Chamber		3					3
Submarine Pay		637					637
Parachute Jumping		2,207					2,207
Demolition Duty		1,818					1,818
<b>Special Pay</b>	<b>49,376</b>	<b>31,593</b>					<b>80,969</b>
Medical Board Certified	956						956
Medical Additional	4,620						4,620
Medical Variable	178						178
Medical Incentive	2,943						2,943
CNRA Incentive Special Pay	5,521						5,521
Dental Variable	451						451
Dental Additional	710						710
Dental Incentive Special Pay	8,220						8,220
Dental Board Certified	242						242
Dental Accession Bonus	7,600						7,600
General Dentist Retention Bonus	2,800						2,800
Optometrist Special Pay	9						9
Pharmacist Special Pay	480						480
Implementation of Health Professions Officer Pays	1,641						1,641
Personal Money Allowance	6						6
Imminent Danger Pay	878	1,801					2,679
Special Allowances	8						8
Foreign Language Proficiency Pay	760	3,984					4,744
Premium Sea Pay	1						1
Career Sea Pay	324	5,628					5,952
Nuclear Officer Incentive Pay - Anniversary	2,220						2,220
SWO Continuation Pay - Initial	600						600
SWO Continuation Pay - Anniversary	2,110						2,110
SWO CSRB (Post DH) - Initial	2,134						2,134
SWO CSRB (Post DH) - Anniversary	1,812						1,812
SWO CSRB (Senior) - Anniversary	163						163
SPECWAR OCP - Initial	225						225
EOD/Seal Master Diver (CSRB) - Anniversary		535					535
NSW CSRB - Initial	300						300
NSW CSRB - Anniversary	200						200
Intel Officer CSRB - Initial	20						20

**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>
HDP Location		1,347					
Enlisted Supervisor Retention Pay - Initial		14,200					14,200
Enlisted Supervisor Retention Pay - Anniversary		1,091					
Diving Duty	744	1,663					2,407
Overseas Extension Pay		66					66
SDIP		1,278					1,278
CEC CSRB - Anniversary	500						500
<b>Separation Payments</b>	<b>12,412</b>	<b>92,298</b>					<b>104,710</b>
Separations - Severance Pay Non-Disability		72,382					72,382
Separations - Severance Pay Disability	571	2,095					2,666
Separations - Lump Sum Leave	1,290	17,401					18,691
Severance, Invol - Full Pay	10,131						
\$30K Bonus	420	420					840
<b>Other</b>	<b>3,127</b>	<b>12,019</b>					<b>15,146</b>
<b>Uniforms</b>	<b>65</b>	<b>3,762</b>					<b>3,827</b>
Initial	65	1,490					1,555
Additional		1,772					1,772
Upfront Clothing		500					
<b>Incentive Pays</b>	<b>3,062</b>	<b>624</b>					<b>3,686</b>
ACCP - Initial	2,060						2,060
Submarine Pay	296						296
Flight Deck Duty	9						9
Non-crew members	5						5
Parachute Jumpings	382						382
Demolition Duty	310						310
Education Benefits - Navy College First		418					418
Education Benefits \$950/month		206					206
Increase in SIK Messing				6,597			6,597
Increase in SIK Augumentation Rations				4,120			
Increase in SIK Collections				28,082			28,082
<b>SDAP</b>		<b>2,291</b>					
<b>Overseas Station Allowance</b>	<b>1,727</b>	<b>5,342</b>					<b>7,069</b>
COLA	679	4,103					4,782
TLA Member Entitled	1,048	1,239					2,287
<b>FSA-S (Onboard &gt;30 days)</b>		<b>2,874</b>					

**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>Other Military Personnel Costs</b>	<b>554</b>					<b>32,542</b>	<b>33,096</b>
Family Separation Allowance	554						
Unemployment Compensation						30,748	30,748
Interest on Savings due to participation						288	288
Adoption						3	3
Senior ROTC Stipend						195	195
Senior ROTC Uniform, Commutation in Lieu of						104	104
Senior ROTC Pay and Allowances						82	82
Senior ROTC Substinance						26	26
Scholarship, ROTC Pay and Allowances						673	673
Scholarship, ROTC Subsistence						212	212
Apprehension						-	-
JROTC Uniforms, Issue-in-Kind						211	211
<b>DECREASES</b>							
<b>Pricing Decreases</b>	<b>(30,440)</b>	<b>(13,735)</b>	<b>-</b>	<b>(13,694)</b>	<b>(16,299)</b>	<b>(153)</b>	<b>(74,321)</b>
<b>Strength Related</b>	<b>(12,503)</b>				<b>(2,077)</b>		<b>(14,580)</b>
<b>Annualization of FY 2011 Pay Raise of 1.4%. Effective January 2011</b>					<b>(469)</b>		<b>(469)</b>
Dislocation Allowance					(469)		(469)
<b>FY 2012 Pay Raise of 1.6%. Effective January 2012</b>					<b>(1,608)</b>		<b>(1,608)</b>
Dislocation Allowance					(1,608)		(1,608)
Decrease in Part Time Rate from 24.4% to 24.3%	(18)						(18)
<b>Other Strength Related</b>							
BAH Domestic	(12,485)						
<b>Other Pricing Decreases</b>	<b>(17,937)</b>						<b>(17,937)</b>
<b>Special Pay</b>	<b>(13,291)</b>	<b>(9,390)</b>					<b>(22,681)</b>
Enlisted Supervisor Retention Pay - Initial		(8,034)					(8,034)
Physician Board Certified	(150)						(150)
Optometry Special Pay	(6)						(6)
CRNA Incentive Special Pay	(5,426)						(5,426)
Foreign Language Proficiency Pay		(883)					
EOD/Seal Master Diver (CSRB) Initial Payments		(473)					(473)
SWO CSRB (Senior) - Initial	(880)						
SWO CSRB (Senior) - Anniversary	(675)						(675)
NSW Officer CSRB - Anniversary	(75)						(75)
CEC CSRB - Anniversary	(797)						(797)
Diving Duty	(90)						(90)
Dental CSAB	(4,900)						(4,900)
Dental Additional	(100)						(100)



**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>
Dental Board Certified	(192)						(192)
<b>Incentive Pay</b>	<b>(3,449)</b>						<b>(3,449)</b>
ACCP Initial	(2,540)						(2,540)
ACCP Anniversary	(909)						(909)
<b>Permanent Change of Station (PCS) Travel - Officers</b>					<b>(8,130)</b>		<b>(8,130)</b>
Decrease in Accessions					(3,704)		(3,704)
Decrease in Operational					(1,362)		
Decrease in Separations					(3,064)		(3,064)
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>(6,092)</b>		<b>(6,092)</b>
Decrease in Rotational					(4,419)		(4,419)
Decrease in Separations					(1,673)		(1,673)
<b>Separations</b>	<b>(878)</b>	<b>(2,221)</b>					
Severance, Disability	(109)	(161)					
Severance, Invol - Full Pay	(769)						
Lump Sum		(2,060)					
<b>OSA</b>	<b>(319)</b>						
COLA due to FCF rates	(319)						
<b>Other Military Personnel Costs</b>		<b>(2,124)</b>		<b>(13,694)</b>		<b>(153)</b>	<b>(15,971)</b>
SDAP		(1,480)					
Clothing Initial		(644)					
Partial DLA						(153)	(153)
Decrease in SIK BDFA Rates				(13,694)			
<b>Program Decreases</b>	<b>(83,177)</b>	<b>(300,482)</b>	-	<b>(31,794)</b>	<b>(91,740)</b>	<b>(8,883)</b>	<b>(516,076)</b>
<b>Strength Related</b>	<b>(50,410)</b>	<b>(119,210)</b>	-	-			<b>(169,620)</b>
Basic Pay Workyears	(28,295)	(42,328)					(70,623)
Retired Pay Accrual - Pay Grade Mix	(9,705)	(15,549)					(25,254)
FICA Workyears	(2,165)	(3,023)					(5,188)
BAH Domestic		(58,310)					(58,310)
BAS - Workyears	(10,245)						(10,245)
<b>Inflation</b>		<b>(18)</b>					
Retired Pay Accrual - Part Time - 24.4% to 24.3% Growth		(18)					
<b>SIK</b>				<b>(31,794)</b>			<b>(31,794)</b>
Decrease in SIK Workyears				(31,740)			(31,740)
Decrease in Operational Rations				(54)			(54)
<b>Other</b>	<b>(32,767)</b>	<b>(181,254)</b>					<b>(214,021)</b>

**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>Incentive Pay</b>	<b>(1,506)</b>	<b>(400)</b>					(1,906)
ACCP - Anniversary	(860)						(860)
ACIP	(597)						(597)
Flight Deck Duty	(15)	(30)					(45)
Hi-lo pressure chamber	(29)						
Visit, Board, Search and seizure	(5)	(171)					
Flyer Duty - Non-Career		(104)					
Non-Crew (HDIP)		(95)					(95)
<b>Special Pay</b>	<b>(26,085)</b>	<b>(9,329)</b>					<b>(35,414)</b>
Medical Critical Skills Accession Bonus	(2,000)						(2,000)
Optometrist Multit-year Retention Bonus	(60)						(60)
Physical Multit-year Pay	(5,094)						(5,094)
Judge Advocate Continuation Pay	(629)						(629)
Submarine Support Incentive Pay - Initial	(246)						(246)
Submarine Support Incentive Pay - Anniversary	(828)						(828)
Dental Multit-year Special Pay	(13,423)						(13,423)
Dental Accession Bonus	(150)						(150)
Psych Diplomate and Non-Physician Pay	(405)						(405)
RN Incentive Pay	(608)						(608)
Nuclear Officer Incentive Pay - Initial Payments	(330)						(330)
Intel CSRB - Anniversary	(295)						(295)
SWO Senior CSRB - Initial	(82)						(82)
SWO Junior CSRB - Initial	(435)						(435)
SWO Junior CSRB - Anniversary	(690)						(690)
SPECWAR Continuation Pay - Anniversary	(328)						(328)
SPECWAR CSAB	(90)						(90)
Save Pay	(114)						(114)
Responsibility Pay	(8)						(8)
Premium Sea Pay		(1,182)					(1,182)
Enlisted Supervisor Retention Pay - Anniversary							-
Hardship Duty - Mission							-
AIP		(5,986)					(5,986)
EOD CSRB - Initial	(160)						
EOD CSRB - Anniversary	(110)	(94)					(204)
EOD/Seal Master Diver - CSRB Initial Payments							-
Special Warfare SOCOM AIP		(45)					(45)
Special Warfare SOCOM CSRB		(2,022)					(2,022)

**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>Enlistment Bonus - Initial</b>		<b>(50,866)</b>					<b>(50,866)</b>
New Payments		(18,520)					(18,520)
Residuals		(32,346)					(32,346)
<b>SRB</b>		<b>(99,410)</b>					<b>(99,410)</b>
New Payments		(61,661)					(61,661)
Anniversary Payments		(37,749)					(37,749)
<b>Separation Payments</b>	<b>(4,284)</b>	<b>(100)</b>					<b>(4,384)</b>
Severance, Failure to Promote	(4,284)						
VSI Trust Fund		(100)					(100)
<b>Conus COLA</b>	<b>(738)</b>	<b>(11,414)</b>					
<b>Loan Repayment Program (LRP)</b>		<b>(3,605)</b>					<b>(3,605)</b>
<b>Education Benefits</b>		<b>(4,879)</b>					<b>(4,879)</b>
\$350/Month - Number		(4,879)					(4,879)
<b>Permanent Change of Station (PCS) Travel - Officers</b>					<b>(2,105)</b>		<b>(2,105)</b>
Decrease in Organized Units - Number					(2,105)		(2,105)
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>(89,635)</b>		<b>(89,635)</b>
Decrease in Organized Units - Number					(12,069)		(12,069)
Decrease in Rotational - Number					(77,562)		(77,562)
Decrease in Midshipmen - Number					(4)		(4)
<b>Uniforms</b>	<b>(154)</b>						<b>(154)</b>
Initial	(53)						(53)
Additional	(101)						(101)
<b>FSA-R (On PCS w/Dep)</b>		<b>(1,251)</b>					
<b>Other Military Personnel Costs</b>						<b>(8,883)</b>	<b>(8,883)</b>
Apprehension						(6)	
Death Gratuities						(2,500)	
Transportation						(1,376)	(1,376)
Education Benefits, Unfunded Liabilities						(663)	(663)
Senior ROTC Uniforms, Issue in Kind						(237)	(237)
Scholarship ROTC Stipend						(1,408)	(1,408)
Scholarship ROTC Uniforms, Issue-in-Kind						(2,568)	(2,568)
Scholarship ROTC Uniforms, Commutation in Lieu of						(125)	(125)
<b>TOTAL DECREASES</b>	<b>(113,617)</b>	<b>(314,217)</b>	-	<b>(45,488)</b>	<b>(108,039)</b>	<b>(9,036)</b>	<b>(590,397)</b>
<b>FY 2012 Direct Program</b>	<b>7,399,916</b>	<b>17,355,664</b>	<b>76,385</b>	<b>1,081,662</b>	<b>1,033,092</b>	<b>207,665</b>	<b>27,154,384</b>

Budget Activity 1  
Pay and Allowances of Officers

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

			<u>AMOUNT</u>
FY 2011 Direct Program			6,993,322
Increases			
Pricing Increases:			
Strength Related			140,022
Annualization of FY 2011 Pay Raise of 1.4% effective 1 January 2011		16,474	
Basic Pay	11,605		
RPA	3,981		
FICA	888		
FY 2012 Pay Raise of 1.6% effective 1 January 2012		56,482	
Basic Pay	39,790		
RPA	13,648		
FICA	3,044		
Inflation Rate		61,228	
RPA Full Time Rate growth from 32.7% to 34.3%	60,765		
BAS Rate Growth of 3.4%	463		
BAH Rates		5,838	
BAH Overseas Rates Consistent with FCF Rates	5,838		
Other Pricing Increases			47,972
Separations		1,613	
Lump Sum Leave	1,491		
Incentive Pays			
Parachute jumping	122		
Special Pays		45,365	
Physician Variable	394		
Medical Incentive	12,232		
Multi Year Pay	11,944		
Critical Skills Accession Bonus	2,000		
Dental Variable	51		
Dental Incentive Special Pay	6,000		
Multi Year Pay	2,675		

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

	RN Incentive Special Pay	773	
	Implementation of Health Profession Officer Pays	6,014	
	Foreign Language Proficiency Pay	851	
	Submarine Support Incentive Pay - Anniversary	443	
	SPECWAR OCP - Anniversary	873	
	Judge Advocate Continuation Pay	220	
	Career Sea Pay	25	
	Civil Engineer Corps CSRB - Initial	870	
OSA			820
	TLA member entitled	820	
Uniforms			8
	Civilian	8	
CONUS COLA		166	166
	Total Pricing Increases		<b>187,994</b>
Program Increases			
Strength Related			265,021
	Increase in Basic Pay Work Years	111,214	
	Increase in RPA Full Time Work Years	36,451	
	Increase in FICA Work Years	9,609	
	BAH Domestic	105,903	
	BAH Overseas	1,844	
Other Program Increases			<b>67,196</b>
Special Pays			49,376
	Medical Variable	178	
	Medical Additional	4,620	
	Medical Board Certified	956	
	Medical Incentive	2,943	
	Dental Variable	451	
	Dental Additional	710	
	Dental Board Certified	242	
	Dental Incentive Special Pay	8,220	
	General Dentist Retention Bonus	2,800	
	Dental Accession Bonus	7,600	
	Optometrist Special Pay	9	

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

	Pharmacy Special Pay	480	
	CRNA - Incentive Special Pay	5,521	
	Implementation of Health Profession Officer Pays	1,641	
	Personal Money Allowance	6	
	Imminent Danger Pay	878	
	Special Allowances	8	
	Nuclear Officer Incentive Pay - Anniversary	2,220	
	Diving Duty	744	
	Career Sea Pay	324	
	Premium Sea Pay	1	
	Foreign Language Proficiency Pay	760	
	SWO Continuation Pay - Initial	600	
	SWO Continuation Pay - Anniversary	2,110	
	SWO CSRB (Post DH) - Initial	2,134	
	SWO CSRB (Post DH) - Anniversary	1,812	
	SWO CSRB (Senior) - Anniversary	163	
	SPECWAR OCP - Initial	225	
	NSW CSRB - Initial	300	
	NSW CSRB - Anniversary	200	
	Intel Officer CSRB - Initial	20	
	CEC CSRB - Anniversary	500	
Uniforms			65
	Initial	65	
Separations			12,412
	Severance, Invol - Full Pay	10,131	
	Lump Sum Leave	1,290	
	Severance, Disability	571	
	30K Lump Sum Bonus	420	
Incentive Pays			3,062
	ACCP - Initial	2,060	
	Submarine Pay	296	
	Flight Deck Duty	9	
	Non-crew members	5	
	Parachute jumping	382	
	Demolition Duty	310	

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

Overseas Station Allowance			1,727	
COLA		679		
TLA member entitled		1,048		
Family Separation Allowance		554	554	
Total Program Increases				<b>332,217</b>
Total Increases				520,211
Pricing Decreases				
Strength Related				-12,503
Decrease in the RPA Part Time Rate from 24.4% to 24.3%			-18	
BAH Domestic			-12,485	
Other Pricing Decreases				-17,937
Special Pays			-13,291	
Physician Board Certified		-150		
Optometry Special Pay		-6		
CRNA Incentive Special Pay		-5,426		
SWO CSRB (Senior) - Initial		-880		
SWO CSRB (Senior) - Anniversary		-675		
NSW Officer CSRB - Anniversary		-75		
CEC CSRB - Anniversary		-797		
Diving Duty		-90		
Dental CSAB		-4,900		
Dental Additional		-100		
Dental Board Certified		-192		
Incentive Pays				-3,449
ACCP Initial		-2,540		
ACCP Anniversary Pmts Pilots		-909		
Separations				-878
Severance, Disability		-109		
Severance, Invol - Full Pay		-769		



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

OSA			-319
	COLA due to FCF rates		-319
	Total Pricing Decreases		<b>-30,440</b>
Program Decreases			
Strength Related			
Pay Grade Mix			-50,410
	Basic Pay	-28,295	
	RPA	-9,705	
	FICA	-2,165	
	BAS	-10,245	
Other Program Decreases			<b>-32,767</b>
Incentive Pays			-1,506
	ACCP Anniversary Pmts	-860	
	ACIP	-597	
	Flying Duty Crew	-15	
	Hi-lo pressure chamber	-29	
	Visit,board, search and seizure	-5	
Special Pays			-26,085
	Physicial Multi-year Pay	-5,094	
	Medical Critical Skills Accession Bonus	-2,000	
	Dental Multi-year Special Pay	-13,423	
	Dental Accession Bonus	-150	
	Optometrist Multi-year Retention Bonus	-60	
	Psych Diplomate and Non-Physician Pay	-405	
	RN Incentive Pay	-608	
	Nuclear Officer Incentive Pay - Initial Payments	-330	
	Judge Advocate Continuation Pay	-629	
	Submarine Support Incentive Pay -Initial	-246	
	Submarine Support Incentive Pay -Anniversary	-828	
	Save Pay	-114	
	Responsibility Pay	-8	
	SWO CSRB (Junior) - Initial	-435	
	SWO CSRB (Junior) - Anniversary	-690	
	SWO CSRB (Senior) - Initial	-82	
	SPECWAR Continuation Pay - Anniversary	-328	
	EOD CSRB - Initial	-160	

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

	EOD CSRB - Anniversary	-110		
	SPECWAR CSAB	-90		
	Intel CSRB - Anniversary	-295		
Separations				
	Severance, Failure to Promote	-4,284	-4,284	
CONUS COLA		-738	-738	
Uniforms				
	Initial	-53	-154	
	Additional	-101		
	Total Program Decreases			-83,177
Total Decreases				-113,617
<b>FY 2011 Direct Program</b>			<b>-12,798</b>	<b>7,399,916</b>

FY 2012 Estimate \$ 3,815,973  
 FY 2011 Estimate \$ 3,680,703  
 FY 2010 Actual \$ 3,810,770

Project: Basic Pay - Officer

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 2010 is based on end strength of 52,364 and 55,049 workyears. FY 2011 is based on end strength of 51,962 and 52,225 workyears. FY 2012 is based on end strength of 52,343 and 53,010 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2011 includes a 1.4% across the board pay raise effective 1 January 2011. FY 2012 includes a 1.6% across the board pay raise effective 1 January 2012.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Admiral	10	179,026.20	1,790	9	181,587.00	1,634	11	182,486.57	2,007
Vice Admiral	42	178,193.35	7,484	33	183,881.10	6,068	39	182,486.57	7,117
Rear Admiral (UH)	79	157,525.50	12,445	70	161,618.89	11,313	79	163,006.52	12,878
Rear Admiral (LH)	126	136,966.68	17,258	110	139,395.97	15,334	117	141,732.37	16,583
Captain	3,544	115,071.18	407,812	3,433	117,297.99	402,684	3,441	119,075.02	409,737
Commander	7,301	92,633.89	676,320	6,970	94,425.27	658,144	7,073	95,857.04	677,997
Lieutenant Commander	10,950	78,265.13	857,003	10,230	79,869.01	817,060	10,523	80,988.33	852,240
Lieutenant	17,313	63,849.83	1,105,432	15,821	65,118.04	1,030,233	17,099	66,071.46	1,129,756
Lieutenant Junior Grade	6,930	50,097.24	347,174	7,030	51,126.44	359,419	6,982	51,840.35	361,949
Ensign	7,013	36,775.52	257,907	6,831	37,874.04	258,718	6,032	38,055.10	229,548
Warrant Officer 5	60	93,167.46	5,590	35	95,112.29	3,329	47	96,409.17	4,531
Warrant Officer 4	449	81,118.04	36,422	565	82,821.71	46,794	491	83,940.50	41,215
Warrant Officer 3	687	68,426.20	47,009	572	70,047.10	40,067	583	70,807.06	41,281
Warrant Officer 2	545	57,107.58	31,124	516	57,957.69	29,906	493	59,094.61	29,134
<b>Total Basic Pay - Officer</b>	<b>55,049</b>		<b>3,810,770</b>	<b>52,225</b>		<b>3,680,703</b>	<b>53,010</b>		<b>3,815,973</b>

(In Thousands Of Dollars)

Project: Retired Pay Accrual - Officer

FY 2012 Estimate	\$1,307,307
FY 2011 Estimate	\$1,202,462
FY 2010 Actual	\$1,211,185

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 soldiers 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 NCP is 32.3% for FY 2010, 32.7% for FY 2011 and 34.3% for FY 2012. The part-time RPA NCA is 24.5% for FY 2010, 24.4% for FY 2011 and 24.3% for FY 2012.

Details of the cost computation are provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	54,885	22,000.07	1,207,478	52,081	23,024.60	1,199,144	52,846	24,665.76	1,303,487
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	164	22,605.88	3,707	144	23,041.67	3,318	164	23,293.26	3,820
Total Retired Pay Accrual - Officer	55,049		1,211,185	52,225		1,202,462	53,010		1,307,307

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty- Officer

FY 2012 Estimate	\$ 153,376
FY 2011 Estimate	\$ 155,148
FY 2010 Actual	\$ 154,243

Part I - Purpose and Scope

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

(1A and 1B) 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.

(1C) 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. 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.

(1D) 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.

(1E) 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.

(2) 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.

(3) 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.

(4) 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.

(5) 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.

(6) 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.

(7) 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.

