

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2011 BUDGET ESTIMATES



MILITARY PERSONNEL, ARMY

JUSTIFICATION BOOK

FEBRUARY 2010

**DEPARTMENT OF THE ARMY
JUSTIFICATION OF EXHIBITS**

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MILITARY PERSONNEL, ARMY
SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(IN THOUSANDS OF DOLLARS)

	<u>FY 2009 Actuals</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Direct Program			
Pay and Allowances of Officers	9,809,052	11,192,472	11,573,651
Pay and Allowances of Enlisted	22,910,267	25,485,081	25,967,118
Pay and Allowances of Cadets	61,496	73,317	74,773
Subsistence of Enlisted Personnel	1,682,593	2,068,443	2,113,448
Permanent Change of Station Travel	1,829,638	1,654,261	1,777,362
Other Military Personnel Programs	366,730	532,038	465,925
TOTAL DIRECT PROGRAM	36,659,776	41,005,612	41,972,277
Reimbursable Program			
Pay and Allowances of Officers	126,828	124,449	164,666
Pay and Allowances of Enlisted	60,772	82,147	62,285
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	16,690	38,655	18,300
Permanent Change of Station Travel	0	0	0
Other Military Personnel Programs	0	0	0
TOTAL REIMBURSABLE PROGRAM	204,290	245,251	245,251
Total Baseline Program			
Pay and Allowances of Officers	9,935,880	11,316,921	11,738,317
Pay and Allowances of Enlisted Personnel	22,971,039	25,567,228	26,029,403
Pay and Allowances of Cadets	61,496	73,317	74,773
Subsistence of Enlisted Personnel	1,699,283	2,107,098	2,131,748
Permanent Change of Station Travel	1,829,638	1,654,261	1,777,362
Other Military Personnel Costs	366,730	532,038	465,925
TOTAL BASELINE PROGRAM FUNDING	36,864,066	41,250,863	42,217,528
OCO/Title IX Supplemental Funding -- FY 2009 (P.L. 110-252 & P.L. 111-32), FY 2010 (P.L. 111-118)			
Pay and Allowances of Officers	2,552,916	2,043,854	0
Pay and Allowances of Enlisted	7,210,398	5,212,112	0
Pay and Allowances of Cadets	7,500	0	0
Subsistence of Enlisted Personnel	2,146,050	2,177,216	0
Permanent Change of Station Travel	150,985	150,985	0
Other Military Personnel Programs	521,838	374,673	0
TOTAL OCO SUPPLEMENTAL PROGRAM FUNDING	12,589,687	9,958,840	0

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SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(IN THOUSANDS OF DOLLARS)**

	<u>FY 2009 Actuals</u>	<u>FY 2010 Estimate</u>	<u>FY 2011 Estimate</u>
Total Program			
Pay and Allowances of Officers	12,488,796	13,360,775	11,738,317
Pay and Allowances of Enlisted	30,181,437	30,779,340	26,029,403
Pay and Allowances of Cadets	68,996	73,317	74,773
Subsistence of Enlisted Personnel	3,845,333	4,284,314	2,131,748
Permanent Change of Station Travel	1,980,623	1,805,246	1,777,362
Other Military Personnel Programs	888,568	906,711	465,925
TOTAL PROGRAM	49,453,753	51,209,703	42,217,528
LESS: FY 2010 Title IX (P.L.111-118) (Excluding Base to OCO Transfer)			
Pay and Allowances of Officers	0	(2,043,854)	0
Pay and Allowances of Enlisted	0	(4,805,112)	0
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	0	(2,177,216)	0
Permanent Change of Station Travel	0	(150,985)	0
Other Military Personnel Programs	0	(374,673)	0
TOTAL PROGRAM	-	(9,551,840)	-
Revised Total Program			
Pay and Allowances of Officers	12,488,796	11,316,921	11,738,317
Pay and Allowances of Enlisted	30,181,437	25,974,228	26,029,403
Pay and Allowances of Cadets	68,996	73,317	74,773
Subsistence of Enlisted Personnel	3,845,333	2,107,098	2,131,748
Permanent Change of Station Travel	1,980,623	1,654,261	1,777,362
Other Military Personnel Programs	888,568	532,038	465,925
REVISED TOTAL PROGRAM *	49,453,753	41,657,863	42,217,528
Medicare-Eligible Retiree Health Fund Contribution	2,902,192	3,123,620	3,078,925
TOTAL MILPERS PROGRAM COST	52,355,945	44,781,483	45,296,453

*FY 2010 Revised Total Program includes the \$407M Base to OCO Title IX transfer and excludes the \$9,551.8M OCO funded in Title IX of P.L. 111-118.

Legislative proposals: None

MILITARY PERSONNEL, ARMY
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INTRODUCTION

INTRODUCTION

The Military Personnel, Army (MPA) appropriation provides pay and benefits for both Active Component Soldiers and Reserve Component Soldiers activated for current contingencies. The appropriation plays a critical role in National Military Strategy by enabling the Army to meet its manning objectives (having the right number of high quality Soldiers in the appropriate grades and skills to satisfy force structure requirements) while maintaining the All-Volunteer Force. In addition to manning force structure requirements, the appropriation provides for Soldiers in a variety of individual accounts (trainees, transients, Cadets, holdees, and students - known as TTHS).

For the last eight years the Army has played a critical role in meeting the needs of the Nation, not only in Iraq and Afghanistan, but around the world and at home (civil works, responding to natural disasters, and securing our borders). While this tempo has stretched the Army's human and economic resources thin, the FY 2011 budget request fully supports the sustainment of the Active Component end strength objective of 547,400 Soldiers. Achieving its end strength target will help the Army to regain balance and mitigate near-term risk, by deploying forces at the sustainable levels and providing combatant commanders with forces trained for the full range of operational missions.

It should be noted that the FY 2009 column reflects actual execution (both base program and overseas contingency operations (OCO)), while FY 2010 and FY 2011 columns only reflect base funding.

Management Characteristics of MPA

MPA is a centrally managed, single-year, appropriation that funds Soldier pay and allowances, recruiting and retention incentives, subsistence-in-kind (food rations), permanent change of station (PCS) costs, death gratuity and unemployment compensation benefits, and ROTC and West Point Cadet stipends. Entitlements are set by statute, with the biggest cost driver being the average number of Soldiers on active duty (including mobilized Reserve Soldiers to support the war). Other factors, such as overseas military stationing, force levels in Operation Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF), percentage of married personnel, propensity to enlist, and new personnel policies heavily influence requirements.

In an effort to improve management controls, the Military Personnel Division is working closely with the functional counterparts in the Army Staff to improve the linkage between budget requests and the policies and dynamic environment that impact the appropriation. Three key improvements are:

1. **Military Manpower Personnel Review (M2PR):** This monthly review of personnel execution had previously been focused on primarily manning trends and policies. The review is being restructured to include the financial implications of functional personnel execution and expanded to include Army Staff elements with oversight of programs that impact the appropriation.
2. **Military Personnel, Army Funding Letter:** The Military Personnel Division is providing a funding letter to the various functional agents who execute programs that impact the appropriation. The funding letter identifies the appropriated levels provided by Congress and requires functional elements to report planned execution which is monitored in the monthly M2PRs.
3. **Continual Process Improvement:** The Military Personnel Division has continued to refine its Oracle-based cost model. Key adjustments include the capability to accommodate pay-related adjustments that occur after the fiscal year. In addition, the Army has three on-going Lean Six Sigma projects designed to enhance the Army's capabilities to forecast the cost impact of external variable factors.

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End Strength

The President announced in January 2007 that the United States would strengthen the military for the war against terror by increasing the overall strength of the Army and Marine Corps. Under this plan, active duty Army end strength increased by a total of 65,000 from the FY 2007 President's Budget request of 482,400 to an end state of 547,400. Under the original plan, the Army would have reached 547,400 in FY 2012; however, to relieve stress on the Force, the Army has grown as rapidly as possible and reached 547,400 in FY 2009.

In a continued effort to support current operations while eliminating stress on the force, maintaining a minimum of 12 months of dwell time at home stations between deployments, and eliminating the use of holding Soldiers beyond their period of obligated service, the Army temporarily expanded its end strength to 562,400 in FY 2010 and possibly to 569,400 in FY 2011 dependent on operational requirements. Funds to support the FY 2010 temporary growth in personnel requirements (\$560 million) were requested the amended FY 2010 Overseas Contingency Operations (OCO) request and are reflected in the FY 2010 column of the FY 2011 Military Personnel OCO justification request. The FY 2011 column of the OCO request includes \$1.03B for the 22K temporary growth. The temporary growth will improve the fill of priority units, reduce personnel turbulence and improve the Army Force Generation (ARFORGEN) unit manning with no additional structure growth.

The budgeted end strength profile is as follows:

Active Army End Strength (in thousands)	FY09	FY10	FY11
Funded in the Base Budget	532.4	547.4	547.4
Funded in the OCO Budget	15.0	15.0*	22.0*
Original GTA End Strength Plan	532.4	539.4	546.4
Accelerated GTA End Strength Plan	547.4	547.4	547.4
Temporary End Strength Plan	552.4	562.4	569.4
Actual End Strength	553.0		

*Temporary End Strength Increase approved by the Secretary of Defense; FY 2011 decision to increase to 22K is pending at the time of this budget submission.

Other Budget Drivers

Afghanistan Surge

On December 1, 2009 President Obama updated the Nation's plan for Afghanistan. The recently announced strategy for OEF calls for a temporary surge of an additional 30,000 U.S. troops that would begin deployment in early 2010 and will begin to re-deploy after 18 months. The Army's FY 2011 Overseas Contingency Operation request includes requirements to support the increased numbers of mobilized Reservists and the increased deployment pays associated with the Active Component Soldiers.

Officer to Enlisted Ratio

The Army has experienced Officer requirement growth that is driven by Quadrennial Defense Review, the Department's Guidance for the Development of the Force (GDF), National Security Strategy, Modularization of units, Joint Headquarters growth (e.g. AFRICOM) and growth in areas such as Special Operation

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Forces, contracting, Civil Affairs and Psychological operations. The force structure reflects adaptation of modular units the Army's transformation. While many requirements are set, the Army's ability to fill the "spaces" generated by the requirements will take many years (it requires approximately 9 years to grow a Field Grade Officer). The requirements are driving a slow increase in the ratio of Officer to Enlisted personnel that are the primary driver of the Military Personnel Budget Requests. The ratio change is reflected in an increase in the officer strength and a decline in the enlisted strength.

Rates

Pay Raise

- The FY 2011 request includes a 1.4% military pay raise effective 1 January 2011.
- The FY 2010 basic pay column has been updated to reflect the 3.4% (versus 2.9%) enacted pay rates and the funding appropriated for pay raise in the FY 2010 Appropriation Bill (\$137.2M).

Basic Allowance for Subsistence

- The rate for subsistence (indexed to the annual changes in the US Department of the Agriculture food plan) effective 1 January 2011, is 3.4%.
- The FY 2010 basic allowance reflects the 0% increase in the US Department of the Agriculture food cost inflation index effective 1 January 2010. This rate reduction results in an asset in subsistence that was realigned to the Officer and Enlisted accounts and will generate a reprogramming request in FY 2010.

Basic Allowance for Housing

- Basic Allowance for Housing (BAH) growth is 3.8% in FY 2011.
- The FY 2010 Budget request estimated an Army specific Basic Allowance for Housing rate of 6.5%. Due to economic conditions, the actual housing allowance rate calculated by the DoD Per Diem Committee is 4.3% on average. This reduction in budget assumptions results in an asset in FY 2010 that will be utilized to partially resource un-forecasted increased mobilization requirements.

Foreign Currency Fluctuation

The FY 2011 column includes foreign currency adjustments based on the following equivalency rates. These adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances.

Country	Monetary Unit	Rate
Denmark	Krone	5.375
European Community	Euro	0.721
Iceland	Krona	85.236
Japan	Yen	101.951
Norway	Krone	6.129
Singapore	Dollar	1.466
South Korea	Won	1149.50
Turkey	Lira	1.388
United Kingdom	Pound	0.577

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General Inflation

- A general Inflation rate increase of 1.1% is planned in FY 2011.

The Residential Communities Initiative (RCI) program is a highly successful Army initiative to leverage private capital to alleviate housing shortages, rapidly improve the condition of existing housing, and eliminate inadequate family housing. This initiative will be fully funded in FY 2010. This program focuses on developing and managing communities and embraces comprehensive planning and execution, as opposed to piecemeal projects. By the end of FY 2010, the Army will have transitioned to privatized operations for the complete inventory of Family housing at 53 installations with a projected end state of 80,100 homes. The following installations will be funded in FY 2010: Aberdeen Proving Grounds, AP Hill, Belvoir, Benning, Bliss, Bragg, Campbell, Carlisle Barracks, Carson, Detrick, Dix, Drum, Eustis, Gordon, Greely, Hamilton, Hood, Huachuca, Hunter Army Airfield, Irwin (Camp Parks), Jackson, Knox, Leavenworth, Lee, Leonard Wood, Lewis, Meade, Monmouth, Picatinney Arsenal, Polk, Presidio of Monterey, Redstone Arsenal, Richardson, Riley, Rucker, Sam Houston, Schofield Barracks, Shafter, Sill (McAllister), Stewart, Story, Wainwright, Walter Reed Medical Center, West Point, White Sands Missile Range, and Yuma.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2007 budget formulation, the military personnel budget estimates were reduced by over \$300 million in FY 2007 - FY 2011 for historical unexpended/unobligated balances. These reductions were based on the methodology used by the Government Accountability Office. The FY 2009 - FY 2011, Military Personnel, Army budget estimates were reduced by \$143.9, \$148.0 and \$151.9 million respectively as a result. In addition to continuous formal review of prior year balances the Army and the Defense Finance and Accounting Service have been working together to:

- develop the lowest, achievable percentage level of unobligated/unexpended balances
- develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances, and
- closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's five year availability.

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Previously, the military personnel accounts were required to pay the accrued costs, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts were created to show the cost of these payments. Beginning in FY 2006, the appropriations requested for the military personnel accounts excluded funding to make the retiree health accrual payments. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

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PERFORMANCE MEASURES AND EVALUATION SUMMARY

Activity: Active Military Personnel

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

Description of Activity: The Active Military Personnel appropriation provides resources necessary to compensate military personnel required to man approved force structure; costs include pay, allowances, individual clothing, subsistence, and permanent changes of station.

PERFORMANCE MEASURES:

	<u>FY 2009 Actual</u>	<u>FY 2010 Planned</u>	<u>FY 2011 Planned</u>
Average Strength*	641,774	549,018	548,668
End Strength	552,465	547,400	547,400
Recruiting			

Narrative: Despite facing numerous political and social challenges to maintaining an all-volunteer force, the Army exceeded its recruiting mission in FY 2009 to support the Active Army's Temporary End Strength Increase. The success of the recruiting program is due to an increase in the trained recruiting force, an appropriate bonus and incentive structure, and changes to policy that allow the Soldier more choices in their enlistment package. The Army expects FY 2010 and FY 2011 to continue to be challenging recruiting environments due to the Army's enduring overseas contingency operations.

* In FY 2009, the average strength includes Reserve Component Soldiers mobilized for contingencies and active duty for operational support (ADOS).

	<u>FY 2009 Actual</u>	<u>FY 2010 Planned</u>	<u>FY 2011 Planned</u>
1. Numeric goals	65,000	66,500	69,500
Actual	70,045		

- Total United States Army Recruiting Command Recruiting mission is compared to actual accessions for the fiscal year. The percent goal accomplished is the measurement.

Narrative: In FY 2009, approximately 5K of the recruiting accomplishments resulted from the Active Army's Temporary End Strength Increase. The base missions identified in FY 2010 and 2011 do not include the Temporary End Strength Increase. With the Temporary End Strength Increase, the planned missions for FY 2010 and FY2011 are 74,500 and 76,500, respectively.

	<u>FY 2009 Actual</u>	<u>FY 2010 Planned</u>	<u>FY 2011 Planned</u>
2. Quality goals			
a. HSDG percent (Tier I)	90.0%	90.0%	90.0%
Actual	94.6%		
b. Test Score Category I-III A			
percent	60.0%	60.0%	60.0%
Actual	66.3%		

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PERFORMANCE MEASURES AND EVALUATION SUMMARY

- a. The percent Tier 1 High School Degree Graduate (HSDG) is the measure of educational achievement – Total number of Tier 1 (HSDG) non-prior service accessions + Future Soldier Training Program (FSTP) is compared to total number of non-prior service accessions + FSTP for the fiscal year. (DOD target is 90%).

Narrative: Quality goals serve as a screening mechanism; the Army does not directly resource to quality levels. Recruiting efforts focus on high school degree graduates and graduating seniors who are Cat I-III A. Nationally, the decline in high school graduation rates and increasing obesity levels have challenged the Army to strategically deal with the changing societal norms. In order to counteract the lifestyle changes, the Army has implemented programs such as the “Army Prep School” (APS). The APS is a school that allows incoming Soldiers to earn their GED certificate before they begin Basic Combat Training (BCT). In FY 2009 the Army fully met its goal for high school graduates and improved its execution by 12% over the FY 2008 execution of 82.8%.

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

Narrative: Quality goals serve as a screening mechanism; the Army does not directly resource to quality levels. Recruiting efforts focus on high school degree graduates and graduating seniors who are Cat I-III A. The implementation of upgraded Armed Services Vocational Aptitude Battery norms may impact quality achievement in the future as enlistment standards will increase. In FY 2009 the Army fully met its goal for test category III A and improved its execution by 4.3% over the FY 2008 execution of 61.99%.

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PERSONNEL SUMMARIES
SUMMARY OF MILITARY PERSONNEL STRENGTH

	ACTUAL FY 2009		ESTIMATE FY 2010		ESTIMATE FY 2011	
	AVERAGE STRENGTH	END STRENGTH 30 SEP 2009	AVERAGE STRENGTH	END STRENGTH 30 SEP 2010	AVERAGE STRENGTH	END STRENGTH 30 SEP 2011
DIRECT BASELINE PROGRAM						
OFFICER	90,236	89,748	90,383	91,029	92,490	93,070
ENLISTED	461,808	457,173	452,712	450,327	450,255	448,300
CADET	4,431	4,564	4,364	4,485	4,364	4,471
TOTAL DIRECT BASELINE PROGRAM	556,475	551,485	547,459	545,841	547,109	545,841
REIMBURSABLE BASELINE PROGRAM						
OFFICER	752	752	752	752	752	752
ENLISTED	807	807	807	807	807	807
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	1,559	1,559	1,559	1,559	1,559	1,559
BASELINE PROGRAM						
OFFICER	90,988	90,500	91,135	91,781	93,242	93,822
ENLISTED	462,615	457,980	453,519	451,134	451,062	449,107
CADET	4,431	4,564	4,364	4,485	4,364	4,471
TOTAL BASELINE PROGRAM	558,034	553,044	549,018	547,400	548,668	547,400
OVERSEAS CONTINGENCY OPERATIONS						
OFFICER	13,674	0	0	0	0	0
ENLISTED	70,066	0	0	0	0	0
TOTAL OVERSEAS CONTINGENCY OPERATIONS	83,740	0	0	0	0	0
PROGRAM						
OFFICER	104,662	90,500	91,135	91,781	93,242	93,822
ENLISTED	532,681	457,980	453,519	451,134	451,062	449,107
CADET	4,431	4,564	4,364	4,485	4,364	4,471
TOTAL PROGRAM	641,774	553,044	549,018	547,400	548,668	547,400

In 2009, the average number of soldiers on Stop Loss Soldiers was 6,088 for Active Army.

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

	FY2009 Actuals	FY2010 Projected	FY2011 Projected
Army Reserve	195	185	204
Army Guard	459	560	705

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

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PERSONNEL SUMMARIES
END STRENGTHS BY GRADE (TOTAL PROGRAM)

	ACTUAL FY 2009*		ESTIMATE FY 2010		ESTIMATE FY 2011	
	30-Sep	REIMB INCLUDED	30-Sep	REIMB INCLUDED	30-Sep	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	11	0	12	0	12	0
LT GENERAL	52	0	52	0	53	0
MAJ GENERAL	95	2	82	2	83	2
BG GENERAL	163	4	161	4	163	4
COLONEL	4,280	35	4,290	35	4,349	35
LT COLONEL	9,578	93	9,592	93	9,743	93
MAJOR	15,775	185	17,939	185	17,614	185
CAPTAIN	26,980	272	25,713	272	27,329	272
1ST LIEUTENANT	8,203	140	7,943	140	8,124	140
2ND LIEUTENANT	10,200	3	10,692	3	10,936	3
SUBTOTAL COMMISSIONED OFFICERS	75,337	734	76,476	734	78,406	734
WARRANT OFFICERS						
WARRANT OFF (W-5)	548	1	539	1	551	1
WARRANT OFF (W-4)	2,435	4	2,503	4	2,572	4
WARRANT OFF (W-3)	3,536	6	3,572	6	3,770	6
WARRANT OFF (W-2)	5,684	6	5,525	6	5,427	6
WARRANT OFF (W-1)	2,960	1	3,166	1	3,096	1
SUBTOTAL WARRANT OFFICERS	15,163	18	15,305	18	15,416	18
SUBTOTAL OFFICER	90,500	752	91,781	752	93,822	752
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,534	17	3,492	17	3,435	17
1ST SGT/MASTER SGT	12,168	41	12,239	41	12,123	41
PLATOON SGT/SFC	40,931	143	41,218	143	41,760	143
STAFF SGT	65,675	173	65,239	173	61,328	173
SERGEANT	83,643	174	84,113	174	80,501	174
CPL/SPECIALIST	135,107	144	146,670	144	148,600	144
PRIVATE 1ST CLASS	67,293	100	52,695	100	53,586	100
PRIVATE E2	34,349	12	26,501	12	29,648	12
PRIVATE E1	15,280	3	18,967	3	18,126	3
SUBTOTAL ENLISTED PERSONNEL	457,980	807	451,134	807	449,107	807
CADET	4,564	0	4,485	0	4,471	0
TOTAL END STRENGTH	553,044	1,559	547,400	1,559	547,400	1,559

*Includes end strength associated with the Army's Temporary End Strength Increase and acceleration of the Grow the Force initiative.

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AVERAGE STRENGTHS BY GRADE (TOTAL PROGRAM)

	ACTUAL FY 2009*		ESTIMATE FY 2010		ESTIMATE FY 2011	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	12	0	12	0	12	0
LT GENERAL	54	0	53	0	53	0
MAJ GENERAL	121	2	92	2	93	2
BG GENERAL	201	4	155	4	156	4
COLONEL	5,156	35	4,330	35	4,383	35
LT COLONEL	12,565	93	9,645	93	9,803	93
MAJOR	19,097	185	17,069	185	17,453	185
CAPTAIN	29,779	272	25,670	272	26,565	272
1ST LIEUTENANT	11,423	140	9,482	140	9,766	140
2ND LIEUTENANT	9,614	3	9,350	3	9,552	3
SUBTOTAL COMMISSIONED OFFICERS	88,022	734	75,858	734	77,836	734
WARRANT OFFICERS						
WARRANT OFF (W-5)	607	1	541	1	560	1
WARRANT OFF (W-4)	2,877	4	2,530	4	2,575	4
WARRANT OFF (W-3)	3,888	6	3,563	6	3,671	6
WARRANT OFF (W-2)	5,971	6	5,495	6	5,477	6
WARRANT OFF (W-1)	3,297	1	3,148	1	3,123	1
SUBTOTAL WARRANT OFFICERS	16,640	18	15,277	18	15,406	18
SUBTOTAL OFFICER	104,662	752	91,135	752	93,242	752
ENLISTED PERSONNEL						
SERGEANT MAJOR	4,473	17	3,530	17	3,505	17
1ST SGT/MASTER SGT	15,436	41	12,295	41	12,320	41
PLATOON SGT/SFC	48,029	143	41,261	143	41,738	143
STAFF SGT	79,477	173	66,782	173	63,912	173
SERGEANT	103,875	174	85,347	174	81,712	174
CPL/SPECIALIST	155,528	144	140,840	144	147,733	144
PRIVATE 1ST CLASS	68,682	100	56,943	100	53,018	100
PRIVATE E2	38,523	12	29,696	12	29,713	12
PRIVATE E1	18,658	3	16,825	3	17,411	3
SUBTOTAL ENLISTED PERSONNEL	532,681	807	453,519	807	451,062	807
CADET	4,431	0	4,364	0	4,364	0
TOTAL AVERAGE STRENGTH	641,774	1,559	549,018	1,559	548,668	1,559

*Includes 13,674 officers and 70,066 enlisted mobilized Reserve Component in support of OIF and OEF.

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
ACTIVE DUTY STRENGTHS BY MONTH 1/

	FY 2009				FY 2010 ^{1/}				FY 2011			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	87,324	451,846	4,475	543,645	90,500	457,980	4,564	553,044	93,619	464,275	4,506	562,400
October	87,737	453,646	4,466	545,849	90,977	460,621	4,558	556,156	93,584	466,826	4,494	564,904
November	87,680	453,140	4,459	545,279	91,082	461,050	4,550	556,682	93,469	467,258	4,490	565,217
December	87,736	450,387	4,442	542,565	91,405	456,665	4,467	552,537	93,419	461,947	4,458	559,824
January	88,021	455,303	4,417	547,741	91,756	460,268	4,437	556,461	93,706	467,193	4,430	565,328
February	88,093	456,651	4,409	549,153	91,733	461,765	4,428	557,926	93,603	467,932	4,423	565,958
March	88,277	456,216	4,401	548,894	91,794	461,497	4,421	557,712	93,641	471,296	4,417	569,353
April	88,504	455,755	4,396	548,655	91,918	461,137	4,407	557,462	93,714	470,031	4,407	568,152
May	89,829	454,775	3,377	547,981	93,167	460,742	3,377	557,285	94,871	468,652	3,377	566,900
June	90,671	453,857	4,626	549,154	93,922	461,991	4,607	560,520	95,558	468,910	4,594	569,062
July	90,861	455,275	4,586	550,722	93,856	463,665	4,541	562,062	95,441	470,090	4,528	570,058
August	90,729	457,112	4,584	552,425	93,697	463,834	4,521	562,053	95,218	469,367	4,510	569,095
September	90,500	457,980	4,564	553,044	93,619	464,275	4,506	562,400	95,116	469,789	4,495	569,400
Base Active Component Average Strength	90,104	458,785	4,431	553,320	92,342	461,323	4,364	558,029	94,217	468,044	4,364	566,625

Active Duty for Operational Support (ADOS)

	FY 2009				FY 2010				FY 2011						
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL			
Administrative-ADOS		716	3,091	-	3,807		320	718	-	1,038		320	718	-	1,038
Dollars in Millions		\$45.9	\$67.5	\$0.0	\$113.4		\$39.1	\$44.0	\$0.0	\$83.1		\$40.5	\$45.5	\$0.0	\$86.0
Contingency-ADOS ^{2/}		13,842	70,805	-	84,647		65	468	-	533		65	468	-	533
Dollars in Millions		\$1,676.6	\$4,513.0	\$0.0	\$6,189.6		\$7.9	\$28.7	\$0.0	\$36.6		\$8.2	\$29.7	\$0.0	\$37.9
Total ADOS Average Strength		14,558	73,896	-	88,454		385	1,186	-	1,571		385	1,186	-	1,571
Total Average Strength	104,662	532,681	4,431	641,774	92,727	462,509	4,364	559,600	94,602	469,230	4,364	568,196			

Strength in the FY 2010 and FY 2011 President's Budget Baseline Request:

End Strength	91,781	451,134	4,485	547,400	93,822	449,107	4,471	547,400
Average Strength ^{3/}	91,135	453,519	4,364	549,018	93,242	451,062	4,364	548,668

^{1/} Includes actuals through November 2009.

^{2/} FY 2009 includes 13,674 Officers and 70,066 Enlisted mobilized Reserve Component in support of OIF and OEF

^{3/} Includes man-years associated with Administrative and Contingency ADOS.

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
GAINS AND LOSSES BY SOURCE AND TYPE

PERSONNEL TYPE - OFFICER	ACTUAL FY 2009	ESTIMATE FY 2010	Estimate FY 2011
Beginning Strength	87,324	90,500	91,781
GAINS			
SERVICE ACADEMIES	948	1,000	1,000
ROTC	2,260	2,415	2,215
OFFICER CANDIDATE SCHOOL	2,317	2,135	2,135
VOLUNTARY ACTIVE DUTY	0	0	0
DIRECT APPOINTMENTS	0	0	0
WARRANT OFFICER PROGRAMS	1,570	1,244	1,264
OTHER GAINS (Medical & JAG)	2,071	1,733	1,659
TOTAL OFFICER GAINS	9,166	8,527	8,273
LOSSES			
EXPIRATION OF CONTRACT	5,029	6,217	5,197
DISABILITY	0	0	0
NON-DISABILITY	40	43	43
15 YEAR RETIREMENT	0	0	0
VOLUNTARY SEPARATION - VSI	0	0	0
VOLUNTARY SEPARATION - SSB	0	0	0
INVOLUNTARY SEPARATION OF RESERVE	0	0	0
	237	253	253
INVOLUNTARY SEPARATION OF REGULAR			
REDUCTION-IN-FORCE	0	0	0
ATTRITION	397	425	427
OTHER LOSSES	288	308	310
TOTAL OFFICER LOSSES	5,990	7,247	6,232
Ending Strength	90,500	91,781	93,822

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
GAINS AND LOSSES BY SOURCE AND TYPE

PERSONNEL TYPE - ENLISTED	FY 2009	FY 2010	FY 2011
Beginning Strength	451,846	457,980	451,134
GAINS			
MALES (NPS)	50,609	44,595	49,232
FEMALES (NPS)	10,906	11,149	12,308
PRIOR SERVICE ENLISTMENTS	5,952	6,500	6,500
REENLISTMENT (IMM)	78,078	68,884	68,512
RESERVE COMPONENTS	0	0	0
RETURNED TO MILITARY CONTROL	2,860	2,990	2,946
OTHER GAINS	190	0	0
GAIN ADJUSTMENT	0	0	0
TOTAL ENLISTED GAINS	148,595	134,118	139,498
LOSSES			
ESTIMATED TERMINATION OF SERVICE	20,381	22,567	24,331
NORMAL EARLY RELEASE	0	0	0
PROGRAMMED EARLY RELEASE	1	0	0
VOLUNTARY SEPARATION - VSI	0	0	0
VOLUNTARY SEPARATION - SSB	0	0	0
TO COMMISSIONED OFFICER AND WARRANT OFFICER	3,887	3,379	3,399
REENLISTMENT	29,606	24,572	23,247
RETIREMENT	5,723	5,660	6,166
15 YEAR RETIREMENT	0	0	0
DROPPED FROM ROLLS	3,336	3,811	3,756
ATTRITION ADVERSE CAUSES	13,132	10,945	10,688
OTHER ATTRITION	20,248	19,768	20,734
RESERVE COMPONENTS/ IMM	46,147	50,262	49,205
TOTAL ENLISTED LOSSES	142,461	140,964	141,525
Ending Strength	457,980	451,134	449,107
PERSONNEL TYPE - CADET	FY 2009	FY 2010	FY 2011
Beginning Strength	4,475	4,564	4,485
GAINS			
ENTERING CADETS	1,223	1,272	1,222
TOTAL CADET GAINS	1,223	1,272	1,222
LOSSES			
ATTRITION	186	351	236
GRADUATES	948	1,000	1,000
TOTAL CADET LOSSES	1,134	1,351	1,236
Ending Strength	4,564	4,485	4,471

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. BASIC PAY	6,807,349	15,434,461	22,241,810	6,135,155	13,523,960	19,659,115	6,392,861	13,682,488	20,075,349
2. RETIRED PAY ACCRUAL	1,931,345	4,329,778	6,261,123	1,979,664	4,365,182	6,344,846	2,088,308	4,470,859	6,559,167
3. BASIC ALLOWANCE FOR HOUSING									
WITH DEPENDENTS - DOMESTIC	1,446,835	4,402,637	5,849,472	1,300,091	3,930,150	5,230,241	1,323,284	3,721,396	5,044,680
WITHOUT DEPENDENTS - DOMESTIC	399,384	780,795	1,180,179	353,254	452,092	805,346	362,678	415,619	778,297
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	298	11,459	11,757	303	12,921	13,224	315	13,020	13,335
SUBSTANDARD HOUSING - DOMESTIC	0	0	0	0	0	0	0	0	0
BAH DIFFERENTIAL - DOMESTIC	237	9,636	9,873	245	11,398	11,643	252	11,238	11,490
WITH DEPENDENTS - OVERSEAS	113,143	193,697	306,840	111,822	189,491	301,313	115,346	188,588	303,934
WITHOUT DEPENDENTS - OVERSEAS	51,159	45,463	96,622	50,966	46,459	97,425	52,843	45,989	98,832
TOTAL BASIC ALLOWANCE FOR HOUSING	2,011,056	5,443,687	7,454,743	1,816,681	4,642,511	6,459,192	1,854,718	4,395,850	6,250,568
4. SUBSISTENCE									
BASIC ALLOWANCE FOR SUBSISTENCE WHEN AUTHORIZED TO MESS SEPARATELY	272,136	0	272,136	243,921	0	243,921	255,925	0	255,925
WHEN RATIONS IN KIND ARE NOT AVAILABLE	0	1,926,126	1,926,126	0	1,665,121	1,665,121	0	1,691,504	1,691,504
LESS COLLECTIONS	0	0	0	0	0	0	0	0	0
AUGMENTATION OF COMMUTED RATION	0	(231,093)	(231,093)	0	(379,952)	(379,952)	0	(378,195)	(378,195)
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES	0	1,672,202	1,672,202	0	702,331	702,331	0	697,982	697,982
OPERATIONAL RATIONS	0	473,602	473,602	0	108,993	108,993	0	110,566	110,566
AUGMENTATION RATIONS/OTHER PROGRAMS	0	3,808	3,808	0	9,884	9,884	0	9,143	9,143
SUBTOTAL SUBSISTENCE IN KIND	0	2,149,612	2,149,612	0	821,208	821,208	0	817,691	817,691
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	0	688	688	0	721	721	0	748	748
TOTAL SUBSISTENCE	272,136	3,845,333	4,117,469	243,921	2,107,098	2,351,019	255,925	2,131,748	2,387,673
5. INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER									
FLYING DUTY	114,884	12,720	127,604	84,192	8,794	92,986	86,866	8,881	95,747
PARACHUTE JUMPING	11,777	72,072	83,849	10,184	78,182	88,366	10,184	78,979	89,163
EXPERIMENTAL STRESS	10	72	82	23	90	113	23	90	113
DEMOLITION DUTY	1,676	14,015	15,691	585	14,500	15,085	585	14,645	15,230
MILITARY FIREFIGHTERS	0	0	0	0	0	0	0	0	0
CHEMICAL MUNITIONS	35	168	203	27	176	203	27	176	203
TOXIC PESTICIDES	7	56	63	13	70	83	13	70	83
TOXIC FUEL/WASTE	0	8	8	0	10	10	0	10	10
TOTAL INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER	128,389	99,111	227,500	95,024	101,822	196,846	97,698	102,851	200,549
6. SPECIAL PAYS									
SPECIAL PAY									
MEDICAL PAY	213,097	0	213,097	170,187	0	170,187	174,501	0	174,501
DENTAL PAY	44,315	0	44,315	35,476	0	35,476	47,299	0	47,299
NURSE PAY	8,443	0	8,443	11,100	0	11,100	10,910	0	10,910
OPTOMETRISTS PAY	836	0	836	858	0	858	881	0	881
VETERINARIANS PAY	529	0	529	1,180	0	1,180	1,248	0	1,248
DIPLOMATE PAY FOR PSYCHOLOGISTS	149	0	149	175	0	175	175	0	175
KOREA ASSIGNMENT	0	17,200	17,200	0	17,424	17,424	0	19,619	19,619
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	59	0	59	54	0	54	53	0	53

