

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2014 BUDGET ESTIMATES



MILITARY PERSONNEL, ARMY

JUSTIFICATION BOOK

April 2013

**DEPARTMENT OF THE ARMY
JUSTIFICATION OF EXHIBITS**

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

	ACTUAL FY 2012	ESTIMATE FY 2013*	ESTIMATE FY 2014
DIRECT BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$12,323,104	\$11,148,249	\$12,461,618
PAY AND ALLOWANCES OF ENLISTED	\$26,851,268	\$25,181,609	\$24,235,332
PAY AND ALLOWANCES OF CADETS	\$76,314	\$77,680	\$77,959
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,864,052	\$2,093,659	\$1,954,730
PERMANENT CHANGE OF STATION TRAVEL	\$1,857,068	\$1,787,581	\$1,796,449
OTHER MILITARY PERSONNEL COSTS	\$514,448	\$489,066	\$511,702
FY 2013 CR ADJUSTMENT	\$0	\$2,785,552	\$0
TOTAL DIRECT BASELINE PROGRAM	\$43,486,254	\$43,563,396	\$41,037,790
REIMBURSABLE BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$174,751	\$166,333	\$174,627
PAY AND ALLOWANCES OF ENLISTED	\$78,814	\$68,186	\$92,723
SUBSISTENCE OF ENLISTED PERSONNEL	\$8,900	\$19,373	\$7,790
PERMANENT CHANGE OF STATION TRAVEL	\$2,786	\$0	\$0
TOTAL REIMBURSABLE BASELINE PROGRAM	\$265,251	\$253,892	\$275,140
TOTAL BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$12,497,855	\$11,314,582	\$12,636,245
PAY AND ALLOWANCES OF ENLISTED	\$26,930,082	\$25,249,795	\$24,328,055
PAY AND ALLOWANCES OF CADETS	\$76,314	\$77,680	\$77,959
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,872,952	\$2,113,032	\$1,962,520
PERMANENT CHANGE OF STATION TRAVEL	\$1,859,854	\$1,787,581	\$1,796,449
OTHER MILITARY PERSONNEL COSTS	\$514,448	\$489,066	\$511,702
FY 2013 CR ADJUSTMENT	\$0	\$2,785,552	\$0
TOTAL BASELINE PROGRAM	\$43,751,505	\$43,817,288	\$41,312,930
OCO FUNDING-FY2012(P.L.112-81)			
PAY AND ALLOWANCES OF OFFICERS	\$1,846,568	\$0	\$0
PAY AND ALLOWANCES OF ENLISTED	\$3,514,914	\$0	\$0
PAY AND ALLOWANCES OF CADETS	\$0	\$0	\$0
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,325,131	\$0	\$0
PERMANENT CHANGE OF STATION TRAVEL	\$84,107	\$0	\$0
OTHER MILITARY PERSONNEL COSTS	\$424,880	\$0	\$0
TOTAL OCO FUNDING-FY2012(P.L.112-81)	\$7,195,600	\$0	\$0
TOTAL PROGRAM FUNDING			
PAY AND ALLOWANCES OF OFFICERS	\$14,344,423	\$11,314,582	\$12,636,245
PAY AND ALLOWANCES OF ENLISTED	\$30,444,996	\$25,249,795	\$24,328,055
PAY AND ALLOWANCES OF CADETS	\$76,314	\$77,680	\$77,959
SUBSISTENCE OF ENLISTED PERSONNEL	\$3,198,083	\$2,113,032	\$1,962,520
PERMANENT CHANGE OF STATION TRAVEL	\$1,943,961	\$1,787,581	\$1,796,449
OTHER MILITARY PERSONNEL COSTS	\$939,328	\$489,066	\$511,702
FY 2013 CR ADJUSTMENT	\$0	\$2,785,552	\$0
TOTAL PROGRAM FUNDING	\$50,947,105	\$43,817,288	\$41,312,930
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$3,146,969	\$2,434,057	\$1,824,098
TOTAL MILITARY PERSONNEL PROGRAM COST	\$54,094,074	\$46,251,345	\$43,137,028

* Reflects the FY 2013 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION

INTRODUCTION

The Army plays a critical role in meeting the needs of the nation, not only in Afghanistan, but around the world and at home (civil works, responding to natural disasters, and securing our borders). Although the Army has been operating at an extremely high tempo for many years, the Army continues to adapt and perform in a dynamic environment, while focusing on the Chief of Staff's vision to provide the agility, versatility, and depth to Prevent, Shape, and Win. The Army's ability to be globally responsive and regionally engaged are tied to four key imperatives:

- Provide modernized and ready, tailored land force capabilities to meet combatant commanders' requirements across the range of military operations
- Develop leaders to meet the challenges of the 21st century
- Adapt the Army to more effectively provide land power
- Enhance the all-volunteer Army

The Military Personnel, Army (MPA) appropriation directly supports the enhancement of the all-voluntary Army and the families of its Soldiers. MPA 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 including Cadets and TTHS (trainees, transients, holdees, and students).

It should be noted that data for FY 2012 reflects actual execution (both base program and Overseas Contingency Operations). The data for FY 2013 reflects the total amount requested in the FY 2013 President's Budget request at the exhibit level, with appropriation totals adjusted to match the Annualized Continuing Resolution funding level. The data for FY 2014 reflects current projected requirements. Additionally, FY 2013 and FY 2014 include the costs for Active Component End Strength above the Enduring 490,000 force.

The detailed exhibits in this Justification book display both the base and Overseas Contingency Operations (OCO) requests to provide a full view of the Active Component requirements. The Department, along with OMB, is currently evaluating the FY 2014 OCO request. Thus, OCO estimates in this book are subject to change. Once final decisions are made for the FY 2014 OCO, the Department will inform Congress.

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), 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. MPA expenditures not mandated by law provide limited flexibility (for example, separations from service can be influenced to a certain degree for a limited amount of time). Due to the inherently rigid nature of MPA spending, small deviations from funding requirements can pose significant challenges within the appropriation, especially if funding changes materialize within 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, policies and the dynamic environment impacting the appropriation. A key focus will continue to be on the Permanent Change of Station (PCS) program. In FY 2010, the Army elevated its PCS program to a Department level material weakness. While the implementation of the Integrated Personnel Pay System – Army (IPPS-A) should ultimately provide a full scale systems solution to the material weakness, the Army is developing an interim solution to obligate PCS orders when issued, to develop more accurate cost projections, and to reconcile obligations with disbursements.

End Strength

Temporary End Strength Army Medical (TEAM)

Funded in the OCO request, TEAM is similar in concept to the Temporary End Strength Increase (TESI). TEAM is designed specifically to mitigate the impact of Active Component Soldiers in the Integrated Disability Evaluation System (IDES) who are unavailable to fill force structure requirements. IDES is the DoD management tool used to determine the disposition of a Service member who develops a medical condition that calls into question the member's ability to continue to serve in the military. In FY 2013, the base request contained \$828.1 million in Military Personnel, Army and Medicare-Eligible Retiree Health Care funds for TEAM.

Enduring Force (490 Thousand)

Similar to the FY 2013 President's Budget request, the Army funds the anticipated enduring strength of 490 thousand Soldiers in the base request in FY-2014. The balance of Active Component Soldiers, to include Active Component overstrength (27,000 end strength) and Soldiers associated with TEAM (3,000 end strength) are anticipated to be requested in the FY 2014 Overseas Contingency Operations request. This request contains \$2,794.4 million in Military Pay, Army and Medicare-Eligible Health Care to support the Active Component overstrength and those Soldiers associated with TEAM.

The detailed exhibits in the Justification book display the enduring 490 thousand requirement, the Active Component Over-strength for levels above 490 thousand, and TEAM. This allows for a holistic view of Active Component requirements. For those exhibits in which Active Component Soldiers are funded in the OCO request, annotations are included to display the amount that is not part of the base request. All exhibits contain actual Active Component and Reserve Component average strengths in the FY 2012 column. For FY 2013, exhibits display the requested levels associated with the FY 2013 President's Budget request.

Due to the complexity of Active Component and Reserve Component strength funding and decisions that have shifted various categories of personnel between the Base and OCO submissions, the following table displays the funding source for major categories of personnel by year:

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Strength Category	FY12	FY13	FY14
AC Enduring Strength (490K)	Base	Base	Base
AC Overstrength (above 490K)	Base	OCO	OCO
TESI	OCO	OCO	-
TEAM	-	Base	OCO

Average Strength														
			FY 2012 Actuals				FY 2013 Budgeted				FY 2014 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
BASE	AC	Base	96,450	451,310	4,379	552,139	84,500	401,777	4,396	490,673	93,472	392,177	4,351	490,000
		TEAM	-	-	-	-	601	11,782	-	12,383	-	-	-	-
		AC Total	96,450	451,310	4,379	552,139	85,101	413,559	4,396	503,056	93,472	392,177	4,351	490,000
	RC	Mobilization	284	1,020	-	1,304	186	863	-	1,049	208	654	-	862
		ADOS	379	1,007	-	1,386	478	569	-	1,047	476	819	-	1,295
		RC Total	663	2,027	-	2,690	664	1,432	-	2,096	684	1,473	-	2,157
	Base Total	97,113	453,337	4,379	554,829	85,765	414,991	4,396	505,152	94,156	393,650	4,351	492,157	
			FY 2012 Actuals				FY 2013 Budgeted				FY 2014 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
OCO	AC	Above 490	-	-	-	-	14,454	36,940	-	51,394	4,808	26,077	-	30,885
		TESI	2,767	8,015	-	10,782	-	4,401	-	4,401	-	-	-	-
		TEAM	-	-	-	-	-	-	-	-	-	3,000	-	3,000
		AC Total	2,767	8,015	-	10,782	14,454	41,341	-	55,795	4,808	29,077	-	33,885
	RC ¹	RC on Active Duty	10,187	42,817	-	53,004	6,964	31,620	-	38,584	-	-	-	-
		RC Total	10,187	42,817	-	53,004	6,964	31,620	-	38,584	-	-	-	-
		OCO Total	12,954	50,832	-	63,786	21,418	72,961	-	94,379	4,808	29,077	-	33,885
BASE and OCO	AC Total	99,217	459,325	4,379	562,921	99,555	454,900	4,396	558,851	98,280	421,254	4,351	523,885	
	RC Total	10,850	44,844	-	55,694	7,628	33,052	-	40,680	684	1,473	-	2,157	
	Total	110,067	504,169	4,379	618,615	107,183	487,952	4,396	599,531	98,964	422,727	4,351	526,042	

¹ FY 2012 RC execution data is distributed between Mobilization and ADOS based on average orders written not accounting database information

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End Strength														
		FY 2012 Actuals				FY 2013 Anticipated				FY 2014 Budgeted				
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	
Base	AC	Base	98,423	444,411	4,566	547,400	84,222	401,278	4,500	490,000	92,796	392,778	4,426	490,000
		TEAM	-	-	-	-	601	11,799	-	12,400	-	-	-	-
		Base Total	98,423	444,411	4,566	547,400	84,823	413,077	4,500	502,400	92,796	392,778	4,426	490,000
OCO	AC	Above 490	-	-	-	-	15,001	34,699	-	49,700	5,075	23,058	-	27,000
		TESI	-	2,664	-	2,664	-	-	-	-	-	-	-	-
		TEAM	-	-	-	-	-	-	-	-	-	1,867	-	3,000
		OCO Total	-	2,664	-	2,664	15,001	34,699	-	49,700	5,075	24,925	-	30,000
Base and OCO Total		98,423	447,075	4,566	550,064	99,824	447,776	4,500	552,100	97,871	417,703	4,426	520,000	

DWELL Time Assessment

Senate Armed Services Committee (SASC) Reporting Requirement

In the FY 2013 NDAA, the SASC directs a statement on dwell time and an assessment of whether the requested reductions in active duty end-strength are reversible within 1 year.

Dwell Time Assessment

The Active Component (AC) of the Army measures individual dwell as the median ratio of time spent deployed (Boots On Ground, or BOG) to time spent not deployed (dwell) measured at the start of the subsequent deployment. This median ratio is simply referred to as "BOG:Dwell". The AC goal for individual dwell is a median ratio of 1:2.0, meaning at least half of the Soldiers who deploy on a second or subsequent deployment will have a BOG:Dwell ratio of 1:2.0 or better.

The AC Army achieved its 1:2.0 individual BOG:Dwell goal in second-quarter of Fiscal Year 2012 and finished the fourth-quarter at 1:2.41. There were, however, numerous specialties that did not achieve the Army's aggregate goal during this fiscal year. These include high-demand specialties within career fields such as the following: infantry, aviation, armor, artillery, mechanical maintenance and communications. The median ratios for these specialties were between 1:1.7 and 1:2.0. As the demand for forces continues to decrease in Fiscal Year 2013 and beyond, individual BOG:Dwell ratios are expected to continue to improve.

For the reserve components, the Departments' goal for individual BOG:Dwell is 1:5 with minimum standards of 1:4 without Secretary of Defense waiver.

The Army National Guard (ARNG) achieved an average BOG:Dwell ratio of 1:4.25 for FY 2012. This ratio is expected to improve to 1:5 for FY 2013. Similar to the AC, ARNG expects continued improvement as the expected demand for deployable forces decreases past FY 2014.

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For FY 2012, the United States Army Reserve (USAR) achieved an average BOG:Dwell ratio of 1:3.49. Within the USAR, some high-demand specialties did not achieve the Army Reserve's aggregate goal of 1:4.0 during FY12. Career fields such as: civil affairs, engineer, medical, and military police were among these specialties. The USAR also expects the ratios to continue to improve as the demand for deployable forces continues to decline.

End Strength Reduction Assessment

Congressionally-directed active component end strength reduces by 32,100 from the FY 2013 authorized level (552,100) to the FY 2014 expected level (520,000). From a personnel strength perspective, this reduction is not completely reversible within one year, even through the use of the Reserve Component. However, the reduction will not significantly impact readiness as a large number of the Soldiers who will be separating are doing so as a result of the integrated disability evaluation system. These Soldiers have already been identified as non-deployable. Additional reductions come from the decision to not assess enough recruits to compensate for all the Soldiers who separate due to normal loss behavior (e.g. end of enlistment contract). Reversing the strength reduction in FY14 of 32,100 for the AC would require a significant reinvestment of resources in recruiting and retention as well as individual and unit training. Reversal would likely also take longer than one year to accomplish.

Other Budget Drivers

Officer to Enlisted Ratio

The Army has experienced officer requirement growth driven by the 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 the 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. The requirements are driving a slow increase in the ratio of officer to enlisted personnel, a primary driver of Military Personnel budget requests. This ratio change is reflected as an increase in enduring officer strength and a decline in enduring enlisted strength.

Efficiencies

The Military Personnel, Army budget supports the Secretary of Defense's plan to reallocate funding from redundant and unnecessary projects, facilities and staffing to more critical Defense Department programs. The Army has substantially reduced enlisted recruiting and retention incentives due to current economic conditions and the strong propensity to re-enlist.

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Rates

Pay Raise

- The FY 2012 request includes a 1.6% military pay raise, effective 1 January 2012.
- The FY 2013 request includes a 1.7% military pay raise, effective 1 January 2013 (1.68% over the fiscal year).
- The FY 2014 request includes a 1.0% military pay raise, effective 1 January 2014 (1.18% over the fiscal year).

Basic Allowance for Subsistence (indexed to the annual changes in the US Department of the Agriculture food plan)

- The rate for subsistence, effective 1 January 2012, is 7.2% (5.5% over the fiscal year).
- The rate for subsistence, effective 1 January 2013, is 1.1% (2.6% over the fiscal year).
- The rate for subsistence, effective 1 January 2014, is 3.4% (2.8% over the fiscal year).

Basic Allowance for Housing

- Basic Allowance for Housing growth is 3.4% in FY 2012.
- Basic Allowance for Housing growth is 3.9% in FY 2013.
- Basic Allowance for Housing growth is 3.9% in FY 2014.

Retired Pay Accrual

- Retired Pay Accrual as a percentage of Basic Pay is 34.3% for full-time and 24.3% for part-time Soldiers in FY 2012.
- Retired Pay Accrual as a percentage of Basic Pay is 32.1% for full-time and 24.4% for part-time Soldiers in FY 2013.
- Retired Pay Accrual as a percentage of Basic Pay is 32.4% for full-time and 24.5% for part-time Soldiers in FY 2014.

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Foreign Currency Fluctuation

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2012 column in the Justification material reflects obligations based on actual foreign currency exchange rates while the FY 2013 and FY 2014 columns reflect the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY13 Rate	FY14 Rate
Denmark	Krone	5.3956	5.4074
European Community	Euro	0.7241	0.7259
Iceland	Krona	106.8909	114.5787
Japan	Yen	82.4035	81.7098
Norway	Krone	5.9362	5.8662
Singapore	Dollar	1.3313	1.3155
South Korea	Won	1,095.1635	1,140.7859
Turkey	Lira	1.4508	1.6091
United Kingdom	Pound	0.5943	0.6177

General Inflation

- General inflation is 1.8% in FY 2012.
- General inflation is 2.1% in FY 2013.
- General inflation is 1.9% in FY 2014.

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, FY 2010, FY 2011 and FY 2012 Military Personnel, Army budget estimates were reduced by \$143.9, \$148.0, \$151.9 million, and \$143.8 million, respectively. In addition to the 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.

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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. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DOD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

12304B: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands

Introduction:

The National Defense Authorization Act (NDAA) 2012, by order of 10 U.S.C. (SS) 12304b, provides the authority for the Secretary of the Army to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY14, the army plans to utilize 12304b in support of pre-planned and base funded operations. Identified operations are;

Multinational Force Observers Sinai (MFO) (58 MYRS -- \$7.6M)

The mission of the Multinational Force Observers Sinai is to supervise the implementation of the security provisions of the Egyptian-Israeli Treaty of Peace and employ best efforts to prevent any violation of its terms. Activated Soldiers will be placed on orders for a period less than 400 days.

National Capitol Region - Integrated Air Defense System (NCR-IADS) (320 MYRS \$29.2M)

Operation Noble Eagle is a direct response to the terrorist attacks on the New York World Trade Center in New York and the Pentagon on September 11, 2001. It funds the continuing efforts to defend the United States from airborne attacks, maintain air sovereignty, and defend critical U.S. facilities from a potentially hostile threat. Soldiers will continue to provide critical air defense and will be placed on orders for a period less than 400 days.

Operation Enduring Freedom – Caribbean and Central America (OEF-CCA) (164 MYRS -- \$20.3M)

Operation Enduring Freedom – Caribbean and Central America (OEF-CCA) provides regional stability to Latin America and the Caribbean. The main mission is the detection of terrorist cells in Belize, El Salvador, Nicaragua, Costa Rica, Honduras, Trinidad & Tobago, Guyana and Suriname. Activated Soldiers will be placed on orders for a period less than 400 days.

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Operation Enduring Freedom – Trans Sahara (OEF-TS) (23 MYRS -- \$2.9M)

Operation Enduring Freedom Trans Sahara (OEF-TS) provides military support to the Trans Sahara Counterterrorism Partnership (TSCTP) program. The OEF-TS supports TSCTP by forming relationships of peace, security, and cooperation among all Trans Sahara Nations. During engagement activities OEF-TS nations support TSCTP through a variety of activities, such as: Joint Planning Assistance Teams (JPAT), Mobile Training Teams (MTT), Civil-Military Support Elements (CMSE), Military Information Support Teams (MIST), Joint Combined Exchange Training (JCET), International Military Education and Training, and Senior Leader Engagement to gain perspective and build regional cooperation. Activated Soldiers will be placed on orders for a period less than 400 days.

Operation Onward Liberty (OOL – Liberia) (21 MYRS -- \$2.9M)

In January 2010, Operation Onward Liberty (OOL) began as a five-year Defense Sector Reform (DSR) program designed to support the larger Department of State (DOS) led Liberia Security Sector Reform (SSR) program. The mission is to provide U.S. military advisers and mentors to the Armed Forces of Liberia (AFL) in efforts to assist the Liberians build a military that is professional, apolitical, subordinate to civilian leadership, and respectful to human rights. The operation focuses on AFL's mission sets: disaster response and humanitarian assistance, search and rescue by land and sea, defense of the nation, and support of national law. Activated Soldiers will be placed on orders for a period less than 400 days.

United Nations Military Observer (UNMILOBS) (20 MYRS -- \$3.3M)

The UN Military Observers are the eyes and the ears of the Mission. Their observations and assessments help provide a real-time picture of the situation along the border. UNMILOBS ensure the rapid flow of information and to facilitate management at the Sector level. Activated Soldiers will be placed on orders for a period less than 400 days.

Kosovo Force (KFOR) (200 MYRS \$18.6M)

In June 1999, KFOR deployed into Kosovo in support of a wider international effort to build peace and stability in the area. The mission is to deter renewed hostility and threats against Kosovo by Yugoslav and Serb Forces; establish a secure environment and ensure public safety and order; demilitarize the Kosovo Liberation Army; support the international humanitarian effort; and coordinate with and support the international civil presence. KFOR presence has been crucial in maintaining safety and security for all individuals and communities in Kosovo.

Joint Task Force – Bravo (JTF-Bravo) (56 MYRS \$7M)

Joint Task Force-Bravo is one of two task forces under United States Southern Command. JTF-Bravo operates a forward, all-weather day/night C-5-capable air base. They organize multilateral exercises and support, in cooperation with our partner nations, counter narcoterrorism, humanitarian assistance/disaster relief and building partner capabilities to promote regional cooperation and security in the Caribbean, Central America, and South America.

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PERFORMANCE MEASURES AND EVALUATION SUMMARY

Activity: Active Military Personnel

Activity Goal: Maintain the correct number of 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 2012 Actual</u>	<u>FY 2013 Planned</u>	<u>FY 2014 Planned</u>
(1) Average Strength	618,614	556,546	526,042
(2) End Strength	550,064	552,100	520,000
(3) Authorized End Strength	562,000	552,100	

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 2012 average strength includes OCO funded RC Soldiers mobilized in support of Operation Enduring Freedom (OEF) contingencies. FY 2012 and FY 2013 include strength associated with the OCO funded Temporary End Strength Increase (TESI). FY 2013 and FY 2014 also include strength associated with Temporary End Strength Army Medical (TEAM).
- (2) End strength displays AC Soldiers only. FY 2012 end strength includes additional Soldiers associated with TESI. The planned FY 2013 and FY 2014 end strength includes 12,400 and 3,000 Soldiers associated with Temporary End Strength Army Medical (TEAM), respectively. Additionally, FY 2013 and FY 2014 include 49,700 and 27,000 AC end strength funded in the OCO request associated with overstrength above 490,000.
- (3) Authorized end strength is based on the FY 2012 National Defense Authorizations Act (NDAA), and includes an additional 14.6K AC Soldiers based on the Army's original TESI growth plan.

Recruiting

	<u>FY 2012 Actual</u>	<u>FY 2013 Planned</u>	<u>FY14 Planned</u>
1. Numeric goals	58,000	61,000	68,000
Actual	60,489		

Narrative: The Army's recruiting program was successful in FY 2012, despite a reduction in the trained recruiting force and the enlistment bonus and incentive structure. Current economic conditions have enabled the Army to reduce recruiting funding requirements, while meeting mission goals; however, the Army expects to continue to be challenged in FY 2014 due to projections for an improving economy.

MILITARY PERSONNEL, ARMY
SECTION 2
PERFORMANCE MEASURES AND EVALUATION SUMMARY

2. Quality goals	<u>FY 2012 Actual</u>	<u>FY 2013 Planned</u>	<u>FY14 Planned</u>
a. HSDG percent (Tier I)	90.0%	90.0%	90%
Actual (includes TOPS)	96.42%		
Actual Tier I (w/o TOPS)	99.97%		
b. Test Score Category I-III A			
Percent	60.0%	60.0%	60%
Actual	64.49%		

- a. The percent Tier 1 High School Diploma 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%).
- b. Tier One Performance Screen (TOPS) is a program that was designed to determine an applicant's susceptibility for attrition. Currently, United States Army Recruiting Command (USAREC) utilizes the TOPS program to assess non-High School Diploma Graduates (HSDG) who complete a program of secondary education in compliance with the education laws of the State in which the applicant resides (per the National Defense Authorization Act for Fiscal Year 2012). USAREC processes Non-HSDG applicants provided they score in the top 50th percentile on the Armed Service's Vocational Aptitude Battery (ASVAB) test and pass two non-cognitive personality tests: (1) the Tailored Adaptive Personality Assessment Screen (TAPAS) and (2) the Assessment of Individual Motivation (AIM).

Narrative: Quality goals serve as a screening mechanism; the Army does not directly resource to quality levels. Recruiting efforts focus on high school diploma 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.

- c. The percent of CAT I-III A is the measure of the total number of non-prior service accessions + FSTP who scored at or above 50th percentile. (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 diploma 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 2012, the Army fully met its goal for test category I-III A and achieved execution of 64.49%.

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
SUMMARY OF MILITARY PERSONNEL STRENGTH

	ACTUAL FY 2012		ESTIMATE FY 2013		ESTIMATE FY 2014	
	AVERAGE STRENGTH ¹	END STRENGTH 30 SEP 2012 ²	AVERAGE STRENGTH ¹	END STRENGTH 30 SEP 2013 ²	AVERAGE STRENGTH ¹	END STRENGTH 30 SEP 2014 ²
DIRECT BASELINE PROGRAM						
OFFICER	96,593	97,903	84,850	83,908	93,658	97,373
ENLISTED	452,811	443,885	414,228	412,314	393,143	417,196
CADET	4,379	4,566	4,396	4,500	4,351	4,426
TOTAL DIRECT BASELINE PROGRAM	553,783	546,354	503,474	500,722	491,152	518,995
REIMBURSABLE BASELINE PROGRAM						
OFFICER	520	520	915	915	498	498
ENLISTED	526	526	763	763	507	507
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	1,046	1,046	1,678	1,678	1,005	1,005
BASELINE PROGRAM						
OFFICER	97,113	98,423	85,765	84,823	94,156	97,871
ENLISTED	453,337	444,411	414,991	413,077	393,650	417,703
CADET	4,379	4,566	4,396	4,500	4,351	4,426
TOTAL BASELINE PROGRAM	554,829	547,400	505,152	502,400	492,157	520,000
OVERSEAS CONTINGENCY OPERATIONS /3						
OFFICER	12,954	0	14,454	15,001	4,808	5,075
ENLISTED	50,831	2,664	41,341	34,699	29,077	24,925
TOTAL SUPPLEMENTAL	63,785	2,664	55,795	49,700	33,885	30,000
TOTAL PROGRAM						
OFFICER	110,067	98,423	100,219	99,824	98,964	97,871
ENLISTED	504,168	447,075	456,332	447,776	422,727	417,703
CADET	4,379	4,566	4,396	4,500	4,351	4,426
TOTAL PROGRAM	618,614	550,064	560,947	552,100	526,042	520,000

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

/2 End strength is only reported for the Active Component

/3 FY 2012 average strength includes 10,186 officer and 42,814 enlisted mobilized Reserve Component in support of OEF or OND, as well as 2,767 officers and 8,017 enlisted Soldiers associated with the Army's Temporary End Strength Increase (TESI). FY 2012 OCO end strength of 2,664 is associated with TESI. FY 2013 and FY 2014 average and end strength figures displayed are those associated with overstrength funded in the OCO request. FY 2013 OCO strength includes 51,394 manyears (49,700 end strength) associated with over 490,000 Soldiers and 4,401 manyears (no end strength) associated with TESI. FY 2014 OCO strength includes 30,884 manyears (27,000 end strength) associated with over 490,000 Soldiers and 3,000 manyears (3,000 end strength) associated with Temporary End Strength Army Medical (TEAM). There is no TESI in FY 2014.

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
END STRENGTHS BY GRADE (TOTAL PROGRAM)

	ACTUAL FY 2012		ESTIMATE FY 2013		ESTIMATE FY 2014	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	11	0	12	0	10	0
LT GENERAL	51	0	47	0	48	0
MAJ GENERAL	120	2	96	2	114	2
BG GENERAL	133	0	151	4	126	0
COLONEL	4,373	28	4,548	37	4,383	27
LT COLONEL	9,985	186	9,998	78	9,953	178
MAJOR	17,405	218	18,207	153	17,555	208
CAPTAIN	28,331	48	29,136	246	28,814	46
1ST LIEUTENANT	13,004	24	9,552	127	12,732	23
2ND LIEUTENANT	9,125	3	12,073	68	8,934	3
SUBTOTAL COMMISSIONED OFFICERS	82,538	509	83,820	715	82,669	487
WARRANT OFFICERS						
WARRANT OFF (W-5)	647	0	651	5	640	0
WARRANT OFF (W-4)	2,522	3	2,557	4	2,090	3
WARRANT OFF (W-3)	3,872	2	4,021	26	3,994	2
WARRANT OFF (W-2)	6,644	2	6,366	53	6,418	2
WARRANT OFF (W-1)	2,200	4	2,409	27	2,060	4
SUBTOTAL WARRANT OFFICERS	15,885	11	16,004	115	15,202	11
SUBTOTAL OFFICER	98,423	520	99,824	830	97,871	498
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,671	24	3,602	9	3,572	23
1ST SGT/MASTER SGT	12,292	41	12,115	24	12,014	39
PLATOON SGT/SFC	40,876	52	40,513	74	39,849	50
STAFF SGT	63,569	82	64,662	109	61,882	79
SERGEANT	83,109	209	82,086	145	78,778	203
CPL/SPECIALIST	143,090	105	151,718	232	113,255	101
PRIVATE 1ST CLASS	62,272	12	46,820	86	67,124	11
PRIVATE E2	25,176	1	29,761	11	28,149	1
PRIVATE E1	13,020	0	16,499	3	13,080	0
SUBTOTAL ENLISTED PERSONNEL	447,075	526	447,776	693	417,703	507
CADET	4,566	0	4,500	0	4,426	0
TOTAL END STRENGTH	550,064	1,046	552,100	1,523	520,000	1,005

FY 2012 includes end strength associated with the Army's Temporary End Strength Increase (TESI) initiative.

FY 2013 includes 12,400 base-funded end strength associated with Temporary End Strength Medical (TEAM) and 49,701 OCO-funded end strength associated with overstrength above 490,000.

FY 2014 includes 3,000 and 27,000 OCO-funded end strength associated with TEAM and overstrength above 490,000, respectively.

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
ACTIVE DUTY STRENGTHS BY MONTH
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2012		ESTIMATE FY 2013		ESTIMATE FY 2014	
	FY 2012	REIMB INCLUDED	FY 2013	REIMB INCLUDED	FY 2014	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	11	0	11	0	11	0
LT GENERAL	53	0	52	0	50	0
MAJ GENERAL	142	2	112	2	121	2
BG GENERAL	182	0	162	4	151	0
COLONEL	5,109	28	4,682	37	4,497	28
LT COLONEL	12,230	178	10,199	78	10,319	178
MAJOR	19,559	212	18,134	153	17,418	212
CAPTAIN	32,069	48	29,339	246	28,547	52
1ST LIEUTENANT	14,142	24	11,131	127	14,000	24
2ND LIEUTENANT	8,938	2	10,316	68	8,565	2
SUBTOTAL COMMISSIONED OFFICERS	92,435	494	84,138	715	83,679	498
WARRANT OFFICERS						
WARRANT OFF (W-5)	713	0	667	5	662	0
WARRANT OFF (W-4)	2,896	3	2,626	4	2,153	3
WARRANT OFF (W-3)	4,055	2	3,984	26	3,922	2
WARRANT OFF (W-2)	7,492	2	6,385	53	6,472	2
WARRANT OFF (W-1)	2,476	4	2,419	27	2,076	4
SUBTOTAL WARRANT OFFICERS	17,632	11	16,081	115	15,285	11
SUBTOTAL OFFICER	110,067	505	100,219	830	98,964	509
ENLISTED PERSONNEL						
SERGEANT MAJOR	4,180	24	3,660	9	3,629	24
1ST SGT/MASTER SGT	14,553	41	12,395	24	12,253	41
PLATOON SGT/SFC	45,821	52	40,986	74	40,584	52
STAFF SGT	72,471	82	64,720	109	62,779	82
SERGEANT	95,705	115	81,929	145	79,890	114
CPL/SPECIALIST	163,123	105	155,645	232	117,415	105
PRIVATE 1ST CLASS	69,431	12	47,698	86	65,863	12
PRIVATE E2	25,942	1	29,534	11	27,589	1
PRIVATE E1	12,942	0	15,364	3	12,725	0
SUBTOTAL ENLISTED PERSONNEL	504,168	432	451,931	693	422,727	431
CADET	4,379	0	4,396	0	4,351	0
TOTAL AVERAGE STRENGTH	618,614	937	556,546	1,523	526,042	940

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
ACTIVE DUTY STRENGTHS BY MONTH
(IN THOUSANDS OF DOLLARS)

Monthly End Strengths ^{1/}	FY 2012				FY 2013				FY 2014			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	97,240	463,605	4,618	565,463	99,675	451,129	4,514	555,318	98,307	425,463	4,512	528,282
October	97,314	463,636	4,607	565,557	99,154	463,269	4,507	566,930	98,197	426,067	4,501	528,765
November	97,268	462,696	4,602	564,566	99,183	461,094	4,501	564,778	98,103	426,374	4,493	528,970
December	97,173	456,830	4,568	558,571	99,232	455,502	4,476	559,210	98,010	419,414	4,467	521,891
January	97,291	458,381	4,552	560,224	99,381	457,083	4,458	560,922	97,929	420,339	4,452	522,720
February	97,324	457,494	4,537	559,355	99,040	455,782	4,448	559,270	97,917	420,625	4,439	522,981
March	97,388	455,860	4,532	557,780	99,129	454,448	4,442	558,019	97,630	420,641	4,432	522,703
April	97,243	453,841	4,522	555,606	99,092	453,198	4,434	556,724	97,606	420,570	4,424	522,600
May	98,573	452,800	3,458	554,831	100,040	451,788	3,342	555,169	98,533	420,666	3,372	522,571
June	99,173	450,719	3,418	553,310	100,248	451,912	4,587	556,747	99,301	420,282	4,499	524,082
July	99,035	449,802	4,572	553,409	100,183	450,227	4,525	554,935	99,184	419,642	4,446	523,272
August	98,861	448,135	4,582	551,578	99,935	448,684	4,516	553,135	98,871	418,871	4,441	522,183
September	98,423	447,075	4,566	550,064	99,824	447,776	4,500	552,100	97,871	417,703	4,426	520,000

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
ACTIVE DUTY STRENGTHS BY MONTH
(IN THOUSANDS OF DOLLARS)

	FY 2012				FY 2013				FY 2014			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Enduring AC Strength [BASE]	96,450	451,310	4,379	552,139	84,500	401,777	4,396	490,673	93,472	392,17	4,351	490,000
<u>Active Duty for Operational Support (ADOS) and RC Mobilization ^{2/}</u>												
Administrative-ADOS	379	1,007	0	1,386	478	569	0	1,047	476	819	0	1,295
Contingency-ADOS / 12302 Mobilization	284	1,020	0	1,304	186	863	0	1,049	0	0	0	0
12304B - Mobilization	0	0	0	0	0	0	0	0	208	654	0	862
Total ADOS and RC Mobilization Average Strength [BASE]	663	2,027	0	2,690	664	1,432	0	2,096	684	1,473	0	2,157
Temporary End Strength Army Medical (TEAM) [FY13 BASE, FY14 OCO]	0	0	0	0	601	11,782	0	12,383	0	3,000	0	3,000
RC Mobilization [OCO]	10,187	42,816	0	53,003	0	0	0	0	0	0	0	-
Temporary End Strength Increase (TESI) [OCO]	2,767	8,015	0	10,782	0	4,401	0	4,401	0	0	0	-
AC Overstrength [OCO]	0	0	0	0	14,454	36,940	0	51,394	4,808	26,077	0	30,885
TOTAL BASE Strength	97,113	453,337	4,379	554,829	85,765	414,991	4,396	505,152	94,156	393,65	4,351	492,157
TOTAL OCO Strength	12,954	50,831	0	63,785	14,454	41,341	0	55,795	4,808	29,077	0	33,885
Total Average Strength	110,067	504,168	4,379	618,614	100,219	456,332	4,396	560,947	98,964	422,72	4,351	526,042

Strength in the FY 2013 and FY 2014 Baseline Request:

End Strength	84,823	413,077	4,500	502,400	92,796	392,77	4,426	490,000
Average Strength ^{4/}	85,765	414,991	4,396	505,152	94,156	393,65	4,351	492,157

	FY 2012				FY 2013				FY 2014			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative-ADOS [BASE]	\$50.2	\$65.5	\$0.0	\$115.7	\$59.0	\$37.3	\$0.0	\$96.3	\$45.0	\$34.7	\$0.0	\$79.7
Contingency-ADOS and Mobilization [BASE]	\$37.6	\$66.3	\$0.0	\$104.0	\$24.9	\$61.0	\$0.0	\$85.9	\$64.5	\$85.3	\$0.0	\$149.8
RC Mobilization [OCO]	\$1,350.2	\$2,783.8	\$0.0	\$4,134.0								

^{1/} The FY 2012 end strengths reflects actual execution; The FY 2013 end strengths reflect the strength levels based on the President's Budget 2013 position.

