

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2021 Budget Estimates



MILITARY PERSONNEL, ARMY JUSTIFICATION BOOK FEBRUARY 2020

The estimated cost of this report for the Department of Defense is approximately \$28,280 for Fiscal Year 2020. This includes \$1,000 in expenses and \$27,280 in labor.

**DEPARTMENT OF THE ARMY
JUSTIFICATION OF EXHIBITS
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SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

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

	<u>ACTUAL FY 2019</u>	<u>ENACTED FY 2020</u>	<u>ESTIMATE FY 2021</u>
Direct Program			
Pay and Allowances of Officers	12,864,725	13,354,724	14,120,750
Pay and Allowances of Enlisted	24,305,863	25,609,267	26,996,927
Pay and Allowances of Cadets	88,094	90,098	93,453
Subsistence of Enlisted Personnel	1,802,767	1,869,575	1,928,980
Permanent Change of Station Travel	1,623,812	1,580,472	1,725,947
Other Military Personnel Costs	248,187	242,836	221,756
TOTAL DIRECT PROGRAM	40,933,448	42,746,972	45,087,813
Reimbursable Program			
Pay and Allowances of Officers	197,950	215,002	219,409
Pay and Allowances of Enlisted	88,377	91,649	93,163
Subsistence of Enlisted Personnel	6,467	6,651	8,244
TOTAL REIMBURSABLE PROGRAM	292,794	313,302	320,816
Total Baseline Program			
Pay and Allowances of Officers	13,062,675	13,569,726	14,340,159
Pay and Allowances of Enlisted	24,394,240	25,700,916	27,090,090
Pay and Allowances of Cadets	88,094	90,098	93,453
Subsistence of Enlisted Personnel	1,809,234	1,876,226	1,937,224
Permanent Change of Station Travel	1,623,812	1,580,472	1,725,947
Other Military Personnel Costs	248,187	242,836	221,756
TOTAL BASELINE PROGRAM	41,226,242	43,060,274	45,408,629
OCO Funding			
Pay and Allowances of Officers	917,706	724,125	0
Pay and Allowances of Enlisted	1,692,342	1,572,979	0
Subsistence of Enlisted Personnel	409,743	402,270	0
Permanent Change of Station Travel	5,298	5,403	0
Other Military Personnel Costs	34,929	38,355	0
TOTAL OCO FUNDING	3,060,018	2,743,132	0

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SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(IN THOUSANDS OF DOLLARS)**

	<u>ACTUAL FY 2019</u>	<u>ENACTED FY 2020</u>	<u>ESTIMATE FY 2021</u>
Total Program			
Pay and Allowances of Officers	13,980,381	14,293,851	14,340,159
Pay and Allowances of Enlisted	26,086,582	27,273,895	27,090,090
Pay and Allowances of Cadets	88,094	90,098	93,453
Subsistence of Enlisted Personnel	2,218,977	2,278,496	1,937,224
Permanent Change of Station Travel	1,629,110	1,585,875	1,725,947
Other Military Personnel Costs	283,116	281,191	221,756
TOTAL PROGRAM	44,286,260	45,803,406	45,408,629
Medicare Eligible Retiree Health Fund Contribution	2,141,850	2,186,006	2,350,780
TOTAL MILPERS PROGRAM COST	46,428,110	47,989,412	47,759,409

SECTION 2

INTRODUCTION

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

The FY 2021 Military Personnel, Army (MPA) appropriation budget request directly supports the Secretary of Defense's three distinct lines of effort to enable the 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 for greater performance and affordability

This budget request supports these key strategic priorities, while supporting the All-Volunteer force of a 485,900 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 Defense 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 (AC) Baseline Force

The FY 2019 National Defense Authorization Act (NDAA) authorized an Army end strength of 487,500; Army senior leadership re-negotiated with Congress in early FY 2019 for an end strength target of 478,000. The Army ended FY 2019 with an AC end strength of 483,941, falling short of the authorized end strength but exceeding the target that was re-negotiated with Congress.

