

DEPARTMENT OF THE ARMY
JUSTIFICATION OF ESTIMATES FOR FY 2001

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SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999	ESTIMATE FY 2000	ESTIMATE FY 2001
DIRECT PROGRAM			
PAY AND ALLOWANCES FOR OFFICERS.....	\$5,889,197	\$6,165,072	\$6,312,544
PAY AND ALLOWANCES FOR ENLISTED.....	12,438,658	13,182,553	13,481,646
PAY AND ALLOWANCES FOR CADETS.....	40,684	39,646	41,697
SUBSISTENCE OF ENLISTED PERSONNEL.....	1,205,200	1,242,535	1,156,101
PERMANENT CHANGE OF STATION TRAVEL.....	1,082,905	1,088,015	1,083,392
OTHER MILITARY PERSONNEL COSTS.....	204,063	133,540	123,077
TOTAL DIRECT PROGRAM.....	\$20,860,707	\$21,851,361	\$22,198,457
REIMBURSABLE PROGRAM			
PAY AND ALLOWANCES FOR OFFICERS.....	\$79,319	\$85,794	\$73,728
PAY AND ALLOWANCES FOR ENLISTED.....	65,647	79,914	59,579
SUBSISTENCE OF ENLISTED PERSONNEL.....	39,884	38,746	39,796
PERMANENT CHANGE OF STATION.....	8,000	8,000	8,032
OTHER MILITARY PERSONNEL COSTS.....	150	125	126
TOTAL REIMBURSABLE PROGRAM.....	\$193,000	\$212,579	\$181,261
TOTAL PROGRAM			
PAY AND ALLOWANCES FOR OFFICERS.....	\$5,968,516	\$6,250,866	\$6,386,272
PAY AND ALLOWANCES FOR ENLISTED.....	12,504,305	13,262,467	13,541,225
PAY AND ALLOWANCES FOR CADETS.....	40,684	39,646	41,697
SUBSISTENCE OF ENLISTED PERSONNEL.....	1,245,084	1,281,281	1,195,897
PERMANENT CHANGE OF STATION TRAVEL.....	1,090,905	1,096,015	1,091,424
OTHER MILITARY PERSONNEL COSTS.....	204,213	133,665	123,203
TOTAL OBLIGATIONS.....	\$21,053,707	\$22,063,940	\$22,379,718

Section 2

Introduction

The Military Personnel, Army (MPA) appropriation provides resources to compensate active military personnel required to man the approved force structure. In addition to personnel in the force structure, the appropriation also provides compensation for personnel in the individual accounts: students, trainees, transients, cadets, and holdees (holdees include patients and others). The manning goal is to provide, in a timely manner, the right number of high quality people in the appropriate grades and skills to satisfy force structure authorizations. Accomplishment of this goal will ensure a high degree of personnel readiness and combat readiness in units.

Management Characteristics of MPA

MPA is a centrally managed, single-year, open allotment appropriation. Entitlements are set by statute with the biggest cost driver being the average number of personnel on active duty. There are other factors, such as overseas strength, marital content, and personnel policy, which also impact heavily on requirements in this appropriation.

Most of the factors that dictate costs cannot be changed quickly. For example, the savings accrued from a decision to reduce strength may not be fully realized for several years. There are a number of reasons for this. On the dollar side, one-time costs for severance pay, separation pay, and lump-sum-terminal-leave pay offset pay and allowances savings during the implementation year. In terms of manpower (i.e., manyears, grade structure, time-in-service), costs will vary greatly depending on when personnel are separated during the year, how they are separated, and the size of the population separated. Of course the inverse is also true: the full impact of an increase in strength will not be felt for several years as well.

The Army has very little near term control over the rates of pay soldiers receive. The predominance of pay rates are fixed by Congress. Other factors, such as inflation and foreign currency exchange rates, also impact some rates and are outside the Army's control.

Active Army Program Execution (FY99):

The total actual end strength for FY99 was 479,426 (excluding contingency operations). This is -574 below the authorized end strength of 480,000.

Active Army Program Estimates (FY00):

The FY00 estimates are based on a 476,368 manyear program, which assumes a gradual solution to current recruiting and retention problems, but takes into account the shortfall that existed at the start of the fiscal year. Full manning is not assumed to be reached until the end of FY01. As a result, recruiting and retention programs continue at high levels in FY00. The FY 2000 NDAA also provides for a one-time lump-sum bonus for members who elect to remain under the REDUX retirement plan (40% retirement benefit at 20 years of service, with partial COLA). Members who entered service after July 31, 1986 will be given a choice of retirement plans at their 15th year of service.

Active Army Program Estimates (FY01):

The total authorized end strength remains at a steady state level of 480,000. The FY01 MPA Program budgets for an average annual strength of 477,835. As stated earlier, estimates do not assume full manning will be achieved until the end of FY01.

Key Budget Assumptions Used to Develop These Estimates Include:

- Estimates for overseas station allowances are based on rates of exchange of 1.8549 DM/\$1 US in FY00, and 1.9521 DM/\$US (COLA index = 112) in FY01.
- Pay raise estimates are based on 1 January implementation. The FY00 pay raise is budgeted at 4.8%, while FY01 is budgeted at 3.7%. The FY01 Pay Raise includes an adjustment of +0.5% above the Employment Cost Index (ECI).
- The normal cost percentages (NCP) used to calculate payments to the military retired pay trust fund are 30.2% in FY99, 31.8% in FY00, and 29.6% in FY01. These rates are set by the DoD Board of Actuaries and integrate the new retirement option authorized by Congress in FY00 into the NCP. However, the Optional \$30,000 Lump-Sum Bonus payment is carried as a separate account in Separation Pay.
- Contingency Costs are not included in the FY01 estimates.
- Estimates for BAH assume the soldier's absorption cost for housing will be reduced from the current level of 18% to 15% in FY01. Funding in subsequent years will reduce the absorption cost to 0.0% by the end of FY05.

The following amounts will be absorbed from within MPA to support the Army's Transformation Initiative: (\$M)

	<u>FY00</u>	<u>FY01</u>
Overseas Station Allowances	20.0	20.0
Permanent Change of Station Costs	15.0	5.0
TOTAL COST	35.0	25.0

There are three Unified Legislation Proposals (ULB) included in the estimates: (\$M):

	<u>FY01</u>
Personal Monetary Allowance - SGM of the Army	.002
Inc. Officer Uniform Allowance from \$300 to \$600	1.9
Increase BAH to Reduce Soldier's Absorption Costs	46.8
TOTAL COST	\$48.702

SECTION 3
SUMMARY OF MILITARY PERSONNEL STRENGTH

	ACTUAL FY 1999		ESTIMATE FY 2000		ESTIMATE FY 2001	
	AVERAGE STRENGTH	END STRENGTH	AVERAGE STRENGTH	END STRENGTH	AVERAGE STRENGTH	END STRENGTH
DIRECT PROGRAM						
OFFICERS.....	77,768	76,428	77,610	77,077	77,249	77,085
ENLISTED.....	391,789	397,189	393,145	397,257	394,980	397,309
ACADEMY CADETS.....	4,059	4,136	3,947	4,000	4,000	4,000
TOTAL DIRECT PROGRAM.....	473,616	477,753	474,702	478,334	476,229	478,394
REIMBURSABLE PROGRAM						
OFFICERS.....	724	724	723	723	715	715
ENLISTED.....	949	949	943	943	891	891
TOTAL REIMBURSABLE PROGRAM.....	1,673	1,673	1,666	1,666	1,606	1,606
TOTAL PROGRAM						
OFFICERS.....	78,492	77,152	78,333	77,800	77,964	77,800
ENLISTED.....	392,738	398,138	394,088	398,200	395,871	398,200
ACADEMY CADETS.....	4,059	4,136	3,947	4,000	4,000	4,000
TOTAL.....	475,289 ¹⁾	479,426	476,368 ¹⁾	480,000	477,835	480,000

1) INCLUDES CONTINGENCY OPERATIONS

SECTION 3
END STRENGTHS BY GRADE (TOTAL PROGRAM)

	ACTUAL FY 1999		ESTIMATE FY 2000		ESTIMATE FY 2001	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
COMMISSIONED OFFICERS						
GEN.....	10	0	11	0	11	0
LTG.....	46	0	40	0	40	0
MG.....	94	2	101	2	101	2
BG.....	148	4	153	4	153	4
COL.....	3,457	30	3,763	31	3,695	29
LTC.....	8,747	78	9,070	79	9,089	80
MAJ.....	14,201	157	14,509	155	14,513	153
CPT.....	21,306	313	23,551	315	23,562	309
1LT.....	9,351	120	6,879	117	6,772	118
2LT.....	8,159	2	7,923	2	8,064	2
TOTAL COMMISSIONED OFFICERS.....	65,519	706	66,000	705	66,000	697
WARRANT OFFICERS						
CW5.....	347	1	401	1	401	1
CW4.....	1,484	4	1,581	4	1,581	4
CW3.....	2,893	6	2,915	6	2,915	6
CW2.....	4,985	6	4,767	6	4,767	6
WO1.....	1,924	1	2,136	1	2,136	1
TOTAL WARRANT OFFICERS.....	11,633	18	11,800	18	11,800	18
TOTAL OFFICER PERSONNEL.....	77,152	724	77,800	723	77,800	715
ENLISTED PERSONNEL						
SGM.....	3,198	24	3,162	24	3,183	21
1SG/MSG.....	10,413	47	10,962	47	10,873	43
PSG/SFC.....	36,697	165	37,165	165	37,047	160
SSG.....	55,855	203	55,784	203	55,530	197
SGT.....	69,765	207	72,180	207	72,533	190
CPL/SPC.....	104,409	168	110,161	165	110,555	152
PFC.....	55,272	117	51,251	115	54,745	111
PV2.....	32,382	15	31,143	14	30,246	14
PV1.....	30,147	3	26,392	3	23,488	3
TOTAL ENLISTED PERSONNEL.....	398,138	949	398,200	943	398,200	891
TOTAL OFF & ENL PERSONNEL.....	475,290	1,673	476,000	1,666	476,000	1,606
CADETS.....	4,136	0	4,000	0	4,000	0
TOTAL END STRENGTH.....	479,426	1,673	480,000	1,666	480,000	1,606

SECTION 3
AVERAGE STRENGTHS BY GRADE (TOTAL PROGRAM)

	ACTUAL FY 1999		ESTIMATE FY 2000		ESTIMATE FY 2001	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
COMMISSIONED OFFICERS						
GEN.....	11	0	11	0	11	0
LTG.....	46	0	40	0	40	0
MG.....	94	2	100	2	101	2
BG.....	149	4	152	4	153	4
COL.....	3,544	30	3,720	31	3,698	29
LTC.....	8,985	78	8,983	79	9,088	80
MAJ.....	14,764	157	15,567	155	14,676	153
CPT.....	21,162	313	23,267	315	23,561	309
1LT.....	10,802	120	6,926	117	6,778	118
2LT.....	7,181	2	7,869	2	8,058	2
TOTAL COMMISSIONED OFFICERS.....	66,738	706	66,635	705	66,164	697
WARRANT OFFICERS						
CW5.....	353	1	396	1	401	1
CW4.....	1,410	4	1,564	4	1,561	4
CW3.....	3,000	6	2,890	6	2,915	6
CW2.....	5,050	6	4,738	6	4,787	6
WO1.....	1,941	1	2,110	1	2,136	1
TOTAL WARRANT OFFICERS.....	11,754	18	11,698	18	11,800	18
TOTAL OFFICER PERSONNEL.....	78,492	724	78,333	723	77,964	715
ENLISTED PERSONNEL						
SGM.....	3,158	24	3,221	24	3,216	21
1SG/MSG.....	10,540	47	10,680	47	10,721	43
PSG/SFC.....	37,299	165	37,102	165	36,995	160
SSG.....	55,982	203	57,318	203	55,688	197
SGT.....	70,707	207	71,200	207	72,658	190
CPL/SPC.....	105,808	168	107,331	165	110,815	152
PFC.....	54,151	117	49,828	115	52,154	111
PV2.....	33,592	15	33,930	14	32,010	14
PV1.....	21,501	3	23,478	3	21,614	3
TOTAL ENLISTED PERSONNEL.....	392,738	949	394,088	943	395,871	891
TOTAL OFF & ENL PERSONNEL.....	471,230	1,673	472,421	1,666	473,835	1,606
CADETS.....	4,059	0	3,947	0	4,000	0
TOTAL AVERAGE STRENGTH.....	475,289	1,673	476,368	1,666	477,835	1,606

SECTION 3
SECTION 3 ACTIVE DUTY STRENGTHS BY MONTH
(IN THOUSANDS)

1)

	OFFICER	ACTUAL ENLISTED	FY 1999 CADET	TOTAL	OFFICER	ESTIMATE ENLISTED	FY 2000 CADET	TOTAL	OFFICER	ESTIMATE ENLISTED	FY 2001 CADET	TOTAL
SEPTEMBER	78.5	401.2	4.2	483.9	77.2	398.1	4.1	479.4	77.8	398.2	4.0	480.0
OCTOBER	78.0	398.5	4.2	480.7	76.8	394.0	4.1	474.9	77.8	397.6	4.0	479.4
NOVEMBER	77.8	396.1	4.1	478.0	76.5	394.2	4.1	474.8	77.8	398.5	4.0	480.3
DECEMBER	77.6	392.5	4.1	474.2	76.4	390.7	4.1	471.2	77.8	393.6	4.0	475.4
JANUARY	77.7	391.8	4.1	473.6	76.5	390.5	4.0	471.0	77.9	395.5	4.0	477.4
FEBRUARY	77.5	390.6	4.1	472.2	76.5	389.4	4.0	469.9	77.8	395.4	4.0	477.2
MARCH	77.2	388.6	4.1	469.9	76.4	390.3	4.0	470.7	77.5	393.8	3.9	475.2
APRIL	76.9	387.5	4.1	468.5	76.4	390.9	3.9	471.2	77.2	394.8	3.9	475.9
MAY	78.4	386.4	3.1	467.9	77.9	391.2	2.9	472.0	77.4	395.9	3.9	477.2
JUNE	78.3	388.2	4.2	470.7	78.5	393.3	4.1	475.9	78.7	395.1	4.1	477.9
JULY	78.1	390.2	4.2	472.5	78.0	393.0	4.1	475.1	78.1	394.4	4.1	476.6
AUGUST	77.4	392.0	4.2	473.6	78.0	396.1	4.0	478.1	77.8	396.7	4.1	478.6
SEPTEMBER	77.2	398.1	4.1	479.4	77.8	398.2	4.0	480.0	77.8	398.2	4.0	480.0
AVERAGE STRENGTH...	78.5	392.7	4.1	475.3	78.3	394.1	4.0	476.4	78.0	395.8	4.0	477.8
(TTAD MANYRS INCL)	168	71		239	164	71		235	164	71		235
TTAD \$M.....				\$ 15.9				\$ 15.9				\$ 15.9
(CONTINGENCY MANYRS INCLUDED).....	582	840		1,422	1,026	1,625		2,651	0	0		0
CONTINGENCY \$M.....				\$ 204.6				\$ 249.9				\$ 0.0

ACTUAL DATA THROUGH DEC 1999

SECTION 3
GAINS AND LOSSES BY SOURCE AND TYPE

OFFICERS	ACTUAL FY 1999	ESTIMATE FY 2000	ESTIMATE FY 2001
BEGINNING STRENGTH.....	78,498	77,152	77,800
GAINS (BY SOURCE)			
SERVICE ACADEMIES.....	984	933	933
ROTC.....	2,783	2,767	2,867
OFFICER CANDIDATE SCHOOL.....	495	750	750
VOLUNTARY ACTIVE DUTY.....	0	0	0
DIRECT APPOINTMENTS.....	943	1,081	1,017
WARRANT OFFICER PROGRAMS.....	911	900	875
OTHER.....	345	0	0
TOTAL GAINS.....	6,461	6,431	6,442
LOSSES (BY TYPE)			
EXPIRATION OF CONTRACT.....	950	663	676
RETIREMENT	2,832	2,144	2,563
DISABILITY.....	(110)	(131)	(120)
NON-DISABILITY.....	(2,709)	(2,013)	(2,443)
15 YEAR RETIREMENT.....	(13)	0	0
VOLUNTARY SEPARATION - VSI.....	25	0	0
VOLUNTARY SEPARATION - SSB.....	28	0	0
INVOLUNTARY SEP OF RESERVE.....	0	0	0
INVOLUNTARY SEP OF REGULAR.....	590	570	570
REDUCTION-IN-FORCE.....	0	0	0
ATTRITION.....	0	0	0
OTHER.....	3,382	2,406	2,633
TOTAL LOSSES.....	7,807	5,783	6,442
END STRENGTH.....	77,152	77,800	77,800

SECTION 3
GAINS AND LOSSES BY SOURCE AND TYPE

	ACTUAL FY 1999	ESTIMATE FY 2000	ESTIMATE FY 2001
ENLISTED			
BEGINNING STRENGTH.....	401,188	398,138	398,200
GAINS (BY SOURCE)			
NON-PRIOR SERVICE ENLISTMENTS.....	64,786	69,534	71,819
MALES.....	(51,869)	(55,627)	(57,455)
FEMALES.....	(12,917)	(13,907)	(14,364)
PRIOR SERVICE ENLISTMENTS.....	6,821	7,000	7,000
REENLISTMENT (IMM).....	68,835	66,804	63,743
RESERVE COMPONENTS.....	186	200	200
RETURNED TO MILITARY CONTROL.....	2,401	2,647	2,744
OTHER.....	281	0	0
GAIN ADJUSTMENT.....	-189	-94	4
TOTAL GAINS.....	143,121	146,091	145,510
LOSSES (BY TYPE)			
DRAFTEE AND REGULAR ARMY			
ESTIMATED TERMINATION OF SERVICE...	26,309	26,950	29,840
NORMAL EARLY RELEASE.....	0	0	0
PROGRAMMED EARLY RELEASE.....	0	0	0
SEPARATIONS -VSI.....	0	0	0
SEPARATION - SSB.....	0	0	0
TO COMMISSIONED OFFICER AND WARRANT OFFICER.....	1,050	1,050	1,050
REENLISTMENT.....	68,835	66,804	63,743
RETIREMENT.....	7,705	7,177	6,481
15 YEAR RETIREMENT.....	0	0	0
DROPPED FROM ROLLS.....	3,254	3,728	3,865
ATTRITION ADVERSE CAUSES.....	17,579	18,167	18,358
OTHER ATTRITION.....	20,487	22,013	22,033
RESERVE COMPONENTS.....	952	140	140
TOTAL LOSSES.....	146,171	146,029	145,510
END STRENGTH.....	398,138	398,200	398,200
CADETS			
GAINS			
ENTERING CADETS.....	1,153	1,213	1,202
LOSSES			
ATTRITION.....	259	361	361
GRADUATES.....	952	988	978

SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	OFFICER	ACTUAL FY 1999 ENLISTED	TOTAL	OFFICER	ESTIMATE FY 2000 ENLISTED	TOTAL	OFFICER	ESTIMATE FY 2001 ENLISTED	TOTAL
1. BASIC PAY.....	3,425,881	7,437,734	10,863,615	3,623,654	7,765,249	11,388,903	3,762,693	8,107,923	11,870,616
2. RETIRED PAY ACCRUAL.....	1,034,616	2,246,196	3,280,812	1,152,322	2,469,349	3,621,671	1,113,757	2,399,945	3,513,702
3. BASIC ALLOWANCE FOR HOUSING.....	591,111	1,193,082	1,784,193	604,813	1,283,876	1,888,689	659,623	1,314,050	1,973,673
A. DOMESTIC.....	522,780	1,130,031	1,652,811	543,914	1,219,995	1,763,909	599,164	1,245,102	1,844,266
1. WITH DEPENDENTS.....	395,647	976,460	1,372,107	414,982	1,068,303	1,483,285	460,551	1,086,379	1,546,930
2. WITHOUT DEPENDENTS.....	126,599	140,879	267,478	128,396	138,986	267,382	138,075	145,965	284,040
3. SUBSTANDARD HOUSING.....	10	569	579	19	588	607	16	627	643
4. PARTIAL.....	524	12,123	12,647	517	12,118	12,635	522	12,131	12,653
B. OVERSEAS.....	68,331	63,051	131,382	60,899	63,881	124,780	60,459	68,948	129,407
1. WITH DEPENDENTS.....	33,181	35,980	69,161	34,539	37,995	72,534	34,915	43,644	78,559
2. WITHOUT DEPENDENTS.....	35,150	27,071	62,221	26,360	25,886	52,246	25,544	25,304	50,848
4. SUBSISTENCE.....	147,722	1,245,084	1,392,806	148,911	1,281,281	1,430,192	149,691	1,195,897	1,345,588
A. BASIC ALLOWANCE FOR SUBSISTENCE.....	147,722	770,928	918,650	148,911	799,122	948,033	149,691	800,746	950,437
1. AUTHORIZED TO MESS SEPARATELY.....	147,722	590,663	738,385	148,911	610,320	759,231	149,691	609,235	758,926
2. LEAVE RATIONS.....		77,973	77,973		79,272	79,272		80,262	80,262
3. RATIONS-IN-KIND NOT AVAILABLE.....		69,939	69,939		71,393	71,393		69,884	69,884
4. AUGMENTATION FOR SEPARATE MEALS.....		412	412		416	416		421	421
5. PARTIAL BAS.....		31,941	31,941		37,721	37,721		40,944	40,944
B. SUBSISTENCE IN KIND.....		474,156	474,156		482,159	482,159		395,151	395,151
1. SUBSISTENCE IN MESSES.....		252,792	252,792		249,584	249,584		197,053	197,053
2. OPERATIONAL RATIONS.....		190,003	190,003		200,903	200,903		165,954	165,954
3. AUGMENTATION RATIONS/OTHER.....		31,361	31,361		31,672	31,672		32,144	32,144

SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	OFFICER	ACTUAL FY 1999 ENLISTED	TOTAL	OFFICER	ESTIMATE FY 2000 ENLISTED	TOTAL	OFFICER	ESTIMATE FY 2001 ENLISTED	TOTAL
5. INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER.....	78,516	68,121	146,637	80,109	68,203	148,312	80,787	68,203	148,990
A. FLYING DUTY PAY.....	67,874	7,441	75,315	69,467	6,906	76,373	70,145	6,906	77,051
1. AVIATION CAREER, OFFICERS.....	61,986		61,986	62,365		62,365	62,515		62,515
2. CREW MEMBERS, ENLISTED.....		6,397	6,397		5,862	5,862		5,862	5,862
3. NONCREW MEMBERS.....	137	1,044	1,181	137	1,044	1,181	137	1,044	1,181
4. AVIATION CONTINUATION PAY.....	5,640		5,640	6,840		6,840	7,368		7,368
5. CREW NON-RATED.....	111		111	125		125	125		125
B. PARACHUTE JUMP PAY.....	9,943	55,395	65,338	9,943	56,005	65,948	9,943	56,005	65,948
C. DEMOLITION PAY.....	277	2,434	2,711	277	2,434	2,711	277	2,434	2,711
D. OTHER.....	422	2,851	3,273	422	2,858	3,280	422	2,858	3,280
6. SPECIAL PAYS	196,407	281,836	478,243	205,650	436,339	641,989	200,661	368,377	569,038
A. PHYSICIAN MEDICAL.....	154,346		154,346	158,163		158,163	158,413		158,413
B. DENTIST MEDICAL.....	26,139		26,139	29,708		29,708	30,485		30,485
C. NURSE MEDICAL.....	2,386		2,386	3,286		3,286	3,286		3,286
D. BOARD CERTIFIED PAY FOR NONPHYSICIAN HEALTH CARE PROVIDER.....	1,585		1,585	1,614		1,614	1,614		1,614
E. DIPLOMATE PAY FOR PSYCHOLOGISTS.....	163		163	174		174	174		174
F. OPTOMETRIST MEDICAL.....	143		143	152		152	152		152
G. VETERINARIAN MEDICAL.....	491		491	1,099		1,099	1,134		1,134
1. SPECIAL PAY.....	491		491	497		497	497		497
2. DIPLOMATE PAY.....	0		0	602		602	637		637
H. SEA AND FOREIGN DUTY.....	423	11,190	11,613	423	13,111	13,534	2,704	16,059	18,763
1. SEA DUTY.....	423	653	1,076	423	666	1,089	423	666	1,089
2. HARDSHIP DUTY PAY.....	0	9,534	9,534	0	11,149	11,149	2,281	14,073	16,354
3. OVERSEAS EXTENSION PAY.....		1,003	1,003		1,296	1,296		1,320	1,320
I. FOREIGN LANGUAGE PROFICIENCY PAY.....	1,724	4,110	5,834	1,679	4,492	6,171	1,632	4,896	6,528
J. DIVING DUTY PAY.....	111	1,741	1,852	138	1,763	1,901	138	1,763	1,901
K. REENLISTMENT BONUS.....		74,929	74,929		104,826	104,826		89,982	89,982
L. SPECIAL DUTY ASSIGN PAY.....		54,699	54,699		57,971	57,971		60,945	60,945
M. ENLISTMENT BONUS.....		103,654	103,654		108,892	108,892		76,407	76,407
N. EDUCATION BENEFITS.....		0	0		87,414	87,414		84,721	84,721
P. LOAN REPAYMENT.....		0	0		24,100	24,100		26,885	26,885
Q. HOSTILE FIRE PAY.....	8,896	31,513	40,409	9,214	33,770	42,984	929	6,719	7,648

SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
7. ALLOWANCE.....	81,285	416,240	497,525	72,763	422,626	495,389	66,874	404,783	471,657
A. UNIFORM/CLOTHING									
ALLOWANCE.....	2,622	190,070	192,692	2,623	222,717	225,340	4,572	233,190	237,762
1. INITIAL ISSUE.....	1,976	69,704	71,680	1,980	88,666	90,646	3,284	90,693	93,977
A. MILITARY.....	1,292	67,470	68,762	1,286	85,218	86,504	2,577	85,983	88,560
B. CIVILIAN.....	684	2,234	2,918	694	3,448	4,142	707	4,710	5,417
2. ADDITIONAL ALLOWANCE.....	646		646	643		643	1,288		1,288
3. BASIC MAINTENANCE.....		34,354	34,354		33,738	33,738		37,524	37,524
4. STANDARD MAINTENANCE.....		79,357	79,357		93,207	93,207		97,619	97,619
5. SUPPLEMENTARY.....		1,857	1,857		1,957	1,957		1,942	1,942
6. OTHER.....		4,798	4,798		5,149	5,149		5,412	5,412
B. STATION ALLOWANCE									
OVERSEAS.....	70,561	188,232	258,793	61,268	157,006	218,274	55,667	141,558	197,225
1. COST OF LIVING.....	57,395	164,243	221,638	49,433	133,049	182,482	43,710	116,162	159,872
2. TEMPORARY LODGING.....	13,166	23,989	37,155	11,835	23,957	35,792	11,957	25,396	37,353
C. CONUS COLA.....	848	1,650	2,498	991	2,649	3,640	1,006	2,689	3,695
D. FAMILY SEPARATION									
ALLOWANCES.....	7,200	36,288	43,488	7,830	40,254	48,084	5,578	27,344	32,922
1. PCS - NO GOVERNMENT									
QUARTERS.....	2,013	4,916	6,929	2,127	4,872	6,999	2,227	5,042	7,269
2. PCS - DEPENDENTS									
NOT AUTHORIZED.....	2,302	19,628	21,930	2,353	20,156	22,509	2,398	19,246	21,644
3. TDY.....	2,885	11,744	14,629	3,350	15,226	18,576	953	3,056	4,009
E. PERSONAL MONEY									
ALLOWANCE.....	54	0	54	51	0	51	51	2	53

SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	OFFICER	ACTUAL FY 1999 ENLISTED	TOTAL	OFFICER	ESTIMATE FY 2000 ENLISTED	TOTAL	OFFICER	ESTIMATE FY 2001 ENLISTED	TOTAL
8. SEPARATION PAY.....	114,944	222,593	337,537	86,852	231,775	318,627	66,100	264,275	330,375
A. TERMINAL LEAVE PAY.....	19,203	55,839	75,042	14,926	58,070	72,996	17,334	59,993	77,327
B. DONATIONS.....		4	4		4	4		4	4
C. SEVERANCE PAY, DISABILITY.....	5,681	68,825	74,506	5,500	81,217	86,717	5,771	84,014	89,785
D. SEVERANCE PAY, NON-PROMOTION.....	45,498		45,498	36,016		36,016	25,694		25,694
E. SEVERANCE PAY, INVOL HALF (5%).....	142	25,347	25,489	149	26,352	26,501	155	27,408	27,563
F. SEVERANCE PAY, INVOL FULL (10%).....	2,098	55,637	57,735	2,136	57,457	59,593	2,221	63,381	65,602
G. SEVERANCE PAY, VSI.....	37,259	16,941	54,200	28,125	8,675	36,800	7,325	2,575	9,900
H. SEVERANCE PAY, SSB.....	4,075	0	4,075	0	0	0	0	0	0
I. SEVERANCE PAY, 15 YR RETIREMENT.....	988	0	988	0	0	0	0	0	0
J. \$30,000 LUMP SUM BONUS.....	0	0	0	0	0	0	7,600	26,900	34,500
9. SOCIAL SECURITY TAX PAYMENTS.....	298,034	638,503	936,537	275,792	585,050	860,842	286,086	613,669	899,755
10. PERMANENT CHANGE OF STATION TRAVEL.....	277,153	813,752	1,090,905	255,268	840,747	1,096,015	256,425	834,999	1,091,424
11. OTHER MILITARY PERSONNEL COSTS.....	455	203,758	204,213	580	133,085	133,665	580	122,623	123,203
A. ADOPTION EXPENSES.....		278	278		252	252		252	252
B. APPREHENSION OF DESERTERS.....		939	939		942	942		946	946
C. DEATH GRATUITIES.....	366	2,154	2,520	486	2,334	2,820	486	2,370	2,856
D. UNEMPLOYMENT COMPENSATION.....	0	121,560	121,560	0	102,455	102,455	0	86,391	86,391
E. SURVIVOR BENEFITS.....		8,352	8,352		7,160	7,160		7,042	7,042
F. EDUCATION BENEFITS.....		70,362	70,362		19,820	19,820		20,700	20,700
G. INTEREST ON SOLDIERS' DEPOSIT.....	89	113	202	94	122	216	94	122	216
H. SPECIAL COMPENSATION.....		0	0		0	0		4,800	4,800

SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	OFFICER	ACTUAL FY 1999 ENLISTED	TOTAL	OFFICER	ESTIMATE FY 2000 ENLISTED	TOTAL	OFFICER	ESTIMATE FY 2001 ENLISTED	TOTAL
12. CADET.....	40,684		40,684	39,646		39,646	41,697		41,697
SUBTOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST.....									
	6,286,808	14,766,899	21,053,707	6,546,360	15,517,580	22,063,940	6,684,974	15,694,744	22,379,718
13. LESS REIMBURSABLES.....	79,319	113,681	193,000	85,794	126,785	212,579	73,728	107,533	181,261
A. RETIRED PAY ACCRUAL.....	15,996	13,442	29,438	17,131	16,399	33,530	15,123	12,379	27,502
B. OTHER.....	63,323	100,239	163,562	68,663	110,386	179,049	58,605	95,154	153,759
TOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST.....									
	6,207,489	14,653,218	20,860,707	6,460,566	15,390,795	21,851,361	6,611,246	15,587,211	22,198,457

SECTION 3
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)
FY 2000

	PRESIDENTS BUDGET	IMPACT OF CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/PROGRAM CHANGES	FY 2000 REVISED
PAY AND ALLOWANCES OF OFFICERS							
BASIC PAY.....	3,573,091	(5,192)	3,567,899	9,891	3,577,790	(11,495)	3,566,295
RETIRED PAY ACCRUAL.....	1,147,181	(16,004)	1,131,177	7,669	1,138,846	(3,655)	1,135,191
INCENTIVE PAY.....	77,071	0	77,071	3,038	80,109	0	80,109
SPECIAL PAY.....	203,866	(1,633)	202,233	3,468	205,701	0	205,701
BASIC ALLOWANCE FOR HOUSING.....	617,906	7,967	625,873	(23,635)	602,238	0	602,238
BASIC ALLOWANCE FOR SUBSISTENCE....	148,310	(493)	147,817	118	147,935	0	147,935
STATION ALLOWANCES OVERSEAS.....	75,583	(4,700)	70,883	(2,215)	68,668	(7,400)	61,268
CONUS COLA.....	635	0	635	356	991	0	991
UNIFORM ALLOWANCES.....	2,608	0	2,608	15	2,623	0	2,623
FAMILY SEPARATION ALLOWANCES.....	7,879	(856)	7,023	807	7,830	0	7,830
SEPARATION PAYMENTS.....	87,929	0	87,929	(1,077)	86,852	0	86,852
SOCIAL SECURITY TAX - EMPLOYER CONTRIBUTION.....	268,045	(689)	267,356	1,562	268,918	(879)	268,039
REIMBURSABLES.....	82,794	3,000	85,794	0	85,794	0	85,794
TOTAL OBLIGATIONS.....	6,292,898	(18,600)	6,274,298	(3)	6,274,295	(23,429)	6,250,866
LESS REIMBURSABLES.....	82,794	3,000	85,794	0	85,794	0	85,794
TOTAL OFFICER DIRECT OBLIGATIONS.....	6,210,104	(21,600)	6,188,504	(3)	6,188,501	(23,429)	6,165,072

SECTION 3
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)
FY 2000

	PRESIDENTS BUDGET	IMPACT OF CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/PROGRAM CHANGES	FY 2000 REVISED
PAY AND ALLOWANCES OF ENLISTED							
BASIC PAY.....	7,727,917	(21,975)	7,705,942	53,895	7,759,837	(49,674)	7,710,163
RETIRED PAY ACCRUAL.....	2,479,319	(38,068)	2,441,251	27,504	2,468,755	(15,805)	2,452,950
INCENTIVE PAY.....	69,232	0	69,232	(1,029)	68,203	0	68,203
SPECIAL PAY.....	52,026	(18,236)	33,790	19,346	53,136	0	53,136
SPECIAL DUTY ASSIGNMENT PAY.....	57,520	0	57,520	451	57,971	0	57,971
REENLISTMENT BONUS.....	62,995	44,000	106,995	(2,169)	104,826	0	104,826
ENLISTMENT BONUS.....	74,039	35,000	109,039	(147)	108,892	0	108,892
EDUCATIONAL BENEFITS.....	103,955	0	103,955	(16,541)	87,414	0	87,414
LOAN REPAYMENT PROGRAM.....	24,008	0	24,008	92	24,100	0	24,100
BASIC ALLOWANCE FOR HOUSING.....	1,296,395	19,873	1,316,268	(35,607)	1,280,661	0	1,280,661
STATION ALLOWANCES OVERSEAS.....	253,947	(14,400)	239,547	(59,841)	179,706	(22,700)	157,006
CONUS COLA.....	1,450	0	1,450	1,199	2,649	0	2,649
CLOTHING ALLOWANCES.....	210,665	0	210,665	11,052	221,717	0	221,717
FAMILY SEPARATION ALLOWANCES.....	39,539	(5,235)	34,304	5,950	40,254	0	40,254
SEPARATION PAYMENTS.....	270,039	0	270,039	(38,264)	231,775	0	231,775
SOCIAL SECURITY TAX - EMPLOYER CONTRIBUTION.....	582,656	(14,130)	568,526	16,112	584,638	(3,802)	580,836
REIMBURSABLES.....	66,914	13,000	79,914	0	79,914	0	79,914
TOTAL OBLIGATIONS.....	13,372,616	(171)	13,372,445	(17,997)	13,354,448	(91,981)	13,262,467
LESS REIMBURSABLES.....	66,914	13,000	79,914	0	79,914	0	79,914
TOTAL ENLISTED DIRECT OBLIGATIONS....	13,305,702	(13,171)	13,292,531	(17,997)	13,274,534	(91,981)	13,182,553
PAY AND ALLOWANCES OF CADETS							
TOTAL OBLIGATIONS.....	39,646	0	39,646	0	39,646	0	39,646
TOTAL CADET DIRECT OBLIGATIONS.....	39,646	0	39,646	0	39,646	0	39,646

SECTION 3
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)
FY 2000

	PRESIDENTS BUDGET	IMPACT OF CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/PROGRAM CHANGES	FY 2000 REVISED
SUBSISTENCE OF ENLISTED PERSONNEL							
TOTAL OBLIGATIONS.....	1,286,671	(900)	1,285,771	0	1,285,771	(4,490)	1,281,281
REIMBURSABLES.....	38,746	0	38,746	0	38,746	0	38,746
TOTAL ENL SUBSISTENCE							
DIRECT OBLIGATIONS.....	1,247,925	(900)	1,247,025	0	1,247,025	(4,490)	1,242,535
PERMANENT CHANGE OF STATION							
ACCESSION TRAVEL.....	129,429	0	129,429	(1,178)	128,251	0	128,251
TRAINING TRAVEL.....	47,289	0	47,289	(7,005)	40,284	0	40,284
OPERATIONAL TRAVEL.....	136,305	0	136,305	14,128	150,433	0	150,433
ROTATIONAL TRAVEL.....	567,093	300	567,393	(17,830)	549,563	0	549,563
SEPARATION TRAVEL.....	162,933	0	162,933	(6,907)	156,026	0	156,026
ORGANIZED UNIT TRAVEL.....	6,409	0	6,409	(4,779)	1,630	0	1,630
NON-TEMPORARY STORAGE.....	28,752	0	28,752	4,138	32,890	0	32,890
TEMPORARY STORAGE.....	10,605	0	10,605	18,333	28,938	0	28,938
REIMBURSABLES.....	8,000	0	8,000	0	8,000	0	8,000
TOTAL OBLIGATIONS.....	1,096,815	300	1,097,115	(1,100)	1,096,015	0	1,096,015
LESS REIMBURSABLES.....	8,000	0	8,000	0	8,000	0	8,000
TOTAL PCS DIRECT OBLIGATIONS.....	1,088,815	300	1,089,115	(1,100)	1,088,015	0	1,088,015

SECTION 3
 ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
 (AMOUNTS IN THOUSANDS OF DOLLARS)
 FY 2000

	PRESIDENTS BUDGET	IMPACT OF CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/PROGRAM CHANGES	FY 2000 REVISED
OTHER MILITARY PERSONNEL COSTS							
APPREHENSION OF MILITARY DESERTERS							
ABSENTEES AND ESCAPED MILITARY							
PRISONERS.....	670	0	670	149	819	0	819
DEATH GRATUITIES.....	2,857	0	2,857	(25)	2,832	0	2,832
UNEMPLOYMENT BENEFITS PAID TO							
EX-SERVICE MEMBERS.....	102,292	0	102,292	0	102,292	0	102,292
SURVIVOR BENEFITS.....	7,882	0	7,882	(700)	7,182	0	7,182
ADOPTION COSTS.....	252	0	252	0	252	0	252
EDUCATIONAL BENEFITS.....	0	0	0	19,800	19,800	0	19,800
SOLDIER INTEREST ON DEPOSIT.....	487	0	487	(124)	363	0	363
REIMBURSABLES.....	125	0	125	0	125	0	125
TOTAL OBLIGATIONS.....	114,565	0	114,565	19,100	133,665	0	133,665
LESS REIMBURSABLES.....	125	0	125	0	125	0	125
TOTAL OMPC DIRECT OBLIGATIONS.....	114,440	0	114,440	19,100	133,540	0	133,540
TOTAL DIRECT OBLIGATIONS.....	22,006,632	(35,371)	21,971,261	0	21,971,261	(119,900)	21,851,361

Section 3
 Schedule of Increases and Decreases
 (Amounts in Thousands of Dollars)

		Amount
FY 2000 Direct Program		\$ 21,851,361
Increases:		
a. Pay raise	\$613,863	
Reflects annualized costs of the 4.8% percent FY 00 pay raise, and the first year cost of the FY 01 3.7 percent pay raise effective on 1 January 2001.		
b. Inflation	13,983	
Includes clothing, temporary lodging allowance, SIK, Subsistence, and PCS inflation costs.		
c. Basic Allowances for Housing	172,370	
Includes the first year cost of lowering the Absorption Cost for soldiers from 18% to 15% and the Residential Community Initiative.		
d. Clothing Allowances	10,473	
Reflects higher costs due to increased number of accessions as well as changes in the clothing bag content. Also includes increases for the officer clothing allowance from \$300 to \$600.		
e. Pay Table Reform	148,656	
Reflects the annualized cost of Pay Table Reform which is authorized to begin on 1 July 2000.		
f. Reimbursable Program Estimates	34,248	
Reflects revised estimates of reimbursable collections based on current historical collection rates.		
g. Special/Incentive Pay/SDAP	7,199	
Reflects the implementation of Hardship duty pay for officers in FY01 and higher requirements for Special Duty Assignment Pay.		
h. Miscellaneous	410	
Total Increases		\$ 1,002,471

Decreases:

- a. Force Manning Program Costs - 316,820
Primarily due to discontinued funding of Contingency Operations from within the Appropriation.
- b. Unemployment Benefits - 11,224
Reflects lower estimated number of unemployment payments.
- c. Retired pay accrual - 250,558
Reflects a decrease in the Normal Cost Percentage from 31.8% to 29.6%.
- d. Enlistment and Retention Programs - 46,357
Represents an increase in Enlistment/Reenlistment Bonuses, Loan Repayment Program, and the Army College Fund.
- e. Overseas Station Allowances - 30,416
Includes an increase for Spendable Income Table Adjustments offset by revised estimates of overseas exchange rates.

Total Decreases:

\$ - 655,375

FY 2001 Direct Program

\$ 22,198,457

Section 4
Schedule of Increases and Decreases
(Amounts in Thousands of Dollars)

Pay and Allowances of Officers	Amount
FY 2000 Direct Program	\$ 6,165,072
Increases:	
a. Pay Raise	197,431
Reflects annualized costs of the 4.8 percent 1 Jan 2000, and the 3.7 percent 1 Jan 2001 pay raises.	
b. Pay Table Reform	51,914
Reflects annualization costs of pay table restructuring.	
c. Basic Allowance for Housing	
Reflects DoD initiative to reduce out-of-pocket housing cost to 15 percent in FY 2001. Also, depicts family housing inventory changes, including transfers for Residential Communities Initiatives (RCI).	60,802
d. Reimbursable Program	16,590
Decrease in anticipated reimbursements based on historical collection rates results in increased direct program.	
e. Separation Pay	7,600
Reflects implementation of a \$30,000 lump sum bonus to soldiers who elect to remain under the Redux retirement system.	
g. Special Pay	2,281
Reflects the use of hardship duty pay for officers effective 1 Jan 2001.	
h. Clothing Allowance	1,944
Reflects proposed rate increase for uniform allowance.	
i. Miscellaneous	40
Total Increases:	\$ 338,602
Decreases:	
a. Force Manning	- 71,701
Primarily reflects discontinuance of contingency operations.	
b. Retired Pay Accrual	- 79,722
Reflects decrease in normal cost percentage from 31.8% to 29.6%.	
c. Separation Pay	- 30,377
Reflects reduction in amount transferred to the VSI Trust Fund. Also depicts reduced need for involuntary separation pay.	
d. Overseas Station Allowance	- 9,030
Reflects net change for impact of stronger US dollar against foreign currencies with offset for revised Spendable Income Table to use in computing cost of living allowances.	
Total Decreases:	\$ - 191,130
FY 2001 Direct Program	\$ 6,312,544

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 3,762,693
ESTIMATE FY 2000	\$ 3,623,654
ACTUAL FY 1999	\$ 3,425,881

Project: Basic Pay - Officers

Part I - Purpose and Scope

The funds requested provide for the basic compensation and length of service pay increments of officers on active duty under provisions of 37 U.S.C. 201, 203, 204, 205, and 1009. Also included is the compensation of officers of the reserve components who have entered active duty as members of the active component of the Army.

Part II - Justification of Funds Required

The basic compensation is determined by multiplying the projected average number of personnel by grade by the estimated average annual compensation, including length of service increments, for each grade.

The net change in the basic pay requirement is +\$139.0 million from FY 2000 to FY 2001. This change is based on--

- (1) Annualization of the 1 Jan 2000, 4.8 percent pay raise: +\$42.2 million.
- (2) Annualization of the pay table restructuring: +\$37.8 million.
- (2) The 1 Jan 2001, 3.7 percent pay raise: +\$101.3 million.
- (3) Force manning changes: -\$42.3 million.

Detailed cost computations are provided by the following table:

OFFICER BASIC PAY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
GENERAL.....	11	\$ 110,700	\$ 1,218	11	\$ 110,700	\$ 1,218	11	\$ 110,700	\$ 1,218
LIEUTENANT GENERAL.....	46	110,618	5,088	40	110,700	4,428	40	110,700	4,428
MAJOR GENERAL.....	94	102,704	9,654	100	107,334	10,733	101	110,487	11,159
BRIGADIER GENERAL.....	149	90,642	13,506	152	94,836	14,415	153	98,928	15,136
COLONEL.....	3,544	77,218	273,661	3,720	80,726	300,301	3,698	84,102	311,009
LIEUTENANT COLONEL.....	8,985	61,942	556,549	8,983	64,947	583,419	9,088	68,131	619,175
MAJOR.....	14,764	50,398	744,076	15,567	53,220	828,476	14,676	56,659	831,527
CAPTAIN.....	21,162	41,888	886,434	23,267	43,646	1,015,511	23,561	45,240	1,065,900
1ST LIEUTENANT.....	10,802	32,118	346,939	6,926	33,525	232,194	6,778	34,936	236,796
2ND LIEUTENANT.....	7,181	24,290	174,426	7,869	25,430	200,109	8,058	26,432	212,989
SUBTOTAL.....	66,738		\$ 3,011,551	66,635		\$ 3,190,804	66,164		\$ 3,309,337
WARRANT OFFICER (W-5).....	353	\$ 55,433	\$ 19,568	396	\$ 57,959	\$ 22,952	401	\$ 60,292	\$ 24,177
WARRANT OFFICER (W-4).....	1,410	47,343	66,754	1,564	49,414	77,283	1,561	51,360	80,173
WARRANT OFFICER (W-3).....	3,000	38,263	114,789	2,890	40,001	115,603	2,915	41,725	121,628
WARRANT OFFICER (W-2).....	5,050	31,744	160,307	4,738	33,289	157,723	4,787	34,671	165,970
WARRANT OFFICER (W-1).....	1,941	27,260	52,912	2,110	28,099	59,289	2,136	28,749	61,408
SUBTOTAL.....	11,754		\$ 414,330	11,698		\$ 432,850	11,800		\$ 453,356
TOTAL OFFICER BASIC PAY...	78,492		\$ 3,425,881	78,333		\$ 3,623,654	77,964		\$ 3,762,693

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 1,113,757
ESTIMATE FY 2000	\$ 1,152,322
ESTIMATE FY 1999	\$ 1,034,616

Project: Retired Pay Accrual - Officers

Part I - Purpose and Scope

The funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C 1466.

Part II - Justification of Funds Requested

The budget estimates are derived as a product of:

(a) The DOD Actuary-approved full-time normal cost percentage (NCP) of basic pay, i.e., 30.2% for FY 1999, 31.8% for FY 2000, and 29.6% for FY 2001, and

(b) The total amount of the basic pay expected to be paid during the fiscal year to members of the Active Army.

The net change in the retired pay accrual estimate is -\$38.6 million from FY 2000 to FY 2001. This change is based on--

- (1) Annualization of the 1 Jan 2000, 4.8 percent pay raise: +\$12.5 million.
- (2) Annualization of the 1 Jul 2000 basic pay table restructuring: +\$11.2 million.
- (3) The 1 Jan 2001, 3.7 percent pay raise: +\$30.0 million.
- (4) Change in normal cost percentage from 31.8% to 29.6%: -\$79.7 million
- (5) Force manning changes: -\$12.6 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
RPA.....	78,492	\$ 13,181.16	\$ 1,034,616	78,333	\$ 14,710.56	\$ 1,152,322	77,964	\$ 14,285.53	\$ 1,113,757

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$80,787
ESTIMATE FY 2000	\$80,109
ACTUAL FY 1999	\$78,516

Project: Incentive Pay for Hazardous Duty - Officers

Part I - Purpose and Scope

The funds requested will provide for pay to officers under provisions of 37 U.S.C. 301 for these types of duty:

Flight Aviation Service (Rated Officers) - includes rated aviators, who are entitled to continuous aviation career incentive pay, regardless of current duty assignment, as prescribed by the Aviation Career Incentive Act of 1974. In addition, aviators who are assigned to operational flying positions and flight surgeons, both of whom are required to fly at least four hours of aerial flight each month, are eligible.

Aviation Continuation Pay - executes a written agreement to remain on active duty in aviation service for at least one year.

Flight Crew Member/Non-crew member (Non-rated Officers) - assigned to a position that requires at least four hours of aerial flight each month. Non-crew members perform duties directly related to the in-flight mission of the aircraft, e.g., ground liaison officers, aviation maintenance technicians, or aeromedical physicians assistants. The duties performed by crew members are essential to the mission of the aircraft, e.g., aerial observers and airborne electrical equipment sensor operators.

Parachute - assigned to a permanent parachute position or airborne unit which requires parachute jumping as an essential part of military duty, or while undergoing airborne-type training, or performing short-term parachute duty. Continuous payment of hazardous duty pay for parachute duty requires at least one parachute jump every three months. Pay for the short-term parachute duty is prorated based on the duration of the period for which parachute jumping is required.

High Altitude Low Opening Jump Pay - assigned to a permanent military free-fall position which requires parachute jumping from at least 2,500 feet with a planned delay between exit and opening as an essential part of military duties, or while undergoing military free-fall type training at the US Army Military Free-fall Course at the US Army John F. Kennedy Special Warfare School. Soldiers must be graduates of military free-fall course or undergoing training for such designation. They must also be required by orders to engage in military free-fall jumps from an aircraft in flight and perform the specified minimum jumps to be entitled to pay. Proficiency requirements will remain the same as static line requirements.

Demolition of Explosives - assigned to a position which requires the member, as his primary duty, to demolish by the use of explosives, objects, obstacles, or explosives; or recover and

render harmless, by disarming or demolition, explosives which failed to function as intended or which become a potential hazard. Demolition pay is limited to those serving in Specialty 91E (Explosive Ordnance Disposal Officer).

Toxic Pesticides Exposure - for duty performed while assigned to entomology, pest control, pest management, or preventive medicine functions for a period of 30 consecutive days or more; that requires a member to performing any calendar month a fumigation task utilizing phosphine, sulfuryl fluoride, hydrogen cyanide, methyl bromide, or a fumigant of comparable high acute toxicity and hazard potential.

Experimental Stress - serving as a human test subject in thermal stress experiments at Natick Laboratories, Natick, MA. The tests conducted include development of equipment (mostly clothing) and physiological testing. Also low pressure, high altitude chamber training is conducted at the US Army Aeromedical Center; Fort Rucker, AL, and the Armed Forces Institute of Pathology; Washington, DC.

Chemical Munitions - this is a peacetime hazardous incentive pay for members of the uniformed services whose primary duties require the routine physical handling of chemical munitions or chemical surety material. Routine physical handling must be incident to manufacturing, maintenance, storage, testing, laboratory analysis, transportation, surveillance, assembly, disassembly, demilitarization, or disposal of chemical munitions or chemical surety material. This incentive pay is not authorized for individuals who handle the individual components of binary munitions, dilute solutions of toxic chemicals, riot control agents, chemical defoliants, herbicides, smoke, flame and incendiaries, or industrial chemicals.

Part II - Justification of Funds Requested

The projected average number of payments is based on the total spaces where each type of pay is authorized to meet force structure requirements. The compensation for aviation service (rated officers) is obtained by multiplying the projected average number of personnel authorized for this type of pay by rates established in 37 U.S.C. 301a for years of aviation service or years of officer service to include a specified number of years in jobs which justify flying. The compensation for all other types of incentive pay is arrived at by multiplying the projected number of each type by the statutory rate.

Detailed cost computations are provided by the following table:

OFFICER INCENTIVE PAY FOR HAZARDOUS DUTY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY									
FLYING DUTY COMMISSIONED OFFICERS CATEGORY									
Crew 125.....	634	\$1,500	\$951	600	\$1,500	\$900	600	\$1,500	\$900
Crew 156.....	301	1,872	563	331	1,872	620	331	1,872	620
Crew 188.....	363	2,256	819	317	2,256	715	317	2,256	715
Crew 206.....	627	2,472	1,550	638	2,472	1,577	638	2,472	1,577
Crew 250.....	16	3,000	48	15	3,000	45	15	3,000	45
Crew 385.....	28	4,620	129	18	4,620	83	18	4,620	83
Crew 495.....	31	5,940	184	23	5,940	137	23	5,940	137
Crew 585.....	35	7,020	246	22	7,020	154	22	7,020	154
Crew 650.....	1,802	7,800	14,056	1,751	7,800	13,658	1,751	7,800	13,658
Crew 840.....	1,065	9,979	10,628	1,143	10,080	11,521	1,143	10,080	11,521
SUBTOTAL.....	4,902		\$29,174	4,858		\$29,410	4,858		\$29,410
WARRANT OFFICERS CATEGORY									
Crew 125.....	600	1,500	900	726	1,500	1,089	725	1,500	1,088
Crew 156.....	236	1,872	442	168	1,872	314	170	1,872	318
Crew 188.....	242	2,256	546	264	2,256	596	265	2,256	598
Crew 206.....	664	2,472	1,641	603	2,472	1,491	606	2,472	1,498
Crew 650.....	2,407	7,800	18,775	2,316	7,800	18,065	2,322	7,800	18,112
Crew 840.....	1,053	9,979	10,508	1,131	10,080	11,400	1,140	10,080	11,491
SUBTOTAL.....	5,202		\$32,812	5,208		\$32,955	5,228		\$33,105
TOTAL FLYING DUTY CREW.....	10,104		\$61,986	10,066		\$62,365	10,086		\$62,515
FLYING DUTY NON-CREW MEMBERS.....	76	1,800	137	76	1,800	137	76	1,800	137
AVIATION CONTINUATION PAY.....	470	12,000	5,640	570	12,000	6,840	614	12,000	7,368
CREW-NONRATED.....	45	2,475	111	45	2,775	125	45	2,775	125
TOTAL FLYING DUTY PAY.....	10,695		\$67,874	10,757		\$69,467	10,821		\$70,145
OTHER HAZARDOUS DUTY									
PARACHUTE JUMPING.....	5,524	1,800	9,943	5,524	1,800	9,943	5,524	1,800	9,943
EXPERIMENTAL STRESS.....	19	1,800	34	19	1,800	34	19	1,800	34
DEMOLITION OF EXPLOSIVES.....	154	1,800	277	154	1,800	277	154	1,800	277
TOXIC PESTICIDES EXPOSURE.....	1	1,800	2	1	1,800	2	1	1,800	2
CHEMICAL MUNITIONS.....	15	1,800	27	15	1,800	27	15	1,800	27
HALO JUMP.....	133	2,700	359	133	2,700	359	133	2,700	359
SUBTOTAL.....	5,846		\$10,642	5,846		\$10,642	5,846		\$10,642
TOTAL OFFICER INCENTIVE PAY FOR HAZARDOUS DUTY.....	16,541		\$78,516	16,603		\$80,109	16,667		\$80,787

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 200,712
ESTIMATE FY 2000	\$ 205,701
ACTUAL FY 1999	\$ 196,461

Project: Special Pay - Officers

Part I - Purpose and Scope

Funds requested in this account are authorized to provide monetary incentives for the procurement and retention of officers assigned as physicians, dentists, nurses, psychologists, non-physician health care providers, veterinarians, optometrists, divers, and linguists. Additionally, this account includes special pays authorized to general officers to partially offset extraordinary expenses incurred in the performance of their official duties. Finally, this account covers special pays authorized for officers, who are assigned sea duty and those who are on duty subject to hostile fire or imminent danger.

Special Pay for Physicians - these payments are authorized by 37 U.S.C. 302, as amended. They are intended to provide a monetary incentive for the procurement and retention of medical officers. A physician may qualify for the following pays:

(1) Variable Special Pay - paid monthly as an automatic entitlement to all medical corps officers on active duty. The annual rate of pay is based upon the number of years of creditable service for special pay. The annual amounts range from \$1,200 to \$12,000.

(2) Board Certified Pay - paid on a monthly basis to medical corps officers who are currently certified by an American medical or osteopathic examining board. The annual rate payable is determined by the number of years of creditable service for special pay. The annual amounts range from \$2,500 to \$6,000.

(3) Additional Special Pay - paid as a lump sum bonus to medical corps officers who are not undergoing internship or initial residency training and who execute an agreement to remain on active duty for one year. The annual payment for all recipients is \$15,000.