^{2/} 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).

^{3/} 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.

^{4/} Includes man-years associated with Administrative and Contingency ADOS.

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

	ACTUAL FY 2012	ESTIMATE FY 2013	ESTIMATE FY 2014
OFFICERS			
BEGINNING STRENGTH	97,240	99,675	98,307
TEMPORARY END STRENGTH ARMY MEDICAL (TEAM)	0	601	0
GAINS			
SERVICE ACADEMIES	1,025	1,040	1,129
ROTC	2,945	2,753	3,068
OFFICER CANDIDATE SCHOOL	724	425	492
WARRANT OFFICER PROGRAMS	1,110	1,169	1,125
OTHER GAINS (MEDICAL & JAG)	1,733	1,927	1,434
TOTAL OFFICER GAINS	7,537	7,314	7,248
LOSSES			
EXPIRATION OF CONTRACT	5,544	6,987	6,592
NON-DISABILITY	9	0	12
INVOLUNTARY SEPARATION OF REGULAR	459	279	618
ATTRITION	131	131	176
OTHER LOSSES	211	369	286
TOTAL OFFICER LOSSES	6,354	7,766	7,684
END STRENGTH	98,423	99,824	97,871
ENLISTED			
BEGINNING STRENGTH	463,605	451,129	425,462
TEMPORARY END STRENGTH ARMY MEDICAL (TEAM)	0	11,799	3,000
GAINS			
MALES (NPS)	50,498	46,951	57,120
FEMALES (NPS)	8,686	8,943	10,880
PRIOR SERVICE ENLISTMENTS	1,517	1,000	1,000
REENLISTMENT (IMM)	62,394	59,512	69,550
RETURNED TO MILITARY CONTROL	1,472	1,525	1,393
OTHER GAINS	136	0	0
TOTAL ENLISTED GAINS	124,703	117,931	139,943

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

	ACTUAL FY 2012	ESTIMATE FY 2013	ESTIMATE FY 2014
LOSSES			
ESTIMATED TERMINATION OF SERVICE	29,857	31,062	29,708
PROGRAMMED EARLY RELEASE	11	1,690	553
TO COMMISSIONED OFFICER AND WARRANT OFFICER	1,834	1,594	1,617
REENLISTMENT	62,394	59,512	69,550
RETIREMENT	6,974	7,249	6,907
DROPPED FROM ROLLS	1,727	1,880	1,780
ATTRITION ADVERSE CAUSES	20,031	12,779	17,420
OTHER ATTRITION	18,405	17,316	23,167
TOTAL ENLISTED LOSSES	141,233	133,082	150,702
END STRENGTH	447,075	447,776	417,703
CADET			
BEGINNING STRENGTH	4,618	4,514	4,512
GAINS			
ENTERING CADETS	1,130	1,288	1,263
TOTAL CADET GAINS	1,130	1,288	1,263
LOSSES			
ATTRITION	157	271	220
GRADUATES	1,025	1,031	1,129
TOTAL CADET LOSSES	1,182	1,302	1,349
END STRENGTH	4,566	4,500	4,426
TOTAL END STRENGTH	550,064	552,100	520,000

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. BASIC PAY	7,655,362	15,640,497	23,295,859	6,046,542	13,198,604	19,245,146	6,751,445	12,761,868	19,513,313
2. RETIRED PAY ACCRUAL	2,543,078	5,211,208	7,754,286	1,936,899	4,233,149	6,170,048	2,182,873	4,130,751	6,313,624
3. BASIC ALLOWANCE FOR HOUSING									
BAH DIFFERENTIAL - DOMESTIC	120	10,165	10,285	132	10,582	10,714	121	9,313	9,434
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	137	12,466	12,603	65	12,304	12,369	112	11,375	11,487
SUBSTANDARD HOUSING - DOMESTIC	0	0	0	0	0	0	0	0	0
WITH DEPENDENTS - DOMESTIC	1,641,349	4,689,696	6,331,045	1,197,945	3,944,111	5,142,056	1,471,520	3,983,480	5,455,000
WITH DEPENDENTS - OVERSEAS	139,022	203,857	342,879	139,398	226,289	365,687	141,516	188,440	329,956
WITHOUT DEPENDENTS - DOMESTIC	473,386	637,915	1,111,301	429,192	467,649	896,841	416,558	395,897	812,455
WITHOUT DEPENDENTS - OVERSEAS	78,602	68,110	146,712	86,163	74,830	160,993	80,649	64,924	145,573
TOTAL BASIC ALLOWANCE FOR HOUSING	2,332,616	5,622,209	7,954,825	1,852,895	4,735,765	6,588,660	2,110,476	4,653,429	6,763,905
4. SUBSISTENCE									
AUGMENTATION OF COMMUTED RATION	0	0	0	0	0	0	0	0	0
BASIC ALLOWANCE FOR SUBSISTENCE	311,613	0	311,613	252,272	0	252,272	281,099	0	281,099
LESS COLLECTIONS	0	(297,146)	(297,146)	0	(416,594)	(416,594)	0	(415,062)	(415,062)
WHEN AUTHORIZED TO MESS SEPARATELY	0	1,988,156	1,988,156	0	1,774,164	1,774,164	0	1,667,814	1,667,814
WHEN RATIONS IN KIND ARE NOT AVAILABLE	0	0	0	0	0	0	0	0	0
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	0	1,533	1,533	0	1,911	1,911	0	2,121	2,121
SUBSISTENCE IN KIND									
AUGMENTATION RATIONS/OTHER PROGRAMS	0	1,745	1,745	0	11,060	11,060	0	1,975	1,975
OPERATIONAL RATIONS	0	209,428	209,428	0	147,587	147,587	0	163,780	163,780
SUBSISTENCE IN MESSES	0	1,294,367	1,294,367	0	594,904	594,904	0	541,892	541,892
SUBTOTAL SUBSISTENCE IN KIND	0	1,505,540	1,505,540	0	753,551	753,551	0	707,647	707,647
TOTAL SUBSISTENCE	311,613	3,198,083	3,509,696	252,272	2,113,032	2,365,304	281,099	1,962,520	2,243,619
5. INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER									
CHEMICAL MUNITIONS	6	68	74	27	176	203	7	72	79
DEMOLITION DUTY	2,199	18,283	20,482	1,980	16,960	18,940	2,072	15,089	17,161
EXPERIMENTAL STRESS	41	98	139	20	90	110	36	90	126
FLYING DUTY	81,138	14,345	95,483	89,542	15,368	104,910	75,014	10,839	85,853
PARACHUTE JUMPING	14,323	75,585	89,908	10,948	81,323	92,271	12,538	69,533	82,071
TOXIC FUEL/WASTE	0	2	2	0	10	10	0	1	1
TOXIC PESTICIDES	1	11	12	13	108	121	2	13	15
TOTAL INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER	97,708	108,392	206,100	102,530	114,035	216,565	89,669	95,637	185,306
6. SPECIAL PAYS									
EDUCATION BENEFITS (COLLEGE FUND)	0	1,574	1,574	0	2,862	2,862	0	2,040	2,040
ENLISTMENT BONUS									
ANNIVERSARY	0	182,494	182,494	0	132,615	132,615	0	48,847	48,847
NEW PAYMENTS	0	35,241	35,241	0	52,484	52,484	0	52,633	52,633
RECRUITING	0	1,877	1,877	0	650	650	0	0	0

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
RESIDUAL NEW	0	0	0	0	0	0	0	0	0
SUBTOTAL ENLISTMENT BONUS	0	219,612	219,612	0	185,749	185,749	0	101,480	101,480
LOAN REPAYMENT PROGRAM	0	124,774	124,774	0	56,524	56,524	0	38,972	38,972
OFFICER BONUS - OTHER THAN MEDICAL	11,219	0	11,219	10,092	0	10,092	10,002	0	10,002
REENLISTMENT BONUS	0	231,381	231,381	0	197,926	197,926	0	148,448	148,448
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	0	120,715	120,715	0	127,386	127,386	0	107,897	107,897
SPECIAL PAY									
BOARD CERTIFIED PAY NON-PHYSICIAN HEALTH CARE	17,646	0	17,646	18,324	0	18,324	19,276	0	19,276
DENTAL PAY	43,045	0	43,045	53,299	0	53,299	63,935	0	63,935
DIPLOMATE PAY FOR PSYCHOLOGISTS	2,051	0	2,051	2,543	0	2,543	3,360	0	3,360
DIVING DUTY PAY	276	1,209	1,485	295	1,363	1,658	284	1,238	1,522
FOREIGN LANGUAGE PROFICIENCY PAY	12,035	31,963	43,998	12,599	30,131	42,730	8,613	26,041	34,654
HARDSHIP DUTY PAY	22,465	115,629	138,094	8,382	14,840	23,222	12,228	14,840	27,068
HOSTILE FIRE PAY	48,689	245,783	294,472	5,529	24,668	30,197	6,968	12,500	19,468
JUDGE ADVOCATE CONTINUATION PAY	17,319	0	17,319	20,738	0	20,738	15,459	0	15,459
KOREA ASSIGNMENT	0	84,055	84,055	0	48,180	48,180	0	44,342	44,342
MEDICAL PAY	231,144	0	231,144	169,112	0	169,112	190,033	0	190,033
NURSE PAY	30,534	0	30,534	23,440	0	23,440	27,465	0	27,465
OPTOMETRISTS PAY	1,204	0	1,204	1,162	0	1,162	1,363	0	1,363
OTHER SPECIAL PAY	21,782	2	21,784	6,140	2	6,142	5,712	2	5,714
OVERSEAS EXTENSION PAY	0	63	63	0	24	24	0	24	24
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	51	0	51	58	0	58	63	0	63
PHARMACY PAY	2,828	0	2,828	2,838	0	2,838	3,326	0	3,326
SEA DUTY PAY	402	832	1,234	355	840	1,195	359	781	1,140
VETERINARIANS PAY	5,373	0	5,373	5,117	0	5,117	5,907	0	5,907
SUBTOTAL SPECIAL PAY	456,844	479,536	936,380	329,931	120,048	449,979	364,351	99,768	464,119
TOTAL SPECIAL PAYS	468,063	1,177,592	1,645,655	340,023	690,495	1,030,518	374,353	498,605	872,958
7. ALLOWANCE									
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	0	4,000	4,000	0	9,306	9,306	0	9,307	9,307
CLOTHING ALLOWANCES									
ADDITIONAL MILITARY ALLOWANCE	698	0	698	673	0	673	739	0	739
CIVILIAN CLOTHING ALLOWANCE	548	0	548	1,600	0	1,600	356	0	356
INITIAL ISSUE	0	94,188	94,188	0	90,393	90,393	0	102,379	102,379
INITIAL MILITARY ALLOWANCE	4,184	0	4,184	3,200	0	3,200	4,095	0	4,095
MAINTENANCE ALLOWANCES	0	188,019	188,019	0	197,618	197,618	0	171,200	171,200
OTHER ALLOWANCES	0	42,433	42,433	0	3,550	3,550	0	6,556	6,556
SUPPLEMENTARY ALLOWANCES	0	5,431	5,431	0	27,056	27,056	0	24,107	24,107
SUBTOTAL CLOTHING ALLOWANCES	5,430	330,071	335,501	5,473	318,617	324,090	5,190	304,242	309,432
CONUS, COST-OF-LIVING ALLOWANCE	8,693	19,819	28,512	3,783	6,693	10,476	5,248	5,186	10,434
FAMILY SEPARATION ALLOWANCES									
PCS W/DEPENDENTS NOT AUTHORIZED	5,625	38,178	43,803	7,510	50,444	57,954	6,075	36,878	42,953

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	0	0	0	0	0	0	0	0	0
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	40,357	168,003	208,360	14,858	48,868	63,726	20,310	61,801	82,111
SUBTOTAL FAMILY SEPARATION ALLOWANCES	45,982	206,181	252,163	22,368	99,312	121,680	26,385	98,679	125,064
OVERSEAS STATION ALLOWANCES									
COST OF LIVING	173,349	471,090	644,439	183,647	416,020	599,667	176,920	468,042	644,962
TEMPORARY LODGING	30,833	58,145	88,978	17,425	39,666	57,091	12,097	38,952	51,049
SUBTOTAL OVERSEAS STATION ALLOWANCES	204,182	529,235	733,417	201,072	455,686	656,758	189,017	506,994	696,011
TOTAL ALLOWANCE	264,287	1,089,306	1,353,593	232,696	889,614	1,122,310	225,840	924,408	1,150,248
8. SEPARATION PAY									
\$30,000 LUMP SUM BONUS	11,601	94,244	105,845	9,840	80,000	89,840	4,565	75,000	79,565
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY	0	0	0	0	0	0	0	0	0
AUTHORIZED DONATIONS	0	0	0	0	0	0	0	0	0
LUMP SUM TERMINAL LEAVE PAYMENTS	42,110	120,098	162,208	37,315	110,268	147,583	17,310	84,119	101,429
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	9,561	29,819	39,380	22,538	115,267	137,805	72,701	23,662	96,363
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	0	25,400	25,400	0	12,336	12,336	0	24,100	24,100
SEVERANCE PAY, DISABILITY	7,396	130,920	138,316	2,429	55,641	58,070	2,456	76,039	78,495
SEVERANCE PAY, FAILURE OF PROMOTION	0	0	0	0	0	0	0	0	0
SPECIAL SEPARATION BENEFIT (SSB)	0	0	0	0	0	0	0	0	0
VOLUNTARY SEPARATION INCENTIVE (VSI)	19,197	5,103	24,300	18,557	4,943	23,500	10,184	4,213	14,397
TOTAL SEPARATION PAY	89,865	405,584	495,449	90,679	378,455	469,134	107,216	287,133	394,349
9. SOCIAL SECURITY TAX PAYMENTS	581,831	1,190,208	1,772,039	460,046	1,009,678	1,469,724	513,274	976,224	1,489,498
10. PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	25,309	164,633	189,942	41,251	132,087	173,338	20,853	152,498	173,351
OPERATIONAL TRAVEL	141,715	295,444	437,159	189,788	343,564	533,352	141,568	401,216	542,784
ORGANIZED UNIT TRAVEL	3,156	12,375	15,531	1,537	10,691	12,228	1,080	8,865	9,945
ROTATIONAL TRAVEL TO/FROM OVERSEAS	277,151	631,356	908,507	201,796	496,918	698,714	252,256	461,907	714,163
SEPARATION TRAVEL	34,113	192,738	226,851	50,880	145,633	196,513	44,195	180,934	225,129
TRAINING TRAVEL	136,916	29,055	165,971	135,669	37,767	173,436	123,606	7,471	131,077
TOTAL PERMANENT CHANGE OF STATION TRAVEL	618,360	1,325,601	1,943,961	620,921	1,166,660	1,787,581	583,558	1,212,891	1,796,449
11. OTHER MILITARY PERSONNEL COSTS									
ADOPTION EXPENSES	217	321	538	211	283	494	266	370	636
AMORTIZATION OF EDUCATION BENEFITS	0	12,688	12,688	0	698	698	0	0	0
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	0	840	840	0	1,434	1,434	0	960	960
DEATH GRATUITIES	9,280	72,370	81,650	6,500	56,300	62,800	6,900	55,000	61,900
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	4,779	4,757	9,536	178	509	687	363	362	725
JROTC	39,642	0	39,642	42,845	0	42,845	42,407	0	42,407
MASS TRANSIT SUBSIDY	2,761	1,261	4,022	5,949	1,487	7,436	3,460	866	4,326
PARTIAL DISLOCATION ALLOWANCE	52	203	255	171	257	428	53	273	326
PREVENTIVE HEALTH ALLOWANCE	36	15	51	0	0	0	0	0	0

MILITARY PERSONNEL, ARMY
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(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)	82	0	82	0	0	0	0	0	0
ROTC	116,487	0	116,487	107,370	0	107,370	117,559	0	117,559
SGLI EXTRA HAZARD PAYMENTS	20,458	85,013	105,471	0	0	0	0	0	0
SGLI TRAUMATIC INJURY PAYMENTS	9,279	37,115	46,394	0	0	0	0	0	0
SPECIAL COMPENSATION FOR SEVERELY DISABLED	0	0	0	0	0	0	0	0	0
STOP-LOSS SPECIAL COMPENSATION	336	3,413	3,749	0	0	0	0	0	0
SURVIVOR BENEFITS	0	0	0	0	0	0	0	0	0
UNEMPLOYMENT COMPENSATION BENEFITS	0	517,923	517,923	0	264,874	264,874	0	282,863	282,863
TOTAL OTHER MILITARY PERSONNEL COSTS	203,409	735,919	939,328	163,224	325,842	489,066	171,008	340,694	511,702
12. CADET									
ACADEMY CADETS	76,314	0	76,314	77,680	0	77,680	77,959	0	77,959
TOTAL CADET	76,314	0	76,314	77,680	0	77,680	77,959	0	77,959
SUBTOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	15,242,506	35,704,599	50,947,105	12,176,407	28,855,329	41,031,736	13,468,770	27,844,160	41,312,930
13. LESS REIMBURSABLES									
ACCESSION TRAVEL	0	(2,786)	(2,786)	0	0	0	0	0	0
BASIC ALLOWANCE FOR HOUSING	(27,648)	(13,916)	(41,564)	(26,613)	(10,910)	(37,523)	(29,139)	(17,360)	(46,499)
BASIC ALLOWANCE FOR SUBSISTENCE	(5,330)	(7,200)	(12,530)	(3,327)	(5,287)	(8,614)	(3,678)	(7,790)	(11,468)
BASIC PAY	(95,440)	(44,022)	(139,462)	(90,319)	(40,025)	(130,344)	(97,048)	(52,073)	(149,121)
CLOTHING ALLOWANCES	0	0	0	0	0	0	0	0	0
DEFENSE HEALTH PROGRAM ACCRUAL	0	0	0	0	0	0	0	0	0
INCENTIVE PAY FOR HAZARDOUS DUTY	(8,272)	(3,340)	(11,612)	(9,980)	(2,046)	(12,026)	(6,186)	(2,590)	(8,776)
OPERATIONAL TRAVEL	0	0	0	0	0	0	0	0	0
RETIRED PAY ACCRUAL	(30,789)	(14,178)	(44,967)	(29,108)	(12,273)	(41,381)	(31,152)	(16,716)	(47,868)
ROTATIONAL TRAVEL TO/FROM OVERSEAS	0	0	0	0	0	0	0	0	0
SEPARATION TRAVEL	0	0	0	0	0	0	0	0	0
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	(7,272)	(3,358)	(10,630)	(6,986)	(2,932)	(9,918)	(7,424)	(3,984)	(11,408)
SUBSISTENCE IN KIND	0	(1,700)	(1,700)	0	(14,086)	(14,086)	0	0	0
UNEMPLOYMENT COMPENSATION BENEFITS	0	0	0	0	0	0	0	0	0
TOTAL LESS REIMBURSABLES	(174,751)	(90,500)	(265,251)	(166,333)	(87,559)	(253,892)	(174,627)	(100,513)	(275,140)
TOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	15,067,755	35,614,099	50,681,854	12,010,074	28,767,770	40,777,844	13,294,143	27,743,647	41,037,790
FY 2013 CR ADJUSTMENT*						2,785,552			
REVISED FY 2013 DIRECT PROGRAM						43,563,396			

* Reflects the FY 2013 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

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

	FY 2013 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2013 REVISED
PAY AND ALLOWANCES OF OFFICERS									
BASIC PAY	5,956,223	0	0	0	5,956,223	0	5,956,223	0	5,956,223
RETIRED PAY ACCRUAL	1,907,791	0	0	0	1,907,791	0	1,907,791	0	1,907,791
INCENTIVE PAY FOR HAZARDOUS DUTY	92,550	0	0	0	92,550	0	92,550	0	92,550
SPECIAL PAY	329,931	0	0	0	329,931	0	329,931	0	329,931
OFFICER BONUS - OTHER THAN MEDICAL	10,092	0	0	0	10,092	0	10,092	0	10,092
BASIC ALLOWANCE FOR HOUSING	1,826,282	0	0	0	1,826,282	0	1,826,282	0	1,826,282
BASIC ALLOWANCE FOR SUBSISTENCE	248,945	0	0	0	248,945	0	248,945	0	248,945
OVERSEAS STATION ALLOWANCES	201,072	0	0	0	201,072	0	201,072	0	201,072
CLOTHING ALLOWANCES	5,473	0	0	0	5,473	0	5,473	0	5,473
FAMILY SEPARATION ALLOWANCES	22,368	0	0	0	22,368	0	22,368	0	22,368
SEPARATION PAYMENTS	90,679	0	0	0	90,679	0	90,679	0	90,679
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	453,060	0	0	0	453,060	0	453,060	0	453,060
CONUS COST OF LIVING ALLOWANCE	3,783	0	0	0	3,783	0	3,783	0	3,783
REIMBURSABLES	166,333	0	0	0	166,333	0	166,333	0	166,333
TOTAL OBLIGATIONS	11,314,582	0	0	0	11,314,582	0	11,314,582	0	11,314,582
LESS REIMBURSABLES	166,333	0	0	0	166,333	0	166,333	0	166,333
TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS	11,148,249	0	0	0	11,148,249	0	11,148,249	0	11,148,249

MILITARY PERSONNEL, ARMY
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(IN THOUSANDS OF DOLLARS)

	FY 2013 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2013 REVISED
PAY AND ALLOWANCES OF ENLISTED									
BASIC PAY	13,158,579	0	0	0	13,158,579	0	13,158,579	0	13,158,579
RETIRED PAY ACCRUAL	4,220,876	0	0	0	4,220,876	0	4,220,876	0	4,220,876
INCENTIVE PAY FOR HAZARDOUS DUTY	111,989	0	0	0	111,989	0	111,989	0	111,989
SPECIAL PAY	120,048	0	0	0	120,048	0	120,048	0	120,048
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	127,386	0	0	0	127,386	0	127,386	0	127,386
REENLISTMENT BONUS	197,926	0	0	0	197,926	0	197,926	0	197,926
ENLISTMENT BONUS	185,749	0	0	0	185,749	0	185,749	0	185,749
BASIC ALLOWANCE FOR HOUSING	4,724,855	0	0	0	4,724,855	0	4,724,855	0	4,724,855
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	9,306	0	0	0	9,306	0	9,306	0	9,306
LOAN REPAYMENT PROGRAM	56,524	0	0	0	56,524	0	56,524	0	56,524
OVERSEAS STATION ALLOWANCES	455,686	0	0	0	455,686	0	455,686	0	455,686
CLOTHING ALLOWANCES	318,617	0	0	0	318,617	0	318,617	0	318,617
FAMILY SEPARATION ALLOWANCES	99,312	0	0	0	99,312	0	99,312	0	99,312
SEPARATION PAYMENTS	378,455	0	0	0	378,455	0	378,455	0	378,455
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	1,006,746	0	0	0	1,006,746	0	1,006,746	0	1,006,746
CONUS COST OF LIVING ALLOWANCE	6,693	0	0	0	6,693	0	6,693	0	6,693
EDUCATION BENEFITS	2,862	0	0	0	2,862	0	2,862	0	2,862
REIMBURSABLES	68,186	0	0	0	68,186	0	68,186	0	68,186
TOTAL OBLIGATIONS	25,249,795	0	0	0	25,249,795	0	25,249,795	0	25,249,795
LESS REIMBURSABLES	68,186	0	0	0	68,186	0	68,186	0	68,186
TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS	25,181,609	0	0	0	25,181,609	0	25,181,609	0	25,181,609

MILITARY PERSONNEL, ARMY
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(IN THOUSANDS OF DOLLARS)

	FY 2013 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2013 REVISED
PAY AND ALLOWANCES OF CADETS									
ACADEMY CADETS	77,680	0	0	0	77,680	0	77,680	0	77,680
TOTAL OBLIGATIONS	77,680	0	0	0	77,680	0	77,680	0	77,680
TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS	77,680	0	0	0	77,680	0	77,680	0	77,680
SUBSISTENCE OF ENLISTED PERSONNEL									
BASIC ALLOWANCE FOR SUBSISTENCE	1,352,283	0	0	0	1,352,283	0	1,352,283	0	1,352,283
SUBSISTENCE IN KIND	739,465	0	0	0	739,465	0	739,465	0	739,465
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	1,911	0	0	0	1,911	0	1,911	0	1,911
REIMBURSABLES	19,373	0	0	0	19,373	0	19,373	0	19,373
TOTAL OBLIGATIONS	2,113,032	0	0	0	2,113,032	0	2,113,032	0	2,113,032
LESS REIMBURSABLES	19,373	0	0	0	19,373	0	19,373	0	19,373
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS	2,093,659	0	0	0	2,093,659	0	2,093,659	0	2,093,659
PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	166,197	0	0	0	166,197	0	166,197	0	166,197
TRAINING TRAVEL	173,436	0	0	0	173,436	0	173,436	0	173,436
OPERATIONAL TRAVEL	540,493	0	0	0	540,493	0	540,493	0	540,493
ROTATIONAL TRAVEL TO/FROM OVERSEAS	698,714	0	0	0	698,714	0	698,714	0	698,714
SEPARATION TRAVEL	196,513	0	0	0	196,513	0	196,513	0	196,513
ORGANIZED UNIT TRAVEL	12,228	0	0	0	12,228	0	12,228	0	12,228
TOTAL OBLIGATIONS	1,787,581	0	0	0	1,787,581	0	1,787,581	0	1,787,581
TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS	1,787,581	0	0	0	1,787,581	0	1,787,581	0	1,787,581

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ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(IN THOUSANDS OF DOLLARS)

	FY 2013 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2013 REVISED
OTHER MILITARY PERSONNEL COSTS									
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	1,434	0	0	0	1,434	0	1,434	0	1,434
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	687	0	0	0	687	0	687	0	687
DEATH GRATUITIES	62,800	0	0	0	62,800	0	62,800	0	62,800
UNEMPLOYMENT COMPENSATION BENEFITS	264,874	0	0	0	264,874	0	264,874	0	264,874
ADOPTION EXPENSES	494	0	0	0	494	0	494	0	494
AMORTIZATION OF EDUCATION BENEFITS	698	0	0	0	698	0	698	0	698
PARTIAL DISLOCATION ALLOWANCE	428	0	0	0	428	0	428	0	428
MASS TRANSIT SUBSIDY	7,436	0	0	0	7,436	0	7,436	0	7,436
ROTC	107,370	0	0	0	107,370	0	107,370	0	107,370
JROTC	42,845	0	0	0	42,845	0	42,845	0	42,845
TOTAL OBLIGATIONS	489,066	0	0	0	489,066	0	489,066	0	489,066
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	489,066	0	0	0	489,066	0	489,066	0	489,066
TOTAL DIRECT OBLIGATIONS	40,777,844	0	0	0	40,777,844	0	40,777,844	0	40,777,844
FY 2013 CR ADJUSTMENT*									2,785,552
REVISED FY 2013 DIRECT PROGRAM									43,563,396

* Reflects the FY 2013 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
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	Total
FY 2013 Direct Program	12,929,030	27,239,986	77,680	2,246,549	1,966,186	489,066	44,948,497
Increases:							
Price Increases:							
Basic Pay increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	29,760	57,409	335				87,504
Basic Pay increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	52,518	101,310	590				154,418
Basic Pay increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	30,806	13,661					44,467
Retired Pay Accrual increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	12,646	26,358					39,004
Retired Pay Accrual increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	22,316	46,513					68,829
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 32.4% effective 1 October 2013	8,927	18,606					27,532
Retired Pay Accrual increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	10,064	5,534					15,598
Special Pay increase due to rate changes	73	239					311
Officer Bonus - Other Than Medical increase due to rate changes	12						12
Reenlistment Bonus increase due to rate changes		1,399					1,399
Loan Repayment Program increase due to the inclusion of the FY2013 position at President's Budget 2013 levels		16,843					16,843
Basic Allowance for Housing increase due to the housing cost growth of 3.7%, effective 1 January 2013	19,555	43,663					63,217
Basic Allowance for Housing increase due to the housing cost growth of 3.9%, effective 1 January 2014	61,835	138,068					199,903
Basic Allowance for Housing increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	1,683	12,289					13,971
Basic Allowance for Subsistence increase due to the annualization of the 1.1% subsistence inflation rate, effective 1 January 2013	976		60	1,882			2,918
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2014	9,055		179	17,448			26,682
Overseas Station Allowance - COLA increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	743	1,359					2,102
Overseas Station Allowance - COLA increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	1,317	4,077					5,394
Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	142	450					592
Overseas Station Allowance - COLA increase due to the inclusion of the FY2013 position at President's Budget 2013 levels		22,436					22,436
Clothing increase due to rate changes	6	8,668					8,675

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Clothing increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	103	5,021					5,124
Separation Pay increase due to pay raise	1,074	2,415					3,489
Separation Pay increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	6,025						6,025
CONUS COLA increase due to pay raise	86	521					607
FICA increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	1,846	4,392	6				6,244
FICA increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	3,257	7,750	10				11,018
FICA increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	3,067	2,173					5,240
Subsistence in Messes increase due to dining facility cost inflation				17,824			17,824
Operational Rations increase due to manufacturer price inflation				2,436			2,436
Unitized Group Rations-Heat and Serve increase due to manufacturer price inflation				418			418
Unitized Group Rations (A) increase due to manufacturer price inflation				2,068			2,068
Other Rations increase due to annual eligibility cost				468			468
Family Subsistence Supplemental Allowance increase due to annual eligibility cost				71			71
Member travel increase due to cost inflation					6,861		6,861
Dependent travel increase due to cost inflation					7,386		7,386
Trailer allowance increase due to cost inflation					3		3
Privately owned vehicle increase due to cost inflation					661		661
Non-temporary storage increase due to cost inflation					182		182
Temporary lodging expense increase due to cost inflation					1,153		1,153
Interest on Uniformed Services Savings Deposits increase due to rate and/or deposit threshold changes						154	154
Unemployment Benefits increase due to higher payments per claim						81,058	81,058
Partial Dislocation Allowance increase due to annualization of pay raise inflation						3	3
ROTC increase due to pay raise and changes to bonus policy						1,753	1,753
Total Price Increases:	277,892	541,151	1,180	42,614	16,246	82,968	962,050
Program Increases:							
Basic Pay increase due to shifts in grade structure		48,713					48,713

