

# DEPARTMENT OF THE ARMY

*Request for Additional Fiscal Year (FY) 2017 Appropriations*



**MILITARY PERSONNEL, ARMY  
JUSTIFICATION BOOK  
MARCH 2017**

**The estimated cost of this report for the Department of Defense is approximately \$21,276 for Fiscal Year 2017. This includes \$900 in expenses and \$20,376 in labor.**

**DEPARTMENT OF THE ARMY  
JUSTIFICATION OF EXHIBITS**

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## **SECTION 1**

# **SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

**MILITARY PERSONNEL, ARMY  
SECTION 1  
M-1 EXHIBIT**

<b>Military Personnel, Army</b>			<b>PB FY2017 Request</b>	<b>Request for Additional FY 2017 Appropriations</b>	<b>FY 2017 Total Request</b>
<b>Budget Activity 01: Pay and Allowances of Officers</b>					
2010A	5	Basic Pay	6,846,876	48,824	6,895,700
2010A	10	Retired Pay Accrual	2,015,554	(24,277)	1,991,277
2010A	25	Basic Allowance for Housing	2,241,563	(135,889)	2,105,674
2010A	30	Basic Allowance for Subsistence	285,488	(8,503)	276,985
2010A	35	Incentive Pays	85,542	(466)	85,076
2010A	40	Special Pays	358,169	301	358,470
2010A	45	Allowances	221,398	(39,197)	182,201
2010A	50	Separation Pay	201,125	(93,217)	107,908
2010A	55	Social Security Tax	521,218	6,303	527,521
<b>Total Budget Activity 01</b>			<b>12,776,933</b>	<b>(246,121)</b>	<b>12,530,812</b>
<b>Budget Activity 02: Pay and Allowances of Enlisted</b>					
2010A	60	Basic Pay	12,429,886	165,864	12,595,750
2010A	65	Retired Pay Accrual	3,663,328	(26,063)	3,637,265
2010A	80	Basic Allowance for Housing	4,701,364	(269,917)	4,431,447
2010A	85	Incentive Pays	90,342	3,474	93,816
2010A	90	Special Pays	395,840	608,440	1,004,280
2010A	95	Allowances	707,120	(8,585)	698,535
2010A	100	Separation Pay	523,385	(67,151)	456,234
2010A	105	Social Security Tax	950,887	12,687	963,574
<b>Total Budget Activity 02</b>			<b>23,462,152</b>	<b>418,749</b>	<b>23,880,901</b>
<b>Budget Activity 03: Pay and Allowances of Cadets</b>					
2010A	110	Academy Cadets	81,184	(712)	80,472
<b>Total Budget Activity 03</b>			<b>81,184</b>	<b>(712)</b>	<b>80,472</b>
<b>Budget Activity 04: Subsistence of Enlisted Personnel</b>					
2010A	115	Basic Allowance for Subsistence	1,240,112	(20,468)	1,219,644
2010A	120	Subsistence-in-Kind	594,481	(19,770)	574,711
2010A	121	Family Subsistence Supplementary Allowance	813	(253)	560
<b>Total Budget Activity 04</b>			<b>1,835,406</b>	<b>(40,491)</b>	<b>1,794,915</b>

**MILITARY PERSONNEL, ARMY  
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			<b>PB FY2017 Request</b>	<b>Request for Additional FY 2017 Appropriations</b>	<b>FY 2017 Total Request</b>
<b>Budget Activity 05: Permanent Change of Station Travel</b>					
2010A	125	Accession Travel	155,212	20,873	176,085
2010A	130	Training Travel	149,239	(15,093)	134,146
2010A	135	Operational Travel	428,891	(61,390)	367,501
2010A	140	Rotational Travel	710,008	17,609	727,617
2010A	145	Separation Travel	302,576	(26,948)	275,628
2010A	150	Travel of Organized Units	4,032	117	4,149
2010A	155	Non-Temporary Storage	14,073	(1,351)	12,722
2010A	160	Temporary Lodging Expense	47,766	(12,119)	35,647
<b>Total Budget Activity 05</b>			<b>1,811,797</b>	<b>(78,302)</b>	<b>1,733,495</b>
<b>Budget Activity 06: Other Military Personnel Costs</b>					
2010A	170	Apprehension of Military Deserters	621	(318)	303
2010A	175	Interest on Uniformed Services Savings Deposits	132	23	155
2010A	180	Death Gratuities	38,000	2,500	40,500
2010A	185	Unemployment Comp	168,656	(51,573)	117,083
2010A	195	Amortization of Education Benefits	634	(68)	566
2010A	200	Adoption Expenses	576	14	590
2010A	210	Mass Tran Subsidy	11,284	(3,583)	7,701
2010A	212	Reserve Income Replacement Program	-	-	-
2010A	215	Partial Dislocation Allowance	251	(188)	63
2010A	216	SGLI Extra Hazard Payments	-	-	-
2010A	217	Reserve Officer Training Corps (ROTC)	97,362	70	97,432
2010A	218	Junior ROTC	27,522	-	27,522
2010A	219	Traumatic Injury Protection Coverage (T-SGLI)	-	-	-
2010A	221	Stop-Loss Retroactive Payments	-	-	-
2010A	228	Preventive Health Allowance Demonstration Project	-	-	-
<b>Total Budget Activity 06</b>			<b>345,038</b>	<b>(53,123)</b>	<b>291,915</b>
<b>Total Military Personnel, Army</b>			<b>40,312,510</b>	<b>-</b>	<b>40,312,510</b>
<b>Less Reimbursable</b>			<b>284,328</b>	<b>-</b>	<b>284,328</b>
<b>Total Direct - Military Personnel, Army</b>			<b>40,028,182</b>	<b>-</b>	<b>40,028,182</b>

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

	<u>FY 2017 President's Budget Request</u>	<u>Request for Additional FY2017 Appropriations</u>	<u>FY 2017 Total Request</u>
<b>Direct Baseline Program</b>			
Pay and Allowances of Officers	12,588,912	-246,121	12,342,791
Pay and Allowances of Enlisted	23,374,458	418,749	23,793,207
Pay and Allowances of Cadets	81,184	-712	80,472
Subsistence of Enlisted Personnel	1,826,793	-40,491	1,786,302
Permanent Change of Station Travel	1,811,797	-78,302	1,733,495
Other Military Personnel Costs	345,038	-53,123	291,915
<b>TOTAL DIRECT BASELINE PROGRAM</b>	<b>40,028,182</b>	<b>0</b>	<b>40,028,182</b>
<b>Reimbursable Baseline Program</b>			
Pay and Allowances of Officers	188,021	0	188,021
Pay and Allowances of Enlisted	87,694	0	87,694
Subsistence of Enlisted Personnel	8,613	0	8,613
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	0
<b>TOTAL REIMBURSABLE BASELINE PROGRAM</b>	<b>284,328</b>	<b>0</b>	<b>284,328</b>
<b>Total Baseline Program</b>			
Pay and Allowances of Officers	12,776,933	-246,121	12,530,812
Pay and Allowances of Enlisted	23,462,152	418,749	23,880,901
Pay and Allowances of Cadets	81,184	-712	80,472
Subsistence of Enlisted Personnel	1,835,406	-40,491	1,794,915
Permanent Change of Station Travel	1,811,797	-78,302	1,733,495
Other Military Personnel Costs	345,038	-53,123	291,915
<b>TOTAL BASELINE PROGRAM</b>	<b>40,312,510</b>	<b>0</b>	<b>40,312,510</b>

