

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2017 PRESIDENT'S BUDGET SUBMISSION



**MILITARY PERSONNEL, ARMY
JUSTIFICATION BOOK
FEBRUARY 2016**

The estimated cost of this report for the Department of Defense is approximately \$52,314 for Fiscal Year 2017. This includes \$975 in expenses and \$51,339 in DoD 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**

Military Personnel, Army

			FY 2015	FY 2016	FY 2016	FY 2016	FY 2017
			(Base & OCO)	Base Enacted	OCO Enacted	Total Enacted	Base
Budget Activity 01: Pay and Allowances of Officers							
2010A	5	Basic Pay	7,358,054	6,892,294	270,743	7,163,037	6,846,876
2010A	10	Retired Pay Accrual	2,325,023	2,172,454	62,271	2,234,725	2,015,554
2010A	25	Basic Allowance for Housing	2,327,937	2,195,928	103,968	2,299,896	2,241,563
2010A	30	Basic Allowance for Subsistence	302,358	293,794	10,586	304,380	285,488
2010A	35	Incentive Pays	86,092	81,079	2,140	83,219	85,542
2010A	40	Special Pays	382,835	365,582	15,613	381,195	367,175
2010A	45	Allowances	211,258	258,446	10,486	268,932	212,392
2010A	50	Separation Pay	201,573	210,860	3,858	214,718	201,125
2010A	55	Social Security Tax	557,102	527,824	20,712	548,536	521,218
Total Budget Activity 01			13,752,232	12,998,261	500,377	13,498,638	12,776,933
Budget Activity 02: Pay and Allowances of Enlisted							
2010A	60	Basic Pay	13,468,680	12,622,673	460,476	13,083,149	12,429,886
2010A	65	Retired Pay Accrual	4,268,144	3,973,957	105,909	4,079,866	3,663,328
2010A	80	Basic Allowance for Housing	5,045,006	4,735,320	217,370	4,952,690	4,701,364
2010A	85	Incentive Pays	96,491	92,964	1,071	94,035	90,342
2010A	90	Special Pays	481,352	430,630	60,785	491,415	395,840
2010A	95	Allowances	768,230	843,293	44,077	887,370	707,120
2010A	100	Separation Pay	569,061	445,315	7,500	452,815	523,385
2010A	105	Social Security Tax	1,030,178	969,143	35,226	1,004,369	950,887
Total Budget Activity 02			25,727,142	24,113,295	932,414	25,045,709	23,462,152
Budget Activity 03: Pay and Allowances of Cadets							
2010A	110	Academy Cadets	79,236	80,323	-	80,323	81,184
Total Budget Activity 03			79,236	80,323	-	80,323	81,184
Budget Activity 04: Subsistence of Enlisted Personnel							
2010A	115	Basic Allowance for Subsistence	1,378,310	1,304,526	87,006	1,391,532	1,240,112
2010A	120	Subsistence-in-Kind	809,961	514,155	171,697	685,852	594,481
2010A	121	Family Subsistence Supplementary Allowance	841	893	-	893	813
Total Budget Activity 04			2,189,112	1,819,574	258,703	2,078,277	1,835,406

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

			FY 2015	FY 2016	FY 2016	FY 2016	FY 2017
			(Base & OCO)	Base Enacted	OCO Enacted	Total Enacted	Base
Budget Activity 05: Permanent Change of Station Travel							
2010A	125	Accession Travel	144,781	167,227	-	167,227	155,211
2010A	130	Training Travel	147,082	143,944	-	143,944	149,240
2010A	135	Operational Travel	446,983	401,702	30,212	431,914	428,891
2010A	140	Rotational Travel	780,205	714,783	17,757	732,540	710,007
2010A	145	Separation Travel	300,933	304,382	-	304,382	302,576
2010A	150	Travel of Organized Units	4,156	4,234	-	4,234	4,033
2010A	155	Non-Temporary Storage	14,852	11,543	-	11,543	14,073
2010A	160	Temporary Lodging Expense	50,235	39,190	-	39,190	47,766
Total Budget Activity 05			1,889,228	1,787,005	47,969	1,834,974	1,811,797
Budget Activity 06: Other Military Personnel Costs							
2010A	170	Apprehension of Military Deserters	600	717	-	717	621
2010A	175	Interest on Uniformed Services Savings Deposits	2,906	1,301	1,858	3,159	132
2010A	180	Death Gratuities	44,492	39,000	3,800	42,800	38,000
2010A	185	Unemployment Comp	277,941	201,052	92,209	293,261	168,656
2010A	195	Amortization of Education Benefits	268	4,620	-	4,620	634
2010A	200	Adoption Expenses	617	589	-	589	576
2010A	210	Mass Tran Subsidy	6,043	4,814	-	4,814	11,284
2010A	212	Reserve Income Replacement Program	-	-	-	-	-
2010A	215	Partial Dislocation Allowance	293	105	-	105	251
2010A	216	SGLI Extra Hazard Payments	9,706	-	6,223	6,223	-
2010A	217	Reserve Officer Training Corps (ROTC)	110,219	111,929	-	111,929	97,362
2010A	218	Junior ROTC	52,723	28,140	-	28,140	27,522
2010A	219	Traumatic Injury Protection Coverage (T-SGLI)	3,670	-	2,803	2,803	-
2010A	221	Stop-Loss Retroactive Payments	-	-	-	-	-
2010A	228	Preventive Health Allowance Demonstration Project	-	-	-	-	-
Total Budget Activity 06			509,478	392,267	106,893	499,160	345,038
Total Military Personnel, Army			44,146,428	41,190,725	1,846,356	43,037,081	40,312,510
Less Reimbursable			286,302	267,242	-	267,242	284,328
Total Direct - Military Personnel, Army			43,860,126	40,923,483	1,846,356	42,769,839	40,028,182

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

	<u>ACTUAL FY 2015</u>	<u>ENACTED FY 2016</u>	<u>ESTIMATE FY 2017</u>
Direct Baseline Program			
Pay and Allowances of Officers	12,390,381	12,818,347	12,588,912
Pay and Allowances of Enlisted	24,432,441	24,033,062	23,374,458
Pay and Allowances of Cadets	79,236	80,323	81,184
Subsistence of Enlisted Personnel	1,831,569	1,812,479	1,826,793
Permanent Change of Station Travel	1,786,876	1,787,005	1,811,797
Other Military Personnel Costs	387,909	392,267	345,038
TOTAL DIRECT BASELINE PROGRAM	40,908,412	40,923,483	40,028,182
Reimbursable Baseline Program			
Pay and Allowances of Officers	183,750	179,914	188,021
Pay and Allowances of Enlisted	87,208	80,233	87,694
Subsistence of Enlisted Personnel	15,344	7,095	8,613
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	286,302	267,242	284,328
Total Baseline Program			
Pay and Allowances of Officers	12,574,131	12,998,261	12,776,933
Pay and Allowances of Enlisted	24,519,649	24,113,295	23,462,152
Pay and Allowances of Cadets	79,236	80,233	81,184
Subsistence of Enlisted Personnel	1,846,913	1,819,574	1,835,406
Permanent Change of Station Travel	1,786,876	1,787,005	1,811,797
Other Military Personnel Costs	387,909	392,267	345,038
TOTAL BASELINE PROGRAM	41,194,714	41,190,725	40,312,510

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

	<u>ACTUAL FY 2015</u>	<u>ENACTED FY 2016</u>	<u>ESTIMATE FY 2017</u>
OCO Funding			
Pay and Allowances of Officers	1,178,101	500,377	0
Pay and Allowances of Enlisted	1,207,493	932,414	0
Subsistence of Enlisted Personnel	342,199	258,703	0
Permanent Change of Station Travel	102,352	47,969	0
Other Military Personnel Costs	121,569	106,893	0
TOTAL OCO FUNDING	<u>2,951,714</u>	<u>1,846,356</u>	<u>0</u>
Total Program			
Pay and Allowances of Officers	13,752,232	13,498,638	12,776,933
Pay and Allowances of Enlisted	25,727,142	25,045,709	23,462,152
Pay and Allowances of Cadets	79,236	80,323	81,184
Subsistence of Enlisted Personnel	2,189,112	2,078,277	1,835,406
Permanent Change of Station Travel	1,889,228	1,834,974	1,811,797
Other Military Personnel Costs	509,478	499,160	345,038
TOTAL PROGRAM	<u>44,146,428</u>	<u>43,037,081</u>	<u>40,312,510</u>
Medicare-Ret Contribution, Army	2,046,867	1,889,889	1,793,909
TOTAL MPA COST	<u>46,193,295</u>	<u>44,926,971</u>	<u>42,106,419</u>

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 restore balance between end strength, readiness, and modernization. As the force continues to downsize, the Army remains focused on the Chief of Staff's three priorities:

- Readiness
- Future Army
- Take Care of the Troops

The Military Personnel, Army (MPA) appropriation budget request directly supports these strategic priorities and sustains the All-Volunteer force of 460,000 end strength. 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).

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 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 materialize 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 continues to be 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 October 2013, and in March 2014 the Army has asserted that the material weakness is now cleared.

**MILITARY PERSONNEL, ARMY
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End Strength

Active Component Baseline Force

The Army concluded FY 2015 with an Active Component end strength of 491,365. The FY 2016 projected end strength remains consistent with the PB 2016 request at 475,000, but has been rebalanced between officer and enlisted strength categories. The FY 2017 projected Active Component end strength is 460,000 and the budget will fund all AC man-years in the baseline request.

Personnel Categories by Year

It should be noted that data for FY 2015 in this justification material reflects actual execution (both base program and full Overseas Contingency Operations [OCO], to include RC Soldiers on active duty). FY 2016 data contained in the detailed exhibits display the base program and has been updated from PB 2016 requested amounts to reflect the Army's latest projected execution. The FY 2017 request is based on the latest FY 2015 execution and only includes the baseline requirements.

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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:

Average Strength														
			FY 2015 Actuals				FY 2016 Estimated				FY 2017 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
BASE	AC	Base	92,066	394,547	4,349	490,962	93,169	384,240	4,375	481,784	90,697	373,325	4,370	468,392
	RC	Mobilization	364	877	-	1,241	502	1,324	-	1,826	533	1,343	-	1,876
		ADOS	492	916	-	1,408	252	387	-	639	252	387	-	639
		RC Total	856	1,793	-	2,649	754	1,711	-	2,465	785	1,730	-	2,515
	Base Total		92,922	396,340	4,349	493,611	93,923	385,951	4,375	484,249	91,482	375,055	4,370	470,907
			FY 2015 Actuals				FY 2016 Estimated				FY 2017 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
OCO	AC	Above 490	4,377	2,677	-	7,054	-	-	-	-	-	-	-	-
	AC Total		4,377	2,677	-	7,054	-	-	-	-	-	-	-	-
	RC	RC on Active Duty	3,730	12,657	-	16,387	3,293	11,923	-	15,216	-	-	-	-
	OCO Total		8,107	15,334	-	23,441	3,293	11,923	-	15,216	-	-	-	-
BASE and OCO	AC Total		96,443	397,224	4,349	498,016	93,169	384,240	4,375	481,784	90,697	373,325	4,370	468,392
		RC Total	4,586	14,450	-	19,036	4,047	13,634	-	17,681	785	1,730	-	2,515
		Total	101,029	411,674	4,349	517,052	97,216	397,874	4,375	499,465	91,482	375,055	4,370	470,907

End Strength														
			FY 2015 Actuals				FY 2016 Estimated				FY 2017 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
Base	AC	Base	94,610	390,962	4,428	490,000	91,941	378,581	4,478	475,000	88,834	366,656	4,510	460,000
OCO	AC	Above 490	-	1,365	-	1,365	-	-	-	-	-	-	-	-
Base and OCO Total			94,610	392,327	4,428	491,365	91,941	378,581	4,478	475,000	88,834	366,656	4,510	460,000

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INTRODUCTION**

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 has met its 1:2.0 individual BOG : Dwell goal every quarter since second-quarter of FY 2012. Since fourth-quarter FY 2014, the AC Army has remained better than a 1:3.0 individual BOG : Dwell ratio.

For the Reserve Components (RC), the goal for individual BOG : Dwell is 1:4.0. Both the Army National Guard and United States Army Reserve achieved this goal with the ARNG average dwell at 1:4.1 and USAR average dwell at 1:4.2 in the third quarter of FY 2015.

Other Budget Drivers

Inflationary Rates Include:

Pay Raise

- The FY 2015 request includes a 1.0% military pay raise, effective 1 January 2015 (1.00% over the FY)
- The FY 2016 request includes a 1.3% military pay raise, effective 1 January 2016 (1.23% over the FY)
- The FY 2017 request includes a 1.6% military pay raise, effective 1 January 2017 (1.53% over the FY)

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 2015, is 2.9% (2.55% over the FY)
- The rate for subsistence, effective 1 January 2016, is 0.1% (0.80% over the FY)
- The rate for subsistence, effective 1 January 2017, is 3.4% (2.58% over the FY)

Basic Allowance for Housing

- Basic Allowance for Housing growth, effective 1 January 2015, is 1.4% (2.80% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2016, is 1.3% (1.33% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2017, is 2.9% (2.50% over the FY)

**MILITARY PERSONNEL, ARMY
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The Basic Allowance for Housing (BAH) Fiscal Year 2017 average inflation rate is 2.50 percent. The January 1, 2016 and January 1, 2017 average BAH inflation rate assumption are respectively, 1.3 percent and 2.9 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2017 budget reflects this authority by incorporating a 2 percent out-of-pocket rate comprised of 1 percent as authorized in the 2015 NDAA and the additional 1 percent authorized in the 2016 NDAA. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by grade and dependency status in every military housing area. However, it should be noted that the 2.9 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.

Retired Pay Accrual

- Retired Pay Accrual as a percentage of Basic Pay is 32.2% for full-time and 22.5% for part-time Soldiers in FY 2015
- Retired Pay Accrual as a percentage of Basic Pay is 31.4% for full-time and 23.0% for part-time Soldiers in FY 2016
- Retired Pay Accrual as a percentage of Basic Pay is 29.5% for full-time and 23.6% for part-time Soldiers in FY 2017

Foreign Currency Fluctuation

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2015 column in the justification material reflects obligations based on actual foreign currency exchange rates while the FY 2016 and FY 2017 columns reflect the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY 2015 Rate	FY 2016 Rate	FY 2017 Rate
Denmark	Krone	7.0711	5.5561	6.7076
European Community	Euro	0.9462	0.7457	0.8990
Iceland	Krona	138.4200	120.4896	130.4519
Japan	Yen	120.1200	97.0535	122.4519
Norway	Krone	8.0999	5.8685	8.1758
Singapore	Dollar	1.3715	1.2842	1.3858
South Korea	Won	1,101.6400	1,101.5154	1,151.5242
Turkey	Lira	2.6705	2.0832	2.8346
United Kingdom	Pound	0.6814	0.6289	0.6473

General Inflation

- General inflation is 1.1% in FY 2015.
- General inflation is 1.2% in FY 2016.
- General inflation is 1.8% in FY 2017.

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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.

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

FY2017 Requested Levels: 1,878 Man-Years; \$181.5M

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 FY2017, 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

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 active 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.

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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 PACOM 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 2015 Actual</u>	<u>FY 2016 Planned</u>	<u>FY 2017 Planned</u>
(1) Average Strength	517,052	484,249	470,907
(2) End Strength	491,365	475,000	460,000
(3) Authorized End Strength	490,000	475,000	

Narrative:

- (1) FY 2015 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 2015 average strength includes OCO funded RC Soldiers mobilized in support of Operation Freedom's Sentinel (OFS).
- (2) End strength displays only AC Soldiers. The FY 2015 end strength includes 1,365 Soldiers funded in the OCO request associated with overstrength above 490,000
- (3) Authorized end strength is based on the FY 2015 National Defense Authorizations Act (NDAA).

Recruiting

	<u>FY 2015 Actual</u>	<u>FY 2016 Planned</u>	<u>FY 2017 Planned</u>
1. Numeric goals	59,000	62,500	62,271
Actual	59,177		

Narrative: The Army's recruiting program was successful in FY 2015, exceeding its planned accession mission of 59,000 by 177 recruits. The Army entered FY 2015 with an entry pool of 16,500, the lowest since FY 2009. 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 2016 and FY 2017 accession mission while facing significant challenges due to lower entry pools and a more competitive recruiting environment.

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

2. Quality goals	<u>FY 2015 Actual</u>	<u>FY 2016 Planned</u>	<u>FY2017 Planned</u>
a. HSDG percent (Tier I)	97.99%	> 90%	> 90%
b. Test Score Category I-III A			
Percent – Standard	60.00%	> 60%	> 60%
Actual	60.17%		

- 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 2015, the Army meet its goal for test category I-III A and achieved 60.17%.

SECTION 3
SUMMARY TABLES

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

	<u>ACTUAL FY 2015</u>		<u>PROJECTED FY 2016</u>		<u>ESTIMATE FY 2017</u>	
	AVERAGE STRENGTH	END STRENGTH 30 SEP 2015	AVERAGE STRENGTH	END STRENGTH 30 SEP 2016	AVERAGE STRENGTH	END STRENGTH 30 SEP 2017
DIRECT BASELINE PROGRAM						
OFFICER	92,122	93,810	93,434	91,452	90,682	88,034
ENLISTED	395,755	390,377	385,406	378,036	374,470	366,071
CADET	4,349	4,428	4,375	4,478	4,370	4,510
TOTAL DIRECT BASELINE PROGRAM	492,226	488,615	483,215	473,966	469,522	458,615
REIMBURSABLE BASELINE PROGRAM						
OFFICER	800	800	489	489	800	800
ENLISTED	585	585	545	545	585	585
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	1,385	1,385	1,034	1,034	1,385	1,385
BASELINE PROGRAM						
OFFICER	92,922	94,610	93,923	91,941	91,482	88,834
ENLISTED	396,340	390,962	385,951	378,581	375,055	366,656
CADET	4,349	4,428	4,375	4,478	4,370	4,510
TOTAL BASELINE PROGRAM	493,611	490,000	484,249	475,000	470,907	460,000
SUPPLEMENTAL						
OFFICER	8,107	0	0	0	0	0
ENLISTED	15,334	1,365	0	0	0	0
TOTAL SUPPLEMENTAL PROGRAM	23,441	1,365	0	0	0	0
OFFICER	101,029	94,610	93,923	91,941	91,482	88,834
ENLISTED	411,674	392,327	385,951	378,581	375,055	366,656
CADET	4,349	4,428	4,375	4,478	4,370	4,510
TOTAL PROGRAM	517,052	491,365	484,249	475,000	470,907	460,000

/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 /3 Figures listed are for both Active Component Soldiers above 490,000 and Reserve Component Soldiers on OCO active duty orders. Please see detail chart on page 3 of introduction for by component and mission breakout.

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

	<u>ACTUAL FY 2015</u>		<u>ESTIMATE FY 2016</u>		<u>ESTIMATE FY 2017</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	14	0	12	0	12	0
LIEUTENANT GENERAL	51	0	53	0	53	0
MAJOR GENERAL	139	1	129	1	130	1
BRIGADIER GENERAL	154	1	141	1	140	1
COLONEL	4,656	35	4,107	32	4,080	35
LIEUTENANT COLONEL	10,495	269	9,376	161	8,993	269
MAJOR	17,762	259	16,098	221	15,606	259
CAPTAIN	30,883	166	29,328	38	28,791	166
1ST LIEUTENANT	13,689	34	12,869	12	12,404	34
2ND LIEUTENANT	7,234	11	6,869	7	6,635	11
SUBTOTAL COMMISSIONED OFFICERS	85,077	776	78,982	473	76,844	776
WARRANT OFFICERS						
WARRANT OFFICER (W-5)	696	0	639	0	600	0
WARRANT OFFICER (W-4)	2,318	10	2,030	5	1,879	10
WARRANT OFFICER (W-3)	4,356	7	4,242	6	4,280	7
WARRANT OFFICER (W-2)	6,591	7	6,222	5	6,072	7
WARRANT OFFICER (W-1)	1,991	0	1,808	0	1,807	0
SUBTOTAL WARRANT OFFICERS	15,952	24	14,941	16	14,638	24
SUBTOTAL OFFICER	101,029	800	93,923	489	91,482	800
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,749	7	3,405	18	3,316	7
1ST SERGEANT/MASTER SERGEANT	12,683	28	11,012	27	10,621	28
PLATOON SERGEANT/SERGEANT 1ST CLASS	40,137	92	35,993	85	34,740	92
STAFF SERGEANT	62,658	171	56,549	161	54,270	171
SERGEANT	76,718	123	69,219	143	66,380	123
CORPORAL/SPECIALIST	122,776	152	117,588	106	108,330	152
PRIVATE FIRST CLASS	49,448	11	48,745	4	51,126	11
PRIVATE E2	25,898	1	26,027	1	27,656	1
PRIVATE E1	17,607	0	17,413	0	18,616	0
SUBTOTAL ENLISTED PERSONNEL	411,674	585	385,951	545	375,055	585
CADET	4,349	0	4,375	0	4,370	0
TOTAL AVERAGE STRENGTH	517,052	1,385	484,249	1,034	470,907	1,385

Direct baseline average strength includes base Active Duty Operational Support (ADOS) man-year for Administrative-ADOS and Contingency -ADOS Figures listed for FY 2015 include OCO man-years both Active Component Soldiers above 490,000 and Reserve Component Soldiers on OCO active duty orders.

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)**

Monthly End Strength ^{1/}	ACTUAL FY 2015				ESTIMATE FY 2016				ESTIMATE FY 2017			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	97,297	406,519	4,394	508,210	94,610	392,327	4,428	491,365	91,941	378,581	4,478	475,000
October	97,633	405,810	4,451	507,894	94,394	388,374	4,470	487,238	91,645	379,291	4,465	475,400
November	97,488	403,599	4,446	505,533	94,255	388,798	4,463	487,516	91,585	379,372	4,458	475,415
December	97,239	398,875	4,417	500,532	93,526	383,189	4,437	481,152	90,940	373,500	4,432	468,873
January	96,679	399,204	4,404	500,287	92,956	383,959	4,421	481,336	90,891	373,802	4,417	469,110
February	96,337	399,331	4,376	500,043	92,513	386,328	4,408	483,249	90,516	373,818	4,404	468,737
March	95,907	397,326	4,362	497,595	92,040	384,713	4,402	481,155	90,153	373,646	4,398	468,197
April	95,060	394,597	4,354	494,012	92,057	383,557	4,394	480,009	89,358	372,880	4,390	466,627
May	96,548	392,286	3,341	492,176	93,217	384,199	3,350	480,765	90,693	371,963	3,346	466,002
June	96,611	391,865	4,567	493,043	93,462	382,212	4,605	480,280	90,964	371,239	4,585	466,789
July	96,192	391,483	4,544	492,219	93,236	380,140	4,551	477,927	90,783	369,720	4,530	465,033
August	95,669	392,888	4,515	493,072	93,097	379,956	4,546	477,599	90,449	368,049	4,525	463,024
September	94,610	392,327	4,428	491,365	91,941	378,581	4,478	475,000	88,834	366,656	4,510	460,000
Average End Strength ^{2/}	96,443	397,224	4,349	498,016	93,169	384,240	4,375	481,784	90,697	373,325	4,370	468,392

Active Duty for Operational (ADOS) Average Strength	ACTUAL FY 2015				ESTIMATE FY 2016				ESTIMATE FY 2017			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Active Duty for Operational Support (ADOS) and RC Mobilization ^{3/}												
Administrative-ADOS	492	917	-	1,409	252	387	-	639	252	387	-	639
Contingency-ADOS	92	175	-	267	-	-	-	-	-	-	-	-
12304b Mobilization	272	701	-	973	502	1,324	-	1,826	534	1,344	-	1,878
Total ADOS and RC Mobilization Average Strength	856	1,793	-	2,649	754	1,711	-	2,465	786	1,731	-	2,517
Total Average Strength	97,299	399,017	4,349	500,665	93,923	385,951	4,375	484,249	91,483	375,056	4,370	470,909

RC Mobilization Dollars	ACTUAL FY 2015				ESTIMATE FY 2016				ESTIMATE FY 2017			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
	\$70.1	\$67.0	\$0.0	\$137.1	\$36.4	\$29.3	\$0.0	\$65.7	\$37.0	\$29.7	\$0.0	\$66.7
	\$13.1	\$12.8	\$0.0	\$25.9	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
	\$38.8	\$51.2	\$0.0	\$90.0	\$72.6	\$99.9	\$0.0	\$172.5	\$78.5	\$103.1	\$0.0	\$181.6
Total BASE ADOS/RC Mobilization	\$122.0	\$131.0	\$0.0	\$253.0	\$109.0	\$129.2	\$0.0	\$238.2	\$115.5	\$132.8	\$0.0	\$248.3

^{1/} The FY15 end strengths reflect projected on hand strength updated to reflect the audited Monthly Report of Active Military Strength through June 2015.

