

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2015 PRESIDENT'S BUDGET SUBMISSION



**MILITARY PERSONNEL, ARMY
JUSTIFICATION BOOK
MARCH 2014**

**The estimated cost of this report for the Department of Defense is approximately \$47,249 for Fiscal Year 2015.
This includes \$650 in expenses and \$46,599 in DoD labor.**

**DEPARTMENT OF THE ARMY
JUSTIFICATION OF EXHIBITS**

TABLE OF CONTENTS

M-1 EXHIBIT.....	1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM	3
INTRODUCTION.....	5
PERFORMANCE MEASURES AND EVALUATION SUMMARY	13
SUMMARY TABLES.....	15
PERSONNEL SUMMARIES.....	15
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY	21
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS.....	25
SCHEDULE OF INCREASES AND DECREASES	27
DETAIL OF MILITARY PERSONNEL ENTITLEMENTS	30
PAY AND ALLOWANCES OF OFFICERS.....	30
PAY AND ALLOWANCES OF ENLISTED PERSONNEL.....	66
PAY AND ALLOWANCES OF CADETS	104
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE.....	107
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE.....	107
PERMANENT CHANGE OF STATION TRAVEL	112
OTHER MILITARY PERSONNEL COSTS.....	131
SPECIAL ANALYSIS	148
REIMBURSABLE INTRODUCTION.....	148
MILITARY PERSONNEL ASSIGNED OUTSIDE DOD	149
REIMBURSABLE PROGRAM	150
ROTC.....	151
STRENGTHS.....	153

**MILITARY PERSONNEL, ARMY
SECTION 1
M-1 EXHIBIT
(IN THOUSANDS OF DOLLARS)**

Military Personnel, Army		FY 2013	FY 2014	FY 2014	FY 2014	FY 2015
		<u>(Base & OCO)</u>	<u>Base Enacted</u>	<u>OCO Enacted</u>	<u>Total Enacted</u>	<u>Base</u>
Budget Activity 01: Pay and Allowances of Officers						
2010A	5 Basic Pay	7,660,215	6,767,493	801,291	7,568,784	6,715,420
2010A	10 Retired Pay Accrual	2,407,912	2,187,707	220,850	2,408,557	2,095,898
2010A	25 Basic Allowance for Housing	2,386,919	2,127,074	245,773	2,372,847	2,191,307
2010A	30 Basic Allowance for Subsistence	311,954	281,526	30,396	311,922	279,102
2010A	35 Incentive Pays	95,914	89,669	4,152	93,821	98,703
2010A	40 Special Pays	468,852	374,353	38,486	412,839	378,007
2010A	45 Allowances	272,941	225,840	16,870	242,710	212,394
2010A	50 Separation Pay	108,132	107,216	6,145	113,361	99,489
2010A	55 Social Security Tax	582,294	514,367	60,694	575,061	511,069
Total Budget Activity 01		14,295,133	12,675,245	1,424,657	14,099,902	12,581,389
Budget Activity 02: Pay and Allowances of Enlisted						
2010A	60 Basic Pay	14,966,997	12,761,757	1,584,653	14,346,410	13,019,805
2010A	65 Retired Pay Accrual	4,714,297	4,130,871	445,387	4,576,258	4,070,370
2010A	80 Basic Allowance for Housing	5,437,126	4,683,929	614,378	5,298,307	4,870,591
2010A	85 Incentive Pays	106,004	98,637	2,106	100,743	104,751
2010A	90 Special Pays	945,052	530,912	176,067	706,979	462,722
2010A	95 Allowances	1,079,634	921,701	101,787	1,023,488	869,004
2010A	100 Separation Pay	568,598	287,133	14,907	302,040	320,346
2010A	105 Social Security Tax	1,138,715	976,215	118,736	1,094,951	996,015
Total Budget Activity 02		28,956,423	24,391,155	3,058,021	27,449,176	24,713,604
Budget Activity 03: Pay and Allowances of Cadets						
2010A	110 Academy Cadets	76,482	77,959	-	77,959	79,236
Total Budget Activity 03		76,482	77,959	-	77,959	79,236
Budget Activity 04: Subsistence of Enlisted Personnel						
2010A	115 Basic Allowance for Subsistence	1,589,742	1,227,052	249,365	1,394,816	1,284,843
2010A	120 Subsistence-in-Kind	812,317	524,946	285,380	891,927	595,165
2010A	121 Family Subsistence Supplementary Allowance	1,251	2,121	-	2,121	1,316
Total Budget Activity 04		2,403,310	1,754,119	534,745	2,288,864	1,881,324

**MILITARY PERSONNEL, ARMY
SECTION 1
M-1 EXHIBIT
(IN THOUSANDS OF DOLLARS)**

			FY 2013	FY 2014	FY 2014	FY 2014	FY 2015
Budget Activity 05: Permanent Change of Station Travel			(Base & OCO)	Base Enacted	OCO Enacted	Total Enacted	Base
2010A	125	Accession Travel	160,928	141,620	11,091	152,711	142,048
2010A	130	Training Travel	144,184	127,871	8,926	136,797	144,951
2010A	135	Operational Travel	409,249	477,098	101,776	578,874	412,092
2010A	140	Rotational Travel	776,066	627,363	50,103	677,466	758,069
2010A	145	Separation Travel	307,805	219,622	14,169	233,791	293,377
2010A	150	Travel of Organized Units	5,811	9,702	622	10,324	4,043
2010A	155	Non-Temporary Storage	11,137	10,283	-	10,283	10,997
2010A	160	Temporary Lodging Expense	52,619	33,658	-	33,658	37,301
Total Budget Activity 05			1,867,799	1,647,217	186,687	1,833,904	1,802,878
Budget Activity 06: Other Military Personnel Costs							
2010A	170	Apprehension of Military Deserters	974	960	-	960	1,033
2010A	175	Interest on Uniformed Services Savings Deposits	8,669	725	4,745	5,470	1,338
2010A	180	Death Gratuities	70,100	61,900	7,449	69,349	51,700
2010A	185	Unemployment Comp	463,305	243,866	196,104	439,970	222,586
2010A	195	Amortization of Education Benefits	-	-	-	-	-
2010A	200	Adoption Expenses	595	636	-	636	578
2010A	210	Mass Tran Subsidy	4,884	4,326	-	4,326	5,070
2010A	212	Reserve Income Replacement Program	45	-	40	40	-
2010A	215	Partial Dislocation Allowance	160	326	-	326	164
2010A	216	SGLI Extra Hazard Payments	75,901	-	1,449	1,449	-
2010A	217	Reserve Officer Training Corps (ROTC)	102,892	117,556	-	117,556	101,068
2010A	218	Junior ROTC	51,583	42,407	-	42,407	52,723
2010A	219	Traumatic Injury Protection Coverage (T-SGLI)	38,415	-	35,828	35,828	-
2010A	221	Stop-Loss Retroactive Payments	1,237	-	-	-	-
2010A	228	Preventive Health Allowance Demonstration Project	-	-	-	-	-
Total Budget Activity 06			818,760	472,702	245,615	718,317	436,260
Total Military Personnel, Army			48,417,907	41,018,397	5,449,725	46,468,122	41,494,691
Less Reimbursable			278,892	275,140	-	275,140	269,352
Total Direct - Military Personnel, Army			48,139,015	40,743,257	5,449,725	46,192,982	41,225,339

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

	ACTUAL FY 2013	ESTIMATE FY 2014	ESTIMATE FY 2015
DIRECT BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$12,109,030	\$12,500,705	\$12,400,588
PAY AND ALLOWANCES OF ENLISTED	\$24,124,409	\$24,298,250	\$24,632,898
PAY AND ALLOWANCES OF CADETS	\$76,482	\$77,700	\$79,236
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,717,395	\$1,755,002	\$1,873,479
PERMANENT CHANGE OF STATION TRAVEL	\$1,628,916	\$1,647,216	\$1,802,878
OTHER MILITARY PERSONNEL COSTS	\$453,102	\$464,383	\$436,260
TOTAL DIRECT BASELINE PROGRAM	\$40,109,334	\$40,743,256	\$41,225,339
REIMBURSABLE BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$184,956	\$174,627	\$180,801
PAY AND ALLOWANCES OF ENLISTED	\$80,586	\$92,723	\$80,706
SUBSISTENCE OF ENLISTED PERSONNEL	\$13,350	\$7,790	\$7,845
PERMANENT CHANGE OF STATION TRAVEL	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	\$278,892	\$275,140	\$269,352
TOTAL BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$12,293,986	\$12,675,332	\$12,581,388
PAY AND ALLOWANCES OF ENLISTED	\$24,204,995	\$24,390,973	\$24,713,605
PAY AND ALLOWANCES OF CADETS	\$76,482	\$77,700	\$79,236
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,730,745	\$1,762,792	\$1,881,324
PERMANENT CHANGE OF STATION TRAVEL	\$1,628,916	\$1,647,216	\$1,802,878
OTHER MILITARY PERSONNEL COSTS	\$453,102	\$464,383	\$436,260
TOTAL BASELINE PROGRAM	\$40,388,226	\$41,018,396	\$41,494,691
OCO FUNDING			
PAY AND ALLOWANCES OF OFFICERS	\$2,001,147	\$1,424,658	0
PAY AND ALLOWANCES OF ENLISTED	\$4,751,428	\$3,058,021	0
SUBSISTENCE OF ENLISTED PERSONNEL	\$672,565	\$534,745	0
PERMANENT CHANGE OF STATION TRAVEL	\$238,883	\$186,687	0
OTHER MILITARY PERSONNEL COSTS	\$365,658	\$245,615	0
TOTAL OCO FUNDING	\$8,029,681	\$5,449,726	0
TOTAL PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$14,295,133	\$14,099,990	\$12,581,389
PAY AND ALLOWANCES OF ENLISTED	\$28,956,423	\$27,448,994	\$24,713,604
PAY AND ALLOWANCES OF CADETS	\$76,482	\$77,700	\$79,236
SUBSISTENCE OF ENLISTED PERSONNEL	\$2,403,310	\$2,297,537	\$1,881,324
PERMANENT CHANGE OF STATION TRAVEL	\$1,867,799	\$1,833,903	\$1,802,878
OTHER MILITARY PERSONNEL COSTS	\$818,760	\$709,998	\$436,260
TOTAL PROGRAM	\$48,417,907	\$46,468,122	\$41,494,691
LESS: FY 2014 Title IX (P.L. 113-76)			
PAY AND ALLOWANCES OF OFFICERS	0	-\$1,424,658	0
PAY AND ALLOWANCES OF ENLISTED	0	-\$3,058,021	0

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

SUBSISTENCE OF ENLISTED PERSONNEL	0	-\$534,745	0
PERMANENT CHANGE OF STATION TRAVEL	0	-\$186,687	0
OTHER MILITARY PERSONNEL COSTS	0	-\$245,615	0
TOTAL PROGRAM	0	-\$5,449,726	0
 REVISED TOTAL PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$14,295,133	\$12,675,332	\$12,581,388
PAY AND ALLOWANCES OF ENLISTED	\$28,956,423	\$24,390,973	\$24,713,605
PAY AND ALLOWANCES OF CADETS	\$76,482	\$77,700	\$79,236
SUBSISTENCE OF ENLISTED PERSONNEL	\$2,403,310	\$1,762,792	\$1,881,324
PERMANENT CHANGE OF STATION TRAVEL	\$1,867,799	\$1,647,216	\$1,802,878
OTHER MILITARY PERSONNEL COSTS	\$818,760	\$464,383	\$436,260
TOTAL REVISED TOTAL PROGRAM	\$48,417,907	\$41,018,396	\$41,494,691
 MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	 \$2,434,057	 \$2,109,308	 \$1,795,324
 TOTAL MILITARY PERSONNEL PROGRAM COST	 \$50,851,964	 \$43,127,704	 \$43,290,015

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

INTRODUCTION

The Army continues to operate at a high tempo in support of wartime requirements while at the same time working to get smaller to help restore balance between end strength, readiness, and modernization accounts. To this end, drawdown efforts have been accelerated. At this time last year, the Army had planned to achieve an FY 2015 end strength of approximately 513 thousand Soldiers. This budget request supports an end strength of 490 thousand Soldiers. As the force becomes smaller, the Army remains focused on the Chief of Staff's five strategic priorities:

- Develop adaptive Army leaders for a complex world
- Build a globally responsive and regionally engaged Army
- Provide a ready and modern Army
- Strengthen our commitment to our Army profession
- Maintain our premier All-Volunteer Army

The Military Personnel, Army (MPA) appropriation directly supports these strategic priorities and sustains the All-Volunteer force and their families. MPA provides pay and benefits for both Active Component (AC) Soldiers and Reserve Component (RC) 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 2013 in this justification material reflects actual execution (both base program and full Overseas Contingency Operations [OCO], to include RC Soldiers on active duty). FY 2014 and FY 2015 data contained in the detailed exhibits display the base program and OCO requests for AC strength above 490 thousand Soldiers (over-strength) in order to provide a full view of AC requirements. Additionally, the data in FY 2014 has been updated from PB 2014 requested amounts to reflect the enacted position with adjustments to Army's latest projected execution.

Because the Administration has not yet made final decisions about an enduring presence in Afghanistan after calendar year 2014, the Budget includes a placeholder for the Department of Defense's 2015 OCO funding, equivalent to the amount requested in the 2014 Budget. Once DOD's OCO needs for 2015 are determined, the Administration will transmit a budget amendment package.

Management Characteristics of MPA

MPA is a centrally managed, single-year appropriation that funds a variety of requirements, to include 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.

MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION

There is minimal discretionary spending within the MPA appropriation. A vast majority of expenditures in MPA are mandated by law and are dictated by the size of the force. 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 has developed an interim solution to obligate PCS orders when issued, to develop more accurate cost projections, and to reconcile obligations with disbursements. This solution was implemented beginning in FY 2014 with an overall goal of clearing the Department's material weakness by the end of the FY.

End Strength

Active Component Baseline Force

Similar to the FY 2014 President's Budget request, the Army funds 490 thousand AC man-years in the baseline request. The balance of AC over-strength will be requested in the FY 2015 OCO request (12.4K man-years). This request contains \$1,547.2 million in MPA and Medicare-Eligible Retiree Health Care accrual associated with the over-strength population of AC Soldiers. The detailed exhibits in this Justification book display the baseline requirement and funds required for the AC population that will be requested in OCO. This allows for a holistic view of AC requirements. For those exhibits in which AC Soldiers are funded in the OCO request, annotations are included to display the amount that is not part of the base request.

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 AC 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. Funding for team in FY 2014 was included in the OCO request, and execution is expected to be approximately \$144 million. There is no requirement for TEAM in FY 2015 as a result of continued decrease of deployed troops and Army's increasing ability to fill force structure requirements of deploying units.

Personnel Categories by Year

Due to the complexity of AC and RC 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:

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

Average Strength

		FY 2013 Actuals				FY 2014 Appropriated				FY 2015 Budgeted				
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	
BASE	AC	Base	93,844	396,728	4,407	494,979	93,472	392,177	4,351	490,000	91,342	394,146	4,386	489,874
		TEAM	-	3,000	-	3,000	-	-	-	-	-	-	-	-
		AC Total	93,844	399,728	4,407	497,979	93,472	392,177	4,351	490,000	91,342	394,146	4,386	489,874
	RC	Mobilization*	239	873	-	1,112	354	954	-	1,308	273	734	-	1,007
		ADOS**	614	1,437	-	2,051	330	519	-	849	491	566	-	1,057
		RC Total	853	2,310	-	3,163	684	1,473	-	2,157	764	1,300	-	2,064
	Base Total	94,697	402,038	4,407	501,142	94,156	393,650	4,351	492,157	92,106	395,446	4,386	491,938	
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		FY 2013 Actuals				FY 2014 Appropriated				FY 2015 Budgeted				
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	
OCO	AC	Above 490	5,454	34,749	-	40,203	4,475	23,280	-	27,755	3,753	8,659	-	12,412
		TESI	-	4,401	-	4,401	-	-	-	-	-	-	-	-
		TEAM	-	-	-	-	-	3,000	-	3,000	-	-	-	-
		AC Total	5,454	39,150	-	44,604	4,475	26,280	-	30,755	3,753	8,659	-	12,412
	RC	RC on Active Duty	7,939	30,741	-	38,680	5,706	19,824	-	25,530	-	-	-	TBD
		RC Total	7,939	30,741	-	38,680	5,706	19,824	-	25,530	-	-	-	TBD
OCO Total	13,393	69,891	-	83,284	10,181	46,104	-	56,285	3,753	8,659	-	12,412		
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BASE and OCO	AC Total	99,298	438,878	4,407	542,583	97,947	418,457	4,351	520,755	95,095	402,805	4,386	502,286	
	RC Total	8,792	33,051	-	41,843	6,390	21,297	-	27,687	764	1,300	-	2,064	
	Total	108,090	471,929	4,407	584,426	104,337	439,754	4,351	548,442	95,859	404,105	4,386	504,350	

*Includes Soldiers on 10 U.S.C. 12302 and 10 U.S.C. 12304b orders ** Includes Soldiers on 10 U.S.C 12301d orders

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

		End Strength												
		FY 2013 Actuals				FY 2014 Appropriated				FY 2015 Requested				
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	
Base	AC	Base	84,500	401,014	4,486	490,000	92,796	392,692	4,512	490,000	91,341	394,147	4,512	490,000
		TEAM	-	3,000	-	3,000	-	-	-	-	-	-	-	-
		Base Total	84,500	404,014	4,486	493,000	92,796	392,692	4,512	490,000	91,341	394,147	4,512	490,000
OCO	AC	Above 490	14,134	24,909	-	39,043	4,012	16,388	-	20,400	-	-	-	-
		TESI	-	-	-	-	-	-	-	-	-	-	-	-
		TEAM	-	-	-	-	-	-	-	-	-	-	-	-
		OCO Total	14,134	24,909	-	39,043	4,012	16,388	-	20,400	-	-	-	-
Base and OCO Total		98,634	428,923	4,486	532,043	96,808	409,080	4,512	510,400	91,341	394,147	4,512	490,000	

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 FY 2012 and has met the goal every quarter since. FY 2013 finished with a median ratio of 1:2.67. However, there were still several enlisted specialties that did not achieve the Army's aggregate goal during this FY. These include high-demand specialties within career fields such as aviation, engineer, 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, individual BOG : Dwell ratios for these specialties is expected to improve.

For the Reserve Components (RC), the goal for individual BOG : Dwell is 1:4.0. The Army National Guard achieved an average BOG : Dwell ratio of 1:3.79 in FY 2013, while the United States Army Reserve achieved an average BOG : Dwell ratio of 1:3.83. Similar to the AC, the RC expects continued improvement as the expected demand for deployable forces decreases.

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

Other Budget Drivers

Active Component Grade Plate

In recognition of growth in senior grades over the past decade, the Army initiated a comprehensive review of its entire Active Component grade plate. The intent of this effort was to restructure organizations to better support the ability to man the force while freeing up monies to resource other Army priorities. The primary focus of this effort sought to reduce the field grade to company grade and senior to junior enlisted ratios. This effort included structure within both the Joint and Defense communities. Additionally, the Army initiated several efforts to reduce overhead in its general officer headquarters. The consolidated effects of these efforts will improve manning throughout the force by reducing requirements without presenting increasing risk. Using these efforts, the Army will be able to achieve a 5.9% grade plate reduction by FY 2019.

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.

Recruiting and Retention Requirement (\$K)			
	FY 2013	FY 2014	FY 2015
Reenlistment Bonus	196,244	148,448	148,448
Enlistment Bonus	121,294	60,136	22,542
Total	317,538	208,584	170,990

Inflationary Rates Include:

Pay Raise

- The FY 2013 request includes a 1.7% military pay raise, effective 1 January 2013 (1.68% over the FY)
- The FY 2014 request includes a 1% military pay raise, effective 1 January 2014 (1.18% over the FY)
- The FY 2015 request includes a 1% military pay raise, effective 1 January 2015 (1.00% over the FY)

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

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 2013, is 1.1% (2.6% over the FY).
- The rate for subsistence, effective 1 January 2014, is 1.5% (1.4% over the FY).
- The rate for subsistence, effective 1 January 2015, is 3.4% (2.9% over the FY).

Basic Allowance for Housing

- Basic Allowance for Housing growth, effective 1 January 2013, is 3.7% (3.9% over the FY).
- Basic Allowance for Housing growth, effective 1 January 2014, is 7.0% (6.2% over the FY).
- Basic Allowance for Housing growth, effective 1 January 2015, is 1.5% (2.9% over the FY).

The January 1, 2015, Basic Allowance for Housing (BAH) inflation assumption is 1.5 percent on-average reflecting the Department's move to slow the growth of pay and benefits. A FY 2015 legislative proposal seeks to reestablish the authority to utilize an out-of-pocket computation - up to a maximum of 5 percent. In addition, by policy, renter's insurance (approximately 1 percent of BAH rates) will be removed from BAH computations as it is considered a non-housing cost. These two efforts will slow growth in BAH rates to 1.5 percent per year on-average over a period of several years until the 5 percent out-of-pocket threshold is reached.

However, it should be noted that this 1.5 percent average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

Retired Pay Accrual

- 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.
- Retired Pay Accrual as a percentage of Basic Pay is 31.3% for full-time and 22.4% for part-time Soldiers in FY 2015.

Foreign Currency Fluctuation

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2013 column in the justification material reflects obligations based on actual foreign currency exchange rates while the FY 2014 and FY 2015 columns reflect the following budgetary exchange rate assumptions:

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

Country	Monetary Unit	FY 2014 Rate	FY 2015 Rate
Denmark	Krone	5.4074	5.5515
European Community	Euro	0.7259	0.7452
Iceland	Krona	114.5787	122.9550
Japan	Yen	81.7098	91.0978
Norway	Krone	5.8662	5.9595
Singapore	Dollar	1.3155	1.2949
South Korea	Won	1,140.7859	1,167.5295
Turkey	Lira	1.6091	1.7464
United Kingdom	Pound	0.6177	0.6363

General Inflation

- General inflation is 1.5% in FY 2013.
- General inflation is 1.5% in FY 2014.
- General inflation is 1.7% in FY 2015.

The Ronald W. Reagan National Defense Authorization Act for FY 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.

10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands

FY2015 Requested Levels: 1,007 Man-Years; \$83.8M

Introduction:

The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. §12304b, which provides the Secretary of the Army the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY2015, the Army plans to utilize 12304b in support of pre-planned and base funded missions identified by Combatant Commanders. The Army will use authority granted in 10 U.S.C. §12301(d) for Soldiers volunteering to support of any of these missions.

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

NORTHCOM – Air Defense

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 provide critical air defense and will be placed on orders for a period not more than 365 days.

NORTHCOM – CBRNE Support

Funds the Chemical, Biological, Radiological, Nuclear, Explosives (CBRNE) mission for the Defense CBRNE Response Force (DCRF) and Command and Control CBRNE Response Elements (C2CRE) missions. Soldiers will be on “prepare to deploy” orders and will be the leading element necessary to activate additional Soldiers in response to CBRNE emergencies.

AFRICOM – Counterterrorism Partnerships

The counterterrorism partnership supports relationships of peace, security, and cooperation among partner nations. During engagement activities, partner nations will perform 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 not more than 365 days.

CENTCOM and EUCOM – Peace Keeping Support

Provides capability to deter hostility and threats, establish a secure environment and ensure public safety and order, support the international humanitarian effort and coordinate with and support the international civil presence to prevent any violation of established treaties.

SOUTHCOM – Stability Operations

Provide 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 not more than 365 days.

AFRICOM, CENTCOM, EUCOM, SOUTHCOM and SOCOM – Theater Security Cooperation

Provide U.S. military advisers and mentors to build a military that is professional, apolitical, subordinate to civilian leadership, and respectful of human rights. The operation focuses on mission sets: disaster response and humanitarian assistance, counter narcoterrorism, search and rescue by land and sea, defense of the nation, support of national law and building partner capabilities to promote regional cooperation and security.

**MILITARY PERSONNEL, ARMY
SECTION 2
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 2013 Actual</u>	<u>FY 2014 Appropriated</u>	<u>FY 2015 Planned</u>
(1) Average Strength	584,426	522,912	504,350
(2) End Strength	532,043	510,400	490,000
(3) Authorized End Strength	552,100	520,000	

Narrative:

- (1) Average strength includes base- and OCO-funded Active Component (AC) Soldiers and Reserve Component (RC) Soldiers on active duty for operational support (ADOS). In addition, the FY 2013 average strength includes OCO funded RC Soldiers mobilized in support of Operation Enduring Freedom (OEF) contingencies. FY 2013 and FY 2014 also includes average strength associated with Temporary End Strength Army Medical (TEAM).
- (2) End strength displays AC Soldiers only. The FY 2013 end strength includes 3,000 Soldiers associated with TEAM. Additionally, FY 2013 and FY 2014 include 39,043 and 20,400 AC end strength funded in the OCO request associated with overstrength above 490,000.
- (3) Authorized end strength is based on the FY 2013 and FY 2014 National Defense Authorizations Act (NDAA).

Recruiting

	<u>FY 2013 Actual</u>	<u>FY 2014 Planned</u>	<u>FY 2015 Planned</u>
1. Numeric goals	69,000	57,000	57,000
Actual	69,154		

Narrative: The Army's recruiting program was successful in FY 2013. The Army entered FY 2014 with the lowest entry pool (18,816) since FY 2009 and is projected to enter FY 2015 with only 17,700 in the entry pool. Improving economic conditions, reduced incentives, and tightened policy restrictions are proving to be significant challenges to meeting mission goals. The Army expects to accomplish its FY 2014 mission, but face significant challenges in FY 2015 due to a lower entry pool and a more competitive recruiting environment. As a result, the Army may require additional recruiting and retention incentives above the requested levels.

**MILITARY PERSONNEL, ARMY
SECTION 2
PERFORMANCE MEASURES AND EVALUATION SUMMARY**

2. Quality goals	<u>FY 2013 Actual</u>	<u>FY 2014 Planned</u>	<u>FY2015 Planned</u>
a. HSDG percent (Tier I)			
Actual (includes TOPS)	99.22%	> 90%	> 90%
Actual Tier I (w/o TOPS)	99.99%		
b. Test Score Category I-III A			
Percent	60.0%	> 60%	> 60%
Actual	62.2%		

- 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 2013, the Army fully met its goal for test category I-III A and achieved execution of 62.20%.

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

	ACTUAL FY 2013		PROJECTED FY 2014		ESTIMATE FY 2015	
	AVERAGE STRENGTH ^{/1}	END STRENGTH 30 SEP 2013 ^{/2}	AVERAGE STRENGTH ^{/1}	END STRENGTH 30 SEP 2014 ^{/2}	AVERAGE STRENGTH ^{/1}	END STRENGTH 30 SEP 2015 ^{/2}
DIRECT BASELINE PROGRAM						
OFFICER	94,060	83,863	93,532	92,172	91,486	90,721
ENLISTED	401,528	403,504	393,650	392,189	394,945	393,646
CADET	4,407	4,486	4,351	4,512	4,386	4,512
TOTAL DIRECT BASELINE PROGRAM	499,995	491,853	491,030	488,873	490,817	488,879
REIMBURSABLE BASELINE PROGRAM						
OFFICER	637	637	624	624	620	620
ENLISTED	510	510	503	503	501	501
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	1,147	1,147	1,127	1,127	1,121	1,121
BASELINE PROGRAM						
OFFICER	94,697	84,500	94,156	92,796	92,106	91,341
ENLISTED	402,038	404,014	393,650	392,692	395,446	394,147
CADET	4,407	4,486	4,351	4,512	4,386	4,512
TOTAL BASELINE PROGRAM	501,142	493,000	492,157	490,000	491,938	490,000
OVERSEAS CONTINGENCY OPERATIONS /3						
OFFICER	13,393	14,134	10,181	4,012	3,753	0
ENLISTED	69,891	24,909	46,104	16,388	8,659	0
TOTAL SUPPLEMENTAL	83,284	39,043	56,285	20,400	12,412	0
TOTAL PROGRAM						
OFFICER	108,090	98,634	104,337	96,808	95,859	91,341
ENLISTED	471,929	428,923	439,754	409,080	404,105	394,147
CADET	4,407	4,486	4,351	4,512	4,386	4,512
TOTAL PROGRAM	584,426	532,043	548,442	510,400	504,350	490,000

/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 2013 average strength includes 4,401 man years for Temporary End Strength Increase (TESI), 7,963 officer and 30,861 enlisted mobilized man years for Reserve Component support of OEF or OND as well as, 6,416 officer man years and 38,596 enlisted Soldiers associated with Active Component strength funded in OCO. FY 2014 OCO strength includes 27,755 man years associated with over 490,000 Soldiers and 3,000 man years (no end strength) associated with Temporary End Strength Army Medical (TEAM). FY 2015 OCO strength includes 12,295 man years associated with over 490,000 Soldiers. There is no TEAM in FY 2015. FY 2014 and FY 2015 average and end strength figures displayed are those associated with overstrength funded in the OCO request.