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

	<u>FY 2017 President's Budget Request</u>	<u>Request for Additional FY2017 Appropriations</u>	<u>FY 2017 Total Request</u>
<b>Total Program</b>			
Pay and Allowances of Officers	12,776,933	-246,121	12,530,812
Pay and Allowances of Enlisted	23,462,152	418,749	23,880,901
Pay and Allowances of Cadets	81,184	-712	80,472
Subsistence of Enlisted Personnel	1,835,406	-40,491	1,794,915
Permanent Change of Station Travel	1,811,797	-78,302	1,733,495
Other Military Personnel Costs	345,038	-53,123	291,915
<b>TOTAL PROGRAM</b>	<b>40,312,510</b>	<b>0</b>	<b>40,312,510</b>
Medicare-Ret Contrib, Army	1,793,909	161,016	1,954,925
<b>TOTAL MPA COST</b>	<b>42,106,419</b>	<b>161,016</b>	<b>42,267,435</b>

**SECTION 2**  
**INTRODUCTION**

**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. As the force becomes smaller, the Army remains focused on the Chief of Staff's five strategic priorities:

- Readiness
- Future Army
- Take Care of the Troops

The FY 2017 Amended Military Personnel, Army (MPA) appropriation budget request directly supports these strategic priorities and sustains the All-Volunteer force of 476,000 end strength and their families. MPA provides pay and benefits for both Active Component (AC) Soldiers and Reserve Component (RC) Soldiers activated for current contingency operations. 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).

**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). Other factors, such as overseas military stationing, force levels in overseas contingencies, such as Operation Freedom's Sentinel (OFS), Soldier dependent status, propensity to enlist, and new personnel policies heavily influence requirements.

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 occur within the year of execution.

In an effort to improve management controls, the Military Personnel Division within the Army Budget Office is working closely with functional counterparts across 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 and the Army has asserted that the material weakness is now cleared. With two full fiscal years (FY2015 and FY2016) of execution data from the PCS project currently available, the Army is seeing more precise execution. This is generating cost savings in the PCS program, well as the capability to more accurately identify baseline- and OCO-related PCS moves.

**End Strength**

**Active Component Baseline Force**

The Army exceeded its FY 2016 projected end strength of 475,000 by approximately 400 Soldiers. This has been taken into account as the amended FY 2017 total request requirements were developed. The FY 2017 President's Budget Request projected an AC end strength of 460,000. The Amended FY 2017 Total Request projects the AC end strength to be 476,000. The Amended FY 2017 Total Request will fund all AC man-years in the baseline request.

**Personnel Categories by Year**

Data contained in the "FY 2017 President's Budget Request" of this submission reflects the Army's initial budget request to reach an AC end strength of 460,000. The Amended FY2017 Total Request has been updated from the PB 2017 requested amounts to reflect the Army's latest projected execution, to include reaching on end strength of 476,000.

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:

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INTRODUCTION**

<b>Average Strength</b>														
		FY 2017 President's Budget Request				Request for Additional FY 2017 Appropriations				FY 2017 Total Request				
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	
<b>BASE</b>	<b>AC</b>	Base	90,697	373,325	4,370	468,392	(515)	1,491	16	992	90,182	374,816	4,386	469,384
	<b>RC</b>	Mobilization	533	1,343	-	1,876	(81)	(220)	-	(301)	452	1,123	-	1,575
		ADOS	252	387	-	639	121	224	-	346	373	611	-	985
		<b>RC Total</b>	<b>785</b>	<b>1,730</b>	<b>-</b>	<b>2,515</b>	<b>40</b>	<b>4</b>	<b>-</b>	<b>44</b>	<b>825</b>	<b>1,734</b>	<b>-</b>	<b>2,559</b>
	<b>Base Total</b>	<b>91,482</b>	<b>375,055</b>	<b>4,370</b>	<b>470,907</b>	<b>(475)</b>	<b>1,495</b>	<b>16</b>	<b>1,036</b>	<b>91,007</b>	<b>376,550</b>	<b>4,386</b>	<b>471,943</b>	
<b>End Strength</b>														
		FY 2017 President's Budget Request				Request for Additional FY 2017 Appropriations				FY 2017 Total Request				
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	
<b>Base</b>	<b>AC</b>	Base	88,834	366,656	4,510	460,000	2,075	13,920	4	16,000	90,910	380,576	4,514	476,000

**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 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. The median ratio for FY 2016 was 1:3.8, finishing with a median ratio of 1:4.6 in fourth quarter.

For the Reserve Components (RC), the goal for individual BOG:Dwell is 1:4.0. Both the Army National Guard and the United States Army Reserve achieved this goal in FY 2015, and they finished FY 2016 at 1:4.7 and 1:5.0, respectively.

**MILITARY PERSONNEL, ARMY  
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INTRODUCTION**

**Other Budget Drivers**

**Inflationary Rates Include:**

**Pay Raise**

- The FY 2017 President's Budget Request includes a 1.6% military pay raise, effective 1 January 2017 (1.53% over the FY)
- The FY 2017 Amended Total Request includes a 2.1% military pay raise, effective 1 January 2017 (1.90% over the FY)

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

- The FY 2017 President's Budget Request includes a 3.4% subsistence rate increase, effective 1 January 2017 (2.58% over the FY)
- The FY 2017 Amended Total Request includes a 0.0% subsistence rate increase, effective 1 January 2017 (0.03% over the FY)

**Basic Allowance for Housing**

- The FY 2017 President's Budget Request includes a 2.9% housing rate increase, effective 1 January 2017 (2.50% over the FY)
- The FY 2017 Amended Total Request includes a 2.2% subsistence rate increase, effective 1 January 2017 (1.98% over the FY)

The updated Basic Allowance for Housing (BAH) Fiscal Year 2017 average inflation rate is 1.98 percent. The January 1, 2017 average BAH inflation rate is, 2.2 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The Amended FY 2017 Total Budget Request reflects a slowdown of the BAH rates by 1.0 percent per year until the approved out-of-pocket (5 percent cumulative) is reached. However, it should be noted that this 1.0 percent average reduction 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**

- The FY 2017 President's Budget Request includes Retired Pay Accrual as a percentage of Basic Pay is 29.5% for full-time and 23.6% for part-time Soldiers.
- The FY 2017 Amended Total Request includes Retired Pay Accrual as a percentage of Basic Pay is 28.9% for full-time and 22.8% for part-time Soldiers.