(8) 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1A) ACIP - Commissioned Officers</b>									
Regular (2) years	1,667	1,500.00	2,501	1,701	1,500.00	2,552	1,684	1,500.00	2,526
Regular (2-3) years	921	1,872.00	1,724	794	1,872.00	1,486	754	1,872.00	1,411
Regular (3-4) years	786	2,256.00	1,773	657	2,256.00	1,482	623	2,256.00	1,405
Regular (4-6) years	1,322	2,472.00	3,268	1,316	2,472.00	3,253	1,307	2,472.00	3,231
Regular (6-14) years	4,586	7,800.00	35,771	4,433	7,800.00	34,577	4,452	7,800.00	34,726
Regular (14-22) years	2,254	10,080.00	22,720	2,264	10,080.00	22,821	2,242	10,080.00	22,599
Regular (> 22) years	154	7,020.00	1,081	172	7,020.00	1,207	141	7,020.00	990
Regular (> 23) years	160	5,940.00	950	172	5,940.00	1,022	163	5,940.00	968
Regular (> 24) years	162	4,620.00	748	154	4,620.00	711	142	4,620.00	656
Regular (> 25) years	35	3,000.00	105	36	3,000.00	108	36	3,000.00	108
<b>Total - (1A)</b>	<b>12,047</b>		<b>70,641</b>	<b>11,699</b>		<b>69,219</b>	<b>11,544</b>		<b>68,620</b>
<b>(1B) ACIP - Warrant Officers</b>									
2 Years	20	1,500.00	30	9	1,500.00	14	9	1,500.00	14
2 - 3 Years	14	1,872.00	26	4	1,872.00	7	4	1,872.00	7
3 - 4 Years	7	2,256.00	16	4	2,256.00	9	4	2,256.00	9
4 - 6 Years	4	2,472.00	10	4	2,472.00	10	4	2,472.00	10
6 - 18 Years	8	7,800.00	62	14	7,800.00	109	14	7,800.00	109
<b>Total - (1B)</b>	<b>53</b>		<b>144</b>	<b>35</b>		<b>149</b>	<b>35</b>		<b>149</b>
<b>SubTotal</b>	<b>12,100</b>		<b>70,785</b>	<b>11,734</b>		<b>69,368</b>	<b>11,579</b>		<b>68,769</b>
<b>(1C) ACCP INITIAL PAYMENTS</b>									
Pilots	340	18,572.67	6,315	384	19,670.39	7,553	452	18,141.92	8,200
Flight Officers	242	12,473.85	3,019	253	18,048.06	4,566	293	11,738.91	3,440
<b>Total - (1C)</b>	<b>582</b>		<b>9,334</b>	<b>637</b>		<b>12,119</b>	<b>745</b>		<b>11,640</b>
<b>(1C) ACCP Anniversary Payments</b>									
Pilots	1,536	19,141.00	29,401	1,363	19,036.18	25,946	1,321	20,785.01	27,457
Flight Officers	821	16,204.60	13,304	836	20,255.51	16,934	833	16,391.36	13,654
<b>Total - (1C)</b>	<b>2,357</b>		<b>42,705</b>	<b>2,199</b>		<b>42,880</b>	<b>2,154</b>		<b>41,111</b>
<b>SubTotal</b>	<b>2,939</b>		<b>52,039</b>	<b>2,836</b>		<b>54,999</b>	<b>2,899</b>		<b>52,751</b>
<b>(1D) Flying Duty Crew Members</b>	<b>26</b>	<b>3,000.00</b>	<b>78</b>	<b>34</b>	<b>3,000.00</b>	<b>102</b>	<b>29</b>	<b>3,000.00</b>	<b>87</b>
<b>(1E) Flying Duty Non-Crew Members</b>	<b>19</b>	<b>1,800.00</b>	<b>34</b>	<b>17</b>	<b>1,800.00</b>	<b>31</b>	<b>20</b>	<b>1,800.00</b>	<b>36</b>
<b>Total - (Group) ( 1)</b>	<b>15,084</b>		<b>122,936</b>	<b>14,621</b>		<b>124,500</b>	<b>14,527</b>		<b>121,643</b>

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Submarine Pay for Officers									
09 - Vice Admiral	0	4,260.00	0	0	4,260.00	0	0	4,260.00	0
08 - Rear Admiral (UH)	1	4,260.00	4	1	4,260.00	4	1	4,260.00	4
07 - Rear Admiral (LH)	2	4,260.00	9	3	4,260.00	13	3	4,260.00	13
06 - Captain	158	10,020.00	1,583	146	10,020.00	1,463	160	10,020.00	1,603
05 - Commander	314	10,020.00	3,146	312	10,020.00	3,126	314	10,020.00	3,146
04 - Lieutenant Commander	592	9,060.00	5,364	599	9,060.00	5,427	603	9,060.00	5,463
03 - Lieutenant	1,329	7,500.00	9,968	1,330	7,500.00	9,975	1,335	7,500.00	10,013
02 - Lieutenant (JG)	734	4,020.00	2,951	746	4,020.00	2,999	742	4,020.00	2,983
01 - Ensign	678	3,180.00	2,156	653	3,180.00	2,077	719	3,180.00	2,286
W5 - Warrant Officer	1	5,100.00	5	2	5,100.00	10	2	5,100.00	10
W4 - Warrant Officer	27	5,100.00	138	19	5,100.00	97	5	5,100.00	26
W3 - Warrant Officer	33	5,100.00	168	43	5,100.00	219	33	5,100.00	168
W2 - Warrant Officer	16	5,100.00	82	21	5,100.00	107	19	5,100.00	97
W1 - Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
Total - (2)	3,885		25,574	3,875		25,517	3,936		25,812
(3) Parachute Jumping (Officer)									
Parachute Jumping	1,085	2,448.00	2,656	888	2,582.00	2,293	1,036	2,700.00	2,797
(4) Duty inside a high/low pressure chamber									
Hi/Lo Pressure Chamber	44	1,800.00	79	63	1,800.00	113	47	1,800.00	85
(5) Demolition Duty (Officer)									
Demolition Duty	1,210	1,800.00	2,178	1,039	1,800.00	1,870	1,211	1,800.00	2,180
(6) Flight Deck Duty									
	443	1,800.00	797	461	1,800.00	830	466	1,800.00	839
(7) Toxic Material Pay									
	0	1,800.00	0	0	0.00	0	0	0.00	0
(8) Visit, Board, Search and Seizure									
	13	1,800.00	23	14	1,800.00	25	11	1,800.00	20
Total Incentive Pay For Hazardous Duty- Officer	21,764		154,243	20,961		155,148	21,234		153,376

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

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and previous Anniversary	2,357	42,705	1,549	30,205	1,539	22,659	834	15,236	428	7,908				
FY 2010 Initial Anniversary	582	9,334	650	12,675	443	7,687	310	4,709	310	4,709	213	3,040		
FY 2011 Initial Anniversary			637	12,119	615	10,765	467	8,578	347	5,432	347	5,433	279	4,274
FY 2012 Initial Anniversary					745	11,640	693	12,142	523	9,593	382	5,995	382	5,995
FY 2013 Initial Anniversary							722	11,510	696	12,523	541	9,945	397	6,199
FY 2014 Initial Anniversary									774	12,221	722	12,957	548	10,026
FY 2015 Initial Anniversary											763	12,199	710	12,511
FY2016 Initial Anniversary													763	12,199
Initial Payments	582	9,334	637	12,119	745	11,640	722	11,510	774	12,221	763	12,199	763	12,199
Anniversary Payments	2,357	42,705	2,199	42,880	2,154	41,111	2,304	40,665	2,304	40,165	2,205	37,370	2,316	39,005
Total ACCP	2,939	52,039	2,836	54,999	2,899	52,751	3,026	52,175	3,078	52,386	2,968	49,569	3,079	51,204



(In Thousands Of Dollars)

Project: Special Pay - Officer

FY 2012 Estimate	\$ 411,258
FY 2011 Estimate	\$ 355,821
FY 2010 Actual	\$ 405,260

Part I - Purpose and Scope

Funds requested provide for the following special pay:

(1) Physicians Pay (Title 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, 0-6 and below, who meet certain criteria, and who agree to remain on active duty for a period of one year for up to \$50,000 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 who have eight years of creditable service or no further post graduate medical training obligation and executes an agreement to serve an additional two to four years on active duty for up to \$50,000 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 \$4,000 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 and remains on active duty for a period of not less than four years from up to \$30,000 to \$400,000.
- (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 to four years on active duty for up to \$40,000 per year
- (g) Dental Critical Skills Retention Bonus (CSR) (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 CSR to an eligible member over a career, not payable past completion of 25 years of active duty.

(3) Optometrists Pay (37 U.S.C. 302(a))

- (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.

(4) 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 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.

(5) 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 and remain on active duty for a period of not less than three years.
- (b) Incentive - for nurse anesthetists who agree to remain on active duty for a period of one year or more. Up to \$50,000 payable for a 12-month agreement .

(6) Psychologists diplomate / non physician

(a) Board certified pay (37 U.S.C. 302(c)) - an annual payment for medical service corps officers who are health care providers, certified by a professional board of their specialty and awarded a diploma as a diplomate in psychology. Payment ranges from \$2,000 to \$5,000 dependent on years of creditable service.

(b) 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.

(c) Physician's assistant incentive special pay (ISP) (37 U.S.C. 335) - for Physician's Assistants who agree to remain on active duty for a period of one year or more

(7) 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.

(b) 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.

(8) 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.

(9) 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.

(10) 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.

(11) Nuclear Officer Incentive Pay (37 U.S.C. 312, 312b and 312c) :

(a) an annual bonus not to exceed \$25,000 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 (\$10,000 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.

(12) Sea Pay (37 U.S.C. 305a) :

(a) Career sea pay (CSP) - a variable amount paid monthly that ranges from \$50 to \$700 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.

(b) Premium sea pay - \$100 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.

(13) Imminent Danger Pay (37 U.S.C. 310) - a monthly payment of \$150 to officers on active duty who are in designated areas, or to members who are exposed to hostile fire or explosion of hostile mines, or members who are in a foreign country in which the member was subject to the threat of physical harm or imminent danger on the basis of civil insurrection, civil war, terrorism, or wartime conditions. The FY03 Emergency Wartime Supplemental temporarily increased the monthly rate from \$150 to \$225 from October 1, 2002 through September 30, 2003. The FY04 NDAA extended the authority for the temporary increased rate (\$225) through December 31, 2004. The FY05 NDAA further extended the increase through 2005 and will serve to make the increase permanent in FY06.

- (14) 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. 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.
- (15) 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 obligated service).
- (16) 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 \$750 monthly.
- (17) 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.
- (18) 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.
- (19a) 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.
- (19b,c,d,e) Surface Warfare Officer 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, currently not payable past completion of 25 years of active duty. FY08 legislative proposal would expand eligibility to over 25 years of service.
- (20a) 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.
- (20b) 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.
- (20c) 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.
- (20d) 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).
- (21) Intelligence Officers (INTEL) 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.
- (22) 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.
- (23) Civil Engineer Corps CSRB (37 USC 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.

## 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1) Medical Pay</b>									
Variable	3,719	7,890.20	29,344	3,594	8,071.91	29,010	3,616	8,181.00	29,582
Additional	2,903	15,000.00	43,545	2,680	15,000.00	40,200	2,988	15,000.00	44,820
Board Certified	1,870	4,149.50	7,760	1,626	4,304.00	6,998	1,848	4,223.00	7,804
Medical Incentive	2,162	28,241.00	61,057	1,884	23,355.60	44,002	2,010	29,441.00	59,176
Multi Year Pay	1,108	38,702.00	42,882	1,228	27,686.18	33,999	1,044	39,127.00	40,849
Critical Skills Accession Bonus	14	97,500.00	1,365	30	100,000.00	3,000	10	300,000.00	3,000
<b>Total - (1)</b>	<b>11,776</b>		<b>185,953</b>	<b>11,042</b>		<b>157,209</b>	<b>11,516</b>		<b>185,231</b>
<b>(2) Dental Pay</b>									
Variable	1,010	7,008.00	7,078	963	7,267.19	6,998	1,025	7,317.00	7,500
Additional	978	9,170.00	8,968	907	10,000.00	9,070	978	9,898.00	9,680
Board Certified	292	4,450.00	1,299	260	5,385.00	1,400	305	4,754.00	1,450
Accession Bonus	4	75,000.00	300	12	75,000.00	900	10	75,000.00	750
Incentive Special Pay	39	27,602.00	1,076	0	100,000.00	0	76	35,526.00	2,700
Multi Year Special Pay	529	32,054.00	16,957	89	20,000.00	1,780	500	32,000.00	16,000
Critical Skills Accession Bonus	0	300,000.00	0	423	32,500.00	13,748	10	300,000.00	3,000
General Dentist CSRB	23	20,000.00	460	60	20,000.00	1,200	200	20,000.00	4,000
<b>Total - (2)</b>	<b>2,875</b>		<b>36,138</b>	<b>2,714</b>		<b>35,096</b>	<b>3,104</b>		<b>45,080</b>
<b>(3) Optometrist Pay</b>									
Special Pay	119	1,200.00	143	110	1,250.00	138	117	1,200.00	140
Multi Year Retention Bonus	40	6,000.00	240	70	6,000.00	420	60	6,000.00	360
<b>Total - (3)</b>	<b>159</b>		<b>383</b>	<b>180</b>		<b>558</b>	<b>177</b>		<b>500</b>
<b>(4) Pharmacy Pay</b>									
Accession Bonus	0	30,000.00	0	3	30,000.00	90	3	30,000.00	90
Special Pay	92	15,000.00	1,380	80	15,000.00	1,200	112	15,000.00	1,680
<b>Total - (4)</b>	<b>92</b>		<b>1,380</b>	<b>83</b>		<b>1,290</b>	<b>115</b>		<b>1,770</b>
<b>(5) Nurse Pay</b>									
Accession Bonus	102	29,870.00	3,047	100	30,000.00	3,000	100	30,000.00	3,000
RN Incentive Special Pay	384	13,450.00	5,165	173	19,000.00	3,287	403	13,600.00	5,481
CRNA Incentive Special Pay	75	23,797.00	1,785	199	27,062.89	5,386	141	24,480.00	3,452
<b>Total - (5)</b>	<b>561</b>		<b>9,997</b>	<b>472</b>		<b>11,673</b>	<b>644</b>		<b>11,933</b>

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6)Non Physicians Pay									
Board Certified Pay	947	6,425.50	6,085	581	2,589.00	1,504	1,115	7,766.80	8,660
Clinical Psychologist CSRB	3	15,000.00	45	27	15,000.00	405	0	0.00	0
Physician's Assistant ISP	100	5,000.00	500	100	5,000.00	500	100	5,000.00	500
Total - (6)	1,050		6,630	708		2,409	1,215		9,160
Total Medical Pays (1) - (6)	16,513		240,481	15,199		208,235	16,771		253,674
(7A) Personal Money Allowance									
0-10 Admiral	11	2,450.00	27	2	4,000.00	8	1	4,000.00	4
0-9 Vice Admiral	42	600.00	25	6	2,200.00	13	9	2,200.00	20
0-8 Rear Admiral (UH)	1	1,000.00	1	1	2,700.00	3	1	2,700.00	3
0-7 Rear Admiral (LH)	0	500.00	0	37	500.00	19	42	500.00	21
Total - (7A)	54		53	46		43	53		48
(7B) Special Allowances	0	0.00	0	0	0.00	0	3	2,520.00	8
Total - (Group) ( 7)	54		53	46		43	56		56
(8) Save Pay	59	1,530.00	90	142	1,543.00	219	68	1,540.00	105
(9) Responsibility Pay	547	1,339.00	732	550	1,354.69	745	544	1,357.22	738
(10) Diving Duty Pay	1,702	2,700.00	4,595	1,305	2,756.90	3,598	1,575	2,700.00	4,253
(11) Nuclear Officer Incentive Pay									
Initial Payments	667	30,000.00	20,010	768	30,000.00	23,040	757	30,000.00	22,710
Anniversary Payments	1,519	30,000.00	45,570	1,553	30,000.00	46,590	1,627	30,000.00	48,810
Total - (11)	2,186		65,580	2,321		69,630	2,384		71,520
(12A) Career Sea Pay									
06 - Captain	205	4,078.53	836	196	4,089.72	802	200	4,093.90	819
05 - Commander	760	3,583.50	2,723	698	3,610.21	2,520	744	3,647.35	2,714
04 - Lieutenant Commander	1,456	2,836.19	4,129	1,492	2,873.49	4,287	1,448	2,853.25	4,132
03 - Lieutenant	2,642	2,262.85	5,978	2,647	2,265.84	5,998	2,568	2,301.78	5,911
02 - Lieutenant (JG)	2,311	1,793.59	4,145	2,289	1,821.74	4,170	2,302	1,849.99	4,259
01 - Ensign	2,231	1,550.94	3,460	2,026	1,626.47	3,295	2,294	1,553.59	3,564
W-5 Warrant Officer	7	6,853.86	48	11	7,551.83	83	8	7,374.50	59
W-4 Warrant Officer	93	6,612.84	615	72	6,764.48	487	89	6,655.12	592
W-3 Warrant Officer	175	6,233.55	1,091	190	6,188.40	1,176	178	6,264.75	1,115
W-2 Warrant Officer	239	5,293.87	1,265	241	5,206.99	1,255	235	5,344.51	1,256
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total - (12A)	10,119		24,290	9,862		24,073	10,066		24,421
(12B) Premium Sea Pay	757	1,200.00	908	783	1,200.00	940	784	1,200.00	941
Total - (Group) ( 12)	10,876		25,198	10,645		25,013	10,850		25,362
(13) Imminent Danger Pay	5,544	2,700.00	14,969	178	2,700.00	481	503	2,700.00	1,358
(14) Foreign Language Proficiency Pay	707	4,593.40	3,248	653	3,840.00	2,508	851	4,840.19	4,119
(15) Judge Advocate Continuation Pay	91	21,925.00	1,995	108	18,500.00	1,998	74	21,480.00	1,590
(16) Hardship Duty Pay									
Location - 150	1,231	1,800.00	2,216	294	1,800.00	529	294	1,800.00	529
Location - 100	97	1,200.00	116	73	1,200.00	88	73	1,200.00	88
Location - 50	1,376	600.00	826	459	600.00	275	459	600.00	275
Mission	2	1,800.00	4	4	1,800.00	7	4	1,800.00	7
Total - (16)	2,706		3,162	830		899	830		899
(17) SOCOM Assignment Incentive Pay	24	8,850.00	212	11	9,000.00	99	11	9,000.00	99
(18) Submarine Support Incentive Pay									
Initial Payments	15	14,300.00	215	37	11,700.00	433	16	20,000.00	320
Anniversary Payments	62	12,500.00	775	125	10,100.00	1,263	43	17,320.00	745
Total - (18)	77		990	162		1,696	59		1,065
(19A) SWO Continuation Pay									
Initial Payments	284	10,000.00	2,840	240	10,000.00	2,400	300	10,000.00	3,000
Anniversary Payments	973	10,000.00	9,730	762	10,000.00	7,620	973	10,000.00	9,730
Total - (19A)	1,257		12,570	1,002		10,020	1,273		12,730
(19B) SWO CSRB (Post DH)									
Initial Payments	198	22,000.00	4,356	137	22,000.00	3,014	234	22,000.00	5,148
Anniversary Payments	289	12,000.00	3,468	266	12,000.00	3,192	417	12,000.00	5,004
Total - (19B)	487		7,824	403		6,206	651		10,152
(19C) SWO CSRB (Senior)									
Initial Payments	154	13,890.00	2,139	184	16,300.00	2,999	179	11,385.00	2,038
Anniversary Payments	155	14,282.00	2,214	125	16,300.00	2,038	135	11,300.00	1,526
Total - (19C)	309		4,353	309		5,037	314		3,564
(19D) SWO CSRB (25+ YOS)									
Initial Payments	0	0.00	0	0	0.00	0	0	0.00	0
Anniversary Payments	0	0.00	0	0	0.00	0	0	0.00	0

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total - (19D)	0		0	0		0	0		0
(19E) SWO CSRB (Junior)									
Initial Payments	222	15,000.00	3,330	237	15,000.00	3,555	208	15,000.00	3,120
Anniversary Payments	511	5,000.00	2,555	550	5,000.00	2,750	412	5,000.00	2,060
Total - (19E)	733		5,885	787		6,305	620		5,180
Total - (Group) ( 19)	2,786		30,632	2,501		27,568	2,858		31,626
(20A) SPECWAR Officer Continuation Pay									
Initial Payments	45	15,000.00	675	54	15,000.00	810	69	15,000.00	1,035
Anniversary Payments	173	14,145.00	2,447	217	9,375.00	2,034	182	14,170.00	2,579
Total - (20A)	218		3,122	271		2,844	251		3,614
(20B) EOD CSRB									
Initial Payments									
Initial Pay \$25,000	17	25,000.00	425	16	25,000.00	400	20	25,000.00	500
Initial Pay \$20,000	3	20,000.00	60	15	20,000.00	300	2	20,000.00	40
Initial Pay \$22,000	7	22,000.00	154	0	22,000.00	0	14	22,000.00	308
Anniversary Payments									
Anniversary Pay \$25,000	24	25,000.00	600	30	25,000.00	750	36	25,000.00	900
Anniversary Pay \$20,000	3	20,000.00	60	15	20,000.00	300	2	20,000.00	40
Anniversary Pay \$12,000	8	12,000.00	96	0	12,000.00	0	22	12,000.00	264
Total - (20B)	62		1,395	76		1,750	96		2,052
(20C) SPECWAR CSAB	15	45,000.00	675	15	45,000.00	675	13	45,000.00	585
Total - (20C)	15		675	15		675	13		585
(20D) NSW Officer CSRB									
Initial Payments	20	24,810.00	496	17	25,000.00	425	29	25,000.00	725
Anniversary Payments	104	24,220.00	2,519	91	25,000.00	2,275	99	24,240.00	2,400
Total - (20D)	124		3,015	108		2,700	128		3,125
Total - (Group) ( 20)	419		8,207	470		7,969	488		9,376
(21) INTEL Officer CSRB									
Initial	57	20,000.00	1,140	69	20,000.00	1,380	70	20,000.00	1,400
Anniversary	251	5,000.00	1,255	304	5,000.00	1,520	245	5,000.00	1,225
Total - (21)	308		2,395	373		2,900	315		2,625
(22) Bahrain AIP	47	6,000.00	282	0	0.00	0	0	0.00	0

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(23) Civil Engineer Corps CSRB									
Initial Payments	58	24,740.00	1,435	58	10,000.00	580	58	25,000.00	1,450
Anniversary Payments	150	6,695.00	1,004	164	10,000.00	1,640	214	6,275.00	1,343
Total - (23)	208		2,439	222		2,220	272		2,793
Total Special Pay - Officer	44,854		405,260	35,716		355,821	38,509		411,258



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

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and previous Anniversary	1,519	45,570	951	28,530	466	13,980	186	5,580						
FY 2010 Initial Anniversary	667	20,010	602	18,060	521	15,630	375	11,250	259	7,770				
FY 2011 Initial Anniversary			768	23,040	640	19,200	495	14,850	377	11,310	200	6,000		
FY 2012 Initial Anniversary					757	22,710	591	17,730	449	13,470	392	11,760	216	6,480
FY 2013 Initial Anniversary							756	22,680	579	17,370	462	13,860	409	12,270
FY 2014 Initial Anniversary									766	22,980	615	18,450	479	14,370
FY 2015 Initial Anniversary											765	22,950	632	18,960
FY 2016 Initial Anniversary													797	23,910
Initial Payments	667	20,010	768	23,040	757	22,710	756	22,680	766	22,980	765	22,950	797	23,910
Anniversary Payments	1,519	45,570	1,553	46,590	1,627	48,810	1,647	49,410	1,664	49,920	1,669	50,070	1,736	52,080
Total NOIP	2,186	65,580	2,321	69,630	2,384	71,520	2,403	72,090	2,430	72,900	2,434	73,020	2,533	75,990

MILITARY PERSONNEL, NAVY  
**CRITICAL SKILLS RETENTION BONUS**  
**Submarine Support Incentive Pay (SSIP)**  
(In Thousands of Dollars)

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and previous Anniversary	62	775	89	899	28	445								
FY 2010 Initial Anniversary	15	215	36	364	10	200								
FY 2011 Initial Anniversary			37	433	5	100	4	80						
FY 2012 Initial Anniversary					16	320	14	280	10	200				
FY 2013 Initial Anniversary							23	575	20	500	18	450		
FY 2014 Initial Anniversary									18	450	16	400	12	312
FY 2015 Initial Anniversary											18	450	16	400
FY 2016 Initial Anniversary													20	500
Initial Payments	15	215	37	433	16	320	23	575	18	450	18	450	20	500
Anniversary Payments	62	775	125	1,263	43	745	18	360	30	700	34	850	28	712
<b>Total SSIP</b>	<b>77</b>	<b>990</b>	<b>162</b>	<b>1,696</b>	<b>59</b>	<b>1,065</b>	<b>41</b>	<b>935</b>	<b>48</b>	<b>1,150</b>	<b>52</b>	<b>1,300</b>	<b>48</b>	<b>1,212</b>

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS RETENTION BONUS**  
**Surface Warfare Officer Continuation Pay (SWOCP)**  
(In Thousands of Dollars)

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and previous Anniversary	973	9,730	487	4,870	438	4,380	218	2,180						
FY 2010 Initial Anniversary	284	2,840	275	2,750	250	2,500	235	2,350	225	2,250				
FY 2011 Initial Anniversary			240	2,400	285	2,850	265	2,650	245	2,450	240	2,400		
FY 2012 Initial Anniversary					300	3,000	285	2,850	265	2,650	250	2,500	240	2,400
FY 2013 Initial Anniversary							300	3,000	285	2,850	265	2,650	250	2,500
FY 2014 Initial Anniversary									300	3,000	285	2,850	265	2,650
FY 2015 Initial Anniversary											300	3,000	285	2,850
FY 2016 Initial Anniversary													300	3,000
Initial Payments	284	2,840	240	2,400	300	3,000	300	3,000	300	3,000	300	3,000	300	3,000
Anniversary Payments	973	9,730	762	7,620	973	9,730	1,003	10,030	1,020	10,200	1,040	10,400	1,040	10,400
<b>Total SWO CP</b>	<b>1,257</b>	<b>12,570</b>	<b>1,002</b>	<b>10,020</b>	<b>1,273</b>	<b>12,730</b>	<b>1,303</b>	<b>13,030</b>	<b>1,320</b>	<b>13,200</b>	<b>1,340</b>	<b>13,400</b>	<b>1,340</b>	<b>13,400</b>

