

# DEPARTMENT OF THE ARMY

*Fiscal Year (FY) 2020 Budget Estimates*



**MILITARY PERSONNEL, ARMY  
JUSTIFICATION BOOK  
MARCH 2019**

The estimated cost of this report for the Department of Defense is approximately 43,266.00\$ for Fiscal Year 2019. This includes \$1,000.00 in expenses and \$42,266.00 in labor.

**DEPARTMENT OF THE ARMY  
JUSTIFICATION OF EXHIBITS  
TABLE OF CONTENTS**

<b>SECTION 1 - SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM</b> .....	1
<b>SECTION 2 - INTRODUCTION</b> .....	4
PERFORMANCE MEASURES AND EVALUATION SUMMARY .....	9
<b>SECTION 3 - SUMMARY TABLES</b> .....	11
MILITARY PERSONNEL STRENGTH SUMMARIES .....	12
GAINS AND LOSSES BY TYPE .....	16
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY .....	19
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS .....	24
SCHEDULE OF INCREASES AND DECREASES .....	28
<b>SECTION 4 - DETAIL OF MILITARY PERSONNEL ENTITLEMENTS</b> .....	33
PAY AND ALLOWANCES OF OFFICERS .....	34
PAY AND ALLOWANCES OF ENLISTED PERSONNEL .....	72
PAY AND ALLOWANCES OF CADETS .....	109
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE .....	112
PERMANENT CHANGE OF STATION TRAVEL .....	116
OTHER MILITARY PERSONNEL COSTS .....	132
<b>SECTION 5 - SPECIAL ANALYSIS</b> .....	149
REIMBURSABLE INTRODUCTION .....	150
MILITARY PERSONNEL ASSIGNED OUTSIDE DOD .....	151
REIMBURSABLE PROGRAM .....	153
ROTC .....	154
STRENGTHS .....	156

## **SECTION 1**

# **SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

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

	<u>ACTUAL FY</u> <u>2018</u>	<u>ENACTED FY</u> <u>2019</u>	<u>ESTIMATE FY</u> <u>2020</u>
<b>Direct Program</b>			
Pay and Allow ances of Officers	12,534,100	13,049,246	13,454,724
Pay and Allow ances of Enlisted	23,983,474	25,648,984	25,984,267
Pay and Allow ances of Cadets	84,993	86,510	90,098
Subsistence of Enlisted Personnel	1,776,598	1,893,742	1,889,575
Permanent Change of Station Travel	1,667,372	1,744,544	1,663,472
Other Military Personnel Costs	260,538	267,016	265,336
<b>TOTAL DIRECT PROGRAM</b>	<b>40,307,075</b>	<b>42,690,042</b>	<b>43,347,472</b>
<b>Reimbursable Program</b>			
Pay and Allow ances of Officers	195,368	197,950	215,002
Pay and Allow ances of Enlisted	88,521	88,377	91,649
Subsistence of Enlisted Personnel	6,436	6,467	6,651
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>290,325</b>	<b>292,794</b>	<b>313,302</b>
<b>Total Baseline Program</b>			
Pay and Allow ances of Officers	12,729,468	13,247,196	13,669,726
Pay and Allow ances of Enlisted	24,071,995	25,737,361	26,075,916
Pay and Allow ances of Cadets	84,993	86,510	90,098
Subsistence of Enlisted Personnel	1,783,034	1,900,209	1,896,226
Permanent Change of Station Travel	1,667,372	1,744,544	1,663,472
Other Military Personnel Costs	260,538	267,016	265,336
<b>TOTAL BASELINE PROGRAM</b>	<b>40,597,400</b>	<b>42,982,836</b>	<b>43,660,774</b>
<b>OCO Funding</b>			
Pay and Allow ances of Officers	837,633	955,017	0
Pay and Allow ances of Enlisted	1,454,534	1,502,225	0
Subsistence of Enlisted Personnel	392,046	376,188	0
Permanent Change of Station Travel	12,899	40,857	0
Other Military Personnel Costs	49,260	54,867	0
<b>TOTAL OCO FUNDING</b>	<b>2,746,372</b>	<b>2,929,154</b>	<b>0</b>

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

	<u>ACTUAL FY</u> <u>2018</u>	<u>ENACTED FY</u> <u>2019</u>	<u>ESTIMATE FY</u> <u>2020</u>
<b>Total Program</b>			
Pay and Allow ances of Officers	13,567,101	14,202,213	13,669,726
Pay and Allow ances of Enlisted	25,526,529	27,239,586	26,075,916
Pay and Allow ances of Cadets	84,993	86,510	90,098
Subsistence of Enlisted Personnel	2,175,080	2,276,397	1,896,226
Permanent Change of Station Travel	1,680,271	1,785,401	1,663,472
Other Military Personnel Costs	309,798	321,883	265,336
<b>TOTAL PROGRAM</b>	<b>43,343,772</b>	<b>45,911,990</b>	<b>43,660,774</b>
<b>Less: OCO Funding</b>			
Pay and Allow ances of Officers	0	-955,017	0
Pay and Allow ances of Enlisted	0	-1,502,225	0
Subsistence of Enlisted Personnel	0	-376,188	0
Permanent Change of Station Travel	0	-40,857	0
Other Military Personnel Costs	0	-54,867	0
<b>TOTAL LESS: OCO FUNDING</b>	<b>0</b>	<b>-2,929,154</b>	<b>0</b>
<b>Revised Total Program</b>			
Pay and Allow ances of Officers	13,567,101	13,247,196	13,669,726
Pay and Allow ances of Enlisted	25,526,529	25,737,361	26,075,916
Pay and Allow ances of Cadets	84,993	86,510	90,098
Subsistence of Enlisted Personnel	2,175,080	1,900,209	1,896,226
Permanent Change of Station Travel	1,680,271	1,744,544	1,663,472
Other Military Personnel Costs	309,798	267,016	265,336
<b>TOTAL REVISED TOTAL PROGRAM</b>	<b>43,343,772</b>	<b>42,982,836</b>	<b>43,660,774</b>
Medicare Eligible Retiree Health Fund Contribution	2,284,955	2,141,850	2,186,006
<b>TOTAL MILPERS PROGRAM COST</b>	<b>45,628,727</b>	<b>45,124,686</b>	<b>45,846,780</b>

**SECTION 2**  
**INTRODUCTION**

**MILITARY PERSONNEL, ARMY  
SECTION 2  
INTRODUCTION**

The FY 2020 Military Personnel, Army (MPA) appropriation budget request directly supports the Secretary of Defense's three lines of effort to enable that United States remain the world's preeminent fighting force:

- Restoring military readiness as we build a more lethal force
- Strengthening alliances and attract new partners
- Bringing business reforms to the Department of Defense

This budget request supports these key strategic priorities, while supporting the All-Volunteer force of a 480,000 Soldier end strength and their families. MPA provides pay and benefits for both Active Component (AC) Soldiers and Reserve Component (RC) Soldiers activated for current contingencies. The appropriation plays a critical role in National Military Strategy by enabling the Army to meet its manning objectives -having the right number of high quality Soldiers in the appropriate grades and skills to satisfy force structure requirements- while maintaining the All-Volunteer Force. In addition to manning force structure requirements, the appropriation provides for Soldiers in a variety of individual accounts including Cadets and TTHS (trainees, transients, holdees, and students).

**Management Characteristics of MPA**

MPA is a centrally managed, single-year appropriation that funds a variety of requirements, to include Soldier pay and allowances, recruiting and retention incentives, subsistence-in-kind (food rations), permanent change of station (PCS) costs, death gratuity and unemployment compensation benefits, and ROTC and West Point Cadet stipends. Entitlements are set by statute, with the biggest cost driver being the average number of Soldiers on active duty (including mobilized Reserve Soldiers). Other factors, such as overseas military stationing, force levels in overseas contingencies, such as Operation Freedom's Sentinel (OFS), Soldier dependent status, propensity to enlist, and new personnel policies heavily influence requirements.

There is minimal discretionary spending within the MPA appropriation. A vast majority of expenditures in MPA are mandated by law and are dictated by the size of the force. Due to the inherently rigid nature of MPA spending, small deviations from funding requirements can pose significant challenges within the appropriation, especially if funding changes materialize within the year of execution.

**End Strength**

**Active Component Baseline Force**

The FY 2018 National Defense Authorization Act (NDAA) authorized an Army end strength of 483,500. However, the Army ended FY 2018 with an AC end strength of 476,179, falling short of the authorized end strength by approximately 7,300, primarily due to shortages in enlisted accessions. Although, the Army did not reach its target for new recruits in FY 2018, approximately 70,000 Americans enlisted in the Army in FY 2018, the most to do so in a single year in the last 10 years. The recruiting environment remains challenging for all three components given that only 29% of young adults (17-24 year olds) meet the Army entry requirements to serve without requiring a waiver with only 13% of young adults having a propensity to serve. Additionally, the unemployment rate in FY18 was 3.7%, giving young adults employment options other than military service. Furthermore, America's youth are increasingly disconnected from the military and lack knowledge about military service. Individuals who are related to a service member make up most of the Army's applicants, with 79% of new recruits having a relative who served and 28% having a parent who served. Despite the challenging recruiting environment, the Army remains committed to quality over quantity and maintaining standards of excellence in order to build a ready force.

Given the FY 2018 end strength outcome and a challenging labor market for military recruiting, the Army Active Component has decided to pursue a new end strength growth ramp. The Army has shifted to a more modest end strength growth ramp of 2,000 Soldiers per year, with end strength targets of 478,000 in FY 2019 and 480,000 in FY 2020. Beyond FY 2019, the steady 2,000 Soldier per year growth increases Active Army end strength while maintaining existing high quality standards. The new growth ramp supports consistent, achievable enlisted accession missions and rebuilds the Delayed Entry Pool (DEP) for future years. The longer and steadier growth in end strength also provides for disciplined structure growth, promoting manning readiness.

In order to set the conditions for future success in recruiting, the Army has initiated a holistic review of the accessions enterprise. To increase synergy of recruiting efforts and resources, the Commanding General of TRADOC was designated as the Senior Responsible Official for accessions, responsible for aligning resources and ensuring unity of effort to achieve end strength increases. The Army has also implemented a new accessions campaign with 22 Focus Cities, upgrading accessions information technology bandwidth, increased social media through e-gaming venues (e-Sports), improved micro-marketing, and new advertising/commercials. Additional key recruiting initiatives include: increased recruiter strength, adding additional training capacity, maximizing use of enlistment bonuses, improving, upgrading and relocating recruiting centers. The Army continues to incentivize critical skill Military Occupational Specialties (MOS) and non-commissioned Officer (NCO) shortages in both recruiting and retention missions, respectively.



**MILITARY PERSONNEL, ARMY  
SECTION 2  
INTRODUCTION**

**Personnel Categories by Year**

It should be noted that data for FY 2018 in this justification material reflects actual execution for both base and Overseas Contingency Operations (OCO) programs, to include RC Soldiers on active duty. FY 2019 data displays the baseline program updated from the President's Budget submission to reflect the latest obligation projections and strength levels. The FY 2020 request is based on the latest AC and baseline RC mobilization strength projections. Both, FY 2019 and FY 2020 strength levels only include the baseline requirements.

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:

		<b>Average Strength</b>											
		FY2018 Actuals				FY2019 Revised				FY2020 Budgeted			
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
<b>BASE</b>	<b>AC</b> Base	91,213	375,813	4,546	471,572	91,516	376,232	4,439	472,187	92,452	380,607	4,396	477,455
	Mobilization	403	910	-	1,313	619	1,611	-	2,230	671	1,748	-	2,419
	<b>RC</b> ADOS	471	744	-	1,215	153	397	-	550	167	433	-	600
	<b>RC Total</b>	874	1,654	-	2,529	772	2,008	-	2,780	837	2,182	-	3,019
	<b>Base Total</b>	92,087	377,467	4,546	474,101	92,288	378,240	4,439	474,967	93,289	382,789	4,396	480,474
		FY2018 Actuals				FY2019 Revised				FY2020 Budgeted			
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
<b>OCO</b>	<b>RC RC on Active Duty</b>	5,734	19,625	-	25,358	-	-	-	-	-	-	-	-
	<b>OCO Total</b>	5,734	19,625	-	25,358	-	-	-	-	-	-	-	-
<b>BASE and OCO</b>	<b>AC Total</b>	91,213	375,813	4,546	471,572	91,516	376,232	4,439	472,187	92,452	380,607	4,396	477,455
	<b>RC Total</b>	6,608	21,279	-	27,887	772	2,008	-	2,780	837	2,182	-	3,019
	<b>Total</b>	97,821	397,092	4,546	499,459	92,288	378,240	4,439	474,967	93,289	382,789	4,396	480,474
		<b>End Strength</b>											
		FY2018 Actuals				FY2019 Revised				FY2020 Budgeted			
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
<b>Total Base</b>	<b>AC</b> Base	91,999	379,605	4,575	476,179	92,369	381,117	4,514	478,000	92,359	383,127	4,514	480,000

**Business Process Improvements**

In efforts to improve management controls, the Military Personnel Division within the Army Budget Office works 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 has been on the Permanent Change of Station (PCS) program. In FY 2010, the Army elevated its PCS program to a Department level material weakness. While the implementation of the Integrated Personnel Pay System – Army (IPPS-A) should ultimately provide a full scale systems solution to the material weakness, the Army has developed an interim solution to obligate PCS orders when issued, to develop more accurate cost projections, and to reconcile obligations with disbursements. This solution was implemented beginning in FY 2014 and the Army has asserted that the material weakness is now cleared. With three full fiscal years of execution data from the PCS project currently available, the Army is seeing more precise execution and improved fidelity in the projections for PCS budget requests. This is generating cost savings in the PCS program, as well as the capability to more accurately identify baseline- and OCO-related PCS moves.

**Primary Budget Drivers**

**Inflationary Rates Include:**

**Pay Raise**

- Military Pay Raise, effective 1 January 2018 is 2.4% (2.33% over the FY)
- Military Pay Raise, effective 1 January 2019 is 2.6% (2.55% over the FY)
- Military Pay Raise, effective 1 January 2020 is 3.1% (2.98% over the FY)

**MILITARY PERSONNEL, ARMY  
SECTION 2  
INTRODUCTION**

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

- Basic Allowance for Subsistence inflation, effective 1 January 2018, is 0.3% (0.23% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2019, is 0.0% (0.08% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2020, is 2.4% (1.80% over the FY)

**Basic Allowance for Housing**

- Basic Allowance for Housing growth, effective 1 January 2018, is 1.7% (1.83% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2019, is 2.4% (2.23% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2020, is 3.2% (3.00% over the FY)

The January 1, 2019 BAH inflation rate assumption is 2.4 percent on-average, reflecting the Department's move to slow the growth of pay and benefits. The FY 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 2020 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2019. 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 amount will be the same by grade and dependency status in every military housing area.

The January 1, 2020 BAH inflation rate assumption is 3.2 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2020.

It should be noted that average BAH increases are budgetary planning factors 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 28.4% for full-time and 22.6% for part-time Soldiers in FY 2018
- Retired Pay Accrual as a percentage of Basic Pay is 30.4% for full-time and 24.7% for part-time Soldiers in FY 2019
- Retired Pay Accrual as a percentage of Basic Pay is 31.0% for full-time and 24.4% for part-time Soldiers in FY 2020

**Foreign Currency Fluctuation**

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2018 column in the justification material reflects projected obligations based on actual foreign currency exchange rates, while the FY 2019 and FY 2020 columns reflect the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY 2018	FY 2019	FY 2020
Denmark	Krone	6.9385	6.3847	6.4006
European Community	Euro	0.9329	0.8582	0.8587
Iceland	Krona	112.2842	104.4977	108.8315
Japan	Yen	111.3365	111.5938	111.1542
Norway	Krone	8.4115	8.0858	8.1941
Singapore	Dollar	1.4132	1.3640	1.3620
South Korea	Won	1,156.1200	1,128.1127	1,112.2819
Turkey	Lira	3.4789	3.6022	5.3522
United Kingdom	Pound	0.8072	0.7651	0.7614

**General Inflation**

- General inflation is 2.2% in FY 2018
- General inflation is 2.0% in FY 2019
- General inflation is 2.0% in FY 2020

**MILITARY PERSONNEL, ARMY  
SECTION 2  
INTRODUCTION**

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

The Ronald W. Reagan National Defense Authorization Act for FY 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DOD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

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

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 FY2020, 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.

**FY2020 Requested Levels: 2,419 Man-Years; \$242.1M**

**NORTHCOM – Air Defense (284 Man-Years; \$28.4M)**

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 and PACOM – CBRNE Support (413 Man-Years; \$41.3M)**

Funds the Chemical, Biological, Radiological, Nuclear, Explosives (CBRNE) mission for the Defense CBRNE Response Force (DCRF), Command and Control CBRNE Response Elements (C2CRE) missions and ability to plan and execute Phase 0 activities. Soldiers will be on “prepare to deploy” orders and will be the leading element necessary to active additional Soldiers in response to CBRNE emergencies. Funds the mobilization of up to three Area Support Chemical Companies for the PACOM AOR.

**AFRICOM – Counterterrorism Partnerships (310 Man-Years; \$31.0M)**

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.

**CENTCOM and EUCOM – Peace Keeping Support (795 Man-Years; \$79.6M)**

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

**SOUTHCOM – Stability Operations (185 Man-Years; \$18.5M)**

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.

**SOUTHCOM – Counter Narcotics Trafficking and Networks (51 Man-Years; \$5.1M)**

Provide Military Intelligence and Civil Affairs support to counter-narcotics operations in the SOUTHCOM AOR. Activated Soldiers will be placed on orders for a period not more than 365 days.

**AFRICOM, CENTCOM, EUCOM, SOUTHCOM, NORTHCOM, PACOM and Socom – Theater Security Cooperation (381 Man-Years; \$38.1M)**

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:**

**I. Strength**

	<u>FY 2018 Actual</u>	<u>FY 2019 Planned</u>	<u>FY 2020 Planned</u>
<b>(1) Average Strength</b>	499,459	474,967	480,474
<b>(2) End Strength</b>	476,179	478,000	480,000
<b>(3) Authorized End Strength</b>	483,500	487,500	

**Narrative:**

- (1) Average strength includes base-funded Active Component (AC) Soldiers and Reserve Component (RC) Soldiers on active duty for operational support (ADOS). Additionally, the FY 2018 average strength includes OCO-funded RC mobilized Soldiers.
- (2) End strength displays AC Soldiers only.
- (3) Authorized end strength is based on the National Defense Authorizations Act (NDAA) for FY 2018 and FY 2019.

**II. Recruiting**

	<u>FY 2018 Actual</u>	<u>FY 2019 Planned</u>	<u>FY 2020 Planned</u>
1. Numeric goals	76,500	68,000	66,800
Actual	70,045		

**Narrative:** Significant challenges, such as lower entry pools, improving economic conditions, and more competitive recruiting environment resulted in a lower projected accession than the initial mission. In FY 2019, the Army expects to achieve 64.3K accessions, versus the initial mission of 72.5K. The Army entered FY 2019 with a delayed entry pool (DEP) of 11.3K and plans to enter FY 2020 with a DEP of 14.0K. The Army's accession mission is 66.8K in FY 2020. Despite continued recruiting challenges, the Army expects to accomplish its FY 2019 mission.

	<u>FY 2018 Actual</u>	<u>FY 2019 Planned</u>	<u>FY 2020 Planned</u>
2. Quality goals			
a. HSDG percent (Tier I)	96.00%	> 90%	> 90%
b. Test Score Category I-III			
Percent – Standard	60.00%	> 60%	> 60%
Actual	60.10%		

- 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 + non-prior service Future Soldier Training Program (FSTP) is compared to total number of non-prior service accessions + FSTP for the fiscal year. (Army 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).

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

**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. 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 is the measure of the total number of non-prior service accessions + FSTP who scored at or above 50<sup>th</sup> percentile. (Army target is 60%. CAT I-III – 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. The implementation of upgraded Armed Services Vocational Aptitude Battery norms may impact quality achievement in the future as enlistment standards will increase. In FY 2018, the Army expects to meet its goal for test category I-III.

**III. Unexpended Balances Reduction**

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2020 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Army has implemented several process improvements to gain efficiencies, improve management controls, and minimize unexpended balances across the MPA appropriation, such as the following:

- a. Permanent Change of Station Project: The Army implemented improvements to this program after the Lean Six Sigma project identifying and accounting for each PCS order. This tracking system enables the Army to account for execution and more accurately forecast future year moves and expenditures.
- b. Retention and Recruiting Management Controls: The Army has made significant management control improvements in Retention and Recruiting bonus programs. MPA is now accounting for projected attrition minimizing the lost opportunity costs when a new recruit fails to meet his/her initial service obligation.
- c. Costing Methodology Reassessment: The Army continues to reassess and update costing methodologies to better-align budget projections with actual execution. For the example, the Army historically utilized basic allowance for subsistence (BAS) inflation factors to project subsistence-in-kind (SIK) requirements. Upon conducting historical analysis, it was determined that SIK requirements do not inflate at the same rate as BAS. Therefore, the Army now utilizes general inflation factors (which tend to be less than the BAS inflation) to project SIK.

Additionally, a detailed analysis of permanent change of station (PCS) fund management processes was conducted during the FY 2020 Budget Review. Historically, PCS moves have been a significant contributor to undisbursed balances – accounting for more than 25 percent of the annual unexpended balances within the military personnel appropriations. To improve the efficiency of PCS fund management, the Department has identified long-term financial process improvements that will help eliminate unresolved weaknesses in current PCS systems, cost estimating processes, and accounting reconciliation efforts.

Addressing PCS issues is a top reform priority, but implementation of longer-term automated solutions through integrated pay and personnel systems is still a few years-off for most Components. Therefore, the Department is seeking to extend the period of availability for PCS funding from 1-year to 2-years. Prior accounting data shows that on-average only 59 percent of total expected PCS disbursements occur during the fiscal year available for obligation. In the following year, disbursements increase to 90 percent on-average within 6 months and to 97 percent by the end of the second year. Due to the long lead time between when PCS orders are issued/obligated and ultimately settled, extending the period of availability of military PCS funding from 1 to 2-years will improve the expenditure rates and increase the buying power of the military personnel appropriation budgets.

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

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	<u>AVERAGE STRENGTH</u>	<u>END STRENGTH 30 SEP 2018 <sup>/2</sup></u>	<u>AVERAGE STRENGTH</u>	<u>END STRENGTH 30 SEP 2019<sup>/2</sup></u>	<u>AVERAGE STRENGTH</u>	<u>END STRENGTH 30 SEP 2020 <sup>/2</sup></u>
<b>DIRECT BASELINE PROGRAM <sup>/1</sup></b>						
OFFICER	91,547	91,458	91,761	91,842	92,691	91,761
ENLISTED	377,058	379,196	377,830	380,707	382,366	382,704
CADET	4,546	4,575	4,439	4,514	4,396	4,514
<b>TOTAL DIRECT BASELINE PROGRAM</b>	<b>473,151</b>	<b>475,229</b>	<b>474,030</b>	<b>477,063</b>	<b>479,453</b>	<b>478,979</b>
<b>REIMBURSABLE BASELINE PROGRAM</b>						
OFFICER	541	541	527	527	598	598
ENLISTED	409	409	410	410	423	423
CADET	0	0	0	0	0	0
<b>TOTAL REIMBURSABLE BASELINE PROGRAM</b>	<b>950</b>	<b>950</b>	<b>937</b>	<b>937</b>	<b>1,021</b>	<b>1,021</b>
<b>BASELINE PROGRAM</b>						
OFFICER	92,088	91,999	92,288	92,369	93,289	92,359
ENLISTED	377,467	379,605	378,240	381,117	382,789	383,127
CADET	4,546	4,575	4,439	4,514	4,396	4,514
<b>TOTAL BASELINE PROGRAM</b>	<b>474,101</b>	<b>476,179</b>	<b>474,967</b>	<b>478,000</b>	<b>480,474</b>	<b>480,000</b>
<b>SUPPLEMENTAL <sup>/3</sup></b>						
OFFICER	5,733	0	0	0	0	0
ENLISTED	19,625	0	0	0	0	0
<b>TOTAL SUPPLEMENTAL PROGRAM</b>	<b>25,358</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
OFFICER	97,821	91,999	92,288	92,369	93,289	92,359
ENLISTED	397,092	379,605	378,240	381,117	382,789	383,127
CADET	4,546	4,575	4,439	4,514	4,396	4,514
<b>TOTAL PROGRAM</b>	<b>499,459</b>	<b>476,179</b>	<b>474,967</b>	<b>478,000</b>	<b>480,474</b>	<b>480,000</b>

/1 Direct baseline average strength includes base RC on Active Duty Operational Support (ADOS) man-year for Administrative, Operational, and Contingency ADOS

/2 End strength is only reported for the Active Component

/3 Figures listed are for Reserve Component Soldiers on OCO active duty orders

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
<b>OFFICER</b>						
<b>COMMISSIONED OFFICERS</b>						
GENERAL	15	3	14	3	15	3
LIEUTENANT GENERAL	44	0	42	0	43	0
MAJOR GENERAL	118	6	112	6	116	7
BRIGADIER GENERAL	141	3	134	3	139	3
COLONEL	3,990	117	4,013	114	3,920	130
LIEUTENANT COLONEL	8,793	94	8,748	91	8,770	103
MAJOR	15,077	95	15,529	92	16,200	105
CAPTAIN	28,421	137	27,989	134	27,490	152
1ST LIEUTENANT	11,259	38	11,463	37	11,269	42
2ND LIEUTENANT	9,881	6	10,060	5	9,890	6
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>77,739</b>	<b>499</b>	<b>78,104</b>	<b>485</b>	<b>77,852</b>	<b>551</b>
<b>WARRANT OFFICERS</b>						
WARRANT OFFICER (W-5)	589	2	597	2	593	3
WARRANT OFFICER (W-4)	2,070	13	2,007	13	2,093	14
WARRANT OFFICER (W-3)	3,949	13	3,894	13	3,727	15
WARRANT OFFICER (W-2)	5,300	11	5,351	11	5,596	12
WARRANT OFFICER (W-1)	2,352	3	2,416	3	2,498	3
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>14,260</b>	<b>42</b>	<b>14,265</b>	<b>42</b>	<b>14,507</b>	<b>47</b>
<b>SUBTOTAL OFFICER</b>	<b>91,999</b>	<b>541</b>	<b>92,369</b>	<b>527</b>	<b>92,359</b>	<b>598</b>
<b>ENLISTED PERSONNEL</b>						
SERGEANT MAJOR	3,508	45	3,397	45	3,406	47
1ST SERGEANT/MASTER SERGEANT	10,580	36	10,611	36	10,847	37
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,769	71	36,092	71	36,947	74
STAFF SERGEANT	54,188	98	56,907	99	59,150	101
SERGEANT	65,544	88	69,088	88	70,461	91
CORPORAL/SPECIALIST	106,466	60	106,955	60	104,096	62
PRIVATE FIRST CLASS	50,488	8	47,231	8	47,305	8
PRIVATE E2	27,491	0	29,639	0	29,685	0
PRIVATE E1	25,571	3	21,197	3	21,230	3
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>379,605</b>	<b>409</b>	<b>381,117</b>	<b>410</b>	<b>383,127</b>	<b>423</b>
<b>CADET</b>	4,575	0	4,514	0	4,514	0
<b>TOTAL END STRENGTH</b>	<b>476,179</b>	<b>950</b>	<b>478,000</b>	<b>937</b>	<b>480,000</b>	<b>1,021</b>

PB-30C END STRENGTHS BY GRADE (TOTAL PROGRAM)



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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
<b>OFFICER</b>						
<b>COMMISSIONED OFFICERS</b>						
GENERAL	11	3	12	3	12	3
LIEUTENANT GENERAL	47	0	45	0	47	0
MAJOR GENERAL	140	6	122	6	125	7
BRIGADIER GENERAL	161	3	137	3	142	3
COLONEL	4,384	117	4,145	114	4,110	130
LIEUTENANT COLONEL	9,591	94	8,856	91	8,957	103
MAJOR	16,364	95	15,436	92	15,799	105
CAPTAIN	30,608	137	28,245	134	27,819	152
1ST LIEUTENANT	12,938	38	12,646	37	13,132	42
2ND LIEUTENANT	8,112	6	8,323	5	8,592	6
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>82,356</b>	<b>499</b>	<b>77,967</b>	<b>485</b>	<b>78,735</b>	<b>551</b>
<b>WARRANT OFFICERS</b>						
WARRANT OFFICER (W-5)	620	2	610	2	597	3
WARRANT OFFICER (W-4)	2,207	13	2,024	13	2,066	14
WARRANT OFFICER (W-3)	4,371	13	3,960	13	3,875	15
WARRANT OFFICER (W-2)	5,862	11	5,337	11	5,551	12
WARRANT OFFICER (W-1)	2,405	3	2,390	3	2,465	3
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>15,465</b>	<b>42</b>	<b>14,321</b>	<b>42</b>	<b>14,554</b>	<b>47</b>
<b>SUBTOTAL OFFICER</b>	<b>97,821</b>	<b>541</b>	<b>92,288</b>	<b>527</b>	<b>93,289</b>	<b>598</b>
<b>ENLISTED PERSONNEL</b>						
SERGEANT MAJOR	3,649	45	3,495	45	3,478	47
1ST SERGEANT/MASTER SERGEANT	12,038	36	10,671	36	10,735	37
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,833	71	36,215	71	36,961	74
STAFF SERGEANT	56,876	98	56,080	99	58,436	101
SERGEANT	70,734	88	68,389	88	70,402	91
CORPORAL/SPECIALIST	115,973	60	105,499	60	105,960	62
PRIVATE FIRST CLASS	48,857	8	47,726	8	46,653	8
PRIVATE E2	30,790	0	28,458	0	29,250	0
PRIVATE E1	21,342	3	21,707	3	20,914	3
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>397,092</b>	<b>409</b>	<b>378,240</b>	<b>410</b>	<b>382,789</b>	<b>423</b>
<b>CADET</b>	4,546	0	4,439	0	4,396	0
<b>TOTAL AVERAGE STRENGTH</b>	<b>499,459</b>	<b>950</b>	<b>474,967</b>	<b>937</b>	<b>480,474</b>	<b>1,021</b>

Direct baseline average strength includes base RC on Active Duty Operational Support (ADOS) man-year for Administrative, Operational, and Contingency-ADOS Figures listed for FY2018 include 25,358 man-years for Reserve Component Soldiers on OCO active duty orders