**Foreign Currency Fluctuation**

Foreign currency adjustments drive rate changes beyond normal inflation in Overseas Housing and Overseas Station Allowances. The FY2017 Amended Total Request reflect the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY 2017 Amended Total Request
Denmark	Krone	6.7076
European Community	Euro	0.8990
Iceland	Krona	130.4519
Japan	Yen	122.4519
Norway	Krone	8.1758
Singapore	Dollar	1.3858
South Korea	Won	1,151.5242
Turkey	Lira	2.8346
United Kingdom	Pound	0.6473

**MILITARY PERSONNEL, ARMY  
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**General Inflation**

- The FY 2017 President's Budget Request includes a 1.8% general inflation rate increase.
- The FY 2017 Amended Total Request includes a 1.7% general inflation rate increase.

**TRICARE Accrual (permanent, indefinite authority)**

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.

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

**FY2017 Amended Levels: 1,575 Man-Years; \$139.0M**

**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 FY2018, 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.

**NORTHCOM – Air Defense (248 Man – Years; \$21.8M)**

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 (154 Man – Years; \$13.6M)**

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 active additional Soldiers in response to CBRNE emergencies.

**AFRICOM – Counterterrorism Partnerships (9 Man-Years; \$0.8M)**

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 (519 Man-Years; \$45.8M)**

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 (44 Man-Years; \$3.9M)**

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 PACOM and Socom – Theater Security Cooperation (601 Man-Years; \$53.0M)**

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.

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PERFORMANCE MEASURES AND EVALUATION SUMMARY**

Activity: Active Military Personnel

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

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

**PERFORMANCE MEASURES:**

**Strength**

	<u>FY2017 PB Request</u>	<u>Request for Additional FY 2017 Appropriations</u>	<u>FY2017 Total Request</u>
(1) Average Strength	470,907	1,036	471,943
(2) End Strength	460,000	16,000	476,000
(3) Authorized End Strength			476,000

**Narrative:**

- (1) Average strength includes base-funded Active Component (AC) Soldiers and Reserve Component (RC) Soldiers on active duty for operational support (ADOS).
- (2) End strength displays AC Soldiers only.
- (3) Authorized end strength is based on the FY2017 National Defense Authorizations Act (NDAA).

**Recruiting**

	<u>FY2017 PB Request</u>	<u>Request for Additional FY 2017 Appropriations</u>	<u>FY2017 Total Request</u>
1. Numeric goals	62,500	6,000	68,500

**Narrative:** The Army has increased its accession mission by 6,000 recruits from the FY2017 President's Budget Request. The Army entered FY2017 with an entry pool of 21.2K. While the Army expects to face significant challenges due to lower entry pools and a more competitive recruiting environment, we expect to accomplish the FY 2017 accession mission.

	<u>FY2017 PB Request</u>	<u>Request for Additional FY 2017 Appropriations</u>	<u>FY2017 Total Request</u>
2. Quality goals			
a. HSDG percent (Tier I)	>90%	-	> 90%
b. Test Score Category I-III Percent – Standard	>60%	-	> 60%
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%).			

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**PERFORMANCE MEASURES AND EVALUATION SUMMARY**

- 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 50<sup>th</sup> 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. The Army expects to meet its FY2017 goal for test category I-III A.

**SECTION 3**  
**SUMMARY TABLES**

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MILITARY PERSONNEL STRENGTH SUMMARIES  
SUMMARY OF MILITARY PERSONNEL STRENGTH**

	<u>FY 2017 President's Budget Request</u>		<u>Request for Additional FY 2017 Appropriations</u>		<u>FY 2017 Total Request</u>	
	<u>AVERAGE STRENGTH</u>	<u>END STRENGTH 30 SEP</u>	<u>AVERAGE STRENGTH</u>	<u>END STRENGTH 30 SEP</u>	<u>AVERAGE STRENGTH</u>	<u>END STRENGTH 30 SEP</u>
<b>DIRECT BASELINE PROGRAM</b>						
OFFICER	90,682	88,034	-474	2,075	90,208	90,109
ENLISTED	374,470	366,071	1,494	13,921	375,964	379,992
CADET	4,370	4,510	16	4	4,386	4,514
<b>TOTAL DIRECT BASELINE PROGRAM</b>	<b>469,522</b>	<b>458,615</b>	<b>1,036</b>	<b>16,000</b>	<b>470,558</b>	<b>474,615</b>
<b>REIMBURSABLE BASELINE PROGRAM</b>						
OFFICER	800	800	0	0	800	800
ENLISTED	585	585	0	0	585	585
CADET	0	0	0	0	0	0
<b>TOTAL REIMBURSABLE BASELINE PROGRAM</b>	<b>1,385</b>	<b>1,385</b>	<b>0</b>	<b>0</b>	<b>1,385</b>	<b>1,385</b>
<b>BASELINE PROGRAM</b>						
OFFICER	91,482	88,834	-474	2,075	91,008	90,909
ENLISTED	375,055	366,656	1,494	13,921	376,549	380,577
CADET	4,370	4,510	16	4	4,386	4,514
<b>TOTAL BASELINE PROGRAM</b>	<b>470,907</b>	<b>460,000</b>	<b>1,036</b>	<b>16,000</b>	<b>471,943</b>	<b>476,000</b>
<b>PROGRAM</b>						
OFFICER	91,482	88,834	-474	2,075	91,008	90,909
ENLISTED	375,055	366,656	1,494	13,921	376,549	380,577
CADET	4,370	4,510	16	4	4,386	4,514
<b>TOTAL PROGRAM</b>	<b>470,907</b>	<b>460,000</b>	<b>1,036</b>	<b>16,000</b>	<b>471,943</b>	<b>476,000</b>

/1 Direct baseline average strength includes base Active Duty Operational Support (ADOS) man-year for Administrative-ADOS and Contingency -ADOS /2 End strength is only reported for the Active Component