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

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and previous Anniversary	289	3,468	146	1,752										
FY 2010 Initial Anniversary	198	4,356	120	1,440	191	2,292								
FY 2011 Initial Anniversary			137	3,014	226	2,712	221	2,652						
FY 2012 Initial Anniversary					234	5,148	229	2,748	228	2,736				
FY 2013 Initial Anniversary							250	5,500	245	2,940	240	2,880		
FY 2014 Initial Anniversary									270	5,940	262	3,144	250	3,000
FY 2015 Initial Anniversary											275	6,050	270	3,240
FY 2016 Initial Anniversary													280	6,160
Initial Payments	198	4,356	137	3,014	234	5,148	250	5,500	270	5,940	275	6,050	280	6,160
Anniversary Payments	289	3,468	266	3,192	417	5,004	450	5,400	473	5,676	502	6,024	520	6,240
<b>Total Post DH</b>	<b>487</b>	<b>7,824</b>	<b>403</b>	<b>6,206</b>	<b>651</b>	<b>10,152</b>	<b>700</b>	<b>10,900</b>	<b>743</b>	<b>11,616</b>	<b>777</b>	<b>12,074</b>	<b>800</b>	<b>12,400</b>

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

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and previous Anniversary	155	2,214												
FY 2010 Initial Anniversary	154	2,139	125	2,038										
FY 2011 Initial Anniversary			184	2,999	135	1,526								
FY 2012 Initial Anniversary					179	2,038	136	1,538						
FY 2013 Initial Anniversary							180	2,062	136	1,538				
FY 2014 Initial Anniversary									180	2,062	136	1,538		
FY 2015 Initial Anniversary											180	2,062	136	1,538
FY 2016 Initial Anniversary													180	2,062
Initial Payments	154	2,139	184	2,999	179	2,038	180	2,062	180	2,062	180	2,062	180	2,062
Anniversary Payments	155	2,214	125	2,038	135	1,526	136	1,538	136	1,538	136	1,538	136	1,538
Total SWO Senior	309	4,353	309	5,037	314	3,564	316	3,600	316	3,600	316	3,600	316	3,600

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

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and previous Anniversary	511	2,555	275	1,375										
FY 2010 Initial Anniversary	222	3,330	275	1,375	209	1,045								
FY 2011 Initial Anniversary			237	3,555	203	1,015	198	990						
FY 2012 Initial Anniversary					208	3,120	203	1,015	198	990				
FY 2013 Initial Anniversary							208	3,120	203	1,015	198	990		
FY 2014 Initial Anniversary									210	3,150	205	1,025	200	1,000
FY 2015 Initial Anniversary											210	3,150	205	1,025
FY 2016 Initial Anniversary													210	3,150
Initial Payments	222	3,330	237	3,555	208	3,120	208	3,120	210	3,150	210	3,150	210	3,150
Anniversary Payments	511	2,555	550	2,750	412	2,060	401	2,005	401	2,005	403	2,015	405	2,025
Total SWO Junior	733	5,885	787	6,305	620	5,180	609	5,125	611	5,155	613	5,165	615	5,175

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS RETENTION BONUS**  
**Special Warfare Officer (SpecWarOCP)**  
(In Thousands of Dollars)

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and prior Anniversary	173	2,447	144	1,350	79	1,034	26	358						
FY 2010 Initial Anniversary	45	675	73	684	45	675	35	525	10	150				
FY 2011 Initial Anniversary			54	810	58	870	58	870	48	720	30	450		
FY 2012 Initial Anniversary					69	1,035	69	1,035	69	1,035	60	900	50	750
FY 2013 Initial Anniversary							70	1,050	70	1,050	70	1,050	60	900
FY 2014 Initial Anniversary									70	1,050	70	1,050	70	1,050
FY 2015 Initial Anniversary											60	900	60	900
FY 2016 Initial Anniversary													60	900
Total Initial Payments	45	675	54	810	69	1,035	70	1,050	70	1,050	60	900	60	900
Anniversary Payments	173	2,447	217	2,034	182	2,579	188	2,788	197	2,955	230	3,450	240	3,600
Total SPECWAR OCP	218	3,122	271	2,844	251	3,614	258	3,838	267	4,005	290	4,350	300	4,500

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

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and previous Anniversary	35	756	13	305										
FY 2010 Initial Anniversary	27	639	32	745	24	496								
FY 2011 Initial Anniversary			31	700	36	708	34	668						
FY 2012 Initial Anniversary					36	848	36	708	34	668				
FY 2013 Initial Anniversary							34	808	34	668	34	668		
FY 2014 Initial Anniversary									34	808	34	668	34	668
FY 2015 Initial Anniversary											34	808	34	668
FY 2016 Initial Anniversary													34	808
Initial Payments	27	639	31	700	36	848	34	808	34	808	34	808	34	808
Anniversary Payments	35	756	45	1,050	60	1,204	70	1,376	68	1,336	68	1,336	68	1,336
Total EOD	62	1,395	76	1,750	96	2,052	104	2,184	102	2,144	102	2,144	102	2,144



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

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and prior Anniversary	104	2,519	75	1,875	60	1,425	40	969						
FY 2010 Initial Anniversary	20	500	16	400	20	500	19	475	19	475				
FY 2011 Initial Anniversary			17	425	19	475	19	475	18	450	18	450		
FY 2012 Initial Anniversary					29	725	29	725	29	725	28	700	28	700
FY 2013 Initial Anniversary							30	750	30	750	30	750	29	725
FY 2014 Initial Anniversary									40	1,000	40	1,000	40	1,000
FY 2015 Initial Anniversary											25	625	25	625
FY 2016 Initial Anniversary													33	825
Initial Payments	20	500	17	425	29	725	30	750	40	1,000	25	625	33	825
Anniversary Payments	104	2,519	91	2,275	99	2,400	107	2,644	96	2,400	116	2,900	122	3,050
Total NSW CSRB	124	3,019	108	2,700	128	3,125	137	3,394	136	3,400	141	3,525	155	3,875

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

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 and previous Anniversary	251	1,255	234	1,170	134	670	53	265						
FY 2010 Initial Anniversary	57	1,140	70	350	56	280	56	280	55	275				
FY 2011 Initial Anniversary			69	1,380	55	275	54	270	54	270	53	265		
FY 2012 Initial Anniversary					70	1,400	70	350	69	345	69	345	68	340
FY 2013 Initial Anniversary							70	1,400	70	350	69	345	69	345
FY 2014 Initial Anniversary									70	1,400	70	350	69	345
FY 2015 Initial Anniversary											70	1,400	70	350
FY 2016 Initial Anniversary													70	1,400
Initial Payments	57	1,140	69	1,380	70	1,400	70	1,400	70	1,400	70	1,400	70	1,400
Anniversary Payments	251	1,255	304	1,520	245	1,225	233	1,165	248	1,240	261	1,305	276	1,380
Total Intel	308	2,395	373	2,900	315	2,625	303	2,565	318	2,640	331	2,705	346	2,780

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

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
FY 2009 and prior															
Initial															
Anniversary	150	1,004	106	1,060	98	619	41	256							
FY 2010															
Initial	58	1,435													
Anniversary			58	580	58	361	57	356	57	356					
FY 2011															
Initial			58	580											
Anniversary					58	363	58	363	57	355	57	355			
FY 2012															
Initial					58	1,450									
Anniversary							58	363	58	363	57	355	57	355	
FY 2013															
Initial							58	1,450							
Anniversary									58	363	58	363	57	355	
FY 2014															
Initial									58	1,450					
Anniversary											58	363	58	363	
FY 2015															
Initial											58	1,450			
Anniversary													58	363	
FY 2016															
Initial														58	1,450
Anniversary															
Initial Payments	58	1,435	58	580	58	1,450	58	1,450	58	1,450	58	1,450	58	1,450	
Anniversary Payments	150	1,004	164	1,640	214	1,343	214	1,338	230	1,437	230	1,436	230	1,436	
Grand Total CEC CSRB	208	2,439	222	2,220	272	2,793	272	2,788	288	2,887	288	2,886	288	2,886	

(In Thousands Of Dollars)

Project: Basic Allowance for Housing

FY 2012 Estimate \$1,346,794  
 FY 2011 Estimate \$1,263,675  
 FY 2010 Actual \$1,289,045

Part I - Purpose and Scope

Congress approved the payment of 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 Title 37 U.S.C. 403.

Part II - Justification of Funds Requested

The estimates include projected annual rate increases of 3.5% for FY 2010, 1.7% for FY 2011 and 3.6% in FY 2012. However, future housing rate adjustments may change as contractor generated survey data of actual housing costs becomes available.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1A) BAH Domestic - Officers with Dependents</b>									
07 to 010 with Dependents	216	32,490.74	7,018	158	35,176.52	5,558	190	34,232.63	6,504
06 with Dependents	3,076	30,785.19	94,695	2,751	33,882.27	93,210	3,072	32,435.65	99,642
05 with Dependents	6,132	29,801.06	182,740	5,500	33,692.60	185,309	6,219	31,398.75	195,269
04 with Dependents	8,351	27,075.71	226,109	7,647	30,832.30	235,775	8,766	28,527.29	250,070
03 with Dependents	10,185	24,220.13	246,682	8,975	26,246.00	235,558	10,809	25,518.62	275,831
02 with Dependents	2,802	21,853.54	61,234	2,850	22,932.12	65,357	3,153	23,025.15	72,598
01 with Dependents	2,041	19,898.80	40,613	1,945	21,154.61	41,146	1,558	20,965.61	32,664
<b>Total - (1A)</b>	<b>32,803</b>		<b>859,091</b>	<b>29,826</b>		<b>861,913</b>	<b>33,767</b>		<b>932,578</b>
<b>(1B) BAH Domestic - Warrant Officers with Dependents</b>									
W-5 Warrant Officer	55	25,738.25	1,416	30	28,152.45	845	42	27,118.13	1,139
W-4 Warrant Officer	383	24,222.33	9,277	460	26,558.46	12,217	425	25,520.94	10,846
W-3 Warrant Officer	569	23,311.21	13,264	442	25,158.76	11,120	487	24,560.97	11,961
W-2 Warrant Officer	440	22,687.28	9,982	410	23,999.79	9,840	402	23,903.59	9,609
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total - (1B)</b>	<b>1,447</b>		<b>33,939</b>	<b>1,342</b>		<b>34,022</b>	<b>1,356</b>		<b>33,555</b>
<b>(1C) BAH Differential</b>	<b>7</b>	<b>2,260.35</b>	<b>16</b>	<b>12</b>	<b>2,493.92</b>	<b>30</b>	<b>7</b>	<b>2,381.53</b>	<b>17</b>
<b>Total - (Group) ( 1)</b>	<b>34,257</b>		<b>893,046</b>	<b>31,180</b>		<b>895,965</b>	<b>35,130</b>		<b>966,150</b>

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2A) BAH Domestic - Officers without Dependents									
07 - 010 without Dependents	7	26,428.57	185	5	27,454.70	137	1	27,845.46	28
06 without Dependents	274	25,919.78	7,102	246	28,324.83	6,968	264	27,309.39	7,210
05 without Dependents	717	24,750.53	17,746	627	27,278.04	17,103	672	26,077.46	17,524
04 without Dependents	1,527	23,734.84	36,243	1,328	26,260.25	34,874	1,453	25,007.31	36,336
03 without Dependents	4,923	21,277.31	104,748	4,260	22,263.08	94,841	4,818	22,418.03	108,010
02 without Dependents	3,145	18,538.32	58,303	3,082	19,346.89	59,627	3,139	19,532.20	61,312
01 without Dependents	4,225	15,893.96	67,152	3,826	16,783.33	64,213	3,155	16,746.07	52,834
Total - (2A)	14,818		291,479	13,374		277,763	13,502		283,254
(2B) BAH Domestic - Warrant Officers without Dependents									
W-5 Warrant Officer	1	25,548.93	26	1	27,537.00	28	1	26,918.66	27
W-4 Warrant Officer	15	24,527.74	368	23	24,061.71	553	17	25,842.72	439
W-3 Warrant Officer	35	19,314.86	676	29	23,206.60	673	29	20,350.37	590
W-2 Warrant Officer	27	18,375.85	496	25	19,751.60	494	24	19,361.02	465
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
Total - (2B)	78		1,566	78		1,748	71		1,521
Total - (Group) ( 2)	14,896		293,045	13,452		279,511	13,573		284,775
(3A) Officer Partial BAH									
07-10 Flag Officers	0	0.00	0	0	0.00	0	0	0.00	0
0-6 Captain	5	424.78	2	6	520.11	3	5	424.78	2
0-5 Commander	8	379.91	3	7	448.25	3	7	379.91	3
0-4 Lieutenant Commander	13	322.86	4	13	361.85	5	12	322.86	4
0-3 Lieutenant	61	265.19	16	61	300.87	18	60	265.19	16
0-2 Lieutenant (JG)	36	213.81	8	47	243.44	11	36	213.81	8
0-1 Ensign	65	148.85	10	67	178.92	12	49	148.85	7
Total - (3A)	188		43	201		52	169		40
(3B) Warrant Officer Partial BAH									
W-5 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-4 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-3 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-2 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
Total - (3B)	0		0	0		0	0		0
Total - (Group) ( 3)	188		43	201		52	169		40

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(4A) BAH - Inadequate Family Housing</b>									
07-10 Flag Officers	0	0.00	0	0	0.00	0	0	0.00	0
0-6 Captain	0	0.00	0	0	0.00	0	0	0.00	0
0-5 Commander	0	0.00	0	0	0.00	0	0	0.00	0
0-4 Lieutenant Commander	0	0.00	0	0	0.00	0	0	0.00	0
0-3 Lieutenant	0	0.00	0	0	0.00	0	0	0.00	0
0-2 Lieutenant (JG)	0	0.00	0	0	0.00	0	0	0.00	0
0-1 Ensign	0	0.00	0	0	0.00	0	0	0.00	0
Total - (4A)	0		0	0		0	0		0
<b>(4B) BAH - Warrant Officers Inadequate Family Housing</b>									
W-5 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-4 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-3 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-2 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
Total - (4B)	0		0	0		0	0		0
Total - (Group) ( 4)	0		0	0		0	0		0
SubTotal (1) (2) (3) (4)	49,341		1,186,134	44,833		1,175,528	48,872		1,250,965
<b>(5A) BAH Overseas - Officers with Dependents</b>									
07 - 010 with Dependents	0	0.00	0	0	0.00	0	0	0.00	0
06 with Dependents	112	46,248.70	5,180	110	39,771.45	4,375	116	40,140.88	4,656
05 with Dependents	313	43,473.01	13,607	330	36,705.56	12,113	323	39,574.95	12,783
04 with Dependents	407	40,484.46	16,477	425	34,678.75	14,738	422	37,006.58	15,617
03 with Dependents	517	38,100.42	19,698	536	33,391.55	17,898	514	35,082.71	18,033
02 with Dependents	90	40,418.21	3,638	77	37,934.77	2,921	98	35,430.02	3,472
01 with Dependents	53	44,581.03	2,363	49	38,900.49	1,906	55	41,410.29	2,278
Total - (5A)	1,492		60,963	1,527		53,951	1,528		56,839
<b>(5B) BAH OverSeas - Warrant Officers with Dependents</b>									
W-5 Warrant Officer	1	45,744.01	46	2	36,707.44	73	0	0.00	0
W-4 Warrant Officer	11	35,011.08	385	11	32,042.97	352	9	30,138.42	271
W-3 Warrant Officer	22	35,118.30	773	19	30,225.50	574	28	32,026.64	897
W-2 Warrant Officer	12	35,473.39	426	12	31,974.34	384	10	29,056.23	291
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
Total - (5B)	46		1,630	44		1,383	47		1,459
Total - (Group) ( 5)	1,538		62,593	1,571		55,334	1,575		58,298

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6A) BAH Overseas - Officers without Dependents									
07 - 010 without Dependents	0	0.00	0	0	0.00	0	0	0.00	0
06 without Dependents	16	37,661.26	603	21	32,398.67	680	14	35,107.87	492
05 without Dependents	61	35,157.05	2,145	67	30,390.75	2,036	56	32,879.32	1,841
04 without Dependents	187	33,426.18	6,251	174	28,489.58	4,957	165	31,973.08	5,276
03 without Dependents	532	31,464.66	16,739	518	26,927.52	13,948	569	29,469.88	16,768
02 without Dependents	245	30,806.42	7,548	219	26,608.12	5,827	237	28,563.25	6,769
01 without Dependents	213	30,873.63	6,576	190	26,484.78	5,032	200	29,843.50	5,969
Total - (6A)	1,254		39,862	1,189		32,480	1,241		37,115
(6B) BAH OverSeas - Warrant Officers without Dependents									
W-5 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
W-4 Warrant Officer	5	32,989.71	165	2	30,223.49	60	6	27,632.74	166
W-3 Warrant Officer	6	30,519.04	183	6	28,584.94	172	4	27,288.81	109
W-2 Warrant Officer	4	27,113.08	108	5	20,246.38	101	5	28,188.71	141
W-1 Warrant Officer	0	0.00	0	0	0.00	0	0	0.00	0
Total - (6B)	15		456	13		333	15		416
Total - (Group) ( 6)	1,269		40,318	1,202		32,813	1,256		37,531
SubTotal (5) (6) Overseas Housing	2,807		102,911	2,773		88,147	2,831		95,829
Total Basic Allowance For Housing - Officer	52,148		1,289,045	47,606		1,263,675	51,703		1,346,794

(In Thousands Of Dollars)

Project: Basic Allowance for Subsistence - Officer

FY 2012 Estimate      \$ 146,021  
FY 2011 Estimate      \$ 143,344  
FY 2010 Actual        \$ 145,013

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 (Title 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 \$223.04 per month effective 01 January 2010, \$223.84 per month effective 01 January 2011 and \$231.45 per month effective 1 January 2012.

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 liberal food cost index.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Basic Allowance for Subsistence	55,049	2,634.25	145,013	52,225	2,744.73	143,344	53,010	2,754.60	146,021
Total Basic Allowance for Subsistence - Officer	55,049		145,013	52,225		143,344	53,010		146,021



(In Thousands Of Dollars)

Project: Station Allowances, Overseas - Officer

FY 2012 Estimate \$ 97,367  
FY 2011 Estimate \$ 95,138  
FY 2010 Actual \$ 113,523

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 Title 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 adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1A) Station Allowances - Cost Of Living	7,333	13,748.94	100,821	7,247	11,698.47	84,779	7,305	11,654.83	85,139
(2B) Station Allowances - Temporary Lodging	9,371	1,355.43	12,702	8,119	1,275.94	10,359	8,941	1,367.61	12,228
Total Station Allowances, Overseas - Officer	16,704		113,523	15,366		95,138	16,246		97,367

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA) - Officer

FY 2012 Estimate	\$	1,665
FY 2011 Estimate	\$	2,236
FY 2010 Actual	\$	1,954

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. (Title 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost Of Living (COLA)									
CONUS COLA	1,035	1,887.44	1,954	1,282	1,744.52	2,236	859	1,938.74	1,665
Total CONUS Cost Of Living Allowance	1,035		1,954	1,282		2,236	859		1,665

(In Thousands Of Dollars)

Project: Uniform Allowance - Officer

FY 2012 Estimate     \$   2,380  
FY 2011 Estimate     \$   2,461  
FY 2010 Actual       \$   2,242

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 to 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 Title 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial									
Reserves	2,675	400.00	1,070	2,950	400.00	1,180	2,813	400.00	1,125
Regular	1,570	400.00	628	1,537	400.00	615	1,540	400.00	616
CWO Pilot Program	8	1,044.40	8	8	1,055.89	8	8	1,072.79	9
Total (1)	4,253		1,706	4,495		1,803	4,361		1,750
(2) Additional	2,380	200.00	476	2,970	200.00	594	2,465	200.00	493
(3) Civilian	116	517.01	60	128	500.00	64	258	531.06	137
Total Uniform Allowance - Officer	6,749		2,242	7,593		2,461	7,084		2,380

(In Thousands Of Dollars)

Project: Family Separation Allowance - Officer

FY 2012 Estimate	\$ 5,010
FY 2011 Estimate	\$ 4,456
FY 2010 Actual	\$ 15,681

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 (Title 37 U.S.C. 427):

- (1) (FSA - R) 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) (FSA - S) 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) (FSA - T) The 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.
- (4) The member is not authorized to move dependents to a permanent duty station and must maintain two homes.

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 2010			FY 2011			FY 2012		
(1) FSA - R (On PCS With Dependents Not Authorized)	970	3,000.00	2,910	543	3,000.00	1,629	544	3,000.00	1,632
(2) FSA - S (Onboard> 30 days)	3,101	3,000.00	9,303	762	3,000.00	2,286	764	3,000.00	2,292
(3) FSA - T (TDY> 30 days)	1,156	3,000.00	3,468	178	3,000.00	534	362	3,000.00	1,086
(4) On PCS, no government quarters	0	0.00	0	5	1,400.00	7	0	0.00	0
<b>Total Family Separation Allowance - Officer</b>	<b>5,227</b>		<b>15,681</b>	<b>1,488</b>		<b>4,456</b>	<b>1,670</b>		<b>5,010</b>

(In Thousands Of Dollars)

Project: Separation Payments - Officer

FY 2012 Estimate	\$ 34,098
FY 2011 Estimate	\$ 25,353
FY 2010 Actual	\$ 26,187

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 Title 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.
- (4a) 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.
- (4b) 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) \$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 2011 includes a 1.4% pay raise effective 1 January 2011 and FY 2012 includes a 1.6% pay raise effective 1 January 2012.