(4) Incentive Special Pay (ISP)/Medical Incentive Pay - paid as a lump sum bonus to administratively eligible medical officers who are fully qualified in Department of Army (DA) selected specialty categories and who execute an agreement to remain on active duty for a period of not less than 12 months. The Office of the Surgeon General develops an ISP program annually tailored to meet the critical needs of the following year. Payment amounts range from \$3,000 to \$36,000.

(5) Multi-year Special Pay - the FY 1991 DOD Authorization Act (PL 101-510) authorized a new multi-year special pay to be used in conjunction with ISP. Officers must be either unobligated for medical education and training or must have at least eight years of creditable service. There are three categories of specialties/pays with different pay levels for two-year, three-year, and four-year contracts. The annual amounts range from \$2,000 to \$14,000.

Other Special Pay - Dentist Pay - these payments are authorized by 37 U.S.C. 302b, 302h, and 311 and are intended to provide monetary incentives for the procurement and retention of dental officers. A dentist may qualify for the following special pays:

(1) Variable Special Pay - paid monthly as an automatic entitlement to all dental corps officers on active duty. The annual rate of pay is based on the number of years of creditable service for special pay. The annual rate ranges from \$3,000 to \$12,000.

(2) Board Certified Pay - paid on a monthly basis to dental corps officers who are currently certified by an American dental association specialty examining board or who have been awarded board certification equivalency by the Surgeon General. The annual rate is based on the number of years of creditable service for special pay. The annual rate ranges from \$2,500 to \$6,000.

(3) Additional Special Pay - paid as a lump sum bonus to dental corps officers who are not undergoing internship of initial residency training, who have a minimum of three years of creditable service for special pay, and who execute an agreement to remain on active duty for one year. The rate of pay is based on the number of years of creditable service for special pay. The payment amount ranges from \$4,000 to \$15,000.

(4) Multi-year Retention Bonus - the FY 1998 DOD Authorization Act (PL 105-85) authorized the use of a retention bonus for dental officers who execute a written agreement to remain on active duty for two, three, or four years after completion of any other active duty service commitment. Eligibility criteria require that a dental corps officer must be below the pay grade of O-7 and have a dental specialty in oral and maxillofacial surgery; have at least eight years of creditable service or have completed any active duty service commitment incurred for dental education and training; and have completed initial residency training (or will complete such training before 30 Sep of the fiscal year in which the officer enters into an agreement). The payment amount ranges from \$3,000 to \$14,000.

(5) Accession Bonus - paid to an individual who is a graduate of an accredited dental school and who executes an agreement to remain on active duty as a commissioned officer for a period of not less than four years. The amount of the accession bonus may not exceed \$30,000.

Nurses - nurse anesthetists are authorized to receive a special pay of \$6,000 per individual for one year and requires a written agreement to remain on active duty for a period of not less than 12 months. A nurse anesthetist with more than four years of service can receive a payment of \$15,000. The accession bonus of \$5,000 per individual requires acceptance of a commission as an officer combined with an agreement to remain on active duty for four years.

Diplomate Pay for Psychologists and Board Certified Pay for Non-physician Health Care Providers - paid on a monthly basis to an officer who is designated a psychologist and has been awarded a diploma as a Diplomate in Psychology, or an officer who is a health care provider based on the DoD definition approved by the Assistant Secretary of Defense (Health Affairs (ASD(HA))) in coordination with the Services, has a post baccalaureate degree in the officer's clinical specialty, and has obtained advance level (past entry level) certification by an approved professional board in the officer's specialty. The annual amounts range from \$2,000 to

\$5,000 and are based on years of creditable service. Eligible specialties and boards are determined by the ASD(HA) in coordination with the Services.

Optometrists - these payments are authorized by 37 U.S.C. 302a and are intended to provide monetary incentives for the procurement and retention of optometry officers. These officers are authorized \$100 per month of active duty.

Veterinarians - these payments are authorized by 37 U.S.C. 303 and are intended to provide monetary incentives for the procurement and retention of veterinary officers. These officers are authorized \$100 per month of active duty. The National Defense Authorization Act for Fiscal Year 2000 (PL 106-65), Section 616, amended 37 U.S.C. 303, adding a special pay entitlement for Veterinary Corps officers who are board certified as a Diplomate. As required by statute, this special pay is effective 1 October 1999. Assistant Secretary of Defense (Health Affairs) policy implemented Veterinary Corps officer Diplomate Pay in a manner that will provide an incentive for Veterinary Corps officers to attain the highest level of professional achievement of Diplomate status in a veterinary medical specialty recognized by the American Veterinary Medical Association. The Diplomate Pay annual award, paid in equal monthly amounts, is based on creditable service as a Veterinary Corps officer on active duty. The annual range of the special is from \$2,000 to \$5,000.

Personal Allowance, General Officers - in addition to other pay and allowances authorized, an officer who is entitled to basic pay is entitled to a personal money allowance of (1) \$500 a year while serving in the grade of lieutenant general, (2) \$2,200 per year while serving in the grade of general, (3) \$2,200 in addition to the personal money allowance in (1) above while serving as a senior member of the military staff committee of the United Nations and (4) \$4,000 per year, in place of any other personal money allowance, while serving as Chief of Staff of the Army (37 U.S.C 414). Additionally, an officer serving as the Chairman of the Joint Chiefs of Staff is entitled to \$4,000 per year in place of any other personal money allowance (37 U.S.C 413). This allowance is intended to partially reimburse high ranking officers for the many unusual personal expenses they incur in the performance of their official duties.

Diving Duty Pay - under regulations prescribed by the Secretary of the Army, an officer or warrant officer who is entitled to basic pay is entitled to special pay at a rate of not more than \$200 a month for periods during which they (1) are assigned by orders to the duty of diving, (2) are required to maintain proficiency as a diver by frequent and regular dives, and (3) actually perform diving duty (37 U.S.C 304). Dive officers are assigned to a position as the leader of a diving detachment, which supports marine or special operation units. Duties of marine diving detachments include underwater construction (construction of piers and pipelines), harbor clearance, and ship salvage. Special forces (combat) diving operations include infiltration and exfiltration, combat surface swimming, search and recovery, target attack, harassment and interdiction, and reconnaissance operations.

Sea Duty Pay - Army members who are entitled to basic pay are also entitled, while on sea duty, to special pay at rates which vary with grade and years of sea duty. The range of rates for warrant officers and officers is \$130 to \$410 per month. The term "sea duty" means duty performed by a member (1) while assigned to a ship, and while serving on a ship the primary mission of which is accomplished while underway; or (2) while assigned to a ship, and while serving on a ship the primary mission of which is normally accomplished while in port, but only while the ship is away from its home port for 30 or more consecutive days. Additionally, the member entitled to career sea pay who has served 36 consecutive months of sea duty is entitled to a career sea pay premium of \$100 per month for the 37th month and each consecutive month of sea duty served (37 U.S.C. 305a). Individuals who are affected by career sea pay are generally assigned to either: Fort Eustis, Virginia; Hawaii; Panama; or the Azores.

Foreign Language Proficiency Pay (FLPP) - this pay is authorized under the provisions of 37 U.S.C. 316. FLPP is a monthly monetary incentive that is paid to all military personnel who qualify for and maintain the required proficiency in designated foreign languages. The monthly rate may not exceed \$300.00 per individual.

Hostile Fire Pay - paid to officers on duty subject to hostile fire or imminent danger (37 U.S.C. 310). Paid at the rate of \$150 per month.

Hardship Duty Pay - paid to officers performing duty in an location that is designated by The Secretary of Defense as hardship duty. The monthly rate may not exceed \$300.00 per individual.

Part II - Justification of Funds Requested

The projected average number of personnel is based on the total spaces where each type of pay is authorized to meet force structure requirements. Funding requirements are based on the estimated number of officers eligible for each type of payment and rate of payment.

From FY 2000 to FY 2001, the estimate for special pay decreases by a net \$5.0 million. This change is based on -

- (1) Increased requirement for medical and dental pays: +\$1.0 million.
- (2) Decreased requirement for hostile fire pay due to the absence of contingency operations: -\$8.3 million.
- (3) Implementation of hardship duty pay, effective 1 Jan 2001: +\$2.3 million.

Detailed cost computations are provided by the following table:

OFFICER SPECIAL PAY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY FOR PHYSICIANS									
VARIABLE SPECIAL PAY.....	4,356	\$ 7,767	\$ 33,833	4,351	\$ 7,983	\$ 34,734	4,351	\$ 7,983	\$ 34,734
ADDITIONAL SPECIAL PAY.....	3,186	15,000	47,790	3,133	15,000	46,995	3,133	15,000	46,995
BOARD CERTIFIED PAY.....	2,482	3,764	9,342	2,476	3,791	9,387	2,476	3,791	9,387
INCENTIVE SPECIAL PAY.....	2,831	18,824	53,291	2,881	19,380	55,834	2,885	19,440	56,084
MULTI-YEAR SPECIAL PAY.....	1,036	9,739	10,090	1,086	10,325	11,213	1,090	10,287	11,213
SUBTOTAL.....	13,891		154,346	13,927		158,163	13,935		158,413
OTHER SPECIAL PAY									
DENTIST PAY									
VARIABLE SPECIAL PAY.....	1,001	\$ 7,862	\$ 7,870	1,076	\$ 8,089	\$ 8,704	1,114	\$ 8,037	\$ 8,953
ADDITIONAL SPECIAL PAY.....	894	11,819	10,566	1,034	11,736	12,135	1,072	11,737	12,582
BOARD CERTIFIED PAY.....	401	5,454	2,187	424	5,434	2,304	432	5,426	2,344
MULTI-YEAR SPECIAL PAY.....	464	10,789	5,006	480	10,552	5,065	485	10,528	5,106
ACCESSION BONUS.....	17	30,000	510	50	30,000	1,500	50	30,000	1,500
SUBTOTAL.....	2,777		\$ 26,139	3,064		\$ 29,708	3,153		\$ 30,485
NURSE PAY									
ACCESSION BONUS.....	6	\$ 5,000	\$ 30	50	\$ 5,000	\$ 250	50	\$ 5,000	\$ 250
ANESTHETIST PAY.....	233	10,112	2,356	269	11,286	3,036	269	11,286	3,036
SUBTOTAL.....	239		\$ 2,386	319		\$ 3,286	319		\$ 3,286
BOARD CERTIFIED PAY FOR NON-PHYSICIAN									
HEALTH CARE PROVIDERS.....	654	\$ 2,424	\$ 1,585	660	\$ 2,446	\$ 1,614	660	\$ 2,446	\$ 1,614
DIPLOMATE PAY FOR PSYCHOLOGISTS..	45	3,622	163	47	3,702	174	48	3,625	174
OPTOMETRISTS.....	119	1,200	143	127	1,200	152	127	1,200	152
VETERINARIAN PAY									
SPECIAL PAY.....	409	\$ 1,200	\$ 491	414	\$ 1,200	\$ 497	414	\$ 1,200	\$ 497
DIPLOMATE PAY.....	0	0	0	172	3,500	602	182	3,500	637
SUBTOTAL.....	409		\$ 491	586		\$ 1,099	596		\$ 1,134
TOTAL MEDICAL PAY.....	18,134		185,253	18,730		194,196	18,838		195,258

OFFICER SPECIAL PAY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PERSONAL MONEY ALLOWANCES -									
GENERAL OFFICERS									
CHAIRMAN, JCS.....	1	\$ 4,000	\$ 4	1	\$ 4,000	\$ 4	1	\$ 4,000	\$ 4
CHIEF OF STAFF.....	1	4,000	4	1	4,000	4	1	4,000	4
SENIOR MEMBER OF STAFF									
COMMITTEE OF UNITED NATIONS..	1	2,700	3	1	2,700	3	1	2,700	3
GENERAL.....	9	2,200	20	9	2,200	20	9	2,200	20
LIEUTENANT GENERAL.....	45	500	23	39	500	20	39	500	20
SUBTOTAL.....	57		\$ 54	51		\$ 51	51		\$ 51
DIVING DUTY PAY.....	51	\$ 2,176	\$ 111	51	\$ 2,706	\$ 138	51	\$ 2,706	\$ 138
HOSTILE FIRE PAY.....	4,942	1,800	8,896	5,119	1,800	9,214	516	1,800	929
SEA DUTY PAY.....	119	3,555	423	119	3,555	423	119	3,555	423
FOREIGN LANGUAGE PAY.....	2,381	724	1,724	1,771	948	1,679	1,160	1,407	1,632
HARDSHIP DUTY PAY.....	0	0	0	0	0	0	4,473	510	2,281
TOTAL OFFICER SPECIAL PAY.....	25,684		196,461	25,841		205,701	25,208		200,712

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 659,623
ESTIMATE FY 2000	\$ 604,813
ACTUAL FY 1999	\$ 591,111

Project: Basic Allowance for Housing - Officers

Part I - Purpose and Scope

Congress approved in the FY 1998 National Defense Authorization Act the payment of a basic allowance for housing (BAH) to service members. The BAH combines housing payments formerly provided by basic allowance for quarters (BAQ) and variable housing allowance (VHA). In addition, the overseas housing allowance (OHA) payment, formerly located in overseas station allowances, was also moved into this section by the change in law. The continental United States, Alaska, and Hawaii BAH is termed BAH Domestic, while the overseas housing allowance is called BAH Overseas. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification of Funds Requested

The net change in the basic allowance for housing requirement is +\$54.8 million between FY 2000 and FY 2001. This change is based on--

- (1) Increase in pay rates associated primarily with the Department of Defense initiative to reduce out of pocket housing costs to 15 percent in FY 2001: +\$31.9 million.
- (2) Changes in housing inventory, including residential communities initiatives: +\$28.9 million.
- (3) Decrease in pay rates for BAH Overseas associated with changes in foreign currency conversion: -\$1.8 million.
- (4) Force manning changes: -\$4.2 million.

Detailed cost computations are provided by the following table:

OFFICER BASIC ALLOWANCE FOR HOUSING - DOMESTIC
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BAH WITH DEPENDENTS									
GENERAL.....	53	16,340	\$ 866	52	16,904	\$ 879	52	17,865	\$ 929
COLONEL.....	2,020	15,018	30,336	2,129	15,460	32,914	2,243	16,330	36,628
LIEUTENANT COLONEL.....	5,446	14,226	77,475	5,472	14,626	80,033	5,867	15,449	90,639
MAJOR.....	8,079	12,090	97,675	8,510	12,430	105,779	8,502	13,129	111,623
CAPTAIN.....	9,858	9,531	93,957	10,444	10,061	105,077	11,207	10,627	119,097
1ST LIEUTENANT.....	2,870	8,178	23,471	1,834	8,356	15,325	1,902	8,826	16,787
2ND LIEUTENANT.....	1,670	7,851	13,111	1,817	8,074	14,670	1,972	8,528	16,817
OFFICER SUBTOTAL.....	29,996		\$ 336,891	30,258		\$ 354,677	31,745		\$ 392,520
WARRANT OFFICER (5).....	252	11,655	2,937	285	11,951	3,406	307	12,623	3,875
WARRANT OFFICER (4).....	934	10,353	9,670	1,041	10,564	10,997	1,101	11,159	12,286
WARRANT OFFICER (3).....	1,852	9,537	17,663	1,785	9,767	17,434	1,907	10,316	19,673
WARRANT OFFICER (2).....	2,438	8,880	21,649	2,285	9,092	20,775	2,446	9,603	23,489
WARRANT OFFICER (1).....	884	7,734	6,837	975	7,890	7,693	1,045	8,333	8,708
WARRANT OFFICER SUBTOTAL....	6,360		\$ 58,756	6,371		\$ 60,305	6,806		\$ 68,031
TOTAL BAH WITH DEPENDENTS.....	36,356		\$ 395,647	36,629		\$ 414,982	38,551		\$ 460,551
BAH WITHOUT DEPENDENTS									
GENERAL.....	3	14,000	\$ 42	3	15,000	\$ 45	3	15,667	\$ 47
COLONEL.....	199	12,798	2,547	211	13,215	2,788	213	13,958	2,973
LIEUTENANT COLONEL.....	794	12,078	9,590	804	12,393	9,964	831	13,090	10,878
MAJOR.....	1,853	10,722	19,868	1,983	10,994	21,801	1,910	11,612	22,179
CAPTAIN.....	4,995	8,376	41,838	5,549	8,601	47,727	5,742	9,085	52,166
1ST LIEUTENANT.....	4,376	6,600	28,882	2,795	6,773	18,931	2,795	7,154	19,995
2ND LIEUTENANT.....	2,661	5,754	15,311	2,979	5,939	17,692	3,117	6,273	19,553
OFFICER SUBTOTAL.....	14,881		\$ 118,078	14,324		\$ 118,948	14,611		\$ 127,791
WARRANT OFFICER (5).....	22	9,528	210	24	10,417	250	25	11,003	275
WARRANT OFFICER (4).....	94	9,174	862	104	10,172	1,058	106	10,744	1,139
WARRANT OFFICER (3).....	229	7,353	1,684	220	8,196	1,803	227	8,657	1,965
WARRANT OFFICER (2).....	647	6,453	4,175	620	7,141	4,427	639	7,543	4,820
WARRANT OFFICER (1).....	301	5,283	1,590	327	5,841	1,910	338	6,169	2,085
WARRANT OFFICER SUBTOTAL....	1,293		\$ 8,521	1,295		\$ 9,448	1,335		\$ 10,284
TOTAL BAH WITHOUT DEPENDENTS.....	16,174		\$ 126,599	15,619		\$ 128,396	15,946		\$ 138,075

OFFICER BASIC ALLOWANCE FOR HOUSING - DOMESTIC
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BAH PARTIAL ALLOWANCE									
BACHELOR									
GENERAL.....	0	0	\$ 0	0	0	\$ 0	0	0	\$ 0
COLONEL.....	5	475	2	6	475	3	6	475	3
LIEUTENANT COLONEL.....	33	396	13	31	396	12	31	396	12
MAJOR.....	77	320	25	81	320	26	76	320	24
CAPTAIN.....	431	266	115	486	266	129	492	266	131
1ST LIEUTENANT.....	481	212	102	318	212	67	311	212	66
2ND LIEUTENANT.....	1,525	158	241	1,604	158	253	1,642	158	259
OFFICER SUBTOTAL.....	2,552		\$ 498	2,526		\$ 490	2,558		\$ 495
WARRANT OFFICER (5).....	1	302	0	2	302	1	2	302	1
WARRANT OFFICER (4).....	5	302	2	5	302	2	5	302	2
WARRANT OFFICER (3).....	19	248	5	19	248	5	20	248	5
WARRANT OFFICER (2).....	62	191	12	59	191	11	59	191	11
WARRANT OFFICER (1).....	45	166	7	50	166	8	50	166	8
WARRANT OFFICER SUBTOTAL...	132		\$ 26	135		\$ 27	136		\$ 27
TOTAL BAH PARTIAL ALLOWANCE BACHELOR.....	2,684		\$ 524	2,661		\$ 517	2,694		\$ 522
BAH INADEQUATE FAMILY HOUSING									
GENERAL.....	0	0	\$ 0	0	0	\$ 0	0	0	\$ 0
COLONEL.....	0	3,755	0	0	3,865	0	0	4,082	0
LIEUTENANT COLONEL.....	0	3,557	0	0	3,656	0	0	3,862	0
MAJOR.....	1	3,023	3	2	3,107	6	1	3,282	3
CAPTAIN.....	3	2,383	7	5	2,515	13	5	2,657	13
1ST LIEUTENANT.....	0	2,045	0	0	2,089	0	0	2,206	0
2ND LIEUTENANT.....	0	1,963	0	0	2,018	0	0	2,132	0
OFFICER SUBTOTAL.....	4		\$ 10	7		\$ 19	6		\$ 16
WARRANT OFFICER (5).....	0	2,914	0	0	2,988	0	0	3,156	0
WARRANT OFFICER (4).....	0	2,588	0	0	2,641	0	0	2,790	0
WARRANT OFFICER (3).....	0	2,384	0	0	2,442	0	0	2,579	0
WARRANT OFFICER (2).....	0	2,220	0	0	2,273	0	0	2,401	0
WARRANT OFFICER (1).....	0	1,934	0	0	1,972	0	0	2,083	0
WARRANT OFFICER SUBTOTAL...	0		\$ 0	0		\$ 0	0		\$ 0
TOTAL BAH INADEQUATE FAMILY HOUSING.....	4		\$ 10	7		\$ 19	6		\$ 16
TOTAL BASIC ALLOWANCE FOR HOUSING - DOMESTIC.....	55,218		\$ 522,780	54,916		\$ 543,914	57,197		\$ 599,164

OFFICER BASIC ALLOWANCE FOR HOUSING - OVERSEAS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BAH WITH DEPENDENTS									
GENERAL.....	0	0	\$ 0	0	0	\$ 0	0	0	\$ 0
COLONEL.....	91	25,105	2,285	99	23,675	2,344	105	22,995	2,414
LIEUTENANT COLONEL.....	342	21,257	7,270	367	20,047	7,357	390	19,467	7,592
MAJOR.....	462	19,272	8,904	541	18,174	9,832	536	17,649	9,460
CAPTAIN.....	504	15,604	7,864	605	14,715	8,903	643	14,290	9,188
1ST LIEUTENANT.....	178	12,809	2,280	127	12,082	1,534	132	11,729	1,548
2ND LIEUTENANT.....	47	13,598	639	57	12,819	731	61	12,458	760
OFFICER SUBTOTAL.....	1,624		\$ 29,242	1,796		\$ 30,701	1,867		\$ 30,962
WARRANT OFFICER (5).....	11	13,721	151	13	12,967	169	15	12,559	188
WARRANT OFFICER (4).....	44	15,083	664	52	14,221	739	55	13,806	759
WARRANT OFFICER (3).....	65	15,462	1,005	65	14,580	948	69	14,159	977
WARRANT OFFICER (2).....	126	14,488	1,825	122	13,662	1,667	129	13,267	1,711
WARRANT OFFICER (1).....	22	13,361	294	25	12,613	315	26	12,235	318
WARRANT OFFICER SUBTOTAL...	268		\$ 3,939	277		\$ 3,838	294		\$ 3,953
TOTAL BAH WITH DEPENDENTS.....	1,892		\$ 33,181	2,073		\$ 34,539	2,161		\$ 34,915
BAH WITHOUT DEPENDENTS									
GENERAL.....	0	0	\$ 0	0	0	\$ 0	0	0	\$ 0
COLONEL.....	25	13,877	347	14	13,068	183	14	12,690	178
LIEUTENANT COLONEL.....	104	13,968	1,453	81	13,168	1,067	82	12,787	1,049
MAJOR.....	272	13,858	3,769	226	13,070	2,954	213	12,692	2,703
CAPTAIN.....	745	14,659	10,921	698	13,825	9,650	707	13,425	9,491
1ST LIEUTENANT.....	989	11,303	11,179	605	10,659	6,449	592	10,351	6,128
2ND LIEUTENANT.....	379	12,516	4,744	390	11,803	4,603	399	11,462	4,573
OFFICER SUBTOTAL.....	2,514		\$ 32,413	2,014		\$ 24,906	2,007		\$ 24,122
WARRANT OFFICER (5).....	4	13,330	53	4	12,496	50	4	12,134	49
WARRANT OFFICER (4).....	24	10,603	254	11	10,031	110	11	9,741	107
WARRANT OFFICER (3).....	64	10,227	655	31	9,644	299	31	9,365	290
WARRANT OFFICER (2).....	127	11,008	1,398	74	10,387	769	75	10,086	756
WARRANT OFFICER (1).....	33	11,425	377	21	10,778	226	21	10,466	220
WARRANT OFFICER SUBTOTAL...	252		\$ 2,737	141		\$ 1,454	142		\$ 1,422
TOTAL BAH WITHOUT DEPENDENTS.....	2,766		\$ 35,150	2,155		\$ 26,360	2,149		\$ 25,544
TOTAL BASIC ALLOWANCE FOR HOUSING - OVERSEAS.....	4,658		\$ 68,331	4,228		\$ 60,899	4,310		\$ 60,459
TOTAL OFFICER BASIC ALLOWANCE FOR HOUSING.....	59,876		\$ 591,111	59,144		\$ 604,813	61,507		\$ 659,623

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 149,691
ESTIMATE FY 2000	\$ 148,911
ACTUAL FY 1999	\$ 147,722

Project: Basic Allowance for Subsistence - Officers

Part I - Purpose and Scope

The funds requested will provide for subsistence allowance authorized by 37 U.S.C. 402 and P.L. 96-343. All officers, regardless of dependency status and pay grade, are paid a monthly basic allowance for subsistence at the same rate.

Part II - Justification of Funds Requested

Subsistence allowance costs are obtained by multiplying the projected average number eligible for the allowance by the annual statutory rate. The estimates for FY 2000 and FY 2001 reflect a pay raise of one percent for regular BAS, while the enlisted Partial BAS is resourced from the remainder of the pay raise.

Detailed cost computations are provided by the following table:

OFFICER BASIC ALLOWANCE FOR SUBSISTENCE
 (AMOUNT IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR SUBSISTENCE....	78,492	\$ 1,882	\$ 147,722	78,333	\$ 1,901	\$ 148,911	77,964	\$ 1,920	\$ 149,691

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 55,667
ESTIMATE FY 2000	\$ 61,268
ACTUAL FY 1999	\$ 70,561

Project: Station Allowance Overseas - Officers

Part I - Purpose and Scope

The funds requested will provide payment of a per diem allowance to officers on duty outside the United States considering all elements of the cost of living, including quarters, subsistence, and other necessary incidental expenses as prescribed by joint travel regulations and authorized under provisions of 37 U.S.C. 405.

Part II - Justification of Funds Requested

The total Overseas Station Allowance includes Cost of Living and Temporary Lodging Allowances. Overseas station allowance (OSA) payments are determined by multiplying the projected number of personnel eligible for each type of allowance by an estimated average rate.

Fluctuations in currency exchange rates have a direct impact on overseas station allowances. This is especially true in the case of Germany. The FY 2001 estimates for overseas station allowances are based on an exchange rate of 1.9521 DM/\$1 US. Beginning with FY 1997, MPA re-joined the Foreign Currency Fluctuations, Defense account.

The FY 2001 estimate for Cost of Living Allowance (COLA) includes implementation of a revised Spendable Income Table (SIT) to use in computing COLA amounts. The current SIT uses 1988 data to compute spendable income, while the revised SIT will be based on 1995 data.

The net change in the overseas station allowance estimate is -\$5.6 million between FY 2000 and FY 2001. This change is based on:

- (1) Annualization of the 4.8 percent, 1 Jan 2000 pay raise: +\$0.9 million.
- (2) The 3.7 percent, 1 Jan 2001 pay raise: +\$1.2 million.
- (3) Decrease in pay rates associated with foreign currency conversion: -\$10.1 million.
- (4) Revised Spendable Income Table, effective 1 Oct 2000: +2.7 million.
- (5) Cost growth for TLA inflation: +\$0.2 million.
- (6) Changes in estimated number of OSA payments: -\$0.5 million.

Detailed cost computations are provided by the following table:

OFFICER OVERSEAS STATION ALLOWANCE
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
COST OF LIVING									
GENERAL.....	58	\$ 5,086	\$ 295	58	\$ 4,379	\$ 254	58	\$ 3,931	\$ 228
COL.....	667	5,192	3,463	663	4,489	2,976	658	4,001	2,633
LTC.....	1,892	4,821	9,121	1,879	4,230	7,948	1,867	3,761	7,022
MAJ.....	2,968	4,062	12,056	2,947	3,538	10,426	2,929	3,134	9,179
CPT.....	4,580	3,048	13,960	4,548	2,632	11,970	4,520	2,346	10,604
2ND LIEUTENANT.....	3,010	2,537	7,636	2,989	2,189	6,543	2,971	1,949	5,790
1ST LIEUTENANT.....	1,459	1,375	2,006	1,448	1,182	1,712	1,439	1,055	1,518
CW5.....	82	3,286	269	81	2,929	237	81	2,616	212
CW4.....	350	3,366	1,178	348	2,946	1,025	346	2,624	908
CW3.....	859	2,939	2,525	853	2,540	2,167	848	2,260	1,916
CW2.....	1,554	2,668	4,146	1,542	2,294	3,537	1,531	2,047	3,134
WO1.....	393	1,882	740	390	1,636	638	388	1,460	566
SUBTOTAL.....	17,872		\$ 57,395	17,746		\$ 49,433	17,636		\$ 43,710
TEMPORARY LODGING ALLOWANCE....	8,456	\$ 1,557	\$ 13,166	7,524	\$ 1,573	\$ 11,835	7,492	\$ 1,596	\$ 11,957
TOTAL OFFICER STATION ALLOWANCE OVERSEAS..	26,328		\$ 70,561	25,270		\$ 61,268	25,128		\$ 55,667

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$1,006
ESTIMATE FY 2000	\$991
ACTUAL FY 1999	\$848

Project: CONUS Cost of Living Allowance - Officers

Part I - Purpose and Scope

The funds requested will provide payment of a cost of living allowance (COLA) to soldiers who are assigned to high cost areas in the continental United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense but cannot be less than eight percent. The current established threshold is 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 level) times the difference between the COLA index for the individual's high cost area and the threshold percentage. This allowance was authorized by the FY 1995 DOD Authorization Act.