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Retired Pay Accrual increase due to shifts in grade structure		15,620					15,620
Special Pay increase due to changes in the number of Soldiers expected to receive pay	34,348						34,348
Special Pay increase due to the inclusion of the FY2013 position at President's Budget 2013 levels		8,012					8,012
Basic Allowance for Housing increase due to shifts in grade structure	6,074	16,150					22,225
Basic Allowance for Housing increase due to changes in the number of Soldiers expected to receive allowance		30,703					30,703
Basic Allowance for Housing increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	22,379						22,379
Overseas Station Allowance increase due to the inclusion of the FY2013 position at President's Budget 2013 levels		22,986					22,986
Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	24						24
Family Separation Allowance increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	3,992	1,101					5,093
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	96,936	75,566					172,502
CONUS COLA increase due to changes in the number of Soldiers expected to receive allowance	7						7
CONUS COLA increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	1,527						1,527
FICA increase due to shifts in grade structure		3,727					3,727
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization		1					1
Basic Allowance for Subsistence increase due to decreased collections				24,411			24,411
Operational Rations increase due to number of personnel estimated to receive benefit				1,575			1,575
Unitized Group Rations (A) increase due to number of personnel estimated to receive benefit				8,708			8,708
Other Rations increase due to number of personnel estimated to receive benefit				967			967
Family Subsistence Supplemental Allowance increase due to number of personnel estimated to receive benefit				139			139
Increase in direct resources due to a decrease in reimbursable requirements				11,583			11,583
Household goods shipment increase due to change in move requirements					8,857		8,857
Privately owned vehicle increase due to change in move requirements					351		351
Port handling increase due to change in move requirements					114		114
Adoption Expenses increase due to program utilization						142	142
ROTC increase due to number of program participants						8,436	8,436
JROTC increase due number of program participants						189	189
Total Program Increases:	165,287	222,578	-	47,383	9,322	8,767	453,336

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Decreases:							
Price Decreases:							
Special Pay decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels		(20,364)					(20,364)
Enlistment Bonus increase due to rate changes		(1,491)					(1,491)
Education Benefits decrease due to rate changes		(494)					(494)
Overseas Station Allowance - COLA increase due to foreign currency fluctuation	(6)						(6)
CONUS COLA decrease due to the inclusion of the FY 2013 position at President's Budget 2013 levels	(154)						(154)
Basic Allowance for Housing is overstated in FY2013 due to a decrease in the housing cost growth rate, from 3.9% (budgeted) to 3.7%	(2,158)	(5,153)					(7,311)
Basic Allowance for Subsistence is overstated in FY2013 due to a reduction in the BAS inflation rate, from 3.4% (budgeted) to 1.1%	(4,973)						(4,973)
Basic Allowance for Subsistence decrease due to increased collections resulting from annualized rate adjustments				(9,476)			(9,476)
Augmentation Rations decrease due to contract meal and KATUSA price deflation				(436)			(436)
Household goods shipment decrease due to cost inflation					(33,462)		(33,462)
Dislocation allowance decrease due to annualization of 2013 and 2014 pay raise					(8,797)		(8,797)
Port handling decrease due to cost inflation					(62)		(62)
JROTC decrease due to rate changes						(627)	(627)
Mass Transit Subsidy decrease due to change in monthly benefit amount						(517)	(517)
Total Price Decreases:	(7,291)	(27,502)	-	(9,912)	(42,322)	(1,144)	(88,171)
Program Decreases:							
Basic Pay decrease due to man-year reduction	(88,513)	(928,939)	(634)				(1,018,087)
Basic Pay decrease due to shifts in grade structure	(13,130)						(13,130)
Retired Pay Accrual decrease due to man-year reduction	(24,683)	(297,865)					(322,548)
Retired Pay Accrual decrease due to shifts in grade structure	(3,662)						(3,662)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(12,861)	(5,689)					(18,550)
Incentive Pay decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels		(12,709)					(12,709)

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Officer Bonus - Other Than Medical decrease due to changes in the number of Soldiers expected to receive pay	(102)						(102)
Special Pay decrease due to changes in the number of Soldiers expected to receive pay		(8,167)					(8,167)
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay		(14,103)					(14,103)
Special Duty Assignment Pay decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels		(5,386)					(5,386)
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay		(50,877)					(50,877)
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay		(82,778)					(82,778)
Education Benefits decrease due to changes in the number of Soldiers expected to receive pay		(328)					(328)
Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay		(34,395)					(34,395)
Basic Allowance for Housing decrease due to man-year reduction	(27,303)	(344,723)					(372,026)
Basic Allowance for Housing decrease due to changes in the number of Soldiers expected to receive allowance	(17,168)						(17,168)
Basic Allowance for Subsistence decrease due to man-year reduction	(5,538)		(225)				(5,763)
Basic Allowance for Housing decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels		(76,039)					(76,039)
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(849)						(849)
Overseas Station Allowance decrease due to the inclusion of the FY 2013 position at President's Budget 2013 levels	(13,403)						(13,403)
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(289)	(23,043)					(23,332)
Clothing decrease due to the inclusion of the FY 2013 position at President's Budget 2013 levels	(103)	(5,021)					(5,124)
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance		(1,734)					(1,734)
Separation Pay increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	(6,025)						(6,025)
FICA decrease due to man-year reduction	(5,853)	(71,064)	(42)				(76,959)
FICA decrease due to shifts in grade structure	(868)						(868)
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance		(2,028)					(2,028)
Decrease in direct resources due to a increase in reimbursable requirements	(8,294)	(24,537)					(32,831)
Basic Allowance for Subsistence decrease due to number of personnel estimated to receive benefit				(109,605)			(109,605)
Subsistence in Messes decrease due to number of personnel estimated to receive benefit				(127,153)			(127,153)
Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit				(447)			(447)
Augmentation Rations decrease due to number of personnel estimated to receive benefit				(8,649)			(8,649)

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Member travel decrease due to change in move requirements					(3,697)		(3,697)
Dependent travel decrease due to change in move requirements					(7,012)		(7,012)
Dislocation allowance decrease due to change in move requirements					(1,210)		(1,210)
Trailer allowance decrease due to change in move requirements					(22)		(22)
Non-temporary storage decrease due to change in move requirements					(106)		(106)
Temporary lodging expense increase due to change in move requirements					(25,957)		(25,957)
Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to decreased deserter ratio						(474)	(474)
Interest on Uniformed Services Savings Deposits change due to decreased program utilization						(116)	(116)
Death Gratuities decrease due to lower number of non-combat deaths						(900)	(900)
Unemployment Benefits decrease due to lower claim levels						(63,069)	(63,069)
Education benefit decrease due to anticipated number of Soldiers receiving benefit						(698)	(698)
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit						(105)	(105)
Mass Transit Subsidy decrease due to anticipated number of Soldiers receiving benefit						(2,593)	(2,593)
Total Program Decreases:	(228,643)	(1,989,424)	(901)	(245,854)	(38,004)	(67,955)	(2,570,784)
FY 2014 Direct Program - Includes Overseas Contingency Operations funding for Active Component strength above 490,000 and Temporary End Strength Army Medical (\$2,667.1 million)	13,136,275	25,986,788	77,959	2,080,781	1,911,428	511,702	43,704,933
FY 2014 Base Funded Direct Program	12,461,618	24,235,332	77,959	1,954,730	1,796,449	511,702	41,037,790

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SCHEDULE OF INCREASES AND DECREASES - OFFICERS

Pay and Allowances of Officers

FY 2013 Direct Program

12,929,030

Increases:		
Price Increases:		
a.	Basic Pay increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	29,760
b.	Basic Pay increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	52,518
c.	Basic Pay increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	30,806
d.	Retired Pay Accrual increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	12,646
e.	Retired Pay Accrual increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	22,316
f.	Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 32.4% effective 1 October 2013	8,927
g.	Retired Pay Accrual increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	10,064
h.	Special Pay increase due to rate changes	73
i.	Officer Bonus - Other Than Medical increase due to rate changes	12
j.	Basic Allowance for Housing increase due to the housing cost growth of 3.7%, effective 1 January 2013	19,555
k.	Basic Allowance for Housing increase due to the housing cost growth of 3.9%, effective 1 January 2014	61,835
l.	Basic Allowance for Housing increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	1,683
m.	Basic Allowance for Subsistence increase due to the annualization of the 1.1% subsistence inflation rate, effective 1 January 2013	976
n.	Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2014	9,055
o.	Overseas Station Allowance - COLA increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	743
p.	Overseas Station Allowance - COLA increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	1,317
q.	Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	142
r.	Clothing increase due to rate changes	6
s.	Clothing increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	103
t.	Separation Pay increase due to pay raise	1,074
u.	Separation Pay increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	6,025
v.	CONUS COLA increase due to pay raise	86
w.	FICA increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	1,846
x.	FICA increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	3,257
y.	FICA increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	3,067
Total Price Increases:		277,892
Program Increases:		
a.	Special Pay increase due to changes in the number of Soldiers expected to receive pay	34,348
b.	Basic Allowance for Housing increase due to shifts in grade structure	6,074
c.	Basic Allowance for Housing increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	22,379
d.	Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	24
e.	Family Separation Allowance increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	3,992
f.	Separation Pay increase due to changes in the number of Soldiers expected to receive allowance due to Army's efforts to achieve an Active Component end strength of 490,000 by 2017	96,936
g.	CONUS COLA increase due to changes in the number of Soldiers expected to receive allowance	7
h.	CONUS COLA increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	1,527
Total Program Increases:		165,287

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SCHEDULE OF INCREASES AND DECREASES - OFFICERS

Pay and Allowances of Officers

Decreases:

Price Decreases:

a.	Overseas Station Allowance - COLA increase due to foreign currency fluctuation	(6)
b.	CONUS COLA decrease due to the inclusion of the FY 2013 position at President's Budget 2013 levels	(154)
c.	Basic Allowance for Housing is overstated in FY2013 due to a decrease in the housing cost growth rate, from 3.9% (budgeted) to 3.7%	(2,158)
d.	Basic Allowance for Subsistence is overstated in FY2013 due to a reduction in the BAS inflation rate, from 3.4% (budgeted) to 1.1%	(4,973)

Total Price Decreases:

(7,291)

Program Decreases:

a.	Basic Pay decrease due to man-year reduction	(88,513)
b.	Basic Pay decrease due to shifts in grade structure	(13,130)
c.	Retired Pay Accrual decrease due to man-year reduction	(24,683)
d.	Retired Pay Accrual decrease due to shifts in grade structure	(3,662)
e.	Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(12,861)
f.	Officer Bonus - Other Than Medical decrease due to changes in the number of Soldiers expected to receive pay	(102)
g.	Basic Allowance for Housing decrease due to man-year reduction	(27,303)
h.	Basic Allowance for Housing decrease due to changes in the number of Soldiers expected to receive allowance	(17,168)
i.	Basic Allowance for Subsistence decrease due to man-year reduction	(5,538)
j.	Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(849)
k.	Overseas Station Allowance decrease due to the inclusion of the FY 2013 position at President's Budget 2013 levels	(13,403)
l.	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(289)
m.	Clothing decrease due to the inclusion of the FY 2013 position at President's Budget 2013 levels	(103)
n.	Separation Pay increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels	(6,025)
o.	FICA decrease due to man-year reduction	(5,853)
p.	FICA decrease due to shifts in grade structure	(868)
q.	Decrease in direct resources due to a increase in reimbursable requirements	(8,294)

Total Program Decreases:

(228,643)

FY 2014 Direct Program - Includes Overseas Contingency Operations funding for Active Component strength above 490,000 and Temporary End Strength Army Medical (\$674.7 million)

13,136,275

FY 2014 Direct Program

12,461,618

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

ESTIMATE FY 2014	\$6,751,445
ESTIMATE FY 2013	\$6,046,542
ACTUAL FY 2012	\$7,655,362

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 under provisions of 10 U.S.C. 12301, 12302 and 12304b.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The FY 2013 and the FY 2014 basic pay budget request contains \$1,026.7 and \$333.3 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000 end strength.

The FY 2013 baseline request contains 601 additional officer man-years (\$42.6 million) associated with Temporary End Strength Army Medical (TEAM). There are no officer requirements for TEAM in FY 2014.

The FY 2014 rates were built by applying inflation assumptions to FY 2012 active component rates. The basic pay rates reflect a 1.7% pay raise, effective 1 January 2013 and 1.0% raise, effective 1 January 2014.

The total change in the basic pay requirement is +\$11.4 million between FY 2013 and FY 2014. This change is based on:

- (1) Price increase due to the annualization of the 1.7% pay raise, effective 1 January 2013: +\$29.7 million
- (2) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2014: +\$52.5 million
- (3) Price increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels: +\$30.8 million
- (4) Program decrease due to reduction in man-years: -\$45.9 million
- (5) Program decrease due to shifts in grade structure: -\$13.1 million
- (6) Program decrease due to the elimination of officer TEAM requirements: -\$42.6 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - OFFICER									
OFFICER- ACTIVE DUTY									
GENERAL	11	\$179,701	1,977	11	\$180,375	1,984	11	\$182,900	1,982
LIEUTENANT GENERAL	53	\$177,972	9,433	52	\$180,375	9,380	50	\$182,900	9,465
MAJOR GENERAL	142	\$162,762	23,112	112	\$167,741	18,787	121	\$170,501	20,552
BRIGADIER GENERAL	182	\$141,773	25,803	162	\$146,062	23,662	151	\$148,356	22,439
COLONEL	5,109	\$120,164	613,919	4,682	\$123,035	576,049	4,497	\$125,234	563,175
LIEUTENANT COLONEL	12,230	\$97,707	1,194,962	10,199	\$100,259	1,022,542	10,318	\$101,873	1,051,135
MAJOR	19,559	\$81,617	1,596,354	18,134	\$83,841	1,520,370	17,418	\$85,048	1,481,385
CAPTAIN	32,069	\$64,912	2,081,664	29,339	\$66,070	1,938,428	28,547	\$67,271	1,920,370
1ST LIEUTENANT	14,142	\$50,045	707,743	11,131	\$50,131	558,005	14,000	\$51,373	719,217
2ND LIEUTENANT	8,938	\$36,656	327,629	10,316	\$38,381	395,936	8,565	\$38,302	328,060
SUBTOTAL OFFICER- ACTIVE DUTY	92,435		6,582,595	84,138		6,065,143	83,678		6,117,780
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	713	\$94,826	67,611	667	\$98,613	65,775	662	\$98,494	65,218
WARRANT OFFICER (W-4)	2,896	\$78,786	228,165	2,626	\$81,293	213,476	2,153	\$81,939	176,437
WARRANT OFFICER (W-3)	4,055	\$64,220	260,412	3,984	\$65,966	262,807	3,922	\$66,983	262,737
WARRANT OFFICER (W-2)	7,492	\$53,607	401,627	6,385	\$54,779	349,766	6,472	\$55,933	362,014
WARRANT OFFICER (W-1)	2,476	\$46,426	114,951	2,419	\$48,080	116,305	2,076	\$48,424	100,528
SUBTOTAL OFFICER- WARRANT ACTIVE	17,632		1,072,767	16,081		1,008,129	15,286		966,934
TOTAL BASIC PAY - OFFICER	110,067		7,655,362	100,219		7,073,272	98,964		7,084,714
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				14,454		1,026,730	4,808		333,269
BASELINE REQUEST				85,765		6,046,542	94,156		6,751,445

¹The FY 2013 column includes 601 man-years and \$42.5M associated with TEAM in the baseline request.

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

ESTIMATE FY 2014	\$2,182,873
ESTIMATE FY 2013	\$1,936,899
ACTUAL FY 2012	\$2,543,078

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 2013 are 32.1% (Active Component full-time) and 24.4% (Reserve Component part-time). The approved NCP rates for FY 2014 are 32.4% (Active Component full-time) and 24.5% (Reserve Component part-time).

The FY 2013 and FY 2014 Retired Pay Accrual (RPA) budget request contains \$328.4 and \$108.0 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000 end strength.

The FY 2013 baseline request contains 601 additional officer man-years (\$13.7 million) associated with Temporary End Strength Army Medical (TEAM). There are no officer requirements for TEAM in FY 2014.

The total change in the RPA requirement is +\$25.6 million between FY 2013 and FY 2014. This increase is based on:

- (1) Price increase due to the annualization of the 1.7% pay raise effective 1 January 2013: +\$12.6 million
- (2) Price increase due to the annualization of the 1.0% pay raise effective 1 January 2014: +\$22.3 million
- (3) Price increase due to the NCP rate increase from 32.1% to 32.4% (full-time) and from 24.4% to 24.5% (part-time) effective 1 October 2013: +\$8.9 million
- (4) Price increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels: +\$10.1 million
- (5) Program decrease due to man-year reduction: -\$11.0 million
- (6) Program increase due to shifts in grade structure: -\$3.6 million
- (7) Program decrease due to the elimination of officer TEAM requirements: -\$13.7 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
RETIRED PAY ACCRUAL - OFFICER									
OFFICER RETIRED PAY ACCRUAL	99,217	\$23,632	2,344,678	99,555	\$22,624	2,252,311	98,280	\$23,166	2,276,753
OFFICER RETIRED PAY ACCRUAL-RC ONLY	10,850	\$18,285	198,400	664	\$19,533	12,970	684	\$20,667	14,136
TOTAL RETIRED PAY ACCRUAL - OFFICER	110,067		2,543,078	100,219		2,265,281	98,964		2,290,889
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				14,545		328,382	4,808		108,016
BASELINE REQUEST				85,674		1,936,899	94,156		2,182,873

¹The FY 2013 column includes 601 man-years and \$13.7M associated with TEAM in the baseline request.

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

ESTIMATE FY 2014	\$89,669
ESTIMATE FY 2013	\$102,530
ACTUAL FY 2012	\$97,708

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 parachute duty pay requires at least one parachute jump every three months. Payment is \$150 per month for regular jumps. Members who perform parachute jumping at high altitudes with low openings (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. Demolition Duty pay is also given to soldiers who are 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,

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

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 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))

PART II - JUSTIFICATION OF FUNDS REQUESTED

The incentive pay budget estimate is based on the projected average number of officers eligible for each type of incentive pay and the statutory rate.

There is an overall program decrease of -\$12.9 million in incentive pays from FY 2013 to FY 2014. This decrease is primarily in aviation continuation pay and flight pay as a result of Army efforts to support efficient spending across DOD.

Detailed cost computations are provided by the following table: (Next Page)

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	152	\$2,775	423	60	\$2,775	166	52	\$2,775	143
NONCREW MEMBER	106	\$1,800	191	115	\$1,800	207	118	\$1,800	212
AVIATION CONTINUATION PAY	609	\$18,829	11,471	1,224	\$18,829	23,056	384	\$18,829	7,222
CREW (RATED)									
COMMISSIONED OFFICER CREW 125	731	\$1,500	1,097	494	\$1,500	741	756	\$1,500	1,134
COMMISSIONED OFFICER CREW 156	301	\$1,874	564	328	\$1,874	615	272	\$1,874	510
COMMISSIONED OFFICER CREW 188	241	\$2,256	544	328	\$2,256	739	302	\$2,256	681
COMMISSIONED OFFICER CREW 206	530	\$2,473	1,311	653	\$2,473	1,615	623	\$2,473	1,541
COMMISSIONED OFFICER CREW 250	23	\$3,000	70	61	\$3,000	182	18	\$3,000	53
COMMISSIONED OFFICER CREW 385	53	\$4,620	246	72	\$4,620	332	42	\$4,620	193
COMMISSIONED OFFICER CREW 495	52	\$5,940	311	90	\$5,940	536	51	\$5,940	302
COMMISSIONED OFFICER CREW 585	71	\$7,020	499	93	\$7,020	654	46	\$7,020	325
COMMISSIONED OFFICER CREW 650	1,739	\$7,800	13,567	1,519	\$7,800	11,852	1,744	\$7,800	13,600
COMMISSIONED OFFICER CREW 840	1,129	\$10,080	11,385	1,216	\$10,080	12,254	889	\$10,080	8,965
WARRANT OFFICER CREW 125	742	\$1,500	1,113	1,000	\$1,500	1,500	814	\$1,500	1,221
WARRANT OFFICER CREW 156	369	\$1,872	691	634	\$1,872	1,186	482	\$1,872	902
WARRANT OFFICER CREW 188	422	\$2,256	951	601	\$2,256	1,355	576	\$2,256	1,300
WARRANT OFFICER CREW 206	1,003	\$2,472	2,480	1,112	\$2,472	2,749	1,077	\$2,472	2,662
WARRANT OFFICER CREW 650	2,552	\$7,800	19,906	2,158	\$7,800	16,836	2,622	\$7,800	20,451
WARRANT OFFICER CREW 840	1,420	\$10,080	14,318	1,286	\$10,080	12,967	1,349	\$10,080	13,597
SUBTOTAL CREW (RATED)	11,378		69,053	11,645		66,113	11,663		67,437
SUBTOTAL FLYING DUTY - OFFICER	12,245		81,138	13,044		89,542	12,217		75,014
PARACHUTE JUMPING - OFFICER									
PARACHUTE JUMPING (REGULAR)	7,564	\$1,800	13,615	6,007	\$1,800	10,813	6,617	\$1,800	11,911
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	262	\$2,700	708	50	\$2,700	135	232	\$2,700	627
SUBTOTAL PARACHUTE JUMPING - OFFICER	7,826		14,323	6,057		10,948	6,849		12,538
INSIDE OBSERVER OR TEST SUBJECT DUTY	23	\$1,800	41	11	\$1,800	20	20	\$1,800	36
DEMOLITION DUTY	1,222	\$1,800	2,199	1,100	\$1,800	1,980	1,151	\$1,800	2,072
CHEMICAL MUNITIONS PAY	3	\$1,800	6	15	\$1,800	27	4	\$1,800	7
TOXIC PESTICIDES	1	\$1,800	1	7	\$1,800	13	1	\$1,800	2
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	21,320		97,708	20,234		102,530	20,242		89,669

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

ESTIMATE FY 2014 \$364,351
ESTIMATE FY 2013 \$329,931
ACTUAL FY 2012 \$456,844

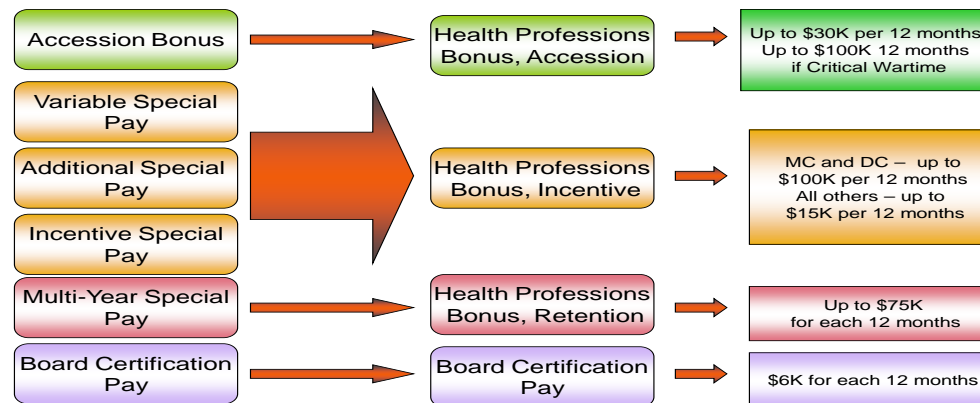
Project: Special Pay - Officer

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 (OSD(HA)) and the Undersecretary of Defense. New policies under Title 37 U.S.C 335 will restructure health professions officer special pays by standardizing and consolidating health professions officer special pay categories from six to four pay categories. Additionally, the new structure will allow payment of all four health professional pay categories to health professions officers not previously authorized to receive special pays. These health specialties include physician assistants, licensed clinical psychologists, and licensed clinical social workers. The chart below illustrates the re-structure of the health professions officer special pay categories.

Section 335 of Title 37



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

Health professions officer special pays will transition to the new structure as authorized in FY 2008 National Defense Authorization Act in phases. Currently only Veterinarian, Physician Assistant, General Dentist, Social Work and Clinical Psychologist have fully converted to the new structure. Full implementation of the new health professions officer special pay will be complete by 2018.

Medical Special Pay

- (1) **Critical Wartime Skills Accession Bonus (CWSAB)** – Equal annual payment for critically short wartime specialties. Bonus 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 creditable service. Payment ranges from \$1,200 to \$12,000 per year.
- (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. Payment is \$15,000 per year.
- (4) **Incentive Special Pay (ISP)** – Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payable to physicians who execute an agreement to remain on active duty for at least one year. Bonus will not exceed \$100,000 per year on a single-year contract.
- (5) **Multi-year Special Pay (MSP)** – Bonus designed to retain quality health professionals. Paid to physicians who execute an agreement to remain on active duty for two to four years. Bonus will not exceed \$75,000 per year on a multi-year contract.
- (6) **Board Certification Pay (BCP)** - Monthly payment to physicians who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

Dental Special Pay

- (7) **Accession Bonus (AB)** – Equal annual payment to dentists for a written agreement to accept commission and remain on active duty for a minimum of four years. Payment will not exceed \$200,000.
- (8) **Critical Wartime Skills Accession Bonus (CWSAB)** – Equal annual payment for critically short wartime specialties. Bonus will not exceed \$400,000 with a 4-year active duty agreement.
- (9) **Variable Special Pay (VSP)** - Monthly pay authorized for all dentists based on years of creditable service. Payment ranges from \$3,000 to \$12,000 per year.
- (10) **Additional Special Pay (ASP)** - Lump sum annual payment to dentists who execute an agreement to remain on active duty for at least one year. Payment ranges from \$10,000 to \$15,000 per year based on years of creditable service.
- (11) **Incentive Special Pay (ISP)** - Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payable to dentists who execute an agreement to remain on active duty for at least one year. Bonus will not exceed \$100,000 per year on a single-year contract.
- (12) **Multi-Year Special Pay (MSP)** - Bonus designed to retain quality health professionals. Payable to dentists who execute an agreement to remain on active duty for two to four years. Bonus will not exceed \$75,000 per year on a multi-year contract.
- (13) **Board Certification Pay (BCP)** - Monthly payment to dentists 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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PAY AND ALLOWANCES OF OFFICERS
SPECIAL PAY - OFFICER
(IN THOUSANDS OF DOLLARS)

Nurse Special Pay

(14) Accession Bonus (AB) - Lump sum bonus payable to licensed registered nurses who execute a written agreement to accept commission and remain on active duty for a minimum of four years. Bonus amount is \$30,000.

(15) Incentive Pay (IP) - Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payable to Certified Registered Nurse Anesthetist (CRNA) and specialty trained nurses including Psychiatric, Preoperative, OB/GYN, and Nurse Practitioners who execute a written agreement to remain on active duty for a period of not less than 12 months. Payment is up to \$15,000 per year.

(16) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to Certified Registered Nurse Anesthetist (CRNA) and specialty trained nurses including Psychiatric, Preoperative, OB/GYN, and Nurse Practitioners who execute a one to four-year active duty agreement. Bonus will not exceed \$75,000 per year.

(17) Board Certification Pay (BCP) – Monthly payment to nurses who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment is \$6,000 per year.

Optometrists Special Pay

(18) Incentive Pay (IP) – Monthly incentive payable to all optometrists. Payment is \$1,200 per year.

(19) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to optometrists who execute a two-year active duty agreement. Payment is authorized up to \$15,000 per year. Army's annual payment is \$6,000 per year.

(20) Board Certification Pay (BCP) – Monthly payment 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.

Veterinarians Special Pay

(21) Accession Bonus (AB) – Equal annual payments to veterinarians who execute a four year active duty agreement. Payment is \$5,000 per year.

(22) Incentive Pay (IP) - Monthly incentive payable to all veterinarians designed to recognize the higher education and training level required for health professions officer specialists. Payment is \$5,000 per year.

(23) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to veterinarian who execute a two- to four-year active duty agreement. Annual payment is up to \$5,000.

(24) Board Certification Pay (BCP) – Monthly payment 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.

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SPECIAL PAY - OFFICER
(IN THOUSANDS OF DOLLARS)

Psychologist Special Pay

- (25) Accession Bonus (AB)** – Equal annual payments to clinical psychologists who execute a four-year active duty agreement. Payment is \$15,000 per year.
- (26) Incentive Pay (IP)** – Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payment is \$5,000 per year.
- (27) Retention Bonus (RB)** - Bonus designed to retain quality health professionals. Payable to clinical psychologists who execute a two to four year active duty service agreement. Payment amount is up to \$20,000 per year.
- (28) Board Certification Pay (BCP)** – Monthly payment 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

- (29) Accession Bonus (AB)** - Lump sum bonus payable to pharmacists who execute a four-year active duty agreement. Bonus amount is \$30,000.
- (30) Retention Bonus (RB)** – Bonus designed to retain quality health professionals. Payable to pharmacists who execute a two-year active duty service agreement. Payment amount will not exceed \$15,000 per year.
- (31) Board Certification Pay (BCP)** – Monthly payment 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.

Physician Assistant Special Pay

- (32) Accession Bonus (AB)** – Equal annual payments to physician assistants who execute a four-year active duty agreement. Payment is \$15,000 per year.
- (33) Incentive Pay (IP)** - Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payment is \$5,000 per year
- (34) Retention Bonus (RB)** – Bonus designed to retain quality health professionals. Payable to physician assistants who execute a two to four year active duty service agreement. Payment amount is up to \$20,000 per year.
- (35) Board Certification Pay (BCP)** – Monthly payment 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.

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

Social Work Special Pay

(36) Accession Bonus (AB) – Equal annual payments to clinical social workers who execute a four-year active duty agreement. Payment is \$8,000 per year.

(37) Incentive Pay (IP) – Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payment amount is up to \$15,000 per year.

(38) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to clinical social workers who execute a two to four year active duty service agreement. Payment amount is up to \$20,000 per year.

(39) Board Certification Pay (BCP) – Monthly payment 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

(40) 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

(41) A monthly amount not to exceed \$240 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

(42) 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

(43) Officers who are entitled to basic pay are also entitled to special pay while on sea duty at a monthly rate not to exceed \$750. 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 (37 U.S.C. 305a).

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SPECIAL PAY - OFFICER
(IN THOUSANDS OF DOLLARS)

Hardship Duty Pay

(44) 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)

(45) 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)

(46) 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).

Assignment Incentive Pay (AIP) – Monthly incentive paid to officers in designated assignment locations as determined by the Army. Monthly payments should not exceed \$3,000 (37 U.S.C. 307).

(47) – Korea AIP is offered to officer personnel who extend beyond a 12-month tour in Korea. Payment is \$300 per month for an extension of 24 unaccompanied-months or 36-accompanied-months.

(48) – Deployment Extension Stabilization Pay (DESP) - Program designed to replace involuntary "Stop Loss" and authorized in 37 U.S.C. Sec 307a for mobilized Army National Guard Soldiers who choose to remain with a deploying unit past end-of-service date. Soldiers that extend from 180 days to 365 days prior to the mobilization date receive \$500 a month for each month under Title 10 mobilization status. \$350 will be paid for Soldiers that extend between 179 days and 90 days before the mobilization date.

(49)– Deployment Extension Incentive Pay (DEIP) - is 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.

(50) Other AIP - provides incentives for enlisted personnel in designated skill areas such as Explosive Ordnance Disposal (EOD) and Special Operation Forces (SOF). It also includes payment to enlisted Soldiers who agree to extend beyond a 12-month tour in Afghanistan. Payment ranges from \$50 to \$1000 per month.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The special pay budget estimate is based on the projected average number of personnel eligible for each type of special pay and the statutory rate.

