

# DEPARTMENT OF THE ARMY

*FISCAL YEAR (FY) 2012 BUDGET ESTIMATES*



**MILITARY PERSONNEL, ARMY**

**JUSTIFICATION BOOK**

**FEBRUARY 2011**

**DEPARTMENT OF THE ARMY  
JUSTIFICATION OF EXHIBITS**

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 (Dollars in Thousands)

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<u>Military Personnel, Army</u>	FY 2010 (Base & OCO)	FY 2011 Base Request with CR Adj*	FY 2011 OCO Request with CR Adj*	FY 2011 Total Request with CR Adj*	FY 2011 Annualized CR Base**	FY 2011 Annualized CR OCO**	FY 2011 Annualized CR Total**	S e c
<b>Budget Activity 01: Pay And Allowances Of Officers</b>								
2010A 5 Basic Pay	7,248,611	6,392,861	1,237,779	7,630,640	6,247,904	1,305,843	7,553,747	U
2010A 10 Retired Pay Accrual	2,272,406	2,088,308	313,278	2,401,586	2,040,763	330,505	2,371,268	U
2010A 25 Basic Allowance For Housing	2,160,272	1,854,718	349,839	2,204,557	1,812,518	369,076	2,181,594	U
2010A 30 Basic Allowance For Subsistence	286,547	255,925	44,752	300,677	250,126	47,213	297,339	U
2010A 35 Incentive Pays	112,026	97,698	2,835	100,533	95,641	2,991	98,632	U
2010A 40 Special Pays	449,922	300,939	159,261	460,200	294,008	168,019	462,027	U
2010A 45 Allowances	271,187	198,601	56,632	255,233	194,027	59,746	253,773	U
2010A 50 Separation Pay	63,879	61,798	1,303	63,101	60,375	1,375	61,750	U
2010A 55 Social Security Tax	554,213	487,469	94,650	582,119	476,401	99,855	576,256	U
<b>Total Budget Activity 01</b>	<b>13,419,063</b>	<b>11,738,317</b>	<b>2,260,329</b>	<b>13,998,646</b>	<b>11,471,763</b>	<b>2,384,623</b>	<b>13,856,386</b>	
<b>Budget Activity 02: Pay And Allowances Of Enlisted</b>								
2010A 60 Basic Pay	16,194,895	13,682,488	2,708,271	16,390,759	13,368,269	2,857,196	16,225,465	U
2010A 65 Retired Pay Accrual	5,019,644	4,470,859	693,325	5,164,184	4,368,100	731,450	5,099,550	U
2010A 80 Basic Allowance For Housing	5,892,504	4,395,850	1,113,877	5,509,727	4,294,821	1,175,128	5,469,949	U
2010A 85 Incentive Pays	113,907	102,851	6,714	109,565	100,533	7,083	107,616	U
2010A 90 Special Pays	1,821,916	1,269,047	574,120	1,843,167	1,239,820	605,690	1,845,510	U
2010A 95 Allowances	1,193,547	806,471	241,921	1,048,392	787,897	255,224	1,043,121	U
2010A 100 Separation Pay	286,968	255,127	26,276	281,403	249,251	27,721	276,972	U
2010A 105 Social Security Tax	1,225,415	1,046,710	207,174	1,253,884	1,022,663	218,566	1,241,229	U
<b>Total Budget Activity 02</b>	<b>31,748,796</b>	<b>26,029,403</b>	<b>5,571,678</b>	<b>31,601,081</b>	<b>25,431,354</b>	<b>5,878,058</b>	<b>31,309,412</b>	
<b>Budget Activity 03: Pay And Allowances Of Cadets/Midshipmen</b>								
2010A 110 Academy Cadets	73,317	74,773		74,773	73,051		73,051	U
<b>Total Budget Activity 03</b>	<b>73,317</b>	<b>74,773</b>		<b>74,773</b>	<b>73,051</b>		<b>73,051</b>	
<b>Budget Activity 04: Subsistence Of Enlisted Personnel</b>								
2010A 115 Basic Allowance For Subsistence	1,767,062	1,313,309	329,046	1,642,355	1,283,484	347,140	1,630,624	U
2010A 120 Subsistence-In-Kind	2,522,177	817,691	1,871,805	2,689,496	798,859	1,974,733	2,773,592	U
2010A 121 Family Subsistence Supplemental Allowance	1,302	748		748	731		731	U
<b>Total Budget Activity 04</b>	<b>4,290,541</b>	<b>2,131,748</b>	<b>2,200,851</b>	<b>4,332,599</b>	<b>2,083,074</b>	<b>2,321,873</b>	<b>4,404,947</b>	

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

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

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

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<u>Military Personnel, Army</u>	FY 2012 <u>Base</u>	FY 2012 <u>OCO</u>	FY 2012 <u>Total</u>	S e c
<b><u>Budget Activity 01: Pay And Allowances Of Officers</u></b>				
2010A 5 Basic Pay	6,661,748	783,035	7,444,783	U
2010A 10 Retired Pay Accrual	2,281,003	205,290	2,486,293	U
2010A 25 Basic Allowance For Housing	1,943,067	221,322	2,164,389	U
2010A 30 Basic Allowance For Subsistence	263,635	27,183	290,818	U
2010A 35 Incentive Pays	101,439	7,381	108,820	U
2010A 40 Special Pays	333,397	64,012	397,409	U
2010A 45 Allowances	215,169	31,498	246,667	U
2010A 50 Separation Pay	57,643	850	58,493	U
2010A 55 Social Security Tax	506,640	59,901	566,541	U
<b>Total Budget Activity 01</b>	<b>12,363,741</b>	<b>1,400,472</b>	<b>13,764,213</b>	
<b><u>Budget Activity 02: Pay And Allowances Of Enlisted</u></b>				
2010A 60 Basic Pay	14,014,149	1,820,510	15,834,659	U
2010A 65 Retired Pay Accrual	4,804,856	478,020	5,282,876	U
2010A 80 Basic Allowance For Housing	4,887,446	694,535	5,581,981	U
2010A 85 Incentive Pays	106,737	15,145	121,882	U
2010A 90 Special Pays	1,011,026	313,753	1,324,779	U
2010A 95 Allowances	841,913	182,153	1,024,066	U
2010A 100 Separation Pay	269,392	6,192	275,584	U
2010A 105 Social Security Tax	1,072,082	139,271	1,211,353	U
<b>Total Budget Activity 02</b>	<b>27,007,601</b>	<b>3,649,579</b>	<b>30,657,180</b>	
<b><u>Budget Activity 03: Pay And Allowances Of Cadets/Midshipmen</u></b>				
2010A 110 Academy Cadets	76,314		76,314	U
<b>Total Budget Activity 03</b>	<b>76,314</b>		<b>76,314</b>	
<b><u>Budget Activity 04: Subsistence Of Enlisted Personnel</u></b>				
2010A 115 Basic Allowance For Subsistence	1,320,077	305,468	1,625,545	U
2010A 120 Subsistence-In-Kind	770,190	1,155,870	1,926,060	U
2010A 121 Family Subsistence Supplemental Allowance	1,466		1,466	U
<b>Total Budget Activity 04</b>	<b>2,091,733</b>	<b>1,461,338</b>	<b>3,553,071</b>	

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<u>Military Personnel, Army</u>	<u>FY 2010 (Base &amp; OCO)</u>	<u>FY 2011 Base Request with CR Adj*</u>	<u>FY 2011 OCO Request with CR Adj*</u>	<u>FY 2011 Total Request with CR Adj*</u>	<u>FY 2011 Annualized CR Base**</u>	<u>FY 2011 Annualized CR OCO**</u>	<u>FY 2011 Annualized CR Total**</u>	<u>Se c</u>
<b><u>Budget Activity 05: Permanent Change Of Station Travel</u></b>								
2010A 125 Accession Travel	209,257	202,699	45,512	248,211	198,031	48,015	246,046	U
2010A 130 Training Travel	167,911	142,749		142,749	139,461		139,461	U
2010A 135 Operational Travel	499,406	494,937	107,025	601,962	483,538	112,910	596,448	U
2010A 140 Rotational Travel	722,099	674,831	45,514	720,345	659,289	48,017	707,306	U
2010A 145 Separation Travel	223,708	198,439		198,439	193,869		193,869	U
2010A 150 Travel Of Organized Units	14,837	12,137		12,137	11,857		11,857	U
2010A 155 Non-Temporary Storage	10,392	12,639		12,639	12,348		12,348	U
2010A 160 Temporary Lodging Expense	41,003	38,931		38,931	38,034		38,034	U
<b>Total Budget Activity 05</b>	<b>1,888,613</b>	<b>1,777,362</b>	<b>198,051</b>	<b>1,975,413</b>	<b>1,736,427</b>	<b>208,942</b>	<b>1,945,369</b>	
<b><u>Budget Activity 06: Other Military Personnel Costs</u></b>								
2010A 170 Apprehension Of Military Deserters	1,019	2,233		2,233	2,182		2,182	U
2010A 175 Interest On Uniformed Services Savings	16,648	648	16,102	16,750	633	16,987	17,620	U
2010A 180 Death Gratuities	94,100	45,500	66,220	111,720	44,452	69,861	114,313	U
2010A 185 Unemployment Benefits	522,139	188,778	192,223	381,001	184,430	202,793	387,223	U
2010A 190 Survivor Benefits								U
2010A 195 Education Benefits	45,372	30,879		30,879	30,168		30,168	U
2010A 200 Adoption Expenses	534	610		610	596		596	U
2010A 210 Transportation Subsidy	14,323	8,007		8,007	7,823		7,823	U
2010A 212 Reserve Income Replacement Program	728		1,895	1,895		1,999	1,999	U
2010A 215 Partial Dislocation Allowance	330	338		338	330		330	U
2010A 216 SGLI Extra Hazard Payments	138,223		171,060	171,060		180,466	180,466	U
2010A 217 Reserve Officers Training Corps (ROTC)	104,314	138,731		138,731	135,536		135,536	U
2010A 218 Junior ROTC	38,119	50,201		50,201	49,044		49,044	U
2010A 219 Tramatic Injury Protection Coverage (T-SGLI)	43,012							U
2010A 221 Stop-Loss Retroactive Payments	204,441							U
<b>Total Budget Activity 06</b>	<b>1,223,302</b>	<b>465,925</b>	<b>447,500</b>	<b>913,425</b>	<b>455,194</b>	<b>472,106</b>	<b>927,300</b>	
<b><u>Budget Activity 20: Undistributed</u></b>								
2010A CR1 Adj to Match Continuing Resolution		-966,665	587,193	-379,472				U
<b>Total Budget Activity 20</b>		<b>-966,665</b>	<b>587,193</b>	<b>-379,472</b>				
<b>Total Military Personnel, Army</b>	<b>52,643,632</b>	<b>41,250,863</b>	<b>11,265,602</b>	<b>52,516,465</b>	<b>41,250,863</b>	<b>11,265,602</b>	<b>52,516,465</b>	
<b>Less Reimbursables</b>	<b>232,047</b>	<b>245,251</b>		<b>245,251</b>	<b>245,251</b>		<b>245,251</b>	
<b>Total Direct - Military Personnel, Army</b>	<b>52,411,585</b>	<b>41,005,612</b>	<b>11,265,602</b>	<b>52,271,214</b>	<b>41,005,612</b>	<b>11,265,602</b>	<b>52,271,214</b>	

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<u>Military Personnel, Army</u>	FY 2012	FY 2012	FY 2012	S
	<u>Base</u>	<u>OCO</u>	<u>Total</u>	<u>c</u>
<b><u>Budget Activity 05: Permanent Change Of Station Travel</u></b>				
2010A 125 Accession Travel	209,465		209,465	U
2010A 130 Training Travel	147,724		147,724	U
2010A 135 Operational Travel	493,242	56,308	549,550	U
2010A 140 Rotational Travel	668,440	29,861	698,301	U
2010A 145 Separation Travel	240,342	23,685	264,027	U
2010A 150 Travel Of Organized Units	9,247		9,247	U
2010A 155 Non-Temporary Storage	11,406		11,406	U
2010A 160 Temporary Lodging Expense	71,459		71,459	U
<b>Total Budget Activity 05</b>	<b>1,851,325</b>	<b>109,854</b>	<b>1,961,179</b>	
<b><u>Budget Activity 06: Other Military Personnel Costs</u></b>				
2010A 170 Apprehension Of Military Deserters	1,829		1,829	U
2010A 175 Interest On Uniformed Services Savings	648	9,674	10,322	U
2010A 180 Death Gratuities	65,100	29,000	94,100	U
2010A 185 Unemployment Benefits	196,569	289,232	485,801	U
2010A 190 Survivor Benefits	1,125		1,125	U
2010A 195 Education Benefits	12,845		12,845	U
2010A 200 Adoption Expenses	430		430	U
2010A 210 Transportation Subsidy	14,976		14,976	U
2010A 212 Reserve Income Replacement Program		472	472	U
2010A 215 Partial Dislocation Allowance	422		422	U
2010A 216 SGLI Extra Hazard Payments		125,924	125,924	U
2010A 217 Reserve Officers Training Corps (ROTC)	121,141		121,141	U
2010A 218 Junior ROTC	36,401		36,401	U
2010A 219 Tramatic Injury Protection Coverage (T-SGLI)		29,790	29,790	U
2010A 221 Stop-Loss Retroactive Payments				U
<b>Total Budget Activity 06</b>	<b>451,486</b>	<b>484,092</b>	<b>935,578</b>	
<b><u>Budget Activity 20: Undistributed</u></b>				
2010A CR1 Adj to Match Continuing Resolution				U
<b>Total Budget Activity 20</b>				
<b>Total Military Personnel, Army</b>	<b>43,842,200</b>	<b>7,105,335</b>	<b>50,947,535</b>	
<b>Less Reimbursables</b>	<b>245,251</b>		<b>245,251</b>	
<b>Total Direct - Military Personnel, Army</b>	<b>43,596,949</b>	<b>7,105,335</b>	<b>50,702,284</b>	

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<u>Military Personnel, Army</u>	<u>FY 2010 (Base &amp; OCO)</u>	<u>FY 2011 Base Request with CR Adj*</u>	<u>FY 2011 OCO Request with CR Adj*</u>	<u>FY 2011 Total Request with CR Adj*</u>	<u>FY 2011 Annualized CR Base**</u>	<u>FY 2011 Annualized CR OCO**</u>	<u>FY 2011 Annualized CR Total**</u>	<u>S e c</u>
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>								
1004A 300 Military Personnel, Army	3,123,620	3,078,925	110,782	3,189,707	3,189,707		3,189,707	U
1004A CR1 Adj to Match Continuing Resolution		110,782	-110,782					U
<b>Total Active Army Military Personnel Costs</b>	<b>55,535,205</b>	<b>44,195,319</b>	<b>11,265,602</b>	<b>55,460,921</b>	<b>44,195,319</b>	<b>11,265,602</b>	<b>55,460,921</b>	

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

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 Total Obligational Authority  
 (Dollars in Thousands)

Feb 2011

<u>Military Personnel, Army</u>	FY 2012	FY 2012	FY 2012	S
	<u>Base</u>	<u>OCO</u>	<u>Total</u>	e
				<u>c</u>
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>				
1004A 300 Military Personnel, Army	3,029,721	117,242	3,146,963	U
1004A CR1 Adj to Match Continuing Resolution				U
<b>Total Active Army Military Personnel Costs</b>	<b>46,626,670</b>	<b>7,222,577</b>	<b>53,849,247</b>	



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

	ACTUAL FY 2010	ESTIMATE FY 2011*	ESTIMATE FY 2012
<b>DIRECT BASELINE PROGRAM</b>			
PAY AND ALLOWANCES OF OFFICERS	\$11,008,422	\$11,573,651	\$12,199,075
PAY AND ALLOWANCES OF ENLISTED	\$26,149,126	\$25,967,118	\$26,945,316
PAY AND ALLOWANCES OF CADETS	\$73,317	\$74,773	\$76,314
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,947,246	\$2,113,448	\$2,073,433
PERMANENT CHANGE OF STATION TRAVEL	\$1,693,787	\$1,777,362	\$1,851,325
OTHER MILITARY PERSONNEL COSTS	\$683,036	\$465,925	\$451,486
FY 2011 CR ADJUSTMENT		-\$966,665	
<b>TOTAL DIRECT BASELINE PROGRAM</b>	<b>\$41,554,934</b>	<b>\$41,005,612</b>	<b>\$43,596,949</b>
<b>REIMBURSABLE BASELINE PROGRAM</b>			
PAY AND ALLOWANCES OF OFFICERS	\$152,281	\$164,666	\$164,666
PAY AND ALLOWANCES OF ENLISTED	\$62,370	\$62,285	\$62,285
SUBSISTENCE OF ENLISTED PERSONNEL	\$17,396	\$18,300	\$18,300
PERMANENT CHANGE OF STATION TRAVEL	0	0	0
OTHER MILITARY PERSONNEL COSTS	0	0	0
<b>TOTAL REIMBURSABLE BASELINE PROGRAM</b>	<b>\$232,047</b>	<b>\$245,251</b>	<b>\$245,251</b>
<b>TOTAL BASELINE PROGRAM</b>			
PAY AND ALLOWANCES OF OFFICERS	\$11,160,703	\$11,738,317	\$12,363,741
PAY AND ALLOWANCES OF ENLISTED	\$26,211,496	\$26,029,403	\$27,007,601
PAY AND ALLOWANCES OF CADETS	\$73,317	\$74,773	\$76,314
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,964,642	\$2,131,748	\$2,091,733
PERMANENT CHANGE OF STATION TRAVEL	\$1,693,787	\$1,777,362	\$1,851,325
OTHER MILITARY PERSONNEL COSTS	\$683,036	\$465,925	\$451,486
FY 2011 CR ADJUSTMENT		-\$966,665	
<b>TOTAL BASELINE PROGRAM</b>	<b>\$41,786,981</b>	<b>\$41,250,863</b>	<b>\$43,842,200</b>
<b>OCO FUNDING – FY2010 (P.L.111-118); FY2010 (P.L.111-212)</b>			
PAY AND ALLOWANCES OF OFFICERS	\$2,258,360	0	0
PAY AND ALLOWANCES OF ENLISTED	\$5,537,300	0	0
PAY AND ALLOWANCES OF CADETS	0	0	0
SUBSISTENCE OF ENLISTED PERSONNEL	\$2,325,899	0	0
PERMANENT CHANGE OF STATION TRAVEL	\$194,826	0	0
OTHER MILITARY PERSONNEL COSTS	\$540,266	0	0
<b>TOTAL MAIN SUPPLEMENTAL</b>	<b>\$10,856,651</b>	<b>0</b>	<b>0</b>
<b>TOTAL PROGRAM FUNDING</b>			
PAY AND ALLOWANCES OF OFFICERS	\$13,419,063	\$11,738,317	\$12,363,741
PAY AND ALLOWANCES OF ENLISTED	\$31,748,796	\$26,029,403	\$27,007,601
PAY AND ALLOWANCES OF CADETS	\$73,317	\$74,773	\$76,314
SUBSISTENCE OF ENLISTED PERSONNEL	\$4,290,541	\$2,131,748	\$2,091,733
PERMANENT CHANGE OF STATION TRAVEL	\$1,888,613	\$1,777,362	\$1,851,325
OTHER MILITARY PERSONNEL COSTS	\$1,223,302	\$465,925	\$451,486
FY 2011 CR ADJUSTMENT		-\$966,665	
<b>TOTAL PROGRAM</b>	<b>\$52,643,632</b>	<b>\$41,250,863</b>	<b>\$43,842,200</b>
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$3,123,620	\$3,078,925	\$3,029,721
<b>TOTAL MILITARY PERSONNEL PROGRAM COST</b>	<b>\$55,767,252</b>	<b>\$44,329,788</b>	<b>\$46,871,921</b>

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

MILITARY PERSONNEL, ARMY  
SECTION 2  
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 nine 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 Army's continued focus on General Casey's four imperatives; **Sustain** Soldiers and Families; continue to **Prepare** Soldiers for success in the current conflict; **Reset** Soldiers effectively when they come home; and continue to **Transform** for an uncertain future, has gone far to alleviating the "out of balance" condition that faced the Army in FY 2007.

Beginning midway through FY 2012, the Army will begin to reduce the additional 22,000 Soldiers included in the full temporary end strength increase (TESI) plan, as supported in the Overseas Contingency Operations (OCO) request. The Army's current TESI off-ramp strategy calls for 14,600 remaining temporary Soldiers at the end of FY 2012; accordingly, the FY 2012 budget request fully supports the sustainment of the active component end strength objective of 562,000 Soldiers with 547,400 supported in the base budget. Achieving and maintaining 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 2010 column reflects actual execution (both base program and OCO), while FY 2011 and FY 2012 columns only reflect base funding.

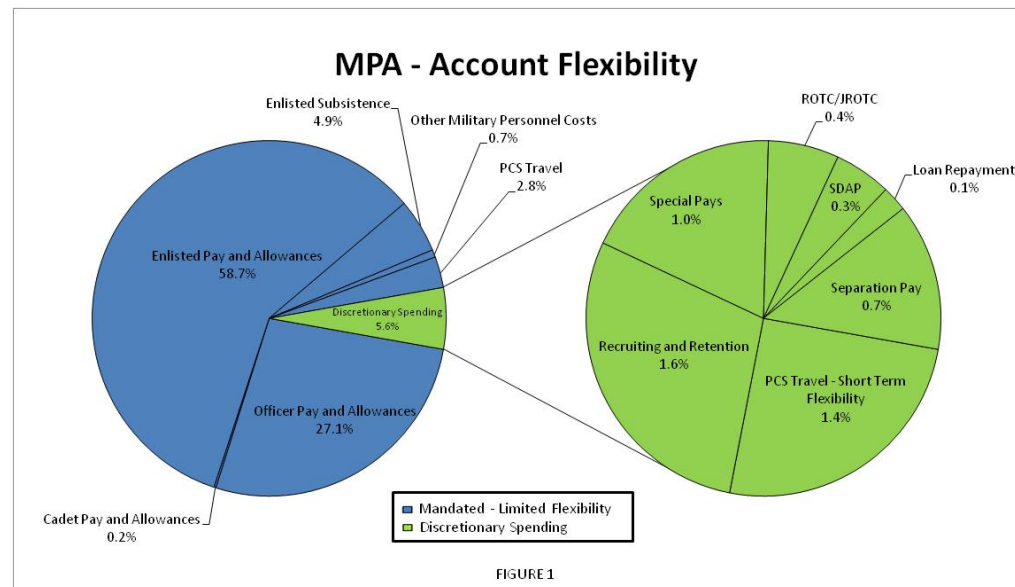
### Management Characteristics of MPA

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)/Operation New Dawn (OND), Soldier dependent status, propensity to enlist, and new personnel policies heavily influence requirements.

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Currently, there is minimal discretionary spending within the MPA appropriation. A vast majority of expenditures in MPA are mandated by law, while other accounts lose flexibility due to the current environment in which our Army operates. As highlighted in Figure 1, only 5.6% of MPA expenditures currently allow for discretionary spending; furthermore, most of these programs are flexible in a short-term sense or only provide limited flexibility (for example, separations from service can be influenced to a certain degree for a limited amount of time). Due to this inherently rigid nature of MPA spending, small deviations from funding requirements can pose significant challenges within the appropriation, especially when addressed within or near the year of execution.

In an effort to improve management controls, the Military Personnel Division is working closely with functional counterparts in the Army Staff to improve the linkage between budget requests and the policies and dynamic environment that impact the appropriation. There are several key areas of focus in the upcoming year. First, the Army is focusing closely on the Permanent Change of Station (PCS) program. In FY 2010, the Army elevated its PCS program to a Department level material weakness and has established a road map toward developing an automated solution to obligate PCS orders when issued and to reconcile obligations with disbursements. Second, the Army has continued to refine its cost model. A key improvement is the automation of the cost transfer between the Subsistence-in-Kind account and the Operation and Maintenance account for civilian and contractor feeding in theater. This transfer is necessary because all subsistence in theater is automatically charged to the Military Personnel account based on the capabilities of the logistics system and the subsistence for contractors and civilian feeding is correctly accounted for in the Operations and Maintenance appropriation.



### 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, 569,400 in FY 2011 and has currently requested the resources to begin an eighteen month off-ramp in March of FY 2012 to return to 562,000 by the end of FY 2012. Funds to support the temporary growth in personnel requirements are requested in the Overseas Contingency Operations (OCO) submission.

The temporary growth has improved the fill of priority units, reduced personnel turbulence and improved the Army Force Generation (ARFORGEN) unit manning with no additional structure growth.

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The budgeted end strength profile is as follows:

**Active Army End Strength (in thousands)**

	FY09	FY10	FY11	FY12
Funded in the Base Budget	532.4	547.4	547.4	547.4
Funded in the OCO Budget	15.0	15.0	22.0	14.6
Original GTA End Strength Plan	532.4	539.4	546.4	547.4
Accelerated GTA End Strength Plan	547.4	547.4	547.4	547.4
Temporary End Strength Plan*	552.4	562.4	569.4	562.0
Actual End Strength	553.0	566.0		

\*Temporary End Strength Increase approved by the Secretary of Defense.

**Other Budget Drivers**

**Afghanistan Surge**

On December 1, 2009 the President 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 forces, contracting, civil affairs and psychological operations. The force structure reflects adaptation of modular units as part of 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 nine years to grow a Major). 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. This ratio change is reflected in an increase in officer strength and a decline in enlisted strength.

**Efficiencies**

The Military Personnel, Army budget reflects several efficiencies in support of the Secretary of Defense's plan to reallocate funding from redundant and unnecessary projects, facilities and personnel to more critical Defense Department programs. The principal efficiency in MPA focused on right-sizing the recruiting and retention incentives due to the current economic conditions and the increased propensity to re-enlist. These funds were re-aligned to resource the increased number of field grade officers that the Army is currently growing, increases were made to medical special pays to ensure that key shortages in high demand occupational specialties were addressed and finally, resources were aligned to fully fund the more senior force structure that the Army is experiencing.

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**Continuing Resolution**

Due to the ongoing continuing resolution in FY 2011 the FY 2011 column of the current submission remains consistent with the FY 2011 President's Budget submission.

**Rates**

**Pay Raise**

- The FY 2011 request includes a 1.4% military pay raise, effective 1 January 2011 (1.90% over the fiscal year).
- The FY 2012 request includes a 1.6% military pay raise, effective 1 January 2012 (1.55% over the fiscal year).

**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 0.4% (.3% over the fiscal year).
- The rate for subsistence, effective 1 January 2012, is 3.4% (2.65% over the fiscal year).

**Basic Allowance for Housing**

- Basic Allowance for Housing growth is 1.4% in FY 2011.
- Basic Allowance for Housing growth is 3.1% in FY 2012.

**Foreign Currency Fluctuation**

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2011 and FY 2012 column includes foreign currency adjustments based on the following equivalency rates per US dollar:

Country	Monetary Unit	FY11 Rate	FY12 Rate
Denmark	Krone	5.375	5.582
European Community	Euro	0.721	0.749
Iceland	Krona	85.236	105.269
Japan	Yen	101.951	91.252
Norway	Krone	6.129	6.091
Singapore	Dollar	1.466	1.425
South Korea	Won	1149.50	1099.518
Turkey	Lira	1.388	1.414
United Kingdom	Pound	0.577	0.592

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### General Inflation

- General inflation is 1.3% in FY 2011.
- General inflation is 1.4% in FY 2012.

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 reach its full funding level in FY 2011. This program focuses on developing and managing communities and embraces comprehensive planning and execution, as opposed to piecemeal projects. By the end of 1st Quarter, FY 2011, the Army will have transitioned to privatized operations for the complete inventory of family housing at 44 installations with a projected end state of 85,500 homes. Under joint basing the Air Force will include Fort Richardson (1,242 homes) with its privatized Elmendorf AFB Family housing project by the end of first quarter FY 2011. The following installations are funded in this request: Aberdeen Proving Grounds, AP Hill, Belvoir, Benning, Bliss, Bragg, Campbell, Carlisle Barracks, Carson, Detrick, Dix (AF privatized with McGuire AFB), Drum, Eustis, Gordon, Greely, Hamilton, Hood, Huachuca, Hunter Army Airfield, Irwin (Camp Parks), Jackson, Knox, Leavenworth, Lee, Leonard Wood, Lewis, Meade, Picatinny Arsenal, Polk, Presidio of Monterey, Redstone Arsenal, Riley, Rucker, Sam Houston, Schofield Barracks, Shafter, Sill, 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 from FY 2007 to FY 2011 for historical unexpended/unobligated balances. These reductions were based on the methodology used by the Government Accountability Office. As a result, the FY 2009, FY2010, and FY2011 Military Personnel, Army budget estimates were reduced by \$143.9, \$148.0 and \$151.9 million, respectively. In addition to continual 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
- 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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SECTION 2  
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:**

**Strength**

	<u>FY 2010 Actual</u>	<u>FY 2011 Planned</u>	<u>FY 2012 Planned</u>
<b>(1) Average Strength</b>	<b>650,441</b>	<b>548,668</b>	<b>548,888</b>
<b>(2) End Strength</b>	<b>566,045</b>	<b>547,400</b>	<b>547,400</b>
<b>(3) Authorized End Strength</b>	<b>562,400</b>		

**Narrative:**

- (1) Average strength includes base-funded Active Component (AC) Soldiers and Reserve Component (RC) Soldiers on active duty for operational support (ADOS). In addition, the FY 2010 average strength includes RC Soldiers mobilized in support of OEF/OND contingencies and strength associated with the Temporary End Strength Increase (TESI), both funded in the Overseas Contingency Operations (OCO) budget request.
- (2) End strength displays AC Soldiers only. The FY 2010 end strength includes an additional 17.6K AC Soldiers associated with TESI, while FYs 2011 and 2012 display only base-funded end strength. The planned TESI end strengths for FY 2011 and FY 2012 are 22.0K and 14.6K, respectively.
- (3) Authorized end strength is based on the FY 2010 National Defense Authorizations Act (NDAA), and includes an additional 15K AC Soldiers based on the Army's original TESI growth plan.

**Recruiting**

	<u>FY 2010 Actual</u>	<u>FY 2011 Planned</u>	<u>FY 2012 Planned</u>
1. Numeric goals	<b>74,500</b>	<b>69,500</b>	<b>68,000</b>
Actual	<b>74,600</b>		

Total United States Army Recruiting Command Recruiting mission is compared to actual accessions for the fiscal year.

**Narrative:** In FY 2010, approximately 8K of the recruiting accomplishments were for the Active Army's TESI. The base missions identified in FYs 2011 and 2012 do not include TESI.

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SECTION 2  
PERFORMANCE MEASURES AND EVALUATION SUMMARY

The Army's recruiting program has been successful in FY 2010. The success of the 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. In addition, current economic conditions have enabled the Army to reduce recruiting funding requirements, while meeting mission goals. However, the Army expects FY 2011 and FY 2012 to continue to be challenging recruiting environments due to enduring overseas contingency operations.

2. Quality goals	<u>FY 2010 Actual</u>	<u>FY 2011 Planned</u>	<u>FY 2012 Planned</u>
a. HSDG percent (Tier I)	90.0%	90.0%	90.0%
Actual	98.7%		
b. Test Score Category I-III A			
Percent	60.0%	60.0%	60.0%
Actual	64.0%		

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 Category (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 FY 2010, the Army fully met its goal for high school graduates and improved its execution over the FY 2009 execution of 94.7%.

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 50<sup>th</sup> 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 2010 the Army fully met its goal for test category III A and achieved execution of 64%.



**MILITARY PERSONNEL, ARMY  
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PERSONNEL SUMMARIES  
SUMMARY OF MILITARY PERSONNEL STRENGTH**

	ACTUAL FY 2010		ESTIMATE FY 2011		ESTIMATE FY 2012	
	AVERAGE STRENGTH <sup>/1</sup>	END STRENGTH <sup>/2</sup> 30 SEP 2010	AVERAGE STRENGTH	END STRENGTH 30 SEP 2011	AVERAGE STRENGTH	END STRENGTH 30 SEP 2011
<b>DIRECT BASELINE PROGRAM</b>						
OFFICER	90,053	90,674	92,317	92,897	94,555	94,485
ENLISTED	454,799	450,320	450,247	448,292	447,636	446,663
CADET	4,472	4,669	4,364	4,471	4,438	4,552
<b>TOTAL DIRECT BASELINE PROGRAM</b>	<b>549,324</b>	<b>545,663</b>	<b>546,928</b>	<b>545,660</b>	<b>546,629</b>	<b>545,700</b>
<b>REIMBURSABLE BASELINE PROGRAM</b>						
OFFICER	923	923	925	925	900	900
ENLISTED	814	814	815	815	800	800
CADET	0	0	0	0	0	0
<b>TOTAL REIMBURSABLE BASELINE PROGRAM</b>	<b>1,737</b>	<b>1,737</b>	<b>1,740</b>	<b>1,740</b>	<b>1,700</b>	<b>1,700</b>
<b>BASELINE PROGRAM</b>						
OFFICER	90,976	91,597	93,242	93,822	95,707	95,385
ENLISTED	455,613	451,134	451,062	449,107	448,743	447,463
CADET	4,472	4,669	4,364	4,471	4,438	4,552
<b>TOTAL BASELINE PROGRAM</b>	<b>551,061</b>	<b>547,400</b>	<b>548,668</b>	<b>547,400</b>	<b>548,888</b>	<b>547,400</b>
<b>OVERSEAS CONTINGENCY OPERATIONS <sup>/2</sup></b>						
OFFICER	16,663	2,531	0	0	0	0
ENLISTED	82,717	16,114	0	0	0	0
<b>TOTAL OVERSEAS CONTINGENCY OPERATIONS</b>	<b>99,380</b>	<b>18,645</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL PROGRAM</b>						
OFFICER	107,639	94,128	93,242	93,822	95,707	95,385
ENLISTED	538,330	467,248	451,062	449,107	448,743	447,463
CADET	4,472	4,669	4,364	4,471	4,438	4,552
<b>TOTAL PROGRAM</b>	<b>650,441</b>	<b>566,045</b>	<b>548,668</b>	<b>547,400</b>	<b>548,888</b>	<b>547,400</b>

<sup>/1</sup> Direct baseline average strength includes base Active Duty Operational Support (ADOS) manyears for Administrative-ADOS and Contingency-ADOS.

<sup>/2</sup> End strength is only reported for the Active Component.

<sup>/3</sup> FY 2010 average strength includes 13,774 officer and 66,563 enlisted mobilized Reserve Component and personnel in support of OEF or OND as well as 2,889 officers and 16,154 enlisted Soldiers associated with the Army's Temporary End Strength Increase (TESI) initiative. FY 2010 end strength includes Active Army Soldiers only associated with TESI.

As of 30 September 2010, 2,627 Active Army Soldiers were on Stop Loss.

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

	FY2010 Actuals	FY 2011 Projection	FY 2012 Projection
Army Reserve	195	204	204
Army Guard	560	705	560

These totals are not included in 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 2010		ESTIMATE FY 2011		ESTIMATE FY 2012	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
<b>OFFICER</b>						
<b>COMMISSIONED OFFICERS</b>						
GENERAL	12	0	12	0	11	0
LT GENERAL	49	0	53	0	52	0
MAJ GENERAL	100	2	83	2	96	2
BG GENERAL	157	2	163	2	164	2
COLONEL	4,356	50	4,349	55	4,485	55
LT COLONEL	9,651	112	9,743	123	9,581	119
MAJOR	16,732	187	17,614	220	17,995	209
CAPTAIN	28,750	301	27,329	335	28,084	339
1ST LIEUTENANT	8,275	109	8,124	123	8,599	120
2ND LIEUTENANT	10,506	107	10,936	120	10,693	117
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>78,588</b>	<b>870</b>	<b>78,406</b>	<b>980</b>	<b>79,760</b>	<b>963</b>
<b>WARRANT OFFICERS</b>						
WARRANT OFF (W-5)	599	7	551	7	616	8
WARRANT OFF (W-4)	2,485	28	2,572	32	2,597	33
WARRANT OFF (W-3)	3,683	41	3,770	46	3,925	45
WARRANT OFF (W-2)	6,130	65	5,427	69	5,619	68
WARRANT OFF (W-1)	2,643	33	3,096	39	2,868	35
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>15,540</b>	<b>174</b>	<b>15,416</b>	<b>193</b>	<b>15,625</b>	<b>189</b>
<b>SUBTOTAL OFFICER</b>	<b>94,128</b>	<b>1,044</b>	<b>93,822</b>	<b>1,173</b>	<b>95,385</b>	<b>1,152</b>
<b>ENLISTED PERSONNEL</b>						
SERGEANT MAJOR	3,512	10	3,435	9	3,495	9
1ST SGT/MASTER SGT	12,210	35	12,123	31	12,211	30
PLATOON SGT/SFC	40,428	118	41,760	105	40,865	101
STAFF SGT	65,800	188	61,328	160	65,659	162
SERGEANT	85,788	243	80,501	204	86,085	213
CPL/SPECIALIST	142,720	390	148,600	370	146,821	361
PRIVATE 1ST CLASS	69,824	188	53,586	133	47,647	128
PRIVATE E2	32,911	97	29,648	75	28,683	65
PRIVATE E1	14,055	49	18,126	44	15,997	38
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>467,248</b>	<b>1,318</b>	<b>449,107</b>	<b>1,131</b>	<b>447,463</b>	<b>1,107</b>
CADET	4,669	0	4,471	0	4,552	0
<b>TOTAL END STRENGTH</b>	<b>566,045</b>	<b>2,362</b>	<b>547,400</b>	<b>2,304</b>	<b>547,400</b>	<b>2,259</b>

FY 2010 includes end strength associated with the Army's Temporary End Strength Increase (TESI) initiative.