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
PHARMACY PAY	1,482	0	1,482	1,509	0	1,509	1,456	0	1,456
DIVING DUTY PAY	305	4,492	4,797	278	2,129	2,407	278	2,150	2,428
BOARD CERTIFIED PAY NON- PHYSICIAN HEALTH CARE	1,678	0	1,678	1,729	0	1,729	1,771	0	1,771
HOSTILE FIRE PAY	74,620	423,447	492,904	4,790	16,374	21,164	4,790	16,375	21,165
SEA DUTY PAY	413	826	1,239	556	801	1,357	557	801	1,358
HARDSHIP DUTY PAY	54,872	321,272	376,144	7,560	45,000	52,560	7,560	45,000	52,560
OVERSEAS EXTENSION PAY	0	469	469	0	540	540	0	545	545
FOREIGN LANGUAGE PROFICIENCY PAY	11,340	26,030	37,370	11,422	25,237	36,659	13,422	25,237	38,659
JUDGE ADVOCATE CONTINUATION PAY	12,905	0	12,905	10,457	0	10,457	18,110	0	18,110
OTHER SPECIAL PAY	24,624	64,581	89,205	0	2	2	0	2	2
SUBTOTAL SPECIAL PAY	449,667	858,317	1,307,984	257,331	107,507	364,838	283,011	109,729	392,740
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	0	123,531	123,531	0	89,060	89,060	0	89,951	89,951
REENLISTMENT BONUS	0	529,168	529,168	0	434,432	434,432	0	457,359	457,359
ENLISTMENT BONUS									
NEW PAYMENTS	0	198,237	198,237	0	89,229	89,229	0	123,568	123,568
RESIDUAL NEW	0	190,866	190,866	0	128,474	128,474	0	101,485	101,485
ANNIVERSARY	0	208,918	208,918	0	227,603	227,603	0	240,220	240,220
SUBTOTAL ENLISTMENT BONUS	0	598,021	598,021	0	445,306	445,306	0	465,273	465,273
OFFICER BONUS - OTHER THAN MEDICAL	47,137	0	47,137	77,290	0	77,290	17,928	0	17,928
LOAN REPAYMENT PROGRAM	0	68,002	68,002	0	62,257	62,257	0	62,880	62,880
EDUCATION BENEFITS (COLLEGE FUND)	0	84,538	84,538	0	83,714	83,714	0	83,018	83,018
TOTAL SPECIAL PAYS	496,804	2,261,577	2,758,381	334,621	1,222,276	1,556,897	300,939	1,268,205	1,569,149
7. ALLOWANCE									
OVERSEAS STATION ALLOWANCES									
COST OF LIVING	156,442	438,789	595,231	131,568	345,213	476,781	146,304	366,534	512,838
TEMPORARY LODGING	21,024	32,840	53,864	21,350	34,362	55,712	22,817	35,563	58,380
SUBTOTAL OVERSEAS STATION ALLOWANCES	177,466	471,629	649,095	152,918	379,575	532,493	169,121	402,097	571,218
CLOTHING ALLOWANCES									
INITIAL ISSUE	0	125,888	125,888	0	95,957	95,957	0	105,737	105,737
INITIAL MILITARY ALLOWANCE	10,682	0	10,682	2,727	0	2,727	2,745	0	2,745
ADDITIONAL MILITARY ALLOWANCE	5,261	0	5,261	1,685	0	1,685	1,706	0	1,706
MAINTENANCE ALLOWANCES	0	234,407	234,407	0	198,142	198,142	0	191,008	191,008
CIVILIAN CLOTHING ALLOWANCE	371	0	371	819	0	819	781	0	781
SUPPLEMENTARY ALLOWANCES	0	12,679	12,679	0	62,317	62,317	0	12,548	12,548
OTHER ALLOWANCES	0	2,031	2,031	0	2,266	2,266	0	2,284	2,284
SUBTOTAL CLOTHING ALLOWANCES	16,314	375,005	391,319	5,231	358,682	363,913	5,232	311,577	316,809
FAMILY SEPARATION ALLOWANCES									
PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	25,203	102,213	127,416	1,753	1,983	3,736	1,759	2,056	3,815
PCS W/DEPENDENTS NOT AUTHORIZED	6,851	43,088	49,939	6,630	45,902	52,532	6,417	46,257	52,674
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	34,788	183,048	217,836	13,817	37,754	51,571	12,900	38,047	50,947
SUBTOTAL FAMILY SEPARATION ALLOWANCES	66,842	328,349	395,191	22,200	85,639	107,839	21,076	86,360	107,436
AID AND ATTENDANCE FOR CASTASTROPICALLY INJURED CONUS, COST-OF-LIVING ALLOWANCE	0	0	0	0	842	842	0	837	837
	2,663	10,710	13,373	3,071	6,373	9,444	3,172	6,437	9,609
TOTAL ALLOWANCE	263,285	1,185,693	1,448,978	183,420	831,111	1,014,531	198,601	807,308	1,005,909

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
8. SEPARATION PAY									
LUMP SUM TERMINAL LEAVE PAYMENTS	16,359	63,228	79,587	19,772	63,172	82,944	20,084	64,125	84,209
AUTHORIZED DONATIONS	0	0	0	0	0	0	0	0	0
SEVERANCE PAY, DISABILITY	5,025	86,778	91,803	12,077	86,181	98,258	13,611	87,043	100,654
SEVERANCE PAY, FAILURE OF PROMOTION	0	0	0	0	0	0	0	0	0
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	185	9,929	10,114	240	9,598	9,838	349	9,694	10,043
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	2,372	6,030	8,402	1,569	5,238	6,807	1,812	5,290	7,102
VOLUNTARY SEPARATION INCENTIVE (VSI)	21,093	5,608	26,701	20,233	5,467	25,700	19,578	5,222	24,800
SPECIAL SEPARATION BENEFIT (SSB)	0	0	0	0	0	0	0	0	0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY	0	0	0	0	0	0	0	0	0
\$30,000 LUMP SUM BONUS	12,414	75,308	87,722	6,122	83,127	89,249	6,364	83,753	90,117
TOTAL SEPARATION PAY	57,448	246,881	304,329	60,013	252,783	312,796	61,798	255,127	316,925
9. SOCIAL SECURITY TAX PAYMENTS	520,984	1,180,249	1,701,233	468,422	1,034,583	1,503,005	487,469	1,046,710	1,534,179
10. PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	63,969	232,653	296,622	44,627	153,039	197,666	42,385	165,409	207,794
TRAINING TRAVEL	117,755	40,695	158,450	102,981	28,140	131,121	112,496	34,808	147,304
OPERATIONAL TRAVEL	153,043	342,113	495,156	130,621	272,707	403,328	155,416	355,120	510,536
ROTATIONAL TRAVEL TO/FROM OVERSEAS	266,557	526,094	792,651	235,324	464,066	699,390	234,802	462,792	697,594
SEPARATION TRAVEL	46,404	171,340	217,744	48,553	161,382	209,935	49,844	152,010	201,854
ORGANIZED UNIT TRAVEL	5,329	14,671	20,000	2,818	10,003	12,821	2,265	10,015	12,280
TOTAL PERMANENT CHANGE OF STATION TRAVEL	653,057	1,327,566	1,980,623	564,924	1,089,337	1,654,261	597,208	1,180,154	1,777,362
11. OTHER MILITARY PERSONNEL COSTS									
APPREHENSION	0	2,105	2,105	0	2,168	2,168	0	2,233	2,233
DEERTERS, ABSENTEES, ESCAPED PRISONERS									
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	7,858	9,172	17,030	265	783	1,048	164	484	648
DEATH GRATUITIES	52,568	78,732	131,300	8,256	40,523	48,779	7,600	37,900	45,500
UNEMPLOYMENT COMPENSATION BENEFITS	0	335,187	335,187	0	214,730	214,730	0	188,778	188,778
SURVIVOR BENEFITS	0	0	0	0	0	0	0	0	0
SPECIAL COMPENSATION FOR SEVERELY DISABLED	0	0	0	0	0	0	0	0	0
ADOPTION EXPENSES	195	415	610	458	152	610	458	152	610
AMORTIZATION OF EDUCATION BENEFITS	0	2,772	2,772	0	45,288	45,288	0	30,879	30,879
PARTIAL DISLOCATION ALLOWANCE	1,635	1,580	3,215	55	271	326	58	280	338
MASS TRANSIT SUBSIDY	6,351	2,727	9,078	8,623	3,159	11,782	5,601	2,406	8,007
MOBILIZATION FOR ONE/OEF	2,555	0	2,555	0	0	0	0	0	0
ROTC	97,501	0	97,501	143,586	0	143,586	138,731	0	138,731
JROTC	35,500	0	35,500	63,721	0	63,721	50,201	0	50,201
SGLI EXTRA HAZARD PAYMENTS	106,725	94,147	200,872	0	0	0	0	0	0
SGLI TRAUMATIC INJURY PAYMENTS	10,079	40,764	50,843	0	0	0	0	0	0
TOTAL OTHER MILITARY PERSONNEL COSTS	320,967	567,601	888,568	224,964	307,074	532,038	202,813	263,112	465,925

12. CADET

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ACADEMY CADETS	68,996	0	68,996	73,317	0	73,317	74,773	0	74,773
TOTAL CADET	68,996	0	68,996	73,317	0	73,317	74,773	0	74,773
SUBTOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	13,531,816	35,921,937	49,453,753	12,180,126	29,477,737	41,657,863	12,613,111	29,604,417	42,217,528
13. LESS REIMBURSABLES									
BASIC PAY	(71,558)	(34,592)	(106,150)	(64,399)	(53,239)	(117,638)	(98,871)	(39,185)	(138,056)
RETIRED PAY ACCRUAL	(20,376)	(10,215)	(30,591)	(18,190)	(16,014)	(34,204)	(23,935)	(9,100)	(33,035)
BASIC ALLOWANCE FOR HOUSING	(20,023)	(10,820)	(30,843)	(22,424)	(6,470)	(28,894)	(22,424)	(9,200)	(31,624)
BASIC ALLOWANCE FOR SUBSISTENCE	(2,507)	(3,381)	(5,888)	(4,141)	0	(4,141)	(4,141)	(18,300)	(22,441)
SUBSISTENCE IN KIND	0	(13,309)	(13,309)	0	(38,655)	(38,655)	0	0	0
INCENTIVE PAY FOR HAZARDOUS DUTY	(7,307)	(2,579)	(9,886)	(8,395)	(2,200)	(10,595)	(8,395)	(2,200)	(10,595)
CLOTHING ALLOWANCES	0	0	0	0	0	0	0	0	0
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	(5,057)	(2,566)	(7,623)	(6,900)	(4,224)	(11,124)	(6,900)	(2,600)	(9,500)
DEFENSE HEALTH PROGRAM ACCRUAL	0	0	0	0	0	0	0	0	0
ACCESSION TRAVEL	0	0	0	0	0	0	0	0	0
OPERATIONAL TRAVEL	0	0	0	0	0	0	0	0	0
ROTATIONAL TRAVEL TO/FROM OVERSEAS	0	0	0	0	0	0	0	0	0
SEPARATION TRAVEL	0	0	0	0	0	0	0	0	0
UNEMPLOYMENT COMPENSATION BENEFITS	0	0	0	0	0	0	0	0	0
TOTAL LESS REIMBURSABLES	(126,828)	(77,462)	(204,290)	(124,449)	(120,802)	(245,251)	(164,666)	(80,585)	(245,251)
TOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	13,404,988	35,844,475	49,249,463	12,055,677	29,356,935	41,412,612	12,448,445	29,523,832	41,972,277

MILITARY PERSONNEL, ARMY
SECTION 3
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(IN THOUSANDS OF DOLLARS)

	FY 2010 PRESIDENT'S BUDGET	CONGRESSIONAL ACTIONS	Enacted Title IX	AVAILABLE APPROPRIATION	PROPOSED DD 1415 ACTIONS (Reprogram)	BASE/OCO SUBTOTAL	Less Title IX*	FY 2010 COLUMN FY 2011 PRES BUD
PAY AND ALLOWANCES OF OFFICERS								
BASIC PAY	6,037,175	33,581	1,092,996	7,163,752		7,163,752	-1,092,996	6,070,756
RETIRED PAY ACCRUAL	1,952,643	8,831	278,338	2,239,812		2,239,812	-278,338	1,961,474
INCENTIVE PAY FOR HAZARDOUS DUTY	94,613		15,888	110,501	-7,984	102,517	-15,888	86,629
SPECIAL PAY	257,331		115,122	372,453		372,453	-115,122	257,331
OFFICER BONUS - OTHER THAN MEDICAL	77,290		15,852	93,142		93,142	-15,852	77,290
BASIC ALLOWANCE FOR HOUSING	1,744,400		307,496	2,051,896	49,857	2,101,753	-307,496	1,794,257
BASIC ALLOWANCE FOR SUBSISTENCE	256,740		39,353	296,093	-16,960	279,133	-39,353	239,780
OVERSEAS STATION ALLOWANCES	152,918	18,541	10,776	182,235	-18,541	163,694	-10,776	152,918
CLOTHING ALLOWANCES	5,231		8,149	13,380		13,380	-8,149	5,231
FAMILY SEPARATION ALLOWANCES	22,200		52,988	75,188		75,188	-52,988	22,200
SEPARATION PAYMENTS	55,893		15,209	71,102	4,120	75,222	-15,209	60,013
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	460,092	1,430	83,526	545,048		545,048	-83,526	461,522
CONUS COST OF LIVING ALLOWANCE	7,191		8,161	15,352	-4,120	11,232	-8,161	3,071
REIMBURSABLES	124,449			124,449		124,449		124,449
TOTAL OBLIGATIONS OFFICERS	11,248,166	62,383	2,043,854	13,354,403	6,372	13,360,775	-2,043,854	11,316,921
LESS REIMBURSABLES	124,449			124,449		124,449		124,449
TOTAL DIRECT OBLIGATIONS OFFICERS	11,123,717	62,383	2,043,854	13,229,954	6,372	13,236,326	-2,043,854	11,192,472
PAY AND ALLOWANCES OF ENLISTED								
BASIC PAY	13,447,420	-383,699	2,605,707	15,669,428		15,669,428	-2,198,707	13,470,721
RETIRED PAY ACCRUAL	4,345,340	3,828	551,605	4,900,773		4,900,773	-551,605	4,349,168
INCENTIVE PAY FOR HAZARDOUS DUTY	107,268		345,070	452,338	-7,646	444,692	-345,070	99,622
SPECIAL PAY	106,980		306,899	413,879	1,369	415,248	-306,899	108,349
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	70,712		4,991	75,703	18,348	94,051	-4,991	89,060
REENLISTMENT BONUS	444,432	-10,000		434,432		434,432		434,432
ENLISTMENT BONUS	450,306	-5,000		445,306		445,306		445,306
BASIC ALLOWANCE FOR HOUSING	4,462,505		881,953	5,344,458	173,536	5,517,994	-881,953	4,636,041
LOAN REPAYMENT PROGRAM	72,000			72,000	-9,743	62,257		62,257
OVERSEAS STATION ALLOWANCES	379,575	46,022	17,914	443,511	-46,022	397,489	-17,914	379,575
CLOTHING ALLOWANCES	358,683		36,893	395,576	-1	395,575	-36,893	358,682
FAMILY SEPARATION ALLOWANCES	85,639		240,511	326,150		326,150	-240,511	85,639
SEPARATION PAYMENTS	236,462		23,793	260,255	16,321	276,576	-23,793	252,783
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	1,028,729	1,630	168,228	1,198,587		1,198,587	-168,228	1,030,359
CONUS COST OF LIVING ALLOWANCE	19,442		28,548	47,990	-13,069	34,921	-28,548	6,373
EDUCATION BENEFITS	91,494			91,494	-7,780	83,714		83,714
REIMBURSABLES	82,147			82,147		82,147		82,147
TOTAL OBLIGATIONS ENLISTED	25,789,134	-347,219	5,212,112	30,654,027	125,313	30,779,340	-4,805,112	25,974,228
LESS REIMBURSABLES	82,147			82,147		82,147		82,147
TOTAL DIRECT OBLIGATIONS ENLISTED	25,706,987	-347,219	5,212,112	30,571,880	125,313	30,697,193	-4,805,112	25,892,081
PAY AND ALLOWANCES OF CADETS								
ACADEMY CADETS	73,317			73,317		73,317		73,317

MILITARY PERSONNEL, ARMY
SECTION 3
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(IN THOUSANDS OF DOLLARS)

	FY 2010 PRESIDENT'S BUDGET	CONGRESSIONAL ACTIONS	Enacted Title IX	AVAILABLE APPROPRIATION	PROPOSED DD 1415 ACTIONS (Reprogram)	BASE/OCO SUBTOTAL	Less Title IX*	FY 2010 COLUMN FY 2011 PRES BUD
SUBSISTENCE OF ENLISTED PERSONNEL					0			
BASIC ALLOWANCE FOR SUBSISTENCE	1,355,930		448,940	1,804,870	-70,761	1,734,109	-448,940	1,285,169
SUBSISTENCE-IN-KIND	909,553	-22,000	1,728,276	2,615,829	-105,000	2,510,829	-1,728,276	782,553
FAMILY SUPPLEMENTAL SUBSISTENCE ALLOWANCE	721			721		721		721
REIMBURSABLES	38,655			38,655		38,655		38,655
TOTAL OBLIGATIONS SUBSISTENCE	2,304,859	-22,000	2,177,216	4,460,075	-175,761	4,284,314	-2,177,216	2,107,098
LESS REIMBURSABLES	38,655			38,655		38,655		38,655
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	2,266,204	-22,000	2,177,216	4,421,420	-175,761	4,245,659	-2,177,216	2,068,443
PERMANENT CHANGE OF STATION TRAVEL								
ACCESSION TRAVEL	227,982			227,982	-34,695	193,287		193,287
TRAINING TRAVEL	113,175			113,175	13,900	127,075		127,075
OPERATIONAL TRAVEL	373,054		82,714	455,768	17,945	473,713	-82,714	390,999
ROTATIONAL TRAVEL	682,832		68,271	751,103	-6,263	744,840	-68,271	676,569
SEPARATION TRAVEL	197,601			197,601	9,143	206,744		206,744
TRAVEL OF ORGANIZED UNITS	12,699			12,699	-30	12,669		12,669
NONTEMPORARY STORAGE	12,035			12,035		12,035		12,035
TEMPORARY LODGING EXPENSE	34,883			34,883		34,883		34,883
REIMBURSABLES								0
TOTAL OBLIGATIONS PCS	1,654,261		150,985	1,805,246		1,805,246	-150,985	1,654,261
LESS REIMBURSABLES								0
TOTAL DIRECT OBLIGATIONS PCS	1,654,261		150,985	1,805,246		1,805,246	-150,985	1,654,261
OTHER MILITARY PERSONNEL COSTS								
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	1,452			1,452		1,452		1,452
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	648		16,000	16,648		16,648	-16,000	648
DEATH GRATUITIES	45,500		96,000	141,500	3,279	144,779	-96,000	48,779
UNEMPLOYMENT COMPENSATION BENEFITS	180,493		91,134	271,627	30,237	301,864	-91,134	210,730
ADOPTION EXPENSES	264			264		264		264
AMORTIZATION OF EDUCATION BENEFITS	45,288			45,288		45,288		45,288
PARTIAL DISLOCATION ALLOWANCE	326			326		326		326
MASS TRANSIT SUBSIDY	6,684			6,684	10,560	17,244		17,244
RESERVE INCOME REPLACEMENT PROGRAM			800				-800	
SGLI EXTRA HAZARD PAYMENTS			170,739				-170,739	
ROTC	143,586			143,586		143,586		143,586
JROTC	63,721			63,721		63,721		63,721
TOTAL DIRECT OBLIGATIONS OTHER	487,962		374,673	862,635	44,076	906,711	-374,673	532,038
TOTAL DIRECT OBLIGATIONS	41,312,448	-306,836	9,958,840	50,964,452	0	50,964,452	-9,551,840	41,412,612

*Excludes \$407 million Base to OCO Title IX transfer

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(IN THOUSANDS OF DOLLARS)

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
FY 2010 Direct Program	11,192,472	25,892,082	73,317	2,068,443	1,654,261	532,037	41,412,612
Increases:							
Pricing Increases:							
Base Pay increase due to the annualization of 3.4% pay raise effective 1 January 2010.	52,777	113,597	243				166,617
Base Pay increase due to the annualization of 1.4% pay raise effective 1 January 2011.	65,750	141,518	728				207,996
Retired Pay Accrual (RPA) increase due to the annualization of 3.4% pay raise effective 1 January 2010.	16,815	34,482					51,297
Retired Pay Accrual (RPA) increase due to the annualization of 1.4% pay raise effective 1 January 2011.	20,772	42,596					63,368
Retired Pay Accrual (RPA) increase due to the Normal Cost Percentage inflation rate increasing from 32.3% to 32.7% for full time members effective 1 October 2011.	25,571	52,248					77,819
Warrant Officer CSRB/CSAB increase due to a shift in the mix from lower level bonuses to higher level bonuses.	1,791						1,791
Basic Allowance for Housing increase due to an increase in the FY 2010 housing cost growth rate of 4.3%.	16,840	41,478					58,318
Basic Allowance for Housing increase due to an increase in the FY 2011 housing cost growth rate of 3.8%.	54,261	124,105					178,366
Basic Allowance Subsistence (BAS) increase due to inflation rate increases: 0% effective 1 January 2010 and 3.4% effective 1 January 2011.	6,365		466	42,061			48,892
Subsistence-in-Mess rate increase for trainees and non-trainee Soldiers receiving meals in dining facilities due to inflation increases associated with the running of the dining facilities.				25,517			25,517
Operational Rations rate increase due to changes in ration manufacturers' future prices.				2,232			2,232
Unitized Group Rations-Heat and Serve rate increase due to changes in ration manufacturers' future prices.				597			597
Unitized Group Rations (A) rate increase due to changes in ration manufacturers' future prices.				891			891
Other rations rate increase due to an increase in the annual eligibility cost of this benefit.				410			410
Family Subsistence Supplemental Allowance rate increase due to an increase in the annual eligibility cost of this benefit.				19			19
Overseas Station Allowances increase due to the annualization of the 3.4% pay raise effective 1 January 2010.	4,509	10,333					14,842
Overseas Station Allowances increase due to the annualization of the 1.4% pay raise effective 1 January 2011.	5,620	12,877					18,497
Overseas Station Allowance (OSA) Temporary Lodging Allowance (TLA) increase due to inflation.	493						493
CONUS Cost-of-living-allowance (COLA) rate increase due to pay raise.	103	194					297
Clothing increase due to inflation for Civilian Clothing Allowance.	7						7
Clothing increase due to inflation for initial allowance.		1,034					1,034
Clothing increase due to inflation for Basic and Standard allowance.		1,611					1,611
Family Separation Pay increase due to inflation.	220	129					349
Separation payments increase due to pay raise.	1,547	6,727					8,274
FICA increase due to the annualization of the 3.4% pay raise effective 1 January 2010.	3,659	7,896	5				11,560
FICA increase due to the annualization of the 1.4% pay raise effective 1 January 2011.	4,558	9,836	14				14,408
Reenlistment Bonus increase due to rate increases.		8,529					8,529
Enlistment Bonus increase due to inflation.		17,557					17,557

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(IN THOUSANDS OF DOLLARS)

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Temporary Lodging Allowance increase due to inflation.		662					662
Member Travel increase due to inflation.					3,484		3,484
Dependent Travel increase due to inflation.					2,271		2,271
Household Goods Shipments increase due to cost inflation.					15,518		15,518
Dislocation Allowance (DLA) increase due to the annualization of the 2010 and FY2011 pay raise.					2,541		2,541
Trailer Allowance increase due to inflation.					2		2
Privately Owned Vehicle (POV) increase due to inflation.					126		126
Port Handling increase due to inflation.					10		10
Non-Temporary Storage increase due to inflation.					1,603		1,603
Temporary Lodging Expense (TLE) increase driven by cost inflation.					9,635		9,635
JR ROTC increase due to inflation						504	504
Apprehension of Military Deserters, Absentees, Escaped Prisoners increase due to an increase in the Standard Per Diem rate.						65	65
Partial Dislocation Allowance increase due to inflation.						11	11
Senior ROTC increase due to pay raise.						1,484	1,484
Total Pricing Increases	281,658	627,409	1,456	71,727	35,190	2,064	1,019,504
Program Increases							
Basic Pay increase due to the Army's growth in Officer man-years.	141,843						141,843
Retired Pay Accrual (RPA) increase due to the Army growth in Officer man-years.	46,355						46,355
Incentive Pay increase due to increase in Aviation Incentive and Aviation Continuation Pay.	2,674						2,674
Special Pay increase driven by increases in Medical and Dental Pays and Judge Advocate Continuation Pay.	25,681						25,681
Basic Allowance for Housing increase due to growth in the number of Officers receiving BAH.	10,557						10,557
Basic Allowance for Housing due to the Army's growth in Officer man-years.	42,098						42,098
Basic Allowance for Subsistence (BAS) increase due to the Army's growth in man-years.	5,639						5,639
Separation Payments increased due to Disability Severance Pay.	239						239
FICA increase due to the Army growth in man-years.	11,037						11,037
Incentive Pay increase due to number paid (Demolition Duty).		1,029					1,029
Special Pay increase in Korea Assignment Incentive Pay to initiate the Korean Tour Normalization Program.		2,222					2,222
Special Duty Assignment Pay (SDAP) increase due to an increase in the number of Soldiers qualifying for SDAP under the Warrior Transition Unit Program.		891					891
Education Benefit increase due to increase in number paid.		831					831
Loan Repayment Program due to increase in number paid.		1,560					1,560
Reenlistment bonus increase in number of Soldiers receiving initial bonus payments.		14,399					14,399
Enlistment bonus increase in number paid.		2,410					2,410
Overseas Station Allowances increase in the number of Soldiers receiving OSA COLA & TLA.	5,581						5,581
Family Separation increase in number paid (PCS & TDY).		592					592
Separation Pay increase in number paid for the \$30K Lump Sum Terminal Leave.		451					451
Direct Requirement increased due to decrease in Funded Reimbursable Authority (FRA) for Enlisted personnel.		19,862					19,862
BAS increase due to a decrease in number of estimated Collections.				15,583			15,583
Family Subsistence Supplemental Allowance increase due to an increased number of Enlisted personnel estimated to receive this benefit.				8			8
Increase in direct resources due to a decrease in reimbursable requirements.				20,355			20,355

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(IN THOUSANDS OF DOLLARS)

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Member Travel increase due to anticipated number of moves.					12,214		12,214
Dependent Travel increase due to anticipated number of moves.					5,910		5,910
Household Goods Shipment increase due to anticipated number of moves.					63,786		63,786
Dislocation Allowance (DLA) increase due to anticipated number of moves.					12,058		12,058
Trailer Allowance increase due to anticipated number of moves.					7		7
Privately Owned Vehicle (POV) increase due to anticipated number of moves.					537		537
Partial Dislocation Allowance increase due to the expected number of personnel receiving this allowance.						1	1
Mass Transit increase due to an increase in the projected number of Soldiers expected to utilize this subsidy.						394	394
Total Program Increases	291,704	44,247	-	35,946	94,512	395	466,804
Total Increases	573,362	671,656	1,456	107,673	129,702	2,459	1,486,308
Decreases:							
Pricing Decreases							
Loan Repayment Program decrease due to rate changes.		(937)					(937)
Education Benefit decrease due to rate changes.		(1,533)					(1,533)
Basic Allowance Subsistence (BAS) Collections decrease due to inflation rate increases: 0% effective 1 January 2010 and 3.4% effective 1 January 2011.				(13,826)			(13,826)
Mass Transit Subsidy rate decrease due to the expiration of the expanded benefits provided by the American Recovery and Reinvestment Act of 2009 (ARRA).						(4,169)	(4,169)
Education Benefits decrease due to revised amortization payment amounts as approved by the DoD Education Benefits Board of Actuaries..						(14,409)	(14,409)
UCX decrease due to the expiration of the ARRA which increased the annual rates in FY10.						(25,653)	(25,653)
Total Pricing Decreases	-	(2,470)	-	(13,826)	-	(44,231)	(60,527)
Program Decreases							
Basic Pay decrease due to change in grade structure.	(2,664)	(23,315)					(25,979)
Basic Pay decrease due to reduction in Army's Enlisted man-years.		(73,272)					(73,272)
Retired Pay Accrual (RPA) decrease due to a reduction in Grade Structure.	(871)	(5,709)					(6,580)
Retired Pay Accrual (RPA) decrease due to a reduction in Army's Enlisted man-years.		(17,940)					(17,940)
Officer Bonus (Other Than Medical) decrease due to reduction in the number of Warrant Officers receiving CSRB/CSAB and the scale back of the Officer CSRB program.	(61,153)						(61,153)
Basic Allowance for Housing decrease due to a change in Grade Structure.	(295)	(22,328)					(22,623)
Basic Allowance for Housing decrease due to a reduction in Army's Enlisted man-years.		(25,157)					(25,157)
Basic Allowance for Housing decrease due to reduction in number of Soldiers receiving BAH.		(130,179)					(130,179)
A decrease in BAH due to the FY 2010 asset generated by the inflation rate change from 6.5% on-average (budgeted) to 4.3% (actual)	(85,424)	(234,580)					(320,004)

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(IN THOUSANDS OF DOLLARS)

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Overseas Station Allowances decrease due to a reduction in the number of Soldiers receiving OSA COLA.		(1,345)					(1,345)
CONUS Cola Pay decrease due to a reduction in the number Officers expected to reside in high cost Military Housing Areas.	(2)	(130)					(132)
Family Separation Allowance decrease due to Korea Tour Normalization efforts.	(1,344)						(1,344)
FICA decrease due to a reduction in Grade Structure.	(207)	(1,353)					(1,560)
FICA decrease due to a reduction in man years.		(4,252)					(4,252)
Decrease in direct requirement due to a increase in the funded reimbursable program.	(40,217)						(40,217)
Clothing decrease due to a slight decrease in the number of Officers receiving Civilian Clothing Allowance.	(6)						(6)
Clothing Supplementary allowance decreased due to a one time initial stock payment for the Army Physical Fitness Uniforms.		(49,751)					(49,751)
Separation Pay decrease in number paid for Soldiers receiving Terminal Leave pay.		(1,156)					(1,156)
Separation Pay decrease in number paid for Soldiers receiving Severance pay.		(3,678)					(3,678)
Aid and Attendance Allowance for Catastrophically Injured decrease due to reduced Soldiers receiving incentive.		(5)					(5)
BAS decrease driven by a reduction in the number of Enlisted Personnel.				(15,678)			(15,678)
Subsistence in Mess decrease due to reduced use of garrison dining facilities.				(29,866)			(29,866)
Operational Ration decrease driven by a reduction in the number of Enlisted Personnel.				(1,435)			(1,435)
Operational Rations (Heat and Serve) decrease driven by a reduction in the number of Enlisted Personnel.				(371)			(371)
Unitized Rations decrease driven by a reduction in the number of Enlisted Personnel.				(558)			(558)
Other Rations decrease driven by a reduction in the number of Enlisted Personnel.				(193)			(193)
Augmentation Rations decrease driven by a reduction in the number of Enlisted Personnel.				(741)			(741)
Port Handling decrease due to anticipated number of moves.					(16)		(16)
Non-Temporary Storage decrease due to anticipated number of moves.					(998)		(998)
Temporary Lodging Expense (TLE) decrease due to anticipated number of moves.					(5,587)		(5,587)
Death Gratuity decrease due to a reduction in the number of anticipated non-combat related deaths.						(3,279)	(3,279)
Unemployment Compensation (UCX) decrease due to the anticipated number of Soldiers receiving benefit.						(299)	(299)
Interest on Soldier Deposit decrease due to the number of Soldiers expected to receive this benefit.						(397)	(397)
Jr. ROTC program costs decrease due to the number of schools added in FY10 shifting from initial start-up to sustainment phase.						(14,026)	(14,026)
Senior ROTC decrease due to estimated number of participants.						(6,339)	(6,339)
Total Program Decreases	(192,183)	(594,150)	-	(48,842)	(6,601)	(24,340)	(866,116)
Total Decreases	(192,183)	(596,620)	-	(62,668)	(6,601)	(68,571)	(926,643)
FY 2011 Direct Program	11,573,651	25,967,118	74,773	2,113,448	1,777,362	465,925	41,972,277

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)

Pay and Allowances of Officers

FY 2010 Direct Program

11,192,472

Increases:

Pricing Increases:

a. Base Pay increase due to the annualization of the 3.4% pay raise effective 1 January 2010 .	52,777
b. Base Pay increase due to the annualization of the 1.4% pay raise effective 1 January 2011.	65,750
c. Retired Pay Accrual (RPA) increase due to the annualization of the 3.4% pay raise effective 1 January 2010.	16,815
d. Retired Pay Accrual (RPA) increase due to the annualization of the 1.4% pay raise effective 1 January 2011.	20,772
e. Retired Pay Accrual (RPA) increase due to the Normal Cost Percentage (NCP) rate increase of 32.7% for full time Soldiers effective 1 October 2011.	25,571
f. Warrant Officer CSRB/CSAB increase due to a shift in the mix from lower level bonuses to higher level bonuses.	1,791
g. Basic Allowance for Housing increase due to an increase in the FY2010 housing cost growth rate of 4.3%.	16,840
h. Basic Allowance for Housing increase due to an increase in the FY2011 housing cost growth rate of 3.8%.	54,261
i. Basic Allowance for Subsistence (BAS) increase due to annualized inflation of 0.0% effective 1 January 2010 and 3.4% effective 1 January 2011.	6,365
j. Overseas Station Allowance (OSA), Cost of Living Allowance (COLA) increase due to the annualization of the 3.4% pay raise effective 1 January 2010.	4,509
k. Overseas Station Allowance (OSA), COLA, due to the annualization of the 1.4% pay raise effective 1 January 2011.	5,620
l. Overseas Station Allowance (OSA) Temporary Lodging Allowance (TLA) increase due to inflation.	493
m. Clothing increase due to a rate increase in Civilian Clothing Allowance.	7
n. CONUS Cost-of-living-allowance (COLA) increase due to the annualization of the 3.4% pay raise effective 1 January 2010 and the 1.4% pay raise effective 1 January 2011.	103
o. Family Separation Allowance increase due to inflation.	220
p. Separation Pay increase due to the annualization of the 3.4% pay raise effective 1 January 2010 and the 1.4% pay raise effective 1 January 2011.	1,547
q. FICA increase due to the annualization of the 3.4% pay raise effective 1 January 2010.	3,659
r. FICA increase due to the annualization of the 1.4% pay raise effective 1 January 2011.	4,558

Total Pricing Increases

281,658

Program Increases:

a. Basic Pay increase due to the Army's growth in Officer man-years.	141,843
b. Retired Pay Accrual (RPA) increase due to the Army growth in Officer man-years.	46,355
c. Incentive Pay increase due to increases in Aviation Incentive and Continuation pay as a result of the Secretary of Defense's initiative to increase flight capabilities and pilots.	2,674
d. Basic Allowance for Housing increase due to growth in the number of Officers receiving BAH.	10,557
e. Special Pay increase due to increases in Medical and Dental Special pays, Judge Advocate Continuation pay, and Foreign Language Proficiency pay.	25,681
f. Basic Allowance for Housing increase due to the growth in Officer man-years.	42,098
g. BAS increase due to growth in Officer man-years.	5,639

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)

Pay and Allowances of Officers

h. Separation Payments increased due to an increased number of Soldiers receiving Disability Severance Pay.	239	
i. FICA increase due to the growth in Officer man-years.	11,037	
j. Overseas Station Allowance (OSA) increase due to the anticipated number of Officers expected to receive COLA and TLA.	5,581	
Total Program Increases		291,704
Total Increases		573,362
Decreases:		
Pricing Decreases:		
a. None	-	
Total Pricing Decreases		-
Program Decreases:		
a. Basic Pay decrease due to a shift in grade structure.	(2,664)	
b. Retired Pay Accrual (RPA) decrease due to a shift in grade structure.	(871)	
c. Officer Bonus (Other Than Medical) decrease due to reduction in the number of Warrant Officers receiving CSRB/CSAB and the elimination of the Officer CSRB program.	(61,153)	
d. Basic Allowance for Housing decrease due to the FY2010 asset generated by the BAH rate changing from 6.5% on-average (budgeted) to 4.3% (actual).	(85,424)	
e. Basic Allowance for Housing decrease due to a shift in grade structure.	(295)	
f. Clothing decrease due to a slight decrease in the number of Officers receiving Civilian Clothing Allowance.	(6)	
g. CONUS Cola Pay decrease due to a reduction in the number Officers expected to reside in high cost Military Housing Areas.	(2)	
h. Family Separation Allowance decrease due to Korea Tour Normalization efforts.	(1,344)	
i. FICA decrease due to a shift in grade structure.	(207)	
j. Direct program requirement decrease due to an increase in the funded reimbursable program.	(40,217)	
Total Program Decreases		(192,183)
Total Decreases		(192,183)
FY 2011 Direct Program		11,573,651

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
BASIC PAY - OFFICER

ESTIMATE FY 2011	\$6,392,861
ESTIMATE FY 2010	\$6,135,155
ACTUAL FY 2009	\$6,807,349

Project: BASIC PAY - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested will 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. Funds also provide for 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 REQUESTED

Basic Pay is determined by multiplying the projected average number of personnel by grade by the estimated average annual rate, including length of service increments, for each grade.