^{2/} FY 2015 average end strength includes 7,054 OCO man-years for AC strength above 490 and does not include 16,387 RC on Active duty orders for OCO missions. FY 2016 and FY2017 only reflect AC on Base Active duty orders and AC man-years. All AC strength is funded in the base in FY 2016 and FY 2017.

^{3/} Active Duty Operational Support (ADOS) represents man-years 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 man-years for Operational-ADOS (where Reserve Component Soldier supports an AC operational mission beyond the unit's normal mission). Contingency-ADOS and 12304b Mobilization includes man-years for National Capitol Region-Integrated Air Defense System (NCR-IADS), Joint Forge and Joint Guardian, as well as other non-enduring missions.

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

OFFICER	<u>ACTUAL FY 2015</u>	<u>ESTIMATE FY 2016</u>	<u>ESTIMATE FY 2017</u>
Beginning Strength	97,297	94,610	91,941
Gains:			
Service Academies	1,133	1,080	1,071
ROTC	2,322	2,731	2,677
Officer Candidate School	2,550	2,343	2,257
Warrant Officer Programs	810	840	824
Other Gains (Medical & JAG)	750	779	764
Total Officer Gains	7,565	7,773	7,593
Losses:			
Expiration of Contract	6,715	6,688	6,826
Non-Disability	45	54	51
15 Year Retirement	592	343	461
Involuntary Separation of Regular	1,223	1,358	1,457
Attrition	147	177	169
Other Losses	1,530	1,822	1,736
Total Officer Losses	10,252	10,442	10,700
End Strength	94,610	91,941	88,834

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

ENLISTED	<u>ACTUAL FY 2015</u>	<u>ESTIMATE FY 2016</u>	<u>ESTIMATE FY 2017</u>
Beginning Strength	406,519	392,327	378,581
Gains:			
Males (NPS)	47,619	51,156	51,468
Females (NPS)	9,739	9,744	9,803
Prior Service Enlistments	2,010	1,600	1,000
Reenlistment (IMM)	56,717	48,301	45,975
Returned to Military Control	865	841	729
Other Gains	963	1,144	1,599
Total Enlisted Gains	117,913	112,786	110,574
Losses:			
Estimated Termination of Service	26,081	29,464	27,094
Normal Early Release	4,421	3,483	3,358
Programmed Early Release	5,962	5,717	5,730
To Commissioned Officer and Warrant Officer	810	840	824
Reenlistment	57,540	48,335	50,212
Retirement	6,259	6,554	6,295
15 Year Retirement	156	158	157
Dropped from Rolls	1,119	1,082	1,153
Attrition Adverse Causes	3,014	2,866	2,873
Other Attrition	26,743	28,033	24,803
Total Enlisted Losses	132,105	126,532	122,499
End Strength	392,327	378,581	366,656

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

CADET	<u>ACTUAL FY 2015</u>	<u>ESTIMATE FY 2016</u>	<u>ESTIMATE FY 2017</u>
Beginning Strength	4,394	4,428	4,478
Entering Cadets	1,367	1,321	1,292
Losses:			
Attrition	200	191	189
Graduates	1,133	1,080	1,071
	<hr/>	<hr/>	<hr/>
Total Cadet Losses	1,333	1,271	1,260
End Strength	4,428	4,478	4,510

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

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay									
Basic Pay	7,358,054	13,468,680	20,826,734	6,920,000	12,667,955	19,587,955	6,846,876	12,429,886	19,276,762
2. Retired Pay Accrual									
Retired Pay Accrual	2,325,023	4,268,144	6,593,167	2,168,272	3,972,555	6,140,827	2,015,554	3,663,328	5,678,882
3. Basic Allowance for Housing									
With Dependents - Domestic	1,672,934	4,319,366	5,992,300	1,593,988	4,056,090	5,650,078	1,594,655	4,000,192	5,594,847
Without Dependents - Domestic	478,606	510,504	989,110	479,173	514,817	993,990	480,969	505,273	986,242
Partial Allowance for Bachelors - Domestic	238	11,591	11,829	222	11,504	11,726	222	11,692	11,914
Substandard Housing - Domestic	0	0	0	0	0	0	0	0	0
BAH Differential - Domestic	100	5,782	5,882	118	5,682	5,800	116	5,647	5,763
With Dependents - Overseas	115,646	152,625	268,271	112,318	142,578	254,896	111,915	139,833	251,748
Without Dependents - Overseas	60,413	45,137	105,550	53,684	39,347	93,031	53,686	38,727	92,413
TOTAL BASIC ALLOWANCE FOR HOUSING	2,327,937	5,045,005	7,372,942	2,239,503	4,770,018	7,009,521	2,241,563	4,701,364	6,942,927
4. Subsistence									
Basic Allowance for Subsistence	302,358	0	302,358	285,790	0	285,790	285,488	0	285,488
When Authorized to Mess Separately	0	1,731,680	1,731,680	0	1,548,867	1,548,867	0	1,560,923	1,560,923
When Rations in Kind are Not Available	0	0	0	0	0	0	0	0	0
Less Collections	0	(353,370)	(353,370)	0	(306,779)	(306,779)	0	(320,811)	(320,811)
Augmentation of Commuted Ration	0	0	0	0	0	0	0	0	0
Subsistence in Kind									
Subsistence in Messes	0	477,509	477,509	0	330,394	330,394	0	349,740	349,740
Operational Rations	0	329,241	329,241	0	228,330	228,330	0	241,651	241,651
Augmentation Rations/Other Programs	0	3,211	3,211	0	2,990	2,990	0	3,090	3,090
SUBTOTAL SUBSISTENCE IN KIND	0	809,961	809,961	0	561,714	561,714	0	594,481	594,481
Family Subsistence Supplemental Allowance	0	841	841	0	809	809	0	813	813
TOTAL SUBSISTENCE	302,358	2,189,112	2,491,470	285,790	1,804,611	2,090,401	285,488	1,835,406	2,120,894
5. Incentive Pay, Hazardous Duty and Aviation Career									
Flying Duty	71,245	9,321	80,566	70,844	8,672	79,516	70,791	8,304	79,095
Parachute Jumping	12,693	73,126	85,819	12,621	71,153	83,774	12,611	68,954	81,565
Experimental Stress	35	86	121	35	86	121	35	83	118
Demolition Duty	2,119	13,929	16,048	2,108	13,387	15,495	2,105	12,973	15,078
Military Firefighters	0	0	0	0	0	0	0	0	0
Chemical Munitions	0	24	24	0	25	25	0	24	24
Toxic Pesticides	0	2	2	0	3	3	0	3	3
Toxic Fuel/Waste	0	2	2	0	1	1	0	1	1
TOTAL INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER	86,092	96,490	182,582	85,608	93,327	178,935	85,542	90,342	175,884

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

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays									
Special Pay									
Medical Pay	206,544	0	206,544	205,710	0	205,710	203,498	0	203,498
Dental Pay	42,245	0	42,245	41,681	0	41,681	41,214	0	41,214
Nurse Pay	31,883	0	31,883	31,666	0	31,666	31,384	0	31,384
Optometrists Pay	1,464	0	1,464	1,323	0	1,323	1,280	0	1,280
Veterinarians Pay	5,078	0	5,078	4,994	0	4,994	4,945	0	4,945
Diplomate Pay for Psychologists	3,222	0	3,222	3,068	0	3,068	2,999	0	2,999
Assignment Incentive Pay	20,788	25,010	45,798	20,604	23,145	43,749	19,426	22,363	41,789
Personal Money Allowances for General/Flag Officer	64	0	64	63	0	63	62	0	62
Pharmacy Pay	2,555	0	2,555	2,513	0	2,513	2,445	0	2,445
Physician Assistant	14,547	0	14,547	14,366	0	14,366	14,267	0	14,267
Social Work	1,603	0	1,603	1,491	0	1,491	1,455	0	1,455
Diving Duty Pay	400	1,348	1,748	389	1,319	1,708	367	1,274	1,641
Board Certified Pay Non-Physician Health Care	0	0	0	0	0	0	0	0	0
Hostile Fire Pay	8,916	39,357	48,273	5,867	2,278	8,145	5,532	2,201	7,733
Sea Duty Pay	501	738	1,239	488	725	1,213	460	700	1,160
Hardship Duty Pay	10,004	43,705	53,709	7,595	23,823	31,418	7,428	23,018	30,446
Overseas Extension Pay	0	54	54	0	18	18	0	17	17
Foreign Language Proficiency Pay	11,965	30,591	42,556	11,953	29,247	41,200	11,470	28,258	39,728
Judge Advocate Continuation Pay	10,685	0	10,685	10,540	0	10,540	9,937	0	9,937
Other Special Pay	0	2	2	0	2	2	0	2	2
SUBTOTAL SPECIAL PAY	372,464	140,805	513,269	364,311	80,557	444,868	358,169	77,833	436,002
Special Duty Assignment Pay (SDAP)	0	100,692	100,692	0	97,084	97,084	0	93,800	93,800
Reenlistment Bonus	0	129,448	129,448	0	115,565	115,565	0	114,285	114,285
Enlistment Bonus									
New Payments	0	53,649	53,649	0	73,399	73,399	0	75,968	75,968
Residual New	0	0	0	0	0	0	0	0	0
Anniversary	0	11,043	11,043	0	12,767	12,767	0	9,949	9,949
Recruiting	0	0	0	0	0	0	0	0	0
SUBTOTAL ENLISTMENT BONUS	0	64,692	64,692	0	86,166	86,166	0	85,917	85,917
Officer Bonus - Other than Medical	10,371	0	10,371	9,391	0	9,391	9,006	0	9,006
Loan Repayment Program	0	44,743	44,743	0	23,688	23,688	0	23,038	23,038
Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
TOTAL SPECIAL PAYS	382,835	480,380	863,215	373,702	403,060	776,762	367,175	394,873	762,048

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

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Allowance									
Overseas Station Allowances									
Cost of Living	162,726	352,770	515,496	174,961	352,726	527,687	173,500	347,530	521,030
Temporary Lodging	15,498	53,164	68,662	16,502	46,231	62,733	17,207	45,254	62,461
SUBTOTAL OVERSEAS STATION ALLOWANCES	178,224	405,934	584,158	191,463	398,957	590,420	190,707	392,784	583,491
Clothing Allowances									
Initial Issue	0	141,354	141,354	0	141,819	141,819	0	146,733	146,733
Initial Military Allowance	4,047	0	4,047	3,655	0	3,655	3,557	0	3,557
Additional Military Allowance	494	0	494	228	0	228	222	0	222
Maintenance Allowances	0	117,849	117,849	0	114,344	114,344	0	112,747	112,747
Civilian Clothing Allowance	226	0	226	354	0	354	351	0	351
Supplementary Allowances	0	0	0	0	0	0	0	0	0
Other Allowances	0	8,234	8,234	0	2,121	2,121	0	2,121	2,121
SUBTOTAL CLOTHING ALLOWANCES	4,767	267,437	272,204	4,237	258,284	262,521	4,130	261,601	265,731
Family Separation Allowances									
PCS w/Dependents Not Authorized; Government quarters not available	0	0	0	0	0	0	0	0	0
PCS w/Dependents Not Authorized	4,990	25,881	30,871	4,016	27,391	31,407	3,721	26,465	30,186
Temporary Duty >30 Days w/Dep not near TD station	19,296	60,807	80,103	12,577	23,512	36,089	11,655	22,717	34,372
SUBTOTAL FAMILY SEPARATION ALLOWANCES	24,286	86,688	110,974	16,593	50,903	67,496	15,376	49,182	64,558
Aid and Attendance for Catastrophically Injured CONUS, Cost-of-Living Allowance	0	972	972	0	1,001	1,001	0	967	967
	3,981	8,173	12,154	2,210	3,630	5,840	2,179	3,553	5,732
TOTAL ALLOWANCE	211,258	769,204	980,462	214,503	712,775	927,278	212,392	708,087	920,479
8. Separation Pay									
Lump Sum Terminal Leave Payments	36,086	101,882	137,968	31,432	106,554	137,986	30,010	107,527	137,537
Authorized Donations	0	0	0	0	0	0	0	0	0
Severance Pay, Disability	10,543	204,271	214,814	8,500	194,926	203,426	8,379	176,852	185,231
Severance Pay, Failure of Promotion	0	0	0	0	0	0	0	0	0
Separation Pay - Involuntary Half Pay (5%)	0	33,952	33,952	0	36,795	36,795	0	37,131	37,131
Separation Pay - Involuntary Full Pay (10%)	80,570	158,797	239,367	83,111	146,842	229,953	95,546	134,417	229,963
Voluntary Separation Incentive (VSI)	15,420	4,180	19,600	16,192	4,110	20,302	14,246	4,110	18,356
Special Separation Benefit (SSB)	0	0	0	0	0	0	0	0	0
15 Year Temporary Early Retirement Authority	55,464	8,236	63,700	39,155	8,429	47,584	49,143	8,506	57,649
\$30,000 Lump Sum Bonus	3,490	57,743	61,233	3,734	55,175	58,909	3,801	54,842	58,643
TOTAL SEPARATION PAY	201,573	569,061	770,634	182,124	552,831	734,955	201,125	523,385	724,510

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

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
9. Social Security Tax Payments									
Social Security Tax Employer Contribution	557,102	1,030,178	1,587,280	526,209	969,096	1,495,305	521,218	950,887	1,472,105
10. Permanent Change of Station Travel									
Accession Travel	22,185	125,737	147,922	24,645	126,946	151,591	24,566	134,008	158,574
Training Travel	136,557	17,287	153,844	137,702	17,430	155,132	138,653	17,553	156,206
Operational Travel	148,954	316,418	465,372	141,655	300,913	442,568	143,100	303,453	446,553
Rotational Travel To/From Overseas	198,080	614,442	812,522	181,345	562,532	743,877	180,200	559,128	739,328
Separation Travel	74,108	231,282	305,390	79,230	229,351	308,581	75,288	231,795	307,083
Organized Unit Travel	1,310	2,868	4,178	1,334	2,922	4,256	1,271	2,782	4,053
TOTAL PERMANENT CHANGE OF STATION TRAVEL	581,194	1,308,034	1,889,228	565,911	1,240,094	1,806,005	563,078	1,248,719	1,811,797
11. Other Military Personnel Costs									
Apprehension Deserters, Absentees, Escaped Prisoners	0	600	600	0	610	610	0	621	621
Interest on Uniformed Services Savings Deposits	1,570	1,336	2,906	72	62	134	71	61	132
Death Gratuities	8,009	36,483	44,492	7,100	32,200	39,300	6,800	31,200	38,000
Unemployment Compensation Benefits	0	277,941	277,941	0	177,670	177,670	0	168,656	168,656
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	279	338	617	263	320	583	261	315	576
Amortization of Education Benefits	0	268	268	0	4,788	4,788	0	634	634
Partial Dislocation Allowance	23	270	293	21	236	257	20	231	251
Mass Transit Subsidy	3,935	2,108	6,043	6,308	3,378	9,686	7,365	3,919	11,284
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	110,219	0	110,219	102,806	0	102,806	97,362	0	97,362
JROTC	52,723	0	52,723	27,037	0	27,037	27,522	0	27,522
Preventive Health Allowance	0	0	0	0	0	0	0	0	0
SGLI Extra Hazard Payments	2,303	7,403	9,706	0	0	0	0	0	0
SGLI Traumatic Injury Payments	734	2,936	3,670	0	0	0	0	0	0
TOTAL OTHER MILITARY PERSONNEL COSTS	179,795	329,683	509,478	143,607	219,264	362,871	139,401	205,637	345,038

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

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
12. Cadet									
Academy Cadets	79,236	0	79,236	79,910	0	79,910	81,184	0	81,184
SUBTOTAL MILITARY PERSONNEL APPROPRIATION	14,592,457	29,553,971	44,146,428	13,785,139	27,405,586	41,190,725	13,560,596	26,751,914	40,312,510
13. Less Reimbursables									
Basic Pay	(101,127)	(50,498)	(151,625)	(98,385)	(44,906)	(143,291)	(103,388)	(49,100)	(152,488)
Retired Pay Accrual	(32,340)	(15,023)	(47,363)	(31,582)	(14,415)	(45,997)	(32,360)	(15,368)	(47,728)
Basic Allowance for Housing	(28,251)	(14,662)	(42,913)	(28,126)	(14,131)	(42,257)	(29,559)	(15,852)	(45,411)
Basic Allowance for Subsistence	(3,345)	(8,671)	(12,016)	(4,537)	(7,095)	(11,632)	(3,866)	(8,613)	(12,479)
Subsistence in Kind	0	(6,673)	(6,673)	0	0	0	0	0	0
Incentive Pay for Hazardous Duty	(11,062)	(3,467)	(14,529)	(9,759)	(3,348)	(13,107)	(10,939)	(3,618)	(14,557)
Clothing Allowances	0	0	0	0	0	0	0	0	0
Social Security Tax Employer Contribution	(7,625)	(3,558)	(11,183)	(7,525)	(3,433)	(10,958)	(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
TOTAL LESS REIMBURSABLES	(183,750)	(102,552)	(286,302)	(179,914)	(87,328)	(267,242)	(188,021)	(96,307)	(284,328)
TOTAL DIRECT PROGRAM	14,408,707	29,451,419	43,860,126	13,605,225	27,318,258	40,923,483	13,372,575	26,655,607	40,028,182

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

	FY 2016 PRESIDENT'S BUDGET*	CONGRES -SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2016 REVISED
PAY AND ALLOWANCES OF OFFICERS									
BASIC PAY	6,828,240	-34,331	0	0	6,793,909	0	6,793,909	27,706	6,821,615
RETIRED PAY ACCRUAL	2,140,872	0	0	0	2,140,872	0	2,140,872	-4,182	2,136,690
INCENTIVE PAY FOR HAZARDOUS DUTY	71,320	0	0	0	71,320	0	71,320	4,529	75,849
SPECIAL PAY	358,169	0	0	0	358,169	0	358,169	6,142	364,311
OFFICER BONUS - OTHER THAN MEDICAL	7,413	0	0	0	7,413	0	7,413	1,978	9,391
BASIC ALLOWANCE FOR HOUSING	2,203,784	-35,982	0	0	2,167,802	0	2,167,802	43,575	2,211,377
BASIC ALLOWANCE FOR SUBSISTENCE	289,257	0	0	0	289,257	0	289,257	-7,212	282,045
OVERSEAS STATION ALLOWANCES	220,942	-3,074	0	0	217,868	0	217,868	-26,405	191,463
CLOTHING ALLOWANCES	4,354	0	0	0	4,354	0	4,354	-117	4,237
FAMILY SEPARATION ALLOWANCES	32,564	0	0	0	32,564	0	32,564	-16,763	15,801
SEPARATION PAYMENTS	210,860	0	0	0	210,860	0	210,860	-28,736	182,124
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	520,299	0	0	0	520,299	0	520,299	-1,615	518,684
CONUS COST OF LIVING ALLOWANCE	3,660	0	0	0	3,660	0	3,660	-1,450	2,210
REIMBURSABLES	179,914	0	0	0	179,914	0	179,914	0	179,914
TOTAL OBLIGATIONS	13,071,648	-73,387	0	0	12,998,261	0	12,998,261	-2,550	12,995,711
LESS REIMBURSABLES	179,914	0	0	0	179,914	0	179,914	0	179,914
TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS	12,891,734	-73,387	0	0	12,818,347	0	12,818,347	-2,550	12,815,797

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

	FY 2016 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2016 REVISED
PAY AND ALLOWANCES OF ENLISTED									
BASIC PAY	12,623,622	-45,855	0	0	12,577,767	0	12,577,767	45,282	12,623,049
RETIRED PAY ACCRUAL	3,959,542	0	0	0	3,959,542	0	3,959,542	-1,402	3,958,140
INCENTIVE PAY FOR HAZARDOUS DUTY	89,616	0	0	0	89,616	0	89,616	363	89,979
SPECIAL PAY	90,932	0	0	0	90,932	0	90,932	-10,375	80,557
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	104,521	0	0	0	104,521	0	104,521	-7,437	97,084
REENLISTMENT BONUS	123,565	0	0	0	123,565	0	123,565	-8,000	115,565
ENLISTMENT BONUS	65,838	-5,000	0	0	60,838	0	60,838	25,328	86,166
BASIC ALLOWANCE FOR HOUSING	4,797,806	-76,617	0	0	4,721,189	0	4,721,189	34,698	4,755,887
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	2,086	0	0	0	2,086	0	2,086	-1,085	1,001
LOAN REPAYMENT PROGRAM	48,688	0	0	0	48,688	0	48,688	-25,000	23,688
OVERSEAS STATION ALLOWANCES	493,181	-6,406	0	0	486,775	0	486,775	-87,818	398,957
CLOTHING ALLOWANCES	262,126	0	0	0	262,126	0	262,126	-3,842	258,284
FAMILY SEPARATION ALLOWANCES	89,127	0	0	0	89,127	0	89,127	-38,224	50,903
SEPARATION PAYMENTS	445,315	0	0	0	445,315	0	445,315	107,516	552,831
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	965,710	0	0	0	965,710	0	965,710	-47	965,663
CONUS COST OF LIVING ALLOWANCE	5,265	0	0	0	5,265	0	5,265	-1,635	3,630
REIMBURSABLES	80,233	0	0	0	80,233	0	80,233	0	80,233
TOTAL OBLIGATIONS	24,247,173	-133,878	0	0	24,113,295	0	24,113,295	28,322	24,141,617
LESS REIMBURSABLES	80,233	0	0	0	80,233	0	80,233	0	80,233
TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS	24,166,940	-133,878	0	0	24,033,062	0	24,033,062	28,322	24,061,384
PAY AND ALLOWANCES OF CADETS									
ACADEMY CADETS	80,323	0	0	0	80,323	0	80,323	-413	79,910
TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS	80,323	0	0	0	80,323	0	80,323	-413	79,910

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

	FY 2016 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2016 REVISED
SUBSISTENCE OF ENLISTED PERSONNEL									
BASIC ALLOWANCE FOR SUBSISTENCE	1,297,431	0	0	0	1,297,431	0	1,297,431	-62,438	1,234,993
SUBSISTENCE IN KIND	514,155	0	0	0	514,155	0	514,155	47,559	561,714
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	893	0	0	0	893	0	893	-84	809
REIMBURSABLES	7,095	0	0	0	7,095	0	7,095	0	7,095
TOTAL OBLIGATIONS	1,819,574	0	0	0	1,819,574	0	1,819,574	-14,963	1,804,611
LESS REIMBURSABLES	7,095	0	0	0	7,095	0	7,095	0	7,095
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS	1,812,479	0	0	0	1,812,479	0	1,812,479	-14,963	1,797,516
PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	170,841	0	0	0	170,841	0	170,841	-19,250	151,591
TRAINING TRAVEL	148,473	0	0	0	148,473	0	148,473	6,659	155,132
OPERATIONAL TRAVEL	418,655	0	0	0	418,655	0	418,655	23,913	442,568
ROTATIONAL TRAVEL TO/FROM OVERSEAS	735,710	0	0	0	735,710	0	735,710	8,167	743,877
SEPARATION TRAVEL	309,069	0	0	0	309,069	0	309,069	-488	308,581
ORGANIZED UNIT TRAVEL	4,257	0	0	0	4,257	0	4,257	-1	4,256
TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS	1,787,005	0	0	0	1,787,005	0	1,787,005	19,000	1,806,005

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

	FY 2016 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2016 REVISED
OTHER MILITARY PERSONNEL COSTS									
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	717	0	0	0	717	0	717	-107	610
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	1,301	0	0	0	1,301	0	1,301	-1,167	134
DEATH GRATUITIES	39,000	0	0	0	39,000	0	39,000	300	39,300
UNEMPLOYMENT COMPENSATION BENEFITS	201,052	0	0	0	201,052	0	201,052	-23,382	177,670
ADOPTION EXPENSES	589	0	0	0	589	0	589	-6	583
AMORTIZATION OF EDUCATION BENEFITS	4,620	0	0	0	4,620	0	4,620	168	4,788
PARTIAL DISLOCATION ALLOWANCE	105	0	0	0	105	0	105	152	257
MASS TRANSIT SUBSIDY	4,814	0	0	0	4,814	0	4,814	4,872	9,686
ROTC	111,929	0	0	0	111,929	0	111,929	-9,123	102,806
JROTC	28,140	0	0	0	28,140	0	28,140	-1,103	27,037
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	392,267	0	0	0	392,267	0	392,267	-29,396	362,871
TOTAL DIRECT OBLIGATIONS	41,130,748	-207,265	0	0	40,923,483	0	40,923,483	0	40,923,483

*The FY2016 estimates reflect current projections based on the most recent level 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
(IN THOUSANDS OF DOLLARS)