MILITARY PERSONNEL, ARMY  
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PERSONNEL SUMMARIES  
AVERAGE STRENGTHS BY GRADE (TOTAL PROGRAM)

	ACTUAL FY 2010		ESTIMATE FY 2011		ESTIMATE FY 2012	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
<b>OFFICER</b>						
<b>COMMISSIONED OFFICERS</b>						
GENERAL	11	0	12	0	12	0
LT GENERAL	55	0	53	0	53	0
MAJ GENERAL	129	2	93	2	117	2
BG GENERAL	205	2	156	2	163	2
COLONEL	5,232	50	4,383	55	4,558	55
LT COLONEL	12,608	112	9,803	123	9,954	119
MAJOR	19,580	187	17,453	220	17,355	209
CAPTAIN	30,580	301	26,565	335	28,107	339
1ST LIEUTENANT	12,289	109	9,766	123	10,008	120
2ND LIEUTENANT	9,865	107	9,552	120	9,738	117
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>90,554</b>	<b>870</b>	<b>77,836</b>	<b>980</b>	<b>80,065</b>	<b>963</b>
<b>WARRANT OFFICERS</b>						
WARRANT OFF (W-5)	657	7	560	7	655	8
WARRANT OFF (W-4)	2,834	28	2,575	32	2,727	33
WARRANT OFF (W-3)	4,017	41	3,671	46	3,730	45
WARRANT OFF (W-2)	6,501	65	5,477	69	5,648	68
WARRANT OFF (W-1)	3,076	33	3,123	39	2,882	35
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>17,085</b>	<b>174</b>	<b>15,406</b>	<b>193</b>	<b>15,642</b>	<b>189</b>
<b>SUBTOTAL OFFICER</b>	<b>107,639</b>	<b>1,044</b>	<b>93,242</b>	<b>1,173</b>	<b>95,707</b>	<b>1,152</b>
<b>ENLISTED PERSONNEL</b>						
SERGEANT MAJOR	4,312	10	3,505	9	3,524	9
1ST SGT/MASTER SGT	15,566	35	12,320	31	12,338	30
PLATOON SGT/SFC	48,007	118	41,738	105	40,968	101
STAFF SGT	78,994	188	63,912	160	65,806	162
SERGEANT	102,767	243	81,712	204	86,480	213
CPL/SPECIALIST	162,729	390	147,733	370	146,303	361
PRIVATE 1ST CLASS	75,023	188	53,018	133	51,653	128
PRIVATE E2	35,072	97	29,713	75	26,175	65
PRIVATE E1	15,860	49	17,411	44	15,496	38
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>538,330</b>	<b>1,318</b>	<b>451,062</b>	<b>1,131</b>	<b>448,743</b>	<b>1,107</b>
CADET	4,472	0	4,364	0	4,438	0
<b>TOTAL AVERAGE STRENGTH</b>	<b>650,441</b>	<b>2,362</b>	<b>548,668</b>	<b>2,304</b>	<b>548,888</b>	<b>2,259</b>

FY2010 average strengths include man-years for Mobilization, Contingency-Active Duty Operational Support (ADOS), Operational-ADOS, and Administrative-ADOS. FY 2011 and FY 2012 include Operational-ADOS, Administrative-ADOS, and base funded contingency man-years.

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

	FY 2010				FY 2011				FY 2012			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	90,500	457,980	4,564	553,044	93,619	464,275	4,669	562,400	95,116	469,789	4,495	569,400
October	90,977	460,621	4,558	556,156	93,584	466,826	4,494	564,904	96,235	471,283	4,584	572,103
November	91,082	461,050	4,550	556,682	93,469	467,258	4,490	565,217	96,145	474,311	4,581	575,038
December	91,124	457,678	4,524	553,326	93,419	461,947	4,458	559,824	96,263	468,358	4,531	569,151
January	91,050	462,075	4,517	557,642	93,706	467,193	4,430	565,328	96,522	471,282	4,506	572,310
February	91,509	462,833	4,498	558,840	93,603	467,932	4,423	565,958	96,513	470,328	4,499	571,339
March	91,870	463,418	4,495	559,783	93,641	471,296	4,417	569,353	96,532	468,408	4,496	569,436
April	92,063	464,321	4,489	560,873	93,714	470,031	4,407	568,152	96,350	466,036	4,479	566,865
May	93,342	463,400	3,426	560,168	94,871	468,652	3,377	566,900	97,545	463,104	3,379	564,028
June	94,059	467,260	4,746	566,065	95,558	468,910	4,594	569,062	98,195	462,303	4,652	565,149
July	94,333	468,148	4,686	567,167	95,441	470,090	4,528	570,058	98,023	461,516	4,593	564,131
August	94,336	469,152	4,681	568,169	95,218	469,367	4,510	569,095	97,773	461,009	4,580	563,362
September	94,128	467,248	4,669	566,045	95,116	469,789	4,495	569,400	97,699	459,733	4,568	562,000
Active Component Average Strength	93,684	468,088	4,472	566,244	94,217	468,044	4,364	566,625	96,943	467,030	4,438	568,411
<b>Active Duty for Operational Support (ADOS) <sup>1/</sup></b>												
	FY 2010				FY 2011				FY 2012			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative-ADOS	139	2,820	-	2,959	320	718	-	1,038	438	276	-	714
Dollars in Millions	\$18.2	\$190.9	\$0.0	\$209.1	\$40.5	\$45.5	\$0.0	\$86.0	\$53.2	\$17.8	\$0.0	\$71.0
Contingency-ADOS <sup>2/</sup>	42	859	-	901	65	468	-	533	153	621	-	774
Dollars in Millions	\$7.9	\$28.7	\$0.0	\$36.6	\$8.2	\$29.6	\$0.0	\$37.9	\$20.1	\$43.2	\$0.0	\$63.3
Reserve Component Mobilization	13,774	66,563	-	80,337								
Dollars in Millions	\$1,801.1	\$4,506.7	\$0.0	\$6,307.8								
<b>Total ADOS Average Strength</b>	<b>13,955</b>	<b>70,242</b>	<b>-</b>	<b>84,197</b>	<b>385</b>	<b>1,186</b>	<b>-</b>	<b>1,571</b>	<b>591</b>	<b>897</b>	<b>-</b>	<b>1,488</b>
<b>Total Average Strength</b>	<b>107,639</b>	<b>538,330</b>	<b>4,472</b>	<b>650,441</b>	<b>94,602</b>	<b>469,230</b>	<b>4,364</b>	<b>568,196</b>	<b>97,534</b>	<b>467,927</b>	<b>4,438</b>	<b>569,899</b>
<b>Strength in the FY 2011 and FY 2012 Baseline Request:</b>												
End Strength					93,822	449,107	4,471	547,400	95,385	447,463	4,552	547,400
Average Strength <sup>3/</sup>					93,242	451,062	4,364	548,668	95,707	448,743	4,438	548,888

<sup>1/</sup> Active Duty Operational Support (ADOS) represents manyyears for Administrative-ADOS (a program managed by the Army G-1 in which Reserve Component Soldiers backfill a valid AC billet that the Human Resources Command does not plan to fill) and manyyears for Operational-ADOS (where a Reserve Component Soldier supports an AC operational mission beyond the unit's normal mission).

<sup>2/</sup> Contingency includes manyyears for National Capitol Region-Integrated Air Defense System (NCR-IADS) (formerly known as Operation Noble Eagle (ONE)), Joint Forge and Joint Guardian.

<sup>3/</sup> Includes man-years associated with Administrative and Contingency ADOS.

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

	OFFICERS		
	ACTUAL FY 2010	ESTIMATE FY 2011	ESTIMATE FY 2012
<b>BEGINNING STRENGTH</b>	<b>90,501</b>	<b>91,781</b>	<b>93,822</b>
<b>GAINS</b>			
SERVICE ACADEMIES	979	1,000	938
ROTC	2,373	2,215	2,274
OFFICER CANDIDATE SCHOOL	2,491	2,135	2,388
WARRANT OFFICER PROGRAMS	1,382	1,264	1,360
OTHER GAINS (MEDICAL & JAG)	2,034	1,659	1,676
<b>TOTAL OFFICER GAINS</b>	<b>9,259</b>	<b>8,273</b>	<b>8,636</b>
<b>LOSSES</b>			
EXPIRATION OF CONTRACT	4,927	5,197	6,161
NON-DISABILITY	13	43	17
INVOLUNTARY SEPARATION OF REGULAR	179	253	231
ATTRITION	111	427	144
OTHER LOSSES	402	312	520
<b>TOTAL OFFICER LOSSES</b>	<b>5,632</b>	<b>6,232</b>	<b>7,073</b>
<b>END STRENGTH</b>	<b>94,128</b>	<b>93,822</b>	<b>95,385</b>

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

	ENLISTED		
	ACTUAL FY 2010	ESTIMATE FY 2011	ESTIMATE FY 2012
<b>BEGINNING STRENGTH</b>	<b>457,980</b>	<b>451,134</b>	<b>449,107</b>
<b>GAINS</b>			
MALES (NPS)	57,183	49,232	51,948
FEMALES (NPS)	11,822	12,308	12,987
PRIOR SERVICE ENLISTMENTS	7,128	6,500	4,425
REENLISTMENT (IMM)	64,519	68,512	72,371
RETURNED TO MILITARY CONTROL	2,460	2,946	2,629
OTHER GAINS	165	0	0
<b>TOTAL ENLISTED GAINS</b>	<b>143,277</b>	<b>139,498</b>	<b>144,360</b>
<b>LOSSES</b>			
ESTIMATED TERMINATION OF SERVICE	22,344	24,331	24,681
PROGRAMMED EARLY RELEASE	302	0	0
TO COMMISSIONED OFFICER AND WARRANT OFFICER	3,873	3,399	3,748
REENLISTMENT	24,658	23,247	27,965
RETIREMENT	5,520	6,166	7,618
DROPPED FROM ROLLS	2,837	3,756	3,374
ATTRITION ADVERSE CAUSES	15,804	10,688	13,798
OTHER ATTRITION	21,684	20,734	22,873
RESERVE COMPONENTS/IMM	36,987	49,204	41,947
<b>TOTAL ENLISTED LOSSES</b>	<b>134,009</b>	<b>141,525</b>	<b>146,004</b>
<b>END STRENGTH</b>	<b>467,248</b>	<b>449,107</b>	<b>447,463</b>
	<b>CADET</b>		
<b>BEGINNING STRENGTH</b>	<b>4,564</b>	<b>4,485</b>	<b>4,471</b>
<b>GAINS</b>			
ENTERING CADETS	1,238	1,222	1,255
<b>TOTAL CADET GAINS</b>	<b>1,238</b>	<b>1,222</b>	<b>1,255</b>
<b>LOSSES</b>			
ATTRITION	154	236	236
GRADUATES	979	1000	938
<b>TOTAL CADET LOSSES</b>	<b>1,133</b>	<b>1,236</b>	<b>1,174</b>
<b>END STRENGTH</b>	<b>4,669</b>	<b>4,471</b>	<b>4,552</b>

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

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. BASIC PAY	7,248,611	16,194,895	23,443,506	6,392,861	13,682,488	20,075,349	6,661,748	14,014,149	20,675,897
2. RETIRED PAY ACCRUAL	2,272,406	5,019,644	7,292,049	2,088,308	4,470,859	6,559,167	2,281,003	4,804,856	7,085,859
3. BASIC ALLOWANCE FOR HOUSING									
WITH DEPENDENTS - DOMESTIC	1,554,215	4,825,246	6,379,461	1,323,284	3,721,396	5,044,680	1,382,146	4,140,111	5,522,257
WITHOUT DEPENDENTS - DOMESTIC	429,553	777,747	1,207,300	362,678	415,619	778,297	383,495	464,909	848,404
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	191	12,519	12,710	315	13,020	13,335	186	11,923	12,109
SUBSTANDARD HOUSING - DOMESTIC	0	0	0	0	0	0	0	0	0
BAH DIFFERENTIAL - DOMESTIC	139	10,565	10,704	252	11,238	11,490	146	10,559	10,705
WITH DEPENDENTS - OVERSEAS	107,202	193,036	300,238	115,346	188,588	303,934	107,532	190,746	298,278
WITHOUT DEPENDENTS - OVERSEAS	68,972	73,391	142,363	52,843	45,989	98,832	69,562	69,198	138,760
<b>TOTAL BASIC ALLOWANCE FOR HOUSING</b>	<b>2,160,272</b>	<b>5,892,504</b>	<b>8,052,776</b>	<b>1,854,718</b>	<b>4,395,850</b>	<b>6,250,568</b>	<b>1,943,067</b>	<b>4,887,446</b>	<b>6,830,513</b>
4. SUBSISTENCE									
BASIC ALLOWANCE FOR SUBSISTENCE	286,547	0	286,547	255,925	0	255,925	263,635	0	263,635
WHEN AUTHORIZED TO MESS SEPARATELY	0	2,007,572	2,007,572	0	1,691,504	1,691,504	0	1,696,893	1,696,893
WHEN RATIONS IN KIND ARE NOT AVAILABLE	0	0	0	0	0	0	0	0	0
LESS COLLECTIONS	0	-240,510	-240,510	0	-378,195	-378,195	0	-376,816	-376,816
AUGMENTATION OF COMMUTED RATION	0	0	0	0	0	0	0	0	0
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES	0	1,928,902	1,928,902	0	697,982	697,982	0	617,904	617,904
OPERATIONAL RATIONS	0	591,050	591,050	0	110,566	110,566	0	142,835	142,835
AUGMENTATION RATIONS/OTHER PROGRAMS	0	2,225	2,225	0	9,143	9,143	0	9,451	9,451
<b>SUBTOTAL SUBSISTENCE IN KIND</b>	<b>0</b>	<b>2,522,177</b>	<b>2,522,177</b>	<b>0</b>	<b>817,691</b>	<b>817,691</b>	<b>0</b>	<b>770,190</b>	<b>770,190</b>
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	0	1,302	1,302	0	748	748	0	1,466	1,466
<b>TOTAL SUBSISTENCE</b>	<b>286,547</b>	<b>4,290,541</b>	<b>4,577,088</b>	<b>255,925</b>	<b>2,131,748</b>	<b>2,387,673</b>	<b>263,635</b>	<b>2,091,733</b>	<b>2,355,368</b>
5. INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER									
FLYING DUTY	96,686	12,965	109,651	86,866	8,882	95,748	88,807	11,294	100,101
PARACHUTE JUMPING	12,679	77,805	90,484	10,184	78,978	89,162	10,710	78,858	89,568
EXPERIMENTAL STRESS	11	92	103	23	90	113	11	90	101
DEMOLITION DUTY	1,901	15,932	17,833	585	14,645	15,230	1,875	16,200	18,075
CHEMICAL MUNITIONS	34	181	215	27	176	203	27	176	203

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

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
TOXIC PESTICIDES	9	40	49	13	70	83	9	108	117
TOXIC FUEL/WASTE	0	3	3	0	10	10	0	11	11
DEPLOYMENT EXTENSION INCENTIVE PAY	706	6,890	7,596			0			0
<b>TOTAL INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER</b>	<b>112,026</b>	<b>113,907</b>	<b>225,934</b>	<b>97,698</b>	<b>102,851</b>	<b>200,549</b>	<b>101,439</b>	<b>106,737</b>	<b>208,176</b>
6. SPECIAL PAYS									
SPECIAL PAY									
MEDICAL PAY	216,092	0	216,092	174,501	0	174,501	166,639	0	166,639
DENTAL PAY	35,427	0	35,427	47,299	0	47,299	49,262	0	49,262
NURSE PAY	21,935	0	21,935	10,910	0	10,910	24,042	0	24,042
OPTOMETRISTS PAY	381	0	381	881	0	881	1,163	0	1,163
VETERINARIANS PAY	1,277	0	1,277	1,248	0	1,248	5,067	0	5,067
PHYSICIANS ASSISTANT PAY	4,873	0	4,873	0	0	0	14,940	0	14,940
SOCIAL WORK PAY	0	0	0	0	0	0	2,509	0	2,509
DIPLOMATE PAY FOR PSYCHOLOGISTS ASSIGNMENT	0	19,753	19,753	0	19,619	19,619	0	27,253	27,253
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	54	0	54	55	0	55	55	0	55
PHARMACY PAY	1,581	0	1,581	1,456	0	1,456	2,838	0	2,838
DIVING DUTY PAY	289	4,180	4,469	278	2,150	2,428	377	2,450	2,827
BOARD CERTIFIED PAY NON-PHYSICIAN HEALTH CARE	5,844	0	5,844	1,771	0	1,771	0	0	0
HOSTILE FIRE PAY	82,210	436,904	519,114	4,790	16,375	21,165	5,264	17,387	22,651
SEA DUTY PAY	359	862	1,221	557	801	1,358	477	904	1,381
HARDSHIP DUTY PAY	37,843	183,824	221,667	7,560	45,000	52,560	7,636	45,000	52,636
OVERSEAS EXTENSION PAY	0	30	30	0	545	545	0	414	414
FOREIGN LANGUAGE PROFICIENCY PAY	11,233	25,073	36,306	13,422	25,237	38,659	12,663	30,189	42,852
JUDGE ADVOCATE CONTINUATION PAY	15,761	0	15,761	18,110	0	18,110	21,935	0	21,935
OTHER SPECIAL PAY	568	36,259	36,827	0	2	2	1,908	2	1,910
<b>SUBTOTAL SPECIAL PAY</b>	<b>436,252</b>	<b>706,885</b>	<b>1,143,137</b>	<b>283,013</b>	<b>109,729</b>	<b>392,742</b>	<b>319,018</b>	<b>123,599</b>	<b>442,617</b>
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	0	123,477	123,477	0	89,951	89,951	0	127,387	127,387
REENLISTMENT BONUS	0	219,534	219,534	0	457,359	457,359	0	271,135	271,135
ENLISTMENT BONUS									
NEW PAYMENTS	0	172,700	172,700	0	123,568	123,568	0	157,815	157,815
RESIDUAL NEW	0	0	0	0	101,485	101,485	0	0	0
ANNIVERSARY	0	389,000	389,000	0	240,220	240,220	0	168,024	168,024
RECRUITING	0	27,030	27,030	0	0	0	0	25,000	25,000



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

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b>SUBTOTAL ENLISTMENT BONUS</b>	<b>0</b>	<b>588,730</b>	<b>588,730</b>	<b>0</b>	<b>465,273</b>	<b>465,273</b>	<b>0</b>	<b>350,839</b>	<b>350,839</b>
OFFICER BONUS - OTHER THAN MEDICAL	13,670	0	13,670	17,928	0	17,928	14,380	0	14,380
LOAN REPAYMENT PROGRAM	0	56,877	56,877	0	62,880	62,880	0	56,225	56,225
EDUCATION BENEFITS (COLLEGE FUND)	0	125,571	125,571	0	83,018	83,018	0	72,841	72,841
<b>TOTAL SPECIAL PAYS</b>	<b>449,922</b>	<b>1,821,074</b>	<b>2,270,996</b>	<b>300,939</b>	<b>1,268,210</b>	<b>1,569,151</b>	<b>333,397</b>	<b>1,002,026</b>	<b>1,335,424</b>
7. ALLOWANCE									
OVERSEAS STATION ALLOWANCES									
COST OF LIVING	173,548	441,344	614,892	146,304	366,534	512,838	168,197	390,083	558,280
TEMPORARY LODGING	23,860	37,590	61,450	22,817	35,563	58,380	16,256	38,247	54,503
<b>SUBTOTAL OVERSEAS STATION ALLOWANCES</b>	<b>197,408</b>	<b>478,934</b>	<b>676,342</b>	<b>169,121</b>	<b>402,097</b>	<b>571,218</b>	<b>184,453</b>	<b>428,330</b>	<b>612,783</b>
CLOTHING ALLOWANCES									
INITIAL ISSUE	0	100,138	100,138	0	105,737	105,737	0	109,321	109,321
INITIAL MILITARY ALLOWANCE	3,437	0	3,437	2,745	0	2,745	2,953	0	2,953
ADDITIONAL MILITARY ALLOWANCE	2,513	0	2,513	1,706	0	1,706	1,476	0	1,476
MAINTENANCE ALLOWANCES	0	216,643	216,643	0	191,006	191,006	0	173,998	173,998
CIVILIAN CLOTHING ALLOWANCE	355	0	355	781	0	781	374	0	374
SUPPLEMENTARY ALLOWANCES	0	62,317	62,317	0	12,548	12,548	0	27,419	27,419
OTHER ALLOWANCES	0	5,176	5,176	0	2,284	2,284	0	5,762	5,762
<b>SUBTOTAL CLOTHING ALLOWANCES</b>	<b>6,305</b>	<b>384,274</b>	<b>390,579</b>	<b>5,232</b>	<b>311,577</b>	<b>316,809</b>	<b>4,803</b>	<b>316,501</b>	<b>321,304</b>
FAMILY SEPARATION ALLOWANCES									
PCS W/DEPENDENTS NOT AUTHORIZED;GVM T QTR NOT AVAIL	0	0	0	1,759	2,056	3,815	0	0	0
PCS W/DEPENDENTS NOT AUTHORIZED TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	6,768	42,753	49,521	6,417	43,543	49,960	6,037	45,147	51,184
	57,189	281,988	339,177	12,900	40,761	53,661	16,336	45,292	61,628
<b>SUBTOTAL FAMILY SEPARATION ALLOWANCES</b>	<b>63,957</b>	<b>324,741</b>	<b>388,698</b>	<b>21,076</b>	<b>86,360</b>	<b>107,436</b>	<b>22,373</b>	<b>90,439</b>	<b>112,812</b>
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	0	842	842	0	837	837	0	9,000	9,000
CONUS, COST-OF-LIVING ALLOWANCE	3,517	5,598	9,115	3,172	6,437	9,609	3,540	6,643	10,183
<b>TOTAL ALLOWANCE</b>	<b>271,187</b>	<b>1,194,389</b>	<b>1,465,576</b>	<b>198,601</b>	<b>807,306</b>	<b>1,005,907</b>	<b>215,169</b>	<b>850,913</b>	<b>1,066,081</b>
8. SEPARATION PAY									
LUMP SUM TERMINAL LEAVE PAYMENTS	28,624	75,923	104,547	20,084	64,125	84,209	24,990	65,754	90,744
AUTHORIZED DONATIONS	0	0	0	0	0	0	0	0	0
SEVERANCE PAY, DISABILITY	2,365	94,816	97,181	13,611	87,043	100,654	1,418	90,396	91,814
SEVERANCE PAY, FAILURE OF PROMOTION	0	0	0	0	0	0	0	0	0

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

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	307	10,553	10,860	349	9,694	10,043	348	14,406	14,754
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	2,527	7,365	9,892	1,812	5,290	7,102	2,662	9,628	12,290
VOLUNTARY SEPARATION INCENTIVE (VSI)	20,233	5,467	25,700	19,578	5,222	24,800	19,092	5,208	24,300
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	9,823	92,844	102,667	6,364	83,753	90,117	9,133	84,000	93,133
<b>TOTAL SEPARATION PAY</b>	<b>63,879</b>	<b>286,968</b>	<b>350,847</b>	<b>61,798</b>	<b>255,127</b>	<b>316,925</b>	<b>57,643</b>	<b>269,392</b>	<b>327,035</b>
9. SOCIAL SECURITY TAX PAYMENTS	554,213	1,225,415	1,779,628	487,469	1,046,710	1,534,179	506,640	1,072,082	1,578,722
10. PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	29,929	183,843	213,772	42,385	165,409	207,794	42,016	173,480	215,496
TRAINING TRAVEL	135,746	37,115	172,861	112,496	34,808	147,304	111,774	40,065	151,839
OPERATIONAL TRAVEL	164,597	352,272	516,869	155,416	355,120	510,536	152,025	387,875	539,900
ROTATIONAL TRAVEL TO/FROM OVERSEAS	223,076	520,264	743,340	234,802	462,792	697,594	205,508	484,891	690,399
SEPARATION TRAVEL	50,585	176,270	226,855	49,844	152,010	201,854	68,593	175,779	244,372
ORGANIZED UNIT TRAVEL	4,410	10,506	14,916	2,265	10,015	12,280	1,665	7,654	9,319
<b>TOTAL PERMANENT CHANGE OF STATION TRAVEL</b>	<b>608,343</b>	<b>1,280,270</b>	<b>1,888,613</b>	<b>597,208</b>	<b>1,180,154</b>	<b>1,777,362</b>	<b>581,581</b>	<b>1,269,744</b>	<b>1,851,325</b>
11. OTHER MILITARY PERSONNEL COSTS									
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	0	1,019	1,019	0	2,233	2,233	0	1,829	1,829
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	7,577	9,071	16,648	164	484	648	164	484	648
DEATH GRATUITIES	9,658	84,442	94,100	7,600	37,900	45,500	12,160	52,940	65,100
UNEMPLOYMENT COMPENSATION BENEFITS	0	522,139	522,139	0	188,778	188,778	0	196,569	196,569
SPECIAL COMPENSATION FOR SEVERELY DISABLED	0	0	0	0	0	0	0	0	0
ADOPTION EXPENSES	226	308	534	195	415	610	258	172	430
AMORTIZATION OF EDUCATION BENEFITS	0	45,372	45,372	0	30,879	30,879	0	12,845	12,845
PARTIAL DISLOCATION ALLOWANCE	60	270	330	58	280	338	169	253	422
MASS TRANSIT SUBSIDY	11,458	2,865	14,323	5,601	2,406	8,007	9,081	5,895	14,976
STOP-LOSS SPECIAL COMPENSATION	22,416	182,025	204,441	0	0	0	0	0	0
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)	728	0	728	0	0	0	0	0	0
ROTC	104,314	0	104,314	138,731	0	138,731	121,141	0	121,141
JROTC	38,119	0	38,119	50,201	0	50,201	36,401	0	36,401

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

	ACTUAL FY 2010			ESTIMATE FY 2011*			ESTIMATE FY 2012		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SGLI EXTRA HAZARD PAYMENTS	55,873	82,350	138,223	0	0	0	0	0	0
SGLI TRAUMATIC INJURY PAYMENTS	8,603	34,409	43,012	0	0	0	0	0	0
PREVENTIVE HEALTH ALLOWANCE DEMO	0	0	0	0	0	0	375	750	1,125
<b>TOTAL OTHER MILITARY PERSONNEL COSTS</b>	<b>259,032</b>	<b>964,270</b>	<b>1,223,302</b>	<b>202,550</b>	<b>263,375</b>	<b>465,925</b>	<b>179,749</b>	<b>271,737</b>	<b>451,486</b>
12. CADET									
ACADEMY CADETS	73,317	0	73,317	74,773	0	74,773	76,314	0	76,314
<b>TOTAL CADET</b>	<b>73,317</b>	<b>0</b>	<b>73,317</b>	<b>74,773</b>	<b>0</b>	<b>74,773</b>	<b>76,314</b>	<b>0</b>	<b>76,314</b>
<b>MILITARY PERSONNEL APPROPRIATION TOTAL</b>	<b>14,359,755</b>	<b>38,283,877</b>	<b>52,643,632</b>	<b>12,612,850</b>	<b>29,604,678</b>	<b>42,217,528</b>	<b>13,201,386</b>	<b>30,640,814</b>	<b>43,842,200</b>
13. LESS REIMBURSABLES									
BASIC PAY	-84,990	-35,761	-120,751	-98,871	-39,185	-138,056	-98,871	-39,185	-138,056
RETIRED PAY ACCRUAL	-26,365	-10,632	-36,997	-23,935	-9,100	-33,035	-23,935	-9,100	-33,035
BASIC ALLOWANCE FOR HOUSING	-23,154	-9,988	-33,142	-22,424	-9,200	-31,624	-22,424	-9,200	-31,624
BASIC ALLOWANCE FOR SUBSISTENCE	-2,426	-6,132	-8,558	-4,141	-18,300	-22,441	-4,141	-18,300	-22,441
SUBSISTENCE IN KIND	0	-11,264	-11,264	0	0	0	0	0	0
INCENTIVE PAY FOR HAZARDOUS DUTY	-9,127	-3,243	-12,370	-8,395	-2,200	-10,595	-8,395	-2,200	-10,595
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	-6,219	-2,746	-8,965	-6,900	-2,600	-9,500	-6,900	-2,600	-9,500
<b>TOTAL REIMBURSABLES</b>	<b>-152,281</b>	<b>-79,766</b>	<b>-232,047</b>	<b>-164,666</b>	<b>-80,585</b>	<b>-245,251</b>	<b>-164,666</b>	<b>-80,585</b>	<b>-245,251</b>
<b>MILITARY PERSONNEL APPROPRIATION TOTAL, DIRECT</b>	<b>14,207,474</b>	<b>38,204,111</b>	<b>52,411,585</b>	<b>12,448,184</b>	<b>29,524,093</b>	<b>41,972,277</b>	<b>13,036,720</b>	<b>30,560,229</b>	<b>43,596,949</b>
FY 2011 CR ADJUSTMENT						-966,665			
<b>REVISED FY 2011 DIRECT PROGRAM</b>						<b>41,005,612</b>			

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

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

	FY 2011 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2011 REVISED
<b>PAY AND ALLOWANCES OF OFFICERS</b>									
BASIC PAY	6,293,990	0	0	0	6,293,990	0	6,293,990	0	6,293,990
RETIRED PAY ACCRUAL	2,064,373	0	0	0	2,064,373	0	2,064,373	0	2,064,373
INCENTIVE PAY FOR HAZARDOUS DUTY	89,303	0	0	0	89,303	0	89,303	0	89,303
SPECIAL PAY	283,011	0	0	0	283,011	0	283,011	0	283,011
OFFICER BONUS - OTHER THAN MEDICAL	17,928	0	0	0	17,928	0	17,928	0	17,928
BASIC ALLOWANCE FOR HOUSING	1,832,294	0	0	0	1,832,294	0	1,832,294	0	1,832,294
BASIC ALLOWANCE FOR SUBSISTENCE	251,784	0	0	0	251,784	0	251,784	0	251,784
OVERSEAS STATION ALLOWANCES	169,121	0	0	0	169,121	0	169,121	0	169,121
CLOTHING ALLOWANCES	5,232	0	0	0	5,232	0	5,232	0	5,232
FAMILY SEPARATION ALLOWANCES	21,076	0	0	0	21,076	0	21,076	0	21,076
SEPARATION PAYMENTS	61,798	0	0	0	61,798	0	61,798	0	61,798
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	480,569	0	0	0	480,569	0	480,569	0	480,569
CONUS COST OF LIVING ALLOWANCE	3,172	0	0	0	3,172	0	3,172	0	3,172
REIMBURSABLES	164,666	0	0	0	164,666	0	164,666	0	164,666
<b>TOTAL OBLIGATIONS</b>	<b>11,738,317</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11,738,317</b>	<b>0</b>	<b>11,738,317</b>	<b>0</b>	<b>11,738,317</b>
LESS REIMBURSABLES	164,666	0	0	0	164,666	0	164,666	0	164,666
<b>TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS</b>	<b>11,573,651</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11,573,651</b>	<b>0</b>	<b>11,573,651</b>	<b>0</b>	<b>11,573,651</b>
<b>PAY AND ALLOWANCES OF ENLISTED</b>									
BASIC PAY	13,643,303	0	0	0	13,643,303	0	13,643,303	0	13,643,303
RETIRED PAY ACCRUAL	4,461,759	0	0	0	4,461,759	0	4,461,759	0	4,461,759
INCENTIVE PAY FOR HAZARDOUS DUTY	100,651	0	0	0	100,651	0	100,651	0	100,651
SPECIAL PAY	109,729	0	0	0	109,729	0	109,729	0	109,729
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	89,951	0	0	0	89,951	0	89,951	0	89,951
REENLISTMENT BONUS	457,359	0	0	0	457,359	0	457,359	0	457,359
ENLISTMENT BONUS	465,273	0	0	0	465,273	0	465,273	0	465,273
BASIC ALLOWANCE FOR HOUSING	4,386,650	0	0	0	4,386,650	0	4,386,650	0	4,386,650
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	837	0	0	0	837	0	837	0	837
LOAN REPAYMENT PROGRAM	62,880	0	0	0	62,880	0	62,880	0	62,880
OVERSEAS STATION ALLOWANCES	402,097	0	0	0	402,097	0	402,097	0	402,097
CLOTHING ALLOWANCES	311,577	0	0	0	311,577	0	311,577	0	311,577
FAMILY SEPARATION ALLOWANCES	86,360	0	0	0	86,360	0	86,360	0	86,360
SEPARATION PAYMENTS	255,127	0	0	0	255,127	0	255,127	0	255,127
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	1,044,110	0	0	0	1,044,110	0	1,044,110	0	1,044,110
CONUS COST OF LIVING ALLOWANCE	6,437	0	0	0	6,437	0	6,437	0	6,437
EDUCATION BENEFITS	83,018	0	0	0	83,018	0	83,018	0	83,018
REIMBURSABLES	62,285	0	0	0	62,285	0	62,285	0	62,285
<b>TOTAL OBLIGATIONS</b>	<b>26,029,403</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26,029,403</b>	<b>0</b>	<b>26,029,403</b>	<b>0</b>	<b>26,029,403</b>
LESS REIMBURSABLES	62,285	0	0	0	62,285	0	62,285	0	62,285
<b>TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS</b>	<b>25,967,118</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25,967,118</b>	<b>0</b>	<b>25,967,118</b>	<b>0</b>	<b>25,967,118</b>

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

	FY 2011 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2011 REVISED
<b>PAY AND ALLOWANCES OF CADETS</b>									
ACADEMY CADETS	74,773	0	0	0	74,773	0	74,773	0	74,773
<b>TOTAL OBLIGATIONS</b>	<b>74,773</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>74,773</b>	<b>0</b>	<b>74,773</b>	<b>0</b>	<b>74,773</b>
<b>TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS</b>	<b>74,773</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>74,773</b>	<b>0</b>	<b>74,773</b>	<b>0</b>	<b>74,773</b>
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>									
BASIC ALLOWANCE FOR SUBSISTENCE	1,295,009	0	0	0	1,295,009	0	1,295,009	0	1,295,009
SUBSISTENCE IN KIND	817,691	0	0	0	817,691	0	817,691	0	817,691
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	748	0	0	0	748	0	748	0	748
REIMBURSABLES	18,300	0	0	0	18,300	0	18,300	0	18,300
<b>TOTAL OBLIGATIONS</b>	<b>2,131,748</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,131,748</b>	<b>0</b>	<b>2,131,748</b>	<b>0</b>	<b>2,131,748</b>
LESS REIMBURSABLES	18,300	0	0	0	18,300	0	18,300	0	18,300
<b>TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS</b>	<b>2,113,448</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,113,448</b>	<b>0</b>	<b>2,113,448</b>	<b>0</b>	<b>2,113,448</b>
<b>PERMANENT CHANGE OF STATION TRAVEL</b>									
ACCESSION TRAVEL	207,794	0	0	0	207,794	0	207,794	0	207,794
TRAINING TRAVEL	147,304	0	0	0	147,304	0	147,304	0	147,304
OPERATIONAL TRAVEL	510,536	0	0	0	510,536	0	510,536	0	510,536
ROTATIONAL TRAVEL TO/FROM OVERSEAS	697,594	0	0	0	697,594	0	697,594	0	697,594
SEPARATION TRAVEL	201,854	0	0	0	201,854	0	201,854	0	201,854
ORGANIZED UNIT TRAVEL	12,280	0	0	0	12,280	0	12,280	0	12,280
<b>TOTAL OBLIGATIONS</b>	<b>1,777,362</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,777,362</b>	<b>0</b>	<b>1,777,362</b>	<b>0</b>	<b>1,777,362</b>
<b>TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS</b>	<b>1,777,362</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,777,362</b>	<b>0</b>	<b>1,777,362</b>	<b>0</b>	<b>1,777,362</b>
<b>OTHER MILITARY PERSONNEL COSTS</b>									
APPREHENSION	2,233	0	0	0	2,233	0	2,233	0	2,233
DESERTERS, ABSENTEES, ESCAPED PRISONERS									
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	648	0	0	0	648	0	648	0	648
DEATH GRATUITIES	45,500	0	0	0	45,500	0	45,500	0	45,500
UNEMPLOYMENT COMPENSATION BENEFITS	188,778	0	0	0	188,778	0	188,778	0	188,778
ADOPTION EXPENSES	610	0	0	0	610	0	610	0	610
AMORTIZATION OF EDUCATION BENEFITS	30,879	0	0	0	30,879	0	30,879	0	30,879
PARTIAL DISLOCATION ALLOWANCE	338	0	0	0	338	0	338	0	338
MASS TRANSIT SUBSIDY	8,007	0	0	0	8,007	0	8,007	0	8,007
ROTC	138,731	0	0	0	138,731	0	138,731	0	138,731
JROTC	50,201	0	0	0	50,201	0	50,201	0	50,201

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

	FY 2011 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2011 REVISED
TOTAL OBLIGATIONS	465,925	0	0	0	465,925	0	465,925	0	465,925
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	465,925	0	0	0	465,925	0	465,925	0	465,925
TOTAL DIRECT OBLIGATIONS	41,972,277	0	0	0	41,972,277	0	41,972,277	0	41,972,277
FY 2011 CR ADJUSTMENT REVISED FY 2011 DIRECT PROGRAM									-966,665 41,005,612

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

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

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
<b>FY 2011 Direct Program</b>	<b>11,573,651</b>	<b>25,967,118</b>	<b>74,773</b>	<b>2,113,448</b>	<b>1,777,362</b>	<b>465,925</b>	<b>41,972,277</b>
<b>Increases:</b>							
<b>Pricing Increases:</b>							
Basic Pay increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	21,876	69,236	249				91,361
Basic Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	74,994	237,379	854				313,227
Retired Pay Accrual increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	15,276	36,201					51,477
Retired Pay Accrual increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	52,376	124,119					176,495
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase to 34.3% effective 1 October 2011	69,835	165,492					235,327
Special Pay increase due to rate changes from the restructuring of medical bonus programs	33,646						33,646
Basic Allowance for Housing increase due to the housing cost growth of 1.4% in FY 2011	1,335	4,539					5,874
Basic Allowance for Housing increase due to the housing cost growth of 3.1% in FY 2012	25,965	88,510					114,476
Basic Allowance for Housing increase due to foreign currency fluctuation	2,498	6,118					8,616
Basic Allowance for Subsistence increase due to the annualization of the 0.4% subsistence inflation rate, effective 1 January 2011	257			1,648			1,905
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2012	7,286			42,027			49,313
Overseas Station Allowance - COLA increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	580	1,344					1,924
Overseas Station Allowance - COLA increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	1,994	4,625					6,620
Overseas Station Allowance - COLA increase due to foreign currency fluctuation	1,063						1,063
Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	1,749	778					2,527
CONUS COLA increase due to pay raise	1,128	177					1,304
FICA increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	1,419	5,297	19				6,734
FICA increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	4,865	18,160	65				23,089
Reenlistment Bonus increase due to rate changes		5,476					5,476