The FY 2011 rates were built by applying inflation assumptions to actual active component rates from FY 2009. The military basic pay reflects a 3.4% across-the-board pay raise effective 1 January 2010 and a 1.4% pay raise effective 1 January 2011.

The net change in the basic pay requirement is +\$257.7 million between FY 2010 and FY 2011. This increase is due to the annualized pay raise and growth in permanent end strength.

The change is based on -

- (1) Price increase due to the annualization of the 3.4% pay raise effective 1 January 2010: +\$52.8 million.
- (2) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$65.8 million.
- (3) Program increase due to Officer growth in man-years: +\$141.8 million.

-The Army has experienced Officer requirement growth in areas such as Special Operation Forces, contracting, Civilian Affairs and Psychological operations. While many requirements are set, the Army's ability to fill "spaces" generated by the requirements will take many years. These requirements are driving a slow increase in the ratio of Officer to Enlisted "faces".

- (4) Program decrease due to a shift in grade structure: -\$2.7 million.

Detailed cost computations are provided by the following table:

**MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
BASIC PAY - OFFICER**

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - OFFICER									
OFFICER- ACTIVE DUTY									
GENERAL	12	\$178,417	2,141	12	\$179,026	2,148	12	\$181,588	2,179
LIEUTENANT GENERAL	54	\$173,926	9,392	53	\$177,688	9,417	53	\$180,229	9,552
MAJOR GENERAL	121	\$152,793	18,488	92	\$159,662	14,689	93	\$162,699	15,131
BRIGADIER GENERAL	201	\$130,736	26,278	155	\$138,260	21,430	156	\$140,887	21,978
COLONEL	5,156	\$111,365	574,196	4,330	\$117,128	507,165	4,383	\$119,354	523,128
LIEUTENANT COLONEL	12,565	\$90,176	1,133,058	9,645	\$95,103	917,266	9,803	\$96,910	950,012
MAJOR	19,097	\$75,824	1,448,004	17,069	\$79,737	1,361,028	17,453	\$81,252	1,418,097
CAPTAIN	29,779	\$60,136	1,790,804	25,670	\$62,672	1,608,785	26,565	\$63,863	1,696,526
1ST LIEUTENANT	11,423	\$45,941	524,786	9,482	\$47,473	450,138	9,766	\$48,376	472,442
2ND LIEUTENANT	9,614	\$35,855	344,712	9,350	\$37,346	349,188	9,552	\$38,056	363,516
SUBTOTAL OFFICER- ACTIVE DUTY	88,022		5,871,859	75,858		5,241,254	77,836		5,472,561
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	607	\$88,425	53,674	541	\$92,567	50,079	560	\$94,327	52,823
WARRANT OFFICER (W-4)	2,877	\$73,192	210,573	2,530	\$76,586	193,762	2,575	\$78,041	200,956
WARRANT OFFICER (W-3)	3,888	\$60,210	234,095	3,563	\$62,815	223,811	3,671	\$64,009	234,976
WARRANT OFFICER (W-2)	5,971	\$49,050	292,877	5,495	\$51,264	281,693	5,477	\$52,238	286,105
WARRANT OFFICER (W-1)	3,297	\$43,758	144,271	3,148	\$45,920	144,556	3,123	\$46,571	145,440
SUBTOTAL OFFICER- WARRANT ACTIVE	16,640		935,490	15,277		893,901	15,406		920,300
TOTAL BASIC PAY - OFFICER	104,662		6,807,349	91,135		6,135,155	93,242		6,392,861

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
RETIRED PAY ACCRUAL - OFFICER

ESTIMATE FY 2011	\$2,088,308
ESTIMATE FY 2010	\$1,979,664
ACTUAL FY 2009	\$1,931,345

Project: RETIRED PAY ACCRUAL - OFFICER

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

Budget estimates are derived as a product of the Department of Defense Retirement Board of Actuary approved Nominal Cost Percentage (NCP) and the total amount of basic pay expected to be paid during the fiscal year to members of the Active Army. The approved NCP rates for FY2010 are 32.3% (full-time) and 24.5% (part-time). The FY2011 rates are 32.7% (full-time) and 24.4% (part-time).

The net change in the retired pay accrual requirement is +\$108.6 million between FY 2010 and FY 2011. This increase is based on -

- (1) Price increase due to the annualization of the 3.4% pay raise effective 1 January 2010: +\$16.8 million.
- (2) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$20.8 million.
- (3) Price increase due to the NCP rate change from FY2010 to 2011: +\$25.5 million.
- (4) Program increase due to the Army's growth in Officer man-years: +\$46.4 million.
- (5) Program decrease due to a shift in Officer grade structure: -\$0.9 million.

Detailed cost computations are provided in the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
RETIRED PAY ACCRUAL – OFFICER

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACTIVE COMPONENT RETIRED PAY ACCRUAL – FULL TIME	90,104	\$19,222	1,731,959	90,750	\$21,742	1,973,400	92,857	\$22,421	2,081,961
RESERVE COMPONENT RETIRED PAY ACCRUAL – PART TIME	14,558	\$13,696	199,386	385	\$16,244	6,254	385	\$16,486	6,347
TOTAL RETIRED PAY ACCRUAL - OFFICER	104,662		1,931,345	91,135		1,979,664	93,242		2,088,308

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

ESTIMATE FY 2011	\$97,698
ESTIMATE FY 2010	\$95,024
ACTUAL FY 2009	\$128,389

Project: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

PART I - PURPOSE AND SCOPE

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

Aviation Career Incentive Pay (ACIP) - Financial incentive for members to serve as military aviators throughout their military career as prescribed by the Aviation Career Incentive Act of 1974. Last rate changes made by FY 1998 NDAA (to establish \$840 rate level) and by FY 1999 NDAA to facilitate payments of ACIP to Warrant Officers. Payments range from \$125 to \$840 per month determined by years of aviation service (37 U.S.C. 301 (a)).

Aviation Continuation Pay (ACP) is a financial incentive to retain qualified experienced aviators. The FY 2000 NDAA gave the services the discretion to pay aviators up to \$25,000 annually.

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 aero medical physician's 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 (37 U.S.C. 301 (a) (1), (2)).

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. Payment is \$150 per month for regular jumps (37 U.S.C.301 (a) (3)).

High Altitude Low Opening Jump Pay - assigned to duty involving parachute jumping from at least 2,500 feet. The service member 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 a monthly rate of \$225 a month (37 U.S.C.301 (a) (3)).

Demolition - duty involving demolition of explosives as a primary duty including training for such duty. Payment is \$150 monthly (37 U.S.C.301 (a) (4)).

Toxic Pesticides - for duty involving exposure toxic fuels and laboratory work that utilizes live dangerous viruses or bacteria. It is paid at a monthly rate of \$150 (37 U.S.C. 301 (a) (9) (10)).

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 Aero medical Center; Fort Rucker, AL. and the Armed Forces Institute of Pathology; Washington, DC. It is paid in a monthly amount of \$150.

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.

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

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 derived by multiplying the projected number of each type by the statutory rate.

The net change in Incentive Pay is +\$2.7 million from FY 2010 to FY 2011. This increase is a net of:

- (1) Program increase due to an increase in the number of Officers receiving the Aviation Career Incentive Pay: +\$1.0 million.
- (2) Program increase due to an increase in the number of Officers receiving Aviation Continuation Pay: +\$1.7 million.

Detailed cost computations are provided by the following table:

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SECTION 4
PAY AND ALLOWANCES OF OFFICERS
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	10,123	\$2,775	28,090	60	\$2,775	166	60	\$2,775	166
NONCREW MEMBER	106	\$1,800	191	115	\$1,800	207	115	\$1,800	207
AVIATION CONTINUATION PAY	1,672	\$12,000	20,060	1,699	\$12,000	20,391	1,837	\$12,000	22,044
CREW (RATED)									
COMMISSIONED OFFICER CREW 125	1,291	\$1,500	1,937	373	\$1,500	560	379	\$1,500	569
COMMISSIONED OFFICER CREW 156	657	\$1,874	1,231	242	\$1,874	454	247	\$1,874	462
COMMISSIONED OFFICER CREW 188	250	\$2,256	564	240	\$2,256	541	244	\$2,256	550
COMMISSIONED OFFICER CREW 206	585	\$2,473	1,448	470	\$2,473	1,162	477	\$2,473	1,180
COMMISSIONED OFFICER CREW 250	16	\$3,000	47	36	\$3,000	107	36	\$3,000	109
COMMISSIONED OFFICER CREW 385	36	\$4,620	165	20	\$4,620	91	20	\$4,620	92
COMMISSIONED OFFICER CREW 495	5	\$5,940	32	67	\$5,940	397	68	\$5,940	403
COMMISSIONED OFFICER CREW 585	41	\$7,020	290	60	\$7,020	418	61	\$7,020	425
COMMISSIONED OFFICER CREW 650	1,358	\$7,800	10,589	1,414	\$7,800	11,030	1,437	\$7,800	11,209
COMMISSIONED OFFICER CREW 840	1,267	\$10,080	12,771	1,320	\$10,080	13,303	1,341	\$10,080	13,519
WARRANT OFFICER CREW 125	2,456	\$1,500	3,684	985	\$1,500	1,477	994	\$1,500	1,491
WARRANT OFFICER CREW 156	1,261	\$1,872	2,361	488	\$1,872	913	495	\$1,872	927
WARRANT OFFICER CREW 188	377	\$2,256	851	470	\$2,256	1,061	478	\$2,256	1,078
WARRANT OFFICER CREW 206	718	\$2,472	1,775	897	\$2,472	2,218	912	\$2,472	2,254
WARRANT OFFICER CREW 650	1,869	\$7,800	14,575	1,927	\$7,800	15,030	1,959	\$7,800	15,277
WARRANT OFFICER CREW 840	1,411	\$10,080	14,223	1,455	\$10,080	14,666	1,479	\$10,080	14,904
SUBTOTAL CREW (RATED)	13,598		66,543	10,464		63,428	10,627		64,449
SUBTOTAL FLYING DUTY - OFFICER	25,499		114,884	12,338		84,192	12,639		86,866
PARACHUTE JUMPING - OFFICER									
PARACHUTE JUMPING (REGULAR)	6,150	\$1,800	11,070	5,592	\$1,800	10,065	5,592	\$1,800	10,065
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	262	\$2,700	707	44	\$2,700	119	44	\$2,700	119
SUBTOTAL PARACHUTE JUMPING - OFFICER	6,412		11,777	5,636		10,184	5,636		10,184
INSIDE OBSERVER OR TEST SUBJECT DUTY	6	\$1,800	10	13	\$1,800	23	13	\$1,800	23
DEMOLITION DUTY	931	\$1,800	1,676	325	\$1,800	585	325	\$1,800	585
CHEMICAL MUNITIONS PAY	19	\$1,800	35	15	\$1,800	27	15	\$1,800	27
TOXIC PESTICIDES	4	\$1,800	7	7	\$1,800	13	7	\$1,800	13
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	36,148		128,389	18,334		95,024	18,635		97,698

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SPECIAL PAY - OFFICER

ESTIMATE FY 2011	\$283,011
ESTIMATE FY 2010	\$257,331
ACTUAL FY 2009	\$449,667

Project: SPECIAL PAY - OFFICER

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. This account also 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 - (37 U.S.C. 302):

- (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 (37 U.S.C. 302(a)).
- (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 (37 U.S.C. 302(a)).
- (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 (37 U.S.C. 302(a)).
- (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. Payment amounts range from \$12,000 to \$50,000 (37 U.S.C. 302(b)).
- (5) Multi-year Special Pay - Authorized by the FY 1991 DOD Authorization Act (PL 101-510). Officers must be either unobligated for medical education and training or must have at least eight years of creditable service. The annual amounts range from \$12,000 to \$50,000 (37 U.S.C. 302(d)).

Dentist Pay -

These payments are authorized by 37 U.S.C. 302b, 302h, and 311 and are intended to provide monetary incentives for the accession 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 (37 U.S.C. 302(b)).
- (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 (37 U.S.C. 302(b)).
- (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 (37 U.S.C. 302(b)).
- (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

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SPECIAL PAY - OFFICER

dental corps officer must be below the pay grade of O-7; 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 . The payment amount ranges from \$6,000 to \$50,000 (37 U.S.C. 302(e)).

(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 (37 U.S.C. 302(h)).

Nurses Pay

(1) Nurse Anesthetists are authorized to receive a special pay of \$15,000 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 can receive a payment of \$50,000 for multiyear obligations. The Army is actively recruiting for the Nurse Corps and anticipates a substantial increase in FY 2010 (37 U.S.C. 302 (d) and 302(e)).

(2) Accession bonus up to \$30,000 per individual requires acceptance of a commission as an officer combined with an agreement to remain on active duty for four years.

Diplomat 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 Diplomat 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 (37 U.S.C. 302 (c)).

Optometrist Pay

(1) Special Pay - a monthly pay of \$100 to officers on active duty designated as optometrists (37 U.S.C. 302 (a)).

(2) Retention Pay - An annual payment of \$6,000 per year of contract for designated officers who agree to remain on active duty as an optometrist for a period of 12 months (37 U.S.C. 302 (a)).

Pharmacy Pay

Pharmacy Special Pay - payable to active duty officers designated as pharmacists who agree to remain on active duty for a period of one year or more (37 U.S.C. 302 (i)).

Pharmacy Accession Bonus - allows payment for an accession bonus to individuals graduating from an accredited pharmacy school who execute an agreement to remain on active duty at least four years. The amount of the one-time accession bonus may not exceed \$30,000 (37 U.S.C. 302 (j)).

Veterinarians

These payments are authorized by 37 U.S.C. 303 and are intended to provide monetary incentives for the accession 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 Diplomat. The Diplomat 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.

Judge Advocate Continuation Pay (JACP) - The FY2000 National Defense Authorization Act, section 629, provided Service Secretaries with the authority to pay eligible Judge Advocates (JA) continuation pay in return for additional active duty service obligations. The continuation pay cannot exceed \$60,000 per any eligible JA (37 U.S.C. 321).

Personal Allowance, General Officers - an officer is entitled to a personal money allowance of (1) \$500 a year while serving in the grade of lieutenant general,

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(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 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 (37 U.S.C 413).

Diving Duty Pay - a monthly amount not to exceed \$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).

Sea Duty Pay - 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 . The range of rates for warrant officers and officers is \$130 to \$410 per month (37 U.S.C. 305a).

Foreign Language Proficiency Pay (FLPP) - this pay 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 \$500.00 per individual for a single foreign language or \$1,000 for any combination of more than one language (37 U.S.C. 316).

Hostile Fire Pay - paid to officers on duty subject to hostile fire or imminent danger. Paid at the rate of \$225 per month (37 U.S.C. 310).

Hardship Duty Pay - Authorized in (37 U.S.C. 305) and paid to officers performing duty in a location that is designated by the Secretary of Defense as hardship duty. The monthly rate may not exceed \$1,500 per individual from all three sources, hardship duty (location), hardship duty (mission) and hardship duty (involuntary extension).

Stop Loss - Authorized in Sec. 8116 (c) of P.L. 110-329 in FY 2009 for special pay to members whose obligated service is extended, or whose eligibility for retirement is suspended under "Stop Loss" authority. The amount of special pay may not exceed \$500 per month for each month or portion of a month during FY 2009 that the member is retained on active duty as a result of application of Stop Loss authority.

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.

In FY 2009, the Other Special Pay line contains \$353 thousand funding provided to compensate Soldiers in a stop-loss status.

The increase of +\$25.7 million from FY 2010 to FY 2011 is caused by:

(1) Program increase due to an increase in the number of Officers receiving Medical Additional Special pay, Medical Incentive pay, and Medical Multi-year Special pay: +\$4.3 million.

(2) Program increase due to an increase in the number of Officers receiving Dental Additional Special Pay, Dental Accession Bonus, and Dental Multi-year Retention Bonus: +\$11.8 million.

(3) Program increase due to restructure of the Judge Advocate Officer Incentive Program. The funding requirement is needed to off-set the shortage of Majors

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SPECIAL PAY - OFFICER

within the Judge Advocate Corp: +\$7.6 million.

(4) Program increase due to an increase in the number of Officers receiving Foreign Language Proficiency Pay: +\$2.0 million

Detailed cost computations are provided by the following table:

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SPECIAL PAY - OFFICER

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
MEDICAL VARIABLE SPECIAL PAY	4,948	\$7,983	39,496	4,462	\$7,983	35,624	4,463	\$7,983	35,626
MEDICAL ADDITIONAL SPECIAL PAY	3,169	\$15,000	47,533	2,464	\$15,000	36,958	2,515	\$15,000	37,720
MEDICAL BOARD CERTIFIED PAY	2,977	\$3,791	11,286	3,236	\$3,791	12,266	2,708	\$3,791	10,266
MEDICAL INCENTIVE PAY	3,769	\$22,000	82,927	2,951	\$22,000	64,913	3,016	\$22,000	66,356
MEDICAL MULTI-YEAR SPECIAL PAY	2,020	\$15,771	31,855	1,297	\$15,771	20,452	1,557	\$15,771	24,559
SUBTOTAL MEDICAL PAY	16,883		213,097	14,410		170,213	14,259		174,501
DENTAL PAY									
DENTAL VARIABLE SPECIAL PAY	866	\$8,090	7,009	1,097	\$8,090	8,875	1,097	\$8,090	8,875
DENTAL ADDITIONAL SPECIAL PAY	684	\$11,674	7,985	712	\$11,674	8,309	935	\$11,674	10,919
DENTAL BOARD CERTIFIED PAY	300	\$5,436	1,629	418	\$5,436	2,272	418	\$5,436	2,272
DENTAL ACCESSION BONUS	90	\$30,000	2,705	30	\$30,000	900	93	\$30,000	2,778
DENTAL MULTIYEAR RETENTION BONUS	1,666	\$15,000	24,987	1,008	\$15,000	15,120	1,497	\$15,000	22,455
SUBTOTAL DENTAL PAY	3,606		44,315	3,265		35,476	4,040		47,299
NURSE PAY									
NURSE ACCESSION PAY	56	\$30,000	1,692	102	\$30,000	3,064	167	\$30,000	5,000
NURSE ANESTHESIST PAY	362	\$18,643	6,751	306	\$18,643	5,700	317	\$18,643	5,910
SUBTOTAL NURSE PAY	418		8,443	408		8,764	484		10,910
OPTOMETRISTS PAY									
OPTOMETRIST SPECIAL PAY	127	\$1,200	152	130	\$1,200	156	134	\$1,200	161
OPTOMETRIST RETENTION PAY	114	\$6,000	684	117	\$6,000	702	120	\$6,000	720
SUBTOTAL OPTOMETRISTS PAY	241		836	247		858	254		881
VETERINARIANS PAY									
VETERINARIANS PAY	431	\$1,200	517	420	\$1,200	504	430	\$1,200	516
VETERINARIANS BOARD CERTIFIED SPECIAL PAY	3	\$3,500	12	193	\$3,500	676	209	\$3,500	732
SUBTOTAL VETERINARIANS PAY	434		529	613		1,180	639		1,248
DIPLOMATE PAY FOR PSYCHOLOGISTS	41	\$3,625	149	41	\$3,625	149	41	\$3,625	149
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER									
CHAIRMAN, JCS	0	\$4,000	0	0	\$4,000	0	0	\$4,000	0
CHIEF OF STAFF	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
SENIOR MEMBER, STAFF COMMITTEE OF UNITED NATIONS	0	\$2,200	0	0	\$2,200	0	0	\$2,200	0
GENERAL	12	\$2,200	27	11	\$2,200	24	11	\$2,200	24
LIEUTENANT GENERAL	56	\$500	28	52	\$500	26	50	\$500	25
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	68		59	64		54	62		53
PHARMACY PAY									
PHARMACY SPECIAL PAY	144	\$8,000	1,152	129	\$8,000	1,029	122	\$8,000	976
PHARMACY ACCESSION BONUS	11	\$30,000	330	16	\$30,000	480	16	\$30,000	480
SUBTOTAL PHARMACY PAY	155		1,482	145		1,509	138		1,456
DIVING DUTY PAY	115	\$2,642	305	105	\$2,642	278	105	\$2,642	278

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PAY AND ALLOWANCES OF OFFICERS
SPECIAL PAY - OFFICER

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	686	\$2,446	1,678	707	\$2,446	1,729	724	\$2,446	1,771
HOSTILE FIRE PAY	27,637	\$2,700	74,620	1,774	\$2,700	4,790	1,774	\$2,700	4,790
SEA DUTY PAY	70	\$5,912	413	94	\$5,912	556	94	\$5,912	557
HARDSHIP DUTY PAY	30,484	\$1,800	54,872	4,200	\$1,800	7,560	4,200	\$1,800	7,560
FOREIGN LANGUAGE PROFICIENCY PAY	2,954	\$3,839	11,340	2,975	\$3,839	11,422	3,496	\$3,839	13,422
JUDGE ADVOCATE CONTINUATION PAY	603	\$21,400	12,905	598	\$21,400	12,793	846	\$21,400	18,110
OTHER SPECIAL PAY	0	0	24,301	0	0	0	0	0	0
STOP LOSS	0	0	353	0	0	0	0	0	0
TOTAL SPECIAL PAY - OFFICER	84,878		449,667	29,620		257,331	31,156		283,011

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OFFICER BONUS - OTHER THAN MEDICAL

ESTIMATE FY 2011	\$17,928
ESTIMATE FY 2010	\$77,290
ACTUAL FY 2009	\$47,137

Project: OFFICER BONUS - OTHER THAN MEDICAL

PART I - PURPOSE AND SCOPE

The Officer/Warrant Officer critical skills retention bonus (CSRB) program is authorized under U.S.C. 37, Section 323. The Officer CSRB is a \$30,000 bonus available to regular-Army captains who agree to remain on active duty beyond their initial active-duty service obligations. The bonus is part of a "menu of incentives" targeting officers willing to remain on active duty an additional three years. The other incentives include graduate school, military schooling, branch or functional area transfer, or post of choice.

The Warrant Officer Critical Skills Accession Bonus (CSAB) is authorized under U.S.C. 37, Section 324. The Secretary concerned shall designate the critical officer skills for the purposes of this section. The amount of an accession bonus under payable may not exceed \$60,000.

PART II - JUSTIFICATION OF FUNDS REQUESTED

From FY 2010 to FY 2011 the non-medical Officer retention and accession program decreases by -\$59.4 million

The change is based on -

(1) Price increase due to the number of Warrant Officers receiving the higher dollar bonuses: +\$1.8 million. There has been a shift from Criminal Investigation and Field Artillery to Military Intelligence and Special Forces that receive higher bonuses.

(2) Program decrease due to the elimination of Captain's CSRB program: -\$60.0 million.

(3) Program decrease due to a reduction in the number of Warrant Officers receiving CSRB/CSAB: -\$1.2 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BONUS - OTHER THAN MEDICAL									
OFFICER CSRB	1,014	\$30,000	30,430	2,000	\$30,000	60,000	0	\$30,000	0
WARRANT OFFICER CSRB	624	\$26,784	16,707	525	\$32,933	17,290	490	\$36,588	17,928
TOTAL OFFICER BONUS - OTHER THAN MEDICAL	1,638		47,137	2,525		77,290	490		17,928

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PAY AND ALLOWANCES OF OFFICERS
BASIC ALLOWANCE FOR HOUSING - OFFICER

ESTIMATE FY 2011	\$1,854,718
ESTIMATE FY 2010	\$1,816,681
ACTUAL FY 2009	\$2,011,056

Project: BASIC ALLOWANCE FOR HOUSING - OFFICER

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 Soldiers. The Overseas Housing Allowance (OHA) payment, formerly located in overseas station allowances moved into this section by a 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 Soldiers is authorized by revisions to 37 U.S.C. 403.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2009 column includes foreign currency fluctuation in Overseas Housing Allowing (OHA). The FY 2011 column includes revised foreign currency rates that increase the FY 2011 rates above standard housing inflation.

The FY 2010 actual BAH rate changed from 6.5% on-average (budgeted) to 4.3% (actual). This rate change generated an asset of approximately **\$85.4 million** that will be used to help support the Army's increased Mobilization requirement in FY2010.

The FY 2011 rates were built by applying inflation assumptions to actual active component rates from FY 2009.

The net change in the Basic Allowance for Housing between FY 2010 and FY 2011 is +\$38.0 million. This increase is mainly due to:

- 1) Price increase due to the FY 2010 4.3% housing cost growth rate: +\$16.8 million.
- 2) Price increase due to the FY 2011 3.8% housing cost growth rate: +\$54.3 million.
- 3) A program increase due to Army's growth in Officer man-years: +\$42.0 million.
- 4) A program decrease due to a shift in the Officer grade structure: -\$0.3 million.
- 5) A program increase due to growth in the percentage of Officers receiving BAH: +\$10.6 million.
- 6) A decrease in BAH due to the FY 2010 asset generated by the inflation rate change from 6.5% on-average (budgeted) to 4.3% (actual): -\$85.4 million.

Detailed cost computations are provided by the following table:

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PAY AND ALLOWANCES OF OFFICERS
BASIC ALLOWANCE FOR HOUSING - OFFICER

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - DOMESTIC OFFICER- ACTIVE DUTY									
GENERAL	2	\$29,500	59	2	\$34,500	69	2	\$34,500	69
LIEUTENANT GENERAL	22	\$28,818	634	23	\$29,565	680	20	\$30,700	614
MAJOR GENERAL	92	\$28,000	2,576	66	\$29,530	1,949	68	\$30,735	2,090
BRIGADIER GENERAL	152	\$27,809	4,227	117	\$29,214	3,418	115	\$30,078	3,459
COLONEL	4,202	\$27,165	114,146	3,536	\$28,489	100,737	3,468	\$29,572	102,556
LIEUTENANT COLONEL	9,924	\$25,816	256,202	7,700	\$27,045	208,250	7,548	\$28,072	211,884
MAJOR	14,599	\$22,869	333,866	13,146	\$23,843	313,437	12,915	\$24,748	319,624
CAPTAIN	18,023	\$19,512	351,673	15,569	\$20,196	314,429	15,264	\$20,963	319,982
1ST LIEUTENANT	5,088	\$17,286	87,951	3,935	\$17,484	68,801	4,173	\$18,147	75,728
2ND LIEUTENANT	3,568	\$15,840	56,517	3,344	\$16,484	55,122	3,234	\$17,111	55,336
SUBTOTAL OFFICER- ACTIVE DUTY	55,672		1,207,851	47,438		1,066,892	46,807		1,091,342
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	463	\$23,760	11,001	473	\$22,364	10,578	462	\$23,208	10,722
WARRANT OFFICER (W-4)	2,359	\$20,260	47,794	2,134	\$21,087	45,000	2,055	\$21,881	44,966
WARRANT OFFICER (W-3)	3,184	\$19,269	61,352	2,997	\$20,149	60,387	2,925	\$20,914	61,173
WARRANT OFFICER (W-2)	4,437	\$17,732	78,676	4,166	\$18,382	76,580	3,926	\$19,079	74,904
WARRANT OFFICER (W-1)	2,481	\$16,187	40,161	2,417	\$16,820	40,654	2,301	\$17,461	40,177
SUBTOTAL OFFICER- WARRANT ACTIVE	12,924		238,984	12,187		233,199	11,669		231,942
SUBTOTAL WITH DEPENDENTS - DOMESTIC	68,596		1,446,835	59,625		1,300,091	58,476		1,323,284
WITHOUT DEPENDENTS - DOMESTIC OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	1	\$30,000	30	1	\$32,000	32	1	\$31,000	31
MAJOR GENERAL	3	\$26,000	78	2	\$28,000	56	1	\$28,000	28
BRIGADIER GENERAL	14	\$27,357	383	5	\$29,400	147	8	\$29,250	234
COLONEL	446	\$22,348	9,967	312	\$23,205	7,240	316	\$24,152	7,632
LIEUTENANT COLONEL	1,323	\$20,230	26,764	833	\$20,715	17,256	822	\$21,494	17,668
MAJOR	2,933	\$18,272	53,593	2,298	\$18,652	42,863	2,299	\$19,359	44,507
CAPTAIN	9,052	\$16,560	149,897	8,095	\$16,998	137,602	7,948	\$17,644	140,235
1ST LIEUTENANT	5,247	\$14,259	74,815	4,661	\$14,255	66,443	4,866	\$14,796	71,998
2ND LIEUTENANT	4,039	\$13,116	52,974	4,132	\$13,626	56,303	3,856	\$14,143	54,537
SUBTOTAL OFFICER- ACTIVE DUTY	23,058		368,501	20,339		327,942	20,117		336,870
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	48	\$18,688	897	40	\$19,550	782	41	\$20,439	838
WARRANT OFFICER (W-4)	235	\$15,843	3,723	170	\$16,241	2,761	165	\$16,836	2,778
WARRANT OFFICER (W-3)	370	\$15,127	5,597	287	\$15,380	4,414	286	\$15,958	4,564
WARRANT OFFICER (W-2)	997	\$13,395	13,355	775	\$13,582	10,526	751	\$14,081	10,575
WARRANT OFFICER (W-1)	621	\$11,773	7,311	562	\$12,151	6,829	560	\$12,595	7,053
SUBTOTAL OFFICER- WARRANT ACTIVE	2,271		30,883	1,834		25,312	1,803		25,808
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	25,329		399,384	22,173		353,254	21,920		362,678
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	0	0	0	0	0	0	0	0	0

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BASIC ALLOWANCE FOR HOUSING - OFFICER

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MAJOR GENERAL	0	0	0	0	0	0	0	0	0
BRIGADIER GENERAL	0	0	0	0	0	0	0	0	0
COLONEL	7	\$571	4	6	\$500	3	5	\$600	3
LIEUTENANT COLONEL	31	\$387	12	19	\$421	8	20	\$400	8
MAJOR	53	\$321	17	36	\$333	12	37	\$351	13
CAPTAIN	201	\$289	58	186	\$306	57	188	\$319	60
1ST LIEUTENANT	133	\$226	30	124	\$234	29	127	\$244	31
2ND LIEUTENANT	967	\$169	163	1,030	\$176	181	1,020	\$182	186
SUBTOTAL OFFICER- ACTIVE DUTY	1,392		284	1,401		290	1,397		301
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-4)	7	\$286	2	6	\$333	2	6	\$333	2
WARRANT OFFICER (W-3)	11	\$273	3	8	\$250	2	9	\$333	3
WARRANT OFFICER (W-2)	33	\$182	6	30	\$200	6	31	\$194	6
WARRANT OFFICER (W-1)	16	\$188	3	18	\$167	3	15	\$200	3
SUBTOTAL OFFICER- WARRANT ACTIVE	67		14	62		13	61		14
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	1,459		298	1,463		303	1,458		315
SUBSTANDARD HOUSING - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	0	0	0	0	0	0	0	0	0
MAJOR GENERAL	0	0	0	0	0	0	0	0	0
BRIGADIER GENERAL	0	0	0	0	0	0	0	0	0
COLONEL	0	0	0	0	0	0	0	0	0
LIEUTENANT COLONEL	0	0	0	0	0	0	0	0	0
MAJOR	0	0	0	0	0	0	0	0	0
CAPTAIN	0	0	0	0	0	0	0	0	0
1ST LIEUTENANT	0	0	0	0	0	0	0	0	0
2ND LIEUTENANT	0	0	0	0	0	0	0	0	0
SUBTOTAL OFFICER- ACTIVE DUTY	0		0	0		0	0		0
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-4)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-3)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-2)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-1)	0	0	0	0	0	0	0	0	0
SUBTOTAL OFFICER- WARRANT ACTIVE	0		0	0		0	0		0
SUBTOTAL SUBSTANDARD HOUSING - DOMESTIC	0		0	0		0	0		0
BAH DIFFERENTIAL - DOMESTIC	107	\$2,215	237	106	\$2,311	245	105	\$2,400	252
WITH DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	0	0	0	0	0	0	0	0	0
MAJOR GENERAL	0	0	0	0	0	0	0	0	0
BRIGADIER GENERAL	0	0	0	0	0	0	0	0	0
COLONEL	141	\$48,163	6,791	133	\$48,835	6,495	131	\$50,672	6,638
LIEUTENANT COLONEL	516	\$40,554	20,926	475	\$41,552	19,737	470	\$43,094	20,254
MAJOR	646	\$38,269	24,722	655	\$39,246	25,706	651	\$40,765	26,538
CAPTAIN	828	\$33,407	27,661	787	\$33,845	26,636	792	\$35,139	27,830

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
BASIC ALLOWANCE FOR HOUSING - OFFICER

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
1ST LIEUTENANT	208	\$30,380	6,319	197	\$32,299	6,363	197	\$33,589	6,617
2ND LIEUTENANT	100	\$37,840	3,784	102	\$37,618	3,837	101	\$39,188	3,958
SUBTOTAL OFFICER- ACTIVE DUTY	2,439		90,203	2,349		88,774	2,342		91,835
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	24	\$41,625	999	24	\$40,875	981	24	\$42,708	1,025
WARRANT OFFICER (W-4)	122	\$36,885	4,500	122	\$36,574	4,462	121	\$37,884	4,584
WARRANT OFFICER (W-3)	174	\$33,517	5,832	175	\$33,383	5,842	176	\$34,534	6,078
WARRANT OFFICER (W-2)	274	\$31,164	8,539	283	\$30,742	8,700	274	\$31,953	8,755
WARRANT OFFICER (W-1)	94	\$32,660	3,070	95	\$32,242	3,063	92	\$33,359	3,069
SUBTOTAL OFFICER- WARRANT ACTIVE	688		22,940	699		23,048	687		23,511
SUBTOTAL WITH DEPENDENTS - OVERSEAS	3,127		113,143	3,048		111,822	3,029		115,346
WITHOUT DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	0	0	0	0	0	0	0	0	0
MAJOR GENERAL	0	0	0	0	0	0	0	0	0
BRIGADIER GENERAL	0	0	0	0	0	0	0	0	0
COLONEL	29	\$30,483	884	28	\$30,464	853	28	\$31,107	871
LIEUTENANT COLONEL	107	\$29,561	3,163	98	\$29,888	2,929	96	\$31,302	3,005
MAJOR	238	\$27,286	6,494	248	\$27,177	6,740	247	\$28,174	6,959
CAPTAIN	903	\$22,690	20,489	890	\$22,231	19,786	895	\$23,098	20,673
1ST LIEUTENANT	517	\$20,756	10,731	548	\$20,440	11,201	549	\$21,215	11,647
2ND LIEUTENANT	243	\$20,877	5,073	251	\$20,394	5,119	249	\$21,205	5,280
SUBTOTAL OFFICER- ACTIVE DUTY	2,037		46,834	2,063		46,628	2,064		48,435
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	4	\$24,750	99	4	\$24,750	99	4	\$25,750	103
WARRANT OFFICER (W-4)	25	\$28,280	707	26	\$26,846	698	25	\$28,720	718
WARRANT OFFICER (W-3)	35	\$23,257	814	35	\$23,143	810	35	\$24,057	842
WARRANT OFFICER (W-2)	108	\$19,843	2,143	112	\$19,411	2,174	109	\$20,073	2,188
WARRANT OFFICER (W-1)	28	\$20,071	562	28	\$19,893	557	27	\$20,630	557
SUBTOTAL OFFICER- WARRANT ACTIVE	200		4,325	205		4,338	200		4,408
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,237		51,159	2,268		50,966	2,264		52,843
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	100,855		2,011,056	88,683		1,816,681	87,252		1,854,718

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
BASIC ALLOWANCE FOR SUBSISTENCE - OFFICER

ESTIMATE FY 2011	\$255,925
ESTIMATE FY 2010	\$243,921
ACTUAL FY 2009	\$272,136

Project: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICER

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 (BAS) 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. Basic Allowance for Subsistence inflation rates are 0% effective 1 January 2010 and 3.4% effective 1 January 2011. The FY composite annual rates are \$2,676.48 for FY 2010 and \$2,744.73 for FY 2011.