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

Monthly End Strengths <sup>1/</sup>	FY 2018				FY 2019				FY 2020			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	91,796	379,868	4,581	476,245	91,999	379,605	4,575	476,179	92,368	381,118	4,514	478,000
October	91,501	380,090	4,576	476,167	91,760	378,619	4,565	474,944	92,276	382,588	4,501	479,366
November	91,280	378,646	4,571	474,497	91,433	375,988	4,557	471,978	92,193	382,769	4,494	479,457
December	90,916	374,515	4,542	469,973	91,089	371,647	4,530	467,266	92,016	378,845	4,467	475,328
January	90,893	377,268	4,531	472,692	91,079	374,744	4,515	470,338	91,995	381,483	4,452	477,930
February	90,785	376,206	4,522	471,513	91,095	375,500	4,502	471,097	91,929	380,735	4,439	477,103
March	90,689	373,387	4,503	468,579	90,713	375,528	4,495	470,737	91,931	379,719	4,432	476,082
April	90,598	371,878	4,492	466,968	90,454	374,975	4,486	469,915	91,703	378,122	4,423	474,248
May	91,821	370,515	3,491	465,827	91,487	374,913	3,420	469,820	93,311	377,474	3,373	474,158
June	92,215	372,667	3,449	468,331	92,288	375,269	4,590	472,147	93,520	379,155	4,590	477,265
July	92,248	375,880	4,612	472,740	92,292	377,503	4,534	474,328	93,302	381,409	4,534	479,245
August	91,796	378,979	4,592	475,367	92,302	379,730	4,529	476,561	92,895	382,851	4,529	480,275
September	91,999	379,605	4,575	476,179	92,368	381,118	4,514	478,000	92,359	383,127	4,514	480,000

**SUMMARY OF AVERAGE STRENGTH**

	FY 2018				FY 2019				FY 2020			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
<b>Active Component (AC) Avg Strength [BASE]</b>	<b>91,213</b>	<b>375,813</b>	<b>4,546</b>	<b>471,572</b>	<b>91,605</b>	<b>375,363</b>	<b>4,439</b>	<b>471,407</b>	<b>92,452</b>	<b>380,607</b>	<b>4,396</b>	<b>477,455</b>
<u>BASE Active Duty for Operational Support (ADOS)</u>												
Administrative-ADOS	53	83	-	136	28	72	-	100	28	72	-	100
Operational-ADOS	419	661	-	1,079	125	325	-	450	139	361	-	500
12304B Contingency-ADOS	403	910	-	1,313	619	1,611	-	2,230	671	1,748	-	2,419
<b>Total ADOS Average Strength [BASE]</b>	<b>874</b>	<b>1,654</b>	<b>-</b>	<b>2,529</b>	<b>772</b>	<b>2,008</b>	<b>-</b>	<b>2,780</b>	<b>837</b>	<b>2,182</b>	<b>-</b>	<b>3,019</b>
<b>Reserve Component (RC) Mobilization [OCO]</b>	<b>5,734</b>	<b>19,625</b>	<b>-</b>	<b>25,358</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Average Strength [BASE TOTAL]</b>	<b>92,087</b>	<b>377,467</b>	<b>4,546</b>	<b>474,101</b>	<b>92,377</b>	<b>377,371</b>	<b>4,439</b>	<b>474,187</b>	<b>93,289</b>	<b>382,789</b>	<b>4,396</b>	<b>480,474</b>
<b>Average Strength [OCO TOTAL]</b>	<b>5,734</b>	<b>19,625</b>	<b>-</b>	<b>25,358</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Average Strength</b>	<b>97,821</b>	<b>397,092</b>	<b>4,546</b>	<b>499,459</b>	<b>92,377</b>	<b>377,371</b>	<b>4,439</b>	<b>474,187</b>	<b>93,289</b>	<b>382,789</b>	<b>4,396</b>	<b>480,474</b>

**ADOS and RC Mobilization (\$M)**

	FY 2018 Actuals				FY 2019 Revised				FY 2020 Requested			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative-ADOS	\$7.9	\$6.0	-	\$13.9	\$4.3	\$5.4	-	\$9.7	\$4.4	\$5.5	-	\$10.0
Operational-ADOS	\$61.5	\$48.8	-	\$110.3	\$19.0	\$24.7	-	\$43.8	\$21.7	\$28.4	-	\$50.1
12304B Contingency-ADOS	\$59.2	\$67.1	-	\$126.3	\$94.1	\$122.6	-	\$216.7	\$104.9	\$137.2	-	\$242.1
<b>Total ADOS/RC Mobilization [BASE]</b>	<b>\$128.7</b>	<b>\$121.9</b>	<b>-</b>	<b>\$250.6</b>	<b>\$117.5</b>	<b>\$152.7</b>	<b>-</b>	<b>\$270.2</b>	<b>\$131.0</b>	<b>\$171.2</b>	<b>-</b>	<b>\$302.2</b>

<sup>1/</sup> The FY 2018 monthly end strengths reflects actual monthly Active Component (AC) as of September 2018. The FY 2019 and FY 2020 monthly end strengths are AC strength projections as of December 2018.

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

<b>OFFICER</b>	<b><u>ACTUAL FY 2018</u></b>	<b><u>ESTIMATE FY 2019</u></b>	<b><u>ESTIMATE FY 2020</u></b>
<b>Beginning Strength</b>	<b>91,796</b>	<b>91,999</b>	<b>92,369</b>
<b>Gains:</b>			
Service Academies	977	969	995
ROTC	3,251	2,809	3,345
Officer Candidate School	1,152	1,103	496
Warrant Officer Programs	1,319	1,435	1,485
Other Gains (Medical & JAG)	1,393	1,664	1,518
<b>Total Officer Gains</b>	<b>8,092</b>	<b>7,980</b>	<b>7,839</b>
<b>Losses:</b>			
Expiration of Contract	7,243	7,025	7,136
15 Year Retirement	30	0	0
Involuntary Separation of Regular	372	377	385
Other Losses	244	208	328
<b>Total Officer Losses</b>	<b>7,889</b>	<b>7,610</b>	<b>7,849</b>
<b>End Strength</b>	<b>91,999</b>	<b>92,369</b>	<b>92,359</b>

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

<b>ENLISTED</b>	<b><u>ACTUAL FY 2018</u></b>	<b><u>ESTIMATE FY 2019</u></b>	<b><u>ESTIMATE FY 2020</u></b>
<b>Beginning Strength</b>	<b>379,868</b>	<b>379,605</b>	<b>381,117</b>
<b>Gains:</b>			
Males (NPS)	53,331	55,250	54,468
Females (NPS)	10,998	9,750	10,375
Prior Service Enlistments	5,716	3,000	2,000
Reenlistment (IMM)	57,003	60,595	59,804
Returned to Military Control	325	369	340
Other Gains	110	0	0
<b>Total Enlisted Gains</b>	<b>127,483</b>	<b>128,964</b>	<b>126,987</b>
<b>Losses:</b>			
Estimated Termination of Service	22,383	19,471	21,888
Normal Early Release	6,496	6,284	6,619
Programmed Early Release	126	0	0
To Commissioned Officer and Warrant Officer	1,152	1,103	496
Reenlistment	57,003	60,595	59,804
Retirement	7,258	5,894	4,941
15 Year Retirement	11	0	0
Dropped from Rolls	553	520	455
Attrition Adverse Causes	15,030	14,910	14,604
Other Attrition	17,734	18,675	16,170
<b>Total Enlisted Losses</b>	<b>127,746</b>	<b>127,452</b>	<b>124,977</b>
<b>End Strength</b>	<b>379,605</b>	<b>381,117</b>	<b>383,127</b>

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

<b>CADET</b>	<u><b>ACTUAL FY 2018</b></u>	<u><b>ESTIMATE FY 2019</b></u>	<u><b>ESTIMATE FY 2020</b></u>
<b>Beginning Strength</b>	<b>4,581</b>	<b>4,575</b>	<b>4,514</b>
Entering Cadets	1,163	1,232	1,279
<b>Losses:</b>			
Attrition	6	15	0
Graduates	1,163	1,278	1,279
	<hr/>	<hr/>	<hr/>
<b>Total Cadet Losses</b>	<b>1,169</b>	<b>1,293</b>	<b>1,279</b>
<b>End Strength</b>	<b>4,575</b>	<b>4,514</b>	<b>4,514</b>

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

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<b>1. Basic Pay</b>									
Basic Pay	7,566,390	13,505,859	21,072,249	7,245,763	13,164,950	20,410,713	7,521,813	13,774,829	21,296,642
<b>2. Retired Pay Accrual</b>									
Retired Pay Accrual	2,081,995	3,784,572	5,866,567	2,199,138	3,962,041	6,161,179	2,327,136	4,264,203	6,591,339
<b>3. Thrift Savings Plan (TSP) Matching</b>									
Thrift Savings Plan (TSP) Matching	24,471	27,065	51,536	53,555	80,196	133,751	75,832	96,028	171,860
<b>4. Basic Allowance for Housing</b>									
With Dependents - Domestic	1,577,807	3,954,919	5,532,726	1,481,033	3,766,061	5,247,094	1,534,551	3,957,160	5,491,711
Without Dependents - Domestic	509,728	607,000	1,116,728	468,413	515,606	984,019	489,442	542,317	1,031,759
Partial Allowance for Bachelors - Domestic	198	12,674	12,872	148	10,829	10,977	156	11,230	11,386
BAH Differential - Domestic	94	3,571	3,665	320	3,161	3,481	343	3,304	3,647
With Dependents - Overseas	84,033	115,888	199,921	74,527	103,639	178,166	76,600	111,801	188,401
Without Dependents - Overseas	87,043	66,392	153,435	70,526	54,520	125,046	72,890	58,775	131,665
<b>TOTAL BASIC ALLOWANCE FOR HOUSING</b>	<b>2,258,903</b>	<b>4,760,444</b>	<b>7,019,347</b>	<b>2,094,967</b>	<b>4,453,816</b>	<b>6,548,783</b>	<b>2,173,982</b>	<b>4,684,587</b>	<b>6,858,569</b>
<b>5. Subsistence</b>									
Basic Allowance for Subsistence	298,395	0	298,395	281,727	0	281,727	289,916	0	289,916
When Authorized to Mess Separately	0	1,619,499	1,619,499	0	1,620,174	1,620,174	0	1,663,057	1,663,057
Less Collections	0	(392,896)	(392,896)	0	(420,463)	(420,463)	0	(428,514)	(428,514)
Subsistence in Kind									
Subsistence in Messes	0	479,745	479,745	0	333,150	333,150	0	342,789	342,789
Operational Rations	0	465,687	465,687	0	306,866	306,866	0	315,744	315,744
Augmentation Rations/Other Programs	0	2,994	2,994	0	3,013	3,013	0	3,100	3,100
<b>SUBTOTAL SUBSISTENCE IN KIND</b>	<b>0</b>	<b>948,426</b>	<b>948,426</b>	<b>0</b>	<b>643,029</b>	<b>643,029</b>	<b>0</b>	<b>661,633</b>	<b>661,633</b>
Family Subsistence Supplemental Allowance	0	51	51	0	49	49	0	50	50
<b>TOTAL SUBSISTENCE</b>	<b>298,395</b>	<b>2,175,080</b>	<b>2,473,475</b>	<b>281,727</b>	<b>1,842,789</b>	<b>2,124,516</b>	<b>289,916</b>	<b>1,896,226</b>	<b>2,186,142</b>
<b>6. Incentive Pay, Hazardous Duty and Aviation Career</b>									
Flying Duty	76,966	13,688	90,654	74,394	12,505	86,899	78,132	8,821	86,953
Parachute Jumping	15,320	69,161	84,481	14,399	66,269	80,668	14,557	67,065	81,622
Experimental Stress	37	194	231	35	194	229	35	197	232
Demolition Duty	1,861	12,006	13,867	1,749	11,807	13,556	1,768	11,949	13,717
Chemical Munitions	30	45	75	28	45	73	29	46	75
Toxic Pesticides	0	2	2	0	2	2	0	2	2
Toxic Fuel/Waste	0	2	2	0	2	2	0	2	2
<b>TOTAL INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER</b>	<b>94,214</b>	<b>95,098</b>	<b>189,312</b>	<b>90,605</b>	<b>90,824</b>	<b>181,429</b>	<b>94,521</b>	<b>88,082</b>	<b>182,603</b>

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

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</b>		
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>7. Special Pays</b>									
Special Pay									
Medical Pay	207,571	0	207,571	207,140	0	207,140	207,119	0	207,119
Dental Pay	43,519	0	43,519	43,886	0	43,886	43,878	0	43,878
Nurse Pay	19,158	0	19,158	19,330	0	19,330	19,318	0	19,318
Optometrists Pay	1,376	0	1,376	1,392	0	1,392	1,388	0	1,388
Veterinarians Pay	5,375	0	5,375	5,423	0	5,423	5,420	0	5,420
Diplomate Pay for Psychologists	5,216	0	5,216	5,261	0	5,261	5,259	0	5,259
Assignment Incentive Pay	17,101	41,316	58,417	13,516	50,595	64,111	14,322	51,608	65,930
Personal Money Allowances for General/Flag Officer	55	0	55	51	0	51	51	0	51
Pharmacy Pay	2,512	0	2,512	2,533	0	2,533	2,532	0	2,532
Physician Assistant	18,400	0	18,400	18,524	0	18,524	18,553	0	18,553
Social Work	2,522	0	2,522	2,537	0	2,537	2,543	0	2,543
Diving Duty Pay	254	1,312	1,566	161	1,315	1,476	185	1,330	1,515
Board Certified Pay Non-Physician Health Care	0	0	0	264	0	264	264	0	264
Hostile Fire Pay	15,540	47,964	63,504	5,595	1,805	7,400	6,429	1,826	8,255
Sea Duty Pay	349	647	996	221	648	869	254	656	910
Hardship Duty Pay	19,371	50,011	69,382	7,939	27,499	35,438	9,122	27,830	36,952
Foreign Language Proficiency Pay	12,314	41,055	53,369	7,787	37,309	45,096	8,885	37,757	46,642
Judge Advocate Continuation Pay	6,399	0	6,399	4,048	0	4,048	4,922	0	4,922
Other Special Pay	0	2	2	216	2	218	325	2	327
Continuation Pay	1,244	1,822	3,066	3,061	4,697	7,758	2,529	3,461	5,990
<b>SUBTOTAL SPECIAL PAY</b>	<b>378,276</b>	<b>184,129</b>	<b>562,405</b>	<b>348,885</b>	<b>123,870</b>	<b>472,755</b>	<b>353,298</b>	<b>124,470</b>	<b>477,768</b>
Special Duty Assignment Pay (SDAP)	0	101,314	101,314	0	101,705	101,705	0	102,928	102,928
Reenlistment Bonus	0	501,244	501,244	0	395,744	395,744	0	435,200	435,200
Enlistment Bonus									
New Payments	0	317,924	317,924	0	303,300	303,300	0	301,323	301,323
Anniversary	0	82,974	82,974	0	130,000	130,000	0	150,000	150,000
<b>SUBTOTAL ENLISTMENT BONUS</b>	<b>0</b>	<b>400,898</b>	<b>400,898</b>	<b>0</b>	<b>433,300</b>	<b>433,300</b>	<b>0</b>	<b>451,323</b>	<b>451,323</b>
Officer Bonus - Other than Medical	6,248	0	6,248	4,079	0	4,079	4,079	0	4,079
Loan Repayment Program	0	5,613	5,613	0	2,510	2,510	0	1,512	1,512
<b>TOTAL SPECIAL PAYS</b>	<b>384,524</b>	<b>1,193,198</b>	<b>1,577,722</b>	<b>352,964</b>	<b>1,057,129</b>	<b>1,410,093</b>	<b>357,377</b>	<b>1,115,433</b>	<b>1,472,810</b>

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

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</b>		
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>8. Allowance</b>									
Overseas Station Allowances									
Cost of Living	157,847	362,131	519,978	145,099	345,255	490,354	147,580	351,522	499,102
Temporary Lodging	28,675	42,284	70,959	29,844	44,115	73,959	31,549	48,117	79,666
<b>SUBTOTAL OVERSEAS STATION ALLOWANCES</b>	<b>186,522</b>	<b>404,415</b>	<b>590,937</b>	<b>174,943</b>	<b>389,370</b>	<b>564,313</b>	<b>179,129</b>	<b>399,639</b>	<b>578,768</b>
Clothing Allowances									
Initial Issue	0	166,223	166,223	0	162,896	162,896	0	164,591	164,591
Initial Military Allowance	3,236	0	3,236	3,164	0	3,164	3,141	0	3,141
Additional Military Allowance	1,031	0	1,031	902	0	902	912	0	912
Maintenance Allowances	0	115,387	115,387	0	104,396	104,396	0	113,764	113,764
Civilian Clothing Allowance	353	0	353	315	0	315	325	0	325
Supplementary Allowances	0	2,854	2,854	0	7,334	7,334	0	7,334	7,334
Other Allowances	0	10,977	10,977	0	10,977	10,977	0	10,977	10,977
<b>SUBTOTAL CLOTHING ALLOWANCES</b>	<b>4,620</b>	<b>295,441</b>	<b>300,061</b>	<b>4,381</b>	<b>285,603</b>	<b>289,984</b>	<b>4,378</b>	<b>296,666</b>	<b>301,044</b>
Family Separation Allowances									
PCS w/Dependents Not Authorized	5,247	17,792	23,039	2,315	13,359	15,674	2,343	13,519	15,862
Temporary Duty >30 Days w/Dep not near TD station	21,107	72,501	93,608	9,312	18,809	28,121	9,422	19,165	28,587
<b>SUBTOTAL FAMILY SEPARATION ALLOWANCES</b>	<b>26,354</b>	<b>90,293</b>	<b>116,647</b>	<b>11,627</b>	<b>32,168</b>	<b>43,795</b>	<b>11,765</b>	<b>32,684</b>	<b>44,449</b>
Aid and Attendance for Catastrophically Injured CONUS, Cost-of-Living Allowance	0	354	354	0	203	203	0	205	205
	5,872	9,317	15,189	2,841	2,859	5,700	2,960	2,979	5,939
<b>TOTAL ALLOWANCE</b>	<b>223,368</b>	<b>799,820</b>	<b>1,023,188</b>	<b>193,792</b>	<b>710,203</b>	<b>903,995</b>	<b>198,232</b>	<b>732,173</b>	<b>930,405</b>
<b>9. Separation Pay</b>									
Lump Sum Terminal Leave Payments	24,945	101,001	125,946	21,097	90,760	111,857	22,221	97,528	119,749
Severance Pay, Disability	11,851	160,607	172,458	11,078	117,682	128,760	12,676	126,454	139,130
Separation Pay - Involuntary Half Pay (5%)	0	18,413	18,413	0	14,411	14,411	0	15,485	15,485
Separation Pay - Involuntary Full Pay (10%)	11,819	29,960	41,779	11,054	23,530	34,584	12,858	25,285	38,143
Voluntary Separation Incentive (VSI)	12,521	3,179	15,700	10,706	2,494	13,200	8,945	2,055	11,000
15 Year Temporary Early Retirement Authority	2,779	967	3,746	0	0	0	0	0	0
\$30,000 Lump Sum Bonus	303	14,620	14,923	0	0	0	0	0	0
<b>TOTAL SEPARATION PAY</b>	<b>64,218</b>	<b>328,747</b>	<b>392,965</b>	<b>53,935</b>	<b>248,877</b>	<b>302,812</b>	<b>56,700</b>	<b>266,807</b>	<b>323,507</b>



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

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</b>		
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>10. Social Security Tax Payments</b>									
Social Security Tax Employer Contribution	570,623	1,031,726	1,602,349	552,388	1,003,018	1,555,406	574,217	1,053,774	1,627,991
<b>11. Permanent Change of Station Travel</b>									
Accession Travel	15,407	136,017	151,424	23,085	116,618	139,703	23,450	117,069	140,519
Training Travel	120,629	27,645	148,274	115,068	24,445	139,513	117,467	24,992	142,459
Operational Travel	150,502	261,800	412,302	159,098	322,908	482,006	154,260	328,777	483,037
Rotational Travel To/From Overseas	217,795	487,563	705,358	235,792	430,167	665,959	239,291	441,584	680,875
Separation Travel	72,009	187,667	259,676	44,900	154,967	199,867	46,793	167,977	214,770
Organized Unit Travel	642	2,595	3,237	407	1,363	1,770	420	1,392	1,812
<b>TOTAL PERMANENT CHANGE OF STATION TRAVEL</b>	<b>576,984</b>	<b>1,103,287</b>	<b>1,680,271</b>	<b>578,350</b>	<b>1,050,468</b>	<b>1,628,818</b>	<b>581,681</b>	<b>1,081,791</b>	<b>1,663,472</b>
<b>12. Other Military Personnel Costs</b>									
Apprehension Deserters, Absentees, Escaped Prisoners	0	260	260	0	228	228	0	234	234
Interest on Uniformed Services Savings Deposits	2,130	1,826	3,956	55	68	123	57	71	128
Death Gratuities	5,500	39,700	45,200	5,000	37,000	42,000	5,100	37,500	42,600
Unemployment Compensation Benefits	0	98,504	98,504	0	66,876	66,876	0	68,731	68,731
Adoption Expenses	276	341	617	198	283	481	204	292	496
Amortization of Education Benefits	0	16,039	16,039	0	900	900	0	6,006	6,006
Partial Dislocation Allowance	17	55	72	17	55	72	17	57	74
Mass Transit Subsidy	7,618	1,936	9,554	7,919	3,359	11,278	8,157	3,466	11,623
ROTC	97,071	0	97,071	102,501	0	102,501	105,698	0	105,698
JROTC	27,992	0	27,992	28,728	0	28,728	29,746	0	29,746
SGLI Extra Hazard Payments	2,083	7,400	9,483	0	0	0	0	0	0
SGLI Traumatic Injury Payments	200	850	1,050	0	0	0	0	0	0
<b>TOTAL OTHER MILITARY PERSONNEL COSTS</b>	<b>142,887</b>	<b>166,911</b>	<b>309,798</b>	<b>144,418</b>	<b>108,769</b>	<b>253,187</b>	<b>148,979</b>	<b>116,357</b>	<b>265,336</b>
<b>SUBTOTAL MILITARY PERSONNEL APPROPRIATION</b>	<b>14,286,972</b>	<b>28,971,807</b>	<b>43,258,779</b>	<b>13,841,602</b>	<b>27,773,080</b>	<b>41,614,682</b>	<b>14,400,386</b>	<b>29,170,290</b>	<b>43,570,676</b>

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

	<b>ACTUAL FY 2018</b>			<b>ESTIMATE FY 2019</b>			<b>ESTIMATE FY 2020</b>		
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>13. Cadet</b>									
Academy Cadets	84,993	0	84,993	88,624	0	88,624	90,098	0	90,098
<b>14. Less Reimbursables</b>									
Basic Pay	(112,324)	(51,410)	(163,734)	(114,821)	(51,288)	(166,109)	(124,712)	(53,186)	(177,898)
Retired Pay Accrual	(31,900)	(14,600)	(46,500)	(34,905)	(15,592)	(50,497)	(37,414)	(15,956)	(53,370)
Basic Allowance for Housing	(34,264)	(18,196)	(52,460)	(33,696)	(13,311)	(47,007)	(36,811)	(18,050)	(54,861)
Basic Allowance for Subsistence	(4,661)	(5,179)	(9,840)	(4,350)	(4,967)	(9,317)	(5,012)	(5,151)	(10,163)
Subsistence in Kind	0	(1,257)	(1,257)	0	(1,500)	(1,500)	0	(1,500)	(1,500)
Incentive Pay for Hazardous Duty	(3,626)	(382)	(4,008)	(1,394)	(4,262)	(5,656)	(1,513)	(388)	(1,901)
Social Security Tax Employer Contribution	(8,593)	(3,933)	(12,526)	(8,784)	(3,924)	(12,708)	(9,540)	(4,069)	(13,609)
<b>TOTAL LESS REIMBURSABLES</b>	<b>(195,368)</b>	<b>(94,957)</b>	<b>(290,325)</b>	<b>(197,950)</b>	<b>(94,844)</b>	<b>(292,794)</b>	<b>(215,002)</b>	<b>(98,300)</b>	<b>(313,302)</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>14,176,597</b>	<b>28,876,850</b>	<b>43,053,447</b>	<b>13,732,276</b>	<b>27,678,236</b>	<b>41,410,512</b>	<b>14,275,482</b>	<b>29,071,990</b>	<b>43,347,472</b>

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

	FY 2019 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2019 REVISED
<b>PAY AND ALLOWANCES OF OFFICERS</b>							
BASIC PAY	7,109,553	0	7,109,553	21,389	7,130,942	0	7,130,942
RETIRED PAY ACCRUAL	2,159,766	0	2,159,766	4,467	2,164,233	0	2,164,233
INCENTIVE PAY FOR HAZARDOUS DUTY	65,325	0	65,325	23,886	89,211	0	89,211
SPECIAL PAY	357,500	-8,500	349,000	-3,176	345,824	0	345,824
OFFICER BONUS - OTHER THAN MEDICAL	7,702	0	7,702	-3,623	4,079	0	4,079
BASIC ALLOWANCE FOR HOUSING	2,130,974	0	2,130,974	0	2,130,974	-69,703	2,061,271
BASIC ALLOWANCE FOR SUBSISTENCE	281,135	0	281,135	-3,758	277,377	0	277,377
OVERSEAS STATION ALLOWANCES	177,382	0	177,382	-2,439	174,943	0	174,943
CLOTHING ALLOWANCES	4,197	0	4,197	184	4,381	0	4,381
FAMILY SEPARATION ALLOWANCES	8,772	0	8,772	2,855	11,627	0	11,627
SEPARATION PAYMENTS	99,315	0	99,315	-43,161	56,154	-2,219	53,935
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	542,000	0	542,000	1,604	543,604	0	543,604
CONUS COST OF LIVING ALLOWANCE	1,069	0	1,069	1,772	2,841	0	2,841
OFFICER-CONTINUATION PAY	75,580	-55,000	20,580	0	20,580	-17,519	3,061
OFFICER-TSP MATCHING	132,476	-40,000	92,476	0	92,476	-38,921	53,555
REIMBURSABLES	197,950	0	197,950	0	197,950	0	197,950
<b>TOTAL OBLIGATIONS</b>	<b>13,350,696</b>	<b>-103,500</b>	<b>13,247,196</b>	<b>0</b>	<b>13,247,196</b>	<b>-128,362</b>	<b>13,118,834</b>
LESS REIMBURSABLES	197,950	0	197,950	0	197,950	0	197,950
<b>TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS</b>	<b>13,152,746</b>	<b>-103,500</b>	<b>13,049,246</b>	<b>0</b>	<b>13,049,246</b>	<b>-128,362</b>	<b>12,920,884</b>

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

	<b>FY 2019 PRESIDENT'S BUDGET</b>	<b>CONGRES -SIONAL ACTION</b>	<b>AVAILABLE APPN</b>	<b>INTERNAL REALIGN/ REPROGRAM</b>	<b>SUBTOTAL</b>	<b>PROPOSED DD 1415 ACTIONS</b>	<b>FY 2019 REVISED</b>
<b>PAY AND ALLOWANCES OF ENLISTED</b>							
BASIC PAY	13,773,807	-334,205	13,439,602	0	13,439,602	-325,940	13,113,662
RETIRED PAY ACCRUAL	4,183,110	-101,598	4,081,512	0	4,081,512	-135,063	3,946,449
INCENTIVE PAY FOR HAZARDOUS DUTY	91,631	0	91,631	-2,224	89,407	-2,845	86,562
SPECIAL PAY	89,687	-2,500	87,187	31,986	119,173	0	119,173
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	101,908	0	101,908	-203	101,705	0	101,705
REENLISTMENT BONUS	404,244	0	404,244	-2,500	401,744	-6,000	395,744
ENLISTMENT BONUS	454,564	0	454,564	0	454,564	-21,264	433,300
BASIC ALLOWANCE FOR HOUSING	4,764,116	-113,630	4,650,486	0	4,650,486	-209,981	4,440,505
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	373	0	373	-170	203	0	203
LOAN REPAYMENT PROGRAM	5,146	0	5,146	-2,294	2,852	-342	2,510
OVERSEAS STATION ALLOWANCES	416,023	0	416,023	-26,653	389,370	0	389,370
CLOTHING ALLOWANCES	301,487	0	301,487	0	301,487	-15,884	285,603
FAMILY SEPARATION ALLOWANCES	42,623	0	42,623	0	42,623	-10,455	32,168
SEPARATION PAYMENTS	390,174	0	390,174	0	390,174	-141,297	248,877
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	1,053,694	-25,567	1,028,127	0	1,028,127	-29,033	999,094
CONUS COST OF LIVING ALLOWANCE	2,915	0	2,915	-56	2,859	0	2,859
ENLISTED-CONTINUATION PAY	139,349	-110,000	29,349	0	29,349	-24,652	4,697
ENLISTED-TSP MATCHING	243,633	-122,000	121,633	0	121,633	-41,437	80,196
REIMBURSABLES	88,377	0	88,377	0	88,377	0	88,377
<b>TOTAL OBLIGATIONS</b>	<b>26,546,861</b>	<b>-809,500</b>	<b>25,737,361</b>	<b>-2,114</b>	<b>25,735,247</b>	<b>-964,193</b>	<b>24,771,054</b>
LESS REIMBURSABLES	88,377	0	88,377	0	88,377	0	88,377
<b>TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS</b>	<b>26,458,484</b>	<b>-809,500</b>	<b>25,648,984</b>	<b>-2,114</b>	<b>25,646,870</b>	<b>-964,193</b>	<b>24,682,677</b>

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

	FY 2019 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2019 REVISED
<b>PAY AND ALLOWANCES OF CADETS</b>							
ACADEMY CADETS	86,510	0	86,510	2,114	88,624	0	88,624
<b>TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS</b>	<b>86,510</b>	<b>0</b>	<b>86,510</b>	<b>2,114</b>	<b>88,624</b>	<b>0</b>	<b>88,624</b>
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>							
BASIC ALLOWANCE FOR SUBSISTENCE	1,259,130	0	1,259,130	-6,966	1,252,164	-57,420	1,194,744
SUBSISTENCE IN KIND	634,529	0	634,529	7,000	641,529	0	641,529
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	83	0	83	-34	49	0	49
REIMBURSABLES	6,467	0	6,467	0	6,467	0	6,467
<b>TOTAL OBLIGATIONS</b>	<b>1,900,209</b>	<b>0</b>	<b>1,900,209</b>	<b>0</b>	<b>1,900,209</b>	<b>-57,420</b>	<b>1,842,789</b>
LESS REIMBURSABLES	6,467	0	6,467	0	6,467	0	6,467
<b>TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS</b>	<b>1,893,742</b>	<b>0</b>	<b>1,893,742</b>	<b>0</b>	<b>1,893,742</b>	<b>-57,420</b>	<b>1,836,322</b>
<b>PERMANENT CHANGE OF STATION TRAVEL</b>							
ACCESSION TRAVEL	176,608	0	176,608	0	176,608	-36,905	139,703
TRAINING TRAVEL	164,276	0	164,276	-24,763	139,513	0	139,513
OPERATIONAL TRAVEL	387,553	0	387,553	94,453	482,006	0	482,006
ROTATIONAL TRAVEL TO/FROM OVERSEAS	798,513	-40,000	758,513	-66,447	692,066	-26,107	665,959
SEPARATION TRAVEL	252,581	0	252,581	0	252,581	-52,714	199,867
ORGANIZED UNIT TRAVEL	5,013	0	5,013	-3,243	1,770	0	1,770
<b>TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS</b>	<b>1,784,544</b>	<b>-40,000</b>	<b>1,744,544</b>	<b>0</b>	<b>1,744,544</b>	<b>-115,726</b>	<b>1,628,818</b>