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

	ACTUAL FY 2013		PROJECTED FY 2014		ESTIMATE FY 2015	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	12	-	11	-	11	-
LT GENERAL	52	-	51	-	51	-
MAJ GENERAL	113	1	120	1	120	1
BG GENERAL	142	1	133	1	133	1
COLONEL	4,367	39	4,264	38	3,989	38
LT COLONEL	10,233	210	9,683	205	9,239	204
MAJOR	17,362	333	17,178	324	16,757	324
CAPTAIN	28,081	48	28,901	47	26,961	46
1ST LIEUTENANT	13,861	13	12,368	15	11,112	13
2ND LIEUTENANT	8,693	7	8,679	7	7,798	7
SUBTOTAL COMMISSIONED OFFICERS	82,916	652	81,387	638	76,170	634
WARRANT OFFICERS						
WARRANT OFF (W-5)	659	1	661	3	652	3
WARRANT OFF (W-4)	2,372	4	2,114	13	2,042	13
WARRANT OFF (W-3)	3,896	8	3,964	7	4,080	7
WARRANT OFF (W-2)	6,735	14	6,650	4	6,432	4
WARRANT OFF (W-1)	2,056	1	2,032	1	1,965	1
SUBTOTAL WARRANT OFFICERS	15,718	28	15,421	29	15,171	29
SUBTOTAL OFFICER	98,634	680	96,808	667	91,341	663
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,765	19	3,593	19	3,455	19
1ST SGT/MASTER SGT	12,266	24	11,925	23	11,299	23
PLATOON SGT/SFC	40,382	69	39,433	68	37,754	68
STAFF SGT	61,840	137	62,005	135	58,672	135
SERGEANT	78,627	123	75,820	121	71,890	120
CPL/SPECIALIST	128,372	91	118,061	89	121,253	89
PRIVATE 1ST CLASS	57,180	3	60,911	3	55,690	3
PRIVATE E2	26,193	1	25,543	1	23,354	1
PRIVATE E1	20,298	0	11,789	-	10,779	-
SUBTOTAL ENLISTED PERSONNEL	428,923	467	409,080	459	394,147	458
CADET	4,486	-	4,512	-	4,512	-
TOTAL END STRENGTH	532,043	1,147	510,400	1,126	490,000	1,121

FY 2013 includes 3,000 base-funded End Strength (ES) associated with Temporary End Strength Medical (TEAM) and 38,280 ES Active Component strength funded in OCO.
FY 2014 includes 20,314 ES Active Component strength funded in OCO and no end strength for TEAM.

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

	ACTUAL FY 2013		ESTIMATE FY 2014		ESTIMATE FY 2015	
	FY 2013	REIMB INCLUDED	FY 2014	REIMB INCLUDED	FY 2015	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	12	-	11	-	11	-
LT GENERAL	54	-	54	-	56	-
MAJ GENERAL	145	1	128	1	134	1
BG GENERAL	173	1	153	1	162	1
COLONEL	4,968	39	4,492	38	4,380	26
LT COLONEL	11,877	210	10,296	205	9,786	141
MAJOR	19,050	333	17,315	324	17,050	223
CAPTAIN	31,873	48	28,497	47	28,949	32
1ST LIEUTENANT	14,836	13	13,955	15	12,639	9
2ND LIEUTENANT	7,911	7	8,101	7	7,329	5
SUBTOTAL COMMISSIONED OFFICERS	90,898	652	83,000	638	80,496	438
WARRANT OFFICERS						
WARRANT OFF (W-5)	737	1	676	3	674	2
WARRANT OFF (W-4)	2,719	4	2,249	13	2,107	9
WARRANT OFF (W-3)	4,174	8	3,943	7	4,043	5
WARRANT OFF (W-2)	7,343	14	6,714	4	6,543	3
WARRANT OFF (W-1)	2,218	1	2,050	1	1,996	1
SUBTOTAL WARRANT OFFICERS	17,192	28	15,631	29	15,363	20
SUBTOTAL OFFICER	108,090	680	98,631	667	95,859	458
ENLISTED PERSONNEL						
SERGEANT MAJOR	4,153	19	3,654	19	3,601	26
1ST SGT/MASTER SGT	14,130	24	12,134	23	12,034	34
PLATOON SGT/SFC	44,845	69	39,845	68	39,377	99
STAFF SGT	69,451	137	62,792	135	61,800	197
SERGEANT	90,528	123	77,072	121	75,435	173
CPL/SPECIALIST	147,140	91	123,093	89	117,113	128
PRIVATE 1ST CLASS	60,239	3	62,865	3	58,763	5
PRIVATE E2	26,121	1	26,332	1	24,623	1
PRIVATE E1	15,323	-	12,145	-	11,359	-
SUBTOTAL ENLISTED PERSONNEL	471,929	467	419,931	459	404,105	663
CADET	4,407	-	4,351	-	4,386	-
TOTAL AVERAGE STRENGTH	584,426	1,147	522,912	1,126	504,350	1,121

FY 2013 Average Strength contains 8,927 and 32,942 Man-Years for Reserve Officers and Enlisted personnel on active duty, respectively.
FY 2014 Average Strength contains 684 and 1,473 Man-Years for Reserve Officers and Enlisted personnel on active duty, respectively.
FY 2015 Average Strength contains 764 and 1,300 Man-Years for Reserve Officers and Enlisted personnel on active duty, respectively.

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

Monthly End Strengths ^{1/}	FY 2013				FY 2014				FY 2015			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	98,423	447,075	4,566	550,064	98,634	428,923	4,486	532,043	96,808	409,080	4,512	510,400
October	98,334	445,404	4,545	548,283	98,454	427,813	4,501	530,768	96,615	408,943	4,501	510,059
November	98,238	443,714	4,539	546,491	98,257	426,860	4,493	529,610	96,314	408,872	4,493	509,679
December	98,056	436,630	4,505	539,191	98,015	419,760	4,467	522,242	96,077	403,347	4,467	503,891
January	98,126	438,670	4,495	541,291	97,924	419,617	4,452	521,993	95,944	403,766	4,452	504,162
February	97,951	438,347	4,445	540,743	97,860	418,749	4,439	521,048	95,877	403,780	4,439	504,096
March	97,736	436,350	4,438	538,524	97,300	417,837	4,432	519,569	95,112	403,313	4,432	502,857
April	97,555	435,144	4,436	537,135	97,191	416,869	4,424	518,484	94,989	402,397	4,424	501,810
May	98,974	432,996	3,400	535,370	98,155	415,909	3,371	517,435	95,907	401,314	3,371	500,592
June	99,445	429,708	3,377	532,530	98,597	414,616	4,587	517,800	93,946	400,537	4,587	499,070
July	99,374	430,497	4,523	534,394	98,298	412,818	4,532	515,648	93,630	398,644	4,532	496,806
August	99,134	429,801	4,494	533,429	97,578	411,148	4,527	513,253	92,667	397,121	4,527	494,315
September	98,634	428,923	4,486	532,043	96,808	409,080	4,512	510,400	91,341	394,147	4,512	490,000

Active Duty for Operational Support (ADOS) Strength

Active Duty for Operational Support (ADOS) and RC Mobilization ^{2/}	FY 2013				FY 2014				FY 2015			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative-ADOS	614	1,437	-	2,051	330	519	-	849	273	734	-	1,007
Contingency-ADOS / 12302 Mobilization ^{3/}	239	873	-	1,112	-	-	-	-	-	-	-	-
12304B - Mobilization	-	-	-	-	354	954	-	1,308	491	566	-	1,057
Total ADOS/RC Mobilization Average Strength [BASE]	853	2,310	-	3,163	684	1,473	-	2,157	764	1,300	-	2,064

ADOS and RC Mobilization (\$M)

RC Mobilization Dollars	FY 2013				FY 2014				FY 2015			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative-ADOS [BASE]	\$104.4	\$91.6	-	\$196.0	\$48.8	\$36.8	-	\$85.6	\$79.8	\$41.7	-	\$121.5
Contingency-ADOS [BASE]	\$32.5	\$54.7	-	\$87.2	-	-	-	-	-	-	-	-
12304b Mobilization [BASE]	-	-	-	-	\$46.6	\$68.3	-	\$114.9	\$38.0	\$45.8	-	\$83.8
Total ADOS/RC Mobilization Dollars [BASE]	\$ 136.9	\$ 146.3	\$ -	\$ 283.2	\$ 95.4	\$ 105.1	\$ -	\$ 200.5	\$ 117.8	\$ 87.5	\$ -	\$ 205.3

Strength in the PB 2015 Baseline Request ^{4/}

Active Duty Strength	FY 2013				FY 2014				FY 2015			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
TOTAL BASE Strength	94,697	402,038	4,407	501,142	94,156	393,650	4,351	492,157	92,106	395,446	4,386	491,938
TOTAL OCO Strength	13,393	69,891	-	83,284	10,181	46,104	-	56,285	3,753	8,659	-	12,412
Total Average Strength	108,090	471,929	4,407	584,426	104,337	439,754	4,351	548,442	95,859	404,105	4,386	504,350
End Strength in the Baseline Request:	84,50	404,014	4,486	493,000	92,796	392,692	4,512	490,000	91,341	394,147	4,512	490,000

^{1/} The FY 2013 end strengths reflects actual execution; The FY 2014 end strengths reflect the strength levels based on the most recent Army estimates.

^{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/} FY 2013 strength data as reported by DFAS payroll system as of Oct 2013. FY 2014 and FY 2015 manpower data as of September 2013 Army manpower projections

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

	ACTUAL FY 2013	ESTIMATE FY 2014	ESTIMATE FY 2015
OFFICERS			
BEGINNING STRENGTH	98,423	98,634	96,808
GAINS			
SERVICE ACADEMIES	933	984	946
ROTC	2,611	2,319	2,034
OFFICER CANDIDATE SCHOOL	822	532	1,082
WARRANT OFFICER PROGRAMS	1,032	1,062	746
OTHER GAINS (MEDICAL & JAG)	1,612	1,751	951
TOTAL OFFICER GAINS	7,010	6,648	5,759
LOSSES			
EXPIRATION OF CONTRACT	5,932	5,625	5,049
NON-DISABILITY	10	0	16
INVOLUNTARY SEPARATION OF REGULAR	491	2,303	4,866
15 YEAR RETIREMENT	0	0	678
ATTRITION	140	143	235
OTHER LOSSES	226	403	382
TOTAL OFFICER LOSSES	6,799	8,474	11,226
END STRENGTH	98,634	96,808	91,341
ENLISTED			
BEGINNING STRENGTH	447,075	428,923	409,080
GAINS			
MALES (NPS)	57,561	52,831	47,926
FEMALES (NPS)	9,901	10,063	9,122
PRIOR SERVICE ENLISTMENTS	1,498	1,000	971
REENLISTMENT (IMM)	53,394	49,512	58,550
RETURNED TO MILITARY CONTROL	1,454	1,525	1,353
OTHER GAINS	134	213	0
TOTAL ENLISTED GAINS	123,942	115,144	117,930
LOSSES			
ESTIMATED TERMINATION OF SERVICE	32,754	37,869	28,202
PROGRAMMED EARLY RELEASE	6,440	6,787	5,868
TO COMMISSIONED OFFICER AND WARRANT OFFICER	1,854	1,594	1,660
REENLISTMENT	53,394	49,512	58,550
RETIREMENT	7,050	7,249	7,092
INVOLUNTARY SEPARATION OF REGULAR	4,635	3,793	3,900
15 YEAR RETIREMENT	0	0	745
DROPPED FROM ROLLS	1,746	1,880	1,828
ATTRITION ADVERSE CAUSES	15,615	8,986	8,985
OTHER ATTRITION	18,606	17,181	16,040
TOTAL ENLISTED LOSSES	142,094	134,986	132,870
END STRENGTH	428,923	409,080	394,147

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

	ACTUAL FY 2013	ESTIMATE FY 2014	ESTIMATE FY 2015
CADET			
BEGINNING STRENGTH	4,566	4,486	4,512
GAINS			
ENTERING CADETS	1,116	1,224	1,155
TOTAL CADET GAINS	1,116	1,224	1,155
LOSSES			
ATTRITION	263	214	209
GRADUATES	933	984	946
TOTAL CADET LOSSES	1,196	1,198	1,155
END STRENGTH	4,486	4,512	4,512
TOTAL END STRENGTH	532,043	510,400	490,000

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. BASIC PAY	7,660,215	14,966,997	22,627,212	6,766,266	12,809,588	19,575,854	6,715,420	13,019,805	19,735,225
2. RETIRED PAY ACCRUAL	2,407,912	4,714,297	7,122,209	2,187,705	4,146,253	6,333,958	2,095,898	4,070,370	6,166,268
3. BASIC ALLOWANCE FOR HOUSING									
BAH DIFFERENTIAL - DOMESTIC	113	9,748	9,861	106	8,138	8,244	113	8,599	8,712
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	221	13,388	13,609	209	11,176	11,385	206	11,803	12,009
SUBSTANDARD HOUSING - DOMESTIC	0	0	0	0	0	0	0	0	0
WITH DEPENDENTS - DOMESTIC	1,669,520	4,675,571	6,345,091	1,488,198	3,952,024	5,440,222	1,539,002	4,186,428	5,725,430
WITH DEPENDENTS - OVERSEAS	150,942	201,315	352,257	134,298	170,723	305,021	139,205	180,895	320,100
WITHOUT DEPENDENTS - DOMESTIC	481,961	465,194	947,155	427,037	393,791	820,828	436,399	417,806	854,205
WITHOUT DEPENDENTS - OVERSEAS	84,162	71,910	156,072	73,974	61,390	135,364	76,382	65,060	141,442
TOTAL BASIC ALLOWANCE FOR HOUSING	2,386,919	5,437,126	7,824,045	2,123,822	4,597,242	6,721,064	2,191,307	4,870,591	7,061,898
4. SUBSISTENCE									
AUGMENTATION OF COMMUTED RATION	0	0	0	0	0	0	0	0	0
BASIC ALLOWANCE FOR SUBSISTENCE	311,954	0	311,954	281,099	0	281,099	279,102	0	279,102
LESS COLLECTIONS	0	-311,715	-311,715	0	-351,565	-414,165	0	-343,022	-388,570
WHEN AUTHORIZED TO MESS SEPARATELY	0	1,901,457	1,901,457	0	1,593,160	1,740,064	0	1,627,865	1,673,413
WHEN RATIONS IN KIND ARE NOT AVAILABLE	0	0	0	0	0	0	0	0	0
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	0	1,251	1,251	0	1,272	1,272	0	1,316	1,316
SUBSISTENCE IN KIND									
AUGMENTATION RATIONS/OTHER PROGRAMS	0	3,391	3,391	0	3,084	2,568	0	3,286	3,845
OPERATIONAL RATIONS	0	219,435	219,435	0	98,215	95,745	0	112,475	133,034
SUBSISTENCE IN MESSES	0	589,491	589,491	0	418,626	337,308	0	479,404	458,286
SUBTOTAL SUBSISTENCE IN KIND	0	812,317	812,317	0	519,926	435,621	0	595,165	595,165
TOTAL SUBSISTENCE	311,954	2,403,310	2,715,264	281,099	1,762,792	2,043,891	279,102	1,881,324	2,160,426
5. INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER									
CHEMICAL MUNITIONS	4	72	76	10	72	82	10	72	82
DEMOLITION DUTY	2,185	16,858	19,043	2,250	16,757	19,007	2,059	16,658	18,717
EXPERIMENTAL STRESS	41	93	134	40	93	133	36	93	129
FLYING DUTY	79,529	11,664	91,193	84,079	11,596	95,675	82,655	11,525	94,180
PARACHUTE JUMPING	14,155	77,302	91,457	14,324	76,845	91,169	13,943	76,388	90,331
TOXIC FUEL/WASTE	0	2	2	0	2	2	0	2	2
TOXIC PESTICIDES	0	13	13	0	13	13	0	13	13
TOTAL INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER	95,914	106,004	201,918	100,703	105,378	206,081	98,703	104,751	203,454
6. SPECIAL PAYS									
EDUCATION BENEFITS (COLLEGE FUND)	0	0	0	0	0	0	0	0	0
ENLISTMENT BONUS									
ANNIVERSARY	0	109,032	109,032	0	48,847	48,847	0	11,140	11,140
NEW PAYMENTS	0	11,180	11,180	0	11,289	11,289	0	11,402	11,402
RECRUITING	0	1,082	1,082	0	0	0	0	0	0
RESIDUAL NEW	0	0	0	0	0	0	0	0	0
SUBTOTAL ENLISTMENT BONUS	0	121,294	121,294	0	60,136	60,136	0	22,542	22,542
LOAN REPAYMENT PROGRAM	0	114,400	114,400	0	70,100	70,100	0	64,010	64,010

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
OFFICER BONUS - OTHER THAN MEDICAL	12,710	0	12,710	10,002	0	10,002	10,557	0	10,557
REENLISTMENT BONUS	0	196,244	196,244	0	148,448	148,448	0	148,448	148,448
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	0	123,965	123,965	0	122,549	122,549	0	120,887	120,887
SPECIAL PAY									
BOARD CERTIFIED PAY NON-PHYSICIAN HEALTH CARE	0	0	0	0	0	0	0	0	0
DENTAL PAY	53,408	0	53,408	43,510	0	43,511	41,882	0	41,882
DIPLOMATE PAY FOR PSYCHOLOGISTS	3,397	0	3,397	3,183	0	3,183	3,084	0	3,084
DIVING DUTY PAY	325	1,247	1,572	303	1,265	1,568	293	1,238	1,531
FOREIGN LANGUAGE PROFICIENCY PAY	15,076	32,822	47,898	15,007	30,774	45,781	14,977	30,141	45,118
HARDSHIP DUTY PAY	19,830	89,426	109,256	12,228	14,840	27,068	13,307	15,128	28,435
HOSTILE FIRE PAY	39,430	179,032	218,462	6,968	12,500	19,468	8,589	13,561	22,150
JUDGE ADVOCATE CONTINUATION PAY	17,382	0	17,382	15,607	0	15,607	15,587	0	15,587
ASSIGNMENT INCENTIVE PAY	23,349	80,728	104,077	5,975	41,429	47,404	5,965	40,577	46,542
MEDICAL PAY	230,785	0	230,785	223,760	0	223,761	222,640	0	222,640
NURSE PAY	42,802	0	42,802	32,180	0	32,180	31,821	0	31,821
OPTOMETRISTS PAY	1,649	0	1,649	1,348	0	1,348	1,330	0	1,330
SMA MONETARY ALLOWANCE	0	2	2	0	2	2	0	2	2
OVERSEAS EXTENSION PAY	0	38	38	0	37	37	0	36	36
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	62	0	62	63	0	63	63	0	63
PHARMACY PAY	2,953	0	2,953	2,560	0	2,559	2,524	0	2,524
SEA DUTY PAY	334	713	1,047	390	704	1,094	370	690	1,060
VETERINARIANS PAY	5,360	0	5,360	5,070	0	5,070	5,018	0	5,018
SUBTOTAL SPECIAL PAY	456,142	384,008	840,150	368,153	101,551	469,704	367,450	101,373	468,823
TOTAL SPECIAL PAYS	468,852	939,911	1,408,763	378,155	502,784	880,939	378,007	457,260	835,267
7. ALLOWANCE									
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	0	5,141	5,141	0	5,462	5,462	0	5,462	5,462
CLOTHING ALLOWANCES									
ADDITIONAL MILITARY ALLOWANCE	516	0	516	661	0	661	658	0	658
CIVILIAN CLOTHING ALLOWANCE	292	0	292	213	0	213	213	0	213
INITIAL ISSUE	0	112,137	112,137	0	104,146	104,146	0	96,485	96,485
INITIAL MILITARY ALLOWANCE	4,520	0	4,520	3,763	0	3,763	3,749	0	3,749
MAINTENANCE ALLOWANCES	0	185,978	185,978	0	185,118	185,118	0	180,543	180,543
OTHER ALLOWANCES	0	27,688	27,688	0	8,008	8,008	0	8,120	8,120
SUPPLEMENTARY ALLOWANCES	0	14,680	14,680	0	14,631	14,631	0	14,813	14,813
SUBTOTAL CLOTHING ALLOWANCES	5,328	340,483	345,811	4,637	311,903	316,540	4,620	299,961	304,581
CONUS, COST-OF-LIVING ALLOWANCE	8,836	19,154	27,990	4,411	6,462	10,873	4,060	6,046	10,106
FAMILY SEPARATION ALLOWANCES									
PCS W/DEPENDENTS NOT AUTHORIZED	5,330	42,709	48,039	4,698	36,878	41,576	4,696	36,902	41,598
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	38,270	144,527	182,797	21,924	61,801	83,725	22,254	62,742	84,996
SUBTOTAL FAMILY SEPARATION ALLOWANCES	43,600	187,236	230,836	26,622	98,679	125,301	26,950	99,644	126,594
OVERSEAS STATION ALLOWANCES									
COST OF LIVING	185,876	474,430	660,306	176,920	455,917	632,837	164,605	407,381	571,986
TEMPORARY LODGING	29,301	58,331	87,632	12,097	56,295	68,392	12,159	55,972	68,131
SUBTOTAL OVERSEAS STATION ALLOWANCES	215,177	532,761	747,938	189,017	512,212	701,229	176,764	463,353	640,117
TOTAL ALLOWANCE	272,941	1,084,775	1,357,716	224,687	934,718	1,159,405	212,394	874,466	1,086,860

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
8. SEPARATION PAY									
\$30,000 LUMP SUM BONUS	5,972	79,150	85,122	5,235	70,000	75,235	3,995	70,000	73,995
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	56,008	138,775	194,783	48,988	117,063	166,051	45,559	120,598	166,157
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	19,666	70,705	90,371	26,922	23,662	50,584	26,694	21,209	48,018
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	0	40,352	40,352	0	24,100	24,100	0	24,828	24,828
SEVERANCE PAY, DISABILITY	7,929	234,673	242,602	6,983	76,039	83,022	7,053	79,402	86,455
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)	18,557	4,943	23,500	10,184	4,213	14,397	16,188	4,309	20,382
TOTAL SEPARATION PAY	108,132	568,598	676,730	98,312	315,077	413,389	99,489	320,346	419,835
9. SOCIAL SECURITY TAX PAYMENTS	582,294	1,138,715	1,721,009	514,583	979,933	1,494,516	511,069	996,015	1,507,084
10. PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	22,611	141,820	164,431	20,031	112,391	132,422	22,599	119,204	141,803
OPERATIONAL TRAVEL	140,534	298,046	438,580	122,900	256,356	379,256	143,559	286,587	430,146
ORGANIZED UNIT TRAVEL	1,733	4,108	5,841	1,183	2,609	3,792	1,267	2,777	4,044
ROTATIONAL TRAVEL TO/FROM OVERSEAS	207,731	590,935	798,666	179,174	514,949	694,123	200,229	577,253	777,482
SEPARATION TRAVEL	54,107	257,621	311,728	57,248	228,802	286,050	58,703	237,779	296,482
TRAINING TRAVEL	121,866	26,687	148,553	114,640	36,933	151,573	116,427	36,494	152,921
TOTAL PERMANENT CHANGE OF STATION TRAVEL	548,582	1,319,217	1,867,799	495,176	1,152,040	1,647,216	542,784	1,260,094	1,802,878
11. OTHER MILITARY PERSONNEL COSTS									
ADOPTION EXPENSES	258	337	595	251	327	578	251	327	578
AMORTIZATION OF EDUCATION BENEFITS	0	0	0	0	0	0	0	0	0
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	0	974	974	0	1,004	1,004	0	1,033	1,033
DEATH GRATUITIES	10,400	59,700	70,100	6,000	45,900	51,900	6,000	45,700	51,700
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	4,911	3,758	8,669	715	623	1,338	715	623	1,338
JROTC	51,583	0	51,583	51,689	0	51,689	52,723	0	52,723
MASS TRANSIT SUBSIDY	3,907	977	4,884	3,981	995	4,976	4,056	1,014	5,070
PARTIAL DISLOCATION ALLOWANCE	32	128	160	32	130	162	33	131	164
PREVENTIVE HEALTH ALLOWANCE	0	0	0	0	0	0	0	0	0
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)	45	0	45	0	0	0	0	0	0
ROTC	102,892	0	102,892	108,873	0	108,873	101,068	0	101,068
SGLI EXTRA HAZARD PAYMENTS	15,180	60,721	75,901	0	0	0	0	0	0
SGLI TRAUMATIC INJURY PAYMENTS	7,683	30,732	38,415	0	0	0	0	0	0
SPECIAL COMPENSATION FOR SEVERELY DISABLED	0	0	0	0	0	0	0	0	0
STOP-LOSS SPECIAL COMPENSATION	71	1,166	1,237	0	0	0	0	0	0
SURVIVOR BENEFITS	0	0	0	0	0	0	0	0	0
UNEMPLOYMENT COMPENSATION BENEFITS	0	463,305	463,305	0	243,863	243,863	0	222,586	222,586
TOTAL OTHER MILITARY PERSONNEL COSTS	196,962	621,798	818,760	171,541	292,842	464,383	164,846	271,414	436,260

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
12. CADET									
ACADEMY CADETS	76,482	0	76,482	77,700	0	77,700	79,236	0	79,236
TOTAL CADET	76,482	0	76,482	77,700	0	77,700	79,236	0	79,236
SUBTOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	15,117,157	33,300,750	48,417,907	13,419,748	27,598,648	41,018,396	13,371,730	28,122,961	41,494,691
13. LESS REIMBURSABLES									
ACCESSION TRAVEL	0	0	0	0	0	0	0	0	0
BASIC ALLOWANCE FOR HOUSING	-28,476	-14,027	-42,503	-29,139	-17,360	-46,499	-28,292	-14,214	-42,506
BASIC ALLOWANCE FOR SUBSISTENCE	-3,401	-7,524	-10,925	-3,678	-7,790	-11,468	-4,390	-7,845	-12,235
BASIC PAY	-101,677	-45,504	-147,181	-96,840	-51,962	-148,802	-98,755	-45,071	-143,826
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	-11,188	-3,282	-14,470	-6,186	-2,590	-8,776	-9,816	-3,368	-13,184
OPERATIONAL TRAVEL	0	0	0	0	0	0	0	0	0
RETIRED PAY ACCRUAL	-32,539	-14,368	-46,907	-31,376	-16,836	-48,212	-31,995	-14,604	-46,599
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	-7,675	-3,405	-11,080	-7,408	-3,975	-11,383	-7,553	-3,449	-11,002
SUBSISTENCE IN KIND	0	-5,826	-5,826	0	0	0	0	0	0
UNEMPLOYMENT COMPENSATION BENEFITS	0	0	0	0	0	0	0	0	0
UNKNOWN AG	0	0	0	0	0	0	0	0	0
TOTAL LESS REIMBURSABLES	-184,956	-93,936	-278,892	-174,627	-100,513	-275,140	-180,801	-88,551	-269,352
TOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	14,932,201	33,206,814	48,139,015	13,245,121	27,498,135	40,743,256	13,190,929	28,034,410	41,225,339

