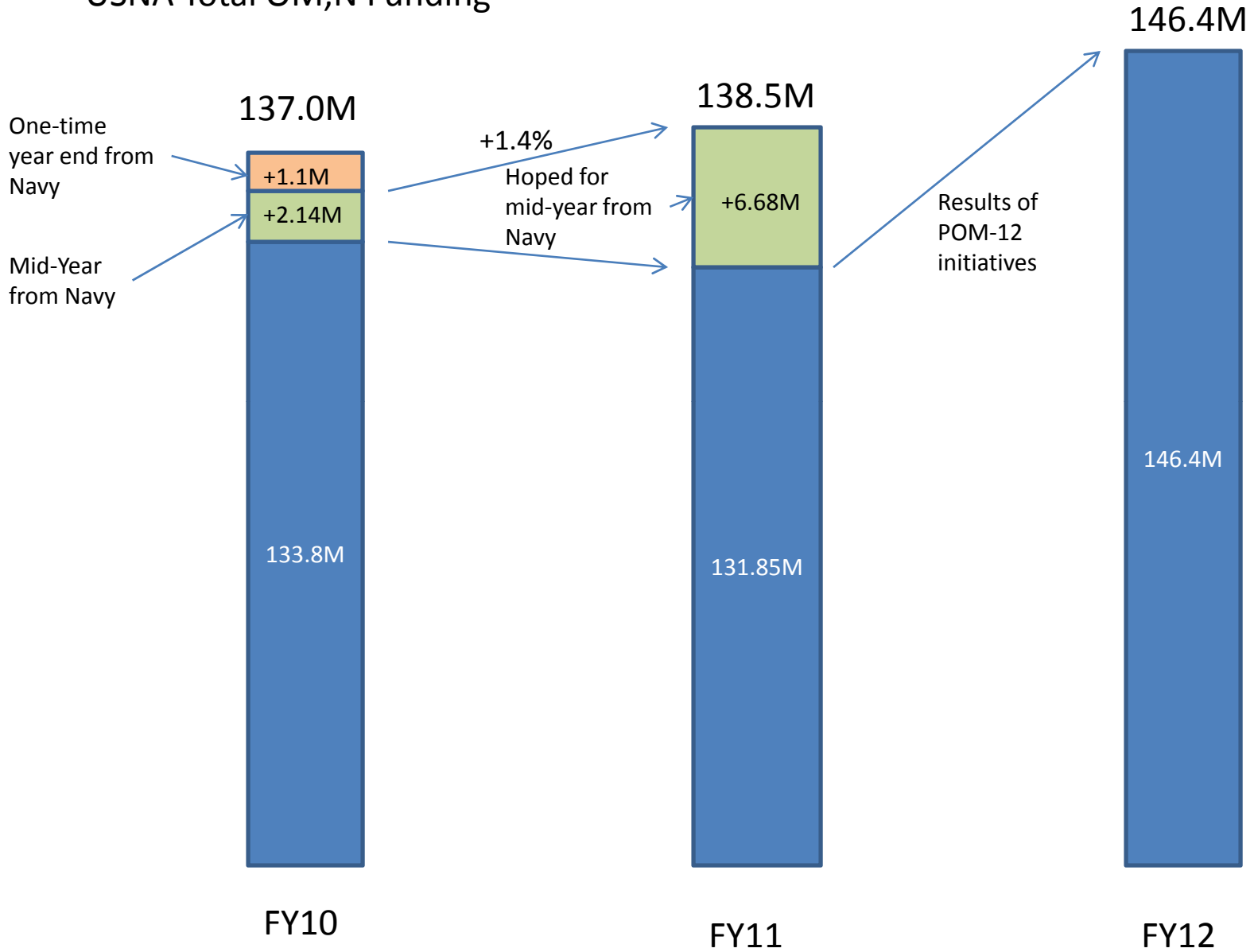


Academic Assembly

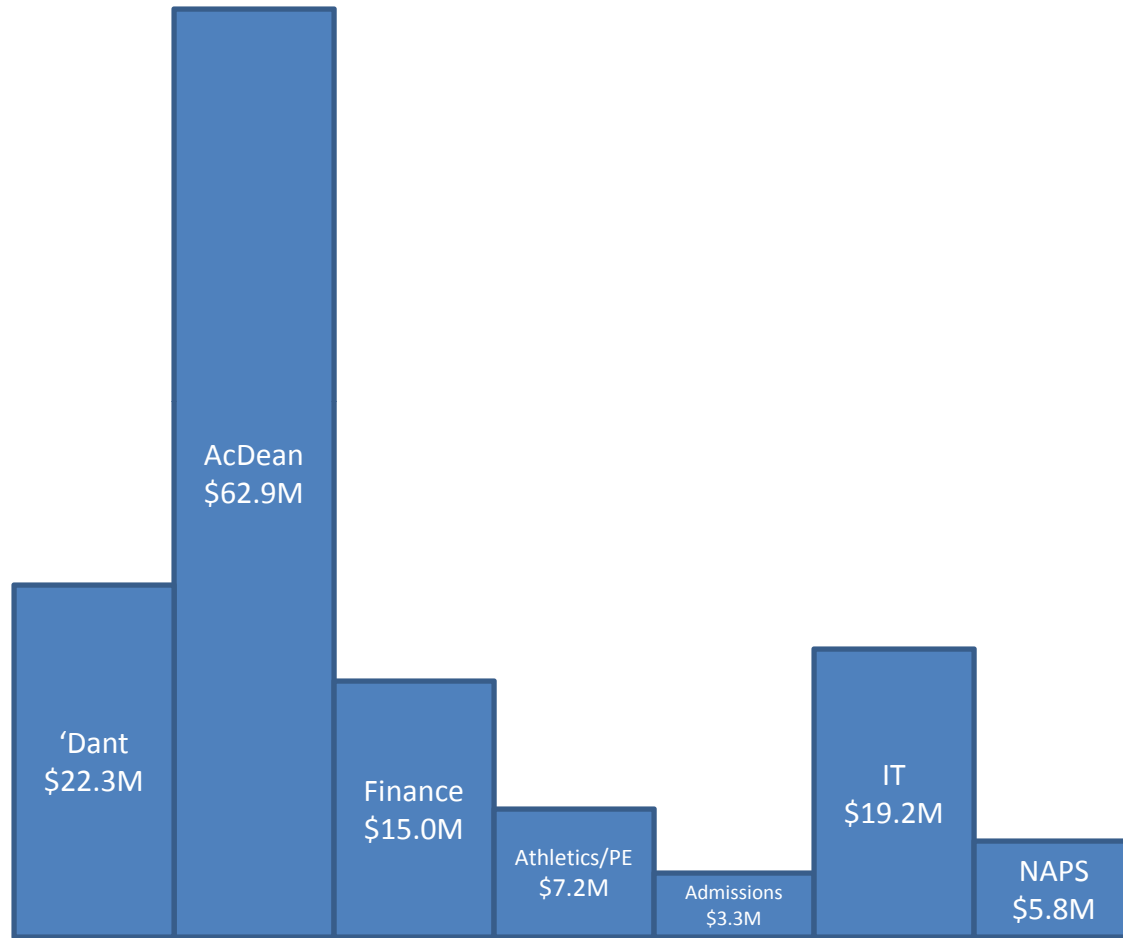
September 21, 2010

- Overview of USNA funding in FY10, FY11, and beyond
- FY11 Material budget
- FY11 Labor budget
- Successful POM-12 initiatives
- Remaining issues (for POM-13, etc.)
- Status of the 301:301 plan