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

	FY 2019 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2019 REVISED
<b>OTHER MILITARY PERSONNEL COSTS</b>							
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	263	0	263	-35	228	0	228
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	849	0	849	-726	123	0	123
DEATH GRATUITIES	41,400	0	41,400	600	42,000	0	42,000
UNEMPLOYMENT COMPENSATION BENEFITS	109,662	-32,000	77,662	-957	76,705	-9,829	66,876
ADOPTION EXPENSES	533	0	533	-52	481	0	481
AMORTIZATION OF EDUCATION BENEFITS	980	0	980	-80	900	0	900
PARTIAL DISLOCATION ALLOWANCE	59	0	59	13	72	0	72
MASS TRANSIT SUBSIDY	10,041	0	10,041	1,237	11,278	0	11,278
ROTC	102,501	4,000	106,501	0	106,501	-4,000	102,501
JROTC	28,228	500	28,728	0	28,728	0	28,728
<b>TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS</b>	<b>294,516</b>	<b>-27,500</b>	<b>267,016</b>	<b>0</b>	<b>267,016</b>	<b>-13,829</b>	<b>253,187</b>
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>43,670,542</b>	<b>-980,500</b>	<b>42,690,042</b>	<b>0</b>	<b>42,690,042</b>	<b>-1,279,530</b>	<b>41,410,512</b>

**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
<b>FY2019 Direct Program</b>	<b>12,920,884</b>	<b>24,682,677</b>	<b>88,624</b>	<b>1,836,322</b>	<b>1,628,818</b>	<b>253,187</b>	<b>41,410,512</b>
<b>Increases Pricing:</b>							
Basic Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	45,465	83,608	382	0	0	0	129,455
Basic Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	166,851	306,837	1,401	0	0	0	475,089
Retired Pay Accrual increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	13,798	25,161	0	0	0	0	38,959
Retired Pay Accrual increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	50,639	92,340	0	0	0	0	142,979
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 31.0% effective 1 October 2019	50,308	95,106	0	0	0	0	145,414
Enlistment Bonus increase due to rate changes	0	21,654	0	0	0	0	21,654
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.4%, effective 1 January 2019	12,299	28,071	0	0	0	0	40,370
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.2%, effective 1 January 2020	49,195	111,031	0	0	0	0	160,226
Basic Allowance for Housing increase due to fluctuation in foreign currency exchange rates	430	612	0	0	0	0	1,042
Overseas Station Allowance - COLA increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	675	2,174	0	0	0	0	2,849
Overseas Station Allowance - COLA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	2,027	5,360	0	0	0	0	7,387
Overseas Station Allowance -COLA increase due to fluctuation in foreign currency exchange rates	512	1,161	0	0	0	0	1,673
CONUS COLA increase due to pay raise	86	84	0	0	0	0	170
Clothing increase due to rate changes	0	5,333	0	0	0	0	5,333
Basic Allowance for Subsistence increase due to the annualization of the 2.4% subsistence inflation rate, effective 1 January 2020	5,133	0	0	21,734	0	0	26,867
Separation Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	333	1,908	0	0	0	0	2,241
Separation Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	1,000	5,725	0	0	0	0	6,725
Subsistence in Messes increase due to dining facility food cost inflation	0	0	0	6,706	0	0	6,706
Operational Rations increase due to manufacturer price inflation	0	0	0	4,093	0	0	4,093
FICA increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	3,466	6,370	29	0	0	0	9,865
FICA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	12,719	23,377	106	0	0	0	36,202

**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
Cadet Ration increase in subsistence in 2020	0	0	431	0	0	0	431
Unitized Group Rations increase due to manufacturer price inflation	0	0	0	1,702	0	0	1,702
Member travel increase due to cost inflation	0	0	0	0	4,423	0	4,423
Family Subsistence Supplemental Allowance increase due to annual eligibility cost	0	0	0	1	0	0	1
Other Rations increase due to annual eligibility cost	0	0	0	382	0	0	382
Household goods shipment increase due to cost inflation	0	0	0	0	20,260	0	20,260
Dislocation allowance increase due to annualization of 2019 and 2020 pay raise	0	0	0	0	5,887	0	5,887
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	0	0	0	0	0	5	5
Interest on Uniformed Services Savings Deposits increase due to rate change	0	0	0	0	0	4	4
Privately owned vehicle increase due to cost inflation	0	0	0	0	1,470	0	1,470
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	0	0	0	0	0	11	11
Partial Dislocation Allowance increase due to annualization of pay raise inflation	0	0	0	0	0	2	2
Temporary lodging expense increase due to cost inflation	0	0	0	0	1,203	0	1,203
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	0	0	0	0	0	1,198	1,198
JROTC increase due to inflation rate change in Cadet clothing and subsistence	0	0	0	0	0	356	356
Dependent travel increase due to cost inflation	0	0	0	0	1,295	0	1,295
Mass Transit Subsidy increase due to change in monthly benefit amount and inflation	0	0	0	0	0	227	227
Unemployment Benefits increase due to annualized basic pay inflation	0	0	0	0	0	1,979	1,979
Education Benefit increase due to revised amortization payment amounts	0	0	0	0	0	5,106	5,106



**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
<b>Total Increases Pricing</b>	<b>414,936</b>	<b>815,912</b>	<b>2,349</b>	<b>34,618</b>	<b>34,538</b>	<b>8,888</b>	<b>1,311,241</b>
<b>Increases Program:</b>							
Household goods shipment increase due to change in move requirements	0	0	0	0	352	0	352
Basic Allowance for Subsistence increase due to man-year growth	3,056	0	0	12,914	0	0	15,970
Basic Pay increase due to man-year growth	80,104	166,104	0	0	0	0	246,208
Basic Pay increase due to shifts in grade structure	0	53,330	0	0	0	0	53,330
Subsistence in Messes increase due to number of personnel estimated to receive benefit	0	0	0	2,933	0	0	2,933
Operational Rations increase due to number of personnel estimated to receive benefit	0	0	0	1,790	0	0	1,790
Retired Pay Accrual increase due to man-year growth	18,217	66,650	0	0	0	0	84,867
Privately owned vehicle increase due to change in move requirements	0	0	0	0	2,447	0	2,447
Unitized Group Rations increase due to number of personnel estimated to receive benefit	0	0	0	744	0	0	744
Other Rations increase due to number of personnel estimated to receive benefit	0	0	0	254	0	0	254
Retired Pay Accrual increase due to shifts in grade structure	0	22,904	0	0	0	0	22,904
Non Temporary Storage increase due to change primarily to change in move requirements	0	0	0	0	9	0	9
Special Pay increase due to changes in the number of Soldiers expected to receive pay	0	600	0	0	0	0	600
Special Duty Assignment Pay increase due to changes in the number of Soldiers expected to receive pay	0	1,223	0	0	0	0	1,223
Reenlistment Bonus increase due to changes in the number of Soldiers expected to receive pay	0	39,456	0	0	0	0	39,456
Special Pay increase due to changes in the number of officers eligible to participate in the new Blended Retirement System and receive Officer Continuation Pay	4,414	0	0	0	0	0	4,414
Basic Allowance for Housing increase due to man-year growth	20,170	53,565	0	0	0	0	73,735
Basic Allowance for Housing increase due to shifts in grade structure	0	37,492	0	0	0	0	37,492
Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	973	1,574	0	0	0	0	2,547
Clothing increase due to changes in the number of Soldiers expected to receive allowance	0	5,730	0	0	0	0	5,730
Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	138	516	0	0	0	0	654

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

	<b>BA1</b>	<b>BA2</b>	<b>BA3</b>	<b>BA4</b>	<b>BA5</b>	<b>BA6</b>	<b>Total</b>
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	1,432	10,297	0	0	0	0	11,729
CONUS COLA increase due to changes in the number of Soldiers expected to receive allowance	34	36	0	0	0	0	70
FICA increase due to man-year growth	7,220	16,929	0	0	0	0	24,149
FICA increase due to shifts in grade structure	0	4,080	0	0	0	0	4,080
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	0	2	0	0	0	0	2
TSP Matching decrease due to changes in actuarial assumptions	22,277	15,832	0	0	0	0	38,109
ROTC program increase due to increase in participants	0	0	0	0	0	1,997	1,997
Death Gratuity increase due to change in non-combat deaths	0	0	0	0	0	600	600
Incentive Pay increase due to changes in the number of Soldiers expected to receive pay	3,916	0	0	0	0	0	3,916
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to increase deserters	0	0	0	0	0	2	2
Interest on Uniformed Services Savings Deposit change due to increased program utilization	0	0	0	0	0	1	1
Adoption expense increase due to change in non-combat deaths	0	0	0	0	0	6	6
JROTC increase due to number of program participants	0	0	0	0	0	662	662
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	0	0	0	0	0	117	117
<b>Total Increases Program</b>	<b>161,951</b>	<b>496,320</b>	<b>0</b>	<b>18,635</b>	<b>2,808</b>	<b>3,385</b>	<b>683,099</b>
<b>Total Increases</b>	<b>576,887</b>	<b>1,312,232</b>	<b>2,349</b>	<b>53,253</b>	<b>37,346</b>	<b>12,273</b>	<b>1,994,340</b>
<b>Decreases Pricing:</b>							

**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
<b>Total Decreases Pricing</b>	0	0	0	0	0	0	0
<b>Decreases Program:</b>							
Basic Pay decrease due to man-year reduction	0	0	(597)	0	0	0	(597)
Dependent travel decrease due to change in move requirements	0	0	0	0	(261)	0	(261)
Basic Pay decrease due to shifts in grade structure	(16,390)	0	0	0	0	0	(16,390)
Cadet Ration rate decrease in subsistence due to man-year reduction	0	0	(232)	0	0	0	(232)
Member travel decrease due to change in move requirement	0	0	0	0	(541)	0	(541)
FICA decrease due to man-year reduction	0	0	(46)	0	0	0	(46)
Dislocation allowance decrease due to change in move requirement	0	0	0	0	(1,351)	0	(1,351)
Retired Pay Accrual decrease due to shifts in grade structure	(4,974)	0	0	0	0	0	(4,974)
Temporary lodging expense decrease due to change in move requirements	0	0	0	0	(539)	0	(539)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	0	(2,741)	0	0	0	0	(2,741)
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(3,631)	0	0	0	0	(3,631)
Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	0	(998)	0	0	0	0	(998)
Basic Allowance for Housing decrease due to shifts in grade structure	(3,079)	0	0	0	0	0	(3,079)
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(3)	0	0	0	0	0	(3)
FICA decrease due to shifts in grade structure	(1,528)	0	0	0	0	0	(1,528)
Decrease in direct resources due to an increase in reimbursable requirements	(17,073)	(3,272)	0	0	0	0	(20,345)
Unemployment Benefits decrease due to fewer projected active duty separations	0	0	0	0	0	(124)	(124)
<b>Total Decreases Program</b>	<b>(43,047)</b>	<b>(10,642)</b>	<b>(875)</b>	<b>0</b>	<b>(2,692)</b>	<b>(124)</b>	<b>(57,380)</b>
<b>Total Decreases</b>	<b>(43,047)</b>	<b>(10,642)</b>	<b>(875)</b>	<b>0</b>	<b>(2,692)</b>	<b>(124)</b>	<b>(57,380)</b>
<b>FY2020 Direct Program</b>	<b>13,454,724</b>	<b>25,984,267</b>	<b>90,098</b>	<b>1,889,575</b>	<b>1,663,472</b>	<b>265,336</b>	<b>43,347,472</b>

## **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)**

<b>FY2019 Direct Program</b>		<b>12,920,884</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	45,465	
Basic Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	166,851	
Retired Pay Accrual increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	13,798	
Retired Pay Accrual increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	50,639	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.4%, effective 1 January 2019	12,299	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.2%, effective 1 January 2020	49,195	
Basic Allowance for Housing increase due to fluctuation in foreign currency exchange rates	430	
Basic Allowance for Subsistence increase due to the annualization of the 2.4% subsistence inflation rate, effective 1 January 2020	5,133	
Overseas Station Allowance - COLA increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	675	
Overseas Station Allowance - COLA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	2,027	
Overseas Station Allowance -COLA increase due to fluctuation in foreign currency exchange rates	512	
Separation Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	333	
Separation Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	1,000	
CONUS COLA increase due to pay raise	86	
FICA increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	3,466	
FICA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	12,719	
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 31.0% effective 1 October 2019	50,308	
<b>Total Increases Pricing</b>		<b>414,936</b>
<b>Increases Program:</b>		
Basic Pay increase due to man-year growth	80,104	
Retired Pay Accrual increase due to man-year growth	18,217	
Special Pay increase due to changes in the number of officers eligible to participate in the new Blended Retirement System and receive Officer Continuation Pay	4,414	
Basic Allowance for Housing increase due to man-year growth	20,170	
Basic Allowance for Subsistence increase due to man-year growth	3,056	
Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	973	
Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	138	
CONUS COLA increase due to changes in the number of Soldiers expected to receive allowance	34	
FICA increase due to man-year growth	7,220	
TSP Matching decrease due to changes in actuarial assumptions	22,277	
Incentive Pay increase due to changes in the number of Soldiers expected to receive pay	3,916	

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)**

	Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	1,432	
<b>Total Increases Program</b>			<b>161,951</b>
<b>Total Increases</b>			<b>576,887</b>
<b>Decreases Pricing:</b>			
<b>Total Decreases Pricing</b>			<b>0</b>
<b>Decreases Program:</b>			
	Basic Pay decrease due to shifts in grade structure	(16,390)	
	Retired Pay Accrual decrease due to shifts in grade structure	(4,974)	
	Basic Allowance for Housing decrease due to shifts in grade structure	(3,079)	
	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(3)	
	FICA decrease due to shifts in grade structure	(1,528)	
	Decrease in direct resources due to an increase in reimbursable requirements	(17,073)	
<b>Total Decreases Program</b>			<b>(43,047)</b>
<b>Total Decreases</b>			<b>(43,047)</b>
<b>FY2020 Direct Program</b>			<b>13,454,724</b>

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

ESTIMATE FY 2020	\$7,521,813
ESTIMATE FY 2019	\$7,245,763
ACTUAL FY 2018	\$7,566,390

**PROJECT: BASIC PAY - OFFICER**

**PART I - PURPOSE AND SCOPE**

Basic Pay provides compensation and length of service pay increments for active component officer personnel under provisions of 37 U.S.C. 201, 203, 204, 205, and 1009. Basic pay also provides compensation of reserve component officer personnel on active duty status 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 and the estimated average annual rate, including length of service increments, for each grade.

The FY 2020 rates were built by applying inflation assumptions to FY 2018 average basic pay rates. The basic pay rates reflect a 2.6% pay raise, effective 1 January 2019 and a 3.1% pay raise, effective 1 January 2020.

There is a +\$276.1 million increase in the officer basic pay requirement between FY 2019 and FY 2020. This change is due to:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$45.5 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$166.9 million
- (3) Program increase due to officer man-year growth: +\$80.1 million
- (4) Program decrease due to shifts in officer grade structure: -\$16.4 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC PAY - OFFICER</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	11	\$188,951	2,078	12	\$190,501	2,286	12	\$190,501	2,286
LIEUTENANT GENERAL	47	\$188,951	8,881	45	\$190,501	8,573	47	\$190,501	8,954
MAJOR GENERAL	140	\$186,950	26,173	122	\$190,615	23,255	125	\$190,024	23,753
BRIGADIER GENERAL	161	\$158,702	25,551	137	\$162,518	22,265	142	\$166,746	23,678
COLONEL	4,384	\$136,862	600,005	4,145	\$139,799	579,466	4,110	\$143,887	591,375
LIEUTENANT COLONEL	9,591	\$110,096	1,055,935	8,856	\$112,387	995,296	8,957	\$115,692	1,036,252
MAJOR	16,364	\$92,186	1,508,532	15,436	\$94,069	1,452,055	15,799	\$96,836	1,529,907
CAPTAIN	30,608	\$72,857	2,230,006	28,245	\$74,350	2,100,008	27,819	\$76,547	2,129,468
1ST LIEUTENANT	12,938	\$55,069	712,489	12,646	\$56,174	710,382	13,132	\$57,827	759,379
2ND LIEUTENANT	8,112	\$39,536	320,717	8,323	\$40,365	335,958	8,592	\$41,555	357,040
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>82,356</b>		<b>6,490,367</b>	<b>77,967</b>		<b>6,229,544</b>	<b>78,735</b>		<b>6,462,092</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	620	\$107,387	66,580	610	\$109,875	67,024	597	\$112,943	67,427
WARRANT OFFICER (W-4)	2,207	\$88,948	196,308	2,024	\$90,805	183,789	2,066	\$93,486	193,142
WARRANT OFFICER (W-3)	4,371	\$74,497	325,628	3,960	\$76,079	301,272	3,875	\$78,303	303,424
WARRANT OFFICER (W-2)	5,862	\$60,724	355,966	5,337	\$61,922	330,479	5,551	\$63,743	353,840
WARRANT OFFICER (W-1)	2,405	\$54,695	131,541	2,390	\$55,923	133,655	2,465	\$57,561	141,888
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>15,465</b>		<b>1,076,023</b>	<b>14,321</b>		<b>1,016,219</b>	<b>14,554</b>		<b>1,059,721</b>
<b>TOTAL BASIC PAY - OFFICER</b>	<b>97,821</b>		<b>7,566,390</b>	<b>92,288</b>		<b>7,245,763</b>	<b>93,289</b>		<b>7,521,813</b>



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

ESTIMATE FY 2020	\$2,327,136
ESTIMATE FY 2019	\$2,199,138
ACTUAL FY 2018	\$2,081,995

**PROJECT: RETIRED PAY ACCRUAL- OFFICER**

**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 2019 are 30.4% (Active Component (AC) full-time) and 24.7% (Reserve Component (RC) part-time). The rates for FY 2020 are 31.0% for (Active Component full-time) and 24.4% (Reserve Component part-time).

There is a +\$128.0 million increase in the RPA requirement between FY 2019 and FY 2020. This change is due to:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$13.8 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$50.6 million
- (3) Price increase due to the FY 2019 to FY 2020 RPA NCP rate change from 30.4% to 31.0% for AC (full-time), slightly offset by a decrease in the RC (part-time) rate from 24.7% to 24.4%: +\$50.3 million
- (4) Program increase due to man-year growth: +\$18.2 million
- (5) Program decrease due to shifts in grade structure: -\$4.9 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>RETIRED PAY ACCRUAL- OFFICER</b>									
OFFICER RETIRED PAY ACCRUAL	91,213	\$21,519	1,962,771	91,516	\$23,861	2,183,652	92,452	\$24,986	2,310,032
OFFICER RETIRED PAY ACCRUAL-RC ONLY	6,608	\$18,042	119,224	772	\$20,060	15,486	837	\$20,435	17,104
<b>TOTAL RETIRED PAY ACCRUAL- OFFICER</b>	<b>97,821</b>		<b>2,081,995</b>	<b>92,288</b>		<b>2,199,138</b>	<b>93,289</b>		<b>2,327,136</b>

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

ESTIMATE FY 2020	\$75,832
ESTIMATE FY 2019	\$53,555
ACTUAL FY 2018	\$24,471

**PROJECT: OFFICER-TSP MATCHING**

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund (TSP), in accordance with the section 8432 for the benefit of the member who falls under the new modernized requirements system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the 1 January 2018 effective date of the modernized retirement system.

There is a +\$22.3 million increase in the officer TSP Matching requirement between FY 2019 and FY 2020 due to an increase in the projected number of participants in the blended retirement system.

	<u>ACTUAL FY 2018</u> AMOUNT	<u>ESTIMATE FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT
OFF TSP MATCHING	24,471	53,555	75,832

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

ESTIMATE FY 2020	\$94,521
ESTIMATE FY 2019	\$90,605
ACTUAL FY 2018	\$94,214

**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. 351 and 334 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. 351(a)(2))

**Aviation Bonus (AB)** - 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. (37 U.S.C 334(b))

**Aviation Incentive Pay (AIP)** - 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. 334(a))

**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. 351(a)(2))

**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. 351(a)(2))

**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. 351(a)(2))

**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. 351(a)(2))

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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 +\$3.9 million increase in the program requirement between FY 2019 and FY 2020. This change is primarily due to an increase in the number of officers eligible to receive Aviation Career Incentive Pay (ACIP).

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)**

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER</b>									
<b>FLYING DUTY - OFFICER</b>									
CREW (NON-RATED)	1,331	\$2,775	3,693	1,251	\$2,775	3,471	1,438	\$2,775	3,991
NONCREW MEMBER	84	\$1,800	151	79	\$1,800	142	91	\$1,800	163
AVIATION CONTINUATION PAY	619	\$38,053	23,547	618	\$38,053	23,510	625	\$38,053	23,789
<b>CREW (RATED)</b>									
COMMISSIONED OFFICER CREW 125	441	\$1,500	661	420	\$1,500	630	446	\$1,500	669
COMMISSIONED OFFICER CREW 156	235	\$1,874	441	224	\$1,874	420	238	\$1,874	446
COMMISSIONED OFFICER CREW 188	216	\$2,256	487	206	\$2,256	464	219	\$2,256	493
COMMISSIONED OFFICER CREW 206	526	\$2,473	1,301	502	\$2,473	1,241	533	\$2,473	1,318
COMMISSIONED OFFICER CREW 250	12	\$3,000	37	12	\$3,000	35	12	\$3,000	37
COMMISSIONED OFFICER CREW 385	29	\$4,620	136	28	\$4,620	130	30	\$4,620	138
COMMISSIONED OFFICER CREW 495	51	\$5,940	304	49	\$5,940	290	52	\$5,940	308
COMMISSIONED OFFICER CREW 585	58	\$7,020	408	56	\$7,020	390	59	\$7,020	414
COMMISSIONED OFFICER CREW 650	1,219	\$7,800	9,512	1,163	\$7,800	9,070	1,234	\$7,800	9,629
COMMISSIONED OFFICER CREW 840	753	\$10,080	7,592	718	\$10,080	7,239	763	\$10,080	7,686
WARRANT OFFICER CREW 125	548	\$1,500	822	523	\$1,500	784	555	\$1,500	832
WARRANT OFFICER CREW 156	229	\$1,872	429	218	\$1,872	409	232	\$1,872	434
WARRANT OFFICER CREW 188	240	\$2,256	541	229	\$2,256	516	243	\$2,256	548
WARRANT OFFICER CREW 206	552	\$2,472	1,365	526	\$2,472	1,301	559	\$2,472	1,382
WARRANT OFFICER CREW 650	1,859	\$7,800	14,500	1,773	\$7,800	13,826	1,882	\$7,800	14,679
WARRANT OFFICER CREW 840	1,095	\$10,080	11,039	1,044	\$10,080	10,526	1,109	\$10,080	11,176
<b>SUBTOTAL CREW (RATED)</b>	<b>8,063</b>		<b>49,575</b>	<b>7,691</b>		<b>47,271</b>	<b>8,166</b>		<b>50,189</b>
<b>SUBTOTAL FLYING DUTY - OFFICER</b>	<b>10,097</b>		<b>76,966</b>	<b>9,639</b>		<b>74,394</b>	<b>10,320</b>		<b>78,132</b>
<b>PARACHUTE JUMPING - OFFICER</b>									
PARACHUTE JUMPING (REGULAR)	8,002	\$1,800	14,403	7,521	\$1,800	13,537	7,603	\$1,800	13,686
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	340	\$2,700	917	319	\$2,700	862	323	\$2,700	871
<b>SUBTOTAL PARACHUTE JUMPING - OFFICER</b>	<b>8,342</b>		<b>15,320</b>	<b>7,840</b>		<b>14,399</b>	<b>7,926</b>		<b>14,557</b>
INSIDE OBSERVER OR TEST SUBJECT DUTY	21	\$1,800	37	19	\$1,800	35	19	\$1,800	35
DEMOLITION DUTY	1,034	\$1,800	1,861	972	\$1,800	1,749	982	\$1,800	1,768
CHEMICAL MUNITIONS PAY	17	\$1,800	30	16	\$1,800	28	16	\$1,800	29
<b>TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER</b>	<b>19,511</b>		<b>94,214</b>	<b>18,486</b>		<b>90,605</b>	<b>19,263</b>		<b>94,521</b>

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

ESTIMATE FY 2020	18,154
ESTIMATE FY 2019	18,186
ACTUAL FY 2018	38,258

**PROGRAM: AVIATION BONUS – BUSINESS CASE ANALYSIS**

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

In addition to offering the aviation bonus, the Army is also providing non-monetary incentives to maximize combat readiness now and in the future. A few examples of non-monetary incentives include the choice of follow-on orders and additional education opportunities. For a more detailed explanation on the use of non-monetary incentives to address manning shortfalls and the business case analysis supporting the amount requested by aircraft type refer to the Department's annual report to Congress on the Aviation Continuation Pay Programs pursuant to title 37 §301b(i).

**Business Case Analysis (BCA)**

- The Army's AvB program targets three specific populations, which are Special Operations Aviators, Conventional Force Aviators, and Active Duty for Operational Support - Active Component (ADOS-AC) Instructor Pilots. The Special Operations AvB targets special operations aviators based on their time assigned to a special operations unit. Pilots with two or more years of service as a pilot in a special operations unit will receive \$9,000 per year, and pilots with six or more years of service as a pilot in a special operations unit will receive \$21,000 per year. The Army's Conventional Force AvB program targets specific airframes based on the percent to fill of the authorized strength. Additionally, the program targets those aviators who are pilot in command qualified with an additional aviation specific qualification, such as an instructor pilot. Lastly, the Army offers an AvB to ADOS-AC instructor pilots (ADOS-AC-IP) who agree to serve on active duty in an instructor pilot position at the U.S. Army Aviation Center of Excellence. The ADOS-AC-IP AvB is intended to increase the schoolhouse's ability to produce more trained AH64 Apache pilots.
- Identify specific aircraft type category targeted for AvB. List of personnel manning levels within each aircraft type category (expressed as a percentage of authorized manpower levels).

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

**Aircraft Personnel Manning Levels**

<u>Aircraft Type category:</u>	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>
Prop	91%	89%	89%
Rotary Wing	73%	74%	73%

- The Army's AvB Program is strength based, with preset criteria, which allows the Army to authorize an AvB for officers in select aviation specialties when the strength of those specialties falls below 95% for the previous 90 days or is projected to be below 95% in the next 180 days. Additionally, the Army may approve the payment of an AvB for rated aviators when the strength of the specialty is below 100% and the overall rated aviator inventory is below 95% for the previous 90 days or is projected to be below 95% in the next 180 days. The rated aviator inventory is reviewed each quarter and Army policy requires the bonus for the specialty be suspend or terminate if the specialty does not meet the criteria listed above
- The projected impact of the AvB on retention for both rotary wing and prop driven fixed wing aircraft is a temporary reduction to the normal attrition rate. The AvB is a short-term solution, which allows the Army to finalize plans to increase pilot accessions, increase the flight school's ability to train more student, lengthen service obligations for pilots, and explore other non-monetary incentives such as the choice of follow-on assignments.
- The Army recognizes the opportunity to maximize retention through non-monetary incentives such as the choice of follow-on assignments or the prospect of affording pilots the time to complete their civil education under existing provisions within Army regulations. Although these types of non-monetary incentives have been used in the past, they require a healthy population of pilots in order to provide the assignment officers the flexibility to rotate pilots into and out of the most demanding assignments while simultaneously enabling non-monetary incentives. When the pool of available pilots contracts, the capacity to offer these non-monetary incentives is diminished until a sufficient number of pilots can be attained. The Army is in the process of reviewing its current monetary incentive program and is actively accessing the ability to offer non-monetary incentives to its healthiest pilot specialties while simultaneously increasing the production of new pilots to man the future force.

<u>Aircraft Type category:</u>	<u>FY 2018</u>			<u>FY 2019</u>			<u>FY 2020</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>
Prop	40	75,000	3,000	21	105,000	2,205	21	105,000	2,205
Rotary Wing	747	47,199	35,258	476	33,574	15,981	457	34,899	15,949
<b>Total</b>	<b>787</b>		<b>38,258</b>	<b>497</b>		<b>18,186</b>	<b>478</b>		<b>18,154</b>



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

ESTIMATE FY 2020	\$353,298
ESTIMATE FY 2019	\$348,885
ACTUAL FY 2018	\$378,276

**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 pays for health professionals on active duty are authorized under provisions of Title 37 U.S.C. 335 and policies of the Office of the Assistant Secretary of Defense for Health Affairs (OSD(HA)) and the Undersecretary of Defense. New policies, authorized by the FY 2008 National Defense Authorization Act, restructured health professions officer special pays by standardizing and consolidating health profession 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 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.



Health professions special pays transitioned to the new structure in phases and was fully implemented in FY 2018.