Computation of fund requirements is provided in the following table:

	FY 2010				FY 2011				FY 2012			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Separation Pay - Lump Sum Leave												
Flag Officers	43	29	6,792.62	292	39	29	6,409.77	250	48	29	7,028.97	337
0-6 Captain	402	21	6,912.88	2,779	414	21	6,536.74	2,706	407	21	7,153.41	2,911
0-5 Commander	531	15	4,827.13	2,563	535	15	4,555.70	2,437	579	15	4,995.09	2,892
0-4 Lieutenant Commander	817	14	4,167.11	3,405	814	14	3,933.82	3,202	851	14	4,312.10	3,670
0-3 Lieutenant	1310	19	3,943.50	5,166	1321	19	3,722.44	4,917	1,455	19	4,080.71	5,937
0-2 Lieutenant (JG)	113	16	2,952.17	334	122	16	2,796.49	341	207	16	3,054.89	632
0-1 Ensign	53	20	2,301.62	122	36	20	2,161.87	78	31	20	2,381.70	74
W-5 Warrant Officer	38	17	4,964.17	189	23	17	4,690.81	108	21	17	5,136.90	108
W-4 Warrant Officer	88	17	3,541.47	312	45	17	3,361.62	151	84	17	3,664.69	308
W-3 Warrant Officer	73	12	2,427.36	177	38	12	2,283.13	87	74	12	2,511.82	186
W-2 Warrant Officer	5	12	2,315.79	12	6	12	2,196.16	13	8	12	2,396.37	19
W-1 Warrant Officer	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0
Total - (1)	3,473			15,351	3,393			14,290	3,765			17,074
(2) Severance Pay, Failure of Promotion	0		67,672.90	0	60		71,389.48	4,283	0		0.00	0
(3) Severance Pay, Disability - Officer	13		55,833.33	726	10		63,510.77	635	19		57,776.02	1,098
(4) Severance Pay Involuntary												
Invol - Full Pay (10%)	115		67,509.53	7,764	63		71,343.17	4,495	192		69,858.49	13,413
Invol - Half Pay (5%)	12		32,961.17	396	0		0	0	13		34,108.04	443
Total - (4)	127			8,160	63			4,495	205			13,856
(5) Voluntary Separations	0		0.00	0	0		0.00	0	0		0.00	0
Targeted Separation Incentive	0		0.00	0	0		0.00	0	0		0.00	0
VSI	0		0.00	0	0		0.00	0	0		0.00	0
VSI Trust Fund	0		0.00	0	0		0.00	0	0		0.00	0
Total - (5)	0			0	0			0	0			0
(6) \$30,000 Lump Sum Bonus	65		30,000.00	1,950	55		30,000.00	1,650	69		30,000.00	2,070
Total Separation Payments - Officer	3,678			26,187	3,581			25,353	4,058			34,098

(In Thousands Of Dollars)

Project: Social Security Tax - Officer

FY 2012 Estimate	\$ 290,117
FY 2011 Estimate	\$ 278,666
FY 2010 Actual	\$ 287,564

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 Title 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 follow:

Calendar year 2010 - 7.65% on first \$106,800  
Calendar year 2011 - 7.65% on first \$106,800  
Calendar year 2012 - 7.65% on first \$113,700

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Social Security Tax - Employer's contribution	55,049	5,223.78	287,564	52,225	5,335.87	278,666	53,010	5,472.87	290,117
Total Social Security Tax - Officer	55,049		287,564	52,225		278,666	53,010		290,117
Total Officer Programs Pay & Allowances (BA1)									
Total Obligations			<b>7,462,667</b>			<b>7,209,463</b>			<b>7,611,366</b>
Less Reimbursables			212,238			216,141			211,450
Total Direct Obligations			7,250,429			6,993,322			7,399,916

## Budget Activity 2

### Pay and Allowances of Enlisted Personnel



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

AMOUNT

FY 2011 Direct Program		\$16,754,758
Increases:		
Pricing Increases		
Annualization of FY 2011 Pay Raise of 1.4% effective 1 January 2011		35,575
Basic Pay	25,062	
Retired Pay Accrual	8,596	
FICA	1,917	
 FY 2012 Pay Raise of 1.6% effective 1 January 2012		 121,972
Basic Pay	85,926	
Retired Pay Accrual	29,473	
FICA	6,573	
 Inflation		 133,991
Retired Pay Accrual - Full Time - 32.7% to 34.3% Growth	133,991	
 Base Allowance Housing		 255,212
BAH Domestic	242,365	
BAH Overseas	12,847	
 Other		 107,822
Overseas Station Allowance	8,205	
Temporary Lodging Allowance (TLA)	843	
Cola	7,362	
 CONUS COLA		 4,121
 Special Pays		 6,733
AIP	2,771	
 EOD/Seal Master Driver (CSRB)		
Anniversary Payments	31	
 Enlisted Supervisor Retention Pay		
Anniversary Payments	1,973	
 SOCOM CSRB	1,958	

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

Other Pays		
Loan Repayment Plan		4,706
New Payments	4,706	
Education Benefits		34
\$950/month	34	
Enlistment Bonus		15,047
New Pay	31	
Residuals	15,016	
Separation Payments		34,140
Severance Pay Non-Disability	34,140	
Reenlistment Bonus - SRB		30,237
New Payments	25,938	
Anniversary	4,299	
Clothing Allowances		4,599
Replacement/Supplementary	4,599	
Total Pricing Increases:		\$654,572
Program Increases		
Other Strength Related		260,551
Base Pay -Pay Grade Mix		64,968
Retired Pay Accrual -Pay Grade Mix		22,284
FICA - Pay Grade Mix		4,970
BAH Overseas		24,798
Special Pay		31,593
Career Sea Pay	5,628	
Imminent Danger Pay	1,801	
HDP Location	1,347	
Foreign Language Proficiency Pay	3,984	
EOD/Seal Master Diver (CSRB)		
Anniversary	535	
SDIP	1,278	

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

Enlisted Supervisor Retention Pay			
Initial Payments	14,200		
Anniversary	1,091		
Diving Duty	1,663		
Overseas Extension Pay	66		
Incentive Pay		4,747	
Flying Duty - Career	78		
Toxic Material Pay	4		
Duty Inside Hi/Lo Chamber	3		
Submarine Pay	637		
Parachute Jumping	2,207		
Demolition Duty	1,818		
Other Pays		11,395	
SDAP	2,291		
Overseas Station - TLA	1,239		
Overseas Station - COLA	4,103		
Clothing (Initial)	1,490		
Clothing (Replacement and Supplementary)	1,772		
Upfront Clothing	500		
Education Benefits		624	
Navy College First	418		
\$950/month	206		
Separation Pays		92,298	
Severance Pay Non-Disability	72,382		
Lump sum	17,401		
\$30K Bonus	420		
Severance Pay Disability	2,095		
FSA-S (Onboard >30days)	2,874	2,874	
Total Program Increases:			\$260,551
Total Increases:			\$915,123
Decreases:			

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

Pricing Decreases

Special Pays		-9,390
Foreign Language Proficiency Pay	-883	
Enlisted Supervisor Retention Pay		
Initial Payments	-8,034	
EOD/Seal Master Diver (CSRB)		
Initial Payments	-473	
Separations Pay		-2,221
Severance	-161	
Lump Sum	-2,060	
Other Pays		-2,124
SDAP	-1,480	
Clothing - Initial	-644	

Total Pricing Decreases: -\$13,735

Program Decreases

Strength Related		-119,210
BAH - Domestic		-58,310
Base Pay - Work Years		-42,328
RPA - Work Years - Full Time		-15,549
FICA - Work Years		-3,023
Inflation		-18
Retired Pay Accrual - Part Time - 24.4% to 24.3% Growth		-18
Other		-181,254
Special Pay		-9,329
Premium Sea Pay	-1,182	
SOCOM AIP	-45	
AIP	-5,986	
EOD/Seal Master Diver - CSRB		
Initial Payments	-94	
Special Warfare SOCOM CSRB	-2,022	

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

Conus Cola	-11,414	-11,414	
Incentive Pay		-400	
Flight Deck Duty	-30		
Non-Crew (HDIP)	-95		
Flyer Duty - Non-Career	-104		
Visit, Board, Search and Seizure	-171		
Separation Payments		-100	
VSI Trust Fund	-100		
Loan Repayment Program	-3,605	-3,605	
Enlistment Bonus		-50,866	
New Payments	-18,520		
Residuals	-32,346		
SRB		-99,410	
New Payments	-61,661		
Anniversary Payments	-37,749		
Education Benefits		-4,879	
\$350/Month	-4,879		
FSA-R (On PCS w/Dep)	-1,251	-1,251	
 Total Program Decreases:			 -\$300,482
Total Decreases:			-\$314,217
FY 2012 Direct Program			\$17,355,664

(In Thousands Of Dollars)

Project: Basic Pay - Enlisted

FY 2012 Estimate	\$8,392,897
FY 2011 Estimate	\$8,257,803
FY 2010 Actual	\$8,503,125

Part I - Purpose and Scope

Funds requested provide for basic compensation (Title 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 (Title 10 U.S.C. 12310).

Part II - Justification of Funds Requested

FY 2010 is based on end strength of 271,381 and 281,858 workyears. FY 2011 is based on end strength of 267,988 and 268,163 workyears. FY 2012 is based on end strength of 268,957 and 270,961 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2011 includes a 1.4% across the board pay raise effective 1 January 2011. FY 2012 includes a 1.6% across the board pay raise effective 1 January 2012.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
E9	2,653	70,469.49	186,956	2,607	71,209.72	185,644	2,340	72,925.00	170,645
E8	6,292	55,553.00	349,540	6,645	56,707.37	376,820	5,922	57,488.70	340,448
E7	22,571	47,199.92	1,065,349	21,661	47,527.41	1,029,491	20,032	48,844.45	978,452
E6	48,932	38,572.51	1,887,430	45,846	39,345.89	1,803,852	46,579	39,916.73	1,859,281
E5	68,068	30,937.91	2,105,882	64,987	31,584.93	2,052,610	64,836	32,015.95	2,075,786
E4	53,373	24,800.55	1,323,680	48,364	25,354.20	1,226,231	53,388	25,664.73	1,370,189
E3	49,194	20,907.21	1,028,509	46,111	21,516.32	992,139	48,561	21,635.73	1,050,653
E2	18,661	19,170.20	357,735	17,267	19,675.96	339,745	17,695	19,838.71	351,046
E1	12,114	16,348.37	198,044	14,675	17,122.36	251,271	11,608	16,919.11	196,397
Total Basic Pay - Enlisted	281,858		8,503,125	268,163		8,257,803	270,961		8,392,897

(In Thousands Of Dollars)

Project: Retired Pay Accrual - Enlisted

FY 2012 Estimate \$2,878,334  
 FY 2011 Estimate \$2,700,204  
 FY 2010 Actual \$2,715,155

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 soldiers 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 NCP is 32.3% for FY 2010, 32.7% for FY 2011 and 34.3% for FY 2012. The part-time RPA NCA is 24.5% for FY 2010, 24.4% for FY 2011 and 24.3% for FY 2012.

Details of the cost computation are provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	276,588	9,672.18	2,675,209	268,126	10,069.59	2,699,919	270,874	10,623.60	2,877,657
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	5,270	7,579.89	39,946	37	7,702.70	285	87	7,781.61	677
Total Retired Pay Accrual - Enlisted	281,858		2,715,155	268,163		2,700,204	270,961		2,878,334

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty - Enlisted

FY 2012 Estimate	\$104,846
FY 2011 Estimate	\$100,499
FY 2010 Actual	\$92,718

Part I - Purpose and Scope

Funds requested provide for pay to enlisted personnel for the following types of duty (Title t837 U.S.C. 301(a)(1-11) and 320):

(1A) 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.

(1B) 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.

(1C) 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.

(2) 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.

(3) 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.

(4) 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.

(5) 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.

(6) 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.

(7) 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.

(8) 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(1A) Flying Duty - Career</b>									
Under 4 yrs	1,488	1,800.00	2,678	1,556	1,800.00	2,801	1,570	1,800.00	2,826
4 - 8 yrs	1,388	2,700.00	3,748	1,539	2,700.00	4,155	1,545	2,700.00	4,172
8 - 14 yrs	855	4,200.00	3,591	926	4,200.00	3,889	930	4,200.00	3,906
Over 14 yrs	775	4,800.00	3,720	824	4,800.00	3,955	828	4,800.00	3,974
<b>Total - (1A)</b>	<b>4,506</b>		<b>13,737</b>	<b>4,845</b>		<b>14,800</b>	<b>4,873</b>		<b>14,878</b>
<b>(1B) Flying Duty - Non-Career</b>									
E-9	0	2,880.00	0	0	2,880.00	0	0	2,880.00	0
E-8	2	2,880.00	6	3	2,880.00	9	2	2,880.00	6
E-7	6	2,880.00	17	5	2,880.00	14	7	2,880.00	20
E-6	4	2,580.00	10	19	2,580.00	49	5	2,580.00	13
E-5	5	2,280.00	11	21	2,280.00	48	7	2,280.00	16
E-4	7	1,980.00	14	22	1,980.00	44	5	1,980.00	10
E-3	3	1,800.00	5	3	1,800.00	5	0	1,800.00	0
E-2	0	1,800.00	0	0	1,800.00	0	0	1,800.00	0
E-1	0	1,800.00	0	0	1,800.00	0	0	1,800.00	0
<b>Total - (1B)</b>	<b>27</b>		<b>63</b>	<b>73</b>		<b>169</b>	<b>26</b>		<b>65</b>
<b>(1C) Non-Crew (HDIP)</b>	<b>70</b>	<b>1,800.00</b>	<b>126</b>	<b>120</b>	<b>1,800.00</b>	<b>216</b>	<b>67</b>	<b>1,800.00</b>	<b>121</b>
<b>Total - (Group) ( 1)</b>	<b>4,603</b>		<b>13,926</b>	<b>5,038</b>		<b>15,185</b>	<b>4,966</b>		<b>15,064</b>
<b>(2) Submarine Pay</b>									
E-9	200	5,100.00	1,020	297	5,100.00	1,515	300	5,100.00	1,530
E-8	590	4,980.00	2,938	693	4,980.00	3,451	700	4,980.00	3,486
E-7	1,827	4,860.00	8,879	2,078	4,860.00	10,099	2,100	4,860.00	10,206
E-6	3,249	4,464.00	14,504	3,858	4,464.00	17,222	3,900	4,464.00	17,410
E-5	4,930	2,868.00	14,139	5,441	2,868.00	15,605	5,500	2,868.00	15,774
E-4	2,856	1,512.00	4,318	3,957	1,512.00	5,983	4,000	1,512.00	6,048
E-3	1,143	1,008.00	1,152	1,781	1,008.00	1,795	1,800	1,008.00	1,814
E-2	795	912.00	725	841	912.00	767	850	912.00	775
E-1	400	900.00	360	446	900.00	401	450	900.00	405
Student	1,389		1,405	1,484		1,425	1,484		1,452
<b>Total - (2)</b>	<b>17,379</b>		<b>49,440</b>	<b>20,876</b>		<b>58,263</b>	<b>21,084</b>		<b>58,900</b>

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Parachute Jumping (Enl)	4,006	2,328.00	9,326	3,243	2,328.00	7,550	4,191	2,328.00	9,757
(4) Toxic Material Pay (Enl)	11	1,800.00	20	10	1,800.00	18	12	1,800.00	22
(5) Duty Inside HiLo Chamber (Enl)	163	1,800.00	293	211	1,800.00	380	213	1,800.00	383
(6) Demolition Duty (Enl)	4,750	1,800.00	8,550	3,723	1,800.00	6,701	4,733	1,800.00	8,519
(7) Flight Deck Duty (Enl)	6,114	1,800.00	11,005	6,739	1,800.00	12,130	6,722	1,800.00	12,100
(8) Visit, Board, Search and Seizure	88	1,800.00	158	151	1,800.00	272	56	1,800.00	101
Total Incentive Pay For Hazardous Duty - Enlisted	37,114		92,718	39,991		100,499	41,977		104,846

(In Thousands Of Dollars)

Project: Special Pay - Enlisted

FY 2012 Estimate	\$353,754
FY 2011 Estimate	\$336,675
FY 2010 Actual	\$418,725

Part I - Purpose and Scope

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

(1) Sea Pay (Title 37 U.S.C. 305a):

(a) Career Sea Pay - 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.

(b) Premium Sea Pay - \$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.

(2) 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.

(3) 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.

(4) 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.

(5) 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.

(6) Imminent Danger Pay (37 U.S.C. 310) - a monthly amount of \$225 payable to members in designated hostile areas or to members who are exposed to hostile fire or explosion of hostile mines, or members who are in a foreign country in which member was subject to the threat of physical harm or imminent danger on the basis of civil insurrection, civil war, terrorism, or wartime conditions.

(7) Foreign Language Proficiency Pay (37 U.S.C. 316) - a bonus not to exceed \$1000/month paid to individuals certifying in languages identified on the DoD Strategic Language List. 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.

(8) 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.

(9A) 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.

(9B) 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.

(9C) Bahrain AIP (37 U.S.C. 307a) - a limited program for enlisted continuity billets in Bahrain authorized by OSD 5 January 2006. Payment is a flat rate of \$1,000 per month.

(9E) 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.

(10) Explosive Ordinance Disposal (EOD)/Seal/Master Diver 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.

(11) 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.

(12) Special Warfare SOCOM 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.

(13) 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.

(14) GTMO First Assignment (37 U.S.C. 307a) (AIP) Financial incentive to address assignments to Detainee Operations Detachment, Guantanamo Bay, Cuba (UIC 40403). Effective 1 March 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.

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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1A) Career Sea Pay (Enlisted)									
E-9	673	6,077.60	4,090	550	6,077.60	3,343	635	6,077.60	3,859
E-8	1,664	5,595.60	9,311	1,424	5,595.60	7,968	1,695	5,595.60	9,485
E-7	6,911	5,081.30	35,117	6,070	5,081.30	30,843	6,933	5,081.30	35,229
E-6	11,963	3,982.30	47,640	12,354	3,982.30	49,197	11,541	3,982.30	45,960
E-5	17,595	2,865.90	50,426	19,461	2,865.90	55,773	17,809	2,865.90	51,039
E-4	24,179	1,923.90	46,518	21,571	1,923.90	41,500	24,879	1,923.90	47,865
E-3	19,545	830.50	16,232	18,907	830.50	15,702	19,087	830.50	15,852
E-2	7,438	625.90	4,655	6,482	625.90	4,057	7,400	625.90	4,632
E-1	2,705	595.90	1,612	2,341	595.90	1,395	2,492	595.90	1,485
Total - (1A)	92,673		215,601	89,160		209,778	92,471		215,406
(1B) Premium Sea Pay (Enlisted)	14,104	1,200.00	16,925	15,005	1,200.00	18,006	14,020	1,200.00	16,824
Total - (Group) ( 1)	106,777		232,526	104,165		227,784	106,491		232,230
(2A) HDP Mission (Enl)	27	1,800.00	49	7	1,800.00	13	7	1,800.00	13

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>(2B) HDP Location (Enl)</b>									
Location #1	1,631	1,800.00	2,936	446	1,800.00	803	1,601	1,800.00	2,882
Location #2	2,585	1,200.00	3,102	4,465	1,200.00	5,358	2,458	1,200.00	2,950
Location #3	3,310	600.00	1,986	426	600.00	256	3,220	600.00	1,932
Total - (2B)	7,526		8,024	5,337		6,417	7,279		7,764
Total - (Group) ( 2)	7,553		8,073	5,344		6,430	7,286		7,777
(3) Diving Duty Pay (Enl)	3,900	3,480.00	13,572	3,422	3,480.00	11,909	3,900	3,480.00	13,572
(4) Overseas Extension Pay (Enl)	1,280	2,000.00	2,560	1,250	2,000.00	2,500	1,283	2,000.00	2,566
(5) Nuclear Accession Bonus (Enl)	194	15,000.00	2,910	194	15,000.00	2,910	194	15,000.00	2,910
(6) Imminent Danger Pay (Enl)	30,112	2,700.00	81,302	333	2,700.00	899	1,000	2,700.00	2,700
(7) Foreign Language Proficiency Pay (Enl)	3,100	5,314.84	16,476	2,445	7,075.67	17,300	3,008	6,782.25	20,401
(8) Personal Money Allowance (PMA)	0	2,000.00	0	1	2,000.00	2	1	2,000.00	2
<b>(9) Assignment Incentive Pay (Enl)</b>									
A. Assignment Incentive Pay	9,589	3,421.00	32,804	10,483	3,096.88	32,465	8,550	3,421.00	29,250
B. SOCOM Assignment Incentive Pay	62	9,000.00	558	59	9,000.00	531	54	9,000.00	486
C. Bahrain AIP	38	12,000.00	456	0	12,000.00	0	0	12,000.00	0
D. GTMO First Assignment	22	7,200.00	158	0	7,200.00	0	0	7,200.00	0
E. SDIP	233	9,000.00	2,097	192	9,000.00	1,728	334	9,000.00	3,006
Total - (9)	9,944		36,073	10,734		34,724	8,938		32,742
<b>(10) EOD/Seal/Master Diver CSRB</b>									
Initial	31	50,129.03	1,554	50	46,933.33	2,347	48	37,083.33	1,780
Anniversary	73	18,328.77	1,338	82	14,067.00	1,153	120	14,325.00	1,719
Total - (10)	104		2,892	132		3,500	168		3,499
<b>(11) Enlisted Supervisor Retention Pay CSRB</b>									
Initial Payments	182	36,651.00	6,670	287	34,027.88	9,766	630	21,276.19	13,404
Anniversary Payments	855	6,949.00	5,941	1,271	7,423.29	9,435	1,418	8,814.53	12,499
Total - (11)	1,037		12,611	1,558		19,201	2,048		25,903
(12) Special Warfare SOCOM CSRB	66	147,430.80	9,730	80	118,950.00	9,516	63	150,031.75	9,452
(13) Combat Injury	0		0	0		0	0		0
Total Special Pay - Enlisted	164,067		418,725	129,658		336,675	134,380		353,754

**MILITARY PERSONNEL, NAVY  
CRITICAL SKILLS RETENTION BONUS  
EXPLOSIVE ORDNANCE DISPOSAL (EOD)**  
(In Thousands of Dollars)

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Year - Anniversary	73	1,338	59	626	48	674	38	372	10	143				
FY 2010 Initial Anniversary	31	1,554	23	527	27	392	19	276	15	218	8	116		
FY 2011 Initial Anniversary			50	2,347	45	653	38	551	26	377	21	305	11	160
FY 2012 Initial Anniversary					48	1,780	40	580	34	493	24	348	19	276
FY 2013 Initial Anniversary							30	1,214	27	392	23	334	16	232
FY 2014 Initial Anniversary									32	1,292	27	392	21	305
FY 2015 Initial Anniversary											42	1,704	29	421
FY 2016 Initial Anniversary													43	1,741
Initial Payments	31	1,554	50	2,347	48	1,780	30	1,214	32	1,292	42	1,704	43	1,741
Anniversary Payments	73	1,338	82	1,153	120	1,719	135	1,779	112	1,623	103	1,495	96	1,394
Total EOD	104	2,892	132	3,500	168	3,499	165	2,993	144	2,915	145	3,199	139	3,135

**MILITARY PERSONNEL, NAVY**  
**ENLISTED SUPERVISOR RETENTION PAY**  
(In Thousands of Dollars)

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Prior Year - Anniversary	855	5,941	985	6,699	776	6,758	441	4,150	206	1,892				
FY 2010 Initial Anniversary	182	6,670	286	2,736	380	3,534	344	3,305	236	2,754	184	2,142		
FY 2011 Initial Anniversary			287	9,766	262	2,207	254	2,127	220	1,965	130	1,323	101	1029
FY 2012 Initial Anniversary					630	13,404	262	2,207	254	2,127	220	1,965	130	1323
FY 2013 Initial Anniversary							834	14,701	262	2,207	254	2,127	220	1,965
FY 2014 Initial Anniversary									942	16,043	262	2,207	254	2,127
FY 2015 Initial Anniversary											952	15,969	262	2,207
FY 2016 Initial Anniversary													967	15,352
Initial Payments	182	6,670	287	9,766	630	13,404	834	14,701	942	16,043	952	15,969	967	15,352
Anniversary Payments	855	5,941	1,271	9,435	1,418	12,499	1,301	11,789	1,178	10,945	1,050	9,764	967	8,651
Total ESRP	1,037	12,611	1,558	19,201	2,048	25,903	2,135	26,490	2,120	26,988	2,002	25,733	1,934	24,003

(In Thousands Of Dollars)

Project: Special Duty Assignment Pay And Proficiency Pay - Enlisted

FY 2012 Estimate \$85,677  
 FY 2011 Estimate \$84,866  
 FY 2010 Actual \$90,159

Part I - Purpose and Scope

Special duty assignment pay (SDAP) - Title 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 intercept controller/supervisors	Attache
Personnel resource development office	Air/Surface Rescue Swimmer	ASW/ASUW tact air ctrl (ASTAC)	Independent duty hospital corpsmen
JCS joint comm unit	TACAMO Flt Eng	Harbor pilots, unlimited	Acoustic intelligence specialist
Joint special operations personnel	P-3 flight engineer	SEAL/swcc	Sub Anav
JCU billets	LCAC Operator & Supp	Divers	SLBM Tech
DTRA/OSIA	LCAC Engineers	EOD Technician	Sub CCC
White House Communication personnel	Gas Turbine, Deisel, and Stream Plant Inspectors	DCS Courier	Sub LAN Admin
White House Support Command	NDT Examiner	TIO Operator/Analysts	Underwater Construction personnel
Ceremonial Guard	AEGIS Combant Syst maintenance supp	Recruiters	Nuclear propulsion plant operators/supervisor
Command Master Chiefs/Chief of the Boat	Shipboard Tactical data system technician	Recruit Command personnel	

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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
\$450/month	3,700	5,400.00	19,980	2,071	5,400.00	11,183	3,898	5,400.00	21,049
\$375/month	2,864	4,500.00	12,888	5,001	4,500.00	22,505	2,580	4,500.00	11,610
\$350/month	0	4,200.00	0	0	4,200.00	0	0	4,200.00	0
\$300/month	3,117	3,600.00	11,221	1,199	3,600.00	4,316	2,690	3,600.00	9,684
\$275/month	0	3,300.00	0	0	3,300.00	0	0	3,300.00	0
\$255/month	0	3,060.00	0	0	3,060.00	0	0	3,060.00	0
\$225/month	1,714	2,700.00	4,628	3,523	2,700.00	9,512	1,013	2,700.00	2,735
\$220/month	0	2,640.00	0	0	2,640.00	0	0	2,640.00	0
\$175/month	0	2,100.00	0	0	2,100.00	0	0	2,100.00	0
\$165/month	0	1,980.00	0	0	1,980.00	0	0	1,980.00	0
\$150/month	9,251	1,800.00	16,652	8,156	1,800.00	14,681	9,265	1,800.00	16,677
\$110/month	0	1,320.00	0	0	1,320.00	0	0	1,320.00	0
\$100/month	0	1,200.00	0	0	1,200.00	0	0	1,200.00	0
\$75/month	2,944	900.00	2,650	1,433	900.00	1,290	2,580	900.00	2,322
\$55/month	0	660.00	0	0	660.00	0	0	660.00	0
\$50/month	0	600.00	0	0	600.00	0	0	600.00	0