The net change in the basic allowance for subsistence requirement is +\$12.0 million between FY 2010 and FY 2011.

The change is based on -

(1) Price increase due to the annualization of the 0.0% subsistence inflation rate effective 1 January 2010 and the 3.4% inflation rate effective 1 January 2011: +\$6.4 million.

(2) Program increase due to growth in Officer man-years: +\$5.6 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	104,662	\$2,600	272,136	91,135	\$2,676	243,921	93,242	\$2,745	255,925

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
OVERSEAS STATION ALLOWANCES - OFFICER

ESTIMATE FY 2011	\$169,121
ESTIMATE FY 2010	\$152,918
ACTUAL FY 2009	\$177,466

Project: OVERSEAS STATION ALLOWANCES - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested will provide payment of 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 Regulation 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 Allowance (COLA) and Temporary Lodging Allowances (TLA). 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. The FY09 column includes foreign currency and causes the rates to decline from FY09 to FY10. The FY 2011 column includes revised foreign currency rates that increase the FY 2011 rates above standard pay raise inflation.

The net change in the station allowance overseas requirement between FY 2010 and FY 2011 is +\$16.2 million. This change is the net of:

- (1) A price increase in COLA due to the annualization of the 3.4% pay raise effective 1 January 2010: +\$4.5 million.
- (2) A price increase in COLA due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$5.6 million.
- (4) A price increase in TLA due to inflation: +\$0.5 million.
- (3) Program increase based on the anticipated number of Officers drawing OSA: +\$5.6 million.
 - a. COLA: +\$4.6 million.
 - b. TLA: +\$1.0 million.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
OVERSEAS STATION ALLOWANCES - OFFICER

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	4	\$12,723	54	4	\$11,875	50	4	\$12,833	54
LIEUTENANT GENERAL	6	\$11,780	74	6	\$11,351	68	6	\$11,881	74
MAJOR GENERAL	15	\$11,871	173	11	\$11,746	127	11	\$12,137	139
BRIGADIER GENERAL	31	\$11,337	356	26	\$11,201	287	27	\$11,835	314
COLONEL	828	\$12,858	10,647	685	\$12,805	8,775	709	\$13,631	9,660
LIEUTENANT COLONEL	2,371	\$11,487	27,231	1,799	\$11,781	21,197	1,867	\$12,550	23,429
MAJOR	3,408	\$9,552	32,552	2,963	\$9,607	28,469	3,071	\$10,309	31,656
CAPTAIN	5,506	\$7,603	41,864	4,614	\$7,569	34,922	4,787	\$8,210	39,301
1ST LIEUTENANT	2,129	\$5,935	12,635	1,631	\$6,362	10,376	1,680	\$6,919	11,623
2ND LIEUTENANT	989	\$5,587	5,524	912	\$5,438	4,958	928	\$5,935	5,509
SUBTOTAL OFFICER- ACTIVE DUTY	15,287		131,110	12,651		109,229	13,090		121,759
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	85	\$9,953	845	71	\$9,850	695	73	\$10,674	784
WARRANT OFFICER (W-4)	553	\$9,693	5,359	492	\$9,418	4,634	510	\$10,048	5,129
WARRANT OFFICER (W-3)	742	\$8,888	6,599	657	\$8,732	5,734	681	\$9,437	6,424
WARRANT OFFICER (W-2)	1,284	\$7,453	9,567	1,190	\$7,260	8,638	1,230	\$7,611	9,362
WARRANT OFFICER (W-1)	433	\$6,847	2,962	398	\$6,624	2,638	406	\$7,018	2,846
SUBTOTAL OFFICER- WARRANT ACTIVE	3,097		25,332	2,808		22,339	2,900		24,545
SUBTOTAL COST OF LIVING	18,384		156,442	15,459		131,568	15,990		146,304
TEMPORARY LODGING	3,821	\$5,502	21,024	4,711	\$4,532	21,350	4,926	\$4,632	22,817
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	22,205		177,466	20,170		152,918	20,916		169,121

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
CONUS COST OF LIVING ALLOWANCE - OFFICER

ESTIMATE FY 2011	\$3,172
ESTIMATE FY 2010	\$3,071
ACTUAL FY 2009	\$2,663

Project: CONUS COST OF LIVING ALLOWANCE - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested will provide payment of cost of living allowance (COLA) to Soldiers who are assigned to high cost Military Housing Areas (MHA) 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 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 (37 U.S.C. 403b).

PART II - JUSTIFICATION OF FUNDS REQUESTED

CONUS Cost-of-living-Allowance (COLA) payments are determined by multiplying the projected number of personnel eligible by an estimated average rate.

The net change for CONUS COLA is an increase of +\$0.1 million between FY 2010 and FY 2011. The increase is due to:

(1) Price increase in COLA rates due to the annualization of the 3.4% pay raise effective 1 January 2010, and the 1.4% pay raise effective 1 January 2011: +\$0.1 million.

(2) Program decrease due to a reduction in the number Officers expected to reside in high cost MHAs: -\$0.002 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	2,380	\$1,119	2,663	2,654	\$1,157	3,071	2,652	\$1,196	3,172

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
CLOTHING ALLOWANCES - OFFICER

ESTIMATE FY 2011 \$5,232
ESTIMATE FY 2010 \$5,231
ACTUAL FY 2009 \$16,314

Project: CLOTHING ALLOWANCES - OFFICER

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 net change in Clothing Allowance is +\$.001 million from FY10 to FY11. This increase is a net of:

- (1) Program decrease of -\$.006 due to the net impact of -
 - a. An increase in the number of Soldiers receiving Initial Military Allowance due to an increased accessions mission: +\$.018 million
 - b. An increase in the number of Soldiers receiving Additional Military Allowance due to increased Officer man-years: +\$.021 million
 - c. A reduction in the number of Officers receiving Civilian Clothing Allowance: -\$.045 million.
- (2) Price increase due to a rate increase in Civilian Clothing Allowance due to inflation: +\$.007 million.

Detailed computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	26,705	\$400	10,682	6,818	\$400	2,727	6,863	\$400	2,745
ADDITIONAL MILITARY ALLOWANCE	26,305	\$200	5,261	8,425	\$200	1,685	8,530	\$200	1,706
CIVILIAN CLOTHING ALLOWANCE	403	\$921	371	881	\$930	819	833	\$938	781
TOTAL CLOTHING ALLOWANCES - OFFICER	53,413		16,314	16,124		5,231	16,226		5,232

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
FAMILY SEPARATION ALLOWANCES - OFFICER

ESTIMATE FY 2011	\$21,076
ESTIMATE FY 2010	\$22,200
ACTUAL FY 2009	\$66,842

Project: FAMILY SEPARATION ALLOWANCES - OFFICER

PART I - PURPOSE AND SCOPE

The funds are to provide family separation payments added expenses to officers, with dependents, who are on duty outside the Continental United States or in Alaska (37 U.S.C. 427). Two types of funds are provided:

FSA I - When travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for the family and one overseas for member. Payment is made at the monthly housing allowance rate authorized for a member of the same grade without dependents .

FSA II - 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 the duty station is not authorized and dependents do not reside at or near the duty station.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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.

The net change in the Family Separation Allowances (FSA) is -\$1.124 million between FY 2010 and FY 2011. The decrease is primarily due to:

(1) Price increase due to FSA rate inflation: +\$0.136 million.

(2) Program decrease due to a reduced number of FSA I and FSA II recipients. This is driven by Korea Tour Normalization efforts: -\$1.260 million.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
FAMILY SEPARATION ALLOWANCES - OFFICER

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL									
OFFICER- ACTIVE DUTY									
COLONEL	48	\$28,438	1,365	3	\$30,000	90	3	\$33,333	100
LIEUTENANT COLONEL	96	\$24,208	2,324	7	\$24,857	174	6	\$27,000	162
MAJOR	216	\$20,972	4,530	15	\$22,533	338	14	\$24,286	340
CAPTAIN	288	\$16,122	4,643	23	\$17,043	392	20	\$18,850	377
1ST LIEUTENANT	168	\$15,548	2,612	12	\$16,000	192	11	\$16,727	184
2ND LIEUTENANT	144	\$13,382	1,927	10	\$13,900	139	9	\$15,333	138
SUBTOTAL OFFICER- ACTIVE DUTY	960		17,401	70		1,325	63		1,301
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	24	\$29,875	717	1	\$31,000	31	1	\$32,000	32
WARRANT OFFICER (W-4)	48	\$22,854	1,097	3	\$25,000	75	3	\$27,333	82
WARRANT OFFICER (W-3)	120	\$18,892	2,267	7	\$20,571	144	7	\$22,429	157
WARRANT OFFICER (W-2)	96	\$17,729	1,702	4	\$18,750	75	4	\$19,750	79
WARRANT OFFICER (W-1)	144	\$14,021	2,019	7	\$14,714	103	7	\$15,429	108
SUBTOTAL OFFICER- WARRANT ACTIVE	432		7,802	22		428	22		458
SUBTOTAL PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	1,392		25,203	92		1,753	85		1,759
PCS W/DEPENDENTS NOT AUTHORIZED	2,284	\$3,000	6,851	2,210	\$3,000	6,630	2,139	\$3,000	6,417
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	11,596	\$3,000	34,788	4,606	\$3,000	13,817	4,300	\$3,000	12,900
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	15,272		66,842	6,908		22,200	6,524		21,076

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SEPARATION PAYMENTS - OFFICER

ESTIMATE FY 2011	\$61,798
ESTIMATE FY 2010	\$60,013
ACTUAL FY 2009	\$57,448

Project: SEPARATION PAYMENTS - OFFICER

PART I - PURPOSE AND SCOPE

Funds requested provide:

- (1) Accrued Leave Pay (Lump Sum Terminal Leave Payments)** – Pays for unused accrued leave at time of discharge, retirement, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701.
- (2) Severance Pay, Disability and Severance Pay, Failure to Promotion** - Payments made to officers who are involuntarily discharged or released from active duty, including severance pay to Officers not eligible for retirement under any provision of the law on the date of elimination by promotion list passover under provisions 10 U.S.C. 637 (a) and disability severance pay paid to a member separated from the service for a physical disability under provisions 10 U.S.C. 1212.
- (3) Involuntary - Half Severance Pay** - Payments authorized to members not fully qualified for retention and are denied reenlistment or continuation. Payment is 5% of the product of member's years active service plus fractions of years based on full months and 12 times monthly basic pay.
- (4) Involuntary - Full Severance Pay** - Payments are authorized to members involuntarily separated from active duty but who are fully qualified for retention, but are denied reenlistment or continuation. Payment is 10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay.
- (5) Voluntary Separation Incentive (VSI) Trust Fund** – Payments made cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.
- (6) \$30,000 Lump Sum Bonus** - Authorized by the FY 2000 National Defense Authorization Act; provides service members who entered the uniform services on or after August 1, 1986 the option to retire under pre - 1986 military plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one-time \$30,000 lump sum bonus and remain under redux retirement plan.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Separation payments are computed by multiplying the projected number eligible for each type of payment by the estimated average payment applicable. Leave payments will not exceed the career total of 60 days.

From FY 2010 to FY 2011 Separation payments are anticipated to increase by +\$1.8 million. This increase is primarily caused by the following factors:

(1) Price increase due to pay rate changes in involuntary separation pay, \$30,000 Lump Sum Bonus, and rate increases in Lump Sum Leave payments. : +\$1.0 million.

(2) Program increase due to an increased number of Officers receiving Disability Severance pay: +\$0.8 million.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SEPARATION PAYMENTS - OFFICER

	ACTUAL FY 2009				ESTIMATE FY 2010				ESTIMATE FY 2011			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
SEPARATION PAYMENTS - OFFICER												
LUMP SUM TERMINAL LEAVE PAYMENTS												
OFFICER- ACTIVE DUTY												
GENERAL	3	15	\$6,667	20	1	15	\$7,650	11	1	15	\$7,757	11
LIEUTENANT GENERAL	31	16	\$7,645	237	36	16	\$8,014	286	36	16	\$8,126	290
MAJOR GENERAL	32	24	\$9,781	313	37	24	\$10,258	379	37	24	\$10,401	385
BRIGADIER GENERAL	19	19	\$6,947	132	22	19	\$7,217	160	22	19	\$7,318	162
COLONEL	480	24	\$7,342	3,524	563	24	\$7,592	4,272	564	24	\$7,698	4,339
LIEUTENANT COLONEL	803	17	\$4,321	3,470	938	17	\$4,469	4,194	940	17	\$4,532	4,260
MAJOR	617	17	\$3,585	2,212	721	17	\$3,707	2,674	723	17	\$3,759	2,716
CAPTAIN	1,882	13	\$2,139	4,025	2,200	13	\$2,212	4,866	2,203	13	\$2,243	4,943
1ST LIEUTENANT	176	16	\$2,068	364	205	16	\$2,142	440	206	16	\$2,172	447
2ND LIEUTENANT	72	21	\$2,056	148	84	21	\$2,139	179	84	21	\$2,169	182
SUBTOTAL OFFICER- ACTIVE DUTY	4,115			14,445	4,807			17,461	4,816			17,735
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	62	21	\$5,113	317	73	21	\$5,276	383	73	21	\$5,350	389
WARRANT OFFICER (W-4)	266	14	\$2,823	751	311	14	\$2,917	908	312	14	\$2,958	922
WARRANT OFFICER (W-3)	213	15	\$2,427	517	248	15	\$2,515	625	249	15	\$2,550	635
WARRANT OFFICER (W-2)	117	19	\$2,538	297	137	19	\$2,626	359	137	19	\$2,662	364
WARRANT OFFICER (W-1)	17	16	\$1,882	32	20	16	\$1,948	38	20	16	\$1,975	39
SUBTOTAL OFFICER- WARRANT ACTIVE	675			1,914	789			2,313	791			2,349
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	4,790			16,359	5,596			19,772	5,607			20,084
SEVERANCE PAY, DISABILITY	97		\$51,941	5,025	224		\$53,915	12,077	235		\$57,919	13,611
SEVERANCE PAY, FAILURE OF PROMOTION				0				0				0
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	8		\$23,125	185	8		\$30,000	240	9		\$38,778	349
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	36		\$65,719	2,372	23		\$68,217	1,569	24		\$75,500	1,812
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				21,093				20,233				19,578
SPECIAL SEPARATION BENEFIT (SSB)				0				0				0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY				0				0				0
\$30,000 LUMP SUM BONUS				12,414				6,122				6,364
TOTAL SEPARATION PAYMENTS - OFFICER	5,185			57,448	5,851			60,015	5,875			61,798

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-OFFICER

ESTIMATE FY 2011	\$487,469
ESTIMATE FY 2010	\$468,422
ACTUAL FY 2009	\$520,984

Project: SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-OFFICER

PART I - PURPOSE AND SCOPE

The funds requested provide for employer's tax to the Social Security Administration as required by the Federal Insurance Contribution Act (FICA) under provisions 26 U.S.C. 3101 and 3111 and P.L." Social Security amendment".

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
2009	\$106,800	No upper limit
2010	\$106,800	No upper limit
2011	\$106,800	No upper limit

Because the pay of Senior Officers (Colonels and General Officers) is above the maximum cap on the OASDI contributions, the ratio of FICA to Basic Pay is slightly under the anticipated 7.65%.

The net change in the FICA requirement is +\$19.1 million between FY 2010 and FY 2011. This increase is due to -

- (1) Price increase due to the annualization of the 3.4% pay raise effective 1 January 2010: +\$3.7 million.
- (2) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$4.6 million.
- (3) Program increase due to the Army's growth in Officer man-years: +\$11.0 million.
- (4) Program decrease due to a shift in Officer grade structure: -\$0.2 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	104,662	\$4,978	520,984	91,135	\$5,140	468,422	93,242	\$5,228	487,469

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED
(IN THOUSANDS OF DOLLARS)

Pay and Allowances of Enlisted Personnel

FY 2010 Direct Program

25,892,082

Increases:

Pricing Increases:

a.	Basic Pay increase due to the annualization of the 3.4% pay raise effective 1 January 2010.	113,597	
b.	Basic Pay increase due to the annualization of the 1.4% pay raise effective 1 January 2011.	141,518	
c.	Retired Pay Accrual (RPA) increase due to the annualization of the 3.4% pay raise effective 1 January 2010.	34,482	
d.	Retired Pay Accrual (RPA) increase due to the annualization of the 1.4% pay raise effective 1 January 2011.	42,596	
e.	Retired Pay Accrual (RPA) increase due to the Normal Cost Percentage Rate increase of 32.7% (full time) effective 1 October 2010.	52,248	
f.	Enlistment Bonus increase in New Payment Bonus rates due to the Army positioning the recruiting program to deal with an improved economy in FY 2011. Historically, recruiting during strong economic growth indicates the necessity for increased cash incentives.	12,744	
g.	Enlistment Bonus increase in Anniversary Payments due to increased bonus rates offered between FY 2005 and FY 2009.	6,244	
h.	Reenlistment Bonus increase due to inflation.	8,529	
i.	Basic Allowance for Housing increase due to the FY 2010 4.3% housing cost growth rate.	41,478	
j.	Basic Allowance for Housing increase due to the FY 2011 3.8% housing cost growth rate.	124,105	
k.	Overseas Station Allowances increase due to the annualization of the 3.4% pay raise effective 1 January 2010.	10,333	
l.	Overseas Station Allowances increase due to the annualization of the 1.4% pay raise effective 1 January 2011.	12,877	
m.	Temporary Lodging Allowance increase due to inflation.	662	
o.	CONUS Cost-of-living-allowance (COLA) increase due to pay raise.	194	
p.	Clothing increase due to inflation in Initial allowance.	1,034	
n.	Clothing increase due to inflation in Basic and Standard allowance.	1,611	
q.	Family Separation Allowance increase due to inflation.	129	
r.	Separation payments increase due to pay raise.	6,727	
s.	FICA increase due to the annualization of the 3.4% pay raise effective 1 January 2010.	7,896	
t.	FICA increase due to the annualization of the 1.4% pay raise effective 1 January 2011.	9,836	
	Total Pricing Increases		628,840

Program Increases:

a.	Incentive Pay increase due to increases in the number of Soldiers being paid Aviation Flying Duty, Parachute Jumping, and Demolition pays.	1,029
b.	Special Pay increase due to increases in Assignment Incentive Pay for the Korean Tour Normalization program.	2,222
c.	Special Duty Assignment Pay (SDAP) increase due to an increase in the number of Soldiers qualifying for SDAP under the Warrior Transition Unit Program.	891
d.	Education Benefit increase due to increase in number paid.	831
e.	Loan Repayment Program increase due to increase in number paid.	1,560
g.	Reenlistment bonus increase due to an increase in the number of Soldiers receiving initial bonus payments.	14,399
h.	Enlistment bonus increase in New Payments due to an increased Accession Mission from FY 2010 to FY 2011.	21,595
i.	Enlistment bonus increase in Anniversary Payments due to a increased number of Soliders eligible to receive payments in FY 2011.	6,373
j.	Family Separation increase due to increase in number paid (PCS & TDY).	592

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED
(IN THOUSANDS OF DOLLARS)

Pay and Allowances of Enlisted Personnel		
k.	Separation Pay increase due to an increase in number paid for the \$30K Lump Sum Terminal Leave.	451
l.	Direct program requirement increase due to a reduction in the Funded Reimbursable Authority (FRA) for Enlisted personnel.	19,862
	Total Program Increases	69,805
Total Increases		698,645
Decreases:		
Pricing Decreases:		
a.	Enlistment Bonus decrease in Residual Payments due to an improved recruiting environment in FY10 enabling the Army to reduce the average bonus payment.	(22,603)
b.	Loan Repayment Program decrease due to rate changes.	(937)
c.	Education Benefit decrease due to rate changes.	(1,533)
	Total Pricing Decreases	(25,073)
Program Decreases:		
a.	Base Pay decrease due to a reduction in Enlisted man-years.	(73,272)
b.	Base Pay decrease due a shift to grade structure.	(23,315)
c.	Retired Pay Accrual (RPA) decrease due to a reduction in Enlisted man-years.	(17,940)
d.	Retired Pay Accrual (RPA) decrease due to a shift in Enlisted grade structure.	(5,709)
e.	Enlistment Bonus decrease in Residual Payments due to an improved recruiting environment in FY 2010 enabling the Army to decrease the number of Soldiers eligible for enlistment bonuses in FY 2010.	(4,386)
f.	Basic Allowance for Housing decrease due to a shift in Enlisted grade structure.	(22,328)
g.	Basic Allowance for Housing decrease due to a reduction in Enlisted man-years.	(25,157)
h.	Basic Allowance for Housing decrease due to reduction in number of Soldiers receiving BAH.	(130,179)
i.	Basic Allowance for Housing decrease due to the FY 2010 asset generate by the BAH rate increase change from 6.5% on-average (budgeted) to 4.3% (actual).	(234,580)
j.	Overseas Station Allowances decrease due to a reduction in the number of Soldiers receiving OSA COLA.	(1,345)
k.	CONUS COLA decrease due to the reduced military housing counties participants.	(130)
l.	Clothing Supplementary allowance decreased due to a one time initial stock payment for the Army Physical Fitness Uniforms.	(49,751)
m.	Aid and Attendance Allowance for Catastrophically Injured decrease due to a reduced number of Soldiers expected to receive incentive.	(5)
n.	Separation Pay decrease due to a decrease in the number paid for Soldiers receiving Terminal Leave pay.	(1,156)
o.	Separation Pay decrease due to a decrease in the number paid for Soldiers receiving Severance pay.	(3,433)
p.	Voluntary Separation Incentive decrease due to a decrease in the number of Soldiers expected to receive this benefit.	(245)
q.	FICA decrease due to a reduction in Enlisted man-years.	(4,252)
r.	FICA decrease due to a shift in Enlisted grade structure.	(1,353)
	Total Program Decreases	(598,536)
Total Decreases		(623,609)
FY 2011 Direct Program		25,967,118

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
BASIC PAY - ENLISTED

ESTIMATE FY 2011	\$13,682,488
ESTIMATE FY 2010	\$13,523,960
ACTUAL FY 2009	\$15,434,461

Project: BASIC PAY - ENLISTED

PART I - PURPOSE AND SCOPE

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. Funds also provide for 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

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 FY 2011 rates were built by applying inflation assumptions to actual active component rates from FY 2009. The military basic pay reflects a 3.4% across-the-board pay raise effective 1 January 2010, and a 1.4% pay raise effective 1 January 2011.

The net change in the basic pay requirement is +\$158.5 million between FY 2010 and FY 2011. This increase is due to the annualized pay raise and growth in permanent end strength.

(1) Price increase due to the annualization of the 3.4% pay raise effective 1 January 2010: +\$113.6 million.

(2) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$141.5 million.

(3) Program decrease due to a reduction in total Enlisted man-years: -\$73.3 million.

-The Army has experienced Officer requirement growth in areas such as Special Operation Forces, contracting, Civilian Affairs and Psychological operations. While many requirements are set, the Army's ability to fill "spaces" generated by the requirements will take many years. These requirements are driving a slow increase in the ratio of Officer to Enlisted "faces".

(4) Program decrease due a shift to Enlisted grade structure: -\$23.3 million.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
BASIC PAY - ENLISTED

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - ENLISTED									
SERGEANT MAJOR	4,473	\$67,795	303,249	3,530	\$69,932	246,861	3,505	\$71,261	249,769
1ST SERGEANT/MASTER SERGEANT	15,436	\$54,126	835,491	12,295	\$55,627	683,929	12,320	\$56,684	698,341
PLATOON SERGEANT/SERGEANT 1ST CLASS	48,029	\$45,922	2,205,584	41,261	\$47,277	1,950,703	41,738	\$48,175	2,010,746
STAFF SERGEANT	79,477	\$36,369	2,890,467	66,782	\$37,584	2,509,905	63,912	\$38,298	2,447,675
SERGEANT	103,875	\$29,920	3,107,906	85,347	\$30,856	2,633,508	81,712	\$31,443	2,569,247
CORPORAL/SPECIALIST	155,528	\$24,116	3,750,773	140,840	\$24,966	3,516,258	147,733	\$25,441	3,758,434
PRIVATE FIRST CLASS	68,682	\$19,822	1,361,426	56,943	\$20,461	1,165,100	53,018	\$20,850	1,105,402
PRIVATE E2	38,523	\$18,105	697,456	29,696	\$18,694	555,142	29,713	\$19,049	566,013
PRIVATE E1	18,658	\$15,120	282,109	16,825	\$15,605	262,554	17,411	\$15,901	276,861
TOTAL BASIC PAY - ENLISTED	532,681		15,434,461	453,519		13,523,960	451,062		13,682,488

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
RETIRED PAY ACCRUAL - ENLISTED

ESTIMATE FY 2011	\$4,470,859
ESTIMATE FY 2010	\$4,365,182
ACTUAL FY 2009	\$4,329,778

Project: RETIRED PAY ACCRUAL - ENLISTED

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Budget estimates are derived as a product of the Department of Defense Retirement Board of Actuary approved Normal Cost Percentage (NCP) and the total amount of basic pay expected to be paid during the fiscal year to members of the Active Army. The approved NCP rates for FY2010 are 32.3% (full-time) and 24.5% (part-time). The FY2011 rates are 32.7% (full-time) and 24.4% (part-time).

The net change in the Retired Pay Accrual requirement is +\$105.7 million between FY 2010 and FY 2011. This increase is based on -

- (1) Price increase due to the annualization of the 3.4% pay raise effective 1 January 2010: +\$34.5 million.
- (2) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$42.6 million.
- (3) Price increase due to the NCP rate change from 32.3% to 32.7% (full-time) from FY2010 to FY2011: +\$52.2 million.
- (4) Program decrease due to the Army's reduction in Enlisted man-years: -\$17.9 million.
- (5) Program decrease due to a shift in Enlisted grade structure: -\$5.7 million.

Detailed cost computations are provided in the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
RETIRED PAY ACCRUAL – ENLISTED

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ACTIVE COMPONENT									
RETIRED PAY ACCRUAL – FULL TIME	458,785	\$8,430	3,867,642	452,333	\$9,629	4,355,581	449,876	\$9,916	4,461,116
RESERVE COMPONENT									
RETIRED PAY ACCRUAL – PART TIME	73,896	\$6,254	462,136	1,186	\$8,063	9,601	1,186	\$8,215	9,743
TOTAL RETIRED PAY ACCRUAL - ENLISTED	532,681		4,329,778	453,519		4,365,182	451,062		4,470,859

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

ESTIMATE FY 2011	\$102,851
ESTIMATE FY 2010	\$101,822
ACTUAL FY 2009	\$99,111

Project: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

PART I - PURPOSE AND SCOPE

Funds requested will provide pay to enlisted personnel for performance of hazardous duty required by competent authority under the provisions of 37 U.S.C. 301 and 301C. This includes:

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 that crew members do perform. 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 (HALO) Jump Pay - 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 proponency 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. Beginning in FY 2010 the Army Combat Engineer Enlisted Soldiers, Special Forces, and Master Breachers Soldiers will be assigned to demolition billets and performing hazardous duty as their primary duty to neutralize and execute Explosive Ordinance Disposal (EOD) tasks.

Experimental Stress (Inside Observer or Test Subject Duty) - serves 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 Aero medical Center; Fort Rucker, Alabama.

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

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

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 phosphate, sulfuryl 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.

The program change in the incentive pay requirement totals +\$1.029 million between FY 2010 and FY 2011. This increase is driven by 3 factors:

- (1) Program increase in due to in growth in the number of Soldiers receiving Aviation Flying Duty pay: +\$0.087 million
-This growth in aviation programs is a result of the Secretary of Defense's initiative to increase flight capabilities to support growing demands. In order to meet this initiative, the Army will focus on recruiting, training, and retaining pilots and maintenance crews, particularly helicopter crews. In addition, the Army plans to consolidate assets into a 12th combat aviation brigade (CAB), in order to in meet dwell-time goals and ARFORGEN requirements.
- (2) Program increase in Parachute Jumping pay due to the growing number of paid parachute positions at the 18th Airborne Corps: +\$0.797 million
- (3) Program increase in Demolition Duty pay due to expanding this incentive to Combat Engineers, Special Forces, and Master Breachers, who are now performing explosive ordinance disposal tasks: +\$0.145 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED CREW									
SERGEANT MAJOR	27	\$2,880	79	3	\$2,880	10	3	\$2,880	10
1ST SERGEANT/MASTER SERGEANT	136	\$2,880	391	38	\$2,880	109	38	\$2,880	110
PLATOON SERGEANT/SERGEANT 1ST CLASS	518	\$2,880	1,492	252	\$2,880	726	254	\$2,880	732
STAFF SERGEANT	1,021	\$2,580	2,635	793	\$2,580	2,045	801	\$2,580	2,066
SERGEANT	1,533	\$2,280	3,495	975	\$2,280	2,223	985	\$2,280	2,245
CORPORAL/SPECIALIST	1,658	\$1,980	3,282	1,166	\$1,980	2,308	1,177	\$1,980	2,331
PRIVATE FIRST CLASS	162	\$1,800	292	252	\$1,800	454	255	\$1,800	459
PRIVATE E2	13	\$1,800	23	3	\$1,800	5	3	\$1,800	5
PRIVATE E1	3	\$1,800	6	3	\$1,800	5	3	\$1,800	5
SUBTOTAL CREW	5,071		11,695	3,485		7,885	3,519		7,963
NONCREW MEMBER	569	\$1,800	1,025	505	\$1,800	909	510	\$1,800	918
SUBTOTAL FLYING DUTY - ENLISTED	5,640		12,720	3,990		8,794	4,029		8,881
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	37,755	\$1,800	67,959	40,828	\$1,800	73,491	41,244	\$1,800	74,240
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	1,523	\$2,700	4,113	1,737	\$2,700	4,691	1,755	\$2,700	4,739
SUBTOTAL PARACHUTE JUMPING - ENLISTED	39,278		72,072	42,565		78,182	42,999		78,979
INSIDE OBSERVER OR TEST SUBJECT DUTY	40	\$1,800	72	50	\$1,800	90	50	\$1,800	90
DEMOLITION DUTY	7,786	\$1,800	14,015	8,056	\$1,800	14,500	8,136	\$1,800	14,645
MILITARY FIREFIGHTERS	0	0	0	0	0	0	0	0	0
CHEMICAL MUNITIONS PAY	93	\$1,800	168	98	\$1,800	176	98	\$1,800	176
TOXIC PESTICIDES	31	\$1,800	56	39	\$1,800	70	39	\$1,800	70
TOXIC FUEL	4	\$1,800	8	6	\$1,800	10	6	\$1,800	10
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	52,872		99,111	54,804		101,822	55,357		102,851

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SPECIAL PAY - ENLISTED

ESTIMATE FY 2011	\$109,729
ESTIMATE FY 2010	\$107,507
ACTUAL FY 2009	\$858,317

Project: SPECIAL PAY - ENLISTED

PART I - PURPOSE AND SCOPE

Funds requested will provide Special Pay to enlisted Soldiers under the following categories:

Personal Allowance for the Sergeant Major of the Army (SMA) and the Senior Enlisted Advisor (SEA) to the Chairman of the Joint Chief of Staff - in addition to other pay and allowances authorized, the SMA and the SEA are entitled to a personal money allowance of \$2,000 a year while serving in this capacity. The SEA is authorized an increased in base pay per Public Law 90-200(1967) and authorized a personnel allowance per Public Law 106-398(2000).