End strength is the cumulative result of accessions, retention, and attrition (the three-legged stool). In FY 2019, exceeding 478,000 end strength owes to the combination of hard-earned success in recruiting, overachievement in retaining high-quality Soldiers, and observing generally lower attrition rates. The success in accessions is particularly noteworthy and it comes on the heels of a holistic review of the accessions enterprise. First, 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. Next, the Army also implemented a new accessions campaign with 22 Focus Cities, upgraded accessions information technology bandwidth, increased social media through e-gaming venues (e-Sports), improved micro-marketing, and new advertising/commercials. Additional key recruiting initiatives included: increased recruiter strength, additional training capacity, maximized use of enlistment bonuses, and improved, upgraded and relocated recruiting centers. These improvements enabled Recruiting Command to exceed its 68,000 active component accessions mission by 185, in spite of the challenging labor market for military recruiting that the Army faces (e.g. – unemployment less than 4%).

Starting in FY 2020, the Army plans moderate end strength growth – 1,000 to 2,000 per year. This steady annual growth increases Active Army end strength while maintaining existing high quality standards. The new growth ramp also supports consistent, achievable enlisted accession missions and rebuilds the Delayed Entry Pool (DEP) for future years. Finally, the steady growth in end strength also provides for disciplined structure growth, promoting manning readiness.

Personnel Categories by Year

It should be noted that data for FY 2019 in this justification material reflects actual execution for both base and Overseas Contingency Operations (OCO) programs, to include RC Soldiers on active duty. FY 2020 data displays the baseline program updated from the President's Budget submission to reflect the latest obligation projections and strength levels. The FY 2021 request is based on the latest AC and baseline RC mobilization strength projections. Both, FY 2020 and FY 2021 strength levels only include the baseline requirements.

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

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

Average Strength														
			FY2019 Actuals				FY2020 Revised				FY2021 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
BASE	AC	Base	91,834	376,897	4,403	473,134	93,024	383,053	4,411	480,488	92,992	385,735	4,445	483,172
	RC	Mobilization	522	1,437	-	1,959	836	1,711	-	2,547	856	1,759	-	2,615
		ADOS	445	548	-	993	227	472	-	699	227	473	-	700
		RC Total	967	1,985	-	2,952	1,063	2,183	-	3,246	1,083	2,232	-	3,315
	Base Total		92,801	378,882	4,403	476,086	94,087	385,236	4,411	483,734	94,075	387,967	4,445	486,487
OCO														
			FY2019 Actuals				FY2020 Revised				FY2021 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
OCO	RC	RC on Active Duty	6,232	22,484	-	28,716	-	-	-	-	-	-	-	-
	OCO Total		6,232	22,484	-	28,716	-	-	-	-	-	-	-	-
BASE	AC Total		91,834	376,897	4,403	473,134	93,024	383,053	4,411	480,488	92,992	385,735	4,445	483,172
and	RC Total		7,199	24,469	-	31,668	1,063	2,183	-	3,246	1,083	2,232	-	3,315
OCO	Total		99,033	401,366	4,403	504,802	94,087	385,236	4,411	483,734	94,075	387,967	4,445	486,487
End Strength														
			FY2019 Actuals				FY2020 Revised				FY2021 Budgeted*			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
Base	AC	Base	92,410	387,001	4,530	483,941	93,492	386,982	4,526	485,000	93,060	388,287	4,553	485,900
Base and OCO Total			92,410	387,001	4,530	483,941	93,492	386,982	4,526	485,000	93,060	388,287	4,553	485,900

*The Army's planned FY 2021 end strength was 486,000; 100 Soldiers transfer to the United States Space Force (USSF).

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 2019 is 2.6% (2.6% over the FY)
- Military Pay Raise, effective 1 January 2020 is 3.1% (3.0% over the FY)
- Military Pay Raise, effective 1 January 2021 is 3.0% (3.0% over the FY)

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 2019, is 0.0% (0.1% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2020, is 0.9% (0.7 over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2021, is 2.3% (2.0% over the FY)

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Basic Allowance for Housing

- Basic Allowance for Housing growth, effective 1 January 2019, is 2.4% (2.2% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2020, is 2.7% (2.6% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2021, is 2.9% (2.9% 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 2021 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, 2021 BAH inflation rate assumption is 2.9 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2021.