Part II - Justification of Funds Requested

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

Detailed cost computations are provided by the following table:

OFFICER CONUS COST OF LIVING ALLOWANCE
 (AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
CONUS COLA.....	627	\$1,352	\$848	650	\$1,524	\$991	650	\$1,547	\$1,006

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 4,572
ESTIMATE FY 2000	\$ 2,623
ACTUAL FY 1999	\$ 2,622

Project: Clothing Allowances - Officers

Part I - Purpose and Scope

The requested funds will provide for the initial payment and supplemental allowance for purchases of required uniforms under provisions of 37 U.S.C. 415 and 416. Also included are funds for civilian clothing allowance for officers assigned to a permanent duty station outside the United States who are required to wear civilian clothing in the performance of official duty in accordance with 37 U.S.C. 419.

Part II - Justification of Funds Requested

The estimated number of payments is based on the projected gains into the Army and the anticipated overseas requirements where individuals are required to wear civilian clothing in the performance of official duty. Allowances for uniform and clothing purchases are developed by multiplying the projected number eligible for each type of allowance by the applicable rate.

The estimate for officer uniform allowance changes by +\$1.9 million from FY 2000 to FY 2001. The increase is based on a proposed legislative rate increase.

Detailed cost computations are provided by the following table:

OFFICER CLOTHING ALLOWANCES
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
UNIFORM ALLOWANCES									
INITIAL.....	6,461	\$ 200	\$ 1,292	6,431	\$ 200	\$ 1,286	6,442	\$ 400	\$ 2,577
ADDITIONAL.....	6,461	100	646	6,431	100	643	6,442	200	1,288
SUBTOTAL.....	12,922		\$ 1,938	12,862		\$ 1,929	12,884		\$ 3,865
CIVILIAN CLOTHING									
WINTER AND SUMMER.....	881	\$ 776	\$ 684	881	\$ 788	\$ 694	881	\$ 802	\$ 707
TOTAL OFFICER CLOTHING ALLOWANCES.....	13,803		\$ 2,622	13,743		\$ 2,623	13,765		\$ 4,572

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 5,578
ESTIMATE FY 2000	\$ 7,830
ACTUAL FY 1999	\$ 7,200

Project: Family Separation Allowances - Officers

Part I - Purpose and Scope

The funds are to provide family separation payments to officers with dependents on duty outside the U.S. or in Alaska for added separation expenses under two circumstances:

(1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for his family and one overseas for himself. Payment is made at the monthly quarters allowance rate authorized for a member of the same grade without dependents.

(2) When a member with dependents makes a permanent change of station, is on temporary duty travel, or on board ship for 30 days or more either in CONUS or overseas and the travel of dependents to his duty station is not authorized and dependents do not reside at or near the duty station. The FY 1998 Authorization Act increased the authorized monthly rate from \$75 to \$100, effective 1 January 1998.

Part II - Justification of Funds Requested

The estimated number of payments is based on execution data projected into the future and modified to reflect anticipated overseas stationing requirements. Allowances for family separation are determined by multiplying the estimated number of personnel eligible for each type of family separation allowance by the statutory rate applicable.

From FY 2000 to FY 2001, the requirement for family separation allowances decreases by a net \$2.3 million. This change is based on a reduced need for family separation allowance, type II, primarily due to the absence of contingency operations.

Detailed cost computations are provided by the following table:

OFFICER FAMILY SEPARATION ALLOWANCE
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PCS OVERSEAS WITH DEPENDENTS NOT AUTHORIZED AND MAINTAINS TWO HOMES									
COL.....	11	\$ 9,586	\$ 105	11	\$ 9,887	\$ 109	11	\$ 10,184	\$ 112
LTC.....	25	9,232	231	26	9,523	248	26	9,808	255
MAJ.....	45	8,555	385	46	8,823	406	47	9,088	427
CPT.....	84	6,969	585	86	7,215	620	87	7,431	646
1LT.....	21	5,565	117	21	5,767	121	22	5,940	131
2LT.....	13	4,752	62	13	4,945	64	14	5,093	71
CW5.....	1	8,693	9	1	8,967	9	1	9,236	9
CW4.....	10	7,719	77	10	7,962	80	10	8,201	82
CW3.....	23	6,488	149	24	6,692	161	24	6,893	165
CW2.....	40	5,760	230	41	5,941	244	42	6,119	257
WO1.....	13	4,825	63	13	4,977	65	14	5,126	72
SUBTOTAL.....	286		2,013	292		2,127	298		2,227
PCS CONUS OR OVERSEAS WITH DEPENDENTS NOT AUTHORIZED.....	1,918	1,200	2,302	1,961	1,200	2,353	1,998	1,200	2,398
TDY CONUS OR OVERSEAS FOR MORE THAN 30 DAYS WITH DEPENDENTS NOT RESIDING NEAR TDY STATION.....	2,404	1,200	2,885	2,792	1,200	3,350	794	1,200	953
TOTAL OFFICER FAMILY SEPARATION ALLOWANCES.....	4,608		\$ 7,200	5,045		\$ 7,830	3,090		\$ 5,578

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 66,100
ESTIMATE FY 2000	\$ 86,852
ACTUAL FY 1999	\$ 114,944

Project: Separation Payments - Officers

Part I - Purpose and Scope

Severance Pay - payment of non-disability separation pay is authorized to retirement ineligible regular commissioned officers, warrant officers, and members of the reserve component who are involuntarily released from active duty after having completed at least 5 years of active duty. Payment of disability severance pay is authorized to members on active duty who are discharged because of physical disability and who have less than 20 years service and less than 30 percent disability.

The FY 1992 National Defense Authorization Act approved two voluntary separation pay programs to use during the force drawdown. The programs apply to both officers and enlisted soldiers who have more than six and less than 20 years of service. The first, voluntary separation incentive (VSI), is an annuity that makes annual payments for twice the number of years served for soldiers who voluntarily leave active duty. The second program, special separation benefit (SSB), provides a lump sum of one and a half times involuntary separation pay (50% more) for soldiers who voluntarily leave active duty. VSI and SSB have been used to reduce involuntary separations. The authority to use VSI/SSB was extended from 30 Sep 1990 to 30 Sep 2001 by the FY 1999 National Defense Authorization Act. However, the Army will reach its steady state end strength at the end of FY 1999 and will not offer VSI and SSB to any new takers after FY 1999.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program has been used to shape the 15-20 year segment of the force. It has assisted the Army in achieving its drawdown goals of maintaining readiness and treating people fairly. Soldiers separated under the early retirement program receive the same benefits as individuals with 20 or more years of service. However, their retired pay is reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent times years of service times basic pay times reduction factor. For the officers who leave under the early retirement program, the Army is required to establish a subaccount within the Military Personnel Appropriation to fund all early retirement payments up front in the Military Personnel Appropriation to cover the entire initial period, which is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use the early retirement program was extended from 1 Oct 1999 to 1 Oct 2001 by the FY 1999 National Defense Authorization Act. However, the Army will reach its steady state end strength at the end of FY 1999 and will not offer early retirement to any new takers after FY 1999.

Accrued Leave Payments - members are authorized 30 days of ordinary leave annually. They may have accumulated a maximum of no more than 60 days unused leave at the beginning of any fiscal

year. Upon retirement or separation, members are paid for unused accrued leave at the rate of basic pay to which entitled at time of release. Effective 10 Feb 1976, a member cannot be paid for more than 60 days of accrued leave during his military career. This limitation does not include payments for accrued leave made before that date.

Part II - Justification of Funds Requested

Separation payments are determined by multiplying the projected number eligible for each type of payment by the estimated average payment applicable. Accumulated leave payments are made based upon leave accrued as of 1 Sep 1976. For leave accumulated prior to 1 Sep 1976 and retained throughout the career, payments include basic pay, basic allowance for subsistence, and basic allowance for quarters. For leave accumulated after 1 Sep 1976, to include the lowering of leave balances prior to 1 Sep 1976, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days. Severance pay for promotion passover, for separation for cause, and for disability severance pay is 10 percent of the product of (a) years of active service and (b) 12 times the monthly basic pay to which the member was entitled at the time of discharge or release from active duty. The SSB amount is based on annual base pay times 15 percent times years of service. The VSI (annuity) is a product of annual base pay times 2.5 percent times years of service and is paid for twice the number of years served, without any cost of living adjustments. The National Defense Authorization Acts for FY 1992 and FY 1993 required the establishment of a VSI fund effective 1 Jan 1993 from which VSI payments will be made. The Act further required the DOD Board of Actuaries to determine: (1) the amount necessary to liquidate the original unfunded liability, i.e., those personnel accepting VSI benefits prior to 1 Jan 1993 and (2) the total present value costs necessary to fund those members accepting VSI benefits after 1 Jan 1993.

The FY 2000 Defense Authorization Act provides for a system that will give the soldier the option to retire under the pre-1986 military retirement system or accept a one-time \$30,000 lump sum bonus and remain under the Redux retirement plan. The lump sum bonus will be paid directly from the Military Personnel appropriation starting in FY 2001.

The net change in the separation pay requirement is -\$20.6 million between FY 2000 and FY 2001. This change is based on--

- (1) Annualization of the 4.8 percent, 1 Jan 2000 pay raise: +\$0.7 million.
- (2) The 3.7 percent, 1 Jan 2001 pay raise: +\$1.4 million.
- (3) Implementation of the \$30,000 lump sum bonus: +\$7.6 million.
- (4) Reduced transfer to VSI Trust Fund: -\$20.8 million.
- (5) Decreased requirement for involuntary separation pay: -\$11.3 million.
- (6) Additional requirement for lump sum terminal leave to support an increase in the total number of separations: +\$1.8 million.

Detailed cost computations are provided by the following table:

OFFICER SEPARATION PAYMENTS
(AMOUNT IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999				ESTIMATE FY 2000				ESTIMATE FY 2001			
	NUMBER	AVG DAYS	RATE	AMOUNT	NUMBER	AVG DAYS	RATE	AMOUNT	NUMBER	AVG DAYS	RATE	AMOUNT
LUMP SUM TERMINAL LEAVE PAYMENTS												
GENERAL.....	50	54.0	\$ 16,620	\$ 831	38	54.0	\$ 17,105	\$ 650	41	53.9	\$ 17,439	\$ 715
COLONEL.....	551	37.8	8,675	4,780	409	37.8	9,070	3,709	456	37.8	9,449	4,309
LIEUTENANT COLONEL.....	917	25.5	4,475	4,104	681	25.5	4,692	3,196	759	25.5	4,922	3,736
MAJOR.....	653	21.6	3,024	1,975	485	21.6	3,193	1,549	541	21.6	3,400	1,839
CAPTAIN.....	2,195	18.1	2,106	4,623	1,632	18.1	2,194	3,581	1,817	18.1	2,275	4,133
1ST LIEUTENANT.....	841	13.9	1,240	1,043	625	13.9	1,294	809	696	13.9	1,349	939
2ND LIEUTENANT.....	140	15.3	1,032	145	104	15.3	1,081	112	116	15.3	1,123	130
WARRANT OFFICER(5).....	57	34.6	5,754	328	42	34.6	6,016	253	47	34.6	6,258	294
WARRANT OFFICER(4).....	119	21.5	2,884	343	88	21.5	3,010	265	98	21.5	3,129	307
WARRANT OFFICER(3).....	256	17.7	1,881	482	190	17.7	1,967	374	212	17.7	2,051	435
WARRANT OFFICER(2).....	276	21.5	1,896	523	205	21.5	1,988	408	229	21.5	2,071	474
WARRANT OFFICER(1).....	29	11.9	901	26	21	11.9	929	20	24	11.9	950	23
SUBTOTAL.....	6,084			\$ 19,203	4,520			\$ 14,926	5,036			\$ 17,334
SEVERANCE PAY (DISABILITY).....	122		\$ 46,562	\$ 5,681	113		\$ 48,672	\$ 5,500	114		\$ 50,623	\$ 5,771
SEVERANCE PAY (NON-PROMOTION).....	824		55,216	45,498	624		57,719	36,016	428		60,032	25,694
INVOLUNTARY HALF-PAY(5%).....	5		28,472	142	5		29,762	149	5		30,955	155
INVOLUNTARY FULL-PAY(10%).....	38		55,216	2,098	37		57,719	2,136	37		60,032	2,221
SPECIAL SEPARATION BENEFIT(15%).....	54		75,458	4,075	0		78,878	0	0		82,040	0
15 YEAR RETIREMENT.....	15		65,879	988	0		68,865	0	0		71,625	0
SUBTOTAL SEPARATION PAY (NON-DISABILITY).....	112			\$ 7,303	42			\$ 2,285	42			\$ 2,376
VOLUNTARY SEPARATION INCENTIVE												
(DIRECT MILPERS PAYMENTS) 1).....	39			\$ 37,259	0			\$ 28,125	0			\$ 7,325
THRU DEC 31, 1992.....				28,125				28,125				7,325
JAN 1, 1993 AND AFTER.....	39			9,134	0			0	0			0
\$30,000 LUMP SUM BONUS.....				\$ 0				\$ 0				\$ 7,600
TOTAL OFFICER SEPARATION PAY.....	7,181			\$ 114,944	5,299			\$ 86,852	5,620			\$ 66,100

1) VSI recipients after 31 Dec 92 - Payments are made from the Military Personnel, Army Appropriation to the VSI Trust Fund.

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 286,086
ESTIMATE FY 2000	\$ 275,792
ESTIMATE FY 1999	\$ 298,034

Project: Social Security Tax - Employer's Obligation - Officers

Part I - Purpose and Scope

The funds requested provide for the employer's tax to the Social Security Administration as required by the Federal Insurance Contribution Act (FICA).

Part II - Justification of Funds Requested

The FICA tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percent. The old age, survivor, and disability insurance (OASDI) rate is 6.2% and the hospital insurance (HI) rate is 1.45%. The maximum amounts of earnings per individual on which tax is payable are:

Calendar Year	OASDI Base	Medicare Base
1999	\$72,600	No upper limit
2000	\$73,800	No upper limit
2001	\$76,200	No upper limit

In addition to the Employer's Contribution of FICA tax, MPA has also paid the wage credit for service members, which takes into account "non-wage" compensation such as housing and subsistence. No funds are requested in FY 2000/2001 for wage credits. The Department has proposed to eliminate the military wage credit to allow these funds to be reapplied to other high priority pay initiatives. The realized benefit of the wage credit is minimal since only the highest 35 years of earnings are counted in determining Social Security benefits. Service members who do not continue to retirement (83 percent of service members) would generally have 35 years of earnings without considering military service. Any military earnings that do count in the 35 year period would be modest compared to more recent earnings and would have almost no influence on Social Security benefits. However, wage credits do provide a significant increase in survivor-disability benefits, which should be protected. Funding is requested for the Army to pay the Department of Health and Human Services to cover the supplement (approximately \$100 per person per month) to replace the lost survivor or disability benefit.

The social security tax requirement increases by a net \$10.3 million between FY 2000 and FY 2001. This change is based on--

- (1) Annualization of the 4.8 percent, 1 Jan 2000 pay raise: +3.3 million.
- (2) Annualization of the pay table restructuring: +2.9 million.
- (2) The 3.7 percent, 1 Jan 2001 pay raise: +\$7.1 million.
- (3) Force manning changes: -\$3.0 million.

Detailed cost computations are provided by the following table:

OFFICER SOCIAL SECURITY TAX
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION OF TAX ON BASIC PAY.....	78,492	\$ 3,311.51	\$ 259,927	78,333	\$ 3,514.38	\$ 275,292	77,964	\$ 3,663.05	\$ 285,586
WAGE CREDITS/SURVIVOR OR DISABILITY BENEFIT.....			\$ 38,107			\$ 500			\$ 500
TOTAL OFFICER SOCIAL SECURITY TAX.....	78,492		\$ 298,034	78,333		\$ 275,792	77,964		\$ 286,086

Section 4
Schedule of Increases and Decreases
(Amounts in Thousands of Dollars)

Pay and Allowances of Enlisted Personnel	Amount
FY 2000 Direct Program	\$ 13,182,553
Increases	
a. Pay Raise	404,428
Reflects annualized costs of the 4.8 percent 1 Jan 2000 pay raise and the 3.7 percent 1 Jan 2001 pay raise.	
b. Pay Table Reform	96,742
Annualization of the basic pay table restructure.	
c. Clothing	10,473
Primarily reflects rate, inventory, and numbers receiving changes.	
d. Special Duty Assignment Pay	2,974
Reflects increased numbers receiving SDAP payments.	
e. Basic Allowance for Housing	111,568
Reflects DoD initiative to reduce soldier out of pocket housing costs to 15 percent in FY 2001. Also, Reflects housing inventory changes, including transfers for Residential Communities Initiative (RCI).	
f. Separation Pay	24,046
Primarily reflects a net increased number of members receiving separation payments, including the \$30 thousand lump sum bonus starting in FY 2001.	
g. Reimbursable program	20,335
Decrease in anticipated reimbursements based on historical collection rates results in increased direct program.	
h. Miscellaneous	370
Total Increase:	\$670,936
Decreases:	
a. Force Manning	-132,684
Includes discontinuance of contingency operations	
b. Retired pay Accrual	-170,836
Reflects a change in normal cost percentage.	
c. Enlisted Bonus, Selective Reenlistment Bonus, Army College Fund, and the Loan Repayment Program reflects a net decreased number of members receiving bonus payments.	- 47,237
d. Overseas Currency Conversion and Troop Stationing	- 21,086
Total Decreases	-\$371,843
FY 2001 Direct Program	\$ 13,481,646

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 8,107,923
ESTIMATE FY 2000	\$ 7,765,249
ACTUAL FY 1999	\$ 7,437,734

Project: Basic Pay - Enlisted

Part I - Purpose and Scope

The funds requested provide for the basic compensation and length of service pay increments of enlisted personnel on active duty under provisions of 37 U.S.C. 201, 203, 205, and 1009. Also included is the compensation of enlisted personnel of the reserve components, who have entered active duty as members of the active component of the Army.

Part II - Justification of Funds Requested

The basic compensation is determined by multiplying the projected average number of personnel by grade by the estimated average annual compensation. The rates reflect actual execution which is adjusted in subsequent years by pay raise and estimated average years of service. In addition to rate changes, manyear program changes contribute to the full cost of the basic pay.

The net change in the basic pay requirement is +\$342.7 million from FY 2000 to FY 2001. This is based on--

- (1) Annualization of the 1 Jan 2000, 4.8% pay raise: +\$65.5 million.
- (2) Annualization of the pay table restructuring: +\$69.6 million
- (3) The 1 Jan 2001, 3.7% pay raise: +\$219.0 million.
- (4) Force Manning changes: -\$11.4 million.

Detailed cost computations are provided by the following table:

ENLISTED BASIC PAY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SERGEANT MAJOR.....	3,158	\$ 42,505	\$ 134,231	3,221	\$ 44,035	\$ 141,837	3,216	\$ 45,516	\$ 146,379
1ST SGT/MASTER SGT.....	10,540	34,029	358,666	10,680	35,452	378,627	10,721	37,035	397,052
PLATOON SGT/SGT 1ST CLASS	37,299	28,823	1,075,069	37,102	29,928	1,110,389	36,995	31,042	1,148,399
STAFF SERGEANT.....	55,982	24,066	1,347,263	57,318	24,922	1,428,479	55,688	25,784	1,435,859
SERGEANT.....	70,707	19,799	1,399,928	71,200	20,496	1,459,315	72,658	21,279	1,546,090
CORPORAL/SPECIALIST.....	105,808	16,112	1,704,778	107,331	16,762	1,799,082	110,815	17,586	1,948,793
PRIVATE FIRST CLASS.....	54,151	13,538	733,096	49,828	14,021	698,638	52,154	14,455	753,886
PRIVATE E2.....	33,592	13,019	437,334	33,930	13,496	457,919	32,010	13,899	444,907
PRIVATE E1.....	21,501	11,505	247,369	23,478	12,393	290,963	21,614	13,258	286,558
TOTAL ENLSITED BASIC PAY..	392,738		\$ 7,437,734	394,088		\$ 7,765,249	395,871		\$ 8,107,923

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 2,399,945
ESTIMATE FY 2000	\$ 2,469,349
ESTIMATE FY 1999	\$ 2,246,196

Project: Retired Pay Accrual - Enlisted

Part I - Purpose and Scope

The funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466.

Part II - Justification of Funds Requested

The budget estimates are derived as a product of:

- (a) The DOD Actuary-approved full-time normal cost percentage (NCP) of basic pay, i.e., 31.8 percent for FY 2000, and 29.6 percent for FY 2001.
- (b) The total amount of the basic pay expected to be paid during the fiscal year to members of the Active Army.

The net change in the retired pay accrual estimate is -\$69.4 million from FY 2000 to FY 2001. This change is based on--

- (1) Annualization of the 1 Jan 2000, 4.8% pay raise: +\$19.4 million.
- (2) Annualization of the basic pay table restructuring: +\$20.6 million.
- (3) The 1 Jan 2001, 3.7% pay raise: +\$64.8 million.
- (4) Change in the normal cost percentages from 31.8% in FY 2000 to 29.6% in FY 2001: -\$170.8 million.
- (5) Force Manning changes: -\$3.4 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
RPA.....	392,738	\$ 5,719.32	\$ 2,246,196	394,088	\$ 6,265.98	\$ 2,469,349	395,871	\$ 6,062.44	\$ 2,399,945

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$68,203
ESTIMATE FY 2000	\$68,203
ACTUAL FY 1999	\$68,121

Project: Incentive Pay for Hazardous Duty - Enlisted

Part I - Purpose and Scope

The funds requested will provide for pay to enlisted personnel under provisions of 37 U.S.C. 301 for these types of duty:

Crew Member - assigned to a position which requires at least four hours of aerial flight each month. The duties are essential to the operation of aircraft in-flight, or the duties are required to complete specific missions of the aircraft. The members perform duties as crew chiefs, medical airmen, firefighter crash rescue specialists, airborne electronic system operators, and air observers.

Non-Crew Member - assigned to a position which requires at least four hours of aerial flight each month. The duties are directly related to in-flight missions of the aircraft and the duties cannot be performed by crew members. The members perform duties as aircraft maintenance personnel, aerial photographers, helicopter weapons systems repairmen, and medical personnel.

Parachute - assigned to a permanent parachute position or airborne unit which requires parachute jumping as an essential part of military duty, or while undergoing airborne type training, or performing short-term parachute duty. Continuous payment of hazardous duty pay for parachute duty requires at least one parachute jump every three months. Pay for periods of short-term parachute duty is prorated based on the duration of the period such duty is required.

High Altitude Low Opening Jump Pay (HALO) - assigned to a permanent military position which requires parachute jumping from at least 2,500 feet with a planned delay between exit and opening as an essential part of military duties, or while undergoing military free-fall type training at the US Army John F. Kennedy Special Warfare School. Soldiers must be graduates of the US Army military free-fall course under the proponentcy of the Commander, US Army JFK Special Warfare School or undergoing training for such designation. They must also be required by competent orders to engage in military free-fall parachute jumping from an aircraft in aerial flight and perform the specified minimum number of jumps to be entitled to pay. Proficiency requirements will remain the same as static line requirements.

Demolition of Explosives - assigned to a position which requires the member as his primary duty to demolish, by use of objects, obstacles, or explosives; or recover and render harmless, by disarming or demolition, explosives which failed to function as intended or which have become a potential hazard. Demolition pay is limited to those serving in specialty 55D (EOD Specialists).

Experimental Stress - serving as a human test subject in thermal stress experiments at Natick Laboratories; Natick, MA. The tests conducted include development of equipment (mostly clothing) and physiological testing. Also, low pressure, high altitude chamber training is conducted at the US Army Aeromedical Center; Fort Rucker, Alabama.

Toxic Fuel - assigned to a position on a Propellant Draining Kit (PDK) Team which requires handling and maintaining the propellants unsymmetrical dimethyl hydrazine and inhibited red-fuming nitric acid used in the Lance missile system.

Toxic Pesticides Exposure - for duty performed while assigned to entomology, pest control, pest management, or preventive medicine functions for a period of 30 consecutive days or more; that requires a member to perform in any calendar month a fumigation task utilizing phosphine, sulfuric fluoride, hydrogen cyanide, methyl bromide, or a fumigant of comparable high acute toxicity and hazard potential.

Chemical Munitions Handlers - this is a peacetime hazardous duty incentive pay for members of the uniformed services whose primary duties require the routine physical handling of chemical munitions or chemical surety material. Routine physical handling must be incident to manufacturing, maintenance, storage, testing, laboratory analysis, transportation, surveillance, assembly, disassembly, demilitarization, or disposal of chemical munitions or chemical surety material. This incentive pay is not authorized for individuals who handle the individual components of binary munitions, diluted solutions of toxic chemicals, riot control agents, chemical defoliants, herbicides, smoke, flame and incendiaries, or industrial chemicals.

Part II - Justification of Funds Requested

The projected average number of payments is based on the total spaces where each type of pay is authorized to meet force structure requirements. The compensation for hazardous duty incentive pay is computed by multiplying the projected average number of each type by the statutory rate.

Detailed cost computations are provided by the following table:

ENLISTED INCENTIVE PAY FOR HAZARDOUS DUTY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY									
FLYING DUTY CREW MEMBERS									
SERGEANT MAJOR.....	1	\$2,400	\$2	1	\$3,000	\$3	1	\$3,000	\$3
1ST SGT/MASTER SGT.....	29	2,400	70	31	3,000	93	31	3,000	93
PLATOON SGT/SGT 1ST CLASS.....	199	2,400	478	179	3,000	537	179	3,000	537
STAFF SGT.....	559	2,100	1,174	541	2,400	1,298	541	2,400	1,298
SERGEANT.....	1,090	1,800	1,962	968	1,800	1,742	968	1,800	1,742
CPL/SPECIALIST.....	1,340	1,800	2,412	1,050	1,800	1,890	1,050	1,800	1,890
PRIVATE 1ST CLASS.....	161	1,800	290	161	1,800	290	161	1,800	290
PRIVATE E2.....	3	1,800	5	3	1,800	5	3	1,800	5
PRIVATE E1.....	2	1,800	4	2	1,800	4	2	1,800	4
SUBTOTAL.....	3,384		\$6,397	2,936		\$5,862	2,936		\$5,862
FLYING DUTY NON-CREW MEMBERS.....	580	1,800	1,044	580	1,800	1,044	580	1,800	1,044
TOTAL FLYING DUTY PAY.....	3,964		\$7,441	3,516		\$6,906	3,516		\$6,906
OTHER HAZARDOUS DUTY									
PARACHUTE JUMPING.....	30,775	1,800	55,395	31,114	1,800	56,005	31,114	1,800	56,005
EXPERIMENTAL STRESS.....	51	1,800	92	55	1,800	99	55	1,800	99
DEMOLITION DUTY.....	1,352	1,800	2,434	1,352	1,800	2,434	1,352	1,800	2,434
TOXIC FUEL.....	1	1,800	2	1	1,800	2	1	1,800	2
TOXIC PESTICIDE.....	4	1,800	7	4	1,800	7	4	1,800	7
HALO JUMP.....	891	2,700	2,406	891	2,700	2,406	891	2,700	2,406
CHEMICAL MUNITIONS.....	191	1,800	344	191	1,800	344	191	1,800	344
SUBTOTAL.....	33,265		\$60,680	33,608		\$61,297	33,608		\$61,297
TOTAL ENLISTED INCENTIVE PAY FOR HAZARDOUS DUTY.....	37,229		\$68,121	37,124		\$68,203	37,124		\$68,203

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 29,439
ESTIMATE FY 2000	\$ 53,136
ACTUAL FY 1999	\$ 48,554

Project: Special Pay - Enlisted

Part I - Purpose and Scope

The funds requested will provide for Special Pay to enlisted personnel while on sea duty, and while on duty outside the contiguous 48 states and the District of Columbia. Special Pay is paid at rates varying from \$8.00-\$22.50 per month. Rates depend on grade, at places designated by the Secretary of Army under the provisions of 37 U.S.C. 305; and for diving pay under the provisions of 37 U.S.C. 304 and 310, divers are assigned to a position which supports marine or special operations units. Duties of marine diving detachments include underwater construction (construction of piers and pipelines), harbor clearance, and ship salvage. Special forces (combat) diving operations include infiltration and exfiltration, combat surface swimming, search and recovery, target attack, harassment and interdiction, and reconnaissance operations. Also included are funds to support special payments for overseas extension incentives under provisions of 37 U.S.C. 314; and for Foreign Language Proficiency Pay (FLPP) authorized under the provisions of 37 U.S.C. 316, as provided by PL 99-661. FLPP is a monthly monetary incentive that is paid to all military personnel who qualify for and maintain the required proficiency in designated foreign languages. The monthly rate for FLPP may not exceed \$100.00 per individual. Hostile Fire Pay is paid to enlisted personnel on duty subject to hostile fire or imminent danger (37 U.S.C. 310). Hostile fire pay is \$150 per month.