Diving Duty Pay - under regulations prescribed by the Secretary of the Defense, enlisted personnel who are entitled to basic pay are entitled to special pay at a rate of not more than \$340 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). Enlisted Dive personnel are assigned to a position in 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 enlisted personnel \$130 to \$350 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 \$500.00 per month for a single language or \$1,000 per month for any combination of more than one language.

Hostile Fire Pay - paid to personnel on duty subject to hostile fire or imminent danger (37 U.S.C. 310). Paid at the rate of \$225 per month.

Hardship Duty Pay - Authorized by Title 37, Section 305 and paid to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty. The monthly rate may not exceed \$1,500 per individual from all three types of hardship duty pay (location, mission and involuntary extension).

Overseas Extension Incentives Pay - special payments paid to enlisted personnel who extend their tour of service overseas under provisions of 37 U.S.C. 314.

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SPECIAL PAY - ENLISTED

Korea Assignment Program - is a one to three-year assignment incentive pay program for Soldiers stationed in Korea to promote stability, predictability and improve readiness in Korea, thereby improving individual dwell time. The monthly rate may not exceed \$300 per individual.

Stop Loss - Authorized in Sec. 8116 (c) of P.L. 110-329 in FY 2009 for special pay to members whose obligated service is extended, or whose eligibility for retirement is suspended under "Stop Loss" authority. The amount of special pay may not exceed \$500 per month for each month or portion of a month during FY 2009 that the member is retained on active duty as a result of application of Stop Loss authority.

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. Multiplying the projected number eligible for each type of pay by the statutory rate develops the compensation for each type of Special Pay.

In FY 2009, the Other Special Pay line contains \$64.6 million in funding provided to compensate Soldiers in a stop-loss status.

The program change in the Special pay requirement totals +\$2.2 million between FY 2010 and FY 2011. This increase is driven by an increase in Korea Assignment Incentive Pay due to the Korean Tour Normalization program.

The Korea Tour Normalization includes changing tour lengths of accompanied soldiers from 24 months to 36 month of tour duty depending on the location in Korea. Also includes increasing the number of authorized Command Sponsored families to 1350 in FY 10 from a current authorized level of only 1429.

Detailed cost computations are provided by the following table.

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SPECIAL PAY - ENLISTED

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED									
KOREA ASSIGNMENT INCENTIVE PAY	3,666	\$4,692	17,200	4,840	\$3,600	17,424	5,450	\$3,600	19,619
DIVING DUTY PAY	1,836	\$2,446	4,492	843	\$2,525	2,129	851	\$2,525	2,150
HOSTILE FIRE PAY	156,832	\$2,700	423,447	6,064	\$2,700	16,374	6,065	\$2,700	16,375
SEA DUTY PAY	372	\$2,221	826	351	\$2,281	801	351	\$2,281	801
HARDSHIP DUTY PAY	178,484	\$1,800	321,272	25,000	\$1,800	45,000	25,000	\$1,800	45,000
OVERSEAS EXTENSION PAY	240	\$1,955	469	276	\$1,955	540	279	\$1,955	545
FOREIGN LANGUAGE PROFICIENCY PAY	7,508	\$3,467	26,030	7,279	\$3,467	25,237	7,279	\$3,467	25,237
OTHER SPECIAL PAY									
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
STOP LOSS	10,763	\$6,000	64,579	0	0	0	0	0	0
SUBTOTAL OTHER SPECIAL PAY	10,764		64,581	1		2	1		2
TOTAL SPECIAL PAY - ENLISTED	359,702		858,317	44,654		107,507	45,276		109,729

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SPECIAL DUTY ASSIGNMENT PAY (SDAP)

ESTIMATE FY 2011	\$89,951
ESTIMATE FY 2010	\$89,060
ACTUAL FY 2009	\$123,531

Project: SPECIAL DUTY ASSIGNMENT PAY (SDAP)

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 NCOs, 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 OF FUNDS REQUESTED

The net program change in Special Duty Assignment pay requirements totals +\$0.9 million. This program increase is due to an increase for the Warrior Transition Unit program for Soldiers who qualify for special duty assignment pay: +\$0.9 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	9,608	\$5,400	51,883	7,079	\$5,400	38,224	7,149	\$5,400	38,605
SD 5 (\$375.00)	3,843	\$4,500	17,295	2,767	\$4,500	12,452	2,795	\$4,500	12,578
SD 4 (\$300.00)	14,755	\$3,600	53,119	10,633	\$3,600	38,277	10,739	\$3,600	38,659
SD 3 (\$225.00)	457	\$2,700	1,234	40	\$2,700	107	40	\$2,700	109
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	28,663		123,531	20,519		89,060	20,723		89,951

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
REENLISTMENT BONUS

ESTIMATE FY 2011	\$457,359
ESTIMATE FY 2010	\$434,432
ACTUAL FY 2009	\$529,168

Project: REENLISTMENT BONUS

PART I - PURPOSE AND SCOPE

The Army Retention Program an Army force Shaping tool. The program is designed to retain the right Soldier with the right skills at the right time. The program allows the Army to foster an environment that encourages high quality, career-minded Soldiers to stay with the Army team.

The Selective Reenlistment Bonus (SRB) program is authorized under U.S.C 37, Section 308. Under the law, a member of a uniformed service with at least 17 months of continuous active duty but not more than 20 years of active duty who is qualified in a critical skill and reenlists for at least three years may be paid a bonus. The bonus will not exceed fifteen times the base pay or \$90,000, whichever is less. Army policy has set the maximum SRB allowed to be paid at \$40,000 and a maximum of 16 years of service.

The Critical Skills Retention Bonus (CSRB) program is authorized under U.S.C 37, Section 323. Under the law, a member of a uniformed service who is qualified in a critical skill and reenlists for a period of at least one year may be paid a bonus. The CSRB currently targets retirement eligible Soldiers with between 19-25 years of service and select Soldiers with between 6-14 years of service. For members of the Special Operations Forces (SOF) community, the CSRB is offered up to a maximum of \$150K for 6 years while select (non-SOF) skills are offered up to \$100K for six years.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The SRB program is a key component in Military Occupational Specialty (MOS)/force alignment initiatives. The SRB program is critical to properly manning the Army. Today's Soldiers possess a wealth of skills and combat experience, and retaining these Soldiers is essential to the quality of the force as well as meeting our manpower needs. The SRB program targets Soldiers based on specialty and number of years of service, allocating the most generous bonuses to specialties and grades which are experiencing the greatest shortages and are the most difficult to retain.

For shortage skills, we continually evaluate the retention programs and offer bonuses where appropriate. Other adjustments to align the force include 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, restricts fully qualified prior service personnel from enlisting, 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 following are the Army's most critically imbalanced skills as of January 2010 (restricted to MOS with authorizations in at least four grade cells):

Shortage MOS

MOS Title

11B INFANTRYMAN

11C INDIRECT FIRE INFANTRYMAN

13B CANNON CREWMEMBER

13D FIELD ARTILLERY AUTOMATED TACTICAL DATA SYSTEMS SPECIALIST

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SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
REENLISTMENT BONUS

13F FIRE SUPPORT SPECIALIST
13M MLRS/HIMARS CREWMEMBER
13R FIELD ARTILLERY (FA) FIREFINDER RADAR OPERATOR
13S FIELD ARTILLERY SURVEYOR
14J AIR DEFENSE COMMAND, CONTROL, COMMUNICATIONS, COMPUTERS AND INTELLIGENCE TACTICAL OPERATIONS CENTER ENHANCED OPERATOR/MAINTAINER
14S AIR AND MISSILE DEFENSE (AMD) CREWMEMBER
15B AIRCRAFT POWERPLANT REPAIRER
15J OH-58D/ARH ARMNT/ELECTRICIAN/AVN SYS REPR
15Q AIR TRAFFIC CONTROLLER
19D CAVALRY SCOUT
19K M1 ARMOR CREWMAN
18B SPECIAL FORCES WEAPONS SERGEANT
18C SPECIAL FORCES ENGINEER SERGEANT
18D SPECIAL FORCES MEDICAL SERGEANT
18E SPECIAL FORCES COMMUNICATIONS SERGEANT
18F SPECIAL FORCES ASSISTANT OPERATIONS AND INTELLIGENCE SERGEANT
21B COMBAT ENGINEER
21C BRIDGE CREWMEMBER
21D DIVER
21E CONSTRUCTION EQUIPMENT OPERATOR
21P PRIME POWER PRODUCTION SPECIALIST
21Y GEOSPATIAL ENGINEER
25B INFORMATION TECHNOLOGY SPECIALIST
25L CABLE SYS INST-MNT
25N NODAL NETWORK SYSTEM OPERATOR-MAINTAINER
25P MICROWAVE SYSTEMS OPERATOR-MAINTAINER
25Q MULTICHANNEL TRANSMISSION SYS OPERATOR-MAINTAINER
25R VISUAL INFORMATION EQUIP OPER/MAINT
25S SATELLITE COMMUNICATION SYSTEMS OPERATOR-MAINTAINER
25U SIGNAL SUPPORT SYSTEMS SPECIALIST
25V COMBAT DOCUMENTATION/PRODUCTION SPECIALIST
27D PARALEGAL SPECIALIST
31B MILITARY POLICE
31E INTERNMENT/RESETTLEMENT SPECIALIST
35F INTELLIGENCE ANALYST
35H COMMON GROUND STATION (CGS) ANALYST
35L COUNTERINTELLIGENCE AGENT
35M HUMAN INTELLIGENCE COLLECTOR

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
REENLISTMENT BONUS

35N SIGINT ANALYST
35P CRYPTO LINGUIST
35S SIGNALS COLLECTOR/ANALYST
37F PSYCHOLOGICAL OPERATIONS SPECIALIST
38B CIVIL AFFAIRS SPECIALIST
42R ARMY BAND PERSON WITH ASI 9B, 9N, 9T, AND 9U ONLY
45G FIRE CONTROL REPAIRER
46Q PUBLIC AFFAIRS SPECIALIST
46R PUBLIC AFFAIRS BROADCAST SPECIALIST
51C ACQUISITION, LOGISTICS & TECHNOLOGY NCO
56M CHAPLAIN ASSISTANT
63B WHEELED VEHICLE MECHANIC
63H TRACK VEHICLE REPAIRER
63J QUARTERMASTER AND CHEMICAL EQUIPMENT REPAIRER
63M BRADLEY FIGHTING VEHICLE SYSTEM MAINTAINER
68S PREVENTIVE MEDICINE SPECIALIST
68T ANIMAL CARE SPECIALIST
68W HEALTH CARE SPECIALIST
74D CHEMICAL, BIOLOGICAL, RADIOLOGICAL, NUCLEAR (CBRN) SPECIALIST
79R RECRUITER
88M MOTOR TRANSPORT OPERATOR
88N TRANSPORTATION MANAGEMENT COORDINATOR
89A AMMUNITION STOCK CONTROL AND ACCOUNTING SPECIALIST
89D EXPLOSIVE ORDNANCE DISPOSAL (EOD) SPECIALIST 92F PETROLEUM SUPPLY SPECIALIST
92F PETROLEUM SUPPLY SPECIALIST
92G FOOD SERVICE SPECIALIST
92R PARACHUTE RIGGER
92W WATER TREATMENT SPECIALIST
94A LAND COMBAT ELECTRONIC MISSILE SYSTEM REPAIRER
94D AIR TRAFFIC CONTROL EQUIPMENT REPAIRER
94E RADIO AND COMMUNICATIONS SECURITY (COMSEC) REPAIRER
94H TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) MAINTENANCE SUPPORT SPECIALIST
94S PATRIOT SYSTEM REPAIRER
94Y INTEGRATED FAMILY OF TEST EQUIPMENT (IFTE) OPERATOR AND MAINTAINER

As of FY 2005, all SRB payments are paid as lump sum.

The Army has successfully reached its base end strength objective of 547.4K. Because of this success and the state of the economy the Army has reduced its Selective Re-enlistment Bonus program by 19% (\$470M to \$379M) from FY 09 to FY 10. The moderate growth from FY 10 to FY 11 of 5% is driven by a 1.9%

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
REENLISTMENT BONUS

increase in rates to keep pace with pay inflation and an increase in receivers due to an increase in the retention mission of 5,000 Soldiers.

The net change in the SRB pay requirement is +\$22.9 million between FY 2010 and FY 2011. These changes are due to:

- (1) Price increase due to rate increases: +\$8.5 million.
- (2) Program increase due to the number of Soldiers receiving Initial Bonus payments: +\$14.4 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
REENLISTMENT BONUS									
INITIAL PAYMENTS	34,564	\$13,600	470,071	36,441	\$10,418	379,646	37,708	\$10,616	400,308
ANNIVERSARY PAYMENTS	0	0	0	0	0	0	0	0	0
CSRB INITIAL PAYMENTS	805	\$73,450	59,097	731	\$74,962	54,786	747	\$76,390	57,051
TOTAL REENLISTMENT BONUS	35,369		529,168	37,172		434,432	38,455		457,359

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SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
ENLISTMENT BONUS

ESTIMATE FY 2011	\$465,273
ESTIMATE FY 2010	\$445,306
ACTUAL FY 2009	\$598,021

Project: ENLISTMENT BONUS

PART I - PURPOSE AND SCOPE

Enlistment Bonuses are used to attract high quality recruits, as defined by the Armed Service Vocational Aptitude Battery (ASVAB) test scores, into designated Army skills, which are difficult to fill with qualified enlistees. The payment is authorized by 37 U.S.C. 309, which allows up to \$40,000 for an enlistment. The Army pays up to \$10,000 at the first permanent duty station after successful completion of basic and skill training, then equal periodic payments, if required. Army has the authority to pay up to \$40,000 bonus to recruits who select a critical MOS and are willing to ship to training within 30 days.

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

Residual Payments - payments are made to individuals who entered active duty in the previous fiscal year. An average of 30 weeks elapses before a Soldier completes skill training and payments are authorized.

Anniversary Payments - by Army policy, up to \$10,000 may be paid initially in lump sum. Remaining amounts above \$10,000 are paid in equal installments on the Soldier's anniversary date over the remaining years of his contract. These payments are contractual obligations paid in the year earned.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Enlistment Bonus program is designed to attract highly qualified individuals. The Army offers various levels (amounts) of the enlistment bonus based upon the criticality of the MOS and length of the enlistment contract. Bonuses complement the top reasons (pay, tuition for college) for considering enlistment in the Army according to youth polls. The program is driven primarily by the programmed recruiting mission and the propensity to enlist. Funding levels are critical to attaining Army quality goals. The Enlistment Bonus program is designed to channel applicants into critical MOS training seats at the required time to accomplish accession requirements.

Recruiting incentives are key contributors to the Chief of Staff *Sustaining* imperative. Resourcing bonus programs will allow active components to meet end strength objectives and achieve Army standards for recruit quality.

The net change in the Enlistment Bonuses requirement totals +\$20.0 million between FY 2010 and FY 2011. These changes are based on

(1) Price increase due to increase in New Payments Bonus rates. +\$12.7 million.

- The Army is positioning the recruiting program to deal with an improved economy in FY11. Decades of historical recruiting during strong economic growth indicates the necessity of increased cash incentives.

(2) Price decrease due to decrease in Residual Payments rates. -\$22.6 million.

- The improved recruiting environment in FY10 enabled the Army to decrease average bonus payments resulting in decreased residual costs in FY11.

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
ENLISTMENT BONUS

(3) Price increase due to increase in Anniversary Payments rates. +\$6.2 million

- Anniversary payments result from Soldiers enlisting as many as six years prior to FY 2011. Average enlistment bonuses increased between FY 2005 and FY 2009 resulting in increased average anniversary payments.

(4) Program increase due to the number of Soldiers receiving New Payments: +\$21.6 million.

- The FY 2011 Accession Mission has 3,000 more Soldiers than the Accession Mission in FY 2010. This is expected to result in a corresponding increase in bonus takers since the increased strength is in many critical bonus skills.

(5) Program decrease due to the number of Soldiers receiving Residual Payments. -\$4.3 million

- The improved recruiting environment in FY 2010 enabled the Army to decrease the number of Soldiers eligible for enlistment bonuses resulting in fewer Soldiers receiving residual payments in FY 2011.

(6) Program increase due to the number of Soldiers receiving Anniversary Payments. +\$6.4 million

- Anniversary payments result from Soldiers enlisting as many as six years prior to FY 2011. The number of new Soldiers eligible for FY 2011 anniversary payments exceeds those that no longer receive anniversary payments, resulting in a greater number of anniversary payment recipients in FY 2011.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTMENT BONUS									
NEW PAYMENTS	23,319	\$8,501	198,237	14,511	\$6,149	89,229	18,023	\$6,856	123,568
RESIDUAL NEW PAYMENTS	21,843	\$8,738	190,866	15,729	\$8,168	128,474	15,192	\$6,680	101,485
ANNIVERSARY (INCREMENTAL) PAYMENTS	82,642	\$2,528	208,918	84,360	\$2,698	227,603	86,722	\$2,770	240,220
TOTAL ENLISTMENT BONUS	127,804		598,021	114,600		445,306	119,937		465,273

**MILITARY PERSONNEL, Army
ENLISTMENT BONUS (EB)
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	FY 2009		FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	82,642	208,918	64,549	179,923	46,423	150,999	33,432	126,417	-	-	-	-	-	-
Prior Obligations (Residual - included in Initial Payments)	21,843	190,866	-	-	-	-	-	-	-	-	-	-	-	-
Accelerated Payments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	FY 2009		FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2009														
Initial / Residual Payments	45,162	389,103	15,729	128,474										
Anniversary Payments	82,642	208,918	21,071	47,680	19,704	45,088	16,966	41,961						0
FY 2010														
Initial / Residual Payments			30,240	217,703	15,192	101,485								
Anniversary Payments			85,360	227,603	21,725	44,133	16,109	26,298						0
FY 2011														
Initial / Residual Payments				-	33,215	225,053	19,533	171,071						
Anniversary Payments					86,722	240,220	16,109	26,298						0
FY 2012														
Initial / Residual Payments							48,999	349,263						
Anniversary Payments							82,616	220,974						0
FY 2013														
Initial / Residual Payments									295,493					
Anniversary Payments									307,553					0
FY 2014														
Initial / Residual Payments											316,475			
Anniversary Payments											329,392			
FY 2015														
Initial / Residual Payments														340,310
Anniversary Payments														354,201
TOTAL														
Initial Payments	45,162	389,103	30,240	217,703	33,215	225,053	48,999	349,263	-	295,493	-	316,475	-	340,310
Anniversary Payments	82,642	208,918	85,360	227,603	86,722	240,220	82,616	220,974	-	307,553	-	329,392	-	354,201
EB	127,804	598,021	115,600	445,306	119,937	465,273	131,615	570,237	-	603,046	-	645,867	-	694,511

MILITARY PERSONNEL, ARMY
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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
EDUCATION BENEFITS

ESTIMATE FY 2011	\$83,018
ESTIMATE FY 2010	\$83,714
ACTUAL FY 2009	\$84,538

Project: EDUCATION BENEFITS

PART I - PURPOSE AND SCOPE

The Army College Fund (ACF) is governed by Title 38 U.S.C., Chapter 30. The ACF is used to attract high 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 Veteran Affairs (DVA). This program is budgeted on an accrual basis by the DOD. The DOD Board of Actuaries establishes per capita normal costs and amortization rates for each fiscal year. Funds are for the payment to the Department of Defense (DOD) Educational Benefits Trust Fund. Actual benefit payments to individuals will be made by the DVA from funds transferred from the Trust Fund account.

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.

The ACF Program is designed to attract highly qualified individuals among the 160 plus initial entry military occupational specialties (MOS). Offering an ACF, especially at the higher levels, allows the Army to channel applicants into critical MOSs and support readiness. It also complements one of the top reasons -- tuition for college -- for considering enlisting in the Army according to youth polls.

The program is tied to a level commensurate with the programmed recruiting mission. These funding levels are critical to attaining Army quality goals. It has become increasingly difficult to recruit sufficient Soldiers to sustain a quality force. Beginning in FY 2010 the legislative changes for the MGIB transferability - Post 9/11 GI Bill resources will be transferred to the Veterans Administration appropriation.

The net program change in the Educational Benefit college fund decreased by -\$0.7 million from FY 2010 to FY 2011. This decrease is driven by the DoD Board of Actuaries, the Office of the Actuary updated the normal cost per capita rates and amortization payments used to determine the Department's Education Benefits contribution to the DoD Education Benefits Fund.

Detailed cost computations are provided by the following table:

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EDUCATION BENEFITS

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
EDUCATION BENEFITS									
TWO YEAR COMMITMENT	20	\$1,447	29	15	\$2,201	33	15	\$2,351	35
THREE YEAR COMMITMENT	5,859	\$5,026	29,445	4,591	\$6,706	30,787	4,637	\$6,652	30,845
FOUR YEAR COMMITMENT	4,809	\$6,950	33,423	3,415	\$9,662	32,996	3,446	\$9,590	33,047
FIVE YEAR COMMITMENT	1,350	\$8,124	10,971	991	\$11,329	11,226	1,003	\$10,732	10,768
SIX YEAR COMMITMENT	1,317	\$7,798	10,270	778	\$11,147	8,672	786	\$10,590	8,323
NATIONAL CALL TO SERVICE	0	0	0	0	0	0	0	0	0
MGIB TRANSFERABILITY	83	\$4,798	400	0	0	0	0	0	0
TOTAL EDUCATION BENEFITS	13,438		84,538	9,790		83,714	9,887		83,018

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
LOAN REPAYMENT PROGRAM

ESTIMATE FY 2011	\$62,880
ESTIMATE FY 2010	\$62,257
ACTUAL FY 2009	\$68,002

Project: LOAN REPAYMENT PROGRAM

PART I - PURPOSE AND SCOPE

The Loan Repayment Program (LRP) is authorized by PL 99-145, Section 2171. Guidelines for the LRP are contained in Chapter 109, Title 10, United States Code. The LRP pays for federal student loans guaranteed by the Department of Education under the Higher Education Act of 1965 up to a maximum of \$65,000. The LRP is an enlistment incentive designed to increase Test Score Category I-III A enlistments and attract recruits into designated Army skills, which are difficult to fill with qualified enlistees. The LRP repays \$1,500 or one-third of the qualified loan whichever is greater, for every year of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

According to the Institution of Education Sciences, US Department of Education (table 25-3), nearly 68.6% of high school seniors plan to attend a four-year college and are applying for loans in increasing numbers. Conversely, the College Board has determined that 50% of all students entering four-year colleges are not enrolled after two years, primarily due to financial reasons.

The Loan Repayment Program (LRP) is an effective tool for providing access to the college market, especially that segment that has opted out at a point prior to graduation due to financial constraints.

The LRP increased by +\$0.6 million between FY 2010 and FY 2011 due to a program increase caused by the projected increase in the number of Soldiers participating in the program.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009		ESTIMATE FY 2010		ESTIMATE FY 2011	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM	12,447	68,002	11,414	62,257	11,700	62,880

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
BASIC ALLOWANCE FOR HOUSING - ENLISTED

ESTIMATE FY 2011	\$4,395,850
ESTIMATE FY 2010	\$4,642,511
ACTUAL FY 2009	\$5,443,687

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 Soldiers. The overseas housing allowance (OHA) payment, formerly located in overseas station allowances, moved into this section by a change in law. The continental United States, Alaska and Hawaii are included in BAH Domestic, while the overseas housing allowance is called BAH Overseas. Payment to Soldiers is authorized by revisions to 37 U.S.C. 403.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2009 column includes foreign currency fluctuation in Overseas Housing Allowing (OHA). The FY 2011 column includes revised foreign currency rates that increase the FY 2011 rates above standard housing inflation.

The FY 2010 actual BAH rate changed from 6.5% on-average (budgeted) to 4.3% (actual). This rate change generated an asset of approximately **\$234.5 million** that will be used to help support the Army's increased Mobilization requirement in FY 2010.

The FY 2011 rates were built by applying inflation assumptions to actual active component rates from FY 2009.

The net change in the Basic Allowance for Housing between FY 2010 and FY 2011 is -\$246.7 million. This decrease is based on:

- (1) Price increase due to the housing cost growth rate change of 4.3%: +\$41.4 million.
- (2) Price increase due to the housing cost growth rate change of 3.8%: +\$124.1 million.
- (3) A program decrease due to a reduction in Enlisted man-years: -\$25.2 million.
- (4) A program decrease due to a shift in Enlisted grade structure: -\$22.3 million.
- (5) A program decrease due to a reduction in the percentage of Enlisted Soldiers receiving BAH: -\$130.2 million. This reduction is largely attributable to the success of the First Sergeant's Barracks Initiative (FSBI), which maximizes barracks utilization by providing quality oversight, management, and maintenance to barracks. As a result of FSBI, barracks utilization has increased by approximately 20%, generating savings in BAH.
- (6) A decrease in BAH due to the FY 2010 asset generated by the inflation rate change from 6.5% on-average (budgeted) to 4.3% (actual): -\$234.5 million

Detailed cost computations are provided by the following table:

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BASIC ALLOWANCE FOR HOUSING - ENLISTED

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITH DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	4,081	\$19,918	81,287	3,111	\$20,560	63,962	2,715	\$21,337	57,931
1ST SERGEANT/MASTER SERGEANT	14,401	\$18,685	269,079	10,985	\$19,199	210,902	9,724	\$19,928	193,783
PLATOON SERGEANT/SERGEANT 1ST CLASS	45,640	\$17,616	803,981	35,534	\$18,101	643,199	32,005	\$18,789	601,342
STAFF SERGEANT	61,202	\$16,592	1,015,471	52,293	\$17,050	891,618	45,232	\$17,698	800,533
SERGEANT	62,608	\$14,397	901,352	54,444	\$14,781	804,725	48,433	\$15,343	743,087
CORPORAL/SPECIALIST	68,761	\$13,157	904,675	65,569	\$13,581	890,471	67,056	\$14,097	945,267
PRIVATE FIRST CLASS	20,411	\$13,049	266,351	19,065	\$13,554	258,401	16,403	\$14,069	230,770
PRIVATE E2	8,825	\$13,062	115,276	8,297	\$13,602	112,857	7,230	\$14,120	102,087
PRIVATE E1	3,444	\$13,114	45,165	3,952	\$13,668	54,015	3,284	\$14,189	46,596
SUBTOTAL WITH DEPENDENTS - DOMESTIC	289,373		4,402,637	253,250		3,930,150	232,082		3,721,396
WITHOUT DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	440	\$16,089	7,079	277	\$16,177	4,481	262	\$16,767	4,393
1ST SERGEANT/MASTER SERGEANT	1,594	\$15,093	24,059	975	\$15,074	14,697	873	\$15,645	13,658
PLATOON SERGEANT/SERGEANT 1ST CLASS	5,780	\$13,493	77,989	3,858	\$13,421	51,778	3,673	\$13,931	51,170
STAFF SERGEANT	13,620	\$12,902	175,721	9,829	\$12,894	126,731	8,753	\$13,383	117,145
SERGEANT	17,329	\$11,748	203,589	11,398	\$11,627	132,521	8,780	\$12,069	105,968
CORPORAL/SPECIALIST	21,209	\$10,344	219,387	9,608	\$10,072	96,767	9,247	\$10,455	96,674
PRIVATE FIRST CLASS	5,358	\$9,768	52,336	1,916	\$9,173	17,575	1,744	\$9,524	16,610
PRIVATE E2	1,828	\$8,398	15,352	656	\$7,838	5,142	836	\$8,135	6,801
PRIVATE E1	701	\$7,536	5,283	329	\$7,295	2,400	422	\$7,583	3,200
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	67,859		780,795	38,846		452,092	34,590		415,619
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
SERGEANT MAJOR	9	\$222	2	4	\$250	1	6	\$167	1
1ST SERGEANT/MASTER SERGEANT	26	\$192	5	16	\$188	3	16	\$188	3
PLATOON SERGEANT/SERGEANT 1ST CLASS	96	\$146	14	80	\$150	12	80	\$150	12
STAFF SERGEANT	1,001	\$119	119	1,033	\$124	128	962	\$129	124
SERGEANT	11,990	\$104	1,252	13,269	\$109	1,445	12,324	\$113	1,393
CORPORAL/SPECIALIST	43,602	\$97	4,238	52,892	\$101	5,362	53,815	\$105	5,663
PRIVATE FIRST CLASS	32,732	\$94	3,062	33,207	\$98	3,240	29,993	\$101	3,038
PRIVATE E2	21,448	\$86	1,853	19,312	\$90	1,740	18,750	\$94	1,754
PRIVATE E1	11,034	\$83	914	11,455	\$86	990	11,502	\$90	1,032
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	121,938		11,459	131,268		12,921	127,448		13,020
SUBSTANDARD HOUSING - DOMESTIC									
SERGEANT MAJOR	0	0	0	0	0	0	0	0	0
1ST SERGEANT/MASTER SERGEANT	0	0	0	0	0	0	0	0	0
PLATOON SERGEANT/SERGEANT 1ST CLASS	0	0	0	0	0	0	0	0	0
STAFF SERGEANT	0	0	0	0	0	0	0	0	0
SERGEANT	0	0	0	0	0	0	0	0	0
CORPORAL/SPECIALIST	0	0	0	0	0	0	0	0	0
PRIVATE FIRST CLASS	0	0	0	0	0	0	0	0	0
PRIVATE E2	0	0	0	0	0	0	0	0	0
PRIVATE E1	0	0	0	0	0	0	0	0	0
SUBTOTAL SUBSTANDARD HOUSING - DOMESTIC	0		0	0		0	0		0

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
BASIC ALLOWANCE FOR HOUSING - ENLISTED

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BAH DIFFERENTIAL - DOMESTIC	3,953	\$2,438	9,636	4,385	\$2,599	11,398	4,250	\$2,644	11,238
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	111	\$37,748	4,190	94	\$39,032	3,669	88	\$41,693	3,669
1ST SERGEANT/MASTER SERGEANT	412	\$34,750	14,317	361	\$37,033	13,369	344	\$39,221	13,492
PLATOON SERGEANT/SERGEANT 1ST CLASS	1,319	\$32,735	43,177	1,120	\$34,403	38,531	1,076	\$36,487	39,260
STAFF SERGEANT	1,779	\$27,369	48,690	1,624	\$29,049	47,175	1,476	\$30,810	45,475
SERGEANT	1,856	\$24,045	44,627	1,717	\$26,227	45,032	1,561	\$27,821	43,428
CORPORAL/SPECIALIST	1,502	\$20,348	30,562	1,493	\$22,701	33,892	1,486	\$24,097	35,808
PRIVATE FIRST CLASS	320	\$20,269	6,486	293	\$21,532	6,309	259	\$22,846	5,917
PRIVATE E2	58	\$21,914	1,271	50	\$22,560	1,128	48	\$23,688	1,137
PRIVATE E1	18	\$20,944	377	18	\$21,444	386	18	\$22,333	402
SUBTOTAL WITH DEPENDENTS - OVERSEAS	7,375		193,697	6,770		189,491	6,356		188,588
WITHOUT DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	26	\$25,769	670	25	\$25,280	632	24	\$26,333	632
1ST SERGEANT/MASTER SERGEANT	85	\$23,824	2,025	84	\$23,512	1,975	80	\$24,925	1,994
PLATOON SERGEANT/SERGEANT 1ST CLASS	361	\$22,928	8,277	376	\$22,553	8,480	361	\$23,936	8,641
STAFF SERGEANT	591	\$22,572	13,340	600	\$22,752	13,651	545	\$24,145	13,159
SERGEANT	655	\$20,513	13,436	660	\$21,015	13,870	600	\$22,292	13,375
CORPORAL/SPECIALIST	412	\$16,119	6,641	384	\$17,948	6,892	382	\$19,063	7,282
PRIVATE FIRST CLASS	63	\$15,254	961	53	\$16,340	866	47	\$17,277	812
PRIVATE E2	6	\$15,000	90	4	\$17,000	68	4	\$17,250	69
PRIVATE E1	2	\$11,500	23	3	\$8,333	25	2	\$12,500	25
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,201		45,463	2,189		46,459	2,045		45,989
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	492,699		5,443,687	436,708		4,642,511	406,771		4,395,850

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
OVERSEAS STATION ALLOWANCES - ENLISTED

ESTIMATE FY 2011	\$402,097
ESTIMATE FY 2010	\$379,575
ACTUAL FY 2009	\$471,629

Project: OVERSEAS STATION ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

The funds requested will provide payment of a per diem allowance to enlisted personnel stationed outside the United States or in Hawaii or Alaska. The allowance considers 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

The total Overseas Station Allowances include Cost of Living (COLA) and Temporary Lodging Allowances (TLA). Overseas Station Allowance (OSA) payments are determined by multiplying the projected number of personnel eligible for each type of allowance by the estimated average rate. The FY 2009 column includes foreign currency and causes the rates to decline from FY 2009 to FY 2010. The FY 2011 column includes revised foreign currency rates that increase the FY 2011 rates above standard pay raise inflation.

The net change in the Overseas Station Allowances is +\$22.5 million between FY 2010 and FY 2011. These changes are based on -

- (1) Price increase due to the annualization of the 3.4% pay raise effective 1 January 2010: +\$10.3 million.
- (2) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$12.9 million.
- (3) Price increase in Temporary Lodge Allowance due to rate increases: +\$0.6 million.
- (4) Program decrease due to the number of Soldiers receiving Overseas Station Allowance COLA: -\$1.3 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
OVERSEAS STATION ALLOWANCES - ENLISTED

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	727	\$9,141	6,643	574	\$8,551	4,905	571	\$9,128	5,211
1ST SERGEANT/MASTER SERGEANT	2,539	\$7,835	19,892	2,063	\$7,452	15,377	2,052	\$8,035	16,487
PLATOON SERGEANT/SERGEANT 1ST CLASS	7,985	\$7,437	59,385	6,846	\$6,858	46,949	6,809	\$7,463	50,815
STAFF SERGEANT	13,519	\$6,290	85,035	11,131	\$5,951	66,239	11,070	\$6,126	67,814
SERGEANT	20,782	\$5,130	106,613	17,069	\$4,817	82,222	16,975	\$4,961	84,213
CORPORAL/SPECIALIST	29,932	\$3,851	115,269	27,098	\$3,569	96,713	26,950	\$4,028	108,555
PRIVATE FIRST CLASS	10,849	\$2,977	32,297	8,856	\$2,656	23,521	8,808	\$2,660	23,429
PRIVATE E2	4,100	\$2,739	11,231	3,102	\$2,397	7,435	3,085	\$2,580	7,960
PRIVATE E1	868	\$2,793	2,424	757	\$2,445	1,852	753	\$2,723	2,050
SUBTOTAL COST OF LIVING	91,301		438,789	77,496		345,213	77,073		366,534
TEMPORARY LODGING	5,849	\$5,615	32,840	5,933	\$5,792	34,362	6,026	\$5,902	35,563
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	97,150		471,629	83,429		379,575	83,099		402,097

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
CONUS COST OF LIVING ALLOWANCE - ENLISTED

ESTIMATE FY 2011 \$6,437
ESTIMATE FY 2010 \$6,373
ACTUAL FY 2009 \$10,710

Project: CONUS COST OF LIVING ALLOWANCE - ENLISTED

PART I - PURPOSE AND SCOPE

Funds requested will provide payment of a Cost of Living Allowance (COLA) to Soldiers who are assigned to high cost Military Housing Areas (MHA) 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 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. Payment to Soldiers is authorized under the provisions of Title 37 U.S.C. 403b.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The net change in the CONUS COLA requirement is +\$0.064 million between FY 2010 and FY 2011. This increase is due to the combined effects of:

(1) Price increase in COLA rates due to the annualization of the 3.4% pay raise effective 1 January 2010, and the 1.4% pay raise effective 1 January 2011: +\$0.194 million.