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

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Loan Repayment Program increase due to rate changes		1,138					1,138
Clothing increase due to inflation rate changes		12,730					12,730
Separation Pay increase due to pay raise		4,441					4,441
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance rate change		6,821					6,821
Basic Allowance for Subsistence requirement increase due to decreased collection rate				8,312			8,312
Unitized Group Rations-Heat and Serve increase due to manufacturer price inflation				491			491
Unitized Group Rations (A) increase due to manufacturer price inflation				1,570			1,570
Other Rations increase due to inflation				407			407
Family Subsistence Supplemental Allowance increase due to annual eligibility cost				50			50
Non-temporary storage increase due to cost inflation					177		177
Temporary lodging expense increase due to cost inflation					545		545
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change						83	83
Unemployment Benefits increase due to inflation/average weeks claimed						4,823	4,823
Partial Dislocation Allowance increase due to annualization of pay raise inflation						10	10
JROTC increase due to anticipated field ration rates						870	870
Mass Transit Subsidy increase due to the PB11 FY11 requirement reflecting decreased monthly maximum amount payable						6,170	6,170
<b>Total Pricing Increases</b>	<b>318,140</b>	<b>792,581</b>	<b>1,187</b>	<b>54,506</b>	<b>722</b>	<b>11,956</b>	<b>1,179,092</b>
<b>Program Increases</b>							
Basic Pay increase due to man-year growth	169,005		870				169,876
Basic Pay increase due to shifts in grade structure	3,015	95,390					98,405
Retired Pay Accrual increase due to man-year growth	54,240						54,240
Retired Pay Accrual increase due to shifts in grade structure	968	31,170					32,138
Incentive Pay increase due to changes in the number of Soldiers expected to receive pay	3,741	3,886					7,627
Special Pay increase due to changes in the number of Soldiers expected to receive pay	2,361	13,870					16,231
Officer Bonus - Other Than Medical increase due to changes in the number of Soldiers expected to receive pay	3,073						3,073



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

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Basic Allowance for Housing increase due to man-year growth	49,032						49,032
Basic Allowance for Housing increase due to changes in the number of Soldiers expected to receive allowance	40,269	455,560					495,829
Basic Allowance for Subsistence increase due to man-year growth	6,790		315				7,105
Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	9,946	76,829					86,775
Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	1,295	6,135					7,430
FICA increase due to man-year growth	12,661		67				12,728
FICA increase due to shifts in grade structure	226	7,297					7,523
Special Duty Assignment Pay increase due to changes in the number of Soldiers expected to receive pay		3,567					3,567
Special Duty Assignment Pay increase due to the PB11 FY11 requirement being understated		33,869					33,869
Basic Allowance for Housing increase due to shifts in grade structure		56,049					56,049
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance		9,824					9,824
CONUS COLA increase due to changes in the number of Soldiers expected to receive allowance		29					29
Aid and Attendance Allowance for the Catastrophically Injured increase due to an increase in the number of Soldiers expected to receive the allowance		1,342					1,342
Operational Rations increase due to number of personnel estimated to receive benefit				28,531			28,531
Unitized Group Rations (A) increase due to number of personnel estimated to receive benefit				22,023			22,023
Other Rations increase due to number of personnel estimated to receive benefit				3,442			3,442
Augmentation Rations increase due to number of personnel estimated to receive benefit				308			308
Family Subsistence Supplemental Allowance increase due to number of personnel estimated to receive benefit				668			668
Member travel increase primarily due to the PB11 FY11 Separation Move total being understated					15,492		15,492
Dependent travel increase primarily due to the PB11 FY11 Separation Move total being understated					2,354		2,354
Household goods shipment increase primarily due to the PB11 FY11 Separation Move total being understated					70,327		70,327

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

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Dislocation allowance increase primarily due to the PB11 FY11 Separation Move total being understated					5,104		5,104
Trailer allowance increase primarily due to the PB11 FY11 Separation Move total being understated					29		29
Privately owned vehicle increase primarily due to the PB11 FY11 Separation Move total being understated					3,395		3,395
Temporary lodging expense increase primarily due to Ft. Bliss extension					31,983		31,983
Death Gratuities increase to align with FY10 actual levels						19,600	19,600
Unemployment Benefits increase to adjust takers to anticipated execution levels						2,968	2,968
Partial Dislocation Allowance increase due to anticipated number of Soldiers receiving benefit						74	74
Mass Transit Subsidy increase due to anticipated number of Soldiers receiving benefit						799	799
Preventive Health Allowance Demonstration Project increase due to new program start						1,125	1,125
<b>Total Program Increases</b>	<b>356,623</b>	<b>794,817</b>	<b>1,252</b>	<b>54,972</b>	<b>128,683</b>	<b>24,566</b>	<b>1,360,913</b>
<b>Total Increases</b>	<b>674,763</b>	<b>1,587,398</b>	<b>2,439</b>	<b>109,478</b>	<b>129,405</b>	<b>36,522</b>	<b>2,540,005</b>
<b>Decreases:</b>							
<b>Pricing Decreases</b>							
Officer Bonus - Other Than Medical decrease due to rate changes	(6,621)						(6,621)
Clothing decrease due to rate changes	(322)						(322)
Basic Allowance for Subsistence is overstated in FY 2011 due to a reduction in the BAS inflation rate, from 3.4% (budgeted) to 0.4%	(6,623)		(898)	(37,613)			(45,134)
Basic Allowance for Housing is overstated in FY 2011 due to a reduction in the housing cost inflation rate, from 3.8% (budgeted) to 1.4%	(30,306)						(30,306)
Separation Pay decrease due to rate changes	(544)						(544)
Education Benefits decrease due to rate changes		(4,309)					(4,309)
Enlistment Bonus decrease due to declining bonus payment rates		(22,339)					(22,339)
Overseas Station Allowance decrease due to PB11 FY11 position		(57,344)					(57,344)
Subsistence in Messes decrease due to dining facility cost deflation				(55,136)			(55,136)
Operational Rations decrease due to manufacturer price deflation				(21,109)			(21,109)

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

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Member travel decrease primarily due to the PB11 FY11 Separation Move rates being overstated					(3,878)		(3,878)
Dependent travel decrease primarily due to the PB11 FY11 Separation Move rates being overstated					(347)		(347)
Household goods shipment decrease primarily due to the PB11 FY11 Separation Move rates being overstated					(36,446)		(36,446)
Dislocation allowance decrease primarily due to the PB11 FY11 Separation Move rates being overstated					(9,315)		(9,315)
Trailer allowance decrease primarily due to the PB11 FY11 Separation Move rates being overstated					(18)		(18)
Privately owned vehicle decrease primarily due to the PB11 FY11 Separation Move rates being overstated					(3,879)		(3,879)
Port handling decrease primarily due to the PB11 FY11 Separation Move rates being overstated					(79)		(79)
Education benefit decrease due to revised amortization payment amounts						(18,034)	(18,034)
ROTC decrease due to pay raise and changes to bonus policy						(34)	(34)
JROTC decrease due to a reduction in the uniform, issue-in-kind rate						(2,729)	(2,729)
<b>Total Pricing Decreases</b>	<b>(44,416)</b>	<b>(83,991)</b>	<b>(898)</b>	<b>(113,858)</b>	<b>(53,962)</b>	<b>(20,797)</b>	<b>(317,923)</b>
<b>Program Decreases</b>							
Basic Allowance for Housing decrease due to shifts in grade structure	(445)						(445)
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(107)	(7,806)					(7,913)
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(3,611)						(3,611)
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(760)						(760)
Basic Pay decrease due to man-year reduction		(70,344)					(70,344)
Retired Pay Accrual decrease due to man-year reduction		(22,986)					(22,986)
Reenlistment Bonus decrease due to retention success and economic conditions		(191,700)					(191,700)
Enlistment Bonus decrease due to recruiting success, economic conditions, and anniversary payment requirements		(92,095)					(92,095)
Education Benefits decrease due to changes in the number of Soldiers expected to receive pay		(5,868)					(5,868)
Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay		(7,793)					(7,793)

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

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Basic Allowance for Housing decrease due to man-year reduction		(22,600)					(22,600)
Basic Allowance for Housing decrease due PB11 FY11 position		(96,580)					(96,580)
Family Separation Allowance decrease due to PB11 FY11 position		(2,056)					(2,056)
FICA decrease due to man-year reduction		(5,381)					(5,381)
Basic Allowance for Subsistence decrease due to number of personnel estimated to receive benefit				(674)			(674)
Basic Allowance for Subsistence decrease due to increased collections				(6,933)			(6,933)
Subsistence in Messes decrease due to number of personnel estimated to receive benefit				(24,942)			(24,942)
Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit				(3,086)			(3,086)
Port handling decrease due to change in move requirements					(71)		(71)
Non-temporary storage decrease due to change in move requirements					(1,410)		(1,410)
Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to decreased deserter ratio						(487)	(487)
Adoption Expenses decrease due a reduction in the anticipated number of adoptions						(180)	(180)
ROTC decrease due to shift from scholarship to non-scholarship Cadets						(17,556)	(17,556)
JROTC decrease due to deferral of school openings						(11,941)	(11,941)
<b>Total Program Decreases</b>	<b>(4,923)</b>	<b>(525,209)</b>	<b>-</b>	<b>(35,635)</b>	<b>(1,480)</b>	<b>(30,163)</b>	<b>(597,410)</b>
<b>Total Decreases</b>	<b>(49,339)</b>	<b>(609,200)</b>	<b>(898)</b>	<b>(149,493)</b>	<b>(55,442)</b>	<b>(50,961)</b>	<b>(915,333)</b>
<b>FY 2012 Direct Program</b>	<b>12,199,075</b>	<b>26,945,316</b>	<b>76,314</b>	<b>2,073,433</b>	<b>1,851,325</b>	<b>451,486</b>	<b>43,596,949</b>

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 2011 Direct Program**

**11,573,651**

Increases:

Price Increases:

a. Basic Pay increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	21,876
b. Basic Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	74,994
c. Retired Pay Accrual increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	15,276
d. Retired Pay Accrual increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	52,376
e. Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase to 34.3% effective 1 October 2011	69,835
f. Special Pay increase due to rate changes from the restructuring of medical bonus programs	33,646
g. Basic Allowance for Housing increase due to the housing cost growth of 1.4% in FY 2011	1,335
h. Basic Allowance for Housing increase due to the housing cost growth of 3.1% in FY 2012	25,965
i. Basic Allowance for Housing increase due to foreign currency fluctuation	2,498
j. Basic Allowance for Subsistence increase due to the annualization of the 0.4% subsistence inflation rate, effective 1 January 2011	257
k. Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2012	7,286
l. Overseas Station Allowance - COLA increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	580
m. Overseas Station Allowance - COLA increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	1,994
n. Overseas Station Allowance - COLA increase due to foreign currency fluctuation	1,063
o. Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	1,749
p. CONUS COLA increase due to pay raise	1,128
q. FICA increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	1,419
r. FICA increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	4,865

Total Price Increases:

318,140

Program Increases:

a. Basic Pay increase due to man-year growth	169,005
b. Basic Pay increase due to shifts in grade structure	3,015
c. Retired Pay Accrual increase due to man-year growth	54,240
d. Retired Pay Accrual increase due to shifts in grade structure	968
e. Incentive Pay increase due to changes in the number of Soldiers expected to receive pay	3,741
f. Special Pay increase due to changes in the number of Soldiers expected to receive pay	2,361

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

g. Officer Bonus - Other Than Medical increase due to changes in the number of Soldiers expected to receive pay	3,073	
h. Basic Allowance for Housing increase due to man-year growth	49,032	
i. Basic Allowance for Housing increase due to changes in the number of Soldiers expected to receive allowance	40,269	
j. Basic Allowance for Subsistence increase due to man-year growth	6,790	
k. Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	9,946	
l. Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	1,295	
m. FICA increase due to man-year growth	12,661	
n. FICA increase due to shifts in grade structure	226	
<b>Total Program Increases:</b>		<b>356,623</b>
<b>Decreases:</b>		
<b>Price Decreases:</b>		
a. Officer Bonus - Other Than Medical decrease due to rate changes	(6,621)	
b. Clothing decrease due to rate changes	(322)	
c. Basic Allowance for Subsistence is overstated in FY 2011 due to a reduction in the BAS inflation rate, from 3.4% (budgeted) to 0.4%	(6,623)	
d. Basic Allowance for Housing is overstated in FY 2011 due to a reduction in the housing cost inflation rate, from 3.8% (budgeted) to 1.4%	(30,306)	
f. Separation Pay decrease due to rate changes	(544)	
<b>Total Price Decreases:</b>		<b>(44,416)</b>
<b>Program Decreases:</b>		
a. Basic Allowance for Housing decrease due to shifts in grade structure	(445)	
b. Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(107)	
c. Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(3,611)	
d. CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(760)	
<b>Total Program Decreases:</b>		<b>(4,923)</b>
<b>FY 2012 Direct Program</b>		<b>12,199,075</b>

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

ESTIMATE FY 2012	\$6,661,748
ESTIMATE FY 2011	\$6,392,861
ACTUAL FY 2010	\$7,248,611

**Project: Basic Pay - Officer**

**PART I - PURPOSE AND SCOPE**

The funds requested provide for the basic compensation and length of service pay increments of officers on active duty under provisions of 37 U.S.C. 201, 203, 204, 205, and 1009. 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 Army continues to experience officer requirement growth in areas such as special operation forces, contracting, civilian affairs, brigade combat team (BCT) modernization 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". The funding impact of the officer to enlisted ratio increase is displayed in program growth as a result of the officer man-year increase.

The FY 2012 rates were built by applying inflation assumptions to actual Active Component rates from FY 2010. The FY 2011 column reflect the FY 2011 President's Budget submission and is based on FY 2009 actual execution. The basic pay rates reflect a 1.4% across-the-board pay raise, effective 1 January 2011, and a 1.6% pay raise, effective 1 January 2012.

The total change in the basic pay requirement is +\$268.9 million between FY 2011 and FY 2012. This change is based on:

- (1) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$21.9 million
- (2) Price increase due to the annualization of the 1.6% pay raise effective 1 January 2012: +\$75.0 million
- (3) Program increase due to officer growth in man-years: +\$169.0 million
- (4) Program increase due to a shift in grade structure: +\$3.0 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
BASIC PAY - OFFICER  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>BASIC PAY - OFFICER</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	11	\$185,273	2,038	12	\$181,583	2,179	12	\$187,333	2,248
LIEUTENANT GENERAL	55	\$175,473	9,651	53	\$180,226	9,552	53	\$186,245	9,871
MAJOR GENERAL	129	\$156,550	20,195	93	\$162,699	15,131	117	\$164,786	19,280
BRIGADIER GENERAL	205	\$135,366	27,750	156	\$140,885	21,978	163	\$141,840	23,120
COLONEL	5,232	\$115,394	603,743	4,383	\$119,354	523,128	4,558	\$120,905	551,084
LIEUTENANT COLONEL	12,608	\$94,306	1,189,015	9,803	\$96,910	950,012	9,954	\$98,389	979,364
MAJOR	19,580	\$78,746	1,541,840	17,453	\$81,252	1,418,097	17,355	\$82,327	1,428,788
CAPTAIN	30,580	\$62,187	1,901,667	26,565	\$63,863	1,696,526	28,107	\$64,681	1,817,976
1ST LIEUTENANT	12,289	\$48,433	595,198	9,766	\$48,376	472,442	10,008	\$49,611	496,507
2ND LIEUTENANT	9,865	\$36,587	360,933	9,552	\$38,057	363,516	9,738	\$38,317	373,132
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>90,554</b>		<b>6,252,030</b>	<b>77,836</b>		<b>5,472,561</b>	<b>80,065</b>		<b>5,701,370</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	657	\$92,347	60,672	560	\$94,327	52,823	655	\$96,774	63,387
WARRANT OFFICER (W-4)	2,834	\$76,488	216,766	2,575	\$78,041	200,956	2,727	\$79,963	218,060
WARRANT OFFICER (W-3)	4,017	\$62,032	249,183	3,671	\$64,009	234,976	3,730	\$64,815	241,759
WARRANT OFFICER (W-2)	6,501	\$51,022	331,693	5,477	\$52,238	286,105	5,648	\$53,324	301,175
WARRANT OFFICER (W-1)	3,076	\$44,950	138,267	3,123	\$46,571	145,440	2,882	\$47,188	135,997
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>17,085</b>		<b>996,581</b>	<b>15,406</b>		<b>920,300</b>	<b>15,642</b>		<b>960,378</b>
<b>TOTAL BASIC PAY - OFFICER</b>	<b>107,639</b>		<b>7,248,611</b>	<b>93,242</b>		<b>6,392,861</b>	<b>95,707</b>		<b>6,661,748</b>



MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
RETIRED PAY ACCRUAL - OFFICER  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$2,281,003
ESTIMATE FY 2011	\$2,088,308
ACTUAL FY 2010	\$2,272,406

**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 FY 2011 are 32.7% (full-time) and 24.4% (part-time). The approved NCP rates for FY 2012 are 34.3% (Active Component (AC), full-time) and 24.3% (Reserve Component (RC), part-time). The RC rates from FY 2011 to FY 2012 reflect updates in the anticipated grade structure for Active Duty for Operational Support (ADOS) missions.

The total change in the retired pay accrual requirement is +\$192.7 million between FY 2011 and FY 2012. This increase is based on:

- (1) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$15.3 million
- (2) Price increase due to the annualization of the 1.6% pay raise effective 1 January 2012: +\$52.3 million
- (3) Price increase due to the NCP rate change effective 1 October 2011: +\$69.8 million
- (4) Program increase due to the Army's growth in officer man-years: +\$54.2 million
- (5) Program increase due to a shift in officer grade structure: +\$1.0 million

Detailed cost computations are provided in the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>RETIRED PAY ACCRUAL - OFFICER</b>									
OFFICER RETIRED PAY ACCRUAL	93,684	\$21,741	2,036,785	92,857	\$22,421	2,081,961	95,116	\$23,858	2,269,309
OFFICER RETIRED PAY ACCRUAL-RC ONLY	13,955	\$16,884	235,621	385	\$16,486	6,347	591	\$19,787	11,694
<b>TOTAL RETIRED PAY ACCRUAL - OFFICER</b>	<b>107,639</b>		<b>2,272,406</b>	<b>93,242</b>		<b>2,088,308</b>	<b>95,707</b>		<b>2,281,003</b>

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

ESTIMATE FY 2012	\$101,439
ESTIMATE FY 2011	\$97,698
ACTUAL FY 2010	\$112,026

**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:

**Flight Crew Member/Non-Crew Member (Non-rated)** - Paid to officers assigned to a position that requires at least four hours of 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. 301a)

**Aviation Continuation Pay (ACP)** - Paid to officers as 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.

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

**Parachute Jumping** - Paid to officers assigned to a permanent parachute position or airborne unit which requires parachute jumping as an essential part of military duty, while undergoing related 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. Officers who perform parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty are entitled to \$225 per month. (37 U.S.C. 301 (a) (3))

**Experimental Stress (Inside Observer or Test Subject Duty)** - Paid to officers serving in duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low (altitude) pressure chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. Payment is \$150 per month. (37 U.S.C. 301 (a) (5), (6), (7))

**Demolition Duty Pay** - Paid to officers performing duties involving demolition of explosives as a primary part of duty. Incentive pay includes training for such duty. Payment is \$150 per month. (37 U.S.C. 301 (a) (4))

**Chemical Munitions** - Paid to officers 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. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

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

**Toxic Pesticides** - Paid to officers for duty involving exposure to toxic fuels and laboratory work that utilizes live dangerous viruses or bacteria. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

**Deployment Extension Incentive Pay (DEIP)** - Program designed to replace involuntary "Stop Loss" and authorized in 37 U.S.C. Sec 307a for active Army Soldiers who choose to remain with their deployed unit. Soldiers who execute an extension between 9 months prior to unit Latest Arrival Date (LAD - 270) and 6 months prior to unit LAD (LAD - 180) will receive \$500 per month for each full month they extend their service commitment. Soldiers who execute an extension after unit LAD - 180 and before Expiration Term of Service (ETS) (ETS - 90) will receive \$350 per month for each full month they extend their service commitment.

**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 total change in incentive pay is +\$3.7 million from FY 2011 to FY 2012. This increase is based on:

- (1) Program increase in flying duty pay for the establishment of an additional Combat Aviation Brigade (CAB), bringing the total number of active duty CABs to 12: +\$1.9 million
- (2) Program increase in parachute jumping pay due to the growing number of paid parachute positions at the 18th Airborne Corps: +\$0.5 million
- (3) Program increase in demolition duty pay to align FY 2012 budget request with the Active Component's actual baseline execution: +\$1.3 million

Detailed cost computations are provided by the following table:

**SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER  
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER</b>									
<b>FLYING DUTY - OFFICER</b>									
CREW (NON-RATED)	67	\$2,775	187	60	\$2,775	166	60	\$2,775	166
NONCREW MEMBER	113	\$1,800	203	115	\$1,800	207	115	\$1,800	207
AVIATION CONTINUATION PAY	1,208	\$18,829	22,746	1,171	\$18,829	22,044	1,224	\$18,829	23,040
<b>CREW (RATED)</b>									
COMMISSIONED OFFICER CREW 125	652	\$1,500	978	379	\$1,500	569	477	\$1,500	715
COMMISSIONED OFFICER CREW 156	313	\$1,874	586	247	\$1,874	462	316	\$1,874	592
COMMISSIONED OFFICER CREW 188	306	\$2,256	690	244	\$2,256	550	316	\$2,256	713
COMMISSIONED OFFICER CREW 206	708	\$2,473	1,751	477	\$2,473	1,180	630	\$2,473	1,557
COMMISSIONED OFFICER CREW 250	19	\$3,000	58	36	\$3,000	109	59	\$3,000	176
COMMISSIONED OFFICER CREW 385	57	\$4,620	262	20	\$4,620	92	61	\$4,620	284
COMMISSIONED OFFICER CREW 495	52	\$5,940	306	68	\$5,940	403	87	\$5,940	517
COMMISSIONED OFFICER CREW 585	60	\$7,020	424	61	\$7,020	425	90	\$7,020	631
COMMISSIONED OFFICER CREW 650	1,740	\$7,800	13,568	1,437	\$7,800	11,209	1,466	\$7,800	11,432
COMMISSIONED OFFICER CREW 840	1,222	\$10,080	12,322	1,341	\$10,080	13,519	1,172	\$10,080	11,818
WARRANT OFFICER CREW 125	1,018	\$1,500	1,527	994	\$1,500	1,491	1,010	\$1,500	1,515
WARRANT OFFICER CREW 156	624	\$1,872	1,169	495	\$1,872	927	639	\$1,872	1,196
WARRANT OFFICER CREW 188	608	\$2,256	1,371	478	\$2,256	1,078	607	\$2,256	1,369
WARRANT OFFICER CREW 206	1,060	\$2,472	2,620	912	\$2,472	2,254	1,123	\$2,472	2,777
WARRANT OFFICER CREW 650	2,650	\$7,800	20,667	1,959	\$7,800	15,277	2,180	\$7,800	17,005
WARRANT OFFICER CREW 840	1,513	\$10,080	15,252	1,479	\$10,080	14,904	1,299	\$10,080	13,097
<b>SUBTOTAL CREW (RATED)</b>	<b>12,601</b>		<b>73,550</b>	<b>10,626</b>		<b>64,449</b>	<b>11,532</b>		<b>65,394</b>
<b>SUBTOTAL FLYING DUTY - OFFICER</b>	<b>13,989</b>		<b>96,686</b>	<b>11,971</b>		<b>86,866</b>	<b>13,075</b>		<b>88,807</b>
<b>PARACHUTE JUMPING - OFFICER</b>									
PARACHUTE JUMPING (REGULAR)	6,636	\$1,800	11,944	5,592	\$1,800	10,065	5,875	\$1,800	10,575
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	272	\$2,700	735	44	\$2,700	119	50	\$2,700	135
<b>SUBTOTAL PARACHUTE JUMPING - OFFICER</b>	<b>6,908</b>		<b>12,679</b>	<b>5,636</b>		<b>10,184</b>	<b>5,925</b>		<b>10,710</b>
INSIDE OBSERVER OR TEST SUBJECT DUTY	6	\$1,800	11	13	\$1,800	23	6	\$1,800	11
DEMOLITION DUTY	1,056	\$1,800	1,901	325	\$1,800	585	1,042	\$1,800	1,875
CHEMICAL MUNITIONS PAY	19	\$1,800	34	15	\$1,800	27	15	\$1,800	27
TOXIC PESTICIDES	397	\$1,800	9	7	\$1,800	13	5	\$1,800	9
DEPLOYMENT EXTENSION INCENTIVE PAY			706						
<b>TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER</b>	<b>22,572</b>		<b>112,026</b>	<b>17,967</b>		<b>97,698</b>	<b>20,068</b>		<b>101,439</b>

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SPECIAL PAY - OFFICER

ESTIMATE FY 2012	\$319,017
ESTIMATE FY 2011	\$283,011
ACTUAL FY 2010	\$436,252

**Project: Special Pay - Officer**

**PART I - PURPOSE AND SCOPE**

Funds requested in this account are authorized to provide incentives for the recruiting 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 to sea duty and those who are on duty subject to hostile fire or imminent danger.

Special pay for health professionals on active duty are authorized under provisions of Title 37 U.S.C. 301 through 355 of the FY 2008 National Defense Authorization Act (NDAA) (P.L. 110-181) and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. New implementation of Title 37 U.S.C 335, allows accession bonuses, board certification pay, incentive pay, and retention bonus pay for other health professions officers to include professions not previously authorized, such as physician assistants, licensed clinical psychologists, and licensed clinical social workers.

**Medical Special Pay**

- (1) Critical Wartime Skills Accession Bonus (CWSAB) - Authorized accession bonus for critically short wartime specialties. Payment will not exceed \$400,000 with a four year active duty agreement.
- (2) Variable Special Pay (VSP) - Monthly pay authorized for all physicians based on years of health professions creditable service. The total annual pay ranges from \$1,200 to \$12,000.
- (3) Additional Special Pay (ASP) - Lump sum annual payment for physicians not in an internship or initial residency training who execute an agreement to remain on active duty for at least one year. Officers receive \$15,000 per year.
- (4) Incentive Special Pay (ISP) / Multi-Year Special Pay (MSP) - Financial incentive to address retention difficulties and shortages of critical wartime specialties. Paid to officers who execute an agreement to remain on active duty for one to four years. Paid as an annual bonus not to exceed \$75,000 as either a single year contract (ISP), or in combination with a multi-year contract (MSP).
- (5) Board Certification Pay (BCP) - Monthly payment that varies with length of health professions creditable service, paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. The total annual pay ranges from \$2,500 to \$6,000.

**Dental Special Pay**

- (6) Accession Bonus (AB) - Lump sum payment with a four year active duty agreement. Payment will not exceed \$200,000.

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- (7) Critical Wartime Skills Accession Bonus (CWSAB) - Authorized accession bonus for critically short wartime specialties. Payment will not exceed \$400,000 with a four year active duty agreement.
- (8) Variable Special Pay (VSP) - Monthly pay authorized for all dentists based on years of health professions creditable service. The total annual pay ranges from \$1,200 to \$12,000.
- (9) Additional Special Pay (ASP) - Lump sum annual payment for dentists who execute an agreement to remain on active duty for at least one year. Payments range from \$10,000 to \$15,000 per year based on years of health professions creditable service.
- (10) Incentive Special Pay (ISP) / Multi-Year Special Pay (MSP) - Financial incentive to address retention difficulties and shortages of critical wartime specialties. Paid to officers who execute an agreement to remain on active duty for one to four years. Paid as an annual bonus not to exceed \$75,000 as either a single year contract (ISP), or in combination with a multi-year contract (MSP).
- (11) Board Certification Pay (BCP) - Monthly payment that varies with length of health professions creditable service, paid to dentists who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. The total annual pay ranges from \$2,500 to \$6,000.

#### **Nurse Special Pay**

- (12) Anesthetist Pay - 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 not to exceed \$50,000 for multiyear obligations. Anesthetist pay will be replaced by Incentive Pay (IP) / Retention Bonus (RB).
- (13) Accession Bonus (AB) - Lump sum payment with a four year active duty agreement. Payment is \$30,000.
- (14) Incentive Pay (IP) / Retention Bonus (RB) - Financial incentive to address retention difficulties and shortages of critical wartime specialties. Paid to officers who execute an agreement to remain on active duty for one to four years. Paid as an annual bonus not to exceed \$90,000 as either a single year contract (IP), or in combination with a multi-year contract (RB).
- (15) Board Certification Pay (BCP) - Paid to nurses who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

#### **Optometrists Special Pay**

- (16) Variable Special Pay (VSP) - Monthly pay authorized for all optometrists based on years of creditable service. Payment is \$1,200 per month. VSP will be replaced by Incentive Pay (IP).
- (17) Accession Bonus (AB) - Lump sum payment with a four year active duty agreement.
- (18) Incentive Pay (IP) / Retention Bonus (RB) - Financial incentive to address retention difficulties and shortages of critical wartime specialties. Paid to officers who execute an agreement to remain on active duty for one to four years. Paid as annual bonus not to exceed \$90,000 as either a single year contract (IP), or in combination with a multi-year contract (RB).
- (19) Board Certification Pay (BCP) - Paid to optometrists who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. Officers receive \$6,000 per year.

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**Veterinarians Special Pay**

(20) Accession Bonus (AB) - Lump sum payment with a four year active duty agreement. Payment is \$5,000 per year.

(21) Incentive Pay (IP) / Retention Bonus (RB) - Financial incentive to address retention difficulties and shortages of critical wartime specialties. Paid to officers who execute an agreement to remain on active duty for one to four years. Paid as annual bonus not to exceed \$90,000 as either a single year contract (IP), or in combination with a multi-year contract (RB).

(22) Board Certification Pay (BCP) - Paid to veterinarians who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

**Psychologist Special Pay**

(23) Diplomat Pay for Psychologist - Paid on a monthly basis to an officer who is designated a psychologist and has been awarded a diploma as a Diplomat in Psychology. 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 Assistant Secretary of Defense (Health Affairs) in coordination with the services. Diplomat for Psychologist pay will be replaced by Board Certification Pay (BCP).

(24) Accession Bonus (AB) - Lump sum payment with a four year active duty agreement. Payment is \$15,000 per year.

(25) Incentive Pay (IP) / Retention Bonus (RB) - Financial incentive to address retention difficulties and shortages of critical wartime specialties. Paid to officers who execute an agreement to remain on active duty for one to four years. Paid as an annual bonus not to exceed \$90,000 as either a single year contract (IP), or in combination with a multi-year contract (RB).

(26) Board Certification Pay (BCP) - Paid to clinical psychologists who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

**Pharmacy Special Pay**

(27) Accession Bonus (AB) - Lump sum payment with a four year active duty agreement. Payment is \$30,000 per year.

(28) Incentive Pay (IP) / Retention Bonus (RB) - Financial incentive to address retention difficulties and shortages of critical wartime specialties. Paid to officers who execute an agreement to remain on active duty for one to four years. Paid as annual bonus not to exceed \$90,000 as either a single year contract (IP), or in combination with a multi-year contract (RB).

(29) Board Certification Pay (BCP) - Paid to pharmacists who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

**Board Certified Pay for Non-physician Health Care Providers**

(30) Paid on a monthly basis to an officer who is a health care provider based on the DoD definition approved by the Assistant Secretary of Defense (Health Affairs) in coordination with the services, has a post baccalaureate degree in the officer's clinical specialty, and has obtained advance level (past entry level)

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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. Pay will be replaced by Board Certification Pay (BCP).

**Physician Assistant Special Pay**

(31) Accession Bonus (AB) - Lump sum payment with a four year active duty agreement. Payment is \$15,000 per year.

(32) Incentive Pay (IP) / Retention Bonus (RB) - Financial incentive to address retention difficulties and shortages of critical wartime specialties. Paid to officers who execute an agreement to remain on active duty for one to four years. Paid as annual bonus not to exceed \$90,000 as either a single year contract (IP), or in combination with a multi-year contract (RB).

(33) Board Certification Pay (BCP) - Paid to physician assistants who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

**Social Work Special Pay**

(34) Accession Bonus (AB) - Lump sum payment with a four year active duty agreement. Payment is \$7,500 per year.

(35) Incentive Pay (IP) / Retention Bonus (RB) - Financial incentive to address retention difficulties and shortages of critical wartime specialties. Paid to officers who execute an agreement to remain on active duty for one to four years. Paid as annual bonus not to exceed \$90,000 as either a single year contract (IP), or in combination with a multi-year contract (RB).

(36) Board Certification Pay (BCP) - Paid to clinical social workers who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

**Personal Allowance, General Officers**

(37) General Officers are entitled to a personal money allowance of (1) \$500 per year while serving in the grade of lieutenant general, (2) \$2,200 per year while serving in the grade of general, (3) \$2,200 in addition to the personal money allowance in (1) above while serving as a senior member of the military staff committee of the United Nations and (4) \$4,000 per year, in place of any other personal money allowance, while serving as Chief of Staff of the Army (37 U.S.C 414). Additionally, an officer serving as the Chairman of the Joint Chiefs of Staff is entitled to \$4,000 per year in place of any other personal money allowance. 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**

(38) A monthly amount not to exceed \$200 per 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).

**Hostile Fire Pay**



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(39) 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).

**Sea Duty Pay**

(40) The term "sea duty" refers to 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).

**Hardship Duty Pay**

(41) 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 three sources: hardship duty (location), hardship duty (mission), and hardship duty (involuntary extension).

**Foreign Language Proficiency Pay (FLPP)**

(42) Monthly incentive paid to all military personnel who qualify for and maintain the required proficiency in designated foreign languages. The monthly rate may not exceed \$500 per individual for a single foreign language or \$1,000 for any combination of languages (37 U.S.C. 316).

**Judge Advocate Continuation Pay (JACP)**

(43) 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).

**Stop Loss Special Pay**

(44) 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 that the member is retained on active duty as a result of application of Stop Loss authority. The Army will end Stop Loss payments in March of 2011.

**Assignment Incentive Pay**

(45) Monthly incentive paid to officers in designated assignment locations as determined by the Army. Monthly payment should not exceed \$3,000 (37 U.S.C. 307).

**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.

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The increase of +\$36.0 million from FY 2011 to FY 2012 is driven by both the modified authorities discussed in the purpose and scope and by the Army's desire to recruit and retain quality medical professionals to ensure world class healthcare for Army Soldiers:

(1) Price increase due to rate changes driven by the re-structure of special pays for health care professionals. The re-structure increased several rates in accession and retention (ISP and MSP) bonuses for general dentistry and board certified pay across all medical fields. The rate for Judge Advocate Continuation Pay also increased to account for the implementation of the Judge Advocate Officer Incentive Program (JAOIP). JAOIP targets four- and seven-year Judge Advocates and includes a Student Loan Repayment Program (SLRP): +\$33.6 million

(2) Program increase driven by the addition of new special pays offered to health care professionals due to the re-structure of health care special pays, particularly the addition of physical assistant and social work special pays which have not been offered in the past. This increase is also due to the inclusion of assignment incentive pays (AIP) for officers which has not been budgeted in previous requests: +\$2.4 million

The FY 2012 request includes \$1.2 million in FLPP for Special Operations Command (SOCOM) Soldiers with a 1/1-level language proficiency.