	BA1	BA2	BA3	BA4	BA5	BA6	Total
FY2016 Direct Program	12,815,797	24,061,384	79,910	1,797,516	1,806,005	362,871	40,923,483
Increases Pricing:							
Basic Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	22,685	40,551	181	0	0	0	63,417
Basic Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	83,759	149,720	669	0	0	0	234,148
Retired Pay Accrual increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	6,864	12,484	0	0	0	0	19,348
Retired Pay Accrual increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	25,344	46,095	0	0	0	0	71,439
Basic Allowance for Housing increase due to the housing cost growth of 1.3% effective 1 January 2016	10,949	17,047	0	0	0	0	27,996
Basic Allowance for Housing increase due to the housing cost growth of 2.9% effective 1 January 2017	72,340	114,085	0	0	0	0	186,425
Basic Allowance for Subsistence increase due to the annualization of the 0.1% subsistence inflation rate, effective 1 January 2016	69	0	0	380	0	0	449
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2017	7,056	0	0	38,810	0	0	45,866
Overseas Station Allowance - COLA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	2,962	5,067	0	0	0	0	8,029
Overseas Station Allowance - COLA increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	8,883	15,200	0	0	0	0	24,083
Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	1,498	0	0	0	0	0	1,498
CONUS COLA increase due to pay raise	0	54	0	0	0	0	54
Clothing increase due to rate changes	0	5,088	0	0	0	0	5,088
Separation Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	701	1,752	0	0	0	0	2,453
Separation Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	2,139	5,255	0	0	0	0	7,394

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

	BA1	BA2	BA3	BA4	BA5	BA6	Total
FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	1,851	3,102	14	0	0	0	4,967
FICA increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	6,834	11,454	51	0	0	0	18,339
Cadet Ration rate increase in subsistence in 2017	0	0	450	0	0	0	450
Enlistment Bonus increase due to rate changes	0	1,091	0	0	0	0	1,091
Subsistence in Messes increase due to dining facility cost inflation	0	0	0	8,797	0	0	8,797
Operational Rations increase due to manufacturer price inflation	0	0	0	3,906	0	0	3,906
Unitized Group Rations-Heat and Serve increase due to manufacturer price inflation	0	0	0	1,460	0	0	1,460
Unitized Group Rations (A) increase due to manufacturer price inflation	0	0	0	560	0	0	560
Other Rations increase due to annual eligibility cost	0	0	0	152	0	0	152
Family Subsistence Supplemental Allowance increase due to annual eligibility cost	0	0	0	20	0	0	20
Member travel increase due to cost inflation	0	0	0	0	4,418	0	4,418
Dependent travel increase due to cost inflation	0	0	0	0	1,755	0	1,755
Household goods shipment increase due to cost inflation	0	0	0	0	20,993	0	20,993
Dislocation allowance increase due to annualization of 2016 and 2017 pay raise	0	0	0	0	2,113	0	2,113
Trailer allowance increase due to cost inflation	0	0	0	0	2	0	2
Non-temporary storage increase due to cost inflation	0	0	0	0	256	0	256
Temporary lodging expense increase due to cost inflation	0	0	0	0	856	0	856
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	0	0	0	0	0	11	11
Interest on Uniformed Services Savings Deposits increase due to rate change	0	0	0	0	0	2	2
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	0	0	0	0	0	10	10
Partial Dislocation Allowance increase due to annualization of pay raise inflation	0	0	0	0	0	2	2
ROTC increase due to pay raise, inflation to Cadet clothing and Cadet subsistence	0	0	0	0	0	1,686	1,686
JROTC increase due to clothing and subsistence inflation	0	0	0	0	0	418	418
Mass Transit Subsidy increase due to change in monthly benefit amount	0	0	0	0	0	1,866	1,866
Total Increases Pricing	253,934	428,045	1,365	54,085	30,393	3,995	771,817

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

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Increases Program:							
Basic Pay increase due to shifts in grade structure	276	0	0	0	0	0	276
Retired Pay Accrual increase due to shifts in grade structure	86	0	0	0	0	0	86
Basic Allowance for Housing increase due to shifts in grade structure	267	0	0	0	0	0	267
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	16,116	0	0	0	0	0	16,116
FICA increase due to shifts in grade structure	21	0	0	0	0	0	21
Augmentation Rations increase due to number of personnel estimated to receive benefit	0	0	0	101	0	0	101
JROTC increase due to higher number of Cadets projected to be issued clothing	0	0	0	0	0	67	67
Subsistence in Messes increase due to number of personnel estimated to receive benefit	0	0	0	9,032	0	0	9,032
Operational Rations increase due to number of personnel estimated to receive benefit	0	0	0	4,655	0	0	4,655
Unitized Group Rations-Heat and Serve increase due to number of personnel estimated to receive benefit	0	0	0	1,740	0	0	1,740
Unitized Group Rations (A) increase due to number of personnel estimated to receive benefit	0	0	0	667	0	0	667
Other Rations increase due to number of personnel estimated to receive benefit	0	0	0	181	0	0	181
Total Increases Program	16,766	0	0	16,376	0	67	33,209
Total Increases	270,700	428,045	1,365	70,461	30,393	4,062	805,026
Decreases Pricing:							
Retired Pay Accrual decrease due to the Normal Cost Percentage (NCP) rate adjustment to 29.5% for Active Component and 23.6% for Reserve Component effective 1 October 2016	(128,598)	(233,593)	0	0	0	0	(362,191)
Basic Allowance for Housing decrease due to foreign currency fluctuation	(23,337)	(16,859)	0	0	0	0	(40,196)
Basic Allowance for Subsistence decrease due to increased collections offset related to annualized rate adjustments	0	0	0	(8,055)	0	0	(8,055)
Overseas Station Allowance - COLA decrease due to changes in foreign currency rate	(9,623)	(11,522)	0	0	0	0	(21,145)

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

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Unemployment Benefits decrease due lower cost per claim	0	0	0	0	0	(255)	(255)
Education benefit decrease due to revised amortization payment amounts	0	0	0	0	0	(4,154)	(4,154)
Total Decreases Pricing	(161,558)	(261,974)	0	(8,055)	0	(4,409)	(435,996)
Decreases Program:							
Basic Pay decrease due to man-year reduction	(179,845)	(357,596)	(63)	0	0	0	(537,504)
Retired Pay Accrual decrease due to man-year reduction	(56,351)	(112,139)	0	0	0	0	(168,490)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(66)	(2,985)	0	0	0	0	(3,051)
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(6,140)	(2,725)	0	0	0	0	(8,865)
Officer Bonus - Other Than Medical decrease due to changes in the number of Soldiers expected to receive pay	(385)	0	0	0	0	0	(385)
Basic Allowance for Housing decrease due to man-year reduction	(58,179)	(125,104)	0	0	0	0	(183,283)
Basic Allowance for Subsistence decrease due to man-year reduction	(7,427)	0	0	(27,134)	0	0	(34,561)
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	0	(3,284)	0	0	0	0	(3,284)
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(1,280)	0	0	0	0	(1,280)
Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	0	(650)	0	0	0	0	(650)
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(1,340)	0	0	0	0	(1,340)
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(4,476)	(14,916)	0	0	0	0	(19,392)
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(107)	(1,770)	0	0	0	0	(1,877)
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(1,221)	(1,722)	0	0	0	0	(2,943)
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(32)	(131)	0	0	0	0	(163)
FICA decrease due to man-year reduction	(13,691)	(27,356)	(5)	0	0	0	(41,052)
Decrease in direct resources due to an increase in reimbursable requirements	(8,107)	(7,461)	0	0	0	0	(15,568)
Basic Pay decrease due to shifts in grade structure	0	(70,741)	0	0	0	0	(70,741)
Retired Pay Accrual decrease due to shifts in grade structure	0	(22,184)	0	0	0	0	(22,184)
Basic Allowance for Housing decrease due to shifts in grade structure	0	(57,714)	0	0	0	0	(57,714)
FICA decrease due to shifts in grade structure	0	(5,412)	0	0	0	0	(5,412)

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

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	0	(36,453)	0	0	0	0	(36,453)
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	0	(34)	0	0	0	0	(34)
Cadet Ration rate decrease in subsistence due to man-year reduction	0	0	(23)	0	0	0	(23)
Family Subsistence Supplemental Allowance decrease due to number of personnel estimated to receive benefit	0	0	0	(18)	0	0	(18)
Member travel decrease due to change in move requirements	0	0	0	0	(1,639)	0	(1,639)
Basic Allowance for Subsistence decrease due to increased collections	0	0	0	(5,977)	0	0	(5,977)
Dependent travel decrease due to change in move requirements	0	0	0	0	(1,307)	0	(1,307)
Household goods shipment decrease due to change in move requirements	0	0	0	0	(18,119)	0	(18,119)
Dislocation allowance decrease due to change in move requirements	0	0	0	0	(2,455)	0	(2,455)
Trailer allowance decrease due to change in move requirements	0	0	0	0	(1)	0	(1)
Non-temporary storage decrease due to change in move requirements	0	0	0	0	(429)	0	(429)
Temporary lodging expense increase due to change in move requirements	0	0	0	0	(651)	0	(651)
Interest on Uniformed Services Savings Deposits change due to decreased program utilization	0	0	0	0	0	(4)	(4)
Death Gratuities decrease due to lower number of non-combat deaths	0	0	0	0	0	(1,300)	(1,300)
Unemployment Benefits decrease due to fewer projected separations eligible for a claim	0	0	0	0	0	(8,759)	(8,759)
Adoption Expenses decrease as the Army expects fewer adoptions due to end strength drawdown	0	0	0	0	0	(17)	(17)
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	0	0	0	0	0	(8)	(8)
ROTC decrease due to reduction of ROTC SLRP contracts	0	0	0	0	0	(7,130)	(7,130)
Mass Transit Subsidy decrease due to anticipated number of Soldiers receiving benefit	0	0	0	0	0	(268)	(268)
Total Decreases Program	(336,027)	(852,997)	(91)	(33,129)	(24,601)	(17,486)	(1,264,331)
Total Decreases	(497,585)	(1,114,971)	(91)	(41,184)	(24,601)	(21,895)	(1,700,327)
FY2017 Direct Program	12,588,912	23,374,458	81,184	1,826,793	1,811,797	345,038	40,028,182

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

FY2016 Direct Program		12,815,797
	Basic Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	22,685
	Basic Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	83,759
	Retired Pay Accrual increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	6,864
	Retired Pay Accrual increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	25,344
	Basic Allowance for Housing increase due to the housing cost growth of 1.3% in FY 2016	10,949
	Basic Allowance for Housing increase due to the housing cost growth of 2.5% in FY 2017	72,340
	Basic Allowance for Subsistence increase due to the annualization of the 0.10% subsistence inflation rate, effective 1 January 2016	69
	Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2017	7,056
	Overseas Station Allowance - COLA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	2,962
	Overseas Station Allowance - COLA increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	8,883
	Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	1,498
	Separation Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	701
	Separation Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	2,139
	FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	1,851
	FICA increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	6,834
Total Increases Pricing		253,934
	Basic Pay increase due to shifts in grade structure	276
	Retired Pay Accrual increase due to shifts in grade structure	86
	Basic Allowance for Housing increase due to shifts in grade structure	267
	Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	16,116
	FICA increase due to shifts in grade structure	21
Total Increases Program		16,766
Total Increases		270,700
	Retired Pay Accrual decrease due to the Normal Cost Percentage (NCP) rate adjustment to 29.5% for Active Component and 23.6% for Reserve Component effective 1 October 2016	(128,598)
	Basic Allowance for Housing decrease due to foreign currency fluctuation	(23,337)
	Overseas Station Allowance decrease due to changes in foreign currency fluctuation	(9,623)
Total Decreases Pricing		(161,558)
	Basic Pay decrease due to man-year reduction	(179,845)
	Retired Pay Accrual decrease due to man-year reduction	(56,351)
	Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(66)
	Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(6,140)
	Officer Bonus - Other Than Medical decrease due to changes in the number of Soldiers expected to receive pay	(385)
	Basic Allowance for Housing decrease due to man-year reduction	(58,179)
	Basic Allowance for Subsistence decrease due to man-year reduction	(7,427)
	Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(4,476)
	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(107)
	Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(1,221)
	CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(32)

PB-30P SCHEDULE OF INCREASES AND DECREASES - OFFICERS

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

	FICA decrease due to man-year reduction	(13,691)	
	Decrease in direct resources due to an increase in reimbursable requirements	(8,107)	
Total Decreases Program			(336,027)
Total Decreases			(497,585)
FY2017 Direct Program			12,588,912

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

ESTIMATE FY 2017	\$6,846,876
ESTIMATE FY 2016	\$6,920,000
ACTUAL FY 2015	\$7,358,054

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 2017 rates were built by applying inflation assumptions to FY 2015 active component rates. The basic pay rates reflect a 1.3% pay raise, effective 1 January 2016 and 1.6% effective 1 January 2017.

There is a -\$73.1 million increase in the officer basic pay requirement between FY 2016 and FY 2017. This change is due to:

- (1) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$22.7 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2017: +\$83.8 million
- (3) Program increase due to shift in officer grade structure: +\$0.3 million
- (4) Program decrease due to decline in total officer man-years: -\$179.9 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)**

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC PAY - OFFICER									
OFFICER- ACTIVE DUTY									
GENERAL	14	\$181,500	2,551	12	\$181,500	2,178	12	\$186,421	2,237
LIEUTENANT GENERAL	51	\$181,500	9,297	53	\$181,500	9,620	53	\$186,421	9,880
MAJOR GENERAL	139	\$170,180	23,655	129	\$173,186	22,341	130	\$175,923	22,870
BRIGADIER GENERAL	154	\$147,805	22,762	141	\$150,539	21,226	140	\$152,907	21,407
COLONEL	4,656	\$126,075	587,007	4,107	\$128,332	527,058	4,080	\$130,355	531,850
LIEUTENANT COLONEL	10,495	\$102,543	1,076,190	9,376	\$104,361	978,490	8,993	\$106,007	953,320
MAJOR	17,762	\$85,607	1,520,548	16,098	\$87,141	1,402,801	15,606	\$88,521	1,381,462
CAPTAIN	30,883	\$68,399	2,112,377	29,328	\$69,618	2,041,754	28,791	\$70,716	2,035,978
1ST LIEUTENANT	13,689	\$51,188	700,713	12,869	\$52,102	670,495	12,404	\$52,919	656,407
2ND LIEUTENANT	7,234	\$38,053	275,275	6,869	\$38,735	266,071	6,635	\$39,346	261,060
SUBTOTAL OFFICER- ACTIVE DUTY	85,077		6,330,375	78,982		5,942,034	76,844		5,876,471
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	696	\$99,632	69,344	639	\$101,387	64,786	600	\$102,985	61,791
WARRANT OFFICER (W-4)	2,318	\$81,720	189,427	2,030	\$83,224	168,945	1,879	\$84,537	158,845
WARRANT OFFICER (W-3)	4,356	\$68,037	296,369	4,242	\$69,255	293,780	4,280	\$70,347	301,086
WARRANT OFFICER (W-2)	6,591	\$56,917	375,141	6,222	\$57,924	360,404	6,072	\$58,838	357,262
WARRANT OFFICER (W-1)	1,991	\$48,919	97,398	1,808	\$49,807	90,051	1,807	\$50,593	91,421
SUBTOTAL OFFICER- WARRANT ACTIVE	15,952		1,027,679	14,941		977,966	14,638		970,405
TOTAL BASIC PAY - OFFICER	101,029		7,358,054	93,923		6,920,000	91,482		6,846,876

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

ESTIMATE FY 2017	\$2,015,554
ESTIMATE FY 2016	\$2,168,272
ACTUAL FY 2015	\$2,325,023

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 2016 are 31.4% (Active Component full-time) and 23.0% (Reserve Component part-time). The rates for FY 2017 are 29.5% (Active Component full-time) and 23.6% (Reserve Component part-time).

There is a +\$152.7 million change in the RPA requirement between FY 2016 and FY 2017. This change is due to:

- (1) Price increase due to the annualization of the 1.3% pay raise effective 1 January 2016: +6.9 million
- (2) Price increase due to the annualization of the 1.6% pay raise effective 1 January 2017: +\$25.3 million
- (3) Price decrease due to the FY 2016 TO FY 2017 RPA NCP rate change from 31.4% to 29.5% for AC (full-time) and from 23.0% to 23.6% for RC (part-time): - \$128.6 million
- (4) Program increase due to shifts in officer grade structure: +\$0.1 million
- (5) Program decrease due to decline in total officer man-years: -\$56.4 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)**

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
RETIRED PAY ACCRUAL - OFFICER									
OFFICER RETIRED PAY ACCRUAL	96,443	\$23,243	2,241,637	93,169	\$23,122	2,154,231	90,697	\$22,048	1,999,726
OFFICER RETIRED PAY ACCRUAL-RC ONLY	4,586	\$18,183	83,386	754	\$18,622	14,041	785	\$20,163	15,828
TOTAL RETIRED PAY ACCRUAL - OFFICER	101,029		2,325,023	93,923		2,168,272	91,482		2,015,554

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

ESTIMATE FY 2017	\$85,542
ESTIMATE FY 2016	\$85,608
ACTUAL FY 2015	\$86,092

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))

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))

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

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 -\$0.1 million change in the officer incentive pay requirement between FY 2016 and FY 2017. This change is based on program decreases due to the decline in officer man-years associated with the Army drawdown.

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 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	50	\$2,775	139	50	\$2,775	138	50	\$2,775	138
NONCREW MEMBER	79	\$1,800	142	78	\$1,800	141	78	\$1,800	141
AVIATION CONTINUATION PAY	485	\$17,000	8,242	482	\$17,000	8,196	482	\$17,000	8,189
CREW (RATED)									
COMMISSIONED OFFICER CREW 125	582	\$1,500	873	579	\$1,500	868	578	\$1,500	867
COMMISSIONED OFFICER CREW 156	303	\$1,874	568	301	\$1,874	565	303	\$1,874	567
COMMISSIONED OFFICER CREW 188	298	\$2,256	673	297	\$2,256	669	296	\$2,256	668
COMMISSIONED OFFICER CREW 206	431	\$2,473	1,066	429	\$2,473	1,060	428	\$2,473	1,059
COMMISSIONED OFFICER CREW 250	2,561	\$3,000	7,683	2,545	\$3,000	7,636	2,545	\$3,000	7,634
COMMISSIONED OFFICER CREW 385	52	\$4,620	239	52	\$4,620	241	51	\$4,620	237
COMMISSIONED OFFICER CREW 495	65	\$5,940	384	64	\$5,940	382	64	\$5,940	380
COMMISSIONED OFFICER CREW 585	86	\$7,020	606	86	\$7,020	602	86	\$7,020	602
COMMISSIONED OFFICER CREW 650	1,605	\$7,800	12,518	1,596	\$7,800	12,449	1,595	\$7,800	12,442
COMMISSIONED OFFICER CREW 840	967	\$10,080	9,752	962	\$10,080	9,697	961	\$10,080	9,690
WARRANT OFFICER CREW 125	753	\$1,500	1,130	748	\$1,500	1,122	749	\$1,500	1,123
WARRANT OFFICER CREW 156	421	\$1,872	789	419	\$1,872	785	419	\$1,872	784
WARRANT OFFICER CREW 188	344	\$2,256	776	342	\$2,256	772	342	\$2,256	771
WARRANT OFFICER CREW 206	814	\$2,472	2,013	809	\$2,472	2,001	808	\$2,472	1,997
WARRANT OFFICER CREW 650	1,670	\$7,800	13,024	1,660	\$7,800	12,951	1,659	\$7,800	12,941
WARRANT OFFICER CREW 840	1,054	\$10,080	10,628	1,049	\$10,080	10,569	1,048	\$10,080	10,561
SUBTOTAL CREW (RATED)	12,006		62,722	11,938		62,369	11,932		62,323
SUBTOTAL FLYING DUTY - OFFICER	12,620		71,245	12,548		70,844	12,542		70,791
PARACHUTE JUMPING - OFFICER									
PARACHUTE JUMPING (REGULAR)	6,607	\$1,800	11,892	6,569	\$1,800	11,825	6,564	\$1,800	11,816
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	297	\$2,700	801	295	\$2,700	796	294	\$2,700	795
SUBTOTAL PARACHUTE JUMPING - OFFICER	6,904		12,693	6,864		12,621	6,858		12,611
INSIDE OBSERVER OR TEST SUBJECT DUTY	19	\$1,800	35	19	\$1,800	35	19	\$1,800	35
DEMOLITION DUTY	1,177	\$1,800	2,119	1,171	\$1,800	2,108	1,169	\$1,800	2,105
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	20,720		86,092	20,602		85,608	20,588		85,542

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ESTIMATE FY 2017	\$358,169
ESTIMATE FY 2016	\$364,311
ACTUAL FY 2015	\$372,464

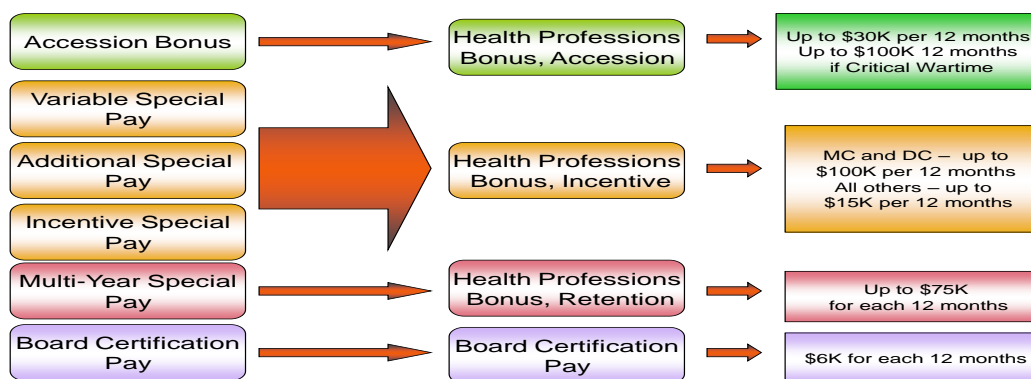
PROJECT: SPECIAL PAY - OFFICER

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 category.

Section 335 of Title 37



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

Medical Special Pay

(1) Critical Wartime Skills Accession Bonus (CWSAB) – Equal annual payment for critically 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 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 critically 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.

(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.

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(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 veterinarian 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.

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

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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 that 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. .

(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.

(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

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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).

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 - 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.

There is a -\$6.1 million change in the officer special pay requirement between FY 2016 and FY 2017. This change is based on program decreases due to the decline in officer man-years associated with the Army drawdown.