(2) Program decrease due to a reduction in the number of designated Military Housing Areas: -\$0.130 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	10,104	\$1,060	10,710	5,815	\$1,096	6,373	5,696	\$1,130	6,437

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
CLOTHING ALLOWANCES - ENLISTED

ESTIMATE FY 2011	\$311,577
ESTIMATE FY 2010	\$358,682
ACTUAL FY 2009	\$375,005

Project: CLOTHING ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

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 Component 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 KATUSA (Korean Augmentees to United States Army). Korean soldiers are assigned to U.S. Combat units in the Republic of Korea (ROK) and assist in providing better integration of American and ROK forces. The KATUSA program is administered IAW 8th U.S. Army Regulation 600-2; ROK personnel with the U.S. Army. KATUSA are authorized an MPA funded clothing issue IAW CTA 50-900; and Individual equipment.
- (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.
- (5) Excludes replacement of clothing lost, damaged or destroyed.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for uniform and clothing purchases are developed by multiplying the projected number eligible for each type of allowance by the applicable rate.

The net change in the Enlisted clothing allowance requirement decreased by -\$47.1 million between FY 2010 and FY 2011. These changes are based on:

- (1) Price increase due to inflation in Basic and Standard Maintenance Allowance: +\$1.6 million.
- (2) Price increase due to Inflation in Initial Allowance: +\$1.0 million.
- (3) Program decrease in the Supplementary Allowance due to a one-time payment for initial stock of the improved Army Improved Physical Fitness Uniforms (IPFU) and Organizational Clothing and Individual Equipment (OCIE): -\$49.7 million.
- Beginning in FY 2010, additional funds were added to support the sustainment/replacement cost for the IPFU and additional clothing bag items required during deployment that were previously funded by the Operation and Maintenance appropriation as OCIE.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
CLOTHING ALLOWANCES - ENLISTED

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	66,753	\$1,376	91,852	46,683	\$1,426	66,570	51,030	\$1,442	73,585
ARMY, FEMALE	18,489	\$1,656	30,617	15,561	\$1,702	26,484	17,010	\$1,718	29,223
ARMY RESERVE W/PARTIAL CLOTHING ALLOWANCE	0		0	0		0	0		0
NATIONAL GUARD W/PARTIAL CLOTHING ALLOWANCE	0		0	0		0	0		0
LESS SAVINGS ON DEFERRED CLOTHING ISSUE			0			0			0
ADVANCE FUNDING FOR NEW CLOTHING ITEMS			0			0			0
LIQUIDATION OF PRIOR YEAR ADVANCES			0			0			0
SUBTOTAL MILITARY	85,242		122,469	62,244		93,054	68,040		102,808
INITIAL CIVILIAN ISSUE	3,708	\$922	3,419	3,122	\$930	2,903	3,115	\$940	2,929
SUBTOTAL INITIAL ISSUE	88,950		125,888	65,366		95,957	71,155		105,737
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	165,681	\$382	63,290	133,520	\$371	49,536	127,341	\$375	47,753
BASIC MAINTENANCE, FEMALE	26,456	\$443	11,720	22,933	\$432	9,907	21,854	\$437	9,550
SUBTOTAL BASIC ALLOWANCE	192,137		75,010	156,453		59,443	149,195		57,303
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	249,919	\$544	135,956	224,311	\$530	118,885	213,815	\$536	114,605
STANDARD MAINTENANCE, FEMALE	36,973	\$634	23,441	32,010	\$619	19,814	30,511	\$626	19,100
SUBTOTAL STANDARD ALLOWANCE	286,892		159,397	256,321		138,699	244,326		133,705
SUBTOTAL MAINTENANCE ALLOWANCES	479,029		234,407	412,774		198,142	393,521		191,008
SUPPLEMENTARY ALLOWANCE			12,679			62,317			12,548
OTHER ALLOWANCES									
KATUSA	3,344	\$162	542	3,377	\$194	655	3,405	\$205	698
REPLACEMENT DURING FIRST 6 MONTHS CHARGE SALES	32,456	\$11	357	41,256	\$11	474	43,364	\$11	477
SUBTOTAL OTHER ALLOWANCES	35,800		2,031	44,633		2,266	46,769		2,284
TOTAL CLOTHING ALLOWANCES - ENLISTED	603,779		375,005	522,773		358,682	511,445		311,577

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
FAMILY SEPARATION ALLOWANCES - ENLISTED

ESTIMATE FY 2011	\$86,360
ESTIMATE FY 2010	\$85,639
ACTUAL FY 2009	\$328,349

Project: FAMILY SEPARATION ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

Funds requested provide for Family Separation Allowance (FSA) payments to enlisted personnel with dependents who are on duty outside the United States or in Alaska 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 quarter's 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 (TDY) travel, 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 \$250 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 change in the family separation allowance requirement increased by +\$0.721 million between FY 2010 and FY 2011 due to:

- (1) A price increase of +\$0.129 million due to Basic Allowance for Housing rate inflation.
- (2) A program increase of +\$0.592 million due to the number of Soldiers in a PCS or TDY status.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
FAMILY SEPARATION ALLOWANCES - ENLISTED

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - ENLISTED									
PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL									
SERGEANT MAJOR	211	\$19,720	4,161	4	\$20,000	80	4	\$20,750	83
1ST SERGEANT/MASTER SERGEANT	105	\$21,619	2,270	2	\$22,500	45	2	\$23,500	47
PLATOON SERGEANT/SERGEANT 1ST CLASS	1,535	\$15,033	23,075	29	\$15,379	446	28	\$16,464	461
STAFF SERGEANT	1,116	\$14,711	16,418	21	\$15,000	315	20	\$16,350	327
SERGEANT	1,376	\$13,966	19,217	26	\$14,269	371	26	\$14,769	384
CORPORAL/SPECIALIST	3,280	\$11,302	37,072	63	\$11,524	726	61	\$12,361	754
SUBTOTAL PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	7,623		102,213	145		1,983	141		2,056
PCS W/DEPENDENTS NOT AUTHORIZED	14,363	\$3,000	43,088	15,301	\$3,000	45,902	15,419	\$3,000	46,257
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	61,016	\$3,000	183,048	12,585	\$3,000	37,754	12,682	\$3,000	38,047
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	83,002		328,349	28,031		85,639	28,242		86,360

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED - ENLISTED

ESTIMATE FY 2011	\$837
ESTIMATE FY 2010	\$842
ACTUAL FY 2009	\$0

Project: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

PART I - PURPOSE AND SCOPE

The requested funds will provide for an aid and attendance allowance to catastrophically injured Service members who require regular aid and attendance during and after hospitalization as a result of injuries sustained in combat or in a combat-related event. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured Service members. The allowance will be paid by the Secretary until the catastrophically injured Service member is medically retired through the expedited disability evaluation system and transitioned to veteran status. At that time, the aid and attendance allowance will cease for that member. This allowance is authorized under provision of 37 U.S.C. 439, (Section 603 of FY 2010 National Defense Authorization Act, P.L. 111-84).

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,800 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The net change in the Special Monthly Compensation requirements totals -\$5 thousand between FY 2010 and FY 2011. This decrease is due to number of soldiers receiving the Aid and Attendance incentive pay.

The detailed computations are provided in the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL MONTHLY COMPENSATION	0	0	0	117	\$7,200	842	116	\$7,200	837

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SEPARATION PAYMENTS - ENLISTED

ESTIMATE FY 2011	\$255,127
ESTIMATE FY 2010	\$252,783
ACTUAL FY 2009	\$246,881

Project: SEPARATION PAYMENTS - ENLISTED

PART I - PURPOSE AND SCOPE

- (1) Accrued Leave Pay (Lump Sum Terminal Leave Payments)** - Pays for unused accrued leave at time of discharge, retirement, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701.
- (2) Severance Pay - Disability** - Payments 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 (10 U.S.C. 1212).
- (3) Involuntary - Half Severance Pay** - Payments authorized to members not fully qualified for retention and are denied reenlistment or continuation. Payment is 5% of the product of member's years active service plus fractions of years based on full months and 12 times monthly basic pay.
- (4) Involuntary - Full Severance Pay** - Payments are authorized to members involuntarily separated from active duty but who are fully qualified for retention, but are denied reenlistment or continuation. Payment is 10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay.
- (5) Voluntary Separation Incentive (VSI) Trust Fund** - Payments made cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.
- (6) \$30,000 Lump Sum Bonus** - Authorized by the FY 2000 National Defense Authorization Act; provides service members who entered the uniform services on or after August 1, 1986 the option to retire under pre - 1986 military plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one-time \$30,000 lump sum bonus and remain under redux retirement plan.

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 under the provision of 10 U.S.C. 1175. The second program, special separation benefits (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. The Army reached 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, section 4403, (P.L. 102-484) approved an active duty early retirement program for use during the force drawdown. The early retirement program was used to shape the 15-20 year segment of the force under the provisions of 10 U.S.C. 1293, 3911, 3914, 6323, 6330, 8911, and 8914. It 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 a reduction factor. For enlisted personnel who leave under the early retirement program, the Army is required to establish a sub account within the Military Personnel

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SEPARATION PAYMENTS - ENLISTED

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 October 1999 to 1 October 2001 by the FY 1999 National Defense Authorization Act; however, the Army, having reached steady state end strength at the end of FY 1999, has not offered early retirement to any new takers since FY 1999.

The FY 2005 National Defense Authorization Act (NDAA), Section 641, Subsection (c) of Section 1407 of Title 10, United States Code, requires the computation of high-36 month average retirement pay for reserve component members, retired for disability while on active duty or dying while on active duty, to be similar to the active component.

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. Leave payments will not exceed a career total of 60 days.

Severance pay for failure of promotion, 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.

Separation pay - for full pay, the member must be involuntarily separated, be fully qualified for retention and the service must be characterized as "Honorable." Examples would be separation due to reduction in force, or separation due to exceeding the high year of tenure. To qualify for half pay, the member must be involuntarily separated with service characterized as "Honorable" or "General (under honorable conditions)", and the reason for discharge must be under certain categories. Examples would be discharged due to failing fitness/weight standards or involuntary discharge due to parenthood.

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 net change in Separation pay is +\$2.3 million between FY 2010 and FY 2011. This increase is based on --

- (1) Price increase due to the annualization of the 3.4% pay raise effective 1 January 2010 and the 1.4% pay raise effective 1 January 2011: +\$6.6 million
- (2) Program increase due to an increase in the number of Soldiers receiving \$30K Lump Sum pay: +\$0.6 million
- (3) Program decrease due to a decrease in the number of Soldiers receiving Terminal Leave Pay: -\$1.2 million.
- (4) Program decrease due to a decrease in the number of Soldiers receiving Severance pay: -\$3.5 million
- (5) Program decrease due to a reduction in Voluntary Separation Incentive: -\$0.2 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SEPARATION PAYMENTS - ENLISTED

	ACTUAL FY 2009				ESTIMATE FY 2010				ESTIMATE FY 2011			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
SEPARATION PAYMENTS - ENLISTED												
LUMP SUM TERMINAL LEAVE PAYMENTS												
SERGEANT MAJOR	43	14.00	\$5,116	220	41	15.00	\$5,390	221	41	15.00	\$5,463	224
1ST SERGEANT/MASTER SERGEANT	86	22.00	\$4,337	373	83	23.00	\$4,494	373	81	23.00	\$4,679	379
PLATOON SERGEANT/SERGEANT 1ST CLASS	574	13.00	\$2,564	1,472	555	13.00	\$2,650	1,471	545	13.00	\$2,739	1,493
STAFF SERGEANT	2,884	8.00	\$1,756	5,065	2,787	9.00	\$1,816	5,061	2,736	9.00	\$1,878	5,137
SERGEANT	12,663	7.00	\$1,311	16,601	12,238	7.00	\$1,355	16,587	12,013	7.00	\$1,402	16,837
CORPORAL/SPECIALIST	20,061	7.00	\$1,075	21,567	19,384	7.00	\$1,111	21,545	19,030	7.00	\$1,149	21,871
PRIVATE FIRST CLASS	6,498	7.00	\$948	6,160	6,281	7.00	\$980	6,155	6,166	7.00	\$1,013	6,248
PRIVATE E2	5,522	6.00	\$755	4,169	5,336	6.00	\$781	4,165	5,239	6.00	\$807	4,228
PRIVATE E1	9,070	8.00	\$838	7,601	8,762	8.00	\$867	7,594	8,601	8.00	\$896	7,708
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	57,401			63,228	55,467			63,172	54,452			64,125
AUTHORIZED DONATIONS				0				0				0
SEVERANCE PAY, DISABILITY	2,791		\$31,092	86,778	2,725		\$31,626	86,181	2,613		\$33,312	87,043
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	521		\$19,058	9,929	466		\$20,597	9,598	467		\$20,758	9,694
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	377		\$15,995	6,030	319		\$16,420	5,238	314		\$16,847	5,290
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				5,608				5,467				5,222
SPECIAL SEPARATION BENEFIT (SSB)				0				0				0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY				0				0				0
\$30,000 LUMP SUM BONUS				75,308				83,127				83,753
TOTAL SEPARATION PAYMENTS - ENLISTED	61,090			246,881	58,977			252,783	57,846			255,127

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED

ESTIMATE FY 2011	\$1,046,710
ESTIMATE FY 2010	\$1,034,583
ACTUAL FY 2009	\$1,180,249

Project: SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED

PART I - PURPOSE AND SCOPE

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
2009	\$106,800	No upper limit
2010	\$106,800	No upper limit
2011	\$106,800	No upper limit

The net change in the FICA requirement is +\$12.1 million between FY 2010 and FY 2011. This increase is based on -

- (1) Price increase due to the annualization of the 3.4% pay raise effective 1 January 2010: +\$7.9 million.
- (2) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$9.8 million.
- (3) Program decrease due to reduction in total Enlisted man-years: -\$4.2 million.
- (4) Program decrease due to a shift in Enlisted grade structure: -\$1.4 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED									
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	532,681	\$2,216	1,180,249	453,519	\$2,281	1,034,583	451,062	\$2,321	1,046,710
NON-JUDICIAL FINES AND FORFEITURES			0			0			0
TOTAL SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED	532,681		1,180,249	453,519		1,034,583	451,062		1,046,710

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF CADETS
SCHEDULE OF INCREASES AND DECREASES - ACADEMY CADETS
(IN THOUSANDS OF DOLLARS)

Pay and Allowance of Cadets

FY 2010 Direct Program		73,317
Increases:		
Pricing Increases:		
a. Base Pay increase due to the annualization of the 3.4% pay raise effective 1 January 2010	243	
b. Base Pay increase due to the annualization of the 1.4% pay raise effective 1 January 2011	728	
c. Basic Allowance for Subsistence increase due to the annualized rate growth from \$10.80 effective 1 January 2010 to \$11.15 effective 1 January 2011	466	
d. FICA increase due to the annualization of the 3.4% pay raise effective 1 January 2010	5	
e. FICA increase due to the annualization of the 1.4% pay raise effective 1 January 2011	14	
	Total Pricing Increases	1,456
Program Increases:		
	Total Program Increases	-
Total Increases		1,456
Decreases:		
Pricing Decreases:		
	Total Pricing Decreases	-
Program Decreases:		
	Total Program Decreases	-
Total Decreases		-
FY 2011 Direct Program		74,773

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF CADETS
ACADEMY CADETS

ESTIMATE FY 2011	\$74,773
ESTIMATE FY 2010	\$73,317
ACTUAL FY 2009	\$68,996

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 budget also includes the employer's share of the Federal Insurance Contribution Act (FICA) tax.

Section 203(c) of Title 37 U.S.C. was amended by Sec 612 of the FY 2001 National Defense Authorization Act. This amendment, effective 1 October 2001, set the basic pay rate of the Cadet to be "at the monthly rate equal to 35 percent of the basic pay of a commissioned officer in the pay grade O-1 with less than two years of service." Requirements are determined by multiplying estimated annual rates and statutory rates by the projected man-years. The FY 2000 National Defense Authorization Act (NDAA) (Sec. 531) requires cadet strength limitations to be measured annually as of the day before graduation versus the end of the fiscal year.

Section 4344 of Title 10 U.S.C allows the "Secretary of the Army may permit not more than 60 persons at any one time from foreign countries to receive instruction at the Academy. A person receiving instruction under this section is entitled to the pay and allowances of a cadet appointed from the United States, and from the same appropriations."

PART II - JUSTIFICATION OF FUNDS REQUESTED

The basic pay funding requirement is determined by applying annual statutory rate to the projected man-years. For commuted rations the yearly rates are calculated using the Cadet Daily Ration Rates multiplied by 365 days. Due to negative inflation in the U.S. Department of Agriculture's (USDA) liberal food cost index, there will be no increase in subsistence rate or Cadet Daily Ration Rate effective 1 January 2010, above FY 2009 rates. Subsistence inflation rate for January 1, 2011, will remain at 3.4%.

The cadet funding requirements change by +\$1.456 million from FY 2010 to FY 2011. The change is a result of:

- (1) Price increase due to the annualization of the 3.4% pay raise effective 1 January 2010: +\$0.243 million
- (2) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$0.728 million
- (3) Price increase due to an increase in the Cadet Daily Ration Rate: +\$0.466 million
- (4) Price increase due to in FICA cause by the pay raise: +\$0.019 million from FY 2010 to FY 2011. The increase is a result of:
 - (a) +\$0.005 million for annualization of the 3.4% pay raise effective 1 January 2010, and
 - (b) +\$0.014 million for annualization of the 1.4% pay raise effective 1 January 2011.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF CADETS
ACADEMY CADETS

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACADEMY CADETS									
CADET BASIC PAY	4,488	\$10,723	48,126	4,424	\$11,544	51,070	4,424	\$11,763	52,041
SUBSISTENCE (COMMUTED RATIONS)	4,488	\$3,843	17,247	4,424	\$4,145	18,339	4,424	\$4,251	18,805
SUBSISTENCE (OPERATIONAL RATIONS)			0			0			0
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,431	\$818	3,623	4,364	\$896	3,908	4,364	\$900	3,927
TOTAL ACADEMY CADETS			68,996			73,317			74,773

MILITARY PERSONNEL, ARMY
SECTION 4
SUBSISTENCE OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)

Subsistence of Enlisted Personnel

FY 2010 Direct Program **\$ 2,068,443**

Increases:

Pricing Increases:

a. Basic Allowance Subsistence (BAS) rate increase due to the annualization of the 0.0% rate adjustment effective 1 January 2010, and 3.4% effective 1 January 2011.	42,061
b. Subsistence-in-Mess rate increase for trainees and non-trainee Soldiers receiving meals in dining facilities due to inflation increases associated with the running of the dining facilities.	25,517
c. Operational Rations rate increase due to changes in ration manufacturers' future prices.	2,232
d. Unitized Group Rations-Heat and Serve rate increase due to changes in ration manufacturers'	597
e. Unitized Group Rations (A) rate increase due to changes in ration manufacturers' future prices.	891
f. Other rations rate increase due to an increase in the annual eligibility cost of this benefit.	410
g. Family Subsistence Supplemental Allowance rate increased due to an expected increase in the annual eligibility cost of this benefit based on a 2.8% inflation rate.	19

Total Pricing Increases \$ 71,727

Program Increases:

a. BAS increase due to a decrease in number of estimated Collections	15,583
b. Family Subsistence Supplemental Allowance increase due to an increased number of Enlisted personnel estimated to receive this benefit.	8
c. Increase in direct resources due to a decrease in reimbursable requirements.	20,355

Total Program Increases \$ 35,946

Total Increases \$ 107,673

Decreases:

Pricing Decreases:

a. Basic Allowance Subsistence decrease due to the annualization of the 0.0% rate adjustment effective 1 January 2010, and 3.4% effective 1 January 2011.	(13,826)
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Total Pricing Decreases \$ (13,826)

Program Decreases:

a. BAS decrease driven by a reduction in the number of Enlisted Personnel.	(15,678)
b. Subsistence in mess decrease due to a reduced use of garrison dining facilities.	(29,866)
c. Operational Ration decrease driven by a reduction in the number of Enlisted Personnel.	(1,435)
d. Operational Rations (Heat and Serve) decrease driven by a reduction in the number of Enlisted Personnel.	(371)
e. Unitized Rations decrease driven by a reduction in the number of Enlisted Personnel.	(558)
f. Other Rations decrease driven by a reduction in the number of Enlisted Personnel.	(193)
g. Augmentation Rations decrease driven by a reduction in the number of Enlisted Personnel.	(741)

Total Program Decreases \$ (48,842)

Total Decreases \$ (62,668)

FY 2011 Direct Program **\$ 2,113,448**

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

ESTIMATE FY 2011	\$2,131,748
ESTIMATE FY 2010	\$2,107,098
ACTUAL FY 2009	\$3,845,333

Project: SUBSISTENCE OF ENLISTED PERSONNEL

PART I - PURPOSE AND SCOPE

As authorized by Title 10 U.S.C., Chapter 435, Section 4651(c) the funds requested for this budget activity are for the payment of authorized Basic Allowances for Subsistence (BAS), Subsistence-in-Kind (SIK), and Family Subsistence Supplemental Allowance (FSSA). Basic Allowance for Subsistence in this account is for the active duty enlisted Soldier. Subsistence-in-Kind includes the cost of procuring subsistence for garrison dining facilities (Subsistence in Messes), operational rations, and augmentation rations. Funded reimbursements are cash collections in dining facilities paid by civilians and by Soldiers who receive Basic Allowance for Subsistence.

Basic Allowance for Subsistence is a cash allowance to Soldiers to defray a portion of the cost of subsistence based on the authority in Title 37, Section 402. BAS is paid under the following conditions; (1) when authorized to mess separately, (2) while on authorized leave, and (3) when subsistence-in-kind is not available. All enlisted Soldiers are paid their full BAS entitlement, but single Soldiers who reside on Army installations with dining facilities have a portion of their BAS collected from their pay and are directed to subsist in Army dining facilities. Since FY 2002, rate changes have been tied to the annual USDA food cost index. All enlisted members (except recruits and holdees) are entitled to BAS.

Subsistence-In-Kind (SIK)/Subsistence-in-Messes is the cost of bulk food for dining facilities. SIK garrison dining facility budget requirements are dependent on the number of personnel authorized to subsist without cost in dining facilities, with consideration for a portion of eligible diners who skip meals (participation rate), and the cost of food used in preparing meals.

Operational Rations are rations used for field subsistence. Operational rations include the Meal-Ready-to-Eat (MRE), Unitized Group Rations (UGR) that include "heat and serve" and A-ration varieties, and other operational rations, such as Cold Weather Rations. SIK funds the cost of operational rations for both officers and enlisted Soldiers. The number of active duty Soldiers, the type of operational rations served, and the length of training events determine costs for operational rations.

Augmentation Rations include contract meals, KATUSA (Korean Augmentation to U.S. Army) rations and Host Nation support meals. Contract meals are furnished by commercial facilities when the payment of BAS would create an individual hardship and/or the costs for establishing a government mess facility are prohibitive. The number of authorized recipients and the type of augmentation ration provided determine costs for augmentation rations.

Family Subsistence Supplemental Allowance (FSSA) is pursuant to Section 402a of Title 37, United States Code and began 1 May 2001. The program is designed to provide members who are eligible for food stamps a supplemental allowance; as of August 2009 this allowance is not to exceed \$1,100 per month (ref P.L. 106-398 sec 603 of the FY 10 NDAA). The FSSA is voluntary, and the member must reapply whenever there is a significant change in household income or number of people living in the household.

PART II - JUSTIFICATION OF FUNDS REQUESTED

In FY 2010, the BAS rate increase was reduced from 5% (budgeted) to 0% (actual), effective January 1, 2010. This rate change generated an asset in BAS that has been realigned to Death Gratuity as a result of increased execution, and Unemployment Compensation and Mass Transit Subsidy to cover increased costs associated with the American Recovery and Reinvestment Act of 2009.

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

The change for Subsistence from FY 2010 to FY 2011 is +\$45 million. In FY 2011, the subsistence program has a -\$20.3 million dollar reduction in the reimbursable program which nets to a +\$24.7 million dollar overall program change. The change is based on the net of:

- (1) Price increase in BAS due to 3.4% rate change effective January 1, 2011: +\$42.061 million
- (2) Price increase in subsistence in messes based on increased food cost: +\$25.517 million
- (3) Price increase in operational rations: +\$2.232 million
- (4) Price increase in Unitized Group Rations - Heat and Serve: +\$.597 million
- (5) Price increase in Unitized Group Rations (A): +\$.891 million
- (6) Price increase in Other Rations: +\$.410 million
- (7) Price increase in Family Subsistence Supplemental Allowance: +\$.019 million
- (8) Program increase in BAS due to a decrease in collections: +\$15.583 million
- (9) Program increase in Family Subsistence Supplemental Allowance: +\$.008 million
- (10) Program increase in direct requirement due to a funding decrease in the funded reimbursable program: +\$20.355 million
- (11) Pricing decrease due to a rate increase in BAS collections: -\$13.826 million
- (12) Program decrease in BAS driven by a reduction in Enlisted personnel man-years: -\$15.678 million
- (13) Program decrease in subsistence in mess driven by a reduction in Enlisted personnel man-years: -\$29.866 million
- (14) Program decrease in operational rations due to the reduction in enlisted personnel man-years: -\$1.435 million
- (15) Program decrease in unitized group rations - heat and serve due to the reduction in enlisted personnel man-years: -\$.371 million
- (16) Program decrease in unitized group rations (A) due to the reduction in enlisted man-years: -\$.558 million
- (17) Program decrease in other rations due to the reduction in enlisted man-years: -\$.193 million
- (18) Program decrease in augmentation rations due to the reduction in enlisted man-years: -\$.741 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBSISTENCE OF ENLISTED PERSONNEL									
BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED									
WHEN AUTHORIZED TO MESS SEPARATELY	507,122	\$3,798	1,926,126	428,444	\$3,886	1,665,121	424,410	\$3,986	1,691,504
WHEN RATIONS IN KIND ARE NOT AVAILABLE		0	0		0	0		0	0
COLLECTIONS AT DISCOUNT MEAL RATE	(70,153)	\$3,294	(231,093)	(108,648)	\$3,497	(379,952)	(104,192)	\$3,630	(378,195)
AUGMENTATION OF COMMUTED RATION ALLOWANCE		0	0		0	0		0	0
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	436,969		1,695,033	319,796		1,285,169	320,218		1,313,309
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES									
SUBSISTENCE IN MESSES	477,307	\$3,503	1,672,202	188,836	\$3,719	702,331	180,806	\$3,860	697,982
MEALS CATERED FROM HOST NATIONS	0	\$2,997	0	0	\$3,081	0	0	\$3,860	0
TRAINING									
SUBTOTAL SUBSISTENCE IN MESSES	477,307		1,672,202	188,836		702,331	180,806		697,982
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	20,243	\$10,395	210,428	5,470	\$11,036	60,366	5,340	\$11,454	61,163
UNITIZED GROUP RATIONS-HEAT AND SERVE	3,438	\$6,352	21,839	2,406	\$6,744	16,228	2,351	\$6,999	16,454
UNITIZED GROUP RATIONS (A)	34,173	\$5,003	170,955	4,514	\$5,311	23,972	4,409	\$5,512	24,305
OTHER RATION PACKAGES	6,133	\$11,475	70,380	699	\$12,049	8,427	683	\$12,652	8,644
SUBTOTAL OPERATIONAL RATIONS	63,987		473,602	13,089		108,993	12,783		110,566
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			1,030			2,579			2,385
MEALS FURNISHED UNDER CONTRACT			823			7,028			6,502
MEALS FURNISHED BY MEDICAL FACILITIES			1,955			277			256
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS	0		3,808	0		9,884	0		9,143
SUBTOTAL SUBSISTENCE IN KIND	541,294		2,149,612	201,925		821,208	193,589		817,691
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	272	\$2,532	688	277	\$2,603	721	280	\$2,675	748
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	978,535		3,845,333	521,998		2,107,098	514,087		2,131,748

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)

Permanent Change of Station Travel

FY 2010 Direct Program

1,654,261

Increases:

Pricing Increases:

a. Member Travel increase driven by cost inflation	3,484	
b. Dependent Travel increase driven by cost inflation	2,271	
c. Household Goods Shipments increase driven by cost inflation	15,518	
d. Dislocation Allowance (DLA) increase driven by the annualization of the 2010 and 2011 pay raise	2,541	
e. Trailer Allowance increase driven by cost inflation	2	
f. Privately Owned Vehicle (POV) increase driven by cost inflation	126	
g. Port Handling increase driven by cost inflation	10	
h. Non-Temporary Storage increase driven by cost inflation	1,603	
i. Temporary Lodging Expense (TLE) increase driven by cost inflation	9,635	
Total Pricing Increases		35,190

Program Increases:

a. Member Travel increase due to anticipated number of moves	12,214	
b. Dependent Travel increase due to anticipated number of moves	5,910	
c. Household Goods Shipment increase due to anticipated number of moves	63,786	
d. Dislocation Allowance (DLA) increase due to anticipated number of moves	12,058	
e. Trailer Allowance increase due to anticipated number of moves	7	
f. Privately Owned Vehicle (POV) increase due to anticipated number of moves	537	
Total Program Increases		94,512

Total Increases

129,702

Decreases:

Pricing Decreases:

Total Pricing Decreases -

Program Decrease:

a. Port Handling decrease due to anticipated increase in efficient use of shipping containers	(16)	
b. Non-Temporary Storage decrease due to impact of Normalization of Korean Tours	(998)	
c. Temporary Lodging Expense (TLE) decrease due to anticipated number of moves	(5,587)	
Total Program Decreases		(6,601)

Total Decreases

(6,601)

FY 2011 Direct Program

1,777,362

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
PCS - SUMMARY OF MOVE REQUIREMENTS

	ACTUAL FY 2009		ESTIMATE FY 2010		ESTIMATE FY 2011	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	115,121	\$296,622	74,152	\$197,666	79,998	\$207,794
TRAINING TRAVEL	20,549	\$158,450	14,432	\$131,121	16,473	\$147,304
OPERATIONAL TRAVEL	43,030	\$495,156	32,466	\$403,328	40,915	\$510,536
ROTATIONAL TRAVEL TO/FROM OVERSEAS	50,735	\$792,651	42,673	\$699,390	41,973	\$697,594
SEPARATION TRAVEL	47,755	\$217,744	46,375	\$209,935	42,773	\$201,854
ORGANIZED UNIT TRAVEL	12,196	\$20,000	7,639	\$12,821	7,309	\$12,280
TOTAL OBLIGATIONS	289,386	\$1,980,623	217,737	\$1,654,261	229,441	\$1,777,362
LESS: REIMBURSABLE		0		0		0
TOTAL DIRECT	289,386	\$1,980,623	217,737	\$1,654,261	229,441	\$1,777,362

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
PCS - SUMMARY OF REQUIREMENTS BY TYPES OF COST

	ACTUAL FY 2009		ESTIMATE FY 2010		ESTIMATE FY 2011	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	289,386	\$355,227	217,737	\$275,101	229,441	\$290,421
AMC	0	0	0	0	0	0
COMMERCIAL AIR	18,154	\$20,373	11,366	\$13,775	12,227	\$14,153
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	116,086	\$99,902	94,767	\$80,238	107,550	\$88,401
AMC	0	0	0	0	0	0
COMMERCIAL AIR	5,370	\$2,267	4,864	\$2,051	4,842	\$2,069
TRANSPORTATION OF HHG						
LAND SHIPMENT	251,370	\$1,149,000	193,714	\$983,411	205,916	\$1,061,867
ITGBL SHIPMENT	80,519	\$85,321	67,230	\$70,315	67,429	\$71,164
DISLOCATION ALLOWANCE	204,054	\$202,680	163,524	\$172,946	155,984	\$187,545
TRAILER ALLOWANCE	399	\$189	346	\$161	365	\$170
TRANSPORTATION OF POVS	7,113	\$8,065	7,503	\$8,575	7,990	\$9,238
PORT HANDLING (HHG)	1,693	\$788	1,689	\$770	1,633	\$764
NON-TEMPORARY STORAGE		\$12,000		\$12,035		\$12,639
TEMPORARY LODGING EXPENSE		\$44,811		\$34,883		\$38,931
TOTAL OBLIGATIONS		\$1,980,623		\$1,654,261		\$1,777,362
LESS: REIMBURSABLE		0		0		0
TOTAL DIRECT		\$1,980,623		\$1,654,261		\$1,777,362

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
PCS - SUMMARY

Budget Activity: PERMANENT CHANGE OF STATION TRAVEL

PART I - PURPOSE AND SCOPE

These funds are for expenses incident to Permanent Change of Station (PCS) as authorized under Title 37, Chapter 7, Section 404 for travel of military personnel either individually or as part of organized units.

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 the assigned duty area is designated a hardship area by the Service Secretary.

Entitlements for PCS include:

- Mileage and monetary allowances in lieu of transportation for members and dependents
- Transportation by common carrier to include military airlift for members and dependents.
- Transportation of Household Goods (HHG) and baggage by common carrier, Air Mobility Command (AMC) and the Surface Deployment and Distribution Command (SDDC). Examples include cost of packing, crating, handling and temporary storage.
- Transportation and storage in lieu of transportation of Privately Owned Vehicles (POV) (includes Full Service, Partial Service, Hardlift, Home Port Relocation and POV Storage).
- Port handling charges for HHG, baggage, and POVs.
- Transportation of trailers.
- Non-temporary storage of HHG.
- Dislocation Allowances.
- Temporary Lodging Expenses.
- Pet Quarantine Fees

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Permanent Change of Station (PCS) program supports the dynamic requirements of a transforming Army. The PCS program plays an integral role as the Army strives to restore balance to the force to improve dwell time, ensure that Soldiers are in the proper place at the right time, and meet the demands of current operations and future contingencies. The Army Force Generation (ARFORGEN) cycle is also a major driver within every element of the PCS program as the requirements of the Reset/Training Force Pool, Ready Force Pool, and Available Force Pool have significant impacts on yearly PCS requirements. Detailed cost computations are provided in the following tables.

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
ACCESSION TRAVEL

ESTIMATE FY 2011	\$207,794
ESTIMATE FY 2010	\$197,666
ACTUAL FY 2009	\$296,622

Project: ACCESSION TRAVEL

PART I - PURPOSE AND SCOPE

Officers. This program element addresses PCS movements of: (1) officers appointed to a commissioned grade from civilian life, military academies, Reserve Officer Training Corps, 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 Officer Candidate School. This category also includes travel to/from schools less than 20 weeks in duration when they precede completion of travel to the new permanent duty station or training school in excess of 20 weeks.