Detailed cost computations are provided by the following table:

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PAY AND ALLOWANCES OF OFFICERS  
SPECIAL PAY - OFFICER  
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL PAY - OFFICER</b>									
<b>MEDICAL PAY</b>									
CRITICAL WARTIME SKILLS ACCESSION PAY (CWSAB)	-	-	-	-	-	-	50	64,000	3,168
VARIABLE SPECIAL PAY (VSP)	4,850	7,983	38,716	4,463	7,983	35,626	3,916	7,983	31,261
ADDITIONAL SPECIAL PAY (ASP)	3,145	15,000	47,179	2,515	15,000	37,720	2,820	15,000	42,296
INCENTIVE SPECIAL PAY (ISP)	3,603	22,000	79,276	3,016	22,000	66,356	2,596	22,000	57,121
MULTI-YEAR SPECIAL PAY (MSP)	1,793	22,000	39,435	1,556	15,771	24,533	883	22,000	19,424
BOARD CERTIFIED PAY (BCP)	1,914	6,000	11,486	2,701	6,000	10,266	2,228	6,000	13,370
<b>SUBTOTAL MEDICAL PAY</b>	<b>15,305</b>		<b>216,092</b>	<b>14,250</b>		<b>174,501</b>	<b>12,493</b>		<b>166,639</b>
<b>DENTAL PAY</b>									
ACCESSION BONUS (AB)	48	37,500	1,793	93	30,000	2,778	30	37,500	1,125
CRITICAL WARTIME SKILLS ACCESSION PAY (CWSAB)	-	-	-	-	-	-	5	75,000	375
VARIABLE SPECIAL PAY (VSP)	738	8,715	6,428	1,097	8,090	8,875	987	8,715	8,604
ADDITIONAL SPECIAL PAY (ASP)	521	15,000	7,812	935	11,674	10,919	987	15,000	14,810
INCENTIVE SPECIAL PAY (ISP)	-	-	-	-	-	-	90	40,000	3,600
MULTI-YEAR SPECIAL PAY (MSP)	506	35,247	17,836	1,497	15,000	22,455	518	35,247	18,240
BOARD CERTIFIED PAY (BCP)	260	6,000	1,558	418	5,436	2,272	418	6,000	2,508
<b>SUBTOTAL DENTAL PAY</b>	<b>2,072</b>		<b>35,427</b>	<b>4,040</b>		<b>47,299</b>	<b>3,035</b>		<b>49,262</b>
<b>NURSE PAY</b>									
ANESTHESIST PAY	1,073	18,643	20,004	317	18,643	5,910	-	-	-
ACCESSION BONUS (AB)	64	30,000	1,931	167	30,000	5,000	120	30,000	3,600
INCENTIVE SPECIAL PAY (ISP)	-	-	-	-	-	-	332	20,000	6,642
MULTI-YEAR SPECIAL PAY (MSP)	-	-	-	-	-	-	218	50,000	10,890
BOARD CERTIFIED PAY (BCP)	-	-	-	-	-	-	485	6,000	2,910
<b>SUBTOTAL NURSE PAY</b>	<b>1,137</b>		<b>21,935</b>	<b>484</b>		<b>10,910</b>	<b>1,155</b>		<b>24,042</b>
<b>OPTOMETRISTS PAY</b>									
VARIABLE SPECIAL PAY (VSP)	136	1,200	163	134	1,200	161	134	1,200	161
MULTI-YEAR SPECIAL PAY (MSP)	36	6,000	218	120	6,000	720	114	6,000	684
BOARD CERTIFIED PAY (BCP)	-	-	-	-	-	-	53	6,000	318
<b>SUBTOTAL OPTOMETRISTS PAY</b>	<b>172</b>		<b>381</b>	<b>254</b>		<b>881</b>	<b>301</b>		<b>1,163</b>
<b>VETERINARIANS PAY</b>									
ACCESSION BONUS (AB)	-	-	-	-	-	-	10	5,000	50
INCENTIVE SPECIAL PAY (ISP)	493	1,200	591	430	1,200	516	483	5,000	2,415
MULTI-YEAR SPECIAL PAY (MSP)	-	-	-	-	-	-	290	5,000	1,450
BOARD CERTIFIED PAY (BCP)	137	5,000	686	209	3,500	732	192	6,000	1,152
<b>SUBTOTAL VETERINARIANS PAY</b>	<b>630</b>		<b>1,277</b>	<b>639</b>		<b>1,248</b>	<b>975</b>		<b>5,067</b>
<b>PSYCHOLOGIST</b>									
DIPLOMATE PAY FOR PSYCHOLOGIST	145	3,625	525	48	3,625	175	-	-	-
ACCESSION BONUS (AB)	-	-	-	-	-	-	5	15,000	75
INCENTIVE SPECIAL PAY (ISP)	-	-	-	-	-	-	140	5,000	700
MULTI-YEAR SPECIAL PAY (MSP)	-	-	-	-	-	-	59	20,000	1,180
BOARD CERTIFIED PAY (BCP)	-	-	-	-	-	-	48	6,000	288
<b>SUBTOTAL PSYCHOLOGIST</b>	<b>145</b>		<b>525</b>	<b>48</b>		<b>175</b>	<b>252</b>		<b>2,243</b>
<b>PHARMACY PAY</b>									
ACCESSION BONUS (AB)	19	30,000	570	16	30,000	480	16	30,000	480
MULTI-YEAR SPECIAL PAY (MSP)	126	8,000	1,011	122	8,000	976	144	15,000	2,160
BOARD CERTIFIED PAY (BCP)	-	-	-	-	-	-	33	6,000	198
<b>SUBTOTAL PHARMACY PAY</b>	<b>145</b>		<b>1,581</b>	<b>138</b>		<b>1,456</b>	<b>193</b>		<b>2,838</b>

**SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
SPECIAL PAY - OFFICER  
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	2,389	2,446	5,844	724	2,446	1,771	-	-	-
<b>PHYSICIAN ASSISTANT</b>									
ACCESSION BONUS (AB)	-	-	-	-	-	-	30	15,000	450
INCENTIVE SPECIAL PAY (ISP)	195	25,000	4,873	-	-	-	700	5,000	3,500
MULTI-YEAR SPECIAL PAY (MSP)	-	-	-	-	-	-	320	20,000	6,400
BOARD CERTIFIED PAY (BCP)	-	-	-	-	-	-	765	6,000	4,590
<b>SUBTOTAL PHYSICIAN ASSISTANT</b>	<b>195</b>		<b>4,873</b>	<b>-</b>		<b>-</b>	<b>1,815</b>		<b>14,940</b>
<b>SOCIAL WORK</b>									
ACCESSION BONUS (AB)	-	-	-	-	-	-	5	7,500	38
INCENTIVE SPECIAL PAY (ISP)	-	-	-	-	-	-	130	5,000	650
MULTI-YEAR SPECIAL PAY (MSP)	-	-	-	-	-	-	89	15,000	1,335
BOARD CERTIFIED PAY (BCP)	-	-	-	-	-	-	81	6,000	486
<b>SUBTOTAL SOCIAL WORK</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>	<b>305</b>		<b>2,509</b>
<b>PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER</b>									
CHIEF OF STAFF	1	4,000	4	1	4,000	4	1	4,000	4
GENERAL	10	2,200	22	11	2,200	24	11	2,200	24
LIEUTENANT GENERAL	55	500	28	53	500	27	53	500	27
<b>SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER</b>	<b>52</b>		<b>54</b>	<b>65</b>		<b>55</b>	<b>65</b>		<b>55</b>
DIVING DUTY PAY	16	2,642	289	105	2,642	278	144	2,625	377
HOSTILE FIRE PAY	25,424	2,700	82,210	1,811	2,700	4,790	1,950	2,700	5,264
SEA DUTY PAY	61	5,912	359	77	5,912	557	90	5,300	477
HARDSHIP DUTY PAY	20,196	1,800	37,843	4,200	1,800	7,560	4,242	1,800	7,636
FOREIGN LANGUAGE PROFICIENCY PAY	2,842	3,839	11,233	2,962	3,839	13,422	2,456	4,650	12,663
JUDGE ADVOCATE CONTINUATION PAY	736	21,400	15,761	872	21,400	18,110	659	33,285	21,935
<b>OTHER SPECIAL PAY</b>									
STOP LOSS SPECIAL PAY			218			-			-
ASSIGNMENT INCENTIVE PAY			350			-			1,908
<b>SUBTOTAL OTHER SPECIAL PAY</b>			<b>568</b>			<b>-</b>			<b>1,908</b>
<b>TOTAL SPECIAL PAY - OFFICER</b>	<b>71,323</b>		<b>436,252</b>	<b>30,669</b>		<b>283,011</b>	<b>30,133</b>		<b>319,017</b>

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OFFICER BONUS - OTHER THAN MEDICAL

ESTIMATE FY 2012	\$14,380
ESTIMATE FY 2011	\$17,928
ACTUAL FY 2010	\$13,670

**Project: Officer Bonus - Other than Medical**

**PART I - PURPOSE AND SCOPE**

**Officer and Warrant Officer Bonuses -**

**General Bonus**

Provisions are authorized under U.S.C. 37, Section 332, and allow services to pay general bonus to officers and warrant officers who:

- 1) Accepts a commission in a uniformed service. Payment may not exceed \$60,000 for a minimum three-year service commitment.
- 2) Agrees to remain on active duty for a specific period as an officer in a uniformed service. Payment may not exceed \$12,000 for a minimum three-year service commitment.
- 3) Transfers from a regular component of a uniformed service to a reserve component of that same uniformed service or from a reserve component of a uniformed service to the regular component of that same uniformed service. Payment may not exceed \$10,000.
- 4) Transfers from a regular component or reserve component of a uniformed service to a regular component or reserve component of another uniformed service. Payment may not exceed \$10,000.

**Critical Skills Accession Bonus (CSAB) / Critical Skills Retention Bonus (CSRB)**

Provisions are authorized under U.S.C. 37, Section 324 and 355, and allow services to pay critical skills bonuses to officers and warrant officers who accept a commission in the armed forces or agree to remain on active duty and serve in a designated critical officer skill. The amount of an accession bonus may not exceed \$60,000. Retention bonuses may not exceed a total of more than \$200,000.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2010 column displays execution for CSAB and CSRB for warrant officers, as well as execution for general bonuses, such as the Army's Blue-to-Green (B2G) and the 1K Referral bonus programs for both officers and warrant officers. Process improvements have enabled greater visibility on payment activity in officer recruiting and retention programs. As a result, the Army has improved its ability to track execution and forecast projects for officer bonus programs, particularly the general bonuses.

The officer CSRB program was discontinued in FY 2010 and no funding is requested in FY 2011 and FY 2012 for this program. The FY 2012 request includes general bonuses only.

The warrant officer CSAB and CSAB programs continue to successfully attract and maintain warrant officers in designated critical skills. Funds for CSAB/CSRB were requested in FY 2011 and FY 2012. The FY 2012 request also includes general bonuses for warrant officers.

The FY 2011 column reflects the FY 2011 President's Budget (PB11) position, and does not include funding requests for general bonuses, as execution data was

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OFFICER BONUS - OTHER THAN MEDICAL

unavailable at the time of the PB11 submission.

From FY 2011 to FY 2012 the non-medical officer bonus programs are expected to decrease by -\$3.5 million. This change is based on:

(1) Program increase in bonuses due to the inclusion of general bonuses for officers and warrant officers in FY 2012. These general bonuses include Blue-to-Green (B2G) and the 1K Referral bonus programs that were not included in FY 2011: +\$3.1 million

(2) Price decrease to align the FY 2012 rate to actual execution: -\$6.6 million

Detailed cost computations are provided by the following table:

**SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
OFFICER BONUS - OTHER THAN MEDICAL  
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>OFFICER BONUS - OTHER THAN MEDICAL</b>									
OFFICER BONUS	417	\$3,796	1,584	0	0	0	376	\$1,777	669
WARRANT OFFICER BONUS	506	\$23,886	12,086	490	\$36,588	17,928	574	\$23,886	13,711
<b>TOTAL OFFICER BONUS - OTHER THAN MEDICAL</b>	<b>923</b>		<b>13,670</b>	<b>490</b>		<b>17,928</b>	<b>950</b>		<b>14,380</b>

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

ESTIMATE FY 2012	\$1,943,067
ESTIMATE FY 2011	\$1,854,718
ACTUAL FY 2010	\$2,160,272

**Project: Basic Allowance for Housing - Officer**

**PART I - PURPOSE AND SCOPE**

In the FY 1998 National Defense Authorization Act (NDAA), Congress approved the payment of a Basic Allowance for Housing (BAH) to service members. BAH provides members a monthly allowance for housing, and consist of BAH-Domestic, BAH Differential, Partial BAH, and Overseas Housing Allowance (OHA). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). In accordance with the Joint Federal Travel Regulation (JTFR), Chapter 10, BAH also includes Family Separation Housing (FSH) allowance, which is integrated in the without dependent housing allowance sections. Payment to service members is authorized by revisions to Title 37 U.S.C. 403.

In accordance with the Joint Federal Travel Regulation (JTFR), Chapter 10, FSH will no longer be captured in Family Separation Allowance pays. Instead, FSH will be captured in BAH within the without dependents housing allowance sections. FSH provides member an additional housing allowance for housing expenses resulting from separation from dependents when the member must live off-base at a new location and must maintain two homes. FSH is paid 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.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2012 rates were built by applying inflation assumptions to actual Active Component rates from FY 2010. The FY 2011 column reflect the FY 2011 President's Budget submission and is based on FY 2009 actual execution. The FY 2011 budget estimate of this submission is overstated by approximately \$30.3 million due to a reduction in the housing cost growth inflation factor, from 3.8% (budgeted) to 1.4%. The FY 2012 rate reflects, on-average, a 3.1% housing cost growth inflation factor.

The total change in BAH between FY 2011 and FY 2012 is +\$88.3 million. This increase is due to:

- (1) Price increase due to the FY 2011 1.4% housing cost growth rate: +\$1.3 million
- (2) Price increase due to the FY 2012 3.1% housing cost growth rate: +\$26.0 million
- (3) Price increase due to foreign currency fluctuation in overseas housing allowance: +\$2.5 million
- (4) Program increase due to Army's growth in officer man-years: +\$49.0 million



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(IN THOUSANDS OF DOLLARS)

(5) Program increase due to growth in the percentage of officers receiving BAH: +\$40.2 million

(6) Program decrease due to a shift in the officer grade structure: -\$0.4 million

(7) Basic Allowance for Housing is overstated in FY 2011 due to a reduction in the housing cost inflation rate, from 3.8% (budgeted) to 1.4%: -\$30.3 million

Detailed cost computations are provided by the following table:

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PAY AND ALLOWANCES OF OFFICERS  
BASIC ALLOWANCE FOR HOUSING - OFFICER  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>WITH DEPENDENTS - DOMESTIC</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	3	\$29,333	88	2	\$34,500	69	3	\$31,333	94
LIEUTENANT GENERAL	26	\$29,192	759	20	\$30,700	614	24	\$31,583	758
MAJOR GENERAL	100	\$28,200	2,820	68	\$30,735	2,090	88	\$29,739	2,617
BRIGADIER GENERAL	162	\$28,469	4,612	115	\$30,078	3,459	123	\$30,439	3,744
COLONEL	4,374	\$28,006	122,498	3,468	\$29,572	102,556	3,704	\$29,660	109,862
LIEUTENANT COLONEL	10,280	\$26,411	271,508	7,548	\$28,072	211,884	7,801	\$27,962	218,128
MAJOR	15,244	\$23,532	358,723	12,915	\$24,748	319,624	13,124	\$24,730	324,561
CAPTAIN	18,785	\$19,976	375,246	15,264	\$20,963	319,982	16,495	\$20,805	343,178
1ST LIEUTENANT	5,759	\$17,878	102,957	4,173	\$18,147	75,728	4,296	\$18,483	79,404
2ND LIEUTENANT	3,724	\$15,772	58,736	3,234	\$17,111	55,336	3,568	\$16,449	58,689
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>58,457</b>		<b>1,297,947</b>	<b>46,807</b>		<b>1,091,342</b>	<b>49,226</b>		<b>1,141,035</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	572	\$22,159	12,675	462	\$23,208	10,722	561	\$23,305	13,074
WARRANT OFFICER (W-4)	2,346	\$21,032	49,342	2,055	\$21,881	44,966	2,204	\$22,000	48,488
WARRANT OFFICER (W-3)	3,337	\$19,861	66,275	2,925	\$20,914	61,173	3,048	\$20,810	63,428
WARRANT OFFICER (W-2)	4,862	\$18,447	89,688	3,926	\$19,079	74,904	4,137	\$19,239	79,592
WARRANT OFFICER (W-1)	2,332	\$16,419	38,288	2,301	\$17,461	40,177	2,136	\$17,102	36,529
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>13,449</b>		<b>256,268</b>	<b>11,669</b>		<b>231,942</b>	<b>12,086</b>		<b>241,111</b>
<b>SUBTOTAL WITH DEPENDENTS - DOMESTIC</b>	<b>71,906</b>		<b>1,554,215</b>	<b>58,476</b>		<b>1,323,284</b>	<b>61,312</b>		<b>1,382,146</b>
<b>WITHOUT DEPENDENTS - DOMESTIC</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	1	\$30,000	30	1	\$31,000	31	1	\$30,000	30
MAJOR GENERAL	4	\$25,000	100	1	\$28,000	28	3	\$24,667	74
BRIGADIER GENERAL	14	\$26,357	369	8	\$29,250	234	10	\$28,100	281
COLONEL	406	\$23,766	9,649	316	\$24,152	7,632	321	\$25,122	8,064
LIEUTENANT COLONEL	1,278	\$22,167	28,329	822	\$21,494	17,668	884	\$23,486	20,762
MAJOR	2,818	\$20,397	57,480	2,299	\$19,359	44,507	2,370	\$21,304	50,490
CAPTAIN	9,605	\$16,763	161,013	7,948	\$17,644	140,235	8,828	\$17,289	152,623
1ST LIEUTENANT	5,460	\$14,748	80,524	4,866	\$14,796	71,998	4,521	\$14,915	67,431
2ND LIEUTENANT	4,790	\$12,489	59,822	3,856	\$14,143	54,537	4,296	\$13,000	55,848
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>24,376</b>		<b>397,316</b>	<b>20,117</b>		<b>336,870</b>	<b>21,234</b>		<b>355,603</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	46	\$19,022	875	41	\$20,439	838	41	\$20,585	844
WARRANT OFFICER (W-4)	215	\$17,995	3,869	165	\$16,836	2,778	183	\$18,661	3,415
WARRANT OFFICER (W-3)	372	\$16,785	6,244	286	\$15,958	4,564	305	\$17,341	5,289
WARRANT OFFICER (W-2)	942	\$15,450	14,554	751	\$14,081	10,575	760	\$15,913	12,094
WARRANT OFFICER (W-1)	537	\$12,467	6,695	560	\$12,595	7,053	485	\$12,887	6,250
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>2,112</b>		<b>32,237</b>	<b>1,803</b>		<b>25,808</b>	<b>1,774</b>		<b>27,892</b>
<b>SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC</b>	<b>26,488</b>		<b>429,553</b>	<b>21,920</b>		<b>362,678</b>	<b>23,008</b>		<b>383,495</b>

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PAY AND ALLOWANCES OF OFFICERS  
BASIC ALLOWANCE FOR HOUSING - OFFICER  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>									
<b>OFFICER- ACTIVE DUTY</b>									
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	4	\$500	2	5	\$600	3	2	\$500	1
LIEUTENANT COLONEL	30	\$400	12	20	\$400	8	22	\$409	9
MAJOR	50	\$320	16	37	\$351	13	38	\$342	13
CAPTAIN	145	\$276	40	188	\$319	60	134	\$284	38
1ST LIEUTENANT	91	\$209	19	127	\$244	31	83	\$217	18
2ND LIEUTENANT	600	\$158	95	1,020	\$182	186	604	\$166	100
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>920</b>		<b>184</b>	<b>1,397</b>		<b>301</b>	<b>883</b>		<b>179</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-4)	3	\$333	1	6	\$333	2	2	\$500	1
WARRANT OFFICER (W-3)	5	\$200	1	9	\$333	3	4	\$250	1
WARRANT OFFICER (W-2)	23	\$174	4	31	\$194	6	21	\$190	4
WARRANT OFFICER (W-1)	4	\$250	1	15	\$200	3	4	\$250	1
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>35</b>		<b>7</b>	<b>61</b>		<b>14</b>	<b>31</b>		<b>7</b>
<b>SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>	<b>955</b>		<b>191</b>	<b>1,458</b>		<b>315</b>	<b>914</b>		<b>186</b>
BAH DIFFERENTIAL - DOMESTIC	56	\$2,482	139	105	\$2,400	252	60	\$2,433	146
<b>WITH DEPENDENTS - OVERSEAS</b>									
<b>OFFICER- ACTIVE DUTY</b>									
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	1	\$36,000	36	0	0	0	1	\$35,000	35
COLONEL	152	\$41,461	6,302	131	\$50,672	6,638	146	\$42,781	6,246
LIEUTENANT COLONEL	475	\$38,819	18,439	470	\$43,094	20,254	442	\$40,534	17,916
MAJOR	676	\$35,883	24,257	651	\$40,765	26,538	664	\$37,253	24,736
CAPTAIN	868	\$30,096	26,123	792	\$35,139	27,830	864	\$30,844	26,649
1ST LIEUTENANT	270	\$25,978	7,014	197	\$33,589	6,617	254	\$27,630	7,018
2ND LIEUTENANT	116	\$30,534	3,542	101	\$39,188	3,958	117	\$30,829	3,607
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>2,558</b>		<b>85,713</b>	<b>2,342</b>		<b>91,835</b>	<b>2,488</b>		<b>86,207</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	24	\$33,333	800	24	\$42,708	1,025	26	\$33,308	866
WARRANT OFFICER (W-4)	122	\$32,115	3,918	121	\$37,884	4,584	130	\$32,138	4,178
WARRANT OFFICER (W-3)	167	\$30,671	5,122	176	\$34,534	6,078	165	\$30,952	5,107
WARRANT OFFICER (W-2)	324	\$27,735	8,986	274	\$31,953	8,755	308	\$27,834	8,573
WARRANT OFFICER (W-1)	96	\$27,740	2,663	92	\$33,359	3,069	93	\$27,968	2,601
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>733</b>		<b>21,489</b>	<b>687</b>		<b>23,511</b>	<b>722</b>		<b>21,325</b>

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

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SUBTOTAL WITH DEPENDENTS - OVERSEAS</b>	<b>3,291</b>		<b>107,202</b>	<b>3,029</b>		<b>115,346</b>	<b>3,210</b>		<b>107,532</b>
<b>WITHOUT DEPENDENTS - OVERSEAS</b>									
<b>OFFICER- ACTIVE DUTY</b>									
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	52	\$34,692	1,804	28	\$31,107	871	52	\$34,173	1,777
LIEUTENANT COLONEL	162	\$31,160	5,048	96	\$31,302	3,005	155	\$31,639	4,904
MAJOR	338	\$29,438	9,950	247	\$28,174	6,959	327	\$31,031	10,147
CAPTAIN	971	\$24,886	24,164	895	\$23,098	20,673	962	\$25,626	24,652
1ST LIEUTENANT	615	\$21,847	13,436	549	\$21,215	11,647	606	\$22,188	13,446
2ND LIEUTENANT	275	\$21,902	6,023	249	\$21,205	5,280	274	\$22,383	6,133
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>2,413</b>		<b>60,425</b>	<b>2,064</b>		<b>48,435</b>	<b>2,376</b>		<b>61,059</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	12	\$32,833	394	4	\$25,750	103	12	\$35,583	427
WARRANT OFFICER (W-4)	60	\$28,983	1,739	25	\$28,720	718	58	\$31,966	1,854
WARRANT OFFICER (W-3)	73	\$24,260	1,771	35	\$24,057	842	71	\$24,859	1,765
WARRANT OFFICER (W-2)	162	\$21,185	3,432	109	\$20,073	2,188	161	\$20,342	3,275
WARRANT OFFICER (W-1)	50	\$24,220	1,211	27	\$20,630	557	50	\$23,640	1,182
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>357</b>		<b>8,547</b>	<b>200</b>		<b>4,408</b>	<b>352</b>		<b>8,503</b>
<b>SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS</b>	<b>2,770</b>		<b>68,972</b>	<b>2,264</b>		<b>52,843</b>	<b>2,728</b>		<b>69,562</b>
<b>TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER</b>	<b>105,466</b>		<b>2,160,272</b>	<b>87,252</b>		<b>1,854,718</b>	<b>91,232</b>		<b>1,943,067</b>

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

ESTIMATE FY 2012	\$263,635
ESTIMATE FY 2011	\$255,925
ACTUAL FY 2010	\$286,547

**Project: Basic Allowance for Subsistence - Officer**

**PART I - PURPOSE AND SCOPE**

The funds requested will provide for the subsistence allowance authorized by 37 U.S.C. 402. All officers, regardless of dependency status and pay grade, are paid the same monthly Basic Allowance for Subsistence (BAS).

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Subsistence allowance costs are obtained by multiplying the projected average number eligible for the allowance by the annual statutory rate.

The FY 2011 budget estimate of this submission is overstated by approximately \$6.6 million due to a reduction in the BAS inflation rate, from 3.4% (budgeted) to 0.4%, based on an increase in the US Department of Agriculture Cost of Food Index. The FY 2012 BAS inflation rate is 3.4%, effective 1 January 2012. The budgeted BAS composite annual rate for FY 2011 is \$2,744.73 and the actual rate is \$2,683.71. The FY 2012 BAS composite rate is \$2,754.60.

The total change in the BAS requirement is +\$7.7 million between FY 2011 and FY 2012.

The change is based on:

- (1) Price increase due to the annualization of the 0.4% subsistence rate increase effective 1 January 2011: +\$0.2 million
- (2) Price increase due to the annualization of the 3.4% subsistence rate increase effective 1 January 2012: +\$7.3 million
- (3) Program increase due to growth in officer man-years: +\$6.8 million
- (4) Basic Allowance for Subsistence is overstated in FY 2011 due to a reduction in the BAS inflation rate, from 3.4% (budgeted) to 0.4%: -\$6.6 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	107,639	\$2,662	286,547	93,242	\$2,745	255,925	95,707	\$2,755	263,635

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SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
OVERSEAS STATION ALLOWANCES - OFFICER

ESTIMATE FY 2012	\$184,453
ESTIMATE FY 2011	\$169,121
ACTUAL FY 2010	\$197,408

**Project: Overseas Station Allowances - Officer**

**PART I - PURPOSE AND SCOPE**

The funds requested will provide payment of a per diem allowance to officers on duty outside the United States considering all elements of the cost of living. This includes 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**

Overseas Station Allowance (OSA) includes Cost of Living Allowance (COLA) and Temporary Lodging Allowances (TLA). Funding request is determined by multiplying the projected number of personnel eligible for each type of allowance by an estimated average rate. The FY 2012 column includes directed adjustments for foreign currency fluctuation, which increases the FY 2012 rates above standard pay raise inflation.

The FY 2011 column reflect the FY 2011 President's Budget submission and is based on FY 2009 actual execution. The FY 2012 rates were built by applying inflation assumptions to actual Active Component rates from FY 2010.

The total change in the OSA requirement between FY 2011 and FY 2012 is +\$15.3 million. This change is based on:

- (1) Price increase in COLA due to the annualization of the 1.4% pay raise, effective 1 January 2011: +\$0.6 million
- (2) Price increase in COLA due to the annualization of the 1.6% pay raise, effective 1 January 2012: +\$2.0 million
- (3) Price increase in COLA due to foreign currency fluctuation: +\$1.1 million
- (4) Price increase in TLA due to inflation: +\$1.7 million
- (5) Program increase in COLA and TLA due to the anticipated number of officers expected to receive OSA: +\$9.9 million

Detailed cost computations are provided by the following table:

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SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
OVERSEAS STATION ALLOWANCES - OFFICER  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>OVERSEAS STATION ALLOWANCES - OFFICER</b>									
<b>COST OF LIVING</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	3	\$10,664	32	4	\$12,833	54	3	\$10,203	34
LIEUTENANT GENERAL	4	\$13,193	49	6	\$11,881	74	4	\$11,718	52
MAJOR GENERAL	17	\$12,497	210	11	\$12,137	139	17	\$11,816	195
BRIGADIER GENERAL	31	\$12,369	381	27	\$11,835	314	26	\$11,756	311
COLONEL	832	\$14,590	12,145	709	\$13,631	9,660	849	\$13,963	11,854
LIEUTENANT COLONEL	2,201	\$13,614	29,960	1,867	\$12,550	23,429	2,138	\$13,021	27,842
MAJOR	3,224	\$11,284	36,376	3,071	\$10,309	31,656	3,262	\$10,793	35,211
CAPTAIN	4,930	\$8,777	43,270	4,787	\$8,210	39,301	5,025	\$8,396	42,188
1ST LIEUTENANT	2,076	\$7,421	15,406	1,680	\$6,919	11,623	2,246	\$7,099	15,945
2ND LIEUTENANT	1,088	\$6,049	6,579	928	\$5,935	5,509	1,089	\$5,784	6,299
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>14,406</b>		<b>144,408</b>	<b>13,090</b>		<b>121,759</b>	<b>14,659</b>		<b>139,931</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	95	\$10,647	1,013	73	\$10,674	784	107	\$10,200	1,089
WARRANT OFFICER (W-4)	568	\$10,374	5,889	510	\$10,048	5,129	620	\$9,918	6,148
WARRANT OFFICER (W-3)	759	\$9,418	7,148	681	\$9,437	6,424	772	\$9,009	6,953
WARRANT OFFICER (W-2)	1,455	\$8,080	11,760	1,230	\$7,611	9,362	1,410	\$7,731	10,905
WARRANT OFFICER (W-1)	469	\$7,095	3,330	406	\$7,018	2,846	467	\$6,792	3,171
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>3,346</b>		<b>29,140</b>	<b>2,900</b>		<b>24,545</b>	<b>3,376</b>		<b>28,266</b>
<b>SUBTOTAL COST OF LIVING</b>	<b>17,752</b>		<b>173,548</b>	<b>15,990</b>		<b>146,304</b>	<b>18,035</b>		<b>168,197</b>
TEMPORARY LODGING	4,443	\$5,370	23,860	4,926	\$4,632	22,817	3,132	\$5,191	16,256
<b>TOTAL OVERSEAS STATION ALLOWANCES - OFFICER</b>	<b>22,195</b>		<b>197,408</b>	<b>20,916</b>		<b>169,121</b>	<b>21,167</b>		<b>184,453</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
CONUS COST OF LIVING ALLOWANCE - OFFICER  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$3,540
ESTIMATE FY 2011	\$3,172
ACTUAL FY 2010	\$3,517

**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. Allowance is paid in accordance with 37 U.S.C. 403b.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The CONUS COLA payments for FY 2012 were determined by multiplying the projected number of personnel eligible to receive CONUS COLA by an estimated average rate based on FY 2010 actual execution. The FY 2011 column reflect the FY 2011 President's Budget submission and is based on FY 2009 actual execution.

The total change for CONUS COLA is an increase of +\$0.4 million between FY 2011 and FY 2012. The increase is due to:

- (1) Price increase in CONUS COLA rates due to the annualization of the 1.4% pay raise, effective 1 January 2011, and the 1.6% pay raise, effective 1 January 2012: +\$1.1 million
- (2) Program decrease due to a reduction in the number of officers expected to receive allowance: -\$0.7 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE	RATE	AMOUNT	AVERAGE	RATE	AMOUNT	AVERAGE	RATE	AMOUNT
	NUMBER			NUMBER			NUMBER		
CONUS, COST-OF-LIVING ALLOWANCE	2,084	\$1,688	3,517	2,652	\$1,196	3,172	2,017	\$1,755	3,540



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

ESTIMATE FY 2012	\$4,803
ESTIMATE FY 2011	\$5,232
ACTUAL FY 2010	\$6,305

**Project: Clothing Allowances - Officer**

**PART I - PURPOSE AND SCOPE**

The requested funds will provide for the initial payment and additional allowance for purchases of required uniforms under provisions of 37 U.S.C. 415 and 416. Also included are funds for a 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 total change in clothing allowance is -\$0.4 million from FY 2011 to FY 2012. This decrease is based on:

- (1) Price decrease in civilian clothing allowance due to a calculation methodology change. The FY 2012 rate is an average that accounts for initial and replacement civilian clothing rates, while the FY 2011 rate only accounts for the initial clothing rate: -\$0.3 million
- (2) Program decrease due to a reduction in the number of officers expected to receive clothing allowance: -\$0.1 million

Detailed computations are provided by the following table:

**SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
CLOTHING ALLOWANCES - OFFICER  
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>CLOTHING ALLOWANCES - OFFICER</b>									
INITIAL MILITARY ALLOWANCE	8,592	400	3,437	6,863	400	2,745	7,383	400	2,953
ADDITIONAL MILITARY ALLOWANCE	12,565	200	2,513	8,530	200	1,706	7,380	200	1,476
CIVILIAN CLOTHING ALLOWANCE	723	491	355	833	938	781	742	504	374
<b>TOTAL CLOTHING ALLOWANCES - OFFICER</b>	<b>21,881</b>		<b>6,305</b>	<b>16,225</b>		<b>5,232</b>	<b>15,505</b>		<b>4,803</b>

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

ESTIMATE FY 2012	\$22,373
ESTIMATE FY 2011	\$21,076
ACTUAL FY 2010	\$63,957

**Project: Family Separation Allowances - Officer**

**PART I - PURPOSE AND SCOPE**

Family Separation Allowances (FSA) provides family separation payments for added expenses to officers, with dependents, who are on duty outside the continental United States in accordance with 37 U.S.C. 427. Two types of funds are provided:

**PCS with Dependents not Authorized, Government Quarters not available (now called Family Separation Housing (FSH))** - Provides member an additional housing allowance for housing expenses resulting from separation from dependents when the member must live off-base at a new location and must maintain two homes. FSH is paid 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. In accordance with the Joint Federal Travel Regulation (JTFR), Chapter 10, FSH will no longer be captured in FSA. FSH will be accounted for in Basic Allowance for Housing (BAH) within the without dependent housing allowance sections.

**PCS With Dependents Not Authorized (now called FSA-R) and Temporary Duty More Than 30 Days With Dependents Not Near Station (now called FSA-T)** - Provides member compensation for added expenses incurred because of enforced separation from dependents and is payable when a member with dependents makes a permanent change of station (FSA-R), is on temporary duty travel (FSA-T), and travel of dependents to the duty station is not authorized and dependents do not reside at or near the duty station. Duty station can be either in CONUS or overseas. Payment is \$250 per month.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Allowances for family separation are determined by multiplying the estimated number of personnel eligible for each type of allowance by the statutory rate applicable.

The total change in FSA is +\$1.3 million between FY 2011 and FY 2012. This program increase is based on the net effects of:

(1) A program decrease in Family Separation Housing resulting from a policy changed to integrate this allowance into existing without dependent housing allowances sections of the Basic Allowance for Housing (BAH) exhibits: -\$1.8 million

(2) A program increase in FSA-R and FSA-T due to officer man-year growth: +\$3.1 million

Detailed cost computations are provided by the following table:

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SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
FAMILY SEPARATION ALLOWANCES - OFFICER  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>FAMILY SEPARATION ALLOWANCES - OFFICER</b>									
<b>PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL</b>									
<b>OFFICER- ACTIVE DUTY</b>									
COLONEL	0	0	0	3	\$33,333	100	0	0	0
LIEUTENANT COLONEL	0	0	0	6	\$27,000	162	0	0	0
MAJOR	0	0	0	14	\$24,286	340	0	0	0
CAPTAIN	0	0	0	20	\$18,850	377	0	0	0
1ST LIEUTENANT	0	0	0	11	\$16,727	184	0	0	0
2ND LIEUTENANT	0	0	0	9	\$15,333	138	0	0	0
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>0</b>		<b>0</b>	<b>63</b>		<b>1,301</b>	<b>0</b>		<b>0</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	0	0	0	1	\$32,000	32	0	0	0
WARRANT OFFICER (W-4)	0	0	0	3	\$27,333	82	0	0	0
WARRANT OFFICER (W-3)	0	0	0	7	\$22,429	157	0	0	0
WARRANT OFFICER (W-2)	0	0	0	4	\$19,750	79	0	0	0
WARRANT OFFICER (W-1)	0	0	0	7	\$15,429	108	0	0	0
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>0</b>		<b>0</b>	<b>22</b>		<b>458</b>	<b>0</b>		<b>0</b>
<b>SUBTOTAL PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL</b>	<b>0</b>		<b>0</b>	<b>85</b>		<b>1,759</b>	<b>0</b>		<b>0</b>
PCS W/DEPENDENTS NOT AUTHORIZED	2,256	\$3,000	6,768	2,139	\$3,000	6,417	2,012	\$3,000	6,037
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	19,063	\$3,000	57,189	4,300	\$3,000	12,900	5,445	\$3,000	16,336
<b>TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER</b>	<b>21,319</b>		<b>63,957</b>	<b>6,524</b>		<b>21,076</b>	<b>7,457</b>		<b>22,373</b>

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SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
SEPARATION PAYMENTS - OFFICER

ESTIMATE FY 2012	\$57,643
ESTIMATE FY 2011	\$61,798
ACTUAL FY 2010	\$63,879

**Project: Separation Payments - Officer**

**PART I - PURPOSE AND SCOPE**

Funds requested provide for:

**Accrued Leave Pay (Lump Sum Terminal Leave Payments)** - Pays for unused accrued leave at time of discharge, retirement, or death under provisions in 37 U.S.C. 501 and 10 U.S.C. 701. Leave payments will not exceed the career total of 60 days.

**Severance Pay, Disability and Severance Pay, Failure to Promotion** - Payments made to officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from service for a physical disability under provisions in 10 U.S.C. 1212. Failure to promotion severance pay is pay to officers not eligible for retirement under any provision of the law on the date of elimination by promotion list passover under provisions in 10 U.S.C. 637 (a).

**Involuntary - Half Severance Pay** - Payments authorized to members not fully qualified for retention and denied reenlistment or continuation. Payment is 5% of the product of the number of years the member has in years active service plus fractions of years based on full months and 12 times monthly basic pay.

**Involuntary - Full Severance Pay** - Payments are authorized to members involuntarily separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation. Payment is 10% of the product of the number of years the member has in active service plus fractions of years based on full months and 12 times monthly basic pay.

**Voluntary Separation Incentive (VSI) Trust Fund** - Payments made cover the unfunded liability for those members accepting VSI benefits prior to January 1, 1993.

**\$30,000 Lump Sum Bonus** - Authorized by the FY 2000 National Defense Authorization Act. Bonus 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.