USNA Total OM,N Funding



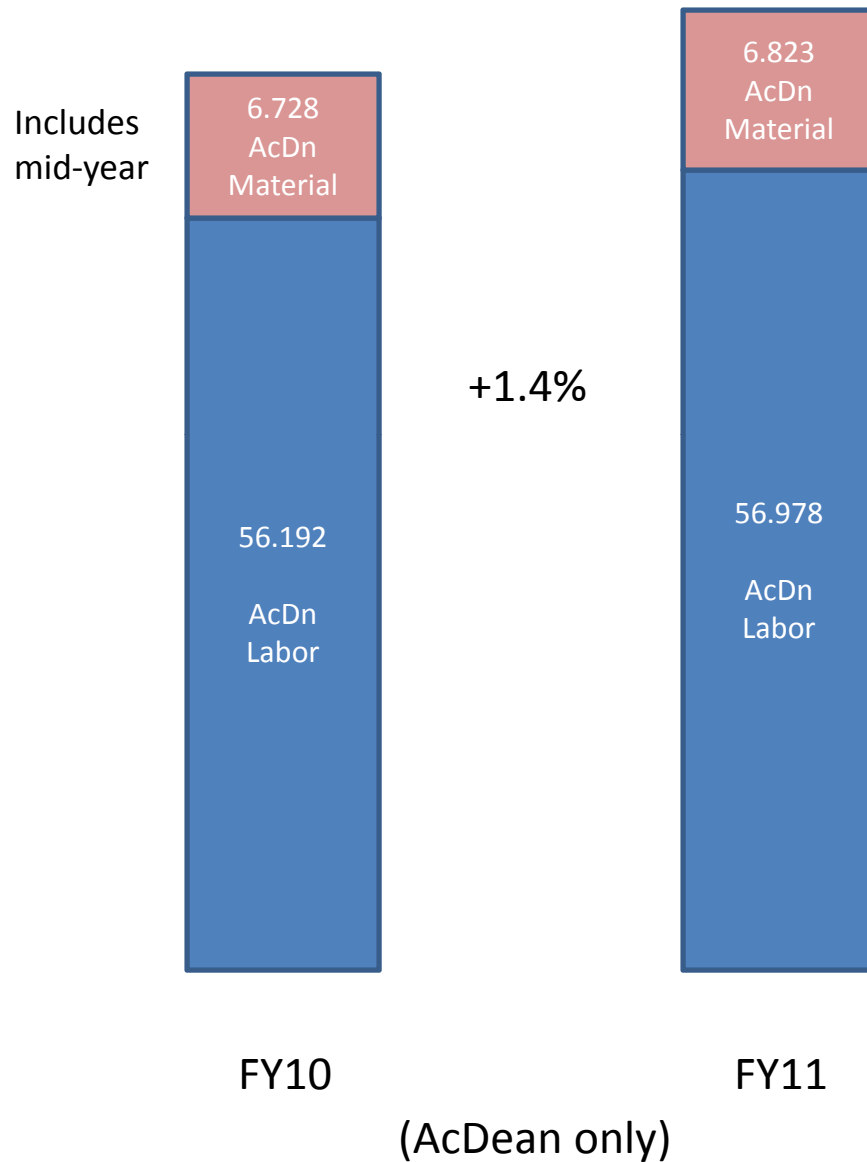
Total FY10 OM,N Budgets for USNA Cost Centers



Overall: 72% labor

AcDean: 84% labor

If FY11 were identical to FY10, plus 1.4%



But, combined with all other cost centers similarly inflated by 1.4%, USNA baseline control exceeded by \$6.68M!! (5.06%)