There is a +\$34.4 million increase from FY 2013 to FY 2014 driven by a program increase primarily due to the projected number of Soldiers expected to receive medical and dental special pays as the Army continues to recruit and retain quality medical professionals to ensure world class health care for Army Soldiers.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	19	\$64,000	1,244	40	\$64,000	2,560	12	\$64,000	746
VARIABLE SPECIAL PAY (VSP)	5,425	\$7,983	43,307	3,900	\$7,983	31,134	4,312	\$7,983	34,425
ADDITIONAL SPECIAL PAY (ASP)	3,836	\$15,000	57,545	2,800	\$15,000	42,000	3,317	\$15,000	49,751
INCENTIVE SPECIAL PAY (IP)	3,469	\$22,000	76,309	2,590	\$22,000	56,980	2,914	\$22,000	64,102
MULTI-YEAR SPECIAL PAY (MSP)	1,855	\$22,000	40,802	981	\$22,000	21,582	1,107	\$22,000	24,359
BOARD CERTIFIED PAY (BCP)	1,990	\$6,000	11,937	2,476	\$6,000	14,856	2,886	\$6,000	17,314
SUBTOTAL MEDICAL PAY	16,593		231,144	12,787		169,112	14,547		190,696
DENTAL PAY									
ACCESSION BONUS (AB)	19	\$37,500	729	60	\$37,500	2,250	70	\$37,500	2,622
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	3	\$75,000	243	5	\$75,000	375	2	\$75,000	175
VARIABLE SPECIAL PAY (VSP)	979	\$8,715	8,536	1,097	\$8,715	9,560	1,278	\$8,715	11,142
ADDITIONAL SPECIAL PAY (ASP)	821	\$15,000	12,310	1,097	\$15,000	16,455	1,279	\$15,000	19,178
INCENTIVE SPECIAL PAY (IP)	52	\$40,000	2,089	100	\$40,000	4,000	131	\$40,000	5,245
MULTI-YEAR SPECIAL PAY (MSP)	509	\$35,247	17,955	515	\$35,247	18,152	633	\$35,247	22,307
BOARD CERTIFIED PAY (BCP)	197	\$6,000	1,183	418	\$6,000	2,508	487	\$6,000	2,923
SUBTOTAL DENTAL PAY	2,582		43,045	3,292		53,301	3,880		63,592
NURSE PAY									
ACCESSION BONUS (AB)	94	\$30,000	2,806	80	\$30,000	2,400	93	\$30,000	2,797
INCENTIVE SPECIAL PAY (IP)	308	\$20,000	6,165	369	\$20,000	7,380	430	\$20,000	8,601
MULTI-YEAR SPECIAL PAY (MSP)	51	\$50,000	2,539	215	\$50,000	10,750	251	\$50,000	12,529
BOARD CERTIFIED PAY (BCP)	3,171	\$6,000	19,024	485	\$6,000	2,910	565	\$6,000	3,392
SUBTOTAL NURSE PAY	3,623		30,534	1,149		23,440	1,339		27,319

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPTOMETRISTS PAY									
VARIABLE SPECIAL PAY (VSP)	163	\$1,200	195	134	\$1,200	161	156	\$1,200	187
MULTI-YEAR SPECIAL PAY (MSP)	105	\$6,000	632	114	\$6,000	684	133	\$6,000	797
BOARD CERTIFIED PAY (BCP)	63	\$6,000	377	53	\$6,000	318	62	\$6,000	371
SUBTOTAL OPTOMETRISTS PAY	331		1,204	301		1,163	351		1,355
VETERINARIANS PAY									
ACCESSION BONUS (AB)	2	\$5,000	12	20	\$5,000	100	6	\$5,000	29
INCENTIVE SPECIAL PAY (IP)	538	\$5,000	2,691	2,013	\$1,200	2,415	563	\$5,000	2,815
MULTI-YEAR SPECIAL PAY (MSP)	255	\$5,000	1,276	290	\$5,000	1,450	338	\$5,000	1,690
BOARD CERTIFIED PAY (BCP)	232	\$6,000	1,394	192	\$6,000	1,152	224	\$6,000	1,343
SUBTOTAL VETERINARIANS PAY	1,028		5,373	2,515		5,117	1,131		5,876
PSYCHOLOGIST									
ACCESSION BONUS (AB)	5	\$15,000	73	10	\$15,000	150	17	\$15,000	262
INCENTIVE SPECIAL PAY (IP)	112	\$5,000	559	149	\$5,000	745	185	\$5,000	927
MULTI-YEAR SPECIAL PAY (MSP)	53	\$20,000	1,069	68	\$20,000	1,360	91	\$20,000	1,818
BOARD CERTIFIED PAY (BCP)	58	\$6,000	350	48	\$6,000	288	56	\$6,000	336
SUBTOTAL PSYCHOLOGIST	228		2,051	275		2,543	350		3,343
PHARMACY PAY									
ACCESSION BONUS (AB)	2	\$30,000	72	16	\$30,000	480	19	\$30,000	559
INCENTIVE SPECIAL PAY (IP)	168	\$15,000	2,515	144	\$15,000	2,160	168	\$15,000	2,517
BOARD CERTIFIED PAY (BCP)	40	\$6,000	241	33	\$6,000	198	38	\$6,000	231
SUBTOTAL PHARMACY PAY	210		2,828	193		2,838	225		3,308
PHYSICIAN ASSISTANT									
ACCESSION BONUS (AB)	6	\$15,000	91	60	\$15,000	900	12	\$15,000	175
INCENTIVE SPECIAL PAY (IP)	875	\$5,000	4,374	700	\$5,000	3,500	583	\$5,000	2,914
MULTI-YEAR SPECIAL PAY (MSP)	276	\$20,000	5,521	320	\$20,000	6,400	349	\$20,000	6,989
BOARD CERTIFIED PAY (BCP)	929	\$6,000	5,576	765	\$6,000	4,590	892	\$6,000	5,350
SUBTOTAL PHYSICIAN ASSISTANT	2,086		15,562	1,845		15,390	1,835		15,428

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL WORK									
ACCESSION BONUS (AB)	6	\$7,500	46	20	\$8,000	160	37	\$8,000	297
INCENTIVE SPECIAL PAY (IP)	46	\$5,000	232	163	\$5,000	815	205	\$5,000	1,026
MULTI-YEAR SPECIAL PAY (MSP)	81	\$15,000	1,217	98	\$15,000	1,470	124	\$15,000	1,853
BOARD CERTIFIED PAY (BCP)	98	\$6,000	590	81	\$6,000	486	94	\$6,000	566
SUBTOTAL SOCIAL WORK	232		2,085	362		2,931	460		3,742
SUBTOTAL MEDICAL SPECIAL PAY	26,915		333,827	22,719		275,834	24,120		314,660
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER									
CHAIRMAN, JCS	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
CHIEF OF STAFF	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
SENIOR MEMBER, STAFF COMMITTEE OF UNITED NATIONS GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	8	\$2,200	18	11	\$2,200	24	12	\$2,200	26
	50	\$500	25	52	\$500	26	52	\$500	26
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	60		51	65		58	66		60
DIVING DUTY PAY	106	\$2,613	276	113	\$2,607	295	109	\$2,607	284
HOSTILE FIRE PAY	18,033	\$2,700	48,689	2,048	\$2,700	5,529	2,507	\$2,700	6,768
SEA DUTY PAY	84	\$4,805	402	75	\$4,720	355	76	\$4,720	359
HARDSHIP DUTY PAY	12,481	\$1,800	22,465	4,657	\$1,800	8,382	3,571	\$1,800	7,427
FOREIGN LANGUAGE PROFICIENCY PAY	6,398	\$1,881	12,035	6,245	\$2,018	12,599	5,394	\$2,018	10,883
JUDGE ADVOCATE CONTINUATION PAY	665	\$26,060	17,319	623	\$33,285	20,738	547	\$33,285	18,198
ASSIGNMENT INCENTIVE PAY									
KOREA ASSIGNMENT INCENTIVE PAY	1,243	\$3,612	4,490	1,213	\$3,663	4,442	1,177	\$3,612	4,253
OTHER ASSIGNMENT INCENTIVE PAY	1,826	\$8,448	15,422	166	\$10,229	1,698	143	\$10,229	1,459
DEPLOYMENT EXTENSION INCENTIVE PAY	195	\$9,612	1,870	0	\$0	0	0	\$0	0
SUBTOTAL ASSIGNMENT INCENTIVE PAY	3,263		21,782	1,379		6,140	1,320		5,712
TOTAL SPECIAL PAY - OFFICER	70,629		456,846	37,925		329,931	37,709		364,351

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
OFFICER BONUS - OTHER THAN MEDICAL
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2014 \$10,002
ESTIMATE FY 2013 \$10,092
ACTUAL FY 2012 \$10,008

Project: Officer Bonus - Other than Medical

PART I - PURPOSE AND SCOPE

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 in a career.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The total change in the Officer Bonus- Other Than Medical requirement is a -\$0.1 million decrease from FY 2013 to FY 2014. This decrease is driven by the elimination of the \$1K Referral Bonus.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
OFFICER BONUS - OTHER THAN MEDICAL									
GENERAL BONUSES									
OFFICER \$1K BONUS	0	\$0	0	72	\$1,000	72	0	\$0	0
WARRANT OFFICER \$1K BONUS	0	\$0	0	20	\$1,000	20	0	\$0	0
CRITICAL SKILLS ACCESSIONS/RETENTION BONUSES									
WARRANT OFFICER CSRB	330	\$34,003	10,008	276	\$36,245	10,000	294	\$34,003	10,002
TOTAL OFFICER BONUS - OTHER THAN MEDICAL	294		10,008	297		10,092	294		10,002

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

ESTIMATE FY 2014	\$2,110,476
ESTIMATE FY 2013	\$1,852,895
ACTUAL FY 2012	\$2,332,616

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 consists 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 included in the without dependent housing allowance sections. Payment to service members is authorized by Title 37 U.S.C. 403.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2014 BAH rates were built by applying inflation assumptions to projected execution rates from FY 2012.

The FY 2013 and FY 2014 BAH budget request contains \$304.9 and \$112.2 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000 end strength.

The FY 2013 baseline request contains 601 additional man-years (\$11.8 million) associated with Temporary End Strength Army Medical (TEAM). There are no officer requirements for TEAM in FY 2014.

The total change in BAH between FY 2013 and FY 2014 is +\$64.9 million. This increase is due to:

- (1) Price increase due to the 3.7% housing cost growth rate increase, effective 1 January 2013: +\$19.6 million
- (2) Price increase due to the 3.9% housing cost growth rate increase, effective 1 January 2014: +\$63.5 million
- (3) Program increase due to the shifts in grade structure: +\$6.1 million
- (4) Program increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels: +\$22.4 million
- (5) Program decrease due to man-year reduction: -\$15.5 million
- (6) Program decrease due to changes in the number of Soldiers expected to receive allowance: -\$17.2 million
- (7) Program decrease due to the elimination of officer TEAM requirements: -\$11.8 million
- (8) Basic Allowance for Housing is overstated in FY 2013 due to a decrease in the housing cost growth rate, from 3.9% (budgeted) to 3.7%: -\$2.2 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - OFFICER WITH DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	6	\$27,222	152	4	\$37,000	148	5	\$29,641	148
LIEUTENANT GENERAL	29	\$29,119	824	23	\$31,087	715	26	\$31,706	833
MAJOR GENERAL	121	\$29,870	3,476	86	\$30,721	2,642	100	\$32,524	3,246
BRIGADIER GENERAL	157	\$31,902	4,636	113	\$31,965	3,612	124	\$34,737	4,324
COLONEL	4,475	\$29,573	127,490	3,844	\$30,903	118,792	3,737	\$32,201	120,335
LIEUTENANT COLONEL	10,337	\$27,905	272,578	8,007	\$29,038	232,506	8,231	\$30,385	250,103
MAJOR	15,787	\$24,594	376,495	13,850	\$25,744	356,555	13,230	\$26,779	354,296
CAPTAIN	20,755	\$20,548	414,873	17,446	\$21,483	374,789	17,214	\$22,374	385,137
1ST LIEUTENANT	6,898	\$17,972	118,139	5,035	\$19,071	96,020	6,554	\$19,569	128,258
2ND LIEUTENANT	2,839	\$15,860	44,593	3,132	\$17,427	54,581	2,268	\$17,269	39,165
SUBTOTAL OFFICER- ACTIVE DUTY	61,403		1,363,257	51,540		1,240,360	51,490		1,285,845
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	637	\$23,104	14,710	574	\$24,106	13,837	570	\$25,157	14,348
WARRANT OFFICER (W-4)	2,503	\$21,582	54,016	2,205	\$22,509	49,633	1,807	\$23,500	42,458
WARRANT OFFICER (W-3)	3,395	\$20,565	69,813	3,217	\$21,526	69,250	3,152	\$22,392	70,576
WARRANT OFFICER (W-2)	5,794	\$18,902	109,523	4,895	\$19,726	96,557	4,871	\$20,581	100,260
WARRANT OFFICER (W-1)	2,004	\$16,479	33,023	1,897	\$17,500	33,198	1,616	\$17,944	28,996
SUBTOTAL OFFICER- WARRANT ACTIVE	14,333		281,086	12,788		262,475	12,016		256,638
SUBTOTAL WITH DEPENDENTS - DOMESTIC	75,736		1,644,343	64,328		1,502,835	63,506		1,542,482
WITHOUT DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	2	\$29,387	65	2	\$25,500	51	2	\$31,999	78
MAJOR GENERAL	7	\$26,348	173	2	\$33,500	67	5	\$28,689	156
BRIGADIER GENERAL	10	\$25,873	270	10	\$32,700	327	8	\$28,172	221
COLONEL	383	\$25,513	9,761	321	\$26,199	8,410	317	\$27,780	8,799
LIEUTENANT COLONEL	1,174	\$23,304	27,354	910	\$24,322	22,133	920	\$25,375	23,333
MAJOR	2,957	\$20,745	61,347	2,598	\$21,686	56,341	2,513	\$22,589	56,762
CAPTAIN	10,215	\$16,915	172,786	9,277	\$17,724	164,430	8,873	\$18,418	163,422
1ST LIEUTENANT	6,482	\$14,526	94,157	5,239	\$15,245	79,870	6,734	\$15,817	106,517
2ND LIEUTENANT	5,382	\$12,711	68,407	4,782	\$14,005	66,974	4,239	\$13,840	58,675
SUBTOTAL OFFICER- ACTIVE DUTY	26,612		434,321	23,141		398,603	23,612		417,963

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

OFFICER- WARRANT ACTIVE

WARRANT OFFICER (W-5)	52	\$19,926	1,035	\$45	\$21,378	962	43	\$21,697	936
WARRANT OFFICER (W-4)	222	\$18,415	4,080	184	\$18,940	3,485	155	\$20,052	3,106
WARRANT OFFICER (W-3)	358	\$17,317	6,193	358	\$17,723	6,345	329	\$18,856	6,202
WARRANT OFFICER (W-2)	1,031	\$15,279	15,750	874	\$16,072	14,047	822	\$16,636	13,683
WARRANT OFFICER (W-1)	432	\$12,192	5,272	435	\$13,218	5,750	339	\$13,276	4,495
SUBTOTAL OFFICER- WARRANT ACTIVE	2,094		32,331	1,896		30,589	1,688		28,423
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	28,706		466,652	25,037		429,192	25,300		446,386

PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC

OFFICER- ACTIVE DUTY

GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
COLONEL	5	\$471	2	2	\$500	1	4	\$513	2
LIEUTENANT COLONEL	219	\$62	14	14	\$429	6	174	\$68	12
MAJOR	57	\$318	18	23	\$348	8	46	\$346	16
CAPTAIN	129	\$264	34	53	\$283	15	103	\$288	30
1ST LIEUTENANT	140	\$211	30	58	\$224	13	112	\$229	26
2ND LIEUTENANT	261	\$157	41	302	\$60	18	208	\$171	35
SUBTOTAL OFFICER- ACTIVE DUTY	811		139	452		61	646		120

OFFICER- WARRANT ACTIVE

WARRANT OFFICER (W-5)	-	\$0	-	\$0	\$0	-	0	0	0
WARRANT OFFICER (W-4)	0	\$300	0	0	\$0	0	0	\$0	0
WARRANT OFFICER (W-3)	18	\$246	5	8	\$250	2	15	\$268	4
WARRANT OFFICER (W-2)	12	\$189	2	5	\$200	1	10	\$206	2
WARRANT OFFICER (W-1)	14	\$167	2	6	\$167	1	11	\$182	2
SUBTOTAL OFFICER- WARRANT ACTIVE	44		9	19		4	35		8
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	855		148	471		65	681		128

BAH DIFFERENTIAL - DOMESTIC	48	\$2,500	120	52	\$2,538	132	497	\$231	115
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MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
BASIC ALLOWANCE FOR HOUSING - OFFICER
(IN THOUSANDS OF DOLLARS)

WITH DEPENDENTS - OVERSEAS

OFFICER- ACTIVE DUTY

GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	2	\$33,298	61	1	\$44,000	44	2	\$36,257	61
COLONEL	180	\$45,916	8,271	154	\$49,370	7,603	173	\$49,996	8,624
LIEUTENANT COLONEL	564	\$41,006	23,145	513	\$45,977	23,586	551	\$44,650	24,602
MAJOR	871	\$37,520	32,695	768	\$41,652	31,989	832	\$40,854	33,995
CAPTAIN	1,059	\$31,179	33,010	993	\$34,617	34,375	995	\$33,950	33,792
1ST LIEUTENANT	424	\$27,993	11,857	326	\$31,908	10,402	494	\$30,480	15,068
2ND LIEUTENANT	136	\$29,735	4,035	150	\$34,333	5,150	115	\$32,378	3,733
SUBTOTAL OFFICER- ACTIVE DUTY	3,236		113,074	2,905		113,149	3,162		119,875

OFFICER- WARRANT ACTIVE

WARRANT OFFICER (W-5)	27	\$35,558	960	\$26	\$40,769	1,060	28	\$38,717	1,065
WARRANT OFFICER (W-4)	138	\$32,589	4,493	120	\$35,642	4,277	107	\$35,485	3,806
WARRANT OFFICER (W-3)	241	\$32,429	7,803	210	\$35,238	7,400	241	\$35,311	8,502
WARRANT OFFICER (W-2)	428	\$28,881	12,353	338	\$32,133	10,861	397	\$31,447	12,469
WARRANT OFFICER (W-1)	76	\$28,819	2,187	84	\$31,560	2,651	63	\$31,380	1,969
SUBTOTAL OFFICER- WARRANT ACTIVE	909		27,795	778		26,249	835		27,812

SUBTOTAL WITH DEPENDENTS - OVERSEAS

	4,145		140,869	3,683		139,398	3,997		147,687
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WITHOUT DEPENDENTS - OVERSEAS

OFFICER- ACTIVE DUTY

GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	0	\$15,706	6	0	\$0	0	0	\$17,102	6
COLONEL	37	\$37,818	1,383	48	\$40,438	1,941	38	\$41,179	1,563
LIEUTENANT COLONEL	187	\$33,951	6,333	163	\$37,411	6,098	172	\$36,968	6,347
MAJOR	363	\$30,358	11,023	351	\$34,313	12,044	349	\$33,056	11,536
CAPTAIN	1,107	\$25,666	28,408	1,112	\$28,335	31,509	1,040	\$27,946	29,051
1ST LIEUTENANT	704	\$22,136	15,583	693	\$24,698	17,116	830	\$24,103	19,994
2ND LIEUTENANT	282	\$24,037	6,782	283	\$24,544	6,946	248	\$26,173	6,501
SUBTOTAL OFFICER- ACTIVE DUTY	2,680		69,517	2,650		75,654	2,676		74,997

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

OFFICER- WARRANT ACTIVE

WARRANT OFFICER (W-5)	10	\$30,390	307	\$14	\$33,286	466	10	\$33,091	332
WARRANT OFFICER (W-4)	68	\$28,365	1,928	65	\$33,231	2,160	56	\$30,885	1,743
WARRANT OFFICER (W-3)	99	\$26,521	2,621	88	\$28,875	2,541	96	\$28,877	2,780
WARRANT OFFICER (W-2)	196	\$25,041	4,898	169	\$24,970	4,220	182	\$27,266	4,952
WARRANT OFFICER (W-1)	50	\$24,192	1,211	40	\$28,050	1,122	41	\$26,342	1,079
SUBTOTAL OFFICER- WARRANT ACTIVE	423		10,964	376		10,509	385		10,885
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	3,102		80,482	3,026		86,163	3,062		85,883
TOTAL BASIC ALLOWANCE FOR HOUSING	112,591		2,332,616	96,597		2,157,785	96,410		2,222,681
ACTIVE COMPONENT FUNDED IN OCO				14,103		304,890	4,808		112,205
BASELINE REQUEST				82,494		1,852,895	91,602		2,110,476

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

ESTIMATE FY 2014	\$281,099
ESTIMATE FY 2013	\$252,272
ACTUAL FY 2012	\$311,613

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 calculated by multiplying the projected average number eligible for the allowance by the annual statutory rate.

The FY 2013 and FY 2014 officer BAS budget request contains \$43.7 and \$14.4 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000 end strength.

The FY 2013 BAS inflation rate is 1.1%, effective 1 January 2013. The budgeted BAS composite rate for FY 2013 was \$2,953, and the actual rate is \$2,903. The FY 2013 budget estimate is overstated by approximately -\$5.0 million due to a decrease in the BAS inflation rate, from the 3.4% (budgeted) to 1.1% based on a decrease in the US Department of Agriculture Cost of Food Index.

The FY 2013 baseline request contains 601 additional man-years (\$1.8 million) associated with Temporary End Strength Army Medical (TEAM). There are no officer requirements for TEAM in 2014.

The total change in the BAS requirement is -\$0.5 million between FY 2013 and FY 2014. The change is based on:

- (1) Price increase due to the annualization of the 1.1% subsistence rate increase, effective 1 January 2013: +\$1.0 million
- (2) Price increase due to the annualization of the 3.4% subsistence rate increase, effective 1 January 2014: +\$9.1 million
- (3) Program decrease due to man-year reduction: -\$3.8 million
- (4) Program decrease due to the elimination of officer TEAM requirements: -\$1.8 million
- (5) Basic Allowance for Subsistence is overstated in FY 2013 due to a decrease in the BAS inflation rate, from 3.4% (budgeted) to 1.1%: -\$5.0 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	110,067	\$2,831	311,613	100,219	\$2,953	295,937	98,964	\$2,985	295,457
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				14,454		43,665	4,808		14,358
BASILINE REQUEST				85,765		252,272	94,156		281,099

¹The FY 2013 column includes 601 man-years and \$1.8M associated with TEAM in the baseline request.

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

ESTIMATE FY 2014	\$189,017
ESTIMATE FY 2013	\$201,072
ACTUAL FY 2012	\$204,182

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). The funding request is determined by multiplying the projected number of personnel eligible for each type of allowance by an estimated average rate. The FY 2014 OSA rates were built by applying basic pay inflation to FY 2012 Active Component rates, excluding foreign currency fluctuation.

There is a -\$12.1 million decrease in officer OSA between FY 2013 and FY 2014. This decrease is based on:

- (1) Price increase in COLA and TLA due to pay raise increase: +\$2.2 million
- (2) Program decrease in OSA due to the number of Soldiers expected to receive allowance: -\$0.9 million
- (3) Program decrease due to the inclusion of the FY 2013 position at President's Budget 2013 levels: -\$13.4 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	2	\$9,206	18	3	\$10,000	30	2	\$9,470	20
LIEUTENANT GENERAL	5	\$10,803	59	4	\$13,500	54	5	\$11,113	59
MAJOR GENERAL	13	\$12,744	166	13	\$15,308	199	12	\$13,110	159
BRIGADIER GENERAL	23	\$11,621	272	24	\$13,500	324	23	\$11,954	277
COLONEL	817	\$13,571	11,083	853	\$16,347	13,944	774	\$13,960	10,812
LIEUTENANT COLONEL	2,195	\$12,945	28,414	2,070	\$15,162	31,385	2,126	\$13,316	28,311
MAJOR	3,226	\$11,242	36,262	3,161	\$12,489	39,478	3,256	\$11,565	37,654
CAPTAIN	4,887	\$8,886	43,425	4,665	\$9,619	44,873	5,116	\$9,141	46,768
1ST LIEUTENANT	2,391	\$7,421	17,746	2,149	\$7,866	16,905	2,251	\$7,634	17,184
2ND LIEUTENANT	1,034	\$5,792	5,989	1,091	\$6,302	6,876	1,033	\$5,958	6,155
SUBTOTAL OFFICER- ACTIVE DUTY	14,593		143,434	14,033		154,068	14,598		147,399
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	112	\$10,725	1,201	112	\$12,036	1,348	112	\$11,033	1,240
WARRANT OFFICER (W-4)	499	\$10,439	5,204	478	\$11,391	5,445	430	\$10,739	4,620
WARRANT OFFICER (W-3)	857	\$9,404	8,057	957	\$10,187	9,749	857	\$9,674	8,288
WARRANT OFFICER (W-2)	1,581	\$8,422	13,319	1,191	\$8,958	10,669	1,530	\$8,664	13,253
WARRANT OFFICER (W-1)	321	\$6,653	2,134	316	\$7,494	2,368	310	\$6,844	2,120
SUBTOTAL OFFICER- WARRANT ACTIVE	3,370		29,915	3,054		29,579	3,239		29,521
SUBTOTAL COST OF LIVING	17,963		173,349	17,087		183,647	17,837		176,920
TEMPORARY LODGING	4,875	\$6,325	30,833	1,935	\$9,007	17,425	1,859	\$6,507	12,097
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	22,838		204,182	19,022		201,072	19,696		189,017

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

ESTIMATE FY 2014	\$5,248
ESTIMATE FY 2013	\$3,783
ACTUAL FY 2012	\$8,693

Project: CONUS Cost of Living Allowance – Officer

PART I - PURPOSE AND SCOPE

Continental United States (CONUS) Cost of Living Allowance (COLA) provides payment to Soldiers to high cost Military Housing Areas (MHA) inside the United States. 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 and cannot be less than eight percent of the national cost of living average. The current threshold is 108% of the national cost of living average. Payment to Soldiers is authorized under the provisions of Title 37 U.S.C. 403b.

Soldiers at the following locations receive CONUS COLA as of January 2013:

<p>CALIFORNIA OAKLAND , CA SAN FRANCISCO, CA VENTURA, CA MARIN/SONOMA, CA SAN BERNARDINO, CA LOS ANGELES, CA RIVERSIDE , CA HUMBOLDT COUNTY, CA SANTA CLARA COUNTY, CA</p> <p>MICHIGAN DETROIT, MI</p> <p>PENNSYLVANIA PHILADELPHIA, PA NAS WILLOW GROVE, PA</p>	<p>CONNECTICUT NEW HAVEN / FAIRFIELD, CT</p> <p>FLORIDA FLORIDA KEYS, FL MIAMI / FT LAUDERDALE, FL</p> <p>ILLINOIS CHICAGO, IL JOILET ARMY DEPOT</p> <p>MASSACHUSETTS BOSTON, MA WORCESTER, MA PLYMOUTH, MA ESSEX COUNTY, MA MARTHA'S VINEYARD, MA</p>	<p>NEW JERSEY ATLANTIC CITY, NJ CAMDEN, NJ</p> <p>NEVADA RENO/CARSON, NV</p> <p>NEW YORK WEST POINT, NY LONG ISLAND, NY NEW YORK CITY, NY WESTCHESTER COUNTY, NY STATEN ISLAND, NY</p>
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MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
CONUS COST OF LIVING ALLOWANCE - OFFICER
(IN THOUSANDS OF DOLLARS)

PART II - JUSTIFICATION OF FUNDS REQUESTED

CONUS COLA budget estimate is a product of the projected number of personnel eligible to receive the allowance and the average annual COLA rate.

There is a +\$1.5 million program increase in CONUS COLA between FY 2013 and FY 2014 due to the inclusion of the FY 2013 position at President's Budget 2013 levels.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	5,350	\$1,625	8,693	2,223	\$1,702	3,783	3,139	\$1,672	5,248

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

ESTIMATE FY 2014 \$5,190
ESTIMATE FY 2013 \$5,473
ACTUAL FY 2012 \$5,430

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. In addition to any other clothing allowance authorized, an officer directed by competent authority to dress in civilian clothing more than half the time when performing official duty, as a military requirement, may be authorized a civilian clothing allowance. Civilian clothing allowance for officers is authorized only if the permanent duty station is outside the United States in accordance with 37 U.S.C. 419.

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 statutory rate. The statutory rates for initial and additional clothing allowances are \$400 and \$200, respectively. The civilian clothing allowance rate is a composite rate based on the weighted averages of three civilian clothing payment levels. The three payment rates are: (1) permanent duty initial payment, \$954; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$318; and (3) temporary duty of at least 30 days in a 36-day period \$636.

The total change in clothing allowance is -\$0.3 million from FY 2013 to FY 2014. This change is primarily due to the general inflation rate increase for civilian clothing and the inclusion of the FY 2013 position at President's Budget 2013 levels.

Detailed computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	10,460	\$400	4,184	8,000	\$400	3,200	10,238	\$400	4,095
ADDITIONAL MILITARY ALLOWANCE	3,490	\$200	698	8,000	\$200	1,600	3,695	\$200	739
CIVILIAN CLOTHING ALLOWANCE	737	\$744	548	1,256	\$536	673	460	\$774	356
TOTAL CLOTHING ALLOWANCES - OFFICER	14,687		5,430	17,256		5,473	14,393		5,190

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

ESTIMATE FY 2014 \$26,385
ESTIMATE FY 2013 \$22,368
ACTUAL FY 2012 \$45,982

Project: Family Separation Allowances - Officer

PART I - PURPOSE AND SCOPE

Family Separation Allowances (FSA) is authorized in accordance with 37 U.S.C. 427. It provides compensation for added expense incurred due to an enforced family separation. FSA is payable to qualified members serving inside or outside the United States. Payment is \$250 per month. There are two types of FSA payments:

Family Separation Allowance - Restricted (FSA-R) - FSA-R is payable when a member with dependents makes a permanent change of station move, and travel of dependents to the duty station is not authorized and dependents do not reside at or near the duty station.

Family Separation Allowance - Temporary Duty (FSA-T) - FSA-T is payable when a member with dependents is on temporary duty (TDY) travel continuously for more than 30 days, and dependents do not reside near the TDY location.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Family Separation allowance (FSA) requirements are determined by multiplying the estimated number of personnel eligible for each type of allowance by the statutory rate applicable.

The total change in Family Separation allowance is +\$4.0 million between FY 2013 and FY 2014. This change is primarily due to the realignment of FY 2014 budget request with the FY 2012 execution.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
FAMILY SEPARATION ALLOWANCE - R	1,809	\$3,000	5,427	2,503	\$3,000	7,510	2,025	\$3,000	6,075
FAMILY SEPARATION ALLOWANCE - T	13,518	\$3,000	40,555	4,953	\$3,000	14,858	6,770	\$3,000	20,310
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	15,327		45,982	7,456		22,368	8,795		26,385

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

ESTIMATE FY 2014	\$107,216
ESTIMATE FY 2013	\$90,679
ACTUAL FY 2012	\$89,865

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 - 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 reinstated for use from December 31, 2012 to December 31, 2018 by the FY 2012 National Defense Authorization Act.

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 the 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

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

multiplied by years of service and a reduction factor. For Officer's 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 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 reinstated for use from 31 December 2012 to 31 December 2018 by the FY 2012 National Defense Authorization Act.

\$30,000 Lump Sum Bonus - Paid to Officers who entered the uniform services on or after August 1, 1986 who choose 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. Payment is authorized by the FY 2000 National Defense Authorization Act.

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.

The total change in the Separation pay requirement is \$98.0 million. This increase is due to:

- (1) Price increase due to annualization of the 1.7% pay raise, effective 1 January 2013 and 1.0% raise, effective 1 January 2014: +\$1.1 million
- (2) Program increase due to the number of Soldiers receiving lump sum terminal leave pay and involuntary separation pay associated with the Army's drawdown efforts to achieve an Active Component end strength of 490,000 by 2017: +\$96.9 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012				ESTIMATE FY 2013				ESTIMATE FY 2014			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
SEPARATION PAYMENTS - OFFICER												
LUMP SUM TERMINAL LEAVE PAYMENTS												
OFFICER- ACTIVE DUTY												
GENERAL	1	60	\$40,000	40	1	57	\$30,000	30	1	60	\$29,000	29
LIEUTENANT GENERAL	17	31	\$27,588	469	2	55	\$25,500	51	8	48	\$29,500	236
MAJOR GENERAL	35	32	\$14,514	508	5	39	\$18,600	93	7	34	\$14,143	99
BRIGADIER GENERAL	21	32	\$13,143	276	42	26	\$9,286	390	6	35	\$12,500	75
COLONEL	914	25	\$8,013	7,324	432	23	\$7,685	3,320	287	22	\$8,251	2,368
LIEUTENANT COLONEL	1,967	20	\$5,342	10,508	1,905	18	\$4,475	8,525	762	19	\$5,497	4,189
MAJOR	1,812	16	\$3,418	6,193	2,377	18	\$3,701	8,797	817	18	\$3,515	2,872
CAPTAIN	3,452	15	\$2,621	9,049	5,101	14	\$2,210	11,272	1,392	16	\$2,697	3,754
1ST LIEUTENANT	879	18	\$2,604	2,289	1,096	15	\$2,140	2,345	386	19	\$2,676	1,033
2ND LIEUTENANT	100	19	\$2,080	208	177	20	\$2,141	379	46	21	\$2,152	99
SUBTOTAL OFFICER- ACTIVE DUTY	9,198			36,864	11,138			35,202	3,712			14,754

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

	ACTUAL FY 2012				ESTIMATE FY 2013				ESTIMATE FY 2014			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	122	23	\$6,213	758	52	21	\$5,673	295	44	22	\$6,386	281
WARRANT OFFICER (W-4)	543	21	\$4,770	2,590	221	14	\$2,919	645	274	23	\$4,912	1,346
WARRANT OFFICER (W-3)	317	17	\$3,091	980	115	14	\$2,496	287	154	18	\$3,182	490
WARRANT OFFICER (W-2)	270	24	\$3,104	838	291	19	\$2,625	764	133	26	\$3,203	426
WARRANT OFFICER (W-1)	40	30	\$2,000	80	63	37	\$1,937	122	6	30	\$2,167	13
SUBTOTAL OFFICER- WARRANT ACTIVE	1,292			5,246	742			2,113	611			2,556
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	10,490			42,110	11,880			37,315	4,323			17,310
SEVERANCE PAY, DISABILITY	110		\$67,236	7,396	40		\$60,725	2,429	36		\$68,222	2,456
SEVERANCE PAY, FAILURE OF PROMOTION				0				0				0
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	0			0	0			0	0			0
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	137		\$69,788	9,561	334		\$67,479	22,538	2,148		\$71,768	154,174
VOLUNTARY SEPARATION INCENTIVE				19,197				18,557				10,184
SPECIAL SEPARATION BENEFIT (SSB)				0				0				0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY				0				0				0
\$30,000 LUMP SUM BONUS				11,601				9,840				4,565
TOTAL SEPARATION PAYMENTS - OFFICER	10,737			89,865	12,254			90,679	6,507			188,689
ACTIVE COMPONENT STRENGTH FUNDED IN OCO									1,135			81,473
BASELINE REQUEST									5,372			107,216

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

ESTIMATE FY 2014	\$513,274
ESTIMATE FY 2013	\$460,046
ACTUAL FY 2012	\$581,831

Project: Social Security Tax Employer Contribution-Officer

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
2012	\$110,100	No upper limit
2013	\$113,700	No upper limit
2014	\$117,900	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 FY 2013 and FY 2014 FICA tax budget request contains \$77.1 and \$25.3 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000 end strength.

The FY 2013 baseline request contains 601 additional officer man-years (\$3.3 million) associated with the Temporary End Strength Army Medical (TEAM). There are no officer requirements for TEAM in FY 2014.

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

There is a +\$1.4 million change in the FICA requirement between FY 2013 and FY 2014. This increase is due to:

- (1) Price increase due to the annualization of the 1.7% pay raise, effective 1 January 2013: +\$1.8 million
- (2) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2014: +\$3.3 million
- (3) Price increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels: +\$3.1 million
- (4) Program decrease due to man-year reduction: -\$2.6 million
- (5) Program decrease due to shifts in grade structure: -\$0.9 million
- (6) Program decrease due to the elimination of officer TEAM requirements: -\$3.3 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	110,067	\$5,286	581,831	100,219	\$5,360	537,160	98,964	\$5,442	538,609
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				14,454		77,114	4,808		25,335
BASELINE REQUEST				85,765		460,046	94,156		513,274

¹The FY 2013 column includes 601 man-years and \$3.3M associated with TEAM in the baseline request.