**Medical Special Pay**

**(1) Critical Wartime Skills Accession Bonus (CWSAB)** – Equal annual payment for critically wartime specialties. Bonus will not exceed \$100,000 with a one-year active duty agreement. (37 U.S.C. 335(a)(2))

**(2) Incentive Pay (IP)** – Monthly incentive payment 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. Payments will not exceed \$100,000 per year on a single-year contract. (37 U.S.C. 335(b))

**(3) Retention Bonus (RB)** – Bonus designed to retain quality health professionals. Paid to physicians who execute an agreement to remain on active duty for one-year. Bonus will not exceed \$75,000. (37 U.S.C. 335(a)(3))

**(4) Board Certification Pay (BCP)** - Payment to specialty trained physicians who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year. (37 U.S.C. (c))

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

**Dental Special Pay**

- (5) Accession Bonus (AB)** – Equal annual payment to dentists for a written agreement to accept commission and remain on active duty for a minimum of one year. Payment will not exceed \$30,000. (37 U.S.C. 335(a)(1))
- (6) Critical Wartime Skills Accession Bonus (CWSAB)** – Equal annual payment for critically wartime specialties. Bonus will not exceed \$100,000 with a one-year active duty agreement. (37 U.S.C. 335(a)(2))
- (7) Incentive Special Pay (IP)** - Monthly incentive payment 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. (37 U.S.C. 335(b))
- (8) Retention Bonus (RB)** - Bonus designed to retain quality health professionals. Payable to designated specialty dentists who execute an agreement to remain on active duty for one-year. Bonus will not exceed \$75,000. (37 U.S.C. 335(a)(3))
- (9) Board Certification Pay (BCP)** - Payment to specialty trained dentists who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount \$6,000 per year. (37 U.S.C. 335(c))

**Nurse Special Pay**

- (10) 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 one year. Bonus amount will not exceed \$30,000. (37 U.S.C. 335(a)(1))
- (11) Retention Bonus (RB)** – Bonus designed to retain quality health professionals. Payable to designated nurse specialties who execute a one-year active duty agreement. Bonus will not exceed \$75,000. (37 U.S.C. 335(a)(3))
- (12) Board Certification Pay (BCP)** – 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 amount is \$6,000 per year. (37 U.S.C. 335(c))
- (13) Incentive Pay (IP)** - Monthly incentive payment 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. Payments may not exceed \$15,000 per year on a single-year contract. (37 U.S.C. 335(b))

**Optometrists Special Pay**

- (14) Retention Bonus (RB)** – Bonus designed to retain quality health professionals. Payable to optometrists who execute a one-year active duty agreement. Bonus will not exceed \$75,000. (37 U.S.C. 335(a)(3))
- (15) Incentive Pay (IP)** – Monthly incentive payable to all optometrists. Payments may not exceed \$15,000 per year on a single-year contract. (37 U.S.C. 335(b))
- (16) Board Certification Pay (BCP)** – Payment to optometrists who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. Payment is \$6,000 per year. (37 U.S.C. 335(c))

**Veterinarians Special Pay**

- (17) Accession Bonus (AB)** – Equal annual payments to veterinarians who execute a one-year active duty agreement. Payment will not exceed \$30,000. (37 U.S.C. 335(a)(1))
- (18) Incentive Special Pay (IP)** - Monthly incentive payable to all veterinarians designed to recognize the higher education and training level required for health professions officer specialists. Payments will not exceed \$15,000 per year on a single-year contract. (37 U.S.C. 335(b))
- (19) Retention Bonus (RB)** – Bonus designed to retain quality health professionals. Payable to veterinarian who execute a one-year active duty agreement. Bonus will not exceed \$75,000. (37 U.S.C. 335(a)(3))

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

**(20) Board Certification Pay (BCP)** – Payment to specialty trained veterinarians who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year. (37 U.S.C. 335(c))

**Psychologist Special Pay**

**(21) Accession Bonus (AB)** – Equal annual payments to clinical psychologists who execute a one-year active duty agreement. Payment will not exceed \$30,000. (37 U.S.C. 335(a)(1))

**(22) Incentive Pay (IP)** – Monthly incentive payments designed to recognize the higher education and training level required for health professions officer specialists. Payments will not exceed \$15,000 per year on a single-year contract. (37 U.S.C. 335(b))

**(23) Retention Bonus (RB)** - Bonus designed to retain quality health professionals. Payable to clinical psychologists who execute a one-year active duty service agreement. Bonus will not exceed \$75,000. (37 U.S.C. 335(a)(3))

**(24) Board Certification Pay (BCP)** – Payment to clinical psychologists who become certified or recertified as having successfully met specified post- graduate education, training, and experience requirements. Payment is \$6,000 per year. (37 U.S.C. 335(c))

**Pharmacy Special Pay**

**(25) Accession Bonus (AB)** - Lump sum bonus payable to pharmacists who execute a one-year active duty agreement. Bonus amount will not exceed \$30,000. (37 U.S.C. 335(a)(1))

**(26) Retention Bonus (RB)** – Bonus designed to retain quality health professionals. Payable to pharmacists who execute a one-year active duty service agreement. Bonus will not exceed \$75,000. (37 U.S.C. 335(a)(3))

**(27) Board Certification Pay (BCP)** – Payment to pharmacists who become certified or recertified as having successfully met specified post- graduate education, training, and experience requirements. Payment amount is \$6,000 per year. (37 U.S.C. 335(c))

**Physician Assistant Special Pay**

**(28) Accession Bonus (AB)** – Equal annual payments to physician assistants who execute a one-year active duty agreement. Payment will not exceed \$30,000. (37 U.S.C. 335(a)(1))

**(29) Incentive Pay (IP)** - Monthly incentive payment 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. (37 U.S.C. 335(b))

**(30) Retention Bonus (RB)** – Bonus designed to retain quality health professionals. Payable to physician assistants who execute a one-year active duty service agreement. Bonus will not exceed \$75,000. (37 U.S.C. 335(a)(3))

**(31) Board Certification Pay (BCP)** – 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. Payment amount is \$6,000 per year. (37 U.S.C. 335(c))

**Social Work Special Pay**

**(32) Accession Bonus (AB)** – Equal annual payments to clinical social workers who execute a one-year active duty agreement. Payment will not exceed \$30,000. (37 U.S.C. 335(a)(1))

**(33) Retention Bonus (RB)** – Bonus designed to retain quality health professionals. Payable to clinical social workers who execute a one-year active duty service agreement. Bonus will not exceed \$75,000. (37 U.S.C. 335(a)(3))

**(34) Board Certification Pay (BCP)** – Payment to clinical social workers who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year. (37 U.S.C. 335(c))

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

**(35) Personal Allowance, General Officers** - 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).

**(36) Judge Advocate Continuation Pay (JACP)** - 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).

**(37) Hostile Fire Pay** - Paid to officers on duty subject to hostile fire or imminent danger. Paid may not exceed \$450 per month (37 U.S.C. 351(a)(1))

**Skill Incentive Pay and Proficiency Bonuses** - Payments are authorized under 37 U.S.C. 353 for servicemembers serving in a career field or skill that is designated as critical by the Army.

**(38) Diving Duty Pay** - A monthly amount not to exceed \$1,000 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. 353(a)).

**(39) Foreign Language Proficiency Pay (FLPP)** - 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 \$12,000 per year. (37 U.S.C. 353(b)).

**Assignment Pay or Special Duty Pay** - Payments are authorized under 37 U.S.C. 352 for servicemembers performing duties in an assignment, location, or unit under certain conditions as designated by the Army. The payment amount may not exceed \$5,000 per month.

**(40) Hardship Duty Pay** - Authorized in 37 U.S.C. 352 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).

**(41) Sea Duty Pay** - Officers who are entitled to basic pay are also entitled to special pay while on sea duty at a monthly rate not to exceed \$5K. The term "sea duty" refers to duty performed by a member (1) while assigned to a ship, and while serving on a ship the primary mission of which is accomplished while underway; or (2) while assigned to a ship, and while serving on a ship the primary mission of which is normally accomplished while in port, but only while the ship is away from its home port for 30 or more consecutive days. Additionally, the member entitled to career sea pay who has served 36 consecutive months of sea duty is entitled to a career sea pay premium of \$100 per month for the 37th month and each consecutive month of sea duty served (37 U.S.C. 352).

**(42) 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. 352).

**-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.

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

**-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.

**-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.

**-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.

**-Operational Deployment Assignment Incentive Pay (AIP-OD)** - Paid to Active Duty Soldiers who physically deploy and perform duties as part of a rotational force away from their permanent duty stations (subject to 37 U.S.C. Sec 307a). Soldiers may receive up to \$200 per month which will be prorated for the month in which deployment commences and the month in which Soldiers return to their permanent duty stations. Service members may receive more than one AIP payment simultaneously for the same period of service under AIP-OD as long as pays are not for the same purpose (exception to Para 10.a. of enclosure 2 of DoDI 1340.26) as long as payments do not exceed a total monthly AIP amounts set by Deputy Assistant Secretary of Defense for Military Personnel Policy

**(43) Officer Continuation Pay** - A direct cash payout to eligible Soldiers who have served at least 12 years as a way to encourage continued service. Active Component members are eligible for cash incentives of 2.5 to 13 times their regular monthly basic pay and Reserve Component members will be eligible for 0.5 to 6 times their monthly basic pay (as if serving on active duty) in return for a commitment of four more years of service. This continuation pay is not part of Soldiers retirement package.

**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 +\$4.4 million increase in the program requirement from FY 2019 to FY 2020. This increase is due to changes in the number of soldiers expected to receive pay.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL PAY - OFFICER</b>									
<b>MEDICAL PAY</b>									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	61	\$69,000	4,215	62	\$69,000	4,260	62	\$69,000	4,250
INCENTIVE PAY (IP)	3,127	\$47,788	149,420	3,107	\$47,788	148,490	3,107	\$47,788	148,485
RETENTION BONUS (RB)	1,226	\$31,672	38,815	1,236	\$31,672	39,140	1,236	\$31,672	39,137
BOARD CERTIFICATION PAY (BCP)	2,520	\$6,000	15,121	2,542	\$6,000	15,250	2,541	\$6,000	15,247
<b>SUBTOTAL MEDICAL PAY</b>	<b>6,934</b>		<b>207,571</b>	<b>6,947</b>		<b>207,140</b>	<b>6,946</b>		<b>207,119</b>
<b>DENTAL PAY</b>									
ACCESSION BONUS (AB)	41	\$37,500	1,552	42	\$37,500	1,567	42	\$37,500	1,565
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	8	\$75,000	623	8	\$75,000	630	8	\$75,000	628
INCENTIVE PAY (IP)	970	\$26,284	25,492	978	\$26,284	25,708	978	\$26,284	25,702
DENTAL MULTI-YEAR SPECIAL PAY	398	\$33,160	13,198	401	\$33,160	13,310	401	\$33,160	13,307
BOARD CERTIFICATION PAY (BCP)	442	\$6,000	2,654	445	\$6,000	2,671	446	\$6,000	2,676
<b>SUBTOTAL DENTAL PAY</b>	<b>1,859</b>		<b>43,519</b>	<b>1,874</b>		<b>43,886</b>	<b>1,875</b>		<b>43,878</b>
<b>NURSE PAY</b>									
ACCESSION BONUS (AB)	25	\$30,000	764	26	\$30,000	773	26	\$30,000	770
NURSE INCENTIVE SPECIAL PAY	153	\$20,000	3,063	155	\$20,000	3,090	154	\$20,000	3,089
RETENTION BONUS (RB)	468	\$19,792	9,263	472	\$19,792	9,345	472	\$19,792	9,340
BOARD CERTIFICATION PAY (BCP)	1,011	\$6,000	6,068	1,020	\$6,000	6,122	1,020	\$6,000	6,119
<b>SUBTOTAL NURSE PAY</b>	<b>1,657</b>		<b>19,158</b>	<b>1,673</b>		<b>19,330</b>	<b>1,672</b>		<b>19,318</b>
<b>OPTOMETRISTS PAY</b>									
INCENTIVE PAY (IP)	118	\$1,200	142	119	\$1,200	143	119	\$1,200	143
BOARD CERTIFICATION PAY (BCP)	54	\$6,000	323	55	\$6,000	327	54	\$6,000	326
RETENTION BONUS (RB)	103	\$8,840	911	104	\$8,840	922	104	\$8,840	919
<b>SUBTOTAL OPTOMETRISTS PAY</b>	<b>275</b>		<b>1,376</b>	<b>278</b>		<b>1,392</b>	<b>277</b>		<b>1,388</b>
<b>VETERINARIANS PAY</b>									
ACCESSION BONUS (AB)	20	\$5,000	102	21	\$5,000	103	21	\$5,000	103
INCENTIVE PAY (IP)	466	\$4,751	2,215	470	\$4,751	2,235	470	\$4,751	2,233
RETENTION BONUS (RB)	443	\$4,252	1,885	448	\$4,252	1,905	447	\$4,252	1,901
BOARD CERTIFICATION PAY (BCP)	196	\$6,000	1,173	197	\$6,000	1,180	197	\$6,000	1,183
<b>SUBTOTAL VETERINARIANS PAY</b>	<b>1,125</b>		<b>5,375</b>	<b>1,136</b>		<b>5,423</b>	<b>1,135</b>		<b>5,420</b>

PB-30X SPECIAL PAY

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

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL PAY - OFFICER</b>									
<b>PSYCHOLOGIST</b>									
ACCESSION BONUS (AB)	5	\$15,000	68	5	\$15,000	70	5	\$15,000	68
INCENTIVE PAY (IP)	221	\$5,000	1,105	223	\$5,000	1,114	223	\$5,000	1,114
RETENTION BONUS (RB)	220	\$16,991	3,743	222	\$16,991	3,774	222	\$16,991	3,774
BOARD CERTIFICATION PAY (BCP)	50	\$6,000	300	51	\$6,000	303	51	\$6,000	303
<b>SUBTOTAL PSYCHOLOGIST</b>	<b>496</b>		<b>5,216</b>	<b>501</b>		<b>5,261</b>	<b>501</b>		<b>5,259</b>
<b>PHARMACY PAY</b>									
ACCESSION BONUS (AB)	11	\$30,000	344	12	\$30,000	347	12	\$30,000	347
RETENTION BONUS (RB)	131	\$15,000	1,959	132	\$15,000	1,976	132	\$15,000	1,975
BOARD CERTIFICATION PAY (BCP)	35	\$6,000	209	35	\$6,000	210	35	\$6,000	210
<b>SUBTOTAL PHARMACY PAY</b>	<b>177</b>		<b>2,512</b>	<b>179</b>		<b>2,533</b>	<b>179</b>		<b>2,532</b>
<b>PHYSICIAN ASSISTANT</b>									
ACCESSION BONUS (AB)	21	\$15,000	318	21	\$15,000	320	21	\$15,000	320
INCENTIVE PAY (IP)	756	\$5,000	3,781	763	\$5,000	3,813	763	\$5,000	3,813
RETENTION BONUS (RB)	566	\$17,000	9,616	569	\$17,000	9,677	570	\$17,000	9,696
BOARD CERTIFICATION PAY (BCP)	781	\$6,000	4,685	786	\$6,000	4,714	787	\$6,000	4,724
<b>SUBTOTAL PHYSICIAN ASSISTANT</b>	<b>2,124</b>		<b>18,400</b>	<b>2,139</b>		<b>18,524</b>	<b>2,141</b>		<b>18,553</b>
<b>SOCIAL WORK</b>									
ACCESSION BONUS (AB)	1	\$7,500	8	1	\$7,500	8	1	\$7,500	8
RETENTION BONUS (RB)	220	\$8,245	1,813	221	\$8,245	1,824	222	\$8,245	1,829
BOARD CERTIFICATION PAY (BCP)	117	\$6,000	701	118	\$6,000	705	118	\$6,000	706
<b>SUBTOTAL SOCIAL WORK</b>	<b>338</b>		<b>2,522</b>	<b>340</b>		<b>2,537</b>	<b>341</b>		<b>2,543</b>
<b>PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER</b>									
CHIEF OF STAFF	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
GENERAL	11	\$2,200	25	11	\$2,200	24	11	\$2,200	24
LIEUTENANT GENERAL	52	\$500	26	46	\$500	23	46	\$500	23
<b>SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER</b>	<b>64</b>		<b>55</b>	<b>58</b>		<b>51</b>	<b>58</b>		<b>51</b>

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>SPECIAL PAY - OFFICER</b>									
DIVING DUTY PAY	77	\$3,300	254	49	\$3,300	161	56	\$3,300	185
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	0	\$6,000	0	44	\$6,000	264	44	\$6,000	264
HOSTILE FIRE PAY	5,756	\$2,700	15,540	2,072	\$2,700	5,595	2,381	\$2,700	6,429
SEA DUTY PAY	59	\$5,874	349	38	\$5,874	221	43	\$5,874	254
HARDSHIP DUTY PAY	12,914	\$1,500	19,371	5,293	\$1,500	7,939	6,081	\$1,500	9,122
FOREIGN LANGUAGE PROFICIENCY PAY	4,414	\$2,790	12,314	2,791	\$2,790	7,787	3,185	\$2,790	8,885
JUDGE ADVOCATE CONTINUATION PAY	413	\$15,486	6,399	261	\$15,486	4,048	318	\$15,486	4,922
<b>ASSIGNMENT INCENTIVE PAY</b>									
OTHER ASSIGNMENT INCENTIVE PAY	2,058	\$8,308	17,101	1,627	\$8,308	13,516	1,724	\$8,308	14,322
<b>SUBTOTAL ASSIGNMENT INCENTIVE PAY</b>	<b>2,058</b>		<b>17,101</b>	<b>1,627</b>		<b>13,516</b>	<b>1,724</b>		<b>14,322</b>
<b>OTHER SPECIAL PAY</b>									
CYBER OFFICER LOAN REPAYMENT PROGRAM			0	10	\$21,667	216	15	\$21,667	325
<b>SUBTOTAL OTHER SPECIAL PAY</b>	<b>0</b>		<b>0</b>	<b>10</b>		<b>216</b>	<b>15</b>		<b>325</b>
OFFICER CONTINUATION PAY			1,244			3,061			2,529
<b>TOTAL SPECIAL PAY - OFFICER</b>	<b>40,740</b>		<b>378,276</b>	<b>27,310</b>		<b>348,885</b>	<b>28,972</b>		<b>353,298</b>



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

ESTIMATE FY 2020	\$4,079
ESTIMATE FY 2019	\$4,079
ACTUAL FY 2018	\$6,248

**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 37 U.S.C. 332(a)(5) (accessions) and 37 U.S.C. 355 (retention) 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 for a three-year service duty commitment. Retention bonuses may not exceed a total of more than \$200,000 in a career.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

There is no change in the program requirement from FY 2019 to FY 2020.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>OFFICER BONUS - OTHER THAN MEDICAL</b>									
WARRANT OFFICER CSRB	331	\$18,895	6,248	216	\$18,895	4,079	216	\$18,895	4,079
<b>TOTAL OFFICER BONUS - OTHER THAN MEDICAL</b>	<b>331</b>		<b>6,248</b>	<b>216</b>		<b>4,079</b>	<b>216</b>		<b>4,079</b>

PB-30X BONUS - OTHER THAN MEDICAL

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

ESTIMATE FY 2020	\$2,173,982
ESTIMATE FY 2019	\$2,094,967
ACTUAL FY 2018	\$2,258,903

**PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICER**

**PART I - PURPOSE AND SCOPE**

Basic Allowance for Housing (BAH) provides Officer's 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 officers projected to receive BAH and estimated average annual rate for each grade and BAH category.

The FY 2020 rates were built by applying inflation assumptions to the FY 2018 average BAH rates. The BAH rates reflect a 2.4% housing rate increase, effective 1 January 2019 and 3.2% increase, effective 1 January 2020.

There is a +\$79.0 million increase in the program requirement between FY 2019 and FY 2020. This change is based on:

- (1) Price increase due to the annualization of the housing cost growth of 2.4%, effective 1 January 2019: +\$12.3 million
- (2) Price increase due to the annualization of the housing cost growth of 3.2%, effective 1 January 2020: +\$49.2 million
- (3) Price increase due to fluctuation in foreign currency exchange rates : +\$0.4 million
- (4) Program increase due to officer man-year growth: +\$20.2 million
- (5) Program decrease due to shifts in grade structure: -\$3.1 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>WITH DEPENDENTS - DOMESTIC</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	7	\$32,070	235	8	\$31,928	258	8	\$32,886	266
LIEUTENANT GENERAL	25	\$34,491	860	25	\$34,338	849	25	\$35,369	874
MAJOR GENERAL	119	\$26,527	3,145	108	\$26,495	2,862	108	\$27,290	2,938
BRIGADIER GENERAL	147	\$27,028	3,967	131	\$26,904	3,522	131	\$27,711	3,643
COLONEL	3,734	\$32,291	120,581	3,564	\$32,137	114,550	3,531	\$33,102	116,872
LIEUTENANT COLONEL	7,874	\$30,459	239,831	7,314	\$30,319	221,766	7,406	\$31,228	231,290
MAJOR	12,783	\$26,862	343,389	12,119	\$26,739	324,059	12,396	\$27,541	341,408
CAPTAIN	19,488	\$23,406	456,135	18,147	\$23,300	422,824	17,853	\$23,999	428,461
1ST LIEUTENANT	4,555	\$20,109	91,588	4,467	\$20,019	89,431	4,640	\$20,619	95,672
2ND LIEUTENANT	1,745	\$19,005	33,170	1,820	\$18,921	34,437	1,887	\$19,489	36,779
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>50,477</b>		<b>1,292,901</b>	<b>47,703</b>		<b>1,214,558</b>	<b>47,985</b>		<b>1,258,203</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	551	\$25,945	14,294	544	\$25,846	14,060	535	\$26,622	14,247
WARRANT OFFICER (W-4)	1,913	\$23,730	45,384	1,767	\$23,631	41,745	1,806	\$24,340	43,961
WARRANT OFFICER (W-3)	3,798	\$23,089	87,695	3,499	\$22,988	80,427	3,393	\$23,678	80,341
WARRANT OFFICER (W-2)	4,660	\$21,671	100,985	4,327	\$21,575	93,357	4,445	\$22,222	98,780
WARRANT OFFICER (W-1)	1,937	\$18,864	36,548	1,964	\$18,785	36,886	2,017	\$19,348	39,019
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>12,859</b>		<b>284,906</b>	<b>12,101</b>		<b>266,475</b>	<b>12,196</b>		<b>276,348</b>
<b>SUBTOTAL WITH DEPENDENTS - DOMESTIC</b>	<b>63,336</b>		<b>1,577,807</b>	<b>59,804</b>		<b>1,481,033</b>	<b>60,181</b>		<b>1,534,551</b>

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>WITHOUT DEPENDENTS - DOMESTIC</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	4	\$23,972	89	4	\$23,866	84	4	\$24,582	87
MAJOR GENERAL	3	\$19,134	64	3	\$18,948	50	3	\$19,517	52
BRIGADIER GENERAL	4	\$22,783	94	3	\$22,359	69	3	\$23,030	71
COLONEL	302	\$28,247	8,539	272	\$28,098	7,641	269	\$28,941	7,798
LIEUTENANT COLONEL	913	\$25,335	23,134	802	\$25,198	20,198	812	\$25,954	21,069
MAJOR	2,244	\$23,361	52,430	2,024	\$23,244	47,037	2,070	\$23,942	49,560
CAPTAIN	9,327	\$19,785	184,542	8,331	\$19,691	164,055	8,205	\$20,282	166,411
1ST LIEUTENANT	7,806	\$17,301	135,054	7,385	\$17,220	127,175	7,671	\$17,736	136,046
2ND LIEUTENANT	4,887	\$15,169	74,129	4,900	\$15,098	73,980	5,081	\$15,551	79,010
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>25,490</b>		<b>478,075</b>	<b>23,724</b>		<b>440,289</b>	<b>24,118</b>		<b>460,104</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	51	\$22,578	1,148	47	\$22,482	1,062	46	\$23,156	1,076
WARRANT OFFICER (W-4)	187	\$21,547	4,026	163	\$21,452	3,498	167	\$22,095	3,684
WARRANT OFFICER (W-3)	355	\$19,775	7,028	308	\$19,683	6,056	298	\$20,274	6,051
WARRANT OFFICER (W-2)	735	\$18,637	13,707	647	\$18,553	12,007	665	\$19,110	12,707
WARRANT OFFICER (W-1)	411	\$13,992	5,744	397	\$13,840	5,501	408	\$14,255	5,820
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>1,739</b>		<b>31,653</b>	<b>1,562</b>		<b>28,124</b>	<b>1,584</b>		<b>29,338</b>
<b>SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC</b>	<b>27,229</b>		<b>509,728</b>	<b>25,286</b>		<b>468,413</b>	<b>25,702</b>		<b>489,442</b>

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
COLONEL	4	\$475	2	2	\$473	1	2	\$487	1
LIEUTENANT COLONEL	13	\$396	5	5	\$394	2	7	\$406	3
MAJOR	31	\$323	10	25	\$321	8	27	\$331	9
CAPTAIN	222	\$266	59	140	\$265	37	136	\$273	37
1ST LIEUTENANT	127	\$212	27	104	\$211	22	106	\$217	23
2ND LIEUTENANT	544	\$158	86	449	\$158	71	469	\$162	76
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>941</b>		<b>189</b>	<b>725</b>		<b>141</b>	<b>747</b>		<b>149</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	0	\$0	0	0	\$0	0	0	\$0	0
WARRANT OFFICER (W-4)	7	\$302	2	7	\$301	2	6	\$310	2
WARRANT OFFICER (W-3)	4	\$248	1	4	\$247	1	4	\$255	1
WARRANT OFFICER (W-2)	21	\$191	4	16	\$190	3	15	\$196	3
WARRANT OFFICER (W-1)	12	\$166	2	6	\$165	1	6	\$170	1
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>44</b>		<b>9</b>	<b>33</b>		<b>7</b>	<b>31</b>		<b>7</b>
<b>SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>	<b>985</b>		<b>198</b>	<b>758</b>		<b>148</b>	<b>778</b>		<b>156</b>
BAH DIFFERENTIAL	37	\$2,536	94	127	\$2,525	320	132	\$2,600	343

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>WITH DEPENDENTS - OVERSEAS</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	1	\$45,534	33	1	\$43,201	31	1	\$44,065	32
BRIGADIER GENERAL	1	\$16,011	23	1	\$15,191	22	1	\$15,495	22
COLONEL	150	\$42,191	6,324	136	\$40,029	5,459	135	\$40,829	5,518
LIEUTENANT COLONEL	413	\$39,245	16,193	364	\$37,238	13,560	369	\$37,982	14,009
MAJOR	578	\$36,417	21,041	539	\$34,552	18,630	552	\$35,243	19,437
CAPTAIN	624	\$32,686	20,396	587	\$31,011	18,218	578	\$31,631	18,294
1ST LIEUTENANT	150	\$29,873	4,468	155	\$28,340	4,385	161	\$28,907	4,643
2ND LIEUTENANT	35	\$36,185	1,255	37	\$34,331	1,265	38	\$35,018	1,338
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>1,952</b>		<b>69,733</b>	<b>1,820</b>		<b>61,570</b>	<b>1,835</b>		<b>63,293</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	13	\$36,772	488	12	\$34,873	422	12	\$35,570	424
WARRANT OFFICER (W-4)	60	\$33,787	2,034	53	\$32,060	1,697	54	\$32,701	1,771
WARRANT OFFICER (W-3)	135	\$34,039	4,597	127	\$32,295	4,095	123	\$32,941	4,050
WARRANT OFFICER (W-2)	171	\$32,872	5,635	167	\$31,192	5,209	171	\$31,816	5,456
WARRANT OFFICER (W-1)	50	\$30,872	1,546	52	\$29,290	1,534	54	\$29,875	1,606
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>429</b>		<b>14,300</b>	<b>411</b>		<b>12,957</b>	<b>414</b>		<b>13,307</b>
<b>SUBTOTAL WITH DEPENDENTS - OVERSEAS</b>	<b>2,381</b>		<b>84,033</b>	<b>2,231</b>		<b>74,527</b>	<b>2,249</b>		<b>76,600</b>

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>WITHOUT DEPENDENTS - OVERSEAS</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
COLONEL	52	\$33,600	1,737	41	\$31,858	1,316	41	\$32,495	1,331
LIEUTENANT COLONEL	241	\$32,146	7,756	187	\$30,520	5,694	189	\$31,130	5,885
MAJOR	465	\$30,919	14,373	370	\$29,331	10,849	379	\$29,918	11,324
CAPTAIN	1,034	\$26,642	27,544	865	\$25,276	21,875	852	\$25,781	21,971
1ST LIEUTENANT	733	\$25,092	18,388	682	\$23,805	16,242	708	\$24,281	17,199
2ND LIEUTENANT	296	\$24,399	7,225	284	\$23,148	6,575	294	\$23,611	6,953
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>2,821</b>		<b>77,023</b>	<b>2,429</b>		<b>62,551</b>	<b>2,463</b>		<b>64,663</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	22	\$30,353	672	8	\$28,816	244	8	\$29,393	246
WARRANT OFFICER (W-4)	50	\$27,444	1,374	39	\$26,070	1,005	39	\$26,591	1,049
WARRANT OFFICER (W-3)	84	\$27,631	2,328	74	\$26,212	1,941	72	\$26,736	1,919
WARRANT OFFICER (W-2)	153	\$25,514	3,915	134	\$24,202	3,234	137	\$24,686	3,388
WARRANT OFFICER (W-1)	68	\$25,273	1,731	65	\$23,978	1,551	66	\$24,458	1,625
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>377</b>		<b>10,020</b>	<b>320</b>		<b>7,975</b>	<b>322</b>		<b>8,227</b>
<b>SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS</b>	<b>3,198</b>		<b>87,043</b>	<b>2,749</b>		<b>70,526</b>	<b>2,785</b>		<b>72,890</b>
<b>TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER</b>	<b>97,166</b>		<b>2,258,903</b>	<b>90,955</b>		<b>2,094,967</b>	<b>91,827</b>		<b>2,173,982</b>

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 2020	\$289,916
ESTIMATE FY 2019	\$281,727
ACTUAL FY 2018	\$298,395

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICER**

**PART I - PURPOSE AND SCOPE**

Basic Allowance for Subsistence provides payment for active component officer personnel under provisions of 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 BAS inflation rate is 0.0%, effective 1 January 2019. The BAS inflation rate is 2.4%, effective 1 January 2020. The FY 2019 and FY 2020 BAS yearly composite rates are \$3,052.69 and \$3,107.67 respectively.

There is a +\$8.2 million increase in the program requirement between FY 2019 and FY 2020. The change is due to:

- (1) Price increase due to the annualization of the 2.4% subsistence inflation rate, effective 1 January 2020: +\$3.1 million
- (2) Program increase due to officer man-year growth: +\$5.1 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	97,821	\$3,050	298,395	92,288	\$3,053	281,727	93,289	\$3,108	289,916



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

ESTIMATE FY 2020	\$179,129
ESTIMATE FY 2019	\$174,943
ACTUAL FY 2018	\$186,522

**PROJECT: OVERSEAS STATION ALLOWANCES - OFFICER**

**PART I - PURPOSE AND SCOPE**

Overseas Station Allowance (OSA) provides a per diem allowance to officer 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), utilizing 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 2020 OSA rates were built by applying basic pay raise inflation to FY 2018 Active Component rates.