From FY 2011 to FY 2012 separation payments are anticipated to increase by -\$4.2 million. This increase is primarily caused by the following factors:

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PAY AND ALLOWANCES OF OFFICERS  
SEPARATION PAYMENTS - OFFICER

(1) Price decrease due to rate changes in disability severance pay and involuntary separation (half and full). The rates were adjusted to align with actual execution: -\$0.6 million

(2) Program decrease primarily due to the adjustment of disability severance pay receivers to reflect baseline actual execution: -\$3.6 million

Detailed cost computations are provided by the following table:

**SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
SEPARATION PAYMENTS - OFFICER  
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2010				ESTIMATE FY 2011				ESTIMATE FY 2012			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
<b>SEPARATION PAYMENTS - OFFICER</b>												
<b>LUMP SUM TERMINAL LEAVE</b>												
<b>PAYMENTS</b>												
<b>OFFICER- ACTIVE DUTY</b>												
GENERAL	1	15	\$9,000	9	1	15	\$11,000	11	1	15	\$9,000	9
LIEUTENANT GENERAL	3	16	\$8,333	25	36	16	\$8,056	290	4	16	\$9,000	36
MAJOR GENERAL	15	24	\$10,200	153	37	24	\$10,405	385	17	24	\$10,706	182
BRIGADIER GENERAL	25	19	\$7,040	176	22	19	\$7,364	162	28	19	\$7,250	203
COLONEL	872	24	\$7,586	6,615	564	24	\$7,693	4,339	687	24	\$7,898	5,426
LIEUTENANT COLONEL	1,577	17	\$4,393	6,928	940	17	\$4,532	4,260	1,169	17	\$4,569	5,341
MAJOR	1,170	17	\$3,667	4,290	723	17	\$3,757	2,716	1,064	17	\$3,814	4,058
CAPTAIN	2,623	13	\$2,215	5,811	2,203	13	\$2,244	4,943	2,690	13	\$2,304	6,197
1ST LIEUTENANT	365	16	\$2,126	776	206	16	\$2,170	447	254	16	\$2,205	560
2ND LIEUTENANT	78	21	\$2,103	164	84	21	\$2,167	182	104	21	\$2,192	228
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>6,729</b>			<b>24,947</b>	<b>4,816</b>			<b>17,735</b>	<b>6,018</b>			<b>22,240</b>
<b>OFFICER- WARRANT ACTIVE</b>												
WARRANT OFFICER (W-5)	131	21	\$5,328	698	73	21	\$5,329	389	82	21	\$5,512	452
WARRANT OFFICER (W-4)	496	14	\$2,931	1,454	312	14	\$2,955	922	370	14	\$3,051	1,129
WARRANT OFFICER (W-3)	247	15	\$2,547	629	249	15	\$2,550	635	243	15	\$2,654	645
WARRANT OFFICER (W-2)	270	19	\$2,659	718	137	19	\$2,657	364	168	19	\$2,756	463
WARRANT OFFICER (W-1)	90	16	\$1,978	178	20	16	\$1,950	39	30	16	\$2,033	61
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>1,234</b>			<b>3,677</b>	<b>791</b>			<b>2,349</b>	<b>893</b>			<b>2,750</b>
<b>SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS</b>	<b>7,963</b>			<b>28,624</b>	<b>5,607</b>			<b>20,084</b>	<b>6,911</b>			<b>24,990</b>
SEVERANCE PAY, DISABILITY	60		\$39,417	2,365	235		\$57,919	13,611	34		\$41,706	1,418
SEVERANCE PAY, FAILURE OF PROMOTION				0				0				0
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	8		\$38,375	307	9		\$38,778	349	9		\$38,667	348
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	41		\$61,634	2,527	24		\$75,500	1,812	42		\$63,381	2,662
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				20,233				19,578				19,092
\$30,000 LUMP SUM BONUS				9,823				6,364				9,133
<b>TOTAL SEPARATION PAYMENTS - OFFICER</b>	<b>8,072</b>			<b>63,879</b>	<b>5,875</b>			<b>61,798</b>	<b>6,993</b>			<b>57,643</b>

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

ESTIMATE FY 2012	\$506,640
ESTIMATE FY 2011	\$487,469
ACTUAL FY 2010	\$554,213

**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
2010	\$106,800	No upper limit
2011	\$106,800	No upper limit
2012	\$113,700	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 +\$19.2 million between FY 2011 and FY 2012. This increase is due to:

- (1) Price increase due to the annualization of the 1.4% pay raise effective 1 January 2011: +\$1.4 million
- (2) Price increase due to the annualization of the 1.6% pay raise effective 1 January 2012: +\$4.9 million
- (3) Program increase due to the Army's growth in officer man-years: +\$12.7 million
- (4) Program increase due to a shift in officer grade structure: +\$0.2 million

Detailed cost computations are provided by the following table:



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PAY AND ALLOWANCES OF OFFICERS  
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-OFFICER  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	107,639	\$5,149	554,213	93,242	\$5,228	487,469	95,707	\$5,294	506,640

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

**Pay and Allowances of Enlisted**

**FY 2011 Direct Program**

**25,967,118**

Increases:

Price Increases:

a. Basic Pay increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	69,236
b. Basic Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	237,379
c. Retired Pay Accrual increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	36,201
d. Retired Pay Accrual increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	124,119
e. Retired Pay Accrual increase due to the Normal Cost Percentage rate increase of 34.3% effective 1 October 2012	165,492
f. Reenlistment Bonus increase due to rate changes	5,476
g. Loan Repayment Program increase due to rate changes	1,138
h. Basic Allowance for Housing increase due to foreign currency fluctuation	6,118
i. Basic Allowance for Housing increase due to the housing cost inflation of 1.4% in FY 2011	4,539
j. Basic Allowance for Housing increase due to the housing cost inflation of 3.1% in FY 2012	88,510
k. Overseas Station Allowance - COLA increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	1,344
l. Overseas Station Allowance - COLA increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	4,625
m. Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	778
n. CONUS COLA increase due to pay raise	177
o. Clothing increase due to inflation rate changes	12,730
p. Separation Pay increase due to pay raise	4,441
q. FICA increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	5,297
r. FICA increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	18,160
s. Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance rate change	6,821

Total Price Increases:

792,581

Program Increases:

a. Basic Pay increase due to shifts in grade structure	95,390
b. Retired Pay Accrual increase due to shifts in grade structure	31,170
c. Incentive Pay increase due to changes in the number of Soldiers expected to receive pay	3,886
d. Special Pay increase due to changes in the number of Soldiers expected to receive pay	13,870
e. Special Duty Assignment Pay increase due to changes in the number of Soldiers expected to receive pay	3,567
f. Special Duty Assignment Pay increase due to the PB11 FY11 requirement being understated	33,869
g. Basic Allowance for Housing increase due to shifts in grade structure	56,049

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

h. Basic Allowance for Housing increase due to changes in the number of Soldiers expected to receive allowance	455,560	
i. Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	76,829	
j. Family Separation Allowance increase due to changes in the number of Soldiers expected to receive on PCS and TDY status	6,135	
k. Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	9,824	
l. CONUS COLA increase due to changes in the number of Soldiers expected to receive allowance	29	
m. FICA increase due to shifts in grade structure	7,297	
n. Aid and Attendance Allowance for the Catastrophically Injured increase due to an increase in the number of Soldiers expected to receive the allowance	1,342	
<b>Total Program Increases:</b>		<b>794,817</b>
<b>Decreases:</b>		
<b>Price Decreases:</b>		
a. Education Benefits decrease due to rate changes	(4,309)	
b. Enlistment Bonus decrease due to declining bonus payment rates	(22,339)	
c. Overseas Station Allowance decrease due to PB11 FY11 position	(57,344)	
<b>Total Price Decreases:</b>		<b>(83,991)</b>
<b>Program Decreases:</b>		
a. Basic Pay decrease due to man-year reduction	(70,344)	
b. Retired Pay Accrual decrease due to man-year reduction	(22,986)	
c. Reenlistment Bonus decrease due to retention success and economic conditions	(191,700)	
d. Enlistment Bonus decrease due to recruiting success, economic conditions, and anniversary payment requirements	(92,095)	
e. Education Benefits decrease due to changes in the number of Soldiers expected to receive pay	(5,868)	
f. Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	(7,793)	
g. Basic Allowance for Housing decrease due to man-year reduction	(22,600)	
h. Basic Allowance for Housing decrease due PB11 FY11 position	(96,580)	
i. Family Separation Allowance decrease due to PB11 FY11 position	(2,056)	
j. Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(7,806)	
k. FICA decrease due to man-year reduction	(5,381)	
<b>Total Program Decreases:</b>		<b>(525,209)</b>
<b>FY 2012 Direct Program</b>		<b>26,945,316</b>

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

ESTIMATE FY 2012	\$14,014,149
ESTIMATE FY 2011	\$13,682,488
ACTUAL FY 2010	\$16,194,895

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

The Army continues to project decreased enlisted requirements within the constrained base end strength of 547,400 Soldiers. Officer growth in areas such as special operation forces, contracting, civilian affairs, brigade combat team (BCT) modernization and psychological operations are driving a slow increase in the ratio of officer to enlisted requirements. While many requirements are set, the Army's ability to fill "spaces" generated by the requirements will take many years. The related reduction in enlisted man-years is highlighted below.

The FY 2012 rates were built by applying inflation assumptions to actual Active Component rates from FY 2010. The FY 2011 rates reflect the President's Budget 2011 positions and were based on FY 2009 actual execution. The basic pay rates reflect a 1.4% across-the-board pay raise, effective 1 January 2011, and a 1.6% pay raise, effective 1 January 2012.

The total change in the basic pay requirement is +\$331.7 million between FY 2011 and FY 2012. This change is based on -

- (1) Price increase due to the annualization of the 1.4% pay raise, effective 1 January 2011: +\$69.2 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2012: +\$237.4 million
- (3) Program decrease due to a reduction in total enlisted man-years: -\$70.3 million
- (4) Program increase due a shift to enlisted grade structure: +\$95.4 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>BASIC PAY - ENLISTED</b>									
SERGEANT MAJOR	4,312	\$70,943	305,906	3,505	\$71,261	249,769	3,524	\$73,581	259,300
1ST SERGEANT/MASTER SERGEANT	15,566	\$56,517	879,740	12,320	\$56,684	698,341	12,338	\$57,966	715,182
PLATOON SERGEANT/SERGEANT 1ST CLASS	48,007	\$47,677	2,288,849	41,738	\$48,175	2,010,746	40,968	\$49,010	2,007,848
STAFF SERGEANT	78,994	\$37,833	2,988,616	63,912	\$38,298	2,447,675	65,806	\$39,005	2,566,791
SERGEANT	102,767	\$31,259	3,212,416	81,712	\$31,443	2,569,247	86,480	\$32,135	2,779,014
CORPORAL/SPECIALIST	162,729	\$25,065	4,078,867	147,733	\$25,441	3,758,434	146,303	\$25,882	3,786,662
PRIVATE FIRST CLASS	75,023	\$20,477	1,536,283	53,018	\$20,850	1,105,402	51,653	\$21,190	1,094,544
PRIVATE E2	35,072	\$18,714	656,343	29,713	\$19,049	566,013	26,175	\$20,120	526,645
PRIVATE E1	15,860	\$15,629	247,875	17,411	\$15,901	276,861	15,496	\$17,951	278,163
<b>TOTAL BASIC PAY - ENLISTED</b>	<b>538,330</b>		<b>16,194,895</b>	<b>451,062</b>		<b>13,682,488</b>	<b>448,743</b>		<b>14,014,149</b>

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

ESTIMATE FY 2012	\$4,804,856
ESTIMATE FY 2011	\$4,470,859
ACTUAL FY 2010	\$5,019,643

**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 FY 2011 are 32.7% (full-time) and 24.4% (part-time) and FY 2012 are 34.3% (full-time) and 24.3% (part-time). The RC rates from FY 2011 to FY 2012 reflect updates in the anticipated grade structure for Active Duty for Operational Support (ADOS) missions.

The total change in the Retired Pay Accrual requirement is +\$334.0 million between FY 2011 and FY 2012. This increase is based on -

- (1) Price increase due to the annualization of the 1.4% pay raise, effective 1 January 2011: +\$36.2 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2012: +\$124.1 million
- (3) Price increase due to the Normal Cost Percentage rate of 34.3%, effective 1 January 2012: +\$165.5
- (4) Program decrease due to the Army's reduction in enlisted man-years: -\$23.0 million
- (5) Program increase due to a shift in enlisted grade structure: +\$31.2 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  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>RETIRED PAY ACCRUAL - ENLISTED</b>									
ENLISTED RETIRED PAY ACCRUAL	468,088	\$9,552	4,471,354	449,876	\$9,916	4,461,116	447,846	\$10,710	4,796,541
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	70,242	\$7,806	548,289	1,186	\$8,215	9,743	897	\$9,270	8,315
<b>TOTAL RETIRED PAY ACCRUAL - ENLISTED</b>	<b>538,330</b>		<b>5,019,644</b>	<b>451,062</b>		<b>4,470,859</b>	<b>448,743</b>		<b>4,804,856</b>

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

ESTIMATE FY 2012	\$106,737
ESTIMATE FY 2011	\$102,851
ACTUAL FY 2010	\$113,908

**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 under the provisions of 37 U.S.C. 301. This includes:

**Flying Duty (Crew)** - 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.

**Flying Duty (Non-Crew)** - 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 Jumping** - Paid to enlisted members assigned to a permanent parachute position or airborne unit which requires parachute jumping as an essential part of military duty, while undergoing related 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. Members who perform parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty are entitled to \$225 per month. (37 U.S.C. 301 (a) (3))

**Experimental Stress (Inside Observer or Test Subject Duty)** - Paid to enlisted members serving in duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low (altitude) pressure chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. Payment is \$150 per month. (37 U.S.C. 301 (a) (5), (6), (7))

**Demolition Duty** - Paid to enlisted members performing duties involving demolition of explosives as a primary part of duty. Incentive pay includes training for such duty. Beginning in FY 2010 the Army combat engineers, special forces, and master breachers will be assigned to demolition billets and performing hazardous duty as their primary duty to neutralize and execute Explosive Ordnance Disposal (EOD) tasks. Payment is \$150 per month. (37 U.S.C. 301 (a) (4))

**Chemical Munitions** - Paid to enlisted members 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. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

**Toxic Pesticides** - Paid to enlisted members for duty involving exposure to toxic fuels and laboratory work that utilizes live dangerous viruses or bacteria. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))



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

**Toxic Fuel** - Paid to enlisted members 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. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

**Deployment Extension Incentive Pay (DEIP)** - Program designed to replace involuntary "Stop Loss" and authorized in 37 U.S.C. Sec 307a for active Army Soldiers who choose to remain with their deployed unit. Soldiers who execute an extension between 9 months prior to unit Latest Arrival Date (LAD -270) and 6 months prior to unit LAD (LAD-180) will receive \$500 per month for each full month they extend their service commitment. Soldiers who execute an extension after unit LAD-180 and before Expiration Term of Service (ETS) (ETS - 90) will receive \$350 per month for each full month they extend their service commitment.

**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 program change in incentive pay requirements total +\$3.9 million between FY 2011 and FY 2012. This change is based on:

- (1) Program increase in flying duty pay for the establishment of an additional Combat Aviation Brigade (CAB), bringing the total number of active duty CABs to 12: +\$2.4 million
- (2) Program increase in demolition duty pay due to expansion of this incentive to combat engineers, special forces, and master breachers, who are now performing explosive ordinance disposal tasks: +\$1.5 million

Detailed cost computations are provided by the following table:

SECTION 4  
 PAY AND ALLOWANCES OF ENLISTED  
 INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED  
 (AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED</b>									
<b>FLYING DUTY - ENLISTED</b>									
<b>CREW</b>									
SERGEANT MAJOR	25	\$2,880	72	4	\$2,880	11	5	\$2,880	13
1ST SERGEANT/MASTER SERGEANT	155	\$2,880	445	38	\$2,880	110	49	\$2,880	140
PLATOON SERGEANT/SERGEANT 1ST CLASS	438	\$2,880	1,262	254	\$2,880	732	324	\$2,880	933
STAFF SERGEANT	944	\$2,580	2,435	801	\$2,580	2,066	1,018	\$2,580	2,627
SERGEANT	1,668	\$2,280	3,804	985	\$2,280	2,245	1,252	\$2,280	2,855
CORPORAL/SPECIALIST	1,897	\$1,980	3,757	1,177	\$1,980	2,331	1,496	\$1,980	2,963
PRIVATE FIRST CLASS	157	\$1,800	282	255	\$1,800	459	323	\$1,800	582
PRIVATE E2	12	\$1,800	21	3	\$1,800	5	4	\$1,800	7
PRIVATE E1	3	\$1,800	5	3	\$1,800	5	4	\$1,800	7
<b>SUBTOTAL CREW</b>	<b>5,299</b>		<b>12,083</b>	<b>3,520</b>		<b>7,964</b>	<b>4,475</b>		<b>10,127</b>
NONCREW MEMBER	490	\$1,800	882	510	\$1,800	918	648	\$1,800	1,167
<b>SUBTOTAL FLYING DUTY - ENLISTED</b>	<b>5,789</b>		<b>12,965</b>	<b>4,030</b>		<b>8,882</b>	<b>5,123</b>		<b>11,294</b>
<b>PARACHUTE JUMPING - ENLISTED</b>									
PARACHUTE JUMPING (REGULAR)	40,747	\$1,800	73,345	41,244	\$1,800	74,239	42,310	\$1,800	76,158
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	1,652	\$2,700	4,460	1,755	\$2,700	4,739	1,000	\$2,700	2,700
<b>SUBTOTAL PARACHUTE JUMPING - ENLISTED</b>	<b>42,399</b>		<b>77,805</b>	<b>42,999</b>		<b>78,978</b>	<b>43,310</b>		<b>78,858</b>
INSIDE OBSERVER OR TEST SUBJECT DUTY	51	\$1,800	92	50	\$1,800	90	50	\$1,800	90
DEMOLITION DUTY	12,679	\$1,800	22,822	8,136	\$1,800	14,645	9,000	\$1,800	16,200
CHEMICAL MUNITIONS PAY	101	\$1,800	181	98	\$1,800	176	98	\$1,800	176
TOXIC PESTICIDES	22	\$1,800	40	39	\$1,800	70	60	\$1,800	108
TOXIC FUEL	2	\$1,800	3	6	\$1,800	10	6	\$1,800	11
<b>TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED</b>	<b>61,043</b>		<b>113,907</b>	<b>55,358</b>		<b>102,851</b>	<b>57,647</b>		<b>106,737</b>

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

ESTIMATE FY 2012	\$123,599
ESTIMATE FY 2011	\$109,729
ACTUAL FY 2010	\$706,885

**Project: Special Pay - Enlisted**

**PART I - PURPOSE AND SCOPE**

Funds requested will provide special pays to enlisted personnel while on OCONUS duty or while on sea duty. Rates depend on grade and places designated by the Secretary of Defense under the provisions of 37 U.S.C. 305.

**Assignment Incentive Pay Program** - The pay is offered to personnel in certain skills who have served 12 months in Iraq or Afghanistan and agree to extend their tours. Soldiers can receive \$300 per month for a three-month extension, \$600 per month for a six-month extension and \$900 per month for a 12-month extension. Those with critical intelligence skills receive even more: up to \$1,000 per month for each month of extension.

In South Korea, Army personnel who extend their 12-month tours for an additional year receive \$300 per month in assignment-incentive pay. As of 2010, an additional tour of 24 unaccompanied months, or 36 accompanied months, leads to a monthly bonus of \$300, and an additional 36 or 48 accompanied months will add an incentive of \$400 per month.

AIP for Explosive Ordnance Disposal (EOD) Soldiers, ranging between \$50 and \$750 per month. This AIP program provides incentives for Soldiers in the 89D (EOD) career field in order to stabilize EOD retention rates, attract additional recruits, and compensate service members for their special skills, experience, and responsibilities.

**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 of not more than \$340 per 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.

**Hostile Fire Pay** - Paid to personnel on duty subject to hostile fire or imminent danger (37 U.S.C. 310). Payment is \$225 per month.

**Sea Duty Pay** - Army members who are entitled to basic pay are also entitled to special pay while on 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.

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

**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** - Paid to enlisted personnel who extend their tour of service overseas under provisions of 37 U.S.C. 314.

**Foreign Language Proficiency Pay (FLPP)** - Authorized under the provisions of 37 U.S.C. 316. FLPP is a monthly 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 per month for a single language or \$1,000 per month for any combination of languages.

**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** - The SMA and the SEA are entitled to a personal allowance of \$2,000 per year while serving in this capacity. The SEA is authorized an increase in base pay per Public Law 90-200 (1967) and authorized a personal allowance per Public Law 106-398 (2000).

**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 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 January 2010, the Active Component discontinued the use of stop loss in deploying units. As such, the final stop loss payments should occur around March 2011. Funding for these final payments has been requested in the OCO submission.

The change in the Special Pay requirements for FY 2011 to FY 2012 is +\$13.9 million. This increase is driven by:

(1) Program increase due to increases in assignment incentive pay for Special Mission Units, the 704th Military Intelligence Brigade, Linguists/Translators, Explosive Ordnance Disposal members and the Asymmetric Warfare Groups: +\$7.6 million

(2) Program increase in hostile fire pay due to changes in the number of Soldiers expected to receive pay: +\$1.0 million

(3) Program increase in diving and sea duty due to changes in the number of Soldiers expected to receive pay: +\$0.4 million

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

(4) Program increase in Foreign Language Proficiency Pay for SOCOM Soldiers with a 1/1 level language proficiency: +\$4.9 million

Detailed cost computations are provided by the following table.

**SECTION 4  
PAY AND ALLOWANCES OF ENLISTED  
SPECIAL PAY - ENLISTED  
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL PAY - ENLISTED</b>									
<b>ASSIGNMENT INCENTIVE PAY</b>									
KOREA ASSIGNMENT INCENTIVE PAY	5,487	\$3,600	19,753	5,450	\$3,600	19,619	4,500	\$3,600	16,201
OTHER ASSIGNMENT INCENTIVE PAY							3,070	\$3,600	11,052
<b>SUBTOTAL ASSIGNMENT INCENTIVE PAY</b>	<b>5,487</b>		<b>19,753</b>	<b>5,450</b>		<b>19,619</b>	<b>7,570</b>		<b>27,253</b>
DIVING DUTY PAY	1,620	\$2,580	4,180	833	\$2,580	2,150	950	\$2,580	2,450
HOSTILE FIRE PAY	161,816	\$2,700	436,904	6,065	\$2,700	16,375	6,440	\$2,700	17,387
SEA DUTY PAY	375	\$2,300	862	348	\$2,300	801	393	\$2,300	904
HARDSHIP DUTY PAY	102,124	\$1,800	183,824	25,000	\$1,800	45,000	25,000	\$1,800	45,000
OVERSEAS EXTENSION PAY	15	\$2,000	30	273	\$2,000	545	207	\$2,000	414
FOREIGN LANGUAGE PROFICIENCY PAY	6,429	\$3,900	25,073	6,471	\$3,900	25,237	7,741	\$3,900	30,189
<b>OTHER SPECIAL PAY</b>									
STOP LOSS SPECIAL PAY	6,043	\$6,000	36,257	0	0	0	0	0	0
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
OTHER SPECIAL PAY	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL OTHER SPECIAL PAY</b>	<b>6,044</b>		<b>36,259</b>	<b>1</b>		<b>2</b>	<b>1</b>		<b>2</b>
<b>TOTAL SPECIAL PAY - ENLISTED</b>	<b>283,910</b>		<b>706,885</b>	<b>44,441</b>		<b>109,729</b>	<b>48,302</b>		<b>123,599</b>

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

ESTIMATE FY 2012                    \$127,387  
ESTIMATE FY 2011                    \$89,951  
ACTUAL FY 2010                        \$123,477

**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 monetary incentive that is paid to enlisted members who qualify for and serve in designated special duty assignments. These 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 total change in SDAP requirements is +\$37.4 million from FY 2011 to FY 2012. This change is a result of:

- (1) Program increase resulting from the number of special designated personnel qualifying to receive SDAP, such as Wounded Warrior Transition Units, technical escort units (units trained to move unconventional munitions and material), Criminal Investigation Division (CID) agents, and Special Operation Forces: +\$3.6 million
- (2) Program is understated in FY 2011 due to the inclusion of the FY 2011 position at President's Budget 2011 submission levels: +\$33.8 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL DUTY ASSIGNMENT PAY (SDAP)</b>									
SD 6 (\$450.00)	9,536	\$5,400	51,496	7,149	\$5,400	38,605	9,838	\$5,400	53,127
SD 5 (\$375.00)	12,329	\$4,500	55,481	2,795	\$4,500	12,578	12,719	\$4,500	57,237
SD 4 (\$300.00)	3,789	\$3,600	13,642	10,739	\$3,600	38,659	3,909	\$3,600	14,074
SD 3 (\$225.00)	1,059	\$2,700	2,858	40	\$2,700	109	1,092	\$2,700	2,949
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)</b>	<b>26,713</b>		<b>123,477</b>	<b>20,723</b>		<b>89,951</b>	<b>27,558</b>		<b>127,387</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
REENLISTMENT BONUS  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$271,135
ESTIMATE FY 2011	\$457,359
ACTUAL FY 2010	\$219,534

**Project: Reenlistment Bonus**

**PART I - PURPOSE AND SCOPE**

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

**Selective Reenlistment Bonus (SRB)** - 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 monthly base pay or \$90,000, whichever is less. Army policy has set the maximum SRB allowed to be paid at \$40,000 to Soldiers with a maximum of 16 years of service.

**Critical Skills Retention Bonus (CSRB)** - 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 19-25 years of service and select Soldiers with 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 six years while select (non-SOF) skills are offered up to \$100,000 for six years.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The SRB program is a key component in Military Occupational Specialty (MOS)/force alignment initiatives and 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, the Army continually evaluates 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 2011 (restricted to MOS's with authorizations in at least four grade cells):



MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
REENLISTMENT BONUS  
(IN THOUSANDS OF DOLLARS)

MOS    Title

11B INFANTRYMAN  
11C INDIRECT FIRE INFANTRYMAN  
13B CANNON CREWMEMBER  
13D FIELD ARTILLERY AUTOMATED TACTICAL DATA SYSTEMS SPECIALIST  
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

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
REENLISTMENT BONUS  
(IN THOUSANDS OF DOLLARS)

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  
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

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
REENLISTMENT BONUS  
(IN THOUSANDS OF DOLLARS)

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

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 (SRB) program below the levels requested in the President's Budget 2011 request. These trends are reflected in the FY 2012 request and drive the program reductions identified below. The net change in the reenlistment program is -\$186.2 million between FY 2011 and FY 2012. This change is based on:

(1) A price increase consistent with pay raise assumptions: +\$5.5 million

(2) A program decrease due to a reduction in the number of Soldiers expected to receive this bonus due to current retention success and the anticipated economic conditions: -\$191.7 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>REENLISTMENT BONUS</b>									
INITIAL PAYMENTS	17,175	\$10,418	178,934	37,708	\$10,616	400,308	20,736	\$10,836	224,692
ANNIVERSARY PAYMENTS	0	0	0	0	0	0	0	0	0
CSRB INITIAL PAYMENTS	542	\$74,962	40,600	747	\$76,390	57,051	596	\$77,971	46,443
<b>TOTAL REENLISTMENT BONUS</b>	<b>17,717</b>		<b>219,534</b>	<b>38,455</b>		<b>457,359</b>	<b>21,332</b>		<b>271,135</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
ENLISTMENT BONUS  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$350,839
ESTIMATE FY 2011	\$465,273
ACTUAL FY 2010	\$588,730

**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. The Army also has the authority to pay up to \$40,000 (not to exceed a total enlistment bonus of this amount) 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** - In previous submissions, residual payments were 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. Following an Army review of bonus payment policy, residual payments have been eliminated and payment of enlistment bonuses will be reflected in the same year the Soldier ships for duty. Residual payment totals are now included in the new payment category.

**Anniversary Payments** - By Army policy, up to \$10,000 may be paid initially in lump sum. Soldiers receiving bonuses above \$10,000 are paid anniversary payments 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.

**Army Recruiting Initiatives** - Soldiers, future Soldiers, USMA cadets, ROTC contracted cadets, Army component retirees, and Department of the Army civilians can earn \$2,000 for referring their acquaintances to Army and Army Reserve recruiters, if those referrals result in enlistment.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The enlistment bonus program is designed to attract highly qualified individuals. The Army offers various levels 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, etc.) 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.

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
ENLISTMENT BONUS  
(IN THOUSANDS OF DOLLARS)

The Army has successfully reached its base end strength objective of 547.4K. FY 2011 is overstated due to the inclusion of the FY 2011 position at the President's Budget 2011 submission levels. The net change in the enlistment bonuses requirement totals -\$114.4 million between FY 2011 and FY 2012. These changes are based on:

(1) Price decrease due to bonus payment rates: -\$22.3 million

The price decrease in enlistment bonus rates is tied to those bonus amounts necessary to target new recruits with critical skills and the current state of the economy.

(2) Program decrease due a reduction in the total number of bonuses expected to be issued: -\$92.1 million

The program decrease in the enlistment bonus account is due to the Army's success in reaching base end strength objectives, the current state of the economy, and a reduction in prior years of bonuses that require anniversary payments.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ENLISTMENT BONUS</b>									
NEW PAYMENTS	33,684	\$5,127	172,700	18,023	\$6,856	123,568	28,262	\$5,584	157,815
RESIDUAL NEW PAYMENTS	0	0	0	15,192	\$6,680	101,485	0	0	0
ANNIVERSARY (INCREMENTAL) PAYMENTS	94,786	\$4,104	389,000	86,722	\$2,770	240,220	55,435	\$3,031	168,024
ARMY RECRUITING INITIATIVES	13,515	\$2,000	27,030	0	0	0	12,500	\$2,000	25,000
<b>TOTAL ENLISTMENT BONUS</b>	<b>141,985</b>		<b>588,730</b>	<b>119,937</b>		<b>465,273</b>	<b>96,197</b>		<b>350,839</b>

MILITARY PERSONNEL, ARMY  
ENLISTMENT BONUS (EB)  
(IN THOUSANDS OF DOLLARS)

	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014*		FY 2015*		FY 2016*	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	94,786	389,000	64,997	196,087	48,852	154,420	36,676	69,140	30,395	65,228	1,582	3,184	-	-
	FY 2010		FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<b>FY 2010</b>														
Initial Payments	33,684	172,700												
Anniversary Payments			21,725	44,133	3,035	6,316	3,035	24,940	2,081	4,465	5,378	10,826	1,582	3,285
<b>FY 2011</b>														
Initial Payments			33,215	225,053										
Anniversary Payments					3,548	7,288	3,382	25,213	2,688	5,768	5,694	11,463	5,378	11,170
<b>FY 2012</b>														
Initial Payments					28,262	157,815								
Anniversary Payments							3,903	28,650	2,995	6,427	6,011	12,099	5,694	11,827
<b>FY 2013</b>														
Initial Payments							29,622	203,190						
Anniversary Payments									3,456	7,416	6,327	12,736	6,011	12,484
<b>FY 2014</b>														
Initial Payments									30,254	211,804				
Anniversary Payments											6,643	13,373	6,327	13,141
<b>FY 2015</b>														
Initial Payments											29,457	210,129		
Anniversary Payments													6,643	13,798
<b>FY 2016</b>														
Initial Payments													29,613	210,222
Anniversary Payments														
<b>FY 2017</b>														
Initial Payments														
Anniversary Payments														
<b>TOTAL</b>														
Initial Payments	33,684	172,700	33,215	225,053	28,262	157,815	29,622	203,190	30,254	211,804	29,457	210,129	29,613	210,222
Anniversary Payments	94,786	389,000	86,722	240,220	55,435	168,024	46,996	147,943	41,614	89,304	31,635	63,681	31,635	65,706
EB	128,470	561,700	119,937	465,273	83,697	325,839	76,618	351,133	71,868	301,108	61,092	273,810	61,248	275,928

\*Anniversary payment projections beyond FY 2013 are subject to change as assumptions for economic conditions, recruiting missions and specific MOS and grade shortfalls are refined.

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
EDUCATION BENEFITS

ESTIMATE FY 2012	\$72,841
ESTIMATE FY 2011	\$83,018
ACTUAL FY 2010	\$125,571

**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 an ROTC Scholarship Program.

The ACF Program is designed to support readiness by attracting highly qualified individuals into select critical initial entry military occupational specialties (MOS). The program is tied to a level commensurate with the programmed recruiting mission and the funding levels are critical to attaining Army quality goals.

Due to the inclusion of the FY 2011 position at the President's Budget 2011 submission levels, the FY 2011 rates have not been adjusted in accordance with the approved DOD Board of Actuaries rates for FY 2011.

The educational Benefits requirements decrease by -\$10.1 million from FY 2011 to FY 2012. This decline is driven by:

- (1) A program reduction due to the Army's successful completion of reaching its 547,400 end strength objective: -\$5.8 million
- (2) A price decrease due to declining benefit rates: -\$4.3 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
EDUCATION BENEFITS  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>EDUCATION BENEFITS</b>									
TWO YEAR COMMITMENT	0	\$2,201	0	15	\$2,351	35	205	\$2,298	471
THREE YEAR COMMITMENT	6,298	\$6,706	42,236	4,637	\$6,652	30,845	2,793	\$6,085	16,995
FOUR YEAR COMMITMENT	6,139	\$9,662	59,311	3,446	\$9,590	33,047	3,679	\$9,283	34,153
FIVE YEAR COMMITMENT	796	\$11,329	9,020	1,003	\$10,732	10,768	1,097	\$10,237	11,230
SIX YEAR COMMITMENT	1,346	\$11,147	15,004	786	\$10,590	8,323	1,042	\$9,589	9,992
MGIB TRANSFERABILITY	0	0	0	0	0	0	0	0	0
<b>TOTAL EDUCATION BENEFITS</b>	<b>14,579</b>		<b>125,571</b>	<b>9,887</b>		<b>83,018</b>	<b>8,816</b>		<b>72,841</b>



MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
LOAN REPAYMENT PROGRAM  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$56,225
ESTIMATE FY 2011	\$62,880
ACTUAL FY 2010	\$56,877

**Project: Loan Repayment Program**

**PART I - PURPOSE AND SCOPE**

The Loan Repayment Program (LRP) is authorized by PL 99-145, Section 71(a) (1). Guidelines for the LRP are contained in Chapter 109, Title 10, United States Code, Section 2171. The LRP pays for federal student loans guaranteed under the Higher Education Act or any loan incurred for educational purposes made by a lender that is:

- An agency or instrumentality of a state.
- A financial or credit institution (including an insurance company) that is subject to examination and supervision by an agency of the United States or any state.
- A pension fund or a non-profit entity.

The LRP is an enlistment incentive designed to increase the quality of 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 up to a maximum of \$65,000.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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 decreases by -\$6.7 million between FY 2011 and FY 2012. These changes are based on -

- (1) Price increase due to an changes in the average loan repayment amounts: +\$1.1 million
- (2) Program decrease driven by the projected number of Soldiers participating in the program: -\$7.8 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010		ESTIMATE FY 2011		ESTIMATE FY 2012	
	AVERAGE	AMOUNT	AVERAGE	AMOUNT	AVERAGE	AMOUNT
	NUMBER		NUMBER		NUMBER	
LOAN REPAYMENT PROGRAM	10,559	56,877	11,700	62,880	10,250	56,225

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
BASIC ALLOWANCE FOR HOUSING - ENLISTED  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$4,887,446
ESTIMATE FY 2011	\$4,395,850
ACTUAL FY 2010	\$5,892,504

**Project: Basic Allowance for Housing - Enlisted**

**PART I - PURPOSE AND SCOPE**

In the FY 1998 National Defense Authorization Act (NDAA), Congress approved the payment of a Basic Allowance for Housing (BAH) to service members. BAH provides members a monthly allowance for housing, and consist of BAH-Domestic, BAH Differential, Partial BAH, and Overseas Housing Allowance (OHA). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). In accordance with the Joint Federal Travel Regulation (JTFR), Chapter 10, BAH also includes Family Separation Housing (FSH) allowance, which is integrated in the without dependent housing allowance sections. Payment to service members is authorized by revisions to Title 37 U.S.C. 403.

In accordance with the Joint Federal Travel Regulation (JTFR), Chapter 10, FSH will no longer be captured in Family Separation Allowance pays. Instead, FSH will be captured in BAH within the without dependents housing allowance sections. FSH provides member an additional housing allowance for housing expenses resulting from separation from dependents when the member must live off-base at a new location and must maintain two homes. FSH is paid 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.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2012 rates were built by applying inflation assumptions to actual Active Component rates from FY 2010. The FY 2011 column reflect the FY 2011 President's Budget submission and is based on FY 2009 actual execution. FY 2012 rates reflect, on-average, a 3.1% housing cost growth inflation factor.

Due to the decision to provide FY 2011 column as of the FY 2011 President's Budget submission,

The total change in BAH between FY 2011 and FY 2012 is +\$491.6 million. This increase is based on:

- (1) Price increase due to the FY 2011 1.4% housing cost growth rate: +\$4.5 million
- (2) Price increase due to the FY 2012 3.1% housing cost growth rate: +\$88.8 million
- (3) Price increase due to foreign currency fluctuation in OHA: +\$6.1 million
- (4) Program decrease due to a reduction in enlisted man-years: -\$22.6 million

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
BASIC ALLOWANCE FOR HOUSING - ENLISTED  
(IN THOUSANDS OF DOLLARS)

(5) A program increase due to a shift in enlisted grade structure: +\$56.0 million

(6) A program increase due to an increase in the percentage of enlisted Soldiers receiving BAH: +\$455.4 million

(7) BAH is overstated in FY 2011 due to a reduction in the BAH inflation rate, from 3.8% (budgeted) to 1.4%: -\$96.6 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
BASIC ALLOWANCE FOR HOUSING - ENLISTED  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>									
<b>WITH DEPENDENTS - DOMESTIC</b>									
SERGEANT MAJOR	3,688	\$20,624	76,060	2,715	\$21,337	57,931	2,911	\$21,581	62,822
1ST SERGEANT/MASTER SERGEANT	13,647	\$19,075	260,316	9,724	\$19,928	193,783	10,505	\$19,910	209,154
PLATOON SERGEANT/SERGEANT 1ST CLASS	41,110	\$17,902	735,954	32,005	\$18,789	601,342	34,124	\$18,691	637,814
STAFF SERGEANT	62,414	\$16,880	1,053,576	45,232	\$17,698	800,533	50,689	\$17,563	890,269
SERGEANT	70,181	\$14,552	1,021,268	48,433	\$15,343	743,087	57,612	\$15,162	873,530
CORPORAL/SPECIALIST	86,662	\$13,396	1,160,967	67,056	\$14,097	945,267	77,232	\$14,004	1,081,579
PRIVATE FIRST CLASS	25,956	\$13,361	346,807	16,403	\$14,069	230,770	17,495	\$13,957	244,172
PRIVATE E2	9,229	\$13,495	124,547	7,230	\$14,120	102,087	6,706	\$14,120	94,688
PRIVATE E1	3,319	\$13,785	45,751	3,284	\$14,189	46,596	3,196	\$14,419	46,083
<b>SUBTOTAL WITH DEPENDENTS - DOMESTIC</b>	<b>316,206</b>		<b>4,825,246</b>	<b>232,082</b>		<b>3,721,396</b>	<b>260,470</b>		<b>4,140,111</b>
<b>WITHOUT DEPENDENTS - DOMESTIC</b>									
SERGEANT MAJOR	379	\$17,314	6,562	262	\$16,767	4,393	294	\$18,010	5,295
1ST SERGEANT/MASTER SERGEANT	1,392	\$15,926	22,169	873	\$15,645	13,658	987	\$16,454	16,240
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,895	\$14,311	70,053	3,673	\$13,931	51,170	3,899	\$14,815	57,762
STAFF SERGEANT	13,060	\$13,555	177,027	8,753	\$13,383	117,145	9,996	\$13,925	139,197
SERGEANT	15,386	\$12,332	189,736	8,780	\$12,069	105,968	9,709	\$12,791	124,185
CORPORAL/SPECIALIST	22,165	\$10,533	233,464	9,247	\$10,455	96,674	9,383	\$11,005	103,257
PRIVATE FIRST CLASS	5,516	\$10,456	57,678	1,744	\$9,524	16,610	1,317	\$11,078	14,590
PRIVATE E2	1,546	\$10,287	15,904	836	\$8,135	6,801	271	\$10,863	2,944
PRIVATE E1	505	\$10,206	5,154	422	\$7,583	3,200	135	\$10,659	1,439
<b>SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC</b>	<b>64,844</b>		<b>777,747</b>	<b>34,590</b>		<b>415,619</b>	<b>35,991</b>		<b>464,909</b>
<b>PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>									
SERGEANT MAJOR	5	\$200	1	6	\$167	1	2	\$500	1
1ST SERGEANT/MASTER SERGEANT	17	\$176	3	16	\$188	3	10	\$200	2
PLATOON SERGEANT/SERGEANT 1ST CLASS	73	\$137	10	80	\$150	12	50	\$160	8
STAFF SERGEANT	924	\$111	103	962	\$129	124	814	\$124	101
SERGEANT	12,568	\$103	1,299	12,324	\$113	1,393	12,437	\$109	1,357
CORPORAL/SPECIALIST	47,969	\$96	4,621	53,815	\$105	5,663	50,499	\$102	5,131
PRIVATE FIRST CLASS	40,039	\$93	3,727	29,993	\$101	3,038	29,545	\$98	2,890
PRIVATE E2	22,235	\$85	1,883	18,750	\$94	1,754	16,894	\$90	1,526
PRIVATE E1	10,180	\$86	872	11,502	\$90	1,032	10,483	\$87	907
<b>SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>	<b>134,010</b>		<b>12,519</b>	<b>127,448</b>		<b>13,020</b>	<b>120,734</b>		<b>11,923</b>
BAH DIFFERENTIAL - DOMESTIC	4,125	\$2,561	10,565	4,250	\$2,644	11,238	4,023	\$2,625	10,559
<b>WITH DEPENDENTS - OVERSEAS</b>									
SERGEANT MAJOR	99	\$30,798	3,049	88	\$41,693	3,669	89	\$33,101	2,946
1ST SERGEANT/MASTER SERGEANT	425	\$25,584	10,873	344	\$39,221	13,492	347	\$30,674	10,644

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
BASIC ALLOWANCE FOR HOUSING - ENLISTED  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PLATOON SERGEANT/SERGEANT 1ST CLASS	1,257	\$25,938	32,604	1,076	\$36,487	39,260	1,078	\$29,712	32,030
STAFF SERGEANT	1,997	\$22,830	45,591	1,476	\$30,810	45,475	1,602	\$28,127	45,059
SERGEANT	2,471	\$18,689	46,180	1,561	\$27,821	43,428	1,811	\$25,755	46,642
CORPORAL/SPECIALIST	2,631	\$14,578	38,356	1,486	\$24,097	35,808	1,721	\$23,867	41,075
PRIVATE FIRST CLASS	545	\$25,567	13,934	259	\$22,846	5,917	443	\$23,474	10,399
PRIVATE E2	80	\$26,550	2,124	48	\$23,688	1,137	68	\$24,118	1,640
PRIVATE E1	12	\$27,083	325	18	\$22,333	402	13	\$23,923	311
<b>SUBTOTAL WITH DEPENDENTS - OVERSEAS</b>	<b>9,517</b>		<b>193,036</b>	<b>6,356</b>		<b>188,588</b>	<b>7,172</b>		<b>190,746</b>
<b>WITHOUT DEPENDENTS - OVERSEAS</b>									
SERGEANT MAJOR	64	\$29,625	1,896	24	\$26,333	632	64	\$26,500	1,696
1ST SERGEANT/MASTER SERGEANT	241	\$25,734	6,202	80	\$24,925	1,994	236	\$24,763	5,844
PLATOON SERGEANT/SERGEANT 1ST CLASS	797	\$25,171	20,061	361	\$23,936	8,641	781	\$23,992	18,738
STAFF SERGEANT	791	\$23,110	18,280	545	\$24,145	13,159	750	\$22,969	17,227
SERGEANT	784	\$20,764	16,279	600	\$22,292	13,375	717	\$21,907	15,707
CORPORAL/SPECIALIST	613	\$15,398	9,439	382	\$19,063	7,282	444	\$20,453	9,081
PRIVATE FIRST CLASS	86	\$12,558	1,080	47	\$17,277	812	68	\$11,412	776
PRIVATE E2	10	\$10,400	104	4	\$17,250	69	6	\$12,667	76
PRIVATE E1	4	\$12,500	50	2	\$12,500	25	3	\$17,667	53
<b>SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS</b>	<b>3,390</b>		<b>73,391</b>	<b>2,045</b>		<b>45,989</b>	<b>3,069</b>		<b>69,198</b>
<b>TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>	<b>532,092</b>		<b>5,892,504</b>	<b>406,771</b>		<b>4,395,850</b>	<b>431,459</b>		<b>4,887,446</b>

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

ESTIMATE FY 2012	\$428,330
ESTIMATE FY 2011	\$402,097
ACTUAL FY 2010	\$478,934

**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 OCONUS. 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 (OSA) include Cost of Living (COLA) and Temporary Lodging Allowances (TLA). OSA payments are determined by multiplying the projected number of personnel eligible for each type of allowance by the estimated average rate. The rates for FY 2011 reflect those submitted in the 2011 President's Budget (PB11) submission and are based on FY 2009 execution data. OSA rates for FY 2012 are based on FY 2010 execution data.