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 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
- Retired Pay Accrual as a percentage of Basic Pay is 34.9% for full-time and 27.0% for part-time Soldiers in FY 2021

Foreign Currency Fluctuation

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2019 column in the justification material reflects actuals obligations based on actual foreign currency exchange rates, while the FY 2020 and FY 2021 columns reflect the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY 2019	FY 2020	FY 2021
Denmark	Krone	6.3847	6.4006	6.7012
European Community	Euro	0.8587	0.8587	0.8978
Iceland	Krona	104.4977	108.8315	124.4573
Japan	Yen	111.5938	111.1542	107.9114
Norway	Krone	8.0858	8.1941	8.8810
Singapore	Dollar	1.3640	1.3620	1.3713
South Korea	Won	1,128.1127	1,112.2819	1,186.8982
Turkey	Lira	3.6022	5.3522	5.7630
United Kingdom	Pound	0.7651	0.7614	0.8002

General Inflation

- General inflation is 2.0% in FY 2019
- General inflation is 2.0% in FY 2020
- General inflation is 2.0% in FY 2021

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.

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INTRODUCTION**

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

Introduction:

The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. §12304b, which provides the Secretary of the Army the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY 2021, 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.

FY 2021 Requested Levels: 2.615 man-years; \$264.1 million

NORTHCOM – Air Defense (284 man-years; \$28.7 million)

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; \$41.7 million)

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; \$31.3 million)

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 (991 man-years; \$100.1 million)

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; \$18.7 million)

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; \$5.1 million)

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; \$38.5 million)**

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 2019 Actuals</u>	<u>FY 2020 Updated</u>	<u>FY 2021 Budgeted</u>
(1) Average Strength	504,802	483,734	486,485
(2) End Strength	483,941	485,000	485,900
(3) Authorized End Strength	487,500	480,000	

Narrative:

- (1) Average strength includes Active Component (AC) Soldiers and base-funded Reserve Component (RC) Soldiers on active duty for operational support (ADOS). Additionally, the FY 2019 average strength includes OCO-funded RC mobilized Soldiers.
- (2) End strength displays AC Soldiers only. The Army's planned FY 2021 end strength was 486,000; however, 100 Soldiers transfer to the United States Space Force (USSF).
- (3) Authorized end strength is based on the National Defense Authorizations Act (NDAA) for FY 2019 and FY 2020.

II. Recruiting

	<u>FY 2019 Actuals</u>	<u>FY 2020 Updated</u>	<u>FY 2021 Budgeted</u>
1. Numeric goals	68,000	69,000	72,000
Actual	68,185		

Narrative: In FY 2020, the Army expects to achieve 69K accessions. The Army entered FY 2020 with a delayed entry pool (DEP) of 13,000 and plans to enter FY 2021 with a DEP of 13,500. The Army's accession mission is 72,000 in FY 2021. The Army expects to accomplish its FY 2021 mission.

	<u>FY 2019 Actuals</u>	<u>FY 2020 Updated</u>	<u>FY 2021 Budgeted</u>
2. Quality goals			
a. HSDG percent (Tier I)	93.74%	> 90%	> 90%
b. Test Score Category I-III			
Percent – Standard	60.00%	> 60%	> 60%
Actual	60.56%		

- 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).

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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 50th 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 2020, 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 2021 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 and conduct extensive monthly execution reviews in order 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 requirement 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.