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED

**Pay and Allowances of Enlisted
FY 2013 Direct Program**

27,239,986

Increases:

Price Increases:

a.	Basic Pay increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	57,409
b.	Basic Pay increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	101,310
c.	Basic Pay increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	13,661
d.	Retired Pay Accrual increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	26,358
e.	Retired Pay Accrual increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	46,513
f.	Retired Pay Accrual increase due to the Normal Cost Percentage rate increase of 32.4% effective 1 October 2013	18,606
g.	Retired Pay Accrual increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	5,534
h.	Special Pay increase due to statutory rate changes	239
i.	Reenlistment Bonus increase due to rate changes	1,399
j.	Loan Repayment Program increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	16,843
k.	Basic Allowance for Housing increase due to the housing cost growth of 3.7%, effective 1 January 2013	43,663
l.	Basic Allowance for Housing increase due to the housing cost growth of 3.9%, effective 1 January 2014	138,068
m.	Basic Allowance for Housing increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	12,289
n.	Overseas Station Allowance - COLA increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	1,359
o.	Overseas Station Allowance - COLA increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	4,077
p.	Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	450
q.	Overseas Station Allowance - COLA increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	22,436
r.	CONUS COLA increase due to pay raise	521
s.	Clothing increase due to rate changes	8,668
t.	Clothing increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	5,021
u.	Separation Pay increase due to pay raise	2,415
v.	FICA increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	4,392
w.	FICA increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	7,750
x.	FICA increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	2,173

Total Price Increases:

541,151

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED

Program Increases:

a.	Basic Pay increase due to shifts in grade structure	48,713
b.	Retired Pay Accrual increase due to shifts in grade structure	15,620
c.	Special Pay increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	8,012
d.	Basic Allowance for Housing increase due to shifts in grade structure	16,150
e.	Basic Allowance for Housing increase due to changes in the number of Soldiers expected to receive allowance	30,703
f.	Overseas Station Allowance increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	22,986
g.	Family Separation Allowance increase due to the inclusion of the FY2013 position at President's Budget 2013 levels	1,101
h.	Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	75,566
i.	FICA increase due to shifts in grade structure	3,727
j.	Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	1

Total Program Increases:

222,578

Decreases:

Price Decreases:

a.	Special Pay decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels	(20,364)
b.	Enlistment Bonus increase due to rate changes	(1,491)
c.	Education Benefits decrease due to rate changes	(494)
d.	Basic Allowance for Housing is overstated in FY2013 due to a decrease in the housing cost growth rate, from 4.0% (budgeted) to 3.9%	(5,153)

Total Price Decreases:

(27,502)

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED

Program Decreases:

a.	Basic Pay decrease due to man-year reduction	(928,939)
b.	Retired Pay Accrual decrease due to man-year reduction	(297,865)
c.	Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(5,689)
d.	Incentive Pay decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels	(12,709)
e.	Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(8,167)
f.	Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	(14,103)
g.	Special Duty Assignment Pay decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels	(5,386)
h.	Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(50,877)
i.	Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(82,778)
j.	Education Benefits decrease due to changes in the number of Soldiers expected to receive pay	(328)
k.	Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	(34,395)
l.	Basic Allowance for Housing decrease due to man-year reduction	(344,723)
m.	Basic Allowance for Housing decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels	(76,039)
n.	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(23,043)
o.	Clothing decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels	(5,021)
p.	Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(1,734)
q.	CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(2,028)
r.	FICA decrease due to man-year reduction	(71,064)
s.	Decrease in direct resources due to a increase in reimbursable requirements	(24,537)

Total Program Decreases: **(1,989,425)**

FY 2014 Direct Program - Includes Overseas Contingency Operations funding for Active Component strength above 490,000 and TEAM (\$1,751.5 million) **25,986,788**

FY 2014 Base Funded Direct Program **24,235,332**

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

ESTIMATE FY 2014	\$12,761,868
ESTIMATE FY 2013	\$13,198,604
ACTUAL FY 2012	\$15,640,497

Project: Basic Pay - Enlisted

PART I - PURPOSE AND SCOPE

Basic pay provides compensation and length of service pay increments for active component enlisted personnel under provisions of 37 U.S.C. 201, 203, 205, and 1009. Basic pay also provides compensation of reserve component enlisted personnel on active duty status under provisions of 10 U.S.C. 12301, 12302 and 12304b.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The basic pay budget estimate is a product of the projected average number of enlisted personnel and the average annual basic pay rate for each grade.

The FY 2013 and FY 2014 basic pay budget request contains \$1,176.0 and \$828.6 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component end strength above 490,000.

The FY 2013 budget request includes 11,782 additional enlisted man-years (\$358.6 million) associated with Temporary End Strength Medical (TEAM) in the baseline requirement. Requirements for TEAM were realigned to OCO in FY 2014 and include 3,000 enlisted man-years (\$76.2 million).

The FY 2014 rates were built by applying inflation assumptions to FY 2012 active component rates. The basic pay rates reflect a 1.7% pay raise, effective 1 January 2013 and 1.0% pay raise, effective 1 January 2014.

There is a -\$707.8 million decrease in the enlisted basic pay requirement between FY 2013 and FY 2014. This decrease is based on:

- (1) Price increase due to the annualization of the 1.7% pay raise, effective 1 January 2013: +\$57.4 million
- (2) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2014: +\$101.3 million
- (3) Price increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels: +\$13.7 million
- (4) Program increase due to a shift in enlisted grade structure: +\$48.7 million
- (5) Program decrease due to decline in enlisted man-years associated with TEAM (11,782 man-years in FY 2013 and 3,000 man-years in FY 2014): -\$282.4 million
- (6) Program decrease due to a decline in total enlisted man-years: -\$646.5 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014 ²		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - ENLISTED									
SERGEANT MAJOR	4,180	\$73,068	305,461	3,660	\$75,140	275,011	3,629	\$75,919	275,509
1ST SERGEANT/MASTER SERGEANT	14,553	\$57,564	837,726	12,395	\$59,271	734,666	12,253	\$59,726	731,824
PLATOON SERGEANT/SERGEANT 1ST CLASS	45,821	\$48,511	2,222,805	40,986	\$49,854	2,043,301	40,584	\$50,483	2,048,747
STAFF SERGEANT	72,471	\$38,985	2,825,311	64,720	\$39,961	2,586,259	62,779	\$40,681	2,553,934
SERGEANT	95,705	\$32,112	3,073,326	81,929	\$33,060	2,708,546	79,890	\$33,528	2,678,562
CORPORAL/SPECIALIST	163,123	\$25,610	4,177,627	155,645	\$26,436	4,114,612	117,415	\$26,787	3,145,236
PRIVATE FIRST CLASS	69,431	\$21,110	1,465,719	47,698	\$21,668	1,033,542	65,863	\$22,013	1,449,861
PRIVATE E2	25,942	\$19,976	518,231	29,534	\$20,319	600,111	27,589	\$20,422	563,415
PRIVATE E1	12,942	\$16,558	214,291	15,364	\$18,129	278,533	12,725	\$17,261	219,647
TOTAL BASIC PAY - ENLISTED	504,168		15,640,497	451,931		14,374,581	422,727		13,666,735
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				36,940		1,175,977	29,077		904,867
BASELINE REQUEST				414,991		13,198,604	393,650		12,761,868

¹The FY 2013 column includes 11,782 enlisted man-years and \$358.6M associated with TEAM in the baseline request.

²The FY 2014 column includes 3,000 enlisted man-years and \$76.2M associated with TEAM in the OCO request.

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

ESTIMATE FY 2014	\$4,130,751
ESTIMATE FY 2013	\$4,233,149
ACTUAL FY 2012	\$5,211,208

Project: Retired Pay Accrual - Enlisted

PART I - PURPOSE AND SCOPE

Retired Pay Accrual provides payment to the Department of Defense Military Retirement Fund in accordance with 10 U.S.C. 74.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Retired Pay Accrual (RPA) budget estimate is 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 2013 are 32.1% (Active Component full-time) and 24.4% (Reserve Component part-time). The approved NCP rates for FY 2014 are 32.4% (Active Component full-time) and 24.5% (Reserve Component part-time).

The FY 2013 and FY 2014 RPA budget request contains \$376.1 and \$268.5 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component end strength above 490,000.

The FY 2013 budget request includes 11,782 additional enlisted man-years (\$115.1 million) associated with Temporary End Strength Medical (TEAM) in the baseline requirement. Requirements for TEAM were realigned to OCO in FY 2014 and include 3,000 enlisted man-years (\$24.7 million).

There is a -\$185.2 million decrease in the RPA requirement between FY 2013 and FY 2014. This decrease is based on:

- (1) Price increase due to the annualization of the 1.7% pay raise, effective 1 January 2013: +\$26.4 million
- (2) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2014: +\$46.5 million
- (3) Price increase due to the NCP rate increase from 32.1% to 32.4% (full-time) and from 24.4% to 24.5% (part-time) effective 1 October 2013: +\$18.6 million
- (4) Price increase due to the inclusion of FY 2013 position at President's Budget levels: +\$5.5 million
- (5) Program increase due to a shift in enlisted grade structure: +\$15.6 million
- (6) Program decrease due to a decline in enlisted man-years associated with TEAM (11,782 man-years in FY 2013 and 3,000 man-years in FY 2014): -\$90.4 million
- (7) Program decrease due to a decline in total enlisted man-years: -\$207.4 million

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

Detailed cost computations are provided in the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014 ²		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
RETIRED PAY ACCRUAL - ENLISTED									
ENLISTED RETIRED PAY ACCRUAL	459,325	\$10,569	4,854,617	450,499	\$10,205	4,597,307	421,254	\$10,472	4,411,455
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	44,843	\$7,952	356,591	1,432	\$8,317	11,910	1,473	\$8,505	12,528
TOTAL RETIRED PAY ACCRUAL - ENLISTED	504,168		5,211,208	451,931		4,609,217	422,727		4,423,983
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				36,940		376,068	29,077		293,232
BASELINE REQUEST				414,991		4,233,149	393,650		4,130,751

¹The FY 2013 column includes 11,782 man-years and \$115.1M associated with TEAM in the baseline request.

²The FY 2014 column includes 3,000 enlisted man-years and \$24.7M associated with TEAM in the OCO request.

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

ESTIMATE FY 2014	\$95,637
ESTIMATE FY 2013	\$114,035
ACTUAL FY 2012	\$108,392

Project: Incentive Pay for Hazardous Duty - Enlisted

PART I - PURPOSE AND SCOPE

Incentive pays provide pay to enlisted personnel for performance of hazardous duty under the provisions of 37 U.S.C. 301.

Flying Duty (Crew) - Paid to enlisted members 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) - Paid to enlisted members 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 parachute duty pay requires at least one parachute jump every three months. Payment is \$150 per month for regular jumps. Members who perform parachute jumping at high altitudes with low openings (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 personnel training and performing duties involving demolition of explosives as a primary part of duty. Payment is \$150 per month. (37 U.S.C. 301 (a) (4))

Chemical Munitions - Paid to enlisted members whose primary duties require 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))

PART II - JUSTIFICATION OF FUNDS REQUESTED

The incentive pay for hazardous duty budget estimate is a product of the projected number of enlisted Soldiers eligible for each type of incentive pay and the statutory rate.

There is a -\$18.4 million program decrease from FY 2013 to FY 2014. This decrease is based on:

- (1) Program decrease due to reductions in Aviation Continuation pay and Parachute Jump pay as a result of Army efforts to support efficient spending across DoD: -\$5.7 million
- (2) Program decrease due to the inclusion of the FY 2013 position at the President's Budget 2013 levels: -\$12.7 million

Detailed cost computations are provided by the following table: (Next Page)

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED
(IN THOUSANDS OF DOLLARS)

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED									
CREW									
SERGEANT MAJOR	40	\$2,880	116	25	\$2,880	73	28	\$2,880	81
1ST SERGEANT/MASTER SERGEANT	167	\$2,880	482	110	\$2,880	317	121	\$2,880	349
PLATOON SERGEANT/SERGEANT 1ST CLASS	572	\$2,880	1,648	562	\$2,880	1,618	600	\$2,880	1,728
STAFF SERGEANT	1,086	\$2,580	2,802	1,162	\$2,580	2,997	1,000	\$2,580	2,580
SERGEANT	1,949	\$2,280	4,443	2,325	\$2,280	5,300	1,090	\$2,280	2,485
CORPORAL/SPECIALIST	1,820	\$1,980	3,604	1,978	\$1,980	3,917	1,288	\$1,980	2,551
PRIVATE FIRST CLASS	243	\$1,800	437	112	\$1,800	202	149	\$1,800	268
PRIVATE E2	10	\$1,800	17	22	\$1,800	39	18	\$1,800	32
PRIVATE E1	3	\$1,800	5	3	\$1,800	5	4	\$1,800	7
SUBTOTAL CREW	5,890		13,555	6,299		14,468	4,298		10,081
NONCREW MEMBER	439	\$1,800	790	500	\$1,800	900	421	\$1,800	758
SUBTOTAL FLYING DUTY - ENLISTED	6,329		14,345	6,799		15,368	4,719		10,839
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	39,347	\$1,800	70,825	43,679	\$1,800	78,623	36,110	\$1,800	64,998
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	1,763	\$2,700	4,760	1,000	\$2,700	2,700	1,680	\$2,700	4,535
SUBTOTAL PARACHUTE JUMPING - ENLISTED	41,110		75,585	44,679		81,323	37,790		69,533
INSIDE OBSERVER OR TEST SUBJECT DUTY	54	\$1,800	98	50	\$1,800	90	50	\$1,800	90
DEMOLITION DUTY	10,157	\$1,800	18,283	9,422	\$1,800	16,960	8,383	\$1,800	15,089
CHEMICAL MUNITIONS PAY	38	\$1,800	68	98	\$1,800	176	40	\$1,800	72
TOXIC PESTICIDES	6	\$1,800	11	60	\$1,800	108	7	\$1,800	13
TOXIC FUEL	1	\$1,800	2	6	\$1,800	10	1	\$1,800	1
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	57,695		108,392	61,114		114,035	50,990		95,637

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

ESTIMATE FY 2014	\$99,768
ESTIMATE FY 2013	\$120,048
ACTUAL FY 2012	\$479,536

Project: Special Pay - Enlisted

PART I - PURPOSE AND SCOPE

Assignment Incentive Pay (AIP) - Paid to enlisted personnel in designated assignment locations and skills under provisions of 37 U.S.C. 307 (a).

(1) **Korea AIP** - Paid to enlisted personnel who extend beyond a 12-month tour in Korea. Payment is \$300 per month for an extension of 24-unaccompanied-months or 36-accompanied-months.

(2) **Other AIP** - Paid to enlisted personnel in designated skill areas such as Explosive Ordnance Disposal (EOD) and Special Operation Forces (SOF). It also includes payment to enlisted Soldiers who agree to extend beyond a 12-month tour in Iraq or Afghanistan. Payment ranges from \$50 to \$1000 per month.

(3) **Deployment Extension Incentive Pay (DEIP)** - Paid to enlisted personnel who choose to remain with deployed unit beyond their Expiration Term of Service (ETS) date. 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 ETS (ETS - 90) will receive \$350 per month for each full month they extend their service commitment. DEIP is designed to replace involuntary "Stop Loss" and is authorized under provisions of 37 U.S.C. Sec 307a.

(4) **Deployment Extension Stabilization Pay (DESP)** - Paid to enlisted mobilized Army National Guard Soldiers who choose to remain with a deploying unit past end-of-service date. Soldiers that extend from 180 days to 365 days prior to the mobilization date receive \$500 a month for each month under Title 10 mobilization status. \$350 will be paid for Soldiers that extend between 179 days and 90 days before the mobilization date. DESP is designed to replace involuntary "Stop Loss" and is authorized under provisions of 37 U.S.C. Sec 307a.

Diving Duty Pay - Paid to enlisted personnel 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). Payment is up to \$340 per month.

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

Sea Duty Pay - Paid to enlisted members who are assigned to duty to a ship, ship-based staff or ship-based aviation unit under general provisions outlined in the DOD FMR, Volume 7A, Chapter 18. Payment is up to \$750 per month. Members who serve more than 36 consecutive months of sea duty are entitled to a

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SPECIAL PAY - ENLISTED
(IN THOUSANDS OF DOLLARS)

career sea pay premium of \$100 per month (37 U.S.C. 305a).

Hardship Duty Pay - Paid to enlisted personnel performing a designed hardship mission and/or when assigned to a designed location. The monthly rate may not exceed \$1,500 per individual from all three types of hardship duty pay (location, mission and involuntary extension). (37 U.S.C. 305a).

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) - Paid to enlisted personnel who qualify for and maintain the required proficiency in designated foreign languages under the provisions of 37 U.S.C. 316. The monthly rate may not exceed \$500 a single language or \$1,000 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The special pay budget estimate is a product of the projected number of enlisted Soldiers eligible for each type of special pay and the statutory rate.

There is a -\$20.3 million decrease in the enlisted special pay requirement between FY 2013 and FY 2014. This change is based on:

- (1) Price increase in Assignment Incentive Pay (AIP) due to a slight shift in the mix of AIP payments: +\$0.2 million
- (2) Program decrease in AIP and Foreign Language Proficiency Pay due to Army efforts to support efficient spending across DoD: -\$8.2 million
- (3) Price decrease due to the inclusion of the FY2013 position at President's Budget 2013 (PB13) levels. The FY 2013 average rates in PB13 (primarily in AIP) were overstated: -\$20.3 million
- (4) Program increase due to the inclusion of the FY2013 position at PB13 levels. The FY 2013 average numbers in PB13 (primarily in AIP) were slightly understated: +\$8.0 million

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SPECIAL PAY - ENLISTED
(IN THOUSANDS OF DOLLARS)

Detailed cost computations are provided by the following table:

	ESTIMATE FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED ASSIGNMENT INCENTIVE PAY									
KOREA ASSIGNMENT INCENTIVE PAY	3,448	\$3,600	12,414	5,446	\$3,637	19,806	4,725	\$3,600	17,010
OTHER ASSIGNMENT INCENTIVE PAY	5,855	\$4,367	25,570	3,051	\$9,299	28,374	6,259	\$4,367	27,332
DEPLOYMENT EXTENSION INCENTIVE PAY	5,633	\$4,200	23,659	0	\$0	0	0	\$0	0
DEPLOYMENT EXTENSION STABILIZATION	3,735	\$6,000	22,412	0	\$0	0	0	\$0	0
SUBTOTAL ASSIGNMENT INCENTIVE PAY	18,672		84,055	8,497		48,180	10,984		44,342
DIVING DUTY PAY	481	\$2,512	1,209	548	\$2,489	1,363	493	\$2,512	1,238
HOSTILE FIRE PAY	91,031	\$2,700	245,783	9,136	\$2,700	24,668	4,630	\$2,700	12,500
SEA DUTY PAY	361	\$2,303	832	358	\$2,349	840	339	\$2,303	781
HARDSHIP DUTY PAY	64,238	\$1,800	115,629	8,244	\$1,800	14,840	8,244	\$1,800	14,840
OVERSEAS EXTENSION PAY	32	\$2,000	63	12	\$2,000	24	12	\$2,000	24
FOREIGN LANGUAGE PROFICIENCY PAY	18,665	\$1,712	31,963	16,235	\$1,856	30,131	15,207	\$1,712	26,041
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
TOTAL SPECIAL PAY - ENLISTED	193,481		479,536	43,031		120,048	39,910		99,768

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SPECIAL DUTY ASSIGNMENT PAY (SDAP)
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2014 \$107,897
ESTIMATE FY 2013 \$127,386
ACTUAL FY 2012 \$120,715

Project: Special Duty Assignment Pay (SDAP)

PART I - PURPOSE AND SCOPE

Special Duty Assignment Pay (SDAP) provides monetary incentives 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. SDAP is authorized under provisions of 37 U.S.C. 307.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The SDAP budget estimate is a product of the projected number of enlisted Soldiers eligible to receive each type of pay and the statutory rate.

There is a -\$19.5 million decrease in the SDAP requirement between FY 2013 and FY 2014. This decrease is based on:

- (1) Program decrease due to Army efforts supporting efficient spending across DoD: -\$14.1 million
- (2) Program decrease due to the inclusion of the FY2013 position at President's Budget 2013 levels: -\$5.4 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	8,031	\$5,400	43,365	10,825	\$5,400	58,455	7,178	\$5,400	38,760
SD 5 (\$375.00)	16,884	\$4,500	75,979	11,682	\$4,500	52,568	15,091	\$4,500	67,911
SD 4 (\$300.00)	370	\$3,600	1,332	3,674	\$3,600	13,226	331	\$3,600	1,191
SD 3 (\$225.00)	14	\$2,700	39	1,162	\$2,700	3,137	13	\$2,700	35
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	25,299		120,715	27,343		127,386	22,613		107,897

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
REENLISTMENT BONUS

ESTIMATE FY 2014	\$148,448
ESTIMATE FY 2013	\$197,926
ACTUAL FY 2012	\$231,381

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 \$90,000 to Soldiers with a maximum of 14 years of service.

Critical Skills Retention Bonus (CSRB) - Authorized under U.S.C 37, Section 355. Under the law, a member of a uniformed service who is qualified in a critical skill and commits to a period of at least one year may be paid a bonus. The CSRB currently targets retirement eligible Soldiers with 16-23 years of service and will only be paid out to 25 years of service. Under the law, members may not receive a total of more than \$200,000 in a career. The Army currently limits CSRB payments to a maximum of \$150,000.

*Soldier may not receive SRB and CSRB payments for the same period of service.

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.

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REENLISTMENT BONUS

The following are the Army's most critically imbalanced skills as of Feb 2013 (restricted to MOS's with authorizations in at least four grade cells):

<u>MOS Titles</u>		
11B INFANTRYMAN WITH ASI J3 and SQI G/V ONLY	25E ELECTROMAGNETIC SPECTRUM MANAGER	68G PATIENT ADMINISTRATION SPECIALIST
11C INDIRECT FIRE INFANTRYMAN WITH ASI V	25L CABLE SYSTEMS INSTALLER-MAINTAINER WITH ASI J2 ONLY	68J MEDICAL LOGISTICS SPECIALIST
12B BRIDGE CREWMEMBER	25M MULTIMEDIA ILLUSTRATOR	68K MEDICAL LAB SPECIALIST
12D DIVER	25N NODAL NETWORK SYSTEMS OPERATOR-MAINTAINER	68P RADIOLOGY SPECIALIST
12H CONSTRUCTION ENGINEERING SUPERVISOR	25P MICROWAVE SYSTEMS OPERATOR-MAINTAINER	68Q PHARMACY SPECIALIST
12K PLUMBER	25R VISUAL INFORMATION EQUIPMENT OPERATOR-MAINTAINER	68R VETERINARY FOOD INSPECTION SPECIALIST
12M FIREFIGHTER	25S SATELLITE COMMUNICATION SYSTEMS OPERATOR-MAINTAINER	68S PREVENTIVE MEDICINE SPECIALIST
12N HORIZONTAL CONSTRUCTION ENGINEER	25U SIGNAL SUPPORT SYSTEMS SPECIALIST	68T ANIMAL CARE SPECIALIST
12R INTERIOR ELECTRICIAN	25V COMBAT DOCUMENTATION/PRODUCTION SPECIALIST	68V RESPIRATORY SPECIALIST
12W CARPENTRY AND MASONRY SPECIALIST 12Y GEOSPATIAL ENGINEER	27D PARALEGAL SPECIALIST	68W HEALTH CARE SPECIALIST WITH ASI M6 ONLY
13D FIELD ARTILLERY AUTOMATED TACTICAL DATA SYSTEM SPECIALIST	29E ELECTRONIC WARFARE SPECIALIST	68X BEHAVIORAL HEALTH SPECIALIST
13F FIRE SUPPORT SPECIALIST	31B MILITARY POLICE	74D CHEMICAL, BIOLOGICAL, RADIOLOGICAL, NUCLEAR (CBRN) SPECIALIST WITH ASI L6 ONLY
13R FIELD ARTILLERY FIREFINDER RADAR OPERATOR	31D CID SPECIAL AGENT	88K WATERCRAFT OPERATOR
14T PATRIOT LAUNCHING STATION ENHANCED OPERATOR/MAINTAINER	31E INTERNMENT/RESETTLEMENT SPECIALIST	88M MOTOR TRANSPORT OPERATOR
15D AIRCRAFT POWERTRAIN REPAIRER	35F INTELLIGENCE ANALYST	88N TRANSPORTATION MANAGEMENT COORDINATOR
15F AIRCRAFT ELECTRICIAN	35G GEOSPATIAL INTELLIGENCE IMAGERY ANALYST	89B AMMUNITION SPECIALIST
15G AIRCRAFT STRUCTURAL REPAIRER	35L COUNTERINTELLIGENCE AGENT	89D EXPLOSIVE ORDNANCE DISPOSAL (EOD) SPECIALIST
15H AIRCRAFT PNEUDRAULICS REPAIRER	35M HUMAN INTELLIGENCE COLLECTOR	91B WHEELED VEHICLE MECHANIC
15N AVIONIC MECHANIC	35N SIGNALS INTELLIGENCE ANALYST	91C UTILITIES EQUIPMENT REPAIRER
15P AVIATION OPERATIONS SPECIALIST	35P CRYPTOLOGIC LINGUIST	91D POWER-GENERATION EQUIPMENT REPAIRER

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REENLISTMENT BONUS

<u>MOS Titles</u>		
15Q AIR TRAFFIC CONTROL OPERATOR	35Q CRYPTOLOGIC NETWORK WARFARE SPECIALIST	91E ALLIED TRADES SPECIALIST
15R AH-64 ATTACK HELICOPTER REPAIRER	35S SIGNALS COLLECTOR/ANALYST	91F SMALL ARMS/ARTILLERY REPAIRER
15S OH-58D HELICOPTER REPAIRER	35T MILITARY INTELLIGENCE SYSTEMS MAINTAINER/INTEGRATOR INTEL	91J QUARTERMASTER AND CHEMICAL EQUIPMENT REPAIRER
15T UH-60 HELICOPTER REPAIRER	36B FINANCIAL MANAGEMENT TECHNICIAN	91L CONSTRUCTION EQUIPMENT REPAIRER
15U CH-47 HELICOPTER REPAIRER	37F PSYCHOLOGICAL OPERATIONS SPECIALIST	92A AUTOMATED LOGISTICAL SPECIALIST
15W UNMANNED AERIAL VEHICLE (UAV) OPERATOR	38B CIVIL AFFAIRS SPECIALIST	92F PETROLEUM SUPPLY SPECIALIST
18B SPECIAL FORCES WEAPONS SERGEANT	42A HUMAN RESOURCES SPECIALIST	92G FOOD SERVICE SPECIALIST
18C SPECIAL FORCES ENGINEER SERGEANT	46Q PUBLIC AFFAIRS SPECIALIST	92L PETROLEUM LABORATORY SPECIALIST
18D SPECIAL FORCES MEDICAL SERGEANT	46R PUBLIC AFFAIRS BROADCAST SPECIALIST	92R PARACHUTE RIGGER
18E SPECIAL FORCES COMMUNICATIONS SERGEANT	51C ACQUISITION, LOGISTICS & TECHNOLOGY (AL&T) CONTRACTING NCO	92W WATER TREATMENT SPECIALIST
18F SPECIAL FORCES ASSISTANT OPERATIONS AND INTELLIGENCE SERGEANT	56M CHAPLAIN ASSISTANT	92Y UNIT SUPPLY SPECIALIST
19D CAVALRY SCOUT	68A BIOMEDICAL EQUIPMENT SPECIALIST	94F COMPUTER DETECTION SYSTEMS REPAIRER
25B INFORMATION TECHNOLOGY SPECIALIST	68E DENTAL SPECIALIST	94M RADAR REPAIRER
25C RADIO OPERATOR-MAINTAINER		94T AVENGER SYSTEM REPAIRER
CRITICAL SHORTAGE AIRBORNE AND SPECIAL OPERATIONS LOCATIONS FOR SPECIFIC MOSs		

There is a -\$49.5 million change in the reenlistment bonus requirement between FY 2013 and FY 2014. This change based on:

- (1) Price increase due to rate changes: +\$1.4 million
- (2) Program decrease due to the number of MOS's and grades eligible to receive a retention bonus in FY 2014: -\$50.9 million

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REENLISTMENT BONUS

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
REENLISTMENT BONUS									
SELECTIVE RE-ENLISTMENT BONUS	23,465	\$8,497	199,381	25,947	\$6,063	158,726	14,832	\$8,121	120,448
CRITICAL SKILLS RETENTION BONUS	288	\$110,968	32,000	392	\$100,000	39,200	255	\$109,700	28,000
TOTAL REENLISTMENT BONUS	23,753		231,381	26,339		197,926	15087		148,448

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ENLISTMENT BONUS

ESTIMATE FY 2014	\$101,480
ESTIMATE FY 2013	\$185,749
ACTUAL FY 2012	\$219,612

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.

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

Anniversary Payments - Army policy authorizes up to \$10,000 to 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 -

(1) Referral Bonus Program: Paid to Soldiers, future Soldiers, USMA cadets, ROTC contracted cadets, Army component retirees, and Department of the Army civilians for referring acquaintances to Army and Army Reserve recruiters, if those referrals result in enlistment. Payment includes two \$1,000 installments: (1) when Soldier enlists and (2) when Soldier completes training. The referral bonus program was suspended July 2009. Referrals submitted prior to July 2009 remain eligible for the bonus, if the Soldier enlisted before September 2009.

(2) TSP Matching Contribution: Pilot program offered to Soldiers as an enlistment incentive from April 1, 2006 to December 31, 2008. Though the program has been discontinued, Soldiers who accepted the TSP Matching incentive during the pilot will continue to receive contribution payments throughout the first enlistment term.

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. Resourcing bonus programs will allow the active component to meet end strength objectives and achieve Army standards for recruit quality.

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ENLISTMENT BONUS

There is a -\$84.3 million change in the Enlistment Bonus (EB) requirement between FY 2013 and FY 2014. This change is based on:

- (1) Price decrease due to a reduction in the average rate for anniversary bonuses: -\$1.5 million
- (2) Program decrease due to a reduction in the number of Soldiers receiving anniversary bonuses: -\$82.8 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTMENT BONUS									
NEW PAYMENTS	8,331	\$4,230	35,241	19,926	\$2,634	52,484	12,443	\$4,230	52,633
ANNIVERSARY (INCREMENTAL) PAYMENTS	65,200	\$2,799	182,494	49,968	\$2,654	132,615	22,163	\$2,204	48,847
ARMY RECRUITING INITIATIVES			1,877			650			0
TOTAL ENLISTMENT BONUS	73,531		219,612	69,894		185,749	34,606		101,480

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ENLISTMENT BONUS

	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	65,200	182,494	48,387	130,201	21,323	47,118	4,433	7,921	1,269	2,012	-	-	-	-

	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2012														
Initial Payments	8,331	35,241												
Anniversary Payments			1,580	2,414	497	1,041	63	973	63	973	63	973		
FY 2013														
Initial Payments			19,926	52,484										
Anniversary Payments					343	688	307	609	284	569	284	569	284	569
FY 2014														
Initial Payments					12,443	52,633								
Anniversary Payments							343	688	307	609	307	609	307	609
FY 2015														
Initial Payments							13,420	52,633						
Anniversary Payments									89	442	89	442	89	442
FY 2016														
Initial Payments									13,420	52,633				
Anniversary Payments											89	442	89	442
FY 2017														
Initial Payments											13,420	52,633		
Anniversary Payments													89	442
FY 2018														
Initial Payments													13,420	52,633
Anniversary Payments														

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
EDUCATION BENEFITS
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2014	\$2,040
ESTIMATE FY 2013	\$2,862
ACTUAL FY 2012	\$1,574

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.

This is a -\$0.8 million change in the educational benefits requirements FY 2013 to FY 2014. This change is based on:

- (1) Price decrease due to rate changes approved by the DoD Education Benefits Board of Actuaries: -\$0.5 million
- (2) Program decrease due the number of Soldiers expected to receive ACF benefits: -\$0.3 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
EDUCATION BENEFITS									
TWO YEAR COMMITMENT	0	\$2,298	0	12	\$1,039	12	6	\$1,008	6
THREE YEAR COMMITMENT	10	\$3,344	33	686	\$1,434	984	18	\$1,150	21
FOUR YEAR COMMITMENT	108	\$4,242	458	554	\$1,813	1,004	366	\$1,727	632
FIVE YEAR COMMITMENT	68	\$6,914	470	137	\$2,962	407	366	\$2,152	788
SIX YEAR COMMITMENT	64	\$9,589	613	110	\$4,120	455	183	\$3,241	593
MGIB TRANSFERABILITY	0	0	0	0	0	0	0	0	0
TOTAL EDUCATION BENEFITS	250		1,574	1,499		2,862	939		2,040

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
LOAN REPAYMENT PROGRAM
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2014	\$38,972
ESTIMATE FY 2013	\$56,524
ACTUAL FY 2012	\$124,774

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 10 U.S.C 2171. The LRP pays for federal student loans guaranteed under the Higher Education Act and any loan incurred for educational purposes. 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. LRP is paid to enlisted Soldiers, as well as to Soldiers who complete Officer Candidate School (OCS) and Warrant Officer Flight Training (WOFT). The average yearly LRP payment is \$10,000 per Soldier.

There is a -\$17.6 million decrease in the LRP requirement between FY 2013 and FY 2014. This decrease is based on:

- (1) Program decrease due to a reduction in the projected number of Soldiers participating in the program. The number of MOSs eligible to receive LRP was reduced from six to one (Cryptologic Linguist, MOS 35P). Additionally, LRP for OCS and WOFT was discontinued in October 2011. FY 2013 and FY 2014 LRP payments for OCS and WOFT are residual payments for Soldiers who joined the force prior to the program's termination: -\$34.4 million
- (2) Price increase due to the inclusion of the FY 2013 position at President's Budget 2013 (PB13) levels. The FY 2013 average rate in PB13 was understated. The average annual rate for LRP is \$10,000, versus \$5,679 which was displayed in PB13: +\$16.8 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012		ESTIMATE FY 2013		ESTIMATE FY 2014	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM	12,477	124,774	9,954	56,524	3,897	38,972

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
BASIC ALLOWANCE FOR HOUSING - ENLISTED
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2014	\$4,653,429
ESTIMATE FY 2013	\$4,735,765
ACTUAL FY 2012	\$5,622,209

Project: Basic Allowance for Housing - Enlisted

PART I - PURPOSE AND SCOPE

Basic Allowance for Housing (BAH) provides enlisted members a monthly allowance for housing and consists of BAH-Domestic, BAH Differential, Partial BAH, and Overseas Housing Allowance (OHA). BAH combines housing payments formerly provided by Basic Allowances 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 under provisions of 37 U.S.C. 403.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The BAH budget estimate is a product of the average number of enlisted Soldiers projected to receive BAH and estimated average annual rate for each grade and BAH category.