The net change in the OSA is +\$26.2 million between FY 2011 and FY 2012. These changes are based on:

- (1) Price increase due to the annualization of the 1.4% pay raise, effective 1 January 2011: +\$1.3 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2012: +\$4.6 million
- (3) Price increase in TLA due to rate increase: +\$0.8 million
- (4) Program increase due to the number of Soldiers receiving OSA COLA over PB 11 levels: +\$76.8 million
- (5) Price decrease due to the display of FY 2011 rates at PB 11 submission levels: -\$57.3 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  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>OVERSEAS STATION ALLOWANCES - ENLISTED</b>									
<b>COST OF LIVING</b>									
SERGEANT MAJOR	790	\$8,551	6,759	571	\$9,128	5,211	686	\$8,085	5,545
1ST SERGEANT/MASTER SERGEANT	2,709	\$7,452	20,190	2,052	\$8,035	16,487	2,492	\$7,043	17,550
PLATOON SERGEANT/SERGEANT 1ST CLASS	8,327	\$6,858	57,104	6,809	\$7,463	50,815	8,345	\$6,481	54,084
STAFF SERGEANT	13,328	\$5,951	79,317	11,070	\$6,126	67,814	12,831	\$5,624	72,162
SERGEANT	20,874	\$4,817	100,552	16,975	\$4,961	84,213	19,683	\$4,552	89,603
CORPORAL/SPECIALIST	33,315	\$3,569	118,900	26,950	\$4,028	108,555	34,264	\$3,373	115,565
PRIVATE FIRST CLASS	15,664	\$2,656	41,603	8,808	\$2,660	23,429	9,930	\$2,510	24,924
PRIVATE E2	5,886	\$2,397	14,108	3,085	\$2,580	7,960	3,739	\$2,265	8,469
PRIVATE E1	1,150	\$2,445	2,811	753	\$2,723	2,050	944	\$2,310	2,181
<b>SUBTOTAL COST OF LIVING</b>	<b>102,043</b>		<b>441,344</b>	<b>77,073</b>		<b>366,534</b>	<b>92,914</b>		<b>390,083</b>
TEMPORARY LODGING	6,490	\$5,792	37,590	6,026	\$5,902	35,563	6,349	\$6,024	38,247
<b>TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED</b>	<b>108,533</b>		<b>478,934</b>	<b>83,099</b>		<b>402,097</b>	<b>99,263</b>		<b>428,330</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
CONUS COST OF LIVING ALLOWANCE - ENLISTED  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$6,643
ESTIMATE FY 2011	\$6,437
ACTUAL FY 2010	\$5,598

**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 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 +\$0.2 million between FY 2011 and FY 2012. This increase is driven primarily by the annualization of the FY 2011 and FY 2012 pay raise and anticipated changes in the MHA rates.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	5,108	\$1,096	5,598	5,696	\$1,130	6,437	5,722	\$1,161	6,643



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

ESTIMATE FY 2012	\$316,501
ESTIMATE FY 2011	\$311,577
ACTUAL FY 2010	\$384,274

**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) Cash payment of the clothing basic maintenance allowance authorized from the sixth month of entrance on duty through the 36th month and/or cash payment of the standard maintenance allowance authorized from the 37th month through the completion of the enlistment.
- (3) Cost of Issue-In-Kind to Korean Augmentees to United States Army (KATUSA). 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.

This request excludes replacement of clothing that has been 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.

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 organizational clothing and individual equipment (OCIE).

Due to the inclusion of the FY 2011 column from the President's Budget 2011 submission, the FY 2011 rates have not been adjusted in accordance with the approved DOD Board of Actuaries rates.

The net change in the enlisted clothing allowance requirement increased by +\$4.9 million between FY 2011 and FY 2012. These changes are based on:

- (1) Price increase due to inflation in basic and standard maintenance allowance: +\$5.9 million.
- (2) Price increase due to inflation in initial allowance: +\$2.7 million

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

- (3) Price increase due to Other Allowances rate adjustments: +\$4.1 million
- (4) Program decrease in basic and standard maintenance allowance due to a decrease in the number of Soldiers receiving payments: -\$22.9 million
- (5) Program increase in the supplementary allowance due to payment for initial stock of the improved Army Combat Uniform (ACU) and the Physical Fitness Uniform (IPFU): +\$15.1 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>CLOTHING ALLOWANCES - ENLISTED</b>									
<b>INITIAL ISSUE</b>									
<b>MILITARY</b>									
ARMY, MALE	48,792	\$1,426	69,578	51,030	\$1,442	73,585	55,438	\$1,478	81,937
ARMY, FEMALE	15,795	\$1,702	26,883	17,010	\$1,718	29,223	13,817	\$1,764	24,374
ARMY RESERVE W/PARTIAL CLOTHING ALLOWANCE	0	0	0	0	0	0	0	0	0
NATIONAL GUARD W/PARTIAL CLOTHING ALLOWANCE	0	0	0	0	0	0	0	0	0
LESS SAVINGS ON DEFERRED CLOTHING ISSUE	0	0	0	0	0	0	0	0	0
ADVANCE FUNDING FOR NEW CLOTHING ITEMS	0	0	0	0	0	0	0	0	0
LIQUIDATION OF PRIOR YEAR ADVANCES	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL MILITARY</b>	<b>64,587</b>		<b>96,461</b>	<b>68,040</b>		<b>102,808</b>	<b>69,255</b>		<b>106,311</b>
INITIAL CIVILIAN ISSUE	3,954	\$930	3,677	3,116	\$940	2,929	3,149	\$956	3,010
<b>SUBTOTAL INITIAL ISSUE</b>	<b>68,541</b>		<b>100,138</b>	<b>71,156</b>		<b>105,737</b>	<b>72,404</b>		<b>109,321</b>
<b>MAINTENANCE ALLOWANCES</b>									
<b>BASIC ALLOWANCE</b>									
BASIC MAINTENANCE, MALE	140,658	\$371	52,184	127,341	\$375	47,753	112,113	\$388	43,500
BASIC MAINTENANCE, FEMALE	21,963	\$432	9,488	21,854	\$437	9,550	19,203	\$453	8,699
<b>SUBTOTAL BASIC ALLOWANCE</b>	<b>162,621</b>		<b>61,672</b>	<b>149,195</b>		<b>57,303</b>	<b>131,316</b>		<b>52,199</b>
<b>STANDARD ALLOWANCE</b>									
STANDARD MAINTENANCE, MALE	251,462	\$530	133,275	213,815	\$536	114,605	188,090	\$555	104,390
STANDARD MAINTENANCE, FEMALE	35,050	\$619	21,696	30,511	\$626	19,100	26,867	\$648	17,410
<b>SUBTOTAL STANDARD ALLOWANCE</b>	<b>286,512</b>		<b>154,971</b>	<b>244,326</b>		<b>133,705</b>	<b>214,957</b>		<b>121,800</b>
<b>SUBTOTAL MAINTENANCE ALLOWANCES</b>	<b>449,133</b>		<b>216,643</b>	<b>393,521</b>		<b>191,008</b>	<b>346,273</b>		<b>173,999</b>
SUPPLEMENTARY ALLOWANCE			62,317			12,548			27,419
<b>OTHER ALLOWANCES</b>									
KATUSA	2,474	\$1,173	2,902	3,405	\$205	698	2,504	\$1,556	3,896
REPLACEMENT DURING FIRST 6 MONTHS	688	\$689	474	43,364	\$11	477	1,008	\$740	746
CHARGE SALES	0	0	1,800	0	0	1,109	0	0	1,120
<b>SUBTOTAL OTHER ALLOWANCES</b>	<b>3,162</b>		<b>5,176</b>	<b>46,769</b>		<b>2,284</b>	<b>3,512</b>		<b>5,762</b>
<b>TOTAL CLOTHING ALLOWANCES - ENLISTED</b>	<b>520,836</b>		<b>384,274</b>	<b>511,446</b>		<b>311,577</b>	<b>422,189</b>		<b>316,501</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
FAMILY SEPARATION ALLOWANCES - ENLISTED  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$90,439
ESTIMATE FY 2011	\$86,360
ACTUAL FY 2010	\$324,741

**Project: Family Separation Allowances - Enlisted**

**PART I - PURPOSE AND SCOPE**

Family Separation Allowances (FSA) provides family separation payments for added expenses to officers, with dependents, who are on duty outside the continental United States in accordance with 37 U.S.C. 427. Two types of funds are provided:

**PCS with Dependents not Authorized, Government Quarters not available (now called Family Separation Housing (FSH))** - Provides member an additional housing allowance for housing expenses resulting from separation from dependents when the member must live off-base at a new location and must maintain two homes. FSH is paid 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. In accordance with the Joint Federal Travel Regulation (JTFR), Chapter 10, FSH will no longer be captured in FSA. FSH will be accounted for in Basic Allowance for Housing (BAH) within the without dependent housing allowance sections.

**PCS With Dependents Not Authorized (now called FSA-R) and Temporary Duty More Than 30 Days With Dependents Not Near Station (now called FSA-T)** - Provides member compensation for added expenses incurred because of enforced separation from dependents and is payable when a member with dependents makes a permanent change of station (FSA-R), is on temporary duty travel (FSA-T), and travel of dependents to the duty station is not authorized and dependents do not reside at or near the duty station. Duty station can be either in CONUS or overseas. Payment is \$250 per month.

**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 +\$4.1 million between FY 2011 and FY 2012. These changes are based on:

- (1) Program increase due to the number of Soldiers on PCS status: +\$1.6 million
- (2) Program increase due to the number of Soldiers on TDY status: +\$4.5 million

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
FAMILY SEPARATION ALLOWANCES - ENLISTED  
(IN THOUSANDS OF DOLLARS)

(3) Program decrease in Family Separation Housing resulting from a policy changed to integrate this allowance into existing without dependent housing allowances sections of the Basic Allowance for Housing (BAH) exhibits: -\$2.0 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>FAMILY SEPARATION ALLOWANCES - ENLISTED</b>									
<b>PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL</b>									
SERGEANT MAJOR	0	0	0	4	\$20,750	83	0	0	0
1ST SERGEANT/MASTER SERGEANT	0	0	0	2	\$23,500	47	0	0	0
PLATOON SERGEANT/SERGEANT 1ST CLASS	0	0	0	28	\$16,464	461	0	0	0
STAFF SERGEANT	0	0	0	20	\$16,350	327	0	0	0
SERGEANT	0	0	0	26	\$14,769	384	0	0	0
CORPORAL/SPECIALIST	0	0	0	61	\$12,361	754	0	0	0
<b>SUBTOTAL PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL</b>	<b>0</b>		<b>0</b>	<b>141</b>		<b>2,056</b>	<b>0</b>		<b>0</b>
PCS W/DEPENDENTS NOT AUTHORIZED	14,251	\$3,000	42,753	14,514	\$3,000	43,543	15,049	\$3,000	45,147
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	93,996	\$3,000	281,988	13,587	\$3,000	40,761	15,097	\$3,000	45,292
<b>TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED</b>	<b>108,247</b>		<b>324,741</b>	<b>28,242</b>		<b>86,360</b>	<b>30,146</b>		<b>90,439</b>

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

ESTIMATE FY 2012	\$9,000
ESTIMATE FY 2011	\$837
ACTUAL FY 2010	\$842

**Project: Aid and Attendance for Catastrophically Injured**

**PART I - PURPOSE AND SCOPE**

As authorized under provision of 37 U.S.C. 439, (Section 603 of FY 2010 National Defense Authorization Act, P.L. 111-84), the requested funds will provide for an allowance to catastrophically injured service members who require 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 catastrophically injured service members. The allowance will be paid by the Secretary until the injured service member is medically retired through the expedited disability evaluation system and transitioned to veteran status. At that time, the allowance will cease for that member.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The FY 2010 and FY 2011 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. For the FY 2012 request, the Army approved a rate increase to the maximum threshold for this allowance of \$2,983 per month for 10 months and expanded eligibility to all those who incur catastrophic injury or illness in the line of duty.

The total change in the special monthly compensation requirements is +\$8.1 million between FY 2011 and FY 2012. These changes are based on:

- (1) Price increase due to the Army's approval to increase the monthly rate from \$1,800 for 4 months to the maximum threshold of \$2,983 for 10 months: +\$6.8 million
- (2) Program increase due to the expanded eligibility to include all Soldiers who incur catastrophic injury or illness in the line of duty: +\$ 1.3 million.

Detailed computations are provided in the following table:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW-CATASTROPHICALLY INJURED	117	\$7,200	842	116	\$7,200	837	302	\$29,830	9,000

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

ESTIMATE FY 2012	\$269,392
ESTIMATE FY 2011	\$255,127
ACTUAL FY 2010	\$286,968

**Project: Separation Payments - Enlisted**

**PART I - PURPOSE AND SCOPE**

Funds requested provide for:

- (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. Leave payments will not exceed a career total of 60 days.
- (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 denied reenlistment or continuation. Payment is 5% of the product of the number of years the member has been in 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 who are fully qualified for retention, but are denied reenlistment or continuation. Payment is 10% of the product of the number of years the member has been inactive service plus fractions of years based on full months and 12 times monthly basic pay.
- (5) Voluntary Separation Incentive (VSI) Trust Fund and Special Separation Benefits (SSB)** - 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.
- (6) 15 Year Early Retirement Authority** - 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 calculated as 2.5 percent of basic pay multiplied by years of service and 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 Appropriation to fund all early retirement payments up front to cover the entire initial period, which is defined as that



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

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.

**(7) \$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**

Severance payments are determined by multiplying the projected number eligible for each type of payment by the estimated average payment applicable.

The net change in Separation pay is +\$14.2 million between FY 2011 and FY 2012. This increase is based on:

- (1) Price increase due to the annualization of the 1.4% pay raise, effective 1 January 2011, and the 1.6% pay raise, effective 1 January 2012: +\$4.4 million
- (2) Program increase due to an increase in the number of Soldiers receiving \$30K lump sum pay: +\$0.2 million
- (3) Program increase due to the number of Soldiers receiving lump sum terminal leave pay: +\$1.2 million
- (4) Program increase due to the number of Soldiers receiving severance pay: +\$2.9 million
- (5) Program increase due to the number of Soldiers receiving involuntary separation incentive: +\$5.5 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
SEPARATION PAYMENTS - ENLISTED  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010				ESTIMATE FY 2011				ESTIMATE FY 2012			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
<b>SEPARATION PAYMENTS - ENLISTED</b>												
<b>LUMP SUM TERMINAL LEAVE PAYMENTS</b>												
SERGEANT MAJOR	163	15	\$5,399	880	41	15	\$5,463	224	41	15	\$5,610	230
1ST SERGEANT/MASTER SERGEANT	502	23	\$4,496	2,257	81	23	\$4,679	379	83	23	\$4,675	388
PLATOON SERGEANT/SERGEANT 1ST CLASS	2,656	13	\$2,652	7,045	545	13	\$2,739	1,493	555	13	\$2,759	1,531
STAFF SERGEANT	6,326	9	\$1,817	11,496	2,736	9	\$1,878	5,137	2,788	9	\$1,890	5,268
SERGEANT	12,580	7	\$1,356	17,059	12,013	7	\$1,402	16,837	12,241	7	\$1,410	17,265
CORPORAL/SPECIALIST	19,749	7	\$1,112	21,961	19,030	7	\$1,149	21,871	19,389	7	\$1,157	22,425
PRIVATE FIRST CLASS	5,669	7	\$981	5,561	6,166	7	\$1,013	6,248	6,279	7	\$1,020	6,407
PRIVATE E2	4,283	6	\$781	3,345	5,239	6	\$807	4,228	5,337	6	\$812	4,335
PRIVATE E1	7,288	8	\$867	6,319	8,601	8	\$896	7,708	8,766	8	\$902	7,905
<b>SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS</b>	<b>59,216</b>			<b>75,923</b>	<b>54,452</b>			<b>64,125</b>	<b>55,479</b>			<b>65,754</b>
AUTHORIZED DONATIONS				0				0				0
SEVERANCE PAY, DISABILITY	2,725		\$34,795	94,816	2,613		\$33,312	87,043	2,700		\$33,480	90,396
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	558		\$18,912	10,553	467		\$20,758	9,694	702		\$20,521	14,406
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	316		\$23,307	7,365	314		\$16,847	5,290	350		\$27,509	9,628
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				5,467				5,222				5,208
SPECIAL SEPARATION BENEFIT (SSB)				0				0				0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY				0				0				0
\$30,000 LUMP SUM BONUS				92,844				83,753				84,000
<b>TOTAL SEPARATION PAYMENTS - ENLISTED</b>	<b>62,815</b>			<b>286,968</b>	<b>57,846</b>			<b>255,127</b>	<b>59,231</b>			<b>269,392</b>

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

ESTIMATE FY 2012	\$1,072,082
ESTIMATE FY 2011	\$1,046,710
ACTUAL FY 2010	\$1,225,415

**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
2010	\$106,800	No upper limit
2011	\$106,800	No upper limit
2012	\$113,700	No upper limit

The total change in the FICA requirement is +\$25.4 million between FY 2011 and FY 2012. This increase is based on -

- (1) Price increase due to the annualization of the 1.4% pay raise, effective 1 January 2011: +\$5.3 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2012: +\$18.2 million
- (3) Program decrease due to reduction in total enlisted man-years: -\$5.4 million
- (4) Program increase due to a shift in enlisted grade structure: +\$7.3 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED</b>									
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	538,330	\$2,276	1,225,415	451,062	\$2,321	1,046,710	448,743	\$2,389	1,072,082
NON-JUDICIAL FINES AND FORFEITURES			0			0			0
<b>TOTAL SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED</b>	<b>538,330</b>		<b>1,225,415</b>	<b>451,062</b>		<b>1,046,710</b>	<b>448,743</b>		<b>1,072,082</b>

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

**Pay and Allowances of Cadets**

<b>FY 2011 Direct Program</b>			<b>74,773</b>
Increases:			
Price Increases:			
a.	Basic Pay increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	249	
b.	Basic Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	854	
c.	FICA increase due to the annualization of the 1.4% pay raise, effective 1 January 2011	19	
d.	FICA increase due to the annualization of the 1.6% pay raise, effective 1 January 2012	65	
	<b>Total Price Increases</b>		<b>1,187</b>
Program Increases:			
a.	Basic Pay increase due to man-year growth	870	
b.	Basic Allowance for Subsistence increase due to man-year growth	315	
c.	FICA increase due to man-year growth	67	
	<b>Total Program Increases</b>		<b>1,252</b>
<b>Total Increases</b>			<b>2,439</b>
Decreases:			
Price Decreases:			
a.	Basic Allowance for Subsistence decrease as a result of FY 2011 rate not reduced to from 3.4% (budgeted) to 0.4%	(898)	
	<b>Total Price Decreases</b>		<b>(898)</b>
Program Decreases:	None		
	<b>Total Program Decreases</b>		<b>-</b>
<b>Total Decreases</b>			<b>(898)</b>
<b>FY 2012 Direct Program</b>			<b>76,314</b>

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

ESTIMATE FY 2012 \$76,314  
ESTIMATE FY 2011 \$74,773  
ACTUAL FY 2010 \$73,317

**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 states 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**

***Requirement Calculation:***

The basic pay funding requirement is determined by applying the annual statutory rate to the projected work-years.

For commuted rations, the yearly rates are calculated using the cadet daily annualized ration rates multiplied by 365 days. The daily subsistence rates are provided in the following table:

Calendar Year 2010 - \$10.80 (1 Jan - 31 Dec)	FY 2010 Annualized Rate - \$10.80 per day
Calendar Year 2011 - \$10.80 (1 Jan - 31 Dec)	FY 2011 Annualized Rate - \$10.80 per day
Calendar Year 2012 - \$11.20 (1 Jan - 31 Dec)	FY 2012 Annualized Rate - \$11.10 per day

The FICA tax is calculated based on the Old Age, Survivor, and Disability Insurance (OASDI) rate of 6.2% and the Hospital Insurance (HI) rate of 1.45% for a combined 7.65% of basic pay rate. The number of takers in the Social Security budget line does not include foreign Cadets since they are exempt from FICA taxation.

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

***Year of Execution Rate Adjustments (FY 2011):***

The calendar year 2011 Cadet subsistence rate has changed from \$11.15 (FY 2011 President's Budget - Sep. 2010) to \$10.80. Estimated savings over FY 2011 President's Budget submission is \$0.4M. Estimated savings are not displayed in the budget line item due to FY 2011 displaying the FY 2011 President's Budget submission figures.

Savings due to rate change are expected to be used for Cadet Basic Pay and FICA. Due to increasing Cadet retention rates and large size of the Cadet class that was admitted during FY 2010, FY 2011 is not expected to experience the decrease in the cadet strength (program) as displayed in the requirements tables.

***Funding Requirement Changes from FY 2011 to FY 2012:***

The Cadet funding requirements changed by +\$1.5 million from FY 2011 to FY 2012. The change is a result of:

Increases:

- (1) Price increase in basic pay due to pay inflation: +\$1.1 million from FY 2011 to FY 2012. The increase is a result of:
  - (a) Annualization of the 1.4% pay raise, effective 1 January 2011: +\$0.2 million
  - (b) Annualization of the 1.6% pay raise, effective 1 January 2012: +\$0.9 million
- (2) Program increase in basic pay due to increase in average Cadet man-years: +\$0.9 million
- (3) Program increase in subsistence due to increase in average Cadet man-years: +\$0.3 million
- (4) Program increase in FICA due to increase in average Cadet man-years: +\$0.1 million

Decreases:

- (5) Price decrease in subsistence as a result of the FY 2011 Cadet ration rate changing from 3.4% (budgeted) to 0.4%: -\$0.9 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ACADEMY CADETS</b>									
CADET BASIC PAY	4,529	\$11,399	51,627	4,424	\$11,763	52,041	4,498	\$12,009	54,015
SUBSISTENCE (COMMUTED RATIONS)	4,529	\$3,937	17,832	4,424	\$4,251	18,805	4,498	\$4,051	18,222
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,472	\$863	3,858	4,364	\$900	3,927	4,438	\$919	4,077
<b>TOTAL ACADEMY CADETS</b>			<b>73,317</b>			<b>74,773</b>			<b>76,314</b>



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

**Subsistence of Enlisted Personnel**

<b>FY 2011 Direct Program</b>	<b>2,113,448</b>
Increases:	
Price Increases:	
a. Basic Allowance for Subsistence increase due to the annualization of the 0.4% rate adjustment, effective 1 January 2011	1,648
b. Basic Allowance for Subsistence increase due to the annualization of the 3.4% rate adjustment, effective 1 January 2012	42,027
c. Basic Allowance for Subsistence requirement increase due to decreased collection rate	8,312
d. Unitized Group Rations-Heat and Serve increase due to manufacturer price inflation	491
e. Unitized Group Rations (A) increase due to manufacturer price inflation	1,570
f. Other Rations increase due to inflation	407
g. Family Subsistence Supplemental Allowance increase due to annual eligibility cost	50
Total Price Increases	54,506
Program Increases:	
a. Operational Rations increase due to number of personnel estimated to receive benefit	28,531
b. Unitized Group Rations (A) increase due to number of personnel estimated to receive benefit	22,023
c. Other Rations increase due to number of personnel estimated to receive benefit	3,442
d. Augmentation Rations increase due to number of personnel estimated to receive benefit	308
e. Family Subsistence Supplemental Allowance increase due to number of personnel estimated to receive benefit	668
Total Program Increases	54,972
Total Increases	109,478
Decreases:	
Price Decreases:	
a. Subsistence in Messes decrease due to dining facility cost deflation	(55,136)
b. Operational Rations decrease due to manufacturer price deflation	(21,109)
c. Basic Allowance for Subsistence decrease due to FY 2011 rate reduction	(37,613)
Total Price Decreases	(113,858)
Program Decreases:	
a. Basic Allowance for Subsistence decrease due to number of personnel estimated to receive benefit	(674)
b. Basic Allowance for Subsistence decrease due to increased collections	(6,933)
c. Subsistence in Messes decrease due to number of personnel estimated to receive benefit	(24,942)
d. Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit	(3,086)
Total Program Decreases	(35,635)
Total Decreases	(149,493)
<b>FY 2012 Direct Program</b>	<b>2,073,433</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE  
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE- PURPOSE/SCOPE & JUSTIFICATION

ESTIMATE FY 2012	\$2,091,733
ESTIMATE FY 2011	\$2,131,748
ACTUAL FY 2010	\$4,290,541

**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). BAS in this account is for the active duty enlisted Soldier. SIK 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 BAS.

**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 SIK 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, Korean Augmentation to U.S. Army (KATUSA) rations, and host nation support meals. Contracted 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**

The change in Subsistence of Enlisted Personnel from FY 2011 to FY 2012 is -\$40.0 million. The change is based on the net of:

MILITARY PERSONNEL, ARMY  
SECTION 4  
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE  
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE- PURPOSE/SCOPE & JUSTIFICATION

**Price Increases:**

- (1) BAS increase due to the annualization of the 0.4% food cost index adjustment, effective 1 January 2011: +\$1.6 million
- (2) BAS increase due to the annualization of the 3.4% food cost index adjustment, effective 1 January 2012: +\$41.9 million
- (3) BAS requirement increase due to decreased collection rate: +\$8.3 million
- (4) Unitized Group Rations Heat and Serve increase due to manufacturer price inflation: +\$0.5 million
- (5) Unitized Group Rations (A) increase due to manufacturer price inflation: +\$1.6 million
- (6) Other Rations increase due to price inflation: +\$0.4 million
- (7) Family Subsistence Supplemental Allowance (FSSA) increase due to increased monthly allowance limit: +\$0.1 million

**Program Increases:**

- (8) Operational Rations increase due to number of personnel estimated to receive benefit: +\$28.5 million
- (9) Unitized Group Rations (A) increase due to number of personnel estimated to receive benefit: +\$22.0 million
- (10) Other Rations increase due to number of personnel estimated to receive benefit: +\$3.4 million
- (11) Augmentation Rations increase due to number of personnel estimated to receive benefit: +\$0.3 million
- (12) FSSA increase due to the inclusion of the FY 2011 position at President's Budget 2011 levels: +\$0.7 million

**Price Decrease:**

- (13) Subsistence in Mess decrease due to the inclusion of the FY 2011 position at President's Budget 2011 levels: -\$55.1 million
- (14) Operational Rations decrease due to the inclusion of the FY 2011 position at President's Budget 2011 levels: -\$21.1 million

**Program Decreases:**

MILITARY PERSONNEL, ARMY  
SECTION 4  
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE  
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE- PURPOSE/SCOPE & JUSTIFICATION

(15) BAS decrease due to declining number of personnel estimated to receive benefit: -\$0.7 million

(16) BAS requirement decrease due to increased collection levels: -\$6.9 million

(17) Subsistence in Mess decrease due to declining number of personnel estimated to receive benefit: -\$24.9 million

(18) Unitized Group Rations Heat and Serve decrease due to number of personnel estimated to receive benefit: -\$3.1 million

**Other Decreases:**

(19) BAS is overstated in FY 2011 due to reduction in the BAS inflation rate for 3.4% (budgeted to 0.4%): -\$37.6 million

The Army has taken a number of steps to improve accuracy in base and OND budget projections. These include:

**FY 10 Improvements:**

Subsistence Data:

- Improved the methodology to break out operational rations by stock number and theater which in turn improved the fidelity of accounting reports provided by the Defense Finance and Accounting Service (DFAS). This improved data allows for more accuracy in the financial reports that are used as a baseline to build an accurate budget for Army subsistence.

- Developed a model to calculate Contracted Meals for Department of Defense Civilians and Contractors subsisting in Iraq and Afghanistan to the appropriate Operation Maintenance Account based on strength analysis and the Army's subsistence consumption on a monthly basis.

**FY 11 Improvements:**

Managerial Controls:

-The Army Subsistence program is currently working with DSCP and DFAS to eliminate all manual process in establishing valid obligations for Army subsistence. This initiative is preparing Army subsistence for the General Fund Enterprise Business System (GFEBS) environment. Obligations will use the Funds Control Module (FCM) as a platform to the GFEBS database. The FCM module ensures that the Army has a Federal Financial Management Improvement Act compliant system which ensures a disciplined funds control process for Army subsistence and an integrated process to provide leadership with real time access to resources.

MILITARY PERSONNEL, ARMY  
SECTION 4  
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE  
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE- PURPOSE/SCOPE & JUSTIFICATION

-These improvements have enhanced the Army's ability to differentiate Base and OCO expenses and develop an accurate request for FY 2012 supported by funding requirements as captured by execution data within source systems. This request has been developed with improved information and is based on a more accurate projection of base subsistence costs. These improvements, coupled with the accurate display of rates, leads to a budgeted decrease in SIK in FY 2012.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY  
SECTION 4  
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>									
<b>BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED</b>									
WHEN AUTHORIZED TO MESS SEPARATELY	516,558	\$3,886	2,007,572	424,410	\$3,986	1,691,504	424,241	\$4,000	1,696,893
WHEN RATIONS IN KIND ARE NOT AVAILABLE		0	0		0	0		0	0
COLLECTIONS AT DISCOUNT MEAL RATE	(71,236)	\$3,376	(240,510)	(104,192)	\$3,630	(378,195)	(106,102)	\$3,551	(376,816)
AUGMENTATION OF COMMUTED RATION ALLOWANCE		0	0		0	0		0	0
<b>SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED</b>	<b>445,322</b>		<b>1,767,062</b>	<b>320,218</b>		<b>1,313,309</b>	<b>318,139</b>		<b>1,320,077</b>
<b>SUBSISTENCE IN KIND</b>									
<b>SUBSISTENCE IN MESSES</b>									
SUBSISTENCE IN MESSES	338,897	\$5,686	1,927,006	180,806	\$3,860	697,982	174,345	\$3,544	617,904
MEALS CATERED FROM HOST NATIONS	615	\$3,081	1,896		0	0		0	0
TRAINING									
<b>SUBTOTAL SUBSISTENCE IN MESSES</b>	<b>339,512</b>		<b>1,928,902</b>	<b>180,806</b>		<b>697,982</b>	<b>174,345</b>		<b>617,904</b>
<b>OPERATIONAL RATIONS</b>									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	30,569	\$8,281	253,143	5,340	\$11,454	61,163	7,831	\$8,758	68,585
UNITIZED GROUP RATIONS-HEAT AND SERVE	6,964	\$6,866	47,810	2,351	\$6,999	16,454	1,910	\$7,256	13,859
UNITIZED GROUP RATIONS (A)	26,109	\$5,384	140,567	4,409	\$5,512	24,305	8,404	\$5,699	47,898
OTHER RATION PACKAGES	12,100	\$12,358	149,530	683	\$12,652	8,644	955	\$13,082	12,493
<b>SUBTOTAL OPERATIONAL RATIONS</b>	<b>75,742</b>		<b>591,050</b>	<b>12,783</b>		<b>110,566</b>	<b>19,100</b>		<b>142,835</b>
<b>AUGMENTATION RATIONS/OTHER PROGRAMS</b>									
AUGMENTATION RATIONS			0			2,385			2,463
MEALS FURNISHED UNDER CONTRACT			335			6,502			6,723
MEALS FURNISHED BY MEDICAL FACILITIES			1,890			256			265
<b>SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS</b>	<b>0</b>		<b>2,225</b>	<b>0</b>		<b>9,143</b>	<b>0</b>		<b>9,451</b>
<b>SUBTOTAL SUBSISTENCE IN KIND</b>	<b>415,254</b>		<b>2,522,177</b>	<b>193,589</b>		<b>817,691</b>	<b>193,445</b>		<b>770,190</b>
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	500	\$2,603	1,302	280	\$2,675	748	530	\$2,766	1,466
<b>TOTAL SUBSISTENCE OF ENLISTED PERSONNEL</b>	<b>861,076</b>		<b>4,290,541</b>	<b>514,087</b>		<b>2,131,748</b>	<b>512,114</b>		<b>2,091,733</b>

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

**Permanent Change of Station Travel**

<b>FY 2011 Direct Program</b>		<b>1,777,362</b>
Increases:		
Price Increases:		
a. Non-temporary storage increase due to cost inflation	177	
b. Temporary lodging expense increase due to cost inflation	545	
Total Price Increases		722
Program Increases:		
a. Member travel increase primarily due to the PB11 FY11 Separation Move total being understated	15,492	
b. Dependent travel increase primarily due to the PB11 FY11 Separation Move total being understated	2,354	
c. Household goods shipment increase primarily due to the PB11 FY11 Separation Move total being understated	70,327	
d. Dislocation allowance increase primarily due to the PB11 FY11 Separation Move total being understated	5,104	
e. Trailer allowance increase primarily due to the PB11 FY11 Separation Move total being understated	29	
f. Privately owned vehicle increase primarily due to the PB11 FY11 Separation Move total being understated	3,395	
g. Temporary lodging expense increase primarily due to Ft. Bliss extension	31,983	
Total Program Increases		128,683
Total Increases		129,405
Decreases:		
Price Decreases:		
a. Member travel decrease primarily due to the PB11 FY11 Separation Move rates being overstated	(3,878)	
b. Dependent travel decrease primarily due to the PB11 FY11 Separation Move rates being overstated	(347)	
c. Household goods shipment decrease primarily due to the PB11 FY11 Separation Move rates being overstated	(36,446)	
d. Dislocation allowance decrease primarily due to the PB11 FY11 Separation Move rates being overstated	(9,315)	
e. Trailer allowance decrease primarily due to the PB11 FY11 Separation Move rates being overstated	(18)	
f. Privately owned vehicle decrease primarily due to the PB11 FY11 Separation Move rates being overstated	(3,879)	
g. Port handling decrease primarily due to the PB11 FY11 Separation Move rates being overstated	(79)	
Total Price Decreases		(53,962)
Program Decreases:		
a. Port handling decrease due to change in move requirements	(71)	
b. Non-temporary storage decrease due to change in move requirements	(1,410)	
Total Program Decreases		(1,480)
Total Decreases		(55,442)
<b>FY 2012 Direct Program</b>		<b>1,851,325</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
PCS - SUMMARY OF MOVE REQUIREMENTS  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010		ESTIMATE FY 2011		ESTIMATE FY 2012	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	83,730	\$213,771	79,998	\$207,794	78,900	\$215,496
TRAINING TRAVEL	19,154	\$172,862	16,473	\$147,304	17,480	\$151,839
OPERATIONAL TRAVEL	42,111	\$516,870	40,915	\$510,536	41,414	\$539,900
ROTATIONAL TRAVEL TO/FROM OVERSEAS	47,284	\$743,340	41,973	\$697,594	42,695	\$690,399
SEPARATION TRAVEL	69,927	\$226,855	42,773	\$201,854	68,880	\$244,372
ORGANIZED UNIT TRAVEL	9,296	\$14,915	7,309	\$12,280	5,908	\$9,319
<b>TOTAL OBLIGATIONS</b>	<b>271,502</b>	<b>\$1,888,613</b>	<b>229,441</b>	<b>\$1,777,362</b>	<b>255,277</b>	<b>\$1,851,325</b>
LESS: REIMBURSABLE		0		0		0
<b>TOTAL DIRECT</b>	<b>271,502</b>	<b>\$1,888,613</b>	<b>229,441</b>	<b>\$1,777,362</b>	<b>255,277</b>	<b>\$1,851,325</b>



MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
PCS - SUMMARY OF REQUIREMENTS BY TYPES OF COST  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010		ESTIMATE FY 2011		ESTIMATE FY 2012	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
<b>TRAVEL OF MILITARY MEMBER</b>						
MILEAGE AND PER DIEM	271,502	\$310,312	229,441	\$290,421	255,277	\$298,331
AMC	0	0	0	0	0	0
COMMERCIAL AIR	13,887	\$19,078	12,227	\$14,153	12,968	\$17,857
<b>TRAVEL OF DEPENDENTS</b>						
MILEAGE AND PER DIEM	121,802	\$94,590	107,550	\$88,401	116,459	\$90,457
AMC	0	\$0	0	0	0	0
COMMERCIAL AIR	5,639	\$2,134	4,842	\$2,069	5,206	\$2,020
<b>TRANSPORTATION OF HHG</b>						
LAND SHIPMENT	236,110	\$1,124,890	205,916	\$1,061,867	223,175	\$1,089,602
ITGBL SHIPMENT	74,420	\$81,994	67,429	\$71,164	72,292	\$77,310
DISLOCATION ALLOWANCE	192,246	\$195,098	155,984	\$187,545	180,266	\$183,334
TRAILER ALLOWANCE	471	\$184	365	\$170	449	\$181
TRANSPORTATION OF POVS	10,986	\$8,307	7,990	\$9,238	11,015	\$8,754
PORT HANDLING (HHG)	1,403	\$632	1,633	\$764	1,518	\$614
NON-TEMPORARY STORAGE		\$10,392		\$12,639		\$11,406
TEMPORARY LODGING EXPENSE		\$41,003		\$38,931		\$71,459
<b>TOTAL OBLIGATIONS</b>		<b>\$1,888,613</b>		<b>\$1,777,362</b>		<b>\$1,851,325</b>
LESS: REIMBURSABLE		0		0		0
<b>TOTAL DIRECT</b>		<b>\$1,888,613</b>		<b>\$1,777,362</b>		<b>\$1,851,325</b>

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

**Project: 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. Appropriated funds for this program will be used to pay for costs associated with travel of military personnel (and eligible family members) either individually or as part of organized units. Also included are all authorized Temporary Duty Travel directly related to and an integral part of PCS movement of individuals or organizational units.