The funds requested also provide for Career Sea Pay and Career Sea Pay Premium under 37 U.S.C. 305, for Army members who are permanently or temporarily assigned to an Army vessel in commission or in service and equipped with berthing and messing facilities which are regularly used for the intended purposes. In addition, the ship's mission is accomplished while underway, or while in port, but away from its home port for 30 consecutive days or more. A member who is in receipt of career sea pay and who has served over 36 consecutive months of sea duty is entitled to career sea pay monthly premium of \$100.00 for the 37th consecutive month and each subsequent month. Individuals who are affected by Career Sea Pay are generally assigned to either Fort Eustis, Virginia; Hawaii; Panama; or the Azores.

Hardship Duty Pay - paid to enlisted personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty.

Part II - Justification of Funds Requested

The projected average number of payments is based on the total spaces where each type of pay is authorized to meet force structure requirements. The compensation for each type of Special Pay is developed by multiplying the projected number eligible for each type of pay by the statutory rate.

Estimate contains a \$2,000 Personal Money Allowance for the Sergeant Major of the Army, starting in FY 2001.

From FY 2000 to FY 2001, the estimate for special pay decreases by a net -\$23.7 million. This is based on -

- (1) Implementation of Hardship Duty Pay, effective 1 Jan 2001: +\$2.9 million
- (2) Rate increases for foreign language proficiency pay and increased numbers receiving overseas extension pay: +\$0.4 million.
- (3) Decreased requirement for hostile fire pay due to the absence of contingency operations: -\$27.0 million

Detailed cost computations are provided by the following table:

ENLISTED SPECIAL PAY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	NUMBER	ACTUAL FY 1999		ESTIMATE FY 2000			ESTIMATE FY 2001		
		RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
PERSONAL MONEY ALLOWANCES									
-SERGEANT MAJOR OF THE ARMY.....	0	0	0	0	0	0	1	2,000	2
SEA DUTY PAY.....	427	\$ 1,529	\$ 653	427	\$ 1,560	\$ 666	427	\$ 1,560	\$ 666
HARDSHIP DUTY PAY.....	50,442	189	9,534	56,593	197	11,149	22,373	629	14,073
SUBTOTAL.....	50,869		\$ 10,187	57,020		\$ 11,815	22,801		\$ 14,741
FOREIGN LANGUAGE PAY.....	5,708	\$ 720	\$ 4,110	6,239	\$ 720	\$ 4,492	6,197	\$ 790	\$ 4,896
DIVING DUTY PAY.....	838	2,078	1,741	838	2,104	1,763	838	2,104	1,763
HOSTILE FIRE PAY.....	17,507	1,800	31,513	18,761	1,800	33,770	3,733	1,800	6,719
OVERSEAS EXTENSION PAY.....	1,045	960	1,003	1,350	960	1,296	1,375	960	1,320
TOTAL ENLISTED SPECIAL PAY.....	75,967		\$ 48,554	84,208		\$ 53,136	34,944		\$ 29,439

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$60,945
ESTIMATE FY 2000	\$57,971
ACTUAL FY 1999	\$54,699

Project: Special Duty Assignment Pay - Enlisted

Part I - Purpose and Scope

The Special Duty Assignment Pay (SDAP) program is authorized under provisions of 37 U.S.C. 307, as amended, by PL-98-525. SDAP is a monthly monetary incentive that is paid to enlisted members who qualify for and serve in designated special duty assignments. The funds are utilized for recruiters, guidance counselors, retention NCO's, drill sergeants, and specially designated personnel who have extremely demanding duties requiring extraordinary effort for satisfactory performance, and/or an unusual level of responsibility.

Part II - Justification and Funds Requested

These funds are utilized to ensure readiness by compensating and influencing specially designated soldiers, recruiters, retention NCO's, and drill sergeants who perform demanding duties which require special training and extraordinary effort for satisfactory performance.

The program increases from FY 2000 to FY 2001 is primarily due to increased numbers of special designated personnel including air traffic controllers and attache: +\$3.0 million.

Detailed cost computations are provided by the following table:

ENLISTED SPECIAL DUTY ASSIGNMENT PAY
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT									
SD 6 (\$375.00).....	7,354	\$4,500	\$33,093	7,698	\$4,500	\$34,641	7,703	\$4,500	\$34,664
SD 5 (\$275.00).....	3,072	3,300	10,138	3,143	3,300	10,372	3,166	3,300	10,448
SD 4 (\$220.00).....	159	2,640	420	164	2,640	433	164	2,640	433
SD 3 (\$165.00).....	5,580	1,980	11,048	6,326	1,980	12,525	7,778	1,980	15,400
TOTAL ENLISTED SPECIAL DUTY ASSIGNMENT PAY.....	16,165		\$54,699	17,331		\$57,971	18,811		\$60,945

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 89,982
ESTIMATE FY 2000	\$ 104,826
ACTUAL FY 1999	\$ 74,929

Project: Reenlistment Bonus - Enlisted

Part I - Purpose and Scope

The Selective Reenlistment Bonus (SRB) Program is authorized under the provisions of 37 U.S.C. 308. The law states that a member of a uniformed service who has completed at least 21 months of continuous active duty but not more than 14 years of active duty, is qualified in a skill designated as critical, and reenlists for a period of at least three years may be paid a bonus. The bonus will not exceed six months of the base pay multiplied by the additional obligated service (not to exceed six years). The maximum SRB allowed by the Department of Defense is \$60,000 (for not more than 10 percent of bonus recipients). Army policy has set the maximum SRB allowed to be paid at \$20,000.

The purpose of the SRB Program is to increase the number of reenlistments in critical skills characterized by current or projected retention levels insufficient to adequately man the career force. The SRB Program also works as a valuable tool in the force alignment process by helping to draw people from overage skills to shortage skills through the bonus extension and retraining program.

SRB payments are made using the installment method of payment. Fifty percent of the total bonus is paid at the time of reenlistment with the remaining bonus being paid in equal annual installments over the balance of the reenlistment contract period.

Part II - Justification of Funds Requested

The Selective Reenlistment Bonus Program is a key component in MOS/grade cell force alignment initiatives. The focus of the SRB Program is to reenlist sufficient specialists and sergeants to overcome or prevent present and future shortfalls in sergeant and staff sergeant manning. Shortfalls in these grades have a direct negative impact on the combat and operational readiness of Army units.

In addition to critically and moderately short MOS/grade cells, there are specific MOS categories that require exceptional management and the application of reenlistment bonuses. These skills include special operations MOS and skills required to meet various treaty commitments.

The Army has and will continue to focus management initiatives to balance overage and shortage skills through the Force Alignment Plan (FAP). For shortage skills, we continually evaluate the SRB Program and offer bonuses where appropriate. Other adjustments to align the force include: recruiting fully qualified prior service personnel, reclassification of soldiers into shortage skills, and increasing promotion opportunities to soldiers in shortage skills. In overage skills, the Army constrains promotion opportunity, constrains reclassification of soldiers into these skills, restricts fully qualified prior service personnel from enlisting in these skills, and does not permit retention beyond the Retention Control Point (RCP). The Army will continue to focus and apply management initiatives to develop an optimal force structure.

The estimate reflects a net decrease of -\$14.8 million from FY 2000 to FY 2001. The change between fiscal years is due primarily to an increased number of personnel receiving initial payments in FY 2000. The increased anniversary payments in FY 2001 support the FY 2000 initial payments.

Project: Reenlistment Bonus - Enlisted

Furnished in accordance with congressional direction, the following are the Army's most critically imbalanced skills as of Dec 1999 (restricted to MOS with authorizations in at least four grade cells):

Shortage MOS

MOS	Title
98C	Signal Intelligence Analyst (Chinese/Korean)
97E	Interrogator (Chinese/Korean)
39B	Automatic Test Equipment Operator
98G	Voice Interceptor (Persian/Vietnamese)
93C	Air Traffic Controller
18D	Special Forces Medic
35C	Surveillance Radar Repair
67S	Helicopter Repairer
00B	Diver
35M	Radar Repair
98J	Noncommunications Interpreter/Analyst

Overage MOS

MOS	Title
62G	Quarrying Specialist
51M	Firefighter
93F	Field Artillery Meteorological Crewmember
91E	Dental Specialist
43M	Fabric Repair

Detailed cost computations are provided by the following table:

ENLISTED REENLISTMENT BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SELECTED REENLISTMENT BONUS									
INITIAL PAYMENTS.....	10,672	\$ 4,670	\$ 49,837	15,170	\$ 4,775	\$ 72,437	8,358	\$ 4,870	\$ 40,704
ANNIVERSARY PAYMENTS.....	18,033	1,391	25,092	22,825	1,419	32,389	32,688	1,508	49,278
TOTAL REENLISTMENT BONUS.....	28,705		\$ 74,929	37,995		\$ 104,826	41,046		\$ 89,982

ENLISTED REENLISTMENT BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003		FY 2004		FY 2005	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
PRIOR OBLIGATIONS.....	11,818	15,857	6,108	7,154	2,154	2,630	0	0	0	0	0	0	0	0
ANNIVERSARY PAYMENTS.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PRIOR YEAR (1999) INITIAL & SUBSEQUENT ANNIVERSARY PAYMENTS.....	0	0	10,565	16,185	10,458	15,861	8,399	11,168	2,326	2,597	1,900	2,173	0	0
CURRENT YEAR (2000) INITIAL & SUBSEQUENT ANNIVERSARY PAYMENTS.....	0	0	0	0	15,135	23,707	14,982	22,694	12,032	16,359	3,333	4,227	2,721	3,183
BUDGET YEAR (2001) INITIAL & SUBSEQUENT ANNIVERSARY PAYMENTS.....	0	0	0	0	0	0	8,275	12,954	8,191	12,558	6,578	10,135	1,822	2,357
BUDGET YEAR (2002) INITIAL & SUBSEQUENT INITIAL PAYMENTS.....	0	0	0	0	0	0	0	0	8,437	13,208	8,351	13,208	6,707	10,334
TOTAL ANNIVERSARY PAYMENTS.....	18,033	25,092	22,825	32,389	32,688	49,278	33,024	48,299	32,103	45,776	29,629	44,868	30,847	47,030
SRB TOTAL.....		74,929		104,826		89,982		89,800		92,350		95,166		97,899

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 76,407
ESTIMATE FY 2000	\$ 108,892
ACTUAL FY 1999	\$ 103,654

Project: Enlistment Bonus - Enlisted

Part I - Purpose and Scope

Enlistment Bonuses are used to attract higher quality high school diploma graduates into designated Army skills which are difficult to fill with qualified enlistees. The payment is authorized by 37 U.S.C. 308A, and as amended by FY 2000 National Defense Authorization Act (PL 106-65), allows for up to \$20,000 for a four year enlistment. These bonuses are payable as a lump sum payment or in equal periodic installments. The payment authorized by 37 U.S.C. 308F and amended by the FY 2000 National Defense Authorization Act, allows up to \$6,000 for a three year enlistee who scores 50 or above on the Armed Forces Qualification Test (AFQT). The Army pays soldiers after completion of initial entry skill training and after the soldier arrives at his first duty station.

New Payments - payments are made before 30 September to individuals who enter active duty and complete skill training during the same fiscal year.

Residual Payments - payments expected in current fiscal year are for individuals who entered the service in previous fiscal years. Since payments do not occur until completion of skill training and after arrival at first duty station, an average of four months elapses from the time the individual enters the service and the initial payment is made.

Incremental Payments - by Army policy, up to \$7,000 may be paid initially in lump sum. Remaining amounts above \$7,000 are paid in four equal payments commencing three months after the initial payment and continuing every three months for one year. These payments are contractual obligations.

Part II - Justification of Funds Requested

The Enlistment Bonus Program is designed to expand penetration into the quality market and to distribute quality among the 250 plus initial entry military occupational specialties (MOS). Quality goals for Army accessions are: at least 90 percent high school diploma graduates, 67 percent Test Score Category (TSC) I-IIIA, and less than 2 percent Category IV. Offering an enlistment bonus, especially at higher levels, allows the Army to channel applicants into critical MOSs and supporting readiness. It also compliments two of the top four reasons (tuition for college, pay) for considering enlisting in the Army according to the FY98 Youth Attitude Survey (YATS).

The program is tied to a level commensurate with the programmed recruiting mission. These funding levels are critical to attaining Army quality goals during a period of a low unemployment market and low positive propensity of the youth market to enlist. It is becoming increasingly difficult to recruit sufficient soldiers to sustain a quality force. It is becoming increasingly difficult to recruit sufficient soldiers to sustain a quality force as indicated by the shortfall in FY99 and a projected mission shortfall in FY00.

The estimate decreases by -\$32.5 million between FY 2000 and FY 2001. The decrease in FY 2001 reflects a reduced level of bonuses paid from the FY 2000 level. The FY 2000 program supports an increased number of new bonus payments over what was budgeted in the FY 2000 BES as well as an increased level of residual and anniversary payments.

Detailed cost computations are provided by the following table:

ENLISTMENT BONUS PROGRAM
(AMOUNTS IN THOUSANDS OF DOLLARS)

ENLISTMENT BONUS PROGRAM	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
NEW PAYMENTS									
UP THRU \$2,000.....	697	\$ 1,729	\$ 1,205	955	\$ 1,729	\$ 1,651	697	\$ 1,729	\$ 1,205
UP THRU \$3,000.....	1,590	2,824	4,490	975	3,000	2,925	594	2,824	1,677
UP THRU \$4,000.....	2,587	3,932	10,172	1,065	4,000	4,260	687	3,932	2,701
UP THRU \$5,000.....	839	5,000	4,195	888	5,000	4,440	239	5,000	1,195
UP THRU \$6,000.....	959	6,000	5,754	898	6,000	5,388	509	6,000	3,054
UP THRU \$7,000.....	2,407	7,000	16,849	965	7,000	6,755	532	7,000	3,724
UP THRU \$12,000.....	2,014	7,000	14,098	2,817	7,000	19,719	2,014	7,000	14,098
TOTAL	11,093		\$ 56,763	8,563		\$ 45,138	5,272		\$ 27,654
RESIDUAL NEW PAYMENTS									
UP THRU \$2,000.....	712	\$ 1,729	\$ 1,231	830	\$ 1,729	\$ 1,435	712	\$ 1,729	\$ 1,231
UP THRU \$3,000.....	645	2,824	1,821	950	2,824	2,683	645	2,824	1,821
UP THRU \$4,000.....	822	3,932	3,232	945	3,932	3,716	822	3,932	3,232
UP THRU \$5,000.....	422	5,000	2,110	1,094	5,000	5,470	422	5,000	2,110
UP THRU \$6,000.....	554	6,000	3,324	1,137	6,000	6,822	554	6,000	3,324
UP THRU \$7,000.....	432	7,000	3,024	1,002	7,000	7,014	602	7,000	4,214
UP THRU \$12,000.....	1,973	7,000	13,811	1,403	7,000	9,821	1,973	7,000	13,811
TOTAL	5,560		\$ 28,553	7,361		\$ 36,961	5,730		\$ 29,743
ANNIVERSARY (INCREMENTAL) PAYMENTS.....	18,301	\$ 1,002	\$ 18,338	20,610	\$ 1,300	\$ 26,793	18,972	\$ 1,002	\$ 19,010
TOTAL ENLISTMENT BONUS PROGRAM.....	34,954		\$ 103,654	36,534		\$ 108,892	29,974		\$ 76,407

ENLISTMENT BONUS INCREMENT PAYMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999		ESTIMATE FY 2000		ESTIMATE FY 2001	
	# PAYMENTS	\$ AMOUNTS	# PAYMENTS	\$ AMOUNTS	# PAYMENTS	\$ AMOUNTS
NEW OBLIGATIONS.....	4,575	4,585	5,153	6,698	4,743	4,753
PRIOR OBLIGATIONS.....	13,726	13,753	15,457	20,095	14,229	14,257
TOTAL INCREMENT PAYMENTS.....	18,301	18,338	20,610	26,793	18,972	19,010

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$84,721
ESTIMATE FY 2000	\$87,414
ACTUAL FY 1999	\$0

Project: Educational Benefits

Part I - Purpose and Scope

Funds are for the payment to the Department of Defense Educational Benefits Trust Fund. The Army College Fund (ACF) is governed by Title 38 U.S.C., Chapter 30. The program will fund additional and supplemental benefit payments above a basic benefit to be budgeted by the Department of Veteran Affairs. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals will be made by the Department of Veterans Affairs from funds transferred from the Trust Fund account. The Strom Thurmond National Defense Authorization Act increased the maximum amount of educational benefits to \$50,000.

Part II - Justification of Funds Requested

All individuals entering active duty after July 1, 1985 (including those in the Delayed Entry Program) are eligible to receive additional and supplemental educational assistance at the discretion of the Secretary of Defense. Basic eligibility to qualify for these educational benefits is contingent upon the soldier electing to participate in the basic program - the Montgomery GI Bill. Exceptions to eligibility are those who have received a commission from a Service academy or completed a ROTC Scholarship Program.

In FY 1997, the Army initiated additional and supplemental benefit payments above the basic benefit to provide increased incentives for a selected number of critical skills open to both male and female recruits. The ACF Program is designed to expand penetration into the quality market and distribute quality among the 200 plus initial entry military occupational specialties (MOS). Offering an ACF, especially at the higher levels, allows the Army to channel applicants into critical MOS and support readiness. It also compliments the top reasons -- money for college-- for considering enlisting in the Army according to the FY 1997 Youth Attitude Survey (YATS).

The program is tied to a level commensurate with the programmed recruiting mission. These funding levels are critical to attaining Army quality goals during a period of a low unemployment economy and low positive propensity of the youth market to enlist. It is becoming increasingly difficult to recruit sufficient soldiers to sustain a quality force as indicated in the FY98 soldier shortfall, continued difficulties in FY99, and projected shortfall missions in FY99 and FY00. In response, the Army has implemented a \$50K ACF for the critical MOS and raised the ACF levels for 2/3/4 year terms of service.

This account is transferred from Budget Activity 6, Other Military Personnel Compensation, beginning in FY00. The exception is the amortization payment, which is transferred back to Budget Activity 6, Other Military Personnel Compensation.

The program decreases by -\$2.7 million between FY 2000 and FY 2001 and is primarily due to reduced four-year obligation payments.

Detailed cost computations are provided by the following table:

ENLISTED EDUCATIONAL BENEFITS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	ELIGIBLES	RATE	AMOUNT	ELIGIBLES	RATE	AMOUNT	ELIGIBLES	RATE	AMOUNT
COLLEGE FUND									
FOUR YEAR COMMITMENT - \$30K	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
FOUR YEAR COMMITMENT - \$40K	0	0	0	3,166	4,577	14,491	3,143	4,815	15,134
FOUR YEAR COMMITMENT - \$50K	0	0	0	6,869	8,023	55,110	6,076	8,519	51,761
SUBTOTAL FOUR YEAR	0		\$0	10,035		\$69,601	9,219		\$66,895
THREE YEAR COMMITMENT - \$25K	0	0	0	0	0	0	0	0	0
THREE YEAR COMMITMENT - \$33K	0	0	0	3,263	3,802	12,406	3,264	3,734	12,188
SUBTOTAL THREE YEAR	0		\$0	3,263		\$12,406	3,264		\$12,188
TWO YEAR COMMITMENT - \$20K	0	0	0	0	0	0	0	0	0
TWO YEAR COMMITMENT - \$26.5K	0	0	0	1,551	3,486	5,407	1,630	3,459	5,638
SUBTOTAL TWO YEAR	0		\$0	1,551		\$5,407	1,630		\$5,638
TOTAL \$20K	0		0	0		0	0		0
TOTAL \$25K	0		0	0		0	0		0
TOTAL \$26.5K	0		0	1,551		5,407	1,630		5,638
TOTAL \$30K	0		0	0		0	0		0
TOTAL \$33K	0		0	3,263		12,406	3,264		12,188
TOTAL \$40K	0		0	3,166		14,491	3,143		15,134
TOTAL \$50K	0		0	6,869		55,110	6,076		51,761
GRAND TOTAL COLLEGE FUND	0		\$0	14,849		\$87,414	14,113		\$84,721

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 26,885
ESTIMATE FY 2000	\$ 24,100
ACTUAL FY 1999	\$ 0

Project: Loan Repayment Program - Enlisted

Part I - Purpose and Scope

The Loan Repayment Program (LRP) is authorized by PL 99-145, Section 2171. The LRP is an enlistment incentive designed to increase Test Score Category I-III A enlistments. The LRP repays loans incurred by soldiers prior to enlistment on federally insured and state sponsored school loans up to the maximum ceiling of \$65,000.

Part II - Justification and Funds Requested

The +\$2.8 million increase between FY 2000 and FY 2001 reflects increased numbers of personnel participating in the loan repayment program.

Detailed cost computations are provided by the following table:

ENLISTED LOAN REPAYMENT PROGRAM
 (AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL	FY 1999	ESTIMATE	FY 2000	ESTIMATE	FY 2001
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM.....	0	\$ 0	6,154	\$ 24,100	6,822	\$ 26,885

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 1,314,050
ESTIMATE FY 2000	\$ 1,283,876
ACTUAL FY 1999	\$ 1,193,082

Project: Basic Allowance for Housing - Enlisted

Part I - Purpose and Scope

Congress approved in the FY 1998 National Defense Authorization Act the payment of a basic allowance for housing (BAH) to service members. The BAH combines housing payments formerly provided by basic allowance for quarters (BAQ) and variable housing allowance (VHA). In addition, the overseas housing allowance (OHA) payment, formerly located in overseas station allowances, was also moved into this section by the change in law. The continental United States, Alaska and Hawaii BAH is termed BAH Domestic, while the overseas housing allowance is called BAH Overseas. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification of Funds Requested

The net change in the basic pay requirement is +\$30.2 million from FY 2000 to FY 2001. This is based on--

- (1) Increase in pay rates associated primarily with the Department of Defense Initiative to reduce out of pocket housing costs to 15 percent in FY 2001. Also reflects housing inventory changes, including transfers for the Residential Communities Initiative (RCI): +\$111.5 million.
- (2) Decrease in pay rates for BAH Overseas associated with changes in foreign Currency conversion: -\$1.1 million.
- (3) Force manning changes: -\$80.2 million.

Detailed cost computations are provided by the following table:

ENLISTED BASIC ALLOWANCE FOR HOUSING - DOMESTIC
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BAH WITH DEPENDENTS									
SERGEANT MAJOR.....	1,725	\$ 9,735	\$ 16,793	1,858	\$ 10,000	\$ 18,580	1,792	\$ 10,503	\$ 18,821
1ST SGT/MASTER SGT..	6,618	9,144	60,515	7,077	9,399	66,517	6,862	9,871	67,735
PLTN SGT/SFC.....	21,457	8,496	182,299	22,525	8,724	196,508	21,693	9,162	198,751
STAFF SERGEANT.....	28,740	7,674	220,551	31,052	7,877	244,597	29,139	8,273	241,067
SERGEANT.....	28,497	6,921	197,228	30,283	7,117	215,524	29,849	7,474	223,091
CORPORAL/SPC4.....	30,684	6,093	186,958	32,847	6,282	206,345	32,755	6,598	216,117
PRIVATE, 1ST CL.....	10,721	5,655	60,627	10,409	5,853	60,924	10,524	6,147	64,691
PRIVATE (E2).....	5,020	5,643	28,328	5,351	5,877	31,448	4,876	6,173	30,100
PRIVATE (E1).....	3,917	5,913	23,161	4,514	6,172	27,860	4,012	6,482	26,006
TOTAL BAH WITH DEPENDENTS.....	137,379		\$ 976,460	145,916		\$ 1,068,303	141,502		\$ 1,086,379
BAH WITHOUT DEPENDENTS									
SERGEANT MAJOR.....	219	\$ 8,403	\$ 1,840	217	\$ 8,589	\$ 1,864	214	\$ 9,042	\$ 1,935
1ST SGT/MASTER SGT..	857	8,277	7,093	866	8,540	7,396	861	8,990	7,740
PLTN SGT/SFC.....	3,519	6,954	24,471	3,427	7,215	24,726	3,385	7,595	25,709
STAFF SERGEANT.....	4,875	6,342	30,917	4,918	6,577	32,346	4,733	6,923	32,767
SERGEANT.....	5,341	5,364	28,649	4,930	5,522	27,223	4,984	5,813	28,972
CORPORAL/SPC4.....	8,015	4,722	37,847	7,410	4,883	36,183	7,580	5,141	38,969
PRIVATE, 1ST CL.....	1,730	4,665	8,070	1,494	4,859	7,259	1,549	5,115	7,923
PRIVATE (E2).....	341	4,632	1,580	322	4,847	1,561	301	5,102	1,536
PRIVATE (E1).....	96	4,290	412	97	4,417	428	89	4,650	414
TOTAL BAH WITHOUT DEPENDENTS....	24,993		\$ 140,879	23,681		\$ 138,986	23,696		\$ 145,965

ENLISTED BASIC ALLOWANCE FOR HOUSING - DOMESTIC
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BAH PARTIAL ALLOWANCE BACHELOR									
SERGEANT MAJOR.....	6	\$ 223	\$ 1	6	\$ 223	\$ 1	6	\$ 223	\$ 1
1ST SGT/MASTER SGT..	52	184	10	52	184	10	53	184	10
PLTN SGT/SFC.....	313	144	45	312	144	45	311	144	45
STAFF SERGEANT.....	1,831	119	218	1,874	119	223	1,821	119	217
SERGEANT.....	9,418	104	979	9,484	104	986	9,678	104	1,007
CORPORAL/SPC4.....	40,450	97	3,924	41,033	97	3,980	42,365	97	4,109
PRIVATE, 1ST CL.....	33,584	94	3,157	30,903	94	2,905	32,346	94	3,041
PRIVATE (E2).....	24,052	86	2,068	24,294	86	2,089	22,919	86	1,971
PRIVATE (E1).....	20,736	83	1,721	22,642	83	1,879	20,845	83	1,730
TOTAL BAH PARTIAL ALLOWANCE BACHELOR....	130,442		\$ 12,123	130,600		\$ 12,118	130,344		\$ 12,131
BAH INADEQUATE FAMILY HOUSING									
SERGEANT MAJOR.....	0	\$ 2,434	\$ 0	0	\$ 2,500	\$ 0	0	\$ 2,626	\$ 0
1ST SGT/MASTER SGT..	2	2,286	5	2	2,350	5	2	2,468	5
PLTN SGT/SFC.....	15	2,124	32	15	2,181	33	15	2,291	34
STAFF SERGEANT.....	28	1,919	54	29	1,969	57	28	2,068	58
SERGEANT.....	49	1,730	85	50	1,779	89	51	1,869	95
CORPORAL/SPC4.....	169	1,523	257	172	1,571	270	177	1,649	292
PRIVATE, 1ST CL.....	81	1,414	115	75	1,463	110	78	1,537	120
PRIVATE (E2).....	13	1,411	18	14	1,469	21	13	1,543	20
PRIVATE (E1).....	2	1,478	3	2	1,543	3	2	1,620	3
TOTAL BAH INADEQUATE FAMILY HOUSING.....	359		\$ 569	359		\$ 588	366		\$ 627
TOTAL BASIC ALLOWANCE FOR HOUSING - DOMESTIC	293,173		\$ 1,130,031	300,556		\$ 1,219,995	295,908		\$ 1,245,102

ENLISTED BASIC ALLOWANCE FOR HOUSING - OVERSEAS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BAH WITH DEPENDENTS									
SERGEANT MAJOR.....	53	\$ 15,077	\$ 799	60	\$ 14,281	\$ 857	69	\$ 14,085	\$ 972
1ST SGT/MASTER SGT..	228	14,529	3,313	255	13,762	3,509	298	13,573	4,045
PLTN SGT/SFC.....	627	13,816	8,663	688	13,087	9,004	798	12,907	10,300
STAFF SERGEANT.....	756	12,178	9,207	855	11,535	9,862	965	11,377	10,979
SERGEANT.....	735	11,061	8,130	817	10,477	8,560	971	10,334	10,034
CORPORAL/SPC4.....	518	10,103	5,233	581	9,570	5,560	697	9,439	6,579
PRIVATE, 1ST CL.....	54	8,279	447	55	7,842	431	67	7,734	518
PRIVATE (E2).....	17	8,983	153	19	8,509	162	21	8,392	176
PRIVATE (E1).....	4	8,833	35	6	8,367	50	5	8,252	41
TOTAL BAH WITH DEPENDENTS.....	2,992		\$ 35,980	3,336		\$ 37,995	3,891		\$ 43,644
BAH WITHOUT DEPENDENTS									
SERGEANT MAJOR.....	32	\$ 9,243	\$ 296	33	\$ 8,756	\$ 289	32	\$ 8,572	\$ 274
1ST SGT/MASTER SGT..	178	10,828	1,927	180	10,257	1,846	181	10,041	1,817
PLTN SGT/SFC.....	604	10,607	6,407	601	10,048	6,039	599	9,837	5,892
STAFF SERGEANT.....	935	9,292	8,688	957	8,802	8,424	930	8,617	8,014
SERGEANT.....	721	9,448	6,812	726	8,950	6,498	741	8,762	6,493
CORPORAL/SPC4.....	307	8,112	2,490	311	7,685	2,390	321	7,523	2,415
PRIVATE, 1ST CL.....	54	7,301	394	50	6,916	346	52	6,771	352
PRIVATE (E2).....	7	6,178	43	7	5,852	41	6	5,729	34
PRIVATE (E1).....	2	6,879	14	2	6,516	13	2	6,379	13
TOTAL BAH WITHOUT DEPENDENTS....	2,840		\$ 27,071	2,867		\$ 25,886	2,864		\$ 25,304
TOTAL BASIC ALLOWANCE FOR HOUSING - OVERSEAS	5,832		\$ 63,051	6,203		\$ 63,881	6,755		\$ 68,948
TOTAL ENLISTED BASIC ALLOWANCE FOR HOUSING.....	299,005		\$ 1,193,082	306,759		\$ 1,283,876	302,663		\$ 1,314,050

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 141,558
ESTIMATE FY 2000	\$ 157,006
ACTUAL FY 1999	\$ 188,232

Project: Station Allowance Overseas - Enlisted

Part I - Purpose and Scope

The funds requested will provide payment of a per diem allowance to enlisted personnel on duty outside the United States considering all elements of the cost of living, subsistence and other necessary incidental expenses as prescribed by joint travel regulations and authorized under provisions of 37 U.S.C. 405.