The FY 2014 rates were built by applying inflation assumptions to the FY 2012 Active Component BAH rates.

The FY 2013 and FY 2014 BAH budget request contains \$417.5 and \$290.4 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component end strength above 490,000.

The FY 2013 budget request includes 11,782 additional enlisted man-years (\$124.8 million) associated with Temporary End Strength Medical (TEAM) in the baseline requirement. Requirements for TEAM were realigned to OCO in FY 2014 and include 3,000 enlisted man-years (\$24.4 million).

There is a -\$185.0 million increase in the enlisted BAH requirement between FY 2013 and FY 2014. This increase is based on:

- (1) Price increase due to the housing cost growth of 3.7%, effective 1 January 2013: +\$43.7 million
- (2) Price increase due to the housing cost growth of 3.9%, effective 1 January 2014: +\$138.0 million
- (3) Price increase due to the inclusion of the FY 2013 position at President's Budget 2013 levels: +\$12.3 million
- (4) Program increase due to a shift in enlisted grade structure: +\$16.2 million
- (5) Program increase due to an increase in the percentage of enlisted Soldiers receiving BAH: +\$30.7 million
- (6) Program decrease due to decline in enlisted man-years associated with TEAM (11,782 man-years in FY 2013 and 3,000 man-years in FY 2014): -\$100.4 million
- (7) Program decrease due to a decline in total enlisted man-years: -\$244.3 million
- (8) Program decrease due to the inclusion of the FY 2013 position at President's Budget 2013 levels: -\$76.0 million
- (9) Basic Allowance for Housing is overstated in FY2013 due to a decrease in the housing cost growth rate, from 3.9% (budgeted) to 3.7%: -\$5.2 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014 ²		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - ENLISTED WITH DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	3,512	\$21,262	74,681	3,133	\$22,254	69,722	3,117	\$23,152	72,172
1ST SERGEANT/MASTER SERGEANT	12,645	\$19,640	248,349	10,940	\$20,476	224,012	10,648	\$21,385	227,705
PLATOON SERGEANT/SERGEANT 1ST CLASS	39,068	\$18,243	712,700	34,954	\$19,170	670,071	34,068	\$19,864	676,716
STAFF SERGEANT	58,221	\$17,152	998,592	51,498	\$17,974	925,628	49,905	\$18,676	932,018
SERGEANT	68,092	\$14,843	1,010,688	56,679	\$15,468	876,711	56,480	\$16,162	912,829
CORPORAL/SPECIALIST	90,419	\$13,638	1,233,141	84,325	\$14,258	1,202,355	64,973	\$14,850	964,850
PRIVATE FIRST CLASS	23,555	\$13,733	323,489	17,278	\$14,124	244,040	22,227	\$14,954	332,381
PRIVATE E2	6,365	\$13,723	87,345	7,536	\$14,034	105,762	6,313	\$14,943	94,337
PRIVATE E1	2,616	\$13,899	36,364	3,082	\$14,047	43,292	2,558	\$15,135	38,712
SUBTOTAL WITH DEPENDENTS - DOMESTIC	304,493		4,725,350	269,426		4,361,593	250,289		4,251,720
WITHOUT DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	522	\$16,889	8,815	330	\$18,339	6,052	330	\$18,390	6,068
1ST SERGEANT/MASTER SERGEANT	1,249	\$16,007	19,994	1,058	\$16,648	17,614	980	\$17,429	17,073
PLATOON SERGEANT/SERGEANT 1ST CLASS	5,006	\$14,432	72,241	4,193	\$14,950	62,686	4,218	\$15,715	66,291
STAFF SERGEANT	11,235	\$13,647	153,328	9,984	\$14,148	141,271	9,187	\$14,860	136,519
SERGEANT	9,598	\$12,446	119,457	8,273	\$12,917	106,865	6,261	\$13,552	84,842
CORPORAL/SPECIALIST	15,884	\$10,648	169,129	9,582	\$11,156	106,896	6,830	\$11,594	79,183
PRIVATE FIRST CLASS	3,689	\$10,773	39,739	1,471	\$11,092	16,317	2,058	\$11,730	24,138
PRIVATE E2	862	\$10,506	9,058	610	\$11,195	6,829	584	\$11,440	6,686
PRIVATE E1	335	\$10,266	3,439	279	\$11,179	3,119	266	\$11,178	2,979
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	48,380		595,200	35,781		467,649	30,714		423,779
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
SERGEANT MAJOR	5	\$221	1	4	\$250	1	4	\$241	1
1ST SERGEANT/MASTER SERGEANT	17	\$181	3	10	\$200	2	11	\$197	2
PLATOON SERGEANT/SERGEANT 1ST CLASS	97	\$143	14	45	\$156	7	82	\$155	13
STAFF SERGEANT	866	\$118	102	764	\$128	98	778	\$128	100
SERGEANT	13,365	\$104	1,383	11,054	\$112	1,240	11,894	\$113	1,341
CORPORAL/SPECIALIST	52,740	\$96	5,089	51,135	\$104	5,331	40,083	\$105	4,212
PRIVATE FIRST CLASS	42,131	\$93	3,909	28,800	\$100	2,887	39,923	\$101	4,033
PRIVATE E2	18,506	\$86	1,585	19,527	\$93	1,820	18,816	\$93	1,755
PRIVATE E1	9,844	\$82	808	10,292	\$89	918	9,476	\$89	847
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	137,571		12,895	121,631		12,304	121,067		12,304

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

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014 ²		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BAH DIFFERENTIAL - DOMESTIC	4,029	\$2,598	10,466	3,811	\$2,777	10,582	3,533	\$2,798	9,884
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	115	\$34,202	3,943	103	\$38,068	3,921	102	\$37,242	3,802
1ST SERGEANT/MASTER SERGEANT	483	\$31,745	15,349	396	\$35,230	13,951	451	\$34,566	15,572
PLATOON SERGEANT/SERGEANT 1ST CLASS	1,546	\$30,019	46,413	1,249	\$33,633	42,008	1,442	\$32,686	47,147
STAFF SERGEANT	1,525	\$29,154	44,463	1,565	\$32,360	50,643	1,408	\$31,744	44,683
SERGEANT	1,732	\$26,452	45,803	1,669	\$29,688	49,549	1,542	\$28,802	44,408
CORPORAL/SPECIALIST	1,661	\$24,940	41,419	1,928	\$27,571	53,157	1,251	\$27,156	33,961
PRIVATE FIRST CLASS	372	\$25,052	9,331	394	\$27,178	10,708	361	\$27,278	9,841
PRIVATE E2	47	\$26,020	1,232	60	\$26,917	1,615	46	\$28,332	1,293
PRIVATE E1	16	\$22,955	373	27	\$27,259	736	15	\$24,995	367
SUBTOTAL WITH DEPENDENTS - OVERSEAS	7,498		208,326	7,391		226,288	6,618		201,074
WITHOUT DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	73	\$31,137	2,277	68	\$32,971	2,242	72	\$33,904	2,454
1ST SERGEANT/MASTER SERGEANT	271	\$27,862	7,550	250	\$30,268	7,567	256	\$30,338	7,754
PLATOON SERGEANT/SERGEANT 1ST CLASS	840	\$27,372	23,005	722	\$29,533	21,323	794	\$29,804	23,656
STAFF SERGEANT	639	\$25,303	16,165	626	\$28,091	17,585	592	\$27,551	16,300
SERGEANT	500	\$22,112	11,054	567	\$26,183	14,846	466	\$24,077	11,211
CORPORAL/SPECIALIST	439	\$19,387	8,519	440	\$22,741	10,006	311	\$21,110	6,576
PRIVATE FIRST CLASS	68	\$17,372	1,179	55	\$18,764	1,032	66	\$18,916	1,257
PRIVATE E2	10	\$17,159	167	10	\$17,600	176	9	\$18,684	168
PRIVATE E1	3	\$18,139	55	3	\$18,000	54	3	\$19,751	63
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,843		69,971	2,741		74,831	2,569		69,439
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	504,815		5,622,209	440,781		5,153,247	414,790		4,968,202
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				36,940		417,482	29,077		314,773
BASELINE REQUEST				403,841		4,735,765	385,713		4,653,429

¹ The FY 2013 column includes 11,782 enlisted man-years and \$358.6M associated with TEAM in the baseline request.

² The FY 2014 column includes 3,000 enlisted man-years and \$24.4M associated with TEAM in the OCO request.

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

ESTIMATE FY 2014	\$506,994
ESTIMATE FY 2013	\$455,686
ACTUAL FY 2012	\$529,235

Project: Overseas Station Allowances - Enlisted

PART I - PURPOSE AND SCOPE

Overseas Station Allowance provides a per diem allowance to enlisted personnel stationed Outside the Continental United States (OCOUS). 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. The OCOUS COLA rates are determined by Defense Travel Management Office (DTMO). DTMO uses currency exchange rate data and local surveys to determine COLA rates.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Overseas Station Allowances (OSA) request includes 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 FY 2014 OSA rates were built by applying basic pay raise inflation to FY 2012 Active Component rates, excluding foreign currency fluctuation.

There is a +\$51.3 million increase in enlisted OSA between FY 2013 and FY 2014. This increase is based on:

- (1) Price increase in COLA and TLA due to pay raise rate inflation: +\$5.9 million
- (2) Price increase due to the inclusion of the FY 2013 position at President's Budget 2013 (PB13) levels. The FY 2013 average rates in PB13 were understated: +\$22.4 million.
- (3) Program increase due to the inclusion of the FY 2013 position at PB13 levels. The FY 2013 average number of takers in PB13 was understated: +\$23.0 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	693	\$10,402	7,205	659	\$10,456	6,890	686	\$10,761	7,387
1ST SERGEANT/MASTER SERGEANT	2,253	\$9,234	20,807	2,067	\$9,022	18,649	2,236	\$9,494	21,233
PLATOON SERGEANT/SERGEANT 1ST CLASS	7,194	\$8,405	60,469	6,487	\$8,131	52,743	7,030	\$8,661	60,885
STAFF SERGEANT	11,552	\$7,217	83,370	10,418	\$6,827	71,121	11,405	\$7,419	84,612
SERGEANT	17,178	\$6,118	105,093	16,361	\$5,741	93,929	16,372	\$6,265	102,571
CORPORAL/SPECIALIST	28,089	\$4,837	135,865	27,363	\$4,438	121,435	27,262	\$4,934	134,513
PRIVATE FIRST CLASS	12,722	\$3,548	45,138	10,944	\$3,062	33,511	12,035	\$3,656	43,999
PRIVATE E2	3,571	\$3,010	10,749	5,160	\$2,894	14,933	3,512	\$3,076	10,803
PRIVATE E1	760	\$3,151	2,394	893	\$3,146	2,809	632	\$3,224	2,039
SUBTOTAL COST OF LIVING	84,012		471,090	80,352		416,020	81,170		468,042
TEMPORARY LODGING	8,072	\$7,203	58,145	3,985	\$9,955	39,666	5,257	\$7,410	38,952
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	92,084		529,235	84,337		455,686	86,427		506,994

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

ESTIMATE FY 2014	\$5,186
ESTIMATE FY 2013	\$6,693
ACTUAL FY 2012	\$19,819

Project: CONUS Cost of Living Allowance - Enlisted

PART I - PURPOSE AND SCOPE

Continental United States (CONUS) Cost of Living Allowance (COLA) provides payment to Soldiers to high cost Military Housing Areas (MHA) inside the United States. 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 and cannot be less than eight percent of the national cost of living average. The current threshold is 108% of the national cost of living average. Payment to Soldiers is authorized under the provisions of Title 37 U.S.C. 403b.

Soldiers at the following locations receive CONUS COLA as of January 2013:

<p>CALIFORNIA OAKLAND , CA SAN FRANCISCO, CA VENTURA, CA MARIN/SONOMA, CA SAN BERNARDINO, CA LOS ANGELES, CA RIVERSIDE , CA HUMBOLDT COUNTY, CA SANTA CLARA COUNTY, CA</p> <p>MICHIGAN DETROIT, MI</p> <p>PENNSYLVANIA PHILADELPHIA, PA NAS WILLOW GROVE, PA</p>	<p>CONNECTICUT NEW HAVEN / FAIRFIELD, CT</p> <p>FLORIDA FLORIDA KEYS, FL MIAMI / FT LAUDERDALE, FL</p> <p>ILLINOIS CHICAGO, IL JOILET ARMY DEPOT</p> <p>MASSACHUSETTS BOSTON, MA WORCESTER, MA PLYMOUTH, MA ESSEX COUNTY, MA MARTHA'S VINEYARD, MA</p>	<p>NEW JERSEY ATLANTIC CITY, NJ CAMDEN, NJ</p> <p>NEVADA RENO/CARSON, NV</p> <p>NEW YORK WEST POINT, NY LONG ISLAND, NY NEW YORK CITY, NY WESTCHESTER COUNTY, NY STATEN ISLAND, NY</p>
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MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
CONUS COST OF LIVING ALLOWANCE - ENLISTED
(IN THOUSANDS OF DOLLARS)

PART II - JUSTIFICATION OF FUNDS REQUESTED

CONUS COLA budget estimate is a product of the projected number of personnel eligible to receive the allowance and the average annual COLA rate.

There is a -\$1.5 million decrease in CONUS COLA between FY 2013 and FY 2014. This decrease is based on:

- (1) Price increase due to the annualization of the FY 2013 and FY 2014 pay raise: +\$0.5 million
- (2) Program decrease due to a reduction in the number of Soldiers expected to receive this allowance: -\$2.0 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	10,777	\$1,839	19,819	3,579	\$1,870	6,693	2,741	\$1,892	5,186

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

ESTIMATE FY 2014	\$304,242
ESTIMATE FY 2013	\$318,617
ACTUAL FY 2012	\$330,071

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:

Initial Issue - Provided to enlisted members upon initial enlistment or upon other special qualification for entitlement to a prescribed outfitting of uniforms. The initial issue may be an in-kind issue or a combination of in kind issue and cash payment. An additional civilian clothing allowance is authorized to enlisted members who are required to wear civilian clothing to perform duties.

Maintenance Allowances:

Basic Allowance - Provides for continued replacement and maintenance of unique military items that would normally require replacement during the first three years of active duty.

Standard Allowance - Provides for continued replacement and maintenance of unique military items that would normally require replacement after completion of three years of active duty.

Supplementary Allowances - Provided to enlisted 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.

Other Allowances:

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. KATUSA Soldiers are provided a clothing issue.

Replacement During First Six Months - Issue in Kind exchanges and alterations within the first six months of active duty including personal clothing and footwear (clothing bag items only). Exchanges based on misfit (weight loss/gain), footwear incompatibility, or item damage incident to service or due to intensive training.

Charges Sales - Provides funds to cover emergency needs of enlisted members to purchase clothing items needed for health and welfare.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for uniform and clothing purchases are calculated by multiplying the projected number eligible for each type of allowance by the applicable rate in accordance with DOD Financial Management Regulation (FMR), Volume 7A, Chapter 29.

The civilian clothing allowance rate is a composite rate based on the weighted averages of three civilian clothing payment levels authorized under the DOD FMR, Volume 7A, Chapter 29. The three payment levels for FY 2012 are: (1) permanent duty initial payment, \$954; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$318; and (3) temporary duty of at least 30 days in a 36-day period \$636. FY 2014 civilian clothing rates are increased by general inflation.

There is a -\$14.4 million decrease in the enlisted clothing allowance requirement between FY 2013 and FY 2014. This change is driven by:

- (1) Price increase due to general inflation: +\$8.6 million
- (2) Program decrease due to extending the useful life replacement cost for basic and standard clothing maintenance from FY 2013 to FY 2014: -\$23.0 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	53,737	\$1,439	77,328	49,542	\$1,463	72,480	53,882	\$1,526	82,218
ARMY, FEMALE	8,211	\$1,662	13,646	8,767	\$1,691	14,825	9,561	\$1,754	16,765
SUBTOTAL MILITARY	61,948		90,974	58,309		87,305	63,443		98,983
INITIAL CIVILIAN ISSUE	4,877	\$659	3,214	5,130	\$602	3,088	4,939	\$688	3,396
SUBTOTAL INITIAL ISSUE	66,825		94,188	63,439		90,393	68,382		102,379

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	153,611	\$310	47,620	176,603	\$315	55,630	124,832	\$331	41,295
BASIC MAINTENANCE, FEMALE	24,287	\$346	8,403	27,969	\$351	9,817	19,632	\$371	7,288
SUBTOTAL BASIC ALLOWANCE	177,899		56,023	204,572		65,447	144,464		48,583
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	254,414	\$441	112,197	250,772	\$448	112,346	219,341	\$475	104,225
STANDARD MAINTENANCE, FEMALE	40,080	\$494	19,799	39,492	\$502	19,825	34,746	\$529	18,392
SUBTOTAL STANDARD ALLOWANCE	294,494		131,996	290,264		132,171	254,087		122,617
SUBTOTAL MAINTENANCE ALLOWANCES	472,393		188,019	494,836		197,618	398,551		171,200
SUPPLEMENTARY ALLOWANCE			5,431			27,056			21,246
OTHER ALLOWANCES									
KATUSA			1,794	2,100	\$1,157	2,430			1,997
REPLACEMENT DURING FIRST 6 MONTHS			11,863			0			6,300
CHARGE SALES			28,776			1,120			1,120
SUBTOTAL OTHER ALLOWANCES			42,433	2,100		3,550			9,417
TOTAL CLOTHING ALLOWANCES - ENLISTED	506,719		330,071	560,375		318,617	506,719		304,242

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

ESTIMATE FY 2014	\$98,679
ESTIMATE FY 2013	\$99,312
ACTUAL FY 2012	\$206,181

Project: Family Separation Allowances - Enlisted

PART I - PURPOSE AND SCOPE

Family Separation Allowance (FSA) authorized in accordance with 37 U.S.C 427. It provides compensation for added expenses incurred due to an enforced family separation. FSA is payable to qualified members serving inside or outside the United States. Payment is \$250 per month. There are two types of FSA payments:

Family Separation Allowance - Restricted (FSA-R) - FSA-R is payable when a member with dependents makes a permanent change of station move, and travel of dependents to the duty station is not authorized and dependents do not reside at or near the duty station.

Family Separation Allowance - Temporary Duty (FSA-T) - FSA-T is payable when a member with dependents is on temporary duty (TDY) travel continuously for more than 30 days, and dependents do not reside near the TDY location.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FSA budget estimate is a product of the estimated number of personnel for each type of family separation allowance and the applicable statutory rate. The FY 2014 takers for FSA were forecasted based on FY 2012 actual base-level execution.

There is a -\$0.6 million decrease in the enlisted family separation allowance (FSA) requirement between FY 2013 and FY 2014. This decrease is based on:

- (1) Program decrease due to a reduction in the anticipated number of Soldiers expected to receive this allowance: -\$1.7 million
- (2) Program increase due to the inclusion of the FY 2013 position at President's Budget levels: +\$1.1 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE	RATE	AMOUNT	AVERAGE	RATE	AMOUNT	AVERAGE	RATE	AMOUNT
	NUMBER			NUMBER			NUMBER		
FAMILY SEPARATION ALLOWANCES - ENLISTED									
FAMILY SEPARATION ALLOWANCE - R	12,726	\$3,000	38,178	16,815	\$3,000	50,444	12,293	\$3,000	36,878
FAMILY SEPARATION ALLOWANCE - T	56,001	\$3,000	168,003	16,289	\$3,000	48,868	20,600	\$3,000	61,801
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	68,727		206,181	33,104		99,312	32,893		98,679

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

ESTIMATE FY 2014 \$9,307
ESTIMATE FY 2013 \$9,306
ACTUAL FY 2012 \$4,000

Project: Aid and Attendance for Catastrophically Injured

PART I - PURPOSE AND SCOPE

Aid and Attendance for Catastrophically Injured provides payment to 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 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. This allowance is authorized under provisions of 37 U.S.C. 439, (Section 603 of FY 2010 NDAA, P.L. 111-87).

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 average rate is based on the Army-approved 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 Army began making payments for Aid and Attendance for Catastrophically Injured in September 2011. The Army expects an increase in the number of payments as more Soldiers become aware of this new entitlement. The FY 2013 and FY 2014 requests reflect this growth in the number of payments.

There is relatively no change in the Aid and Attendance for Catastrophically Injured requirement between FY 2013 and FY 2014.

The detailed computations are provided in the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW-CATASTROPHICALLY INJURED	134	\$29,830	4,000	312	\$29,830	9,306	312	\$29,830	9,307

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

ESTIMATE FY 2014	\$287,133
ESTIMATE FY 2013	\$378,455
ACTUAL FY 2012	\$405,584

Project: Separation Payments - Enlisted

PART I - PURPOSE AND SCOPE

Funds requested provide for:

Accrued Leave Pay (Lump Sum Terminal Leave Payments) - Paid to enlisted members 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.

Severance Pay - Disability - Paid to enlisted 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).

Involuntary - Half Severance Pay - Paid to enlisted members who are 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.

Involuntary - Full Severance Pay - Paid to enlisted members who are 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.

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 reinstated for use from 31 December 2012 to 31 December 2018 by the FY 2012 National Defense Authorization Act.

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

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

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 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 reinstated for use from December 31, 2012 to December 31, 2018 by the FY 2012 National Defense Authorization Act.

\$30,000 Lump Sum Bonus - Paid to enlisted members who entered the uniform services on or after August 1, 1986 who choose 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. Payment is authorized by the FY 2000 National Defense Authorization Act.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a +\$78.0 million increase in the enlisted separation pay requirement between FY 2013 and FY 2014. This change is based on:

- (1) Price increase due to the annualization of the 1.7% pay raise, effective 1 January 2013 and the 1.0% pay raise, effective 1 January 2014: +\$2.4 million
- (2) Program increase due to an increase in involuntary separation pay associated with the Army's drawdown efforts to achieve an Active Component end strength of 490,000 by FY 2017: +\$75.6 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012				ESTIMATE FY 2013				ESTIMATE FY 2014			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
LUMP SUM TERMINAL LEAVE PAYMENTS												
SERGEANT MAJOR	622	14	\$2,785	1,732	353	15	\$2,712	957	423	14	\$2,868	1,213
1ST SERGEANT/MASTER SERGEANT	2,277	13	\$2,089	4,757	2,443	13	\$1,895	4,630	1,551	13	\$2,149	3,333
PLATOON SERGEANT/SERGEANT 1ST CLASS	5,137	19	\$2,531	13,001	4,749	14	\$1,709	8,117	3,497	19	\$2,604	9,106
STAFF SERGEANT	6,002	30	\$3,103	18,627	7,716	18	\$1,665	12,850	4,087	30	\$3,192	13,046
SERGEANT	12,876	20	\$1,800	23,176	17,529	17	\$1,369	23,989	8,767	20	\$1,852	16,233
CORPORAL/SPECIALIST	25,141	19	\$1,373	34,510	32,993	16	\$1,130	37,269	17,114	19	\$1,412	24,172
PRIVATE FIRST CLASS	6,403	23	\$1,473	9,431	5,473	17	\$1,016	5,559	4,360	23	\$1,515	6,606
PRIVATE E2	3,950	23	\$1,274	5,034	6,545	15	\$809	5,297	2,690	23	\$1,311	3,526
PRIVATE E1	7,159	28	\$1,373	9,830	12,215	20	\$950	11,600	4,874	28	\$1,412	6,884
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	69,567			120,098	90,015			110,268	47,363			84,119
AUTHORIZED DONATIONS				0				0				0
SEVERANCE PAY, DISABILITY	4,777		\$27,406	130,920	2,866		\$19,413	55,641	2,697		\$28,194	76,039
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	1,771		\$14,342	25,400	872		\$14,145	12,336	1,634		\$14,749	24,100
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	899		\$33,169	29,819	3,355		\$34,361	115,267	5,652		\$34,144	192,965
VOLUNTARY SEPARATION INCENTIVE				5,103				4,943				4,213
SPECIAL SEPARATION BENEFIT (SSB)				0				0				0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY				0				0				0
\$30,000 LUMP SUM BONUS				94,244				80,000				75,000
TOTAL SEPARATION PAYMENTS - ENLISTED	77,014			405,584	97,108			378,455	57,346			456,436
ACTIVE COMPONENT STRENGTH FUNDED IN OCO									4,958			169,303
BASELINE REQUEST									52,387			287,133

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

ESTIMATE FY 2014	\$976,224
ESTIMATE FY 2013	\$1,009,678
ACTUAL FY 2012	\$1,190,208

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
2012	\$110,100	No upper limit
2013	\$113,700	No upper limit
2014	\$117,900	No upper limit

The FY 2013 and FY 2014 FICA tax budget request contains \$88.9 and \$63.5 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component end strength above 490,000.

The FY 2013 budget request includes 11,782 additional enlisted man-years (\$27.4 million) associated with Temporary End Strength Medical (TEAM) in the baseline requirement. Requirements for TEAM were realigned to OCO in FY 2014 and include 3,000 enlisted man-years (\$5.8 million).

There is a -\$53.0 million change in the enlisted FICA requirement between FY 2013 and FY 2014. This decrease is based on:

- (1) Price increase due to the annualization of the 1.7% pay raise, effective 1 January 2013: +\$4.4 million
- (2) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2014: +\$7.8 million
- (3) Price increase due to the inclusion of FY 2013 at President's Budget 2013 levels: +\$2.2 million
- (4) Program increase due to a shift in enlisted grade structure: +\$3.7 million
- (5) Program decrease due to decline in enlisted man-years associated with TEAM (11,782 man-years in FY 2013 and 3,000 man-years in FY 2014): -\$21.6 million
- (6) Program decrease due to a decline in total enlisted man-years: -\$49.5 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013 ¹			ESTIMATE FY 2014 ²		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	504,168	\$2,361	1,190,208	451,931	\$2,431	1,098,528	422,727	\$2,473	1,045,506
TOTAL SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED	504,168		1,190,208	451,931		1,098,528	422,727		1,045,506
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				36,940		88,850	29,077		69,282
BASELINE REQUEST				414,991		1,009,678	393,650		976,224

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF CADETS
SCHEDULE OF INCREASES AND DECREASES - CADETS

Pay and Allowances of Cadets

FY 2013 Direct Program

77,680

Increases:

Price Increases:

a.	Basic Pay increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	335
b.	Basic Pay increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	590
c.	Basic Allowance for Subsistence increase due to the annualization of the 1.1% subsistence inflation rate, effective 1 January 2013, and 3.4%, effective 1 January 2014	239
d.	FICA increase due to the annualization of the 1.7% pay raise, effective 1 January 2013	6
e.	FICA increase due to the annualization of the 1.0% pay raise, effective 1 January 2014	10

Total Price Increases

1,180

Total Increases

1,180

Decreases:

Program Decreases:

a.	Basic Pay decrease due to man-year reduction	(634)
b.	Basic Allowance for Subsistence decrease due to man-year reduction	(225)
c.	FICA decrease due to man-year reduction	(42)

Total Program Decreases

(901)

Total Decreases

(901)

FY 2014 Direct Program

77,959

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

ESTIMATE FY 2014 \$77,959
ESTIMATE FY 2013 \$77,680
ACTUAL FY 2012 \$76,314

Project: Academy Cadets

PART I - PURPOSE AND SCOPE

The funds requested provide for United States Military Academy (USMA) Cadets basic pay and allowances, rations, and the employer's share of the Federal Insurance Contribution Act tax under the provisions of Title 37 U.S.C. Sections 201, 203, and 422.

Title 37 U.S.C. Section 203 (c) sets the basic pay rate of a 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 2009 National Defense Authorization Act Section 540 (a) authorizes USMA to have a strength of 4,400 Cadets as measured on the day before the last day of the academic year.

Title 10 U.S.C. Section 4344 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 man-years.

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

Calendar Year 2012 - \$11.55 (1 Jan - 31 Dec)	FY 2012 Annualized Rate - \$11.36 per day
Calendar Year 2013 - \$11.70 (1 Jan - 31 Dec)	FY 2013 Annualized Rate - \$11.66 per day
Calendar Year 2014 - \$12.10 (1 Jan - 31 Dec)	FY 2014 Annualized Rate - \$12.00 per day

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

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.

Funding Requirement Changes from FY 2013 to FY 2014:

The Academy Cadets funding requirement changes by +\$0.3 million from FY 2013 to FY 2014. This change is a net result of the following factors:

Increases:

- (1) Price increase in basic pay due to pay inflation is +\$0.9 million from FY 2013 to FY 2014. The increase is a result of:
 - (a) Annualization of the 1.7% pay raise, effective 1 January 2013: +\$0.3 million
 - (b) Annualization of the 1.0% pay raise, effective 1 January 2014: +\$0.6 million
- (2) Price increase in subsistence due to Cadet ration rate inflation from \$11.70 to \$12.10 is +\$0.2 million
- (3) Price increase in FICA due to an increase in the basic pay rate: +\$0.1 million

Decreases:

- (4) Program decrease in basic pay as a result of man-year reduction: -\$0.6 million
- (5) Program decrease in subsistence as a result of man-year reduction: -\$0.2 million
- (6) Program decrease in FICA as a result of man-year reduction: -\$0.1 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACADEMY CADETS									
BASIC PAY	4,432	\$12,077	53,524	4,456	\$12,188	54,310	4,404	\$12,398	54,601
SUBSISTENCE (COMMUTED RATIONS)	4,432	\$4,227	18,735	4,456	\$4,325	19,272	4,404	\$4,379	19,286
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,379	\$926	4,055	4,396	\$932	4,098	4,351	\$936	4,072
TOTAL ACADEMY CADETS			76,314			77,680			77,959

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE
SCHEDULE OF INCREASES AND DECREASES - ENLISTED SUBSISTENCE

Subsistence of Enlisted Personnel

FY 2013 Direct Program **2,246,549**

Increases:

Price Increases:

a.	Basic Allowance for Subsistence increase due to the annualization of the 1.1% rate adjustment, effective January 1, 2013	1,882
b.	Basic Allowance for Subsistence increase due to the annualization of the 3.4% rate adjustment, effective January 1, 2014	17,448
c.	Subsistence in Messes increase due to dining facility cost inflation	17,824
d.	Operational Rations increase due to manufacturer price inflation	2,436
e.	Unitized Group Rations-Heat and Serve increase due to manufacturer price inflation	418
f.	Unitized Group Rations (A) increase due to manufacturer price inflation	2,068
g.	Other Rations increase due to annual eligibility cost	468
h.	Family Subsistence Supplemental Allowance increase due to annual eligibility cost	71

Total Price Increases **42,614**

Program Increases:

a.	Basic Allowance for Subsistence increase due to decreased collections	24,411
b.	Operational Rations increase due to number of personnel estimated to receive benefit	1,575
c.	Unitized Group Rations (A) increase due to number of personnel estimated to receive benefit	8,708
d.	Other Rations increase due to number of personnel estimated to receive benefit	967
e.	Family Subsistence Supplemental Allowance increase due to number of personnel estimated to receive benefit	139
f.	Increase in direct resources due to a decrease in reimbursable requirements	11,583

Total Program Increases **47,383**

Total Increases **89,997**

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE
SCHEDULE OF INCREASES AND DECREASES - ENLISTED SUBSISTENCE

Decreases:

Price Decreases:

a.	Basic Allowance for Subsistence decrease due to increased collections resulting from annualized rate adjustments	(9,476)	
b.	Augmentation Rations decrease due to contract meal and KATUSA price deflation	(436)	
Total Price Decreases			(9,912)

Program Decreases:

a.	Basic Allowance for Subsistence decrease due to number of personnel estimated to receive benefit	(109,605)	
b.	Subsistence in Messes decrease due to number of personnel estimated to receive benefit	(127,153)	
c.	Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit	(447)	
d.	Augmentation Rations decrease due to number of personnel estimated to receive benefit	(8,649)	
Total Program Decreases			(245,854)

Total Decreases			(255,766)
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FY 2014 Direct Program - Includes Overseas Contingency Operations funding for Active Component strength above 490,000 and Temporary End Strength Army Medical (\$126.1 million)			2,080,781
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FY 2014 Base Funded Direct Program			1,954,730
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MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE
(IN THOUSANDS OF DOLLARS)

ESTIMATE FY 2014	\$1,962,520
ESTIMATE FY 2013	\$2,113,032
ACTUAL FY 2012	\$3,198,083

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.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2013 and FY 2014 Subsistence of Enlisted Personnel budget request contains \$152.8 million and \$126.0 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000 and Temporary End Strength Army Medical (TEAM).

The FY 2013 budget request includes 11,782 additional enlisted man-years (\$36.1 million) associated with Temporary End Strength Medical (TEAM) in the baseline requirement. Requirements for TEAM were realigned to OCO in FY 2014 and include 3,000 enlisted man-years (\$13.3 million).

The change in Subsistence of Enlisted Personnel from FY 2013 to FY 2014 is -\$177.3 million. This decrease is based on the following changes to Basic Allowance for Subsistence, Subsistence in Kind, and Family Supplemental Subsistence Allowance.

Basic Allowance for Subsistence

Basic Allowance for Subsistence figures displayed for FY 2012 reflect actual execution to include expenses associated with OEF. Basic Allowance for Subsistence (BAS) takers are directly related to the total enlisted strength levels and adjusted for soldiers in training who do not receive BAS. Statutory rate inflation is based on budget guidance. The change in BAS from FY 2013 to FY 2014 is -\$75.3 million.

Price increases:

- 1) BAS increase due to 1.1% annualized rate change effective January 1, 2013: +\$1.9 million
- 2) BAS increase due to 3.4% annualized rate change effective January 1, 2014: +\$17.4 million

Price decreases:

- 1) BAS requirement decrease due to increased collection rates: -\$9.4 million

Program increase:

- 1) BAS increase due to decreased collections associated with lower strength levels: +\$24.4 million
- 2) Increase in direct resources due to a decrease in reimbursable requirements: +\$11.6 million

Program decreases:

- 1) BAS decrease due to lower strength levels: -\$121.2 million

Subsistence in Kind

Subsistence in Kind data in FY 2012 reflects actual execution to include expenses associated with OEF. FY 2013 and FY 2014 data reflect the projected base requirements during peace time operations for subsistence in messes and operational rations. These accounts are closely tied to inflation factors similar to those impacting BAS. The change in Subsistence in Kind from FY 2013 to FY 2014 is -\$102.2 million.