There is a +\$4.2 million increase in the officer OSA requirement between FY 2019 and FY 2020. This change is based on:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$0.7 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$2.0 million
- (3) Price increase due to fluctuation in foreign currency exchange rates : +\$0.5 million
- (4) Program increase due to changes in the number of Soldiers expected to receive allowance: +\$1.0 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)**

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>OVERSEAS STATION ALLOWANCES - OFFICER</b>									
<b>COST OF LIVING</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	4	\$9,660	35	4	\$8,877	32	4	\$9,075	35
LIEUTENANT GENERAL	5	\$8,681	47	5	\$7,849	43	5	\$8,024	43
MAJOR GENERAL	20	\$11,787	236	21	\$11,137	235	19	\$11,385	219
BRIGADIER GENERAL	29	\$9,798	288	29	\$9,768	283	27	\$9,985	274
COLONEL	908	\$11,966	10,865	902	\$11,186	10,089	875	\$11,435	10,008
LIEUTENANT COLONEL	2,201	\$10,847	23,870	2,188	\$10,083	22,063	2,159	\$10,307	22,255
MAJOR	3,626	\$9,246	33,526	3,607	\$8,605	31,035	3,627	\$8,796	31,903
CAPTAIN	5,741	\$7,166	41,141	5,507	\$6,639	36,560	5,415	\$6,786	36,745
1ST LIEUTENANT	2,557	\$5,960	15,238	2,740	\$5,434	14,890	2,782	\$5,554	15,450
2ND LIEUTENANT	1,139	\$4,809	5,479	1,166	\$4,378	5,104	1,217	\$4,475	5,446
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>16,230</b>		<b>130,725</b>	<b>16,169</b>		<b>120,334</b>	<b>16,130</b>		<b>122,378</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	110	\$9,356	1,030	112	\$8,824	984	109	\$9,020	985
WARRANT OFFICER (W-4)	467	\$9,798	4,577	448	\$9,133	4,094	450	\$9,336	4,200
WARRANT OFFICER (W-3)	1,020	\$8,300	8,468	993	\$7,757	7,706	945	\$7,930	7,495
WARRANT OFFICER (W-2)	1,428	\$7,217	10,309	1,418	\$6,658	9,438	1,440	\$6,806	9,798
WARRANT OFFICER (W-1)	447	\$6,123	2,738	447	\$5,684	2,543	469	\$5,811	2,724
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>3,472</b>		<b>27,122</b>	<b>3,418</b>		<b>24,765</b>	<b>3,413</b>		<b>25,202</b>
<b>SUBTOTAL COST OF LIVING</b>	<b>19,702</b>		<b>157,847</b>	<b>19,587</b>		<b>145,099</b>	<b>19,543</b>		<b>147,580</b>
TEMPORARY LODGING	1,674	\$17,134	28,675	1,850	\$16,135	29,844	1,913	\$16,494	31,549
<b>TOTAL OVERSEAS STATION ALLOWANCES - OFFICER</b>	<b>21,376</b>		<b>186,522</b>	<b>21,437</b>		<b>174,943</b>	<b>21,456</b>		<b>179,129</b>



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

ESTIMATE FY 2020	\$4,378
ESTIMATE FY 2019	\$4,381
ACTUAL FY 2018	\$4,620

**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 for FY 2019 are: (1) permanent duty initial payment, \$1,081.44; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$360.72; and (3) temporary duty of at least 30 days in a 36-day period \$721.08. The FY 2020 civilian clothing rate is increased by general inflation.

There is a -\$3.0 thousand decrease in the program requirement between FY 2019 and FY 2020. This change is based on number of soldiers expected to receive pay.

Detailed computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>CLOTHING ALLOWANCES - OFFICER</b>									
INITIAL MILITARY ALLOWANCE	8,090	\$400	3,236	7,910	\$400	3,164	7,853	\$400	3,141
ADDITIONAL MILITARY ALLOWANCE	5,155	\$200	1,031	4,510	\$200	902	4,560	\$200	912
CIVILIAN CLOTHING ALLOWANCE	1,181	\$299	353	1,033	\$305	315	1,045	\$311	325
<b>TOTAL CLOTHING ALLOWANCES - OFFICER</b>	<b>14,426</b>		<b>4,620</b>	<b>13,453</b>		<b>4,381</b>	<b>13,458</b>		<b>4,378</b>

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

ESTIMATE FY 2020	\$11,765
ESTIMATE FY 2019	\$11,627
ACTUAL FY 2018	\$26,354

**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 2020 takers for FSA were forecasted based on FY 2018 base-level execution.

There is a +\$0.1 million increase in the program requirement between FY 2019 and FY 2020. This change is based on an increase in number of soldiers expected to receive the allowance.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>FAMILY SEPARATION ALLOWANCES - OFFICER</b>									
FSA - RESTRICTED	1,749	\$3,000	5,247	772	\$3,000	2,315	781	\$3,000	2,343
FSA - TEMPORARY	7,036	\$3,000	21,107	3,104	\$3,000	9,312	3,141	\$3,000	9,422
<b>TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER</b>	<b>8,785</b>		<b>26,354</b>	<b>3,876</b>		<b>11,627</b>	<b>3,922</b>		<b>11,765</b>

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

ESTIMATE FY 2020	\$56,700
ESTIMATE FY 2019	\$53,935
ACTUAL FY 2018	\$64,218

**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 been in 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 Temporary 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 difference between 20 years and the number of years completed by the member. The authority to use the early retirement program was reinstated

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

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

for use from 31 December 2012 to 31 December 2025 by the FY 2017 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. Pursuant to Title 37, Section 354 the CSB program will sunset after December 31, 2017.

**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 +\$2.8 million increase in the program requirement between FY 2019 and FY 2020. This change is based on:

- (1) Price increase due to annualization of the 2.6% pay raise, effective 1 January 2019: +\$0.3 million
- (2) Price increase due to annualization of the 3.1% pay raise, effective 1 January 2020: +\$1.1 million
- (3) Program increase due to changes in the number of Soldiers expected to receive allowance: +\$1.4 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)**

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</u>			
	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>SEPARATION PAYMENTS - OFFICER</b>												
<b>LUMP SUM TERMINAL LEAVE</b>												
<b>OFFICER- ACTIVE DUTY</b>												
GENERAL	2	59	\$29,500	59	2	59	\$30,500	61	2	59	\$31,000	62
LIEUTENANT GENERAL	14	53	\$26,571	372	12	53	\$27,250	327	12	53	\$28,083	337
MAJOR GENERAL	14	16	\$7,714	108	12	16	\$7,917	95	12	16	\$8,167	98
BRIGADIER GENERAL	15	18	\$8,000	120	13	18	\$8,231	107	13	18	\$8,462	110
COLONEL	526	19	\$7,281	3,830	433	19	\$7,467	3,233	444	19	\$7,689	3,414
LIEUTENANT COLONEL	735	18	\$5,233	3,846	605	18	\$5,365	3,246	620	18	\$5,526	3,426
MAJOR	809	48	\$4,587	3,711	666	48	\$4,704	3,133	682	48	\$4,845	3,304
CAPTAIN	2,515	15	\$2,932	7,373	2,071	15	\$3,007	6,227	2,122	15	\$3,096	6,570
1ST LIEUTENANT	565	17	\$2,740	1,548	465	17	\$2,811	1,307	477	17	\$2,893	1,380
2ND LIEUTENANT	98	22	\$2,633	258	81	22	\$2,704	219	83	22	\$2,783	231
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>5,293</b>			<b>21,225</b>	<b>4,360</b>			<b>17,955</b>	<b>4,467</b>			<b>18,932</b>
<b>OFFICER- WARRANT ACTIVE</b>												
WARRANT OFFICER (W-5)	67	19	\$5,478	367	55	19	\$5,618	309	56	19	\$5,786	324
WARRANT OFFICER (W-4)	271	14	\$4,144	1,123	223	14	\$4,251	948	224	14	\$4,375	980
WARRANT OFFICER (W-3)	403	14	\$3,310	1,334	332	14	\$3,395	1,127	340	14	\$3,494	1,188
WARRANT OFFICER (W-2)	268	18	\$3,187	854	221	18	\$3,267	722	226	18	\$3,363	760
WARRANT OFFICER (W-1)	12	31	\$3,500	42	10	31	\$3,600	36	10	31	\$3,700	37
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>1,021</b>			<b>3,720</b>	<b>841</b>			<b>3,142</b>	<b>856</b>			<b>3,289</b>
<b>SUBTOTAL LUMP SUM TERMINAL LEAVE</b>	<b>6,314</b>			<b>24,945</b>	<b>5,201</b>			<b>21,097</b>	<b>5,323</b>			<b>22,221</b>
SEVERANCE PAY, DISABILITY	147		\$80,619	11,851	134		\$82,672	11,078	149		\$85,074	12,676
INVOLUNTARY FULL PAY (10%)	157		\$75,280	11,819	143		\$77,301	11,054	162		\$79,370	12,858
VOLUNTARY SEPARATION INCENTIVE (VSI)				12,521				10,706				8,945
TEMPORARY EARLY RETIREMENT AUTH	30		\$92,633	2,779	0		\$0	0	0		\$0	0
\$30,000 LUMP SUM BONUS				303				0				0
<b>TOTAL SEPARATION PAYMENTS - OFFICER</b>	<b>6,648</b>			<b>64,218</b>	<b>5,478</b>			<b>53,935</b>	<b>5,634</b>			<b>56,700</b>



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

ESTIMATE FY 2020	\$574,217
ESTIMATE FY 2019	\$552,388
ACTUAL FY 2018	\$570,623

**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:

<b>Calendar Year</b>	<b>OASDI Base</b>	<b>Medicare Base</b>
2018	\$130,500	No upper limit
2019	\$135,600	No upper limit
2020	\$142,200	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 +\$21.8 million increase in the program requirement between FY 2019 and FY 2020. This change is based on:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$3.4 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$12.7 million
- (3) Program increase due to man-year growth: +\$7.2 million
- (4) Program decrease due to shifts in officer grade structure: -\$1.5 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</u>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	97,821	\$5,833	570,623	92,288	\$5,985	552,388	93,289	\$6,155	574,217

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

**FY2019 Direct Program**

**24,682,677**

**Increases Pricing:**

Basic Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	83,608
Basic Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	306,837
Retired Pay Accrual increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	25,161
Retired Pay Accrual increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	92,340
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 31.0% effective 1 October 2019	95,106
Enlistment Bonus increase due to rate changes	21,654
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.4%, effective 1 January 2019	28,071
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.2%, effective 1 January 2020	111,031
Basic Allowance for Housing increase due to fluctuation in foreign currency exchange rates	612
Overseas Station Allowance - COLA increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	2,174
Overseas Station Allowance - COLA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	5,360
Overseas Station Allowance -COLA increase due to fluctuation in foreign currency exchange rates	1,161
CONUS COLA increase due to pay raise	84
Clothing increase due to rate changes	5,333
Separation Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	1,908
Separation Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	5,725
FICA increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	6,370
FICA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	23,377

**Total Increases Pricing**

**815,912**

**Increases Program:**

Basic Pay increase due to man-year growth	166,104
Basic Pay increase due to shifts in grade structure	53,330
Retired Pay Accrual increase due to man-year growth	66,650
Retired Pay Accrual increase due to shifts in grade structure	22,904
Special Pay increase due to changes in the number of Soldiers expected to receive pay	600
Special Duty Assignment Pay increase due to changes in the number of Soldiers expected to receive pay	1,223
Reenlistment Bonus increase due to changes in the number of Soldiers expected to receive pay	39,456
Basic Allowance for Housing increase due to man-year growth	53,565
Basic Allowance for Housing increase due to shifts in grade structure	37,492
Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	1,574
Clothing increase due to changes in the number of Soldiers expected to receive allowance	5,730

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)**

Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	516	
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	10,297	
CONUS COLA increase due to changes in the number of Soldiers expected to receive allowance	36	
FICA increase due to man-year growth	16,929	
FICA increase due to shifts in grade structure	4,080	
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	2	
TSP Matching decrease due to changes in actuarial assumptions	15,832	
<b>Total Increases Program</b>		<b>496,320</b>
<b>Total Increases</b>		<b>1,312,232</b>
<b>Decreases Pricing:</b>		
<b>Total Decreases Pricing</b>		<b>0</b>
<b>Decreases Program:</b>		
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(2,741)	
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(3,631)	
Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	(998)	
Decrease in direct resources due to an increase in reimbursable requirements	(3,272)	
<b>Total Decreases Program</b>		<b>(10,642)</b>
<b>Total Decreases</b>		<b>(10,642)</b>
<b>FY2020 Direct Program</b>		<b>25,984,267</b>

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

ESTIMATE FY 2020	\$13,774,829
ESTIMATE FY 2019	\$13,164,950
ACTUAL FY 2018	\$13,505,859

**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 2020 rates were built by applying inflation assumptions to FY 2018 average basic pay rates. The basic pay rates reflect a 2.6% pay raise, effective 1 January 2019 and a 3.1% pay raise, effective 1 January 2020.

There is a +\$609.9 million increase in the enlisted basic pay requirement between FY 2019 and FY 2020. This change is due to:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$83.6 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$306.8 million
- (3) Program increase due to man-year growth: +\$166.2 million
- (4) Program increase due to shifts in grade structure: +\$53.3 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC PAY - ENLISTED</b>									
SERGEANT MAJOR	3,649	\$82,421	300,756	3,495	\$84,219	294,347	3,478	\$86,723	301,623
1ST SERGEANT/MASTER SERGEANT	12,038	\$63,494	764,344	10,671	\$64,837	691,877	10,735	\$66,771	716,783
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,833	\$54,687	2,014,284	36,215	\$55,895	2,024,242	36,961	\$57,559	2,127,431
STAFF SERGEANT	56,876	\$43,509	2,474,611	56,080	\$44,443	2,492,380	58,436	\$45,767	2,674,421
SERGEANT	70,734	\$35,021	2,477,153	68,389	\$35,728	2,443,374	70,402	\$36,792	2,590,213
CORPORAL/SPECIALIST	115,973	\$28,216	3,272,244	105,499	\$28,776	3,035,872	105,960	\$29,633	3,139,879
PRIVATE FIRST CLASS	48,857	\$23,259	1,136,349	47,726	\$23,784	1,135,114	46,653	\$24,492	1,142,617
PRIVATE E2	30,790	\$21,907	674,506	28,458	\$22,466	639,326	29,250	\$23,134	676,657
PRIVATE E1	21,342	\$18,349	391,612	21,707	\$18,815	408,418	20,914	\$19,375	405,205
<b>TOTAL BASIC PAY - ENLISTED</b>	<b>397,092</b>		<b>13,505,859</b>	<b>378,240</b>		<b>13,164,950</b>	<b>382,789</b>		<b>13,774,829</b>

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

ESTIMATE FY 2020	\$4,264,203
ESTIMATE FY 2019	\$3,962,041
ACTUAL FY 2018	\$3,784,572

**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 2019 are 30.4% (Active Component (AC) full-time) and 24.7% (Reserve Component (RC) part-time). The rates for FY 2020 are 31.0% for (Active Component full-time) and 24.4% (Reserve Component part-time).

There is a +\$302.2 million increase in the RPA requirement between FY 2019 and FY 2020. This change is due to:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$25.2 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +92.3 million
- (3) Price increase due to the FY 2019 to FY 2020 RPA NCP rate change from 30.4% to 31.0% for AC (full-time), slightly offset by a decrease in the RC (part-time) rate from 24.7% to 24.4%: +\$95.1 million
- (4) Program increase due to man-year growth: +\$66.7 million
- (5) Program increase due to shifts in grade structure: +\$22.9 million

Detailed cost computations are provided by 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>RETIRED PAY ACCRUAL - ENLISTED</b>									
ENLISTED RETIRED PAY ACCRUAL	375,813	\$9,584	3,601,825	376,232	\$10,478	3,942,161	380,607	\$11,145	4,242,042
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	21,279	\$8,588	182,747	2,008	\$9,900	19,880	2,182	\$10,156	22,161
<b>TOTAL RETIRED PAY ACCRUAL - ENLISTED</b>	<b>397,092</b>		<b>3,784,572</b>	<b>378,240</b>		<b>3,962,041</b>	<b>382,789</b>		<b>4,264,203</b>



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

ESTIMATE FY 2020	\$96,028
ESTIMATE FY 2019	\$80,196
ACTUAL FY 2018	\$27,065

**PROJECT: ENLISTED-TSP MATCHING**

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with the section 8432 for the benefit of the member who falls under the new modernized requirements system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the 1 January 2018 effective date of the modernized retirement system.

There is a +\$15.8 million increase in the Enlisted TSP Matching requirement between FY 2019 and FY 2020 due to an increase in the projected number of participants in the blended retirement system.

	<u>ACTUAL FY 2018</u> AMOUNT	<u>ESTIMATE FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT
ENL TSP MATCHING	27,065	80,196	96,028

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

ESTIMATE FY 2020	\$88,082
ESTIMATE FY 2019	\$90,824
ACTUAL FY 2018	\$95,098

**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. 351.

**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. 351 (a) (2))

**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. 351 (a) (2))

**Demolition Duty** - Paid to enlisted personnel training and 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. 351 (a) (2))

**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. 351 (a) (2))

**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. 351 (a) (2))

**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. 351 (a) (2))

**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 -\$2.7 million decrease in the enlisted incentive pay requirement between FY 2019 and FY 2020. This change is based on changes in the number of Soldiers expected to receive pay.

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)**

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED</b>									
<b>FLYING DUTY - ENLISTED</b>									
<b>CREW</b>									
SERGEANT MAJOR	27	\$2,880	78	25	\$2,880	71	16	\$2,880	47
1ST SERGEANT/MASTER SERGEANT	213	\$2,880	614	181	\$2,880	521	124	\$2,880	356
PLATOON SERGEANT/SERGEANT 1ST CLASS	694	\$2,880	2,000	638	\$2,880	1,837	441	\$2,880	1,271
STAFF SERGEANT	1,144	\$2,580	2,951	1,059	\$2,580	2,733	749	\$2,580	1,932
SERGEANT	1,976	\$2,280	4,505	1,841	\$2,280	4,197	1,286	\$2,280	2,931
CORPORAL/SPECIALIST	1,458	\$1,980	2,886	1,271	\$1,980	2,516	866	\$1,980	1,715
PRIVATE FIRST CLASS	115	\$1,800	207	103	\$1,800	186	68	\$1,800	122
PRIVATE E2	9	\$1,800	17	7	\$1,800	13	6	\$1,800	11
PRIVATE E1	1	\$1,800	2	1	\$1,800	2	1	\$1,800	2
<b>SUBTOTAL CREW</b>	<b>5,637</b>		<b>13,260</b>	<b>5,126</b>		<b>12,076</b>	<b>3,557</b>		<b>8,387</b>
NONCREW MEMBER	238	\$1,800	428	238	\$1,800	429	241	\$1,800	434
<b>SUBTOTAL FLYING DUTY - ENLISTED</b>	<b>5,875</b>		<b>13,688</b>	<b>5,364</b>		<b>12,505</b>	<b>3,798</b>		<b>8,821</b>
<b>PARACHUTE JUMPING - ENLISTED</b>									
PARACHUTE JUMPING (REGULAR)	35,404	\$1,800	63,727	33,791	\$1,800	60,824	34,197	\$1,800	61,555
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	2,013	\$2,700	5,434	2,017	\$2,700	5,445	2,041	\$2,700	5,510
<b>SUBTOTAL PARACHUTE JUMPING - ENLISTED</b>	<b>37,417</b>		<b>69,161</b>	<b>35,808</b>		<b>66,269</b>	<b>36,238</b>		<b>67,065</b>
INSIDE OBSERVER OR TEST SUBJECT DUTY	108	\$1,800	194	108	\$1,800	194	109	\$1,800	197
DEMOLITION DUTY	6,670	\$1,800	12,006	6,559	\$1,800	11,807	6,638	\$1,800	11,949
CHEMICAL MUNITIONS PAY	25	\$1,800	45	25	\$1,800	45	26	\$1,800	46
TOXIC PESTICIDES	1	\$1,800	2	1	\$1,800	2	1	\$1,800	2
TOXIC FUEL	1	\$1,800	2	1	\$1,800	2	1	\$1,800	2
<b>TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED</b>	<b>50,097</b>		<b>95,098</b>	<b>47,866</b>		<b>90,824</b>	<b>46,811</b>		<b>88,082</b>

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

ESTIMATE FY 2020	\$124,470
ESTIMATE FY 2019	\$123,870
ACTUAL FY 2018	\$184,129

**PROJECT: SPECIAL PAY - ENLISTED**

**PART I - PURPOSE AND SCOPE**

**Assignment Pay or Special Duty Pay** - Payments are authorized under 37 U.S.C. 352 for servicemembers performing duties in an assignment, location, or unit under certain conditions as designated by the Army. The payment amount may not exceed \$5,000 per month.

(1) **Hardship Duty Pay** - Authorized in 37 U.S.C. 352 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).

(2) **Sea Duty Pay** - Soldiers who are entitled to basic pay are also entitled to special pay while on sea duty at a monthly rate not to exceed \$750. The term "sea duty" refers to duty performed by a member (1) while assigned to a ship, and while serving on a ship the primary mission of which is accomplished while underway; or (2) while assigned to a ship, and while serving on a ship the primary mission of which is normally accomplished while in port, but only while the ship is away from its home port for 30 or more consecutive days. Additionally, the member entitled to career sea pay who has served 36 consecutive months of sea duty is entitled to a career sea pay premium of \$100 per month for the 37th month and each consecutive month of sea duty served (37 U.S.C. 352)

(3) **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. 352).

- **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.

- **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.

- **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.

- **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.

- **Operational Deployment Assignment Incentive Pay (AIP-OD)** - Paid to Active Duty Soldiers who physically deploy and perform duties as part of a rotational force away from their permanent duty stations (subject to 37 U.S.C. Sec 307a). Soldiers may receive up to \$200 per month which will be prorated for the month in which deployment commences and the month in which Soldiers return to their permanent duty stations. Service members may receive more than one AIP payment simultaneously for the same period of service under AIP-OD as long as pays are not for the same purpose (exception to Para 10.a. of enclosure 2 of DoDI 1340.26) as long as payments do not exceed a total monthly AIP amounts set by Deputy Assistant Secretary of Defense for Military Personnel Policy.

PB-30X SPECIAL PAY- PURPOSE/SCOPE & JUSTIFICATION

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

(5) **Hostile Fire Pay** - Paid to enlisted personnel on duty subject to hostile fire or imminent danger. Payment may not exceed \$450 per month (37 U.S.C. 351 (a)(1)).

(6) **Overseas Extension Incentives Pay** - Paid to enlisted personnel who extend their tour of service overseas under provisions of 37 U.S.C. 314.  
**Skill Incentive Pay and Proficiency Bonus** - Payments are authorized under 37 U.S.C. 353 for servicemembers serving in a career field or skill that is designated as critical to the Army.

(7) **Diving Duty Pay** - A monthly amount not to exceed \$1,000 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. 353(a)).

(8) **Foreign Language Proficiency Pay (FLPP)** - 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 \$12,000 per year. (37 U.S.C. 353(b)).

(9) **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.

(10) **Enlisted Continuation Pay** - A direct cash payout to eligible Soldiers who have served at least 12 years as a way to encourage continued service. Active Component members are eligible for cash incentives of 2.5 to 13 times their regular monthly basic pay and Reserve Component members will be eligible for 0.5 to 6 times their monthly basic pay (as if serving on active duty) in return for a commitment of four more years of service. This continuation pay is not part of Soldiers retirement package.

**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. Additionally, the FY 2020 request includes \$124.5 million for enlisted continuation pay. This entitlement is part of the blended retirement system (BRS).

There is a +\$0.6 million increase in the enlisted special pay requirement between FY 2019 and FY 2020. This change is based on program increase due to the projected number of enlisted Soldiers expected to receive entitlement and an projected increase in continuation pay associated with BRS: -\$0.8 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>SPECIAL PAY - ENLISTED</b>									
<b>ASSIGNMENT INCENTIVE PAY</b>									
ENLISTED ASSIGNMENT INCENTIVE PAY	15,201	\$2,718	41,316	18,615	\$2,718	50,595	18,987	\$2,718	51,608
<b>SUBTOTAL ASSIGNMENT INCENTIVE PAY</b>	<b>15,201</b>		<b>41,316</b>	<b>18,615</b>		<b>50,595</b>	<b>18,987</b>		<b>51,608</b>
DIVING DUTY PAY	528	\$2,484	1,312	529	\$2,484	1,315	535	\$2,484	1,330
HOSTILE FIRE PAY	17,764	\$2,700	47,964	669	\$2,700	1,805	676	\$2,700	1,826
SEA DUTY PAY	333	\$1,942	647	334	\$1,942	648	338	\$1,942	656
HARDSHIP DUTY PAY	33,341	\$1,500	50,011	18,333	\$1,500	27,499	18,553	\$1,500	27,830
FOREIGN LANGUAGE PROFICIENCY PAY	16,798	\$2,444	41,055	15,266	\$2,444	37,309	15,449	\$2,444	37,757
<b>OTHER SPECIAL PAY</b>									
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
<b>SUBTOTAL OTHER SPECIAL PAY</b>	<b>1</b>		<b>2</b>	<b>1</b>		<b>2</b>	<b>1</b>		<b>2</b>
ENLISTED CONTINUATION PAY			1,822			4,697			3,461
<b>TOTAL SPECIAL PAY - ENLISTED</b>	<b>83,966</b>		<b>184,129</b>	<b>53,747</b>		<b>123,870</b>	<b>54,539</b>		<b>124,470</b>

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

ESTIMATE FY 2020	\$102,928
ESTIMATE FY 2019	\$101,705
ACTUAL FY 2018	\$101,314

**PROJECT: SPECIAL DUTY ASSIGNMENT PAY (SDAP)**

**PART I - PURPOSE AND SCOPE**

Special Duty Assignment Pay (SDAP) provides monetary incentives to enlisted members who qualify for and serve in designated special duty assignments. These funds are utilized for recruiters, guidance counselors, retention NCOs, drill sergeants, and specially designated personnel who have extremely demanding duties requiring extraordinary effort for satisfactory performance, and/or an unusual level of responsibility. SDAP is authorized under provisions of 37 U.S.C. 307.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$1.2 million increase in the SDAP requirement from FY 2019 to FY 2020. This change is based on a program increase due to growth in total enlisted man-years.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL DUTY ASSIGNMENT PAY (SDAP)</b>									
SD 6 (\$450.00)	1	\$5,400	6	1	\$5,400	6	1	\$5,400	6
SD 5 (\$375.00)	9,678	\$4,500	43,549	9,686	\$4,500	43,585	9,802	\$4,500	44,109
SD 4 (\$300.00)	15,841	\$3,600	57,026	15,939	\$3,600	57,380	16,131	\$3,600	58,071
SD 3 (\$225.00)	271	\$2,700	733	272	\$2,700	734	275	\$2,700	742
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)</b>	<b>25,791</b>		<b>101,314</b>	<b>25,898</b>		<b>101,705</b>	<b>26,209</b>		<b>102,928</b>



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

ESTIMATE FY 2020	\$435,200
ESTIMATE FY 2019	\$395,744
ACTUAL FY 2018	\$501,244

**PROJECT: REENLISTMENT BONUS**

**PART I - PURPOSE AND SCOPE**

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

**Selective Retention Bonus (SRB)** - Authorized under U.S.C 37, Section 331 (a) (3). 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 not to exceed \$30,000 per year of active service. Army policy has set the maximum SRB payment allowed at \$90,000.

**Critical Skills Retention Bonus (CSRB)** - Authorized under U.S.C 37, Section 331 (a) (3). 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 19-23 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 \$30,000 per year of active service. The Army currently limits CSRB payments to a maximum of \$125,000.

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 fluctuating end strength, 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.

PB-30X REENLISTMENT BONUS

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

The Army does not anticipate using CSRB in FYs 2019 and 2020. Instead, authorities provided under SRB will be utilized to write retention bonus contracts that are similar in nature to CSRB. However, the Army plans to maintain the CSRB authority as a way to incentivize certain critical skills in the future.

There is a +\$39.5 million increase in the re-enlistment bonus requirement from FY 2019 to FY 2020. This change is due to a program increase due to changes in the number of Soldiers expected to receive pay caused by the increasing number of bonus takers from FY 2019 to FY 2020.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>REENLISTMENT BONUS</b>									
SELECTIVE RETENTION BONUS	33,584	\$14,925	501,244	30,442	\$13,000	395,744	33,477	\$13,000	435,200
<b>TOTAL REENLISTMENT BONUS</b>	<b>33,584</b>		<b>501,244</b>	<b>30,442</b>		<b>395,744</b>	<b>33,477</b>		<b>435,200</b>

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

ESTIMATE FY 2020	\$451,323
ESTIMATE FY 2019	\$433,300
ACTUAL FY 2018	\$400,898

**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 recruits. The payment is authorized by 37 U.S.C. 331 (a) (1) and (2), which allows up to \$50,000 for an enlistment for a minimum of 2 years. 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. The Army pays up to \$10,000 at the first permanent duty station after successful completion of basic and initial training, then equal periodic payments, if required.