	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
Total - (1)	23,590		68,019	21,383		63,487	22,026		64,077
(2) Recruiter									
Recruiter (\$375)	0	0.00	0	0	0.00	0	0	0.00	0
Recruiter (\$450)	4,100	5,400.00	22,140	3,959	5,400.00	21,379	4,000	5,400.00	21,600
Total - (2)	4,100		22,140	3,959		21,379	4,000		21,600
Total Special Duty Assignment Pay And Proficiency Pay - Enlisted	27,690		90,159	25,342		84,866	26,026		85,677

(In Thousands Of Dollars)

Project: Reenlistment Bonus - Enlisted

FY 2012 Estimate \$233,986  
 FY 2011 Estimate \$303,159  
 FY 2010 Actual \$269,602

Part I - Purpose and Scope

Reenlistment Bonus (Title 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 Warfare Systems Tech (AW)        | Fire Control Technician (FT)            |
| Builder (BU)                              | Hospital Corpsman (HM)                  |
| Construction Electrician (CE)             | Interior Communications Specialist (IC) |
| Cryptologic Technician Interpretive (CTI) | Machinists Mate (MM)                    |
| Cryptologic Technician Maintenance (CTM)  | Nuclear Program (EM, ET, MM)            |
| Cryptologic Technician Network (CTN)      | Operations Specialist (OS)              |
| Cryptologic Technician Technical (CTT)    | Special Operations (SO)                 |
| Explosive Ordnance Diver (EOD)            | Special Operations Boat (SB)            |
| Electronics Technician (ET)               | Sonar Technician Surface (STG)          |
| Fire Controlman (FC)                      | Sonar Technician Submarine (STS)        |

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Reenlistment Bonus									
Initial Payment	7,155	16,437.59	117,611	10,606	12,406.56	131,584	5,636	17,008.69	95,861
Anniversary	50,191	3,028.25	151,991	56,300	3,047.52	171,575	43,913	3,145.42	138,125
Distribution	0	0.00	0	0	0.00	0	0	0.00	0
<b>Total Reenlistment Bonus - Enlisted</b>	<b>57,346</b>		<b>269,602</b>	<b>66,906</b>		<b>303,159</b>	<b>49,549</b>		<b>233,986</b>

**MILITARY PERSONNEL, NAVY**  
**RENLISTMENTS BONUS**  
(In Thousands of Dollars)

Reenlistment Bonus	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009														
Initial														
Anniversary	50,191	151,991	45,932	127,689	30,632	74,288	24,784	54,807	20,006	36,204				
FY 2010														
Initial	7,155	117,611												
Anniversary			10,368	43,886	7,119	36,282	5,786	26,578	4,854	22,732	4,153	22,426		
FY 2011														
Initial			10,606	131,584										
Anniversary					6,162	27,555	5,589	26,489	4,804	22,727	3,200	14,376	2,222	9,312
FY 2012														
Initial					5,636	95,861								
Anniversary							5,088	24,818	5,072	24,702	4,358	21,190	2,904	13,403
FY 2013														
Initial							10,014	174,777						
Anniversary									9,458	45,734	9,346	45,153	8,050	38,768
FY 2014														
Initial									9,095	161,516				
Anniversary											8,545	42,361	8,460	41,893
FY 2015														
Initial											9,632	175,525		
Anniversary													9,111	46,780
FY 2016														
Initial													10,446	193,883
Anniversary														
Initial Payments	7,155	117,611	10,606	131,584	5,636	95,861	10,014	174,777	9,095	161,516	9,632	175,525	10,446	193,883
Anniversary Payments	50,191	151,991	56,300	171,575	43,913	138,125	41,247	132,692	44,194	152,099	29,602	145,506	30,747	150,156
Total SRB	57,346	269,602	66,906	303,159	49,549	233,986	51,261	307,469	53,289	313,615	39,234	321,031	41,193	344,039

(In Thousands Of Dollars)

Project: Enlistment Bonus - Enlisted

FY 2012 Estimate	65,610
FY 2011 Estimate	101,429
FY 2010 Actual	94,710

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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Enlistment Bonus - New Pay									
New Pay \$1,000	0	1,000.00	0	0	1,000.00	0	0	1,000.00	0
New Pay \$1,500	0	1,500.00	0	0	1,500.00	0	0	1,500.00	0
New Pay \$2,000	100	2,000.00	200	78	2,000.00	156	0	2,000.00	0
New Pay \$2,500	0	2,500.00	0	0	2,500.00	0	0	2,500.00	0
New Pay \$2,750	0	2,750.00	0	0	2,750.00	0	0	2,750.00	0
New Pay \$3,000	85	3,000.00	255	87	3,000.00	261	0	3,000.00	0
New Pay \$3,500	0	3,500.00	0	0	3,500.00	0	0	3,500.00	0
New Pay \$3,750	0	3,750.00	0	0	3,750.00	0	0	3,750.00	0
New Pay \$4,000	87	4,000.00	348	85	4,000.00	340	0	4,000.00	0
New Pay \$5,000	182	5,000.00	910	549	5,000.00	2,745	180	5,000.00	900
New Pay \$6,000	100	6,000.00	600	752	6,000.00	4,512	0	6,000.00	0
New Pay \$7,000	100	7,000.00	700	778	7,000.00	5,446	0	7,000.00	0
New Pay \$7,500	0	7,500.00	0	0	7,500.00	0	0	7,500.00	0
New Pay \$8,000	0	8,000.00	0	73	8,000.00	584	0	8,000.00	0
New Pay \$9,000	0	9,000.00	0	0	9,000.00	0	0	9,000.00	0
New Pay \$9,500	0	9,500.00	0	0	9,500.00	0	0	9,500.00	0
New Pay \$10,000	100	10,000.00	1,000	122	10,000.00	1,220	150	10,000.00	1,500
New Pay \$11,000	0	11,000.00	0	0	11,000.00	0	0	11,000.00	0
New Pay \$12,000	100	12,000.00	1,200	63	12,000.00	756	0	12,000.00	0
New Pay \$13,000	100	13,000.00	1,300	62	13,000.00	806	0	13,000.00	0
New Pay \$14,000	89	14,000.00	1,246	62	14,000.00	868	0	14,000.00	0
New Pay \$15,000	65	15,000.00	975	67	15,000.00	1,005	0	15,000.00	0
New Pay \$16,000	0	16,000.00	0	63	16,000.00	1,008	0	16,000.00	0
New Pay \$17,000	1	17,000.00	17	63	17,000.00	1,071	0	17,000.00	0
New Pay \$18,000	0	18,000.00	0	3	18,000.00	54	0	18,000.00	0
New Pay \$19,000	0	19,000.00	0	3	19,000.00	57	0	19,000.00	0
New Pay \$20,000	0	20,000.00	0	0	20,000.00	0	0	20,000.00	0

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total - (1)	1,109		8,751	2,910		20,889	330		2,400
(2) Enlistment Bonus - Residuals									
Residuals \$1,000	1	1,000.00	1	0	1,000.00	0	0	1,000.00	0
Residuals \$1,500	0	1,500.00	0	0	1,500.00	0	0	1,500.00	0
Residuals \$2,000	0	2,000.00	0	100	2,000.00	200	0	2,000.00	0
Residuals \$2,500	0	2,500.00	0	0	2,500.00	0	0	2,500.00	0
Residuals \$2,750	0	2,750.00	0	0	2,750.00	0	0	2,750.00	0
Residuals \$3,000	0	3,000.00	0	149	3,000.00	447	0	3,000.00	0
Residuals \$3,500	0	3,500.00	0	0	3,500.00	0	0	3,500.00	0
Residuals \$3,750	0	3,750.00	0	0	3,750.00	0	0	3,750.00	0
Residuals \$4,000	0	4,000.00	0	907	4,000.00	3,628	0	4,000.00	0
Residuals \$5,000	0	5,000.00	0	1,732	5,000.00	8,660	0	5,000.00	0
Residuals \$6,000	0	6,000.00	0	300	6,000.00	1,800	0	6,000.00	0
Residuals \$7,000	624	7,000.00	4,368	303	7,000.00	2,121	0	7,000.00	0
Residuals \$7,500	0	7,500.00	0	0	7,500.00	0	0	7,500.00	0
Residuals \$8,000	0	8,000.00	0	624	8,000.00	4,992	0	8,000.00	0
Residuals \$9,000	0	9,000.00	0	384	9,000.00	3,456	0	9,000.00	0
Residuals \$9,500	0	9,500.00	0	0	9,500.00	0	0	9,500.00	0
Residuals \$10,000	2,089	10,000.00	20,890	700	10,000.00	7,000	2,203	10,000.00	22,030
Residuals \$11,000	0	11,000.00	0	350	11,000.00	3,850	0	11,000.00	0
Residuals \$12,000	0	12,000.00	0	580	12,000.00	6,960	0	12,000.00	0
Residuals \$13,000	0	13,000.00	0	63	13,000.00	819	0	13,000.00	0
Residuals \$14,000	0	14,000.00	0	61	14,000.00	854	0	14,000.00	0
Residuals \$15,000	432	15,000.00	6,480	97	15,000.00	1,455	1,996	15,000.00	29,940
Residuals \$16,000	0	16,000.00	0	200	16,000.00	3,200	0	16,000.00	0
Residuals \$17,000	0	17,000.00	0	34	17,000.00	578	0	17,000.00	0
Residuals \$18,000	0	18,000.00	0	26	18,000.00	468	0	18,000.00	0
Residuals \$19,000	0	19,000.00	0	24	19,000.00	456	0	19,000.00	0
Residuals \$20,000	2,011	20,000.00	40,220	400	20,000.00	8,000	37	20,000.00	740
Residuals \$24,000	0	24,000.00	0	39	24,000.00	936	0	24,000.00	0
Residuals \$26,000	0	26,000.00	0	55	26,000.00	1,430	0	26,000.00	0
Residuals \$28,000	0	28,000.00	0	55	28,000.00	1,540	0	28,000.00	0
Residuals \$30,000	0	30,000.00	0	80	30,000.00	2,400	350	30,000.00	10,500
Residuals \$32,000	0	32,000.00	0	30	32,000.00	960	0	32,000.00	0
Residuals \$34,000	0	34,000.00	0	30	34,000.00	1,020	0	34,000.00	0
Residuals \$36,000	0	36,000.00	0	75	36,000.00	2,700	0	36,000.00	0
Residuals \$38,000	0	38,000.00	0	15	38,000.00	570	0	38,000.00	0
Residuals \$40,000	350	40,000.00	14,000	251	40,000.00	10,040	0	40,000.00	0
Residuals Gendet									
Total - (2)	5,507		85,959	7,664		80,540	4,586		63,210
Total Enlistment Bonus - Enlisted	6,616		94,710	10,574		101,429	4,916		65,610

**MILITARY PERSONNEL, NAVY**  
**ENLISTMENT BONUS**  
(In Thousands of Dollars)

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	<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 2009 Initial Payments														
Residual Payments	5,507	85,959	2,963	33,329										
FY 2010 Initial Payments	1,109	8,751												
Residual Payments			4,701	47,211	1,000	20,000								
FY 2011 Initial Payments			2,910	20,889										
Residual Payments					3,586	43,210	1,000	20,000						
FY 2012 Initial Payments					330	2,400								
Residual Payments							6,700	54,510	1,000	20,000				
FY 2013 Initial Payments							500	5,000						
Residual Payments									6,900	67,510	1,000	20,000		
FY 2014 Initial Payments									500	5,000				
Residual Payments											7,200	78,315	1000	20000
FY 2015 Initial Payments											500	5,000		
Residual Payments													7600	87502
FY 2015 Initial Payments													500	5000
Residual Payments														
Total Initial Payments	1,109	8,751	2,910	20,889	330	2,400	500	5,000	500	5,000	500	5,000	500	5,000
Residual Payments	5,507	85,959	7,664	80,540	4,586	63,210	7,700	74,510	7,900	87,510	8,200	98,315	8,600	107,502
Grand Total EB	6,616	94,710	10,574	101,429	4,916	65,610	8,200	79,510	8,400	92,510	8,700	103,315	9,100	112,502

(In Thousands Of Dollars)

Project: Educational Benefits - Enlisted

FY 2012 Estimate	\$1,037
FY 2011 Estimate	\$5,258
FY 2010 Actual	\$5,700

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-III 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 or the Post 9-11 is more generous than the MGIB in many instances. Reduction in the College Fund are warranted beginning in FY 2012.

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.

The FY 2003 National Defense Authorization Act amended chapter 31 of title 10 USC to include the National Call to Service (NCS). Enlistment under NCS program will incur an eight-year military service obligation (MSO). NCS participants will be given the option of a 12 month or 36 month payout. No NCS recruits have been accessed into duty this Fiscal Year. The Navy does not plan to use this recruiting tool at this time.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Navy College Fund Program (Enl)									
\$350/month	1,521	3,343.00	5,085	1,329	3,671.00	4,879	0	0.00	0
\$450/month <sup>1/</sup>	0	0.00	0	0	0.00	0	0	0.00	0
\$550/month <sup>1/</sup>	0	0.00	0	0	0.00	0	0	0.00	0
\$950/Month	0	0.00	0	4	10,275.00	41	24	11,701.00	281
Total - (1)	1,521		5,085	1,333		4,920	24		281
(2) Navy College First	1,295	475.00	615	712	475.00	338	1,591	475.00	756
Total Educational Benefits - Enlisted	2,816		5,700	2,045		5,258	1,615		1,037

1/ Programs are not planned to be utilized in FY2010/11.

(In Thousands Of Dollars)

Project: Loan Repayment Program

FY 2012 Estimate	\$9,500
FY 2011 Estimate	\$8,400
FY 2010 Actual	\$8,370

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 FY 2012, there will be an increase in rate due to a larger average loan amount, anticipate \$40K per student loan. FY 2012 Selective Enlisted Bonus (SEB) reduced by 35% from POM 12 requirement making SEB less available to high quality recruits. Anticipate larger averages in loans repayment to be useful as an incentive.

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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Navy College Loan Repayment (Enl)	909	9,207.55	8,370	876	9,588.48	8,400	890	10,674.16	9,500
Total Loan Repayment Program	909		8,370	876		8,400	890		9,500



(In Thousands Of Dollars)

Project: Basic Allowance For Housing - Enlisted

FY 2012 Estimate \$3,902,086  
 FY 2011 Estimate \$3,682,915  
 FY 2010 Actual \$3,847,291

Part I - Purpose and Scope

Congress approved the payment of 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 Title 37, U.S.C. 403.

Part II - Justification of Funds Requested

The estimates include projected annual rate increases of 3.5% for FY 2010, 1.7% for FY 2011 and 3.6% for FY 2012. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1A) BAH Domestic - Enlisted with Dependents									
E9 with Dependents	2,314	24,030.55	55,607	2,281	24,780.28	56,524	2,074	25,318.88	52,511
E8 with Dependents	5,418	21,678.42	117,454	5,802	23,486.06	136,266	5,183	22,840.64	118,383
E7 with Dependents	18,436	20,582.69	379,462	17,957	21,935.48	393,895	16,631	21,686.17	360,663
E6 with Dependents	36,084	20,171.50	727,868	33,942	20,402.52	692,502	35,099	21,252.94	745,957
E5 with Dependents	37,973	18,586.86	705,799	37,221	18,223.87	678,311	36,762	19,583.34	719,923
E4 with Dependents	20,438	18,688.16	381,949	19,542	17,854.06	348,904	20,781	19,690.07	409,179
E3 with Dependents	13,434	17,877.66	240,168	13,139	17,805.05	233,941	13,554	18,836.12	255,305
E2 with Dependents	3,122	20,860.04	65,125	2,752	17,410.57	47,914	3,091	21,978.39	67,935
E1 with Dependents	1,128	19,128.53	21,577	1,507	16,465.89	24,814	1,100	20,154.05	22,169
Total - (1A)	138,347		2,695,009	134,143		2,613,071	134,275		2,752,025
(1B) BAH Differential (ENL)									
BAH Differential	1,371	2,521.62	3,457	1,524	3,272.16	4,987	1,343	2,656.81	3,568
Total - (Group) (1)	139,718		2,698,466	135,667		2,618,058	135,618		2,755,593

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) BAH Domestic - Enlisted without Dependents									
E9 without Dependents	161	20,277.12	3,265	167	20,310.50	3,392	145	21,364.22	3,098
E8 without Dependents	410	19,901.16	8,159	439	19,233.05	8,443	391	20,968.10	8,199
E7 without Dependents	2,114	17,941.92	37,929	1,949	17,854.04	34,798	1,908	18,903.82	36,068
E6 without Dependents	8,618	17,018.64	146,667	7,605	17,098.24	130,032	8,343	17,931.04	149,599
E5 without Dependents	21,631	15,761.76	340,943	20,095	16,209.58	325,732	20,954	16,606.78	347,978
E4 without Dependents	14,709	13,341.60	196,242	16,995	13,762.93	233,901	14,966	14,056.87	210,375
E3 without Dependents	5,498	12,298.44	67,617	5,732	13,001.35	74,524	5,551	12,957.78	71,929
E2 without Dependents	961	12,974.16	12,468	1,494	12,628.89	18,868	952	13,669.73	13,014
E1 without Dependents	3,302	12,203.64	40,296	326	12,537.38	4,087	3,217	12,857.90	41,364
Total - (2)	57,404		853,586	54,802		833,777	56,427		881,624
(3) BAH Domestic Partial (Enlisted)									
E-9	0	0.00	0	4	274.66	1	1	0.00	0
E-8	5	212.87	1	11	198.32	2	5	212.87	1
E-7	30	153.39	5	53	162.94	9	27	153.39	4
E-6	188	118.04	22	337	132.96	45	179	118.04	21
E-5	2,197	104.17	229	2,643	116.73	309	2,093	104.17	218
E-4	14,560	97.79	1,424	15,742	108.70	1,711	14,567	97.79	1,425
E-3	27,228	92.52	2,519	27,631	104.53	2,888	27,029	92.52	2,501
E-2	13,668	87.32	1,193	13,693	96.26	1,318	13,314	87.32	1,163
E-1	9,824	83.48	820	12,526	92.82	1,163	9,414	83.48	786
Total - (3)	67,700		6,213	72,640		7,446	66,629		6,119
(4) BAH Domestic Inadequate (Enl)									
E-9	0	0.00	0	0	0.00	0	0	0.00	0
E-8	0	0.00	0	0	0.00	0	0	0.00	0
E-7	0	0.00	0	0	0.00	0	0	0.00	0
E-6	0	0.00	0	0	0.00	0	0	0.00	0
E-5	0	0.00	0	0	0.00	0	0	0.00	0
E-4	0	0.00	0	0	0.00	0	0	0.00	0
E-3	0	0.00	0	0	0.00	0	0	0.00	0
E-2	0	0.00	0	0	0.00	0	0	0.00	0
E-1	0	0.00	0	0	0.00	0	0	0.00	0
Total - (4)	0		0	0		0	0		0
SubTotal (1) (2) (3) (4)	264,822		3,558,265	263,109		3,459,281	258,674		3,643,336

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5A) BAH Overseas - Enlisted with Dependents									
E9 with Dependents	55	36,940.01	2,032	53	31,504.60	1,670	62	31,715.99	1,966
E8 with Dependents	191	35,117.50	6,707	184	29,641.76	5,454	189	30,513.02	5,768
E7 with Dependents	758	34,156.77	25,891	703	29,179.30	20,513	726	30,356.24	22,039
E6 with Dependents	1,526	32,028.76	48,876	1415	28,769.63	40,709	1530	29,797.20	45,590
E5 with Dependents	1,669	30,002.63	50,074	1564	28,411.41	44,435	1652	27,830.82	45,977
E4 with Dependents	482	28,883.97	13,922	424	27,517.75	11,668	484	24,804.70	12,005
E3 with Dependents	64	27,783.28	1,778	68	26,967.74	1,834	77	24,695.31	1,902
E2 with Dependents	4	27,457.23	110	5	27,192.06	136	3	28,925.59	87
E1 with Dependents	0	26,883.51	0	1	31,111.86	31	2	21,812.45	44
Total - (5A)	4,749		149,390	4,417		126,450	4,725		135,378
(5B) BAH Overseas - Enlisted without Dependents									
E9 without Dependents	18	37,002.72	666	19	28,532.99	542	14	32,968.63	462
E8 without Dependents	34	34,807.11	1,183	36	25,286.74	910	34	34,515.64	1,174
E7 without Dependents	202	33,656.98	6,799	196	25,584.55	5,015	187	30,326.28	5,671
E6 without Dependents	802	31,021.48	24,879	825	24,880.71	20,527	792	28,909.20	22,896
E5 without Dependents	2,344	29,002.27	67,981	2036	23,891.76	48,644	2267	26,980.64	61,166
E4 without Dependents	1,191	28,098.85	33,466	853	21,644.86	18,463	1139	23,601.32	26,882
E3 without Dependents	153	27,325.69	4,181	133	21,295.96	2,832	201	23,555.40	4,735
E2 without Dependents	17	26,766.79	455	10	22,357.76	224	14	23,726.54	332
E1 without Dependents	1	26,181.62	26	1	25,863.09	26	2	27,199.54	54
Total - (5B)	4,762		139,636	4,109		97,184	4,650		123,372
SubTotal (5)	9,511		289,026	8,526		223,634	9,375		258,750
Total Basic Allowance For Housing - Enlisted	274,333		3,847,291	271,635		3,682,915	268,049		3,902,086

(In Thousands Of Dollars)

Project: Station Allowance, Overseas - Enlisted

FY 2012 Estimate \$263,188  
FY 2011 Estimate \$249,641  
FY 2010 Actual \$319,772

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 Title 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 adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Overseas Station Allowance (Enl) COLA	39,094	7,543.53	294,907	37,359	6,064.15	226,551	38,036	6,257.68	238,017
(2) Temporary Lodging (Enl) Temporary Lodging	22,324	1,113.84	24,865	20,880	1,105.82	23,090	22,000	1,144.12	25,171
Total Station Allowance, Overseas - Enlisted	61,418		319,772	58,239		249,641	60,036		263,188

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA) - Enlisted

FY 2012 Estimate	\$7,102
FY 2011 Estimate	\$14,395
FY 2010 Actual	\$9,171

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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS COLA	10,523	871.51	9,171	21,037	684.28	14,395	10,235	693.86	7,102
Total CONUS COLA	10,523		9,171	21,037		14,395	10,235		7,102

(In Thousands Of Dollars)

Project: Clothing Allowance - Enlisted

FY 2012 Estimate	\$179,219
FY 2011 Estimate	\$171,502
FY 2010 Actual	\$203,295

Part I - Purpose and Scope

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

- (1) Initial clothing upon enlistment, advancement to chief petty officer (pay grade E-7) and civilian clothing allowance when authorized by competent orders.
- (2) 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
- (3) Supplementary clothing allowances are payable to members assigned to special duty where additional items of clothing are required.
- (4) 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 numbers 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1A) Initial Military									
Male	23,568	1,597.88	37,659	24,177	1,611.91	38,971	24,273	1,653.45	40,134
Female	6,712	1,793.14	12,036	7,508	1,843.55	13,841	7,320	1,879.29	13,756
Prior Service	217	1,650.60	358	555	1,674.45	929	225	1,714.42	386
OCS Newport	275	1,442.41	397	285	1,705.48	486	297	1,702.37	506
On Advancement E7	2,400	1,057.18	2,537	3,697	1,048.29	3,876	3,861	1,062.23	4,101
Navy Unit Bands	226	1,041.72	235	237	1,035.40	245	234	1,034.85	242
Total - (1A)	33,398		53,222	36,459		58,348	36,210		59,125
(1B) Enlisted Civilian Clothing	1,056	920.88	972	1,056	940.47	993	1,113	953.85	1,062
Total (1)	34,454		54,194	37,515		59,341	37,323		60,187

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2A) Replacement Allowances									
(Basic) Male	54,272	464.40	25,204	60,090	320.28	19,246	61,228	332.19	20,339
(Basic) Female	10,441	460.80	4,811	11,397	320.28	3,650	12,030	335.84	4,040
Total - (2A)	64,713		30,015	71,487		22,896	73,258		24,379
(2B) Replacement Allowances									
(Std) Male	130,912	662.40	86,716	139,326	458.59	63,894	142,088	474.55	67,428
(Std) Female	19,214	658.80	12,658	20,602	458.59	9,448	20,651	478.20	9,875
Total - (2B)	150,126		99,374	159,928		73,342	162,739		77,303
(2C) Replacement Allowances									
(Spl) Male	16,221	864.00	14,015	17,900	669.69	11,987	16,920	719.13	12,168
(Spl) Female	2,188	925.20	2,024	2,417	524.10	1,267	2,278	770.23	1,755
Total - (2C)	18,409		16,039	20,317		13,254	19,198		13,923
Total (2)	233,248		145,428	251,732		109,492	255,195		115,605
(3) Supplementary Clothing (Enl)	5,053	331.04	1,673	5,041	331.04	1,669	5,667	340.04	1,927
(4) Up-Front Purchases			2,000			1,000			1,500
Total Clothing Allowance - Enlistec	272,755		203,295	294,288		171,502	298,185		179,219

(In Thousands of Dollars)

Project: Family Separation Allowance - Enlisted

FY 2012 Estimate	\$66,441
FY 2011 Estimate	\$63,047
FY 2010 Actual	\$84,641

Part I - Purpose and Scope

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

- (1) (FSA - R) 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) (FSA - S) 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) (FSA - T) 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 or temporary additional duty station.
- (4) The member is not authorized to move dependents to a permanent duty station and must maintain two homes.