Funding requirements for PCS represent 4% of total Military Pay requirement and includes six travel categories: Accessions Training, Operations, Rotations, Separations and Organized Unit. The number of moves in a given year has 2 drivers: prescribed end strength and mission requirements.

PCS Entitlements include:

- Dislocation Allowance
- Global POV Storage
- Non-temporary Storage
- Port Handling Charges
- Trailer Allowances
- Transportation of Household Goods
- Transportation of POVs
- Travel of Military Members and Dependents
- Temporary Lodging Expense
- Monetary Allowance in Lieu of Transportation
- 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.

General inflation assumptions are 1.4% in FY 2012.

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

ESTIMATE FY 2012	\$215,496
ESTIMATE FY 2011	\$207,794
ACTUAL FY 2010	\$213,771

**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 academy 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 strength levels fulfillment of on-going war and peacetime requirements. Planned accession moves are directly related to the Army's Accession Mission.

As of January 2011, the Army expects FY 2011 execution for Accession Travel to be:

	Moves	Execution (\$M)
Officer	8,575	\$42.3
Enlisted	70,163	\$173.1
Cadet	1,260	\$.6
<b>Total</b>	<b>79,998</b>	<b>\$216.0</b>

Requirement changes stemming from this anticipated execution are detailed in the price and program changes listed below.

The net change in the Accession program is +\$7.7 million from FY 2011 to FY 2012. This change is composed of:

1. Price increase of +\$3.0 million driven by inflation
2. Program decrease of -\$3.4 million driven by a decrease in the Army's projected Accession mission

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

3. Pricing change of +\$.5 million due to the inclusion of the FY2011 position (at President's Budget 2011 levels)
4. Program change of +\$7.6 million due to the inclusion of the FY2011 position (at President's Budget 2011 levels)

The following table provides detailed cost computations:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
ACCESSION TRAVEL  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ACCESSION TRAVEL</b>									
<b>OFFICER</b>									
<b>MEMBER TRAVEL</b>									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	6,028	\$1,503	9,063	8,575	\$1,252	10,735	8,280	\$1,544	12,787
ACCESSION TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
ACCESSION TVL, OFFICER- MEM TVL COMMERCIAL AIR	60	\$272	16	86	\$395	34	83	\$277	23
<b>SUBTOTAL MEMBER TRAVEL</b>			<b>9,079</b>			<b>10,769</b>			<b>12,810</b>
<b>DEPENDENT TRAVEL</b>									
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	899	\$1,059	953	1,279	\$776	993	1,235	\$1,088	1,344
ACCESSION TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
ACCESSION TVL, OFFICER- DEP TVL COMMERCIAL AIR	10	\$271	3	15	\$400	6	14	\$286	4
<b>SUBTOTAL DEPENDENT TRAVEL</b>			<b>956</b>			<b>999</b>			<b>1,348</b>
<b>TRANSPORTATION OF HOUSEHOLD GOODS</b>									
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	6,028	\$2,270	13,685	8,575	\$2,672	22,912	8,280	\$2,332	19,309
ACCESSION TVL, OFFICER- INTL GOVT BILL OF LADING	4,951	\$169	836	7,045	\$249	1,755	6,801	\$174	1,180
<b>SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS</b>			<b>14,521</b>			<b>24,667</b>			<b>20,489</b>
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	6,028	\$687	4,141	8,575	\$492	4,221	8,280	\$706	5,842
ACCESSION TVL, OFFICER- TRAILER ALLOWANCE	5	\$412	2	7	\$571	4	6	\$500	3
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLE	8	\$833	7	12	\$1,167	14	12	\$833	10
ACCESSION TVL, OFFICER- PORT HANDLING COST HHG	528	\$110	58	755	\$168	127	726	\$113	82
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			71			178			140
ACCESSION TVL, OFFICER- TEMPORARY LODGING			351			820			693
<b>SUBTOTAL OFFICER</b>			<b>29,187</b>			<b>41,799</b>			<b>41,417</b>
<b>ENLISTED</b>									
<b>MEMBER TRAVEL</b>									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	76,101	\$937	71,337	70,163	\$1,024	71,857	69,360	\$963	66,786
ACCESSION TVL, ENLISTED- MEM TVL AMC	0		0	0		0	0		0
ACCESSION TVL, ENLISTED- MEM TVL	4,261	\$579	2,466	4,337	\$396	1,716	3,883	\$595	2,309

MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
ACCESSION TRAVEL  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
COMMERCIAL AIR <b>SUBTOTAL MEMBER TRAVEL</b>			<b>73,803</b>			<b>73,573</b>			<b>69,095</b>
<b>DEPENDENT TRAVEL</b>									
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	13,297	\$720	9,578	13,535	\$637	8,619	12,119	\$740	8,967
ACCESSION TVL, ENLISTED- DEP TVL AMC	0		21	0		0	0		0
ACCESSION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	75	276	0	78	\$397	31	68	\$279	19
<b>SUBTOTAL DEPENDENT TRAVEL</b>			<b>9,598</b>			<b>8,650</b>			<b>8,986</b>
<b>TRANSPORTATION OF HOUSEHOLD GOODS</b>									
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	76,101	\$980	74,570	67,573	\$926	62,595	69,360	\$1,007	69,812
ACCESSION TVL, ENLISTED- INTL GOVT BILL OF LADING	3,563	\$1,540	5,486	3,626	\$1,270	4,606	3,247	\$1,582	5,136
<b>SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS</b>			<b>80,056</b>			<b>67,201</b>			<b>74,948</b>
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	76,101	\$214	16,268	47,081	\$252	11,852	69,360	\$220	15,230
ACCESSION TVL, ENLISTED- TRAILER ALLOWANCE	27	\$446	12	28	\$607	17	24	\$458	11
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	10	\$825	8	10	\$1,100	11	9	\$778	7
ACCESSION TVL, ENLISTED- PORT HANDLING COST HHG	55	\$102	6	57	\$140	8	50	\$100	5
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			96			646			122
ACCESSION TVL, ENLISTED- TEMPORARY LODGING			3,996			3,451			5,076
<b>SUBTOTAL ENLISTED</b>			<b>183,843</b>			<b>165,409</b>			<b>173,480</b>
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,601	\$463	742	1,260	\$465	586	1,260	\$475	599
<b>TOTAL ACCESSION TRAVEL</b>			<b>213,771</b>			<b>207,794</b>			<b>215,496</b>

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

ESTIMATE FY 2012	\$151,839
ESTIMATE FY 2011	\$147,304
ACTUAL FY 2010	\$172,861

**Project: Training Travel**

**PART I - PURPOSE AND SCOPE**

Officers. Covers PCS movements of (1) officers and warrant officers from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; and (2) officer and warrant officer school graduates and eliminates from school to their next permanent CONUS duty station. Excluded are: academy graduates, OCS or OTC graduates, flying training graduates, ROTC graduates and others chargeable to Accession Travel.

Enlisted. Covers PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more; (2) enlisted school graduates and eliminates 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.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

These funding requirements result from officer and enlisted personnel attending military, federal government and civilian training programs. Training is a critical component necessary to develop/maintain skill sets needed to fill the requirements of an agile Army prepared to respond to conflicts anywhere in the world. The Army's ability to provide long-term training to Soldiers has been directly impacted by deployment levels in support of OCO. As total deployments decrease from FY 2011 to FY 2012, the number of enlisted Soldiers available for long-term training will increase. Officer training move requirements in FY 2011 and FY 2012 remain relatively constant.

As of January 2011, the Army expects FY 2011 execution for Training Travel to be:

	Moves	Execution (\$M)
Officer	8,561	\$111.3
<u>Enlisted</u>	<u>7,912</u>	<u>\$34.7</u>
Total	16,473	\$146.0

Requirement changes stemming from this anticipated execution are detailed in the price and program changes listed below.

The net change in the training program is +\$4.5 million from FY 2011 to FY 2012. This change is composed of:

1. Price increase of +\$2.1 million, driven by inflation
2. Program increase of +\$3.7 million due to increased number of Soldiers available for long-term training
3. Price change of -\$0.7 million due to the inclusion of the FY2011 position (at President's Budget 2011 levels)

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

4. Program change of  $-\$0.6$  million due to the inclusion of the FY2011 position (at President's Budget 2011 levels)

The following table provides detailed cost computations:



MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
TRAINING TRAVEL  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>TRAINING TRAVEL</b>									
<b>OFFICER</b>									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	10,554	\$1,163	12,270	8,561	\$1,008	8,632	8,480	\$1,194	10,127
TRAINING TVL, OFFICER- DEP TVL MILEAGE	7,165	\$616	4,416	5,811	\$625	3,633	5,757	\$633	3,645
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	10,554	\$8,186	86,390	8,561	\$8,951	76,627	8,480	\$8,408	71,300
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	10,554	\$2,673	28,206	8,561	\$2,360	20,207	8,480	\$2,745	23,279
TRAINING TVL, OFFICER- TRAILER ALLOWANCE	5	\$868	5	5	\$600	3	4	\$1,000	4
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			486			317			373
TRAINING TVL, OFFICER- TEMPORARY LODGING			3,971			3,077			3,046
<b>SUBTOTAL OFFICER</b>			<b>135,746</b>			<b>112,496</b>			<b>111,774</b>
<b>ENLISTED</b>									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	8,600	\$564	4,854	7,912	\$561	4,438	9,000	\$580	5,218
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	5,425	\$422	2,290	4,988	\$348	1,735	5,678	\$433	2,461
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	8,600	\$2,860	24,594	7,912	\$2,839	22,463	9,000	\$2,938	26,438
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	8,600	\$565	4,860	7,912	\$632	5,003	9,000	\$581	5,225
TRAINING TVL, ENLISTED- TRAILER ALLOWANCE	14	\$1,726	25	14	\$571	8	15	\$1,800	27
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			18			177			26
TRAINING TVL, ENLISTED- TEMPORARY LODGING			475			984			670
<b>SUBTOTAL ENLISTED</b>			<b>37,115</b>			<b>34,808</b>			<b>40,065</b>
<b>TOTAL TRAINING TRAVEL</b>			<b>172,862</b>			<b>147,304</b>			<b>151,839</b>

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

ESTIMATE FY 2012	\$539,900
ESTIMATE FY 2011	\$510,536
ACTUAL FY 2010	\$516,869

**Project: Operational Travel**

**PART I - PURPOSE AND SCOPE**

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

Enlisted. Covers PCS movements of (1) enlisted personnel to and from permanent duty stations located within the United States; (2) enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects and privately owned vehicles of enlisted personnel who are interned, missing, or captured when 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 critical to the Army's ability to execute strategic placements in both peacetime and war.

As of January 2011, the Army expects FY 2011 execution for Operational Travel to be:

	Moves	Execution (\$M)
Officer	8,354	\$154.3
<u>Enlisted</u>	<u>40,915</u>	<u>\$349.6</u>
Total	16,473	\$503.9

Requirement changes stemming from this anticipated execution are detailed in the price and program changes listed below.

The net change in the Operations program is +\$29.4 million from FY2011 to FY2012. This change is composed of:

1. Price increase of +\$6.8 million driven by inflation
2. Program decrease of -\$2.0 million due to a change in the mix of officer and enlisted member moves
3. Price change of -\$6.8 million due to the inclusion of the FY11 position (at President's Budget 2011 levels)
4. Program change of +\$.2 million due to the inclusion of the FY11 position (at President's Budget 2011 levels)

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

5. Increase of +\$31.2M for TLE

In March of 2010, the Committee Chair of the Per Diem, Travel and Transportation Allowance Committee approved changes to the Joint Federal Travel Regulations that increased the number of days allowed for Temporary Lodging Expense (TLE) from 10 days to a maximum of 60 days for Fort Bliss, Texas. This extension was approved due to a BRAC driven influx of Soldiers into the saturated El Paso housing market. The limited housing market has adversely affected the ability of Soldiers to find appropriate housing within the standard 10 day limit. Troop strength increase has been estimated at 4,000 (not including single Soldiers housed in permanent party barracks). This has added to the challenges of finding affordable housing for junior enlisted Soldiers and Soldiers with large families. The FY2012 Operational Move request includes \$31M for increased TLE costs that were not considered for FY 2011.

The following table provides detailed cost computations:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
OPERATIONAL TRAVEL  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>OPERATIONAL TRAVEL</b>									
<b>OFFICER</b>									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	9,025	\$1,537	13,873	8,354	\$1,417	11,841	7,414	\$1,579	11,707
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	7,256	\$890	6,455	6,717	\$879	5,903	5,961	\$914	5,447
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	9,025	\$12,833	115,815	8,354	\$13,002	108,619	7,414	\$13,182	97,733
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,025	\$2,663	24,031	8,354	\$2,899	24,220	7,414	\$2,735	20,279
OPERATIONAL TVL, OFFICER- TRAILER ALLOWANCE	5	\$1,009	5	5	\$600	3	4	\$1,250	5
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			563			515			475
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING			3,854			4,315			16,379
<b>SUBTOTAL OFFICER</b>			<b>164,597</b>			<b>155,416</b>			<b>152,025</b>
<b>ENLISTED</b>									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	33,086	\$960	31,767	32,561	\$964	31,389	34,000	\$986	33,531
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	32,855	\$520	17,101	32,311	\$598	19,325	33,763	\$535	18,051
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	33,086	\$7,511	248,509	32,561	\$7,353	239,405	34,000	\$7,715	262,316
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	33,086	\$1,265	41,844	32,561	\$1,665	54,228	34,000	\$1,299	44,168
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	7	\$718	5	7	\$571	4	7	\$714	5
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			262			629			242
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING			12,785			10,140			29,562
<b>SUBTOTAL ENLISTED</b>			<b>352,272</b>			<b>355,120</b>			<b>387,875</b>
<b>TOTAL OPERATIONAL TRAVEL</b>			<b>516,869</b>			<b>510,536</b>			<b>539,900</b>

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

ESTIMATE FY 2012	\$690,399
ESTIMATE FY 2011	\$697,594
ACTUAL FY 2010	\$743,340

**Project: Rotational Travel to/from Overseas**

**PART I - PURPOSE AND SCOPE**

Officers. Covers PCS movements of (1) officers and warrant officers from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) officers and warrant officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, missing or captured when transoceanic travel is involved.

Enlisted. Covers PCS movements of (1) enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, and privately owned vehicles of enlisted personnel who are interned, missing, or captured when transoceanic travel is involved.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Rotational moves are critical to the Army's ability to maintain a high level of readiness throughout the force. These moves facilitate strategic placements in both peacetime and war.

As of January 2011, the Army expects FY 2011 execution for Rotational Travel to be:

	Moves	Execution (\$M)
Officer	8,070	\$224.4
<u>Enlisted</u>	<u>32,531</u>	<u>\$439.4</u>
Total	40,602	\$663.8

Requirement changes stemming from this anticipated execution are detailed in the price and program changes listed below.

The net change in rotational travel is -\$7.2 million from FY 2011 to FY 2012. This change is composed of:

1. Price increase of +\$9.5 million driven by inflation
2. Program increase of +\$17.2 million due to increased move requirements
3. Price change of -\$13.9 million due to the inclusion of the FY2011 position (at President's Budget 2011 levels)

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

4. Program change of -\$20.0 million due to the inclusion of the FY2011 position (at President's Budget 2011 levels)

The following table provides detailed cost computations:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
ROTATIONAL TRAVEL TO/FROM OVERSEAS  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ROTATIONAL TRAVEL TO/FROM OVERSEAS</b>									
<b>OFFICER</b>									
<b>MEMBER TRAVEL</b>									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	8,179	\$5,128	41,945	8,343	\$4,856	40,517	7,290	\$5,268	38,404
ROTATIONAL TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- MEM TVL COMMERCIAL AIR	1,130	\$2,709	3,063	1,153	\$2,268	2,615	1,008	\$2,782	2,804
<b>SUBTOTAL MEMBER TRAVEL</b>			<b>45,007</b>			<b>43,132</b>			<b>41,208</b>
<b>DEPENDENT TRAVEL</b>									
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	4,546	\$3,211	14,598	4,638	\$3,035	14,078	4,052	\$3,299	13,366
ROTATIONAL TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- DEP TVL COMMERCIAL AIR	295	2,231	658	302	\$2,265	684	263	\$2,293	603
<b>SUBTOTAL DEPENDENT TRAVEL</b>			<b>15,256</b>			<b>14,762</b>			<b>13,969</b>
<b>TRANSPORTATION OF HOUSEHOLD GOODS</b>									
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	8,179	\$13,479	110,248	8,343	\$14,875	124,104	7,290	\$13,847	100,943
ROTATIONAL TVL, OFFICER- INTL GOVT BILL OF LADING	8,475	\$2,319	19,650	8,343	\$2,198	18,340	7,554	\$2,382	17,991
<b>SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS</b>			<b>129,898</b>			<b>142,444</b>			<b>118,934</b>
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,475	\$2,911	24,674	8,344	\$2,904	24,232	7,554	\$2,991	22,592
ROTATIONAL TVL, OFFICER- TRAILER ALLOWANCE	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLE	71	\$2,760	196	73	\$3,041	222	63	\$2,857	180
ROTATIONAL TVL, OFFICER- PORT HANDLING COST HHG	668	\$708	473	682	\$804	548	596	\$727	433
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			2,819			3,706			3,050
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING			4,753			5,756			5,142
<b>SUBTOTAL OFFICER</b>			<b>223,076</b>			<b>234,802</b>			<b>205,508</b>
<b>ENLISTED</b>									
<b>MEMBER TRAVEL</b>									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	39,105	\$2,298	89,861	33,630	\$2,394	80,501	35,405	\$2,360	83,570
ROTATIONAL TVL, ENLISTED- MEM TVL AMC	0		0	0		0	0		0

MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
ROTATIONAL TRAVEL TO/FROM OVERSEAS  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL TVL, ENLISTED- MEM TVL COMMERCIAL AIR	4,445	\$2,801	12,453	3,823	\$2,268	8,669	4,024	\$2,878	11,581
<b>SUBTOTAL MEMBER TRAVEL</b>			<b>102,314</b>			<b>89,170</b>			<b>95,151</b>
<b>DEPENDENT TRAVEL</b>									
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	19,620	\$1,632	32,029	16,873	\$1,496	25,244	17,764	\$1,677	29,787
ROTATIONAL TVL, ENLISTED- DEP TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, ENLISTED- DEP TVL COMMERCIAL AIR	4,445	\$269	1,195	3,823	\$288	1,101	4,024	\$276	1,112
<b>SUBTOTAL DEPENDENT TRAVEL</b>			<b>33,225</b>			<b>26,345</b>			<b>30,899</b>
<b>TRANSPORTATION OF HOUSEHOLD GOODS</b>									
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	39,105	\$6,925	270,792	33,630	\$7,420	249,533	35,405	\$7,113	251,831
ROTATIONAL TVL, ENLISTED- INTL GOVT BILL OF LADING	39,105	\$1,321	51,650	33,630	\$1,270	42,699	35,405	\$1,357	48,033
<b>SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS</b>			<b>322,441</b>			<b>292,232</b>			<b>299,864</b>
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	39,105	\$1,236	48,315	33,630	\$1,233	41,466	35,405	\$1,269	44,932
ROTATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	132	\$540	71	112	\$607	68	120	\$550	66
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLE	59	\$2,742	161	50	\$3,060	153	53	\$2,811	149
ROTATIONAL TVL, ENLISTED- PORT HANDLING COST HHG	99	\$681	67	85	\$671	57	90	\$700	63
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			2,914			3,030			2,935
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING			10,756			10,271			10,832
<b>SUBTOTAL ENLISTED</b>			<b>520,264</b>			<b>462,792</b>			<b>484,891</b>
<b>TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS</b>			<b>743,340</b>			<b>697,594</b>			<b>690,399</b>



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

ESTIMATE FY 2012	\$244,372
ESTIMATE FY 2011	\$201,854
ACTUAL FY 2010	\$226,855

**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**

Separation moves are critical to the Army's ability to maintain a high level of readiness throughout the force. In addition to normal attrition, separation moves are in part based upon the Army's planned strength levels to fulfill on-going wartime and peacetime requirements.

As of January 2011, the Army expects FY 2011 execution for Separation Travel to be:

	Moves	Execution (\$M)
Officer	7,127	\$64.6
Enlisted	60,426	\$171.6
Cadet	241	\$.2
<b>Total</b>	<b>67,794</b>	<b>\$236.4</b>

Requirement changes stemming from this anticipated execution are detailed in the price and program changes listed below.

The net change in the separations program is +\$42.5 million from FY 2011 to FY 2012. This change is composed of:

1. Price increase of +\$3.4 million driven by inflation
2. Program increase of +\$4.6 million due to increased projected separations
3. Overstated FY2011 rates and understated FY2011 move totals resulting in:
  - a. Price change of -\$56.9 due to the inclusion of the FY2011 position (at PB11 levels)
  - b. Program change of +\$91.4 million due to the inclusion of the FY2011 position (at PB11 levels)

Detailed cost computations are provided in the following table:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
SEPARATION TRAVEL  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SEPARATION TRAVEL</b>									
<b>OFFICER</b>									
<b>MEMBER TRAVEL</b>									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	5,484	\$1,129	6,193	7,126	\$803	5,720	7,350	\$1,160	8,526
SEPARATION TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
SEPARATION TVL, OFFICER- MEM TVL COMMERCIAL AIR	263	\$635	167	341	\$396	135	352	\$653	230
<b>SUBTOTAL MEMBER TRAVEL</b>			<b>6,360</b>			<b>5,855</b>			<b>8,756</b>
<b>DEPENDENT TRAVEL</b>									
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,318	\$865	1,140	1,712	\$706	1,209	1,766	\$888	1,569
SEPARATION TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
SEPARATION TVL, OFFICER- DEP TVL COMMERCIAL AIR	130	\$530	69	169	\$396	67	174	\$546	95
<b>SUBTOTAL DEPENDENT TRAVEL</b>			<b>1,209</b>			<b>1,276</b>			<b>1,664</b>
<b>TRANSPORTATION OF HOUSEHOLD GOODS</b>									
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	5,027	\$7,411	37,252	6,532	\$5,912	38,620	6,737	\$7,612	51,285
SEPARATION TVL, OFFICER- INTL GOVT BILL OF LADING	4,051	\$398	1,611	5,263	\$264	1,392	5,430	\$408	2,218
<b>SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS</b>			<b>38,864</b>			<b>40,012</b>			<b>53,503</b>
SEPARATION TVL, OFFICER- TRAILER ALLOWANCE	4	\$548	2	5	\$400	2	5	\$600	3
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLE	972	\$1,348	1,311	1,264	\$1,127	1,424	1,303	\$1,385	1,804
SEPARATION TVL, OFFICER- PORT HANDLING COST HHG	11	\$783	8	14	\$500	7	15	\$800	12
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			1,823			1,089			2,666
<b>SUBTOTAL OFFICER</b>			<b>49,577</b>			<b>49,665</b>			<b>68,408</b>
<b>ENLISTED</b>									
<b>MEMBER TRAVEL</b>									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	63,158	\$417	26,315	35,406	\$655	23,191	61,300	\$428	26,235
SEPARATION TVL, ENLISTED- MEM TVL AMC	0		0	0		0	0		0
SEPARATION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	3,728	\$245	912	2,487	\$396	984	3,618	\$252	910
<b>SUBTOTAL MEMBER TRAVEL</b>			<b>27,227</b>			<b>24,175</b>			<b>27,145</b>
<b>DEPENDENT TRAVEL</b>									
SEPARATION TVL, ENLISTED- DEP TVL	28,869	\$188	5,418	19,255	\$378	7,284	28,019	\$193	5,402

MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
SEPARATION TRAVEL  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MILEAGE									
SEPARATION TVL, ENLISTED- DEP TVL AMC	0		0	0		0	0		0
SEPARATION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	683	\$275	188	455	\$396	180	663	\$282	187
<b>SUBTOTAL DEPENDENT TRAVEL</b>			<b>5,606</b>			<b>7,464</b>			<b>5,589</b>
<b>TRANSPORTATION OF HOUSEHOLD GOODS</b>									
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	34,908	\$3,800	132,652	19,720	\$5,486	108,181	33,881	\$3,903	132,249
SEPARATION TVL, ENLISTED- INTL GOVT BILL OF LADING	14,275	\$193	2,761	9,522	\$249	2,372	13,855	\$199	2,752
<b>SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS</b>			<b>135,413</b>			<b>110,553</b>			<b>135,001</b>
SEPARATION TVL, ENLISTED- TRAILER ALLOWANCE	272	\$209	57	182	\$335	61	264	\$216	57
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	9,866	\$671	6,624	6,581	\$1,127	7,414	9,575	\$690	6,604
SEPARATION TVL, ENLISTED- PORT HANDLING COST HHG	42	\$442	19	40	\$425	17	41	\$463	19
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			1,324			2,326			1,364
<b>SUBTOTAL ENLISTED</b>			<b>176,270</b>			<b>152,010</b>			<b>175,779</b>
SEPARATION TVL, CADET- MEM TVL MILEAGE	1,285	\$784	1,008	241	\$743	179	230	\$804	185
<b>TOTAL SEPARATION TRAVEL</b>			<b>226,855</b>			<b>201,854</b>			<b>244,372</b>

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

ESTIMATE FY 2012 \$9,319  
ESTIMATE FY 2011 \$12,280  
ACTUAL FY 2010 \$14,915

**Project: Organized Unit Travel**

**PART I - PURPOSE AND SCOPE**

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

Enlisted. Covers PCS movements 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**

Organized Unit Travel is required to support changes in force structure that realign the forces to correct imbalances of support/command/control units and to maintain unit tactical integrity. As BRAC moves are completed in FY 2011, the Army expects unit travel requirements to decrease. This is the primary driver of the decrease in anticipated moves in FY 2012.

As of January 2011, the Army expects FY 2011 execution for Organized Unit Travel to be:

	Moves	Execution (\$M)
Officer	886	\$2.0
<u>Enlisted</u>	<u>6,423</u>	<u>\$9.4</u>
Total	7,309	\$11.4

Requirement changes stemming from this anticipated execution are detailed in the price and program changes listed below.

The net change in the unit travel program is -\$3.0 million from FY 2011 to FY 2012. This change is composed of:

1. Price increase of +\$.1 million driven by inflation
2. Program decrease of -\$2.2 million, primarily driven by the completion of BRAC moves
3. Price change of -\$0.6 million due to the inclusion of the FY2011 position (at PB11 levels)
4. Program change of -\$0.3 million due to the inclusion of the FY2011 position (at PB11 levels)

The following table provides detailed cost computations:

MILITARY PERSONNEL, ARMY  
SECTION 4  
PERMANENT CHANGE OF STATION TRAVEL  
ORGANIZED UNIT TRAVEL  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ORGANIZED UNIT TRAVEL</b>									
<b>OFFICER</b>									
ORG UNIT TVL, OFFICER- MEM TVL MILEAGE	1,957	\$193	378	886	\$191	169	716	\$198	142
ORG UNIT TVL, OFFICER- DEP TVL MILEAGE	133	\$589	78	60	\$1,183	71	49	\$592	29
ORG UNIT TVL, OFFICER- HHG LAND SHIPMENT	1,644	\$2,019	3,319	742	\$2,115	1,569	602	\$2,075	1,249
ORG UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	374	\$1,661	621	169	\$2,509	424	137	\$1,701	233
ORG UNIT TVL, OFFICER- TRAILER ALLOWANCE	0		0	0		0	0		0
ORG UNIT TVL, OFFICER- NONTEMP STORAGE HHG			5			12			4
ORG UNIT TVL, OFFICER- TEMPORARY LODGING			9			20			8
<b>SUBTOTAL OFFICER</b>			<b>4,410</b>			<b>2,265</b>			<b>1,665</b>
<b>ENLISTED</b>									
ORG UNIT TVL, ENLISTED- MEM TVL MILEAGE	7,339	\$96	707	6,423	\$104	666	5,192	\$99	514
ORG UNIT TVL, ENLISTED- DEP TVL MILEAGE	419	\$1,276	534	371	\$827	307	296	\$1,314	389
ORG UNIT TVL, ENLISTED- HHG LAND SHIPMENT	3,854	\$1,833	7,062	3,413	\$2,121	7,239	2,726	\$1,884	5,137
ORG UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	899	\$2,379	2,138	797	\$2,123	1,692	636	\$2,443	1,554
ORG UNIT TVL, ENLISTED- TRAILER ALLOWANCE	0		0	0		0	0		0
ORG UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			10			14			9
ORG UNIT TVL, ENLISTED- TEMPORARY LODGING			54			97			51
<b>SUBTOTAL ENLISTED</b>			<b>10,506</b>			<b>10,015</b>			<b>7,654</b>
<b>TOTAL ORGANIZED UNIT TRAVEL</b>			<b>14,915</b>			<b>12,280</b>			<b>9,319</b>

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

**Other Military Personnel Costs**

<b>FY 2011 Direct Program</b>	<b>465,925</b>
Increases:	
Price Increases:	
a. Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	83
b. Unemployment Benefits increase due to inflation/average weeks claimed	4,823
c. Partial Dislocation Allowance increase due to annualization of pay raise inflation	10
d. JROTC increase due to anticipated field ration rates	870
e. Mass Transit Subsidy increase due to the PB11 FY11 requirement reflecting decreased monthly maximum amount payable	6,170
Total Price Increases	11,956
Program Increases:	
a. Death Gratuities increase to align with FY10 actual levels	19,600
b. Unemployment Benefits increase to adjust takers to anticipated execution levels	2,968
c. Partial Dislocation Allowance increase due to anticipated number of Soldiers receiving benefit	74
d. Mass Transit Subsidy increase due to anticipated number of Soldiers receiving benefit	799
e. Preventive Health Allowance Demonstration Project increase due to new program start	1,125
Total Program Increases	24,566
Total Increases	36,522
Decreases:	
Price Decreases:	
a. Education benefit decrease due to revised amortization payment amounts	(18,034)
b. ROTC decrease due to pay raise and changes to bonus policy	(34)
c. JROTC decrease due to a reduction in the uniform, issue-in-kind rate	(2,729)
Total Price Decreases	(20,797)
Program Decreases:	
a. Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to decreased deserter ratio	(487)
b. Adoption Expenses decrease due a reduction in the anticipated number of adoptions	(180)
c. ROTC decrease due to shift from scholarship to non-scholarship Cadets	(17,556)
d. JROTC decrease due to deferral of school openings	(11,941)
Total Program Decreases	(30,163)
Total Decreases	(50,961)
<b>FY 2012 Direct Program</b>	<b>451,486</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$1,829
ESTIMATE FY 2011	\$2,233
ACTUAL FY 2010	\$1,019

**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 include: 1) 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) 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 military pursuant to Presidential proclamation.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The funds requested are based on projected Active Component man-years, standard per diem for three travel days, and a \$75 reward.

There is a -\$0.4 million change from FY 2011 to FY 2012. This change is a result of:

- (1) Price increase due to the anticipated increase in the standard per diem rate: +\$0.1 million
- (2) Program decrease due to a reduction in the anticipated number of deserters and legal expenses: -\$0.5 million

The following table provides cost estimates:

	ACTUAL FY 2010 AMOUNT	ESTIMATE FY 2011 AMOUNT	ESTIMATE FY 2012 AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	1,019	2,233	1,829

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012                   \$648  
ESTIMATE FY 2011                   \$648  
ACTUAL FY 2010                   \$16,648

**Project: Interest on Uniformed Services Savings Deposits**

**PART I - PURPOSE AND SCOPE**

These funds pay interest on savings deposits of \$5 or more for overseas members of uniform services who participate in temporary duty in support of 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 to 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 one day in each of three consecutive months is eligible to enroll in the SDP.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The funds requested pay interest on savings accounts for members deployed in support of contingency operations. The FY 2010 column includes execution for both Operation Enduring Freedom (OEF) and Operation Iraqi Freedom/Operation New Dawn (OIF/OND), which are funded in the Overseas Contingency Operations (OCO) request. The amount budgeted in FY 2011 to FY 2012 is based on anticipated participation in base contingencies such as Joint Guardian and Joint Forge.

There is no change from FY 2011 to FY 2012. The FY 2011 and FY 2012 requests are based on historical execution of the number of individuals taking advantage of the program.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS</b>									
INTEREST ON SAVINGS, OFFICER	25,685	\$295	7,577	556	\$295	164	556	\$295	164
INTEREST ON SAVINGS, ENLISTED	58,903	\$154	9,071	3,143	\$154	484	3,143	\$154	484
<b>TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS</b>	<b>84,588</b>		<b>16,648</b>	<b>3,699</b>		<b>648</b>	<b>3,699</b>		<b>648</b>



MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
DEATH GRATUITIES  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$65,100
ESTIMATE FY 2011	\$45,500
ACTUAL FY 2010	\$94,100

**Project: Death Gratuities**

**PART I - PURPOSE AND SCOPE**

Death Gratuities are payable under sections 1475-1477 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, historical execution, and the statutory gratuity payment.

FY 2011 and FY 2012 projections only include non-combat related death gratuity payments; combat related payments are included in the Overseas Contingency Operations (OCO) request.

There is a +\$19.6 million program increase to align FY 2012 non-combat death estimates with FY 2010 actual levels.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>DEATH GRATUITIES</b>									
DEATH GRATUITIES, OFFICER	97	\$100,000	9,658	73	\$100,000	7,300	67	\$100,000	6,700
DEATH GRATUITIES, ENLISTED	844	\$100,000	84,442	379	\$100,000	37,900	584	\$100,000	58,400
DEATH GRATUITIES, CADET	0	\$100,000	0	3	\$100,000	300	0	\$100,000	0
<b>TOTAL DEATH GRATUITIES</b>	<b>941</b>		<b>94,100</b>	<b>455</b>		<b>45,500</b>	<b>651</b>		<b>65,100</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
UNEMPLOYMENT COMPENSATION BENEFITS  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$196,569
ESTIMATE FY 2011	\$188,778
ACTUAL FY 2010	\$522,139

**Project: Unemployment Compensation Benefits**

**PART I - PURPOSE AND SCOPE**

Funding requested for unemployment compensation benefits is 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, U.S.C. 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 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 2011 and FY 2012 is +\$7.8 million. This is due to:

- (1) A price increase of +\$4.8 million due to inflation and an increase in the average number of weeks paid per claim.
- (2) A program increase of +\$3.0 million to adjust unemployment compensation takers to anticipated execution levels.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	95,525	\$5,466	522,139	33,710	\$5,600	188,778	34,240	\$5,741	196,569

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012                   0  
ESTIMATE FY 2011               0  
ACTUAL FY 2010                 \$728

**Project: Reserve Income Replacement Program (RIRP)**

**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 an active duty income differential of more than \$50 per month, 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 2010. 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 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>RESERVE INCOME REPLACEMENT PROGRAM(RIRP)</b>									
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)			728			0			0
<b>TOTAL RESERVE INCOME REPLACEMENT PROGRAM(RIRP)</b>	<b>0</b>		<b>728</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
AMORTIZATION OF EDUCATION BENEFITS  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	\$12,845
ESTIMATE FY 2011	\$30,879
ACTUAL FY 2010	\$45,372

**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 former Service members 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 2011 and FY 2012 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 change between FY 2011 and FY 2012 is -\$18.0 million and is based on price decreases due to revised amortization payment amounts as approved by the DoD Education Benefits Board of Actuaries.

The following table provides cost estimates:

	ACTUAL FY 2010 AMOUNT	ESTIMATE FY 2011 AMOUNT	ESTIMATE FY 2012 AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	45,372	30,879	12,845

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
ADOPTION EXPENSES  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012                   \$430  
ESTIMATE FY 2011                   \$610  
ACTUAL FY 2010                   \$534

**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**

The funding request for adoption expenses is based on the projected number of adoptions and the \$2,000 statutory rate per adoption.

There is a -.2 million change from FY 2011 to FY 2012 due to a reduction in the anticipated number of adoptions.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ADOPTION EXPENSES</b>									
ADOPTION EXPENSE, OFFICER	113	\$2,000	226	98	\$2,000	195	129	\$2,000	258
ADOPTION EXPENSE, ENLISTED	154	\$2,000	308	208	\$2,000	415	86	\$2,000	172
<b>TOTAL ADOPTION EXPENSES</b>	<b>267</b>		<b>534</b>	<b>306</b>		<b>610</b>	<b>215</b>		<b>430</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
PARTIAL DISLOCATION ALLOWANCE  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012 \$422  
ESTIMATE FY 2011 \$338  
ACTUAL FY 2010 \$330

**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 (DLA) 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 DLA 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, the FY 2010 partial DLA rate is \$663. Rate increases are projected in accordance with approved pay raise rates. Cost estimates are based on the estimated number of Soldiers who have been ordered to vacate family housing due to privatization or renovation and the partial DLA rate.