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

	FY 2014 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROJECTED SHORTFALL/ (ASSET)*	FY 2014 REVISED
PAY AND ALLOWANCES OF OFFICERS									
BASIC PAY	6,654,397	16,256	0	0	6,670,653	0	6,670,653	-1,227	6,669,426
RETIRED PAY ACCRUAL	2,151,721	4,610	0	0	2,156,331	0	2,156,331	-2	2,156,329
INCENTIVE PAY FOR HAZARDOUS DUTY	83,483	0	0	0	83,483	0	83,483	11,034	94,517
SPECIAL PAY	364,351	0	0	0	364,351	0	364,351	3,802	368,153
OFFICER BONUS - OTHER THAN MEDICAL	10,002	0	0	0	10,002	0	10,002	0	10,002
BASIC ALLOWANCE FOR HOUSING	2,081,337	16,598	0	0	2,097,935	0	2,097,935	-3,252	2,094,683
BASIC ALLOWANCE FOR SUBSISTENCE	277,421	427	0	0	277,848	0	277,848	-427	277,421
OVERSEAS STATION ALLOWANCES	189,017	0	0	0	189,017	0	189,017	0	189,017
CLOTHING ALLOWANCES	5,190	0	0	0	5,190	0	5,190	-553	4,637
FAMILY SEPARATION ALLOWANCES	26,385	0	0	0	26,385	0	26,385	237	26,622
SEPARATION PAYMENTS	107,216	0	0	0	107,216	0	107,216	-8,904	98,312
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	505,850	1,109	0	0	506,959	0	506,959	216	507,175
CONUS COST OF LIVING ALLOWANCE	5,248	0	0	0	5,248	0	5,248	-837	4,411
REIMBURSABLES	174,627	0	0	0	174,627	0	174,627	0	174,627
TOTAL OBLIGATIONS	12,636,245	39,000	0	0	12,675,245	0	12,675,245	87	12,675,332
LESS REIMBURSABLES	174,627	0	0	0	174,627	0	174,627	0	174,627
TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS	12,461,618	39,000	0	0	12,500,618	0	12,500,618	87	12,500,705
PAY AND ALLOWANCES OF ENLISTED									
BASIC PAY	12,709,795	0	0	0	12,709,795	0	12,709,795	47,831	12,757,626
RETIRED PAY ACCRUAL	4,114,035	0	0	0	4,114,035	0	4,114,035	15,382	4,129,417
INCENTIVE PAY FOR HAZARDOUS DUTY	93,047	3,000	0	0	96,047	0	96,047	6,741	102,788
SPECIAL PAY	99,768	44,000	0	0	143,768	0	143,768	-42,217	101,551
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	107,897	0	0	0	107,897	0	107,897	14,652	122,549
REENLISTMENT BONUS	148,448	0	0	0	148,448	0	148,448	0	148,448
ENLISTMENT BONUS	101,480	-38,000	0	0	63,480	0	63,480	-3,344	60,136
BASIC ALLOWANCE FOR HOUSING	4,636,069	30,500	0	0	4,666,569	0	4,666,569	-86,687	4,579,882
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	9,307	0	0	0	9,307	0	9,307	-3,845	5,462
LOAN REPAYMENT PROGRAM	38,972	17,000	0	0	55,972	0	55,972	14,128	70,100
OVERSEAS STATION ALLOWANCES	506,994	0	0	0	506,994	0	506,994	5,218	512,212
CLOTHING ALLOWANCES	304,242	0	0	0	304,242	0	304,242	7,661	311,903
FAMILY SEPARATION ALLOWANCES	98,679	6,500	0	0	105,179	0	105,179	-6,500	98,679
SEPARATION PAYMENTS	287,133	0	0	0	287,133	0	287,133	27,944	315,077
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	972,240	0	0	0	972,240	0	972,240	3,718	975,958
CONUS COST OF LIVING ALLOWANCE	5,186	100	0	0	5,286	0	5,286	1,176	6,462
EDUCATION BENEFITS	2,040	0	0	0	2,040	0	2,040	-2,040	0
REIMBURSABLES	92,723	0	0	0	92,723	0	92,723	0	92,723
TOTAL OBLIGATIONS	24,328,055	63,100	0	0	24,391,155	0	24,391,155	-182	24,390,973
LESS REIMBURSABLES	92,723	0	0	0	92,723	0	92,723	0	92,723
TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS	24,235,332	63,100	0	0	24,298,432	0	24,298,432	-182	24,298,250

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

	FY 2014 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROJECTED SHORTFALL/ (ASSET)*	FY 2014 REVISED
PAY AND ALLOWANCES OF CADETS									
ACADEMY CADETS	77,959	0	0	0	77,959	0	77,959	-259	77,700
TOTAL OBLIGATIONS	77,959	0	0	0	77,959	0	77,959	-259	77,700
TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS	77,959	0	0	0	77,959	0	77,959	-259	77,700
SUBSISTENCE OF ENLISTED PERSONNEL									
BASIC ALLOWANCE FOR SUBSISTENCE	1,244,962	-25,700	0	0	1,219,262	8,673	1,227,935	171,775	1,399,710
SUBSISTENCE IN KIND	707,647	-182,701	0	0	524,946	0	524,946	-170,926	354,020
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	2,121	0	0	0	2,121	0	2,121	-849	1,272
REIMBURSABLES	7,790	0	0	0	7,790	0	7,790	0	7,790
TOTAL OBLIGATIONS	1,962,520	-208,401	0	0	1,754,119	8,673	1,762,792	0	1,762,792
LESS REIMBURSABLES	7,790	0	0	0	7,790	0	7,790	0	7,790
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS	1,954,730	-208,401	0	0	1,746,329	8,673	1,755,002	0	1,755,002
PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	173,351	-27,491	0	0	145,860	0	145,860	-13,438	132,422
TRAINING TRAVEL	131,077	0	0	0	131,077	0	131,077	20,495	151,573
OPERATIONAL TRAVEL	542,784	-52,410	0	0	490,374	0	490,374	-111,118	379,256
ROTATIONAL TRAVEL TO/FROM OVERSEAS	714,163	-69,332	0	0	644,831	0	644,831	49,293	694,123
SEPARATION TRAVEL	225,129	0	0	0	225,129	0	225,129	60,921	286,050
ORGANIZED UNIT TRAVEL	9,945	0	0	0	9,945	0	9,945	-6,153	3,792
TOTAL OBLIGATIONS	1,796,449	-149,233	0	0	1,647,216	0	1,647,216	0	1,647,216
TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS	1,796,449	-149,233	0	0	1,647,216	0	1,647,216	0	1,647,216
OTHER MILITARY PERSONNEL COSTS									
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	960	0	0	0	960	0	960	44	1,004
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	725	0	0	0	725	0	725	613	1,338
DEATH GRATUITIES	61,900	0	0	0	61,900	-8,673	53,227	-1,327	51,900
UNEMPLOYMENT COMPENSATION BENEFITS	282,863	-39,000	0	0	243,863	0	243,863	-3	243,860
ADOPTION EXPENSES	636	0	0	0	636	0	636	-58	578
PARTIAL DISLOCATION ALLOWANCE	326	0	0	0	326	0	326	-164	162
MASS TRANSIT SUBSIDY	4,326	0	0	0	4,326	0	4,326	650	4,976
ROTC	117,559	0	0	0	117,559	0	117,559	-8,683	108,876
JROTC	42,407	0	0	0	42,407	0	42,407	9,282	51,689
TOTAL OBLIGATIONS	511,702	-39,000	0	0	472,702	-8,673	464,029	354	464,383
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	511,702	-39,000	0	0	472,702	-8,673	464,029	354	464,383
TOTAL DIRECT OBLIGATIONS	41,037,790	-294,534	0	0	40,743,256	0	40,743,256	0	40,743,256

*The FY 2014 estimate reflects current projections based on the most recent levels of execution. However, the potential reprogramming amount has not been approved by the Office of Management and Budget, and could be revised before an Omnibus Reprogramming is submitted to Congress.

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

	BA1	BA2	BA3	BA4	BA5	BA6	Total
FY 2014 Direct Program	13,073,201	25,739,395	77,700	1,866,649	1,768,545	464,383	42,989,873
Increases:							
Price Increases:							
Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2014	17,182	33,419	159				50,760
Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	51,545	100,256	476				152,277
Retired Pay Accrual increase due to the annualization of the 1% pay raise, effective 1 January 2014	8,809	10,460					19,269
Retired Pay Accrual increase due to the annualization of the 1% pay raise, effective 1 January 2015	26,426	31,380					57,806
Basic Allowance for Housing increase due to the housing cost growth of 7.0%, effective 1 January 2014	38,648	83,140					121,788
Basic Allowance for Housing increase due to the housing cost growth of 1.5%, effective 1 January 2015	24,843	53,446					78,289
Basic Allowance for Housing increase to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.9% (budgeted) to 7.0%	47,697	106,931					154,628
Basic Allowance for Subsistence increase due to the annualization of the 1.5% rate adjustment, effective 1 January 2014	2,096			21,571			23,667
Basic Allowance for Subsistence increase due to the annualization of the 1.5% subsistence rate increase, effective 1 January 2015	6,288			28,134			34,422
Cadet Ration rate increase for subsistence			276				276
Overseas Station Allowance - COLA increase due to the annualization of the 1% pay raise, effective 1 January 2014	438	1,228					1,666
Overseas Station Allowance - COLA increase due to the annualization of the 1% pay raise, effective 1 January 2015	1,315	3,668					4,983
Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	122						122
Clothing increase due to rate changes		4,492					4,492
Separation Pay increase due to pay raise	2,712	3,004					5,716
CONUS COLA increase due to pay raise	39	62					101
FICA increase due to the annualization of the 1% pay raise, effective 1 January 2014	2,004	2,557	11				4,572
FICA increase due to the annualization of the 1% pay raise, effective 1 January 2015	6,013	7,670	31				13,714
Enlistment Bonus increase due to rate changes		209					209
Subsistence in Messes increase due to dining facility cost inflation				15,877			15,877
Operational Rations increase due to inflation				1,751			1,751
Unitized Group Rations-Heat and Serve increase due to inflation				639			639
Unitized Group Rations (A) increase due to inflation				1,180			1,180
Other Rations increase due to manufacturer price inflation				199			199
Member travel increase due to cost inflation					5,318		5,318
Dependent travel increase due to cost inflation					1,492		1,492
Household goods shipment increase due to cost inflation					20,170		20,170
Dislocation allowance increase due to annualization of pay raises					1,737		1,737
Trailer allowance increase due to cost inflation					3		3
Privately owned vehicle increase due to cost inflation					186		186

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

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Port handling increase due to cost inflation					11		11
Non-temporary storage increase due to cost inflation					187		187
Temporary lodging expense increase due to cost inflation					655		655
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate inflation						29	29
Partial Dislocation Allowance increase due to annualization of pay raise inflation						2	2
ROTC increase due to pay raise, inflation to Cadet clothing and Cadet subsistence						1,133	1,133
Total Price Increases:	236,177	441,922	953	69,351	29,759	1,164	779,326
Program Increases:							
Basic Pay increase due to shifts in grade structure	30,522	84,222					114,744
Basic Pay increase due to cadet man-year growth			406				406
Retired Pay Accrual increase due to shifts in grade structure	11,653	27,263					38,916
Officer Bonus - Other Than Medical increase due to changes in the number of Soldiers expected to receive pay	555						555
Basic Allowance for Housing increase due to shifts in grade structure	7,598	47,961					55,559
Cadet Ration increase due to man-year growth			144				144
Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	333	965					1,298
Separation Pay increase due to projected number of Soldiers expected to separate	1,535	2,266					3,801
Separation Pay increase funded in OCO due to projected separations associated with Active Component drawdown	254,321	105,250					359,571
FICA increase due to shifts in grade structure	2,740	6,443					9,183
FICA increase due to man-year growth			33				33
Increase in direct resources due to a decrease in reimbursable requirements		12,017					12,017
Subsistence in Messes increase due to application of undistributed marks in FY 2014				53,585			53,585
Operational Rations increase due to application of undistributed marks in FY 2014				12,774			12,774
Member travel increase due to change in move requirements					8,935		8,935
Dependent travel increase due to change in move requirements					3,058		3,058
Household goods shipment increase due to change in move requirements					34,923		34,923
Dislocation allowance increase due to change in move requirements					6,560		6,560
Trailer allowance increase due to change in move requirements					2		2
Port handling increase due to change in move requirements					27		27
Non-temporary storage increase due to change in move requirements					226		226
Temporary lodging expense increase due to change in move requirements					1,695		1,695
JROTC increase due to higher number of Cadets projected to be issued clothing						1,034	1,034
Mass Transit Subsidy increase due to slight increase in number of takers						94	94
Total Program Increases:	309,257	286,387	583	66,359	55,426	1,128	719,140

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:							
Retired Pay Accrual decrease due to the Normal Cost Percentage rate decrease to 31.3%, effective 1 October 2014	(81,582)	(146,151)					(227,733)
Overseas Station Allowance - COLA decrease due to foreign currency fluctuation	(4,337)	(10,779)					(15,116)
Overseas Station Allowance - COLA decrease due to change in the methodology for setting COLA indices	(8,892)	(22,008)					(30,900)
Basic Allowance for Subsistence decrease to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.4% (budgeted) to 1.5% (expected)	(4,093)			(30,181)			(34,274)
Operational Rations decrease to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.4% (budgeted) to 1.5% (expected)				(10,721)			(10,721)
Unemployment Benefits decrease due lower cost per claim						(18,712)	(18,712)
Total Price Decreases:	(98,904)	(178,938)	-	(40,902)	-	(18,712)	(337,456)
Program Decreases:							
Basic Pay decrease due to man-year reduction	(199,356)	(513,830)					(713,186)
Retired Pay Accrual decrease due to man-year reduction	(76,114)	(166,328)					
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(2,000)	(627)					(2,627)
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay		(1,662)					(1,662)
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay		(37,806)					(37,806)
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(703)	(178)					
Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay		(6,090)					(6,090)
Basic Allowance for Housing decrease due to man-year reduction	(66,189)	(180,724)					(246,913)
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(900)	(20,967)					(21,867)
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(21)	(16,434)					(16,455)
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(390)	(478)					(868)
FICA decrease due to man-year reduction	(17,899)	(39,308)					(57,207)
Decrease in direct resources due to a increase in reimbursable requirements	(6,174)						(6,174)
Basic Allowance for Subsistence decrease due to man-year reduction	(8,276)			(49,879)			(58,155)
Member travel decrease due to change in move requirements							-
Privately owned vehicle decrease due to change in move requirements					(205)		(205)
Death Gratuities decrease due to lower number of non-combat deaths						(200)	(200)
Unemployment Benefits decrease due to lower projected number of separations in FY 2015						(2,565)	(2,565)
ROTC decrease due to reduction of ROTC SLRP contracts						(8,938)	(8,938)
Total Program Decreases:	(378,022)	(984,432)	-	(49,879)	(205)	(11,703)	(1,424,241)
FY 2015 Direct Program – Active Component funded in Overseas Contingency Operations	13,141,709	25,304,334	79,236	1,911,578	1,853,525	436,260	42,726,642
FY 2015 Base Funded Direct Program	12,400,587	24,632,898	79,236	1,873,479	1,802,878	436,260	41,225,338

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

Pay and Allowances of Officers

FY 2014 Direct Program

13,073,201

Increases:

Price Increases:

a.	Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2014	17,182
b.	Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	51,545
c.	Retired Pay Accrual increase due to the annualization of the 1% pay raise, effective 1 January 2014	8,809
d.	Retired Pay Accrual increase due to the annualization of the 1% pay raise, effective 1 January 2015	26,426
e.	Basic Allowance for Housing increase due to the housing cost growth of 7.0%, effective 1 January 2014	38,648
f.	Basic Allowance for Housing increase due to the housing cost growth of 1.5%, effective 1 January 2015	24,843
g.	Basic Allowance for Housing increase to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.9% (budgeted) to 7.0%	47,696
h.	Basic Allowance for Subsistence increase due to the annualization of the 1.5% subsistence rate increase, effective 1 January 2014	2,096
i.	Basic Allowance for Subsistence increase due to the annualization of the 1.5% subsistence rate increase, effective 1 January 2015	6,288
j.	Overseas Station Allowance - COLA increase due to the annualization of the 1% pay raise, effective 1 January 2014	438
k.	Overseas Station Allowance - COLA increase due to the annualization of the 1% pay raise, effective 1 January 2015	1,315
l.	Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	122
m.	Separation Pay increase due to the annualization of the 1% pay raise, effective 1 January 2014	678
n.	Separation Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	2,034
o.	FICA increase due to the annualization of the 1% pay raise, effective 1 January 2014	2,004
p.	FICA increase due to the annualization of the 1% pay raise, effective 1 January 2015	6,013
q.	CONUS COLA increase due to pay raise	39

Total Price Increases:

236,177

Program Increases:

a.	Basic Pay increase due to shifts in grade structure	30,522
b.	Retired Pay Accrual increase due to shifts in grade structure	11,653
c.	Officer Bonus - Other Than Medical increase due to changes in the number of Soldiers expected to receive pay	555
d.	Basic Allowance for Housing increase due to shifts in grade structure	7,598
e.	Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	333
f.	Program increase in base separations stemming from a slight increase in the number of projected separations from FY 2014 to FY 2015	3,070
g.	Separation Pay increase funded in OCO due to projected separations associated with Active Component drawdown	252,786
h.	FICA increase due to shifts in grade structure	2,740

Total Program Increases:

309,257

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

Price Decreases:

a.	Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate decrease of 31.3%, effective 1 October 2014	(81,582)
b.	Basic Allowance for Subsistence decrease to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.4% (budgeted) to 1.5%	(4,093)
c.	Overseas Station Allowance - COLA decrease due to foreign currency fluctuation	(4,337)
d.	Overseas Station Allowance - COLA decrease due to change in the methodology for setting COLA indices	(8,892)

Total Price Decreases:

(98,904)

Program Decreases:

a.	Basic Pay decrease due to man-year reduction	(199,356)
b.	Retired Pay Accrual decrease due to man-year reduction	(76,114)
c.	Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(2,000)
d.	Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(703)
e.	Basic Allowance for Housing decrease due to man-year reduction	(66,189)
f.	Basic Allowance for Subsistence decrease due to man-year reduction	(8,276)
g.	Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(900)
h.	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(21)
i.	CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(390)
j.	FICA decrease due to man-year reduction	(17,899)
k.	Decrease in direct resources due to a increase in reimbursable requirements	(6,174)

Total Program Decreases:

(378,022)

FY 2015 Direct Program - Includes Active Component Strength funded in OCO

13,141,709

FY 2015 Base Funded Direct Program

12,400,588

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

ESTIMATE FY 2015	\$6,715,420
ESTIMATE FY 2014	\$6,766,266
ACTUAL FY 2013	\$7,660,215

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 2014 and the FY 2015 basic pay budget request contains \$325.7 and \$276.5 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

The FY 2015 rates were built by applying inflation assumptions to FY 2013 active component rates. The basic pay rates reflect a 1% pay raise, effective 1 January 2014 and 1 January 2015.

There is a -\$100.1 million decrease in the officer basic pay requirement between FY 2014 and FY 2015. This change is due to:

- (1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014: +\$17.1 million
- (2) Price increase due to the annualization of the 1% pay raise, effective 1 January 2015: +\$52.0 million
- (3) Program increase due to shifts in officer grade structure: +\$30.1 million
- (4) Program decrease due to decline in total officer man-years : -\$199.3 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - OFFICER									
OFFICER- ACTIVE DUTY									
GENERAL	12	\$179,701	2,140	11	\$181,050	1,991	11	\$181,503	1,997
LIEUTENANT GENERAL	54	\$179,701	9,749	54	\$181,050	9,776	56	\$181,503	10,164
MAJOR GENERAL	145	\$166,037	24,019	128	\$170,320	21,725	134	\$170,320	22,906
BRIGADIER GENERAL	173	\$144,212	24,941	153	\$148,329	22,715	162	\$148,329	24,102
COLONEL	4,968	\$122,580	609,003	4,492	\$125,714	564,705	4,380	\$126,971	556,132
LIEUTENANT COLONEL	11,877	\$99,465	1,181,375	10,296	\$101,906	1,049,094	9,786	\$102,926	1,007,231
MAJOR	19,050	\$83,064	1,582,329	17,315	\$85,205	1,475,335	17,050	\$86,057	1,467,268
CAPTAIN	31,873	\$66,343	2,114,516	28,497	\$67,751	1,930,710	28,949	\$68,437	1,981,181
1ST LIEUTENANT	14,836	\$50,595	750,620	13,955	\$51,488	718,491	12,639	\$52,003	657,289
2ND LIEUTENANT	7,911	\$36,941	292,240	8,101	\$37,727	305,619	7,329	\$38,105	279,270
SUBTOTAL OFFICER- ACTIVE DUTY	90,898		6,590,933	83,000		6,100,160	80,496		6,007,540
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	737	\$96,558	71,204	676	\$98,705	66,680	674	\$99,692	67,192
WARRANT OFFICER (W-4)	2,719	\$79,829	217,047	2,249	\$81,610	183,537	2,107	\$82,426	173,672
WARRANT OFFICER (W-3)	4,174	\$65,453	273,216	3,943	\$67,105	264,562	4,043	\$67,776	274,017
WARRANT OFFICER (W-2)	7,343	\$54,829	402,621	6,714	\$56,216	377,445	6,543	\$56,778	371,501
WARRANT OFFICER (W-1)	2,218	\$47,424	105,193	2,050	\$48,596	99,614	1,996	\$49,082	97,967
SUBTOTAL OFFICER- WARRANT ACTIVE	17,192		1,069,282	15,631		991,837	15,363		984,349
TOTAL BASIC PAY - OFFICER	108,090		7,660,215	98,631		7,091,996	95,859		6,991,890
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				4,475		325,731	3,753		276,470
BASELINE REQUEST				94,156		6,766,266	92,106		6,715,420

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

ESTIMATE FY 2015	\$2,095,898
ESTIMATE FY 2014	\$2,187,705
ACTUAL FY 2013	\$2,407,912

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

The Retired Pay Accrual (RPA) budget estimate is a product of the Department of Defense Retirement Board of Actuary approved Normal Cost Percentage (NCP) and the total amount of basic pay expected to be paid during the fiscal year to members of the Active Army. The approved NCP rates for FY 2014 are 32.4% (Active Component full-time) and 24.5% (Reserve Component part-time). The approved NCP rates for FY 2015 are 31.3% (Active Component full-time) and 22.4% (Reserve Component part-time).

The FY 2014 and FY 2015 Retired Pay Accrual (RPA) budget request contains \$105.5 and \$86.5 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$110.8 million decrease in the RPA requirement between FY 2014 and FY 2015. This change is due to:

- (1) Price increase due to the annualization of the 1% pay raise effective 1 January 2014: +\$8.8 million
- (2) Price increase due to the annualization of the 1% pay raise effective 1 January 2015: +\$26.4 million
- (3) Price decrease due to the change in the Normal Cost Percentage rate to 31.3%, full time, and 22.4%, part time, effective 1 October 2014: -\$81.6 million
- (4) Program increase due to shifts in grade structure: +\$11.7 million
- (5) Program decrease due to decline in total officer man-years: -\$76.1 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
RETIRED PAY ACCRUAL - OFFICER									
OFFICER RETIRED PAY ACCRUAL	99,298	\$22,595	2,243,594	97,946	\$23,268	2,279,083	95,095	\$22,779	2,166,144
OFFICER RETIRED PAY ACCRUAL-RC ONLY	8,792	\$18,689	164,318	684	\$20,700	14,159	764	\$21,321	16,289
TOTAL RETIRED PAY ACCRUAL - OFFICER	108,090		2,407,912	98,631		2,293,242	95,859		2,182,433
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				4,475		105,537	3,753		86,536
BASELINE REQUEST				94,156		2,187,705	92,106		2,095,897

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

ESTIMATE FY 2015	\$98,703
ESTIMATE FY 2014	\$100,703
ACTUAL FY 2013	\$95,914

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 a -\$2.0 million decrease in officer incentive pays from FY 2014 to FY 2015. This change is based on program decreases primarily in flying duty pay and parachute jump pay.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	68	\$2,775	188	53	\$2,775	147	52	\$2,775	143
NONCREW MEMBER	91	\$1,800	164	121	\$1,800	218	118	\$1,800	212
AVIATION CONTINUATION PAY	444	\$18,829	8,353	682	\$18,829	12,841	681	\$18,829	12,814
CREW (RATED)									
COMMISSIONED OFFICER CREW 125	744	\$1,500	1,116	845	\$1,500	1,268	839	\$1,500	1,258
COMMISSIONED OFFICER CREW 156	355	\$1,874	666	422	\$1,874	791	415	\$1,874	777
COMMISSIONED OFFICER CREW 188	297	\$2,256	671	315	\$2,256	711	309	\$2,256	696
COMMISSIONED OFFICER CREW 206	516	\$2,473	1,275	560	\$2,473	1,385	554	\$2,473	1,371
COMMISSIONED OFFICER CREW 250	20	\$3,000	59	12	\$3,000	36	12	\$3,000	36
COMMISSIONED OFFICER CREW 385	48	\$4,620	222	37	\$4,620	171	36	\$4,620	167
COMMISSIONED OFFICER CREW 495	65	\$5,940	387	45	\$5,940	267	44	\$5,940	260
COMMISSIONED OFFICER CREW 585	90	\$7,020	634	63	\$7,020	442	61	\$7,020	430
COMMISSIONED OFFICER CREW 650	1,781	\$7,800	13,895	1,801	\$7,800	14,048	1,787	\$7,800	13,937
COMMISSIONED OFFICER CREW 840	1,132	\$10,080	11,414	1,103	\$10,080	11,118	1,090	\$10,080	10,991
WARRANT OFFICER CREW 125	757	\$1,500	1,136	879	\$1,500	1,319	861	\$1,500	1,291
WARRANT OFFICER CREW 156	332	\$1,872	621	350	\$1,872	655	348	\$1,872	652
WARRANT OFFICER CREW 188	370	\$2,256	834	454	\$2,256	1,024	442	\$2,256	997
WARRANT OFFICER CREW 206	920	\$2,472	2,274	1,094	\$2,472	2,704	1,063	\$2,472	2,628
WARRANT OFFICER CREW 650	2,682	\$7,800	20,919	2,910	\$7,800	22,697	2,833	\$7,800	22,097
WARRANT OFFICER CREW 840	1,458	\$10,080	14,701	1,214	\$10,080	12,237	1,180	\$10,080	11,898
SUBTOTAL CREW (RATED)	11,567		70,824	12,104		70,873	11,874		69,486
SUBTOTAL FLYING DUTY - OFFICER	12,170		79,529	12,960		84,079	12,725		82,655
PARACHUTE JUMPING - OFFICER									
PARACHUTE JUMPING (REGULAR)	7,445	\$1,800	13,401	7,545	\$1,800	13,581	7,359	\$1,800	13,246
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	279	\$2,700	754	275	\$2,700	743	258	\$2,700	697
SUBTOTAL PARACHUTE JUMPING - OFFICER	7,724		14,155	7,820		14,324	7,617		13,943
INSIDE OBSERVER OR TEST SUBJECT DUTY	23	\$1,800	41	22	\$1,800	40	20	\$1,800	36
DEMOLITION DUTY	1,214	\$1,800	2,185	1,250	\$1,800	2,250	1,144	\$1,800	2,059
CHEMICAL MUNITIONS PAY	2	\$1,800	4	6	\$1,800	10	6	\$1,800	10
TOXIC PESTICIDES	0	0	0	0	0	0	0	0	0
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	21,133		95,914	22,058		100,703	21,512		98,703

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

ESTIMATE FY 2015	\$367,450
ESTIMATE FY 2014	\$368,153
ACTUAL FY 2013	\$470,866

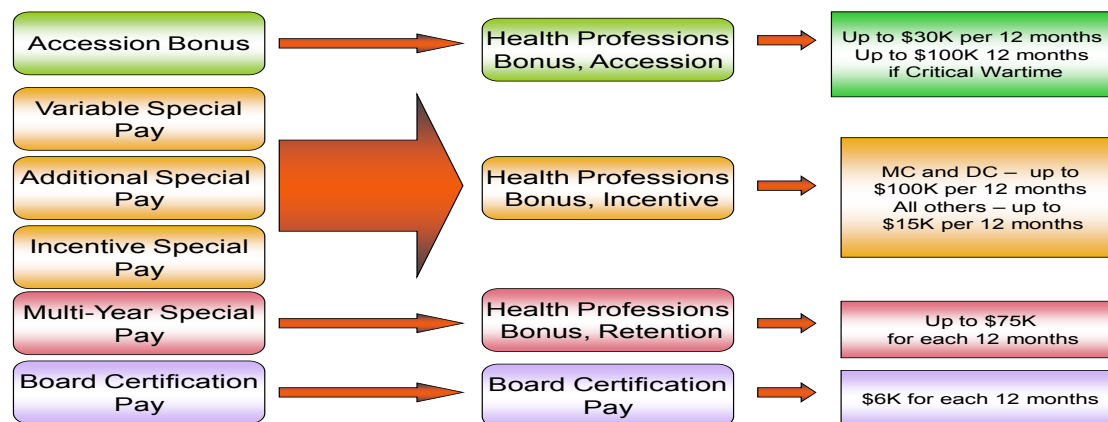
Project: Special Pay - Officer

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



**MILITARY PERSONNEL, ARMY
SECTION 4
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 critical 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 designated specialty physicians who execute an agreement to remain on active duty for at least one year. Payment 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 designated specialty 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 specialty trained 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 critical 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 designated specialty dentists who execute an agreement to remain on active duty for at least one year. Payment will not exceed \$100,000 per year on a single-year contract.