Part II - Justification of Funds Requested

Overseas Station Allowance payments are determined by multiplying the projected number of personnel eligible for each type of allowance by the estimated average rate applicable.

Fluctuations in currency exchange rates have a direct impact on Overseas Station Allowance. This is especially true in the case of Germany. The estimates for overseas station allowances are based on rates of exchange of 1.8549 DM/\$1 US in FY 2000, and 1.9521 DM/\$1 US in FY 2001. Beginning in FY 1997, MPA rejoined the Foreign Currency Fluctuation, Defense Account.

The FY 2001 estimate for Cost of Living Allowance (COLA) includes implementation of a revised Spendable Income Table (SIT) to use in computing COLA amounts. The current SIT uses 1988 data to compute spendable income, while the revised SIT will be based on 1995 data.

From FY 2000 to FY 2001, the requirement for overseas station allowance decreases by a net - \$15.5 million. This change is based on--

- (1) Annualization of the 4.8%, 1 Jan 2000 pay raise: +\$1.3 million
- (2) The 3.7%, 1 Jan 2001 pay raise: +\$3.2 million.
- (3) Revised Spendable Income Table, effective 1 Oct 2000: +\$7.8 million
- (4) Changes in the foreign currency valuation primarily between the U.S. Dollar and German Mark: -\$29.2 million
- (5) TLA cost growth: +\$.4 million.
- (6) Changes in estimated number of OSA payments: +\$1.0 million.

Detailed cost computations are provided by the following table:

ENLISTED OVERSEAS STATION ALLOWANCE
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
COST OF LIVING									
SGM.....	728	\$ 3,084	\$ 2,245	727	\$ 2,502	\$ 1,819	725	\$ 2,190	\$ 1,588
1ST SGT/MASTER SGT.....	2,500	2,833	7,083	2,495	2,298	5,734	2,490	2,011	5,007
PLTN SGT/SFC.....	8,373	2,574	21,552	8,358	2,089	17,460	8,338	1,826	15,225
SSG.....	13,263	2,173	28,820	13,239	1,763	23,340	13,208	1,543	20,380
SGT.....	22,230	1,866	41,481	22,189	1,515	33,616	22,138	1,325	29,333
CORPORAL/SPC4.....	33,325	1,390	46,322	33,264	1,128	37,522	33,186	988	32,788
PRIVATE, 1ST CL.....	13,658	849	11,596	13,633	689	9,393	13,601	603	8,201
PV2.....	7,705	567	4,369	7,690	460	3,537	7,673	403	3,092
PV1.....	1,332	582	775	1,330	472	628	1,326	413	548
SUBTOTAL.....	103,114		164,243	102,925		133,049	102,685		116,162
TEMPORARY LODGING ALLOWANCE....	40,659	\$ 590	\$ 23,989	39,995	\$ 599	\$ 23,957	41,770	\$ 608	\$ 25,396
TOTAL ENLISTED STATION ALLOWANCE OVERSEAS..	143,773		\$ 188,232	142,920		\$ 157,006	144,455		\$ 141,558

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$2,689
ESTIMATE FY 2000	\$2,649
ACTUAL FY 1999	\$1,650

Project: CONUS Cost of Living Allowance - Enlisted

Part I - Purpose and Scope

The funds requested will provide payment of a cost of living allowance (COLA) to soldiers who are assigned to high cost areas in the continental United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense but cannot be less than eight percent. The current established threshold is 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 level) multiplied by the difference between the COLA index for the individual's high cost area and the threshold percentage. The allowance was authorized by the FY 1995 DoD Authorization Act.

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 by the following table:

ENLISTED CONUS COST OF LIVING ALLOWANCE
 (AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
CONUS COLA.....	1,883	\$876	\$1,650	1,903	\$1,392	\$2,649	1,903	\$1,413	\$2,689

ESTIMATE FY 2001	233,190
ESTIMATE FY 2000	222,717
ACTUAL FY 1999	190,070

Project: Clothing Allowances - Enlisted

Part I - Purpose and Scope

The funds requested will provide for payment to enlisted personnel for prescribed clothing authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418 including:

- (1) Initial Clothing Allowance when authorized by competent orders.
- (2) For cash payment of the Clothing Basic Maintenance Allowance authorized from the sixth month of entrance on duty through the thirty-sixth month and/or cash payment of the Standard Maintenance Allowance authorized from the thirty-seventh month through the completion of the enlistment.
- (3) For cost of Issue-In-Kind in areas where clothing maintenance allowance is not authorized.
- (4) Supplementary Clothing Allowances for personnel assigned to special organizations or details where the nature of the duties to be performed requires additional items of individual clothing not required for the majority of enlisted personnel.

Part II - Justification of Funds Requested

The estimated +\$10.5 million increase between FY 2000 and FY 2001 reflects increased numbers receiving allowances and cost changes in the clothing bag rates and other associated rates.

Detailed cost computations are provided by the following table:

ENLISTED CLOTHING ALLOWANCES
RATE SUMMARY REVIEW

	FY 2000 COLUMN OF FY 00 PRES BUDGET	FY 2000 COLUMN OF FY 01/02 PRES BUDGET	FY 2001 COLUMN OF FY 01/02 PRES BUDGET
INITIAL ISSUE			
ENLISTED MEN.....	999.00	1,082.35	1,148.69
ENLISTED WOMEN.....	1,256.00	1,329.84	1,496.74
CLOTHING MAINTENANCE ALLOWANCE			
ENLISTED MEN - BASIC.....	237.00	255.60	280.80
- STANDARD.....	339.00	367.19	402.23
ENLISTED WOMEN - BASIC.....	299.00	320.40	345.60
- STANDARD.....	427.00	457.31	491.59

ENLISTED CLOTHING ALLOWANCES

	FY 1999			FY 2000			FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING - INITIAL ALLOWANCE									
INITIAL ALLOWANCE									
MILITARY CLOTHING									
CIVILIAN LIFE, MEN.....	51,869	984.20	\$ 51,049	55,627	1,082.35	\$ 60,208	57,455	1,148.69	\$ 65,998
CIVILIAN LIFE, WOMEN.....	12,917	1,237.85	\$ 15,989	13,907	1,329.84	\$ 18,494	14,364	1,496.74	\$ 21,499
ARMY RESERVE W/PARTIAL									
CLOTHING ALLOWANCE.....	75	266.10	20	75	290.45	22	75	578.91	43
NATIONAL GUARD WITH									
PARTIAL CLOTHING									
ALLOWANCE.....	65	205.15	13	65	221.35	14	65	508.69	33
LESS SAVINGS ON DEFERRED									
CLOTHING ISSUE.....			-1,301			-1,520			-1,590
ADVANCE FUNDING FOR NEW									
CLOTHING ITEMS.....			1,700			8,000			0
LIQUIDATION OF PRIOR									
YEAR ADVANCES.....			0			0			0
TOTAL									
MILITARY CLOTHING.....			67,470			85,218			85,983
CIVILIAN CLOTHING									
WINTER AND SUMMER.....	2,879	776.00	2,234	4,376	788.00	3,448	5,873	802.00	4,710
WINTER OR SUMMER.....	0	0.00	0	0	0.00	0	0	0.00	0
TEMPORARY DUTY.....	0	0.00	0	0	0.00	0	0	0.00	0
SPEC CONTINUING -									
DUAL SEASON.....	0	0.00	0	0	0.00	0	0	0.00	0
SPEC CONTINUING -									
SINGLE SEASON.....	0	0.00	0	0	0.00	0	0	0.00	0
TOTAL									
CIVILIAN CLOTHING.....			2,234			3,448			4,710
TOTAL INITIAL ALLOWANCE.....			69,704			88,666			90,693

ENLISTED CLOTHING ALLOWANCES

	FY 1999			FY 2000			FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING - MAINTENANCE ALLOWANCE									
BASIC MAINTENANCE (PERSONNEL WITH 7-36 MONTHS SERVICE)									
MALE.....	130,012	234	30,423	116,973	256	29,898	119,420	281	33,533
FEMALE.....	13,318	295	3,931	11,984	320	3,840	11,548	346	3,991
TOTAL.....			34,354			33,738			37,524
STANDARD MAINTENANCE (PERSONNEL WITH 37 MONTHS OR MORE OF SERVICE)									
MALE.....	184,892	334.63	61,870	198,750	367.19	72,979	190,379	402.23	76,576
FEMALE.....	41,522	421.15	17,487	44,233	457.31	20,228	42,807	491.59	21,043
TOTAL.....			79,357			93,207			97,619
TOTAL MAINTENANCE ALLOWANCES....			113,711			126,945			135,143
SUPPLEMENTARY ALLOWANCES..			1,857			1,957			1,942
OTHER									
ISS.-IN-KIND-KATUSA.....	5,200	529.95	2,756	5,200	567.19	2,949	5,200	606.84	3,156
REPLACEMENT DURING FIRST SIX MONTHS.....	64,786	15.27	989	69,534	16.50	1,147	71,819	16.75	1,203
CHARGE SALES.....			1,053			1,053			1,053
TOTAL.....			4,798			5,149			5,412
TOTAL CLOTHING ALLOWANCES.....			190,070			222,717			233,190
LESS REIMBURSABLE OBLIGATIONS.....			1,053			1,053			1,053
TOTAL DIRECT ENLISTED CLOTHING OBLIGATIONS.....			189,017			221,664			232,137

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 27,344
ESTIMATE FY 2000	\$ 40,254
ACTUAL FY 1999	\$ 36,288

Project: Family Separation Allowances - Enlisted

Part I - Purpose and Scope

The funds requested are to provide for family separation allowance (FSA) payments to enlisted personnel with dependents on duty outside the United States or in Alaska for added separation expenses under two circumstances:

(1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for the member's family and one overseas for the member. Payment is made at the monthly quarters allowance rate authorized for a member of the same grade without dependents.

(2) When a member with dependents makes a permanent change of station (PCS) or is on temporary duty travel (TDY), or on board ship for thirty days or more either in CONUS or overseas and the travel of dependents to the member's duty station is not authorized and dependents do not reside at or near duty station. The payment is \$100 per month for both FSA-PCS and FSA-TDY(37 U.S.C. 427).

Part II - Justification of Funds Requested

The estimated number of payments is based on historical performance and programmed requirements for overseas stationing. Allowances for family separation payments are determined by multiplying the estimated number of personnel for each type of family separation allowance by the applicable statutory rate.

The net decrease of -\$12.9 million from FY 2000 to FY 2001 primarily reflects the number of soldiers receiving FSA-TDY due to discontinuing contingency operations in FY01.

Detailed cost computations are provided by the following table:

ENLISTED FAMILY SEPARATION ALLOWANCE
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999		ESTIMATE FY 2000			ESTIMATE FY 2001			
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PCS OVERSEAS WITH DEPENDENTS NOT AUTHORIZED AND MAINTAINS TWO HOMES									
SGM.....	19	\$ 6,341	\$ 120	19	\$ 6,541	\$ 124	19	\$ 6,737	\$ 128
1SG/MSG.....	91	5,685	517	87	6,004	522	87	6,184	538
PSG/SFC.....	316	4,972	1,571	303	5,128	1,554	304	5,281	1,605
SSG.....	444	4,500	1,998	425	4,642	1,973	428	4,781	2,046
SGT.....	130	4,151	540	125	4,281	535	126	4,409	556
CPL/SPC.....	47	3,612	170	44	3,725	164	44	3,837	169
SUBTOTAL.....	1,047		4,916	1,003		4,872	1,008		5,042
PCS CONUS OR OVERSEAS WITH DEPENDENTS NOT AUTHORIZED.....	16,357	1,200	19,628	16,797	1,200	20,156	16,038	1,200	19,246
TDY CONUS OR OVERSEAS FOR MORE THAN 30 DAYS WITH DEPENDENTS NOT RESIDING NEAR TDY STATION.....	9,787	1,200	11,744	12,688	1,200	15,226	2,547	1,200	3,056
TOTAL ENLISTED FAMILY SEPARATION ALLOWANCES.....	27,191		\$ 36,288	30,488		\$ 40,254	19,593		\$ 27,344

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 264,275
ESTIMATE FY 2000	\$ 231,775
ACTUAL FY 1999	\$ 222,593

Project: Separation Payments - Enlisted

Part I - Purpose and Scope

Accrued Leave Payments - members are authorized 30 days of ordinary leave annually. They may accumulate a maximum of no more than 60 days unused leave at the beginning of any fiscal year. Upon retirement or separation, members are paid for unused accrued leave at the rate of basic pay to which entitled at time of release. Effective 10 February 76, a member cannot be paid for more than 60 days of accrued leave during his military career. This limitation does not include payments for accrued leave made before that date.

Severance Pay - Disability - Disability Severance Pay is authorized to members on active duty who are discharged because of physical disability and who have less than 20 years of service and less than 30 percent disability.

Severance Pay - Non Disability - Commencing in FY 1991, non disability severance pay is authorized to members on active duty who are involuntarily separated from service, are not eligible for retirement pay, and meet minimum time-in-service requirements.

The FY 1992 National Defense Authorization Act approved two voluntary separation pay programs to use during the force drawdown. The programs apply to both officers and enlisted soldiers who have more than six and less than 20 years of service. The first, voluntary separation incentive (VSI), is an annuity that makes annual payments for twice the number of years served for soldiers who voluntarily leave active duty. The second program, special separation benefit (SSB), provides a lump sum of one and a half times involuntary separation pay (50% more) for soldiers who voluntarily leave active duty. VSI and SSB have been used to reduce involuntary separations. The authority to use VSI/SSB was extended from 30 Sep 1990 to 30 Sep 2001 by the FY 1999 National Defense Authorization Act. However, the Army will reach its steady state end strength at the end of FY 1999 and will not offer VSI and SSB to any new takers after FY 1999.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program has been used to shape the 15-20 year segment of the force. It has assisted the Army in achieving its drawdown goals of maintaining readiness and treating people fairly. Soldiers separated under the early retirement program receive the same benefits as individuals with 20 or more years of service. However, their retired pay is reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent times years of service times basic pay times reduction factor. For the officers who leave under the early retirement program, the Army is required to establish a subaccount within the Military Personnel Appropriation to fund all early retirement payments up front in the Military Personnel Appropriation to cover the entire initial period, which is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use the early retirement program was extended from 1 Oct 1999 to 1 Oct 2001 by the FY 1999

National Defense Authorization Act. However, the Army will reach its steady state end strength at the end of FY 1999 and will not offer early retirement to any new takers after FY 1999.

Part II - Justification of Funds Requested

Severance payments are determined by multiplying the projected number eligible for each type of payment by the estimated average payment applicable. Accumulated leave payments are made based upon leave accrued as of 1 September 76. For leave accumulated prior to 1 September 76, and retained throughout the career, payments include basic pay, \$1.25 per day quarters allowance to members in pay grade E-5 to E-9 with dependents, and 70 cents per day to all members for subsistence. For leave accumulated after 1 September 76, to include lowering of leave balances prior to 1 September 76, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days. Severance pay for disability is computed at two months basic pay of grade held at time of discharge multiplied by the number of years active service, but not more than 12. The SSB amount is from the annual base pay times 15 percent times years of service. The VSI (annuity) is a product of annual base pay times 2.5 percent times years of service and is paid for twice the number of years served, without any cost of living adjustments. Donations are computed by multiplying the programmed number of releases from confinement and the number discharged for fraudulent enlistments by \$25.00. The National Defense Authorization Act for FY 1992 and FY 1993 required the establishment of a VSI Fund effective 1 January 93 from which VSI payments will be made. The act further required the board of actuaries to determine: (1) the amount necessary to liquidate the original unfunded liability, i.e., those personnel accepting VSI benefits prior to 1 January 93 and (2) the total present value costs necessary to fund those members accepting VSI benefits after 1 January 93.

The FY 2000 Authorization Act provides for a system that will give the soldier the option to retire under the pre-1986 military retirement system or accept a one-time \$30,000 lump sum payment and remain under the Redux retirement plan. The lump sum payment will be paid directly from the Military Personnel appropriation starting in FY 2001.

The requirement for separation pay increases by a net +\$32.5 million between FY 2000 and FY 2001. This change is based on--

- (1) Annualization of the 4.8%, 1 Jan 2000 pay raise: +\$2.1 million.
- (2) The 3.7%, 1 Jan 2001 pay raise: +\$6.4 million.
- (3) Increased numbers receiving separation payments: +\$3.2 million.
- (4) VSI amortization payments decrease: -\$6.1 million.
- (5) One-time \$30K lump sum payment beginning in FY 2001: +\$26.9 million.

Detailed cost computations are provided by the following table:

ENLISTED SEPARATION PAYMENTS
(AMOUNT IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999				ESTIMATE FY 2000				ESTIMATE FY 2001			
	NUMBER	AVG DAYS	RATE	AMOUNT	NUMBER	AVG DAYS	RATE	AMOUNT	NUMBER	AVG DAYS	RATE	AMOUNT
LUMP SUM TERMINAL LEAVE PAYMENTS												
SERGEANT MAJOR.....	518	16.3	\$ 1,925	\$ 997	443	16.3	\$ 1,994	\$ 883	363	16.3	\$ 2,061	\$ 748
1ST SERGEANT/MASTER SERGEANT.....	1,774	15.6	1,475	2,616	1,638	15.6	1,536	2,516	1,346	15.6	1,605	2,160
PLATOON SERGEANT/SERGEANT 1ST CLASS..	5,009	17.3	1,385	6,938	4,280	17.3	1,438	6,156	3,592	17.3	1,492	5,358
STAFF SERGEANT.....	4,305	21.2	1,417	6,101	4,489	21.2	1,468	6,588	4,321	21.2	1,518	6,561
SERGEANT.....	12,406	18.9	1,039	12,895	13,427	18.9	1,076	14,448	14,900	18.9	1,117	16,645
CORPRAL/SPECIALIST 4.....	30,144	14.1	631	19,022	30,849	14.1	657	20,253	30,696	14.1	689	21,143
PRIVATE, FIRST CLASS.....	5,409	18.0	677	3,661	5,146	18.0	701	3,608	5,058	18.0	723	3,656
PRIVATE (E2).....	3,719	15.6	564	2,098	3,537	15.6	585	2,069	3,477	15.6	602	2,094
PRIVATE (E1).....	2,642	17.9	572	1,511	2,513	17.9	616	1,549	2,470	17.9	659	1,628
SUBTOTAL.....	65,926			\$ 55,839	66,322			\$ 58,070	66,223			\$ 59,993
SEVERANCE PAY (DISABILITY).....	4,244		\$ 16,217	\$ 68,825	4,791		\$ 16,952	\$ 81,217	4,765		\$ 17,632	\$ 84,014
AUTHORIZED DONATIONS.....	152		25	4	152		25	4	152		25	4
INVOLUNTARY HALF-PAY(5%).....	2,565		9,882	25,347	2,551		10,330	26,352	2,551		10,744	27,408
INVOLUNTARY FULL-PAY(10%).....	2,239		24,849	55,637	2,212		25,975	57,457	2,346		27,016	63,381
SPECIAL SEPARATION BENEFIT(15%).....	0		0	0	0		0	0	0		0	0
15 YEAR RETIREMENT.....	0		0	0	0		0	0	0		0	0
SUBTOTAL SEPARATION PAY (NON-DISABILITY).....	4,804			\$ 80,984	4,763			\$ 83,809	4,897			\$ 90,789
VOLUNTARY SEPARATION INCENTIVE (DIRECT MILPERS PAYMENTS) 1).....	96			\$ 16,941	0			\$ 8,675	0			\$ 2,575
THRU DEC 31, 1992.....				2,375				8,675				2,575
JAN 1, 1993 AND AFTER.....	96			14,566	0			0	0			0
\$30,000 LUMP SUM BONUS.....				\$ 0				\$ 0				\$ 26,900
TOTAL ENLISTED SEPARATION PAY.....	75,222			\$ 222,593	76,028			\$ 231,775	76,037			\$ 264,275

1) VSI recipients after 31 Dec 92 - Payments are made from the Military Personnel, Army Appropriation to the VSI Trust Fund.

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 613,669
ESTIMATE FY 2000	\$ 585,050
ESTIMATE FY 1999	\$ 638,503

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

Part I - Purpose and Scope

The funds requested provide for the employer's tax to the Social Security Administration as required by the Federal Insurance Contribution Act (FICA).

Part II - Justification of Funds Requested

The FICA tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percentage. The Old Age, Survivor, and Disability Insurance (OASDI) rate is 6.2 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amount of earnings per individual on which tax is payable are:

Calendar year	OASDI Base	Medicare base
1999	\$72,600	No upper limit
2000	\$73,800	No upper limit
2001	\$76,200	No upper limit

In addition to the Employers Contribution of FICA tax, MPA has also paid the wage credit for service members, which takes into account "non-wage" compensation such as quarters allowance and subsistence. No funds are requested in FY 2000/2001 for wage credits. The Department has proposed to eliminate the military wage credit to allow these funds to be reapplied to other high priority pay initiatives. The realized benefit of the wage credit is minimal since only the highest 35 years of earnings are counted in determining Social Security benefits. Service members who do not continue to retirement (83 percent of service members) would generally have 35 years of earnings without considering military service. Any military earnings that do count in the 35 year period would be modest compared to more recent earnings and would have almost no influence on Social Security benefits.

Funding is included to pay the Department of Health and Human Services (HHS) to cover a supplement to replace the lost survivor or disability benefit which was provided for in the Army's annual wage credit transfer to HHS.

The request reflects the impact of PL 99-576, which provides for removal from taxable income of the \$1,200 member contribution required for participation in the basic benefit program of the new G.I. Bill effective 1 January 86.

The social security tax requirement increases by +\$28.6 million between FY 2000 and FY 2001. This change is based on—

- (1) Annualization of the 4.8%, 1 Jan 2000 pay raise: +\$6.7 million.
- (2) Annualization of the pay table restructuring: +\$6.1 million.
- (3) The 1 Jan 2001, 3.7% pay raise: +\$16.8 million.
- (4) Force manning changes: -\$1.0 million.

Detailed cost computations are provided by the following table:

ENLISTED SOCIAL SECURITY TAX
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION OF TAX ON BASIC PAY.....	392,738	\$ 1,426.27	\$ 560,150	394,088	\$ 1,487.71	\$ 586,290	395,871	\$ 1,553.31	\$ 614,909
WAGE CREDITS/SURVIVOR OR DISABILITY BENEFIT.....			\$ 80,093			\$ 500			\$ 500
LESS NON_JUDICIAL FINES AND FORFEITURES.....			\$ 1,740			\$ 1,740			\$ 1,740
TOTAL ENLISTED SOCIAL SECURITY TAX.....	392,738		\$ 638,503	394,088		\$ 585,050	395,871		\$ 613,669

Section 4
Schedule of Increases and Decreases
(Amounts in Thousands of Dollars)

Pay and Allowances of Cadets	Amount
FY 2000 Direct Program	\$39,646
Increase:	
Ration increase- inflation and workyear increase	2,051
Total Increase	+2,051
FY 2001 Direct Program	\$ 41,697

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$41,697
ESTIMATE FY 2000	\$39,646
ACTUAL FY 1999	\$40,684

Project: Academy Cadets

Part I - Purpose and Scope

The funds requested provide for basic pay and allowances of Academy Cadets and commuted ration allowance under the provisions of 37 U.S.C. 201, 203, and 422. The employer's share of FICA tax as provided by the Federal Insurance Contribution Act (FICA) is included.

Part II - Justification of Funds Requested

The fund requirement was determined by applying statutory rates to the projected manyears. Between FY00 and FY01 the overall cost increases +\$2.1 million. The cost change is due to a ration rate increase of +\$.1 million. The daily rate for cadet rations increases from \$5.35 per day in FY 2000 to \$5.45 in FY 2001 due to inflation. The cost of operational rations is increased +\$2.0M for field training.

Detailed cost computations are provided by the following table:

PAY AND ALLOWANCE OF ACADEMY CADETS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
(1) BASIC PAY.....	4,156	\$7,074	\$29,400	3,985	\$7,200	\$28,692	4,038	\$7,200	\$29,074
(2) SUBSISTENCE - COMMUTED-RATION									
A. SUBSISTENCE ALLOWANCE.....	4,156	\$1,916	7,963	3,985	\$1,958	7,803	4,038	\$1,989	8,032
B. OPERATIONAL RATIONS.....			1,125			976			2,387
(3) SOCIAL SECURITY TAX - EMPLOYER CONTRIBUTION.....	4,059	\$541	2,196	3,947	\$551	2,175	4,000	\$551	2,204
TOTAL ACADEMY CADETS.....	4,156		\$40,684	3,985		\$39,646	4,038		\$41,697

Section 4
 Schedule of Increases and Decreases
 (Amounts in Thousands of Dollars)

Subsistence of Enlisted Personnel	Amount
FY 2000 Direct Program	\$1,242,535
Increases:	
a. Pay Raise: reflects annualization costs of the 4.8% FY00 pay raise and the 3.7% FY01 pay raise for BAS (BAS is 1% and partial BAS is 2.7% for FY01)	7,827
b. Inflation: Subsistence-In-Kind; inflationary increase of 1.5%	2,516
Total Increases	10,343
Decreases	
Force Manning: Primarily due to discontinuing contingency operations funding in MPA	- 96,777
Total Decreases	- 96,777
FY 2001 Direct Program	\$1,156,101

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 1,195,897
ESTIMATE FY 2000	\$ 1,281,281
ACTUAL FY 1999	\$ 1,245,084

Project: Subsistence of Enlisted Personnel

Part I - Purpose and Scope

The funds requested for this activity are for the payment of authorized Basic Allowances for Subsistence (BAS) and Subsistence-in-Kind (SIK). BAS in this account is for the enlisted soldier; SIK includes the cost for subsisting in messes and operational rations. Operational Rations budgets for both officer and the enlisted force. SIK includes the cost of procuring both food and beverage supplies (Subsistence in Messes). It also includes the payment of meals furnished under contract (when approved by competent authority) at commercial facilities, which is done when the payment of commuted rations would create an individual hardship and/or the costs for establishing a government mess facility are prohibitive. Reimbursements are from the Army National Guard and the Army Reserve.