Enlisted. This program element addresses 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. This program element 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 FY 2011. The net change in the Accession program is +\$10.128 million from FY 2010 to FY 2011. This change is composed of:

1. Program increase of +\$6.949 million is driven by:
 - a. A decrease in the anticipated number of Officer moves (-592): -\$2.768 million
 - b. An increase in the anticipated number of Enlisted accession moves (6,398): +\$9.700 million
 - c. An increase in the anticipated number of Cadets accessions: +\$0.017 million
2. Price increase of +\$3.179 million driven by standard inflation of 1.4%.

The following table provides detailed cost computations:

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
ACCESSION TRAVEL

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
OFFICER									
MEMBER TRAVEL									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	16,636	\$1,221	20,320	9,164	\$1,235	11,318	8,575	\$1,252	10,735
ACCESSION TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
ACCESSION TVL, OFFICER- MEM TVL COMMERCIAL AIR	91	\$385	35	90	\$389	35	86	\$395	34
SUBTOTAL MEMBER TRAVEL			20,355			11,353			10,769
DEPENDENT TRAVEL									
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	2,695	\$758	2,042	1,366	\$766	1,046	1,279	\$776	993
ACCESSION TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
ACCESSION TVL, OFFICER- DEP TVL COMMERCIAL AIR	16	\$375	6	15	\$400	6	15	\$400	6
SUBTOTAL DEPENDENT TRAVEL			2,048			1,052			999
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	11,255	\$2,606	29,332	9,167	\$2,635	24,155	8,575	\$2,672	22,912
ACCESSION TVL, OFFICER- INTL GOVT BILL OF LADING	7,366	\$243	1,792	7,530	\$246	1,850	7,045	\$249	1,755
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			31,124			26,005			24,667
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	16,636	\$480	7,980	9,167	\$485	4,450	8,575	\$492	4,221
ACCESSION TVL, OFFICER- TRAILER ALLOWANCE	7	\$571	4	7	\$571	4	7	\$571	4
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLE	13	\$1,154	15	12	\$1,167	14	12	\$1,167	14
ACCESSION TVL, OFFICER- PORT HANDLING COST HHG	761	\$164	125	808	\$166	134	755	\$168	127
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			213			188			178
ACCESSION TVL, OFFICER- TEMPORARY LODGING			1,052			865			820
SUBTOTAL OFFICER			62,916			44,065			41,799
ENLISTED									
MEMBER TRAVEL									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	96,170	\$1,002	96,349	63,765	\$1,013	64,587	70,163	\$1,024	71,857
ACCESSION TVL, ENLISTED- MEM TVL AMC	0		0	0		0	0		0

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
ACCESSION TRAVEL

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	8,027	\$386	3,096	3,570	\$390	1,393	4,337	\$396	1,716
SUBTOTAL MEMBER TRAVEL			99,445			65,980			73,573
DEPENDENT TRAVEL									
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	19,361	\$621	12,025	11,143	\$628	6,998	13,535	\$637	8,619
ACCESSION TVL, ENLISTED- DEP TVL AMC	0		0	0		0	0		0
ACCESSION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	67	\$388	26	64	\$391	25	78	\$397	31
SUBTOTAL DEPENDENT TRAVEL			12,051			7,023			8,650
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	96,170	\$903	86,841	62,505	\$913	57,069	67,573	\$926	62,595
ACCESSION TVL, ENLISTED- INTL GOVT BILL OF LADING	5,558	\$1,239	6,888	2,986	\$1,253	3,740	3,626	\$1,270	4,606
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			93,729			60,809			67,201
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	82,940	\$246	20,425	63,765	\$249	15,871	47,081	\$252	11,852
ACCESSION TVL, ENLISTED- TRAILER ALLOWANCE	25	\$600	15	23	\$609	14	28	\$607	17
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	9	\$1,111	10	8	\$1,125	9	10	\$1,100	11
ACCESSION TVL, ENLISTED- PORT HANDLING COST HHG	51	\$137	7	51	\$137	7	57	\$140	8
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			164			524			646
ACCESSION TVL, ENLISTED- TEMPORARY LODGING			6,807			2,802			3,451
SUBTOTAL ENLISTED			232,653			153,039			165,409
ACCESSION TVL, CADET- MEM TVL MILEAGE	2,315	\$455	1,053	1,223	\$460	562	1,260	\$465	586
TOTAL ACCESSION TRAVEL			296,622			197,666			207,794

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
TRAINING TRAVEL

ESTIMATE FY 2011	\$147,304
ESTIMATE FY 2010	\$131,121
ACTUAL FY 2009	\$158,450

Project: TRAINING TRAVEL

PART I - PURPOSE AND SCOPE

Officers. This program element 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. This account excludes academy graduates, Officer Candidate School graduates, Reserve Officer Training Corps 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. This program element 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. Excluded are 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

These funding requirements result from officer and enlisted personnel attending 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 supports the Army Leader Development program to build adaptable leaders.

The net change in training PCS is +\$16.2 million. This increase is composed of:

1. Program increase of +\$13.2 million due to an increase in the forecasted number of moves anticipated by Human Resource Command (HRC), impacting Officers by +\$7.2 million and Enlisted by +\$6.0 million.
2. Price increase of +\$3.0 million, primarily driven by cost inflation of 1.4%.

The following table provides detailed cost computations:

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
TRAINING TRAVEL

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
TRAINING TRAVEL									
OFFICER									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	10,853	\$983	10,669	7,946	\$994	7,902	8,561	\$1,008	8,632
TRAINING TVL, OFFICER- DEP TVL MILEAGE	6,293	\$610	3,840	5,394	\$617	3,326	5,811	\$625	3,633
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	8,603	\$8,731	75,115	7,946	\$8,828	70,145	8,561	\$8,951	76,627
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	10,652	\$2,302	24,525	7,946	\$2,328	18,498	8,561	\$2,360	20,207
TRAINING TVL, OFFICER- TRAILER ALLOWANCE	7	\$571	4	5	\$600	3	5	\$600	3
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			393			290			317
TRAINING TVL, OFFICER- TEMPORARY LODGING			3,209			2,817			3,077
SUBTOTAL OFFICER			117,755			102,981			112,496
ENLISTED									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	9,696	\$547	5,304	6,486	\$553	3,588	7,912	\$561	4,438
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	7,370	\$339	2,500	4,089	\$343	1,402	4,988	\$348	1,735
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	9,696	\$2,769	26,850	6,486	\$2,800	18,159	7,912	\$2,839	22,463
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	8,599	\$617	5,307	6,486	\$624	4,045	7,912	\$632	5,003
TRAINING TVL, ENLISTED- TRAILER ALLOWANCE	48	\$563	27	12	\$583	7	14	\$571	8
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			26			143			177
TRAINING TVL, ENLISTED- TEMPORARY LODGING			681			796			984
SUBTOTAL ENLISTED			40,695			28,140			34,808
TOTAL TRAINING TRAVEL			158,450			131,121			147,304

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
OPERATIONAL TRAVEL

ESTIMATE FY 2011	\$510,536
ESTIMATE FY 2010	\$403,328
ACTUAL FY 2009	\$495,156

Project: OPERATIONAL TRAVEL

PART I - PURPOSE AND SCOPE

Officers. This program element 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. This program element 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 a high level of readiness throughout the force. These moves are necessary in order to maintain units at required personnel readiness levels, assign personnel to key positions in response to unprogrammed/unanticipated requirements and support mandates under the Goldwater-Nichols DOD Reorganization Act of 1986.

The net change in operational PCS is +\$107.2 million. This increase is composed of:

1. Program increase of +\$98.2 million, primarily due to increase in officer and enlisted operational moves anticipated by Human Resources Command (HRC), impacting Officers and Enlisted by +\$21.2 million and +\$77.0 million respectively. In alignment with the Army's stated mission, This category is expected to see measureable increases as a by-product of the realization of BRAC activity.
2. Price increase of +\$9.0 million, driven by the 1.4% inflation rate.

The following table provides detailed cost computations:

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
OPERATIONAL TRAVEL

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	9,330	\$1,383	12,900	7,120	\$1,398	9,952	8,354	\$1,417	11,841
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	7,000	\$857	6,002	5,725	\$867	4,961	6,717	\$879	5,903
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	8,469	\$12,716	107,689	7,120	\$12,822	91,290	8,354	\$13,002	108,619
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	7,903	\$2,827	22,345	7,120	\$2,859	20,356	8,354	\$2,899	24,220
OPERATIONAL TVL, OFFICER- TRAILER ALLOWANCE	9	\$556	5	5	\$600	3	5	\$600	3
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			523			433			515
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING			3,579			3,626			4,315
SUBTOTAL OFFICER			153,043			130,621			155,416
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	33,700	\$941	31,710	25,346	\$951	24,104	32,561	\$964	31,389
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	28,592	\$584	16,684	25,159	\$590	14,840	32,311	\$598	19,325
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	33,700	\$7,173	241,730	25,346	\$7,253	183,847	32,561	\$7,353	239,405
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	25,123	\$1,625	40,823	25,346	\$1,643	41,643	32,561	\$1,665	54,228
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	9	\$556	5	5	\$600	3	7	\$571	4
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			224			483			629
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING			10,937			7,787			10,140
SUBTOTAL ENLISTED			342,113			272,707			355,120
TOTAL OPERATIONAL TRAVEL			495,156			403,328			510,536

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
ROTATIONAL TRAVEL TO/FROM OVERSEAS

ESTIMATE FY 2011	\$697,594
ESTIMATE FY 2010	\$699,390
ACTUAL FY 2009	\$792,651

Project: ROTATIONAL TRAVEL TO/FROM OVERSEAS

PART I - PURPOSE AND SCOPE

Officers. This program element 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. This program element 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 an appropriate number of Soldiers overseas in support of the National Military Strategy and the Army Force Generation (ARFORGEN) cycle. The number of moves required is determined by overseas end strength and mission requirements.

The net change in rotational PCS is -\$1.7 million. This decrease is the net of:

1. Program decrease is driven by a reduction in the number of moves reported by Human Resources Command (HRC) which includes the impact of the Korea Tour Normalization. Impacting Officers by - \$4.6 million and Enlisted by -\$7.4 million for a total decrease of -\$12.0 million.
2. Price increase resulting from the impact of a 1.4% inflation rate: +\$10.3 million

The following table provides detailed cost computations:

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
ROTATIONAL TRAVEL TO/FROM OVERSEAS

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
OFFICER									
MEMBER TRAVEL									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	10,631	\$4,737	50,355	8,479	\$4,789	40,607	8,343	\$4,856	40,517
ROTATIONAL TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- MEM TVL COMMERCIAL AIR	1,645	\$2,211	3,637	1,172	\$2,236	2,621	1,153	\$2,268	2,615
SUBTOTAL MEMBER TRAVEL			53,992			43,228			43,132
DEPENDENT TRAVEL									
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	5,857	\$2,960	17,336	4,714	\$2,993	14,109	4,638	\$3,035	14,078
ROTATIONAL TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- DEP TVL COMMERCIAL AIR	353	\$2,215	782	306	\$2,239	685	302	\$2,265	684
SUBTOTAL DEPENDENT TRAVEL			18,118			14,794			14,762
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	9,025	\$14,507	130,929	8,479	\$14,669	124,380	8,343	\$14,875	124,104
ROTATIONAL TVL, OFFICER- INTL GOVT BILL OF LADING	10,631	\$2,144	22,794	8,479	\$2,168	18,381	8,343	\$2,198	18,340
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			153,723			142,761			142,444
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	10,345	\$2,833	29,303	8,479	\$2,864	24,285	8,344	\$2,904	24,232
ROTATIONAL TVL, OFFICER- TRAILER ALLOWANCE	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLE	78	\$2,987	233	74	\$3,014	223	73	\$3,041	222
ROTATIONAL TVL, OFFICER- PORT HANDLING COST HHG	717	\$784	562	692	\$793	549	682	\$804	548
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			3,956			3,715			3,706
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING			6,670			5,769			5,756
SUBTOTAL OFFICER			266,557			235,324			234,802
ENLISTED									
MEMBER TRAVEL									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	40,104	\$2,335	93,648	34,194	\$2,361	80,722	33,630	\$2,394	80,501

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
ROTATIONAL TRAVEL TO/FROM OVERSEAS

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL TVL, ENLISTED- MEM TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, ENLISTED- MEM TVL COMMERCIAL AIR	5,682	\$2,211	12,565	3,887	\$2,236	8,693	3,823	\$2,268	8,669
SUBTOTAL MEMBER TRAVEL			106,213			89,415			89,170
DEPENDENT TRAVEL									
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	22,154	\$1,459	32,318	17,156	\$1,475	25,313	16,873	\$1,496	25,244
ROTATIONAL TVL, ENLISTED- DEP TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, ENLISTED- DEP TVL COMMERCIAL AIR	4,294	\$281	1,206	3,887	\$284	1,104	3,823	\$288	1,101
SUBTOTAL DEPENDENT TRAVEL			33,524			26,417			26,345
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	37,757	\$7,237	273,231	34,195	\$7,317	250,221	33,630	\$7,420	249,533
ROTATIONAL TVL, ENLISTED- INTL GOVT BILL OF LADING	40,104	\$1,238	49,658	34,195	\$1,252	42,816	33,630	\$1,270	42,699
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			322,889			293,037			292,232
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	40,104	\$1,203	48,230	34,194	\$1,216	41,580	33,630	\$1,233	41,466
ROTATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	121	\$595	72	115	\$600	69	112	\$607	68
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLE	55	\$2,945	162	51	\$3,000	153	50	\$3,060	153
ROTATIONAL TVL, ENLISTED- PORT HANDLING COST HHG	104	\$654	68	88	\$659	58	85	\$671	57
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			3,184			3,038			3,030
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING			11,752			10,299			10,271
SUBTOTAL ENLISTED			526,094			464,066			462,792
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			792,651			699,390			697,594

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
SEPARATION TRAVEL

ESTIMATE FY 2011	\$201,854
ESTIMATE FY 2010	\$209,935
ACTUAL FY 2009	\$217,744

Project: SEPARATION TRAVEL

PART I - PURPOSE AND SCOPE

Officers. This program element 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. This program element 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 separated from the academy to their home of record or point of entry into service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Separations are based on anticipated personnel losses as forecasted by the Active Army Military Manpower Program.

The net change in separation PCS is -\$8.1 million. This decrease is the net of:

1. Program decrease of -\$10.5 million driven by the anticipated decline in the number of Officer and Enlisted members by -\$3.9 million and -\$6.6 million respectively.
2. Price increase of +\$2.4 million driven by the net impact of 1.4% inflation.

Detailed cost computations are provided in the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
SEPARATION TRAVEL

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TRAVEL									
OFFICER									
MEMBER TRAVEL									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	7,454	\$782	5,831	7,042	\$791	5,573	7,126	\$803	5,720
SEPARATION TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
SEPARATION TVL, OFFICER- MEM TVL COMMERCIAL AIR	406	\$387	157	338	\$391	132	341	\$396	135
SUBTOTAL MEMBER TRAVEL			5,988			5,705			5,855
DEPENDENT TRAVEL									
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,557	\$689	1,073	1,691	\$697	1,178	1,712	\$706	1,209
SEPARATION TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
SEPARATION TVL, OFFICER- DEP TVL COMMERCIAL AIR	168	\$387	65	169	\$391	66	169	\$396	67
SUBTOTAL DEPENDENT TRAVEL			1,138			1,244			1,276
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	6,083	\$5,766	35,073	6,455	\$5,830	37,633	6,532	\$5,912	38,620
SEPARATION TVL, OFFICER- INTL GOVT BILL OF LADING	5,877	\$258	1,517	5,199	\$261	1,356	5,263	\$264	1,392
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			36,590			38,989			40,012
SEPARATION TVL, OFFICER- TRAILER ALLOWANCE	5	\$400	2	5	\$400	2	5	\$400	2
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLE	1,123	\$1,099	1,234	1,248	\$1,111	1,387	1,264	\$1,127	1,424
SEPARATION TVL, OFFICER- PORT HANDLING COST HHG	16	\$500	8	14	\$500	7	14	\$500	7
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			1,262			1,061			1,089
SUBTOTAL OFFICER			46,222			48,395			49,665
ENLISTED									
MEMBER TRAVEL									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	40,049	\$636	25,468	39,117	\$643	25,152	35,406	\$655	23,191
SEPARATION TVL, ENLISTED- MEM TVL AMC	0		0	0		0	0		0
SEPARATION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	2,303	\$383	883	2,309	\$390	901	2,487	\$396	984
SUBTOTAL MEMBER TRAVEL			26,351			26,053			24,175
DEPENDENT TRAVEL									

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
SEPARATION TRAVEL

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	14,215	\$369	5,244	17,879	\$373	6,670	19,255	\$378	7,284
SEPARATION TVL, ENLISTED- DEP TVL AMC	0		0	0		0	0		0
SEPARATION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	472	\$386	182	423	\$390	165	455	\$396	180
SUBTOTAL DEPENDENT TRAVEL			5,426			6,835			7,464
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	23,919	\$5,367	128,383	21,620	\$5,427	117,332	19,720	\$5,486	108,181
SEPARATION TVL, ENLISTED- INTL GOVT BILL OF LADING	10,983	\$243	2,672	8,841	\$246	2,172	9,522	\$249	2,372
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			131,055			119,504			110,553
SEPARATION TVL, ENLISTED- TRAILER ALLOWANCE	168	\$327	55	169	\$331	56	182	\$335	61
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	5,835	\$1,099	6,411	6,110	\$1,111	6,789	6,581	\$1,127	7,414
SEPARATION TVL, ENLISTED- PORT HANDLING COST HHG	44	\$409	18	36	\$417	15	40	\$425	17
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			2,024			2,130			2,326
SUBTOTAL ENLISTED			171,340			161,382			152,010
SEPARATION TVL, CADET- MEM TVL MILEAGE	252	\$722	182	216	\$731	158	241	\$743	179
TOTAL SEPARATION TRAVEL			217,744			209,935			201,854

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
ORGANIZED UNIT TRAVEL

ESTIMATE FY 2011	\$12,280
ESTIMATE FY 2010	\$12,821
ACTUAL FY 2009	\$20,000

Project: ORGANIZED UNIT TRAVEL

PART I - PURPOSE AND SCOPE

Officers. This program element 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. This program element 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 net change in organized unit moves is -\$0.5 million. This decrease is the net of:

1. Slight program decrease caused by the number of moves anticipated by Human Resources Command (HRC): -\$0.7 million
2. Price increase driven by cost inflation of 1.4%: +\$0.2 million

The following table provides detailed cost computations:

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
ORGANIZED UNIT TRAVEL

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ORGANIZED UNIT TRAVEL									
OFFICER									
ORG UNIT TVL, OFFICER- MEM TVL MILEAGE	2,442	\$186	454	1,117	\$188	210	886	\$191	169
ORG UNIT TVL, OFFICER- DEP TVL MILEAGE	70	\$1,343	94	75	\$1,173	88	60	\$1,183	71
ORG UNIT TVL, OFFICER- HHG LAND SHIPMENT	1,933	\$2,065	3,992	935	\$2,088	1,952	742	\$2,115	1,569
ORG UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	307	\$2,443	750	214	\$2,467	528	169	\$2,509	424
ORG UNIT TVL, OFFICER- TRAILER ALLOWANCE	0		0	0		0	0		0
ORG UNIT TVL, OFFICER- NONTEMP STORAGE HHG			13			15			12
ORG UNIT TVL, OFFICER- TEMPORARY LODGING			26			25			20
SUBTOTAL OFFICER			5,329			2,818			2,265
ENLISTED									
ORG UNIT TVL, ENLISTED- MEM TVL MILEAGE	9,754	\$101	984	6,522	\$102	666	6,423	\$104	666
ORG UNIT TVL, ENLISTED- DEP TVL MILEAGE	922	\$807	744	376	\$816	307	371	\$827	307
ORG UNIT TVL, ENLISTED- HHG LAND SHIPMENT	4,760	\$2,066	9,835	3,460	\$2,089	7,228	3,413	\$2,121	7,239
ORG UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	1,445	\$2,071	2,992	807	\$2,094	1,690	797	\$2,123	1,692
ORG UNIT TVL, ENLISTED- TRAILER ALLOWANCE	0		0	0		0	0		0
ORG UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			18			15			14
ORG UNIT TVL, ENLISTED- TEMPORARY LODGING			98			97			97
SUBTOTAL ENLISTED			14,671			10,003			10,015
TOTAL ORGANIZED UNIT TRAVEL			20,000			12,821			12,280

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)

Other Military Personnel Costs		
FY 2010 Direct Program		532,037
Increases:		
Pricing Increases:		
	a. Partial Dislocation Allowance increase due to inflation.	11
	b. Apprehension of Military Deserters, Absentees, Escaped Prisoners increase due to an increase in the Standard Per Diem rate.	65
	c. Senior ROTC increase due to pay raise.	1,484
	d. Jr ROTC increase due to inflation.	504
	Total Pricing Increases	2,064
Program Increases:		
	a. Partial Dislocation Allowance increase due to the expected number of personnel receiving this allowance.	1
	b. Mass Transit increase due to an increase in the projected number of Soldiers expected to utilize this subsidy.	394
	Total Program Increases	395
Total Increases		2,459
Decreases:		
Pricing Decreases:		
	a. Mass Transit Subsidy rate decrease due to the expiration of the expanded benefits provided by the American Recovery and Reinvestment Act of 2009 (ARRA).	(4,169)
	b. Education Benefits decrease due to revised amortization payment amounts as approved by the DoD Education Benefits Board of Actuaries.	(14,409)
	c. UCX decrease due to the expiration of the ARRA which increased the annual rates in FY10.	(25,653)
	Total Pricing Decreases	(44,231)
Program Decreases:		
	a. Death Gratuity decrease due to a reduction in the number of anticipated non-combat related deaths.	(3,279)
	b. Unemployment Compensation (UCX) decrease due to the anticipated number of Soldiers receiving benefit.	(299)
	c. Interest on Soldier Deposit decrease due to the number of Soldiers expected to receive this benefit.	(397)
	d. Jr. ROTC program costs decrease due to the number of schools added in FY10 shifting from initial start-up to sustainment phase.	(14,026)
	e. Senior ROTC decrease due to estimated number of participants.	(6,339)
	Total Program Decreases	(24,340)
Total Decreases		(68,571)
FY 2011 Direct Program		465,925

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS

ESTIMATE FY 2011	\$2,233
ESTIMATE FY 2010	\$2,168
ACTUAL FY 2009	\$2,105

Project: APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS

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. Expenses are authorized by 10 U.S.C. section 956 "Deserters, Prisoners, Members Absent without Leave: Expenses and Rewards". Expenses includes: 1.) The payment of rewards, in an amount not to exceed \$75, for the apprehension of any such person; 2.) Expenses of prisoners confined in nonmilitary facilities; 3.) Payment of a gratuity not to exceed \$25 to each prisoner upon release from confinement in a military or contract prison facility; 4.) Issue of authorized articles to prisoners and other persons in military custody; and 5.) Under such regulations as the Secretary concerned may prescribe, expenses incident to the maintenance, pay and allowances of prisoners of war, other persons in the custody of the Army, Navy, or Air Force whose status is determined by the Secretary concerned to be similar to prisoners of war, and persons detained in the custody of the Army, Navy, or Air Force pursuant to Presidential proclamation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The programmed funding is based on the historical number of deserters per 1,000 Enlisted Soldiers. The cost estimates are based on factors developed from current expenditures and the FY 2010 Standard Per Diem amount of \$116 per day for three days of travel plus a \$75 reward (\$348 + \$75 = \$423 rate).

There is a +\$.065 million change from FY 2010 to FY 2011. This change is based on -

- (1) Price increase due to an increase in the standard per diem inflation rate from \$109 to \$116 per day: +\$.065 million

The following table provides cost estimates:

	ACTUAL FY 2009 AMOUNT	ESTIMATE FY 2010 AMOUNT	ESTIMATE FY 2011 AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	2,105	2,168	2,233

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS

ESTIMATE FY 2011	\$648
ESTIMATE FY 2010	\$1,048
ACTUAL FY 2009	\$17,030

Project: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS

PART I - PURPOSE AND SCOPE

These funds pay interest on savings deposits of \$5.00 or more for overseas members of uniform services who participate in the temporary duty in support of the contingency operations. As authorized by Title 10, U.S.C., Section 1035, this program allows members to deposit up to \$10,000 of their allotted pays into the Savings Deposit Program (SDP) and be reimbursed up to 10% interest on all deposits. Interest will accrue up the 90 days after the Soldier redeploys. Any Soldier serving in an area that has been designated a combat zone or in an area designate in direct support of a combat zone for at least 30 days or at least 1 day in each of 3 consecutive months is eligible to enroll in the SDP.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount budgeted in FY 2010 to FY 2011 is based on anticipated participation in base contingencies such as Joint Guardian and Joint Forge. FY 2009 includes execution for both Operation Enduring Freedom and Operation Iraqi Freedom, which are funded in the Overseas Contingency Operations request.

There is a -\$.397 million change from FY 2010 to FY 2011. This change is based on -

- (1) Program decrease due to the anticipated number of Soldiers expected to receive this benefit: -\$.397 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	26,637	\$295	7,858	898	\$295	265	556	\$295	164
INTEREST ON SAVINGS, ENLISTED	59,558	\$154	9,172	5,084	\$154	783	3,143	\$154	484
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	86,195		17,030	5,982		1,048	3,699		648

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
DEATH GRATUITIES

ESTIMATE FY 2011	\$45,500
ESTIMATE FY 2010	\$48,779
ACTUAL FY 2009	\$131,300

Project: DEATH GRATUITIES

PART I - PURPOSE AND SCOPE

Death Gratuity is payable under sections 1475 through 1477 of Title 10 U.S.C in the amount \$100,000 per death to beneficiaries of military personnel who die under certain conditions. The death must have occurred: 1.) While on active duty or while traveling to or from duty; 2.) During the 120-day period following the date of discharge or release, under honorable conditions, from active duty (including retirement for either a service connected disability or completed length of service); or 3.) While traveling to or from or while at a place for final acceptance or for entry into active duty in the military service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements are based on peacetime mortality rates as applied against programmed man-years of personnel and the statutory gratuity payment. The FY 2009 actual execution includes both non-combat and combat deaths. The FY 2010 and FY 2011 projections only include non-combat related death gratuity payments, as combat related payments are funded in the Overseas Contingency Operations request.

There is a -\$3.3 million change from FY 2010 to FY 2011. This change is based on -

(1) Program change due to a decline in the anticipated number of non-combat deaths: -\$3.3 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	526	\$100,000	52,568	80	\$100,000	7,956	73	\$100,000	7,300
DEATH GRATUITIES, ENLISTED	787	\$100,000	78,732	405	\$100,000	40,523	379	\$100,000	37,900
DEATH GRATUITIES, CADET	0	\$100,000	0	3	\$100,000	300	3	\$100,000	300
TOTAL DEATH GRATUITIES	1,313		131,300	488		48,779	455		45,500

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
UNEMPLOYMENT COMPENSATION BENEFITS

ESTIMATE FY 2011	\$188,778
ESTIMATE FY 2010	\$214,730
ACTUAL FY 2009	\$335,187

Project: UNEMPLOYMENT COMPENSATION BENEFITS

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 agent for the program; however, program administration is accomplished by each state. An ex-service member is eligible if discharged or released under honorable conditions and completed his or her first full term of active service. An ex-service member discharged or released before completing the first term of service for the convenience of the government, because of medical disqualification, hardship, personal disorders or ineptitude, and who served continuously for 365 days or more is also eligible.

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. 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. The Job Creation and Worker Assistance Act of 2002 (P.L. 107-147) extended unemployment compensations benefits an additional 13 weeks for workers who had exhausted the original 26 weeks of benefits. The additional 13 weeks has been extended by the Emergency Unemployment Compensation Act of 2009 (P.L. 111-92).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimated unemployment benefit payments are based on programmed separations from the Army and average monthly benefit amounts of compensation actually disbursed. In addition, the Army's cost projections have incorporated U.S. Department of Labor's estimates and projected economic assumptions.

The net change between FY 2010 and FY 2011 is -\$25.952 million. This is due to:

(1) A price decrease of -\$25.653 million due to the expiration of the Emergency Unemployment Compensation Act of 2009 (EUC). EUC, which falls under the American Reinvestment and Recovery Act (ARRA), extended the unemployment compensation benefits period an additional 13 weeks.

(2) A program decrease of -\$.299 million due to the anticipated number of Soldiers receiving this benefit.

In FY 2010 in an effort to control the cost increases in the UCX program, the Army established a "UCX Cell" in the Human Resources Command. The cell's mission is to verify former Soldier unemployment compensation requests from State Unemployment Offices and to provide supporting DD 214 information to the Department of Labor's Federal Claims Center (FCCC). This cell reduces the number of erroneous payments not attributable to the Army.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	60,525	\$5,538	335,187	33,757	\$6,361	214,730	33,710	\$5,600	188,778

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
MOBILIZATION FOR ONE/OEF

ESTIMATE FY 2011 0
ESTIMATE FY 2010 0
ACTUAL FY 2009 \$2,555

Project: RESERVE INCOME REPLACEMENT PROGRAM

PART I - PURPOSE AND SCOPE

The Reserve Income Replacement Program (RIRP) was developed to provide specific payments to eligible members of the National Guard and Reserve who are involuntary serving on active duty (the term active duty includes full-time National Guard duty) and who are experiencing a monthly active duty income differential of more than \$50.00, as determined by the member's Service Secretary. An active duty income differential is the difference between the average monthly civilian earned income of the member before mobilization and the member's total monthly military compensation while involuntarily mobilized, when the member's average monthly civilian income exceeds the total monthly military compensation.

RIRP is effective as of August 1, 2006, and authorized in 37 U.S.C. 910. Income replacement payments will be made only for full months of qualifying involuntary active duty performed from August 2006 through December 2008. The first RIRP payments for eligible Soldiers occurred in September 2006, for duty performed in August 2006 (the first full month authorized for payments). RIRP payments will be made to an eligible member on a monthly basis. RIRP payments may not exceed \$3,000 per month.

RIRP is an entitlement that must be paid to all eligible service members. To be eligible for RIRP payments, the member must be currently serving on active duty in an **involuntarily** status and have: Completed 18 consecutive months of active duty, or completed 24 months of active duty during the previous 60 months, or been involuntarily mobilized for 180 days or more within six months of the previous involuntary period of active duty of more than 180 days.

PART II - JUSTIFICATION OF FUNDS REQUESTED

There are no base costs associated with this program. All funds are requested in the Overseas Contingency Operations request, as this program only supports Reserve Component Mobilization associated with Operation Enduring Freedom and Operation Iraqi Freedom.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009	ESTIMATE FY 2010	ESTIMATE FY 2011
	AMOUNT	AMOUNT	AMOUNT
RESERVE INCOME REPLACEMENT PROGRAM	2,555	0	0

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
AMORTIZATION OF EDUCATION BENEFITS

ESTIMATE FY 2011	\$30,879
ESTIMATE FY 2010	\$45,288
ACTUAL FY 2009	\$2,772

Project: AMORTIZATION OF EDUCATION BENEFITS

PART I - PURPOSE AND SCOPE

This program is governed by Title 38 U.S.C. Chapter 30. Funds provide educational assistance for readjustment into civilian life after separation from active military service. The program supports higher education to qualifying men and women who might not otherwise be able to afford such an education. In addition, this program promotes and assists the All-Volunteer Force program and the Total Force Concept of the Armed Forces by providing educational assistance based upon service on active duty and in the Selected Reserve and National Guard to aid in recruitment and retention of highly qualified personnel for both active and reserve component.

Under Title 10 U.S.C Sec 2006 (g)(1) the payment amount is based upon the most recent actuarial valuation of educational programs described in Sec 2006 (b)(1). Under Title 10 U.S.C. payments are made to the Department of Defense Education Benefits Fund, which is a trust fund.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2010 and FY 2011 requests are based on the approved DOD Board of Actuary estimates for amortization payments. Estimates represent funds needed for Soldier's benefits, as well as benefits transferable to eligible dependents.

The net change between FY 2010 and FY 2011 of -\$14.4 million is based on:

(1) Price decrease due to revised amortization payment amounts as approved by the DoD Education Benefits Board of Actuaries: -\$14.4 million

The following table provides cost estimates:

	ACTUAL FY 2009 AMOUNT	ESTIMATE FY 2010 AMOUNT	ESTIMATE FY 2011 AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	2,772	45,288	30,879

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ADOPTION EXPENSES

ESTIMATE FY 2011 \$610
ESTIMATE FY 2010 \$610
ACTUAL FY 2009 \$610

Project: ADOPTION EXPENSES

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA, Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program to reimburse Armed Forces members for qualifying child adoption expenses for adoption of a child under the age of 18 years. Public Law 102-190, NDAA FY 1992 and 1993 Title VI, Section 651 provided permanent extension of program to reimburse members for adoption expenses. The program is now administered under the provisions of Title 10, U.S.C., 1052.

The authorized amount payable is \$2,000 per adoption but no more than \$5,000 per calendar year. Expenses include public and private agency fees; legal fees in connection with services that are unavailable to a member of the armed forces under section 1044 or 1044a of Title 10; medical expenses associated with the child, biological mother, and adoptive parents; temporary foster care; and other expenses approved by the Department of Defense.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2010 and FY 2011 projections are based on recent execution trends. There is no change in program between FY 2010 and FY 2011.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	98	\$2,000	195	98	\$2,000	195	98	\$2,000	195
ADOPTION EXPENSE, ENLISTED	208	\$2,000	415	208	\$2,000	415	208	\$2,000	415
TOTAL ADOPTION EXPENSES	306		610	306		610	306		610

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
PARTIAL DISLOCATION ALLOWANCE

ESTIMATE FY 2011 \$338
ESTIMATE FY 2010 \$326
ACTUAL FY 2009 \$3,215

Project: PARTIAL DISLOCATION ALLOWANCE

PART I - PURPOSE AND SCOPE

Section 636 of the FY 2002 National Defense Authorization Act (P.L. 107-107) authorizes Partial Dislocation Allowance for members of the uniformed service who have been ordered to vacate family housing provided by the United States due to privatization, renovation, or any other reason other than PCS. The Partial Dislocation Allowance rate is in conjunction with the authorized average percentage increase in the basic pay rates.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As directed by the Joint Federal Travel Regulation, effective 1 January 2010, Partial DLA rate is \$663.00. Slight rate increases are projected in accordance with approved pay raise increases. Cost estimates are based on an estimated number of participants and rate data.

The change between FY 2010 and FY 2011 is \$0.012 million, and is based on:

- (1) A program increase of +\$.001 million due to an increased number of takers.
- (2) A price increase of +\$.011 million due to the pay rate increase.