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

	FY 2017 President's Budget Request		Request for Additional FY 2017 Appropriations		FY 2017 Total Request	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
<b>OFFICER</b>						
<b>COMMISSIONED OFFICERS</b>						
GENERAL	11	0	1	0	12	0
LIEUTENANT GENERAL	48	0	-5	0	43	0
MAJOR GENERAL	123	1	0	0	123	1
BRIGADIER GENERAL	134	1	-5	0	129	1
COLONEL	3,746	35	291	0	4,037	35
LIEUTENANT COLONEL	8,460	269	255	0	8,715	269
MAJOR	15,420	259	-432	0	14,988	259
CAPTAIN	27,910	166	754	0	28,664	166
1ST LIEUTENANT	11,104	34	318	0	11,422	34
2ND LIEUTENANT	7,426	11	1,021	0	8,447	11
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>74,382</b>	<b>776</b>	<b>2,198</b>	<b>0</b>	<b>76,580</b>	<b>776</b>
<b>WARRANT OFFICERS</b>						
WARRANT OFFICER (W-5)	541	0	14	0	555	0
WARRANT OFFICER (W-4)	1,839	10	172	0	2,011	10
WARRANT OFFICER (W-3)	4,321	7	-174	0	4,147	7
WARRANT OFFICER (W-2)	5,966	7	-862	0	5,104	7
WARRANT OFFICER (W-1)	1,785	0	727	0	2,512	0
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>14,452</b>	<b>24</b>	<b>-123</b>	<b>0</b>	<b>14,329</b>	<b>24</b>
<b>SUBTOTAL OFFICER</b>	<b>88,834</b>	<b>800</b>	<b>2,075</b>	<b>0</b>	<b>90,909</b>	<b>800</b>
<b>ENLISTED PERSONNEL</b>						
SERGEANT MAJOR	3,228	7	120	0	3,348	7
1ST SERGEANT/MASTER SERGEANT	10,402	28	505	0	10,907	28
PLATOON SERGEANT/SERGEANT 1ST CLASS	34,257	92	1,573	0	35,830	92
STAFF SERGEANT	53,471	171	1,658	0	55,129	171
SERGEANT	65,350	123	3,537	0	68,887	123
CORPORAL/SPECIALIST	103,232	152	4,082	0	107,314	152
PRIVATE FIRST CLASS	50,732	11	-1,237	0	49,495	11
PRIVATE E2	27,483	1	1,930	0	29,413	1
PRIVATE E1	18,501	0	1,753	0	20,254	0
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>366,656</b>	<b>585</b>	<b>13,921</b>	<b>0</b>	<b>380,577</b>	<b>585</b>
<b>CADET</b>	4,510	0	4	0	4,514	0
<b>TOTAL END STRENGTH</b>	<b>460,000</b>	<b>1,385</b>	<b>16,000</b>	<b>0</b>	<b>476,000</b>	<b>1,385</b>

PB-30D AVERAGE STRENGTHS BY GRADE (TOTAL PROGRAM)

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

	<u>FY 2017 President's Budget Request</u>		<u>Request for Additional FY 2017 Appropriations</u>		<u>FY 2017 Total Request</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
<b>OFFICER</b>						
<b>COMMISSIONED OFFICERS</b>						
GENERAL	12	0	-1	0	11	0
LIEUTENANT GENERAL	53	0	-8	0	45	0
MAJOR GENERAL	130	1	5	0	135	1
BRIGADIER GENERAL	140	1	1	0	141	1
COLONEL	4,080	35	122	0	4,202	35
LIEUTENANT COLONEL	8,993	269	39	0	9,032	269
MAJOR	15,606	259	-252	0	15,354	259
CAPTAIN	28,791	166	201	0	28,992	166
1ST LIEUTENANT	12,404	34	-650	0	11,754	34
2ND LIEUTENANT	6,635	11	353	0	6,988	11
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>76,844</b>	<b>776</b>	<b>-190</b>	<b>0</b>	<b>76,654</b>	<b>776</b>
<b>WARRANT OFFICERS</b>						
WARRANT OFFICER (W-5)	600	0	-9	0	591	0
WARRANT OFFICER (W-4)	1,879	10	120	0	1,999	10
WARRANT OFFICER (W-3)	4,280	7	-55	0	4,225	7
WARRANT OFFICER (W-2)	6,072	7	-936	0	5,136	7
WARRANT OFFICER (W-1)	1,807	0	596	0	2,403	0
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>14,638</b>	<b>24</b>	<b>-284</b>	<b>0</b>	<b>14,354</b>	<b>24</b>
<b>SUBTOTAL OFFICER</b>	<b>91,482</b>	<b>800</b>	<b>-474</b>	<b>0</b>	<b>91,008</b>	<b>800</b>
<b>ENLISTED PERSONNEL</b>						
SERGEANT MAJOR	3,316	7	8	0	3,324	7
1ST SERGEANT/MASTER SERGEANT	10,621	28	147	0	10,768	28
PLATOON SERGEANT/SERGEANT 1ST CLASS	34,740	92	363	0	35,103	92
STAFF SERGEANT	54,270	171	-346	0	53,924	171
SERGEANT	66,380	123	85	0	66,465	123
CORPORAL/SPECIALIST	108,330	152	3,561	0	111,891	152
PRIVATE FIRST CLASS	51,126	11	-3,664	0	47,462	11
PRIVATE E2	27,656	1	456	0	28,112	1
PRIVATE E1	18,616	0	884	0	19,500	0
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>375,055</b>	<b>585</b>	<b>1,494</b>	<b>0</b>	<b>376,549</b>	<b>585</b>
CADET	4,370	0	16	0	4,386	0
<b>TOTAL AVERAGE STRENGTH</b>	<b>470,907</b>	<b>1,385</b>	<b>1,036</b>	<b>0</b>	<b>471,943</b>	<b>1,385</b>

Direct baseline average strength includes base Active Duty Operational Support (ADOS) man-year for Administrative-ADOS and Contingency -ADOS

PB-30D AVERAGE STRENGTHS BY GRADE (TOTAL PROGRAM)

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

	<b>FY 2017 President's Budget Request</b>				<b>Request for Additional FY 2017 Appropriations</b>				<b>FY 2017 Total Request</b>			
	<b>OFF</b>	<b>ENL</b>	<b>CAD</b>	<b>TOTAL</b>	<b>OFF</b>	<b>ENL</b>	<b>CAD</b>	<b>TOTAL</b>	<b>OFF</b>	<b>ENL</b>	<b>CAD</b>	<b>TOTAL</b>
September	91,941	378,581	4,478	475,000	0	0	0	0	91,941	378,581	4,478	475,000
October	91,645	379,291	4,465	475,401	-90	-2,292	18	-2,364	91,568	376,977	4,483	473,028
November	91,585	379,372	4,458	475,415	-400	-4,565	23	-4,942	91,199	374,786	4,481	470,466
December	90,940	373,500	4,432	468,872	-462	-3,358	23	-3,797	90,493	370,124	4,455	465,072
January	90,891	373,802	4,417	469,110	-496	-1,188	22	-1,662	90,409	372,596	4,439	467,444
February	90,516	373,818	4,404	468,738	-519	-461	22	-958	90,009	373,337	4,426	467,772
March	90,153	373,646	4,398	468,197	-457	-510	22	-945	89,709	373,115	4,420	467,244
April	89,358	372,880	4,390	466,628	122	-389	22	-245	89,492	372,472	4,412	466,376
May	90,693	371,963	3,346	466,002	-159	2,744	18	2,603	90,548	374,687	3,364	468,599
June	90,694	371,239	4,585	466,518	87	3,434	4	3,525	91,065	374,655	4,589	470,309
July	90,783	369,720	4,530	465,033	205	6,230	4	6,439	91,001	375,930	4,534	471,465
August	90,449	368,049	4,525	463,023	171	11,391	4	11,566	90,634	379,421	4,529	474,584
September	88,834	366,656	4,510	460,000	2,075	13,921	4	16,000	90,909	380,577	4,514	476,000