Part II - Justification of Funds Requested

This budget activity includes the Basic Allowance for Subsistence (BAS) paid to enlisted personnel. BAS is paid under the following conditions: (1) When authorized to mess separately, (2) While on authorized leave, (3) When rations in kind are not available, and (4) for the augmentation of commuted ration allowance for meals taken separately. A new category, (5) Partial BAS, was implemented in FY98. This category provides an allowance for the enlisted soldier who is being subsisted at government expense, and is not receiving full BAS and is not in basic training.

Basic Allowance for Subsistence Beginning in FY98, BAS reform limited growth of BAS to 1% per year to provide a cost-neutral method of paying BAS to all enlisted service members. This program funds all enlisted servicemembers either full or partial BAS. Partial BAS recipients receive a payment based on a rate derived from the remaining 2.6% of the 3.6% pay raise in FY99. In FY00 the partial BAS rate will be derived from the 4.8% pay raise: 1% for full BAS and 3.8% for partial BAS. In FY01 partial BAS will be derived from the 3.7% pay raise: 1% for full BAS and 2.7% for partial BAS.

The 1% per year cap on growth for BAS costs remains in effect until the allowance equals the U.S. Department of Agriculture (USDA) food plan target. Projected increases in cost growth are currently planned to allow the USDA food plan to catch up with the BAS payment in FY04. At this time all enlisted personnel will be entitled to a BAS payment.

Between FY00 and FY01 the net BAS costs increase by \$1.6 million. This change is based on:

- (1) Payraise: annualization of the 4.8% FY00 pay raise
and the 3.7% FY01 pay raise for BAS: +\$7.8 million
- (2) Decrease in percent receiving BAS due to absence of contingency operations; -\$6.2
million

Subsistence-In-Kind (SIK) funds subsistence to feed enlisted soldiers their daily rations in accordance with Title 10 U.S. Code. This activity also funds operational rations for field subsistence. Operational rations include Meals-Ready-to-Eat (MREs), Unitized Group Rations (UGR), Ration Cold Weather, Arctic Rations, and miscellaneous types of rations. Tray rations and B rations have been replaced by the UGR.

Subsistence-in-Messes is the cost of bulk subsistence for dining facilities. SIK garrison dining facility funding requirements are dependent on the number of personnel using the dining facilities (participation rate), and the cost of subsistence used in preparing meals (food cost).

All CONUS installations, Europe, and the Pacific theater, except Korea have converted to Prime Vendor; Korea will convert during FY00. Under Prime Vendor, subsistence prices are more susceptible to market price fluctuations than under the previous depot system.

From FY00 to FY01 Subsistence-in-Messes costs decrease -\$53.6 million overall. The decline in the mess hall usage rate accounts for a -\$56.7 million change based on not including contingency operations in FY01. The inflationary increase of 1.5% is budgeted to cost +\$2.0 million and the increase in workyears is estimated to cost +\$1.0 million.

Operational Rations and Augmentation Rations are rations used for field subsistence. Costs for these rations are determined by the number of active duty personnel and the type of rations used, and the number of unique training scenarios. Funding for Augmentation Rations includes KATUSA (Korean Augmentation to U.S. Army) requirements, meals furnished enlisted soldiers during hospitalization, host nation support, and contract meals.

Between FY00 and FY01 Operational Rations and Augmentation Rations decrease overall -\$34.4 million because contingency operations are not reflected in FY01. Inflationary increases are estimated to cost +\$1.9 million.

ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
A. BASIC ALLOWANCE FOR SUBSISTENCE									
1. WHEN AUTH TO MESS SEP....	216,281	\$ 2,731	\$ 590,663	220,571	\$ 2,767	\$ 610,320	218,442	\$ 2,789	\$ 609,235
2. LEAVE RATION	28,551	\$ 2,731	77,973	28,649	\$ 2,767	79,272	28,778	\$ 2,789	80,262
3. WHEN RATIONS IN KIND NOT AVAILABLE...	22,700	\$ 3,081	69,939	22,897	\$ 3,118	71,393	22,242	\$ 3,142	69,884
4. AUGMENTATION OF COMMUTED RATION ALLOW FOR MEALS TAKEN SEP...	300	\$ 1,372	412	299	\$ 1,391	416	300	\$ 1,402	421
5. PARTIAL BAS	125,206	\$ 255.11	31,941	121,971	\$ 309.26	37,721	126,409	\$ 323.90	40,944
TOTAL ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE...	392,738		\$ 770,928	394,088		\$ 799,122	395,871		\$ 800,746

SUBSISTENCE IN KIND
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	ANNUAL RATE	DOLLAR AMOUNT	NUMBER	ANNUAL RATE	DOLLAR AMOUNT	NUMBER	ANNUAL RATE	DOLLAR AMOUNT
B. SUBSISTENCE-IN-KIND									
1. SUBSISTENCE IN MESSES									
CONUS									
ARMY.....	72,560	\$ 2,267	\$ 164,494	71,005	\$ 2,295	\$ 162,956	56,323	\$ 2,321	\$ 130,726
OTHER.....	1,371	\$ 2,267	3,108	1,377	\$ 2,295	3,160	1,377	\$ 2,321	3,196
OVERSEAS									
ARMY.....	25,328	\$ 2,548	\$ 64,536	24,785	\$ 2,580	\$ 63,945	16,269	\$ 2,613	\$ 42,511
OTHER.....	123	\$ 2,548	313	124	\$ 2,580	320	124	\$ 2,613	324
TOT REIM.....			39,884			38,746			39,796
SUBTOTAL.....	99,382		\$ 272,335	97,291		\$ 269,127	74,093		\$ 216,553

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	UNIT COST	DOLLAR AMOUNT	NUMBER	UNIT COST	DOLLAR AMOUNT	NUMBER	UNIT COST	DOLLAR AMOUNT
2. OPERATIONAL RATIONS									
MEAL-READY-TO-EAT	1,547,860	72	\$ 111,446	1,471,372	74	\$ 108,882	1,375,000	75	\$ 103,125
TRAY PACKS.....	0	0	0	0	0	0	0	0	0
UNITIZED GROUP RA	21,202	1,749	37,082	21,202	1,785	37,846	14,044	1,823	25,602
OTHER.....			21,932			34,632			17,727
SUBTOTAL.....			\$ 170,460			\$ 181,360			\$ 146,454

(MRE's - Package of 12; Tray packs - Pallet of 432 Meals; Unitized Group Rations - Pallet of 400 Meals)

	ACTUAL FY 1999 DOLLAR AMOUNT	ESTIMATE FY 2000 DOLLAR AMOUNT	ESTIMATE FY 2001 DOLLAR AMOUNT
3. AUGMENTATION RATIONS / OTHER PROGRAMS			
AUGMENT RATIONS / OTHER PGMS.....	\$ 31,361	\$ 31,672	\$ 32,144

Includes supplemental rations, special exercises/operations, contract messes, box lunch meals, KATUSA Rations/Kits, New Food Items, Allied Nations support, and special issue.

TOTAL SIK.....	\$ 474,156	\$ 482,159	\$ 395,151
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	ACTUAL FY 1999 TOTAL AMOUNT	ESTIMATE FY 2000 TOTAL AMOUNT	ESTIMATE FY 2001 TOTAL AMOUNT
TOTALS: BAS/SIK			
TOTAL OBLIGATIONS.....	\$ 1,245,084	\$ 1,281,281	\$ 1,195,897
TOTAL REIMBURSABLES.....	\$ 39,884	\$ 38,746	\$ 39,796
TOTAL DIRECT OBLIGATIONS.....	\$ 1,205,200	\$ 1,242,535	\$ 1,156,101

Section 4
Schedule of Increases and Decreases
(Amounts in Thousands of Dollars)

Permanent Change of Station Travel			Amount
FY 2000 Direct Program			\$ 1,088,015
Increases:			
a. Pay Raise	4,177		
Sub-total		4,177	
b. Defense Working Capital Funds			
AMC Passenger	512		
AMC HHG	1,938		
MSC HHG	1,465		
Sub-total		3,915	
c. Inflation			
HHG Land	4,130		
HHG ITGBL	2,892		
Trailer	20		
Commercial Air	1,237		
Non Temporary Storage	495		
Mileage and Per Diem	2,568		
Sub-total		11,342	
d. Increased Moves			
Accession Moves	3,619		
Separation Moves	6,853		
Sub-total		10,472	
Total Increases:			\$ 29,906
Decreases:			
a. Defense Working Capital Funds			
POV Port Handling (GPC)	-5,263		
Port Handling HHG	-1,329		
Sub-total		- 6,592	
b. Decreased Moves			
Training Moves	-1,826		
Operational Moves	-7,811		
Rotational Moves	-18,132		
Unit Moves	-168		
Sub-total		-27,937	
Total Decreases:			\$ -34,529
FY 2001 Direct Program			\$1,083,392

PCS - SUMMARY OF MOVE REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999		ESTIMATE FY 2000		ESTIMATE FY 2001	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSIONS TRAVEL.....	79,606	118,162	84,318	128,251	86,603	133,294
TRAINING TRAVEL.....	9,163	40,089	8,959	40,284	8,493	39,345
OPERATIONAL TRAVEL BETWEEN DUTY STATIONS..	22,714	142,890	23,776	150,433	22,666	145,814
ROTATIONAL TRAVEL TO AND FROM OVERSEAS....	73,403	570,909	69,975	557,563	67,628	545,458
SEPARATION TRAVEL.....	80,272	156,165	80,451	156,026	83,236	164,494
TRAVEL OF ORGANIZED UNITS.....	2,756	8,230	533	1,630	490	1,517
NON-TEMPORARY STORAGE.....		34,278		32,890		33,033
TEMPORARY LODGING EXPENSE.....		20,182		28,938		28,469
 TOTAL OBLIGATIONS.....	 267,914	 1,090,905	 268,012	 1,096,015	 269,116	 1,091,424
 LESS: REIMBURSABLES.....		 \$ 8,000		 \$ 8,000		 \$ 8,032
 TOTAL DIRECT.....	 267,914	 1,082,905	 268,012	 1,088,015	 269,116	 1,083,392

PCS - SUMMARY OF REQUIREMENTS BY TYPES OF COST
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999		ESTIMATE FY 2000		ESTIMATE FY 2001	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM.....	267,914	\$ 161,138	268,012	\$ 168,662	269,116	\$ 172,283
AMC.....	8,616	4,625	8,609	4,689	8,646	5,063
COMMERCIAL AIR.....	111,926	61,199	110,154	60,833	109,305	61,271
TRAVEL OF DEPENDENTS						
MILEAGE.....	116,477	65,052	113,548	63,343	112,586	61,839
AMC.....	3,219	1,704	3,085	1,656	3,053	1,763
COMMERCIAL AIR.....	40,523	22,178	38,479	21,272	37,772	21,193
TRANSPORTATION OF HHG						
LAND SHIPMENT.....	72,725	279,842	71,508	275,722	70,696	275,259
ITGBL SHIPMENT.....	53,013	202,224	51,002	194,506	49,849	192,814
M TONS - MSC.....	52,729	9,165	49,594	8,618	48,532	9,705
S TONS - AMC.....	16,362	24,412	16,227	24,346	16,246	25,835
DISLOCATION ALLOWANCE.....	85,574	114,660	81,263	113,110	78,193	112,896
TRAILER ALLOWANCE.....	654	1,314	650	1,320	655	1,350
TRANSPORTATION OF POVS.....	44,905	12,547	43,075	12,036	42,170	13,561
PORT HANDLING CHARGES.....		76,385		84,074		75,090
NON-TEMPORARY STORAGE.....		34,278		32,890		33,033
TEMPORARY LODGING EXPENSE.....		20,182		28,938		28,469
TOTAL OBLIGATIONS.....		\$ 1,090,905		\$ 1,096,015		\$ 1,091,424
LESS: REIMBURSABLES.....		\$ 8,000		\$ 8,000		\$ 8,032
TOTAL DIRECT.....		\$ 1,082,905		\$ 1,088,015		\$ 1,083,392

Section 4
Permanent Change of Station Travel

Purpose and Scope of Work

The funds requested are for expenses incident to Permanent Change of Station (PCS) travel of military personnel. The total requirement is a function of number of moves, entitlements, and rates.

Entitlements for PCS include:

- Mileage and monetary allowances in lieu of transportation for members and dependents
- Transportation by common carrier to include Air Mobility Command (AMC) for members and dependents.
- Transportation of Household Goods (HHG) and baggage by common carrier, AMC, and Military Sealift Command (MSC). Examples include cost of packing, crating, handling, and temporary storage.
- Transportation and storage in lieu of transportation of Privately Owned Vehicles.
- Port handling charges for HHG, baggage, and POVs.
- Transportation of trailers.
- Non-temporary storage of HHG and POVs.
- Dislocation Allowances.
- Temporary Lodging Expenses.

The total number of moves is driven by the commitment to station 25 percent of the force overseas and by mandated end strength. All personnel overseas serve prescribed tour lengths as directed by Senate Report 99-176, 1986 DOD Appropriation Bill and House of Representatives Report 99-81, Authorization Bill. Congressional language in these reports establishes 36 month accompanied and 24 month unaccompanied tour lengths unless assigned duty area is designated a hardship area by the Service Secretary.

- The overseas rotational moves account for 25 percent of the Army's total move program and 53 percent of total PCS costs.
- Accessions and Separations moves comprise 63 percent of total moves and 29 percent of the dollar requirement.
- The remaining move/dollar requirements consist of Operational, Training and Unit moves which equal 12 percent of total moves and 18 percent of dollar requirements. These moves are essential to maintain requisite levels of training, force readiness, quality of life, unit integrity, and support Base Realignment and Closure actions.

The General Accounting Office examined the Army's system of rotating forces overseas and reported to Congress that Army was using the most advantageous system to fill overseas positions.

The FY01 budget estimate decreased by \$4.6M from the FY00 program. The savings resulted from several offsetting factors, to include projected inflation, pay raise, Defense Working Capital Funds (DWCF) cost growth, and an overall reduction in the number of moves:

- Inflation generates costs of \$11.3M.
- Rates for DWCF vary by entitlement; details are provided in the schedule of increases and decreases. The net change is a saving of \$2.7M, largely due to projected savings in the Global POV contract.
- Authorized pay raise of 3.7% increases Dislocation Allowance costs by \$4.2M.
- Reduction in the number of moves saves \$17.4M.

There are no major force structure changes programmed for FY01.

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 133,294
ESTIMATE FY 2000	\$ 128,251
ACTUAL FY 1999	\$ 118,162

Project: Accession Travel

Part I - Purpose and Scope

Officers. Covers PCS movements of (1) officers appointed to a commissioned grade from civilian life, military academies, ROTC, and Army Reserve and National Guard officers called or recalled to extended duty from home or place where orders were received to first permanent duty station or training school of 20 weeks or more duration and (2) new permanent duty station or training school. Also included are officers appointed from enlisted status upon graduation from OCS. This category also includes travel to/from schools less than 20 weeks duration when they precede completion of travel to the new permanent duty station or training school in excess of 20 weeks.

Enlisted. Covers PCS movements of (1) enlistees and prior service personnel from recruiting station or place of enlistment to their first permanent duty station or training school of 20 weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more duration. Also includes travel to/from schools less than 20 weeks when they precede completion of travel to the new permanent duty station or training school in excess of 20 weeks.

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

Part II - Justification of Funds Requested

Accession estimates are based upon the officer, enlisted and cadet gains necessary to meet the Army's planned manpower levels through FY01.

Changes to this program can only be accommodated through adjustments in officer, enlisted or cadet strengths. Changes in move numbers between fiscal years reflect adjustments required to meet the Army's projected end strengths.

Inflation, DWCF rates, and pay raise all impact on the cost per move.

Detailed cost computations are provided by the following table:

PCS ACCESSION TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
OFFICER									
MEMBER TRAVEL.....	6,461	\$ 840	\$ 5,428	6,431	\$ 875	\$ 5,630	6,442	\$ 896	\$ 5,772
DEPENDENT TRAVEL.....	1,938	1,085	2,103	1,929	1,096	2,114	1,933	1,108	2,142
TRANSPORTATION OF HHG									
- LAND & ITGBL.....	4,846	3,058	14,821	4,824	3,089	14,901	4,831	3,135	15,147
- OVERSEAS (AMC & MSC).....	2,267	453	1,027	2,257	466	1,051	2,261	511	1,156
DISLOCATION ALLOWANCE.....	517	1,466	758	514	1,537	790	515	1,594	821
TRAILER ALLOWANCE.....	65	2,012	131	64	2,032	130	64	2,063	132
PRIVATELY OWNED VEHICLE									
- MIL. SEALIFT COMMAND.....	39	279	11	39	279	11	39	322	13
- PORT HANDLING (MTMC).....	465	2,200	1,023	463	2,500	1,158	464	2,313	1,073
PORT HANDLING (HHG).....	485	44	21	482	44	21	483	32	15
SUBTOTAL.....			\$ 25,323			\$ 25,806			\$ 26,271
CADETS.....	1,153	\$ 750	\$ 865	1,213	\$ 750	\$ 910	1,202	\$ 750	\$ 902

PCS ACCESSION TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ENLISTED									
MEMBER TRAVEL.....	71,992	\$ 774	\$ 55,698	76,674	\$ 804	\$ 61,680	78,959	\$ 822	\$ 64,913
DEPENDENT TRAVEL.....	20,878	277	5,782	22,235	280	6,219	22,898	280	6,421
TRANSPORTATION OF HHG									
- LAND & ITGBL.....	10,439	1,992	20,793	11,118	2,012	22,366	11,449	2,042	23,378
- OVERSEAS (AMC & MSC).....	6,803	452	3,076	7,246	470	3,407	7,462	506	3,779
DISLOCATION ALLOWANCE.....	0	0	0	0	0	0	0	0	0
TRAILER ALLOWANCE.....	72	2,012	145	77	2,032	156	79	2,063	163
PRIVATELY OWNED VEHICLE									
- MIL. SEALIFT COMMAND.....	2,520	279	704	2,684	279	750	2,764	322	889
- PORT HANDLING (MTMC).....	2,520	2,200	5,544	2,684	2,500	6,710	2,764	2,313	6,392
PORT HANDLING (HHG).....	7,055	33	232	7,514	33	247	7,738	24	186
SUBTOTAL.....			\$ 91,974			\$ 101,535			\$ 106,121
TOTAL PCS ACCESSION TRAVEL.....			\$ 118,162			\$ 128,251			\$ 133,294

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 39,345
ESTIMATE FY 2000	\$ 40,284
ACTUAL FY 1999	\$ 40,089

Project: Training Travel

Part I - Purpose and Scope

Officers. Funds CONUS PCS movements for officers and warrant officers (1) from current permanent duty station to formal service or civilian schools, including technical schools, pilot training, factory training, and other approved courses of instruction of 20 weeks duration or more, and (2) to next CONUS permanent duty station upon completion of school or when eliminated from school prior to completion. Excludes academy graduates, OCS graduates, ROTC graduates, and others (chargeable as Accession travel) and those officers and warrant officers who are moving into and out of a training seat from/to an overseas location (chargeable as Rotational travel).

Enlisted. Funds PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, aircraft maintenance training, factory training, and other approved courses of instruction, of 20 weeks duration or more; (2) enlisted school graduates and those eliminated from school to their next CONUS permanent duty station; and (3) enlisted personnel ordered to training leading to a commission, if such training period is of 20 weeks duration or more. Excludes those soldiers moving in or out of a training seat to or from an overseas location (chargeable as Rotational travel).

Part II - Justification of Funds Requested

Costs for training travel are based upon requirements for officer and enlisted personnel to attend military, other federal government, and civilian training programs.

Training is required to maintain the requisite skill levels/educational levels required by an Army that is capable of responding to strategic obligations in the evolving international environment. Training moves support the requirement to shape the force for tomorrow and the Army's duty to prepare soldiers to perform their required mission. Through training moves the Army is provided with soldiers trained in aviation, medical specialties, linguistics, force modernization, leadership skills, and Special Forces operations.

Detailed cost computations are provided by the following table:

PCS TRAINING TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
OFFICER									
MEMBER TRAVEL									
MILEAGE AND PER DIEM.....	5,764	\$ 624	\$ 3,597	5,792	\$ 655	\$ 3,793	5,934	\$ 670	\$ 3,973
DEPENDENT TRAVEL									
MILEAGE DEPENDENTS.....	4,323	403	1,744	4,344	407	1,770	4,451	407	1,813
TRANSPORTATION OF HHG									
LAND SHIPMENT.....	2,882	5,174	14,912	2,896	5,226	15,135	2,967	5,304	15,738
DISLOCATION ALLOWANCE.....	4,323	1,548	6,690	4,344	1,622	7,046	4,451	1,682	7,486
TRAILER ALLOWANCE.....	6	2,012	12	6	2,032	12	6	2,063	12
SUBTOTAL.....			\$ 26,955			\$ 27,756			\$ 29,022
ENLISTED									
MEMBER TRAVEL									
MILEAGE AND PER DIEM.....	3,399	\$ 519	\$ 1,764	3,167	\$ 545	\$ 1,725	2,559	\$ 557	\$ 1,425
DEPENDENT TRAVEL									
MILEAGE DEPENDENTS.....	2,209	403	891	2,059	407	839	1,663	407	678
TRANSPORTATION OF HHG									
LAND SHIPMENT.....	2,379	3,206	7,628	2,217	3,238	7,179	1,791	3,287	5,887
DISLOCATION ALLOWANCE.....	2,209	1,288	2,845	2,059	1,350	2,779	1,663	1,399	2,327
TRAILER ALLOWANCE.....	3	2,012	6	3	2,032	6	3	2,063	6
SUBTOTAL.....			\$ 13,134			\$ 12,528			\$ 10,323
TOTAL PCS TRAINING TRAVEL.....			\$ 40,089			\$ 40,284			\$ 39,345

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 145,814
ESTIMATE FY 2000	\$ 150,433
ACTUAL FY 1999	\$ 142,890

Project: Operational Travel

Part I - Purpose and Scope

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

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

Part II - Justification of Funds Requested

Operational moves are critical to the Army's ability to maintain readiness throughout the force. They are necessary to maintain units at required personnel readiness levels; support activations and inactivations; fill joint duty positions mandated under the Goldwater-Nichols DOD Reorganization Act of 1986; correct imbalances of skill and grade; support humanitarian, compassionate, and joint domicile needs; assign personnel to key positions in response to unprogrammed/unanticipated requirements, support Base Realignment and Closure actions and to fill high priority units.

Detailed cost computations are provided by the following table:

PCS OPERATIONAL TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
OFFICER									
MEMBER TRAVEL									
MILEAGE AND PER DIEM.....	6,482	\$ 744	\$ 4,825	6,119	\$ 781	\$ 4,780	5,726	\$ 799	\$ 4,573
DEPENDENT TRAVEL									
MILEAGE DEPENDENTS.....	4,991	452	2,258	4,712	457	2,153	4,409	457	2,014
TRANSPORTATION OF HHG									
LAND SHIPMENT.....	6,093	6,590	40,154	5,752	6,656	38,286	5,382	6,756	36,361
DISLOCATION ALLOWANCE.....	5,834	1,752	10,221	5,507	1,836	10,111	5,153	1,904	9,811
TRAILER ALLOWANCE.....	6	2,012	12	6	2,032	12	6	2,063	12
SUBTOTAL.....			\$ 57,470			\$ 55,342			\$ 52,771
ENLISTED									
MEMBER TRAVEL									
MILEAGE AND PER DIEM.....	16,232	\$ 735	\$ 11,933	17,657	\$ 771	\$ 13,621	16,940	\$ 789	\$ 13,360
DEPENDENT TRAVEL									
MILEAGE DEPENDENTS.....	12,012	404	4,847	13,066	408	5,325	12,536	408	5,109
TRANSPORTATION OF HHG									
LAND SHIPMENT.....	13,960	3,627	50,633	15,185	3,663	55,627	14,568	3,718	54,167
DISLOCATION ALLOWANCE.....	13,960	1,273	17,778	15,185	1,335	20,266	14,568	1,384	20,162
TRAILER ALLOWANCE.....	114	2,012	229	124	2,032	252	119	2,063	245
SUBTOTAL.....			\$ 85,420			\$ 95,091			\$ 93,043
TOTAL PCS OPERATIONAL TRAVEL.....			\$ 142,890			\$ 150,433			\$ 145,814

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 545,458
ESTIMATE FY 2000	\$ 557,563
ACTUAL FY 1999	\$ 570,909

Project: Rotational Travel

Part I - Purpose and Scope

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

Enlisted. Covers PCS movements of enlisted personnel (1) from permanent duty stations in CONUS to permanent duty stations overseas; (2) from permanent duty stations overseas to permanent duty stations in CONUS; (3) from permanent duty stations overseas to permanent duty stations in another overseas area, but only 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, but only when transoceanic travel is involved.

Part II - Justification of Funds Requested

Rotational moves are driven by the commitment to station 25% of the force overseas in support of the National Military Strategy. The number of moves required is determined by overseas end strength and the average time actually served overseas, less the number of overwater Accession, Separation, and Unit moves.

The Army's system of rotating soldiers to and from Europe was examined by the General Accounting Office (GAO). In their 1993 report to Congress GAO stated there were no strong arguments to depart from the Army's current system.

PCS ROTATIONAL TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
OFFICER									
MEMBER TRAVEL.....	9,016	\$ 1,564	\$ 14,103	8,109	\$ 1,620	\$ 13,136	7,891	\$ 1,654	\$ 13,051
DEPENDENT TRAVEL.....	7,664	1,685	12,917	6,892	1,703	11,734	6,708	1,716	11,513
TRANSPORTATION OF HHG									
- LAND & ITGBL.....	9,088	6,432	58,455	8,174	6,496	53,101	7,954	6,594	52,448
- OVERSEAS (AMC & MSC).....	22,900	459	10,517	20,597	472	9,719	20,043	519	10,398
DISLOCATION ALLOWANCE.....	8,566	1,857	15,911	6,892	1,947	13,416	6,708	2,019	13,541
TRAILER ALLOWANCE.....	63	2,000	126	56	2,036	114	56	2,071	116
PRIVATELY OWNED VEHICLE									
- MIL. SEALIFT COMMAND.....	5,410	279	1,512	4,865	280	1,360	4,735	322	1,523
- PORT HANDLING (MTMC).....	1,803	2,200	3,966	2,027	2,500	5,068	1,973	2,313	4,563
PORT HANDLING (HHG).....	9,016	54	485	8,109	54	437	7,891	39	310
SUBTOTAL.....			\$ 117,992			\$ 108,085			\$ 107,463

PCS ROTATIONAL TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ENLISTED									
MEMBER TRAVEL.....	64,387	\$ 1,223	\$ 78,740	61,866	\$ 1,262	\$ 78,072	59,737	\$ 1,288	\$ 76,923
DEPENDENT TRAVEL.....	39,277	1,272	49,949	37,738	1,285	48,475	36,440	1,291	47,041
TRANSPORTATION OF HHG									
- LAND & ITGBL.....	50,865	3,692	187,811	48,875	3,729	182,268	47,192	3,785	178,632
- OVERSEAS (AMC & MSC).....	30,261	498	15,064	29,078	512	14,897	28,076	562	15,769
DISLOCATION ALLOWANCE.....	48,290	1,196	57,752	46,400	1,253	58,156	44,803	1,300	58,232
TRAILER ALLOWANCE.....	65	2,000	130	62	2,032	126	60	2,067	124
PRIVATELY OWNED VEHICLE									
- MIL. SEALIFT COMMAND.....	32,194	279	8,995	30,933	279	8,643	29,869	322	9,605
- PORT HANDLING (MTMC).....	22,535	2,200	49,577	21,653	2,500	54,133	20,908	2,313	48,351
PORT HANDLING (HHG).....	111,776	44	4,899	107,400	44	4,708	103,703	32	3,318
SUBTOTAL.....			\$ 452,917			\$ 449,478			\$ 437,995
TOTAL PCS ROTATIONAL TRAVEL.....			\$ 570,909			\$ 557,563			\$ 545,458

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 164,494
ESTIMATE FY 2000	\$ 156,026
ACTUAL FY 1999	\$ 156,165

Project: Separation Travel

Part I - Purpose and Scope

Officers. Covers PCS movements of officers and warrant officers upon separation from the service from their last permanent duty station to their home of record, point of entry into service, or to their home of selection when authorized by law.