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

(12) Multi-Year Special Pay (MSP) - Bonus designed to retain quality health professionals. Payable to designated specialty 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 specialty trained dentists who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

Nurse Special Pay

(14) Accession Bonus (AB) - Lump sum bonus payable to licensed registered nurses in designated specialties, 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 designated nurse specialties who execute a written agreement to remain on active duty for a period of not less than 12 months. Payment may not exceed \$15,000 per year on a single-year contract.

(16) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to designated nurse specialties who execute a one to four-year active duty agreement. Bonus will not exceed \$75,000 per year on a multi-year contract.

(17) Board Certification Pay (BCP) – Monthly payment to specialty trained nurses at the Masters level, 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. Bonus will not exceed \$75,000 per year on a multi-year contract.

(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 will not exceed \$15,000 per year on a single-year contract.

(23) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to designated specialty veterinarians who execute a two- to four-year active duty agreement. Bonus will not exceed \$75,000 per year on a multi-year contract.

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

**MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
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 will not exceed \$15,000 per year on a single-year contract.
- (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. Bonus will not exceed \$75,000 per year on multi-year contract.
- (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. Bonus will not exceed \$75,000 per year on a multi-year contract.
- (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 will not exceed \$15,000 per year on a single-year contract.
- (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. Bonus will not exceed \$75,000 per year on a multi-year contract.
- (35) Board Certification Pay (BCP)** – Monthly payment to physician assistants trained at the Masters level, who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

Social Work Special Pay

- (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 will not exceed \$15,000 per year on a single-year contract. Currently not authorized by DOD.
- (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. Bonus will not exceed \$75,000 per year on a multi-year contract.

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

(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).

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).

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

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 Iraq or Afghanistan. Payment ranges from \$50 to \$1000 per month.

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.

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

There is a -\$0.7 million decrease from FY 2014 to FY 2015. This change is based on programmatic reductions to the number of Soldiers expected to receive Medical special pays.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	65	\$64,000	4,165	58	\$64,000	3,712	50	\$64,000	3,200
VARIABLE SPECIAL PAY (VSP)	4,195	\$7,983	33,491	4,150	\$7,983	33,129	4,130	\$7,983	32,970
ADDITIONAL SPECIAL PAY (ASP)	3,462	\$15,000	51,933	3,425	\$15,000	51,375	3,420	\$15,000	51,300
INCENTIVE SPECIAL PAY (IP)	3,465	\$22,000	76,238	3,430	\$22,000	75,460	3,422	\$22,000	75,284
MULTI-YEAR SPECIAL PAY (MSP)	1,793	\$22,000	39,447	1,605	\$22,000	35,310	1,601	\$22,000	35,222
BOARD CERTIFIED PAY (BCP)	1,564	\$6,000	9,381	1,460	\$6,000	8,760	1,455	\$6,000	8,733
SUBTOTAL MEDICAL PAY	14,545		214,656	14,128		207,746	14,078		206,709
DENTAL PAY									
ACCESSION BONUS (AB)	47	\$37,500	1,757	47	\$37,500	1,763	45	\$37,500	1,688
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	23	\$75,000	1,761	18	\$75,000	1,350	15	\$75,000	1,125
VARIABLE SPECIAL PAY (VSP)	1,002	\$8,715	8,735	803	\$8,715	6,997	794	\$8,715	6,916
ADDITIONAL SPECIAL PAY (ASP)	1,162	\$15,000	17,423	894	\$15,000	13,416	850	\$15,000	12,750
INCENTIVE SPECIAL PAY (IP)	56	\$40,000	2,227	45	\$40,000	1,800	40	\$40,000	1,600
MULTI-YEAR SPECIAL PAY (MSP)	564	\$35,247	19,865	470	\$35,247	16,564	460	\$35,247	16,213
BOARD CERTIFIED PAY (BCP)	273	\$6,000	1,639	270	\$6,000	1,620	265	\$6,000	1,590
SUBTOTAL DENTAL PAY	3,127		53,408	2,547		43,510	2,469		41,882
NURSE PAY									
ACCESSION BONUS (AB)	34	\$30,000	1,029	26	\$30,000	771	26	\$30,000	765
INCENTIVE SPECIAL PAY (IP)	329	\$20,000	6,573	247	\$20,000	4,941	244	\$20,000	4,886
MULTI-YEAR SPECIAL PAY (MSP)	650	\$50,000	32,499	489	\$50,000	24,437	483	\$50,000	24,162
BOARD CERTIFIED PAY (BCP)	450	\$6,000	2,701	338	\$6,000	2,031	335	\$6,000	2,008
SUBTOTAL NURSE PAY	1,463		42,802	1,100		32,180	1,088		31,821

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
OPTOMETRISTS PAY									
VARIABLE SPECIAL PAY (VSP)	314	\$1,200	377	255	\$1,200	306	253	\$1,200	304
MULTI-YEAR SPECIAL PAY (MSP)	186	\$6,000	1,118	153	\$6,000	917	150	\$6,000	902
BOARD CERTIFIED PAY (BCP)	26	\$6,000	154	21	\$6,000	126	21	\$6,000	124
SUBTOTAL OPTOMETRISTS PAY	526		1,649	429		1,349	424		1,330
VETERINARIANS PAY									
ACCESSION BONUS (AB)	7	\$5,000	33	5	\$5,000	25	4	\$5,000	20
INCENTIVE SPECIAL PAY (IP)	502	\$5,000	2,510	478	\$5,000	2,390	475	\$5,000	2,375
MULTI-YEAR SPECIAL PAY (MSP)	271	\$5,000	1,354	255	\$5,000	1,275	251	\$5,000	1,255
BOARD CERTIFIED PAY (BCP)	244	\$6,000	1,462	230	\$6,000	1,380	228	\$6,000	1,368
SUBTOTAL VETERINARIANS PAY	1,023		5,360	968		5,070	958		5,018
PSYCHOLOGIST									
ACCESSION BONUS (AB)	3	\$15,000	45	3	\$15,000	45	3	\$15,000	45
INCENTIVE SPECIAL PAY (IP)	195	\$5,000	977	190	\$5,000	950	187	\$5,000	935
MULTI-YEAR SPECIAL PAY (MSP)	106	\$20,000	2,127	98	\$20,000	1,960	95	\$20,000	1,900
BOARD CERTIFIED PAY (BCP)	41	\$6,000	248	38	\$6,000	228	34	\$6,000	204
SUBTOTAL PSYCHOLOGIST	346		3,397	329		3,183	319		3,084
PHARMACY PAY									
ACCESSION BONUS (AB)	12	\$30,000	365	11	\$30,000	319	10	\$30,000	312
INCENTIVE SPECIAL PAY (IP)	167	\$15,000	2,508	145	\$15,000	2,172	143	\$15,000	2,144
BOARD CERTIFIED PAY (BCP)	13	\$6,000	79	11	\$6,000	69	11	\$6,000	68
SUBTOTAL PHARMACY PAY	193		2,953	167		2,560	164		2,524
PHYSICIAN ASSISTANT									
ACCESSION BONUS (AB)	5	\$15,000	80	5	\$15,000	75	5	\$15,000	75
INCENTIVE SPECIAL PAY (IP)	576	\$5,000	2,880	574	\$5,000	2,870	570	\$5,000	2,850
MULTI-YEAR SPECIAL PAY (MSP)	303	\$20,000	6,052	299	\$20,000	5,980	298	\$20,000	5,960
BOARD CERTIFIED PAY (BCP)	933	\$6,000	5,599	930	\$6,000	5,580	925	\$6,000	5,550
SUBTOTAL PHYSICIAN ASSISTANT	1,817		14,611	1,808		14,505	1,798		14,435

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
SOCIAL WORK									
ACCESSION BONUS (AB)	13	\$7,500	95	11	\$8,000	87	11	\$8,000	86
INCENTIVE SPECIAL PAY (IP)	0	\$0	0	0	\$0	0	0	\$0	0
MULTI-YEAR SPECIAL PAY (MSP)	0	\$0	0	0	\$0	0	0	\$0	0
BOARD CERTIFIED PAY (BCP)	237	\$6,000	1,423	237	\$6,000	1,422	235	\$6,000	1,410
SUBTOTAL SOCIAL WORK	250		1,518	248		1,509	246		1,496
SUBTOTAL MEDICAL SPECIAL PAY	23,289		340,354	21,724		311,612	21,544		308,299
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
GENERAL	12	\$2,200	26	12	\$2,200	27	12	\$2,200	27
LIEUTENANT GENERAL	56	\$500	28	56	\$500	28	56	\$500	28
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	70		62	70		63	70		63
DIVING DUTY PAY	127	\$2,560	325	118	\$2,560	303	114	\$2,560	293
HOSTILE FIRE PAY	14,604	\$2,700	39,430	2,581	\$2,700	6,968	3,181	\$2,700	8,589
SEA DUTY PAY	67	\$4,953	334	79	\$4,953	390	75	\$4,953	370
HARDSHIP DUTY PAY	11,017	\$1,800	19,830	6,793	\$1,800	12,228	7,393	\$1,800	13,307
FOREIGN LANGUAGE PROFICIENCY PAY	8,376	\$1,800	15,076	8,337	\$1,800	15,007	8,321	\$1,800	14,977
JUDGE ADVOCATE CONTINUATION PAY	650	\$26,727	17,382	584	\$26,727	15,607	583	\$26,727	15,587
ASSIGNMENT INCENTIVE PAY									
KOREA ASSIGNMENT INCENTIVE PAY	1,347	\$3,602	4,853	1,342	\$3,600	4,830	1,340	\$3,600	4,824
OTHER ASSIGNMENT INCENTIVE PAY	209	\$6,000	1,252	191	\$6,000	1,145	190	\$6,000	1,141
DEPLOYMENT EXTENSION INCENTIVE PAY	4,839	\$4,541	17,244	0	\$0	0	0	\$0	0
SUBTOTAL ASSIGNMENT INCENTIVE PAY	6,244		23,349	1,533		5,975	1,530		5,965
TOTAL SPECIAL PAY - OFFICER	67,656		456,142	41,819		368,153	42,811		367,450

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

ESTIMATE FY 2015 \$10,557
ESTIMATE FY 2014 \$10,002
ACTUAL FY 2013 \$12,710

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 +\$0.6 million increase from FY 2014 to FY 2015. This change is based on adjustments to align the FY 2015 request with FY 2013 execution levels.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BONUS - OTHER THAN MEDICAL									
WARRANT OFFICER CSRB/CSAB	512	\$24,848	12,710	403	\$24,848	10,002	425	\$24,848	10,557
TOTAL OFFICER BONUS - OTHER THAN MEDICAL	512		12,710	403		10,002	425		10,557

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

ESTIMATE FY 2015	\$2,191,307
ESTIMATE FY 2014	\$2,123,822
ACTUAL FY 2013	\$2,386,919

Project: Basic Allowance for Housing - Officer

PART I - PURPOSE AND SCOPE

In the FY 1998 National Defense Authorization Act (NDAA), Congress approved the payment of a Basic Allowance for Housing (BAH) to service members. BAH provides members a monthly allowance for housing, and consist of BAH-Domestic, BAH Differential, Partial BAH, and Overseas Housing Allowance (OHA). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). In accordance with the Joint Federal Travel Regulation (JTFR), Chapter 10, BAH also includes Family Separation Housing (FSH) allowance, which is 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 2015 BAH rates were built by applying inflation assumptions to projected execution rates from FY 2013.

BAH figures displayed for FY 2014 reflect anticipated execution calculated with previously budgeted inflation at 3.9%. Since actual inflation effective 1 January 2014 is 7.0%, the FY 2015 request includes an increase to bring BAH rates in line with statutory inflation. This increase is reflected as a price increase of \$47.7 million.

The FY 2014 and FY 2015 BAH budget request contains \$103.2 and \$88.3 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a +\$52.6 million increase in the officer BAH requirement between FY 2014 and FY 2015. This change is due to:

- (1) Price increase due to the 7.0% housing cost growth rate increase, effective 1 January 2014: +\$38.6 million
- (2) Price increase due to the 1.5% housing cost growth rate increase, effective 1 January 2015: +\$24.8 million
- (3) Price increase for understatement of BAH in FY 2014 due to an increase in the housing cost growth rate, from 3.9%, (budgeted) to 7.0%: +47.7 million.
- (4) Program increase due to the shifts in grade structure: +\$7.6 million
- (5) Program decrease due to decline in total officer man-years: -\$66.1 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 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	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	\$28,943	184	6	\$30,072	173	6	\$31,614	182
LIEUTENANT GENERAL	29	\$30,244	868	27	\$31,423	833	28	\$33,034	925
MAJOR GENERAL	112	\$31,099	3,471	108	\$32,312	3,501	114	\$33,969	3,877
BRIGADIER GENERAL	133	\$31,859	4,227	134	\$33,101	4,446	142	\$34,799	4,956
COLONEL	4,170	\$30,975	129,150	3,809	\$32,183	122,583	3,705	\$33,833	125,336
LIEUTENANT COLONEL	9,237	\$29,145	269,212	8,350	\$30,282	252,849	7,912	\$31,835	251,862
MAJOR	14,890	\$25,663	382,116	13,348	\$26,664	355,912	13,149	\$28,031	368,583
CAPTAIN	20,358	\$21,448	436,637	17,870	\$22,285	398,225	18,116	\$23,427	424,399
1ST LIEUTENANT	6,252	\$18,512	115,742	5,845	\$19,234	112,430	5,264	\$20,221	106,441
2ND LIEUTENANT	2,276	\$16,984	38,659	2,106	\$17,646	37,155	1,910	\$18,551	35,428
SUBTOTAL OFFICER- ACTIVE DUTY	57,463		1,380,266	51,603		1,288,107	50,346		1,321,989
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	654	\$24,359	15,923	595	\$25,309	15,051	592	\$26,606	15,764
WARRANT OFFICER (W-4)	2,332	\$22,619	52,751	1,915	\$23,501	45,015	1,797	\$24,706	44,389
WARRANT OFFICER (W-3)	3,572	\$21,279	76,002	3,244	\$22,108	71,724	3,329	\$23,242	77,379
WARRANT OFFICER (W-2)	5,746	\$19,593	112,582	5,202	\$20,357	105,896	5,059	\$21,401	108,263
WARRANT OFFICER (W-1)	1,874	\$17,074	31,996	1,636	\$17,740	29,014	1,592	\$18,649	29,684
SUBTOTAL OFFICER- WARRANT ACTIVE	14,178		289,254	12,592		266,700	12,369		275,479
SUBTOTAL WITH DEPENDENTS - DOMESTIC WITHOUT DEPENDENTS - DOMESTIC	71,641		1,669,520	64,195		1,554,807	62,715		1,597,468
OFFICER- ACTIVE DUTY									
GENERAL	-	-	-	-	-	-	-	-	-
LIEUTENANT GENERAL	2	\$26,879	60	2	\$27,927	56	2	\$29,359	59
MAJOR GENERAL	7	\$22,461	155	7	\$23,337	165	7	\$24,534	176
BRIGADIER GENERAL	5	\$23,760	118	5	\$24,687	129	5	\$25,952	136
COLONEL	361	\$26,297	9,496	330	\$27,323	9,011	321	\$28,724	9,212
LIEUTENANT COLONEL	1,065	\$24,551	26,136	963	\$25,508	24,560	912	\$26,816	24,463
MAJOR	2,767	\$21,693	60,023	2,480	\$22,539	55,902	2,443	\$23,695	57,892
CAPTAIN	9,981	\$17,756	177,229	8,763	\$18,449	161,669	8,883	\$19,395	172,289
1ST LIEUTENANT	7,277	\$15,106	109,929	6,803	\$15,695	106,778	6,127	\$16,500	101,089
2ND LIEUTENANT	4,982	\$13,540	67,453	4,608	\$14,068	64,827	4,179	\$14,789	61,806
SUBTOTAL OFFICER- ACTIVE DUTY	26,447		450,599	23,961		423,097	22,879		427,122
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	61	\$21,472	1,306	55	\$22,310	1,233	55	\$23,453	1,288
WARRANT OFFICER (W-4)	203	\$18,785	3,821	167	\$19,518	3,256	157	\$20,519	3,217

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
WARRANT OFFICER (W-3)	372	\$18,067	6,724	337	\$18,772	6,334	347	\$19,735	6,851
WARRANT OFFICER (W-2)	901	\$16,295	14,675	815	\$16,930	13,806	793	\$17,799	14,117
WARRANT OFFICER (W-1)	383	\$12,628	4,836	334	\$13,121	4,388	325	\$13,794	4,482
SUBTOTAL OFFICER- WARRANT ACTIVE	1,920		31,362	1,708		29,017	1,677		29,955
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	28,367		481,961	25,669		452,114	24,556		457,077
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	-	-	-	-	-	-	-	-	-
LIEUTENANT GENERAL	-	-	-	-	-	-	-	-	-
MAJOR GENERAL	-	-	-	-	-	-	-	-	-
BRIGADIER GENERAL	-	-	-	-	-	-	-	-	-
COLONEL	4	\$475	2	4	\$494	2	5	\$519	3
LIEUTENANT COLONEL	15	\$388	7	16	\$403	6	15	\$424	6
MAJOR	45	\$320	16	45	\$333	15	44	\$350	15
CAPTAIN	209	\$266	62	207	\$276	57	210	\$290	61
1ST LIEUTENANT	139	\$212	33	145	\$221	32	131	\$232	30
2ND LIEUTENANT	508	\$162	92	528	\$169	89	479	\$177	85
SUBTOTAL OFFICER- ACTIVE DUTY	920		212	945		201	479		200
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	1	\$302	-	-	-	-	2	\$330	1
WARRANT OFFICER (W-4)	4	\$302	1	2	\$314	1	4	\$330	1
WARRANT OFFICER (W-3)	3	\$248	1	3	\$314	1	4	\$330	1
WARRANT OFFICER (W-2)	23	\$191	5	3	\$258	1	3	\$271	1
WARRANT OFFICER (W-1)	8	\$166	2	23	\$198	5	22	\$208	5
SUBTOTAL OFFICER- WARRANT ACTIVE	39		9	8	\$172	1	8	\$181	1
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	959		221	39		9	39		9
BAH DIFFERENTIAL - DOMESTIC	46	\$2,739	113	44	\$2,515	111	45	\$2,687	121
WITH DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	-	-	-	-	-	-	-	-	-
LIEUTENANT GENERAL	-	-	-	-	-	-	-	-	-
MAJOR GENERAL	-	-	-	-	-	-	-	-	-
BRIGADIER GENERAL	1	\$47,827	84	2	\$49,693	99	2	\$52,241	104
COLONEL	175	\$45,980	9,040	180	\$47,774	8,592	175	\$50,223	8,770
LIEUTENANT COLONEL	557	\$42,473	26,542	566	\$44,130	24,969	536	\$46,393	24,872

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

MAJOR	803	\$39,041	35,148	809	\$40,563	32,811	797	\$42,643	33,980
CAPTAIN	969	\$33,122	35,970	957	\$34,413	32,919	970	\$36,178	35,096
1ST LIEUTENANT	385	\$29,265	12,643	405	\$30,406	12,318	365	\$31,965	11,669
2ND LIEUTENANT	72	\$32,678	2,648	75	\$33,952	2,545	68	\$35,693	2,412
SUBTOTAL OFFICER- ACTIVE DUTY	2,962		122,075	2,994		114,253	2,913		116,903
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	23	\$36,248	946	23	\$37,661	884	24	\$39,592	957
WARRANT OFFICER (W-4)	135	\$35,116	5,313	125	\$36,486	4,544	117	\$38,357	4,475
WARRANT OFFICER (W-3)	223	\$33,654	8,398	228	\$34,967	7,957	233	\$36,759	8,566
WARRANT OFFICER (W-2)	365	\$30,372	12,443	372	\$31,556	11,725	361	\$33,174	11,986
WARRANT OFFICER (W-1)	52	\$30,058	1,767	51	\$31,230	1,607	50	\$32,832	1,654
SUBTOTAL OFFICER- WARRANT ACTIVE	798		28,867	799		26,717	785		27,638
SUBTOTAL WITH DEPENDENTS - OVERSEAS	3,760		150,942	3,793		140,970	3,698		144,541
WITHOUT DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	-	-	-	-	-	-	-	-	-
LIEUTENANT GENERAL	-	-	-	-	-	-	-	-	-
MAJOR GENERAL	-	-	-	-	-	-	-	-	-
BRIGADIER GENERAL	-	-	-	-	-	-	-	-	-
COLONEL	31	\$40,185	1,389	32	\$41,753	1,324	31	\$43,381	1,340
LIEUTENANT COLONEL	201	\$35,812	8,074	204	\$37,208	7,605	194	\$38,660	7,501
MAJOR	357	\$31,680	12,688	363	\$32,916	11,958	355	\$34,199	12,150
CAPTAIN	927	\$27,661	28,743	918	\$28,740	26,384	930	\$29,860	27,755
1ST LIEUTENANT	621	\$24,147	16,805	652	\$25,089	16,358	589	\$26,068	15,358
2ND LIEUTENANT	193	\$25,705	5,564	213	\$26,707	5,688	182	\$27,749	5,058
SUBTOTAL OFFICER- ACTIVE DUTY	2,330		73,263	2,382		69,317	2,281		69,162
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	10	\$32,139	346	10	\$33,392	322	10	\$34,695	341
WARRANT OFFICER (W-4)	53	\$30,029	1,786	47	\$31,201	1,471	46	\$32,417	1,492
WARRANT OFFICER (W-3)	101	\$28,857	3,278	103	\$29,982	3,095	106	\$31,152	3,312
WARRANT OFFICER (W-2)	159	\$25,815	4,616	156	\$26,822	4,194	158	\$27,868	4,407
WARRANT OFFICER (W-1)	27	\$29,100	873	27	\$30,235	805	26	\$31,414	804
SUBTOTAL OFFICER- WARRANT ACTIVE	350		10,899	343		9,887	346		10,356
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,680		84,162	2,725		79,204	2,627		79,518
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	107,453		2,386,919	97,395		2,227,002	94,149		2,279,599
ACTIVE COMPONENT FUNDED IN OCO				4,523		103,180	3,747		88,292
BASELINE REQUEST				92,872		2,123,822	90,402		2,191,307

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

ESTIMATE FY 2015	\$279,102
ESTIMATE FY 2014	\$281,099
ACTUAL FY 2013	\$311,954

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 2014 and FY 2015 officer BAS budget request contains \$13.4 and \$11.4 million, respectively, associated with Active Component end strength funded in Overseas Contingency Operations (OCO).

BAS figures displayed for FY 2014 reflect anticipated execution calculated with previously budgeted inflation at 3.4%. Since actual inflation effective 1 January 2014 is 1.5%, the FY 2015 request includes a reduction to bring the BAS rate in line with inflation guidance. This reduction is reflected as a price decrease of \$4.1 million.

There is a -\$4.0 million decrease in the BAS requirement between FY 2014 and FY 2015. The change is due to:

- (1) Price increase due to the annualization of the 1.5% subsistence rate increase, effective 1 January 2014: +\$2.1 million
- (2) Price increase due to the annualization of the 3.4% subsistence rate increase, effective 1 January 2015: +\$6.3 million
- (3) BAS decreased to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.4% (budgeted) to 1.5%: -\$4.1 million
- (4) Program decrease due to decline in total officer man-years: -\$8.3 million

Detailed cost computations are provided by the following table:

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

	ESTIMATE FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	107,385	\$2,905	311,954	98,631	\$2,985	294,459	95,859	\$3,030	290,475
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				4,475		13,360	3,753		11,373
BASELINE REQUEST				94,156		281,099	92,106		279,102

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

ESTIMATE FY 2015	\$176,764
ESTIMATE FY 2014	\$189,017
ACTUAL FY 2013	\$215,177

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 2015 OSA rates were built by applying basic pay inflation to FY 2013 Active Component rates, excluding foreign currency fluctuation.

There is a -\$12.3 million decrease in officer OSA between FY 2014 and FY 2015. This change is due to:

- (1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014: +\$0.4 million
- (2) Price increase due to the annualization of the 1% pay raise, effective 1 January 2015: +\$1.3 million
- (3) Price increase in TLA due to rate changes: +\$0.1 million
- (4) Price decrease due to changes in foreign currency fluctuation: -\$4.3
- (5) Price decrease due to a methodology change in setting the Overseas COLA (OCOLA) indices. To better align OCOLA with the actual meal consumption, the Department will use the most recent data reported by Services members for meals eaten at home, on base, and on the local economy. The utilization of this data is expected to generate savings while more accurately compensating members for actual expenditures: -\$8.9 million
- (6) Program decrease due to changes in the number of Soldiers expected to receive allowance: -\$0.9 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	2	\$10,397	25	2	\$10,503	18	2	\$9,819	20
LIEUTENANT GENERAL	6	\$12,162	76	7	\$12,286	82	7	\$11,485	80
MAJOR GENERAL	16	\$12,994	207	15	\$13,127	193	15	\$12,272	184
BRIGADIER GENERAL	24	\$12,903	305	23	\$13,035	303	23	\$12,186	280
COLONEL	812	\$14,773	12,002	763	\$14,924	11,388	759	\$13,951	10,589
LIEUTENANT COLONEL	2,256	\$14,001	31,582	2,084	\$14,144	29,480	2,074	\$13,222	27,423
MAJOR	3,249	\$12,050	39,148	3,018	\$12,173	36,741	3,004	\$11,380	34,185
CAPTAIN	4,825	\$9,567	46,165	4,642	\$9,664	44,862	4,620	\$9,034	41,739
1ST LIEUTENANT	2,418	\$7,985	19,306	2,271	\$8,067	18,323	2,260	\$7,541	17,043
2ND LIEUTENANT	914	\$6,251	5,716	879	\$6,315	5,554	875	\$5,903	5,166
SUBTOTAL OFFICER- ACTIVE DUTY	14,522		154,532	13,704		146,944	13,639		136,709
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	111	\$11,889	1,317	97	\$12,011	1,161	96	\$11,228	1,078
WARRANT OFFICER (W-4)	508	\$11,286	5,733	476	\$11,402	5,429	474	\$10,659	5,052
WARRANT OFFICER (W-3)	904	\$9,880	8,927	856	\$9,981	8,543	852	\$9,331	7,950
WARRANT OFFICER (W-2)	1,461	\$9,033	13,201	1,393	\$9,126	12,708	1,386	\$8,531	11,824
WARRANT OFFICER (W-1)	289	\$7,507	2,166	282	\$7,584	2,135	281	\$7,090	1,992
SUBTOTAL OFFICER- WARRANT ACTIVE	3,273		31,344	3,104		29,976	3,089		27,896
SUBTOTAL COST OF LIVING	17,795		185,876	16,808		176,920	16,728		164,605
TEMPORARY LODGING	4,950	\$5,919	29,301	2,020	\$5,989	12,097	2,010	\$6,049	12,159
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	22,745		215,177	18,828		189,017	18,738		176,764

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

ESTIMATE FY 2015	\$4,060
ESTIMATE FY 2014	\$4,411
ACTUAL FY 2013	\$8,836

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 March 2014:

<p>CALIFORNIA OAKLAND, CA SAN FRANCISCO, CA MARIN/SONOMA, CA BRIDGEPORT, CA SAN BERNARDINO, CA SANTA CLARA COUNTY, CA</p> <p>CONNECTICUT NEW HAVEN / FAIRFIELD, CT HARTFORD, CT</p> <p>FLORIDA FLORIDA KEYS, FL MIAMI / FT LAUDERDALE, FL</p>	<p>ILLINOIS CHICAGO, IL</p> <p>MASSACHUSETTS BOSTON, MA PLYMOUTH, MA ESSEX COUNTY, MA MARTHA'S VINEYARD, MA</p> <p>MICHIGAN DETROIT, MI</p> <p>NEW JERSEY ATLANTIC CITY, NJ</p>	<p>NEW YORK WEST POINT, NY LONG ISLAND, NY NEW YORK CITY, NY WESTCHESTER COUNTY, NY STATEN ISLAND, NY</p> <p>PENNSYLVANIA PHILADELPHIA, PA</p> <p>WASHINGTON YAKIMA, WA PORT ANGELES, WA ABERDEEN, WA</p>
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PART II - JUSTIFICATION OF FUNDS REQUESTED

The 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 -\$0.3 million decrease in CONUS COLA between FY 2014 and FY 2015. This change is due to:

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

(1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014 and 1 January 2015: +\$0.1 million

(2) Program decrease due to the reduction in the number of Soldiers expected to receive this allowance: -\$0.4 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	5,158	\$1,713	8,836	2,544	\$1,734	4,411	2,319	\$1,751	4,060

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

ESTIMATE FY 2015	\$4,620
ESTIMATE FY 2014	\$4,637
ACTUAL FY 2013	\$5,328

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 FY 2015 civilian clothing rate is increased by general inflation.