	<b>FY 2017 President's Budget Request</b>				<b>Request for Additional FY 2017 Appropriations</b>				<b>FY 2017 Total Request</b>			
	<b>OFF</b>	<b>ENL</b>	<b>CAD</b>	<b>TOTAL</b>	<b>OFF</b>	<b>ENL</b>	<b>CAD</b>	<b>TOTAL</b>	<b>OFF</b>	<b>ENL</b>	<b>CAD</b>	<b>TOTAL</b>
<b><u>RC on Active Duty Strength [BASE]</u></b>												
Administrative-ADOS	252	387	-	639	121	224	-	345	373	611	-	984
Contingency-ADOS	-	-	-	-	-	-	-	-	-	-	-	-
12304b Mobilization	534	1,344	-	1,878	-82	-221	-	-303	452	1,123	-	1,575
<b>Total Base ADOS/RC Mobilization Average Strength [BASE]</b>	<b>786</b>	<b>1,731</b>	<b>-</b>	<b>2,517</b>	<b>39</b>	<b>3</b>	<b>-</b>	<b>42</b>	<b>825</b>	<b>1,734</b>	<b>-</b>	<b>2,559</b>

	<b>FY 2017 President's Budget Request</b>				<b>Request for Additional FY 2017 Appropriations</b>				<b>FY 2017 Total Request</b>			
	<b>OFF</b>	<b>ENL</b>	<b>CAD</b>	<b>TOTAL</b>	<b>OFF</b>	<b>ENL</b>	<b>CAD</b>	<b>TOTAL</b>	<b>OFF</b>	<b>ENL</b>	<b>CAD</b>	<b>TOTAL</b>
<b><u>RC Mobilization Dollars</u></b>												
Administrative-ADOS	\$37.0	\$29.7	\$0.0	\$66.7	\$15.0	\$8.3	\$0.0	\$23.3	\$52.0	\$38.0	\$0.0	\$90.0
Contingency-ADOS	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
12304b Mobilization	\$78.5	\$103.1	\$0.0	\$181.6	-\$12.6	-\$30.0	\$0.0	-\$42.6	\$65.9	\$73.1	\$0.0	\$139.0
<b>Total BASE ADOS/RC Mobilization Dollars</b>	<b>\$115.5</b>	<b>\$132.8</b>	<b>\$0.0</b>	<b>\$248.3</b>	<b>\$0.0</b>	<b>\$0.0</b>	<b>\$0.0</b>	<b>\$0.0</b>	<b>\$117.9</b>	<b>\$111.1</b>	<b>\$0.0</b>	<b>\$229.0</b>

/1 The FY2017 Amended Total Request reflects the latest end strength projections as of November 2017

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

	FY 2017 President's Budget Request			Request for Additional FY 2017 Appropriations			FY 2017 Total Request		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<b>1. Basic Pay</b>									
Basic Pay	6,846,876	12,429,886	19,276,762	48,824	165,864	214,688	6,895,700	12,595,750	19,491,450
<b>2. Retired Pay Accrual</b>									
Retired Pay Accrual	2,015,554	3,663,328	5,678,882	(24,277)	(26,063)	(50,340)	1,991,277	3,637,265	5,628,542
<b>4. Basic Allowance for Housing</b>									
With Dependents - Domestic	1,594,655	4,000,192	5,594,847	(80,376)	(203,323)	(283,699)	1,514,279	3,796,869	5,311,148
Without Dependents - Domestic	480,969	505,273	986,242	(47,257)	(54,559)	(101,816)	433,712	450,714	884,426
Partial Allowance for Bachelors - Domestic	222	11,692	11,914	(22)	(1,159)	(1,181)	200	10,533	10,733
Substandard Housing - Domestic	0	0	0	0	0	0	0	0	0
BAH Differential - Domestic	116	5,647	5,763	(40)	(1,434)	(1,474)	76	4,213	4,289
With Dependents - Overseas	111,915	139,833	251,748	(8,532)	(11,359)	(19,891)	103,383	128,474	231,857
Without Dependents - Overseas	53,686	38,727	92,413	338	1,917	2,255	54,024	40,644	94,668
<b>TOTAL BASIC ALLOWANCE FOR HOUSING</b>	<b>2,241,563</b>	<b>4,701,364</b>	<b>6,942,927</b>	<b>(135,889)</b>	<b>(269,917)</b>	<b>(405,806)</b>	<b>2,105,674</b>	<b>4,431,447</b>	<b>6,537,121</b>
<b>5. Subsistence</b>									
Basic Allowance for Subsistence	285,488	0	285,488	(8,503)	0	(8,503)	276,985	0	276,985
When Authorized to Mess Separately	0	1,560,923	1,560,923	0	19,560	19,560	0	1,580,483	1,580,483
When Rations in Kind are Not Available	0	0	0	0	0	0	0	0	0
Less Collections	0	(320,811)	(320,811)	0	(40,028)	(40,028)	0	(360,839)	(360,839)
Augmentation of Commuted Ration	0	0	0	0	0	0	0	0	0
Subsistence in Kind									
Subsistence in Messes	0	349,740	349,740	0	(64,034)	(64,034)	0	285,706	285,706
Operational Rations	0	241,651	241,651	0	44,670	44,670	0	286,321	286,321
Augmentation Rations/Other Programs	0	3,090	3,090	0	(406)	(406)	0	2,684	2,684
<b>SUBTOTAL SUBSISTENCE IN KIND</b>	<b>0</b>	<b>594,481</b>	<b>594,481</b>	<b>0</b>	<b>(19,770)</b>	<b>(19,770)</b>	<b>0</b>	<b>574,711</b>	<b>574,711</b>
Family Subsistence Supplemental Allowance	0	813	813	0	(253)	(253)	0	560	560
<b>TOTAL SUBSISTENCE</b>	<b>285,488</b>	<b>1,835,406</b>	<b>2,120,894</b>	<b>(8,503)</b>	<b>(40,491)</b>	<b>(48,994)</b>	<b>276,985</b>	<b>1,794,915</b>	<b>2,071,900</b>
<b>6. Incentive Pay, Hazardous Duty and Aviation Career</b>									
Flying Duty	70,791	8,304	79,095	(466)	3,936	3,470	70,325	12,240	82,565
Parachute Jumping	12,611	68,954	81,565	0	5	5	12,611	68,959	81,570
Experimental Stress	35	83	118	0	6	6	35	89	124
Demolition Duty	2,105	12,973	15,078	(6)	(481)	(487)	2,099	12,492	14,591
Military Firefighters	0	0	0	0	0	0	0	0	0
Chemical Munitions	0	24	24	6	8	14	6	32	38
Toxic Pesticides	0	3	3	0	(1)	(1)	0	2	2
Toxic Fuel/Waste	0	1	1	0	1	1	0	2	2
<b>TOTAL INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER</b>	<b>85,542</b>	<b>90,342</b>	<b>175,884</b>	<b>(466)</b>	<b>3,474</b>	<b>3,008</b>	<b>85,076</b>	<b>93,816</b>	<b>178,892</b>