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Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	50	\$64,000	3,206	50	\$64,000	3,195	49	\$64,000	3,163
VARIABLE SPECIAL PAY (VSP)	4,054	\$7,983	32,365	4,007	\$7,983	31,989	3,953	\$7,983	31,560
ADDITIONAL SPECIAL PAY (ASP)	3,434	\$15,000	51,507	3,420	\$15,000	51,302	3,385	\$15,000	50,775
INCENTIVE PAY (IP)	3,423	\$22,000	75,304	3,422	\$22,000	75,290	3,387	\$22,000	74,524
MULTI-YEAR SPECIAL PAY (MSP)	1,605	\$22,000	35,319	1,600	\$22,000	35,206	1,584	\$22,000	34,841
BOARD CERTIFIED PAY (BCP)	1,474	\$6,000	8,843	1,455	\$6,000	8,728	1,439	\$6,000	8,635
SUBTOTAL MEDICAL PAY	14,040		206,544	13,954		205,710	13,797		203,498
DENTAL PAY									
ACCESSION BONUS (AB)	38	\$37,000	1,395	37	\$37,000	1,374	37	\$37,000	1,364
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	16	\$75,000	1,197	15	\$75,000	1,118	15	\$75,000	1,110
VARIABLE SPECIAL PAY (VSP)	823	\$8,715	7,175	813	\$8,715	7,089	786	\$8,715	6,847
ADDITIONAL SPECIAL PAY (ASP)	875	\$15,000	13,128	867	\$15,000	13,001	862	\$15,000	12,923
INCENTIVE SPECIAL PAY (IP)	40	\$40,000	1,606	40	\$40,000	1,584	39	\$40,000	1,571
MULTI-YEAR SPECIAL PAY (MSP)	461	\$35,247	16,265	458	\$35,247	16,136	455	\$35,247	16,025
BOARD CERTIFIED PAY (BCP)	247	\$6,000	1,479	230	\$6,000	1,379	229	\$6,000	1,374
SUBTOTAL DENTAL PAY	2,500		42,245	2,460		41,681	2,423		41,214
NURSE PAY									
ACCESSION BONUS (AB)	26	\$30,000	790	25	\$30,000	762	25	\$30,000	757
MULTI-YEAR SPECIAL PAY (MSP)	482	\$50,000	24,104	481	\$50,000	24,055	478	\$50,000	23,920
BOARD CERTIFIED PAY (BCP)	345	\$6,000	2,071	332	\$6,000	1,991	330	\$6,000	1,980
ANESTHETIST PAY	246	\$20,000	4,918	243	\$20,000	4,858	236	\$20,000	4,727
SUBTOTAL NURSE PAY	1,099		31,883	1,081		31,666	1,069		31,384
OPTOMETRISTS PAY									
VARIABLE SPECIAL PAY (VSP)	283	\$1,200	340	253	\$1,200	304	246	\$1,200	295
MULTI-YEAR SPECIAL PAY (MSP)	161	\$6,000	966	150	\$6,000	900	145	\$6,000	871
BOARD CERTIFIED PAY (BCP)	26	\$6,000	158	20	\$6,000	119	19	\$6,000	114
SUBTOTAL OPTOMETRISTS PAY	470		1,464	423		1,323	410		1,280

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	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SPECIAL PAY - OFFICER									
VETERINARIANS PAY									
ACCESSION BONUS (AB)	5	\$5,000	25	4	\$5,000	20	4	\$5,000	18
INCENTIVE SPECIAL PAY (IP)	478	\$5,000	2,391	473	\$5,000	2,367	469	\$5,000	2,343
MULTI-YEAR SPECIAL PAY (MSP)	260	\$5,000	1,302	250	\$5,000	1,248	248	\$5,000	1,238
BOARD CERTIFIED PAY (BCP)	227	\$6,000	1,360	227	\$6,000	1,359	224	\$6,000	1,346
SUBTOTAL VETERINARIANS PAY	970		5,078	954		4,994	945		4,945
PSYCHOLOGIST									
ACCESSION BONUS (AB)	3	\$15,000	43	3	\$15,000	42	3	\$15,000	42
INCENTIVE SPECIAL PAY (IP)	195	\$5,000	973	186	\$5,000	930	180	\$5,000	902
MULTI-YEAR SPECIAL PAY (MSP)	100	\$20,000	2,004	95	\$20,000	1,900	93	\$20,000	1,869
DIPLOMATE PAY FOR PSYCHOLOGISTS	34	\$6,000	202	33	\$6,000	196	31	\$6,000	186
SUBTOTAL PSYCHOLOGIST	332		3,222	317		3,068	307		2,999
PHARMACY PAY									
ACCESSION BONUS (AB)	10	\$30,000	312	10	\$30,000	292	9	\$30,000	284
MULTI-YEAR SPECIAL PAY (MSP)	272	\$8,000	2,174	269	\$8,000	2,155	263	\$8,000	2,101
BOARD CERTIFIED PAY (BCP)	12	\$6,000	69	11	\$6,000	66	10	\$6,000	60
SUBTOTAL PHARMACY PAY	294		2,555	290		2,513	282		2,445
PHYSICIAN ASSISTANT									
ACCESSION BONUS (AB)	6	\$15,000	88	5	\$15,000	75	5	\$15,000	71
INCENTIVE SPECIAL PAY (IP)	586	\$5,000	2,928	567	\$5,000	2,834	563	\$5,000	2,814
MULTI-YEAR SPECIAL PAY (MSP)	300	\$20,000	5,995	297	\$20,000	5,931	295	\$20,000	5,892
BOARD CERTIFIED PAY (BCP)	923	\$6,000	5,536	921	\$6,000	5,526	915	\$6,000	5,490
SUBTOTAL PHYSICIAN ASSISTANT	1,815		14,547	1,790		14,366	1,778		14,267
SOCIAL WORK									
ACCESSION BONUS (AB)	12	\$7,500	90	11	\$7,500	84	11	\$7,500	82
BOARD CERTIFIED PAY (BCP)	252	\$6,000	1,513	235	\$6,000	1,407	229	\$6,000	1,373
SUBTOTAL SOCIAL WORK	264		1,603	246		1,491	240		1,455
SUBTOTAL MEDICAL SPECIAL PAY	21,654		309,141	21,397		306,812	21,136		303,488

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	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SPECIAL PAY - OFFICER									
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	13	\$2,200	28	12	\$2,200	27	12	\$2,200	26
LIEUTENANT GENERAL	56	\$500	28	56	\$500	28	56	\$500	28
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	71		64	70		63	70		62
DIVING DUTY PAY	153	\$2,613	400	148	\$2,622	389	140	\$2,622	367
HOSTILE FIRE PAY	3,302	\$2,700	8,916	2,173	\$2,700	5,867	2,049	\$2,700	5,532
SEA DUTY PAY	105	\$4,792	501	102	\$4,792	488	96	\$4,792	460
HARDSHIP DUTY PAY	5,558	\$1,800	10,004	5,063	\$1,500	7,595	4,952	\$1,500	7,428
FOREIGN LANGUAGE PROFICIENCY PAY	7,186	\$1,665	11,965	7,179	\$1,665	11,953	6,889	\$1,665	11,470
JUDGE ADVOCATE CONTINUATION PAY	379	\$28,220	10,685	373	\$28,220	10,540	352	\$28,220	9,937
ASSIGNMENT INCENTIVE PAY									
KOREA ASSIGNMENT INCENTIVE PAY	533	\$3,600	4,766	525	\$3,600	4,691	495	\$3,600	4,423
OTHER ASSIGNMENT INCENTIVE PAY	4,426	\$8,941	15,935	4,420	\$8,941	15,913	4,168	\$8,941	15,003
DEPLOYMENT EXTENSION INCENTIVE PAY	15	\$6,000	87	0	\$6,000	0	0	\$6,000	0
SUBTOTAL ASSIGNMENT INCENTIVE PAY	4,974		20,788	4,945		20,604	4,663		19,426
TOTAL SPECIAL PAY - OFFICER	43,512		372,464	41,568		364,311	40,462		358,169

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

ESTIMATE FY 2017 \$9,006
ESTIMATE FY 2016 \$9,391
ACTUAL FY 2015 \$10,371

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

There is a -\$0.4 million change in the officer bonus- other than medical requirement from FY 2016 to FY 2017. This decrease is due to a reduction in the number of Soldier's expected to be eligible to receive a critical skills retention bonus.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BONUS - OTHER THAN MEDICAL									
WARRANT OFFICER CSRB	526	\$19,708	10,371	477	\$19,708	9,391	457	\$19,708	9,006
TOTAL OFFICER BONUS - OTHER THAN MEDICAL	526		10,371	477		9,391	457		9,006

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

ESTIMATE FY 2017	\$2,241,563
ESTIMATE FY 2016	\$2,239,503
ACTUAL FY 2015	\$2,327,937

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

The FY 2017 rates were built by applying inflation assumptions to the FY 2015 Active Component BAH rates. The BAH rates reflect a 1.3% housing rate increase, effective 1 January 2016 and 2.9% increase, effective 1 January 2017.

There is a +\$2.1 million change in the officer BAH requirement between FY 2016 and FY 2017. This change is based on:

- (1) Price increase due to the annualization of the housing cost growth of 1.3%, effective 1 January 2016: +\$10.9 million
- (2) Price increase due to the annualization of the housing cost growth of 2.9%, effective 1 January 2017: +\$72.3 million
- (3) Price decrease due to changes in foreign currency fluctuation: -\$23.3 million
- (4) Program increase due to shifts in officer grade structure: +\$0.3 million
- (5) Program decrease due to decline in total officer man-years: -\$58.1 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	6	\$35,179	208	6	\$35,999	211	6	\$36,895	216
LIEUTENANT GENERAL	31	\$31,857	973	28	\$32,599	922	29	\$33,410	978
MAJOR GENERAL	102	\$32,302	3,311	96	\$33,055	3,161	104	\$33,877	3,537
BRIGADIER GENERAL	127	\$32,451	4,125	119	\$33,207	3,953	122	\$34,033	4,151
COLONEL	3,738	\$32,445	121,276	3,481	\$32,201	115,556	3,419	\$34,027	116,339
LIEUTENANT COLONEL	8,179	\$30,905	252,785	7,616	\$31,625	240,848	7,265	\$32,412	235,486
MAJOR	13,266	\$27,541	365,350	12,351	\$28,183	348,092	12,043	\$28,884	347,845
CAPTAIN	20,765	\$23,579	489,614	19,334	\$24,128	466,485	19,048	\$24,729	471,020
1ST LIEUTENANT	5,147	\$20,289	104,428	4,793	\$20,761	99,507	4,727	\$21,278	100,571
2ND LIEUTENANT	1,923	\$18,652	35,861	1,791	\$19,086	34,174	1,756	\$19,561	34,356
SUBTOTAL OFFICER- ACTIVE DUTY	53,284		1,377,932	49,613		1,312,909	48,519		1,314,499
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	602	\$26,209	15,781	560	\$26,820	15,021	529	\$27,488	14,537
WARRANT OFFICER (W-4)	1,805	\$24,648	44,499	1,681	\$25,222	42,404	1,587	\$25,850	41,012
WARRANT OFFICER (W-3)	3,805	\$23,254	88,481	3,542	\$23,796	84,286	3,573	\$24,388	87,144
WARRANT OFFICER (W-2)	5,410	\$21,420	115,889	5,038	\$21,919	110,425	4,884	\$22,465	109,709
WARRANT OFFICER (W-1)	1,633	\$18,742	30,604	1,520	\$19,178	29,155	1,412	\$19,656	27,752
SUBTOTAL OFFICER- WARRANT ACTIVE	13,256		295,255	12,341		281,292	12,282		280,155
SUBTOTAL WITH DEPENDENTS – DOMESTIC	66,540		1,673,186	61,955		1,594,201	60,503		1,594,654

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITHOUT DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	5	\$26,580	131	5	\$27,199	133	5	\$28,876	136
BRIGADIER GENERAL	7	\$20,801	143	7	\$21,285	145	7	\$21,815	149
COLONEL	311	\$28,123	8,758	304	\$28,778	8,761	300	\$29,494	8,835
LIEUTENANT COLONEL	878	\$26,697	23,442	859	\$27,319	23,458	820	\$27,999	22,949
MAJOR	2,323	\$23,908	55,533	2,273	\$24,465	55,598	2,213	\$25,074	55,489
CAPTAIN	8,928	\$19,675	175,666	8,735	\$20,133	175,864	8,594	\$20,634	177,339
1ST LIEUTENANT	6,777	\$17,092	115,836	6,630	\$17,490	115,966	6,514	\$17,926	116,767
2ND LIEUTENANT	4,481	\$15,165	67,954	4,384	\$15,518	68,034	4,296	\$15,905	68,330
SUBTOTAL OFFICER- ACTIVE DUTY	23,711		447,463	23,199		447,958	22,751		449,993
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	50	\$24,858	1,249	50	\$25,437	1,266	47	\$26,070	1,221
WARRANT OFFICER (W-4)	157	\$21,276	3,334	154	\$21,771	3,356	145	\$22,313	3,244
WARRANT OFFICER (W-3)	364	\$19,882	7,230	356	\$20,345	7,246	358	\$20,852	7,467
WARRANT OFFICER (W-2)	771	\$18,637	14,363	754	\$19,071	14,385	730	\$19,546	14,266
WARRANT OFFICER (W-1)	356	\$14,106	5,018	348	\$14,434	5,028	323	\$14,794	4,778
SUBTOTAL OFFICER- WARRANT ACTIVE	1,697		31,194	1,663		31,281	1,603		30,976
SUBTOTAL WITH DEPENDENTS - DOMESTIC	25,408		478,657	24,861		479,240	24,354		480,972

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	1	\$1,000	1	1	\$1,000	1	2	\$1,000	2
COLONEL	8	\$500	4	7	\$500	3	6	\$512	3
LIEUTENANT COLONEL	16	\$438	7	15	\$429	6	14	\$440	6
MAJOR	50	\$333	17	46	\$356	16	44	\$365	16
CAPTAIN	272	\$275	75	248	\$284	70	244	\$291	71
1ST LIEUTENANT	182	\$216	40	167	\$226	38	164	\$232	38
2ND LIEUTENANT	458	\$163	76	418	\$169	71	409	\$173	71
SUBTOTAL OFFICER- ACTIVE DUTY	987		220	901		206	882		207
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	1	\$2,000	2	1	\$2,000	2	1	\$2,050	2
WARRANT OFFICER (W-4)	5	\$400	2	5	\$400	2	5	\$410	2
WARRANT OFFICER (W-3)	13	\$231	3	12	\$250	3	12	\$256	3
WARRANT OFFICER (W-2)	33	\$182	5	29	\$172	5	28	\$176	5
WARRANT OFFICER (W-1)	17	\$235	4	16	\$214	3	14	\$219	3
SUBTOTAL OFFICER- WARRANT ACTIVE	68		16	62		15	60		15
SUBTOTAL PARTIAL ALLOWANCES FOR BACHELORS – DOMESTIC	1,055		236	963		221	942		222
 BAH DIFFERENTIAL - DOMESTIC	 38	 \$2,632	 100	 45	 \$2,622	 118	 43	 \$2,698	 116

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	1	\$0	0
BRIGADIER GENERAL	1	\$19,544	19	1	\$19,999	20	1	\$20,497	20
COLONEL	169	\$42,177	7,107	160	\$43,159	6,907	157	\$44,234	6,949
LIEUTENANT COLONEL	494	\$39,701	19,601	469	\$40,626	19,067	447	\$41,637	18,607
MAJOR	662	\$36,340	24,066	628	\$37,187	23,368	612	\$38,112	23,317
CAPTAIN	984	\$32,310	31,77	933	\$33,063	30,842	918	\$33,886	31,113
1ST LIEUTENANT	236	\$27,822	6,553	223	\$28,470	6,362	220	\$29,179	6,406
2ND LIEUTENANT	76	\$31,003	2,353	72	\$31,725	2,291	71	\$32,512	2,316
SUBTOTAL OFFICER- ACTIVE DUTY	2,620		91,476	2,549		88,855	2,427		88,728
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	20	\$36,373	717	19	\$37,221	690	18	\$38,147	670
WARRANT OFFICER (W-4)	94	\$34,132	3,196	89	\$34,928	3,101	83	\$35,797	2,969
WARRANT OFFICER (W-3)	233	\$32,873	7,645	221	\$33,639	7,418	222	\$34,476	7,670
WARRANT OFFICER (W-2)	335	\$31,035	10,399	318	\$31,758	10,102	308	\$32,548	10,036
WARRANT OFFICER (W-1)	62	\$32,143	1,996	60	\$32,892	1,958	55	\$33,710	1,842
SUBTOTAL OFFICER- WARRANT ACTIVE	743		23,952	705		23,269	686		23,187
SUBTOTAL WITH DEPENDENTS - OVERSEAS	3,363		115,428	3,193		112,124	3,113		111,914

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITHOUT DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
COLONEL	52	\$30,251	1,580	46	\$30,956	1,420	45	\$31,726	1,424
LIEUTENANT COLONEL	176	\$28,247	4,986	153	\$28,905	4,428	145	\$29,624	4,307
MAJOR	319	\$28,063	8,960	277	\$28,717	7,958	270	\$29,432	7,955
CAPTAIN	872	\$24,819	21,646	757	\$25,397	19,230	745	\$26,029	19,404
1ST LIEUTENANT	528	\$21,486	11,349	459	\$21,986	10,083	450	\$22,533	10,136
2ND LIEUTENANT	218	\$22,316	4,860	188	\$22,836	4,301	185	\$23,405	4,339
SUBTOTAL OFFICER- ACTIVE DUTY	2,166		53,378	1,880		47,420	1,841		47,565
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	17	\$32,805	550	15	\$33,570	491	14	\$34,405	470
WARRANT OFFICER (W-4)	48	\$26,694	1,289	42	\$27,316	1,146	40	\$27,996	1,120
WARRANT OFFICER (W-3)	66	\$25,357	1,674	58	\$25,948	1,494	58	\$26,594	1,531
WARRANT OFFICER (W-2)	112	\$24,208	2,720	98	\$24,772	2,417	95	\$25,389	2,403
WARRANT OFFICER (W-1)	30	\$24,308	719	25	\$24,874	631	23	\$25,493	597
SUBTOTAL OFFICER- WARRANT ACTIVE	273		6,951	237		6,179	229		6,121
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,439		60,329	2,117		53,599	2,071		53,686
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	98,843		2,327,937	93,134		2,239,503	91,025		2,241,563

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

ESTIMATE FY 2017	\$285,488
ESTIMATE FY 2016	\$285,790
ACTUAL FY 2015	\$302,358

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 2016 BAS inflation rate is 0.10%, effective 1 January 2016. The FY 2017 BAS inflation rate is 3.4%, effective 1 January 2017. The FY 2016 and FY 2017 BAS yearly composite rates are \$3,042.81 and \$3,121.14, respectively.

There is a +\$0.3 million change in the officer BAS requirement between FY 2016 and FY 2017. The change is due to:

- (1) Price increase due to the annualization of the 0.1% subsistence rate increase, effective 1 January 2016: +\$0.1 million
- (2) Price increase due to the annualization of the 3.4% subsistence rate increase, effective 1 January 2017: +\$7.1 million
- (3) Program decrease due to decline in total officer man-years: -\$7.4 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	101,029	\$2,993	302,358	93,923	\$3,043	285,790	91,482	\$3,121	285,488

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

ESTIMATE FY 2017	\$190,707
ESTIMATE FY 2016	\$191,463
ACTUAL FY 2015	\$178,224

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

The OSA request includes 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 2017 OSA rates were built by applying basic pay raise inflation to FY 2015 Active Component rates, excluding foreign currency fluctuation.

There is a -0.8 million change in the officer OSA requirement between FY 2016 and FY 2017. This change is based on:

- (1) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$2.9 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2017: +\$8.9 million
- (3) Price increase in Temporary Lodging Allowance due to rate changes: +\$1.5 million
- (5) Price decrease due to changes in foreign currency fluctuation: -\$9.6 million
- (6) Program decrease due to the decline in officer man-years associated with the Army drawdown: -\$4.5 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 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	3	\$11,471	38	4	\$11,612	41	4	\$11,786	42
LIEUTENANT GENERAL	7	\$11,355	81	8	\$11,494	90	8	\$11,667	91
MAJOR GENERAL	16	\$12,070	197	18	\$12,218	216	18	\$12,402	222
BRIGADIER GENERAL	21	\$12,470	259	22	\$12,623	283	23	\$12,813	299
COLONEL	843	\$12,602	10,629	885	\$12,757	11,296	848	\$12,949	10,976
LIEUTENANT COLONEL	2,018	\$12,264	24,752	2,133	\$12,414	26,477	2,052	\$12,601	25,852
MAJOR	3,113	\$10,820	33,688	3,244	\$10,952	35,529	3,191	\$11,117	35,478
CAPTAIN	4,946	\$8,658	42,824	5,362	\$8,764	46,991	5,235	\$8,896	46,569
1ST LIEUTENANT	2,426	\$7,072	17,158	2,525	\$7,158	18,076	2,418	\$7,266	17,568
2ND LIEUTENANT	951	\$5,771	5,486	990	\$5,842	5,786	947	\$5,930	5,618
SUBTOTAL OFFICER- ACTIVE DUTY	14,344		135,112	15,191		144,785	14,744		142,715
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	122	\$10,546	1,286	129	\$10,675	1,373	125	\$10,836	1,350
WARRANT OFFICER (W-4)	449	\$9,743	4,378	455	\$9,863	4,483	457	\$10,011	4,573
WARRANT OFFICER (W-3)	902	\$8,968	8,087	1,003	\$9,078	9,107	1,001	\$9,215	9,222
WARRANT OFFICER (W-2)	1,453	\$7,995	11,617	1,580	\$8,093	12,789	1,604	\$8,215	13,177
WARRANT OFFICER (W-1)	321	\$7,006	2,246	342	\$7,092	2,424	342	\$7,199	2,463
SUBTOTAL OFFICER- WARRANT ACTIVE	3,247		27,614	3,509		30,176	3,529		30,785
SUBTOTAL COST OF LIVING	17,591		162,726	18,700		174,961	18,273		173,500
TEMPORARY LODGING	2,898	\$5,348	15,498	3,048	\$5,414	16,502	2,966	\$5,801	17,207
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	20,489		178,224	21,748		191,463	21,239		190,707

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

ESTIMATE FY 2017	\$2,179
ESTIMATE FY 2016	\$2,210
ACTUAL FY 2015	\$3,981

PROJECT: CONUS COST OF LIVING ALLOWANCE - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested will provide payment of cost of living allowance (COLA) to Soldiers who are assigned to high cost Military Housing Areas (MHA) in the continental United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The current established threshold is 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation level) times the difference between the COLA index for the individual's high cost area and the threshold percentage. Allowance is paid in accordance with 37 U.S.C. 403b.

The following locations receive CONUS COLA as of January 2016:

Military Housing Areas		
CALIFORNIA OAKLAND SAN FRANCISCO CHINA LAKE FRESNO MARIN/SONOMA SAN BERNARDINO STOCKTON LOS ANGELES SANTA CLARA COUNTY SAN LUIS OBISPO EL CENTRO	CONNECTICUT HARTFORD NEW HAVEN / FAIRFIELD FLORIDA MIAMI / FORT LAUDERDALE FLORIDA KEYS MASSACHUSETTS BOSTON WASHINGTON PORT ANGELES YAKIMA	NEW YORK LONG ISLAND NEW YORK CITY WESTCHESTER COUNTY STATEN ISLAND NEW JERSEY ATLANTIC CITY CAMDEN PENNSYLVANIA PHILADELPHIA
MICHIGAN DETROIT		

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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 -\$0.01 million change in the officer CONUS COLA requirement between FY 2016 and FY 2017. This change is based on the decline in officer man-years associated with Army drawdown.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	1,930	\$2,063	3,981	1,046	\$2,112	2,210	1,018	\$2,140	2,179

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

ESTIMATE FY 2017	\$4,130
ESTIMATE FY 2016	\$4,237
ACTUAL FY 2015	\$4,767

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, \$1,006.20; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$335.40; and (3) temporary duty of at least 30 days in a 36-day period \$670.80. The FY 2017 civilian clothing rate is increased by general inflation.

There is a -\$0.1 million change in the officer clothing allowance requirement between FY 2016 and FY 2017. This change is based on a decline in officer man-years associated with the Army drawdown.

Detailed computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	10,118	\$400	4,047	9,138	\$400	3,655	8,893	\$400	3,557
ADDITIONAL MILITARY ALLOWANCE	2,470	\$200	494	1,140	\$200	228	1,110	\$200	222
CIVILIAN CLOTHING ALLOWANCE	281	\$805	226	659	\$537	354	643	\$546	351
TOTAL CLOTHING ALLOWANCES - OFFICER	12,869		4,767	10,937		4,237	10,646		4,130

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

ESTIMATE FY 2017	\$15,376
ESTIMATE FY 2016	\$16,593
ACTUAL FY 2015	\$24,286

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

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 2017 takers for FSA were forecasted based on FY 2015 base-level execution.

There is a -\$1.2 million change in the officer FSA requirement between FY 2016 and FY 2017. This change is based on program decreases due to the decline in officer man-years associated with the Army drawdown.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
FAMILY SEPARATION ALLOWANCE - RESTRICTED	1,663	\$3,000	4,990	1,339	\$3,000	4,016	1,240	\$3,000	3,721
FAMILY SEPARATION ALLOWANCE - TEMPORARY	6,432	\$3,000	19,296	4,192	\$3,000	12,577	3,885	\$3,000	11,655
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	8,095		24,286	5,531		16,593	5,125		15,376

PB-30X FAMILY SEPARATION ALLOWANCE

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

ESTIMATE FY 2017	\$201,125
ESTIMATE FY 2016	\$182,124
ACTUAL FY 2015	\$201,573

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 Officers who leave under the early retirement program, the Army is required to establish a sub account within the Military Personnel appropriation to fund all early retirement payments up front to cover the entire initial period. This is defined as that period equal to the

PB-30X SEPARATION PAYMENTS- PURPOSE/SCOPE & JUSTIFICATION

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

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

There is a +\$19.0 million change in the officer separation pay requirement between FY 2016 and FY 2017. This change is based on:

- (1) Price increase due to annualization of the 1.3% pay raise, effective 1 January 2016: +\$0.7 million
- (2) Price increase due to annualization of the 1.6% pay raise, effective 1 January 2017: +\$2.2 million
- (3) Program increase due to the projected number of officers expected to separate under involuntary full and temporary early retirement authority (TERA) requirements from FY 2016 to FY 2017: +\$16.1 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 2015				ESTIMATE FY 2016				ESTIMATE FY 2017			
	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	2	60	\$38,500	77	2	60	\$37,000	74	2	60	\$37,500	75
LIEUTENANT GENERAL	6	59	\$28,667	172	5	59	\$30,000	150	5	59	\$30,400	152
MAJOR GENERAL	2	60	\$33,000	66	2	60	\$29,000	58	2	60	\$29,500	59
BRIGADIER GENERAL	14	26	\$10,857	152	12	26	\$11,000	132	11	26	\$11,182	123
COLONEL	448	23	\$8,004	3,586	386	23	\$8,101	3,127	362	23	\$8,229	2,979
LIEUTENANT COLONEL	685	21	\$5,826	3,991	589	21	\$5,898	3,474	553	21	\$5,996	3,316
MAJOR	1,445	25	\$5,934	8,575	1,243	25	\$6,000	7,458	1,168	25	\$6,093	7,117
CAPTAIN	3,232	19	\$3,646	11,784	2,780	19	\$3,695	10,273	10,273	19	\$954	9,801
1ST LIEUTENANT	894	18	\$2,624	2,346	769	18	\$2,659	2,045	725	18	\$2,691	1,951
2ND LIEUTENANT	58	23	\$2,414	140	50	23	\$2,440	122	47	23	\$2,489	117
SUBTOTAL OFFICER- ACTIVE DUTY	6,786			30,889	5,838			26,913	13,148			25,690
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	110	18	\$5,064	557	95	18	\$5,116	486	89	18	\$5,236	466
WARRANT OFFICER (W-4)	392	22	\$5,250	2,058	336	22	\$5,324	1,789	316	22	\$5,411	1,710
WARRANT OFFICER (W-3)	297	20	\$3,582	1,064	255	20	\$3,627	925	240	20	\$3,688	885
WARRANT OFFICER (W-2)	462	20	\$3,167	1,463	397	20	\$3,204	1,272	372	20	\$3,263	1,214
WARRANT OFFICER (W-1)	23	43	\$2,391	55	19	43	\$2,474	47	18	43	\$2,500	45
SUBTOTAL OFFICER- WARRANT ACTIVE	1,284			5,197	1,102			4,519	1,035			4,320
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	8,070			36,086	6,940			31,432	14,183			30,010
SEVERANCE PAY, DISABILITY	126		\$83,675	10,543	100		\$85,000	8,500	97		\$86,381	8,379
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	1,223		\$65,879	80,570	1,245		\$66,756	83,111	1,409		\$67,811	95,546
VOLUNTARY SEPARATION INCENTIVE (VSI)				15,420				16,192				14,246
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY	592		\$93,689	55,464	413		\$94,806	39,155	510		\$96,359	49,143
\$30,000 LUMP SUM BONUS				3,490				3,734				3,801
TOTAL SEPARATION PAYMENTS - OFFICER	10,011			201,573	8,698			182,124	16,199			201,125

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

ESTIMATE FY 2017	\$521,218
ESTIMATE FY 2016	\$526,209
ACTUAL FY 2015	\$557,102

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
2015	\$118,500	No upper limit
2016	\$118,500	No upper limit
2017	\$126,300	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 rate of 7.65%.