There is little change in clothing allowance from FY 2014 to FY 2015 (-\$17 thousand).

Detailed computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	11,300	\$400	4,520	9,408	\$400	3,763	9,373	\$400	3,749
ADDITIONAL MILITARY ALLOWANCE	2,580	\$200	516	3,305	\$200	661	3,290	\$200	658
CIVILIAN CLOTHING ALLOWANCE	335	\$872	292	240	\$889	213	235	\$906	213
TOTAL CLOTHING ALLOWANCES - OFFICER	14,215		5,328	12,953		4,637	12,898		4,620

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

ESTIMATE FY 2015 \$26,950
ESTIMATE FY 2014 \$26,622
ACTUAL FY 2013 \$43,600

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 FSA budget estimate is a product of the estimated number of personnel for each type of family separation allowance and the applicable statutory rate.

There is a +\$0.3 million increase in FSA between FY 2014 and FY 2015. This change is based on a program increase for additional personnel expected to support base missions.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
FAMILY SEPARATION ALLOWANCE - R	1,777	\$3,000	5,330	1,566	\$3,000	4,698	1,565	\$3,000	4,696
FAMILY SEPARATION ALLOWANCE - T	12,757	\$3,000	38,270	7,308	\$3,000	21,924	7,418	\$3,000	22,254
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	14,534		43,600	8,874		26,622	8,983		26,950

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

ESTIMATE FY 2015	\$99,489
ESTIMATE FY 2014	\$98,312
ACTUAL FY 2013	\$108,132

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 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 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 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

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

within the Military Personnel appropriation to fund all early retirement payments up front to cover the entire initial period. This 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 FY 2015 separation pay budget request contains \$257.4 million, respectively, associated with Active Component end strength funded in Overseas Contingency Operations (OCO).

There is a +\$258.5 million increase in the officer separation pay requirement between FY 2014 and FY 2015. This change is due to:

- (1) Price increase due to annualization of the 1% pay raise, effective 1 January 2014: +\$0.6 million
- (2) Price increase due to annualization of the 1% pay raise, effective 1 January 2015: +\$2.1 million
- (3) Program increase in base separations stemming from a slight increase in the number of projected separations from FY 2014 to FY 2015: +\$1.5 million
- (4) Program increase funded in OCO due to projected separations associated with the Active Component drawdown: +\$254.3 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013				ESTIMATE FY 2014				ESTIMATE FY 2015			
	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	57	27,450	27	1	57	27,725	24	1	57	28,002	22
LIEUTENANT GENERAL	6	52	26,651	248	8	52	26,918	217	7	52	27,187	201
MAJOR GENERAL	20	47	22,251	676	26	47	22,474	592	24	47	22,698	550
BRIGADIER GENERAL	14	34	13,826	267	17	34	13,964	234	15	34	14,104	218
COLONEL	562	25	8,351	5,953	617	25	8,435	5,207	568	25	8,519	4,842
LIEUTENANT COLONEL	1,346	20	5,451	6,295	1,000	20	5,506	5,506	921	20	5,561	5,120
MAJOR	1,202	20	4,575	4,989	944	20	4,621	4,363	869	20	4,667	4,058
CAPTAIN	2,419	18	3,249	8,338	2,222	18	3,281	7,293	2,046	18	3,314	6,782
1ST LIEUTENANT	762	17	2,542	3,057	1,041	17	2,567	2,674	959	17	2,593	2,487
2ND LIEUTENANT	71	31	3,171	448	122	31	3,203	392	113	31	3,235	365
SUBTOTAL OFFICER- ACTIVE DUTY	6,403			30,298	6,000			26,501	5,525			24,646
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	188	20	5,467	1,028	163	20	5,522	899	150	20	5,577	836
WARRANT OFFICER (W-4)	842	23	5,363	4,518	730	23	5,417	3,952	672	23	5,471	3,675
WARRANT OFFICER (W-3)	5,181	19	3,484	18,050	4,487	19	3,519	15,788	4,131	19	3,554	14,682
WARRANT OFFICER (W-2)	474	27	3,969	1,880	410	27	4,009	1,644	378	27	4,049	1,529
WARRANT OFFICER (W-1)	87	20	2,701	234	75	20	2,728	205	69	20	2,755	191
SUBTOTAL OFFICER- WARRANT ACTIVE	6,772			25,710	5,864			22,487	5,400			20,913
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	13,175			56,008	11,864			48,988	10,924			45,559
SEVERANCE PAY, DISABILITY	123		64,537	7,929	107		65,182	6,983	107		65,834	7,053
SEVERANCE PAY, FAILURE OF PROMOTION				0				0				0
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)				0				0			0	0
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	297		66,320	19,666	402		66,983	26,922	3,270		67,653	221,241
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				18,557				10,184				16,188
SPECIAL SEPARATION BENEFIT (SSB)				0				0				0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY				0				0	678		92,690	62,844
\$30,000 LUMP SUM BONUS				5,972				5,235				3,995
TOTAL SEPARATION PAYMENTS - OFFICER	13,594			108,132	12,373			98,312	14,980			356,880
ACTIVE COMPONENT STRENGTH FUNDED IN OCO								0				257,391
BASELINE REQUEST								98,312				99,489

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

ESTIMATE FY 2015	\$511,069
ESTIMATE FY 2014	\$514,583
ACTUAL FY 2013	\$582,294

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
2013	\$113,700	No upper limit
2014	\$117,000	No upper limit
2015	\$118,500	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 2014 and FY 2015 FICA tax budget request contains \$24.7 and \$21.1 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$7.2 million decrease in the FICA requirement between FY 2014 and FY 2015. This change is due to:

- (1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014: +\$2.0 million
- (2) Price increase due to the annualization of the 1% pay raise, effective 1 January 2015: +\$6.0 million
- (3) Program increase due to shifts in grade structure: +\$2.7 million
- (4) Program decrease due to decline in total officer man-years: -\$17.9M

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	108,090	\$5,387	582,294	98,631	\$5,468	539,271	95,859	\$5,551	532,130
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				4,475		24,688	3,753		21,061
BASELINE REQUEST				94,156		514,583	92,106		511,069

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

Pay and Allowances of Enlisted

FY 2014 Direct Program **25,739,395**

Increases:

Price Increases:

a.	Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2014	33,419
b.	Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	100,256
c.	Retired Pay Accrual increase due to the annualization of the 1% pay raise, effective 1 January 2014	10,460
d.	Retired Pay Accrual increase due to the annualization of the 1% pay raise, effective 1 January 2015	31,380
e.	Enlistment Bonus increase due to rate changes	209
f.	Basic Allowance for Housing increase due to the housing cost growth of 7.0%, effective 1 January 2014	83,140
g.	Basic Allowance for Housing increase due to the housing cost growth of 1.5%, effective 1 January 2015	53,446
h.	Basic Allowance for Housing increase to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.9% (budgeted) to 7.0%	106,930
i.	Overseas Station Allowance - COLA increase due to the annualization of the 1% pay raise, effective 1 January 2014	1,228
j.	Overseas Station Allowance - COLA increase due to the annualization of the 1% pay raise, effective 1 January 2015	3,668
k.	Clothing increase due to rate changes	4,492
l.	Separation Pay increase due to the annualization of the 1% pay raise, effective 1 January 2014	751
m.	Separation Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	2,253
n.	FICA increase due to the annualization of the 1% pay raise, effective 1 January 2014	2,557
o.	FICA increase due to the annualization of the 1% pay raise, effective 1 January 2015	7,670
p.	CONUS COLA increase due to pay raise	62

Total Price Increases: **441,921**

Program Increases:

a.	Basic Pay increase due to shifts in grade structure	84,222
b.	Retired Pay Accrual increase due to shifts in grade structure	27,263
c.	Basic Allowance for Housing increase due to shifts in grade structure	47,961
d.	Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	965
e.	Separation Pay increase due to projected number of Soldiers expected to separate	2,266
f.	Separation Pay increase funded in OCO due to projected separations associated with Active Component drawdown	105,250
g.	FICA increase due to shifts in grade structure	6,443
h.	Increase in direct resources due to a decrease in reimbursable requirements	12,017

Total Program Increases: **286,387**

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

Decreases:

Price Decreases:

a.	Retired Pay Accrual decrease due to the Nominal Cost Percentage rate decrease of 31.3%, effective 1 October 2014	(146,150)
b.	Overseas Station Allowance - COLA decrease due to foreign currency fluctuation	(10,779)
c.	Overseas Station Allowance - COLA decrease due to change in the methodology for setting COLA indices	(22,008)

Total Price Decreases:

(178,938)

Program Decreases:

a.	Basic Pay decrease due to man-year reduction	(513,830)
b.	Retired Pay Accrual decrease due to man-year reduction	(166,328)
c.	Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(627)
d.	Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(178)
e.	Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,662)
f.	Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(37,806)
g.	Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	(6,090)
h.	Basic Allowance for Housing decrease due to man-year reduction	(180,724)
i.	Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(20,967)
j.	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(16,434)
k.	FICA decrease due to man-year reduction	(39,308)
l.	CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(478)

Total Program Decreases:

(984,432)

FY 2015 Direct Program - Includes Active Component Strength Funded in OCO

25,304,334

FY 2015 Base Funded Direct Program

24,632,898

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

ESTIMATE FY 2015	\$13,019,805
ESTIMATE FY 2014	\$12,809,588
ACTUAL FY 2013	\$14,966,997

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 2014 and FY 2015 basic pay budget request contains \$824.3 and \$318.2 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

The FY 2015 rates were built by applying inflation assumptions to FY 2013 active component rates. The basic pay rates reflect a 1% pay raise, effective 1 January 2014 and 1 January 2015.

There is a -\$295.9 million decrease in the enlisted basic pay requirement between FY 2014 and FY 2015. This change is due to:

- (1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014: +\$33.4 million
- (2) Price increase due to the annualization of the 1% pay raise, effective 1 January 2015: +\$100.3 million
- (3) Program increase due to a shift in enlisted grade structure: +\$84.2 million
- (4) Program decrease due to a decline in total enlisted man-years: -\$513.8 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - ENLISTED									
SERGEANT MAJOR	4,153	\$74,531	309,515	3,654	\$76,499	279,515	3,601	\$77,264	278,229
1ST SERGEANT/MASTER SERGEANT	14,130	\$58,633	828,471	12,134	\$60,105	729,316	12,034	\$60,706	730,534
PLATOON SERGEANT/SERGEANT 1ST CLASS	44,845	\$49,283	2,210,095	39,845	\$50,656	2,018,379	39,377	\$51,162	2,014,613
STAFF SERGEANT	69,451	\$39,769	2,762,042	62,792	\$40,968	2,572,422	61,800	\$41,392	2,558,048
SERGEANT	90,528	\$32,531	2,944,940	77,072	\$33,515	2,583,083	75,435	\$33,860	2,554,206
CORPORAL/SPECIALIST	147,140	\$26,007	3,826,641	123,093	\$26,819	3,301,281	117,113	\$27,088	3,172,314
PRIVATE FIRST CLASS	60,239	\$21,482	1,294,077	62,865	\$22,123	1,390,744	58,763	\$22,344	1,312,991
PRIVATE E2	26,121	\$20,312	530,571	26,332	\$20,746	546,269	24,623	\$20,953	515,929
PRIVATE E1	15,323	\$17,011	260,646	12,145	\$17,530	212,900	11,359	\$17,705	201,114
TOTAL BASIC PAY - ENLISTED	471,929		14,966,997	419,931		13,633,909	404,105		13,337,976
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				26,280		824,321	8,659		318,171
BASELINE REQUEST				393,651		12,809,588	395,446		13,019,805

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

ESTIMATE FY 2015	\$4,070,370
ESTIMATE FY 2014	\$4,146,253
ACTUAL FY 2013	\$4,714,297

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 Normal Cost Percentage (NCP) and the total amount of basic pay expected to be paid during the fiscal year to members of the Active Army. The approved NCP rates for FY 2014 are 32.4% (Active Component full-time) and 24.5% (Reserve Component part-time). The approved NCP rates for FY 2015 are 31.3% (Active Component full-time) and 22.4% (Reserve Component part-time).

The FY 2014 and FY 2015 RPA budget request contains \$267.1 and \$99.6 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$243.4 million decrease in the RPA requirement between FY 2014 and FY 2015. This change is due to:

- (1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014: +\$10.4 million
- (2) Price increase due to the annualization of the 1% pay raise, effective 1 January 2015: +\$31.4 million
- (3) Program increase due to a shift in enlisted grade structure: +\$27.3 million
- (4) Price decrease due to the change in the Nominal Cost Percentage rate to 31.3%, full-time, and 22.4%, part-time, effective 1 October 2014: -\$146.2 million
- (5) Program decrease due to a decline in total enlisted man-years: -\$166.3 million

Detailed cost computations are provided in the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
RETIRED PAY ACCRUAL - ENLISTED									
ENLISTED RETIRED PAY ACCRUAL	438,878	\$10,107	4,435,780	418,458	\$10,517	4,400,813	402,805	\$10,324	4,158,722
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	33,051	\$8,427	278,517	1,473	\$8,499	12,519	1,300	\$8,643	11,235
TOTAL RETIRED PAY ACCRUAL - ENLISTED	471,929		4,714,297	419,931		4,413,333	404,105		4,169,957
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				26,280		267,080	8,659		99,587
BASELINE REQUEST				393,651		4,146,253	395,446		4,070,370

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

ESTIMATE FY 2015	\$104,751
ESTIMATE FY 2014	\$105,378
ACTUAL FY 2013	\$106,004

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
(IN THOUSANDS OF DOLLARS)**

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 -\$0.6 million decrease in the enlisted incentive pay requirement between FY 2014 and FY 2015. This change is based on program decreases in flying duty, parachute jump, and demolition pays.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED CREW									
SERGEANT MAJOR	27	\$2,880	78	27	\$2,880	77	27	\$2,880	77
1ST SERGEANT/MASTER SERGEANT	148	\$2,880	426	147	\$2,880	424	146	\$2,880	421
PLATOON SERGEANT/SERGEANT 1ST CLASS	502	\$2,880	1,445	499	\$2,880	1,437	496	\$2,880	1,428
STAFF SERGEANT	967	\$2,580	2,495	962	\$2,580	2,481	956	\$2,580	2,466
SERGEANT	1,523	\$2,280	3,473	1,515	\$2,280	3,454	1,505	\$2,280	3,431
CORPORAL/SPECIALIST	1,396	\$1,980	2,765	1,387	\$1,980	2,747	1,380	\$1,980	2,732
PRIVATE FIRST CLASS	177	\$1,800	319	176	\$1,800	317	175	\$1,800	315
PRIVATE E2	12	\$1,800	22	12	\$1,800	22	12	\$1,800	22
PRIVATE E1	2	\$1,800	4	2	\$1,800	4	2	\$1,800	4
SUBTOTAL CREW	4,754		11,027	4,727		10,963	4,699		10,896
NONCREW MEMBER	354	\$1,800	637	352	\$1,800	633	349	\$1,800	629
SUBTOTAL FLYING DUTY - ENLISTED	5,108		11,664	5,079		11,596	5,048		11,525
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	40,412	\$1,800	72,742	40,173	\$1,800	72,312	39,934	\$1,800	71,882
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	1,689	\$2,700	4,560	1,679	\$2,700	4,533	1,669	\$2,700	4,506
SUBTOTAL PARACHUTE JUMPING - ENLISTED	42,101		77,302	41,852		76,845	41,603		76,388
INSIDE OBSERVER OR TEST SUBJECT DUTY	52	\$1,800	93	52	\$1,800	93	52	\$1,800	93
DEMOLITION DUTY	9,366	\$1,800	16,858	9,309	\$1,800	16,757	9,254	\$1,800	16,658

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CHEMICAL MUNITIONS PAY	40	\$1,800	72	40	\$1,800	72	40	\$1,800	72
TOXIC PESTICIDES	7	\$1,800	13	7	\$1,800	13	7	\$1,800	13
TOXIC FUEL	1	\$1,800	2	1	\$1,800	2	1	\$1,800	2
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	56,675		106,004	56,340		105,378	56,005		104,751

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

ESTIMATE FY 2015	\$101,373
ESTIMATE FY 2014	\$101,551
ACTUAL FY 2013	\$384,008

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

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

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 -\$0.2 million decrease in the enlisted special pay requirement between FY 2014 and FY 2015. This change is based program decreases in assignment incentive and foreign language proficiency pays due to the number of Soldiers expected to be eligible for this pay offset by program increases in hostile fire and hazardous duty pays for additional personnel expected to support base contingency missions.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED									
ASSIGNMENT INCENTIVE PAY									
KOREA ASSIGNMENT INCENTIVE PAY	2,871	\$3,600	10,335	2,797	\$3,600	10,069	2,732	\$3,600	9,835
OTHER ASSIGNMENT INCENTIVE PAY	6,366	\$5,329	33,925	5,885	\$5,329	31,360	5,769	\$5,329	30,742
DEPLOYMENT EXTENSION INCENTIVE PAY	4,236	\$4,200	17,790	0	\$0	0	0	\$0	0
DEPLOYMENT EXTENSION STABILIZATION PAY	3,113	\$6,000	18,679	0	\$0	0	0	\$0	0
SUBTOTAL OTHER SPECIAL PAY	16,586		80,728	8,682		41,429	8,501		40,577
DIVING DUTY PAY	492	\$2,534	1,247	499	\$2,534	1,265	489	\$2,534	1,238
HOSTILE FIRE PAY	66,308	\$2,700	179,032	4,630	\$2,700	12,500	5,023	\$2,700	13,561
SEA DUTY PAY	318	\$2,239	713	314	\$2,239	704	308	\$2,239	690

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
HARDSHIP DUTY PAY	49,681	\$1,800	89,426	8,244	\$1,800	14,840	8,404	\$1,800	15,128
OVERSEAS EXTENSION PAY	19	\$2,000	38	19	\$2,000	37	18	\$2,000	36
FOREIGN LANGUAGE PROFICIENCY PAY	20,813	\$1,577	32,822	19,514	\$1,577	30,774	19,113	\$1,577	30,141
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
TOTAL SPECIAL PAY - ENLISTED	154,218		384,008	41,903		101,551	41,856		101,373

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

ESTIMATE FY 2015 \$120,887
ESTIMATE FY 2014 \$122,549
ACTUAL FY 2013 \$123,965

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 -\$1.7 million program decrease in the SDAP requirement from FY 2014 to FY 2015.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	6,846	\$5,400	36,970	6,768	\$5,400	36,548	6,676	\$5,400	36,052
SD 5 (\$375.00)	19,156	\$4,500	86,203	18,938	\$4,500	85,219	18,681	\$4,500	84,063
SD 4 (\$300.00)	208	\$3,600	747	205	\$3,600	738	202	\$3,600	728
SD 3 (\$225.00)	17	\$2,700	45	16	\$2,700	44	16	\$2,700	44
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	26,227		123,965	25,927		122,549	25,575		120,887

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

ESTIMATE FY 2015	\$148,448
ESTIMATE FY 2014	\$148,448
ACTUAL FY 2013	\$196,244

Project: Reenlistment Bonus

PART I - PURPOSE AND SCOPE

The Army retention program has direct impact on end strength in conjunction with accessions and separations. Army retention also contributes to force structure by retaining the right Soldier with the right skills, at the right time in the right place. This program allows the Army to foster an environment that encourages high quality, career-minded Soldiers to stay with the Army team in support of the "All Volunteer" force.

Selective Retention Bonus (SRB) - Authorized under U.S.C 37, Section 331. Under the law, an enlisted member of the armed forces who reenlists, voluntarily extends an enlistment, or otherwise agrees to serve for a specified period in a designated career field, skill, or unit of an armed force or under other conditions of service in an armed force may be paid a bonus. Army policy has set the maximum SRB payment allowed, of \$100,000 for 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. 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 is critical to proper manning requirements of 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. Given the current environment of force reductions, to ensure no adverse affects on manning, the SRB program will continue to offer incentives for continued service to Soldiers serving in critical skills that would offset adverse impacts.

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 restricts reenlistment

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

opportunity, offer reclassification out of the overage skills, and does not permit retention beyond the Retention Control Point (RCP). The Army will continue to focus and apply management initiatives to develop an optimal force structure that supports end strength requirements.

There is no change in the reenlistment bonus requirement between FY 2014 and FY 2015.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
REENLISTMENT BONUS									
SELECTIVE RETENTION BONUS	20,688	\$8,497	175,790	15,058	\$8,497	127,948	15,058	\$8,497	127,948
CRITICAL SKILLS RETENTION BONUS	190	\$107,895	20,454	190	\$107,895	20,500	190	\$107,895	20,500
TOTAL REENLISTMENT BONUS	20,878		196,244	15,248		148,448	15,248		148,448

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

ESTIMATE FY 2015	\$22,542
ESTIMATE FY 2014	\$60,136
ACTUAL FY 2013	\$121,294

Project: Enlistment Bonus

PART I - PURPOSE AND SCOPE

Enlistment bonuses are used to attract high quality recruits, as defined by the Armed Service Vocational Aptitude Battery (ASVAB) test scores, into designated Army skills which are difficult to fill with qualified enlistees. The payment is authorized by 37 U.S.C. 309, which allows up to \$40,000 for an enlistment. The Army pays up to \$10,000 at the first permanent duty station after successful completion of basic and skill training, then equal periodic payments, if required. The Army also has the authority to pay up to \$40,000 (not to exceed a total enlistment bonus of this amount) to recruits who select a critical MOS and are willing to ship to training within 30 days.

New Payments - Payments are made to individuals who enter active duty and complete skill training 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.

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

There is a -\$37.6 million change in the Enlistment Bonus (EB) requirement between FY 2014 and FY 2015. This change is based on:

- (1) Price increase due to rate changes in bonus payments based on pay raise inflation: +\$.2 million
- (2) Program decrease due to a reduction in the number of Soldiers receiving anniversary bonuses: -\$37.8 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTMENT BONUS									
NEW PAYMENTS	1,085	\$10,308	11,180	1,082	\$10,429	11,289	1,083	\$10,533	11,402
RESIDUAL NEW PAYMENTS	0	0	0	0	0	0	0	0	0
ANNIVERSARY (INCREMENTAL) PAYMENTS	44,448	\$2,453	109,032	19,680	\$2,482	48,847	4,444	\$2,507	11,140
ARMY RECRUITING INITIATIVES	0	0	1,082	0	0	0	0	0	0
TOTAL ENLISTMENT BONUS	45,533		121,294	20,762		60,136	5,527		22,542

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

	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	44,448	109,032	19,525	48,461	3,916	9,817	2,303	5,830	998	2,552	0	0	0	0
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2013														
Initial Payments	1,085	11,180												
Anniversary Payments			155	386	248	621	353	894	334	855	280	727		
FY 2014														
Initial Payments			1,082	11,289										
Anniversary Payments					280	702	378	956	357	914	299	777	224	591
FY 2015														
Initial Payments					1,083	11,402								
Anniversary Payments							315	799	299	763	250	649	187	494
FY 2016														
Initial Payments							1,426	15,166						
Anniversary Payments									1,142	2,921	957	2,484	715	1,888
FY 2017														
Initial Payments									1,288	13,837				
Anniversary Payments											1,041	2,702	777	2,054
FY 2018														
Initial Payments											1,158	12,627		
Anniversary Payments													786	2,076
FY 2019														
Initial Payments													1,049	11,639
Anniversary Payments														
TOTAL														
Initial Payments	1,085	11,180	1,082	11,289	1,083	11,402	1,426	15,166	1,288	13,837	1,158	12,627	1,049	11,639
Anniversary Payments	44,448	109,032	19,680	48,847	4,444	11,140	3,349	8,479	3,130	8,005	2,828	7,340	2,688	7,103
EB	45,533	120,212	20,762	60,136	5,527	22,542	4,775	23,645	4,419	21,842	3,986	19,967	3,737	18,742

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

ESTIMATE FY 2015 0
ESTIMATE FY 2014 0
ACTUAL FY 2013 0

Project: Education Benefits

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Due to the increased popularity of the Post-9/11 GI Bill, there was no execution in FY 2013 and there is no projected funding requirement for ACF in FY 2014 or FY 2015.

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
EDUCATION BENEFITS									
TWO YEAR COMMITMENT	0	0	0	0	0	0	0	0	0
THREE YEAR COMMITMENT	0	0	0	0	0	0	0	0	0
FOUR YEAR COMMITMENT	0	0	0	0	0	0	0	0	0
FIVE YEAR COMMITMENT	0	0	0	0	0	0	0	0	0
SIX YEAR COMMITMENT	0	0	0	0	0	0	0	0	0
MGIB TRANSFERABILITY	0	0	0	0	0	0	0	0	0
TOTAL EDUCATION BENEFITS	0		0	0		0	0		0

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

ESTIMATE FY 2015	\$64,010
ESTIMATE FY 2014	\$70,100
ACTUAL FY 2013	\$114,400

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).

There is a -\$6.1 million decrease in the LRP requirement between FY 2014 and FY 2015. This program decrease is based on a reduction in the projected number of Soldiers participating in the program. The number of enlisted MOSs eligible to receive LRP was reduced from six to one (Cryptologic Linguist, MOS 35P) in February 2012. Additionally, LRP for OCS and WOFT was discontinued in October 2011. The FY 2014 and FY 2015 LRP request includes new payments for MOS 35P and residual payments for Soldiers who joined the force prior to the scale-back of the program.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013		ESTIMATE FY 2014		ESTIMATE FY 2015	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM	9,954	114,400	6,099	70,100	5,570	64,010

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

ESTIMATE FY 2015	\$4,870,591
ESTIMATE FY 2014	\$4,597,242
ACTUAL FY 2013	\$5,437,126

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 2015 rates were built by applying inflation assumptions to the FY 2013 Active Component BAH rates.

The FY 2014 and FY 2015 BAH budget request contains \$286.7 and \$124.1 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

BAH figures displayed for FY 2014 reflect anticipated execution calculated with previously budgeted inflation at 3.9%. Since actual inflation effective 1 January 2014 is 7.0%, the FY 2015 request includes an increase to bring the BAH rates in line with statutory inflation based on budget guidance. This change is reflected as a price increase of \$106.9 million.