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

	FY 2017 President's Budget Request			Request for Additional FY 2017 Appropriations			FY 2017 Total Request		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<b>7. Special Pays</b>									
Special Pay									
Medical Pay	203,498	0	203,498	(2,185)	0	(2,185)	201,313	0	201,313
Dental Pay	41,214	0	41,214	495	0	495	41,709	0	41,709
Nurse Pay	31,384	0	31,384	(8,487)	0	(8,487)	22,897	0	22,897
Optometrists Pay	1,280	0	1,280	(158)	0	(158)	1,122	0	1,122
Veterinarians Pay	4,945	0	4,945	(806)	0	(806)	4,139	0	4,139
Diplomate Pay for Psychologists	2,999	0	2,999	(973)	0	(973)	2,026	0	2,026
Assignment Incentive Pay	19,426	22,363	41,789	3,271	23,442	26,713	22,697	45,805	68,502
Personal Money Allowances for General/Flag Officer	62	0	62	0	0	0	62	0	62
Pharmacy Pay	2,445	0	2,445	(182)	0	(182)	2,263	0	2,263
Physician Assistant	14,267	0	14,267	(214)	0	(214)	14,053	0	14,053
Social Work	1,455	0	1,455	934	0	934	2,389	0	2,389
Diving Duty Pay	367	1,274	1,641	(91)	127	36	276	1,401	1,677
Board Certified Pay Non-Physician Health Care	0	0	0	0	0	0	0	0	0
Hostile Fire Pay	5,532	2,201	7,733	2,688	13,931	16,619	8,220	16,132	24,352
Sea Duty Pay	460	700	1,160	(82)	16	(66)	378	716	1,094
Hardship Duty Pay	7,428	23,018	30,446	2,071	(4,833)	(2,762)	9,499	18,185	27,684
Overseas Extension Pay	0	17	17	0	3	3	0	20	20
Foreign Language Proficiency Pay	11,470	28,258	39,728	(3,043)	4,561	1,518	8,427	32,819	41,246
Judge Advocate Continuation Pay	9,937	0	9,937	(2,437)	0	(2,437)	7,500	0	7,500
Other Special Pay	0	2	2	0	0	0	0	2	2
<b>SUBTOTAL SPECIAL PAY</b>	<b>358,169</b>	<b>77,833</b>	<b>436,002</b>	<b>(9,199)</b>	<b>37,247</b>	<b>28,048</b>	<b>348,970</b>	<b>115,080</b>	<b>464,050</b>
Special Duty Assignment Pay (SDAP)	0	93,800	93,800	0	11,883	11,883	0	105,683	105,683
Reenlistment Bonus	0	114,285	114,285	0	269,181	269,181	0	383,466	383,466
Enlistment Bonus									
New Payments	0	75,968	75,968	0	264,949	264,949	0	340,917	340,917
Residual New	0	0	0	0	0	0	0	0	0
Anniversary	0	9,949	9,949	0	34,051	34,051	0	44,000	44,000
Recruiting	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL ENLISTMENT BONUS</b>	<b>0</b>	<b>85,917</b>	<b>85,917</b>	<b>0</b>	<b>299,000</b>	<b>299,000</b>	<b>0</b>	<b>384,917</b>	<b>384,917</b>
Officer Bonus - Other than Medical	9,006	0	9,006	494	0	494	9,500	0	9,500
Loan Repayment Program	0	23,038	23,038	0	(8,350)	(8,350)	0	14,688	14,688
Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
<b>TOTAL SPECIAL PAYS</b>	<b>367,175</b>	<b>394,873</b>	<b>762,048</b>	<b>(8,705)</b>	<b>608,961</b>	<b>600,256</b>	<b>358,470</b>	<b>1,003,834</b>	<b>1,362,304</b>

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

	FY 2017 President's Budget Request			Request for Additional FY 2017 Appropriations			FY 2017 Total Request		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<b>8. Allowance</b>									
Overseas Station Allowances									
Cost of Living	173,500	347,530	521,030	(38,694)	(26,688)	(65,382)	134,806	320,842	455,648
Temporary Lodging	17,207	45,254	62,461	8,732	353	9,085	25,939	45,607	71,546
<b>SUBTOTAL OVERSEAS STATION ALLOWANCES</b>	<b>190,707</b>	<b>392,784</b>	<b>583,491</b>	<b>(29,962)</b>	<b>(26,335)</b>	<b>(56,297)</b>	<b>160,745</b>	<b>366,449</b>	<b>527,194</b>
Clothing Allowances									
Initial Issue	0	146,733	146,733	0	12,790	12,790	0	159,523	159,523
Initial Military Allowance	3,557	0	3,557	108	0	108	3,665	0	3,665
Additional Military Allowance	222	0	222	(56)	0	(56)	166	0	166
Maintenance Allowances	0	112,747	112,747	0	(3,392)	(3,392)	0	109,355	109,355
Civilian Clothing Allowance	351	0	351	(52)	0	(52)	299	0	299
Supplementary Allowances	0	0	0	0	9,932	9,932	0	9,932	9,932
Other Allowances	0	2,121	2,121	0	498	498	0	2,619	2,619
<b>SUBTOTAL CLOTHING ALLOWANCES</b>	<b>4,130</b>	<b>261,601</b>	<b>265,731</b>	<b>0</b>	<b>19,828</b>	<b>19,828</b>	<b>4,130</b>	<b>281,429</b>	<b>285,559</b>
Family Separation Allowances									
PCS w/Dependents Not Authorized;Gvmt qtr not avail	0	0	0	0	0	0	0	0	0
PCS w/Dependents Not Authorized	3,721	26,465	30,186	(1,125)	(9,007)	(10,132)	2,596	17,458	20,054
Temporary Duty >30 Days w/Dep not near TD station	11,655	22,717	34,372	1,125	8,440	9,565	12,780	31,157	43,937
<b>SUBTOTAL FAMILY SEPARATION ALLOWANCES</b>	<b>15,376</b>	<b>49,182</b>	<b>64,558</b>	<b>0</b>	<b>(567)</b>	<b>(567)</b>	<b>15,376</b>	<b>48,615</b>	<b>63,991</b>
Aid and Attendance for Catastrophically Injured	0	967	967	0	(521)	(521)	0	446	446
CONUS, Cost-of-Living Allowance	2,179	3,553	5,732	(229)	(1,511)	(1,740)	1,950	2,042	3,992
<b>TOTAL ALLOWANCE</b>	<b>212,392</b>	<b>708,087</b>	<b>920,479</b>	<b>(30,191)</b>	<b>(9,106)</b>	<b>(39,297)</b>	<b>182,201</b>	<b>698,981</b>	<b>881,182</b>
<b>9. Separation Pay</b>									
Lump Sum Terminal Leave Payments	30,010	107,527	137,537	(1,414)	7,674	6,260	28,596	115,201	143,797
Authorized Donations	0	0	0	0	0	0	0	0	0
Severance Pay, Disability	8,379	176,852	185,231	1,634	(21,448)	(19,814)	10,013	155,404	165,417
Severance Pay, Failure of Promotion	0	0	0	0	0	0	0	0	0
Separation Pay - Involuntary Half Pay (5%)	0	37,131	37,131	0	(1,648)	(1,648)	0	35,483	35,483
Separation Pay - Involuntary Full Pay (10%)	95,546	134,417	229,963	(61,825)	(26,788)	(88,613)	33,721	107,629	141,350
Voluntary Separation Incentive (VSI)	14,246	4,110	18,356	190	(2,577)	(2,387)	14,436	1,533	15,969
Special Separation Benefit (SSB)	0	0	0	0	0	0	0	0	0
15 Year Temporary Early Retirement Authority	49,143	8,506	57,649	(31,027)	(7,781)	(38,808)	18,116	725	18,841
\$30,000 Lump Sum Bonus	3,801	54,842	58,643	(775)	(14,583)	(15,358)	3,026	40,259	43,285
<b>TOTAL SEPARATION PAY</b>	<b>201,125</b>	<b>523,385</b>	<b>724,510</b>	<b>(93,217)</b>	<b>(67,151)</b>	<b>(160,368)</b>	<b>107,908</b>	<b>456,234</b>	<b>564,142</b>