There is a -\$4.9 million change in the officer FICA requirement between FY 2016 and FY 2017. This change is based on:

- (1) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$1.9 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2017: +\$6.8 million
- (3) Program increase due to shift in officer grade structure: +\$ 0.1 million
- (4) Program decrease due to decline in total officer man-years: -\$13.7 million

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)

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	101,029	\$5,514	557,102	93,923	\$5,603	526,209	91,482	\$5,697	521,218

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

FY2016 Direct Program		24,061,384
	Basic Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	40,551
	Basic Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	149,720
	Retired Pay Accrual increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	12,484
	Retired Pay Accrual increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	46,095
	Basic Allowance for Housing increase due to the housing cost growth of 1.3% effective 1 January 2016	17,047
	Basic Allowance for Housing increase due to the housing cost growth of 2.9% effective 1 January 2017	114,085
	Overseas Station Allowance - COLA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	5,067
	Overseas Station Allowance - COLA increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	15,200
	CONUS COLA increase due to pay raise	54
	Clothing increase due to rate changes	5,088
	Separation Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	1,752
	Separation Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	5,255
	FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	3,102
	FICA increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	11,454
	Enlistment Bonus increase due to rate changes	1,091
Total Increases Pricing		428,045
Total Increases		428,045
	Retired Pay Accrual decrease due to the Normal Cost Percentage (NCP) rate adjustment to 29.5% for Active Component and 23.6% for Reserve Component effective 1 October 2016	(233,593)
	Basic Allowance for Housing decrease due to foreign currency fluctuation	(16,859)
	Overseas Station Allowance - COLA decrease due to changes in foreign currency rate	(11,522)
Total Decreases Pricing		(261,974)
	Basic Pay decrease due to man-year reduction	(357,596)
	Retired Pay Accrual decrease due to man-year reduction	(112,139)
	Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(2,985)
	Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(2,725)
	Basic Allowance for Housing decrease due to man-year reduction	(125,104)
	Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	(3,284)
	Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(1,280)
	Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	(650)
	Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(1,340)
	Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(14,916)
	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(1,770)
	Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(1,722)
	CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(131)
	FICA decrease due to man-year reduction	(27,356)
	Decrease in direct resources due to an increase in reimbursable requirements	(7,461)
	Basic Pay decrease due to shifts in grade structure	(70,741)
	Retired Pay Accrual decrease due to shifts in grade structure	(22,184)

PB-30P SCHEDULE OF INCREASES AND DECREASES - ENLISTED

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

	Basic Allowance for Housing decrease due to shifts in grade structure	(57,714)	
	FICA decrease due to shifts in grade structure	(5,412)	
	Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(36,453)	
	Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	(34)	
Total Decreases Program			(852,997)
Total Decreases			(1,114,971)
FY2017 Direct Program			23,374,458

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

ESTIMATE FY 2017	\$12,429,886
ESTIMATE FY 2016	\$12,667,955
ACTUAL FY 2015	\$13,468,680

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 2017 rates were built by applying inflation assumptions to FY 2015 Active Component rates. The basic pay rates reflect a 1.3% pay raise, effective 1 January 2016 and a 1.6% pay raise, effective 1 January 2017.

There is a -\$238.1 million change in the enlisted basic pay requirement between FY 2016 and FY 2017. This decrease is due to:

- (1) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$40.5 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2017: +\$149.7 million
- (3) Program decrease due to a decline in total enlisted man-years: -\$357.6 million
- (4) Program decrease due to a shift in enlisted grade structure: -\$70.7 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)**

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC PAY - ENLISTED									
SERGEANT MAJOR	3,749	\$77,558	290,764	3,405	\$78,758	268,172	3,316	\$80,033	265,391
1ST SERGEANT/MASTER SERGEANT	12,683	\$60,420	766,310	11,012	\$61,370	675,807	10,621	\$62,322	661,920
PLATOON SERGEANT/SERGEANT 1ST CLASS	40,137	\$50,962	2,045,467	35,993	\$51,759	1,862,971	34,740	\$52,563	1,826,031
STAFF SERGEANT	62,658	\$41,241	2,584,066	56,549	\$41,886	2,368,584	54,270	\$42,536	2,308,437
SERGEANT	76,718	\$33,371	2,560,155	69,219	\$33,893	2,346,031	66,380	\$34,420	2,284,797
CORPORAL/SPECIALIST	122,776	\$26,660	3,273,170	117,588	\$27,076	3,183,853	108,330	\$27,497	2,978,717
PRIVATE FIRST CLASS	49,448	\$22,119	1,093,719	48,745	\$22,464	1,094,989	51,126	\$22,812	1,166,305
PRIVATE E2	25,898	\$20,787	538,335	26,027	\$21,111	549,456	27,656	\$21,440	592,933
PRIVATE E1	17,607	\$17,987	316,694	17,413	\$18,268	318,092	18,616	\$18,552	345,355
TOTAL BASIC PAY - ENLISTED	411,674		13,468,680	385,951		12,667,955	375,055		12,429,886

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

ESTIMATE FY 2017	\$3,663,328
ESTIMATE FY 2016	\$3,972,555
ACTUAL FY 2015	\$4,268,144

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 2016 are 31.4% (Active Component (AC) full-time) and 23.0% (Reserve Component (RC) part-time). The rates for FY 2017 are 29.5% for (Active Component full-time) and 23.6% (Reserve Component part-time).

There is a -\$309.3 million change in the RPA requirement between FY 2016 and FY 2017. This decrease is due to:

- (1) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$12.5 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2017: +\$46.1 million
- (3) Price decrease due to the FY 2016 to FY 2017 RPA NCP rate change from 31.4% to 29.5% for AC (full-time) and from 23.0% to 23.6% for RC (part-time): - \$233.6 million
- (4) Program decrease due to a decline in total enlisted man-years: -\$112.1 million
- (5) Program decrease due to a shift in enlisted grade structure: -\$22.2 million

Detailed cost computations are provided in the following table:

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
RETIRED PAY ACCRUAL - ENLISTED									
ENLISTED RETIRED PAY ACCRUAL	397,224	\$10,440	4,147,067	384,240	\$10,299	3,957,161	373,325	\$9,769	3,647,010
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	14,450	\$8,379	121,077	1,711	\$8,997	15,394	1,730	\$9,432	16,318
TOTAL RETIRED PAY ACCRUAL - ENLISTED	411,674		4,268,144	385,951		3,972,555	375,055		3,663,328

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

ESTIMATE FY 2017	\$90,342
ESTIMATE FY 2016	\$93,327
ACTUAL FY 2015	\$96,490

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))

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))

PB-30X INCENTIVE PAY FOR HAZARDOUS DUTY- PURPOSE/SCOPE & JUSTIFICATION

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

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 -\$3.0 million change in the enlisted incentive pay requirement between FY 2016 and FY 2017. This change is based on program decreases due to the decline in enlisted man-years associated with the Army drawdown.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED									
CREW									
SERGEANT MAJOR	18	\$2,880	51	16	\$2,880	47	16	\$2,880	45
1ST SERGEANT/MASTER SERGEANT	113	\$2,880	326	101	\$2,880	292	98	\$2,880	282
PLATOON SERGEANT/SERGEANT 1ST CLASS	396	\$2,880	1,140	361	\$2,880	1,041	349	\$2,880	1,004
STAFF SERGEANT	785	\$2,580	2,026	719	\$2,580	1,854	690	\$2,580	1,780
SERGEANT	1,194	\$2,280	2,723	1,090	\$2,280	2,485	1,048	\$2,280	2,390
CORPORAL/SPECIALIST	1,174	\$1,980	2,324	1,140	\$1,980	2,258	1,065	\$1,980	2,108
PRIVATE FIRST CLASS	193	\$1,800	348	190	\$1,800	342	195	\$1,800	351
PRIVATE E2	7	\$1,800	13	7	\$1,800	12	7	\$1,800	13
PRIVATE E1	1	\$1,800	1	1	\$1,800	1	1	\$1,800	1
SUBTOTAL CREW	3,881		8,952	3,625		8,332	3,469		7,974
NONCREW MEMBER	205	\$1,800	369	189	\$1,800	340	183	\$1,800	330
SUBTOTAL FLYING DUTY - ENLISTED	4,086		9,321	3,814		8,672	3,652		8,304
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	37,863	\$1,800	68,153	36,858	\$1,800	66,344	35,719	\$1,800	64,294
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	1,842	\$2,700	4,973	1,781	\$2,700	4,809	1,726	\$2,700	4,660
SUBTOTAL PARACHUTE JUMPING - ENLISTED	39,705		73,126	38,639		71,153	37,445		68,954
INSIDE OBSERVER OR TEST SUBJECT DUTY	48	\$1,800	86	48	\$1,800	86	46	\$1,800	83
DEMOLITION DUTY	7,738	\$1,800	13,929	7,437	\$1,800	13,387	7,207	\$1,800	12,973
CHEMICAL MUNITIONS PAY	13	\$1,800	24	14	\$1,800	25	13	\$1,800	24
TOXIC PESTICIDES	1	\$1,800	2	2	\$1,800	3	2	\$1,800	3
TOXIC FUEL	1	\$1,800	2	1	\$1,800	1	1	\$1,800	1
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	51,592		96,490	49,955		93,327	48,366		90,342

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

ESTIMATE FY 2017	\$77,833
ESTIMATE FY 2016	\$80,557
ACTUAL FY 2015	\$140,805

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).

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).

PB-30X SPECIAL PAY

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

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 -\$2.7 million change in the enlisted special pay requirement between FY 2016 and FY 2017. This change is based on program decreases due to the decline in enlisted man-years associated with the Army drawdown.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED									
ASSIGNMENT INCENTIVE PAY									
KOREA ASSIGNMENT INCENTIVE PAY	1,009	\$3,600	3,634	885	\$3,600	3,185	855	\$3,600	3,077
OTHER ASSIGNMENT INCENTIVE PAY	2,231	\$8,753	19,529	2,280	\$8,753	19,960	2,203	\$8,753	19,286
DEPLOYMENT EXTENSION STABILIZATION PAY	308	\$6,000	1,847	0	\$0	0	0	\$0	0
SUBTOTAL ASSIGNMENT INCENTIVE PAY	3,548		25,010	3,165		23,145	3,058		22,363
DIVING DUTY PAY	531	\$2,540	1,348	519	\$2,540	1,319	502	\$2,540	1,274
HOSTILE FIRE PAY	14,577	\$2,700	39,357	844	\$2,700	2,278	815	\$2,700	2,201
SEA DUTY PAY	358	\$2,060	738	352	\$2,060	725	340	\$2,060	700
HARDSHIP DUTY PAY	24,281	\$1,800	43,705	13,235	\$1,800	23,823	12,788	\$1,800	23,018
OVERSEAS EXTENSION PAY	27	\$2,000	54	9	\$2,000	18	9	\$2,000	17
FOREIGN LANGUAGE PROFICIENCY PAY	19,774	\$1,547	30,591	18,906	\$1,547	29,247	18,266	\$1,547	28,258
OTHER SPECIAL PAY									
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
SUBTOTAL OTHER SPECIAL PAY	1		2	1		2	1		2
TOTAL SPECIAL PAY - ENLISTED	63,097		140,805	37,031		80,557	35,779		77,833

PB-30X SPECIAL PAY

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

ESTIMATE FY 2017 \$93,800
ESTIMATE FY 2016 \$97,084
ACTUAL FY 2015 \$100,692

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 -\$3.3 million change in the SDAP requirement from FY 2016 to FY 2017. This change is based on program decreases due to the decline in enlisted man-years associated with the Army drawdown.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	1	\$5,400	5	1	\$5,400	5	1	\$5,400	5
SD 5 (\$375.00)	18,951	\$4,500	85,282	18,272	\$4,500	82,226	17,654	\$4,500	79,444
SD 4 (\$300.00)	3,625	\$3,600	13,051	3,495	\$3,600	12,583	3,377	\$3,600	12,158
SD 3 (\$225.00)	872	\$2,700	2,354	841	\$2,700	2,270	812	\$2,700	2,193
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	23,449		100,692	22,609		97,084	21,844		93,800

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

ESTIMATE FY 2017	\$114,285
ESTIMATE FY 2016	\$115,565
ACTUAL FY 2015	\$129,448

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 effects 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 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.

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

There is a -\$1.3 million change in the re-enlistment bonus requirement from FY 2016 to FY 2017. This decrease is due to a reduction in the number of Soldier's expected to be eligible to receive a selective retention bonus.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
REENLISTMENT BONUS									
SELECTIVE RETENTION BONUS	14,169	\$8,601	121,868	12,540	\$8,601	107,855	12,343	\$8,601	106,166
CRITICAL SKILLS RETENTION BONUS	85	\$89,176	7,580	86	\$89,176	7,710	91	\$89,176	8,119
TOTAL REENLISTMENT BONUS	14,254		129,448	12,626		115,565	12,434		114,285

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

ESTIMATE FY 2017	\$85,917
ESTIMATE FY 2016	\$86,166
ACTUAL FY 2015	\$64,692

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.

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.

There is a -\$0.2 million change in the enlistment bonus (EB) requirement between FY 2016 and FY 2017. This decrease is based on:

- (1) Price increase in EB payments due to rate changes driven by basic pay raise: +\$1.1 million
- (2) Program decrease of -\$1.3 million in EB payments due to the net effect of:
 - an increase in new payments due to a change in the accession mission from 58.5K recruits in FY 2016 to 60.7K in FY 2017: +\$1.6 million
 - a decrease in anniversary payments due to a reduction in the number of Soldiers eligible to receive anniversary payments: -\$2.9 million

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

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ENLISTMENT BONUS									
NEW PAYMENTS	32,574	\$1,647	53,649	44,031	\$1,667	73,399	45,005	\$1,688	75,968
ANNIVERSARY PAYMENTS	4,665	\$2,367	11,043	5,328	\$2,396	12,767	4,099	\$2,427	9,949
TOTAL ENLISTMENT BONUS	37,239		64,692	49,359		86,166	49,104		85,917

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

ENLISTMENT BONUS

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	4,665	11,043	4,919	11,963	2,871	6,967	2,044	5,033	1,012	2,529	0	0	0	0
FY 2015														
Initial Payments	32,574	53,649	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			409	804	342	829	398	980	394	986	368	936	0	0
FY 2016														
Initial Payments			44,031	73,399	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					886	2,153	332	819	329	823	308	782	361	934
FY 2017														
Initial Payments					45,005	75,968	0	0	0	0	0	0	0	0
Anniversary Payments							2,197	5,407	1,493	3,731	1,176	2,991	859	2,224
FY 2018														
Initial Payments							28,201	48,309	0	0	0	0	0	0
Anniversary Payments									2,068	5,166	1,592	4,047	993	2,570
FY 2019														
Initial Payments									30,056	52,238	0	0	0	0
Anniversary Payments											1,728	4,390	1,272	3,293
FY 2020														
Initial Payments											29,349	51,889	0	0
Anniversary Payments													1,580	4,088
FY 2021														
Initial Payments														28,745
Anniversary Payments														51,741
Total Initial Payments	32,574	53,649	44,031	73,399	45,005	75,968	28,201	48,309	30,056	52,238	29,349	51,889	28,745	51,741
Total Anniversary Payments	5,469	12,946	5,328	12,767	4,099	9,949	4,971	12,239	5,296	13,235	5,172	13,146	5,065	13,109
Total	37,239	64,692	49,359	86,166	49,104	85,917	33,172	60,548	35,352	65,473	34,521	65,035	33,810	64,850

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

ESTIMATE FY 2017 \$23,038
ESTIMATE FY 2016 \$23,688
ACTUAL FY 2015 \$44,743

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. The loan is repaid in three annual installments, which begin one year after the Soldier graduates.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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 -\$0.7 million change in the LRP requirement between FY 2016 and FY 2017. This change is due to a slight decrease in the projected number of student loan payments.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2015</u>		<u>ESTIMATE FY 2016</u>		<u>ESTIMATE FY 2017</u>	
	<u>AVERAGE NUMBER</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>AMOUNT</u>
LOAN REPAYMENT PROGRAM						
ENLISTED	2,251	38,270	1,192	20,261	1,159	19,705
OFFICER (OCS/WOFT)	381	6,473	202	3,427	196	3,333
TOTAL LOAN REPAYMENT PROGRAM	2,632	44,743	1,393	23,688	1,355	23,038

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

ESTIMATE FY 2017	\$4,701,364
ESTIMATE FY 2016	\$4,770,018
ACTUAL FY 2015	\$5,045,005

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 2017 rates were built by applying inflation assumptions to the FY 2015 Active Component BAH rates. The BAH rates reflect a 1.3% housing rate increase, effective 1 January 2016 and 2.9% increase, effective 1 January 2017.

There is a -\$68.5 million change in the enlisted BAH requirement between FY 2016 and FY 2017. This decrease is based on:

- (1) Price increase due to the annualization of the housing cost growth of 1.2%, effective 1 January 2016: +\$17.0 million
- (2) Price increase due to the annualization of the housing cost growth of 2.9%, effective 1 January 2017: +\$114.1 million
- (3) Price decrease due to changes in foreign currency fluctuation: -\$16.9 million
- (4) Program decrease due to a decline in total enlisted man-years: -\$125.1 million
- (5) Program decrease due to a shift in enlisted grade structure: -\$57.7 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITH DEPENDENTS- DOMESTIC									
SERGEANT MAJOR	3,158	\$23,771	75,069	2,927	\$24,086	70,500	2,858	\$24,688	70,558
1ST SERGEANT/MASTER SERGEANT	10,209	\$22,149	226,119	9,462	\$22,443	212,355	9,200	\$23,004	211,641
PLATOON SERGEANT/SERGEANT 1ST CLASS	33,044	\$20,636	681,896	30,624	\$20,909	640,314	29,630	\$21,432	635,022
STAFF SERGEANT	49,505	\$19,561	968,367	45,880	\$19,820	909,338	44,210	\$20,316	898,156
SERGEANT	54,163	\$17,379	941,299	50,197	\$17,609	883,915	48,560	\$18,049	876,447
CORPORAL/SPECIALIST	65,830	\$15,903	1,046,894	61,009	\$16,114	983,095	55,948	\$16,517	924,092
PRIVATE FIRST CLASS	16,607	\$15,901	264,068	15,391	\$16,111	247,963	15,656	\$16,514	258,543
PRIVATE E2	4,709	\$15,753	74,181	4,364	\$15,962	69,658	5,074	\$16,361	83,014
PRIVATE E1	2,545	\$16,296	41,473	2,359	\$16,512	38,952	2,524	\$16,925	42,719
SUBTOTAL WITH DEPENDENTS – DOMESTIC	239,770		4,319,366	222,213		4,056,090	213,660		4,000,192
WITHOUT DEPENDENTS- DOMESTIC									
SERGEANT MAJOR	300	\$20,337	6,101	299	\$20,605	6,161	291	\$21,120	6,146
1ST SERGEANT/MASTER SERGEANT	1,026	\$18,893	19,384	1,021	\$19,143	19,545	992	\$19,622	19,465
PLATOON SERGEANT/SERGEANT 1ST CLASS	3,925	\$16,984	66,662	3,906	\$17,208	67,216	3,775	\$17,639	66,587
STAFF SERGEANT	8,225	\$16,210	133,327	8,186	\$16,424	134,447	7,878	\$16,835	132,629
SERGEANT	6,564	\$15,212	99,852	6,533	\$15,414	100,700	6,308	\$15,799	99,663
CORPORAL/SPECIALIST	11,066	\$12,906	142,820	11,014	\$13,078	144,040	10,070	\$13,405	134,988
PRIVATE FIRST CLASS	2,356	\$13,010	30,652	2,345	\$13,182	30,912	2,377	\$13,512	32,119
PRIVATE E2	582	\$13,198	7,681	579	\$13,373	7,743	673	\$13,707	9,225
PRIVATE E1	324	\$12,423	4,025	322	\$12,587	4,053	345	\$12,901	4,451
SUBTOTAL WITH DEPENDENTS – DOMESTIC	34,368		510,504	34,205		514,817	32,709		505,273

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
SERGEANT MAJOR	8	\$250	2	8	\$250	2	8	\$250	2
1ST SERGEANT/MASTER SERGEANT	16	\$188	3	16	\$188	3	16	\$188	3
PLATOON SERGEANT/SERGEANT 1ST CLASS	87	\$126	11	85	\$153	13	82	\$134	11
STAFF SERGEANT	582	\$120	70	567	\$122	69	546	\$125	68
SERGEANT	10,350	\$105	1,087	10,095	\$106	1,070	9,747	\$109	1,063
CORPORAL/SPECIALIST	46,272	\$98	4,535	45,130	\$100	4,513	41,258	\$102	4,191
PRIVATE FIRST CLASS	32,493	\$94	3,054	31,691	\$96	3,042	32,127	\$98	3,140
PRIVATE E2	18,731	\$87	1,630	18,268	\$88	1,608	21,213	\$90	1,914
PRIVATE E1	14,279	\$84	1,199	13,926	\$85	1,184	14,896	\$87	1,300
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	122,818		11,591	119,786		11,504	119,893		11,692
BAH DIFFERENTIAL – DOMESTIC	2,082	\$2,777	5,781	2,019	\$2,814	5,682	1,958	\$2,884	5,647
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	89	\$32,461	2,889	82	\$32,890	2,697	80	\$33,638	2,691
1ST SERGEANT/MASTER SERGEANT	398	\$31,068	12,365	367	\$31,477	11,552	356	\$32,191	11,460
PLATOON SERGEANT/SERGEANT 1ST CLASS	1,167	\$30,468	35,556	1,076	\$30,872	33,218	1,039	\$31,571	32,802
STAFF SERGEANT	1,220	\$29,991	36,589	1,125	\$30,388	34,187	1,082	\$31,076	33,624
SERGEANT	1,318	\$28,143	37,092	1,215	\$28,516	34,647	1,173	\$29,162	34,207
CORPORAL/SPECIALIST	918	\$26,068	23,930	846	\$26,413	22,345	774	\$27,010	20,906
PRIVATE FIRST CLASS	151	\$24,854	3,753	139	\$25,180	3,500	141	\$25,752	3,631
PRIVATE E2	15	\$25,667	385	14	\$26,071	365	16	\$26,625	426
PRIVATE E1	4	\$16,500	66	4	\$16,750	67	5	\$17,200	86
WITH DEPENDENTS - OVERSEAS	5,280		152,625	4,868		142,578	4,666		139,833

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITHOUT DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	71	\$26,859	1,907	61	\$27,213	1,660	59	\$27,831	1,642
1ST SERGEANT/MASTER SERGEANT	219	\$26,959	5,904	188	\$27,330	5,138	182	\$27,934	5,084
PLATOON SERGEANT/SERGEANT 1ST CLASS	658	\$25,026	16,467	566	\$25,359	14,353	547	\$25,932	14,185
STAFF SERGEANT	400	\$23,198	9,279	344	\$23,503	8,085	331	\$24,036	7,956
SERGEANT	355	\$20,110	7,139	306	\$20,376	6,235	295	\$20,837	6,147
CORPORAL/SPECIALIST	237	\$15,207	3,604	204	\$15,407	3,143	186	\$15,758	2,931
PRIVATE FIRST CLASS	45	\$16,511	743	39	\$16,718	652	40	\$17,100	684
PRIVATE E2	5	\$15,400	77	4	\$15,750	63	5	\$16,000	80
PRIVATE E1	1	\$17,000	17	1	\$18,000	18	1	\$18,000	18
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	1,991		45,137	1,713		39,347	1,646		38,727
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	406,309		5,045,005	384,804		4,770,018	374,532		4,701,364

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

ESTIMATE FY 2017	\$392,784
ESTIMATE FY 2016	\$398,957
ACTUAL FY 2015	\$405,934

PROJECT: OVERSEAS STATION ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

Overseas Station Allowance (OSA) provides a per diem allowance to enlisted personnel stationed Outside the Continental United States (OCONUS). The allowance considers all elements of the cost of living, subsistence, and other necessary incidental expenses as prescribed by joint travel regulations and authorized under provisions of 37 U.S.C. 405. The OCONUS Cost of Living adjustment (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 OSA request includes 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 2017 OSA rates were built by applying basic pay raise inflation to FY 2015 Active Component rates, excluding foreign currency fluctuation.