There is a +\$110.7 million increase in the enlisted BAH requirement between FY 2014 and FY 2015. This change is based on:

- (1) Price increase due to the housing cost growth of 7.0%, effective 1 January 2014: +\$83.1 million
- (2) Price increase due to the housing cost growth of 1.5%, effective 1 January 2015: +\$53.4 million
- (3) Price increase to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.9% (budgeted) to 7.0%: +\$106.9 million
- (4) Program increase due to a shift in enlisted grade structure: +\$48.0 million

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

(5) Program decrease due to a decline in total enlisted man-years: -\$180.7 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITH DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	3,525	\$22,201	78,266	3,127	\$23,067	72,137	3,082	\$24,250	74,746
1ST SERGEANT/MASTER SERGEANT	12,016	\$20,441	245,622	10,549	\$21,238	224,047	10,465	\$22,327	233,658
PLATOON SERGEANT/SERGEANT 1ST CLASS	38,400	\$19,046	731,362	33,656	\$19,789	666,009	33,272	\$20,803	692,170
STAFF SERGEANT	56,560	\$17,936	1,014,445	50,497	\$18,635	941,021	49,707	\$19,591	973,789
SERGEANT	65,153	\$15,691	1,022,329	55,390	\$16,303	903,033	54,221	\$17,139	929,289
CORPORAL/SPECIALIST	81,057	\$14,457	1,171,805	66,424	\$15,020	997,717	63,369	\$15,791	1,000,637
PRIVATE FIRST CLASS	19,872	\$14,221	282,589	18,687	\$14,775	276,106	17,454	\$15,533	271,105
PRIVATE E2	6,105	\$14,571	88,952	5,502	\$15,139	83,299	5,141	\$15,915	81,821
PRIVATE E1	2,690	\$14,942	40,201	2,146	\$15,525	33,318	2,005	\$16,321	32,732
SUBTOTAL WITH DEPENDENTS - DOMESTIC	285,378		4,675,571	245,978		4,196,687	238,716		4,289,947
WITHOUT DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	347	\$17,737	6,155	308	\$18,429	5,667	303	\$19,374	5,870
1ST SERGEANT/MASTER SERGEANT	1,178	\$16,786	19,782	1,035	\$17,441	18,045	1,027	\$18,335	18,827
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,745	\$14,946	70,911	4,159	\$15,529	64,589	4,112	\$16,325	67,124
STAFF SERGEANT	10,149	\$14,353	145,672	9,062	\$14,913	135,135	8,920	\$15,678	139,838
SERGEANT	6,697	\$13,260	88,798	5,694	\$13,777	78,441	5,573	\$14,483	80,721
CORPORAL/SPECIALIST	8,913	\$11,410	101,696	7,310	\$11,855	86,662	6,974	\$12,463	86,914
PRIVATE FIRST CLASS	1,982	\$11,218	22,239	1,863	\$11,655	21,711	1,740	\$12,253	21,325
PRIVATE E2	614	\$10,824	6,643	554	\$11,246	6,234	518	\$11,823	6,122
PRIVATE E1	282	\$11,705	3,298	225	\$12,161	2,733	210	\$12,785	2,680
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	34,907		465,194	30,210		419,217	29,377		429,421

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
SERGEANT MAJOR	6	\$223	1	6	\$232	1	6	\$244	1
1ST SERGEANT/MASTER SERGEANT	16	\$184	3	15	\$191	3	16	\$201	3
PLATOON SERGEANT/SERGEANT 1ST CLASS	79	\$144	13	76	\$150	11	76	\$157	12
STAFF SERGEANT	705	\$119	94	710	\$123	88	699	\$130	91
SERGEANT	12,579	\$104	1,474	12,034	\$108	1,306	11,781	\$114	1,344
CORPORAL/SPECIALIST	47,807	\$97	5,213	44,096	\$101	4,454	42,068	\$106	4,467
PRIVATE FIRST CLASS	35,836	\$94	3,763	37,928	\$97	3,688	35,424	\$102	3,622
PRIVATE E2	18,178	\$86	1,761	18,440	\$90	1,655	17,230	\$94	1,625
PRIVATE E1	11,479	\$83	1,066	10,307	\$86	886	9,631	\$90	871
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	126,685		13,388	123,612		12,092	116,931		12,036
BAH DIFFERENTIAL - DOMESTIC	3,662	\$2,662	9,748	3,142	\$2,758	8,665	3,006	\$2,905	8,734
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	109	\$35,839	4,383	109	\$37,237	4,047	107	\$39,146	4,193
1ST SERGEANT/MASTER SERGEANT	425	\$33,286	15,878	420	\$34,584	14,541	418	\$36,358	15,182
PLATOON SERGEANT/SERGEANT 1ST CLASS	1,354	\$31,667	48,083	1,336	\$32,902	43,971	1,322	\$34,589	45,712
STAFF SERGEANT	1,309	\$31,212	45,824	1,314	\$32,429	42,608	1,293	\$34,092	44,094
SERGEANT	1,350	\$28,624	43,346	1,293	\$29,740	38,443	1,266	\$31,265	39,584
CORPORAL/SPECIALIST	1,174	\$27,207	35,846	1,081	\$28,268	30,570	1,032	\$29,717	30,656
PRIVATE FIRST CLASS	219	\$27,336	6,712	229	\$28,402	6,503	214	\$29,858	6,394
PRIVATE E2	35	\$26,907	1,048	34	\$27,956	962	33	\$29,390	962
PRIVATE E1	8	\$22,412	195	7	\$23,286	173	7	\$24,480	160
SUBTOTAL WITH DEPENDENTS - OVERSEAS	5,983		201,315	5,823		181,818	5,692		186,937
WITHOUT DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	91	\$32,323	3,305	91	\$33,584	3,061	90	\$35,306	3,171
1ST SERGEANT/MASTER SERGEANT	252	\$29,718	8,407	249	\$30,877	7,693	247	\$32,461	8,008
PLATOON SERGEANT/SERGEANT 1ST CLASS	787	\$29,019	25,604	777	\$30,151	23,416	768	\$31,697	24,341

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
STAFF SERGEANT	576	\$27,153	17,544	577	\$28,212	16,291	568	\$29,658	16,852
SERGEANT	370	\$22,877	9,498	351	\$23,769	8,341	344	\$24,988	8,585
CORPORAL/SPECIALIST	282	\$20,724	6,552	261	\$21,532	5,621	249	\$22,636	5,646
PRIVATE FIRST CLASS	40	\$19,223	863	44	\$19,972	880	42	\$20,996	871
PRIVATE E2	5	\$20,350	111	6	\$21,144	120	5	\$22,228	105
PRIVATE E1	1	\$20,759	26	1	\$21,568	23	1	\$22,674	25
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,404		71,910	2,357		65,446	2,314		67,604
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	459,019		5,437,126	411,122		4,883,925	396,036		4,994,679
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				25,824		286,683	8,275		124,088
BASELINE REQUEST				385,298		4,597,242	387,761		4,870,591

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

ESTIMATE FY 2015	\$463,353
ESTIMATE FY 2014	\$512,212
ACTUAL FY 2013	\$532,761

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 2015 OSA rates were built by applying basic pay raise inflation to FY 2013 Active Component rates, excluding foreign currency fluctuation.

There is a -\$48.9 million decrease in the enlisted OSA requirement between FY 2014 and FY 2015. This change is based on:

- (1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014: +\$1.2 million
- (2) Price increase due to the annualization of the 1% pay raise, effective 1 January 2015: +\$3.7 million
- (3) Price decrease due changes in foreign currency fluctuation: -\$10.8 million
- (4) Price decrease due to a methodology change in setting the Overseas COLA (OCOLA) indices. To better align OCOLA with the actual meal consumption, the Department will use the most recent data reported by Services members for meals eaten at home, on base, and on the local economy. The utilization of this data is expected to generate savings while more accurately compensating members for actual expenditures: -\$22.0 million
- (5) Program decrease due to the reduction in the number of Soldiers expected to receive this allowance: -\$21.0 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	707	\$10,662	7,541	675	\$10,788	7,283	642	\$10,285	6,604
1ST SERGEANT/MASTER SERGEANT	2,186	\$9,694	21,194	2,077	\$9,808	20,374	1,985	\$9,352	18,563
PLATOON SERGEANT/SERGEANT 1ST CLASS	7,061	\$8,775	61,956	6,740	\$8,878	59,842	6,411	\$8,491	54,434
STAFF SERGEANT	11,018	\$7,606	83,806	10,780	\$7,696	82,962	10,003	\$7,534	75,362
SERGEANT	16,924	\$6,479	109,650	15,703	\$6,555	102,936	15,365	\$6,056	93,050
CORPORAL/SPECIALIST	25,692	\$5,217	134,033	23,288	\$5,278	122,912	23,327	\$4,628	107,957
PRIVATE FIRST CLASS	10,768	\$3,663	39,444	11,535	\$3,707	42,762	9,776	\$3,773	36,886
PRIVATE E2	4,412	\$3,209	14,158	4,515	\$3,247	14,661	4,006	\$3,157	12,647
PRIVATE E1	753	\$3,515	2,648	614	\$3,556	2,185	684	\$2,745	1,878
SUBTOTAL COST OF LIVING	79,521		474,430	75,927		455,917	72,199		407,381
TEMPORARY LODGING	8,381	\$6,960	58,331	7,994	\$7,042	56,295	7,870	\$7,112	55,972
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	87,902		532,761	83,921		512,212	80,069		463,353

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

ESTIMATE FY 2015	\$6,046
ESTIMATE FY 2014	\$6,462
ACTUAL FY 2013	\$19,154

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 March 2014:

<p>CALIFORNIA OAKLAND , CA SAN FRANCISCO, CA MARIN/SONOMA, CA BRIDGEPORT, CA SAN BERNARDINO, CA SANTA CLARA COUNTY, CA</p> <p>CONNECTICUT NEW HAVEN / FAIRFIELD, CT HARTFORD, CT</p> <p>FLORIDA FLORIDA KEYS, FL MIAMI / FT LAUDERDALE, FL</p>	<p>ILLINOIS CHICAGO, IL</p> <p>MASSACHUSETTS BOSTON, MA PLYMOUTH, MA ESSEX COUNTY, MA MARTHA'S VINEYARD, MA</p> <p>MICHIGAN DETROIT, MI</p> <p>NEW JERSEY ATLANTIC CITY, NJ</p>	<p>NEW YORK WEST POINT, NY LONG ISLAND, NY NEW YORK CITY, NY WESTCHESTER COUNTY, NY STATEN ISLAND, NY</p> <p>PENNSYLVANIA PHILADELPHIA, PA</p> <p>WASHINGTON YAKIMA, WA PORT ANGELES, WA ABERDEEN, WA</p>
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**MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
CONUS COST OF LIVING ALLOWANCE - ENLISTED**

PART II - JUSTIFICATION OF FUNDS REQUESTED

The 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 -\$0.4 million decrease in CONUS COLA between FY 2014 and FY 2015. This change is based on:

- (1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014 and 1 January 2015: +\$0.1 million
- (2) Program decrease due to the reduction in the number of Soldiers expected to receive this allowance: -\$0.5 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	8,925	\$2,146	19,154	2,977	\$2,171	6,462	2,757	\$2,193	6,046

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

ESTIMATE FY 2015	\$299,961
ESTIMATE FY 2014	\$311,903
ACTUAL FY 2013	\$340,483

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**

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 2013 are: (1) permanent duty initial payment, \$970.56; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$323.52; and (3) temporary duty of at least 30 days in a 36-day period \$647.04. FY 2015 civilian clothing rates are increased by general inflation.

There is a -\$11.9 million decrease in the enlisted clothing allowance requirement between FY 2014 and FY 2015. This change is driven by:

- (1) Price increase due to the annualization of the 1.5% general inflation rate, effective 1 January 2014 and 1.7% rate, effective 1 January 2015: +\$4.5 million
- (2) Program decrease due to a reduction in the number of Soldiers expected to receive this allowance: -\$16.4 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	58,648	\$1,534	89,966	53,550	\$1,557	83,375	48,640	\$1,583	76,997
ARMY, FEMALE	10,350	\$1,757	18,184	9,450	\$1,783	16,852	8,579	\$1,814	15,563
SUBTOTAL MILITARY	68,998		108,150	63,000		100,227	57,219		92,560
INITIAL CIVILIAN ISSUE	6,982	\$571	3,987	6,757	\$580	3,919	6,652	\$590	3,925
SUBTOTAL INITIAL ISSUE	75,980		112,137	69,757		104,146	63,871		96,485
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	135,349	\$328	44,394	130,549	\$333	43,409	125,255	\$338	42,336
BASIC MAINTENANCE, FEMALE	21,347	\$367	7,834	23,037	\$373	8,586	22,095	\$379	8,374
SUBTOTAL BASIC ALLOWANCE	156,695		52,229	153,586		51,995	147,350		50,710
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	242,402	\$469	113,687	233,594	\$476	111,282	224,239	\$484	108,532
STANDARD MAINTENANCE, FEMALE	38,434	\$522	20,062	41,223	\$530	21,841	39,520	\$539	21,301
SUBTOTAL STANDARD ALLOWANCE	280,836		133,749	274,817		133,123	263,758		129,833
SUBTOTAL MAINTENANCE ALLOWANCES	437,531		185,978	428,403		185,118	411,109		180,543
SUPPLEMENTARY ALLOWANCE			14,680			14,631			14,813
OTHER ALLOWANCES									
KATUSA			1,958			2,100			2,100
REPLACEMENT DURING FIRST 6 MONTHS			6,347			5,908			6,020
CHARGE SALES			19,383			0			0
SUBTOTAL OTHER ALLOWANCES			27,688			8,008			8,120
TOTAL CLOTHING ALLOWANCES - ENLISTED	513,512		340,483	498,160		311,903	474,980		299,961

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

ESTIMATE FY 2015 \$99,644
ESTIMATE FY 2014 \$98,679
ACTUAL FY 2013 \$187,236

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 2015 takers for FSA were forecasted based on FY 2013 projected base-level execution.

There is a +\$1.0 million increase in the enlisted FSA requirement between FY 2014 and FY 2015. This change is based on a program increase for additional personnel expected to support base contingency missions.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - ENLISTED									
FAMILY SEPARATION ALLOWANCE - RESTRICTED	14,236	\$3,000	42,709	12,293	\$3,000	36,878	12,301	\$3,000	36,902
FAMILY SEPARATION ALLOWANCE - TEMPORARY DUTY	48,176	\$3,000	144,527	20,600	\$3,000	61,801	20,914	\$3,000	62,742
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	62,412		187,236	32,893		98,679	33,215		99,644

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

ESTIMATE FY 2015	\$5,462
ESTIMATE FY 2014	\$5,462
ACTUAL FY 2013	\$5,141

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. Payments are authorized for all Soldiers who incur catastrophic injury or illness in the line of duty. Payment is up to \$2,983 per month.

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.

There is no change in the aid and attendance for catastrophically injured requirement between FY 2014 and FY 2015.

The detailed computations are provided in the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW-CATASTROPHICALLY INJURED	345	\$14,899	5,141	367	\$14,899	5,462	367	\$14,899	5,462

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

ESTIMATE FY 2015	\$320,346
ESTIMATE FY 2014	\$315,077
ACTUAL FY 2013	\$568,598

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 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

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

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 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.

The FY 2015 separation pay budget request contains \$105.3 million associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a +\$110.5 million increase in the enlisted separation pay requirement between FY 2014 and FY 2015. This change is based on:

- (1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014: +\$0.8 million
- (2) Price increase due to the annualization of the 1% pay raise, effective 1 January 2015: +\$2.3 million
- (3) Program increase in base separations stemming from a slight increase in the number of projected separations from FY 2014 to FY 2015: +\$2.3 million
- (4) Program increase funded in OCO due to projected separations associated with the Active Component drawdown: +\$105.3 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013				ESTIMATE FY 2014				ESTIMATE FY 2015			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
SEPARATION PAYMENTS – ENLISTED												
LUMP SUM TERMINAL LEAVE PAYMENTS												
SERGEANT MAJOR	452	18	\$3,688	1,667	377	18	\$3,726	1,406	385	18	\$3,764	1,448
1ST SERGEANT/MASTER SERGEANT	1,904	15	\$2,451	4,667	1,588	15	\$2,480	3,937	1,619	15	\$2,504	4,056
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,831	20	\$2,710	13,091	4,028	20	\$2,742	11,043	4,108	20	\$2,769	11,376
STAFF SERGEANT	9,248	24	\$2,591	23,962	7,710	24	\$2,622	20,213	7,864	24	\$2,648	20,823
SERGEANT	16,659	20	\$1,840	30,653	13,892	20	\$1,861	25,857	14,170	20	\$1,880	26,638
CORPORAL/SPECIALIST	30,758	19	\$1,369	42,108	25,645	19	\$1,385	35,521	26,158	19	\$1,399	36,594
PRIVATE FIRST CLASS	6,704	23	\$1,484	9,949	5,590	23	\$1,501	8,392	5,702	23	\$1,516	8,645
PRIVATE E2	3,777	22	\$1,237	4,672	3,150	22	\$1,251	3,941	3,213	22	\$1,264	4,060
PRIVATE E1	6,245	27	\$1,282	8,006	5,205	27	\$1,297	6,753	5,309	27	\$1,310	6,957
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	80,578			138,775	67,184			117,063	68,528			120,598
SEVERANCE PAY, DISABILITY	6,859		\$34,216	234,673	2,196		\$34,618	76,039	2,271		\$34,965	79,402
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	2,701		\$14,942	40,352	1,597		\$15,091	24,100	1,629		\$15,242	24,828
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	1,934		\$36,556	70,705	641		\$36,922	23,662	2,105		\$37,291	78,515
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				4,943				4,213				4,309
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY				0				0	745		\$64,354	47,944
\$30,000 LUMP SUM BONUS				79,150				70,000				70,000
TOTAL SEPARATION PAYMENTS - ENLISTED	92,072			568,598	76,108			315,077	75,278			425,596
ACTIVE COMPONENT STRENGTH FUNDED IN OCO					0			0	2,282			105,250
BASELINE REQUEST					76,108			315,077	72,996			320,346

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

ESTIMATE FY 2015	\$996,015
ESTIMATE FY 2014	\$979,933
ACTUAL FY 2013	\$1,138,715

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
2013	\$113,700	No upper limit
2014	\$115,500	No upper limit
2015	\$118,500	No upper limit

The FY 2014 and FY 2015 FICA tax budget request contains \$63.1 and \$24.3 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$22.6 million decrease in the enlisted FICA requirement between FY 2014 and FY 2015. This change is based on:

- (1) Price increase due to the annualization of the 1% pay raise, effective 1 January 2014: +\$2.6 million
- (2) Price increase due to the annualization of the 1% pay raise, effective 1 January 2015: +\$7.7 million
- (3) Program increase due to a shift in enlisted grade structure: +\$6.4 million
- (4) Program decrease due to a decline in total enlisted man-years: -\$39.3 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED									
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	471,929	\$2,413	1,138,715	419,931	\$2,484	1,042,994	404,105	\$2,525	1,020,355
TOTAL SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED	471,929		1,138,715	419,931		1,042,994	404,105		1,020,355
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				26,280		63,061	8,659		24,340
BASELINE REQUEST				393,651		979,933	395,446		996,015

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

Pay and Allowances of Cadets

FY 2014 Direct Program	77,700
Increases:	
Price Increases:	
a. Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2014	159
b. Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	476
d. Cadet Ration rate increase for subsistence	276
e. FICA increase due to the annualization of the 1% pay raise, effective 1 January 2014	11
f. FICA increase due to the annualization of the 1% pay raise, effective 1 January 2015	31
Total Price Increases	953
Program Increases:	
a. Basic Pay increase due to man-year growth	406
b. Cadet Ration rate increase in subsistence due to man-year growth	144
c. FICA increase due to man-year growth	33
Total Program Increases	583
Total Increases	1,536
FY 2015 Direct Program	79,236

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

ESTIMATE FY 2015	\$79,236
ESTIMATE FY 2014	\$77,700
ACTUAL FY 2013	\$76,482

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 (FICA) 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 2013 - \$11.70 (1 Jan - 31 Dec)	FY 2013 Annualized Rate - \$11.66 per day
Calendar Year 2014 - \$11.85 (1 Jan - 31 Dec)	FY 2014 Annualized Rate - \$11.81 per day
Calendar Year 2015 - \$12.25 (1 Jan - 31 Dec)	FY 2015 Annualized Rate - \$12.15 per day

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

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

Funding Requirement Changes from FY 2014 to FY 2015:

The Academy Cadets funding requirement changes by +\$1.5 million from FY 2014 to FY 2015. This change is a net result of the following factors:

Increases:

- (1) Price increase in basic pay due to pay inflation is +\$0.6 million from FY 2014 to FY 2015. The increase is a result of:
 - (a) Annualization of the 1% pay raise, effective 1 January 2014: +\$0.2 million
 - (b) Annualization of the 1% pay raise, effective 1 January 2015: +\$0.4 million
- (2) Price increase in subsistence due to Cadet ration rate inflation from \$11.85 to \$12.25 is +\$0.3 million
- (3) Program increase in basic pay as a result of man-year growth: +\$0.4 million
- (4) Program increase in subsistence as a result of man-year growth: +\$0.2 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACADEMY CADETS									
BASIC PAY	4,462	\$11,974	53,427	4,411	\$12,311	54,306	4,444	\$12,454	55,347
SUBSISTENCE (COMMUTED RATIONS)	4,462	\$4,246	18,947	4,411	\$4,373	19,290	4,444	\$4,435	19,710
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,407	\$932	4,108	4,351	\$943	4,104	4,386	\$953	4,179
TOTAL ACADEMY CADETS			76,482			77,700			79,236

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

Subsistence of Enlisted Personnel		
FY 2014 Direct Program		1,866,649
Increases:		
Price Increases:		
a. Basic Allowance for Subsistence increase due to the annualization of the 1.5% rate adjustment, effective 1 January 2014	21,571	
b. Basic Allowance for Subsistence increase due to the annualization of the 3.4% rate adjustment, effective 1 January 2015	28,134	
c. Subsistence in Messes increase due to dining facility cost inflation	15,877	
d. Operational Rations increase due to manufacturer price inflation	1,751	
e. Unitized Group Rations-Heat and Serve increase due to manufacturer price inflation	639	
f. Unitized Group Rations (A) increase due to manufacturer price inflation	1,180	
g. Other Rations increase due to annual eligibility cost	199	
Total Price Increases		69,351
Program Increases:		
a. Subsistence in Messes increase due to application of undistributed marks in FY 2014	53,585	
b. Operational Rations increase due to application of undistributed marks in FY 2014	12,774	
Total Program Increases		66,359
Total Increases		135,710
Decreases:		
Price Decreases:		
a. Basic Allowance for Subsistence decrease to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.4% (budgeted) to 1.5%	(30,180)	
b. Operational Rations decrease to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.4% (budgeted) to 1.5%	(10,721)	
Total Price Decreases		(40,901)
Program Decreases:		
a. Basic Allowance for Subsistence decrease due to number of personnel estimated to receive benefit	(49,879)	
Total Program Decreases		(49,879)
Total Decreases		(90,780)
FY 2015 Direct Program		1,911,578

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

ESTIMATE FY 2015	\$1,881,324
ESTIMATE FY 2014	\$1,762,792
ACTUAL FY 2013	\$2,403,310

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
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE- PURPOSE/SCOPE & JUSTIFICATION

PART II - JUSTIFICATION OF FUNDS REQUESTED

The enlisted Subsistence cost estimates are a product of the projected average number of enlisted personnel and the rate for Basic Allowance for Subsistence, Subsistence and Kind, and the Family Subsistence Supplemental Allowance.

The FY 2014 and FY 2015 Subsistence of Enlisted Personnel budget request contains \$111.6 million and \$38.1 million, respectively, in Overseas Contingency Operations (OCO) requirements associated with Active Component. The active component in FY 2014 and FY 2015 is expected to be 490,000.

The change in Subsistence of Enlisted Personnel from FY 2014 to FY 2015 is \$44.9 million. This increase 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 (BAS) figures displayed for FY 2013 reflects actual execution to include expenses associated with OEF. 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.

BAS figures displayed for FY 2014 reflect anticipated execution calculated with previously budgeted inflation at 3.4%. Since actual inflation effective January 1, 2014 is 1.5%, the FY 2015 request includes a reduction to bring the BAS rate in line with statutory inflation based on budget guidance. This reduction is reflected as a price decrease of \$30.2 million.

The change in BAS from FY 2014 to FY 2015 is -\$30.4 million.

Price increases:

- 1) BAS increase due to 1.5% annualized rate change effective January 1, 2014: +\$21.6 million
- 2) BAS increase due to 3.4% annualized rate change effective January 1, 2015: +\$28.1 million

Price decreases:

- 1) BAS decrease to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.4% (budgeted) to 1.5%: -\$30.2 million

Program decreases:

- 1) BAS decrease due to lower strength levels: -\$49.9 million

Subsistence in Kind

Subsistence in Kind (SIK) data in FY 2013 reflects actual execution to include expenses associated with OEF. FY 2014 and FY 2015 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.

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

As with BAS, the SIK figures displayed for FY 2014 reflect anticipated execution calculated with previously budgeted inflation at 3.4%. Since actual inflation effective January 1, 2014 is 1.5%, the FY 2015 request includes a reduction to bring the BAS rate in line with statutory inflation based on budget guidance. This reduction is reflected as a price decrease of \$10.7 million.

Additionally, the FY 2014 SIK figures in the following budget table include a reduction resulting from undistributed marks levied in HR 3547 totaling -\$81.6 million. The application of these reductions reflects a lower figure for SIK in FY 2014 than is currently expected in the Army's most recent execution projections. The FY 2015 request was built on the latest known critical requirements and based on FY 2013 actual execution. The combination of the marks and continual decrease in strength, the SIK program is increasing by \$66.4 million in FY 2015 over displayed FY 2014 figures.

The change in Subsistence in Kind from FY 2014 to FY 2015 is \$75.3 million.

Price increases:

- 1) Subsistence in Messes increase due to dining facility cost inflation: +\$15.9 million
- 2) Operational Rations (MREs) increase due to manufacturer price inflation: +\$1.7 million
- 3) Unitized Group Rations - Heat and Serve increase due to manufacturer price inflation: +\$0.6 million
- 4) Unitized Group Rations (A) increase due to manufacturer price inflation: +\$1.2 million
- 5) Other Rations increase due to price inflation: +\$0.2 million

Price decrease:

- 1) Operational Rations decrease to align the FY 2015 request with updated inflation assumptions for FY 2014 from 3.4% (budgeted) to 1.5%: -\$10.7 million

Program increase:

- 1) SIK increase due to application of undistributed marks in FY 2014: +\$66.4 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 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	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	451,036	\$4,216	1,901,457	393,260	\$4,335	1,704,807	378,628	\$4,400	1,665,965
COLLECTIONS AT DISCOUNT MEAL RATE	-82,930	\$3,759	-311,715	-90,958	\$3,865	-351,565	-87,438	\$3,923	-343,022
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	368,106		1,589,742	302,302		1,353,241	291,190		1,322,942
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES	148,632	\$3,966	589,491	102,676	\$4,077	418,626	115,819	\$4,139	479,404
SUBTOTAL SUBSISTENCE IN MESSES	148,632		589,491	102,676		418,626	115,819		479,404
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	17,700	\$8,423	149,089	5,332	\$8,659	48,170	6,014	\$8,791	52,873
UNITIZED GROUP RATIONS-HEAT AND SERVE	2,922	\$7,572	22,129	2,165	\$7,784	16,851	2,442	\$7,903	19,297
UNITIZED GROUP RATIONS (A)	7,141	\$6,094	43,515	4,967	\$6,264	31,116	5,603	\$6,360	35,633
OTHER RATION PACKAGES	350	\$13,442	4,702	295	\$13,818	4,079	333	\$14,029	4,671
SUBTOTAL OPERATIONAL RATIONS	28,113		219,435	12,759		98,215	14,392		112,475
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			628			320			331
MEALS FURNISHED UNDER CONTRACT			9			0			0
MEALS FURNISHED BY MEDICAL FACILITIES			2,754			2,764			2,955
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS			3,391			3,084			3,286
SUBTOTAL SUBSISTENCE IN KIND	176,745		812,317	115,435		519,926	130,211		595,165
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	180	\$6,951	1,251	177	\$7,187	1,272	177	\$7,435	1,316
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	545,032		2,403,310	417,914		1,874,439	421,578		1,919,423
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				26,280		111,647	8,659		38,099
BASELINE REQUEST				468,976		1,762,792	430,237		1,881,324

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

Permanent Change of Station Travel

FY 2014 Direct Program		1,768,545
Increases:		
Price Increases:		
a. Member travel increase due to cost inflation	5,318	
b. Dependent travel increase due to cost inflation	1,492	
c. Household goods shipment increase due to cost inflation	20,169	
d. Dislocation allowance increase due to annualization of 2014 and 2015 pay raise	1,737	
e. Trailer allowance increase due to cost inflation	3	
f. Privately owned vehicle increase due to cost inflation	186	
g. Port handling increase due to cost inflation	11	
h. Non-temporary storage increase due to cost inflation	187	
i. Temporary lodging expense due to cost inflation	655	
Total Price Increases:		29,758
Program Increases:		
a. Member travel increase due to change in move requirements	8,395	
b. Dependent travel increase due to change in move requirements	3,058	
c. Household goods shipment increase due to change in move requirements	34,923	
d. Dislocation allowance increase due to change in move requirements	6,560	
e. Trailer allowance increase due to change in move requirements	2	
f. Port handling increase due to change in move requirements	27	
g. Non-temporary storage increase due to change in move requirements	226	
h. Temporary lodging expense increase due to change in move requirements	1,695	
Total Program Increases:		55,427
Total Increases:		85,185
Decreases:		
Program Decreases		
a. Privately owned vehicle decrease due to change in move requirements	(205)	
Total Program Decreases:		(205)
Total Decreases:		(205)
FY 2015 Direct Program		1,853,525

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

	ACTUAL FY 2013		ESTIMATE FY 2014		ESTIMATE FY 2015	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	76,173	\$164,431	64,428	\$141,906	64,830	\$145,663
TRAINING TRAVEL	15,868	\$148,553	17,070	\$159,699	16,572	\$157,699
OPERATIONAL TRAVEL	40,942	\$438,580	38,473	\$409,258	40,715	\$442,425
ROTATIONAL TRAVEL TO/FROM OVERSEAS	51,573	\$798,666	47,454	\$747,687	49,910	\$799,035
SEPARATION TRAVEL	96,243	\$311,728	91,107	\$305,949	89,290	\$304,544
ORGANIZED UNIT TRAVEL	9,190	\$5,841	6,172	\$4,046	6,238	\$4,159
TOTAL OBLIGATIONS	289,989	\$1,867,799	264,704	\$1,768,545	267,555	\$1,853,525
ACTIVE COMPONENT STRENGTH FUNDED IN OCO			18,082	\$121,329	14,088	\$50,647
BASELINE REQUEST			246,622	\$1,647,216	253,467	\$1,802,878

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

	ACTUAL FY 2013		ESTIMATE FY 2014		ESTIMATE FY 2015	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	289,989	\$303,978	264,704	\$284,987	267,555	\$298,108
AMC	0	\$0	0	\$0	0	\$0
COMMERCIAL AIR	16,955	\$20,275	15,271	\$18,911	15,461	\$20,044
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	120,977	\$86,862	112,638	\$82,478	114,406	\$86,902
AMC	0	\$0	0	\$0	0	\$0
COMMERCIAL AIR	2,245	\$2,342	2,102	\$2,210	2,130	\$2,337
TRANSPORTATION OF HHG						
LAND SHIPMENT	242,670	\$1,114,582	220,970	\$1,069,458	224,575	\$1,119,465
ITGBL SHIPMENT	137,957	\$87,472	123,410	\$82,013	125,684	\$87,098
DISLOCATION ALLOWANCE	127,963	\$176,200	117,764	\$167,133	122,285	\$175,430
TRAILER ALLOWANCE	582	\$207	543	\$203	544	\$209
TRANSPORTATION OF POVS	15,127	\$11,489	14,323	\$11,167	14,048	\$11,149
PORT HANDLING (HHG)	1,604	\$634	1,472	\$594	1,549	\$631
NON-TEMPORARY STORAGE		\$11,137		\$10,881		\$11,294
TEMPORARY LODGING EXPENSE		\$52,620		\$38,509		\$40,859
TOTAL OBLIGATIONS		\$1,867,799		\$1,768,545		\$1,853,525
LESS: REIMBURSABLE		\$0		\$0		\$0
TOTAL DIRECT		\$1,867,799		\$1,768,545		\$1,853,525
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				\$121,329		\$50,647
BASELINE REQUEST		\$1,867,799		\$1,647,216		\$1,802,878

**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 approximately 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 1.7% in FY 2015.