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

Price increases:

- 1) Subsistence in Messes increase due to dining facility cost inflation: +\$17.8 million
- 2) Operational rations (MREs) increase due to manufacturer price inflation: +\$2.4 million
- 3) Unitized Group Rations - Heat and Serve increase due to manufacturer price inflation: +\$0.4 million
- 4) Unitized Group Rations (A) increase due to manufacturer price inflation: +\$2.1 million
- 5) Other rations increase due to price inflation: +\$0.5 million

Program increases:

- 1) Operational Rations increase due to number of personnel estimated to receive benefit: +\$1.6 million
- 2) Unitized Group Rations (A) increase due to number of personnel estimated to receive benefit: +\$8.7 million
- 3) Other Rations increase due to number of personnel estimated to receive benefit: +\$1.0 million

Program decreases:

- 1) Subsistence in Mess decrease due to reduced enlisted strength and the Army's efforts to align base funding requirements with actual execution data: -\$127.2 million
- 2) Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit: -\$0.4 million
- 3) Augmentation Rations decrease due to realignment with FY12 actual execution levels: -\$9.1 million

Family Subsistence Supplemental Allowance

In August 2009, the maximum monthly amount payable to a Soldier for Family Subsistence Supplemental Allowance increased from \$500 to \$1,100 per month (per P.L. 106-398 sec 603 of the FY 2010 NDAA). This increase, along with recent efforts to increase the awareness of this program, has driven increases to FSSA funding since 2009. The change in FSSA from FY 2013 to FY 2014 is +\$.2 million.

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 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBSISTENCE OF ENLISTED PERSONNEL									
BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED									
WHEN AUTHORIZED TO MESS SEPARATELY	483,606	\$4,111	1,988,156	436,279	\$4,288	1,870,737	410,712	\$4,335	1,780,461
COLLECTIONS AT DISCOUNT MEAL RATE	(82,153)	\$3,617	(297,146)	(110,393)	\$3,774	(416,594)	(103,924)	\$3,865	(401,658)
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	401,453		1,691,010	325,886		1,454,143	306,788		1,378,803
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES	279,074	\$3,736	1,042,621	164,197	\$3,966	651,221	132,137	\$4,101	541,892
SUBTOTAL SUBSISTENCE IN MESSES	279,074		1,042,621	164,197		651,221	132,137		541,892
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	23,834	\$8,146	194,149	8,320	\$8,423	70,080	8,507	\$8,709	74,091
UNITIZED GROUP RATIONS-HEAT AND SERVE	6,078	\$7,323	44,510	1,668	\$7,572	12,627	1,609	\$7,829	12,598
UNITIZED GROUP RATIONS (A)	8,784	\$5,893	51,762	8,547	\$6,094	52,083	9,976	\$6,301	62,859
OTHER RATION PACKAGES	13,149	\$12,986	170,753	953	\$13,428	12,797	1,025	\$13,885	14,232
SUBTOTAL OPERATIONAL RATIONS	51,844		461,174	19,488		147,587	21,117		163,780
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			670			3,416			759
MEALS FURNISHED UNDER CONTRACT			759			7,098			859
MEALS FURNISHED BY MEDICAL FACILITIES			316			546			357
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS	-		1,745	-		11,060			1,975
SUBTOTAL SUBSISTENCE IN KIND	330,919		1,505,540	183,685		809,868	153,254		707,647
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	228	\$6,722	1,533	275	\$6,951	1,911	295	\$7,187	2,121
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	732,600		3,198,083	509,846		2,265,922	460,337		2,088,571
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				35,665		152,890	29,041		126,051
BASELINE REQUEST				474,181		2,113,032	431,296		1,962,520

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
SCHEDULE OF INCREASES AND DECREASES - PCS

Permanent Change of Station Travel

FY 2013 Direct Program		1,966,186
Increases:		
Price Increases:		
a. Member travel increase due to cost inflation	6,861	
b. Dependent travel increase due to cost inflation	7,386	
c. Trailer allowance increase due to cost inflation	3	
d. Privately owned vehicle increase due to cost inflation	661	
e. Non-temporary storage increase due to cost inflation	182	
f. Temporary lodging expense increase due to cost inflation	1,153	
Total Price Increases		16,246
Program Increases:		
a. Household goods shipment increase due to change in move requirements	8,857	
b. Privately owned vehicle increase due to change in move requirements	351	
c. Port handling increase due to change in move requirements	114	
Total Program Increases		9,322
Total Increases		25,568

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
SCHEDULE OF INCREASES AND DECREASES - PCS

Decreases:

Price Decreases:

a.	Household goods shipment decrease due to cost inflation	(33,462)	
b.	Dislocation allowance decrease due to annualization of 2013 and 2014 pay raise	(8,797)	
c.	Port handling decrease due to cost inflation	(62)	
Total Price Decreases			(42,322)

Program Decreases:

a.	Member travel decrease due to change in move requirements	(3,697)	
b.	Dependent travel decrease due to change in move requirements	(7,012)	
c.	Dislocation allowance decrease due to change in move requirements	(1,210)	
d.	Trailer allowance decrease due to change in move requirements	(22)	
e.	Non-temporary storage decrease due to change in move requirements	(106)	
f.	Temporary lodging expense increase due to change in move requirements	(25,957)	
Total Program Decreases			(38,004)

Total Decreases

(80,326)

FY 2014 Direct Program - Includes Overseas Contingency Operations funding for Active Component strength above 490,000 Soldiers (\$115.0 million)

1,911,428

FY 2014 Base Funded Direct Program

1,796,449

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

	ACTUAL FY 2012		ESTIMATE FY 2013		ESTIMATE FY 2014	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	68,013	\$189,942	66,392	\$190,271	63,046	\$184,442
TRAINING TRAVEL	15,153	\$165,971	20,082	\$190,208	14,112	\$140,003
OPERATIONAL TRAVEL	45,128	\$437,159	43,250	\$590,031	47,630	\$577,217
ROTATIONAL TRAVEL TO/FROM OVERSEAS	53,129	\$908,507	44,613	\$766,402	46,777	\$759,901
SEPARATION TRAVEL	83,559	\$226,851	75,535	\$215,841	79,236	\$239,298
ORGANIZED UNIT TRAVEL	9,058	\$15,531	5,908	\$13,433	5,761	\$10,567
TOTAL OBLIGATIONS	274,040	\$1,943,961	255,780	\$1,966,186	256,562	\$1,911,428
ACTIVE COMPONENT STRENGTH FUNDED IN OCO			19,739	\$178,605	25,512	\$114,979
BASELINE REQUEST			236,041	\$1,787,581	231,050	\$1,796,449

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

	ACTUAL FY 2012		ESTIMATE FY 2013		ESTIMATE FY 2014	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	268,655	\$368,888	255,780	\$303,662	251,814	\$306,639
AMC	0	\$0	0	\$0	0	\$0
COMMERCIAL AIR	15,743	\$82,630	14,258	\$18,598	14,192	\$18,785
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	129,052	\$107,063	122,097	\$95,560	109,126	\$95,849
AMC	0	\$0	0	\$0	0	\$0
COMMERCIAL AIR	2,078	\$25,131	1,863	\$2,131	1,901	\$2,216
TRANSPORATION OF HHG						
LAND SHIPMENT	230,500	\$717,095	221,605	\$1,173,631	218,996	\$1,148,181
ITGBL SHIPMENT	126,674	\$39,757	118,615	\$81,576	114,928	\$82,421
DISLOCATION ALLOWANCE	130,182	\$243,934	120,864	\$203,787	119,451	\$193,773
TRAILER ALLOWANCE	527	\$107,238	479	\$184	1,795	\$1,398
TRANSPORATION OF POVS	12,830	\$162,549	11,890	\$7,857	11,143	\$7,634
PORT HANDLING (HHG)	1,364	\$13,497	1,467	\$660	1,471	\$712
NON-TEMPORARY STORAGE		\$18,514	0	\$10,699	1,446	\$10,774
TEMPORARY LODGING EXPENSE		\$57,665	0	\$67,841	0	\$43,045
TOTAL OBLIGATIONS		\$1,943,961		\$1,966,186		\$1,911,428
LESS: REIMBURSABLE		\$2,786		0		0
TOTAL DIRECT		\$1,941,175		\$1,966,186		\$1,911,428
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				\$178,605		\$114,978
BASELINE REQUEST				\$1,787,581		\$1,796,450

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.

The general inflation assumption is 1.9% in FY 2014.

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

ESTIMATE FY 2014	\$173,351
ESTIMATE FY 2013	\$173,338
ACTUAL FY 2012	\$189,942

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

The FY 2013 and FY 2014 accession travel budget request contains \$16.9 and \$11.1 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component end strength above 490,000 Soldiers.

The net change in the accession program is -\$5.8 million from FY 2013 to FY 2014. This change is composed of:

1. Price increase of +\$3.2 million driven by general inflation of 1.9%
2. Program decrease of -\$4.7 million driven by a slight reduction in FY 2014 accessions
3. Price change of +\$5.5 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels
4. Program change of -\$9.8 million due to the inclusion of the FY 2013 position at the President's Budget 2013 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 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
OFFICER									
MEMBER TRAVEL									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	6,091	\$1,251	7,617	7,758	\$1,789	13,879	5,831	\$1,151	6,710
ACCESSION TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
ACCESSION TVL, OFFICER- MEM TVL COMMERCIAL AIR	37	\$367	14	48	\$521	25	36	\$338	12
SUBTOTAL MEMBER TRAVEL			7,631			13,904			6,722
DEPENDENT TRAVEL									
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	909	\$881	801	1,157	\$1,261	1,459	871	\$810	706
ACCESSION TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
ACCESSION TVL, OFFICER- DEP TVL COMMERCIAL AIR	11	\$206	2	13	\$308	4	10	\$189	2
SUBTOTAL DEPENDENT TRAVEL			803			1,463			707
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	6,091	\$1,888	11,501	7,758	\$2,701	20,954	5,831	\$1,737	10,132
ACCESSION TVL, OFFICER- INTL GOVT BILL OF LADING	5,002	\$140	701	6,372	\$201	1,281	4,789	\$129	618
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			12,202			22,235			10,749
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	2,116	\$1,644	3,479	2,696	\$2,339	6,307	2,026	\$1,496	3,030
ACCESSION TVL, OFFICER- TRAILER ALLOWANCE	5	\$360	2	6	\$500	3	4	\$331	1
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLE	8	\$720	6	11	\$1,000	11	8	\$663	5
ACCESSION TVL, OFFICER- PORT HANDLING COST HHG	534	\$92	49	679	\$131	89	512	\$84	43
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			60			109			53
ACCESSION TVL, OFFICER- TEMPORARY LODGING			295			538			260
SUBTOTAL OFFICER			24,527			44,659			21,572
ENLISTED									
MEMBER TRAVEL									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	60,701	\$1,071	64,990	57,337	\$982	56,303	55,918	\$1,145	64,053
ACCESSION TVL, ENLISTED- MEM TVL AMC	-	0	-	0		0	-		0
ACCESSION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	4,937	\$442	2,184	4,664	\$417	1,945	4,548	\$473	2,153
SUBTOTAL MEMBER TRAVEL			67,174			58,248			66,206

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
DEPENDENT TRAVEL									
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	10,606	\$800	8,488	10,019	\$754	7,554	9,770	\$856	8,366
ACCESSION TVL, ENLISTED- DEP TVL AMC	-		-	0		0	-		0
ACCESSION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	59	\$307	18	56	\$304	17	55	\$329	18
SUBTOTAL DEPENDENT TRAVEL			8,506			7,571			8,384
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	60,701	\$1,088	66,052	57,337	\$1,026	58,828	55,918	\$1,164	65,100
ACCESSION TVL, ENLISTED- INTL GOVT BILL OF LADING	49,726	\$97	4,836	46,997	\$92	4,322	45,808	\$104	4,766
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			70,888			63,150			69,866
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	15,410	\$935	14,416	14,556	\$877	12,772	14,196	\$990	14,049
ACCESSION TVL, ENLISTED- TRAILER ALLOWANCE	22	\$475	10	20	\$500	10	20	\$508	10
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	7	\$956	7	7	\$857	6	7	\$1,023	7
ACCESSION TVL, ENLISTED- PORT HANDLING COST HHG	44	\$117	5	41	\$122	5	40	\$125	5
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			86			76			85
ACCESSION TVL, ENLISTED- TEMPORARY LODGING			3,540			3,153			3,489
SUBTOTAL ENLISTED			164,633			144,991			162,100
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,221	\$640	782	1,297	\$479	621	1,297	\$594	771
TOTAL ACCESSION TRAVEL	68,013		189,942			190,271			184,443
ACTIVE COMPONENT OVERSTRENGTH FUNDED IN OCO						16,933			11,091
BASELINE REQUEST						173,338			173,351

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

ESTIMATE FY 2014	\$131,077
ESTIMATE FY 2013	\$173,436
ACTUAL FY 2012	\$165,971

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

Training travel requirements result from officer and enlisted personnel attending military, federal government and civilian training programs. Training is a critical component necessary to develop and maintain skill sets needed to fill the requirements of an agile Army prepared to respond to worldwide conflicts.

The FY 2013 and FY 2014 training travel budget request contains \$16.8 and \$8.9 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000 Soldiers.

The net change in training travel is -\$50.2 million from FY 2013 to FY 2014. This change is comprised of:

1. Price increase of +\$6.2 million, driven by general inflation of 1.9%
2. Program decrease of -\$22.7 million primarily due to the re-alignment of operational moves that had previously been miscoded as training moves
3. Price change of -\$27.3 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels
4. Program change of -\$6.4 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels

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

The following table provides detailed cost computations:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
TRAINING TRAVEL									
OFFICER									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	12,797	\$1,131	14,470	10,767	\$1,250	13,464	10,963	\$1,089	11,942
TRAINING TVL, OFFICER- DEP TVL MILEAGE	8,688	\$599	5,207	7,310	\$663	4,846	7,442	\$577	4,297
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	12,797	\$7,959	101,846	10,767	\$8,804	94,794	10,963	\$7,667	84,050
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	12,533	\$2,654	33,257	10,545	\$2,920	30,789	10,737	\$2,528	27,137
TRAINING TVL, OFFICER- TRAILER ALLOWANCE	7	\$777	5	5	\$1,000	5	6	\$748	4
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			574			534			474
TRAINING TVL, OFFICER- TEMPORARY LODGING			4,681			4,357			3,869
SUBTOTAL OFFICER			160,041			148,789			131,768
ENLISTED									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	2,356	\$329	775	9,315	\$582	5,420	3,149	\$342	1,078
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	1,486	\$246	366	5,876	\$435	2,557	1,987	\$256	509
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	2,356	\$1,668	3,930	9,315	\$2,948	27,464	6,149	\$1,735	5,465
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	890	\$873	777	3,517	\$1,535	5,400	1,189	\$898	1,068
TRAINING TVL, ENLISTED- TRAILER ALLOWANCE	4	\$972	4	16	\$1,750	28	5	\$1,011	5
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			3			20			4
TRAINING TVL, ENLISTED- TEMPORARY LODGING			76			530			105
SUBTOTAL ENLISTED			5,930			41,419			8,235
TOTAL TRAINING TRAVEL			165,971			190,208			140,003
ACTIVE COMPONENT OVERSTRENGTH FUNDED IN OCO						16,772			8,926
BASELINE REQUEST						173,436			131,077

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

ESTIMATE FY 2014	\$542,784
ESTIMATE FY 2013	\$533,352
ACTUAL FY 2012	\$437,159

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 and directly impacts the Army's ability to execute strategic placements in both peacetime and war. The budget request reflects the Army's current operational move requirements for FY 2013.

The FY 2013 and FY 2014 operational travel budget request contains \$56.7 and \$34.4 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000 Soldiers.

The net change in operational travel is -\$12.8 million from FY 2013 to FY 2014. This change is composed of:

1. Price increase of +\$10.9 million driven by general inflation of 1.9%
2. Program increase of +\$26.2 million primarily due to the re-alignment of operational moves that had previously been miscoded as training moves

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

3. Price decrease of -\$22.2 million for TLE at Fort Bliss, Texas: 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 FY 2013 Operational Move request includes \$22.2M for increased TLE costs. As the housing situation is expected to improve, the FY 2014 Operational move request will not require additional costs associated with increased TLE at Fort Bliss.
4. Price change of -\$18.2 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels
5. Program change of -\$9.5 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels

The following table provides detailed cost computations:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPERATIONAL OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	8,976	\$1,240	11,134	9,636	\$1,754	16,904	8,609	\$1,482	12,754
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	7,216	\$718	5,180	7,747	\$1,015	7,865	6,921	\$857	5,934
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	8,976	\$10,358	92,973	9,636	\$14,645	141,116	8,609	\$12,371	106,505
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,976	\$2,149	19,289	9,636	\$3,063	29,519	8,609	\$2,538	21,848
OPERATIONAL TVL, OFFICER- TRAILER ALLOWANCE	6	\$873	5	6	\$1,167	7	5	\$1,042	6
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			448			686			513
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING			12,687			13,860			3,587
SUBTOTAL OFFICER			141,715			209,957			151,147

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPERATIONAL ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	36,152	\$710	25,666	33,614	\$974	32,747	38,168	\$1,007	38,439
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	23,349	\$592	13,819	33,379	\$528	17,629	24,651	\$840	20,697
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	36,152	\$5,555	200,823	33,614	\$7,621	256,178	38,168	\$7,880	300,763
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	36,152	\$935	33,806	33,614	\$1,294	43,485	38,168	\$1,312	50,061
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	8	\$535	4	7	\$714	5	9	\$759	7
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			212			270			318
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING			21,112			29,760			15,785
SUBTOTAL ENLISTED			295,444			380,074			426,070
TOTAL OPERATIONAL TRAVEL			437,159			590,031			577,217
ACTIVE COMPONENT OVERSTRENGTH FUNDED IN OCO						56,679			34,433
BASELINE REQUEST						533,352			542,784

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

ESTIMATE FY 2014	\$714,163
ESTIMATE FY 2013	\$698,714
ACTUAL FY 2012	\$908,507

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. Rotational moves play an integral role in establishing proper balance across all Army installations across the globe. Rotational moves are directly impacted by overseas strength requirements and the length of overseas tours for Soldiers and their families.

The FY 2013 and FY 2014 Rotational Travel budget request contains \$67.7 and \$45.7 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000 Soldiers.

The net change in rotational travel is -\$6.5 million from FY 2013 to FY 2014. This change is composed of:

1. Price increase of +\$13.8 million driven by general inflation of 1.9%
2. Program decrease of -\$27.9 million due to a change in the mix of officer and enlisted moves and reductions based on the deactivation of European stationed units
3. Price change of -\$20.3 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels
4. Program change of +\$27.9 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels

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

The following table provides detailed cost computations:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL									
OFFICER									
MEMBER TRAVEL									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	9,121	\$5,714	52,114	7,258	\$5,738	41,643	8,840	\$5,714	50,511
ROTATIONAL TVL, OFFICER- MEM TVL AMC	0	\$0	0	0	\$0	0	0	\$0	0
ROTATIONAL TVL, OFFICER- MEM TVL COMMERCIAL AIR	1,261	\$3,018	3,805	1,003	\$3,031	3,040	1,222	\$3,018	3,688
SUBTOTAL MEMBER TRAVEL			55,918			44,683			54,198
DEPENDENT TRAVEL									
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	5,069	\$3,577	18,132	4,034	\$3,593	14,493	4,913	\$3,577	17,574
ROTATIONAL TVL, OFFICER- DEP TVL AMC	0	\$0	0	0	\$0	0	0	\$0	0
ROTATIONAL TVL, OFFICER- DEP TVL COMMERCIAL AIR	330	\$ 2,483	819	262	\$2,496	654	320	\$2,483	794
SUBTOTAL DEPENDENT TRAVEL			18,952			15,147			18,369
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	9,121	\$15,017	136,974	7,258	\$15,081	109,456	8,840	\$15,018	132,761
ROTATIONAL TVL, OFFICER- INTL GOVT BILL OF LADING	9,121	\$2,677	24,415	7,258	\$2,688	19,509	8,840	\$2,677	23,664
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			161,389			128,965			156,425
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,120	\$3,361	30,655	7,257	\$3,358	24,369	8,839	\$3,324	29,378
ROTATIONAL TVL, OFFICER- TRAILER ALLOWANCE	0	\$0	0	0	\$0	0	0	\$0	0
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLE	79	\$3,077	242	63	\$3,095	195	76	\$3,078	235
ROTATIONAL TVL, OFFICER- PORT HANDLING COST HHG	745	\$789	588	593	\$793	470	772	\$789	570
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			3,503			2,798			3,395
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING			5,905			4,718			5,723
SUBTOTAL OFFICER			277,151			221,345			268,292

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL									
ENLISTED									
MEMBER TRAVEL									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	44,008	\$2,478	109,050	37,355	\$2,429	90,735	34,042	\$2,497	85,001
ROTATIONAL TVL, ENLISTED- MEM TVL AMC	0	\$0	0	0	\$0	0	0	\$0	0
ROTATIONAL TVL, ENLISTED- MEM TVL COMMERCIAL AIR	5,003	\$3,021	15,113	4,246	\$2,961	12,574	3,870	\$3,044	11,780
SUBTOTAL MEMBER TRAVEL			124,163			103,309			96,781
DEPENDENT TRAVEL									
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	22,080	\$1,760	38,869	18,742	\$1,726	32,340	17,080	\$1,774	30,297
ROTATIONAL TVL, ENLISTED- DEP TVL AMC	0	\$0	0	0	\$0	0	0	\$0	0
ROTATIONAL TVL, ENLISTED- DEP TVL COMMERCIAL AIR	746	\$1,943	1,450	633	\$1,907	1,207	577	\$1,958	1,130
SUBTOTAL DEPENDENT TRAVEL			40,319			33,547			31,428
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	44,008	\$7,468	328,649	37,355	\$7,855	293,418	34,042	\$7,525	256,172
ROTATIONAL TVL, ENLISTED- INTL GOVT BILL OF LADING	44,008	\$1,424	62,658	37,355	\$1,396	52,150	34,042	\$1,435	48,840
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			391,307			345,568			305,012
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	44,008	1,332	58,614	37,355	1,299	48,529	34,042	1,327	45,174
ROTATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	149	584	87	126	571	72	115	589	68
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLE	67	2,943	196	56	2,893	162	51	2,965	153
ROTATIONAL TVL, ENLISTED- PORT HANDLING COST HHG	112	729	81	95	716	68	86	735	63
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			3,536			2,942			2,756
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING			13,052			10,860			10,174
SUBTOTAL ENLISTED			631,356			545,057			491,609
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			908,507			766,402			759,901
ACTIVE COMPONENT OVERSTRENGTH FUNDED IN OCO						67,688			45,738
BASELINE REQUEST						698,714			714,163

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

ESTIMATE FY 2014	\$225,129
ESTIMATE FY 2013	\$196,513
ACTUAL FY 2012	\$226,851

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 a product of the Army's efforts to maintain a balanced 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. The forecasted separation moves reflected in the submission are driven by the drawdown of the Army's strength in FY 2013 and FY 2014. In order to control end strength, and to begin to drawdown strength levels, the Army' has instituted retention control points (RCPs) for many enlisted grades.

The FY 2013 and FY 2014 separation travel budget request contains \$19.3 and \$14.2 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component end strength above 490,000 Soldiers.

The net change in separations travel is +\$23.5 million from FY 2013 to FY 2014. This change is composed of:

1. Price increase of +\$4.5 million driven by general inflation of 1.9%
2. Program increase of +\$2.3 million driven by increased separation moves expected as a result of the reduced end strength target in FY 2014
3. Price change of +\$10.6 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels
4. Program change of +\$6.1 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels

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

Detailed cost computations are provided in the following table:

SEPARATION OFFICER	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MEMBER TRAVEL									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	5,175	\$820	4,241	7,525	\$925	6,960	7,488	\$780	5,843
SEPARATION TVL, OFFICER- MEM TVL AMC	0	\$0	0	0	\$0	0	0	\$0	0
SEPARATION TVL, OFFICER- MEM TVL COMMERCIAL AIR	247	\$460	114	360	\$519	187	358	\$438	157
SUBTOTAL MEMBER TRAVEL			4,355			7,147			6,000
DEPENDENT TRAVEL									
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,244	\$627	780	1,809	\$708	1,281	1,800	\$597	1,075
SEPARATION TVL, OFFICER- DEP TVL AMC	0	\$0	0	0	\$0	0	0	\$0	0
SEPARATION TVL, OFFICER- DEP TVL COMMERCIAL AIR	123	\$388	48	178	\$438	78	178	\$369	66
SUBTOTAL DEPENDENT TRAVEL			828			1,359			1,141
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	4,744	\$5,377	25,506	6,898	\$6,068	41,860	6,864	\$5,119	35,136
SEPARATION TVL, OFFICER- INTL GOVT BILL OF LADING	3,823	\$289	1,103	5,559	\$326	1,812	5,531	\$275	1,519
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			26,609			43,672			36,655
SEPARATION TVL, OFFICER- TRAILER ALLOWANCE	4	\$295	1	6	\$333	2	6	\$281	2
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLE	918	\$977	897	1,335	\$1,103	1,472	1,328	\$930	1,235
SEPARATION TVL, OFFICER- PORT HANDLING COST HHG	10	\$633	6	14	\$714	10	14	\$602	9
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			1,249			2,049			1,720
SUBTOTAL OFFICER			33,945			55,711			46,762
ENLISTED MEMBER TRAVEL									

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	77,111	\$373	28,765	66,693	\$358	23,876	70,429	\$408	28,724
SEPARATION TVL, ENLISTED- MEM TVL AMC	0	\$0	0	0	\$0	0	0	\$0	0
SEPARATION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	4,552	\$219	996	3,937	\$210	827	4,158	\$239	995
SUBTOTAL MEMBER TRAVEL			29,761			24,703			29,718
DEPENDENT TRAVEL									
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	35,247	\$167	5,903	30,485	\$161	4,908	32,193	\$183	5,895
SEPARATION TVL, ENLISTED- DEP TVL AMC	0	\$0	0	0	\$0	0	0	\$0	0
SEPARATION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	833	\$247	206	721	\$237	171	761	\$271	206
SUBTOTAL DEPENDENT TRAVEL			6,109			5,079			6,101
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	42,619	\$3,404	145,073	36,861	\$3,266	120,389	38,926	\$3,722	144,865
SEPARATION TVL, ENLISTED- INTL GOVT BILL OF LADING	17,428	\$173	3,018	15,074	\$166	2,502	15,918	\$189	3,014
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			148,091			122,891			147,879
SEPARATION TVL, ENLISTED- TRAILER ALLOWANCE	332	\$188	63	287	\$181	52	303	\$206	62
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	12,045	\$601	7,244	10,418	\$577	6,011	11,001	\$658	7,234
SEPARATION TVL, ENLISTED- PORT HANDLING COST HHG	52	\$417	22	45	\$400	18	47	\$456	22
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			1,448			1,202			1,446
SUBTOTAL ENLISTED			192,738			159,956			192,462
SEPARATION TVL, CADET- MEM TVL MILEAGE	1,273	\$132	168	1,317	\$132	174	1,319	\$56	74
TOTAL SEPARATION TRAVEL			226,851			215,841			239,298
ACTIVE COMPONENT OVERSTRENGTH FUNDED IN OCO						19,328			14,169
BASELINE REQUEST						196,513			225,129

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

ESTIMATE FY 2014	\$9,945
ESTIMATE FY 2013	\$12,228
ACTUAL FY 2012	\$15,531

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.

The FY 2013 and FY 2014 organized unit travel budget request contains \$1.2 and \$0.6 million, respectively, in Overseas Contingency Operation (OCO) requirements associated with Active Component end strength above 490,000 Soldiers.

The FY 2014 budget request reflects a decrease -\$2.9 million from the FY 2013 request. This change is comprised of:

1. Price change of +\$0.1 million primarily driven by general inflation of 1.9%.
2. Price change of -\$2.8 million due to the inclusion of the FY 2013 position at the President's Budget 2013 levels.
3. Program change of -\$0.2 million due to a slight reduction in the number of Soldiers expected to participate in a unit move.

The following table provides detailed cost computations: (Next Page)

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ORGANIZED UNIT TRAVEL									
OFFICER									
ORG UNIT TVL, OFFICER- MEM TVL MILEAGE	1,099	\$128	141	716	\$203	145	708	\$146	103
ORG UNIT TVL, OFFICER- DEP TVL MILEAGE	75	\$386	29	49	\$612	30	48	\$439	21
ORG UNIT TVL, OFFICER- HHG LAND SHIPMENT	924	\$1,334	1,232	602	\$2,111	1,271	595	\$1,516	902
ORG UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	210	\$1,083	227	137	\$1,730	237	135	\$1,217	165
ORG UNIT TVL, OFFICER- TRAILER ALLOWANCE	0	\$0	0	0	\$0	0	0	\$0	0
ORG UNIT TVL, OFFICER- NONTEMP STORAGE HHG			2			2			1
ORG UNIT TVL, OFFICER- TEMPORARY LODGING			4			4			3
SUBTOTAL OFFICER			1,635			1,689			1,195
ENLISTED									
ORG UNIT TVL, ENLISTED- MEM TVL MILEAGE	7,959	\$118	941	5,192	\$152	791	5,053	\$126	636
ORG UNIT TVL, ENLISTED- DEP TVL MILEAGE	2,284	\$310	708	1,490	\$401	598	1,450	\$330	478
ORG UNIT TVL, ENLISTED- HHG LAND SHIPMENT	6,444	\$1,453	9,364	4,204	\$1,880	7,903	4,091	\$1,547	6,329
ORG UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	2,378	\$1,177	2,798	1,551	\$1,534	2,380	1,510	\$1,239	1,870
ORG UNIT TVL, ENLISTED- TRAILER ALLOWANCE	0	\$0	0	0	\$0	0	0	\$0	0
ORG UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			13			11			9
ORG UNIT TVL, ENLISTED- TEMPORARY LODGING			72			61			49
SUBTOTAL ENLISTED			13,896			11,744			9,371
TOTAL ORGANIZED UNIT TRAVEL			15,531			13,433			10,567
ACTIVE COMPONENT REQUEST FUNDED IN OCO						1,205			622
BASELINE REQUEST						12,228			9,945

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
SCHEDULE OF INCREASES AND DECREASES - OMPC

Other Military Personnel Costs

FY 2013 Direct Program	489,066
Increases:	
Price Increases:	
a. Interest on Uniformed Services Savings Deposits increase due to rate and/or deposit threshold changes	154
b. Unemployment Benefits increase due to higher payments per claim	81,058
c. Partial Dislocation Allowance increase due to annualization of pay raise inflation	3
d. ROTC increase due to pay raise and changes to bonus policy	1,753
Total Price Increases	82,968
Program Increases:	
a. Adoption Expenses increase due to program utilization	142
b. ROTC increase due to number of program participants	8,436
c. JROTC increase due number of program participants	189
Total Program Increases	8,767
Total Increases	91,735
Decreases:	
Price Decreases:	
a. JROTC decrease due to clothing and subsistence inflation	(627)
b. Mass Transit Subsidy decrease due to change in monthly benefit amount	(517)
Total Price Decreases	(1,144)
Program Decreases:	
a. Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to decreased deserter ratio	(474)
b. Interest on Uniformed Services Savings Deposits change due to decreased program utilization	(116)
c. Death Gratuities decrease due to lower number of non-combat deaths	(900)
d. Unemployment Benefits decrease due to lower claim levels	(63,069)
e. Education benefit decrease due to anticipated number of Soldiers receiving benefit	(698)
f. Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	(105)
g. Mass Transit Subsidy decrease due to anticipated number of Soldiers receiving benefit	(2,593)
Total Program Decreases	(67,955)
Total Decreases	(69,099)
FY 2014 Direct Program	511,702

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

ESTIMATE FY 2014	\$960
ESTIMATE FY 2013	\$1,434
ACTUAL FY 2012	\$840

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 historical execution, a standard per diem rate for three travel days, and a \$75 reward.

There is a -\$500 thousand program change from FY 2013 to FY 2014 to align the FY2014 request with FY 2012 execution levels.

The following table provides cost estimates:

	ACTUAL FY 2012 AMOUNT	ESTIMATE FY 2013 AMOUNT	ESTIMATE FY 2014 AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	840	1,434	960

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

ESTIMATE FY 2014 \$725
ESTIMATE FY 2013 \$687
ACTUAL FY 2012 \$9,536

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 2012 column includes execution for both Operation Enduring Freedom (OEF) and Operation New Dawn (OND), which are funded in the Overseas Contingency Operations (OCO) request. The amounts budgeted in FY 2013 and FY 2014 are based on anticipated participation in base contingencies such as Joint Guardian.

The total program net change is +\$38.0 thousand from FY 2013 to FY 2014. This is a result of:

- (1) Program decrease due to a shift in participation rates: -\$116.0 thousand.
- (2) Price increase to align the FY 2014 request with FY 2012 average rates: +\$154.0 thousand.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	4,832	\$989	4,779	238	\$747	178	367	\$989	363
INTEREST ON SAVINGS, ENLISTED	6,525	\$729	4,757	851	\$598	509	497	\$729	362
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	11,357		9,536	1,089		687	864		725

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

ESTIMATE FY 2014	\$61,900
ESTIMATE FY 2013	\$62,800
ACTUAL FY 2012	\$81,650

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 rate.

FY 2013 and FY 2014 projections include only non-combat related death gratuity payments. Combat related payments are included in the Overseas Contingency Operations (OCO) request.