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 2010			FY 2011			FY 2012		
(1) FSA - R (On PCS With Dependents Not Authorized)	6,909	3,000.00	20,727	5,880	3,000.00	17,640	5,463	3,000.00	16,389
(2) FSA - S (Onboard > 30 days)	7,831	3,000.00	23,493	5,864	3,000.00	17,592	6,822	3,000.00	20,466
(3) FSA - T (TDY > 30 days)	13,474	3,000.00	40,421	9,270	3,000.00	27,810	9,862	3,000.00	29,586
(4) Overseas member without dependents	0	0.00	0	1	5,000.00	5	0	0.00	0
<b>Total Family Separation Allowance - Enlisted</b>	<b>28,214</b>		<b>84,641</b>	<b>21,015</b>		<b>63,047</b>	<b>22,147</b>		<b>66,441</b>



(In Thousands of Dollars)

Project: Aid and Attendance Allowance for Catastrophically Injured

FY 2012 Estimate	\$36
FY 2011 Estimate	\$36
FY 2010 Actual	\$0

Part I - Purpose And Scope

The requested funds will provide for an aid and attendance allowance to catastrophically injured Service members who require regular aid and attendance during and after hospitalization as a result of injuries sustained in combat or in a combat-related event. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured Service members. The allowance will be paid by the Secretary until the catastrophically injured Service member is medically retired through the expedited disability evaluation system and transitioned to veteran status. At that time, the aid and attendance allowance will cease for that member. This allowance is included in the FY 2010 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 \$1,800 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 2010			FY 2011			FY 2012		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
Special Monthly Compensation		\$	-	5	7,200.00	\$ 36	5	7,200.00	\$ 36

(In Thousands Of Dollars)

Project: Separation Payments - Enlisted

FY 2012 Estimate	\$243,913
FY 2011 Estimate	\$127,343
FY 2010 Actual	\$173,910

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 (Title 37 U.S.C. 501) and (Title 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 Title 10 U.S.C. 1212.

(3) Involuntary - Half Severance Pay is 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 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) Title 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 (Title 10 U.S.C.

(6) \$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 2010, FY 2011, and FY 2012 include a 3.4%, 1.4% and 1.6% pay raise effective 1 January of each year respectively.

Computation of fund requirements is provided in the following table:

	FY 2010				FY 2011				FY 2012			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Lump Sum Terminal Leave Payments												
E-9	300	16	3,735.35	1,121	169	16	3,432.28	580	280	16	3,865.32	1,082
E-8	767	17	2,872.23	2,203	502	17	2,724.66	1,368	761	17	2,972.17	2,262
E-7	2,229	18	2,391.21	5,330	1,891	18	2,481.31	4,692	2,077	18	2,474.17	5,139
E-6	4,452	18	1,802.11	8,023	3,010	19	2,220.60	6,684	4,268	19	1,864.81	7,959
E-5	7,045	19	1,737.12	12,238	5,847	18	1,801.81	10,535	9,098	18	1,797.57	16,354
E-4	6,177	18	1,741.46	10,757	5,178	18	1,763.83	9,133	5,993	18	1,802.06	10,800
E-3	3,980	17	1,447.87	5,763	2,508	17	1,759.61	4,413	3,906	17	1,498.25	5,852
E-2	1,512	15	913.76	1,382	993	15	921.61	915	1,427	15	945.55	1,349
E-1	1,901	8	501.23	953	1,267	8	442.49	561	1,727	8	518.67	896
Total - (1)	28,363			47,770	21,365			38,881	29,537			51,693

	FY 2010				FY 2011				FY 2012			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(2) Severance Pay, Disability (Enl)	610		24,385.47	14,875	423		25,552.27	10,809	505		25,233.95	12,743
(3) Severance Pay, Non-Disability (Enl)												
Invol - Full Pay	2,004		28,695.61	57,506	830		22,649.62	18,799	3,508		29,693.81	104,166
Invol - Half Pay	1,045		15,616.00	16,319	851		15,692.12	13,354	1,825		16,159.35	29,491
Total - (3)	3,049			73,825	1,681			32,153	5,333			133,657
(4) Voluntary Separation (Enl)												
VSP												
VSI Trust Fund				3,200				3,100				3,000
Total - (4)	0.00			3,200	0.00			3,100	0.00			3,000
(5) Discharge Gratuity	410		24.00	10	410		24.00	10	410		24.00	10
(6) \$30,000 Lump Sum Bonus (Enl)	1,141		30,000.00	34,230	1,413		30,000.00	42,390	1,427		30,000.00	42,810
Total Separation Payments - Enlisted	33,573			173,910	25,292			127,343	37,212			243,913

(In Thousands Of Dollars)

Project: Social Security Tax - Employer's Share - Enlisted

FY 2012 Estimate \$642,053  
FY 2011 Estimate \$631,722  
FY 2010 Actual \$643,378

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 Title 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Social Security Tax - Employer's contribution	281,858	2,282.63	643,378	268,163	2,355.74	631,722	270,961	2,369.54	642,053
Total Social Security Tax - Employer's Share - Enlisted	281,858		643,378	268,163		631,722	270,961		642,053
Total Enlisted Programs Pay & Allowances (BA2)									
Total Obligations			<b>17,479,722</b>			<b>16,838,894</b>			<b>17,429,679</b>
Less Reimbursables			77,336			84,136			74,015
Total Direct Obligations			17,402,386			16,754,758			17,355,664

## Budget Activity 3

### Pay and Allowances of Cadets/Midshipmen

**SCHEDULE OF INCREASES AND DECREASES**  
**Pay and Allowances of Cadets/Midshipmen**  
(In Thousands of Dollars)

		<u>Amount</u>
<b>FY 2011 Direct Program</b>		<b>\$74,950</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
Annualization of FY 2011 Pay Raise of 1.4% effective 1 January 2011	214	
Base Pay	199	
FICA	15	
FY 2012 Pay Raise of 1.6% effective 1 January 2012	642	
Base Pay	596	
FICA	46	
Inflation Rate		114
Increase in Basic Allowance for Subsistence Rate	114	
<b>Total Pricing Increases</b>		<b>970</b>
<b>Program Increases:</b>		
Increase in Basic Pay Workyears	326	
Increase in Social Security Tax Workyears	25	
Increase in Basic Allowance for Subsistence Workyears	114	
<b>Total Program Increases</b>		<b>465</b>
<b>Total Increases</b>		<b>1,435</b>
<b>Decreases:</b>		
<b>Program Decreases:</b>		
<b>Total Program Decreases</b>		<b>0</b>
<b>Total Decreases</b>		<b>0</b>
<b>FY 2012 Direct Program</b>		<b>\$76,385</b>

(In Thousands Of Dollars)

Project: Midshipmen

FY 2012 Estimate \$76,385  
 FY 2011 Estimate \$74,950  
 FY 2010 Actual \$73,431

Part I - Purpose and Scope

Funds requested are to provide for basic pay under the provisions of Title 37, U.S.C. 203(c)(1); commuted rations allowance under the provisions of Title 37, U.S.C. 422; employer's contribution of FICA as provided by the Federal Insurance Contribution Act (Title 26, U.S.C. 3101 and 3111), and the Nuclear Accession Bonus (Title 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 4,377 in FY 2010, 4,377 in FY 2011 and 4,405 in FY 2012. Funding also provides for Submarine and Surface Nuclear Accession Bonuses.

Subsistence rates are \$10.80 per day effective January 2010 through December 2011; \$11.20 per day effective January 2012.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay	4,377	11,435.93	50,055	4,377	11,647.81	50,982	4,405	11,828.36	52,104
(2) Subsistence Allowance	4,377	3,942.00	17,254	4,377	4,036.60	17,668	4,405	4,062.40	17,895
(3) Social Security Tax - Employer's	4,377	850.32	3,722	4,377	891.06	3,900	4,405	904.87	3,986
(4) Nuclear Accession Bonus	160	15,000.00	2,400	160	15,000.00	2,400	160	15,000.00	2,400
Total Midshipmen			73,431			74,950			76,385
Total Midshipmen (BA3)									
Total Obligations			<b>73,431</b>			<b>74,950</b>			<b>76,385</b>
Less Reimbursable Obligations			0			0			0
Total Direct Obligations			73,431			74,950			76,385

**Budget Activity 4**  
**Subsistence of Enlisted Personnel**



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

		<u>Amount</u>
<b>FY 2011 Direct Program</b>		<b>\$1,068,943</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
Inflation Rate		
FY 2012 BAS Inflation of 3.4% Effective Jan 1 2012	3,768	
Increase in SIK Augmentation Rations Rate	308	
<b>Total Pricing Increases</b>		4,076
<b>Program Increases:</b>		
Strength Related		
Increase in BAS Workyears	15,332	
Increase in SIK Augmentation Rations	4,120	
Increase in SIK Other Messing	6,597	
Increase in SIK Cash Collection	28,082	
<b>Total Program Increases</b>		54,131
<b>Total Increases</b>		58,207
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
Decrease in SIK BDFA Rates	-13,694	
<b>Total Pricing Decreases</b>		-13,694
<b>Program Decreases:</b>		
Strength Related		
Decrease in SIK Workyears	-31,740	
Decrease in Operational Rations	-54	
<b>Total Program Decreases</b>		-31,794
<b>Total Decreases</b>		-45,488
<b>FY 2012 Direct Program</b>		<b>\$1,081,662</b>

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence

FY 2012 Estimate	\$1,091,424
FY 2011 Estimate	\$1,104,430
FY 2010 Actual	\$1,118,726

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 37 U.S.C. section 503)

Subsistence-in-Kind

The funds requested will provide for Subsistence-In-Kind furnished active duty enlisted personnel (Title 37 U.S.C), (Title 10 U.S.C. 6081a), (Title 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 requires the Secretary of Defense to establish a program to pay a monthly supplemental allowance, not to exceed \$500, to members who qualify for food stamps using state income eligibility standards. The value of either the member's Basic Allowance for Housing (BAH) or value of the "in-kind" benefit for members residing in military housing must be included as income in determination of 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.

Section 604 of the FY 2001 NDAA authorized a monthly supplemental allowance, not to exceed \$500, to members who qualify for food stamps. The FY 2010 NDAA increased the maximum monthly amount 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.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance for Subsistence									
(A) When Authorized to Mess Separately	273,022	3,896.71	1,063,888	259,184	3,985.54	1,032,988	262,271	3,999.88	1,049,053
(B) When Rations-In-Kind Not Available			0	0	0.00	0	0	0.00	0
(C) BAS II	268	7,798.42	2,090	255	7,971.08	2,033	257	7,999.76	2,056
(D) Augmentation of Commuted Rations	(1,268)	180.36	229	(1,207)	184.95	223	(1,219)	184.96	225
(E) Less Collections			350,158			350,159			346,187
Total (1)	273,290		716,049	259,439		685,085	262,528		705,147

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Subsistence-In-Kind									
(A) Subsistence-In-Mess									
(1) Trainee/Non-Pay Status	8,568	3,702.44	31,723	8,724	4,002.65	34,919	8,433	3,485.75	29,395
(2) Members Taking Meals In Mess	72,677	4,299.76	312,494	70,430	4,392.10	309,336	70,180	4,259.09	298,903
Total (2)(A)	81,245		344,217	79,154		344,255	78,613		328,298
(B) Operational Rations									
(1) MREs			1,457			1,507			1,478
(2) Unitized Rations			1,230			1,272			1,248
(3) Other Package Operational Rations			15			18			17
Total (2)(B)			2,702			2,797			2,743
(C) Augmentation Rations/Other Programs									
(1) Augmentation Rations	16,824	320.25	5,388	14,299	320.80	4,587	27,140	332.15	9,015
(2) Other Regionalization			0			0			0
(3) Other Messing			70,325			67,694			74,291
Total (2)(C)	16,824		75,713	14,299		72,281	27,140		83,306
(D) Less Cash Collections			19,965			0			28,082
Total (2)	98,070		402,667	93,453		419,333	105,753		386,265
(3) Family Subsistence Supplemental			10			12			12
Total Basic Allowance for Subsistence			1,118,726			1,104,430			1,091,424
Total Basic Allowance for Subsistence (BA4)									
Total Obligations			<b>1,118,726</b>			<b>1,104,430</b>			<b>1,091,424</b>
Less Reimbursables			11,760			35,487			9,762
Total Direct Obligations			1,106,966			1,068,943			1,081,662

Budget Activity 5  
Permanent Change of Station

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

		<u>Amount</u>
<b>FY 2011 Direct Program</b>		<b>879,794</b>
<b>Increases:</b>		
<b>Pricing Increases</b>		
<b>Other</b>		
<b>Permanent Change of Station (PCS) Travel - Officers</b>	43,287	
Increase in Training	14,856	
Increase in Rotational	27,743	
Increase in Organized Units	688	
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>	38,950	
Increase in Accessions	11,436	
Increase in Training	8,151	
Increase in Operational	9,769	
Increase in Organized Units	7,111	
Increase in MidShipmen	73	
Increase in OTEIP	422	
Increase in IPCOT	1,988	
<b>Total Pricing Increases</b>		82,237
<b>Program Increases</b>		
<b>Other</b>		
<b>Permanent Change of Station (PCS) Travel - Officers</b>		
Increase in Accessions	11,071	
Increase in Training	8,557	
Increase in Operational	28,737	
Increase in Rotational	37,522	
Increase in Separations	10,759	
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>		

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

Increase in Accessions	4,566		
Increase in Training	6,456		
Increase in Operational	36,148		
Increase in Separations	35,248		
Increase in IPCOT	18		
Increase in OTEIP	18		
<b>Total Program Increases</b>			179,100
<b>Total Increases</b>			261,337
<b>Decreases:</b>			
<b>Pricing Decreases</b>			
Annualization of FY 2011 Pay Raise of 1.4% Effective January 2011		-469	
Dislocation Allowance	-469		
FY 2012 Pay Raise of 1.6% Effective January 2012		-1,608	
Dislocation Allowance	-1,608		
<b>Total Pricing Decreases</b>			-2,077
<b>Decreases:</b>			
<b>Pricing Decreases</b>			
<b>Other Pricing Decreases</b>			
<b>Permanent Change of Station (PCS) Travel - Officers</b>		-8,130	
Decrease in Accessions	-3,704		
Decrease in Operational	-1,362		
Decrease in Separations	-3,064		
<b>Other Pricing Decreases</b>			
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>		-6,092	
Decrease in Rotational	-4,419		
Decrease in Separations	-1,673		
<b>Total Pricing Decreases</b>			-16,299

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

**Program Decreases:**

**Other Program Decreases**

**Permanent Change of Station (PCS) Travel - Officers**

Decrease in Organized Units	-2,105	-91,740
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**Permanent Change of Station (PCS) Travel - Enlisted**

Decrease in Rotational	-77,562	
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Decrease in Organized Units	-12,069	
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**Other**

Decrease in MidShipmen	-4	
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**Total Program Decreases**

-91,740

**FY 2012 Direct Program**

**1,033,092**

**SUMMARY OF REQUIREMENTS BY TYPES OF COST MOVES**

(In Thousands of Dollars)

	FY 2010		FY 2011		FY 2012	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Accession Travel <u>1/</u>	47,455	93,602	42,682	76,220	48,924	93,020
(2) Training Travel	15,253	97,408	12,455	71,814	15,798	106,365
(3) Operational Travel Between Duty Stations	35,246	256,555	29,047	219,685	37,186	286,405
(4) Rotational Travel To and From Overseas	29,637	374,551	26,806	354,275	28,848	364,345
(5) Separation Travel <u>1/</u>	47,025	136,405	36,800	103,806	48,964	140,238
(6) Travel Of Organized Units <u>2/</u>	6,064	26,311	6,144	39,368	5,993	26,204
(7) IPCOT / OTEIP		8,227		6,406		8,852
(8) Non-Temporary Storage		1,473		5,760		5,791
(9) Temporary Lodging Expense		10,374		6,386		6,551
Total Obligations		1,004,906		883,720		1,037,771
Less Reimbursables		4,872		3,926		4,679
Total Direct Obligations		<b>1,000,034</b>		<b>879,794</b>		<b>1,033,092</b>

1/ Includes Academy Midshipmen

2/ Reflects number of family moves.



**SUMMARY OF PROJECT REQUIREMENT MOVES**

(In Thousands of Dollars)

	FY 2010		FY 2011		FY 2012	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Travel of Military Members <u>1</u> /						
(A) Mileage and Per Diem	165,846	146,495	145,023	113,616	171,246	155,872
(B) MAC	14,780	21,818	12,230	16,131	14,439	23,064
(C) Commercial Air	24	37	43	22	28	21
Total (1)	180,650	168,350	157,296	129,769	185,713	178,957
(2) Travel of Dependents (Family)						
(A) Mileage	48,281	47,177	36,779	33,015	50,138	49,101
(B) MAC	4,996	10,474	3,522	6,710	5,046	10,831
(C) Commercial Air	153	320	104	204	174	621
Total (2)	53,430	57,971	40,405	39,929	55,358	60,553
(3) Transportation of Household Goods						
(A) M Tons – MSC	521	132	616	64	532	96
(B) S Tons – MAC	4,214	36,490	5,038	35,305	4,166	38,080
(C) Household Goods Land	74,657	295,085	87,191	292,644	73,143	310,220
(D) ITGBL	19,251	219,103	21,772	198,865	18,498	220,394
(E) Commercial Air	9,447	71,996	10,641	65,390	9,122	72,823
Total (3)	108,090	622,806	125,258	592,268	105,460	641,613
(4) Dislocation Allowance	47,331	91,749	47,238	91,579	45,956	91,702
(5) Trailer Allowance	90	15	7	1	103	17
(6) Global POV	16,408	43,941	4,047	11,109	15,788	43,735
(7) Non-Temporary Storage		1,473		5,760		5,791
(8) Cargo Operations		0		1,709		0
(9) Temporary Lodging Expense		10,374		6,386		6,551
(10) IPCOT / OTEIP		8,227		5,210		8,852
Total Obligations	405,999	1,004,906	374,251	883,720	408,378	1,037,771
Less Reimbursables		4,872		3,926		4,679
Total Direct Obligations		<b>1,000,034</b>		<b>879,794</b>		<b>1,033,092</b>

1/ Includes Academy Midshipmen

(In Thousands of Dollars)

Project: Accession Travel

FY 2012 Estimate	\$93,020
FY 2011 Estimate	\$76,220
FY 2010 Actual	\$93,602

Part I - Purpose and Scope

(A) Officer covers PCS movements of: (1) 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 (2) 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: (1) 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 (2) 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: (1) individuals selected as academy midshipmen upon entry into the academy and (2) 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	5,150	1,037.87	5,345	3,265	1,026.02	3,350	4,936	1,073.98	5,301
(2) Travel of Dependents	1,409	1,058.62	1,492	688	1,047.56	721	1,242	1,095.45	1,361

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,343	5,001.79	16,721	2,789	4,925.30	13,737	2,944	5,137.75	15,126
(B) Overseas			8,937			8,196			9,692
Total (3)			25,658			21,933			24,818
(4) Dislocation Allowance	1,900	2,241.88	4,260	892	2,282.82	2,036	1,674	2,309.64	3,866
(5) Trailer Allowance		0.00	0		0.00	0		0.00	0
(6) Global POV									
(A) Full Service	113	2,787.10	315	23	2,850.60	66	100	2,884.53	288
(B) Partial Service	26	2,315.75	60	6	2,373.62	14	23	2,396.70	55
TOTAL (6)			375			80			343
(7) Cargo Operations ((HHG), M, TONS)		0.00	0		0.00	0		0.00	0
Total Officer			37,130			28,120			35,689
Enlisted									
(1) Travel of Military Member	41,060	722.04	29,647	39,161	596.94	23,377	42,782	747.16	31,965
(2) Travel of Dependents	2,758	662.11	1,826	1,722	547.94	944	2,826	685.15	1,936
(3) Transportation of Household Goods									
(A) Land/ITGBL	6,425	3,477.05	22,340	5,466	2,943.52	16,089	5,749	3,571.56	20,533
(B) Overseas			1,744			1,850			1,938
TOTAL (3)			24,084			17,939			22,471
(4) Dislocation Allowance	205	1,950.20	400	2,977	1,804.65	5,372	214	2,009.14	430
(5) Trailer Allowance		0.00	0		0.00	0		0.00	0

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	10	3,060.28	31	11	2,850.60	31	11	3,167.26	35
(B) Partial Service	4	2,548.22	10	3	2,373.62	7	4	2,637.30	11
TOTAL (6)			41			38			46
(7) Cargo Operations ((HHG), M, TONS)		0.00	0		0.00	0		0.00	0
Total Enlisted			55,998			47,670			56,848
Midshipmen									
(1) Travel of Military Member									
(A) Midshipmen	1,245	380.64	474	1,250	343.73	430	1,206	401.45	484
Total Midshipmen	1,245		474	1,250		430	1,206		484
Total Accession Travel			93,602			76,220			93,020

(In Thousands of Dollars)

Project: Training Travel

FY 2012 Estimate	\$106,365
FY 2011 Estimate	\$71,814
FY 2010 Actual	\$97,408

Part I - Purpose and Scope

(A) Officer covers PCS movements of: (1) officers and warrant officers from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; and (2) officer and warrant officer school graduates and eliminees from school to their next permanent CONUS duty station (excludes academy graduates, OCS, NROTC graduates and others chargeable to accession travel).

(B) Enlisted PCS movements of: (1) enlisted personnel from permanent duty stations in CONUS us to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS; (3) enlisted personnel from permanent duty stations in an overseas area to permanent duty stations in other overseas area when transoceanic travel is involved, and (4) 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.

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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	5,695	1,591.76	9,065	4,729	1,305.44	6,173	5,773	1,647.14	9,509
(2) Travel of Dependents	2,392	1,550.90	3,710	2,074	1,273.19	2,641	2,419	1,604.87	3,882
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,698	8,901.66	41,820	4,039	7,263.82	29,339	5,063	9,143.62	46,294
(B) Overseas			310			297			287
Total (3)			42,130			29,636			46,581
(4) Dislocation Allowance	3,781	2,218.20	8,387	4,149	2,282.60	9,471	3,833	2,285.24	8,759
(5) Trailer Allowance		0.00	0		0.00	0		0.00	0

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	40	2,751.57	110	17	2,850.60	48	41	2,847.76	117
(B) Partial Service	11	2,363.64	26	5	2,373.62	12	12	2,446.27	29
TOTAL (6)			136			60			146
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total Officer			63,428			47,981			68,877
Enlisted									
(1) Travel of Military Member	9,558	1,526.91	14,594	6,571	1,009.88	6,636	10,025	1,580.04	15,840
(2) Travel of Dependents	1,319	1,394.90	1,840	1,521	1,145.12	1,742	1,575	1,443.43	2,273
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,791	4,863.13	13,573	2,789	3,674.86	10,249	3,028	4,995.32	15,126
(B) Overseas			150			120			115
TOTAL (3)			13,723			10,369			15,241
(4) Dislocation Allowance	1,864	2,018.24	3,762	2,812	1,804.65	5,075	1,956	2,079.24	4,067
(5) Trailer Allowance		0.00	0		0.00	0		0.00	0
(6) Global POV									
(A) Full Service	19	3,220.00	61	3	2,850.00	9	20	3,332.56	67
(B) Partial Service		0.00	0	1	2,373.62	2		0.00	0
TOTAL (6)			61			11			67
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total Enlisted			33,980			23,833			37,488
Total Training Travel			97,408			71,814			106,365

(In Thousands of Dollars)

Project: Operational Travel

FY 2012 Estimate	\$286,405
FY 2011 Estimate	\$219,685
FY 2010 Actual	\$256,555

Part I - Purpose and Scope

(A) Officer covers PCS movements of: (1) officers, and warrant officers to and from permanent duty stations located within the United States; (2) officers and warrant officers to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and warrant officers who are interned, missing or captured when no transoceanic travel is involved. Oceanic travel by member from homeport to join deployed unit is proper.

(B) Enlisted PCS movements of: (1) enlisted personnel from permanent duty stations in CONUS us to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS; (3) enlisted personnel from permanent duty stations in an overseas area to permanent duty stations in other overseas area when transoceanic travel is involved, and (4) 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.