There is a -\$6.2 million change in the enlisted OSA requirement between FY 2016 and FY 2017. This decrease is based on:

- (1) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$5.0 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2017: +\$15.2 million
- (3) Price decrease due to changes in foreign currency fluctuation: -\$11.5 million
- (4) Program decrease due to the decline in enlisted man-years associated with the Army drawdown: -\$14.9 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)**

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	565	\$9,634	5,444	551	\$9,752	5,371	531	\$9,986	5,301
1ST SERGEANT/MASTER SERGEANT	1,910	\$8,684	16,588	1,807	\$8,790	15,881	1,743	\$9,002	15,691
PLATOON SERGEANT/SERGEANT 1ST CLASS	5,868	\$7,852	46,078	5,658	\$7,948	44,970	5,437	\$8,139	44,257
STAFF SERGEANT	8,977	\$6,813	61,163	8,673	\$6,897	59,817	8,301	\$7,063	58,633
SERGEANT	14,448	\$5,768	83,335	13,926	\$5,839	81,313	13,353	\$5,979	79,837
CORPORAL/SPECIALIST	19,307	\$4,551	87,867	19,799	\$4,607	91,215	18,438	\$4,717	86,971
PRIVATE FIRST CLASS	11,397	\$3,289	37,486	11,826	\$3,329	39,368	12,121	\$3,409	41,321
PRIVATE E2	4,494	\$2,870	12,898	4,411	\$2,906	12,819	4,521	\$2,975	13,450
PRIVATE E1	684	\$2,794	1,911	697	\$2,829	1,972	714	\$2,897	2,069
SUBTOTAL COST OF LIVING	67,650		352,770	67,348		352,726	64,565		347,530
TEMPORARY LODGING	8,405	\$6,325	53,164	7,220	\$6,403	46,231	6,977	\$6,486	45,254
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	76,055		405,934	74,568		398,957	71,542		392,784

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

ESTIMATE FY 2017	\$3,553
ESTIMATE FY 2016	\$3,630
ACTUAL FY 2015	\$8,173

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.

The following locations receive CONUS COLA as of January 2016:

Military Housing Areas		
<p>CALIFORNIA OAKLAND SAN FRANCISCO CHINA LAKE FRESNO MARIN/SONOMA SAN BERNARDINO STOCKTON LOS ANGELES SANTA CLARA COUNTY SAN LUIS OBISPO EL CENTRO</p> <p>MICHIGAN DETROIT</p>	<p>CONNECTICUT HARTFORD NEW HAVEN / FAIRFIELD</p> <p>FLORIDA MIAMI / FORT LAUDERDALE FLORIDA KEYS</p> <p>MASSACHUSETTS BOSTON</p> <p>WASHINGTON PORT ANGELES YAKIMA</p>	<p>NEW YORK LONG ISLAND NEW YORK CITY WESTCHESTER COUNTY STATEN ISLAND</p> <p>NEW JERSEY ATLANTIC CITY CAMDEN</p> <p>PENNSYLVANIA PHILADELPHIA</p>

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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 -\$0.08 million change in CONUS COLA between FY 2016 and FY 2017. This decrease is based on:

- (1) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016 and 1 January 2017: +\$0.05 million
- (2) Program decrease due to the decline in enlisted man-years associated with the Army drawdown: -\$0.13 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	3,843	\$2,127	8,173	1,686	\$2,153	3,630	1,625	\$2,186	3,553

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

ESTIMATE FY 2017	\$261,601
ESTIMATE FY 2016	\$258,284
ACTUAL FY 2015	\$267,437

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.

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.

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 FY2016 and FY 2017 civilian clothing rates are increased by general inflation.

There is a +\$3.3 million change in the enlisted clothing allowance requirement between FY 2016 and FY 2017. This increase is based on:

(1) Price increase due general inflation rate of 1.8% in FY 2017: +\$5.1 million

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

(2) Program decrease due to a reduction in the number of Soldiers expected to receive basic and standard clothing allowances. This decrease is primarily due to the decline in enlisted man-years associated with the Army drawdown: -\$1.8 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	50,465	\$1,584	79,936	49,686	\$1,643	81,656	51,556	\$1,673	86,255
ARMY, FEMALE	8,903	\$1,821	16,213	8,768	\$1,888	16,555	9,098	\$1,922	17,487
SUBTOTAL MILITARY	59,368		96,149	58,454		98,211	60,654		103,742
INITIAL CIVILIAN ISSUE	3,648	\$1,006	3,670	3,300	\$1,025	3,383	3,183	\$1,046	3,329
SUBTOTAL INITIAL ISSUE	63,016		99,819	61,754		101,594	63,837		107,071
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	115,376	\$306	35,305	104,264	\$328	34,157	100,987	\$334	33,679
BASIC MAINTENANCE, FEMALE	19,228	\$324	6,230	17,377	\$349	6,068	16,830	\$355	5,983
SUBTOTAL BASIC ALLOWANCE	134,604		41,535	121,641		40,225	117,817		39,662
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	229,752	\$436	100,172	207,810	\$468	97,255	201,287	\$476	95,897
STANDARD MAINTENANCE, FEMALE	38,097	\$464	17,677	34,398	\$497	17,089	33,318	\$506	16,850
SUBTOTAL STANDARD ALLOWANCE	267,849		117,849	242,208		114,344	234,605		112,747
SUBTOTAL MAINTENANCE ALLOWANCES	402,453		159,384	363,849		154,569	352,422		152,409
OTHER ALLOWANCES									
KATUSA			819			819			819
REPLACEMENT DURING FIRST 6 MONTHS			566			566			566
CHARGE SALES			736			736			736
ARMY DIRECT ORDER			6,113			0			0
SUBTOTAL OTHER ALLOWANCES	0		8,234	0		2,121	0		2,121
TOTAL CLOTHING ALLOWANCES - ENLISTED	465,469		267,437	425,603		258,284	416,259		261,601

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

ESTIMATE FY 2017	\$49,182
ESTIMATE FY 2016	\$50,903
ACTUAL FY 2015	\$86,688

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 2017 takers for FSA were forecasted based on FY 2015 base-level execution.

There is a -\$1.7 million change in the enlisted FSA requirement between FY 2016 and FY 2017. This change is based on program decreases due to the decline in enlisted man-years associated with the Army drawdown.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - ENLISTED									
FAMILY SEPARATION ALLOWANCE - RESTRICTED	8,627	\$3,000	25,881	9,130	\$3,000	27,391	8,822	\$3,000	26,465
FAMILY SEPARATION ALLOWANCE - TEMPORARY DUTY	20,269	\$3,000	60,807	7,837	\$3,000	23,512	7,572	\$3,000	22,717
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	28,896		86,688	16,967		50,903	16,394		49,182

PB-30X FAMILY SEPARATION ALLOWANCE

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

ESTIMATE FY 2017	\$967
ESTIMATE FY 2016	\$1,001
ACTUAL FY 2015	\$972

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 a -\$34.0 thousand change in the aid and attendance for catastrophically injured allowance between FY 2016 and FY 2017. This change is based on a program decrease due to a decline in enlisted man-years associated with the Army drawdown.

The detailed computations are provided in the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW- CATASTROPHICALLY INJURED	768	\$1,266	972	791	\$1,266	1,001	764	\$1,266	967

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

ESTIMATE FY 2017	\$523,385
ESTIMATE FY 2016	\$552,831
ACTUAL FY 2015	\$569,061

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 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

PB-30X SEPARATION PAYMENTS- PURPOSE/SCOPE & JUSTIFICATION

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

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.

There is a -\$29.4 million change in the enlisted separation pay requirement between FY 2016 and FY 2017. This decrease is based on:

- (1) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$1.8 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2017: +\$5.3 million
- (3) Program decrease due to a reduction in the total number of enlisted separations projected from FY 2016 to FY 2017: -\$36.5 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2015				ESTIMATE FY 2016				ESTIMATE FY 2017			
	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	378	15	\$3,106	1,174	391	15	\$3,141	1,228	389	15	\$3,185	1,239
1ST SERGEANT/MASTER SERGEANT	990	16	\$2,622	2,596	1,022	16	\$2,657	2,715	1,016	16	\$2,697	2,740
PLATOON SERGEANT/SERGEANT 1ST CLASS	3,305	18	\$2,570	8,494	3,415	18	\$2,601	8,883	3,394	18	\$2,641	8,965
STAFF SERGEANT	7,097	23	\$2,534	17,983	7,332	23	\$2,565	18,808	7,288	23	\$2,604	18,979
SERGEANT	13,016	20	\$1,846	24,023	13,448	20	\$1,868	25,125	13,367	20	\$1,897	25,354
CORPORAL/SPECIALIST	23,844	17	\$1,316	31,381	24,635	17	\$1,332	32,820	24,487	17	\$1,353	33,120
PRIVATE FIRST CLASS	4,553	23	\$1,513	6,889	4,705	23	\$1,531	7,205	4,676	23	\$1,555	7,271
PRIVATE E2	3,234	21	\$1,187	3,840	3,341	21	\$1,202	4,016	3,321	21	\$1,220	4,052
PRIVATE E1	5,152	21	\$1,068	5,502	5,323	21	\$1,081	5,754	5,291	21	\$1,098	5,807
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	61,569			101,882	63,612			106,554	63,229			107,527
SEVERANCE PAY - DISABILITY	5,916		\$34,529	204,271	5,577		\$34,952	194,926	4,984		\$35,484	176,852
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	2,125		\$15,977	33,952	2,276		\$16,167	36,795	2,262		\$16,415	37,131
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	3,954		\$40,161	158,797	3,612		\$40,654	146,842	3,256		\$41,283	134,417
VOLUNTARY SEPARATION INCENTIVE (VSI) 15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY	156		\$52,795	8,236	158		\$53,348	8,429	157		\$54,178	8,506
\$30,000 LUMP SUM BONUS				57,743				55,175				54,842
TOTAL SEPARATION PAYMENTS - ENLISTED	73,720			569,061	75,235			552,831	73,888			523,385

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

ESTIMATE FY 2017	\$950,887
ESTIMATE FY 2016	\$969,096
ACTUAL FY 2015	\$1,030,178

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
2015	\$118,500	No upper limit
2016	\$118,500	No upper limit
2017	\$126,300	No upper limit

There is a -\$18.2 million change in the enlisted FICA requirement between FY 2016 and FY 2017. This decrease is based on:

- (1) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$3.1 million
- (2) Price increase due to the annualization of the 1.6% pay raise, effective 1 January 2017: +\$11.5 million
- (3) Program decrease due to a decline in total enlisted man-years: -\$27.4 million
- (4) Program decrease due to a shift in enlisted grade structure: -\$5.4 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)**

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	411,674	\$2,502	1,030,178	385,951	\$2,511	969,096	375,055	\$2,535	950,887

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

FY2016 Direct Program		79,910
	Basic Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	181
	Basic Pay increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	669
	FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	14
	FICA increase due to the annualization of the 1.6% pay raise, effective 1 January 2017	51
	Cadet Ration rate increase in subsistence in 2017	450
Total Increases Pricing		1,365
Total Increases		1,365
	Basic Pay decrease due to man-year reduction	(63)
	FICA decrease due to man-year reduction	(5)
	Cadet Ration rate decrease in subsistence due to man-year reduction	(23)
Total Decreases Program		(91)
Total Decreases		(91)
FY2017 Direct Program		81,184

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

ESTIMATE FY 2017	\$81,184
ESTIMATE FY 2016	\$79,910
ACTUAL FY 2015	\$79,236

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 2015 - \$12.20 (1 Jan - 31 Dec)	FY 2015 Annualized Rate - \$13.12 per day
Calendar Year 2016 - \$12.25 (1 Jan - 31 Dec)	FY 2016 Annualized Rate - \$12.27 per day
Calendar Year 2017 - \$12.65 (1 Jan - 31 Dec)	FY 2017 Annualized Rate - \$12.55 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 2016 to FY 2017:

The Academy Cadets funding requirement changes by +\$1.3 million from FY 2016 to FY 2017. This change is a net result of the following factors:

Increases:

- (1) Price increase in basic pay due to pay inflation is +\$0.9 million from FY 2016 to FY 2017. The increase is a result of:
 - (a) Annualization of the 1.3% pay raise, effective 1 January 2016: +\$0.2 million
 - (b) Annualization of the 1.6% pay raise, effective 1 January 2017: +\$0.7 million
- (2) Price increase in subsistence due to Cadet ration rate inflation from \$12.25 to \$12.65 is +\$0.5 million
- (3) Program decrease in basic pay and subsistence as a result of man-year reduction: -\$0.1 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACADEMY CADETS									
BASIC PAY	4,407	\$12,280	54,118	4,433	\$12,596	55,839	4,428	\$12,788	56,627
SUBSISTENCE (COMMUTED RATIONS)	4,407	\$4,788	21,099	4,433	\$4,479	19,855	4,428	\$4,580	20,282
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,349	\$924	4,019	4,375	\$964	4,216	4,370	\$978	4,275
TOTAL ACADEMY CADETS			79,236			79,910			81,184

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

FY2016 Direct Program		1,797,516
	Basic Allowance for Subsistence increase due to the annualization of the 0.1% subsistence inflation rate, effective 1 January 2016	380
	Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2017	38,810
	Subsistence in Messes increase due to dining facility cost inflation	8,797
	Operational Rations increase due to manufacturer price inflation	3,906
	Unitized Group Rations-Heat and Serve increase due to manufacturer price inflation	1,460
	Unitized Group Rations (A) increase due to manufacturer price inflation	560
	Other Rations increase due to annual eligibility cost	152
	Family Subsistence Supplemental Allowance increase due to annual eligibility cost	20
Total Increases Pricing		54,085
	Augmentation Rations increase due to number of personnel estimated to receive benefit	101
	Subsistence in Messes increase due to number of personnel estimated to receive benefit	9,032
	Operational Rations increase due to number of personnel estimated to receive benefit	4,655
	Unitized Group Rations-Heat and Serve increase due to number of personnel estimated to receive benefit	1,740
	Unitized Group Rations (A) increase due to number of personnel estimated to receive benefit	667
	Other Rations increase due to number of personnel estimated to receive benefit	181
Total Increases Program		16,376
Total Increases		70,461
	Basic Allowance for Subsistence decrease due to increased collections offset related to annualized rate adjustments	(8,055)
Total Decreases Pricing		(8,055)
	Basic Allowance for Subsistence decrease due to man-year reduction	(27,134)
	Family Subsistence Supplemental Allowance decrease due to number of personnel estimated to receive benefit	(18)
	Basic Allowance for Subsistence decrease due to increased collections	(5,977)
Total Decreases Program		(33,129)
Total Decreases		(41,184)
FY2017 Direct Program		1,826,793

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

ESTIMATE FY 2017	\$1,835,406
ESTIMATE FY 2016	\$1,804,611
ACTUAL FY 2015	\$2,189,112

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 new recruits and Soldiers in confinement) 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. Section 602 of the FY 2016 National Defense Authorization Act, (P.L. 114-92), eliminates program eligibility of CONUS members effective October 1, 2016.

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 change in Subsistence of Enlisted Personnel from FY 2016 to FY 2017 is \$29.3 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 figures displayed for FY 2015 reflects actual execution to include expenses associated with Operation Freedom's Sentinel (OFS). Basic Allowance for Subsistence (BAS) takers are directly related to the total enlisted strength levels and adjusted for Soldiers in training who do not receive BAS. Statutory rate inflation is based on budget guidance. The change in BAS from FY 2016 to FY 2017 is -\$1.9 million.

Price increases:

- 1) BAS increase due to 0.1% annualized rate change effective January 1, 2016: +\$0.4 million
- 2) BAS increase due to 3.4% annualized rate change effective January 1, 2017: +\$38.8 million

Price decreases:

- 1) BAS requirement decreasing due to increased collection rates: -\$8.0 million

Program decrease:

- 1) BAS decrease due to lower strength levels: -\$33.1 million

Subsistence in Kind

Subsistence in Kind data in FY 2015 reflects actual execution to include expenses associated with OFS these accounts are closely tied to inflation factors similar to those impacting BAS. The change in Subsistence in Kind from FY 2016 to FY 2017 is +\$31.2 million.

Price increases:

- 1) Subsistence in Messes increase due to dining facility cost inflation: +\$8.8 million
- 2) Operational rations (MREs) increase due to manufacturer price inflation: +\$3.9 million
- 3) Unitized Group Rations - Heat and Serve increase due to manufacturer price inflation: +\$1.4 million
- 4) Unitized Group Rations (A) increase due to manufacturer price inflation: +\$0.6 million

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

5) Other rations increase due to price inflation: +\$0.1 million

The Program changes in Subsistence in Kind is due to the number of personnel estimated to receive benefit, inflation factors and the increase in training requirement's as enlisted service members return from theater.

Program Increase:

- 1) Subsistence in Mess increase due to enlisted personnel return from theater: +\$9.0 million
 - 2) Operational Rations increase due to number of personnel estimated to receive benefit: +\$4.7 million
 - 3) Unitized Group Rations-Heat and Serve increase due to number of personnel estimated to receive benefit: +\$1.7 million
 - 4) Unitized Group Rations (A) increase due to number of personnel estimated to receive benefit: +\$0.7 million
 - 5) Other rations increase due to number of personnel estimated to receive benefit: +\$0.2 million
- 6) Augmentation Rations increase due to number of personnel estimated to receive benefit: +\$0.1 million

Family Subsistence Supplemental Allowance

The change in FSSA from FY 2016 to FY 2017 is +\$.02 million.

Price Increase:

- 1) Family Subsistence Supplemental Allowance increase due to cost inflation: +\$.20 million

Program Decrease:

- 1) Family Subsistence Supplemental Allowance decrease due to number of personnel estimated to receive benefit: -\$.18 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 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	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	395,006	\$4,384	1,731,680	350,552	\$4,418	1,548,867	344,410	\$4,532	1,560,923
COLLECTIONS AT DISCOUNT MEAL RATE	-92,645	\$3,814	-353,370	-80,096	\$3,830	-306,779	-81,656	\$3,929	-320,811
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	302,361		1,378,310	270,456		1,242,088	262,754		1,240,112
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES	114,859	\$4,157	477,509	78,842	\$4,191	330,394	81,359	\$4,299	349,740
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	23,126	\$9,151	211,618	15,911	\$9,224	146,759	16,416	\$9,462	155,321
UNITIZED GROUP RATIONS-HEAT AND SERVE	10,643	\$7,431	79,093	7,322	\$7,491	54,850	7,555	\$7,684	58,051
UNITIZED GROUP RATIONS (A)	4,806	\$6,307	30,310	3,306	\$6,358	21,020	3,411	\$6,522	22,246
OTHER RATION PACKAGES	780	\$10,541	8,220	537	\$10,626	5,701	554	\$10,900	6,033
SUBTOTAL OPERATIONAL RATIONS	39,355		329,241	27,076		228,330	27,936		241,651
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			37			25			25
MEALS FURNISHED BY MEDICAL FACILITIES			3,174			2,965			3,065
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS			3,211			2,990			3,090
SUBTOTAL SUBSISTENCE IN KIND	154,214		809,961	105,918		561,714	109,295		594,481
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	114	\$7,395	841	109	\$7,454	809	106	\$7,646	813
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	456,689		2,189,112	376,483		1,804,611	372,155		1,835,406

PB-30X ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

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

FY2016 Direct Program		1,806,005
	Member travel increase due to cost inflation	4,418
	Dependent travel increase due to cost inflation	1,755
	Household goods shipment increase due to cost inflation	20,993
	Dislocation allowance increase due to annualization of 2016 and 2017 pay raise	2,113
	Trailer allowance increase due to cost inflation	2
	Non-temporary storage increase due to cost inflation	256
	Temporary lodging expense increase due to cost inflation	856
Total Increases Pricing		30,393
Total Increases		30,393
	Member travel decrease due to change in move requirements	(1,639)
	Dependent travel decrease due to change in move requirements	(1,307)
	Household goods shipment decrease due to change in move requirements	(18,119)
	Dislocation allowance decrease due to change in move requirements	(2,455)
	Trailer allowance decrease due to change in move requirements	(1)
	Non-temporary storage decrease due to change in move requirements	(429)
	Temporary lodging expense decrease due to change in move requirements	(651)
Total Decreases Program		(24,601)
Total Decreases		(24,601)
FY2017 Direct Program		1,811,797

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

	ACTUAL FY 2015		ESTIMATE FY 2016		ESTIMATE FY 2017	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	66,340	147,922	66,653	151,591	68,691	158,574
TRAINING TRAVEL	15,097	153,844	15,004	155,132	14,868	156,206
OPERATIONAL TRAVEL	44,026	465,372	41,257	442,568	40,952	446,553
ROTATIONAL TRAVEL TO/FROM OVERSEAS	55,553	812,522	50,090	743,877	48,947	739,328
SEPARATION TRAVEL	87,237	305,390	85,834	308,581	84,624	307,083
ORGANIZED UNIT TRAVEL	6,283	4,178	6,306	4,256	5,908	4,053
TOTAL OBLIGATIONS	274,536	1,889,228	265,144	1,806,005	263,990	1,811,797
TOTAL DIRECT		1,889,228		1,806,005		1,811,797

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

	<u>ACTUAL FY 2015</u>		<u>ESTIMATE FY 2016</u>		<u>ESTIMATE FY 2017</u>	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	274,536	255,684	265,144	247,108	263,990	249,886
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	122,733	104,187	116,756	98,827	115,628	99,273
TRANSPORTATION OF HHG						
LAND SHIPMENT	218,671	1,238,381	210,726	1,184,363	209,989	1,187,235
DISLOCATION ALLOWANCE						
DISLOCATION ALLOWANCE	107,432	225,758	101,431	213,770	100,668	213,429
TRAILER ALLOWANCE	378	134	366	134	359	135
NON-TEMPORARY STORAGE		14,851		14,244		14,073
TEMPORARY LODGING EXPENSE	49,848	50,233	46,620	47,559	46,105	47,766
TOTAL DIRECT		<u>1,889,228</u>		<u>1,806,005</u>		<u>1,811,797</u>

**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 represents approximately 4% of total Military Pay requirement and includes six travel categories: Accessions Training, Operational, Rotational, Separations and Organized Unit. The number of moves in a given year has two primary drivers: prescribed end strength and mission requirements.

PCS Entitlements include:

- Travel of Military Members and Dependents
- Monetary Allowance in Lieu of Transportation for Members and Dependents
- Transportation of Household Goods
- Dislocation Allowance
- Global POV Charges
- Non-temporary Storage of Household goods
- Port Handling Charges for Household Goods
- Transportation of Trailers
- Transportation of POVs
- Temporary Lodging Expense
- 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 Manning Guidance 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 1.8% in FY 2017.