Enlisted. Covers PCS movements of enlisted personnel upon separation from the service from last permanent duty station to their home of record, point of entry into service, or to their home of selection when authorized by law.

Cadets. Covers PCS movements of cadets eliminated from the academy to their home of record or point of entry into service.

Part II - Justification of Funds Requested

Separations are based on projected personnel losses.

Detailed cost computations are provided in the following table:

PCS SEPARATION TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
OFFICER									
MEMBER TRAVEL.....	7,807	\$ 656	\$ 5,119	5,783	\$ 683	\$ 3,948	6,442	\$ 698	\$ 4,495
DEPENDENT TRAVEL.....	6,246	336	2,100	4,626	340	1,573	5,154	342	1,765
TRANSPORTATION OF HHG									
- LAND & ITGBL.....	4,216	4,876	20,558	3,123	4,925	15,380	3,478	4,998	17,384
- OVERSEAS (AMC & MSC).....	1,444	557	805	1,070	574	614	1,193	630	751
TRAILER ALLOWANCE.....	37	2,012	74	28	2,032	57	31	2,063	64
PRIVATELY OWNED VEHICLE									
- MIL. SEALIFT COMMAND.....	1,132	279	316	839	279	234	934	322	300
- PORT HANDLING (MTMC).....	488	2,200	1,074	362	2,500	905	403	2,313	932
PORT HANDLING (HHG).....	21,472	44	940	15,906	44	697	17,721	32	567
SUBTOTAL.....			\$ 30,986			\$ 23,408			\$ 26,258
CADETS.....	259	\$ 750	\$ 194	361	\$ 750	\$ 271	224	\$ 750	\$ 168

PCS SEPARATION TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ENLISTED									
MEMBER TRAVEL.....	72,206	\$ 599	\$ 43,266	74,307	\$ 623	\$ 46,328	76,570	\$ 637	\$ 48,789
DEPENDENT TRAVEL.....	15,163	377	5,721	15,604	381	5,948	16,080	385	6,188
TRANSPORTATION OF HHG									
- LAND & ITGBL.....	19,495	3,223	62,840	20,062	3,256	65,314	20,674	3,304	68,316
- OVERSEAS (AMC & MSC).....	5,416	570	3,088	5,573	588	3,276	5,743	642	3,687
TRAILER ALLOWANCE.....	217	2,012	437	223	2,032	453	230	2,063	474
PRIVATELY OWNED VEHICLE									
- MIL. SEALIFT COMMAND.....	3,610	279	1,009	3,715	279	1,038	3,829	322	1,231
- PORT HANDLING (MTMC).....	3,610	2,200	7,942	3,715	2,500	9,288	3,829	2,313	8,855
PORT HANDLING (HHG).....	21,121	32	682	21,735	32	702	22,397	24	528
SUBTOTAL.....			\$ 124,985			\$ 132,347			\$ 138,068
TOTAL PCS SEPARATION TRAVEL.....			\$ 156,165			\$ 156,026			\$ 164,494

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$ 1,517
ESTIMATE FY 2000	\$ 1,630
ACTUAL FY 1999	\$ 8,230

Project: Travel of Organized Units

Part I - Purpose and Scope

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

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

Part II - Justification of Funds Requested

Unit moves are required to support changes in force structure that necessitate realignment of forces to correct imbalances of support/command/control units, and to maintain unit tactical integrity. Costs are based on point-to-point unit moves. The number of unit moves are cyclical as the Army repositions the force structure in response to an evolving global focus, and the fielding of new equipment/units.

Detailed cost computations are provided by the following table:

PCS ORGANIZED UNIT TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
OFFICER									
MEMBER TRAVEL									
MILEAGE AND PER DIEM.....	559	\$ 519	\$ 290	105	\$ 546	\$ 57	90	\$ 557	\$ 50
DEPENDENT TRAVEL									
MILEAGE DEPENDENTS.....	436	350	153	82	354	29	70	354	25
TRANSPORTATION OF HHG									
LAND SHIPMENT.....	442	3,109	1,374	83	3,140	261	71	3,187	226
DISLOCATION ALLOWANCE.....	447	1,870	836	84	1,960	165	72	2,032	146
TRAILER ALLOWANCE.....	4	2,012	8	1	2,032	2	1	2,063	2
SUBTOTAL.....			\$ 2,661			\$ 514			\$ 449
ENLISTED									
MEMBER TRAVEL									
MILEAGE AND PER DIEM.....	2,197	\$ 519	\$ 1,140	428	\$ 545	\$ 233	400	\$ 557	\$ 223
DEPENDENT TRAVEL									
MILEAGE DEPENDENTS.....	1,340	350	469	261	354	92	244	354	86
TRANSPORTATION OF HHG									
LAND SHIPMENT.....	1,033	2,020	2,087	201	2,040	410	188	2,071	389
DISLOCATION ALLOWANCE.....	1,428	1,309	1,869	278	1,372	381	260	1,423	370
TRAILER ALLOWANCE.....	2	2,012	4	0	2,032	0	0	2,063	0
SUBTOTAL.....			\$ 5,569			\$ 1,116			\$ 1,068
TOTAL PCS ORGANIZED UNIT TRAVEL.....			\$ 8,230			\$ 1,630			\$ 1,517

PCS - NON-TEMPORARY STORAGE
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999 AMOUNT	ESTIMATE FY 2000 AMOUNT	ESTIMATE FY 2001 AMOUNT
NON-TEMPORARY STORAGE.....	\$ 34,278	\$ 32,890	\$ 33,033
TEMPORARY LODGING EXPENSE.....	20,182	28,938	28,469
TOTAL OBLIGATIONS.....	\$ 1,090,905	\$ 1,096,015	\$ 1,091,424
LESS: REIMBURSABLE OBLIGATIONS.....	8,000	8,000	8,032
TOTAL DIRECT OBLIGATIONS.....	\$ 1,082,905	\$ 1,088,015	\$ 1,083,392

Section 4
 Schedule of Increases and Decreases
 (Amounts in Thousands of Dollars)

Other Military Personnel Costs	Amount
FY 2000 Direct Program	\$ 133,540
Increases:	
Apprehension of Deserters	3
Death Gratuities	36
Amortization Portion of Army College Fund	880
Special Compensation for the Severely Disabled	4,800
Total Increases:	\$ 5,719
Decreases:	
Survivor Benefit Costs	-118
Based on Veterans Affairs estimate	
Unemployment Benefits	-16,064
Reflects lower actuals in FY99	
Total Decreases:	\$ -16,182
 FY 2001 Direct Program	 \$ 123,077

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$946
ESTIMATE FY 2000	\$942
ACTUAL FY 1999	\$939

Project: Apprehension of Deserters

Part I - Purpose and Scope

The funds requested provide for expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners and for their delivery to the control of the Department of Defense. Included is the cost of detention and subsistence furnished during the period a military member is detained in civil confinement for safekeeping when so requested by military authority, cost of reimbursement for expenses incurred (not to exceed \$75.00 in either case), and cost of transportation, lodging, and subsistence of an escort guard.

Part II - Justification of Funds Requested

Cost estimates are based on factors developed from current expenditure experience as applied against programmed manyears.

Detailed cost computations are provided by the following table:

OTHER MILITARY PERSONNEL COSTS
APPREHENSION OF DESERTERS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999	ESTIMATE FY 2000	ESTIMATE FY 2001
TRAVEL AND OTHER EXPENSES INCIDENT TO THE APPREHENSION AND DELIVERY OF DESERTERS, PRISONERS AND SOLDIERS AWOL INCLUDING PAYMENT OF CONFINEMENT OF MILITARY PRISONERS IN NON-MILITARY FACILITIES.....	\$939	\$942	\$946

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$2,856
ESTIMATE FY 2000	\$2,820
ACTUAL FY 1999	\$2,520

Project: Death Gratuities

Part I - Purpose and Scope

The funds requested are for the payment of death gratuities to beneficiaries of deceased military personnel as authorized by law. Death gratuities are composed of basic pay, incentive pay, and overseas pay, if applicable. The National Defense Authorization Act for FY92 and FY93, section 652, amends Section 1478(a) of Title 10 U.S.C., increasing the maximum amount payable to \$6,000.

Part II - Justification of Funds Requested

Fund requirements are based on the most recent mortality rates as applied against programmed manyears of personnel and the statutory gratuity payment.

Detailed cost computations are provided by the following table:

OTHER MILITARY PERSONNEL COSTS
DEATH GRATUITIES
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER.....	59	\$6,000	\$354	77	\$6,000	\$462	77	\$6,000	\$462
ENLISTED.....	359	6,000	2,154	389	6,000	2,334	395	6,000	2,370
CADETS.....	2	6,000	12	4	6,000	24	4	6,000	24
TOTAL.....	420		\$2,520	470		\$2,820	476		\$2,856

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$86,391
ESTIMATE FY 2000	\$102,455
ACTUAL FY 1999	\$121,560

Project: Unemployment Benefits Paid to Ex-Service Members

Part I - Purpose and Scope

Funds are to pay unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in Paragraph (1) of Section 8521(a) of Title 5, United States Code. The Department of Labor is the executive agency for the program; however, program administration is accomplished by each state. Generally, an ex-servicemember is eligible if discharged or released under honorable conditions, and member completed his first full term of active service. Also eligible is one who was discharged or released before completing first term of service for the convenience of the Government, because of medical disqualification, hardship, personal disorders or ineptitude, but only if the service was continuous for 365 days or more.

The Emergency Unemployment Compensation Act of 1991 (P.L. 102-164) extended unemployment compensation benefits for former military personnel up to 26 weeks with a one-week waiting period as opposed to 13 weeks after a four-week wait. The law also reduced the amount of active duty days required in a reserve status from 180 continuous days to 90 continuous days to be considered as "federal service" for claim purposes.

Part II - Justification of Funds Requested

The estimated unemployment benefit payments are based on programmed separations from the Army's manpower program and average monthly benefit amounts of compensation from the Department of Labor. Costs decrease by \$11.2 million from FY00 to FY01 due to lower usage rates.

Detailed cost computations are provided by the following table:

OTHER MILITARY PERSONNEL COSTS
 UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS
 (AMOUNTS IN THOUSANDS OF DOLLARS)

	NUMBER	ACTUAL FY 1999		NUMBER	ESTIMATE FY 2000		NUMBER	ESTIMATE FY 2001	
		RATE	AMOUNT		RATE	AMOUNT		RATE	AMOUNT
UNEMPLOYMENT BENEFITS									
OFFICER.....	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ENLISTED.....	34,811	3,492	\$121,560	29,340	3,492	\$102,455	25,231	3,424	\$86,391
TOTAL.....	34,811		\$121,560	29,340		\$102,455	25,231		\$86,391

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$7,042
ESTIMATE FY 2000	\$7,160
ACTUAL FY 1999	\$8,352

Project: Survivor Benefits

Part I - Purpose and Scope

Funds are requested to provide for payments of restored social security benefits to widows and orphans of deceased Army military personnel. These benefits were withdrawn under Public Law 97-35, which terminated the "Mother's Milk Benefit" when the last child in custody of the surviving spouse reached age 16, rather than 18, and affected the "school child" by either eliminating benefit payments or by requiring a reduction in benefits. Section 156 of Public Law 97-37, modified by Section 943 of the DOD Authorization Act, 1984, P.L. 98-94, Stat. 614, restored these Social Security benefits to survivors of military members and directed the Department of Defense to budget for this requirement.

Part II - Justification of Funds Requested

Cost estimates from the Department of Veterans Affairs are based on average benefit payments and caseload for spouses and children in school.

The latest Department of Veterans Affairs cost estimates are provided in the following table:

OTHER MILITARY PERSONNEL COSTS
SURVIVOR BENEFITS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999	ESTIMATE FY 2000	ESTIMATE FY 2001
SURVIVOR BENEFIT COSTS.....	\$8,352	\$7,160	\$7,042

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$252
ESTIMATE FY 2000	\$252
ACTUAL FY 1999	\$278

Project: Adoption Costs

Part I - Purpose and Scope

Section 651 of the National Defense Authorization Act for FY92 and FY93 permanently established the adoption program to reimburse service members for adoption expenses of a child under the age of 18 years.

Part II - Justification of Funds Required

The average amount payable is \$2,000 per adoption. Expenses include public and private agency fees; legal fees; medical expenses associated with the child, biological mother, and adoptive parents; temporary foster care; and other expenses approved by the Department of Defense.

Detailed cost computations are provided by the following table:

OTHER MILITARY PERSONNEL COSTS
ADOPTION EXPENSES
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ADOPTION EXPENSES.....	139	\$2,000	\$278	126	\$2,000	\$252	126	\$2,000	\$252

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$216
ESTIMATE FY 2000	\$216
ACTUAL FY 1999	\$202

Project: Interest on Soldier's Deposit

Part I - Purpose and Scope

The National Defense Authorization Act for FY92 and FY93, Section 639 amends Section 1035 of Title 10 U.S.C. This section establishes a savings program for overseas members participating in temporary duty contingency operations. Precedence from Vietnam indicates that the Department of the Army will be required to fund the difference between ten percent paid and the average Treasury Bill rates.

Part II - Justification of Funds Requested

The amount budgeted is based on current experience in relation to the number of Army participants.

Detailed cost computations are provided by the following table:

OTHER MILITARY PERSONNEL COSTS
INTEREST ON SOLDIERS' DEPOSIT
(AMOUNTS IN THOUSANDS OF DOLLARS)

	NUMBER	ACTUAL FY 1999		NUMBER	ESTIMATE FY 2000		NUMBER	ESTIMATE FY 2001	
		RATE	AMOUNT		RATE	AMOUNT		RATE	AMOUNT
INTEREST ON SOLDIERS' DEPOSIT									
OFFICER.....	349	\$255	\$89	343	\$274	\$94	342	\$274	\$94
ENLISTED.....	750	150	113	750	162	122	750	162	122
TOTAL.....	1,099		\$202	1,093		\$216	1,092		\$216

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$20,700
ESTIMATE FY 2000	\$19,820
ACTUAL FY 1999	\$70,362

Project: Educational Benefits

Part I - Purpose and Scope

Funds are for the payment to the Department of Defense Educational Benefits Trust Fund. The Army College Fund (ACF) is governed by Title 38 U.S.C., Chapter 30. The ACF is used to attract higher quality high school diploma graduates into designated Army skills, which are difficult to fill with qualified enlistees. The program will fund additional and supplemental benefit payments above a basic benefit (the Montgomery GI Bill) to be budgeted by the Department of Veterans Affairs (DVA). This program is budgeted on an accrual basis by the Department of Defense. The DOD Board of Actuaries establishes per capita normal costs and amortization rates for each fiscal year. Actual benefit payments to individuals will be made by the Department of Veterans Affairs from funds transferred from the Trust Fund account.

The 1999 Strom Thurmond National Defense Authorization Act increased the maximum amount of educational benefits authorized to \$50,000.

Beginning in FY00 OSD realigns funding for the College Fund to BA2 Enlisted Pay in order to enhance recruiting efforts. The amortization payment remains in BA6.

The following table provides detailed cost computations:

OTHER MILITARY PERSONNEL COSTS
EDUCATIONAL BENEFITS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	ELIGIBLES	RATE	AMOUNT	ELIGIBLES	RATE	AMOUNT	ELIGIBLES	RATE	AMOUNT
COLLEGE FUND									
4 YEAR COMMITMENT - \$30K.....	246	\$2,273	\$559	0	\$0	\$0	0	\$0	\$0
4 YEAR COMMITMENT - \$40K.....	4,142	4,978	20,619	0	0	0	0	0	0
4 YEAR COMMITMENT - \$50K.....	2,122	8,118	17,226	0	0	0	0	0	0
SUBTOTAL 4 YEAR	6,510		\$38,404	0		\$0	0		\$0
3 YEAR COMMITMENT - \$25K.....	76	1,817	138	0	0	0	0	0	0
3 YEAR COMMITMENT - \$33K.....	1,905	4,305	8,201	0	0	0	0	0	0
SUBTOTAL 3 YEAR	1,981		\$8,339	0		\$0	0		\$0
2 YEAR COMMITMENT - \$20K.....	51	1,720	88	0	0	0	0	0	0
2 YEAR COMMITMENT - \$26.5K.....	920	4,149	3,817	0	0	0	0	0	0
SUBTOTAL 2 YEAR	971		\$3,905	0		\$0	0		\$0
TOTAL \$20K.....	51		88	0		0	0		0
TOTAL \$25K.....	76		138	0		0	0		0
TOTAL \$26.5K.....	920		3,817	0		0	0		0
TOTAL \$30K.....	246		559	0		0	0		0
TOTAL \$33K.....	1,905		8,201	0		0	0		0
TOTAL \$40K.....	4,142		20,619	0		0	0		0
TOTAL \$50K.....	2,122		17,226	0		0	0		0
GRAND TOTAL COLLEGE FUND.....	9,462		\$50,648	0		\$0	0		\$0
INVOLUNTARY SEPARATEES.....			3,909			3,835			3,872
UNFUNDED LIABILITY.....			15,805			15,985			16,828
TOTAL AMORTIZATION PAYMENTS.....			\$19,714			\$19,820			\$20,700
EDUCATIONAL BENEFITS.....	9,462		\$70,362	0		\$19,820	0		\$20,700
TOTAL DIRECT OMPC OBLIGATION AMOUNTS.....			\$204,063			\$133,540			\$127,877

(AMOUNTS IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2001	\$4,800
ESTIMATE FY 2000	\$0
ACTUAL FY 1999	\$0

Project: Special Compensation

Part I - Purpose and Scope

Section 658 of the FY2000 National Defense Authorization Act (P.L. 106-65) provided a new element of compensation for certain severely disabled retirees of the Uniformed Services. Payments will be made to military retirees who (1) possess a minimum VA disability rating of at least 70%, (2) receive the minimum disability rating within four years of retirement, (3) retire with a non-disability retirement, and (4) have 20-plus years of service for the purposes of computing retired pay.

The Department of Veterans Affairs is researching the required records to determine the number of eligible recipients for this benefit and all data is expected to be available by mid-March. Qualified entitlements will be made retroactive to October 1, 1999; and since no funds were appropriated in FY2000, payments will be made by realigning funds. Although specific cost estimates have not yet been developed, funds have been set aside in FY2001 based on preliminary estimates of those eligible for this new entitlement.

Part II - Justification of Funds Requested

OTHER MILITARY PERSONNEL COSTS
SPECIAL COMPENSATION
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999	ESTIMATE FY 2000	ESTIMATE FY 2001
SPECIAL COMPENSATION.....	\$0	\$0	\$4,800

Section 5
Military Personnel, Army
Defense Working Capital Funds (DWCF) Reimbursements

Introduction

The Defense Management Resource Decision (DMRD) 971 established the Defense Working Capital Funds (DWCF) (formerly the Defense Business Operations Fund (DBOF)) in order to expand the use of business-like financial management practices. DWCF was initiated to improve the tools available to managers of the support establishment by collecting all costs related to goods and services, including military costs. Prior to DMRD 971 DWCF activities did not pay for the cost of military support. Reimbursements requested are for the cost of base pay and entitlements for military personnel assigned to DWCF activities.

Justification of Funds Requested

The estimated reimbursements are based on the Under Secretary of Defense (Comptroller) guidance. Estimated manpower reflects the number of workyears for each DWCF business area.

Detailed cost by DWCF activity is provided by the following table:

SECTION 5
DEFENSE WORKING CAPITAL FUNDS REIMBURSABLE PROGRAM
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999		ESTIMATE FY 2000		ESTIMATE FY 2001	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
OFFICERS						
SUPPLY MGMT	8	612	8	615	6	479
ORDNANCE	9	1,060	15	1,570	15	1,578
DEPOT MAINT	24	2,066	17	1,460	17	1,596
INFO SERVICES	25	1,689	18	1,517	18	1,581
AMC	66	5,427	58	5,162	56	5,234
DLA	130	12,030	130	11,150	130	11,578
DFAS	42	6,277	55	4,968	52	4,271
DECA	9	577	9	524	9	541
DISA	5	610	2	164	1	103
TRANSCOM	130	12,400	129	11,700	127	12,000
TOTAL	382	37,321	383	33,668	375	33,727
ENLISTED						
SUPPLY MGMT	6	276	6	239	6	249
ORDNANCE	8	348	8	416	7	280
DEPOT MAINT	5	299	4	158	4	162
INFO SERVICES	12	1,729	0	0	0	0
AMC	31	2,652	18	813	17	691
DLA	72	1,526	65	2,446	65	2,566
DFAS	390	18,127	444	11,157	398	11,826
DECA	1	42	1	43	1	44
DISA	48	1,790	18	637	18	619
TRANSCOM	167	6,000	161	5,600	155	5,300
TOTAL	709	30,137	707	20,696	654	21,046
TOTAL						
SUPPLY MGMT	14	888	14	854	12	728
ORDNANCE	17	1,408	23	1,986	22	1,858
DEPOT MAINT	29	2,365	21	1,618	21	1,758
INFO SERVICES	37	3,418	18	1,517	18	1,581
AMC	97	8,079	76	5,975	73	5,925
DLA	202	13,556	195	13,596	195	14,144
DFAS	432	24,404	499	16,125	450	16,097
DECA	10	619	10	567	10	585
DISA	53	2,400	20	801	19	722
TRANSCOM	297	18,400	290	17,300	282	17,300
TOTAL	1,091	67,458	1,090	54,364	1,029	54,773

SECTION 5
SCHEDULE OF MILITARY PERSONNEL ASSIGNED OUTSIDE DOD

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
NONREIMBURSABLE									
EXECUTIVE OFF OF THE PRES..	16	3	19	16	3	19	16	3	19
NATIONAL SEC COUNCIL.....	6	1	7	6	1	7	6	1	7
INTERIOR DEPARTMENT.....	0	0	0	0	0	0	0	0	0
STATE DEPARTMENT.....	22	2	24	22	2	24	22	2	24
ENERGY DEPARTMENT.....	6	0	6	6	0	6	6	0	6
UN TRUCE SUPERVISOR.....	0	0	0	0	0	0	0	0	0
FED EMER MGMT AGENCY.....	2	0	2	2	0	2	2	0	2
JUSTICE DEPARTMENT.....	6	0	6	6	0	6	6	0	6
TREASURY DEPARTMENT.....	0	0	0	0	0	0	0	0	0
EXE OFF OF THE VICE PRES...	0	0	0	0	0	0	0	0	0
FED BUREAU OF INVESTIGATION	1	0	1	1	0	1	1	0	1
DRUG ENFORCEMENT AGENCY....	5	7	12	5	7	12	5	7	12
OFFICE OF THE NATIONAL DRUG CONTROL POLICY.....	11	0	11	11	0	11	11	0	11
UNITED STATES SENATE.....	1	0	1	1	0	1	1	0	1
COUNTER DRUGS.....	0	0	0	0	0	0	0	0	0
OTHER AGENCIES.....	6	0	6	6	0	6	6	0	6
TOTAL NONREIMBURSABLE....	82	13	95	82	13	95	82	13	95
REIMBURSABLE									
ENERGY DEPARTMENT.....	0	0	0	0	0	0	0	0	0
AMER BATTLE MON COMM.....	4	0	4	4	0	4	4	0	4
ARMS CON DISARM AGENCY.....	4	0	4	4	0	4	4	0	4
AID.....	1	0	1	1	0	1	1	0	1
CLASSIFIED ACT.....	9	11	20	9	11	20	9	11	20
JUSTICE DEPARTMENT.....	0	0	0	0	0	0	0	0	0
NASA.....	7	0	7	7	0	7	7	0	7
TRANS DEPARTMENT (FAA)....	0	0	0	0	0	0	0	0	0
SELECTIVE SERVICE.....	10	0	10	10	0	10	10	0	10
FED EMER MGMT AGENCY.....	1	0	1	1	0	1	1	0	1
VETERANS ADMINISTRATION....	0	0	0	0	0	0	0	0	0
NATIONAL SCIENCE FDN.....	0	0	0	0	0	0	0	0	0
FED BUREAU OF INVESTIGATION	2	0	2	2	0	2	2	0	2
NATIONAL INST OF HEALTH....	0	0	0	0	0	0	0	0	0
OTHER AGENCIES.....	4	0	4	4	0	4	4	0	4
TOTAL REIMBURSABLE.....	42	11	53	42	11	53	42	11	53
TOTAL OUTSIDE DOD.....	124	24	148	124	24	148	124	24	148

SECTION 5
SCHEDULE OF MILITARY PERSONNEL ASSIGNED OUTSIDE DOD

	ACTUAL FY 1999			ESTIMATE FY 2000			ESTIMATE FY 2001		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ASSIGN TO DOD IN SUPPORT OF NON-DOD FUNCTIONS REIMBURSABLE:									
FOREIGN MILITARY SALES.....	236	324	560	298	349	647	298	317	615
MILITARY ASSIST PROGRAM....	0	0	0	0	0	0	0	0	0
DEFENSE WORKING CAPITAL FUN	382	709	1,091	383	707	1,090	375	654	1,029
TOTAL OTHER.....	618	1,033	1,651	681	1,056	1,737	673	971	1,644
TOTAL NONREIMBURSABLE.....	82	13	95	82	13	95	82	13	95
TOTAL REIMBURSABLE.....	42	11	53	42	11	53	42	11	53
GRAND TOTAL.....	742	1,057	1,799	805	1,080	1,885	797	995	1,792

SECTION 5 - REIMBURSABLE PROGRAM
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999	ESTIMATE FY 2000	ESTIMATE FY 2001
FOREIGN MILITARY SALES.....	\$ 27,709	\$ 45,538	\$ 31,537
TRAINING.....	13,000	30,000	15,500
PCS TRAVEL.....	7,580	7,580	7,580
ADMINISTRATIVE SURCHARGE.....	7,129	7,958	8,457
OTHER NON-STRENGTH.....	\$ 41,034	\$ 39,871	\$ 40,922
SUBSISTENCE IN KIND.....	39,884	38,746	39,796
CLOTHING.....	1,000	1,000	1,000
OTHER MILITARY COSTS.....	150	125	126
STRENGTH RELATED.....	\$ 124,257	\$ 127,170	\$ 108,801
OFFICER.....	73,087	74,500	62,300
ENLISTED.....	51,170	52,670	46,501
TOTAL PROGRAM.....	\$ 193,000	\$ 212,579	\$ 181,260

SECTION 5 - REIMBURSABLE PROGRAM
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999	ESTIMATE FY 2000	ESTIMATE FY 2001
STRENGTH RELATED.....	\$ 124,257	\$ 127,170	\$ 108,801
TOTAL END STRENGTH.....	1,704	1,790	1,697
ENLISTED.....	1,044	1,067	982
OFFICER.....	660	723	715
TOTAL MANYEARS.....	1,708	1,783	1,695
ENLISTED.....	1,048	1,063	980
OFFICER.....	660	720	715
 FEDERAL AGENCIES			
OFFICER.....	\$ 5,403	\$ 5,089	\$ 3,530
END STRENGTH.....	42	42	42
MANYEARS.....	42	42	42
ENLISTED.....	\$ 682	\$ 988	\$ 859
END STRENGTH.....	11	11	11
MANYEARS.....	11	11	11
TOTAL.....	\$ 6,085	\$ 6,077	\$ 4,389
END STRENGTH.....	53	53	53
MANYEARS.....	53	53	53
 MAAG, MISSIONS, AND MILITARY GROUPS			
OFFICER.....	\$ 30,363	\$ 35,743	\$ 25,043
END STRENGTH.....	236	298	298
MANYEARS.....	236	295	298
ENLISTED.....	\$ 20,351	\$ 30,986	\$ 24,596
END STRENGTH.....	324	349	317
MANYEARS.....	328	345	315
TOTAL.....	\$ 50,714	\$ 66,729	\$ 49,639
END STRENGTH.....	560	647	615
MANYEARS.....	564	640	613

SECTION 5 - REIMBURSABLE PROGRAM
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 1999	ESTIMATE FY 2000	ESTIMATE FY 2001
DEFENSE WORKING CAPITAL FUNDS (DWCF)			
OFFICER.....	\$ 37,321	\$ 33,668	\$ 33,727
END STRENGTH.....	382	383	375
MANYEARS.....	382	383	375
ENLISTED.....	\$ 30,137	\$ 20,696	\$ 21,046
END STRENGTH.....	709	707	654
MANYEARS.....	709	707	654
TOTAL.....	\$ 67,458	\$ 54,364	\$ 54,773
END STRENGTH.....	1,091	1,090	1,029
MANYEARS.....	1,091	1,090	1,029