Part II - Justification of Funds Requested

Operational moves are PCS moves for individuals going from one duty station to another within the same theater 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 primarily a function of requirements to balance grade and skill inventories with vacancies. Average rates are based on statistical data, rates and percentages 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	6,703	1,358.02	9,103	5,479	1,351.64	7,406	7,629	1,405.27	10,721
(2) Travel of Dependents	4,303	1,223.97	5,267	2,702	1,219.42	3,295	4,187	1,266.56	5,303
(3) Transportation of Household Goods									
(A) Land/ITGBL	5,161	10,368.34	53,511	4,434	10,409.82	46,157	5,874	10,650.17	62,559
(B) Overseas		0.00	527		0.00	478		0.00	457

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (3)			54,038			46,635			63,016
(4) Dislocation Allowance	5,446	2,240.14	12,200	4,244	2,282.57	9,687	5,765	2,307.84	13,305
(5) Trailer Allowance		0.00	0		0.00	0		0.00	0
(6) Global POV									
(A) Full Service	60	2,800.00	168	31	2,850.60	88	69	2,897.88	200
(B) Partial Service	20	2,350.00	47	9	2,373.62	21	23	2,432.15	56
TOTAL (6)			215			109			256
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total Officer			80,823			67,132			92,601
Enlisted									
(1) Travel of Military Member	28,543	1,216.80	34,731	24,719	1,235.05	30,529	29,557	1,259.14	37,216
(2) Travel of Dependents	11,281	1,062.62	11,987	10,468	1,085.00	11,358	12,561	1,099.59	13,812
(3) Transportation of Household Goods									
(A) Land/ITGBL	16,364	6,185.56	101,221	13,443	6,272.12	84,316	18,176	6,353.69	115,485
(B) Overseas			889			861			797
TOTAL (3)			102,110			85,177			116,282
(4) Dislocation Allowance	14,989	1,745.04	26,156	13,930	1,804.78	25,141	14,290	1,797.78	25,690
(5) Trailer Allowance		0.00	0		0.00	0		0.00	0



	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	228	2,714.91	619	99	2,850.60	282	237	2,809.82	666
(B) Partial Service	57	2,257.63	129	28	2,373.62	66	59	2,336.56	138
TOTAL (6)			748			348			804
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total Enlisted			175,732			152,553			193,804
Total Operational Travel			256,555			219,685			286,405

(In Thousands of Dollars)

Project: Rotational Travel

FY 2012 Estimate	\$364,345
FY 2011 Estimate	\$354,275
FY 2010 Actual	\$374,551

Part I - Purpose and Scope

(A) Officer PCS movements of: (1) officers and warrant officers from permanent duty stations in CONUS to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations in CONUS; (3) officers and warrant officers from permanent duty stations in an overseas area to permanent duty stations in other overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and warrant officers who are interned, missing, or captured when transoceanic travel is involved.

(B) Enlisted PCS movements of: (1) enlisted personnel from permanent duty stations in CONUS us to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS; (3) enlisted personnel from permanent duty stations in an overseas area to permanent duty stations in other overseas area when transoceanic travel is involved, and (4) 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.

Part II - Justification of Funds Requested

Rotational travel moves are PCS 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, ratios and percentages 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	6,621	1,488.74	9,857	4,007	1,474.59	5,909	6,103	1,540.54	9,402
(2) Travel of Dependents	4,251	1,545.09	6,568	2,358	1,531.90	3,612	3,720	1,598.85	5,948
(3) Transportation of Household Goods									
(A) Land/ITGBL	9,496	5,567.40	52,868	5,978	5,645.11	33,746	9,199	5,718.74	52,607
(B) Overseas			41,847			15,595			44,828
Total (3)			94,715			49,341			97,435

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	5,218	2,239.58	11,686	3,545	2,282.69	8,092	4,519	2,307.26	10,427
(5) Trailer Allowance		0.00	0		0.00	0		0.00	0
(6) Global POV									
(A) Full Service	4,000	2,778.25	11,113	246	2,850.60	701	3,595	2,875.37	10,337
(B) Partial Service	1,099	2,313.51	2,543	69	2,373.62	164	1,013	2,394.39	2,426
TOTAL (6)			13,656			865			12,763
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total Officer			136,482			67,819			135,975
Enlisted									
(1) Travel of Military Member	23,016	984.48	22,659	17,831	975.12	17,387	22,745	1,018.74	23,171
(2) Travel of Dependents	10,357	1,249.75	12,944	6,689	1,239.08	8,288	10,241	1,293.24	13,244
(3) Transportation of Household Goods									
(A) Land/ITGBL	32,558	2,998.49	97,625	63,747	2,967.06	189,141	29,230	3,080.03	90,029
(B) Overseas			57,714			47,982			54,117
TOTAL (3)			155,339			237,123			144,146
(4) Dislocation Allowance	12,544	1,770.65	22,211	10,046	1,804.77	18,131	12,396	1,824.17	22,612
(5) Trailer Allowance		0.00	0		0.00	0			
(6) Global POV									
(A) Full Service	7,281	2,778.42	20,230	1,570	2,850.00	4,475	7,096	2,875.54	20,405
(B) Partial Service	2,025	2,314.07	4,686	443	2,373.62	1,052	2,001	2,394.96	4,792
TOTAL (6)			24,916			5,527			25,197
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total Enlisted			238,069			286,456			228,370
Total Rotational Travel			374,551			354,275			364,345

(In Thousands of Dollars)

Project: Separation Travel

FY 2012 Estimate	\$140,238
FY 2011 Estimate	\$103,806
FY 2010 Actual	\$136,405

Part I - Purpose and Scope

(A) Officer covers PCS movements of: (1) officers and warrant officers upon release or separation from the service from last permanent duty station to home of record or entry into service or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances and personal effects of officers and warrant officers who are decreased.

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

(C) 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 and retirements.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,300	716.21	3,080	3,225	709.40	2,288	4,918	741.13	3,645
(2) Travel of Dependents	2,062	791.11	1,631	1,134	784.36	889	2,125	818.64	1,740
(3) Transportation of Household Goods									
(A) Land/ ITGBL	3,499	6,226.38	21,786	2,946	6,161.07	18,151	3,655	6,395.62	23,376
(B) Overseas			2,054			1,835			2,097
Total (3)			23,840			19,986			25,473
(4) Dislocation Allowance	1	2,070.00	2	3	2,109.84	6	0	2,132.56	0
(5) Trailer Allowance	90	163.11	15	7	160.76	1	103	168.04	17

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	142	2,788.73	396	30	2,850.60	86	167	2,886.22	482
(B) Partial Service	27	2,333.33	63	10	2,373.62	24	39	2,414.90	94
TOTAL(6)			459			110			576
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
Total Officer			29,027			23,280			31,451
Enlisted									
(1) Travel of Military Member	42,470	657.62	27,929	35,194	651.36	22,924	43,798	680.50	29,805
(2) Travel of Dependents	11,250	830.39	9,342	4,758	823.30	3,917	11,347	859.29	9,750
(3) Transportation of Household Goods									0
(A) Land/ ITGBL	19,685	2,615.54	51,487	13,690	2,588.14	35,432	18,702	2,686.63	50,245
(B) Overseas			16,403			16,251			16,628
TOTAL (3)			67,890			51,683			66,873
(4) Dislocation Allowance	42	1,774.29	75	35	1,808.44	63	45	1,827.92	82
(5) Trailer Allowance		0.00	0		0.00	0		0.00	0
(6) Global POV									
(A) Full Service	595	2,776.47	1,652	527	2,850.60	1,502	613	2,873.53	1,761
(B) Partial Service	170	2,313.51	393	149	2,373.62	354	175	2,394.39	419
TOTAL (6)			2,045			1,856			2,180
(7) Cargo Operations ((HHG), M, TONS)	0	21.29	0	26	20.10	1		22.02	0
Total Enlisted			107,281			80,444			108,690

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Midshipmen									
(1) Travel of Military Member Midshipmen	255	379.60	97	218	375.90	82	248	392.81	97
Total Midshipmen			97			82	248		97
Total Separation Travel			136,405			103,806			140,238

(In Thousands of Dollars)

Project: Travel Of Organized Units	FY 2012 Estimate	\$26,204
	FY 2011 Estimate	\$39,368
	FY 2010 Actual	\$26,311

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 in 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	516	396.89	205	1129	393.02	444	449	410.70	184
(2) Travel of Dependents	388	425.26	165	532	421.16	224	238	440.06	105
(3) Transportation of Household Goods									
(A) Land/ITGBL	451	4,215.08	1,901	614	3,451.85	2,119	246	4,329.66	1,065
(B) Overseas			755			782			798
Total (3)			2,656			2,901			1,863
(4) Dislocation Allowance	336	2,322.37	780	407	2,278.98	928	176	2,392.56	421
(5) Trailer Allowance		0.00	0		0.00	0		0.00	0

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	42	2,809.52	118	111	2,850.60	316	36	2,907.73	105
(B) Partial Service	12	2,250.00	27	32	2,373.62	76	12	2,328.65	28
TOTAL (6)			145			392			133
(7) Cargo Operations ((HHG), M, TONS)		0.00	0		0.00	0		0.00	0
Total Officer			3,951			4,889			2,706
Enlisted									
(1) Travel of Military Member	5,548	281.92	1,564	11,986	279.17	3,346	5,544	291.73	1,617
(2) Travel of Dependents	2,979	402.48	1,199	5,759	399.03	2,298	2,877	416.49	1,198
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,620	2,879.56	10,424	5,323	2,466.10	13,127	3,594	2,957.83	10,630
(B) Overseas			6,200			6,418			6,786
TOTAL (3)			16,624			19,545			17,416
(4) Dislocation Allowance	1,004	1,822.71	1,830	4,198	1,804.81	7,577	1,088	1,877.80	2,043
(5) Trailer Allowance		0.00	0		0.00	0			
(6) Global POV									
(A) Full Service	333	2,779.09	925	487	2,850.60	1,388	346	2,874.20	994
(B) Partial Service	94	2,314.07	218	137	2,373.62	325	96	2,394.96	230
TOTAL (6)			1,143			1,713			1,224
(7) Cargo Operations ((HHG), M, TONS)		0.00	0		0.00	0		0.00	0
Total Enlisted			22,360			34,479			23,498
Total Travel of Organized Units			26,311			39,368			26,204



(In Thousands of Dollars)

Project: Nontemporary Storage

FY 2012 Estimate \$5,791  
FY 2011 Estimate \$5,760  
FY 2010 Actual \$1,473

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.

Fund requirements are provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers			534			2,165			2,291
Enlisted			939			3,595			3,500
Total Nontemporary Storage			1,473			5,760			5,791

(In Thousands of Dollars)

Project: Temporary Lodging Expense

FY 2012 Estimate	\$6,551
FY 2011 Estimate	\$6,386
FY 2010 Actual	\$10,374

Part 1- Purpose and Scope

For reimbursement of expenses incurred as a result of a PCS move, not to exceed \$180 per day for up to ten days under the provisions of Title 37 U.S.C. 404D. 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers			4,414			2,773			3,052
Enlisted			5,960			3,613			3,499
Total Temporary Lodging Expense			10,374			6,386			6,551

(In Thousands of Dollars)

Project: In-Place Consecutive Overseas Tour (IPCOT)

FY 2012 Estimate	\$7,216
FY 2011 Estimate	\$5,210
FY 2010 Actual	\$7,193

Part I - Purpose and Scope

Covers the cost of members and/or 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 stations.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	117	10,503.34	1,229	66	10,352.11	683	114	10,868.79	1,239
Enlisted	786	7,587.79	5,964	605	7,482.82	4,527	761	7,853.88	5,977
Total IPCOT			7,193			5,210			7,216

(In Thousands of Dollars)

Project: Overseas Tour Extension Incentives Program (OTEIP)	FY 2012 Estimate	\$1,636
	FY 2011 Estimate	\$1,196
	FY 2010 Actual	\$1,034

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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	50	1,827.63	91	36	1,844.23	66	45	1,891.22	85
Enlisted	518	1,820.46	943	612	1,845.75	1,130	824	1,881.72	1,551
Total OTEIP			1,034			1,196			1,636
Total PCS Travel (BA5)									
Total Obligations			<b>1,004,906</b>			<b>883,720</b>			<b>1,037,771</b>
Less Reimbursable Obligations			4,872			3,926			4,679
Total Direct Obligations			1,000,034			879,794			1,033,092

Budget Activity 6  
Other Military Personnel Costs

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

			<u>Amount</u>
<b>FY 2011 Direct Program</b>			<b>\$179,182</b>
<b>Increases:</b>			
<b>Pricing Increases:</b>			
Other Pricing Increases			
Unemployment Compensation	3,740		
Senior ROTC Uniforms, Commutation in Lieu of	5		
Senior ROTC Pay and Allowances	3		
Senior ROTC Subsistence	2		
Scholarship ROTC Uniforms, Commutation in Lieu	14		
Scholarship ROTC Pay and Allowances	50		
Scholarship ROTC Subsistence	38		
Preventive Health Allowance	1,125		
<b>Total Pricing Increases</b>		4,977	
<b>Program Increases:</b>			
Other			
Interest on Savings due to participation	288		
Unemployment Compensation	30,748		
Adoption	3		
Senior ROTC Uniforms, Commutation in Lieu of	104		
Senior ROTC Pay and Allowances	82		
Senior ROTC Subsistence	26		
Senior ROTC Stipend	195		
Scholarship ROTC Pay and Allowances	673		
Scholarship ROTC Subsistence	212		
JROTC Uniforms, Issue-in Kind	211		
<b>Total Program Increases</b>		32,542	
<b>Total Increases:</b>			<b>37,519</b>

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

**Decreases:**

**Pricing Decreases:**

Partial DLA	-153	
<b>Total Pricing Decreases</b>		-153

**Program Decreases:**

Other		
Apprehension	-6	
Death Gratuities	-2,500	
Education Benefits, Unfunded Liabilities	-663	
Transportation	-1,376	
Senior ROTC Uniforms, Issue-in-Kind	-237	
Scholarship ROTC Stipend	-1,408	
Scholarship ROTC Uniforms, Issue-in-Kind	-2,568	
Scholarship ROTC Uniforms, Commutation in Lieu of	-125	
<b>Total Program Decreases</b>		-8,883

**Total Decreases:**

-9,036

**FY 2012 Direct Program**

**\$207,665**

(In Thousands of Dollars)

Project: Apprehension of Military Deserters, Absentees and Escaped Military Prisoners

FY 2012 Estimate	\$256
FY 2011 Estimate	\$261
FY 2010 Actual	\$247

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.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Apprehension			247			261			256
Total Apprehension of Military Deserters, Absentees and Escaped Military Prisoners			247			261			256



(In Thousands Of Dollars)

Project: Interest On Uniformed Services Savings Deposit

FY 2012 Estimate	\$1,715
FY 2011 Estimate	\$1,427
FY 2010 Actual	\$1,657

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

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Interest			1,657			1,427			1,715
Total Interest On Savings Deposit			1,657			1,427			1,715

(In Thousands of Dollars)

Project: Death Gratuities

FY 2012 Estimate	\$15,200
FY 2011 Estimate	\$17,700
FY 2010 Actual	\$16,300

Part I - Purpose and Scope

Funds requested will provide for payment of death gratuities to beneficiaries of military personnel pursuant to Title 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 Title 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Death Gratuities									
Officer	19	100,000.00	1,900	19	100,000.00	1,900	16	100,000.00	1,600
Enlisted	143	100,000.00	14,300	154	100,000.00	15,400	135	100,000.00	13,500
Midshipmen/NAVCADS	1	100,000.00	100	4	100,000.00	400	1	100,000.00	100
Total Death Gratuities	163		16,300	177		17,700	152		15,200

(In Thousands Of Dollars)

Project: Unemployment Benefits

FY 2012 Estimate	\$122,832
FY 2011 Estimate	\$88,350
FY 2010 Actual	\$187,212

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, U.S.C. 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.C., as amended.

Part II - Justification Of Funds Requested

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Unemployment Compensation	19,929	9,393.95	187,212	9,700	9,107.70	88,350	13,076	9,393.70	122,832
Total Unemployment Compensation, Paid to Ex-Service Members			187,212			88,350			122,832

(In Thousands of Dollars)

Project: Education Benefits (Amortization Payments)

FY 2012 Estimate	\$20,852
FY 2011 Estimate	\$21,515
FY 2010 Actual	\$24,635

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.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Involuntary Separatees			1,734			1,734			1,216
Unfunded liability			22,901			19,781			19,636
Total Education Benefits			24,635			21,515			20,852

(In Thousands Of Dollars)

Project: Adoption Expenses

FY 2012 Estimate \$286  
FY 2011 Estimate \$271  
FY 2010 Actual \$280

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 \$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

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Adoption Expenses			280			271			286
Total Adoption Expenses			280			271			286

(In Thousands Of Dollars)

Project: Mass Transportation

FY 2012 Estimate	\$6,822
FY 2011 Estimate	\$8,030
FY 2010 Actual	\$9,896

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 employee 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 (Title 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 2010 as part of the American Recovery and Reinvestment Act of 2009. On 17 December 2010, new tax legislation law extended the statutory limit of \$230 per month through December 2011. FY 2012 is based on the rate returning to \$120 per month, effective January 2012.

Computation of fund requirements is provided in the following table.

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
National Capital Region	2,109	2,760.50	5,822	3,298	1,770.00	5,837	2,754	1,770.00	4,875
Outside National Capital Region	1,476	2,760.50	4,074	1,239	1,770.00	2,193	1,100	1,770.00	1,947
Total Transportation Subsidy			9,896			8,030			6,822

(In Thousands Of Dollars)

Project: Partial Dislocation Allowance

FY 2012 Estimate \$37  
FY 2011 Estimate \$190  
FY 2010 Actual \$75

Part I - Purpose and Scope

Section 634 of the FY 2002 National Defense Authorization Act (NDAA) 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.

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	42	664.02	28	90	676.64	61	17	687.13	12
Enlisted	71	664.02	47	190	676.64	129	36	687.13	25
Total Partial DLA			75			190			37

(In Thousands Of Dollars)

Project: Reserve Income Replacement

FY 2012 Estimate \$0  
FY 2011 Estimate \$0  
FY 2010 Actual \$40

Part I - Purpose and Scope

Reserve Income Replacement Program (RIRP) (Title 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.

Part II - Justification of Funds Requested

The following estimate is provided:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Reserve Income Replacement			40			0			0
Total Reserve Income Replacement			40			0			0



(In Thousands Of Dollars)

Project: Service Group Life Insurance (SGLI)

FY 2012 Estimate \$0  
 FY 2011 Estimate \$0  
 FY 2010 Actual \$60,281

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 (Title 38 U.S.C. 1969). The FY 2007 National Defense Authorization Act section 606 authorized the payment of the full premium for SGLI for those serving in support of Operation Enduring Freedom/Operation Iraqi Freedom (OEF/OIF). 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 FY 2005 Department of Defense 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 October 7, 2001, and Dec.1, 2005, to receive benefits when losses were a direct result of injuries incurred in OEF/OIF.

SGLI premium was a payment of an SGLI refund legislated due to member entry into a Combat Zone, authorized in FY 2007.

Part II - Justification Of Funds Requested

Fund 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.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SGLI Extra Hazard Payment			36,160			0			0
(2) SGLI Premium			11,120			0			0
(3) Traumatic Service Group Life Insurance (T-SGLI)			13,001			0			0
<b>Total - Service Group Life Insurance (SGLI)</b>			<b>60,281</b>			<b>0</b>			<b>0</b>

(In Thousands of Dollars)

Project: Senior ROTC (Non-Scholarship Program)

FY 2012 Estimate	\$1,929
FY 2011 Estimate	\$1,740
FY 2010 Actual	\$1,336

Part I - Purpose and Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps (NROTC) Senior program authorized by Title 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 Title 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.

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 Title 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS III	90	3,220.00	290	62	3,220.00	200	126	3,220.00	406
MS IV	30	3,680.00	110	43	3,680.00	158	40	3,680.00	147
Total - (1)	120		400	105		358	166		553

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform, Issue-In-Kind									
Non-Military Schools	601	773.03	465	736	504.93	372	627	504.93	317
New Uniform Issues	701	97.38	68	765	697.28	533	407	697.28	284
Field Training	33	578.24	19	60	589.80	35	176	589.80	104
Field Training - Juniors (New Issue)	33	205.43	7						
Total - (2)	1368		559	1561		940	1210		705
(3) Uniforms, Commutations-in-Lieu									
Military School Uniforms									
Juniors	26	675.57	18	429	670.59	288	31	693.93	22
Freshmen/Sophomores	365	675.57	247			0	552	693.93	383
Total - (3)	391		265	429		288	583		405
(4) Pay & Allowances									
NROTC	2,520	33.61	85	1,130	34.25	39	3,528	34.78	123
Designated Applicants	0	33.61	0	2,250	34.25	77	2,250	34.78	78
Total - (4)	2520		85	3380		116	5778		201
(5) Subsistence of Reserve Officer Candidates									
NROTC	2,520	10.80	27	1,130	11.15	13	3,528	11.20	40
Designated Applicants	0	10.80	0	2,250	11.15	25	2,250	11.20	25
Total - (5)	2520		27	3380		38	5778		65
Total Senior ROTC (Non-Scholarship Program)	6,919		1,336	8,855		1,740	13,515		1,929

(In Thousands Of Dollars)

Project: Senior ROTC (Scholarship Program)

FY 2012 Estimate	\$22,584
FY 2011 Estimate	\$25,605
FY 2010 Actual	\$23,600

Part I - Purpose and Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps (NROTC) Scholarship program authorized by Title 10 U.S.C. 2101-2111. During the fiscal year, scholarships are offered to select students as authorized by Title 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 Title 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.

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 Title 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 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	1,550	2,300.00	3,565	1,385	2,300.00	3,186	1,185	2,300.00	2,726
MS II	1,231	2,760.00	3,398	1,408	2,760.00	3,886	1,208	2,760.00	3,334
MS III	1,138	3,220.00	3,664	1,371	3,220.00	4,415	1,410	3,220.00	4,540
MS IV	1,086	3,680.00	3,996	1,338	3,680.00	4,924	1,196	3,680.00	4,401
Total - (1)	5,004		14,623	5,502		16,411	4,999		15,001

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniforms, Issue-in-Kind									
Non-Military Schools	3,904	773.03	3,018	2,407	504.93	1,215	2,500	504.93	1,262
New Uniform Issues	2,550	97.38	248	4,100	697.28	2,859	1,237	697.28	863
Field Training	2,222	578.24	1,285	2,032	589.80	1,198	1,185	589.80	699
CORTRIMID New Uniform	888	205.43	182						
Total - (2)	9,564		4,733	8,539		5,272	4,922		2,824
(3) Uniforms, Commutation-in-Lieu									
Military School Uniforms									
Juniors	274	675.57	185	780	670.59	523	258	693.93	179
Freshmen/Sophomores	415	675.57	280	0	0.00	0	336	693.93	233
Total - (3)	689		465	780		523	594		412
(4) Pay & Allowances	85,092	33.61	2,860	74,865	34.25	2,564	94,528	34.78	3,288
(5) Subsistence of Reserve Officer Candidates									
Subsistence	85,092	10.80	919	74,865	11.15	835	94,528	11.20	1,059
Total Senior ROTC (Scholarship Program)	185,441		23,600	164,551		25,605	199,571		22,584

(In Thousands of Dollars)

Project: Junior ROTC

FY 2012 Estimate \$14,027  
 FY 2011 Estimate \$14,093  
 FY 2010 Actual \$11,869

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 Title 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 Title 10, U.S.C 2031.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Uniforms, Issue-in-Kind									
Initial Issue (New Units)	1,001	679.12	680	0		0			
Initial Issue	34,555	58.15	2,009	45,140	61.66	2,783	43,994	60.45	2,659
Replacement	16,545	455.40	7,535	20,000	451.63	9,033	20,200	442.77	8,944
Alterations/Renovation	70,005	23.50	1,645	80,950	28.13	2,277	87,878	27.58	2,424
Total - (1)	122,106		11,869	146,090		14,093	152,072		14,027
(2) Subsistence of Junior Officer Candidates									
Non-Military Schools	0	0.00	0	0	0.00	0	0	0.00	0
Field Training	0	0.00	0	0	0.00	0	0	0.00	0
Total - (2)	0		0	0		0	0		0
Total Junior ROTC	122,106		11,869	146,090		14,093	152,072		14,027

(In Thousands Of Dollars)

Project: Preventive Health Allowance Demonstration Project

FY 2012 Estimate	\$1,125
FY 2011 Estimate	\$0
FY 2010 Estimate	\$0

Part I: Purpose and Scope

Section 714 of the FY 2009 National Defense Authorization Act (NDAA) directs the Secretary of Defense to conduct a demonstration project, beginning on January 1, 2009 to December 31, 2011, to evaluate the efficacy of providing an annual preventive health services allowance to increase the use of preventive health services by members of the Armed Forces and their dependents. This pilot will be implemented beginning on January 1, 2011 and will end on December 31, 2011.