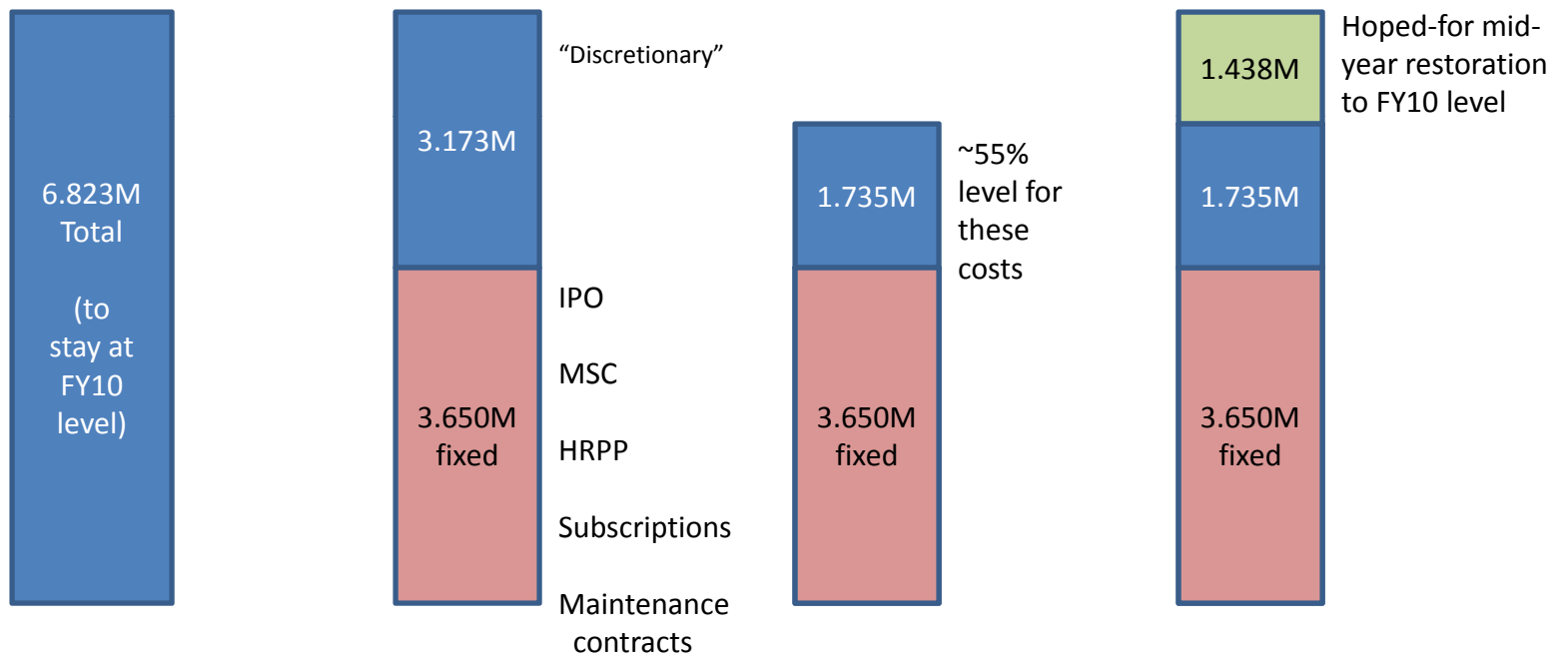
How to initialize FY11 within the actual control?

Are there costs which cannot simply be reduced by 5% next year, i.e., non-discretionary costs?

Answer: **Labor**, continuing or vital **contracts**, any other “**fenced**” costs, e.g., IPO

So, AcDn Labor will be \$56.978M for FY11 (determined to be non-discretionary).

What about FY11 material budget?



How AcDean Labor will work in FY11

		Savings due to Sabbaticals \$350,000		
		Savings due to known departures/LWOP/LSAL \$530,000 (est.)		
		Savings due to reimburseable days \$450,000 (est.)		
\$56.979M	Career Civilian Faculty	<p>“The 278” Plus 24</p> <p>\$42.80M - \$0.53M - \$0.45M - \$0.35M = \$41.47M</p>	<p>Doesn't include LEL's "7"; USNA is starting FY11 with "the 285" career civilians, intended to grow to "the 301" by FY16 or FY17.</p> <p>Includes Dept Chair stipends (~\$54K)</p>	
	Adjuncts	\$1.6M (~20% reduction from previous year)		
	GS/WG Staff	\$150K Cash awards (1.5% DOD guideline); \$15K NSPS final bonuses for FY10		Last year of NSPS bonuses
		\$12.54M (~152 FTE's average)		
	Summer Faculty	\$720K (includes Junior NARCs, validation, summer school, Recognition Grants, other assignments; does not include CDP's and Senior NARC's)		
	Pay Steps and New Faculty Hires	\$102K Mid-year pay steps; \$120K new AcYr pay steps		As of now, mid-year (April) steps ok Builds toward "301" (290 in FY12)
\$264K New career faculty hires (12)				

Total: \$56.981M

What's new in FY12? (POM-12 results)

- Overall USNA re-baseline (some recovery from years of erosion)
- Building to 301 career civilian faculty (includes STEM shift)
 - Phasing out current adjunct plan
- Help for Pay Steps in FY12 and FY13 (BUPERS acting as “bank” for low retirement rate)
- LREC expansion
- NAPS mentor/support

What wasn't covered by POM-12?

- Faculty Compensation Model (as reviewed here last April)
- Tuition for JPMP
- Cyber Security program growth
- Admissions growth
- Admin and Technical Support

What about military instructor billets that go unfilled at USNA?
How to cover cost for adjuncts to fill these billets?

FY11

~FY16