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

ESTIMATE FY 2015	\$145,663
ESTIMATE FY 2014	\$141,906
ACTUAL FY 2013	\$164,431

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 2014 and FY 2015 accession travel budget request contains \$9.5 and \$3.8 million, respectively, in Overseas Contingency Operations (OCO) requirements associated with Active Component end strength above 490,000 Soldiers.

The net change in the Accession program is +\$3.7 million from FY 2014 to FY 2015. This change is composed of:

1. Price increase of +\$2.3 million driven by general inflation of 1.7%
2. Program increase of +\$1.4 million driven by slight increase in officer move requirements.

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 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
OFFICER									
MEMBER TRAVEL									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	6,617	\$1,030	\$6,818	6,131	\$1,050	\$6,437	6,553	\$1,068	\$6,998
ACCESSION TVL, OFFICER- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ACCESSION TVL, OFFICER- MEM TVL COMMERCIAL AIR	41	\$303	\$12	38	\$308	\$12	40	\$314	\$13
SUBTOTAL MEMBER TRAVEL			\$6,831			\$6,449			\$7,010
DEPENDENT TRAVEL									
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	988	\$725	\$717	916	\$739	\$677	979	\$751	\$736
ACCESSION TVL, OFFICER- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ACCESSION TVL, OFFICER- DEP TVL COMMERCIAL AIR	11	\$169	\$2	11	\$172	\$2	11	\$175	\$2
SUBTOTAL DEPENDENT TRAVEL			\$719			\$679			\$738
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	6,617	\$1,555	\$10,289	6,131	\$1,585	\$9,715	6,553	\$1,611	\$10,560
ACCESSION TVL, OFFICER- INTL GOVT BILL OF LADING	5,435	\$115	\$628	5,035	\$118	\$593	5,382	\$120	\$644
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$10,917			\$10,307			\$11,204
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	2,229	\$1,339	\$3,079	2,130	\$1,355	\$2,886	2,277	\$1,369	\$3,116
ACCESSION TVL, OFFICER- TRAILER ALLOWANCE	5	\$296	\$1	4	\$302	\$1	4	\$307	\$1
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLE	9	\$594	\$5	8	\$605	\$5	9	\$615	\$6
ACCESSION TVL, OFFICER- PORT HANDLING COST HHG	581	\$75	\$44	538	\$77	\$41	575	\$78	\$45
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			\$54			\$51			\$55
ACCESSION TVL, OFFICER- TEMPORARY LODGING			\$264			\$249			\$271
SUBTOTAL OFFICER			\$21,914			\$20,669			\$22,446

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
ENLISTED									
MEMBER TRAVEL									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	68,327	\$835	\$57,053	57,000	\$851	\$48,499	57,000	\$865	\$49,324
ACCESSION TVL, ENLISTED- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ACCESSION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	5,307	\$327	\$1,737	4,427	\$333	\$1,476	4,427	\$339	\$1,501
SUBTOTAL MEMBER TRAVEL			\$58,790			\$49,976			\$50,825
DEPENDENT TRAVEL									
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	11,838	\$592	\$7,011	9,876	\$603	\$5,960	9,876	\$614	\$6,061
ACCESSION TVL, ENLISTED- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ACCESSION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	67	\$228	\$15	56	\$232	\$13	56	\$236	\$13
SUBTOTAL DEPENDENT TRAVEL			\$7,026			\$5,973			\$6,074
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	65,183	\$876	\$57,071	54,377	\$892	\$48,515	54,377	\$907	\$49,339
ACCESSION TVL, ENLISTED- INTL GOVT BILL OF LADING	55,873	\$72	\$4,020	46,611	\$73	\$3,417	46,611	\$75	\$3,475
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$61,091			\$51,932			\$52,815
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	17,096	\$685	\$11,710	14,262	\$693	\$9,884	14,262	\$700	\$9,982
ACCESSION TVL, ENLISTED- TRAILER ALLOWANCE	24	\$351	\$9	20	\$358	\$7	20	\$364	\$7
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	9	\$708	\$6	7	\$721	\$5	7	\$733	\$5
ACCESSION TVL, ENLISTED- PORT HANDLING COST HHG	49	\$86	\$4	41	\$88	\$4	41	\$90	\$4
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			\$76			\$64			\$65
ACCESSION TVL, ENLISTED- TEMPORARY LODGING			\$3,109			\$2,643			\$2,688
SUBTOTAL ENLISTED			\$141,820			\$120,487			\$122,466
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,229	\$567	\$697	1,297	\$578	\$750	1,277	\$588	\$751
TOTAL ACCESSION TRAVEL			\$164,431			\$141,906			\$145,663
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$9,484			\$3,860
BASELINE REQUEST						\$132,422			\$141,803

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

ESTIMATE FY 2015	\$157,699
ESTIMATE FY 2014	\$159,699
ACTUAL FY 2013	\$148,553

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, flight 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, Officer Candidate School (OCS) or Reserve Officer Training Corps (ROTC) graduates, flight training graduates and other officers funded with 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, flight 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 support 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 2014 and FY 2015 accession travel budget request contains \$8.1 and \$4.8 million, respectively, in Overseas Contingency Operations (OCO) requirements associated with Active Component end strength above 490,000 Soldiers.

The net change in the training program is -\$1.9 million from FY 2014 to FY 2015. This change is composed of:

1. Price increase of +\$2.4 million, driven by general inflation of 1.7%.
2. Program decrease of -\$4.4 million driven by a slight reduction in FY 2015 training moves.

The following table provides detailed cost computations:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
TRAINING TRAVEL									
OFFICER									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	12,347	\$894	\$11,041	12,027	\$911	\$10,959	11,772	\$927	\$10,909
TRAINING TVL, OFFICER- DEP TVL MILEAGE	8,381	\$474	\$3,971	8,164	\$483	\$3,942	7,991	\$491	\$3,924
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	12,347	\$6,296	\$77,732	12,027	\$6,415	\$77,156	11,772	\$6,524	\$76,804
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	12,092	\$2,076	\$25,102	11,779	\$2,100	\$24,739	11,529	\$2,121	\$24,456
TRAINING TVL, OFFICER- TRAILER ALLOWANCE	7	\$571	\$4	7	\$582	\$4	7	\$592	\$4
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			\$438			\$435			\$433
TRAINING TVL, OFFICER- TEMPORARY LODGING			\$3,578			\$3,551			\$3,535
SUBTOTAL OFFICER			\$121,866			\$120,786			\$120,065
ENLISTED									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	3,521	\$992	\$3,492	5,043	\$1,011	\$5,096	4,800	\$1,028	\$4,933
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	2,222	\$742	\$1,649	3,182	\$756	\$2,407	3,029	\$769	\$2,330
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	3,521	\$5,031	\$17,715	5,043	\$5,127	\$25,855	4,800	\$5,214	\$25,027
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	1,329	\$2,605	\$3,462	1,903	\$2,636	\$5,017	1,812	\$2,662	\$4,823
TRAINING TVL, ENLISTED- TRAILER ALLOWANCE	6	\$2,667	\$16	9	\$2,717	\$23	8	\$2,764	\$23
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			\$13			\$19			\$18
TRAINING TVL, ENLISTED- TEMPORARY LODGING			\$340			\$496			\$480
SUBTOTAL ENLISTED			\$26,687			\$38,913			\$37,634
TOTAL TRAINING TRAVEL			\$148,553			\$159,699			\$157,699
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$8,126			\$4,778
BASELINE REQUEST						\$151,573			\$152,921

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

ESTIMATE FY 2015	\$442,425
ESTIMATE FY 2014	\$409,258
ACTUAL FY 2013	\$438,580

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 in CONUS; (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 in CONUS; (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 impact the ability to execute strategic placement of Soldiers to meet operational requirements.

The FY 2014 and FY 2015 operational travel budget request contains \$30.0 and \$12.3 million, respectively, in Overseas Contingency Operations (OCO) requirements associated with Active Component end strength above 490,000 Soldiers.

The net change in the Operations program is +\$33.2 million from FY 2014 to FY 2015. This change is composed of:

1. Price increase of +\$6.9 million driven by general inflation of 1.7%.
2. Program increase of +\$26.2 million driven by a slight increase in the number of operational moves required from FY 2014 to FY 2015. The moves displayed for FY 2014 are in sync with the Army's latest projections and include reductions associated with efficiency marks included in HR 3547 funding totals. The FY 2015 move plan was developed in concert with these efficiencies and only includes critical moves necessary to either backfill shortages or meets manning requirements for deploying units. This modest growth is necessary for the Army to meet operational demands and key to building a globally responsive force.

The following table provides detailed cost computations:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	8,214	\$1,396	\$11,463	7,867	\$1,422	\$11,187	8,621	\$1,446	\$12,468
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,303	\$807	\$5,087	6,037	\$822	\$4,964	6,615	\$836	\$5,533
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	8,214	\$11,650	\$95,692	7,867	\$11,871	\$93,387	8,621	\$12,073	\$104,077
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,214	\$2,390	\$19,632	7,867	\$2,418	\$19,023	8,621	\$2,442	\$21,054
OPERATIONAL TVL, OFFICER- TRAILER ALLOWANCE	5	\$981	\$5	5	\$1,000	\$5	5	\$1,017	\$5
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			\$461			\$450			\$501
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING			\$8,195			\$3,606			\$4,019
SUBTOTAL OFFICER			\$140,534			\$132,622			\$147,658
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	32,728	\$808	\$26,429	30,607	\$823	\$25,185	32,094	\$837	\$26,858
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	20,638	\$438	\$9,034	19,300	\$446	\$8,609	20,238	\$454	\$9,181
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	32,728	\$6,318	\$206,791	30,607	\$6,438	\$197,060	32,094	\$6,548	\$210,150
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	32,728	\$1,073	\$35,112	30,607	\$1,085	\$33,222	32,094	\$1,096	\$35,184
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	8	\$592	\$5	7	\$603	\$4	8	\$613	\$5
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			\$226			\$215			\$230
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING			\$20,449			\$12,340			\$13,159
SUBTOTAL ENLISTED			\$298,045			\$276,636			\$294,768
TOTAL OPERATIONAL TRAVEL			\$438,580			\$409,258			\$442,425
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$30,002			\$12,279
BASELINE REQUEST						\$379,256			\$430,146

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

ESTIMATE FY 2015	\$799,035
ESTIMATE FY 2014	\$747,687
ACTUAL FY 2013	\$798,666

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 or training of 20 weeks or more duration, to permanent duty stations in CONUS; (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 or training of 20 weeks or more duration to permanent duty stations in CONUS; (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. 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 2014 and FY 2015 rotational travel budget request contains \$53.6 and \$21.6 million, respectively, in Overseas Contingency Operations (OCO) requirements associated with Active Component end strength above 490,000 Soldiers.

The net change in rotational travel is +\$51.3 million from FY 2014 to FY 2015. This change is composed of:

1. Price increase of +\$12.8 million driven by general inflation of 1.7%.
2. Program increase of +\$38.5 million driven by a slight increase in the number of rotational moves required from FY 2014 to FY 2015. The moves displayed for FY 2014 are in sync with the Army's latest projections and include reductions associated with efficiency marks included in HR 3547 funding totals. The FY 2015 move plan was developed in concert with these efficiencies and only includes critical moves necessary to either backfill shortages or meets manning requirements for deploying units. This modest growth is necessary for the Army to meet operational demands and key to building a globally responsive force.

**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 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
OFFICER									
MEMBER TRAVEL									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	9,098	\$4,298	\$39,104	8,302	\$4,380	\$36,359	8,710	\$4,454	\$38,796
ROTATIONAL TVL, OFFICER- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, OFFICER- MEM TVL COMMERCIAL AIR	1,258	\$2,270	\$2,855	1,148	\$2,313	\$2,655	1,204	\$2,353	\$2,833
SUBTOTAL MEMBER TRAVEL			\$41,959			\$39,014			\$41,628
DEPENDENT TRAVEL									
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	5,056	\$2,691	\$13,605	4,614	\$2,742	\$12,650	4,841	\$2,788	\$13,498
ROTATIONAL TVL, OFFICER- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, OFFICER- DEP TVL COMMERCIAL AIR	329	\$1,868	\$615	301	\$1,903	\$572	315	\$1,936	\$610
SUBTOTAL DEPENDENT TRAVEL			\$14,220			\$13,222			\$14,108
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	9,098	\$11,296	\$102,776	8,302	\$11,511	\$95,562	8,710	\$11,707	\$101,966
ROTATIONAL TVL, OFFICER- INTL GOVT BILL OF LADING	9,098	\$2,014	\$18,320	8,302	\$2,052	\$17,034	8,710	\$2,087	\$18,176
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$121,096			\$112,596			\$120,142
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,097	\$2,500	\$22,745	8,301	\$2,530	\$20,998	8,709	\$2,555	\$22,251
ROTATIONAL TVL, OFFICER- TRAILER ALLOWANCE	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLE	78	\$2,315	\$181	71	\$2,359	\$168	75	\$2,399	\$180
ROTATIONAL TVL, OFFICER- PORT HANDLING COST HHG	795	\$593	\$472	725	\$605	\$438	761	\$615	\$468
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			\$2,628			\$2,444			\$2,608
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING			\$4,430			\$4,120			\$4,396
SUBTOTAL OFFICER			\$207,731			\$193,001			\$205,780

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
ENLISTED									
MEMBER TRAVEL									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	42,475	\$2,406	\$102,176	39,152	\$2,451	\$95,971	41,200	\$2,493	\$102,708
ROTATIONAL TVL, ENLISTED- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, ENLISTED- MEM TVL COMMERCIAL AIR	4,829	\$2,933	\$14,160	4,451	\$2,988	\$13,300	4,684	\$3,039	\$14,234
SUBTOTAL MEMBER TRAVEL			\$116,336			\$109,271			\$116,942
DEPENDENT TRAVEL									
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	21,311	\$1,709	\$36,421	19,644	\$1,741	\$34,210	20,671	\$1,771	\$36,611
ROTATIONAL TVL, ENLISTED- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, ENLISTED- DEP TVL COMMERCIAL AIR	720	\$1,886	\$1,358	664	\$1,922	\$1,276	698	\$1,955	\$1,365
SUBTOTAL DEPENDENT TRAVEL			\$37,779			\$35,485			\$37,976
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	42,475	\$7,249	\$307,920	39,152	\$7,387	\$289,220	41,200	\$7,513	\$309,525
ROTATIONAL TVL, ENLISTED- INTL GOVT BILL OF LADING	42,475	\$1,382	\$58,719	39,152	\$1,409	\$55,153	41,200	\$1,433	\$59,025
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$366,639			\$344,374			\$368,550
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	42,475	\$1,278	\$54,300	39,152	\$1,293	\$50,640	41,200	\$1,306	\$53,822
ROTATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	143	\$567	\$81	132	\$578	\$76	139	\$588	\$82
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLE	64	\$2,856	\$182	59	\$2,911	\$171	62	\$2,960	\$183
ROTATIONAL TVL, ENLISTED- PORT HANDLING COST HHG	107	\$708	\$76	99	\$722	\$71	104	\$734	\$76
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			\$3,313			\$3,112			\$3,330
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING			\$12,229			\$11,487			\$12,293
SUBTOTAL ENLISTED			\$590,935			\$554,687			\$593,255
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			\$798,666			\$747,687			\$799,035
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$53,564			\$21,553
BASELINE REQUEST						\$694,123			\$777,482

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

ESTIMATE FY 2015	\$304,544
ESTIMATE FY 2014	\$305,949
ACTUAL FY 2013	\$311,728

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 FY 2014 and FY 2015 separation travel budget request contains \$19.9 and \$8.1 million, respectively, in Overseas Contingency Operations (OCO) requirements associated with Active Component end strength above 490,000 Soldiers.

The net change in the separations program is -\$1.4 million from FY 2014 to FY 2015. This change is composed of:

1. Price increase of +\$5.1 million driven by general inflation of 1.7%.
2. Program decrease of -\$6.5 million driven by the reduced separation moves corresponding with the accelerated Army plan to reach 490K end strength in FY 2015.

Detailed cost computations are provided in the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TRAVEL									
OFFICER									
MEMBER TRAVEL									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	7,089	\$952	\$6,749	7,873	\$970	\$7,638	7,624	\$987	\$7,522
SEPARATION TVL, OFFICER- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
SEPARATION TVL, OFFICER- MEM TVL COMMERCIAL AIR	339	\$535	\$181	376	\$545	\$205	365	\$554	\$202
SUBTOTAL MEMBER TRAVEL			\$6,930			\$7,843			\$7,724
DEPENDENT TRAVEL									
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,704	\$729	\$1,242	1,892	\$743	\$1,406	1,833	\$755	\$1,384
SEPARATION TVL, OFFICER- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
SEPARATION TVL, OFFICER- DEP TVL COMMERCIAL AIR	169	\$450	\$76	188	\$458	\$86	182	\$466	\$85
SUBTOTAL DEPENDENT TRAVEL			\$1,318			\$1,492			\$1,469
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	6,498	\$6,249	\$40,604	7,217	\$6,367	\$45,951	6,988	\$6,476	\$45,255
SEPARATION TVL, OFFICER- INTL GOVT BILL OF LADING	5,236	\$336	\$1,758	5,815	\$342	\$1,990	5,631	\$348	\$1,959
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$42,362			\$47,941			\$47,214
SEPARATION TVL, OFFICER- TRAILER ALLOWANCE	6	\$333	\$2	7	\$340	\$2	6	\$345	\$2
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLE	1,257	\$1,135	\$1,427	1,396	\$1,157	\$1,615	1,352	\$1,176	\$1,590
SEPARATION TVL, OFFICER- PORT HANDLING COST HHG	13	\$769	\$10	14	\$784	\$11	14	\$797	\$11
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			\$1,988			\$2,250			\$2,216
SUBTOTAL OFFICER			\$54,037			\$61,154			\$60,226

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TRAVEL									
ENLISTED									
MEMBER TRAVEL									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	87,781	\$438	\$38,458	81,915	\$446	\$36,532	80,389	\$454	\$36,461
SEPARATION TVL, ENLISTED- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
SEPARATION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	5,182	\$257	\$1,330	4,831	\$262	\$1,263	4,741	\$266	\$1,261
SUBTOTAL MEMBER TRAVEL			\$39,788			\$37,796			\$37,722
DEPENDENT TRAVEL									
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	40,125	\$197	\$7,885	37,405	\$200	\$7,490	36,708	\$204	\$7,476
SEPARATION TVL, ENLISTED- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
SEPARATION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	948	\$291	\$276	884	\$297	\$262	867	\$302	\$262
SUBTOTAL DEPENDENT TRAVEL			\$8,161			\$7,752			\$7,737
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	48,517	\$3,997	\$193,909	45,228	\$4,073	\$184,200	44,386	\$4,142	\$183,842
SEPARATION TVL, ENLISTED- INTL GOVT BILL OF LADING	19,840	\$203	\$4,027	18,495	\$207	\$3,825	18,151	\$210	\$3,818
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$197,936			\$188,026			\$187,660
SEPARATION TVL, ENLISTED- TRAILER ALLOWANCE	378	\$222	\$84	352	\$226	\$80	346	\$230	\$80
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	13,711	\$707	\$9,688	12,782	\$720	\$9,203	12,544	\$732	\$9,185
SEPARATION TVL, ENLISTED- PORT HANDLING COST HHG	59	\$492	\$29	55	\$501	\$28	54	\$509	\$27
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			\$1,935			\$1,838			\$1,835
SUBTOTAL ENLISTED			\$257,621			\$244,722			\$244,246
SEPARATION TVL, CADET- MEM TVL MILEAGE	1,283	\$55	\$70	1,319	\$56	\$73	1,277	\$57	\$72
TOTAL SEPARATION TRAVEL			\$311,728			\$305,949			\$304,544
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$19,899			\$8,063
BASELINE REQUEST						\$286,050			\$296,482

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

ESTIMATE FY 2015	\$4,159
ESTIMATE FY 2014	\$4,046
ACTUAL FY 2013	\$5,841

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 2014 and FY 2015 Organized Unit Travel budget request contains \$0.3 and \$0.1 million, respectively, in Overseas Contingency Operations (OCO) requirements associated with Active Component end strength above 490,000 Soldiers.

The FY 2015 organized unit request reflects an increase of +\$0.1 from the FY 2014 request. This change is comprised of:

1. Price change increase of +\$0.06 million driven by general inflation of 1.7%.
2. Program change increase of +\$0.04 million driven by slight increases in officer and enlisted move requirements.

The following table provides detailed cost computations:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ORGANIZED UNIT TRAVEL									
OFFICER									
ORG UNIT TVL, OFFICER- MEM TVL MILEAGE	1,040	\$144	\$150	744	\$147	\$109	756	\$149	\$113
ORG UNIT TVL, OFFICER- DEP TVL MILEAGE	71	\$437	\$31	51	\$445	\$23	52	\$452	\$23
ORG UNIT TVL, OFFICER- HHG LAND SHIPMENT	874	\$1,498	\$1,309	625	\$1,526	\$954	635	\$1,552	\$986
ORG UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	198	\$1,202	\$238	142	\$1,216	\$172	144	\$1,228	\$177
ORG UNIT TVL, OFFICER- TRAILER ALLOWANCE	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ORG UNIT TVL, OFFICER- NONTEMP STORAGE HHG			\$1			\$1			\$1
ORG UNIT TVL, OFFICER- TEMPORARY LODGING			\$4			\$3			\$3
SUBTOTAL OFFICER			\$1,733			\$1,262			\$1,303
ENLISTED									
ORG UNIT TVL, ENLISTED- MEM TVL MILEAGE	8,150	\$34	\$279	5,428	\$35	\$189	5,482	\$35	\$194
ORG UNIT TVL, ENLISTED- DEP TVL MILEAGE	2,339	\$90	\$210	1,558	\$91	\$143	1,573	\$93	\$146
ORG UNIT TVL, ENLISTED- HHG LAND SHIPMENT	6,598	\$420	\$2,774	4,394	\$428	\$1,883	4,438	\$436	\$1,934
ORG UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	2,435	\$337	\$820	1,622	\$341	\$553	1,638	\$344	\$564
ORG UNIT TVL, ENLISTED- TRAILER ALLOWANCE	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ORG UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			\$4			\$3			\$3
ORG UNIT TVL, ENLISTED- TEMPORARY LODGING			\$21			\$14			\$15
SUBTOTAL ENLISTED			\$4,108			\$2,784			\$2,856
TOTAL ORGANIZED UNIT TRAVEL			\$5,841			\$4,046			\$4,159
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$254			\$114
BASELINE REQUEST						\$3,792			\$4,044

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

Other Military Personnel Costs

FY 2014 Direct Program		464,383
Increases:		
Price Increases:		
a. Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	29	
b. Partial Dislocation Allowance increase due to annualization of pay raise inflation	2	
c. ROTC increase due to pay raise, inflation to Cadet clothing and Cadet subsistence	1,133	
Total Price Increases		1,164
Program Increases:		
a. JROTC increase due to higher number of Cadets projected to be issued clothing	1,034	
b. Mass Transit Subsidy increase due to slightly higher number of takers	94	
Total Program Increases		1,128
Total Increases		2,292
Decreases:		
Price Decreases:		
a. Unemployment Benefits decrease due lower cost per claim	(18,712)	
Total Price Decreases		(18,712)
Program Decreases:		
a. Death Gratuities decrease due to lower number of non-combat deaths	(200)	
b. Unemployment Benefits decrease due to lower projected number of separations in FY 2015	(2,565)	
c. ROTC decrease due to reduction of ROTC SLRP contracts	(8,938)	
Total Program Decreases		(11,703)
Total Decreases		(30,415)
FY 2015 Direct Program		436,260

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

ESTIMATE FY 2015	\$1,033
ESTIMATE FY 2014	\$1,004
ACTUAL FY 2013	\$974

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 +\$29.0 thousand change from FY 2014 to FY 2015, due to the projected increases to the standard per diem rate.

The following table provides cost estimates:

	ACTUAL FY 2013 AMOUNT	ESTIMATE FY 2014 AMOUNT	ESTIMATE FY 2015 AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	974	1,004	1,033

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

ESTIMATE FY 2015 \$1,338
ESTIMATE FY 2014 \$1,338
ACTUAL FY 2013 \$8,669

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 designated 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 2013 column includes execution for Operation Enduring Freedom (OEF), which is funded in the Overseas Contingency Operations (OCO) request.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	4,966	\$989	4,911	723	\$989	715	723	\$989	715
INTEREST ON SAVINGS, ENLISTED	5,155	\$729	3,758	855	\$729	623	855	\$729	623
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	10,121		8,669	1,578		1,338	1,578		1,338

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

ESTIMATE FY 2015	\$51,700
ESTIMATE FY 2014	\$51,900
ACTUAL FY 2013	\$70,100

Project: Death Gratuities

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements are based on peacetime mortality rates, historical execution, and the statutory gratuity payment rate.

FY 2014 and FY 2015 projections only include non-combat related death gratuity payments; combat related payments are included in the Overseas Contingency Operations (OCO) request.

There is a -\$0.2 million program decrease to align the FY 2015 request with FY 2013 non-combat trends.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	104	\$100,000	10,400	60	\$100,000	6,000	60	\$100,000	6,000
DEATH GRATUITIES, ENLISTED	597	\$100,000	59,700	459	\$100,000	45,900	457	\$100,000	45,700
DEATH GRATUITIES, CADET	0	0	0	0	0	0	0	\$100,000	0
TOTAL DEATH GRATUITIES	701		70,100	519		51,900	517		51,700

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

ESTIMATE FY 2015	\$222,586
ESTIMATE FY 2014	\$243,863
ACTUAL FY 2013	\$463,305

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 under early release program, 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimated unemployment benefit payments are based on programmed separations from the Army and average quarterly payments for unemployment compensation. 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 base projections displayed in the FY 2014 and FY 2015 are for the Active Component only. Reserve Component claims are contained in the OCO request.