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

ESTIMATE FY 2017	\$158,574
ESTIMATE FY 2016	\$151,591
ACTUAL FY 2015	\$147,922

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 net change in the Accession program is +\$6.9 million from FY 2016 to FY 2017. This change is composed of:

1. Price increase of +\$2.7 million driven by general inflation of 1.8%
2. A program increase of +\$4.2 million driven by an increase in enlisted 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)**

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ACCESSION TRAVEL									
OFFICER									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	6,291	\$1,065	6,697	6,896	\$1,082	7,458	6,759	\$1,101	7,442
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	940	\$750	705	1,030	\$762	785	1,010	\$775	783
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	6,291	\$1,709	10,752	6,896	\$1,736	11,974	6,759	\$1,768	11,947
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	2,186	\$1,366	2,986	2,396	\$1,380	3,306	2,349	\$1,393	3,273
ACCESSION TVL, OFFICER- TRAILER ALLOWANCE	5	\$200	1	5	\$400	2	5	\$400	2
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			52			58			58
ACCESSION TVL, OFFICER- TEMPORARY LODGING	243	\$1,066	259	267	\$1,079	288	261	\$1,103	288
SUBTOTAL OFFICER			21,452			23,871			23,793
ENLISTED									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	58,796	\$887	52,169	58,454	\$902	52,696	60,654	\$918	55,663
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	10,187	\$612	6,235	10,128	\$622	6,298	10,509	\$633	6,652
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	56,090	\$967	54,220	55,764	\$982	54,768	57,863	\$1,000	57,852
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	14,711	\$699	10,279	14,626	\$706	10,321	15,176	\$713	10,817
ACCESSION TVL, ENLISTED- TRAILER ALLOWANCE	21	\$381	8	21	\$381	8	22	\$364	8
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			67			68			72
ACCESSION TVL, ENLISTED- TEMPORARY LODGING	2,721	\$1,014	2,759	2,705	\$1,030	2,787	2,807	\$1,049	2,944
SUBTOTAL ENLISTED			125,737			126,946			134,008
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,253	\$585	733	1,303	\$594	774	1,278	\$605	773
TOTAL ACCESSION TRAVEL			147,922			151,591			158,574

PB-30X ACCESSION TRAVEL

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

ESTIMATE FY 2017	\$156,206
ESTIMATE FY 2016	\$155,132
ACTUAL FY 2015	\$153,844

PROJECT: TRAINING TRAVEL

PART I - PURPOSE AND SCOPE

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

Enlisted. Covers PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more; (2) enlisted school graduates and eliminates from school to their next CONUS permanent duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Training travel requirements 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 net change in the training program is \$1.1 million from FY 2016 to FY 2017. This change is composed of:

1. Price increase of +\$2.5 million, driven by general inflation of 1.8%.
2. Program decrease of -\$1.4 million driven by a reduction in officer and enlisted FY 2017 training move requirements.

The following table provides detailed cost computations:

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
TRAINING TRAVEL									
OFFICER									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	12,716	\$715	9,097	12,638	\$727	9,186	12,524	\$740	9,267
TRAINING TVL, OFFICER- DEP TVL MILEAGE	7,160	\$896	6,414	7,116	\$910	6,477	7,052	\$927	6,534
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	8,986	\$9,144	82,164	8,932	\$9,289	82,971	8,851	\$9,457	83,701
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	12,203	\$2,687	32,784	12,128	\$2,714	32,910	12,019	\$2,741	32,939
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			440			444			448
TRAINING TVL, OFFICER- TEMPORARY LODGING	6,726	\$841	5,658	6,685	\$855	5,714	6,625	\$870	5,764
SUBTOTAL OFFICER			136,557			137,702			138,653
ENLISTED									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	2,381	\$856	2,039	2,366	\$870	2,059	2,344	\$886	2,076
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	1,154	\$1,367	1,578	1,147	\$1,389	1,593	1,136	\$1,414	1,606
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	1,545	\$6,382	9,860	1,535	\$6,483	9,951	1,521	\$6,598	10,035
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	1,436	\$2,137	3,069	1,427	\$2,158	3,079	1,413	\$2,180	3,081
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			107			108			109
TRAINING TVL, ENLISTED- TEMPORARY LODGING	731	\$868	634	726	\$882	640	719	\$898	646
SUBTOTAL ENLISTED			17,287			17,430			17,553
TOTAL TRAINING TRAVEL			153,844			155,132			156,206

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

ESTIMATE FY 2017	\$446,553
ESTIMATE FY 2016	\$442,568
ACTUAL FY 2015	\$465,372

PROJECT: OPERATIONAL TRAVEL

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Operational moves are critical to the Army's ability to maintain a high level of readiness throughout the force and directly impact the ability to execute strategic placement of Soldiers to meet operational requirements.

The net change in the Operations program is \$3.9 million from FY 2016 to FY 2017. This change is composed of:

1. Price increase of +\$7.2 million driven by general inflation of 1.8%.
2. A Program decrease of -\$3.2 million is primarily driven by an overall reduction in operational moves from FY 2016 to FY 2017. The moves displayed for FY 2017 correlate with the latest Army move projections and focus on the most critical moves necessary to backfill shortages, maintain proper manning levels, tactical competencies, and individual technical proficiencies for deploying units.

The following table provides detailed cost computations:

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	10,219	\$812	8,295	9,577	\$825	7,897	9,518	\$839	7,990
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,982	\$964	6,730	6,543	\$979	6,408	6,503	\$997	6,484
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	9,341	\$10,577	98,796	8,753	\$10,746	94,063	8,700	\$10,940	95,174
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,726	\$2,969	28,873	9,114	\$2,998	27,327	9,058	\$3,029	27,433
OPERATIONAL TVL, OFFICER- TRAILER ALLOWANCE	2	\$1,500	3	2	\$1,500	3	2	\$1,500	3
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			335			319			322
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING	5,951	\$995	5,922	5,577	\$1,011	5,638	5,543	\$1,027	5,694
SUBTOTAL OFFICER			148,954			141,655			143,100
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	33,807	\$838	28,331	31,680	\$851	26,973	31,434	\$867	27,244
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	23,913	\$949	22,701	22,409	\$964	21,613	22,234	\$982	21,830
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	24,893	\$7,724	192,282	23,325	\$7,849	183,069	23,143	\$7,990	184,906
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	27,982	\$2,179	60,964	26,224	\$2,200	57,700	26,019	\$2,222	57,821
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	1	\$6,000	6	1	\$6,000	6	1	\$6,000	6
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			324			308			311
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING	13,448	\$878	11,810	12,602	\$892	11,244	12,503	\$907	11,335
SUBTOTAL ENLISTED			316,418			300,913			303,453
TOTAL OPERATIONAL TRAVEL			465,372			442,568			446,553

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

ESTIMATE FY 2017	\$739,328
ESTIMATE FY 2016	\$743,877
ACTUAL FY 2015	\$812,522

PROJECT: ROTATIONAL TRAVEL TO/FROM OVERSEAS

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are critical to the Army's ability to maintain a high level of readiness throughout the force. Rotational moves play an integral role in establishing proper balance across all Army installations throughout the globe. Rotational moves are directly impacted by overseas strength requirements and the length of overseas tours for Soldiers and their families.

The net change in rotational travel is -\$4.5 million from FY 2016 to FY 2017. This change is composed of:

1. Price increase of +\$12.5 million driven by general inflation of 1.8%.
2. Program decrease of -\$17.0 million is primarily driven by an overall reduction in rotational moves from FY 2016 to FY 2017. The moves displayed for FY 2017 correlate with the latest Army move projections and focus on the most critical moves necessary to backfill shortages, maintain proper manning levels, tactical competencies, and individual technical proficiencies for deploying units.

The following table provides detailed cost computations:

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
OFFICER									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	9,360	\$2,078	19,453	8,441	\$2,111	17,823	8,248	\$2,150	17,730
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,741	\$1,756	11,836	6,079	\$1,784	10,844	5,941	\$1,816	10,787
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	9,360	\$13,946	130,538	8,441	\$14,169	119,598	8,248	\$14,425	118,975
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,670	\$2,890	25,056	7,818	\$2,919	22,821	7,640	\$2,948	22,523
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			3,749			3,435			3,410
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING	5,526	\$1,348	7,448	4,983	\$1,369	6,824	4,869	\$1,391	6,775
SUBTOTAL OFFICER			198,080			181,345			180,200
ENLISTED									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	46,193	\$1,803	83,278	41,649	\$1,832	76,287	40,699	\$1,865	75,889
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	26,830	\$1,442	38,687	24,191	\$1,465	35,440	23,639	\$1,491	35,255
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	46,193	\$8,885	410,436	41,649	\$9,027	375,981	40,699	\$9,190	374,022
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	28,723	\$2,124	61,002	25,897	\$2,145	55,551	25,307	\$2,166	54,827
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			5,313			4,867			4,832
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING	14,502	\$1,084	15,726	13,075	\$1,102	14,406	12,777	\$1,119	14,303
SUBTOTAL ENLISTED			614,442			562,532			559,128
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			812,522			743,877			739,328

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

ESTIMATE FY 2017	\$307,083
ESTIMATE FY 2016	\$308,581
ACTUAL FY 2015	\$305,390

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 net change in the separations program is -\$1.4 million from FY 2016 to FY 2017. This change is composed of:

1. Price increase of +\$5.4 million driven by general inflation of 1.8%.
2. Program decrease of -\$6.9 million driven by a decrease in officer and enlisted move requirements as the Army meets planned strength levels to fulfill on-going wartime and peacetime requirements.

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)**

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SEPARATION TRAVEL									
OFFICER									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	9,418	\$1,008	9,494	9,911	\$1,024	10,151	9,251	\$1,043	9,646
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	2,264	\$798	1,806	2,382	\$811	1,931	2,223	\$825	1,834
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	8,632	\$6,952	60,007	9,084	\$7,063	64,161	8,479	\$7,190	60,966
SEPARATION TVL, OFFICER- TRAILER ALLOWANCE	7	\$429	3	8	\$375	3	8	\$375	3
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			2,723			2,911			2,766
SUBTOTAL OFFICER			74,033			79,157			75,215
ENLISTED									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	76,486	\$467	35,714	74,652	\$474	35,416	74,113	\$483	35,793
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	34,926	\$210	7,325	34,089	\$213	7,264	33,843	\$217	7,342
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	42,231	\$4,414	186,393	41,218	\$4,484	184,837	40,921	\$4,565	186,806
SEPARATION TVL, ENLISTED- TRAILER ALLOWANCE	342	\$330	113	329	\$340	112	321	\$352	113
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			1,737			1,722			1,741
SUBTOTAL ENLISTED			231,282			229,351			231,795
SEPARATION TVL, CADET- MEM TVL MILEAGE	1,333	\$56	75	1,271	\$57	73	1,260	\$58	73
TOTAL SEPARATION TRAVEL			305,390			308,581			307,083

PB-30X SEPARATION TRAVEL

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

ESTIMATE FY 2017	\$4,053
ESTIMATE FY 2016	\$4,256
ACTUAL FY 2015	\$4,178

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 net change in the organized unit program is -\$0.2. This change is composed of:

1. Price change increase of +\$0.06 million driven by general inflation of 1.8%.
2. Program change decrease of -\$0.3 million driven by decreases 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)**

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ORGANIZED UNIT TRAVEL									
OFFICER									
ORGANIZED UNIT TVL, OFFICER- MEM TVL MILEAGE	762	\$150	114	764	\$152	116	716	\$154	110
ORGANIZED UNIT TVL, OFFICER- DEP TVL MILEAGE	52	\$442	23	52	\$462	24	48	\$479	23
ORGANIZED UNIT TVL, OFFICER- HHG LAND SHIPMENT	640	\$1,548	991	642	\$1,573	1,010	602	\$1,600	963
ORGANIZED UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	145	\$1,228	178	145	\$1,241	180	136	\$1,257	171
ORGANIZED UNIT TVL, OFFICER- NONTEMP STORAGE HHG			1			1			1
ORGANIZED UNIT TVL, OFFICER- TEMPORARY LODGING	731	\$200	3	15	\$202	3	15	\$204	3
SUBTOTAL OFFICER			1,310			1,334			1,271
ENLISTED									
ORGANIZED UNIT TVL, ENLISTED- MEM TVL MILEAGE	5,521	\$35	195	5,542	\$36	199	5,192	\$37	190
ORGANIZED UNIT TVL, ENLISTED- DEP TVL MILEAGE	1,584	\$93	147	1,590	\$94	150	1,490	\$96	143
ORGANIZED UNIT TVL, ENLISTED- HHG LAND SHIPMENT	4,469	\$435	1,942	4,487	\$441	1,980	4,203	\$449	1,888
ORGANIZED UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	1,650	\$344	567	1,656	\$347	575	1,551	\$351	544
ORGANIZED UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			3			3			3
ORGANIZED UNIT TVL, ENLISTED- TEMPORARY LODGING	20	\$700	14	21	\$702	15	20	\$704	14
SUBTOTAL ENLISTED			2,868			2,922			2,782
TOTAL ORGANIZED UNIT TRAVEL			4,178			4,256			4,053

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

FY2016 Direct Program		362,871
	Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	11
	Interest on Uniformed Services Savings Deposits increase due to rate change	2
	Adoption Expenses increase due to anticipated increase in average costs driven by inflation	10
	Partial Dislocation Allowance increase due to annualization of pay raise inflation	2
	ROTC increase due to pay raise, inflation to Cadet clothing and Cadet subsistence	1,686
	JROTC increase due to clothing and subsistence inflation	418
	Mass Transit Subsidy increase due to change in monthly benefit amount	1,866
Total Increases Pricing		3,995
	JROTC increase due to higher number of Cadets projected to be issued clothing	67
Total Increases Program		67
Total Increases		4,062
	Unemployment Benefits decrease due lower cost per claim	(255)
	Education benefit decrease due to revised amortization payment amounts	(4,154)
Total Decreases Pricing		(4,409)
	Interest on Uniformed Services Savings Deposits change due to decreased program utilization	(4)
	Death Gratuities decrease due to lower number of non-combat deaths	(1,300)
	Unemployment Benefits decrease due to fewer projected separations eligible for a claim	(8,759)
	Adoption Expenses decrease as the Army expects fewer adoptions due to end strength drawdown	(17)
	Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	(8)
	ROTC decrease due to reduction of ROTC SLRP contracts	(7,130)
	Mass Transit Subsidy decrease due to anticipated number of Soldiers receiving benefit	(268)
Total Decreases Program		(17,486)
Total Decreases		(21,895)
FY2017 Direct Program		345,038

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

ESTIMATE FY 2017	\$621
ESTIMATE FY 2016	\$610
ACTUAL FY 2015	\$600

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 +\$11 thousand change from FY 2016 to FY 2017 due to the projected increases to the standard per diem rate.

The following table provides cost estimates:

	<u>ACTUAL FY 2015</u> AMOUNT	<u>ESTIMATE FY 2016</u> AMOUNT	<u>ESTIMATE FY 2017</u> AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	600	610	621

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

ESTIMATE FY 2017	\$132
ESTIMATE FY 2016	\$134
ACTUAL FY 2015	\$2,906

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 2015 column includes execution for Operation Enduring Freedom, which is funded in the Overseas Contingency Operations request.

The net change from FY 2016 to FY 2017 is -\$2 thousand. The change is a result of:

- (1) Program decrease of -\$4 thousand driven by a decrease in projected contingency deployments.
- (2) Price increase of +\$2 thousand due to anticipated increase in costs due to basic pay inflation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	3,643	\$431	1,570	165	\$436	72	161	\$442	71
INTEREST ON SAVINGS, ENLISTED	5,734	\$233	1,336	263	\$236	62	255	\$239	61
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	9,377		2,906	428		134	416		132

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

ESTIMATE FY 2017	\$38,000
ESTIMATE FY 2016	\$39,300
ACTUAL FY 2015	\$44,492

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 2016 and FY 2017 projections only include non-combat related death gratuity payments; combat related payments are included in the Overseas Contingency Operations request.

There is a -\$1.3 million program decrease as the Army expects fewer non-combat deaths during the drawdown to 460,000 end strength in FY 2017.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	80	\$100,000	8,009	71	\$100,000	7,100	68	\$100,000	6,800
DEATH GRATUITIES, ENLISTED	365	\$100,000	36,483	322	\$100,000	32,200	312	\$100,000	31,200
TOTAL DEATH GRATUITIES	445		44,492	393		39,300	380		38,000

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

ESTIMATE FY 2017	\$168,656
ESTIMATE FY 2016	\$177,670
ACTUAL FY 2015	\$277,941

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 2014 (H.R. 3979) amends the Supplemental Appropriations Act 2008 to extend emergency unemployment compensation payments for former military personnel up to 26 weeks with a one-week waiting period. The law requires a service member serve in a reserve status for 90 continuous days or more to qualify as a full term "federal military service" for unemployment 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 2016 and FY 2017 are for the Active Component only. Reserve Component claims are contained in the Overseas Contingency Operations request.

The net change from FY 2016 to FY 2017 is -\$9.0 million. This change is a result of:

- (1) Price decrease of -\$0.3 million due to lower rates per claim stemming from anticipated economic improvements.
- (2) Program decrease of -\$8.7 million due to active duty separations and reduction in participants due to anticipated economic improvements.

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	51,423	\$5,405	277,941	33,504	\$5,303	177,670	31,852	\$5,295	168,656

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

ESTIMATE FY 2017	\$0
ESTIMATE FY 2016	\$0
ACTUAL FY 2015	\$0

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 involuntarily 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 2015. 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 cumulative 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. The RIRP was terminated on December 31, 2013 and no payments will be made for FY 2016 and FY 2017.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)									
OFFICER MOB FOR ONE/OE			0			0			0
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)			0			0			0
TOTAL RESERVE INCOME REPLACEMENT PROGRAM(RIRP)	0		0	0		0	0		0

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

ESTIMATE FY 2017	\$634
ESTIMATE FY 2016	\$4,788
ACTUAL FY 2015	\$268

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 2016 and FY 2017 requests are based on the approved DoD Board of Actuary estimates for amortization payments.

Price decrease of -\$4.2 million due to DoD Board of Actuary estimate for this program from FY 2016 to FY 2017.

The following table provides cost estimates:

	<u>ACTUAL FY 2015</u>	<u>ESTIMATE FY 2016</u>	<u>ESTIMATE FY 2017</u>
	AMOUNT	AMOUNT	AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	268	4,788	634

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

ESTIMATE FY 2017	\$576
ESTIMATE FY 2016	\$583
ACTUAL FY 2015	\$617

PROJECT: ADOPTION EXPENSES

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 1987, 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 average payment per adoption in FY 2015, adjusted for general inflation.

The net change from FY 2016 to FY 2017 is -\$7 thousand. The change is a result of:

- (1) Program decrease of -\$17 thousand as the Army expects fewer adoptions during the drawdown to 460,000 end strength in FY 2017.
- (2) Price increase of +\$10 thousand due to anticipated increase in costs due to general inflation.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	150	\$1,858	279	140	\$1,880	263	136	\$1,914	261
ADOPTION EXPENSE, ENLISTED	207	\$1,635	338	193	\$1,655	320	187	\$1,684	315
TOTAL ADOPTION EXPENSES	357		617	333		583	323		576

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

ESTIMATE FY 2017	\$251
ESTIMATE FY 2016	\$257
ACTUAL FY 2015	\$293

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 2016, the partial DLA payment rate is \$718. Rate increases are projected in accordance with approved pay raise rates. Cost estimates are based on the estimated number of Soldiers who have been ordered to vacate family housing due to privatization or renovation and the partial DLA rate.

The net change from FY 2016 and FY 2017 is -\$6 thousand. This change is the result of:

- (1) Program decrease of -\$8 thousand as the Army expects fewer Soldiers ordered to vacate housing due to privatization or renovation during the drawdown to 460,000 end strength in FY 2017.
- (2) Price increase of +\$2 thousand due to anticipated increase in costs due to basic pay inflation.

Detailed cost computations are provided in the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	33	\$702	23	29	\$714	21	28	\$725	20
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	385	\$702	270	331	\$714	236	319	\$725	231
TOTAL PARTIAL DISLOCATION ALLOWANCE	418		293	360		257	347		251

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

ESTIMATE FY 2017	\$0
ESTIMATE FY 2016	\$0
ACTUAL FY 2015	\$9,706

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, 2014, the SGLI monthly premium was changed to \$.07 per \$1,000 coverage.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2015 column reflects year-end execution projections to be funded in the Overseas Contingency Operations request. There are no base costs associated with this program.

The following table provides cost estimates:

	<u>ACTUAL FY 2015</u> AMOUNT	<u>ESTIMATE FY 2016</u> AMOUNT	<u>ESTIMATE FY 2017</u> AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	2,303	0	0
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	7,403	0	0
TOTALSGLI EXTRA HAZARD PAYMENTS	9,706	0	0

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

ESTIMATE FY 2017	\$0
ESTIMATE FY 2016	\$0
ACTUAL FY 2015	\$3,670

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

The FY 2015 column reflects year-end execution projections to be funded in the Overseas Contingency Operations request. There are no base costs associated with this program.

The following table provides cost estimates:

	<u>ACTUAL FY 2015</u> AMOUNT	<u>ESTIMATE FY 2016</u> AMOUNT	<u>ESTIMATE FY 2017</u> AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	734	0	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	2,936	0	0
TOTALSGLI TRAUMATIC INJURY PAYMENTS	3,670	0	0

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ESTIMATE FY 2017	\$97,362
ESTIMATE FY 2016	\$102,806
ACTUAL FY 2015	\$110,219

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 net change from FY 2016 to FY 2017 is -\$5.4 million. The change is the result of:

Senior ROTC Non-Scholarship program: -\$5.4 million:

- (1) Program decrease of -\$6.9 million from FY 2016 to FY 2017 driven by a reduction in ROTC Student Loan Repayment Program (SLRP) payments to Non-scholarship students. The Army has not offered any new SLRP contracts since FY 2015 but will continue to make payments on prior year contracts though FY 2017.
- (2) Program increase of +\$0.8 million due to a slight increase in non-scholarship participation.
- (3) Price increase of +\$0.7 million due to inflation associated with stipends, clothing, and subsistence.

Senior ROTC Scholarship program: -\$0.1 million:

- (1) Program decrease of -\$1.1 million due to a decrease in the number of scholarships offered.
- (2) Price increase of +\$1.0 million due to inflation 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 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	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	2,287	\$2,569	5,875	2,393	\$2,601	6,223	2,499	\$2,635	6,584
ADVANCED CAMP	6,270	\$1,061	6,653	5,104	\$1,074	5,482	5,000	\$1,088	5,440
CADET TROOP LEADER	1,605	\$719	1,154	846	\$728	616	863	\$737	636
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	10,162		13,682	8,343		12,321	8,362		12,660
ROTC STUDENT LOAN REPAYMENT PROGRAM	1,476	\$9,619	14,202	903	\$9,738	8,795	191	\$9,864	1,887
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	10,416	\$113	1,177	10,565	\$115	1,215	10,769	\$117	1,260
ADVANCED COURSE	4,965	\$113	561	5,035	\$115	579	5,128	\$117	600
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	15,381		1,738	15,600		1,794	15,897		1,860
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	1,401	\$599	839	1,411	\$609	859	1,440	\$620	893
BASIC COURSE, FEMALE	316	\$649	205	322	\$659	212	325	\$671	218
ADVANCED COURSE, MALE	196	\$586	115	208	\$595	124	219	\$606	133
ADVANCED COURSE, FEMALE	59	\$661	39	60	\$672	40	61	\$684	42
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,972		1,198	2,001		1,235	2,045		1,286
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	490	\$3,372	1,652	509	\$3,426	1,743	527	\$3,488	1,838
ADVANCED	3,594	\$4,584	16,475	3,723	\$4,657	17,338	3,852	\$4,741	18,263
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	4,084		18,127	4,232		19,081	4,379		20,101
SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)									
BASIC CAMP	2,284	\$74	169	2,408	\$76	183	2,506	\$79	198
ADVANCED CAMP	6,270	\$74	464	5,132	\$76	390	5,000	\$79	395
PROFESSIONAL DEVELOPMENT	878	\$74	65	763	\$76	58	747	\$79	59
CADET TROOP LEADER TRAINING	824	\$74	61	855	\$76	65	861	\$79	68
PRACTICAL FIELD TRAINING	14,378	\$74	1,064	14,026	\$76	1,066	13,519	\$79	1,068
SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)	24,634		1,823	23,184		1,762	22,633		1,788
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	57,709		50,770	54,263		44,988	53,507		39,582

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

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH									
BASIC CAMP	716	\$2,569	1,840	564	\$2,601	1,467	515	\$2,635	1,357
ADVANCED CAMP	3,183	\$1,061	3,377	2,997	\$1,074	3,219	2,935	\$1,088	3,193
CADET TROOP LEADER	758	\$719	545	681	\$728	496	615	\$737	453
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH	4,657		5,762	4,242		5,182	4,065		5,003
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	5,841	\$113	660	5,913	\$115	680	6,026	\$117	705
ADVANCED	19,788	\$113	2,236	9,252	\$115	1,064	9,427	\$117	1,103
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	25,629		2,896	15,165		1,744	15,453		1,808
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	670	\$613	411	669	\$623	417	678	\$634	430
BASIC COURSE, FEMALE	565	\$664	375	415	\$675	280	419	\$687	288
ADVANCED COURSE, MALE	295	\$600	177	298	\$610	182	303	\$621	188
ADVANCED COURSE, FEMALE	41	\$677	28	44	\$688	30	43	\$700	30
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,571		991	1,426		909	1,443		936
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	4,710	\$3,131	14,747	4,655	\$3,181	14,808	4,578	\$3,238	14,822
ADVANCED	7,367	\$4,574	33,696	7,280	\$4,647	33,832	7,157	\$4,731	33,862
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	12,077		48,443	11,935		48,640	11,735		48,684
SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING									
BASIC CAMP	716	\$74	53	566	\$76	43	519	\$79	41
ADVANCED CAMP	3,176	\$74	235	3,013	\$76	229	2,937	\$79	232
PROFESSIONAL DEVELOPMENT	500	\$74	37	500	\$76	38	506	\$79	40
CADET TROOP LEADER TRAINING	757	\$74	56	684	\$76	52	620	\$79	49
PRACTICAL FIELD TRAINING	13,189	\$74	976	12,908	\$76	981	12,494	\$79	987
SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING	18,338		1,357	17,671		1,343	17,076		1,349
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	62,272		59,449	50,439		57,818	49,772		57,780
TOTAL ROTC	119,981		110,219	104,702		102,806	103,279		97,362

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

ESTIMATE FY 2017 \$27,522
ESTIMATE FY 2016 \$27,037
ACTUAL FY 2015 \$52,723

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 number JROTC programs is projected to decrease through attrition and the Army does not intend to open any new JROTC programs in FY 2017.