**New Payments** - Payments are made to individuals who enter active duty and complete initial 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 -\$18.0 million decrease in the enlistment bonus (EB) requirement between FY 2019 and FY 2020. This change is based on:

(1) Price increase due to rate changes caused by increases to anniversary payments and adjustment of bonus tiers for certain critical Military Occupation Specialties (MOS's): +\$21.6 million

(2) Program decrease in payments due to changes in the number of Soldiers expected to receive pay: -\$3.6 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>ENLISTMENT BONUS</b>									
NEW PAYMENTS	42,841	\$7,421	317,924	38,920	\$7,793	303,300	38,454	\$7,836	301,323
ANNIVERSARY PAYMENTS	28,280	\$2,934	82,974	40,000	\$3,250	130,000	40,000	\$3,750	150,000
<b>TOTAL ENLISTMENT BONUS</b>	<b>71,121</b>		<b>400,898</b>	<b>78,920</b>		<b>433,300</b>	<b>78,454</b>		<b>451,323</b>

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
Prior Obligations (Anniversary)	28,280	82,974	13,315	43,270	4,637	17,386	3,300	10,000	0	0	0	0	0	0	
<b>FY 2018</b>															
Initial Payments	42,841	317,924	0	0	0	0	0	0	0	0	0	0	0	0	
Anniversary Payments			26,685	86,730	15,551	58,324	6,188	18,750	2,640	8,000	0	0	0	0	
<b>FY 2019</b>															
Initial Payments			38,920	303,300	0	0	0	0	0	0	0	0	0	0	
Anniversary Payments					19,811	74,290	11,137	33,750	4,950	15,000	2,641	8,000	0	0	
<b>FY 2020</b>															
Initial Payments					38,454	301,323	0	0	0	0	0	0	0	0	
Anniversary Payments							20,625	62,500	7,259	22,000	4,950	15,000	2,640	8,000	
<b>FY 2021</b>															
Initial Payments							32,250	253,390	0	0	0	0	0	0	
Anniversary Payments									18,150	55,000	7,259	22,000	4,950	15,000	
<b>FY 2022</b>															
Initial Payments									34,313	269,123	0	0	0	0	
Anniversary Payments											18,150	55,000	7,260	22,000	
<b>FY 2023</b>															
Initial Payments											33,521	262,909	0	0	
Anniversary Payments													18,150	55,000	
<b>FY 2024</b>															
Initial Payments														32,587	255,583
<b>Total Initial Payments</b>	<b>42,841</b>	<b>317,924</b>	<b>38,920</b>	<b>303,300</b>	<b>38,454</b>	<b>301,323</b>	<b>32,250</b>	<b>253,390</b>	<b>34,313</b>	<b>269,123</b>	<b>33,521</b>	<b>262,909</b>	<b>32,587</b>	<b>255,583</b>	
<b>Total Anniversary Payments</b>	<b>28,280</b>	<b>82,974</b>	<b>40,000</b>	<b>130,000</b>	<b>40,000</b>	<b>150,000</b>	<b>41,250</b>	<b>125,000</b>	<b>33,000</b>	<b>100,000</b>	<b>33,000</b>	<b>100,000</b>	<b>33,000</b>	<b>100,000</b>	
<b>Total</b>	<b>71,121</b>	<b>400,898</b>	<b>78,920</b>	<b>433,300</b>	<b>78,454</b>	<b>451,323</b>	<b>73,500</b>	<b>378,390</b>	<b>67,313</b>	<b>369,123</b>	<b>66,521</b>	<b>362,909</b>	<b>65,587</b>	<b>355,583</b>	

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

ESTIMATE FY 2020	\$1,512
ESTIMATE FY 2019	\$2,510
ACTUAL FY 2018	\$5,613

**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 -\$1.0 million decrease in the LRP requirement between FY 2019 and FY 2020. This change is due to a program decrease due to reductions in the number of Soldiers expected to receive benefit.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018		ESTIMATE FY 2019		ESTIMATE FY 2020	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM						
ENLISTED	282	4,801	121	2,060	73	1,238
OFFICER (OCS/WOFT)	48	812	26	450	16	274
<b>LOAN REPAYMENT PROGRAM</b>	<b>330</b>	<b>5,613</b>	<b>147</b>	<b>2,510</b>	<b>89</b>	<b>1,512</b>

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

ESTIMATE FY 2020	\$4,684,587
ESTIMATE FY 2019	\$4,453,816
ACTUAL FY 2018	\$4,760,444

**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 2020 rates were built by applying inflation assumptions to the FY 2018 average BAH rates. The BAH rates reflect a 2.4% housing rate increase, effective 1 January 2019 and 3.2% increase, effective 1 January 2020.

There is a +\$230.8 million increase in the enlisted BAH requirement between FY 2019 and FY 2020. This change is based on:

- (1) Price increase due to the annualization of the 2.4% housing cost inflation, effective 1 January 2019: +\$28.1 million
- (2) Price increase due to the annualization of the 3.2% housing cost inflation, effective 1 January 2020: +\$111.0 million
- (3) Price increase due to fluctuation in foreign currency exchange rates: +\$0.6 million
- (4) Program increase due to a growth in total enlisted man-years: +\$53.6 million
- (5) Program increase due to shifts in grade structure: +\$37.5 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>									
<b>WITH DEPENDENTS- DOMESTIC</b>									
SERGEANT MAJOR	3,049	\$23,893	72,847	2,993	\$23,490	70,297	2,967	\$24,194	71,776
1ST SERGEANT/MASTER SERGEANT	10,251	\$22,562	231,279	9,218	\$22,166	204,323	9,304	\$22,831	212,410
PLATOON SERGEANT/SERGEANT 1ST CLASS	30,450	\$21,474	653,877	30,347	\$21,137	641,447	30,954	\$21,772	673,935
STAFF SERGEANT	44,127	\$20,672	912,203	44,444	\$20,334	903,725	46,104	\$20,944	965,603
SERGEANT	45,566	\$19,066	868,770	44,651	\$18,712	835,515	45,881	\$19,273	884,266
CORPORAL/SPECIALIST	50,869	\$17,519	891,175	46,830	\$17,196	805,292	47,077	\$17,712	833,819
PRIVATE FIRST CLASS	12,224	\$16,577	202,639	11,926	\$16,346	194,943	11,920	\$16,836	200,684
PRIVATE E2	4,765	\$16,407	78,174	4,466	\$15,440	68,961	4,567	\$15,903	72,628
PRIVATE E1	2,774	\$15,845	43,955	2,538	\$16,374	41,558	2,493	\$16,865	42,039
<b>SUBTOTAL WITH DEPENDENTS- DOMESTIC</b>	<b>204,075</b>		<b>3,954,919</b>	<b>197,413</b>		<b>3,766,061</b>	<b>201,267</b>		<b>3,957,160</b>
<b>WITHOUT DEPENDENTS- DOMESTIC</b>									
SERGEANT MAJOR	360	\$19,810	7,122	306	\$20,209	6,185	303	\$20,815	6,316
1ST SERGEANT/MASTER SERGEANT	1,272	\$19,264	24,510	992	\$19,713	19,552	1,001	\$20,304	20,329
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,441	\$17,647	78,369	3,854	\$17,866	68,858	3,932	\$18,401	72,349
STAFF SERGEANT	9,824	\$16,788	164,927	8,632	\$17,044	147,131	8,955	\$17,555	157,208
SERGEANT	8,004	\$16,210	129,752	6,697	\$16,772	112,324	6,883	\$17,275	118,902
CORPORAL/SPECIALIST	11,478	\$14,032	161,059	9,023	\$14,560	131,377	9,073	\$14,997	136,063
PRIVATE FIRST CLASS	2,112	\$13,878	29,311	1,770	\$14,044	24,855	1,769	\$14,466	25,589
PRIVATE E2	613	\$13,785	8,452	331	\$12,704	4,211	339	\$13,085	4,435
PRIVATE E1	281	\$12,455	3,498	94	\$11,881	1,113	92	\$12,238	1,126
<b>SUBTOTAL WITHOUT DEPENDENTS- DOMESTIC</b>	<b>38,385</b>		<b>607,000</b>	<b>31,699</b>		<b>515,606</b>	<b>32,347</b>		<b>542,317</b>

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>									
<b>PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>									
SERGEANT MAJOR	6	\$723	4	4	\$714	3	5	\$736	4
1ST SERGEANT/MASTER SERGEANT	49	\$183	9	11	\$181	2	11	\$186	2
PLATOON SERGEANT/SERGEANT 1ST CLASS	236	\$144	34	63	\$142	9	61	\$147	9
STAFF SERGEANT	1,378	\$119	164	692	\$117	81	719	\$121	87
SERGEANT	17,029	\$104	1,771	11,680	\$103	1,203	12,038	\$106	1,276
CORPORAL/SPECIALIST	47,856	\$97	4,642	41,813	\$96	4,014	41,970	\$99	4,155
PRIVATE FIRST CLASS	29,532	\$94	2,776	27,826	\$92	2,560	27,737	\$95	2,635
PRIVATE E2	22,407	\$86	1,927	19,765	\$85	1,680	20,114	\$88	1,770
PRIVATE E1	16,229	\$83	1,347	15,573	\$82	1,277	15,381	\$84	1,292
<b>SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>	<b>134,722</b>		<b>12,674</b>	<b>117,427</b>		<b>10,829</b>	<b>118,036</b>		<b>11,230</b>
BAH DIFFERENTIAL	1,204	\$2,965	3,571	1,079	\$2,930	3,161	1,095	\$3,018	3,304
<b>WITH DEPENDENTS - OVERSEAS</b>									
SERGEANT MAJOR	68	\$34,933	2,382	66	\$32,992	2,176	65	\$34,809	2,275
1ST SERGEANT/MASTER SERGEANT	295	\$31,855	9,403	252	\$30,085	7,592	255	\$31,742	8,085
PLATOON SERGEANT/SERGEANT 1ST CLASS	896	\$31,730	28,422	807	\$29,967	24,193	824	\$31,617	26,043
STAFF SERGEANT	952	\$31,108	29,601	922	\$29,379	27,085	956	\$30,997	29,637
SERGEANT	951	\$29,510	28,067	946	\$27,870	26,377	972	\$29,405	28,578
CORPORAL/SPECIALIST	585	\$27,377	16,025	557	\$25,855	14,390	559	\$27,279	15,250
PRIVATE FIRST CLASS	57	\$27,296	1,551	56	\$25,778	1,439	56	\$27,198	1,517
PRIVATE E2	15	\$26,356	393	14	\$24,891	345	14	\$26,262	372
PRIVATE E1	2	\$23,665	44	2	\$22,349	42	2	\$23,580	44
<b>SUBTOTAL WITH DEPENDENTS - OVERSEAS</b>	<b>3,821</b>		<b>115,888</b>	<b>3,622</b>		<b>103,639</b>	<b>3,703</b>		<b>111,801</b>

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>									
<b>WITHOUT DEPENDENTS - OVERSEAS</b>									
SERGEANT MAJOR	88	\$23,548	2,076	71	\$22,237	1,573	70	\$23,462	1,647
1ST SERGEANT/MASTER SERGEANT	326	\$23,316	7,592	238	\$22,019	5,236	240	\$23,232	5,580
PLATOON SERGEANT/SERGEANT 1ST CLASS	784	\$26,923	21,100	688	\$25,426	17,502	702	\$26,827	18,831
STAFF SERGEANT	549	\$26,437	14,504	483	\$24,968	12,065	501	\$26,343	13,203
SERGEANT	578	\$24,479	14,161	531	\$23,119	12,269	545	\$24,393	13,292
CORPORAL/SPECIALIST	276	\$21,165	5,847	247	\$19,989	4,934	248	\$21,090	5,228
PRIVATE FIRST CLASS	60	\$17,482	1,045	54	\$16,510	888	54	\$17,420	936
PRIVATE E2	4	\$15,502	67	4	\$14,641	53	4	\$15,447	58
PRIVATE E1	0	\$0	0	0	\$0	0	0	\$0	0
<b>SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS</b>	<b>2,665</b>		<b>66,392</b>	<b>2,316</b>		<b>54,520</b>	<b>2,364</b>		<b>58,775</b>
<b>TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>	<b>384,872</b>		<b>4,760,444</b>	<b>353,556</b>		<b>4,453,816</b>	<b>358,812</b>		<b>4,684,587</b>

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

ESTIMATE FY 2020	\$399,639
ESTIMATE FY 2019	\$389,370
ACTUAL FY 2018	\$404,415

**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) which utilizes 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 2020 OSA rates were built by applying basic pay raise inflation to FY 2018 Active Component rates.

There is a +\$10.3 million increase in the enlisted OSA requirement between FY 2019 and FY 2020. This increase is based on:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$2.2 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$5.3 million
- (3) Price increase due to fluctuation in foreign currency exchange rates: +\$1.2 million
- (4) Program increase due to the changes in the number expected to receive allowance: +\$1.6 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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>
<b>OVERSEAS STATION ALLOWANCES - ENLISTED</b>									
<b>COST OF LIVING</b>									
SERGEANT MAJOR	765	\$8,442	6,461	769	\$8,020	6,164	763	\$8,199	6,259
1ST SERGEANT/MASTER SERGEANT	2,506	\$7,226	18,105	2,388	\$6,780	16,189	2,349	\$6,931	16,280
PLATOON SERGEANT/SERGEANT 1ST CLASS	8,047	\$6,469	52,056	8,439	\$6,039	50,965	8,300	\$6,173	51,236
STAFF SERGEANT	12,062	\$5,491	66,235	13,264	\$5,109	67,766	12,869	\$5,223	67,213
SERGEANT	20,008	\$4,391	87,857	21,532	\$4,101	88,301	21,144	\$4,192	88,636
CORPORAL/SPECIALIST	24,804	\$3,468	86,020	22,769	\$3,243	73,841	24,376	\$3,315	80,807
PRIVATE FIRST CLASS	11,166	\$2,665	29,758	11,111	\$2,481	27,566	10,663	\$2,536	27,041
PRIVATE E2	5,881	\$2,315	13,614	5,746	\$2,171	12,475	5,470	\$2,219	12,137
PRIVATE E1	1,102	\$1,837	2,025	1,127	\$1,764	1,988	1,061	\$1,803	1,913
<b>SUBTOTAL COST OF LIVING</b>	<b>86,341</b>		<b>362,131</b>	<b>87,145</b>		<b>345,255</b>	<b>86,995</b>		<b>351,522</b>
TEMPORARY LODGING	2,470	\$17,122	42,284	2,646	\$16,672	44,115	2,823	\$17,043	48,117
<b>TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED</b>	<b>88,811</b>		<b>404,415</b>	<b>89,791</b>		<b>389,370</b>	<b>89,818</b>		<b>399,639</b>

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

ESTIMATE FY 2020	\$2,979
ESTIMATE FY 2019	\$2,859
ACTUAL FY 2018	\$9,317

**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 2019:

Military Housing Areas		
<b>CALIFORNIA</b> Bridgeport Oakland San Francisco San Bernardino Santa Clara County	<b>MARYLAND</b> Indian Head Navordsta  <b>MICHIGAN</b> Detroit	<b>NEW YORK</b> Long Island New York City Staten Island West Point Westchester County
<b>MASSACHUSETTS</b> Boston Essex	<b>PENNSYLVANIA</b> Philadelphia, PA / Camden, NJ Willow Grove	<b>NEW JERSEY</b> Atlantic City

**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 +\$120.0 thousand increase in CONUS COLA between FY 2019 and FY 2020. This change is based on:

- (1) Price increase due to the annualization of the 2.6% pay raise effective 1 January 2019 and 3.1% pay raise effective 1 January 2020: +\$84.0 thousand
- (2) Program increase due to changes in the number of Soldiers expected to receive allowance: +\$36.0 thousand

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	3,492	\$2,668	9,317	1,045	\$2,736	2,859	1,058	\$2,817	2,979

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

ESTIMATE FY 2020	\$296,666
ESTIMATE FY 2019	\$285,603
ACTUAL FY 2018	\$295,441

**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 FY 2020 clothing rates are based on FY 2019 rates and increased by general inflation. Beginning in FY 2019, athletic shoes made in the United States compliant with section 2533a of Title 10 U.S.C. (as known as Berry compliant) will become part of the Initial Issue clothing bag. Prior to FY 2018, recruits were provided a cash allowance to purchase athletic shoes.

There is a +\$11.0 million increase in the enlisted clothing allowance requirement between FY 2019 and FY 2020. This change is based on:

(1) Price increase due to rate changes based on general inflation: +\$5.3 million

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

(2) Program increase due to an increase in Soldiers receiving allowance: +\$5.7 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>CLOTHING ALLOWANCES - ENLISTED</b>									
<b>INITIAL ISSUE</b>									
<b>MILITARY</b>									
ARMY, MALE	59,539	\$1,685	100,323	57,800	\$1,611	93,129	56,831	\$1,643	93,373
ARMY, FEMALE	10,510	\$1,996	20,977	10,200	\$1,925	19,633	10,028	\$1,963	19,684
ATHLETIC RUNNING SHOE	0	\$0	0	68,000	\$96	6,528	66,844	\$98	6,520
<b>SUBTOTAL MILITARY</b>	<b>70,049</b>		<b>121,300</b>	<b>136,000</b>		<b>119,290</b>	<b>133,703</b>		<b>119,577</b>
INITIAL CIVILIAN ISSUE	3,290	\$1,062	3,494	3,297	\$1,081	3,565	3,336	\$1,103	3,680
<b>SUBTOTAL INITIAL ISSUE</b>	<b>73,339</b>		<b>124,794</b>	<b>139,297</b>		<b>122,855</b>	<b>137,039</b>		<b>123,257</b>
<b>MAINTENANCE ALLOWANCES</b>									
<b>BASIC ALLOWANCE</b>									
BASIC MAINTENANCE, MALE	106,069	\$332	35,215	101,304	\$336	34,035	102,431	\$343	35,134
BASIC MAINTENANCE, FEMALE	17,856	\$348	6,214	17,017	\$353	6,006	17,222	\$360	6,200
<b>SUBTOTAL BASIC ALLOWANCE</b>	<b>123,925</b>		<b>41,429</b>	<b>118,321</b>		<b>40,041</b>	<b>119,653</b>		<b>41,334</b>
<b>STANDARD ALLOWANCE</b>									
STANDARD MAINTENANCE, MALE	206,918	\$474	98,079	184,888	\$480	88,737	197,526	\$490	96,699
STANDARD MAINTENANCE, FEMALE	34,825	\$497	17,308	31,057	\$504	15,659	33,182	\$514	17,065
<b>SUBTOTAL STANDARD ALLOWANCE</b>	<b>241,743</b>		<b>115,387</b>	<b>215,945</b>		<b>104,396</b>	<b>230,708</b>		<b>113,764</b>
<b>SUBTOTAL MAINTENANCE ALLOWANCES</b>	<b>365,668</b>		<b>156,816</b>	<b>334,266</b>		<b>144,437</b>	<b>350,361</b>		<b>155,098</b>
SUPPLEMENTARY ALLOWANCE			2,854			7,334			7,334
<b>OTHER ALLOWANCES</b>									
KATUSA			775			775			775
REPLACEMENT DURING FIRST 6 MONTHS			2,243			2,243			2,243
CHARGE SALES			99			99			99
ARMY DIRECT ORDER			7,860			7,860			7,860
<b>SUBTOTAL OTHER ALLOWANCES</b>	<b>0</b>		<b>10,977</b>	<b>0</b>		<b>10,977</b>	<b>0</b>		<b>10,977</b>
<b>TOTAL CLOTHING ALLOWANCES - ENLISTED</b>	<b>439,007</b>		<b>295,441</b>	<b>473,563</b>		<b>285,603</b>	<b>487,400</b>		<b>296,666</b>

PB-30X CLOTHING ALLOWANCE



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

ESTIMATE FY 2020	\$32,684
ESTIMATE FY 2019	\$32,168
ACTUAL FY 2018	\$90,293

**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 2020 takers for FSA were forecasted based on FY 2018 base-level execution.

There is a +\$0.5 million increase in the enlisted FSA requirement between FY 2019 and FY 2020. This change is based on a program increase due to an increase in the number of Soldier's expected to receive allowance.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>FAMILY SEPARATION ALLOWANCES - ENLISTED</b>									
FSA - RESTRICTED	5,931	\$3,000	17,792	4,453	\$3,000	13,359	4,506	\$3,000	13,519
FSA - TEMPORARY DUTY	24,167	\$3,000	72,501	6,270	\$3,000	18,809	6,388	\$3,000	19,165
<b>TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED</b>	<b>30,098</b>		<b>90,293</b>	<b>10,723</b>		<b>32,168</b>	<b>10,894</b>		<b>32,684</b>

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

ESTIMATE FY 2020	\$205
ESTIMATE FY 2019	\$203
ACTUAL FY 2018	\$354

**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 \$2.0 thousand change in the aid and attendance for catastrophically injured allowance between FY 2019 and FY 2020. This change is based on a program increase due to growth in enlisted man-years in FY2020.

The detailed computations are provided in the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW- CATASTROPHICALLY INJURED	218	\$1,625	354	125	\$1,625	203	126	\$1,625	205

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

ESTIMATE FY 2020	\$266,807
ESTIMATE FY 2019	\$248,877
ACTUAL FY 2018	\$328,747

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

**PART I - PURPOSE AND SCOPE**

Pursuant to Title 37, Section 354 the CSB program will sunset after December 31, 2017. 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 2016 to 31 December 2025 by the FY 2017 National Defense Authorization Act.

**15-Year Temporary 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 was reinstated for use from 31 December 2017 to 31 December 2025 by the FY 2017 National Defense Authorization Act.

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

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

**\$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. Pursuant to Title 37, Section 354 the CSB program will sunset after December 31, 2017.

**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 +\$17.9 million increase in the enlisted separation pay requirement between FY 2019 and FY 2020. This change is based on:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$1.9 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$5.7 million
- (3) Program increase due to an increase in the total number of enlisted separations projected from FY 2019 to FY 2020: +\$10.3 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2018</u>				<u>ESTIMATE FY 2019</u>				<u>ESTIMATE FY 2020</u>			
	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>SEPARATION PAYMENTS - ENLISTED</b>												
LUMP SUM TERMINAL LEAVE												
SERGEANT MAJOR	480	16	\$3,665	1,759	420	16	\$3,764	1,581	439	16	\$3,870	1,699
1ST SERGEANT/MASTER SERGEANT	1,358	15	\$2,765	3,755	1,190	15	\$2,836	3,375	1,242	15	\$2,919	3,626
PLATOON SERGEANT/SERGEANT 1ST CLASS	3,823	17	\$2,581	9,869	3,350	17	\$2,647	8,868	3,496	17	\$2,726	9,530
STAFF SERGEANT	6,219	21	\$2,445	15,206	5,449	21	\$2,508	13,664	5,686	21	\$2,582	14,683
SERGEANT	9,901	18	\$1,800	17,823	8,676	18	\$1,846	16,016	9,054	18	\$1,901	17,210
CORPORAL/SPECIALIST	22,600	18	\$1,404	31,726	19,803	18	\$1,440	28,509	20,665	18	\$1,482	30,635
PRIVATE FIRST CLASS	5,152	24	\$1,608	8,283	4,514	24	\$1,649	7,443	4,711	24	\$1,698	7,998
PRIVATE E2	4,621	19	\$1,181	5,459	4,049	19	\$1,211	4,905	4,225	19	\$1,248	5,271
PRIVATE E1	7,398	18	\$963	7,121	6,483	18	\$987	6,399	6,765	18	\$1,016	6,876
<b>SUBTOTAL LUMP SUM TERMINAL LEAVE</b>	<b>61,552</b>			<b>101,001</b>	<b>53,934</b>			<b>90,760</b>	<b>56,283</b>			<b>97,528</b>
SEVERANCE PAY - DISABILITY	4,906		\$32,737	160,607	3,355		\$35,077	117,682	3,501		\$36,119	126,454
INVOLUNTARY HALF PAY (5%)	899		\$20,482	18,413	605		\$23,820	14,411	631		\$24,540	15,485
INVOLUNTARY FULL PAY (10%)	852		\$35,164	29,960	633		\$37,172	23,530	661		\$38,253	25,285
VOLUNTARY SEPARATION INCENTIVE (VSI)				3,179				2,494				2,055
TEMPORARY EARLY RETIREMENT AUTH	11		\$87,909	967	0		\$0	0	0		\$0	0
\$30,000 LUMP SUM BONUS				14,620				0				0
<b>TOTAL SEPARATION PAYMENTS - ENLISTED</b>	<b>68,220</b>			<b>328,747</b>	<b>58,527</b>			<b>248,877</b>	<b>61,076</b>			<b>266,807</b>

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

ESTIMATE FY 2020	\$1,053,774
ESTIMATE FY 2019	\$1,003,018
ACTUAL FY 2018	\$1,031,726

**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
2018	\$130,500	No upper limit
2019	\$135,600	No upper limit
2020	\$142,200	No upper limit

There is a +\$50.8 million increase in the enlisted FICA requirement between FY 2019 and FY 2020. This change is based on:

- (1) Price increase due to the annualization of the 2.6% pay raise, effective 1 January 2019: +\$6.4 million
- (2) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$23.4 million
- (3) Program increase due to a growth in total enlisted man-years: +\$16.9 million
- (4) Program increase due to a shift in enlisted grade structure: +\$4.1 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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	397,092	\$2,598	1,031,726	378,240	\$2,652	1,003,018	382,789	\$2,753	1,053,774

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

<b>FY2019 Direct Program</b>		<b>88,624</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	382	
Basic Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	1,401	
Cadet Ration increase in subsistence in 2020	431	
FICA increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	29	
FICA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	106	
<b>Total Increases Pricing</b>		<b>2,349</b>
<b>Total Increases</b>		<b>2,349</b>
<b>Decreases Program:</b>		
Basic Pay decrease due to man-year reduction	(597)	
Cadet Ration rate decrease in subsistence due to man-year reduction	(232)	
FICA decrease due to man-year reduction	(46)	
<b>Total Decreases Program</b>		<b>(875)</b>
<b>Total Decreases</b>		<b>(875)</b>
<b>FY2020 Direct Program</b>		<b>90,098</b>



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

ESTIMATE FY 2020	\$90,098
ESTIMATE FY 2019	\$88,624
ACTUAL FY 2018	\$84,993

**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**

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.

Beginning in FY 2019 the USMA Dining Facility (DFAC) Food Service daily rate will increase by approximately \$4.85 above the Cadet BAS daily rate. The increase in the USMA DFAC daily rate is due to (1) an increase in caloric requirements for Cadets above the USDA food plans and food group standards and (2) higher regional costs above the U.S. national average. Cadets will receive the standard BAS daily rate primarily when on leave. The BAS and USMA DFAC daily rates used in this request are listed in the following table:

	BAS	DFAC
<b>2018</b>	12.30	17.15
<b>2019</b>	12.30	17.15
<b>2020</b>	12.60	17.55

rates effective 1 January

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

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

*Funding Requirement Changes from FY 2019 to FY 2020:*

There is a +\$1.5 million increase in the program requirement between FY 2019 and FY 2020. This change is due to:

- (1) Price increase in basic pay and FICA due to annualization of the 2.6% pay raise, effective 1 January 2019: +\$0.4 million
- (2) Price increase in basic pay and FICA due to annualization of the 3.1% pay raise, effective 1 January 2020: +\$1.5 million
- (3) Price increase in subsistence due to the annualization of the 2.4% subsistence inflation rate, effective 1 January 2020: +\$0.4 million
- (4) Program decrease in basic pay, subsistence and FICA due to man-year reduction: -\$0.8 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ACADEMY CADETS</b>									
BASIC PAY	4,609	\$12,976	59,808	4,499	\$13,307	59,867	4,456	\$13,701	61,053
SUBSISTENCE (COMMUTED RATIONS)	4,609	\$4,485	20,672	4,499	\$5,387	24,238	4,456	\$5,484	24,437
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,546	\$993	4,513	4,439	\$1,018	4,519	4,396	\$1,048	4,608
<b>TOTAL ACADEMY CADETS</b>			<b>84,993</b>			<b>88,624</b>			<b>90,098</b>

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

<b>FY2019 Direct Program</b>		<b>1,836,322</b>
<b>Increases Pricing:</b>		
Basic Allowance for Subsistence increase due to the annualization of the 2.4% subsistence inflation rate, effective 1 January 2020	21,734	
Subsistence in Messes increase due to dining facility food cost inflation	6,706	
Operational Rations increase due to manufacturer price inflation	4,093	
Unitized Group Rations increase due to manufacturer price inflation	1,702	
Family Subsistence Supplemental Allowance increase due to annual eligibility cost	1	
Other Rations increase due to annual eligibility cost	382	
<b>Total Increases Pricing</b>		<b>34,618</b>
<b>Increases Program:</b>		
Basic Allowance for Subsistence increase due to man-year growth	12,914	
Subsistence in Messes increase due to number of personnel estimated to receive benefit	2,933	
Operational Rations increase due to number of personnel estimated to receive benefit	1,790	
Unitized Group Rations increase due to number of personnel estimated to receive benefit	744	
Other Rations increase due to number of personnel estimated to receive benefit	254	
<b>Total Increases Program</b>		<b>18,635</b>
<b>Total Increases</b>		<b>53,253</b>
<b>FY2020 Direct Program</b>		<b>1,889,575</b>

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

ESTIMATE FY 2020	\$1,896,226
ESTIMATE FY 2019	\$1,842,789
ACTUAL FY 2018	\$2,175,080

**PROJECT: SUBSISTENCE OF ENLISTED PERSONNEL**

**PART I - PURPOSE AND SCOPE**

As authorized by Title 10 U.S.C., Chapter 435, Section 4561(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 is for active duty enlisted Soldier. SIK includes cost of procuring subsistence for 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 receive full BAS entitlement. Soldiers who are meal card holders who reside in Barracks utilizing dining facilities have a portion of BAS collected from their pay. Rate changes are tied to the annual USDA food cost index.

**Subsistence-In-Kind (SIK)/Subsistence-in-Messes** is the cost of bulk food for dining facilities. Garrison dining facility budget requirements are dependent on the number of personnel authorized to subsist in the dining facilities, with consideration for a portion of eligible Soldiers who miss meals, and the cost of food used in preparing meals. SIK funds the cost of operational rations for both officers and enlisted Soldiers

**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. The number of active duty Soldiers, the type of operational rations served, and the length of training events determine costs.

**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 rations provided determines the cost.

**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 an additional allowance not to exceed \$1,100 per month (ref P.L. 106-398 sec 603 of the FY 10 NDAA). FSSA is voluntary and the member must reapply whenever there is a significant change in household income or number of dependents living in the household.