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

	FY 2017 President's Budget Request			Request for Additional FY 2017 Appropriations			FY 2017 Total Request		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<b>10. Social Security Tax Payments</b>									
Social Security Tax Employer Contribution	521,218	950,887	1,472,105	6,303	12,687	18,990	527,521	963,574	1,491,095
<b>11. Permanent Change of Station Travel</b>									
Accession Travel	24,566	134,008	158,574	(3,292)	22,680	19,388	21,274	156,688	177,962
Training Travel	138,653	17,553	156,206	(18,273)	1,395	(16,878)	120,380	18,948	139,328
Operational Travel	143,100	303,453	446,553	(21,689)	(44,838)	(66,527)	121,411	258,615	380,026
Rotational Travel To/From Overseas	180,200	559,128	739,328	25,779	(14,761)	11,018	205,979	544,367	750,346
Separation Travel	75,288	231,795	307,083	237	(25,724)	(25,487)	75,525	206,071	281,596
Organized Unit Travel	1,271	2,782	4,053	(775)	959	184	496	3,741	4,237
<b>TOTAL PERMANENT CHANGE OF STATION TRAVEL</b>	<b>563,078</b>	<b>1,248,719</b>	<b>1,811,797</b>	<b>(18,013)</b>	<b>(60,289)</b>	<b>(78,302)</b>	<b>545,065</b>	<b>1,188,430</b>	<b>1,733,495</b>
<b>12. Other Military Personnel Costs</b>									
Apprehension Deserters, Absentees, Escaped Prisoners	0	621	621	0	(318)	(318)	0	303	303
Interest on Uniformed Services Savings Deposits	71	61	132	17	6	23	88	67	155
Death Gratuities	6,800	31,200	38,000	(500)	3,000	2,500	6,300	34,200	40,500
Unemployment Compensation Benefits	0	168,656	168,656	0	(51,573)	(51,573)	0	117,083	117,083
Survivor Benefits	0	0	0	0	0	0	0	0	0
Special Compensation for Severely Disabled	0	0	0	0	0	0	0	0	0
Adoption Expenses	261	315	576	(95)	109	14	166	424	590
Amortization of Education Benefits	0	634	634	0	(68)	(68)	0	566	566
Partial Dislocation Allowance	20	231	251	(9)	(179)	(188)	11	52	63
Mass Transit Subsidy	7,365	3,919	11,284	(2,381)	(1,202)	(3,583)	4,984	2,717	7,701
Stop-Loss Special Compensation	0	0	0	0	0	0	0	0	0
Reserve Income Replacement Program(RIRP)	0	0	0	0	0	0	0	0	0
ROTC	97,362	0	97,362	70	0	70	97,432	0	97,432
JROTC	27,522	0	27,522	0	0	0	27,522	0	27,522
Preventive Health Allowance	0	0	0	0	0	0	0	0	0
SGLI Extra Hazard Payments	0	0	0	0	0	0	0	0	0
SGLI Traumatic Injury Payments	0	0	0	0	0	0	0	0	0
<b>TOTAL OTHER MILITARY PERSONNEL COSTS</b>	<b>139,401</b>	<b>205,637</b>	<b>345,038</b>	<b>(2,898)</b>	<b>(50,225)</b>	<b>(53,123)</b>	<b>136,503</b>	<b>155,412</b>	<b>291,915</b>
<b>SUBTOTAL MILITARY PERSONNEL APPROPRIATION</b>	<b>13,479,412</b>	<b>26,751,914</b>	<b>40,231,326</b>	<b>(267,032)</b>	<b>267,744</b>	<b>712</b>	<b>13,212,380</b>	<b>27,019,658</b>	<b>40,232,038</b>

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

	<u>FY 2017 President's Budget Request</u>			<u>Request for Additional FY 2017 Appropriations</u>			<u>FY 2017 Total Request</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Total</u>
<b>13. Cadet</b>									
Academy Cadets	81,184	0	81,184	(712)	0	(712)	80,472	0	80,472
<b>14. Less Reimbursables</b>									
Basic Pay	(103,388)	(49,100)	(152,488)	0	0	0	(103,388)	(49,100)	(152,488)
Retired Pay Accrual	(32,360)	(15,368)	(47,728)	0	0	0	(32,360)	(15,368)	(47,728)
Basic Allowance for Housing	(29,559)	(15,852)	(45,411)	0	0	0	(29,559)	(15,852)	(45,411)
Basic Allowance for Subsistence	(3,866)	(8,613)	(12,479)	0	0	0	(3,866)	(8,613)	(12,479)
Subsistence in Kind	0	0	0	0	0	0	0	0	0
Incentive Pay for Hazardous Duty	(10,939)	(3,618)	(14,557)	0	0	0	(10,939)	(3,618)	(14,557)
Clothing Allowances	0	0	0	0	0	0	0	0	0
Social Security Tax Employer Contribution	(7,909)	(3,756)	(11,665)	0	0	0	(7,909)	(3,756)	(11,665)
Accession Travel	0	0	0	0	0	0	0	0	0
Operational Travel	0	0	0	0	0	0	0	0	0
Rotational Travel to/from Overseas	0	0	0	0	0	0	0	0	0
Separation Travel	0	0	0	0	0	0	0	0	0
Unemployment Compensation Benefits	0	0	0	0	0	0	0	0	0
<b>TOTAL LESS REIMBURSABLES</b>	<b>(188,021)</b>	<b>(96,307)</b>	<b>(284,328)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(188,021)</b>	<b>(96,307)</b>	<b>(284,328)</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>13,372,575</b>	<b>26,655,607</b>	<b>40,028,182</b>	<b>(267,744)</b>	<b>267,744</b>	<b>0</b>	<b>13,104,831</b>	<b>26,923,351</b>	<b>40,028,182</b>