The change between FY 2011 and FY 2012 is +\$84.0 thousand and is based on:

- (1) Price increase due to the pay raise rate increase: +\$10.0 thousand
- (2) Program increase due to the estimated number of Soldiers expected to receive benefit: +\$74.0 thousand

Detailed cost computations are provided in the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>PARTIAL DISLOCATION ALLOWANCE</b>									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	90	\$663	60	86	\$672	58	245	\$690	169
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	407	\$663	270	417	\$672	280	367	\$690	253
<b>TOTAL PARTIAL DISLOCATION ALLOWANCE</b>	<b>497</b>		<b>330</b>	<b>503</b>		<b>338</b>	<b>612</b>		<b>422</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
SGLI EXTRA HAZARD PAYMENTS  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	0
ESTIMATE FY 2011	0
ACTUAL FY 2010	\$138,223

**Project: SGLI Extra Hazard Payments**

**PART I - PURPOSE AND SCOPE**

SGLI Extra Hazard Payments, authorized under 38 U.S.C. 1969, provides that there will be an annual assessment of costs for 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 equal to the deduction made for the first \$150,000 of the SGLI coverage. Effective July 1, 2008, the SGLI monthly premium was changed to \$0.65 per \$1,000 coverage.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2010 column reflects actual payments made to VA. The actual bill paid to VA was \$98.0 million for SGLI claims and \$40.0 million to Soldiers for reimbursement of SGLI premiums.

FY 2010 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 2010 AMOUNT	ESTIMATE FY 2011 AMOUNT	ESTIMATE FY 2012 AMOUNT
<b>SGLI EXTRA HAZARD PAYMENTS</b>			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	19,596	0	0
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	78,384	0	0
SGLI PREMIUMS	40,243	0	
<b>TOTAL SGLI EXTRA HAZARD PAYMENTS</b>	<b>138,223</b>	<b>0</b>	<b>0</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
SGLI TRAUMATIC INJURY PAYMENTS  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012	0
ESTIMATE FY 2011	0
ACTUAL FY 2010	\$43,012

**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 2010 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 2010 AMOUNT	ESTIMATE FY 2011 AMOUNT	ESTIMATE FY 2012 AMOUNT
<b>SGLI TRAUMATIC INJURY PAYMENTS</b>			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	8,603	0	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	34,409	0	0
<b>TOTAL SGLI TRAUMATIC INJURY PAYMENTS</b>	<b>43,012</b>	<b>0</b>	<b>0</b>



MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
ROTC

ESTIMATE FY 2012	\$121,141
ESTIMATE FY 2011	\$138,731
ACTUAL FY 2010	\$104,314

**Project: ROTC**

**PART I - PURPOSE AND SCOPE**

Senior Reserve Officer Training Corps (ROTC) provides for the military personnel cost of students enrolled in the Senior ROTC non-scholarship and scholarship programs in accordance with provisions of 37 U.S.C 209. These military personnel costs include pay and allowances, stipends, bonuses, subsistence, and uniforms.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Senior ROTC program has a total change of -\$17.6 million from FY 2011 to FY 2012. This change is based on:

**A total change in ROTC Non-Scholarship of +\$20.2 million:**

1. A price increase of +\$4.0 million resulting from the combination of:
  - a. Clothing rate increase due to inflation and a transition new uniform purchases: +\$1.4 million
  - b. Pay and allowance rate increase due to cadets expected to receive a \$20K critical skills bonus and pay for participating in the Cultural Understanding and Language Proficiency program: +\$3.0 million
  - c. Methodology change in the subsistence rate calculation: -\$0.4 million
2. A program increase due to a shift from scholarship to non-scholarship Cadets and increased Advanced SROTC stipend payments: +\$16.2 million

**A total change in ROTC Scholarship of -\$37.7 million:**

3. A price decrease of -\$4.0 million resulting from the combination of:
  - a. Clothing rate increase due to inflation and new uniform purchases: +\$2.9 million
  - b. Pay and allowance price decrease due to realignment of Scholarship program bonuses from PB11 position: -\$5.5 million
  - c. Methodology change in subsistence rate calculation: -\$1.4 million
4. A program decrease due to a shift from scholarship to non-scholarship Cadets: -\$33.7 million

Detailed cost computations are provided by the following table:

SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
ROTC  
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ROTC</b>									
<b>ROTC NON-SCHOLARSHIP PROGRAM</b>									
<b>PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)</b>									
BASIC CAMP	2,675	\$2,471	6,610	2,268	\$2,071	4,697	3,963	\$2,492	9,874
ADVANCED CAMP	1,814	\$1,002	1,818	239	\$2,625	627	1,915	\$3,045	5,831
CADET TROOP LEADER	790	\$846	668	878	\$987	867	1,501	\$1,304	1,958
<b>SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)</b>	<b>5,279</b>		<b>9,096</b>	<b>3,385</b>		<b>6,191</b>	<b>7,379</b>		<b>17,663</b>
<b>UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)</b>									
BASIC COURSE	11,612	\$287	3,333	11,561	\$230	2,659	11,791	\$388	4,577
ADVANCED COURSE	360	\$286	103	370	\$230	85	378	\$389	147
<b>SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)</b>	<b>11,972</b>		<b>3,436</b>	<b>11,931</b>		<b>2,744</b>	<b>12,169</b>		<b>4,724</b>
<b>UNIFORMS, COMMUTATION-IN-LIEU</b>									
BASIC COURSE, MALE	1,031	\$660	680	1,708	\$865	1,477	1,981	\$655	1,297
BASIC COURSE, FEMALE	95	\$663	63	157	\$872	137	314	\$710	223
ADVANCED COURSE, MALE	752	\$594	447	1,248	\$779	972	189	\$513	97
ADVANCED COURSE, FEMALE	68	\$603	41	112	\$802	90	26	\$577	15
<b>SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU</b>	<b>1,946</b>		<b>1,231</b>	<b>3,225</b>		<b>2,676</b>	<b>2,510</b>		<b>1,632</b>
<b>SENIOR ROTC NONSCHOLARSHIP STIPEND</b>									
BASIC	3480	\$3,325	11570	1,532	\$3,325	5,094	3314	\$3,325	11019
ADVANCED	1816	\$4,632	8412	1,287	\$4,631	5,961	1730	\$4,631	8012
<b>SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND</b>	<b>5296</b>		<b>19982</b>	<b>2,819</b>		<b>11,055</b>	<b>5044</b>		<b>19031</b>
<b>SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)</b>									
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	9,899	\$69	684	8,071	\$112	904	9,130	\$73	670
<b>SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)</b>	<b>9,899</b>		<b>684</b>	<b>8,071</b>		<b>904</b>	<b>9,130</b>		<b>670</b>
<b>SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM</b>	<b>34,392</b>		<b>34,429</b>	<b>29,431</b>		<b>23,570</b>	<b>36,232</b>		<b>43,720</b>

SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
ROTC  
(AMOUNTS IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ROTC SCHOLARSHIP PROGRAM</b>									
<b>PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH</b>									
BASIC CAMP	303	\$1,353	410	0	0	0	313	\$2,000	626
ADVANCED CAMP	4,311	\$1,024	4,416	6,570	\$2,654	17,437	4,843	\$1,275	6,175
CADET TROOP LEADER	520	\$821	427	529	\$784	415	1047	\$1,275	1335
ROTC NURSE BONUS	0	\$0	0	170	\$5,000	850	0	\$0	0
<b>SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH</b>	<b>5,134</b>		<b>5,253</b>	<b>7,269</b>		<b>18,702</b>	<b>6,203</b>		<b>8,136</b>
<b>SENIOR ROTC SCHOLARSHIP, CADET CLOTHING</b>									
BASIC	11,620	\$287	3,335	11,496	\$230	2,644	9,877	\$388	3,834
ADVANCED	11,621	\$287	3,335	11,378	\$230	2,617	9,777	\$388	3,795
<b>SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING</b>	<b>23,241</b>		<b>6,670</b>	<b>22,874</b>		<b>5,261</b>	<b>19,654</b>		<b>7,629</b>
<b>UNIFORMS, COMMUTATION-IN-LIEU</b>									
BASIC COURSE, MALE	767	\$712	546	591	\$871	515	1060	\$738	782
BASIC COURSE, FEMALE	119	\$782	93	92	\$957	88	141	\$745	105
ADVANCED COURSE, MALE	444	\$655	291	343	\$801	275	593	\$683	405
ADVANCED COURSE, FEMALE	53	\$642	34	41	\$789	32	68	\$647	44
<b>SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU</b>	<b>1383</b>		<b>964</b>	<b>1,067</b>		<b>910</b>	<b>1862</b>		<b>1336</b>
<b>SENIOR ROTC SCHOLARSHIP STIPEND</b>									
BASIC	7,412	\$2,958	21,921	11,494	\$3,088	35,493	5,783	\$3,110	17,985
ADVANCED	7660	\$4,311	33024	11,379	\$4,520	51,433	8827	\$4,511	39815
<b>STIPEND</b>	<b>15,072</b>		<b>54,945</b>	<b>22,873</b>		<b>86,926</b>	<b>14,610</b>		<b>57,800</b>
<b>TRAINING</b>									
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	29,698	\$69	2,053	29,491	\$114	3,362	34,346	\$73	2,520
<b>SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING</b>	<b>29,698</b>		<b>2,053</b>	<b>29,491</b>		<b>3,362</b>	<b>34,346</b>		<b>2,520</b>
<b>SUBTOTAL ROTC SCHOLARSHIP PROGRAM</b>	<b>74,528</b>		<b>69,885</b>	<b>83,574</b>		<b>115,161</b>	<b>76,675</b>		<b>77,421</b>
<b>TOTAL ROTC</b>	<b>108,920</b>		<b>104,314</b>	<b>113,005</b>		<b>138,731</b>	<b>112,907</b>		<b>121,141</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
JROTC

ESTIMATE FY 2012	\$36,401
ESTIMATE FY 2011	\$50,201
ACTUAL FY 2010	\$38,119

**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 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 local communities. Currently there are 179 schools on the Army waiting list to open JROTC programs. Our goal is to increase school programs by activating all these schools between FYs 2012 and 2020 as directed by NDAA 2009 (Section 548).

The total change in JROTC between FY 2011 and FY 2012 is -\$13.8 million. This change is driven by :

- (1) A price increase due to anticipated field ration rates: +\$0.9 million
- (2) A price decrease due to slight reduction in the anticipated uniform, issue-in-kind rate: -\$2.8 million
- (3) A program decrease due to the deferral of approximately 176 new school openings. Funding maintains 1,731 JROTC programs. The Army will revisit new school openings in FY 2013 to ensure compliance with NDAA 2009 by FY 2020: -\$11.9 million

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
JROTC  
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>JROTC</b>									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	280,159	\$126	35,300	404,149	\$114	46,073	303,229	\$105	31,839
<b>SUBSISTENCE OF JROTC CADETS - SUMMER CAMP</b>									
FIELD RATIONS	32,034	\$88	2,819	33,561	\$123	4,128	30,013	\$152	4,562
OPERATIONAL RATIONS	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL SUBSISTENCE OF JROTC CADETS - SUMMER CAMP</b>	<b>32,034</b>		<b>2,819</b>	<b>33,561</b>		<b>4,128</b>	<b>30,013</b>		<b>4,562</b>
<b>TOTAL JROTC</b>	<b>312,193</b>		<b>38,119</b>	<b>437,710</b>		<b>50,201</b>	<b>333,242</b>		<b>36,401</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
MASS TRANSIT SUBSIDY  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012                   \$14,976  
ESTIMATE FY 2011               \$8,007  
ACTUAL FY 2010                   \$14,323

**Project: Mass Transit Subsidy**

**PART I - PURPOSE AND SCOPE**

Mass transit subsidy, authorized under Executive Order 13150, dated April 21, 2000, directed federal agencies to implement a transportation program that offers qualified employees the option to exclude commuting costs incurred through the use of mass transportation and vanpools from taxable wages or receive direct compensation. The subsidy level should not exceed the maximum level allowed by law under 26 U.S.C. 132 (f) (2). The intent of this program is to reduce federal employees' contribution to traffic congestion and air pollution and to expand 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. As part of H.R. 4853, the Middle Class Tax Relief Act, Congress voted on December 16, 2010 to extend the \$230 maximum monthly limit for transit benefits through December 2011. Due to the inclusion of the FY 2011 position from the President's Budget 2011 request, this extension is not reflected in the FY 2011 estimate. The FY 2012 request, however, assumes that the \$230 maximum rate is extended.

The total change between FY 2011 and FY 2012 is +\$7.0 million. This change is the result of:

- (1) Program increase due to the number of Soldiers expected to receive subsidy: +\$.8 million
- (2) FY 2011 is understated due to the FY2011 Presidents Budget assumption regarding maximum monthly limits: +\$6.2 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>MASS TRANSIT SUBSIDY</b>									
MASS TRANSIT SUBSIDY, OFFICER	4,151	\$2,760	11,458	3,086	\$1,815	5,601	3,290	\$2,760	9,081
MASS TRANSIT SUBSIDY, ENLISTED	1,038	\$2,760	2,865	1,326	\$1,815	2,406	2,136	\$2,760	5,895
<b>TOTAL MASS TRANSIT SUBSIDY</b>	<b>5,189</b>		<b>14,323</b>	<b>4,412</b>		<b>8,007</b>	<b>5,426</b>		<b>14,976</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
STOP-LOSS SPECIAL COMPENSATION  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012 0  
ESTIMATE FY 2011 0  
ACTUAL FY 2010 \$204,441

**Project: Stop-Loss Special Compensation**

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The amount to be paid to or on behalf of an eligible member, retired member, or former member described above shall be \$500 per month for each month or portion of a month during the period specified above that the member was retained on active duty as a result of application of the stop-loss authority. Section 310 stated that the military departments may not pay claims that are submitted more than 1 year after the date on which the implementing rules for claims take effect. The program would have expired on October 21, 2010; however, President Obama signed legislation which extended the deadline until December 3, 2010. These funds are available for obligation until expended.

The Army's share of the \$534.4 million for this program is \$405.6 million. As of September 30, 2010 \$204.4 million was obligated and recorded as an Overseas Contingency Operation (OCO) obligation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>STOP-LOSS SPECIAL COMPENSATION</b>									
OFFICER RETROACTIVE STOP-LOSS SPECIAL COMPENSATION	0	0	22,416	0	0	0	0	0	0
ENLISTED RETROACTIVE STOP-LOSS SPECIAL COMPENSATIO	0	0	182,025	0	0	0	0	0	0
<b>TOTAL STOP-LOSS SPECIAL COMPENSATION</b>	<b>0</b>		<b>204,441</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>

MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
PREVENTIVE HEALTH ALLOWANCE DEMONSTRATION PROJECT  
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2012                   \$1,125  
ESTIMATE FY 2011                   \$0  
ACTUAL FY 2010                   \$0

**Project: Preventive Health Allowance Demonstration Project**

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>PREVENTIVE HEALTH ALLOWANCE DEMO PROJECT</b>									
OFFICER (WITH DEPENDENTS)			0			0	250	\$1,000	250
OFFICER (WITHOUT DEPENDENTS)			0			0	250	\$500	125
<b>SUBTOTAL OFFICER</b>			<b>0</b>			<b>0</b>	<b>500</b>		<b>325</b>
ENLISTED (WITH DEPENDENTS)			0			0	500	\$1,000	500
ENLISTED (WITHOUT DEPENDENTS)			0			0	500	\$500	250
<b>SUBTOTAL ENLISTED</b>			<b>0</b>			<b>0</b>	<b>1000</b>		<b>750</b>
TOTAL (WITH DEPENDENTS)			0			0	750	\$1,000	750
TOTAL (WITHOUT DEPENDENTS)			0			0	750	\$500	375
<b>TOTAL PREVENTIVE HEALTH ALLOWANCE DEMO PROJECT</b>			<b>0</b>			<b>0</b>	<b>1,500</b>		<b>1,125</b>



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. Reimbursable estimates remain constant from FY 2011 to FY 2012.

Anticipated MERHCF payment for Fy11 is \$143.9M, the table below reflects \$128.4M for this payment.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY  
SECTION 5  
MILITARY PERSONNEL ASSIGNED OUTSIDE DOD

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b>ASSIGNED OUTSIDE DOD</b>									
<b>NON-REIMBURSABLE PERSONNEL</b>									
CONGRESSIONAL FELLOWS	4	0	4	4	0	4	4	0	4
DRUG ENFORCEMENT AGENCY	3	4	7	3	4	7	3	4	7
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
OFFICE OF NATIONAL DRUG CONTROL POLICY	3	0	3	3	0	3	3	0	3
NSC	3	0	3	3	0	3	3	0	3
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 FELLOWS	2	0	2	2	0	2	2	0	2
WHITE HOUSE MILITARY OFFICE	15	2	17	15	2	17	15	2	17
<b>SUB-TOTAL NON-REIMBURSABLE PERSONNEL</b>	<b>178</b>	<b>6</b>	<b>184</b>	<b>178</b>	<b>6</b>	<b>184</b>	<b>178</b>	<b>6</b>	<b>184</b>
<b>REIMBURSABLE PERSONNEL</b>									
NASA	4	0	4	4	0	4	4	0	4
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
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>5</b>	<b>35</b>	<b>40</b>	<b>5</b>	<b>35</b>	<b>40</b>	<b>5</b>	<b>35</b>	<b>40</b>
<b>TOTAL ASSIGNED OUTSIDE DOD</b>	<b>183</b>	<b>41</b>	<b>224</b>	<b>183</b>	<b>41</b>	<b>224</b>	<b>183</b>	<b>41</b>	<b>224</b>
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS</b>									
<b>REIMBURSABLE PERSONNEL</b>									
FOREIGN MILITARY SALES	265	182	447	265	182	447	242	167	409
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>265</b>	<b>182</b>	<b>447</b>	<b>265</b>	<b>182</b>	<b>447</b>	<b>242</b>	<b>167</b>	<b>409</b>
<b>TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS</b>	<b>265</b>	<b>182</b>	<b>447</b>	<b>265</b>	<b>182</b>	<b>447</b>	<b>242</b>	<b>167</b>	<b>409</b>
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS</b>									
<b>REIMBURSABLE PERSONNEL</b>									
INDUSTRIAL OPERATIONS	20	5	25	22	6	28	20	6	26
SUPPLY MGMT	0	4	4	0	4	4	0	4	4
TRANSCOM	75	104	179	75	104	179	75	104	179
DECA	4	0	4	4	0	4	4	0	4
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
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>475</b>	<b>591</b>	<b>1,066</b>	<b>477</b>	<b>592</b>	<b>1,069</b>	<b>475</b>	<b>592</b>	<b>1,067</b>
<b>TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS</b>	<b>475</b>	<b>591</b>	<b>1,066</b>	<b>477</b>	<b>592</b>	<b>1,069</b>	<b>475</b>	<b>592</b>	<b>1,067</b>
<b>TOTAL REIMBURSABLE</b>	<b>745</b>	<b>808</b>	<b>1,553</b>	<b>747</b>	<b>809</b>	<b>1,556</b>	<b>722</b>	<b>794</b>	<b>1,516</b>
<b>TOTAL NON-REIMBURSABLE</b>	<b>178</b>	<b>6</b>	<b>184</b>	<b>178</b>	<b>6</b>	<b>184</b>	<b>178</b>	<b>6</b>	<b>184</b>
<b>GRAND TOTAL</b>	<b>923</b>	<b>814</b>	<b>1,737</b>	<b>925</b>	<b>815</b>	<b>1,740</b>	<b>900</b>	<b>800</b>	<b>1,700</b>

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

	ACTUAL FY 2010			ESTIMATE FY 2011			ESTIMATE FY 2012		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUBSISTENCE	1,654	12,276	13,930	882	12,460	13,342	2,414	5,229	7,643
MEDICAL									
DEFENSE HEALTH PROGRAM	77,200	51,200	128,400	88,587	44,365	132,952	86,340	57,560	143,900
OTHER NON-STRENGTH									
OTHER MILITARY PERSONNEL COSTS	-	-	-	-	-	-	-	-	-
STRENGTH RELATED									
BASIC PAY	40,986	9,137	50,123	44,752	7,880	52,632	51,984	11,196	63,180
RETIRED PAY ACCRUAL	13,241	2,952	16,193	11,513	2,555	14,068	8,790	2,600	11,390
INCENTIVE PAY	3,723	683	4,406	5,042	4,333	9,375	3,215	629	3,844
ALLOWANCE	15,477	3,518	18,995	13,889	8,992	22,881	11,923	3,372	15,295
PERMANENT CHANGE OF STATION TRAVEL	-	-	-	-	-	-	-	-	-
TOTAL STRENGTH RELATED	73,427	16,290	89,717	75,197	23,760	98,957	75,912	17,796	93,708
TOTAL PROGRAM	152,281	79,766	232,047	164,666	80,585	245,251	164,666	80,585	245,251

MILITARY PERSONNEL, ARMY  
SECTION 5  
RESERVE OFFICER CANDIDATES (ROTC) PROGRAM

SENIOR RESERVE OFFICERS' TRAINING CORPS (SROTC)

	FY 2010			FY 2011			FY 2012		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Non-Scholarship Students	17,456	17,007	16,558	19,089	18,454	17,819	17,570	17,213	16,856
MS I	8,158	8,060	7,961	7,948	7,445	6,942	6,841	6,764	6,687
MS II	4,674	4,518	4,361	5,319	5,269	5,219	4,833	4,570	4,307
Basic Course	12,832	12,577	12,322	13,267	12,714	12,161	11,674	11,334	10,994
MS III	2,414	2,386	2,357	2,656	2,645	2,634	2,593	2,547	2,501
MS IV	2,210	2,045	1,879	3,166	3,095	3,024	3,303	3,332	3,361
Adv Course	4,624	4,430	4,236	5,822	5,740	5,658	5,896	5,879	5,862

	FY 2010			FY 2011			FY 2012		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Scholarship Students	17,757	17,098	16,438	16,316	15,980	15,644	14,834	14,610	14,386
MS I	4,042	3,791	3,540	2,781	2,661	2,541	2,689	2,618	2,547
MS II	4,183	4,128	4,073	4,051	3,925	3,799	3,162	3,165	3,168
Basic Course	8,225	7,919	7,613	6,832	6,586	6,340	5,851	5,783	5,715
MS III	4,783	4,703	4,622	4,801	4,773	4,745	4,526	4,450	4,374
MS IV	4,749	4,476	4,203	4,683	4,621	4,559	4,457	4,377	4,297
Adv Course	9,532	9,179	8,825	9,484	9,394	9,304	8,983	8,827	8,671
		226.00000	1,789.694						

	FY 2010			FY 2011			FY 2012		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Total Enrollment	35,213	34,105	32,996	35,405	34,434	33,463	32,404	31,823	31,242
MS I	12,200	11,851	11,501	10,729	10,106	9,483	9,530	9,382	9,234
MS II	8,857	8,646	8,434	9,370	9,194	9,018	7,995	7,735	7,475
Basic Course	21,057	20,496	19,935	20,099	19,300	18,501	17,525	17,117	16,709
MS III	7,197	7,088	6,979	7,457	7,418	7,379	7,119	6,997	6,875
MS IV	6,959	6,521	6,082	7,849	7,716	7,583	7,760	7,709	7,658
Adv Course	14,156	13,609	13,061	15,306	15,134	14,962	14,879	14,706	14,533

Completed ROTC and Commissioned:		4,994		5,350		5,350
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Completed ROTC Commissioned and Deferred:	84		135		135
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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 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
Schools	273	273	273
Civilian Personnel	832	926	926
Military Personnel (End Strength)	1,423	1,423	1,423

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

	OCT	NOV	DEC	JAN	FEB	ACTUAL FY 2010		MAY	JUN	JUL	AUG	SEP
						MAR	APR					
<b>OFFICER</b>												
<b>COMMISSIONED OFFICERS</b>												
GENERAL	11	11	11	11	11	11	11	12	13	11	11	12
LT GENERAL	52	54	53	53	55	54	54	55	53	52	52	49
MAJ GENERAL	97	102	103	103	99	100	102	101	104	103	101	100
BG GENERAL	164	161	156	156	156	154	150	152	149	155	157	157
COLONEL	4,288	4,319	4,333	4,335	4,364	4,403	4,449	4,418	4,427	4,425	4,414	4,356
LT COLONEL	9,569	9,621	9,637	9,676	9,705	9,718	9,744	9,768	9,786	9,770	9,743	9,651
MAJOR	15,934	16,107	16,302	16,498	16,614	16,472	16,385	16,388	16,491	16,618	16,726	16,732
CAPTAIN	26,894	26,495	26,072	25,694	25,424	26,482	26,480	26,373	28,473	28,701	28,458	28,750
1ST LIEUTENANT	8,029	10,643	10,802	11,206	11,649	10,711	10,992	10,933	8,906	8,759	8,780	8,275
2ND LIEUTENANT	10,711	8,299	8,374	8,075	8,122	8,358	8,268	9,681	10,138	10,240	10,330	10,506
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>75,749</b>	<b>75,812</b>	<b>75,843</b>	<b>75,807</b>	<b>76,199</b>	<b>76,463</b>	<b>76,635</b>	<b>77,881</b>	<b>78,540</b>	<b>78,834</b>	<b>78,772</b>	<b>78,588</b>
<b>WARRANT OFFICERS</b>												
WARRANT OFF (W-5)	556	562	570	568	569	573	577	571	578	584	594	599
WARRANT OFF (W-4)	2,426	2,422	2,429	2,435	2,449	2,461	2,462	2,467	2,424	2,449	2,462	2,485
WARRANT OFF (W-3)	3,553	3,569	3,587	3,604	3,619	3,628	3,661	3,681	3,747	3,734	3,714	3,683
WARRANT OFF (W-2)	5,725	5,727	5,757	5,760	5,771	5,792	5,861	5,914	6,005	6,037	6,049	6,130
WARRANT OFF (W-1)	2,968	2,990	2,938	2,876	2,902	2,953	2,867	2,828	2,765	2,695	2,745	2,643
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>15,228</b>	<b>15,270</b>	<b>15,281</b>	<b>15,243</b>	<b>15,310</b>	<b>15,407</b>	<b>15,428</b>	<b>15,461</b>	<b>15,519</b>	<b>15,499</b>	<b>15,564</b>	<b>15,540</b>
<b>SUBTOTAL OFFICER</b>	<b>90,977</b>	<b>91,082</b>	<b>91,124</b>	<b>91,050</b>	<b>91,509</b>	<b>91,870</b>	<b>92,063</b>	<b>93,342</b>	<b>94,059</b>	<b>94,333</b>	<b>94,336</b>	<b>94,128</b>
<b>ENLISTED PERSONNEL</b>												
SERGEANT MAJOR	3,528	3,551	3,561	3,522	3,521	3,524	3,569	3,565	3,646	3,634	3,575	3,512
1ST SGT/MASTER SGT	12,298	12,297	12,371	12,421	12,402	12,356	12,322	12,333	12,311	12,421	12,361	12,210
PLATOON SGT/SFC	41,279	40,959	41,003	40,988	41,080	41,034	40,931	41,088	41,136	41,083	40,706	40,428
STAFF SGT	66,130	65,878	66,011	65,975	66,026	65,984	65,779	65,905	66,207	66,023	65,763	65,800
SERGEANT	84,885	84,948	85,279	85,149	85,245	85,162	84,971	84,942	85,393	85,410	85,264	85,788
CPL/SPECIALIST	133,541	134,432	133,390	135,150	135,731	136,566	137,991	138,284	138,179	139,987	142,124	142,720
PRIVATE 1ST CLASS	69,038	69,469	68,918	70,370	70,456	70,422	70,271	69,675	70,773	70,339	70,403	69,824
PRIVATE E2	33,883	33,354	32,754	33,166	33,273	33,593	34,262	34,126	34,091	34,524	33,968	32,911
PRIVATE E1	16,039	16,162	14,391	15,334	15,099	14,777	14,225	13,482	15,524	14,727	14,988	14,055
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>460,621</b>	<b>461,050</b>	<b>457,678</b>	<b>462,075</b>	<b>462,833</b>	<b>463,418</b>	<b>464,321</b>	<b>463,400</b>	<b>467,260</b>	<b>468,148</b>	<b>469,152</b>	<b>467,248</b>
CADET	4,558	4,550	4,524	4,517	4,498	4,495	4,489	3,426	4,746	4,686	4,681	4,669
<b>TOTAL END STRENGTH</b>	<b>556,156</b>	<b>556,682</b>	<b>553,326</b>	<b>557,642</b>	<b>558,840</b>	<b>559,783</b>	<b>560,873</b>	<b>560,168</b>	<b>566,065</b>	<b>567,167</b>	<b>568,169</b>	<b>566,045</b>

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

	ESTIMATE FY 2011											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
<b>OFFICER</b>												
<b>COMMISSIONED OFFICERS</b>												
GENERAL	12	13	12	12	12	12	12	11	12	10	12	12
LT GENERAL	54	53	54	54	54	53	51	53	53	56	54	53
MAJ GENERAL	91	92	92	91	92	92	96	95	94	86	83	83
BG GENERAL	154	153	153	153	153	155	152	151	152	158	162	163
COLONEL	4,329	4,333	4,352	4,351	4,344	4,361	4,382	4,425	4,406	4,381	4,354	4,349
LT COLONEL	9,580	9,636	9,642	9,656	9,694	9,750	9,827	9,834	9,881	9,874	9,817	9,743
MAJOR	17,776	17,583	17,405	17,240	17,066	16,921	17,030	17,198	17,478	17,516	17,578	17,614
CAPTAIN	26,086	26,226	26,466	26,460	26,680	26,835	26,654	26,167	25,889	26,457	27,567	27,329
1ST LIEUTENANT	7,985	10,270	10,142	10,254	10,522	10,545	10,634	10,750	10,244	8,939	8,240	8,124
2ND LIEUTENANT	10,808	8,414	8,317	8,692	8,278	8,157	8,088	9,392	10,589	11,225	10,628	10,936
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>76,875</b>	<b>76,773</b>	<b>76,635</b>	<b>76,963</b>	<b>76,895</b>	<b>76,881</b>	<b>76,926</b>	<b>78,076</b>	<b>78,798</b>	<b>78,702</b>	<b>78,495</b>	<b>78,406</b>
<b>WARRANT OFFICERS</b>												
WARRANT OFF (W-5)	551	555	562	560	557	562	562	564	562	560	559	551
WARRANT OFF (W-4)	2,533	2,542	2,563	2,556	2,557	2,568	2,575	2,587	2,596	2,594	2,585	2,572
WARRANT OFF (W-3)	3,605	3,613	3,637	3,639	3,648	3,661	3,670	3,682	3,705	3,727	3,748	3,770
WARRANT OFF (W-2)	5,490	5,465	5,484	5,482	5,461	5,475	5,479	5,473	5,471	5,448	5,435	5,427
WARRANT OFF (W-1)	3,132	3,118	3,129	3,128	3,115	3,123	3,126	3,123	3,121	3,108	3,101	3,096
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>15,311</b>	<b>15,293</b>	<b>15,375</b>	<b>15,365</b>	<b>15,338</b>	<b>15,389</b>	<b>15,412</b>	<b>15,429</b>	<b>15,455</b>	<b>15,437</b>	<b>15,428</b>	<b>15,416</b>
<b>SUBTOTAL OFFICER</b>	<b>92,186</b>	<b>92,066</b>	<b>92,010</b>	<b>92,328</b>	<b>92,233</b>	<b>92,270</b>	<b>92,338</b>	<b>93,505</b>	<b>94,253</b>	<b>94,139</b>	<b>93,923</b>	<b>93,822</b>
<b>ENLISTED PERSONNEL</b>												
SERGEANT MAJOR	3,586	3,605	3,580	3,545	3,512	3,489	3,464	3,440	3,409	3,369	3,394	3,435
1ST SGT/MASTER SGT	12,424	12,461	12,428	12,421	12,423	12,357	12,277	12,186	12,070	11,938	11,889	12,123
PLATOON SGT/SFC	41,492	41,431	41,525	41,441	41,438	41,430	41,609	41,738	41,943	41,841	41,778	41,760
STAFF SGT	66,892	66,786	66,105	65,357	64,540	63,811	62,900	62,061	61,141	60,668	60,138	61,328
SERGEANT	85,513	84,852	83,778	82,806	81,817	80,834	80,013	79,149	78,261	77,184	79,872	80,501
CPL/SPECIALIST	141,270	141,772	142,633	144,627	146,318	147,906	149,870	151,382	152,834	153,661	150,903	148,600
PRIVATE 1ST CLASS	53,376	52,815	51,114	52,971	53,296	52,765	52,868	52,691	52,292	53,936	53,852	53,586
PRIVATE E2	29,168	28,884	29,376	30,022	29,693	29,894	30,220	30,520	29,482	30,072	29,735	29,648
PRIVATE E1	18,329	18,709	16,013	17,123	16,890	16,729	16,234	16,341	18,784	17,958	17,872	18,126
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>452,050</b>	<b>451,315</b>	<b>446,552</b>	<b>450,313</b>	<b>449,927</b>	<b>449,215</b>	<b>449,455</b>	<b>449,508</b>	<b>450,216</b>	<b>450,627</b>	<b>449,433</b>	<b>449,107</b>
CADET	4,460	4,457	4,430	4,414	4,408	4,402	4,394	3,389	4,563	4,497	4,486	4,471
<b>TOTAL END STRENGTH</b>	<b>548,696</b>	<b>547,838</b>	<b>542,992</b>	<b>547,055</b>	<b>546,568</b>	<b>545,887</b>	<b>546,187</b>	<b>546,402</b>	<b>549,032</b>	<b>549,263</b>	<b>547,842</b>	<b>547,400</b>

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

OFFICER	ESTIMATE FY 2012											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
<b>COMMISSIONED OFFICERS</b>												
GENERAL	11	11	11	13	13	12	13	13	13	11	11	11
LT GENERAL	52	54	52	56	56	55	53	55	51	50	50	52
MAJ GENERAL	97	101	101	95	96	96	100	100	102	103	102	96
BG GENERAL	164	160	159	160	160	161	158	158	158	159	161	164
COLONEL	4,553	4,560	4,555	4,538	4,533	4,547	4,438	4,527	4,532	4,503	4,479	4,485
LT COLONEL	9,817	9,866	9,883	9,897	9,919	9,966	9,776	9,731	9,738	9,726	9,673	9,581
MAJOR	17,429	17,257	17,095	16,950	16,797	16,672	16,816	17,117	17,498	17,657	17,832	17,995
CAPTAIN	27,365	27,753	28,142	28,178	28,421	28,691	28,320	27,587	27,279	28,148	28,355	28,084
1ST LIEUTENANT	8,489	10,904	10,798	10,555	10,796	10,689	10,790	10,894	9,254	8,803	8,423	8,599
2ND LIEUTENANT	11,325	8,503	8,371	8,947	8,494	8,269	8,207	9,660	11,724	10,977	10,793	10,693
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>79,302</b>	<b>79,169</b>	<b>79,167</b>	<b>79,389</b>	<b>79,285</b>	<b>79,158</b>	<b>78,671</b>	<b>79,842</b>	<b>80,349</b>	<b>80,137</b>	<b>79,879</b>	<b>79,760</b>
<b>WARRANT OFFICERS</b>												
WARRANT OFF (W-5)	639	649	663	663	663	672	670	676	662	647	634	616
WARRANT OFF (W-4)	2,719	2,734	2,763	2,743	2,737	2,751	2,734	2,764	2,730	2,693	2,648	2,597
WARRANT OFF (W-3)	3,601	3,621	3,650	3,661	3,682	3,709	3,720	3,751	3,796	3,840	3,884	3,925
WARRANT OFF (W-2)	5,713	5,672	5,675	5,657	5,620	5,625	5,617	5,597	5,613	5,606	5,610	5,619
WARRANT OFF (W-1)	2,916	2,894	2,896	2,887	2,868	2,871	2,867	2,856	2,865	2,861	2,863	2,868
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>15,588</b>	<b>15,570</b>	<b>15,647</b>	<b>15,611</b>	<b>15,570</b>	<b>15,628</b>	<b>15,608</b>	<b>15,644</b>	<b>15,666</b>	<b>15,647</b>	<b>15,639</b>	<b>15,625</b>
<b>SUBTOTAL OFFICER</b>	<b>94,890</b>	<b>94,739</b>	<b>94,814</b>	<b>95,000</b>	<b>94,855</b>	<b>94,786</b>	<b>94,279</b>	<b>95,486</b>	<b>96,015</b>	<b>95,784</b>	<b>95,518</b>	<b>95,385</b>
<b>ENLISTED PERSONNEL</b>												
SERGEANT MAJOR	3,503	3,500	3,506	3,499	3,497	3,500	3,503	3,499	3,552	3,520	3,505	3,495
1ST SGT/MASTER SGT	12,246	12,262	12,337	12,330	12,339	12,333	12,294	12,264	12,129	12,220	12,284	12,211
PLATOON SGT/SFC	40,829	40,772	40,898	40,776	40,776	40,776	40,758	40,888	41,083	40,998	40,988	40,865
STAFF SGT	65,703	65,603	65,712	65,572	65,564	65,565	65,458	65,614	65,890	65,760	65,836	65,659
SERGEANT	85,608	86,389	86,538	86,298	86,325	86,299	86,306	86,428	86,539	86,414	86,278	86,085
CPL/SPECIALIST	145,287	144,917	143,895	145,271	145,942	146,634	147,104	147,062	147,065	146,587	146,238	146,821
PRIVATE 1ST CLASS	55,693	54,884	52,317	53,095	53,061	52,467	50,916	49,267	48,218	49,111	48,651	47,647
PRIVATE E2	28,549	27,562	26,748	25,762	24,530	23,464	23,898	24,451	24,824	26,836	28,008	28,683
PRIVATE E1	11,032	12,665	11,840	14,844	16,619	18,941	17,592	16,265	18,399	17,774	17,382	15,997
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>448,450</b>	<b>448,554</b>	<b>443,791</b>	<b>447,447</b>	<b>448,653</b>	<b>449,979</b>	<b>447,829</b>	<b>445,738</b>	<b>447,699</b>	<b>449,220</b>	<b>449,170</b>	<b>447,463</b>
CADET	4,538	4,534	4,506	4,482	4,477	4,471	4,462	3,432	4,652	4,586	4,567	4,552
<b>TOTAL END STRENGTH</b>	<b>547,878</b>	<b>547,827</b>	<b>543,111</b>	<b>546,929</b>	<b>547,985</b>	<b>549,236</b>	<b>546,570</b>	<b>544,656</b>	<b>548,366</b>	<b>549,590</b>	<b>549,255</b>	<b>547,400</b>