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The 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 funding from FY 2019 to FY 2020 is +\$53.4 million. This increase is based on the following changes listed below:

**Basic Allowance for Subsistence**

Basic Allowance for Subsistence (BAS) figures displayed for FY 2018 reflects actual execution to include expenses associated with Overseas Contingency Operation (OCO). 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. There is a +\$34.8 million increase to the BAS direct funding requirement between FY 2019 and FY 2020. This change is due to:

- 1) Price increase due to the annualization of the 2.4% rate change, effective 1 January 2020: +\$21.8 million
- 2) Program increase due to growth in total enlisted man-years: +\$13.0 million

**Subsistence in Kind**

Subsistence in kind data in FY 2018 reflects projected actual execution to include expenses associated with OCO. These accounts are closely tied to inflation factors similar to those impacting BAS. There is a +\$18.6 million increase in Subsistence in Kind direct funding requirement between FY 2019 and FY 2020. This change is due to:

- 1) Price increase in Subsistence in Messes due to inflation associated with food costs in Army dining facilities: +\$6.7 million
- 2) Price increase in Operational Rations (MREs) due to increase to manufacturer price inflation: +\$4.1 million
- 3) Price increase in Unitized Group Rations due to increase to manufacturer price inflation: +\$2.1 million
- 4) Program increase in Subsistence in Messes due to increase in enlisted strength: +\$2.9 million
- 5) Program increase in Operational Rations due to increase in enlisted strength: +\$1.8 million
- 6) Program increase in Unitized Group Rations due to increase in enlisted strength: +\$1.0 million

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

**Family Subsistence Supplemental Allowance**

There is a +\$1.0 thousand increase in Family Subsistence Supplemental Allowance direct funding requirement between FY 2019 and FY 2020. This change is due to a price increase due to annual eligibility cost.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>									
<b>BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED</b>									
WHEN AUTHORIZED TO MESS SEPARATELY	365,623	\$4,429	1,619,499	365,502	\$4,433	1,620,174	368,543	\$4,513	1,663,057
COLLECTIONS AT DISCOUNT MEAL RATE	-126,232	\$3,112	-392,896	-134,988	\$3,115	-420,463	-135,140	\$3,171	-428,514
<b>SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED</b>	<b>239,391</b>		<b>1,226,603</b>	<b>230,514</b>		<b>1,199,711</b>	<b>233,403</b>		<b>1,234,543</b>
<b>SUBSISTENCE IN KIND</b>									
SUBSISTENCE IN MESSSES	106,773	\$4,493	479,745	72,692	\$4,583	333,150	73,329	\$4,675	342,789
<b>OPERATIONAL RATIONS</b>									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	26,710	\$10,861	290,114	18,354	\$11,079	203,342	18,515	\$11,300	209,225
UNITIZED GROUP RATIONS-HEAT AND SERVE	5,168	\$8,325	43,024	5,099	\$8,492	43,302	5,144	\$8,662	44,555
UNITIZED GROUP RATIONS (A)	14,667	\$7,751	113,688	5,216	\$7,906	41,239	5,262	\$8,064	42,432
OTHER RATION PACKAGES	1,453	\$12,981	18,861	1,434	\$13,241	18,983	1,446	\$13,506	19,532
<b>SUBTOTAL OPERATIONAL RATIONS</b>	<b>47,998</b>		<b>465,687</b>	<b>30,103</b>		<b>306,866</b>	<b>30,367</b>		<b>315,744</b>
<b>AUGMENTATION RATIONS/OTHER PROGRAMS</b>									
AUGMENTATION RATIONS			7			7			7
MEALS FURNISHED BY MEDICAL FACILITIES			2,987			3,006			3,093
<b>SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS</b>			<b>2,994</b>			<b>3,013</b>			<b>3,100</b>
<b>SUBTOTAL SUBSISTENCE IN KIND</b>	<b>154,771</b>		<b>948,426</b>	<b>102,795</b>		<b>643,029</b>	<b>103,696</b>		<b>661,633</b>
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	10	\$5,364	51	9	\$5,471	49	9	\$5,569	50
<b>TOTAL SUBSISTENCE OF ENLISTED PERSONNEL</b>	<b>394,172</b>		<b>2,175,080</b>	<b>333,318</b>		<b>1,842,789</b>	<b>337,108</b>		<b>1,896,226</b>

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

<b>FY2019 Direct Program</b>		<b>1,628,818</b>
<b>Increases Pricing:</b>		
Member travel increase due to cost inflation	4,423	
Household goods shipment increase due to cost inflation	20,260	
Dislocation allowance increase due to annualization of 2019 and 2020 pay raise	5,887	
Privately owned vehicle increase due to cost inflation	1,470	
Temporary lodging expense increase due to cost inflation	1,203	
Dependent travel increase due to cost inflation	1,295	
<b>Total Increases Pricing</b>		<b>34,538</b>
<b>Increases Program:</b>		
Household goods shipment increase due to change in move requirements	352	
Privately owned vehicle increase due to change in move requirements	2,447	
Non Temporary Storage increase due to change primarily to change in move requirements	9	
<b>Total Increases Program</b>		<b>2,808</b>
<b>Total Increases</b>		<b>37,346</b>
<b>Decreases Program:</b>		
Dependent travel decrease due to change in move requirements	(261)	
Member travel decrease due to change in move requirement	(541)	
Dislocation allowance decrease due to change in move requirement	(1,351)	
Temporary lodging expense decrease due to change in move requirements	(539)	
<b>Total Decreases Program</b>		<b>(2,692)</b>
<b>Total Decreases</b>		<b>(2,692)</b>
<b>FY2020 Direct Program</b>		<b>1,663,472</b>

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

	<u>ACTUAL FY 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	<b>NUMBER</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>AMOUNT</b>
ACCESSION TRAVEL	79,297	151,424	77,144	139,703	75,976	140,519
TRAINING TRAVEL	13,324	148,274	13,390	139,513	13,375	142,459
OPERATIONAL TRAVEL	41,178	412,302	42,750	482,006	42,120	483,037
ROTATIONAL TRAVEL TO/FROM OVERSEAS	50,825	705,358	49,330	665,959	49,459	680,875
SEPARATION TRAVEL	79,821	259,676	71,275	199,867	75,340	214,770
ORGANIZED UNIT TRAVEL	804	3,237	807	1,770	812	1,812
<b>TOTAL OBLIGATIONS</b>	<b>265,249</b>	<b>1,680,271</b>	<b>254,696</b>	<b>1,628,818</b>	<b>257,082</b>	<b>1,663,472</b>
<b>TOTAL DIRECT</b>		<b>1,680,271</b>		<b>1,628,818</b>		<b>1,663,472</b>



**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 2018</u>		<u>ESTIMATE FY 2019</u>		<u>ESTIMATE FY 2020</u>	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
<b>TRAVEL OF MILITARY MEMBER</b>						
MILEAGE AND PER DIEM	265,249	272,641	254,696	220,819	257,082	224,699
<b>TRAVEL OF DEPENDENTS</b>						
MILEAGE AND PER DIEM	64,018	77,811	63,553	65,075	63,475	66,109
<b>TRANSPORTATION OF HHG</b>						
LAND SHIPMENT	263,425	1,049,496	252,419	1,012,927	254,792	1,033,539
<b>DISLOCATION ALLOWANCE</b>						
DISLOCATION ALLOWANCE	71,991	212,221	72,287	198,049	71,894	202,585
TRANSPORTATION OF POV'S	29,170	28,713	27,323	71,099	27,996	75,018
PORT HANDLING (HHG)	635	44	0	0	0	0
NON-TEMPORARY STORAGE	20,201	1,691	217	689	4,120	698
TEMPORARY LODGING EXPENSE	18,125	37,654	18,327	60,160	18,413	60,824
<b>TOTAL DIRECT</b>		<b>1,680,271</b>		<b>1,628,818</b>		<b>1,663,472</b>

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

**PROJECT: PERMANENT CHANGE OF STATION TRAVEL**

**PART I - PURPOSE AND SCOPE**

These funds are for expenses incident to Permanent Change of Station (PCS) as authorized under Title 37, Chapter 7. Appropriated funds for this program will be used to pay for costs associated with travel of military personnel (and eligible family members) either individually or as part of organized units. Also included are all authorized Temporary Duty Travel directly related to 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

**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 2.0% from FY 2019 to FY 2020.

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

ESTIMATE FY 2020	\$140,519
ESTIMATE FY 2019	\$139,703
ACTUAL FY 2018	\$151,424

**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 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 projected peacetime requirements. Planned accession moves are directly related to the Army's Accession Mission.

There is a +\$0.8 million dollar increase in the program between FY 2019 to FY 2020. This change is due to:

- (1) Price increase due to FY 2020 general inflation of 2.0%: +\$2.9 million
- (2) Program decrease due to a change in the number of enlisted moves from FY 2019 to FY 2020: -\$2.1 million

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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									
<b>OFFICER</b>									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	8,089	\$323	2,612	7,910	\$661	5,226	7,854	\$674	5,293
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	388	\$1,021	396	380	\$542	206	377	\$554	209
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	8,089	\$1,090	8,815	7,910	\$1,603	12,676	7,854	\$1,635	12,838
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	1,219	\$1,983	2,417	1,192	\$3,111	3,708	1,184	\$3,206	3,796
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLES	55	\$4,073	224	54	\$1,704	92	54	\$1,722	93
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			95			99			101
ACCESSION TVL, OFFICER- TEMPORARY LODGING	320	\$1,075	344	313	\$1,431	448	311	\$1,457	453
<b>SUBTOTAL OFFICER</b>			<b>14,903</b>			<b>22,455</b>			<b>22,783</b>
<b>ENLISTED</b>									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	70,045	\$1,244	87,145	68,000	\$1,100	74,766	66,842	\$1,121	74,961
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	2,235	\$1,736	3,880	2,170	\$847	1,839	2,133	\$865	1,844
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	70,045	\$454	31,782	68,000	\$390	26,496	66,842	\$397	26,566
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	6,055	\$1,768	10,707	5,879	\$2,260	13,286	5,779	\$2,330	13,464
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	70	\$14,400	1,008	68	\$1,029	70	67	\$1,060	71
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			14			10			11
ACCESSION TVL, ENLISTED- TEMPORARY LODGING	914	\$1,620	1,481	887	\$170	151	872	\$174	152
<b>SUBTOTAL ENLISTED</b>			<b>136,017</b>			<b>116,618</b>			<b>117,069</b>
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,163	\$433	504	1,234	\$511	630	1,280	\$521	667
<b>TOTAL ACCESSION TRAVEL</b>			<b>151,424</b>			<b>139,703</b>			<b>140,519</b>

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

ESTIMATE FY 2020	\$142,459
ESTIMATE FY 2019	\$139,513
ACTUAL FY 2018	\$148,274

**PROJECT: TRAINING TRAVEL**

**PART I - PURPOSE AND SCOPE**

Covers PCS movement of (1) service members 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) service member graduates and eliminates from school to their next permanent CONUS duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more. Excluded are: academy graduates, OCS or OTC graduates, flying training graduates, ROTC graduates and others chargeable to Accession Travel.

**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.

There is a +\$2.9 million increase in the program between FY 2019 to FY 2020. This change is due to:

- (1) Price increase due to FY 2020 general inflation of 2.0%: +\$3.2 million
- (2) Program decrease due to change in moves based on latest Human Resource Command move reports: -\$0.3 million

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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									
<b>OFFICER</b>									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	10,135	\$808	8,184	9,960	\$755	7,523	9,943	\$770	7,661
TRAINING TVL, OFFICER- DEP TVL MILEAGE	2,487	\$1,971	4,902	2,445	\$827	2,022	2,440	\$843	2,058
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	10,135	\$7,357	74,561	9,960	\$7,790	77,588	9,943	\$7,946	79,003
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	8,221	\$3,532	29,036	8,080	\$3,392	27,410	8,066	\$3,498	28,211
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			26			28			28
TRAINING TVL, OFFICER- TEMPORARY LODGING	621	\$6,312	3,920	610	\$815	497	609	\$831	506
<b>SUBTOTAL OFFICER</b>			<b>120,629</b>			<b>115,068</b>			<b>117,467</b>
<b>ENLISTED</b>									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	3,189	\$888	2,832	3,430	\$850	2,915	3,432	\$867	2,975
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	1,321	\$1,263	1,669	1,421	\$1,300	1,848	1,422	\$1,326	1,885
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	3,189	\$5,408	17,247	3,430	\$4,449	15,260	3,432	\$4,537	15,572
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	821	\$5,868	4,818	883	\$4,849	4,282	883	\$5,002	4,417
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			10			11			11
TRAINING TVL, ENLISTED- TEMPORARY LODGING	78	\$13,705	1,069	84	\$1,536	129	84	\$1,571	132
<b>SUBTOTAL ENLISTED</b>			<b>27,645</b>			<b>24,445</b>			<b>24,992</b>
<b>TOTAL TRAINING TRAVEL</b>			<b>148,274</b>			<b>139,513</b>			<b>142,459</b>

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

ESTIMATE FY 2020	\$483,037
ESTIMATE FY 2019	\$482,006
ACTUAL FY 2018	\$412,302

**PROJECT: OPERATIONAL TRAVEL**

**PART I - PURPOSE AND SCOPE**

Covers PCS movements of (1) service members to and from permanent duty stations located within the United States; (2) service members 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 service members 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.

There is a \$1.0 million increase in the program between FY 2019 to FY 2020. The change is due to:

- (1) Price increase due to FY 2020 general inflation of 2.0%: +\$10.0 million
- (2) Program decrease due to overall change in moves based on latest Human Resource Command move reports: -\$9.0 million

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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									
<b>OFFICER</b>									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	11,315	\$729	8,254	10,162	\$947	9,628	9,628	\$969	9,325
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	5,860	\$1,263	7,404	5,263	\$1,215	6,393	4,997	\$1,239	6,192
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	11,315	\$8,751	99,012	10,162	\$11,627	118,158	9,649	\$11,860	114,433
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	4,962	\$6,212	30,822	4,456	\$3,816	17,004	4,231	\$3,934	16,645
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			40			89			86
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING	905	\$5,492	4,970	813	\$9,626	7,826	772	\$9,817	7,579
<b>SUBTOTAL OFFICER</b>			<b>150,502</b>			<b>159,098</b>			<b>154,260</b>
<b>ENLISTED</b>									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	29,863	\$758	22,640	32,588	\$514	16,738	32,492	\$524	17,023
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	17,320	\$934	16,178	18,900	\$659	12,446	18,844	\$672	12,658
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	29,863	\$5,585	166,778	32,588	\$6,124	199,577	32,492	\$6,247	202,968
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	23,681	\$2,029	48,049	25,744	\$2,076	53,452	25,669	\$2,133	54,741
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			43			0			0
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING	7,146	\$1,135	8,112	7,798	\$5,219	40,695	7,941	\$5,212	41,387
<b>SUBTOTAL ENLISTED</b>			<b>261,800</b>			<b>322,908</b>			<b>328,777</b>
<b>TOTAL OPERATIONAL TRAVEL</b>			<b>412,302</b>			<b>482,006</b>			<b>483,037</b>



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

ESTIMATE FY 2020	\$680,875
ESTIMATE FY 2019	\$665,959
ACTUAL FY 2018	\$705,358

**PROJECT: ROTATIONAL TRAVEL TO/FROM OVERSEAS**

**PART I - PURPOSE AND SCOPE**

Covers PCS movements of (1) service members from permanent duty stations in CONUS, or training in duration of at least 20 weeks, to permanent OCONUS duty station; (2) service members from permanent OCONUS duty stations to permanent duty stations in CONUS, or training in duration of at least 20 weeks; (3) officers and warrant officers from permanent duty stations in an OCONUS area to permanent duty stations in another OCONUS area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of service members 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.

There is a +\$14.9 million increase in program between FY 2019 to FY 2020. The change is due to:

- (1) Price increase due to FY 2020 general inflation of 2.0%: +\$14.2 million
- (2) Program increase due to overall change in moves based on the latest Human Resource Command move reports: +\$0.7 million

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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									
<b>OFFICER</b>									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	11,827	\$2,093	24,749	11,266	\$1,987	22,389	11,190	\$2,027	22,682
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,580	\$1,897	12,484	6,268	\$1,700	10,654	6,225	\$1,734	10,793
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	11,766	\$11,241	132,264	11,208	\$13,513	151,458	11,132	\$13,784	153,438
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,486	\$3,642	34,550	9,037	\$4,208	38,026	8,976	\$4,338	38,938
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLES	3,527	\$1,955	6,897	3,360	\$2,273	7,638	3,337	\$2,319	7,737
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			444			452			461
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING	3,431	\$1,867	6,407	3,268	\$1,584	5,175	3,246	\$1,615	5,242
<b>SUBTOTAL OFFICER</b>			<b>217,795</b>			<b>235,792</b>			<b>239,291</b>
<b>ENLISTED</b>									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	38,998	\$1,675	65,317	38,064	\$1,609	61,259	38,269	\$1,642	62,822
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	22,938	\$1,086	24,916	22,388	\$1,261	28,230	22,509	\$1,286	28,950
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	39,567	\$8,052	318,577	38,619	\$7,021	271,162	38,827	\$7,162	278,076
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	17,154	\$2,965	50,860	16,743	\$2,419	40,507	16,833	\$2,494	41,987
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLES	13,647	\$1,183	16,144	13,320	\$1,785	23,770	13,392	\$1,820	24,376
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			443			0			0
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING	4,561	\$2,479	11,306	4,451	\$1,177	5,239	4,475	\$1,201	5,373
<b>SUBTOTAL ENLISTED</b>			<b>487,563</b>			<b>430,167</b>			<b>441,584</b>
<b>TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS</b>			<b>705,358</b>			<b>665,959</b>			<b>680,875</b>

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

ESTIMATE FY 2020	\$214,770
ESTIMATE FY 2019	\$199,867
ACTUAL FY 2018	\$259,676

**PROJECT: SEPARATION TRAVEL**

**PART I - PURPOSE AND SCOPE**

Covers PCS movement of service members separating 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 approved.

**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 requirements.

There is a +\$14.9 million increase in the program between FY 2019 to FY 2020. This change is due to:

- (1) Price increase due to FY 2020 general inflation of 2.0%: +\$4.2 million
- (2) Program increase due to a change in the number of moves from FY 2019 to FY 2020: +\$10.7 million

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 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</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									
<b>OFFICER</b>									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	7,880	\$1,429	11,258	7,543	\$299	2,253	7,708	\$305	2,348
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,123	\$889	998	1,075	\$698	750	1,099	\$712	782
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	7,880	\$7,494	59,050	7,543	\$5,218	39,362	7,708	\$5,323	41,028
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLES	795	\$547	435	761	\$3,046	2,318	778	\$3,105	2,416
SEPARATION TVL, OFFICER- PORT HANDLING COST HHG	82	\$98	8	0		0	0		0
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			169			0			0
<b>SUBTOTAL OFFICER</b>			<b>71,918</b>			<b>44,683</b>			<b>46,574</b>
<b>ENLISTED</b>									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	70,772	\$549	38,840	62,437	\$276	17,242	66,351	\$282	18,690
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	3,366	\$1,420	4,779	2,970	\$195	578	3,156	\$199	627
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	70,772	\$1,973	139,616	62,437	\$1,603	100,094	66,351	\$1,635	108,496
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	11,005	\$363	3,990	9,709	\$3,816	37,053	10,317	\$3,893	40,164
SEPARATION TVL, ENLISTED- PORT HANDLING COST HHG	553	\$65	36	0		0	0		0
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			406			0			0
<b>SUBTOTAL ENLISTED</b>			<b>187,667</b>			<b>154,967</b>			<b>167,977</b>
SEPARATION TVL, CADET- MEM TVL MILEAGE	1,169	\$78	91	1,295	\$168	217	1,281	\$171	219
<b>TOTAL SEPARATION TRAVEL</b>			<b>259,676</b>			<b>199,867</b>			<b>214,770</b>

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

ESTIMATE FY 2020	\$1,812
ESTIMATE FY 2019	\$1,770
ACTUAL FY 2018	\$3,237

**PROJECT: ORGANIZED UNIT TRAVEL**

**PART I - PURPOSE AND SCOPE**

Covers PCS movements of service member directed to move as members of an organized unit movement or as fillers/replacements directed to move as part of a 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.

There is a +\$42.0 thousand increase in the program between FY 2019 to FY 2020. This change is due to a price increase based on the FY 2020 general inflation of 2.0%.

The following table provides detailed cost computations:

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

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ORGANIZED UNIT TRAVEL									
<b>OFFICER</b>									
ORGANIZED UNIT TVL, OFFICER- MEM TVL MILEAGE	128	\$438	56	77	\$208	16	77	\$208	16
ORGANIZED UNIT TVL, OFFICER- DEP TVL MILEAGE	111	\$369	41	66	\$621	41	66	\$636	42
ORGANIZED UNIT TVL, OFFICER- HHG LAND SHIPMENT	128	\$2,734	350	77	\$2,442	188	77	\$2,532	195
ORGANIZED UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	63	\$2,984	188	38	\$4,263	162	38	\$4,395	167
ORGANIZED UNIT TVL, OFFICER- NONTEMP STORAGE HHG			0			0			0
ORGANIZED UNIT TVL, OFFICER- TEMPORARY LODGING	31	\$226	7	19	\$0	0	19	\$0	0
<b>SUBTOTAL OFFICER</b>			<b>642</b>			<b>407</b>			<b>420</b>
<b>ENLISTED</b>									
ORGANIZED UNIT TVL, ENLISTED- MEM TVL MILEAGE	676	\$235	159	730	\$23	17	735	\$23	17
ORGANIZED UNIT TVL, ENLISTED- DEP TVL MILEAGE	289	\$567	164	207	\$329	68	207	\$333	69
ORGANIZED UNIT TVL, ENLISTED- HHG LAND SHIPMENT	676	\$2,136	1,444	485	\$1,872	908	485	\$1,909	926
ORGANIZED UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	329	\$2,353	774	235	\$902	212	235	\$932	219
ORGANIZED UNIT TVL, ENLISTED- PRIVATELY OWNED VEHICLES	71	\$211	15	51	\$3,098	158	51	\$3,157	161
ORGANIZED UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			1			0			0
ORGANIZED UNIT TVL, ENLISTED- TEMPORARY LODGING	118	\$322	38	84	\$0	0	84	\$0	0
<b>SUBTOTAL ENLISTED</b>			<b>2,595</b>			<b>1,363</b>			<b>1,392</b>
<b>TOTAL ORGANIZED UNIT TRAVEL</b>			<b>3,237</b>			<b>1,770</b>			<b>1,812</b>

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

<b>FY2019 Direct Program</b>		<b>253,187</b>
<b>Increases Pricing:</b>		
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	5	
Interest on Uniformed Services Savings Deposits increase due to rate change	4	
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	11	
Partial Dislocation Allowance increase due to annualization of pay raise inflation	2	
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	1,198	
JROTC increase due to inflation rate change in Cadet clothing and subsistence	356	
Mass Transit Subsidy increase due to change in monthly benefit amount and inflation	227	
Unemployment Benefits increase due to annualized basic pay inflation	1,979	
Education Benefit increase due to revised amortization payment amounts	5,106	
<b>Total Increases Pricing</b>		<b>8,888</b>
<b>Increases Program:</b>		
ROTC program increase due to increase in participants	1,997	
Death Gratuity increase due to change in non-combat deaths	600	
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to increase deserters	2	
Interest on Uniformed Services Savings Deposit change due to increased program utilization	1	
Adoption expense increase due to change in non-combat deaths	6	
JROTC increase due to number of program participants	662	
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	117	
<b>Total Increases Program</b>		<b>3,385</b>
<b>Total Increases</b>		<b>12,273</b>
<b>Decreases Program:</b>		
Unemployment Benefits decrease due to fewer projected active duty separations	(124)	
<b>Total Decreases Program</b>		<b>(124)</b>
<b>Total Decreases</b>		<b>(124)</b>
<b>FY2020 Direct Program</b>		<b>265,336</b>

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

ESTIMATE FY 2020	\$234
ESTIMATE FY 2019	\$228
ACTUAL FY 2018	\$260

**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) Gratuity payment 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) Expense 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 +\$6.0 thousand increase in the Apprehension of Deserters, Absentees, and Escaped Prisoners requirement between FY 2019 and FY 2020. This change is due to a price increase in the average rates based on general inflation.

The following table provides cost estimates:

	<u>ACTUAL FY 2018</u> AMOUNT	<u>ESTIMATE FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	260	228	234



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

ESTIMATE FY 2020	\$128
ESTIMATE FY 2019	\$123
ACTUAL FY 2018	\$3,956

**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 2018 column includes execution for Overseas Contingency Operations (OCO).

There is a +\$5.0 thousand increase in the program requirement between FY 2019 and FY 2020. This change is primarily due to a price increase in the average rates based on basic pay inflation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS</b>									
INTEREST ON SAVINGS, OFFICER	4,522	\$471	2,130	114	\$482	55	115	\$496	57
INTEREST ON SAVINGS, ENLISTED	6,475	\$282	1,826	234	\$290	68	238	\$298	71
<b>TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS</b>	<b>10,997</b>		<b>3,956</b>	<b>348</b>		<b>123</b>	<b>353</b>		<b>128</b>

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

ESTIMATE FY 2020	\$42,600
ESTIMATE FY 2019	\$42,000
ACTUAL FY 2018	\$45,200

**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).

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

FY 2019 and FY 2020 projections include non-combat related death gratuity payments; combat related payments are included in the Overseas Contingency Operations request.

There is a +\$0.6 million increase in the program requirement between FY 2019 and FY 2020. This change is due to a program increase in the projected number of non-combat deaths. This increase is based on anticipated man-year growth associated with a 480,000 end strength in FY 2020.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>DEATH GRATUITIES</b>									
DEATH GRATUITIES, OFFICER	55	\$100,000	5,500	50	\$100,000	5,000	51	\$100,000	5,100
DEATH GRATUITIES, ENLISTED	397	\$100,000	39,700	370	\$100,000	37,000	375	\$100,000	37,500
<b>TOTAL DEATH GRATUITIES</b>	<b>452</b>		<b>45,200</b>	<b>420</b>		<b>42,000</b>	<b>426</b>		<b>42,600</b>

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

ESTIMATE FY 2020	\$68,731
ESTIMATE FY 2019	\$66,876
ACTUAL FY 2018	\$98,504

**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 FY 2018 column includes execution for Overseas Contingency Operations (OCO). The base projections displayed in the FY 2019 column are for the Active Component (AC). There is a \$1.9 million increase in the program requirement between FY 2019 and FY 2020, this change is due to:

- (1) Price increase in the average rate based on basic inflation: +2.0 million
- (2) Program decrease due to fewer anticipated unemployment compensation claims: -\$0.1 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	19,479	\$5,057	98,504	12,895	\$5,186	66,876	12,871	\$5,340	68,731

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

**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 supports mobilized Reserve and National Guard Components. The RIRP was terminated on December 31, 2017 and no payments will be made for FY 2019 and FY 2020.

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

ESTIMATE FY 2020	\$6,006
ESTIMATE FY 2019	\$900
ACTUAL FY 2018	\$16,039

**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. The Post-9/11 allows Servicemembers to transfer all or some unused benefits to their spouse or dependent children.

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 2019 and FY 2020 requests are based on the approved DoD Board of Actuary estimates for amortization payments.

There is a +\$5.1 million increase in the program requirement between FY 2019 and FY 2020. This change is due to the board of actuaries revised amortization payment amounts.

The following table provides cost estimates:

	<u>ACTUAL FY 2018</u> AMOUNT	<u>ESTIMATE FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	16,039	900	6,006

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

ESTIMATE FY 2020	\$496
ESTIMATE FY 2019	\$481
ACTUAL FY 2018	\$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 up to \$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 payment per adoption in FY 2018, adjusted for general inflation.

There is a +\$15.0 thousand increase in the program requirement between FY 2019 and FY 2020. This change is due to price increase in the average cost driven by general inflation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ADOPTION EXPENSES</b>									
ADOPTION EXPENSE, OFFICER	128	\$2,159	276	90	\$2,202	198	91	\$2,246	204
ADOPTION EXPENSE, ENLISTED	183	\$1,861	341	149	\$1,899	283	151	\$1,937	292
<b>TOTAL ADOPTION EXPENSES</b>	<b>311</b>		<b>617</b>	<b>239</b>		<b>481</b>	<b>242</b>		<b>496</b>

PB-30X ADOPTION EXPENSES

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

ESTIMATE FY 2020	\$74
ESTIMATE FY 2019	\$72
ACTUAL FY 2018	\$72

**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 2019, the partial DLA payment rate is \$770. Rate increases are projected in accordance with approved pay raise inflation. Cost estimates are based on partial Dislocation Allowance rate and the number of Soldiers who have been ordered to vacate family housing due to privatization or renovation.

There is a +\$2.0 thousand increase in the program between FY 2019 and FY 2020. This change is primarily due to price increase due to change in the average rates based on basic pay inflation.

Detailed cost computations are provided in the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>PARTIAL DISLOCATION ALLOWANCE</b>									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	23	\$750	17	22	\$769	17	21	\$792	17
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	73	\$750	55	72	\$769	55	72	\$792	57
<b>TOTAL PARTIAL DISLOCATION ALLOWANCE</b>	<b>96</b>		<b>72</b>	<b>94</b>		<b>72</b>	<b>93</b>		<b>74</b>

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

ESTIMATE FY 2020	\$0
ESTIMATE FY 2019	\$0
ACTUAL FY 2018	\$9,483

**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 2018 column reflects actual execution in the Overseas Contingency Operations (OCO) request. There are no base cost associated with this program.