There is a -\$900 thousand program decrease due to declining active component strength levels in FY 2014.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	93	\$100,000	9,280	65	\$100,000	6,500	69	\$100,000	6,900
DEATH GRATUITIES, ENLISTED	724	\$100,000	72,370	563	\$100,000	56,300	550	\$100,000	55,000
DEATH GRATUITIES, CADET	0	0	0	0	0	0	0	0	0
TOTAL DEATH GRATUITIES	817		81,650	628		62,800	619		61,900

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)

ESTIMATE FY 2014	\$282,863
ESTIMATE FY 2013	\$264,874
ACTUAL FY 2012	\$517,923

Project: Unemployment Compensation Benefits

PART I - PURPOSE AND SCOPE

Funding requested for unemployment compensation benefits is to pay unemployment benefits to ex-service members as prescribed in Paragraph (1) of Section 8521(a) of Title 5, U.S.C. 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 Department of Labor is the executive agent for the program; however, program administration is accomplished by each state

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 American Taxpayer Relief Act of 2012 (P.L. 112-240) provides benefits to individuals who have exhausted the original 26 weeks of benefits.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimated unemployment benefit payments are based on programmed separations from the Army and average quarterly benefit amounts of compensation disbursed. In addition, the Army's cost projections have incorporated U.S. Bureau of Labor Statistics data and projected economic assumptions from the Congressional Budget Office.

The FY 2012 execution reflects both base-funded Active Component (AC) unemployment payments as well as OCO-funded Reserve Component (RC) payments.

The net change between FY 2013 and FY 2014 is +\$18.0 million. This change is a result of:

- (1) Price increase to align the FY 2014 budget request with FY 2012 average rates : +\$81.1 million.
- (2) Program decrease to align the FY 2014 budget request with FY 2012 AC unemployment claim levels: -\$63.1 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	76,786	\$6,745	517,923	58,137	\$4,556	264,874	44,294	\$6,386	282,863

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)

ESTIMATE FY 2014	0
ESTIMATE FY 2013	0
ACTUAL FY 2012	\$87

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 2013. 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 New Dawn (OEF/OND). Unless extended in law, the RIRP will terminate on December 31, 2013 and no payments shall be made after that date.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012 AMOUNT	ESTIMATE FY 2013 AMOUNT	ESTIMATE FY 2014 AMOUNT
RESERVE INCOME REPLACEMENT PROGRAM (RIRP)	87	0	0

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

ESTIMATE FY 2014 0
ESTIMATE FY 2013 \$698
ACTUAL FY 2012 \$12,688

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

The FY 2013 and FY 2014 requests are based on the approved DoD Board of Actuary estimates for amortization payments.

There is a -\$698.0 change in education benefits from FY 2013 to FY 2014. Based on the DoD Board of Actuary estimate, there are no requirements for this program in FY 2014.

The following table provides cost estimates:

	ACTUAL FY 2012 AMOUNT	ESTIMATE FY 2013 AMOUNT	ESTIMATE FY 2014 AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	12,688	698	0

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

ESTIMATE FY 2014 \$636
ESTIMATE FY 2013 \$494
ACTUAL FY 2012 \$538

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 an average number of adoptions and the \$2,000 statutory rate per adoption. The FY 2014 requirement was built based on the average number of adoptions calculated in FY 2012.

There is a +\$142 thousand program change from FY 2013 to FY 2014 due to an increase in the anticipated number of adoptions based on a 2-year average execution in this program.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	109	\$2,000	217	106	\$2,000	211	133	\$2,000	266
ADOPTION EXPENSE, ENLISTED	161	\$2,000	321	142	\$2,000	283	185	\$2,000	370
TOTAL ADOPTION EXPENSES	270		538	248		494	318		636

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

ESTIMATE FY 2014	\$326
ESTIMATE FY 2013	\$428
ACTUAL FY 2012	\$255

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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As directed by the Joint Federal Travel Regulation, effective 1 January 2013, the partial DLA payment rate is \$694.89. 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.

There is a -\$102.0 thousand change from FY 2013 to FY 2014. This decrease is based on:

- (1) Price increase due to basic pay raise: +\$3.0 thousand
- (2) Program decrease due to the number of Soldiers utilizing this program: -\$105.0 thousand

Detailed cost computations are provided in the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	76	\$683	52	245	\$698	171	75	\$703	53
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	297	\$683	203	368	\$698	257	388	\$703	273
TOTAL PARTIAL DISLOCATION ALLOWANCE	373		255	613		428	463		326

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

ESTIMATE FY 2014 0
ESTIMATE FY 2013 0
ACTUAL FY 2012 \$105,471

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 2012 column reflects actual payments made to VA. The actual bill paid to VA was \$79.8 million for SGLI claims and \$25.6 million to Soldiers for reimbursement of SGLI premiums.

FY 2012 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 in the OCO submission.

The following table provides cost estimates:

	ACTUAL FY 2012	ESTIMATE FY 2013	ESTIMATE FY 2014
	AMOUNT	AMOUNT	AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	15,965	\$0	0
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	63,859	\$0	0
SGLI PREMIUMS	25,647	\$0	0
TOTAL SGLI EXTRA HAZARD PAYMENTS	105,471	0	0

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

ESTIMATE FY 2014 0
ESTIMATE FY 2013 0
ACTUAL FY 2012 \$46,394

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 2012 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 in the OCO submission.

The following table provides cost estimates:

	ACTUAL FY 2012 AMOUNT	ESTIMATE FY 2013 AMOUNT	ESTIMATE FY 2014 AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	9,279	0	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	37,115	0	0
TOTAL SGLI TRAUMATIC INJURY PAYMENTS	46,394	0	0

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ESTIMATE FY 2014	\$117,559
ESTIMATE FY 2013	\$107,370
ACTUAL FY 2012	\$116,487

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

There is a +\$10.2 million change in the total Senior ROTC requirement from FY 2013 to FY 2014. This change is based on:

Senior ROTC Non-Scholarship program: +\$15.1 million

(1) Price increase due to inflation rate changes:+0.7 million

(2) Program increase primary due to anticipated growth in the number of non-scholarship ROTC students and the inclusion of the ROTC Student Loan Repayment Program (SLRP) in FY 2014. Previously, funding for ROTC SLRP was requested in the enlisted pay and allowances account: +\$14.4 million

Senior ROTC Scholarship program: -\$4.9 million

(1) Price increase due to inflation to pay and allowance, stipend, and subsistence: +\$1.1 million

(2) Program decrease due to anticipated reduction in the number of scholarship ROTC students: -\$6.0 million

Detailed cost computations are provided by the following table: (Next Page)

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC NON-SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)									
BASIC CAMP	3,513	\$2,533	8,898	3,300	\$2,576	8,502	3,452	\$2,620	9,043
ADVANCED CAMP	3,351	\$1,214	4,069	3,148	\$1,235	3,888	3,293	\$1,256	4,136
CADET TROOP LEADER	1,757	\$1,061	1,864	1,651	\$1,079	1,781	1,726	\$1,097	1,894
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	8,620		14,831	8,099		14,171	8,471		15,074
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	7,499	\$108	811	7,045	\$110	775	7,369	\$112	824
ADVANCED COURSE	7,489	\$108	810	7,036	\$110	774	7,359	\$112	823
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	14,988		1,621	14,081		1,549	14,728		1,648
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	1,467	\$624	916	1,378	\$635	875	1,441	\$646	931
BASIC COURSE, FEMALE	338	\$621	210	318	\$632	201	333	\$643	214
ADVANCED COURSE, MALE	210	\$529	111	197	\$538	106	206	\$547	113
ADVANCED COURSE, FEMALE	54	\$679	37	51	\$686	35	53	\$703	37
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	2,069		1,274	1,944		1,217	2,033		1,295
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	469	\$3,269	1,534	441	\$3,324	1,466	461	\$3,382	1,559
ADVANCED	4,157	\$4,463	18,553	3,906	\$4,539	17,728	4,085	\$4,616	18,857
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	4,626		20,087	4,347		19,194	4,546		20,416
SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)									
PRACTICAL FIELD TRAINING	23,026	\$70	1,607	21,634	\$71	1,536	22,627	\$72	1,634
SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)	23,026		1,607	21,634		1,536	22,627		1,634
STUDENT LOAN REPAYMENT	944	\$9,004	8,500	0	\$0	0	1,415	\$9,000	12,735
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	54,272		47,920	50,105		37,667	53,820		52,801

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)									
BASIC CAMP	575	\$1,967	1,131	535	\$2,000	1,070	489	\$2,034	994
ADVANCED CAMP	4,856	\$1,138	5,525	4,516	\$1,157	5,225	4,125	\$1,177	4,854
CADET TROOP LEADER	1,090	\$1,052	1,147	1,014	\$1,070	1,085	926	\$1,088	1,008
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH	6,522		7,804	6,065		7,380	5,541		6,856
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	11,790	\$108	1,275	10,964	\$110	1,206	10,016	\$112	1,120
ADVANCED	11,800	\$108	1,276	10,973	\$110	1,207	10,024	\$112	1,121
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	23,590		2,552	21,937	\$110	2,413	20,039		2,242
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	871	\$632	551	810	\$643	521	740	\$654	484
BASIC COURSE, FEMALE	130	\$627	81	121	\$636	77	110	\$649	72
ADVANCED COURSE, MALE	529	\$633	335	492	\$644	317	450	\$655	295
ADVANCED COURSE, FEMALE	66	\$625	41	61	\$639	39	56	\$647	36
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,596		1,009	1,484		954	1,356		886
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	5,938	\$3,086	18,321	5,521	\$3,138	17,326	5,044	\$3,191	16,097
ADVANCED	9,602	\$4,441	42,637	8,929	\$4,516	40,322	8,157	\$4,593	37,461
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	15,539		60,958	14,450		57,648	13,200		53,558
SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING									
PRACTICAL FIELD TRAINING	19,811	\$70	1,383	18,423	\$71	1,308	16,829	\$72	1,215
SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING	19,811		1,383	18,423		1,308	16,829		1,215
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	67,060		73,705	62,359		69,703	56,966		64,758
TOTAL ROTC	121,332		121,625	112,464		107,370	110,787		117,559

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

ESTIMATE FY 2014	\$42,407
ESTIMATE FY 2013	\$42,845
ACTUAL FY 2012	\$39,642

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.

The JROTC program began transitioning from the old green Class A uniforms to the blue Army Service uniforms in FY 2013. The FY 2014 projection reflects lower clothing maintenance amounts due to the longer life-cycle of these new uniforms.

The total change in JROTC between FY 2013 and FY 2014 is -\$0.4million. This change is driven by:

- (1) Price decrease due to changes in average clothing rates: -\$0.6 million
- (2) A slight program increase due to the projected number of participants: +\$0.2 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	338,854	\$103	34,902	312,213	\$122	38,090	313,417	\$120	37,610
SUBSISTENCE OF JROTC CADETS - SUMMER CAMP									
FIELD RATIONS	32,895	\$105	3,454	32,886	\$105	3,453	33,295	\$105	3,496
OPERATIONAL RATIONS	30,619	\$42	1,286	31,000	\$42	1,302	30,976	\$42	1,301
SUBTOTAL SUBSISTENCE OF JROTC CADETS - SUMMER CAMP	63,514		4,740	63,886		4,755	64,271		4,797
TOTAL JROTC	402,368		39,642	376,099		42,845	377,688		42,407

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

ESTIMATE FY 2014 \$4,326
ESTIMATE FY 2013 \$7,436
ACTUAL FY 2012 \$4,022

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), qualified CONUS locations (Non-NCR), and rate data. Effective 1 January 2013, the maximum monthly rate for mass transit subsidy was increased from \$125 to \$245 per month. This rate will expire on December 31, 2013 and will revert back to \$125, if not extended in law. The FY 2014 average rate is based on the FY 2012 execution and the participation levels as compared to the maximum allowance.

The total change between FY 2013 and FY 2014 is -\$3,110.0 thousand. There was a program decrease due to the number of Soldiers expected to utilize this subsidy. Also, beginning in FY 2012, there was a methodology change in the distribution process for mass transit claims. Claims are now distributed electronically, and unused benefits roll over to the next month. This new process is generating efficiencies in the mass transit program and is driving down the average rate. The FY 2013 request is based on the FY 2013 President's Budget position which was developed before the distribution methodology change.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	2,111	\$1,308	2,761	3,966	\$1,500	5,949	2,582	\$1,340	3,460
MASS TRANSIT SUBSIDY, ENLISTED	964	\$1,308	1,261	991	\$1,500	1,487	646	\$1,340	866
TOTAL MASS TRANSIT SUBSIDY	3,075		4,022	4,957		7,436	3,228		4,326

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
STOP-LOSS SPECIAL COMPENSATION

ESTIMATE FY 2014 0
ESTIMATE FY 2013 0
ACTUAL FY 2012 3,749

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 one year after the date on which the implementing rules for claims take effect. The program would have expired on October 21, 2010; however, legislation was signed 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 February 8, 2013 \$311.6 million has been obligated in total and recorded as an Overseas Contingency Operation (OCO) obligation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
STOP-LOSS SPECIAL COMPENSATION									
OFFICER RETROACTIVE STOP-LOSS SPECIAL COMPENSATION			336			0			0
ENLISTED RETROACTIVE STOP-LOSS SPECIAL COMPENSATIO			3,413			0			0
TOTAL STOP-LOSS SPECIAL COMPENSATION			3,749			0			0

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

ESTIMATE FY 2014 0
ESTIMATE FY 2013 0
ACTUAL FY 2012 \$51

Project: Preventive Health Allowance

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

There are no funds requested for this program in FY13 and FY14.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PREVENTIVE HEALTH ALLOWANCE									
OFFICER W/DEP PREVENTIVE HEALTH ALLOWANCE	21	\$1,000	21	0	0	0	0	0	0
OFFICER W/O DEP PREVENTIVE HEALTH ALLOWANCE	30	\$500	15	0	0	0	0	0	0
ENLISTED W/DEP PREVENTIVE HEALTH ALLOWANCE	12	\$1,000	12	0	0	0	0	0	0
ENLISTED W/O DEP PREVENTIVE HEALTH ALLOWANCE	6	\$500	3	0	0	0	0	0	0
TOTAL PREVENTIVE HEALTH ALLOWANCE	69		51	0		0	0		0

MILITARY PERSONNEL, ARMY
SECTION 5
MILITARY PERSONNEL ASSIGNED OUTSIDE DOD

REIMBURSEMENTS

Introduction

The Defense Working Capital Funds (DWCF) are established under the authority of Title 10 U.S.C. and consist of activity groups that are managed by DoD Components for providing goods and services, on a reimbursable basis, to other activities with the DoD and to non-DoD activities when authorized, 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

The reimbursable program increases from FY 2013 to FY 2014 due to an anticipated increase in pay rates and an anticipated increase in the reimbursement from the Medicare-Eligible Retiree Health Care Fund (MERHCF) for care provided in Military Treatment Facilities (MTFs).

Detailed cost computations are provided by the following table:

	ACTUAL FY 2012		ESTIMATE FY 2013			ESTIMATE FY 2014			
ASSIGNED OUTSIDE DOD									
NON-REIMBURSABLE PERSONNEL									
CONGRESSIONAL FELLOWS	0	0	0	4	0	4	0	0	0
DRUG ENFORCEMENT AGENCY	3	3	6	3	4	7	3	3	6
DEPARTMENT OF ENERGY	12	0	12	12	0	12	12	0	12
DEPARTMENT OF JUSTICE	3	0	3	5	0	5	5	0	5
DEPARTMENT OF STATE	22	0	22	18	0	18	33	0	33
OFFICE OF NATIONAL DRUG CONTROL POLICY	3	0	3	3	0	3	3	0	3
NSC	6	0	6	3	0	3	4	0	4
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
SUB-TOTAL NON-REIMBURSABLE PERSONNEL	179	5	184	178	6	184	190	5	195
REIMBURSABLE PERSONNEL									
NASA	3	0	3	4	0	4	3	0	3
SELECTIVE SERVICE SYSTEM	0	0	0	1	0	1	0	0	0
WHITE HOUSE COMMUNICATIONS AGENCY	0	0	0	0	35	35	0	0	0
OTHER AGENCIES	3	0	3	0	0	0	3	0	3
SUB-TOTAL REIMBURSABLE PERSONNEL	6	0	6	5	35	40	6	0	6
TOTAL ASSIGNED OUTSIDE DOD	185	5	190	183	41	224	196	5	201

MILITARY PERSONNEL, ARMY
SECTION 5
MILITARY PERSONNEL ASSIGNED OUTSIDE DOD

ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS

REIMBURSABLE PERSONNEL									
FOREIGN MILITARY SALES	43	34	77	242	167	409	43	34	77
SUB-TOTAL REIMBURSABLE PERSONNEL	43	34	77	242	167	409	43	34	77
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	43	34	77	242	167	409	43	34	77

ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS

REIMBURSABLE PERSONNEL									
INDUSTRIAL OPERATIONS	35	95	130	20	6	26	35	95	130
SUPPLY MGMT	0	4	4	7	4	11	0	3	3
TRANSCOM	62	16	78	75	104	179	62	16	78
DECA	5	1	6	4	0	4	5	1	6
DFAS	3	34	37	0	0	0	3	34	37
DISA	11	30	41	11	26	37	11	30	41
DLA	104	68	172	125	60	185	104	68	172
OTHER	251	244	495	240	392	632	230	225	455
SUB-TOTAL REIMBURSABLE PERSONNEL	471	492	963	482	592	1,074	450	472	922
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS	471	492	963	482	592	1,074	450	472	922

TOTAL REIMBURSABLE	520	526	1,046	729	794	1,523	499	506	1,005
TOTAL NON-REIMBURSABLE	179	5	184	178	6	184	190	5	195
GRAND TOTAL	699	531	1,230	907	800	1,707	689	511	1,200

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

	ACTUAL FY 2012			ESTIMATE FY 2013			ESTIMATE FY 2014		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUBSISTENCE	\$1,768	\$8,606	\$10,374	\$3,327	\$19,373	\$22,700	\$116	\$4,710	\$4,826
MEDICAL									
DEFENSE HEALTH PROGRAM	\$92,400	\$61,600	\$154,000	\$0	\$0	\$0	\$92,400	\$61,600	\$154,000
OTHER NON-STRENGTH									
OTHER MILITARY PERSONNEL COSTS	0	0	0	0	0	0	0	0	0
STRENGTH RELATED									
BASIC PAY	\$48,696	\$12,316	\$61,012	\$97,305	\$42,957	\$140,262	\$50,455	\$20,994	\$71,449
RETIRED PAY ACCRUAL	\$14,582	\$3,658	\$18,239	\$29,108	\$12,273	\$41,381	\$14,945	\$6,195	\$21,140
INCENTIVE PAY	\$4,442	\$876	\$5,318	\$9,980	\$2,046	\$12,026	\$642	\$126	\$768
ALLOWANCE	\$12,863	\$3,444	\$16,308	\$26,613	\$10,910	\$37,523	\$16,185	\$6,888	\$23,073
PERMANENT CHANGE OF STATION TRAVEL	0	0	0	0	0	0	0	0	0
TOTAL STRENGTH RELATED	\$80,583	\$20,294	\$100,877	\$163,006	\$68,186	\$231,192	\$82,111	\$34,203	\$116,430
TOTAL PROGRAM	\$174,751	\$90,500	\$265,251	\$166,333	\$87,559	\$253,892	\$174,627	\$100,513	\$275,140

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

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

	<u>FY 2012</u>			<u>FY 2013</u>			<u>FY 2014</u>		
Schools	273			273			273		
Civilian Personnel	967			1,578			1,578		
Military Personnel (End Strength)	1,375			1,531			1,531		

	<u>FY 2012</u>			<u>FY 2013</u>			<u>FY 2014</u>		
	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>
Non-Scholarship Students	17,570	17,213	16,856	20,052	19,637	19,222	20,052	20,101	19,222
MS I	6,841	6,764	6,687	8,127	8,050	7,973	8,127	8,160	7,973
MS II	4,833	4,570	4,307	5,451	5,188	4,925	5,451	5,298	4,925
Basic Course	11,674	11,334	10,994	13,578	13,238	12,898	13,578	13,458	12,898
MS III	2,593	2,547	2,501	2,858	2,812	2,766	2,858	2,934	2,766
MS IV	3,303	3,332	3,361	3,616	3,587	3,558	3,616	3,709	3,558
Adv Course	5,896	5,879	5,862	6,474	6,399	6,324	6,474	6,643	6,324

	<u>FY 2012</u>			<u>FY 2013</u>			<u>FY 2014</u>		
	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>
Scholarship Students	14,834	14,610	14,386	15,138	14,838	14,538	15,138	14,791	14,538
MS I	2,689	2,618	2,547	2,726	2,655	2,584	2,726	2,486	2,584
MS II	3,162	3,165	3,168	3,361	3,364	3,367	3,361	3,212	3,367
Basic Course	5,851	5,783	5,715	6,087	6,019	5,951	6,087	5,698	5,951
MS III	4,526	4,450	4,374	4,498	4,422	4,346	4,498	4,544	4,346
MS IV	4,457	4,377	4,297	4,553	4,397	4,241	4,553	4,549	4,241
Adv Course	8,983	8,827	8,671	9,051	8,819	8,587	9,051	9,093	8,587

	<u>FY 2012</u>			<u>FY 2013</u>			<u>FY 2014</u>		
	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>
Total Enrollment	32,404	31,823	31,242	35,190	34,475	33,760	35,190	34,892	33,760
MS I	9,530	9,382	9,234	10,853	10,705	10,557	10,853	10,646	10,557
MS II	7,995	7,735	7,475	8,812	8,552	8,292	8,812	8,510	8,292
Basic Course	17,525	17,117	16,709	19,665	19,257	18,849	19,665	19,156	18,849
MS III	7,119	6,997	6,875	7,356	7,234	7,112	7,356	7,478	7,112
MS IV	7,760	7,709	7,658	8,169	7,984	7,799	8,169	8,258	7,799
Adv Course	14,879	14,706	14,533	15,525	15,218	14,911	15,525	15,736	14,911

Completed ROTC and Commissioned:	5,350	5,350	5,350
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MILITARY PERSONNEL, ARMY
SECTION 5
STRENGTHS
MONTHLY END STRENGTHS BY PAY GRADE

	OCT	NOV	DEC	JAN	FEB	ACTUAL FY 2012		MAY	JUN	JUL	AUG	SEP
						MAR	APR					
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	12	12	12	12	11	11	11	11	11	11	12	11
LT GENERAL	50	54	51	49	49	47	47	47	49	51	51	51
MAJ GENERAL	107	103	107	109	106	109	117	114	115	116	117	120
BG GENERAL	149	155	148	146	148	146	142	140	137	135	133	133
COLONEL	4,454	4,460	4,446	4,421	4,459	4,480	4,515	4,465	4,462	4,455	4,445	4,373
LT COLONEL	9,938	9,978	9,983	10,062	10,079	10,124	10,142	10,178	10,197	10,193	10,111	9,985
MAJOR	17,234	17,319	17,395	17,477	17,522	17,397	17,336	17,266	17,365	17,262	17,368	17,405
CAPTAIN	29,991	29,795	29,388	29,047	28,785	28,654	28,547	28,242	28,079	27,785	28,601	28,331
1ST LIEUTENANT	9,272	11,266	11,457	11,939	12,231	12,562	13,142	13,593	13,783	14,049	12,951	13,004
2ND LIEUTENANT	10,213	8,209	8,244	8,113	8,070	7,949	7,311	8,550	9,003	9,063	9,162	9,125
SUBTOTAL COMMISSIONED OFFICERS	81,420	81,351	81,231	81,375	81,460	81,479	81,310	82,606	83,201	83,120	82,951	82,538
WARRANT OFFICERS												
WARRANT OFF (W-5)	620	624	631	637	638	642	649	652	655	652	650	647
WARRANT OFF (W-4)	2,563	2,575	2,573	2,577	2,508	2,522	2,530	2,537	2,543	2,551	2,537	2,522
WARRANT OFF (W-3)	3,565	3,598	3,629	3,659	3,674	3,709	3,742	3,769	3,804	3,835	3,844	3,872
WARRANT OFF (W-2)	6,772	6,788	6,740	6,682	6,688	6,736	6,705	6,709	6,695	6,639	6,684	6,644
WARRANT OFF (W-1)	2,374	2,332	2,369	2,361	2,356	2,300	2,307	2,300	2,275	2,238	2,195	2,200
SUBTOTAL WARRANT OFFICERS	15,894	15,917	15,942	15,916	15,864	15,909	15,933	15,967	15,972	15,915	15,910	15,885
SUBTOTAL OFFICER	97,314	97,268	97,173	97,291	97,324	97,388	97,243	98,573	99,173	99,035	98,861	98,423
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,663	3,665	3,640	3,660	3,665	3,679	3,705	3,651	3,612	3,548	3,682	3,671
1ST SGT/MASTER SGT	12,337	12,336	12,401	12,378	12,384	12,441	12,458	12,388	12,335	12,402	12,420	12,292
PLATOON SGT/SFC	40,574	40,625	40,752	40,628	40,617	40,801	40,852	41,127	41,079	41,010	40,889	40,876
STAFF SGT	64,146	63,939	64,312	64,202	63,941	63,836	63,673	63,887	63,774	63,638	63,615	63,569
SERGEANT	84,366	84,176	84,315	84,415	83,941	83,642	83,291	83,461	83,780	83,591	83,669	83,109
CPL/SPECIALIST	146,289	146,832	144,597	145,082	145,694	145,941	146,198	145,186	145,531	144,716	143,291	143,090
PRIVATE 1ST CLASS	71,688	71,162	69,093	69,028	68,637	67,601	66,457	65,665	63,767	63,825	63,231	62,272
PRIVATE E2	28,116	27,575	27,272	27,267	26,559	25,347	25,215	24,905	23,518	24,172	24,385	25,176
PRIVATE E1	12,457	12,386	10,448	11,721	12,056	12,572	11,992	12,530	13,323	12,900	12,953	13,020
SUBTOTAL ENLISTED PERSONNEL	463,636	462,696	456,830	458,381	457,494	455,860	453,841	452,800	450,719	449,802	448,135	447,075
CADET	4,607	4,602	4,568	4,552	4,537	4,532	4,522	3,458	3,418	4,572	4,582	4,566
TOTAL END STRENGTH	565,557	564,566	558,571	560,224	559,355	557,780	555,606	554,831	553,310	553,409	551,578	550,064

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

	ESTIMATE FY 2013											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	12	12	12	12	12	12	12	11	11	11	11	12
LT GENERAL	49	48	47	50	50	52	52	52	50	47	50	47
MAJ GENERAL	97	96	95	100	103	111	108	108	110	110	97	96
BG GENERAL	153	156	155	149	147	135	137	138	138	140	150	151
COLONEL	4,562	4,575	4,577	4,571	4,581	4,605	4,628	4,636	4,644	4,630	4,587	4,548
LT COLONEL	10,027	10,056	10,063	10,056	10,063	10,078	10,125	10,107	10,121	10,086	10,049	9,998
MAJOR	17,863	17,922	18,000	18,080	18,159	18,024	17,896	17,820	18,089	18,126	18,179	18,207
CAPTAIN	28,264	29,753	29,735	29,632	29,706	29,717	29,551	29,148	28,833	28,477	29,260	29,136
1ST LIEUTENANT	9,595	11,144	11,270	11,526	11,733	11,487	12,100	11,940	11,706	10,573	9,927	9,552
2ND LIEUTENANT	12,415	9,310	9,098	9,012	8,680	9,035	8,570	10,138	10,559	11,995	11,631	12,073
SUBTOTAL COMMISSIONED OFFICERS	83,037	83,072	83,052	83,188	83,234	83,256	83,179	84,098	84,261	84,195	83,941	83,820
WARRANT OFFICERS												
WARRANT OFF (W-5)	660	661	666	663	658	660	660	662	661	658	658	651
WARRANT OFF (W-4)	2,673	2,680	2,692	2,690	2,535	2,548	2,555	2,561	2,566	2,570	2,563	2,557
WARRANT OFF (W-3)	3,929	3,953	3,977	3,994	3,915	3,937	3,961	3,984	4,001	4,013	4,021	4,021
WARRANT OFF (W-2)	6,424	6,398	6,418	6,418	6,311	6,332	6,339	6,337	6,355	6,346	6,349	6,366
WARRANT OFF (W-1)	2,431	2,421	2,428	2,428	2,387	2,395	2,398	2,397	2,404	2,401	2,402	2,409
SUBTOTAL WARRANT OFFICERS	16,117	16,113	16,181	16,193	15,806	15,872	15,913	15,941	15,987	15,988	15,993	16,004
SUBTOTAL OFFICER	99,154	99,185	99,233	99,381	99,040	99,128	99,092	100,039	100,248	100,183	99,934	99,824
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,634	3,628	3,632	3,634	3,625	3,626	3,632	3,628	3,683	3,648	3,631	3,602
1ST SGT/MASTER SGT	12,270	12,290	12,364	12,404	12,328	12,361	12,363	12,332	12,207	12,303	12,344	12,115
PLATOON SGT/SFC	40,810	40,777	40,903	40,784	40,810	40,805	40,822	40,935	41,170	40,750	40,928	40,513
STAFF SGT	64,469	64,356	64,476	64,325	64,344	64,353	64,381	64,468	64,716	64,599	64,539	64,662
SERGEANT	84,157	82,457	82,611	82,454	82,496	82,512	82,665	82,679	82,850	82,781	82,701	82,086
CPL/SPECIALIST	160,453	161,728	159,360	159,632	159,030	158,692	157,987	157,159	155,874	153,492	152,136	151,718
PRIVATE 1ST CLASS	51,093	50,837	47,912	48,595	49,526	48,296	47,532	46,743	46,182	47,076	46,916	46,820
PRIVATE E2	29,881	29,326	30,209	30,346	29,384	29,200	29,434	29,173	28,666	29,375	29,244	29,761
PRIVATE E1	16,502	15,694	14,035	14,910	14,240	14,604	14,383	14,672	16,564	16,202	16,247	16,499
SUBTOTAL ENLISTED PERSONNEL	463,269	461,093	455,502	457,084	455,783	454,449	453,199	451,789	451,912	450,226	448,686	447,776
CADET	4,507	4,501	4,476	4,458	4,448	4,442	4,434	3,342	4,587	4,525	4,516	4,500
TOTAL END STRENGTH	566,930	564,779	559,211	560,923	559,271	558,019	556,725	555,170	556,747	554,934	553,136	552,100

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

	ESTIMATE FY 2014											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	11	11	10	10	11	11	11	11	11	11	11	10
LT GENERAL	51	51	50	51	48	46	45	46	47	49	49	48
MAJ GENERAL	113	114	113	116	104	107	113	111	111	112	111	114
BG GENERAL	132	134	134	133	145	143	137	136	133	130	127	126
COLONEL	4,362	4,367	4,368	4,370	4,383	4,406	4,459	4,445	4,452	4,433	4,414	4,383
LT COLONEL	10,189	10,235	10,243	10,242	10,263	10,288	10,295	10,306	10,199	10,034	10,016	9,953
MAJOR	17,008	17,002	17,022	17,044	17,085	17,121	17,195	17,311	17,699	17,779	17,788	17,555
CAPTAIN	28,311	28,216	28,039	27,847	27,895	27,992	27,949	28,859	29,307	29,393	29,191	28,814
1ST LIEUTENANT	13,207	15,643	14,939	15,024	13,670	13,741	14,336	13,632	13,437	13,403	12,834	12,732
2ND LIEUTENANT	9,566	7,030	7,753	7,807	9,020	8,695	7,975	8,574	8,777	8,646	9,079	8,934
SUBTOTAL COMMISSIONED OFFICERS	82,950	82,803	82,671	82,644	82,624	82,550	82,515	83,431	84,173	83,990	83,620	82,669
WARRANT OFFICERS												
WARRANT OFF (W-5)	659	659	663	659	653	654	653	654	651	647	646	640
WARRANT OFF (W-4)	2,159	2,164	2,172	2,168	2,170	2,096	2,102	2,105	2,108	2,109	2,099	2,090
WARRANT OFF (W-3)	3,828	3,853	3,883	3,905	3,929	3,874	3,903	3,930	3,951	3,967	3,980	3,994
WARRANT OFF (W-2)	6,512	6,527	6,528	6,474	6,466	6,402	6,383	6,370	6,372	6,413	6,454	6,418
WARRANT OFF (W-1)	2,090	2,095	2,096	2,078	2,076	2,055	2,049	2,045	2,045	2,059	2,072	2,060
SUBTOTAL WARRANT OFFICERS	15,248	15,298	15,342	15,284	15,294	15,081	15,090	15,104	15,127	15,195	15,251	15,202
SUBTOTAL OFFICER	98,198	98,101	98,013	97,928	97,918	97,631	97,605	98,535	99,300	99,185	98,871	97,871
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,600	3,595	3,600	3,595	3,594	3,596	3,602	3,599	3,651	3,610	3,592	3,572
1ST SGT/MASTER SGT	12,117	12,135	12,210	12,205	12,216	12,212	12,212	12,186	12,067	12,150	12,188	12,014
PLATOON SGT/SFC	40,428	40,404	40,520	40,367	40,401	40,387	40,415	40,543	40,755	40,726	40,396	39,849
STAFF SGT	62,864	62,376	62,582	62,322	62,358	62,409	62,393	62,491	62,746	62,661	62,572	61,882
SERGEANT	79,996	79,270	79,450	79,249	79,282	79,374	79,366	79,433	79,602	79,584	79,484	78,778
CPL/SPECIALIST	123,640	122,976	119,200	118,756	117,406	116,023	115,340	114,683	113,109	111,922	111,824	113,255
PRIVATE 1ST CLASS	64,121	65,483	63,148	64,383	65,328	66,117	66,489	66,794	67,178	67,573	67,466	67,124
PRIVATE E2	26,890	27,461	26,482	27,000	27,396	27,726	27,883	28,010	28,171	28,337	28,292	28,149
PRIVATE E1	12,411	12,674	12,222	12,461	12,644	12,797	12,869	12,928	13,002	13,079	13,058	13,080
SUBTOTAL ENLISTED PERSONNEL	426,067	426,374	419,414	420,338	420,625	420,641	420,569	420,667	420,281	419,642	418,872	417,703
CADET	4,501	4,493	4,467	4,452	4,439	4,432	4,424	3,372	4,499	4,446	4,441	4,426
TOTAL END STRENGTH	528,766	528,968	521,894	522,718	522,982	522,704	522,598	522,574	524,080	523,273	522,184	520,000