The total change in JROTC between FY 2016 and FY 2017 is +\$0.5 million. This change is the result of:

- (1) Program increase of +\$.1 million due to a slight increase in subsistence inflation.
- (2) Price increase of +\$0.4 million primarily due to a slight increase in general inflation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	322,121	\$149	47,996	257,791	\$86	22,170	258,667	\$87	22,504
SUBSISTENCE OF JROTC CADETS - SUMMER CAMP									
FIELD RATIONS	32,156	\$147	4,727	32,020	\$152	4,867	31,962	\$157	5,018
SUBTOTAL SUBSISTENCE OF JROTC CADETS - SUMMER CAMP	32,156		4,727	32,020		4,867	31,962		5,018
TOTAL JROTC	354,277		52,723	289,811		27,037	290,629		27,522

PB-30X JROTC

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

ESTIMATE FY 2017	\$11,284
ESTIMATE FY 2016	\$9,686
ACTUAL FY 2015	\$6,043

PROJECT: MASS TRANSIT SUBSIDY

PART I - PURPOSE AND SCOPE

Mass transit subsidy, authorized under Executive Order 13150, dated April 21, 2000, directed federal agencies to implement a transportation program that offers qualified employees the option to exclude commuting costs incurred through the use of mass transportation and vanpools from taxable wages or receive direct compensation. The subsidy level should not exceed the maximum level allowed by law under 26 U.S.C. 132 (f) (2). The intent of this program is to reduce federal employees' contribution to traffic congestion and air pollution and to expand commuting alternatives by encouraging the use of mass transportation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on an estimated number of military participants in the National Capital Region (NCR) and qualified CONUS locations (Non-NCR).

Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. The monthly cap within the NCR of \$255 is effective February 2016. Future monthly increases will be based upon the application of the IRS inflation adjustment factor to the existing monthly rate, but is subject to publication of revisions to the IRS Code each year. FY 2017 caps the monthly rate at \$255 until the IRS Code is modified to raise the monthly rate.

There is a +\$1.6 million change from FY 2016 to FY 2017. The change is driven by:

(1) Program decrease of -\$0.3 million due to fewer Soldiers to receive benefit as the Army draws down to 460,000 end strength.

(2) Price increase of +\$1.9 million due to increase of maximum monthly rate from \$130 to \$255.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	2,580	\$1,525	3,935	2,498	\$2,525	6,308	2,435	\$3,025	7,365
MASS TRANSIT SUBSIDY, ENLISTED	1,382	\$1,525	2,108	1,338	\$2,525	3,378	1,296	\$3,025	3,919
TOTAL MASS TRANSIT SUBSIDY	3,962		6,043	3,836		9,686	3,731		11,284

PB-30X MASS TRANSIT SUBSIDY

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

ESTIMATE FY 2017 \$0
ESTIMATE FY 2016 \$0
ACTUAL FY 2015 \$0

PROJECT: STOP-LOSS SPECIAL COMPENSATION

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount to be paid to or on behalf of an eligible member, retired member, or former member described above shall be \$500 per month for each month or portion of a month during the period specified above that the member was retained on active duty as a result of application of the stop-loss authority. Section 310 stated that the military departments may not pay claims that are submitted more than 1 year after the date on which the implementing rules for claims take effect. The program would have expired on October 21, 2010; however, the deadline for processing new claims was extended through October 21, 2012. Although not available for new claims, the funds are available for obligation until expended on claims received prior to the deadline, but not yet processed for payment. Public Law 113-6, as of March 26, 2013, rescinded \$127.2 million of the \$534.4 million originally appropriated.

The Army's share of the \$534.4 million for this program is \$405.6 million. As of Jan 2016 \$313.2 million has been obligated in total and recorded as an Overseas Contingency Operation obligation.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
STOP-LOSS SPECIAL COMPENSATION									
OFFICER RETROACTIVE STOP-LOSS SPECIAL COMPENSATION	0	\$0	0	0	\$0	0	0	\$0	0
ENLISTED RETROACTIVE STOP-LOSS SPECIAL COMPENSATION	0	\$0	0	0	\$0	0	0	\$0	0
TOTAL STOP-LOSS SPECIAL COMPENSATION	0		0	0		0	0		0

PB-30X STOP-LOSS SPECIAL COMPENSATION

SECTION 5
SPECIAL ANALYSIS

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

REIMBURSABLE INTRODUCTION

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

Reimbursable has an overall program increase of +\$17.0 million from FY 2016 to FY 2017 due to low FY 2016 enacted amount compared to FY 2015 actual funding authority executed and FY 2017 projected amount. Increase also includes anticipated costs due to inflation assumptions for basic pay, basic allowance for housing, subsistence and social security tax and a slight increase in the Defense Health Program bill for care provided in Military Treatment Facilities.

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</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>
ASSIGNED OUTSIDE DOD									
NON-REIMBURSABLE PERSONNEL									
CONGRESSIONAL FELLOWS	0	0	0	4	0	4	0	0	0
DRUG ENFORCEMENT AGENCY	3	5	8	3	0	3	3	5	8
DENTAL HYGIENE PROGRAM	0	0	0	0	8	8	0	0	0
DEPARTMENT OF ENERGY	12	0	12	12	0	12	12	0	12
DEPARTMENT OF JUSTICE	7	0	7	7	0	7	7	0	7
DEPARTMENT OF STATE	32	0	32	32	0	32	32	0	32
OFFICE OF NATIONAL DRUG CONTROL POLICY	3	0	3	3	0	3	3	0	3
NSC	4	0	4	3	0	3	4	0	4
SSC FELLOWSHIP	0	0	0	38	0	38	0	0	0
TRAINING WITH INDUSTRY	0	0	0	75	0	75	0	0	0
WHITE HOUSE FELLOWS	0	0	0	2	0	2	0	0	0
WHITE HOUSE MILITARY OFFICE	22	9	31	22	10	32	22	9	31
SUB-TOTAL NON-REIMBURSABLE PERSONNEL	83	14	97	201	18	219	83	14	97
REIMBURSABLE PERSONNEL									
NASA	3	0	3	3	0	3	3	0	3
SELECTIVE SERVICE SYSTEM	0	0	0	1	0	1	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	6	0	6	7	0	7	6	0	6
TOTAL ASSIGNED OUTSIDE DOD	89	14	103	208	18	226	89	14	103

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

	ACTUAL FY 2015			ESTIMATE FY 2016			ESTIMATE FY 2017		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
FOREIGN MILITARY SALES	39	27	66	49	28	77	39	27	66
SUB-TOTAL REIMBURSABLE PERSONNEL	39	27	66	49	28	77	39	27	66
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	39	27	66	49	28	77	39	27	66
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
INDUSTRIAL OPERATIONS	20	4	24	20	4	24	20	4	24
SUPPLY MGMT	0	3	3	0	3	3	0	3	3
TRANSCOM	57	17	74	92	56	148	57	17	74
DECA	4	0	4	4	0	4	4	0	4
DFAS	23	196	219	9	84	93	23	196	219
DISA	15	26	41	13	20	33	15	26	41
DLA	158	68	226	128	123	251	158	68	226
OTHER	478	244	722	168	226	394	478	244	722
SUB-TOTAL REIMBURSABLE PERSONNEL	755	558	1,313	434	516	950	755	558	1,313
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS	755	558	1,313	434	516	950	755	558	1,313
TOTAL REIMBURSABLE PERSONNEL	800	585	1,385	490	544	1,034	800	585	1,385
TOTAL NON-REIMBURSABLE PERSONNEL	83	14	97	201	18	219	83	14	97
GRAND TOTAL	883	599	1,482	691	562	1,253	883	599	1,482

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

	<u>ACTUAL FY 2015</u>			<u>ESTIMATE FY 2016</u>			<u>ESTIMATE FY 2017</u>		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUBSISTENCE									
Subsistence	\$1,474	\$12,225	\$13,699	\$2,604	\$3,873	\$6,477	\$1,867	\$4,852	\$6,719
MEDICAL									
Defense Health Program	\$93,570	\$62,380	\$155,950	\$94,282	\$62,789	\$157,071	\$95,544	\$64,250	\$159,794
STRENGTH RELATED									
Basic Pay	\$50,279	\$17,489	\$67,768	\$46,910	\$11,493	\$58,403	\$51,244	\$15,252	\$66,496
Retired Pay Accrual	\$15,963	\$4,397	\$20,360	\$15,419	\$4,049	\$19,468	\$16,039	\$4,774	\$20,813
Incentive Pay	\$5,448	\$970	\$6,418	\$4,144	\$853	\$4,997	\$5,325	\$1,123	\$6,448
Allowance	\$13,280	\$4,058	\$17,338	\$12,968	\$3,394	\$16,362	\$14,082	\$4,889	\$18,971
Social Security Tax	\$3,736	\$1,033	\$4,769	\$3,587	\$877	\$4,464	\$3,920	\$1,167	\$5,087
TOTAL PROGRAM	\$183,750	\$102,552	\$286,302	\$179,914	\$87,328	\$267,242	\$188,021	\$96,307	\$284,328

**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 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Schools	275	275	275
Civilian Personnel	1,600	1,417	1,236
Military Personnel (End Strength)	1,918	1,919	2,026

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

	<u>FY 2015</u>			<u>FY 2016</u>			<u>FY 2017</u>		
	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>	<u>BEGIN</u>	<u>AVERAGE</u>	<u>END</u>
Non-Scholarship Students	23,696	24,612	25,527	20,505	21,298	22,090	20,952	21,761	22,570
MS I	11,913	12,373	12,833	9,304	9,663	10,022	9,352	9,713	10,074
MS II	6,262	6,504	6,746	6,273	6,516	6,758	6,307	6,551	6,794
Basic Course	18,175	18,877	19,579	15,577	16,179	16,780	15,659	16,264	16,868
MS III	2,567	2,667	2,766	2,785	2,893	3,001	3,105	3,226	3,346
MS IV	2,954	3,068	3,182	2,143	2,226	2,309	2,188	2,272	2,356
Adv Course	5,521	5,735	5,948	4,928	5,119	5,310	5,293	5,498	5,702
Scholarship Students	12,257	12,731	13,204	12,447	12,928	13,408	12,185	12,656	13,127
MS I	1,280	1,330	1,379	1,266	1,315	1,364	1,264	1,313	1,362
MS II	3,183	3,306	3,429	3,096	3,216	3,335	2,989	3,105	3,220
Basic Course	4,463	4,636	4,808	4,362	4,531	4,699	4,253	4,418	4,582
MS III	3,913	4,064	4,215	3,787	3,933	4,079	3,707	3,850	3,993
MS IV	3,881	4,031	4,181	4,298	4,464	4,630	4,225	4,389	4,552
Adv Course	7,794	8,095	8,396	8,085	8,397	8,709	7,932	8,239	8,545
Total Enrollment	35,953	37,342	38,731	32,952	34,225	35,498	33,137	34,417	35,697
MS I	13,193	13,703	14,212	10,570	10,978	11,386	10,616	11,026	11,436
MS II	9,445	9,810	10,175	9,369	9,731	10,093	9,296	9,655	10,014
Basic Course	22,638	23,513	24,387	19,939	20,709	21,479	19,912	20,681	21,450
MS III	6,480	6,731	6,981	6,572	6,826	7,080	6,812	7,076	7,339
MS IV	6,835	7,099	7,363	6,441	6,690	6,939	6,413	6,661	6,908
Adv Course	13,315	13,830	14,344	13,013	13,516	14,019	13,225	13,736	14,247
Completed ROTC and Commissioned:			5,578			5,260			5,245

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

	ACTUAL FY 2015											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	13	13	13	12	12	12	12	12	12	12	12	11
LIEUTENANT GENERAL	49	49	51	49	49	49	49	49	49	51	48	48
MAJOR GENERAL	114	117	116	116	117	118	118	118	120	125	126	123
BRIGADIER GENERAL	134	135	133	131	130	130	130	129	137	130	129	134
COLONEL	4,257	4,262	4,239	4,275	4,307	4,321	4,351	4,364	4,332	4,298	4,283	4,150
LIEUTENANT COLONEL	9,660	9,656	9,667	9,669	9,700	9,715	9,762	9,766	9,793	9,686	9,518	9,249
MAJOR	17,231	17,170	17,089	16,738	16,714	16,679	16,444	16,320	16,363	16,369	16,445	16,500
CAPTAIN	29,190	29,284	29,223	29,248	29,124	28,905	28,269	30,224	29,841	29,662	29,340	29,064
1ST LIEUTENANT	12,270	14,261	14,101	14,134	14,073	14,029	13,905	12,481	12,463	12,350	12,267	12,161
2ND LIEUTENANT	8,639	6,481	6,552	6,487	6,331	6,176	6,240	7,253	7,678	7,740	7,807	8,132
SUBTOTAL COMMISSIONED OFFICERS	81,557	81,557	81,184	80,859	80,557	80,134	79,280	80,716	80,788	80,423	79,975	79,572
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	661	658	657	657	655	653	649	647	640	635	628	619
WARRANT OFFICER (W-4)	2,223	2,212	2,201	2,117	2,109	2,117	2,123	2,134	2,142	2,133	2,123	2,105
WARRANT OFFICER (W-3)	4,140	4,151	4,153	4,134	4,147	4,160	4,178	4,186	4,197	4,198	4,191	4,188
WARRANT OFFICER (W-2)	6,395	6,432	6,432	6,311	6,275	6,275	6,184	6,278	6,268	6,277	6,289	6,255
WARRANT OFFICER (W-1)	2,019	1,970	1,977	1,969	1,964	1,941	2,025	1,956	1,945	1,897	1,838	1,871
SUBTOTAL WARRANT OFFICERS	15,438	15,438	15,420	15,188	15,150	15,146	15,159	15,201	15,192	15,140	15,069	15,038
SUBTOTAL OFFICER	96,995	96,851	96,604	96,047	95,707	95,280	94,439	95,917	95,980	95,563	95,044	94,610
ENLISTED												
SERGEANT MAJOR	3,541	3,510	3,505	3,506	3,462	3,496	3,498	3,508	3,508	3,504	3,468	3,441
1ST SERGEANT/MASTER SERGEANT	11,887	11,846	11,798	11,643	11,726	11,720	11,766	11,681	11,662	11,637	11,598	11,396
PLATOON SERGEANT/SERGEANT 1ST CLASS	39,009	38,687	38,575	38,275	38,004	37,823	37,557	37,667	37,639	37,659	37,282	36,808
STAFF SERGEANT	60,669	60,482	59,989	59,718	59,445	59,332	59,382	59,327	59,082	58,381	58,041	57,796
SERGEANT	74,026	73,916	73,631	72,826	72,499	72,519	71,917	71,785	71,444	70,997	70,545	70,068
CORPORAL/SPECIALIST	117,430	117,179	115,510	116,602	117,783	117,739	118,449	117,971	117,292	117,576	118,442	119,318
PRIVATE FIRST CLASS	52,884	52,099	51,506	51,030	50,131	49,244	48,073	47,355	46,911	46,333	46,031	46,215
PRIVATE E2	26,226	26,125	26,103	26,273	26,548	26,579	26,618	26,120	25,620	26,951	27,652	27,236
PRIVATE E1	18,934	18,557	17,074	18,146	18,548	17,695	16,166	15,708	17,544	17,283	18,663	20,049
SUBTOTAL ENLISTED PERSONNEL	404,606	404,606	397,691	398,019	398,146	396,147	393,426	391,122	390,702	390,321	391,722	392,327
CADET	4,381	4,376	4,348	4,335	4,307	4,294	4,286	3,289	4,495	4,473	4,444	4,428
TOTAL END STRENGTH	505,982	503,628	498,643	498,401	498,160	495,721	492,151	490,328	491,177	490,357	491,210	491,365

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

	ESTIMATE FY 2016											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	13	13	13	12	12	12	12	12	11	11	13	13
LIEUTENANT GENERAL	49	48	50	49	49	49	49	49	48	49	49	47
MAJOR GENERAL	113	115	114	116	117	117	117	118	111	111	109	112
BRIGADIER GENERAL	133	132	131	131	130	129	129	129	138	136	137	135
COLONEL	4,230	4,230	4,057	4,075	4,107	4,139	4,177	4,154	4,168	4,160	4,158	4,097
LIEUTENANT COLONEL	9,526	9,555	9,428	9,450	9,466	9,476	9,484	9,483	9,390	9,248	9,189	9,066
MAJOR	16,302	16,232	15,932	15,848	15,796	15,761	15,782	15,817	16,055	16,099	16,087	15,871
CAPTAIN	29,267	29,268	29,319	28,769	28,803	28,737	28,590	29,825	29,878	29,818	29,617	28,564
1ST LIEUTENANT	11,707	13,603	13,405	13,484	13,506	13,292	13,139	12,008	11,731	11,756	11,726	11,583
2ND LIEUTENANT	8,242	6,182	6,229	6,188	6,076	5,852	5,896	6,978	7,359	7,354	7,395	7,579
SUBTOTAL COMMISSIONED OFFICERS	79,582	79,582	78,678	78,122	78,062	77,564	77,375	78,573	78,889	78,742	78,480	77,067
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	630	633	637	635	631	632	634	633	631	629	627	574
WARRANT OFFICER (W-4)	2,073	2,074	2,077	2,063	1,951	1,951	1,951	1,950	1,949	1,942	1,934	1,861
WARRANT OFFICER (W-3)	4,217	4,229	4,251	4,258	4,218	4,234	4,254	4,274	4,289	4,299	4,305	4,260
WARRANT OFFICER (W-2)	6,282	6,321	6,323	6,283	6,243	6,247	6,263	6,284	6,284	6,289	6,296	6,236
WARRANT OFFICER (W-1)	1,957	1,969	1,970	1,957	1,945	1,946	1,951	1,958	1,958	1,960	1,962	1,943
SUBTOTAL WARRANT OFFICERS	15,159	15,159	15,258	15,196	14,988	15,010	15,053	15,099	15,111	15,119	15,124	14,874
SUBTOTAL OFFICER	94,741	94,604	93,936	93,318	93,050	92,574	92,428	93,672	94,000	93,861	93,604	91,941
ENLISTED												
SERGEANT MAJOR	3,378	3,377	3,385	3,375	3,381	3,375	3,361	3,379	3,384	3,392	3,419	3,454
1ST SERGEANT/MASTER SERGEANT	11,104	10,928	10,961	10,931	10,928	10,924	10,834	10,886	10,972	10,896	10,855	10,814
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,184	36,139	36,260	36,112	36,110	36,022	35,673	35,791	35,977	36,011	35,821	35,767
STAFF SERGEANT	57,346	56,884	57,067	56,784	56,752	56,315	55,825	55,922	56,105	56,109	55,908	55,852
SERGEANT	69,378	69,309	69,427	69,276	69,356	69,168	67,982	68,011	68,145	68,184	68,107	68,155
CORPORAL/SPECIALIST	123,011	122,740	120,208	119,888	118,970	118,660	120,076	118,404	116,529	115,122	114,222	113,670
PRIVATE FIRST CLASS	51,178	51,602	49,521	50,098	50,489	50,796	50,687	50,722	50,899	50,825	50,478	49,978
PRIVATE E2	24,193	24,394	23,410	23,683	23,867	24,013	23,961	23,978	24,061	24,026	23,862	23,626
PRIVATE E1	17,680	17,826	17,107	17,307	17,442	17,548	17,510	17,522	17,583	17,558	17,438	17,265
SUBTOTAL ENLISTED PERSONNEL	393,452	393,452	387,346	387,454	387,295	386,821	385,909	384,615	383,655	382,123	380,110	378,581
CADET	4,420	4,413	4,386	4,371	4,358	4,352	4,344	3,310	4,551	4,497	4,492	4,478
TOTAL END STRENGTH	492,613	492,216	485,668	485,143	484,703	483,747	482,681	481,597	482,206	480,481	478,206	475,000

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

	ESTIMATE FY 2017											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	13	13	13	12	12	12	12	12	12	12	12	11
LIEUTENANT GENERAL	50	49	52	50	50	50	50	50	49	51	48	48
MAJOR GENERAL	116	118	117	119	120	121	121	121	119	124	126	123
BRIGADIER GENERAL	137	136	134	134	133	133	133	132	136	129	129	134
COLONEL	4,045	4,056	4,033	4,040	4,055	4,072	4,098	4,064	4,050	4,016	3,997	3,746
LIEUTENANT COLONEL	8,999	9,030	8,812	8,858	8,897	8,931	8,961	8,982	8,906	8,781	8,745	8,460
MAJOR	15,781	15,719	15,372	15,292	15,239	15,224	15,235	15,263	15,464	15,513	15,501	15,420
CAPTAIN	28,536	28,465	28,397	28,476	28,536	28,409	27,680	28,907	29,055	29,008	28,827	27,910
1ST LIEUTENANT	11,319	13,229	13,118	13,137	13,167	13,048	12,900	11,848	11,589	11,491	11,364	11,104
2ND LIEUTENANT	7,970	6,012	6,095	6,030	5,924	5,744	5,789	6,885	7,139	7,202	7,232	7,426
SUBTOTAL COMMISSIONED OFFICERS	76,966	76,966	76,143	76,148	76,133	75,744	74,979	76,264	76,519	76,327	75,981	74,382
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	613	616	621	619	615	616	543	544	543	542	542	541
WARRANT OFFICER (W-4)	1,892	1,901	1,912	1,909	1,820	1,827	1,833	1,839	1,845	1,846	1,844	1,839
WARRANT OFFICER (W-3)	4,235	4,252	4,279	4,290	4,198	4,219	4,244	4,269	4,289	4,302	4,313	4,321
WARRANT OFFICER (W-2)	6,121	6,160	6,158	6,111	5,975	5,973	5,982	5,997	5,990	5,988	5,991	5,966
WARRANT OFFICER (W-1)	1,831	1,843	1,842	1,828	1,787	1,787	1,789	1,794	1,792	1,791	1,792	1,785
SUBTOTAL WARRANT OFFICERS	14,692	14,692	14,812	14,757	14,395	14,422	14,391	14,443	14,459	14,469	14,482	14,452
SUBTOTAL OFFICER	91,658	91,599	90,955	90,905	90,528	90,166	89,370	90,707	90,978	90,796	90,463	88,834
ENLISTED												
SERGEANT MAJOR	3,190	3,242	3,252	3,239	3,246	3,242	3,247	3,271	3,276	3,287	3,259	3,228
1ST SERGEANT/MASTER SERGEANT	10,507	10,497	10,530	10,482	10,483	10,480	10,498	10,554	10,675	10,551	10,511	10,402
PLATOON SERGEANT/SERGEANT 1ST CLASS	34,737	34,681	34,671	34,448	34,437	34,384	34,423	34,514	34,674	34,704	34,504	34,257
STAFF SERGEANT	54,746	54,602	54,158	53,751	53,666	53,555	53,610	53,659	53,866	53,857	53,687	53,471
SERGEANT	66,482	66,283	65,972	65,749	65,684	65,512	65,589	65,458	65,618	65,606	65,517	65,350
CORPORAL/SPECIALIST	113,141	111,948	110,242	110,013	109,251	108,537	107,209	105,714	104,518	103,220	102,900	103,232
PRIVATE FIRST CLASS	50,601	51,457	49,652	50,410	50,897	51,361	51,555	51,811	51,717	51,655	51,223	50,732
PRIVATE E2	27,412	27,876	26,898	27,309	27,573	27,824	27,929	28,068	28,017	27,983	27,749	27,483
PRIVATE E1	18,453	18,765	18,107	18,383	18,561	18,730	18,801	18,894	18,860	18,837	18,680	18,501
SUBTOTAL ENLISTED PERSONNEL	379,269	379,269	373,482	373,784	373,798	373,625	372,861	371,943	371,221	369,700	368,030	366,656
CADET	4,465	4,458	4,432	4,417	4,404	4,398	4,390	3,346	4,585	4,530	4,525	4,510
TOTAL END STRENGTH	475,392	475,408	468,869	469,106	468,730	468,189	466,621	465,996	466,784	465,026	463,018	460,000