The following table provides cost estimates:

	<u>ACTUAL FY 2018</u> AMOUNT	<u>ESTIMATE FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT
<b>SGLI EXTRA HAZARD PAYMENTS</b>			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	2,083	0	0
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	7,400	0	0
<b>TOTALSGLI EXTRA HAZARD PAYMENTS</b>	<b>9,483</b>	<b>0</b>	<b>0</b>





MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
ROTC

ESTIMATE FY 2020	\$105,698
ESTIMATE FY 2019	\$102,501
ACTUAL FY 2018	\$97,071

**PROJECT: ROTC**

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

There is a +\$3.2 million increase in the program requirement between FY 2019 and FY 2020. The change is due to:

**Senior ROTC Non-Scholarship program: +\$1.4 million:**

- (1) Price increase due to inflation associated with pay and allowances, stipends, clothing, and subsistence: +\$0.6 million
- (2) Program increase due to increase in the projected number of participants: +\$0.8 million

**Senior ROTC Scholarship program: +\$1.8 million:**

- (1) Price increase due to inflation associated with pay and allowance, stipend, clothing, and subsistence: +\$0.6 million
- (2) Program increase due to an increase in anticipated number of participants: +\$1.2 million

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 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ROTC</b>									
<b>ROTC NON-SCHOLARSHIP PROGRAM</b>									
<b>PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)</b>									
BASIC CAMP	754	\$2,718	2,049	1,222	\$2,799	3,421	853	\$2,875	2,452
ADVANCED CAMP	2,277	\$1,122	2,555	1,435	\$1,155	1,658	1,452	\$1,187	1,723
CADET TROOP LEADER	489	\$760	372	692	\$782	541	672	\$804	540
<b>SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)</b>	<b>3,520</b>		<b>4,976</b>	<b>3,349</b>		<b>5,620</b>	<b>2,977</b>		<b>4,715</b>
<b>UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)</b>									
BASIC COURSE	25,432	\$199	5,061	28,005	\$203	5,685	29,155	\$207	6,035
ADVANCED COURSE	14,698	\$199	2,925	12,453	\$203	2,528	13,879	\$207	2,873
<b>SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)</b>	<b>40,130</b>		<b>7,986</b>	<b>40,458</b>		<b>8,213</b>	<b>43,034</b>		<b>8,908</b>
<b>UNIFORMS, COMMUTATION-IN-LIEU</b>									
BASIC COURSE, MALE	1,665	\$632	1,052	3,059	\$644	1,970	2,059	\$657	1,353
BASIC COURSE, FEMALE	990	\$684	677	1,480	\$698	1,033	1,049	\$712	747
ADVANCED COURSE, MALE	294	\$618	182	216	\$630	136	313	\$643	201
ADVANCED COURSE, FEMALE	83	\$697	58	60	\$711	43	88	\$725	64
<b>SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU</b>	<b>3,032</b>		<b>1,969</b>	<b>4,815</b>		<b>3,182</b>	<b>3,509</b>		<b>2,365</b>
<b>SENIOR ROTC NONSCHOLARSHIP STIPEND</b>									
BASIC	672	\$3,573	2,401	721	\$3,679	2,652	741	\$3,779	2,800
ADVANCED	2,357	\$4,384	10,331	1,995	\$4,514	9,007	2,245	\$4,637	10,412
<b>SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND</b>	<b>3,029</b>		<b>12,732</b>	<b>2,716</b>		<b>11,659</b>	<b>2,986</b>		<b>13,212</b>
<b>SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)</b>									
PRACTICAL FIELD TRAINING	34,064	\$78	2,657	30,544	\$79	2,413	39,902	\$82	3,272
<b>SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)</b>	<b>34,064</b>		<b>2,657</b>	<b>30,544</b>		<b>2,413</b>	<b>39,902</b>		<b>3,272</b>
<b>SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM</b>	<b>83,775</b>		<b>30,320</b>	<b>81,882</b>		<b>31,087</b>	<b>92,408</b>		<b>32,472</b>

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

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ROTC</b>									
<b>ROTC SCHOLARSHIP PROGRAM</b>									
<b>PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH</b>									
BASIC CAMP	1,135	\$2,720	3,088	1,101	\$2,801	3,085	1,189	\$2,877	3,420
ADVANCED CAMP	3,449	\$1,122	3,870	4,075	\$1,155	4,707	4,830	\$1,187	5,733
CADET TROOP LEADER	836	\$761	636	1,054	\$783	825	876	\$805	705
<b>SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH</b>	<b>5,420</b>		<b>7,594</b>	<b>6,230</b>		<b>8,617</b>	<b>6,895</b>		<b>9,858</b>
<b>SENIOR ROTC SCHOLARSHIP, CADET CLOTHING</b>									
BASIC	3,543	\$199	705	4,468	\$203	907	3,758	\$207	778
ADVANCED	2,432	\$199	484	3,059	\$203	621	2,580	\$207	534
<b>SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING</b>	<b>5,975</b>		<b>1,189</b>	<b>7,527</b>		<b>1,528</b>	<b>6,338</b>		<b>1,312</b>
<b>UNIFORMS, COMMUTATION-IN-LIEU</b>									
BASIC COURSE, MALE	669	\$647	433	844	\$660	557	710	\$673	478
BASIC COURSE, FEMALE	414	\$701	290	523	\$715	374	439	\$729	320
ADVANCED COURSE, MALE	509	\$633	322	641	\$646	414	539	\$659	355
ADVANCED COURSE, FEMALE	186	\$714	133	235	\$728	171	198	\$743	147
<b>SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU</b>	<b>1,778</b>		<b>1,178</b>	<b>2,243</b>		<b>1,516</b>	<b>1,886</b>		<b>1,300</b>
<b>SENIOR ROTC SCHOLARSHIP STIPEND</b>									
BASIC	4,664	\$3,321	15,488	3,772	\$3,419	12,896	4,801	\$3,513	16,865
ADVANCED	9,169	\$4,384	40,199	10,065	\$4,514	45,432	9,198	\$4,637	42,650
<b>SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND</b>	<b>13,833</b>		<b>55,687</b>	<b>13,837</b>		<b>58,328</b>	<b>13,999</b>		<b>59,515</b>
<b>SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING</b>									
PRACTICAL FIELD TRAINING	14,141	\$78	1,103	17,813	\$80	1,425	14,952	\$83	1,241
<b>SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING</b>	<b>14,141</b>		<b>1,103</b>	<b>17,813</b>		<b>1,425</b>	<b>14,952</b>		<b>1,241</b>
<b>SUBTOTAL ROTC SCHOLARSHIP PROGRAM</b>	<b>41,147</b>		<b>66,751</b>	<b>47,650</b>		<b>71,414</b>	<b>44,070</b>		<b>73,226</b>
<b>TOTAL ROTC</b>	<b>124,922</b>		<b>97,071</b>	<b>129,532</b>		<b>102,501</b>	<b>136,478</b>		<b>105,698</b>

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

ESTIMATE FY 2020	\$29,746
ESTIMATE FY 2019	\$28,728
ACTUAL FY 2018	\$27,992

**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. Funds provide core-level resources to operate the Army's JROTC program in CONUS and OCONUS locations as mandated by Congress and 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. There is a +\$1.0 million increase in the program requirement between FY 2019 and FY 2020.

- (1) Price increase due to inflation associated with clothing and subsistence: +\$0.35 million
- (2) Program increase due to number of program participants: +\$0.65 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>JROTC</b>									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	304,741	\$85	25,903	304,897	\$87	26,526	312,273	\$88	27,480
<b>SUBSISTENCE OF JROTC CADETS - SUMMER CAMP</b>									
FIELD RATIONS	13,565	\$154	2,089	14,299	\$154	2,202	14,433	\$157	2,266
<b>SUBTOTAL SUBSISTENCE OF JROTC CADETS - SUMMER CAMP</b>	<b>13,565</b>		<b>2,089</b>	<b>14,299</b>		<b>2,202</b>	<b>14,433</b>		<b>2,266</b>
<b>TOTAL JROTC</b>	<b>318,306</b>		<b>27,992</b>	<b>319,196</b>		<b>28,728</b>	<b>326,706</b>		<b>29,746</b>

PB-30X JROTC

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

ESTIMATE FY 2020	\$11,623
ESTIMATE FY 2019	\$11,278
ACTUAL FY 2018	\$9,554

**PROJECT: MASS TRANSIT SUBSIDY**

**PART I - PURPOSE AND SCOPE**

Mass transit subsidy, based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), and subject to the applications of the inflation adjustment under Title 26, USC, & 132 (f)(6), the IRS Code. The monthly benefit rate of \$265 was effective 1 January 2019. Future 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. 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). The maximum monthly limit for benefits is \$265 effective 1 January 2019.

There is a +\$345.0 thousand increase in the program requirement between FY 2019 and FY 2020. This change is due to:

- (1) Price increase due to changes in the average rate based on general inflation: +\$227.0 thousand
- (2) Program increase due to slight increase in number of Soldiers receiving benefit: +\$118.0 thousand

Detailed cost computations are provided by the following table:

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>MASS TRANSIT SUBSIDY</b>									
MASS TRANSIT SUBSIDY, OFFICER	3,553	\$2,144	7,618	3,524	\$2,247	7,919	3,559	\$2,292	8,157
MASS TRANSIT SUBSIDY, ENLISTED	1,002	\$1,932	1,936	1,659	\$2,025	3,359	1,678	\$2,065	3,466
<b>TOTAL MASS TRANSIT SUBSIDY</b>	<b>4,555</b>		<b>9,554</b>	<b>5,183</b>		<b>11,278</b>	<b>5,237</b>		<b>11,623</b>

PB-30X MASS TRANSIT SUBSIDY



**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 program has an overall increase of \$20.5 million from FY 2019 to FY 2020 driven by (1) increases in published rates (+\$2.4 million), and (2) increases projected program participation (+\$14.7 million), and (3) increases in the Defense Health Program reimbursement (+\$3.4 million).

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</u>		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
<b>ASSIGNED OUTSIDE DOD</b>									
<b>NON-REIMBURSABLE PERSONNEL</b>									
DRUG ENFORCEMENT AGENCY	3	0	3	3	0	3	3	0	3
DENTAL HYGIENE PROGRAM	0	8	8	0	8	8	0	8	8
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	2	0	2	2	0	2	2	0	2
NSC	2	0	2	2	0	2	2	0	2
SSC FELLOWSHIP	2	0	2	2	0	2	2	0	2
TRAINING WITH INDUSTRY	3	0	3	3	0	3	3	0	3
WHITE HOUSE MILITARY OFFICE	27	24	51	27	24	51	27	24	51
<b>SUB-TOTAL NON-REIMBURSABLE PERSONNEL</b>	<b>90</b>	<b>32</b>	<b>122</b>	<b>90</b>	<b>32</b>	<b>122</b>	<b>90</b>	<b>32</b>	<b>122</b>
<b>REIMBURSABLE PERSONNEL</b>									
NASA	3	0	3	3	0	3	3	0	3
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>
<b>TOTAL ASSIGNED OUTSIDE DOD</b>	<b>93</b>	<b>32</b>	<b>125</b>	<b>93</b>	<b>32</b>	<b>125</b>	<b>93</b>	<b>32</b>	<b>125</b>

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

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS</b>									
<b>REIMBURSABLE PERSONNEL</b>									
FOREIGN MILITARY SALES	41	46	87	41	36	77	85	59	144
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>41</b>	<b>46</b>	<b>87</b>	<b>41</b>	<b>36</b>	<b>77</b>	<b>85</b>	<b>59</b>	<b>144</b>
<b>TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS</b>	<b>41</b>	<b>46</b>	<b>87</b>	<b>41</b>	<b>36</b>	<b>77</b>	<b>85</b>	<b>59</b>	<b>144</b>
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS</b>									
<b>REIMBURSABLE PERSONNEL</b>									
INDUSTRIAL OPERATIONS	29	82	111	27	82	109	29	82	111
SUPPLY MGMT	3	0	3	3	0	3	3	0	3
TRANSCOM	53	62	115	49	72	121	62	62	124
DECA	4	0	4	4	0	4	4	0	4
DFAS	6	105	111	6	101	107	6	101	107
DISA	24	23	47	24	22	46	28	22	50
DLA	142	88	230	139	94	233	139	94	233
USACE - Civil Works	221	0	221	221	0	221	221	0	221
USTC	3	0	3	3	0	3	3	0	3
JIEDDO	7	1	8	2	1	3	10	1	11
HRC	2	1	3	2	1	3	2	1	3
NAVY	2	1	3	2	1	3	2	1	3
SYS CMD	1	0	1	1	0	1	1	0	1
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>497</b>	<b>363</b>	<b>860</b>	<b>483</b>	<b>374</b>	<b>857</b>	<b>510</b>	<b>364</b>	<b>874</b>
<b>TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS</b>	<b>497</b>	<b>363</b>	<b>860</b>	<b>483</b>	<b>374</b>	<b>857</b>	<b>510</b>	<b>364</b>	<b>874</b>
<b>TOTAL REIMBURSABLE PERSONNEL</b>	<b>541</b>	<b>409</b>	<b>950</b>	<b>527</b>	<b>410</b>	<b>937</b>	<b>598</b>	<b>423</b>	<b>1,021</b>
<b>TOTAL NON-REIMBURSABLE PERSONNEL</b>	<b>90</b>	<b>32</b>	<b>122</b>	<b>90</b>	<b>32</b>	<b>122</b>	<b>90</b>	<b>32</b>	<b>122</b>
<b>GRAND TOTAL</b>	<b>631</b>	<b>441</b>	<b>1,072</b>	<b>617</b>	<b>442</b>	<b>1,059</b>	<b>688</b>	<b>455</b>	<b>1,143</b>

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

	<u>ACTUAL FY 2018</u>			<u>ESTIMATE FY 2019</u>			<u>ESTIMATE FY 2020</u>		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
<b>SUBSISTENCE</b>									
Subsistence	\$2,200	\$2,687	\$4,887	\$1,986	\$2,647	\$4,633	\$2,457	\$2,759	\$5,216
<b>MEDICAL</b>									
Defense Health Program	\$105,558	\$70,442	\$176,000	\$107,565	\$71,779	\$179,344	\$109,609	\$73,143	\$182,752
<b>STRENGTH RELATED</b>									
Basic Pay	\$51,095	\$12,706	\$63,801	\$52,428	\$11,849	\$64,277	\$61,133	\$12,998	\$74,131
Retired Pay Accrual	\$14,450	\$3,569	\$18,019	\$15,938	\$3,603	\$19,541	\$18,340	\$3,899	\$22,239
Incentive Pay	\$2,883	\$101	\$2,984	\$637	\$984	\$1,621	\$741	\$96	\$837
Allowance	\$15,273	\$4,480	\$19,753	\$15,385	\$3,075	\$18,460	\$18,046	\$4,410	\$22,456
Social Security Tax	\$3,909	\$972	\$4,881	\$4,011	\$907	\$4,918	\$4,676	\$995	\$5,671
<b>TOTAL PROGRAM</b>	<b>\$195,368</b>	<b>\$94,957</b>	<b>\$290,325</b>	<b>\$197,950</b>	<b>\$94,844</b>	<b>\$292,794</b>	<b>\$215,002</b>	<b>\$98,300</b>	<b>\$313,302</b>

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

	ACTUAL FY 2018			ESTIMATE FY 2019			ESTIMATE FY 2020		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
<b>Non-Scholarship Students</b>									
MS I	7,828	9,071	10,313	8,658	10,032	11,406	8,658	10,032	11,406
MS II	4,851	5,393	5,934	5,365	5,910	6,455	5,365	5,964	6,563
Total Basic Course	12,679	14,463	16,247	14,023	15,942	17,861	14,023	15,996	17,969
MS III	1,653	1,920	2,187	1,828	2,124	2,419	1,828	2,124	2,419
MS IV	2,124	2,163	2,202	2,349	2,392	2,435	2,349	2,392	2,435
Total Advanced Course	3,777	4,083	4,389	4,177	4,516	4,854	4,177	4,516	4,854
Total Non-Scholarship Students	16,456	18,546	20,636	18,200	20,458	22,715	18,200	20,512	22,823
<b>Scholarship Students</b>									
MS I	1,595	1,654	1,713	1,764	1,830	1,895	1,764	1,830	1,895
MS II	3,381	3,756	4,130	3,739	4,140	4,541	3,739	4,154	4,568
Total Basic Course	4,976	5,410	5,843	5,503	5,970	6,436	5,503	5,983	6,463
MS III	4,673	4,810	4,946	5,168	5,319	5,470	5,168	5,319	5,470
MS IV	5,088	5,209	5,330	5,627	5,761	5,895	5,627	5,761	5,895
Total Advanced Course	9,761	10,019	10,276	10,795	11,080	11,365	10,795	11,080	11,365
Total Scholarship Students	14,737	15,428	16,119	16,298	17,050	17,801	16,298	17,063	17,828
<b>Total Enrollment</b>									
MS I	9,423	10,725	12,026	10,422	11,862	13,301	10,422	11,862	13,301
MS II	8,232	9,148	10,064	9,104	10,050	10,996	9,104	10,118	11,131
Total Basic Course	17,655	19,873	22,090	19,526	21,912	24,297	19,526	21,979	24,432
MS III	6,326	6,730	7,133	6,996	7,443	7,889	6,996	7,443	7,889
MS IV	7,212	7,372	7,532	7,976	8,153	8,330	7,976	8,153	8,330
Total Advanced Course	13,538	14,102	14,665	14,972	15,596	16,219	14,972	15,596	16,219
Total Enrollment	31,193	33,974	36,755	34,498	37,507	40,516	34,498	37,575	40,651
Completed ROTC and Commissioned			5,522			5,865			6,000

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

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

	<u>ACTUAL FY 2018</u>	<u>ESTIMATE FY 2019</u>	<u>ESTIMATE FY 2020</u>
Schools	274	274	274
Civilian Personnel	1,183	1,185	1,187
Military Personnel (End Strength)	2,017	2,017	2,018

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

	ACTUAL FY 2018											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
<b>OFFICER</b>												
<b>COMMISSIONED OFFICERS</b>												
GENERAL	11	11	11	11	11	10	11	11	11	11	14	15
LIEUTENANT GENERAL	47	48	48	50	49	50	48	46	47	46	43	44
MAJOR GENERAL	120	118	116	113	118	121	123	123	128	126	123	118
BRIGADIER GENERAL	127	135	134	134	131	133	133	133	134	140	141	141
COLONEL	4,085	4,077	4,087	4,096	4,120	4,157	4,201	4,221	4,180	4,155	4,092	3,990
LIEUTENANT COLONEL	8,779	8,813	8,820	8,852	8,880	8,885	8,919	8,922	8,963	8,871	8,876	8,793
MAJOR	14,649	14,713	14,749	14,792	14,869	14,944	15,123	15,357	15,391	15,348	15,225	15,077
CAPTAIN	29,033	29,313	28,974	28,794	28,598	28,334	27,956	29,246	29,014	28,681	28,443	28,421
1ST LIEUTENANT	11,028	12,410	12,356	12,523	12,652	13,008	13,086	11,506	11,583	11,387	11,499	11,259
2ND LIEUTENANT	9,292	7,203	7,179	7,190	7,001	6,662	6,549	7,782	8,399	9,095	8,961	9,881
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>77,171</b>	<b>77,171</b>	<b>76,474</b>	<b>76,555</b>	<b>76,429</b>	<b>76,304</b>	<b>76,149</b>	<b>77,347</b>	<b>77,850</b>	<b>77,860</b>	<b>77,417</b>	<b>77,739</b>
<b>WARRANT OFFICERS</b>												
WARRANT OFFICER (W-5)	547	539	578	578	584	587	591	593	593	597	592	589
WARRANT OFFICER (W-4)	2,062	2,028	2,081	2,076	2,079	2,085	2,089	2,094	2,069	2,077	2,085	2,070
WARRANT OFFICER (W-3)	4,037	4,005	4,093	4,086	4,079	4,083	4,075	4,060	4,037	4,002	3,969	3,949
WARRANT OFFICER (W-2)	5,496	5,563	5,375	5,307	5,341	5,345	5,346	5,379	5,345	5,319	5,351	5,300
WARRANT OFFICER (W-1)	2,188	2,304	2,315	2,291	2,273	2,285	2,348	2,348	2,321	2,393	2,382	2,352
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>14,330</b>	<b>14,330</b>	<b>14,442</b>	<b>14,338</b>	<b>14,356</b>	<b>14,385</b>	<b>14,449</b>	<b>14,474</b>	<b>14,365</b>	<b>14,388</b>	<b>14,379</b>	<b>14,260</b>
<b>SUBTOTAL OFFICER</b>	<b>91,501</b>	<b>91,280</b>	<b>90,916</b>	<b>90,893</b>	<b>90,785</b>	<b>90,689</b>	<b>90,598</b>	<b>91,821</b>	<b>92,215</b>	<b>92,248</b>	<b>91,796</b>	<b>91,999</b>
<b>ENLISTED</b>												
SERGEANT MAJOR	3,377	3,377	3,357	3,322	3,368	3,428	3,414	3,365	3,307	3,542	3,559	3,508
1ST SERGEANT/MASTER SERGEANT	10,824	10,910	10,950	10,995	11,052	11,632	11,631	11,685	11,589	11,067	10,780	10,580
PLATOON SERGEANT/SERGEANT 1ST CLASS	34,774	34,975	35,048	35,260	35,157	35,012	35,110	34,947	35,089	34,929	35,541	35,769
STAFF SERGEANT	53,496	53,280	53,389	53,582	53,513	53,435	53,537	54,126	54,320	54,556	54,037	54,188
SERGEANT	65,441	65,377	65,457	64,541	64,292	64,727	64,611	64,578	65,366	65,551	66,006	65,544
CORPORAL/SPECIALIST	110,337	109,579	107,609	108,585	108,797	107,705	107,817	106,802	105,301	104,548	105,407	106,466
PRIVATE FIRST CLASS	47,451	47,427	46,608	47,859	47,777	47,305	46,491	46,681	47,438	49,451	50,329	50,488
PRIVATE E2	28,381	28,590	29,682	30,667	32,210	32,618	33,160	32,128	30,822	31,013	29,276	27,491
PRIVATE E1	26,009	25,131	22,415	22,457	20,040	17,525	16,107	16,203	19,435	21,223	24,044	25,571
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>380,090</b>	<b>380,090</b>	<b>374,515</b>	<b>377,268</b>	<b>376,206</b>	<b>373,387</b>	<b>371,878</b>	<b>370,515</b>	<b>372,667</b>	<b>375,880</b>	<b>378,979</b>	<b>379,605</b>
CADET	4,576	4,571	4,542	4,531	4,522	4,503	4,492	3,491	3,449	4,612	4,592	4,575
<b>TOTAL END STRENGTH</b>	<b>476,167</b>	<b>474,497</b>	<b>469,973</b>	<b>472,692</b>	<b>471,513</b>	<b>468,579</b>	<b>466,968</b>	<b>465,827</b>	<b>468,331</b>	<b>472,740</b>	<b>475,367</b>	<b>476,179</b>

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

	ESTIMATE FY 2019											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
<b>OFFICER</b>												
<b>COMMISSIONED OFFICERS</b>												
GENERAL	14	14	13	11	11	10	11	11	10	10	13	14
LIEUTENANT GENERAL	44	45	45	49	48	48	46	44	44	43	41	42
MAJOR GENERAL	117	117	114	111	115	117	118	119	121	118	116	112
BRIGADIER GENERAL	139	133	131	132	128	128	128	129	127	131	133	134
COLONEL	4,098	4,127	4,111	4,129	4,150	4,149	4,171	4,158	4,132	4,112	4,075	4,013
LIEUTENANT COLONEL	8,663	8,699	8,716	8,750	8,780	8,783	8,817	8,856	8,897	8,851	8,847	8,748
MAJOR	14,939	14,946	14,964	14,982	15,049	15,245	15,420	15,729	15,665	15,712	15,607	15,529
CAPTAIN	28,518	28,501	28,295	28,141	27,909	27,390	26,870	28,180	28,144	28,118	27,910	27,989
1ST LIEUTENANT	11,041	12,967	12,839	13,113	13,330	13,680	13,778	11,934	12,126	11,642	11,969	11,463
2ND LIEUTENANT	9,925	7,673	7,635	7,528	7,376	7,006	6,896	8,072	8,793	9,299	9,328	10,060
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>77,498</b>	<b>77,498</b>	<b>76,863</b>	<b>76,946</b>	<b>76,896</b>	<b>76,556</b>	<b>76,255</b>	<b>77,232</b>	<b>78,059</b>	<b>78,036</b>	<b>78,039</b>	<b>78,104</b>
<b>WARRANT OFFICERS</b>												
WARRANT OFFICER (W-5)	608	610	610	611	612	612	612	613	608	609	606	597
WARRANT OFFICER (W-4)	2,011	2,002	2,006	2,012	2,019	1,982	1,991	2,005	2,011	2,016	2,014	2,007
WARRANT OFFICER (W-3)	3,971	3,941	3,926	3,925	3,931	3,932	3,933	3,943	3,938	3,925	3,911	3,894
WARRANT OFFICER (W-2)	5,304	5,304	5,294	5,226	5,261	5,257	5,280	5,301	5,286	5,308	5,327	5,351
WARRANT OFFICER (W-1)	2,368	2,354	2,390	2,359	2,375	2,373	2,384	2,393	2,386	2,396	2,405	2,416
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>14,262</b>	<b>14,262</b>	<b>14,226</b>	<b>14,133</b>	<b>14,198</b>	<b>14,156</b>	<b>14,200</b>	<b>14,255</b>	<b>14,229</b>	<b>14,254</b>	<b>14,263</b>	<b>14,265</b>
<b>SUBTOTAL OFFICER</b>	<b>91,760</b>	<b>91,433</b>	<b>91,089</b>	<b>91,079</b>	<b>91,094</b>	<b>90,712</b>	<b>90,455</b>	<b>91,487</b>	<b>92,288</b>	<b>92,290</b>	<b>92,302</b>	<b>92,369</b>
<b>ENLISTED</b>												
SERGEANT MAJOR	3,536	3,521	3,503	3,447	3,445	3,443	3,421	3,438	3,437	3,473	3,437	3,397
1ST SERGEANT/MASTER SERGEANT	10,476	10,504	10,556	10,658	10,551	10,517	10,502	10,560	10,744	10,589	10,635	10,611
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,031	36,260	36,070	35,823	36,058	36,067	35,759	35,912	36,264	36,311	36,161	36,092
STAFF SERGEANT	53,963	54,437	54,667	54,986	54,896	56,581	56,470	56,507	56,872	56,850	56,659	56,907
SERGEANT	66,198	66,470	67,540	67,015	67,609	68,447	68,379	68,381	68,761	68,812	68,787	69,088
CORPORAL/SPECIALIST	105,916	104,384	102,196	103,846	104,212	102,884	104,661	105,368	104,796	105,633	106,901	106,955
PRIVATE FIRST CLASS	50,759	50,511	49,608	47,666	47,550	47,001	46,131	45,632	45,463	46,156	46,789	47,231
PRIVATE E2	26,003	25,714	27,459	29,912	29,839	29,494	28,949	28,636	28,529	28,964	29,362	29,639
PRIVATE E1	25,737	24,187	20,048	21,392	21,340	21,093	20,703	20,479	20,403	20,714	20,998	21,197
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>378,619</b>	<b>378,619</b>	<b>371,647</b>	<b>374,745</b>	<b>375,500</b>	<b>375,527</b>	<b>374,975</b>	<b>374,913</b>	<b>375,269</b>	<b>377,502</b>	<b>379,729</b>	<b>381,117</b>
CADET	4,565	4,557	4,530	4,515	4,502	4,495	4,486	3,420	4,590	4,534	4,529	4,514
<b>TOTAL END STRENGTH</b>	<b>474,944</b>	<b>471,978</b>	<b>467,266</b>	<b>470,339</b>	<b>471,096</b>	<b>470,734</b>	<b>469,916</b>	<b>469,820</b>	<b>472,147</b>	<b>474,326</b>	<b>476,560</b>	<b>478,000</b>



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

	ESTIMATE FY 2020											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
<b>OFFICER</b>												
<b>COMMISSIONED OFFICERS</b>												
GENERAL	14	11	11	11	11	10	11	11	11	11	14	15
LIEUTENANT GENERAL	44	48	48	51	50	50	48	46	46	45	42	43
MAJOR GENERAL	116	118	117	115	119	120	122	123	125	122	120	116
BRIGADIER GENERAL	138	135	135	136	132	132	132	133	131	135	137	139
COLONEL	4,114	4,103	4,076	4,082	4,101	4,119	4,121	4,112	4,090	4,057	4,015	3,920
LIEUTENANT COLONEL	8,686	8,728	8,801	8,869	8,939	8,991	9,064	9,104	8,971	8,839	8,829	8,770
MAJOR	15,388	15,370	15,245	15,201	15,195	15,412	15,622	15,910	16,098	16,220	16,241	16,200
CAPTAIN	27,890	27,753	27,601	27,604	27,498	27,180	26,641	27,827	27,920	27,739	27,477	27,490
1ST LIEUTENANT	11,357	13,598	13,604	13,686	13,852	14,233	14,318	12,840	12,538	12,007	12,065	11,269
2ND LIEUTENANT	10,209	7,893	7,904	7,858	7,665	7,290	7,165	8,684	9,092	9,591	9,402	9,890
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>77,956</b>	<b>77,956</b>	<b>77,542</b>	<b>77,613</b>	<b>77,562</b>	<b>77,537</b>	<b>77,244</b>	<b>78,790</b>	<b>79,022</b>	<b>78,766</b>	<b>78,342</b>	<b>77,852</b>
<b>WARRANT OFFICERS</b>												
WARRANT OFFICER (W-5)	593	593	593	592	594	596	598	600	597	600	598	593
WARRANT OFFICER (W-4)	2,022	2,031	2,042	2,053	2,012	2,027	2,042	2,063	2,076	2,090	2,096	2,093
WARRANT OFFICER (W-3)	3,915	3,908	3,895	3,881	3,849	3,844	3,837	3,831	3,811	3,786	3,756	3,727
WARRANT OFFICER (W-2)	5,385	5,464	5,491	5,432	5,470	5,479	5,519	5,549	5,541	5,573	5,602	5,596
WARRANT OFFICER (W-1)	2,404	2,439	2,451	2,425	2,442	2,446	2,464	2,478	2,474	2,488	2,501	2,498
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>14,319</b>	<b>14,319</b>	<b>14,472</b>	<b>14,383</b>	<b>14,367</b>	<b>14,392</b>	<b>14,460</b>	<b>14,521</b>	<b>14,499</b>	<b>14,537</b>	<b>14,553</b>	<b>14,507</b>
<b>SUBTOTAL OFFICER</b>	<b>92,275</b>	<b>92,192</b>	<b>92,014</b>	<b>91,996</b>	<b>91,929</b>	<b>91,929</b>	<b>91,704</b>	<b>93,311</b>	<b>93,521</b>	<b>93,303</b>	<b>92,895</b>	<b>92,359</b>
<b>ENLISTED</b>												
SERGEANT MAJOR	3,460	3,455	3,462	3,447	3,452	3,452	3,459	3,440	3,390	3,444	3,413	3,406
1ST SERGEANT/MASTER SERGEANT	10,604	10,590	10,613	10,582	10,579	10,595	10,616	10,670	10,800	10,629	10,562	10,847
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,704	36,629	36,760	36,618	36,588	36,602	36,776	36,933	37,116	37,165	37,018	36,947
STAFF SERGEANT	57,896	57,726	57,943	57,739	57,667	57,724	58,083	58,230	58,446	58,474	58,344	59,150
SERGEANT	69,598	69,431	69,535	69,360	69,366	69,413	69,975	69,976	70,259	70,293	70,317	70,461
CORPORAL/SPECIALIST	105,668	105,368	103,736	105,190	105,499	105,786	105,157	104,895	104,570	104,882	105,479	104,096
PRIVATE FIRST CLASS	47,516	47,956	46,619	47,462	46,999	46,307	45,300	44,950	45,549	46,487	47,063	47,305
PRIVATE E2	29,818	30,094	29,255	29,784	29,493	29,059	28,427	28,207	28,583	29,172	29,533	29,685
PRIVATE E1	21,325	21,522	20,922	21,301	21,093	20,782	20,330	20,173	20,442	20,863	21,121	21,230
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>382,589</b>	<b>382,589</b>	<b>378,845</b>	<b>381,483</b>	<b>380,736</b>	<b>379,720</b>	<b>378,123</b>	<b>377,474</b>	<b>379,155</b>	<b>381,409</b>	<b>382,850</b>	<b>383,127</b>
CADET	4,501	4,494	4,467	4,452	4,439	4,432	4,423	3,373	4,590	4,534	4,529	4,514
<b>TOTAL END STRENGTH</b>	<b>479,365</b>	<b>479,457</b>	<b>475,326</b>	<b>477,931</b>	<b>477,104</b>	<b>476,081</b>	<b>474,250</b>	<b>474,158</b>	<b>477,266</b>	<b>479,246</b>	<b>480,274</b>	<b>480,000</b>