Part II - Justification Of Funds Requested

Members eligible to participate must be serving on Active Duty for more than 30 days, and meet the medical and dental readiness requirements for their armed force; half of the participants shall have dependents and half shall be without dependents. The demonstration limits participation to 1,500 Active Duty members from each Service and provides for an allowances of \$500 for personnel without dependents and \$1,000 for personnel with dependents.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer (with dependents)							375	1,000.00	375
Officer (without dependents)							374	500.00	187
Subtotal Officer							749		562
Enlisted (with dependents)							375	1,000.00	375
Enlisted (without dependents)							376	500.00	188
Subtotal Officer							751		563
Total (with dependents)							750	1,000.00	750
Total (without dependents)							750	500.00	375
Grand Total							1500		1,125

(In Thousands Of Dollars)

Project: Stop-Loss Retroactive Pay

FY 2012 Estimate \$0  
FY 2011 Estimate \$0  
FY 2010 Actual \$213

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. Section 310 stated the military departments may not pay claims that are submitted more than 1 year after the date on which the implementing rules for claims take effect. The program would have expired on October 21, 2010; however, President Obama signed legislation which extended the deadline until December 3, 2010. These funds are available for obligation until expended.

The Department of the Navy's share of the \$534.4 million for this is \$1.5 million. As of September 30, 2010 \$213 thousand was obligated and recorded as an Overseas Contingency Operation (OCO) obligation.

Computation of fund requirements is provided in the following table:

	FY 2010			FY 2011			FY 2012		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Stop Loss Retroactive Pay, Officer	100	500.00	50						
Stop Loss Retroactive Pay, Enlisted	326	500.00	163						
Total			213						
Total Other Mil Personnel (BA6)									
Total Obligations			<b>337,641</b>			<b>179,182</b>			<b>207,665</b>
Less Reimbursables			0			0			0
Total Direct Obligations			337,641			179,182			207,665
Total MPN Obligations									
Total MPN Obligations			<b>27,477,093</b>			<b>26,290,639</b>			<b>27,454,290</b>
Less Reimbursables			306,206			339,690			299,906
Total MPN Direct Obligations			27,170,887			25,950,949			27,154,384



Section 5  
Special Analysis

**MILITARY PERSONNEL, NAVY**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**  
(End Strength)

ASSIGNED OUTSIDE DoD	<u>FY 2010</u>			<u>FY 2011</u>			<u>FY 2012</u>			<u>FY 2013</u>		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b><u>NONREIMBURSABLE PERSONNEL</u></b>												
EXECUTIVE OFFICE OF THE PRESIDENT	11	7	18	11	7	18	11	7	18	11	7	18
VICE PRESIDENT'S OFFICE	0	9	9	0	9	9	0	9	9	0	9	9
STATE DEPARTMENT	11	16	27	11	16	27	11	16	27	11	16	27
STATE DEPARTMENT (U.N. TRUCE SUPV)	7	0	7	6	0	6	7	0	7	7	0	7
TRANSPORTATION DEPARTMENT	3	0	3	3	0	3	3	0	3	3	0	3
JUSTICE DEPARTMENT	1	0	1	1	0	1	1	0	1	1	0	1
ENERGY DEPARTMENT	5	0	5	5	0	5	5	0	5	5	0	5
NATIONAL NARCOTICS BORDER INTERDICTION	4	0	4	4	0	4	4	0	4	4	0	4
CLASSIFIED ACTIVITIES	0	0	0	0	0	0	0	0	0	0	0	0
DoD PROJECT OFFICE	15	0	15	15	0	15	15	0	15	15	0	15
<b>SUBTOTAL - NON-REIMBURSABLE PROGRAM</b>	<b>57</b>	<b>32</b>	<b>89</b>	<b>56</b>	<b>32</b>	<b>88</b>	<b>57</b>	<b>32</b>	<b>89</b>	<b>57</b>	<b>32</b>	<b>89</b>
<b><u>REIMBURSABLE PERSONNEL</u></b>												
EXECUTIVE OFFICE OF THE PRESIDENT (OMB)	0	0	0	0	0	0	0	0	0	0	0	0
STATE DEPARTMENT	1	128	129	1	128	129	1	128	129	1	128	129
US ARMS CONTROL AGENCY	3	0	3	3	0	3	3	0	3	3	0	3
TRANSPORTATION DEPARTMENT	46	3	49	46	3	49	44	3	47	44	3	47
ENERGY DEPT (DOE)	2	1	3	2	1	3	2	1	3	2	1	3
JUSTICE DEPT	0	0	0	1	0	1	0	0	0	0	0	0
NATIONAL AERONAUTICS & SPACE ADMIN	34	0	34	34	0	34	35	0	35	35	0	35
U.S. SOLDIER'S & AIRMEN'S HOME	2	1	3	2	1	3	2	1	3	2	1	3
OFFICE OF ATTENDING PHYSICIAN TO CONGRESS	6	9	15	5	9	14	6	9	15	6	9	15
CLASSIFIED ACTIVITIES	4	3	7	4	3	7	4	3	7	4	3	7
<b>SUBTOTAL - REIMBURSABLE PERSONNEL</b>	<b>98</b>	<b>145</b>	<b>243</b>	<b>98</b>	<b>145</b>	<b>243</b>	<b>97</b>	<b>145</b>	<b>242</b>	<b>97</b>	<b>145</b>	<b>242</b>
<b>TOTAL OUTSIDE DoD</b>	<b>155</b>	<b>177</b>	<b>332</b>	<b>154</b>	<b>177</b>	<b>331</b>	<b>154</b>	<b>177</b>	<b>331</b>	<b>154</b>	<b>177</b>	<b>331</b>
<b>ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS</b>												
<b><u>NONREIMBURSABLE PERSONNEL</u></b>												
<b>SUBTOTAL NONREIMBURSABLE NON-DoD</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b><u>REIMBURSABLE PERSONNEL</u></b>												
<b>SUBTOTAL REIMBURSABLE NON-DoD</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**MILITARY PERSONNEL, NAVY**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**  
(End Strength)

	<u>FY 2010</u>			<u>FY 2011</u>			<u>FY 2012</u>			<u>FY 2013</u>		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b>ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS (REIMBURSABLE)</b>												
FOREIGN MILITARY SALES	83	98	181	82	98	180	92	118	210	92	118	210
<b>SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS</b>	<b>83</b>	<b>98</b>	<b>181</b>	<b>82</b>	<b>98</b>	<b>180</b>	<b>92</b>	<b>118</b>	<b>210</b>	<b>92</b>	<b>118</b>	<b>210</b>
<b>ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS (REIMBURSABLE)</b>												
WORKING CAPITAL FUND (WCF)	635	932	1,567	635	932	932	656	944	1,600	656	943	1,599
HQ US TRANSPORTATION COMMAND (TRANSCOM)	38	18	56	28	20	48	65	38	103	65	38	103
SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND (SDDC)	12	0	12	12	0	12	12	0	12	12	0	12
DEFENSE COURIER SERVICE (DCS)	4	58	62	42	76	118	4	58	62	4	58	62
DEFENSE FINANCE & ACCOUNTING SVC (DFAS)	4	11	15	4	11	15	5	11	16	5	11	16
DEFENSE INFO SYSTEMS AGENCY (DISA)	4	16	20	4	16	20	4	16	20	4	16	20
DEFENSE LOGISTICS AGENCY (DLA)	116	47	163	116	47	163	118	47	165	118	47	165
<b>SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS</b>	<b>813</b>	<b>1,082</b>	<b>1,895</b>	<b>841</b>	<b>1,102</b>	<b>1,943</b>	<b>864</b>	<b>1,114</b>	<b>1,978</b>	<b>864</b>	<b>1,113</b>	<b>1,977</b>
<b>GRAND TOTAL REIMBURSABLE</b>	<b>994</b>	<b>1,325</b>	<b>2,319</b>	<b>1,022</b>	<b>1,345</b>	<b>2,367</b>	<b>1,053</b>	<b>1,377</b>	<b>2,430</b>	<b>1,053</b>	<b>1,376</b>	<b>2,429</b>
<b>GRAND TOTAL NONREIMBURSABLE</b>	<b>57</b>	<b>32</b>	<b>89</b>	<b>56</b>	<b>32</b>	<b>88</b>	<b>57</b>	<b>32</b>	<b>89</b>	<b>57</b>	<b>32</b>	<b>89</b>
<b>GRAND TOTAL</b>	<b>1,051</b>	<b>1,357</b>	<b>2,408</b>	<b>1,078</b>	<b>1,377</b>	<b>2,455</b>	<b>1,110</b>	<b>1,409</b>	<b>2,519</b>	<b>1,110</b>	<b>1,408</b>	<b>2,518</b>

**MILITARY PERSONNEL, NAVY  
REIMBURSABLE PROGRAM**

(In Thousands of Dollars)

	<u><b>FY 2010</b></u>	<u><b>FY 2011</b></u>	<u><b>FY 2012</b></u>
<b><u>SUBSISTENCE (SIK)</u></b>	<b>\$5,121</b>	<b>\$31,906</b>	<b>\$5,219</b>
Sale of Meals - Bulk Subsistence	5,121	31,906	5,219
<b><u>STRENGTH RELATED</u></b>	<b>\$301,085</b>	<b>\$307,784</b>	<b>\$294,687</b>
Officer	175,267	174,489	170,002
Basic Pay	(134,187)	(125,793)	(126,752)
Other Pays and Allowances	(41,080)	(48,696)	(43,250)
Enlisted	69,773	71,681	63,169
Basic Pay	(51,733)	(48,431)	(46,961)
Other Pays and Allowances	(18,040)	(23,250)	(16,208)
Retired Pay Accrual (Officer and Enlisted)	51,173	57,688	56,837
PCS Travel	4,872	3,926	4,679
<b>TOTAL PROGRAM</b>	<b>\$306,206</b>	<b>\$339,690</b>	<b>\$299,906</b>
Anticipated reimbursements from the DHP Trust Fund (Over 65):	1,825,661	117,799	1,806,358

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

	<u>FY 2010 Actuals</u>			<u>FY 2011 Estimates</u>			<u>FY 2012 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	869	882	895	697	707	700	725	713	700
Second Year	457	411	365	353	317	280	434	376	317
Total Basic ROTC	1,326	1,293	1,260	1,050	1,024	980	1,159	1,089	1,017
Third Year	106	99	91	74	62	50	148	126	104
Fourth Year	34	31	27	45	43	40	45	40	34
Total Adv ROTC	140	129	118	119	105	90	193	166	138
Total Senior ROTC Enrollment	1,466	1,422	1,378	1,169	1,128	1,070	1,352	1,255	1,155
<u>Scholarship Program</u>									
First Year	1,598	1,553	1,507	1,308	1,351	1,289	1,052	1,029	1,005
Second Year	1,220	1,224	1,228	1,261	1,248	1,235	1,306	1,276	1,245
Total Basic ROTC	2,818	2,777	2,735	2,569	2,599	2,524	2,358	2,304	2,250
Third Year	1,128	1,132	1,135	1,209	1,199	1,189	1,509	1,470	1,431
Fourth Year	1,143	1,081	1,018	1,260	1,199	1,138	1,293	1,257	1,221
Total Advanced ROTC	2,271	2,213	2,153	2,469	2,398	2,327	2,802	2,727	2,652
Total Scholarship Enrollment	5,089	4,990	4,888	5,038	4,997	4,851	5,160	5,031	4,902
<u>Total Enrollment</u>									
First Year	2,467	2,435	2,402	2,005	2,058	1,989	1,777	1,742	1,705
Second Year	1,677	1,635	1,593	1,614	1,565	1,515	1,740	1,652	1,562
Total Advanced ROTC	4,144	4,070	3,995	3,619	3,623	3,504	3,517	3,393	3,267
Third Year	1,234	1,230	1,226	1,283	1,261	1,239	1,657	1,596	1,535
Fourth	1,177	1,111	1,045	1,305	1,242	1,178	1,338	1,297	1,255
Total Advanced ROTC	2,411	2,341	2,271	2,588	2,503	2,417	2,995	2,893	2,790
Total ROTC Enrollment	6,555	6,411	6,266	6,207	6,125	5,921	6,512	6,286	6,057
Completed ROTC & Commissioned		966			1,180			1,119	

**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 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
<b><u>NROTC</u></b>			
Schools *	159	159	159
Civilian Personnel (End Strength)	179	222	182
Military Personnel (End Strength)	325	321	325
 <b><u>NJROTC</u></b>			
Schools	639	633	639
Civilian Personnel (End Strength)	18	34	22
Military Personnel (End Strength)	0	0	0

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

\* Includes number of college/university campuses (73 host institutions and 86 cross-town campuses).

**MILITARY PERSONNEL, NAVY  
MONTHLY END STRENGTH BY PAY GRADE  
FY2010 1/**

		<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	11	10	10	10	10	10	10	11	11	11	11	11
O-9	VADM	42	42	43	42	42	42	43	41	39	39	43	41
O-8	RADM	75	76	77	77	75	75	74	78	78	80	75	76
O-7	RMDL	117	118	120	119	119	120	120	121	121	122	124	129
O-6	CAPT	3,310	3,329	3,302	3,295	3,312	3,335	3,348	3,322	3,375	3,407	3,438	3,428
O-5	CDR	6,839	6,864	6,862	6,857	6,866	6,882	6,899	6,876	6,909	6,942	6,959	6,957
O-4	LCDR	10,313	10,311	10,324	10,314	10,316	10,339	10,340	10,311	10,351	10,362	10,391	10,368
O-3	LT	16,231	16,230	16,074	16,144	16,073	16,004	15,978	15,980	17,320	17,031	16,701	16,483
O-2	LTJG	6,373	6,356	6,533	6,419	6,382	6,451	6,432	7,904	6,431	6,402	6,544	6,520
O-1	ENS	6,600	6,647	6,628	6,663	6,724	6,786	6,803	6,612	6,783	6,857	6,779	6,754
W-5	CWO5	65	63	64	59	58	59	59	55	52	50	48	48
W-4	CWO4	405	404	403	403	399	404	405	412	428	447	461	463
W-3	CWO3	639	656	660	667	655	657	678	687	660	627	596	570
W-2	CWO2	522	513	498	506	515	520	511	513	513	512	511	516
W-1	CWO1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Officers</b>		<b>51,542</b>	<b>51,619</b>	<b>51,598</b>	<b>51,575</b>	<b>51,546</b>	<b>51,684</b>	<b>51,700</b>	<b>52,923</b>	<b>53,071</b>	<b>52,889</b>	<b>52,681</b>	<b>52,364</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,615	2,617	2,613	2,601	2,585	2,577	2,577	2,555	2,568	2,506	2,509	2,481
E-8	SCPO	6,237	6,204	6,172	6,135	6,119	6,092	6,030	6,019	6,106	6,001	6,000	5,907
E-7	CPO	22,436	22,391	22,285	22,151	22,047	21,941	21,839	21,768	21,323	21,242	21,365	21,140
E-6	PO1	47,115	46,798	48,049	47,967	47,515	47,199	46,813	46,492	48,720	48,111	47,391	46,799
E-5	PO2	65,999	65,608	67,751	67,062	66,351	65,961	65,472	65,038	66,478	65,678	65,102	64,596
E-4	PO3	55,534	55,147	51,062	50,917	50,868	50,696	50,734	50,643	50,885	50,762	50,657	50,525
E-3	SN	41,199	42,774	43,753	45,886	47,723	49,860	51,447	52,787	49,591	50,150	51,167	52,315
E-2	SA	19,484	19,746	19,602	18,788	17,972	17,451	17,315	17,174	16,856	17,046	17,118	17,396
E-1	SR	12,430	12,667	12,161	12,133	12,387	12,013	11,415	11,170	11,082	11,240	11,058	10,222
<b>Total Enlisted</b>		<b>273,049</b>	<b>273,952</b>	<b>273,448</b>	<b>273,640</b>	<b>273,567</b>	<b>273,790</b>	<b>273,642</b>	<b>273,646</b>	<b>273,609</b>	<b>272,736</b>	<b>272,367</b>	<b>271,381</b>
<u>Cadets/Midshipmen</u>		4,506	4,500	4,472	4,463	4,458	4,448	4,446	3,401	3,385	4,598	4,574	4,558
<b>Total End Strength</b>		<b>329,097</b>	<b>330,071</b>	<b>329,518</b>	<b>329,678</b>	<b>329,571</b>	<b>329,922</b>	<b>329,788</b>	<b>329,970</b>	<b>330,065</b>	<b>330,223</b>	<b>329,622</b>	<b>328,303</b>

1/ Includes overstrength funded in the FY 2010 OCO.

**MILITARY PERSONNEL, NAVY**  
**MONTHLY END STRENGTH BY PAY GRADE**  
**FY2011 1/**

		<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	10	9	9	9	9	9	9	9	9	9
O-9	VADM	32	32	32	32	32	32	32	33	33	33	33	33
O-8	RADM	69	70	70	71	70	69	69	69	70	69	68	69
O-7	RMDL	109	109	109	109	110	111	111	110	109	109	109	107
O-6	CAPT	3,468	3,469	3,444	3,426	3,434	3,443	3,452	3,429	3,469	3,494	3,487	3,467
O-5	CDR	6,929	6,957	6,960	6,955	6,967	6,988	7,000	6,978	7,022	7,040	7,021	7,000
O-4	LCDR	10,436	10,444	10,448	10,465	10,490	10,524	10,534	10,524	10,543	10,572	10,606	10,649
O-3	LT	16,151	16,096	15,998	16,057	15,979	15,900	15,824	15,814	17,178	16,840	16,452	16,112
O-2	LTJG	6,862	6,861	6,993	6,886	6,947	7,014	7,085	8,493	6,968	7,046	7,151	7,104
O-1	ENS	6,760	6,859	6,913	6,946	6,975	6,993	6,940	7,025	6,974	6,988	6,886	6,854
W-5	CWO5	38	37	35	34	33	32	32	32	34	33	33	34
W-4	CWO4	523	532	545	562	574	577	589	589	587	581	575	568
W-3	CWO3	589	604	598	586	574	570	574	583	576	573	569	567
W-2	CWO2	505	493	495	502	516	526	528	537	535	534	533	542
W-1	CWO1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Officers</b>		<b>52,480</b>	<b>52,572</b>	<b>52,650</b>	<b>52,640</b>	<b>52,710</b>	<b>52,788</b>	<b>52,779</b>	<b>54,225</b>	<b>54,107</b>	<b>53,921</b>	<b>53,532</b>	<b>53,115</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,695	2,682	2,676	2,658	2,648	2,632	2,624	2,611	2,574	2,550	2,527	2,738
E-8	SCPO	6,771	6,774	6,790	6,774	6,780	6,775	6,780	6,785	6,679	6,623	6,568	6,612
E-7	CPO	22,381	22,311	22,264	22,168	22,113	22,009	21,939	21,847	21,842	21,702	21,371	21,937
E-6	PO1	45,569	45,188	47,106	46,832	46,490	46,163	45,855	45,502	48,345	48,025	47,868	47,378
E-5	PO2	65,482	65,069	66,321	65,996	65,547	65,285	65,044	64,598	67,856	67,215	66,757	68,609
E-4	PO3	52,321	52,081	48,363	48,111	47,971	47,955	47,888	47,603	48,278	47,682	47,149	51,406
E-3	SN	44,679	45,310	45,811	46,776	47,910	49,227	50,199	51,097	44,075	44,845	45,751	38,483
E-2	SA	16,963	17,644	17,612	17,242	16,531	16,021	16,335	17,094	17,803	18,137	18,335	18,685
E-1	SR	14,802	14,755	14,535	14,909	15,332	15,236	14,609	13,873	13,877	14,294	14,765	15,387
<b>Total Enlisted</b>		<b>271,663</b>	<b>271,814</b>	<b>271,478</b>	<b>271,466</b>	<b>271,322</b>	<b>271,303</b>	<b>271,273</b>	<b>271,010</b>	<b>271,329</b>	<b>271,073</b>	<b>271,091</b>	<b>271,235</b>
<u>Cadets/Midshipmen</u>		4,518	4,512	4,495	4,477	4,473	4,470	4,463	3,405	3,386	4,599	4,562	4,350
<b>Total End Strength</b>		<b>328,661</b>	<b>328,898</b>	<b>328,623</b>	<b>328,583</b>	<b>328,505</b>	<b>328,561</b>	<b>328,515</b>	<b>328,640</b>	<b>328,822</b>	<b>329,593</b>	<b>329,185</b>	<b>328,700</b>

1/ Includes overstrength funded in the FY 2010 OCO.



**MILITARY PERSONNEL, NAVY**  
**MONTHLY END STRENGTH BY PAY GRADE**  
**FY2012 1/**

		<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	11	11	11	10	10	10	10	11	10	10	10	10
O-9	VADM	43	41	39	40	38	37	39	40	39	37	37	37
O-8	RADM	79	79	79	77	78	78	78	78	77	78	77	77
O-7	RMDL	119	117	117	117	116	117	115	115	117	115	114	114
O-6	CAPT	3,475	3,467	3,447	3,432	3,430	3,430	3,432	3,378	3,358	3,322	3,281	3,502
O-5	CDR	7,073	6,984	6,953	6,928	6,915	6,900	6,889	6,849	6,792	6,733	6,671	6,839
O-4	LCDR	10,624	10,612	10,565	10,540	10,513	10,507	10,483	10,416	10,350	10,261	10,174	10,571
O-3	LT	16,617	16,583	16,568	16,647	16,628	16,633	16,650	16,689	18,208	18,174	18,076	17,029
O-2	LTJG	6,633	6,742	6,834	6,782	6,866	6,953	6,931	8,237	6,916	6,939	7,016	6,961
O-1	ENS	6,471	6,438	6,372	6,294	6,151	5,996	5,953	6,022	5,887	5,810	5,747	5,634
W-5	CWO5	46	46	44	45	46	45	45	45	46	47	45	45
W-4	CWO4	495	500	488	495	487	493	490	492	488	481	462	454
W-3	CWO3	571	575	570	580	565	572	589	599	588	583	577	575
W-2	CWO2	490	488	486	485	486	488	490	492	493	492	492	495
W-1	CWO1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Officers</b>		<b>52,747</b>	<b>52,683</b>	<b>52,573</b>	<b>52,472</b>	<b>52,329</b>	<b>52,259</b>	<b>52,194</b>	<b>53,463</b>	<b>53,369</b>	<b>53,082</b>	<b>52,779</b>	<b>52,343</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,355	2,330	2,313	2,300	2,283	2,259	2,240	2,218	2,485	2,461	2,438	2,407
E-8	SCPO	5,829	5,794	5,773	5,749	5,723	5,685	5,652	5,626	6,420	6,383	6,349	6,285
E-7	CPO	20,587	20,471	20,380	20,288	20,182	20,046	19,928	19,820	18,428	18,233	21,156	20,982
E-6	PO1	44,611	44,222	46,839	46,692	46,467	46,205	45,903	45,593	50,364	50,017	46,534	46,027
E-5	PO2	62,059	61,606	65,610	65,288	64,804	64,301	63,787	63,337	67,976	67,312	66,672	65,979
E-4	PO3	57,047	56,836	53,711	53,431	53,158	52,888	52,654	52,375	51,313	50,761	50,272	55,313
E-3	SN	49,534	50,382	46,933	48,120	49,408	50,914	52,119	53,246	44,638	45,563	46,630	42,044
E-2	SA	18,011	18,590	18,459	17,960	17,111	16,479	16,669	17,280	17,802	17,973	18,001	18,203
E-1	SR	11,416	11,375	11,463	11,913	12,415	12,451	12,019	11,319	10,933	11,101	11,328	11,717
<b>Total Enlisted</b>		<b>271,449</b>	<b>271,606</b>	<b>271,481</b>	<b>271,741</b>	<b>271,551</b>	<b>271,228</b>	<b>270,971</b>	<b>270,814</b>	<b>270,359</b>	<b>269,804</b>	<b>269,380</b>	<b>268,957</b>
<u>Cadets/Midshipmen</u>		4,608	4,599	4,577	4,549	4,542	4,535	4,528	3,431	3,410	4,463	4,420	4,400
<b>Total End Strength</b>		<b>328,804</b>	<b>328,888</b>	<b>328,631</b>	<b>328,762</b>	<b>328,422</b>	<b>328,022</b>	<b>327,693</b>	<b>327,708</b>	<b>327,138</b>	<b>327,349</b>	<b>326,579</b>	<b>325,700</b>

1/ Includes overstrength funded in the FY 2010 OCO.

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