The net change between FY 2014 and FY 2015 -\$21.3 million. This change is a result of:

- (1) Price decrease of -\$18.7 million due to projected reduction in average weeks per claim resulting from improved economic conditions from FY 2014 to FY 2015.
- (2) Program decrease of -\$2.6 million due to the lower number of projected Active Component Unemployment claims resulting from lower Active Duty separations from FY 2014 to FY 2015.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	99,979	\$4,634	463,305	58,861	\$4,143	243,863	58,238	\$3,822	222,586

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

ESTIMATE FY 2015	0
ESTIMATE FY 2014	0
ACTUAL FY 2013	\$45

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). At the current time, no legal authority exists to make RIRP payments after December 31, 2013 and no payments shall be made after that date.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013 AMOUNT	ESTIMATE FY 2014 AMOUNT	ESTIMATE FY 2015 AMOUNT
RESERVE INCOME REPLACEMENT PROGRAM (RIRP)	45	0	0

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

ESTIMATE FY 2015	0
ESTIMATE FY 2014	0
ACTUAL FY 2013	0

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 2014 and FY 2015 requests are based on the approved DoD Board of Actuary estimates for amortization payments.

Based on the DoD Board of Actuary estimate, there are no requirements for this program in FY 2014 and FY 2015.

The following table provides cost estimates:

	ACTUAL FY 2013 AMOUNT	ESTIMATE FY 2014 AMOUNT	ESTIMATE FY 2015 AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	0	0	0

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

ESTIMATE FY 2015 \$578
ESTIMATE FY 2014 \$578
ACTUAL FY 2013 \$595

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 requirement was built based on the number of adoptions calculated in FY 2013.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	129	\$2,000	258	126	\$2,000	251	126	\$2,000	251
ADOPTION EXPENSE, ENLISTED	169	\$2,000	337	164	\$2,000	327	164	\$2,000	327
TOTAL ADOPTION EXPENSES	298		595	290		578	290		578

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

ESTIMATE FY 2015 \$164
ESTIMATE FY 2014 \$162
ACTUAL FY 2013 \$160

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 \$695. 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 price increase of +\$2.0 thousand that is based on projected pay inflation.

Detailed cost computations are provided in the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	46	\$695	32	46	\$703	32	46	\$710	33
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	184	\$695	128	185	\$703	130	185	\$710	131
TOTAL PARTIAL DISLOCATION ALLOWANCE	230		160	231		162	231		164

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

ESTIMATE FY 2015	0
ESTIMATE FY 2014	0
ACTUAL FY 2013	\$75,901

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 2013 column reflects actual payments made to VA. The actual bill paid to VA was \$56.7 million for SGLI claims and \$19.2 million to Soldiers for reimbursement of SGLI premiums.

FY 2013 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 2013	ESTIMATE FY 2014	ESTIMATE FY 2015
	AMOUNT	AMOUNT	AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	11,345	0	0
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	45,381	0	0
SGLI PREMIUMS	19,175	0	0
TOTAL SGLI EXTRA HAZARD PAYMENTS	75,901	0	0

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

ESTIMATE FY 2015	0
ESTIMATE FY 2014	0
ACTUAL FY 2013	\$38,415

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 2013 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 2013 AMOUNT	ESTIMATE FY 2014 AMOUNT	ESTIMATE FY 2015 AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	7,683	0	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	30,732	0	0
TOTAL SGLI TRAUMATIC INJURY PAYMENTS	38,415	0	0

**MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC**

ESTIMATE FY 2015	\$101,068
ESTIMATE FY 2014	\$108,873
ACTUAL FY 2013	\$102,892

Project: ROTC

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Senior ROTC program has a total change of -\$7.8 million from FY 2014 to FY 2015.

Senior ROTC Non-Scholarship program: -\$8.3 million:

(1) A program decrease of -\$8.8 million from FY 2014 to FY 2015 driven by a reduction in ROTC Student Loan Repayment Program (SLRP) payments to Non-scholarship students. The Army plans not to offer any new SLRP contracts in FY 2015 but will continue to make payments on prior year contracts. SLRP payments continue to disburse for three years after the original contract is signed.

(2) A price increase of +\$.5 million due to inflation primarily associated with stipends, clothing, and subsistence.

Senior ROTC Scholarship program: +\$0.5 million:

(1). A program decrease of -\$0.2 million from FY 2014 to FY 2015 primarily due to a small decrease in Scholarship Program students.

(2) A price increase of +\$.7 million due to inflation primarily associated with stipends, clothing, and subsistence.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	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	2,762	\$2,537	7,007	2,491	\$2,562	6,382	2,853	\$2,588	7,383
ADVANCED CAMP	1,301	\$1,217	1,583	1,222	\$1,229	1,502	1,344	\$1,241	1,668
CADET TROOP LEADER	1,031	\$1,063	1,096	925	\$1,073	993	1,065	\$1,084	1,155
STUDENT LOAN REPAYMENT PROGRAM (SLRP)	1,269	\$9,272	11,762	1,607	\$9,364	15,050	534	\$9,458	5,051
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	6,363		21,448	6,245		23,927	5,796		15,257
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	13,493	\$109	1,464	13,938	\$110	1,535	13,777	\$112	1,543
ADVANCED COURSE	6,664	\$109	723	6,638	\$110	731	6,804	\$112	762
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	20,157		2,187	20,576		2,266	20,581		2,305
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	3,103	\$628	1,948	3,173	\$637	2,022	3,167	\$648	2,052
BASIC COURSE, FEMALE	717	\$625	448	727	\$634	461	732	\$645	472
ADVANCED COURSE, MALE	226	\$532	120	222	\$540	120	230	\$549	126
ADVANCED COURSE, FEMALE	59	\$683	40	63	\$693	44	60	\$705	42
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	4,105		2,556	4,185		2,647	4,189		2,692
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	680	\$3,327	2,262	734	\$3,360	2,468	702	\$3,394	2,383
ADVANCED	3,042	\$4,543	13,819	3,107	\$4,588	14,255	3,142	\$4,634	14,560
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	3,722		16,081	3,841		16,723	3,844		16,943
SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)									
BASIC CAMP	3,007	\$71	213	3,018	\$72	217	3,027	\$74	224
ADVANCED CAMP	5,012	\$71	355	4,924	\$72	354	5,054	\$74	374
PROFESSIONAL DEVELOPMENT	1,426	\$71	101	1,405	\$72	101	1,432	\$74	106
CADET TROOP LEADER TRAINING	1,271	\$71	90	1,252	\$72	90	1,284	\$74	95
PRACTICAL FIELD TRAINING	25,313	\$71	1,793	26,009	\$72	1,870	25,527	\$74	1,889
SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NON-SCHOLARSHIP)	36,029		2,552	36,608		2,632	36,324		2,688
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	70,376		44,824	71,455		48,195	70,734		39,885
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCHOLARSHIP									
BASIC CAMP	327	\$1,967	643	339	\$1,987	674	338	\$2,007	678
ADVANCED CAMP	4,360	\$1,138	4,962	4,458	\$1,150	5,125	4,503	\$1,161	5,228
CADET TROOP LEADER	799	\$1,052	840	833	\$1,062	885	825	\$1,073	885
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCHOLARSHIP	5,486		6,445	5,630		6,684	5,666		6,791

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	5,567	\$109	604	5,693	\$110	627	5,679	\$112	636
ADVANCED	8,876	\$109	963	9,080	\$110	1,000	9,063	\$112	1,015
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	14,443		1,567	14,773		1,627	14,742		1,651
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	774	\$636	492	808	\$645	521	790	\$656	518
BASIC COURSE, FEMALE	117	\$631	74	120	\$640	77	120	\$651	78
ADVANCED COURSE, MALE	749	\$636	477	783	\$646	506	766	\$657	503
ADVANCED COURSE, FEMALE	97	\$629	61	97	\$638	62	99	\$649	64
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,737		1,104	1,808		1,166	1,775		1,163
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	3,184	\$3,141	10,002	3,299	\$3,172	10,465	3,289	\$3,204	10,538
ADVANCED	8,210	\$4,520	37,109	8,505	\$4,565	38,830	8,480	\$4,611	39,101
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	11,394		47,111	11,804		49,295	11,769		49,639
SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING									
BASIC CAMP	720	\$56	40	728	\$56	41	724	\$58	42
ADVANCED CAMP	1,189	\$229	272	1,219	\$232	283	1,201	\$239	287
PROFESSIONAL DEVELOPMENT	179	\$262	47	162	\$266	43	179	\$274	49
CADET TROOP LEADER TRAINING	153	\$262	40	113	\$266	30	153	\$274	42
PRACTICAL FIELD TRAINING	39,643	\$36	1,442	40,872	\$37	1,509	39,974	\$38	1,519
SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING	41,884		1,841	43,094		1,906	42,231		1,939
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	74,944		58,068	77,109		60,678	76,183		61,183
TOTAL ROTC	145,320		102,892	135,544		108,873	146,917		101,068

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

ESTIMATE FY 2015	\$52,723
ESTIMATE FY 2014	\$51,689
ACTUAL FY 2013	\$51,583

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. This uniform transition is projected to be complete in FY 2015.

The total change in JROTC between FY 2014 and FY 2015 is +\$1.0 million. This change is driven by:

A program increase due to the greater population of Cadets projected to receive replacement uniforms.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE		AMOUNT	AVERAGE		AMOUNT	AVERAGE		AMOUNT
	NUMBER	RATE		NUMBER	RATE		NUMBER	RATE	
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	398,287	\$122	48,591	404,900	\$120	48,588	413,875	\$120	49,665
SUBSISTENCE OF JROTC CADETS - SUMMER CAMP									
FIELD RATIONS	28,495	\$105	2,992	29,533	\$105	3,101	29,124	\$105	3,058
TOTAL JROTC	426,782		51,583	434,433		51,689	442,999		52,723

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

ESTIMATE FY 2015 \$5,070
ESTIMATE FY 2014 \$4,976
ACTUAL FY 2013 \$4,884

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). Effective 1 January 2013, the maximum monthly rate for mass transit subsidy was increased from \$125 to \$245 per month. This rate expired on 31 December 2013 and reverted back to \$130, which will be the new maximum claim unless raised by law. The FY 2014 average rate is based on the FY 2013 execution adjusted for the new maximum allowance (\$130).

The FY 2015 request contains a program increase of \$.1M to account for a slight projected increase in number of Soldiers receiving the benefit compared to FY 2014.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	3,161	\$1,236	3,907	3,351	\$1,188	3,981	3,414	\$1,188	4,056
MASS TRANSIT SUBSIDY, ENLISTED	790	\$1,236	977	838	\$1,188	995	854	\$1,188	1,014
TOTAL MASS TRANSIT SUBSIDY	3,951		4,884	4,189		4,976	4,268		5,070

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

ESTIMATE FY 2015	0
ESTIMATE FY 2014	0
ACTUAL FY 2013	1,237

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 September 17, 2013 \$335.5 million has been obligated in total and recorded as an Overseas Contingency Operations (OCO) obligation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
STOP-LOSS SPECIAL COMPENSATION									
OFFICER RETROACTIVE STOP-LOSS SPECIAL COMPENSATION			71			0			0
ENLISTED RETROACTIVE STOP-LOSS SPECIAL COMPENSATION			1,166			0			0
TOTAL STOP-LOSS SPECIAL COMPENSATION			1,237			0			0

**MILITARY PERSONNEL, ARMY
SECTION 5
REIMBURSABLE INTRODUCTION
REIMBURSEMENTS**

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 2014 to FY 2015 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:

**MILITARY PERSONNEL, ARMY
SECTION 5
MILITARY PERSONNEL ASSIGNED OUTSIDE DOD**

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ASSIGNED OUTSIDE DOD									
NON-REIMBURSABLE PERSONNEL									
CONGRESSIONAL FELLOWS	4	0	4	4	0	4	4	0	4
DRUG ENFORCEMENT AGENCY	3	3	6	3	5	8	3	5	8
DEPARTMENT OF ENERGY	10	0	10	12	0	12	12	0	12
DEPARTMENT OF JUSTICE	3	0	3	3	0	3	3	0	3
DEPARTMENT OF STATE	31	0	31	32	0	32	32	0	32
OFFICE OF NATIONAL DRUG CONTROL POLICY	2	0	2	3	0	3	3	0	3
NSC	5	0	5	4	0	4	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	16	7	23	18	7	25	18	7	25
SUB-TOTAL NON-REIMBURSABLE PERSONNEL	189	10	199	194	12	206	194	12	206
REIMBURSABLE PERSONNEL									
NASA	4	0	4	4	0	4	4	0	4
SELECTIVE SERVICE SYSTEM	0	0	0	0	0	0	0	0	0
WHITE HOUSE COMMUNICATIONS AGENCY	0	0	0	0	0	0	0	0	0
OTHER AGENCIES	3	0	3	3	0	3	3	0	3
SUB-TOTAL REIMBURSABLE PERSONNEL	7	0	7	7	0	7	7	0	7
TOTAL ASSIGNED OUTSIDE DOD	196	10	206	201	12	213	201	12	213
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
FOREIGN MILITARY SALES	48	38	86	43	34	77	43	34	77
SUB-TOTAL REIMBURSABLE PERSONNEL	48	38	86	43	34	77	43	34	77
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	48	38	86	43	34	77	43	34	77
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
INDUSTRIAL OPERATIONS	20	33	53	17	28	45	14	24	38
SUPPLY MGMT	0	3	3	0	3	3	0	3	3
TRANSCOM	101	61	162	101	61	162	101	61	162
DECA	4	0	4	5	1	6	4	4	8
DFAS	6	67	73	6	67	73	6	67	73
DISA	14	20	34	8	20	28	8	20	28
DLA	128	122	250	128	122	250	128	122	250
OTHER	352	123	475	352	123	475	352	123	475
SUB-TOTAL REIMBURSABLE PERSONNEL	625	429	1,054	617	425	1,042	613	424	1,037
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS	625	429	1,054	617	425	1,042	613	424	1,037
TOTAL REIMBURSABLE	680	467	1,147	667	459	1,126	663	458	1,121
TOTAL NON-REIMBURSABLE	189	10	199	194	12	206	194	12	206
GRAND TOTAL	869	477	1,346	861	471	1,332	857	470	1,327

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

	ACTUAL FY 2013			ESTIMATE FY 2014			ESTIMATE FY 2015		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUBSISTENCE									
BASIC ALLOWANCE	\$1,457	\$4,284	\$5,741	\$1,824	\$2,283	\$4,107	\$2,542	\$2,020	\$4,562
SUBSISTENCE IN KIND		\$5,826	\$5,826		\$3,105	\$3,105		\$2,746	\$2,746
MEDICAL									
DEFENSE HEALTH PROGRAM	\$92,200	\$64,800	\$162,000	\$92,677	\$61,785	\$154,462	\$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	\$48,892	\$11,240	\$60,132	\$46,551	\$19,175	\$65,726	\$49,994	\$12,624	\$61,618
RETIRED PAY ACCRUAL	\$15,490	\$3,301	\$18,791	\$15,078	\$6,213	\$21,291	\$15,334	\$3,951	\$19,285
INCENTIVE PAY	\$5,356	\$690	\$6,046	\$2,577	\$642	\$3,219	\$4,272	\$904	\$5,176
ALLOWANCE	\$12,924	\$3,011	\$15,935	\$12,359	\$5,844	\$18,203	\$13,509	\$3,740	\$17,249
SOCIAL SECURITY TAX	\$3,637	\$784	\$4,421	\$3,561	\$1,466	\$5,027	\$3,750	\$966	\$4,716
TOTAL STRENGTH RELATED	\$86,299	\$19,026	\$105,325	\$80,126	\$33,340	\$113,466	\$85,859	\$22,185	\$108,044
TOTAL PROGRAM	\$184,956	\$93,936	\$278,892	\$174,627	\$100,513	\$275,140	\$180,801	\$88,551	\$269,352

**MILITARY PERSONNEL, ARMY
SECTION 5
ROTC
RESERVE OFFICER TRAINING CORPS (ROTC) ENROLLMENT**

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

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
Schools	273	273	275
Civilian Personnel	1,242	1,600	1,600
Military Personnel (End Strength)	1,727	1,767	1,769

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

	ACTUAL FY 2013											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	11	11	10	10	10	11	12	11	11	12	12	11
LT GENERAL	52	53	52	52	51	51	51	50	52	51	50	52
MAJ GENERAL	116	118	117	118	119	118	119	120	117	121	118	123
BG GENERAL	136	139	139	136	134	136	134	133	137	138	142	136
COLONEL	4,386	4,379	4,360	4,381	4,415	4,439	4,466	4,451	4,454	4,449	4,444	4,372
LT COLONEL	10,019	10,078	10,145	10,203	10,255	10,290	10,340	10,349	10,373	10,373	10,252	10,220
MAJOR	17,327	17,301	17,253	17,179	17,151	17,169	17,240	17,329	17,474	17,508	17,494	17,370
CAPTAIN	28,126	28,078	29,931	29,937	29,958	30,032	29,866	29,513	29,061	28,663	28,509	28,117
1ST LIEUTENANT	12,928	15,296	13,242	13,313	13,260	12,984	13,078	13,377	13,626	13,851	13,777	13,226
2ND LIEUTENANT	9,364	6,874	6,872	6,918	6,912	6,852	6,579	7,929	8,419	8,463	8,574	9,281
SUBTOTAL COMMISSIONED OFFICERS	82,465	82,327	82,121	82,247	82,265	82,082	81,885	83,262	83,724	83,629	83,372	82,908
WARRANT OFFICERS												
WARRANT OFF (W-5)	654	658	663	666	669	672	673	672	674	674	669	658
WARRANT OFF (W-4)	2,582	2,573	2,562	2,552	2,401	2,397	2,393	2,396	2,395	2,394	2,377	2,367
WARRANT OFF (W-3)	3,886	3,895	3,902	3,904	3,881	3,878	3,891	3,894	3,896	3,899	3,906	3,904
WARRANT OFF (W-2)	6,611	6,606	6,635	6,629	6,622	6,604	6,651	6,674	6,707	6,735	6,767	6,756
WARRANT OFF (W-1)	2,136	2,179	2,173	2,128	2,113	2,103	2,062	2,076	2,049	2,043	2,043	2,041
SUBTOTAL WARRANT OFFICERS	15,869	15,911	15,935	15,879	15,686	15,654	15,670	15,712	15,721	15,745	15,762	15,726
SUBTOTAL OFFICER	98,334	98,238	98,056	98,126	97,951	97,736	97,555	98,974	99,445	99,374	99,134	98,634
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,736	3,729	3,715	3,673	3,687	3,715	3,704	3,660	3,619	3,787	3,805	3,733
1ST SGT/MASTER SGT	12,322	12,387	12,467	12,487	12,524	12,499	12,478	12,404	12,320	12,435	12,388	12,236
PLATOON SGT/SFC	40,855	40,872	40,867	40,894	40,806	40,851	40,510	41,033	40,960	41,002	40,713	40,439
STAFF SGT	63,113	63,235	63,420	63,222	63,370	63,328	63,314	63,479	63,217	62,253	61,986	61,965
SERGEANT	82,044	81,689	81,881	82,371	82,287	82,384	81,856	81,602	80,670	79,987	78,940	78,683
CPL/SPECIALIST	143,316	142,089	138,582	136,362	134,817	133,407	132,413	130,345	129,940	129,107	128,867	128,678
PRIVATE 1ST CLASS	61,440	60,735	58,658	59,959	59,738	58,863	58,374	57,854	57,039	57,827	63,923	63,977
PRIVATE E2	25,250	25,925	25,741	26,600	27,333	27,318	27,262	26,418	24,689	26,000	26,807	26,829
PRIVATE E1	13,328	13,053	11,299	13,102	13,785	13,985	15,233	16,201	17,254	18,099	12,372	12,383
SUBTOTAL ENLISTED PERSONNEL	445,404	443,714	436,630	438,670	438,347	436,350	435,144	432,996	429,708	430,497	429,801	428,923
CADET	4,545	4,539	4,505	4,495	4,445	4,438	4,436	3,400	3,377	4,523	4,494	4,486
TOTAL END STRENGTH	548,283	546,491	539,191	541,291	540,743	538,524	537,135	535,370	532,530	534,394	533,429	532,043

**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	10	11	12	11	11	11	12	11
LT GENERAL	52	53	52	53	52	52	52	51	52	52	51	51
MAJ GENERAL	116	117	116	119	121	120	121	121	117	117	117	120
BG GENERAL	136	138	138	137	136	138	136	135	137	137	133	133
COLONEL	4,353	4,364	4,371	4,386	4,408	4,428	4,478	4,450	4,474	4,465	4,291	4,264
LT COLONEL	10,209	10,236	10,239	10,248	10,263	10,280	10,294	10,302	10,219	10,061	9,782	9,683
MAJOR	17,198	17,146	17,111	17,062	17,050	17,039	17,050	17,084	17,401	17,426	17,411	17,178
CAPTAIN	28,069	28,016	27,912	27,778	27,887	27,971	27,994	28,912	29,331	29,376	29,134	28,901
1ST LIEUTENANT	13,109	15,503	14,710	14,785	14,657	14,320	14,388	13,573	13,237	12,876	12,391	12,368
2ND LIEUTENANT	9,495	6,967	7,634	7,683	7,640	7,557	7,238	8,045	8,179	8,306	8,766	8,679
SUBTOTAL COMMISSIONED OFFICERS	82,748	82,551	82,293	82,261	82,224	81,916	81,763	82,684	83,158	82,827	82,088	81,388
WARRANT OFFICERS												
WARRANT OFF (W-5)	664	667	673	671	666	668	671	670	669	666	665	661
WARRANT OFF (W-4)	2,327	2,323	2,323	2,305	2,279	2,173	2,168	2,162	2,157	2,147	2,133	2,114
WARRANT OFF (W-3)	3,893	3,904	3,923	3,927	3,934	3,906	3,922	3,938	3,951	3,958	3,962	3,964
WARRANT OFF (W-2)	6,758	6,750	6,743	6,710	6,708	6,616	6,639	6,665	6,635	6,664	6,687	6,650
WARRANT OFF (W-1)	2,064	2,062	2,060	2,050	2,049	2,021	2,028	2,036	2,027	2,036	2,043	2,031
SUBTOTAL WARRANT OFFICERS	15,706	15,706	15,722	15,663	15,636	15,384	15,428	15,471	15,439	15,471	15,490	15,420
SUBTOTAL OFFICER	98,454	98,257	98,015	97,924	97,860	97,300	97,191	98,155	98,597	98,298	97,578	96,808
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,638	3,634	3,639	3,631	3,630	3,632	3,615	3,613	3,665	3,615	3,595	3,593
1ST SGT/MASTER SGT	12,030	12,063	12,137	12,120	12,131	12,126	12,052	12,027	11,910	11,958	12,001	11,925
PLATOON SGT/SFC	39,748	39,790	39,908	39,729	39,748	39,714	39,533	39,667	39,870	39,701	39,608	39,433
STAFF SGT	62,698	62,716	62,919	62,627	62,655	62,569	62,193	62,283	62,520	62,181	62,251	62,005
SERGEANT	76,781	76,999	77,172	76,959	76,982	76,995	76,292	76,341	76,499	75,983	76,131	75,820
CPL/SPECIALIST	129,969	127,843	124,051	123,862	122,390	121,116	121,692	120,852	119,157	118,587	117,924	118,060
PRIVATE 1ST CLASS	63,828	64,365	61,959	62,427	62,752	63,045	62,925	62,698	62,617	62,492	61,775	60,911
PRIVATE E2	26,767	26,992	25,983	26,179	26,315	26,438	26,388	26,293	26,259	26,206	25,906	25,543
PRIVATE E1	12,354	12,458	11,992	12,083	12,146	12,202	12,179	12,135	12,119	12,095	11,957	11,790
SUBTOTAL ENLISTED PERSONNEL	427,813	426,860	419,760	419,617	418,749	417,837	416,869	415,909	414,616	412,818	411,148	409,080
CADET	4,501	4,493	4,467	4,452	4,439	4,432	4,424	3,371	4,587	4,532	4,527	4,512
TOTAL END STRENGTH	530,768	529,610	522,242	521,993	521,048	519,569	518,484	517,435	517,800	515,648	513,253	510,400

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

	ESTIMATE FY 2015											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	11	11	10	10	10	11	12	11	11	11	12	11
LT GENERAL	52	52	51	52	51	51	51	50	51	51	51	51
MAJ GENERAL	116	115	115	117	119	117	118	120	116	116	117	120
BG GENERAL	136	136	137	135	134	135	133	133	136	135	133	133
COLONEL	4,255	4,270	4,274	4,246	4,251	4,256	4,292	4,249	4,259	4,235	4,027	3,989
LT COLONEL	9,632	9,641	9,631	9,645	9,662	9,671	9,675	9,668	9,606	9,466	9,311	9,239
MAJOR	17,084	16,959	16,919	16,860	16,838	16,816	16,815	16,807	17,065	17,046	16,991	16,757
CAPTAIN	29,148	29,271	29,242	29,220	29,226	29,037	28,899	30,045	28,260	28,225	27,938	26,961
1ST LIEUTENANT	12,044	14,106	13,343	13,348	13,302	13,013	13,181	12,306	11,900	11,622	11,036	11,112
2ND LIEUTENANT	8,724	6,339	6,924	6,936	6,934	6,868	6,631	7,294	7,352	7,497	7,807	7,798
SUBTOTAL COMMISSIONED OFFICERS	81,202	80,900	80,646	80,569	80,527	79,975	79,807	80,683	78,756	78,404	77,423	76,171
WARRANT OFFICERS												
WARRANT OFF (W-5)	663	666	672	670	666	667	670	669	668	666	664	652
WARRANT OFF (W-4)	2,116	2,122	2,131	2,125	2,109	2,048	2,052	2,055	2,058	2,057	2,052	2,042
WARRANT OFF (W-3)	3,974	3,986	4,007	4,015	4,024	4,011	4,030	4,047	4,062	4,070	4,075	4,080
WARRANT OFF (W-2)	6,633	6,618	6,604	6,561	6,550	6,443	6,457	6,475	6,436	6,460	6,475	6,432
WARRANT OFF (W-1)	2,027	2,022	2,017	2,004	2,001	1,968	1,973	1,978	1,966	1,973	1,978	1,964
SUBTOTAL WARRANT OFFICERS	15,413	15,414	15,431	15,375	15,350	15,137	15,182	15,224	15,190	15,226	15,244	15,170
SUBTOTAL OFFICER	96,615	96,314	96,077	95,944	95,877	95,112	94,989	95,907	93,946	93,630	92,667	91,341
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,592	3,587	3,592	3,578	3,576	3,578	3,558	3,555	3,592	3,561	3,527	3,455
1ST SGT/MASTER SGT	11,974	11,996	12,068	12,031	12,041	12,035	11,936	11,910	11,724	11,816	11,725	11,299
PLATOON SGT/SFC	39,600	39,578	39,684	39,418	39,445	39,395	39,114	39,246	39,272	38,780	38,139	37,754
STAFF SGT	62,382	62,320	62,526	62,003	62,055	61,987	61,523	61,490	61,327	60,762	60,295	58,672
SERGEANT	76,501	76,513	76,697	75,932	75,992	75,921	74,810	74,851	73,974	73,986	72,908	71,890
CPL/SPECIALIST	115,851	115,619	113,368	115,443	115,666	115,477	117,616	117,159	117,901	117,769	119,437	121,253
PRIVATE 1ST CLASS	61,407	61,541	59,156	59,124	58,903	58,851	58,181	57,724	57,503	57,022	56,476	55,690
PRIVATE E2	25,751	25,807	24,807	24,794	24,701	24,679	24,398	24,207	24,114	23,912	23,683	23,354
PRIVATE E1	11,885	11,911	11,449	11,443	11,401	11,390	11,261	11,172	11,130	11,036	10,931	10,780
SUBTOTAL ENLISTED PERSONNEL	408,943	408,872	403,347	403,766	403,780	403,313	402,397	401,314	400,537	398,644	397,121	394,147
CADET	4,501	4,493	4,467	4,452	4,439	4,432	4,424	3,371	4,587	4,532	4,527	4,512
TOTAL END STRENGTH	510,059	509,679	503,891	504,162	504,096	502,857	501,810	500,592	499,070	496,806	494,315	490,000