Detailed cost computations are provided in the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	2,559	\$639	1,635	84	\$655	55	86	\$672	58
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	2,473	\$639	1,580	414	\$655	271	417	\$672	280
TOTAL PARTIAL DISLOCATION ALLOWANCE	5,032		3,215	498		326	503		338

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
SGLI EXTRA HAZARD PAYMENTS

ESTIMATE FY 2011 0
ESTIMATE FY 2010 0
ACTUAL FY 2009 \$200,872

Project: SGLI EXTRA HAZARD PAYMENTS

PART I - PURPOSE AND SCOPE

Section 1969 of Title 38 U.S.C., provides that there will be an annual assessment of the costs of the extra hazards of duty when actual mortality exceeds peacetime mortality. Each year the Department of Veterans Affairs (VA) actuaries perform a study of peacetime mortality, based upon the most recent three years of Soldier claim experience. This mortality study is used to determine the expected number of deaths under peacetime conditions. The expected number is then compared to the actual number of deaths to determine whether an extra hazard reimbursement is due to the SGLI program. Due to wartime conditions the annual reimbursement payments for Extra Hazard SGLI were required starting in FY 2004.

Section 613 of the National Defense Authorization Act for Fiscal Year 2006 (Public Law 109-163) required the services to pay a monthly allowance to the member of the armed services in an amount equal to the deduction made for the first \$150,000 of the SGLI coverage and the monthly premium of \$1.00 for Traumatic Injury Protection under the SGLI program held by the member while serving in the theater of operations for Operation Enduring Freedom (OEF) or Operation Iraqi Freedom (OIF). This change became effective on February 1, 2006.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds are required for SGLI Extra Hazard payments to the Department of Veterans Affairs (VA) to cover an increase in the number of SGLI death claims and SGLI premium reimbursement for mobilized Soldiers. The FY 2009 column reflects actual payments made to VA. The actual bill paid to VA was \$114.7M for SGLI claims and \$86.2M to Soldiers for reimbursement of SGLI premiums.

FY 2009 column reflects year-end execution funding approved in the Overseas Contingency Operations (OCO) request. There are no base costs associated with this program, as funds are requested as OCO.

The following table provides cost estimates:

	ACTUAL FY 2009 AMOUNT	ESTIMATE FY 2010 AMOUNT	ESTIMATE FY 2011 AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	91,757	0	0
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	22,939	0	0
SGLI PREMIUMS	86,176	0	0
TOTAL SGLI EXTRA HAZARD PAYMENTS	200,872	0	0

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
SGLI TRAUMATIC INJURY PAYMENTS

ESTIMATE FY 2011 0
ESTIMATE FY 2010 0
ACTUAL FY 2009 \$50,843

Project: SGLI TRAUMATIC INJURY PAYMENTS

PART I - PURPOSE AND SCOPE

Every member who is covered under the Service Members' Group Life Insurance (SGLI) plan also has coverage under the Traumatic SGLI (T-SGLI) program effective December 1, 2005. This coverage applies to active duty members, reservists, funeral honors duty and one-day muster duty.

The Military Services are required to submit payments for the T-SGLI program to the Department of Veterans Affairs. The T-SGLI program was established under Section 1032 of the FY 2005 DoD Emergency Supplemental Appropriations for the Global War on terror and Tsunami Relief (P.L. 109-13).

PART II - JUSTIFICATION OF FUNDS REQUESTED

This traumatic injury protection provides financial assistance to eligible Soldiers and their families, which is vital during their extensive recovery and rehabilitation process. The FY 2009 column reflects anticipated year end payments that will be made to the Department of Veterans Affairs (\$26.8M for T-SGLI prospective payments and \$24.0M for retroactive T-SGLI payments).

There are no base costs associated with this program; all funds are in the Overseas Contingency Operations (OCO) request.

The following table provides cost estimates:

	ACTUAL FY 2009 AMOUNT	ESTIMATE FY 2010 AMOUNT	ESTIMATE FY 2011 AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	10,079	0	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	40,764	0	0
TOTAL SGLI TRAUMATIC INJURY PAYMENTS	50,843	0	0

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ESTIMATE FY 2011	\$138,731
ESTIMATE FY 2010	\$143,586
ACTUAL FY 2009	\$97,501

Project: ROTC

PART I - PURPOSE AND SCOPE

The Senior Reserve Officer Training Corps (Sr. ROTC) provides funds for enrollees as part of the Army's officer accession requirements. Sr. ROTC funds scholarship and non-scholarship cadets as authorized by 10 U.S.C. 2101-2111. The program provides for ROTC cadets' pay and allowances, subsistence allowance (for Military Science (MS) III and IV students only), bonuses, uniforms and subsistence while attending practical field training.

While attending summer field training programs cadets' pay is set at 35% of the daily pay of a Second Lieutenant; FICA is 7.65% of this amount.

Monthly subsistence allowances (stipends) are provided to cadets (\$300 for MS I, \$350 for MS II, \$450 for MS III and \$500 for MS IV) in accordance with the provisions of 37 U.S.C. 209.

ROTC also may provide language bonuses, nurse cadet bonuses, and payment for the costs of uniform clothing to cadets upon graduation and commissioning.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2010 and FY 2011 Pay and Allowance rates include a Cadet camp completion bonus, a new incentive beginning in FY 2010 offered to Cadets upon completion of camp.

The ROTC program has a net change of -\$4.9 million from FY 2010 to FY 2011. This change is based on

(1) Price increase due to pay raise: +\$1.4 million.

(2) Program decrease due to a reduction in the number of anticipated Senior ROTC participants: -\$6.3 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ROTC	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC NON-SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)									
BASIC CAMP	4,786	\$921	4,408	3,569	\$2,575	9,190	2,268	\$2,071	4,697
ADVANCED CAMP	1,603	\$1,531	2,454	287	\$2,504	719	239	\$2,625	627
CADET TROOP LEADER	398	\$832	331	867	\$971	842	878	\$987	867
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	6,787		7,193	4,723		10,751	3,385		6,191
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	17,335	\$221	3,831	11,561	\$226	2,613	11,561	\$230	2,659
ADVANCED COURSE	7,294	\$221	1,612	399	\$226	90	370	\$230	85
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	24,629		5,443	11,960		2,703	11,931		2,744
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	784	\$800	627	1,708	\$848	1,448	1,708	\$865	1,477
BASIC COURSE, FEMALE	121	\$807	98	157	\$855	134	157	\$872	137
ADVANCED COURSE, MALE	370	\$721	267	1,247	\$764	953	1,248	\$779	972
ADVANCED COURSE, FEMALE	38	\$742	28	112	\$786	88	112	\$802	90
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,313		1,020	3,224		2,623	3,225		2,676
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	585	\$3,325	1,945	1,532	\$3,325	5,094	1,532	\$3,325	5,094
ADVANCED	2,588	\$4,631	11,984	1284	\$4,631	5,943	1287	\$4,631	5,961
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	3,173		13,929	2,816		11,037	2,819		11,055
SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)									
BASIC CAMP	0	0	0	0	0	0	0	0	0
ADVANCED CAMP	0	0	0	0	0	0	0	0	0
PROFESSIONAL DEVELOPMENT	0	0	0	0	0	0	0	0	0
CADET TROOP LEADER TRAINING	0	0	0	0	0	0	0	0	0
PRACTICAL FIELD TRAINING	12,157	\$108	1,313	8,109	\$110	892	8,071	\$112	904
SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)	12,157		1,313	8,109		892	8,071		904

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	48,059		28,898	30,832		28,006	29,431		23,570
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH									
ADVANCED CAMP	3,335	\$1,085	3,618	7,902	\$2,456	19,407	6,570	\$2,654	17,437
CADET TROOP LEADER	698	\$725	506	522	\$768	401	529	\$784	415
ROTC NURSE BONUS	32	\$5,000	160	170	\$5,000	850	170	\$5,000	850
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH	4,065		4,284	8,594		20,658	7,269		18,702
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	13,650	\$217	2,962	11,494	\$226	2,598	11,494	\$230	2,644
ADVANCED	13,567	\$217	2,944	11,115	\$226	2,512	11,379	\$230	2,617
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	27,217		5,906	22,609		5,110	22,873		5,261
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	760	\$836	635	591	\$854	505	591	\$871	515
BASIC COURSE, FEMALE	111	\$920	102	92	\$939	86	92	\$957	88
ADVANCED COURSE, MALE	353	\$770	272	342	\$786	269	343	\$801	275
ADVANCED COURSE, FEMALE	34	\$758	26	41	\$773	32	41	\$789	32
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,258		1,035	1,066		892	1,067		910
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	6,734	\$3,354	22,586	11,494	\$3,088	35,493	11,494	\$3,088	35,493
ADVANCED	6,929	\$4,777	33,100	11,115	\$4,515	50,184	11,379	\$4,520	51,433
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	13,663		55,686	22,609		85,677	22,873		86,926
SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING									
BASIC CAMP	0	0	0	0	0	0	0	0	0
ADVANCED CAMP	0	0	0	0	0	0	0	0	0
PROFESSIONAL DEVELOPMENT	0	0	0	0	0	0	0	0	0
CADET TROOP LEADER TRAINING	0	0	0	0	0	0	0	0	0
PRACTICAL FIELD TRAINING	15,667	\$108	1,692	29,482	\$110	3,243	29,491	\$114	3,362
SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING	15,667		1,692	29,482		3,243	29,491		3,362
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	61,870		68,603	84,360		115,580	83,573		115,161
TOTAL ROTC	109,929		97,501	115,192		143,586	113,004		138,731

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
JROTC

ESTIMATE FY 2011 \$50,201
ESTIMATE FY 2010 \$63,721
ACTUAL FY 2009 \$35,500

Project: JROTC

PART I - PURPOSE AND SCOPE

Junior Reserve Officers' Training Corps (JROTC) is a public service program available to high school students. This program fosters good citizenship, patriotism and leadership skills for this valuable potential pool of military applicants. MPA funds provide core -level resources to operate the Army's JROTC program in CONUS and OCONUS locations as mandated by Congress. This program provides funds for the issue-in-kind uniforms, laundry/alterations and subsistence for students enrolled in the JROTC program at secondary education institutions as provided for in 10 U.S.C. 2031.

PART II - JUSTIFICATION OF FUNDS REQUESTED

JROTC remains one of the most successful Army programs enhancing our ability to have a positive presence and foster citizenship programs in our high schools and communities. Currently there are 265 schools waiting to join the JROTC program. Our goal is to increase school programs from 1,645 to 1,910 by activating all of these schools from FY 2010 thru FY 2012.

The net change in program between FY 2010 and FY 2011 is -\$13.5 million. This change is driven by :

- (1) Program decrease of -\$14.0 million due to a one time inclusion of start-up costs associated with uniforms and laundry/alteration for all 265 schools in FY 2010.
- (2) Price increase of +\$0.5 million due to inflation.

Expenses are incurred for Junior Reserve Officer Training Corps members are as follows:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	313,295	\$105	32,896	532,531	\$113	60,176	404,149	\$114	46,073
SUBSISTENCE OF JROTC CADETS - SUMMER CAMP									
FIELD RATIONS	22,643	\$115	2,604	29,790	\$119	3,545	33,561	\$123	4,128
OPERATIONAL RATIONS	0	\$94	0	0	0	0	0	0	0
SUBTOTAL SUBSISTENCE OF JROTC CADETS - SUMMER CAMP	22,643		2,604	29,790		3,545	33,561		4,128
TOTAL JROTC	335,938		35,500	562,321		63,721	437,710		50,201

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
MASS TRANSIT SUBSIDY

ESTIMATE FY 2011 \$8,007
ESTIMATE FY 2010 \$11,782
ACTUAL FY 2009 \$9,078

Project: MASS TRANSIT SUBSIDY

PART I - PURPOSE AND SCOPE

Executive Order 13150 entitled, "Federal Workforce Transportation," Section One, dated April 21, 2000, directed Federal Agencies to implement a transportation fringe program that offers qualified Federal employees the option to exclude from taxable wages or receive direct compensation, consistent with Section 132 of Title 26, U.S.C., for employee commuting costs incurred through the use of mass transportation and vanpools, not to exceed the maximum level allowed by law (26 U.S.C. 132 (f) (2)). The intent of the program is to reduce Federal employees' contribution to traffic congestion and air pollution and to expand their commuting alternatives by encouraging the use of mass transportation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on an estimated number of Military participants in the National Capital Region (NCR) and qualified CONUS locations (Non-NCR) and rate data. Effective 1 March 2009 the American Recovery and Reinvestment Act of 2009 raised the mass transit benefit amount to \$230 per month. The net change between FY 2010 and FY 2011 is -\$3.8 million based on:

- (1) A price decrease of -\$4.2 million due to the expiration of the expanded benefits provided by the American Recovery and Reinvestment Act of 2009 (ARRA) in FY 2011.
- (2) A program increase of +\$.4 million due to an increase in the projected number of Soldiers expected to utilize this subsidy.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	2,893	\$2,195	6,351	3,124	\$2,760	8,623	3,086	\$1,815	5,601
MASS TRANSIT SUBSIDY, ENLISTED	1,242	\$2,195	2,727	1,145	\$2,760	3,159	1,326	\$1,815	2,406
TOTAL MASS TRANSIT SUBSIDY	4,135		9,078	4,269		11,782	4,412		8,007

MILITARY PERSONNEL, ARMY
SECTION 5
REIMBURSABLE INTRODUCTION
REIMBURSEMENTS

REIMBURSEMENTS

Introduction

The Defense Working Capital Funds (DWCF) were established 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 the 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 and other agencies.

Justification of Funds Requested

Estimated manpower reflects the number of work years for each business area. The FY 2010 reimbursable estimate was reduced by \$2.6 million from FY 2009 levels. This reduction was to bring budgeted levels in line with expected execution levels. Reimbursable estimates remain constant from FY 2010 to FY 2011.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 5
MILITARY PERSONNEL ASSIGNED OUTSIDE OF DOD
SCHEDULE OF MILITARY ASSIGNED OUTSIDE DOD

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
NON-REIMBURSABLE SOURCE									
CONGRESSIONAL FELLOWS	4	0	4	4	0	4	4	0	4
DRUG ENFORCEMENT AGENCY	3	4	7	3	4	7	3	4	7
DENTAL HYGIENE PROGRAM	0	0	0	0	0	0	0	0	0
DEPARTMENT OF ENERGY	12	0	12	12	0	12	12	0	12
DEPARTMENT OF JUSTICE	5	0	5	5	0	5	5	0	5
DEPARTMENT OF STATE	18	0	18	18	0	18	18	0	18
FBI	0	0	0	0	0	0	0	0	0
FEMA	0	0	0	0	0	0	0	0	0
LAW ENFORCEMENT SUPPORT OFFICE	0	0	0	0	0	0	0	0	0
MILITARY OBSERVERS	0	0	0	0	0	0	0	0	0
OFFICE OF NATIONAL DRUG CONTROL POLICY	3	0	3	3	0	3	3	0	3
NSC	4	0	4	3	0	3	3	0	3
PRESIDENTIAL CON PROGRAM	0	0	0	0	0	0	0	0	0
SSC FELLOWSHIP	38	0	38	38	0	38	38	0	38
TRAINING WITH INDUSTRY	75	0	75	75	0	75	75	0	75
WHITE HOUSE COMMUNICATIONS AGENCY	0	0	0	0	0	0	0	0	0
WHITE HOUSE FELLOWS	2	0	2	2	0	2	2	0	2
WHITE HOUSE MILITARY OFFICE	15	2	17	15	2	17	15	2	17
WHITE HOUSE SERVICES AGENCY	0	0	0	0	0	0	0	0	0
TOTAL NON-REIMBURSABLE SOURCE	179	6	185	178	6	184	178	6	184
REIMBURSABLE SOURCE									
AIRFORCE SECURITY MISSION	0	0	0	0	0	0	0	0	0
CLASSIFIED ACTIVITIES	0	0	0	0	0	0	0	0	0
DEPARTMENT OF STATE	0	0	0	0	0	0	0	0	0
FBI	0	0	0	0	0	0	0	0	0
LAW ENFORCEMENT SUPPORT OFFICE	0	0	0	0	0	0	0	0	0
NASA	4	0	4	4	0	4	4	0	4
OTHER AGENCIES	0	0	0	0	0	0	0	0	0
SELECTIVE SERVICE SYSTEM	1	0	1	1	0	1	1	0	1
WHITE HOUSE COMMUNICATIONS AGENCY	0	35	35	0	35	35	0	35	35
TOTAL REIMBURSABLE SOURCE	5	35	40	5	35	40	5	35	40
TOTAL OUTSIDE DOD	184	41	225	183	41	224	183	41	224

MILITARY PERSONNEL, ARMY
SECTION 5
MILITARY PERSONNEL ASSIGNED OUTSIDE OF DOD
SCHEDULE OF MILITARY ASSIGNED INSIDE DOD

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
NON-DOD FUNCTIONS									
FOREIGN MILITARY SALES	265	182	447	265	182	447	265	182	447
PERSONNEL FORCE INNOVATION (PFI)	0	0	0	0	0	0	0	0	0
TOTAL NON-DOD FUNCTIONS	265	182	447	265	182	447	265	182	447
DOD FUNCTIONS									
DECA	4	0	4	4	0	4	4	0	4
INDUSTRIAL OPERATIONS	20	4	24	20	5	25	20	5	25
DFAS	0	0	0	0	0	0	0	0	0
DISA	11	26	37	11	26	37	11	26	37
DLA	125	60	185	125	60	185	125	60	185
OTHER	240	392	632	240	392	632	240	392	632
SUPPLY MGMT	6	5	11	6	5	11	0	4	4
TRANSCOM	75	104	179	75	104	179	75	104	179
TOTAL DOD FUNCTIONS	481	591	1,072	481	592	1,073	475	591	1,066
TOTAL INSIDE DOD	746	773	1,519	746	774	1,520	740	773	1,513
TOTAL REIMBURSABLE	751	808	1,559	751	809	1,560	745	808	1,553
TOTAL NON-REIMBURSABLE	179	6	185	178	6	184	178	6	184
GRAND TOTAL	930	814	1,744	929	815	1,744	923	814	1,737

MILITARY PERSONNEL, ARMY
SECTION 5
REIMBURSABLE PROGRAM
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2009			ESTIMATE FY 2010			ESTIMATE FY 2011		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUBSISTENCE	\$1,320	\$14,377	\$15,697	\$3,300	\$21,500	\$24,800	\$3,300	\$21,500	24,800
MEDICAL									
DEFENSE HEALTH PROGRAM	59,337	46,263	105,600	77,200	51,200	128,400	77,200	51,200	128,400
OTHER NON-STRENGTH									
OTHER MILITARY PERSONNEL COSTS	0	0	0	0	0	0	0	0	0
STRENGTH RELATED									
BASIC PAY	\$38,330	\$9,609	\$47,939	\$38,811	\$14,993	\$53,804	\$38,811	\$14,993	\$53,804
RETIRED PAY ACCRUAL	\$10,882	\$2,813	\$13,695	\$10,882	\$6,007	\$16,889	\$10,882	\$6,007	\$16,889
INCENTIVE PAY	\$3,747	729	\$4,476	\$3,747	729	\$4,476	\$3,747	729	\$4,476
ALLOWANCE	\$13,212	\$3,670	\$16,882	\$13,212	\$3,670	\$16,882	\$13,212	\$3,670	\$16,882
PERMANENT CHANGE OF STATION TRAVEL	0	0	\$0	0	0	\$0	0	0	\$0
TOTAL STRENGTH RELATED	\$66,171	\$16,821	\$82,992	\$66,652	\$25,399	\$92,051	\$66,652	\$25,399	\$92,051
TOTAL PROGRAM	\$126,828	\$77,462	\$204,290	\$147,152	\$98,099	\$245,251	\$147,152	\$98,099	\$245,251

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
RESERVE OFFICER TRAINING CORPS (ROTC) ENROLLMENT

	<u>FY 2009 Estimate</u>			<u>FY 2010 Estimate</u>			<u>FY 2011 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
Senior ROTC (Non-Scholarship Program)									
MS I	6,950	10,852	8,411	10,193	8,809	7,425	10,283	8,809	7,335
MS II	4,397	6,483	4,779	3,089	2,752	2,415	3,212	2,752	2,292
Total Basic ROTC	11,347	17,335	13,190	13,282	11,561	9,840	13,495	11,561	9,627
MS III	2464	4,174	2,879	252	216	180	253	217	181
MS IV	1851	3,120	2143	214	183	152	179	153	127
Total Advance ROTC	4,315	7,294	5,022	466	399	332	432	370	308
Total Senior ROTC Enrollment	15,662	24,629	18,212	13,748	11,960	10,172	13,927	11,931	9,935
Scholarship Program									
MS I	3,281	6,956	4,429	5,202	5,747	6,292	5,198	5,747	6,296
MS II	3,395	6,694	4,024	5,482	5,747	6,012	5,482	5,747	6,012
Total Basic ROTC	6,676	13,650	8,453	10,684	11,494	12,304	10,680	11,494	12,308
MS III	3,880	7,513	4,307	5,748	5,747	5,746	5,100	5,747	6,394
MS IV	3,488	6,054	3,109	3,752	5,446	5,290	4,998	5,632	6,266
Total Advance ROTC	7,368	13,567	7,416	9,500	11,115	11,036	10,098	11,379	12,660
Total Scholarship Enrollment	14,044	27,217	15,869	20,184	22,609	23,340	20,778	22,873	24,968
Total Enrollment									
MS I	10,231	17,809	12,840	15,395	14,556	13,717	15,481	14,556	13,631
MS II	7,792	13,176	8,803	8,571	8,499	8,427	8,694	8,499	8,304
Total Basic ROTC	18,023	30,985	21,643	23,966	23,055	22,144	24,175	23,055	21,935
MS III	6,344	11,687	7,186	6,000	5,963	5,926	5,353	5,964	6,575
MS IV	5,339	9,174	5,252	3,966	5,629	5,442	5,177	5,785	6,393
Total Advance ROTC	11,683	20,861	12,438	9,966	11,592	11,368	10,530	11,749	12,968
Total ROTC Enrollment	29,706	51,846	34,081	33,932	34,647	33,512	34,705	34,804	34,903
Total Commissions Projected		4,618			5,100			4,630	
Completed ROTC Commission Deferred (MSLV, VI and C):		1,015			1,000			1,000	

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
RESERVE OFFICER CANDIDATE (ROTC) PROGRAM

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

	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
Schools	273	273	273
Civilian Personnel	750	958	958
Military Personnel (End Strength)	1,528	1,533	1,533

NOTE: Civilian Personnel represent estimated number of funded positions and 175 CME to civilian conversions.

**MILITARY PERSONNEL, ARMY
SECTION 5
STRENGTHS
MONTHLY END STRENGTHS BY PAY GRADE**

	FY2009											
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	12	13	12	12	12	12	12	12	13	11	11	11
LT GENERAL	53	54	53	53	53	53	51	52	49	49	49	52
MAJ GENERAL	90	93	91	90	91	92	96	95	99	101	100	95
BG GENERAL	153	155	152	151	152	155	152	150	153	155	159	163
COLONEL	4,214	4,212	4,222	4,221	4,240	4,271	4,329	4,336	4,339	4,363	4,344	4,280
LT COLONEL	9,364	9,456	9,478	9,516	9,525	9,577	9,605	9,642	9,652	9,625	9,685	9,578
MAJOR	15,130	15,234	15,357	15,529	15,700	15,893	16,073	16,010	16,034	15,914	15,652	15,775
CAPTAIN	25,969	26,054	25,681	25,288	25,599	25,258	24,877	24,732	27,251	27,211	27,274	26,980
1ST LIEUTENANT	7,634	9,695	9,821	9,950	10,013	10,151	10,376	10,442	7,920	8,142	8,047	8,203
2ND LIEUTENANT	10,333	7,943	8,053	8,434	7,878	7,853	7,892	9,259	10,034	10,153	10,312	10,200
SUBTOTAL COMMISSIONED OFFICERS	72,952	72,909	72,920	73,244	73,263	73,315	73,463	74,730	75,544	75,724	75,633	75,337
WARRANT OFFICERS												
WARRANT OFF (W-5)	490	495	502	507	509	518	524	525	534	539	543	548
WARRANT OFF (W-4)	2,492	2,486	2,500	2,490	2,487	2,490	2,492	2,495	2,459	2,463	2,443	2,435
WARRANT OFF (W-3)	3,452	3,458	3,474	3,472	3,481	3,494	3,505	3,519	3,534	3,531	3,536	3,536
WARRANT OFF (W-2)	5,075	5,125	5,195	5,208	5,310	5,354	5,425	5,470	5,564	5,586	5,616	5,684
WARRANT OFF (W-1)	3,276	3,207	3,145	3,100	3,043	3,106	3,095	3,090	3,036	3,018	2,958	2,960
SUBTOTAL WARRANT OFFICERS	14,785	14,771	14,816	14,777	14,830	14,962	15,041	15,099	15,127	15,137	15,096	15,163
TOTAL OFFICER	87,737	87,680	87,736	88,021	88,093	88,277	88,504	89,829	90,671	90,861	90,729	90,500
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,637	3,701	3,748	3,718	3,738	3,760	3,744	3,708	3,677	3,621	3,588	3,534
1ST SGT/MASTER SGT	12,001	12,104	12,134	12,092	12,021	12,082	12,076	11,986	11,959	11,837	12,186	12,168
PLATOON SGT/SFC	40,304	40,675	40,367	40,722	40,641	40,402	40,728	40,749	40,942	40,676	40,915	40,931
STAFF SGT	64,951	65,928	66,284	66,525	66,379	66,692	66,127	65,907	65,416	65,207	65,681	65,675
SERGEANT	85,701	85,575	85,997	86,074	85,636	84,977	85,009	85,105	84,043	83,331	83,002	83,643
CPL/SPECIALIST	125,592	124,993	124,644	125,540	127,306	128,760	129,944	130,946	132,033	133,957	134,960	135,107
PRIVATE 1ST CLASS	62,730	62,211	61,013	62,988	63,147	62,451	62,355	62,211	63,039	66,016	66,616	67,293
PRIVATE E2	35,979	35,965	36,646	38,438	39,219	39,951	39,800	38,817	37,008	35,793	35,323	34,349
PRIVATE E1	22,751	21,988	19,554	19,206	18,564	17,141	15,972	15,346	15,740	14,837	14,841	15,280
SUBTOTAL ENLISTED PERSONNEL	453,646	453,140	450,387	455,303	456,651	456,216	455,755	454,775	453,857	455,275	457,112	457,980
CADET	4,466	4,459	4,442	4,417	4,409	4,401	4,396	3,377	4,626	4,586	4,584	4,564
SUM TOTAL MONTHLY STRENGTH	545,849	545,279	542,565	547,741	549,153	548,894	548,655	547,981	549,154	550,722	552,425	553,044

MILITARY PERSONNEL, ARMY
SECTION 5
STRENGTHS
MONTHLY END STRENGTHS BY PAY GRADE

FY2010												
OFFICER												
COMMISSIONED OFFICERS	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
GENERAL	12	13	12	12	12	12	12	12	12	10	12	12
LT GENERAL	53	53	53	54	53	52	51	52	53	56	53	53
MAJ GENERAL	90	91	91	91	91	91	95	95	93	86	83	82
BG GENERAL	153	152	152	152	152	154	151	150	151	157	161	162
COLONEL	4,607	4,638	4,645	4,662	4,660	4,674	4,695	4,735	4,703	4,676	4,649	4,652
LT COLONEL	9,719	9,772	9,781	9,774	9,824	9,880	9,973	9,978	10,029	10,030	9,978	9,894
MAJOR	16,368	17,141	17,304	17,163	17,006	16,876	17,108	17,398	17,801	17,970	18,148	18,312
CAPTAIN	25,994	25,372	25,654	25,727	25,938	26,262	25,863	25,213	25,022	26,114	26,390	25,968
1ST LIEUTENANT	7,907	10,163	10,038	10,124	10,417	10,354	10,517	10,625	10,104	8,539	8,181	8,099
2ND LIEUTENANT	10,702	8,326	8,231	8,581	8,196	8,010	8,000	9,421	10,444	10,723	10,553	10,902
SUBTOTAL COMMISSIONED OFFICERS	75,605	75,722	75,963	76,339	76,350	76,364	76,465	77,679	78,413	78,361	78,209	78,135
WARRANT OFFICERS												
WARRANT OFF (W-5)	558	564	574	568	566	569	572	574	573	573	572	566
WARRANT OFF (W-4)	2,571	2,589	2,612	2,605	2,607	2,621	2,631	2,662	2,674	2,679	2,677	2,671
WARRANT OFF (W-3)	3,551	3,552	3,570	3,561	3,564	3,573	3,576	3,589	3,587	3,584	3,583	3,583
WARRANT OFF (W-2)	5,556	5,531	5,550	5,548	5,525	5,538	5,543	5,536	5,544	5,533	5,532	5,536
WARRANT OFF (W-1)	3,136	3,125	3,135	3,134	3,121	3,129	3,131	3,127	3,132	3,126	3,125	3,128
SUBTOTAL WARRANT OFFICERS	15,372	15,360	15,441	15,417	15,383	15,430	15,453	15,488	15,509	15,495	15,489	15,484
TOTAL OFFICER	90,977	91,082	91,405	91,756	91,733	91,794	91,918	93,167	93,922	93,856	93,697	93,619
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,588	3,583	3,587	3,586	3,582	3,588	3,588	3,584	3,642	3,605	3,588	3,571
1ST SGT/MASTER SGT	12,540	12,561	12,631	12,651	12,649	12,656	12,656	12,630	12,526	12,651	12,707	12,644
PLATOON SGT/SFC	41,861	41,797	41,890	41,795	41,766	41,759	41,772	41,900	42,150	42,094	42,044	42,027
STAFF SGT	66,457	66,342	66,338	66,215	66,155	66,161	66,120	66,261	66,603	66,501	66,265	65,379
SERGEANT	84,393	84,408	84,369	84,179	84,217	84,234	84,250	84,282	84,462	84,291	84,161	84,206
CPL/SPECIALIST	132,808	133,354	133,244	135,145	136,636	137,549	138,891	139,523	139,459	140,406	140,815	141,992
PRIVATE 1ST CLASS	62,192	61,637	60,321	61,624	62,117	61,611	61,081	60,424	59,480	60,267	60,213	59,849
PRIVATE E2	34,486	34,642	34,336	34,430	34,125	34,569	34,394	34,341	33,435	33,785	33,905	33,680
PRIVATE E1	22,295	22,726	19,950	20,642	20,518	19,370	18,386	17,797	20,234	20,065	20,136	20,927
SUBTOTAL ENLISTED PERSONNEL	460,621	461,050	456,665	460,268	461,765	461,497	461,137	460,742	461,991	463,665	463,834	464,275
CADET	4,558	4,550	4,467	4,437	4,428	4,421	4,407	3,377	4,607	4,541	4,521	4,506
SUM TOTAL MONTHLY STRENGTH	556,156	556,682	552,537	556,461	557,926	557,712	557,462	557,285	560,520	562,062	562,053	562,400

*Includes Temporary Wartime End Strength funded in OCO.

MILITARY PERSONNEL, ARMY
SECTION 5
STRENGTHS
MONTHLY END STRENGTHS BY PAY GRADE

FY2011												
OFFICER												
COMMISSIONED OFFICERS	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
GENERAL	12	13	12	12	12	12	12	12	12	10	12	12
LT GENERAL	53	53	53	54	53	52	51	52	53	56	53	53
MAJ GENERAL	90	91	91	91	91	91	95	95	93	86	83	82
BG GENERAL	153	152	152	152	152	154	151	150	151	157	161	162
COLONEL	4,670	4,673	4,693	4,691	4,684	4,701	4,722	4,767	4,741	4,719	4,692	4,688
LT COLONEL	9,853	9,906	9,909	9,921	9,957	10,010	10,085	10,080	10,133	10,121	10,063	9,988
MAJOR	18,097	17,903	17,723	17,558	17,382	17,236	17,344	17,511	17,790	17,827	17,886	17,919
CAPTAIN	26,401	26,549	26,797	26,798	27,027	27,190	27,018	26,559	26,284	26,857	27,973	27,741
1ST LIEUTENANT	7,970	10,249	10,119	10,218	10,481	10,503	10,591	10,611	10,156	8,854	8,152	8,034
2ND LIEUTENANT	10,788	8,397	8,297	8,661	8,246	8,125	8,055	9,409	10,497	11,119	10,515	10,815
SUBTOTAL COMMISSIONED OFFICERS	78,087	77,985	77,847	78,156	78,087	78,074	78,124	79,246	79,909	79,806	79,590	79,495
WARRANT OFFICERS												
WARRANT OFF (W-5)	570	574	582	578	574	577	578	578	577	576	574	567
WARRANT OFF (W-4)	2,676	2,692	2,721	2,710	2,710	2,723	2,732	2,762	2,771	2,774	2,768	2,759
WARRANT OFF (W-3)	3,592	3,597	3,619	3,613	3,620	3,632	3,639	3,655	3,675	3,693	3,712	3,733
WARRANT OFF (W-2)	5,533	5,508	5,528	5,526	5,503	5,517	5,522	5,515	5,512	5,490	5,478	5,471
WARRANT OFF (W-1)	3,126	3,112	3,123	3,122	3,109	3,117	3,120	3,116	3,114	3,102	3,095	3,091
SUBTOTAL WARRANT OFFICERS	15,497	15,484	15,572	15,549	15,516	15,566	15,590	15,626	15,648	15,634	15,627	15,621
TOTAL OFFICER	93,584	93,469	93,419	93,706	93,603	93,641	93,714	94,871	95,558	95,441	95,218	95,116
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,593	3,590	3,593	3,586	3,582	3,584	3,586	3,583	3,637	3,598	3,582	3,573
1ST SGT/MASTER SGT	12,700	12,712	12,784	12,780	12,782	12,776	12,760	12,733	12,618	12,688	12,754	12,663
PLATOON SGT/SFC	42,237	42,176	42,270	42,182	42,180	42,181	42,203	42,343	42,572	42,431	42,364	42,184
STAFF SGT	65,605	65,531	65,515	65,398	65,356	65,355	65,354	65,520	65,835	65,678	65,740	65,363
SERGEANT	84,132	84,090	84,070	83,958	83,980	84,031	84,077	84,213	84,426	84,170	84,050	83,691
CPL/SPECIALIST	141,958	141,906	140,901	141,757	142,070	142,587	143,047	142,806	142,269	142,113	141,646	142,897
PRIVATE 1ST CLASS	60,319	60,329	58,844	61,103	61,836	62,477	62,189	61,707	60,817	62,743	62,810	63,325
PRIVATE E2	33,939	34,266	34,759	35,664	35,644	36,699	36,618	36,427	35,014	35,921	35,670	36,167
PRIVATE E1	22,342	22,657	19,210	20,764	20,501	21,607	20,196	19,320	21,723	20,748	20,751	19,926
SUBTOTAL ENLISTED PERSONNEL	466,826	467,258	461,947	467,193	467,932	471,296	470,031	468,652	468,910	470,090	469,367	469,789
CADET	4,494	4,490	4,458	4,430	4,423	4,417	4,407	3,377	4,594	4,528	4,510	4,495
SUM TOTAL MONTHLY STRENGTH	564,904	565,217	559,824	565,328	565,958	569,353	568,152	566,900	569,062	570,058	569,095	569,400

*Includes Temporary Wartime End Strength funded in OCO.