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

	FY 2017 President's Budget Request	CONGRESSIONAL ACTION	Request for Additional FY 2017 Appropriations	FY 2017 Total Request
<b>PAY AND ALLOWANCES OF OFFICERS</b>				
BASIC PAY	6,743,488	0	48,824	6,792,312
RETIRED PAY ACCRUAL	1,983,194	0	-24,277	1,958,917
INCENTIVE PAY FOR HAZARDOUS DUTY	74,603	0	-466	74,137
SPECIAL PAY	358,169	0	-9,199	348,970
OFFICER BONUS - OTHER THAN MEDICAL	9,006	0	494	9,500
BASIC ALLOWANCE FOR HOUSING	2,212,004	0	-135,889	2,076,115
BASIC ALLOWANCE FOR SUBSISTENCE	281,622	0	-8,503	273,119
OVERSEAS STATION ALLOWANCES	190,707	0	-29,962	160,745
CLOTHING ALLOWANCES	4,130	0	0	4,130
FAMILY SEPARATION ALLOWANCES	15,376	0	0	15,376
SEPARATION PAYMENTS	201,125	0	-93,217	107,908
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	513,309	0	6,303	519,612
CONUS COST OF LIVING ALLOWANCE	2,179	0	-229	1,950
REIMBURSABLES	188,021	0	0	188,021
<b>TOTAL OBLIGATIONS</b>	<b>12,776,933</b>	<b>0</b>	<b>-246,121</b>	<b>12,530,812</b>
LESS REIMBURSABLES	188,021	0	0	188,021
<b>TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS</b>	<b>12,588,912</b>	<b>0</b>	<b>-246,121</b>	<b>12,342,791</b>

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

	FY 2017 President's Budget Request	CONGRESSIONAL ACTION	Request for Additional FY 2017 Appropriations	FY 2017 Total Request
<b>PAY AND ALLOWANCES OF ENLISTED</b>				
BASIC PAY	12,380,786	0	165,864	12,546,650
RETIRED PAY ACCRUAL	3,647,960	0	-26,063	3,621,897
INCENTIVE PAY FOR HAZARDOUS DUTY	86,724	0	3,474	90,198
SPECIAL PAY	77,833	0	37,247	115,080
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	93,800	0	11,883	105,683
REENLISTMENT BONUS	114,285	0	269,181	383,466
ENLISTMENT BONUS	85,917	0	299,000	384,917
BASIC ALLOWANCE FOR HOUSING	4,685,512	0	-269,917	4,415,595
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	967	0	-521	446
LOAN REPAYMENT PROGRAM	23,038	0	-8,350	14,688
OVERSEAS STATION ALLOWANCES	392,784	0	-26,335	366,449
CLOTHING ALLOWANCES	261,601	0	19,828	281,429
FAMILY SEPARATION ALLOWANCES	49,182	0	-567	48,615
SEPARATION PAYMENTS	523,385	0	-67,151	456,234
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	947,131	0	12,687	959,818
CONUS COST OF LIVING ALLOWANCE	3,553	0	-1,511	2,042
REIMBURSABLES	87,694	0	0	87,694
<b>TOTAL OBLIGATIONS</b>	<b>23,462,152</b>	<b>0</b>	<b>418,749</b>	<b>23,880,901</b>
LESS REIMBURSABLES	87,694	0	0	87,694
<b>TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS</b>	<b>23,374,458</b>	<b>0</b>	<b>418,749</b>	<b>23,793,207</b>
<b>PAY AND ALLOWANCES OF CADETS</b>				
ACADEMY CADETS	81,184	0	-712	80,472
<b>TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS</b>	<b>81,184</b>	<b>0</b>	<b>-712</b>	<b>80,472</b>

**MILITARY PERSONNEL, ARMY  
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(IN THOUSANDS OF DOLLARS)**

	FY 2017 President's Budget Request	CONGRESSIONAL ACTION	Request for Additional FY 2017 Appropriations	FY 2017 Total Request
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>				
BASIC ALLOWANCE FOR SUBSISTENCE	1,231,499	0	-20,468	1,211,031
SUBSISTENCE IN KIND	594,481	0	-19,770	574,711
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	813	0	-253	560
REIMBURSABLES	8,613	0	0	8,613
<b>TOTAL OBLIGATIONS</b>	<b>1,835,406</b>	<b>0</b>	<b>-40,491</b>	<b>1,794,915</b>
LESS REIMBURSABLES	8,613	0	0	8,613
<b>TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS</b>	<b>1,826,793</b>	<b>0</b>	<b>-40,491</b>	<b>1,786,302</b>
<b>PERMANENT CHANGE OF STATION TRAVEL</b>				
ACCESSION TRAVEL	158,574	0	19,388	177,962
TRAINING TRAVEL	156,206	0	-16,878	139,328
OPERATIONAL TRAVEL	446,553	0	-66,527	380,026
ROTATIONAL TRAVEL TO/FROM OVERSEAS	739,328	0	11,018	750,346
SEPARATION TRAVEL	307,083	0	-25,487	281,596
ORGANIZED UNIT TRAVEL	4,053	0	184	4,237
<b>TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS</b>	<b>1,811,797</b>	<b>0</b>	<b>-78,302</b>	<b>1,733,495</b>

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

	FY 2017 President's Budget Request	CONGRESSIONAL ACTION	Request for Additional FY 2017 Appropriations	FY 2017 Total Request
<b>OTHER MILITARY PERSONNEL COSTS</b>				
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	621	0	-318	303
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	132	0	23	155
DEATH GRATUITIES	38,000	0	2,500	40,500
UNEMPLOYMENT COMPENSATION BENEFITS	168,656	0	-51,573	117,083
ADOPTION EXPENSES	576	0	14	590
AMORTIZATION OF EDUCATION BENEFITS	634	0	-68	566
PARTIAL DISLOCATION ALLOWANCE	251	0	-188	63
MASS TRANSIT SUBSIDY	11,284	0	-3,583	7,701
ROTC	97,362	0	70	97,432
JROTC	27,522	0	0	27,522
<b>TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS</b>	<b>345,038</b>	<b>0</b>	<b>-53,123</b>	<b>291,915</b>
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>40,028,182</b>	<b>0</b>	<b>0</b>	<b>40,028,182</b>