SECTION 3
SUMMARY TABLES

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

	ACTUAL FY 2019		ESTIMATE FY 2020		ESTIMATE FY 2021	
	AVERAGE STRENGTH ¹	END STRENGTH 30 SEP 2019 ²	AVERAGE STRENGTH ¹	END STRENGTH 30 SEP 2020 ²	AVERAGE STRENGTH ¹	END STRENGTH 30 SEP 2021 ²
DIRECT BASELINE PROGRAM						
OFFICER	92,264	91,873	93,489	92,894	93,460	92,445
ENLISTED	378,472	386,591	384,813	386,559	387,545	387,865
CADET	4,403	4,530	4,411	4,526	4,445	4,553
TOTAL DIRECT BASELINE PROGRAM	475,139	482,994	482,713	483,979	485,450	484,863
REIMBURSABLE BASELINE PROGRAM						
OFFICER	537	537	598	598	615	615
ENLISTED	410	410	423	423	422	422
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	947	947	1,021	1,021	1,037	1,037
BASELINE PROGRAM						
OFFICER	92,801	92,410	94,087	93,492	94,075	93,060
ENLISTED	378,882	387,001	385,236	386,982	387,967	388,287
CADET	4,403	4,530	4,411	4,526	4,445	4,553
TOTAL BASELINE PROGRAM	476,086	483,941	483,734	485,000	486,487	485,900
SUPPLEMENTAL³						
OFFICER	6,232	0	0	0	0	0
ENLISTED	22,484	0	0	0	0	0
TOTAL SUPPLEMENTAL PROGRAM	28,716	0	0	0	0	0
OFFICER	99,033	92,410	94,087	93,492	94,075	93,060
ENLISTED	401,366	387,001	385,236	386,982	387,967	388,287
CADET	4,403	4,530	4,411	4,526	4,445	4,553
TOTAL PROGRAM	504,802	483,941	483,734	485,000	486,487	485,900⁴

¹ Direct baseline average strength includes base Reserve Component (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 RC Soldiers on Overseas Contingency Operations (OCO) active duty orders

⁴ The Army's planned FY 2021 end strength was 486,000; 100 Soldiers transfer to the United States Space Force (USSF).

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

The Army is required to document the number of Reserve and National Guard members who have performed operational support duty for the Army for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days, and thereby exceed the threshold.

	FY 2019 Actuals	FY 2020 Projections	FY 2021 Projections
Army Reserve	580	580	580
Army Guard	710	710	710

These totals are not included in the end strength figures that are displayed throughout the justification material.

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

	ACTUAL FY 2019		ESTIMATE FY 2020		ESTIMATE FY 2021	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	13	3	13	3	15	3
LIEUTENANT GENERAL	44	0	44	0	43	0
MAJOR GENERAL	114	6	114	7	115	7
BRIGADIER GENERAL	127	3	127	3	137	3
COLONEL	3,969	114	3,955	130	3,798	129
LIEUTENANT COLONEL	8,772	91	8,861	93	9,035	113
MAJOR	15,443	92	16,112	105	16,182	104
CAPTAIN	28,397	134	28,443	152	27,761	151
1ST LIEUTENANT	11,019	37	11,039	42	11,401	42
2ND LIEUTENANT	10,230	5	10,248	6	10,005	6
SUBTOTAL COMMISSIONED OFFICERS	78,128	485	78,956	541	78,492	558
WARRANT OFFICERS						
WARRANT OFFICER (W-5)	581	2	560	3	552	3
WARRANT OFFICER (W-4)	1,943	13	1,997	14	2,108	14
WARRANT OFFICER (W-3)	3,842	23	3,713	25	3,530	25
WARRANT OFFICER (W-2)	5,286	11	5,520	12	5,738	12
WARRANT OFFICER (W-1)	2,630	3	2,746	3	2,640	3
SUBTOTAL WARRANT OFFICERS	14,282	52	14,536	57	14,568	57
SUBTOTAL OFFICER	92,410	537	93,492	598	93,060	615
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,520	45	3,456	47	3,506	46
1ST SERGEANT/MASTER SERGEANT	11,224	36	10,902	37	10,969	37
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,562	71	37,486	74	36,915	73
STAFF SERGEANT	55,725	99	59,316	101	59,248	102
SERGEANT	68,070	88	71,573	91	69,008	91
CORPORAL/SPECIALIST	110,178	60	105,511	62	104,908	62
PRIVATE FIRST CLASS	49,628	8	49,112	8	50,667	8
PRIVATE E2	26,726	0	28,975	0	31,534	0
PRIVATE E1	26,368	3	20,651	3	21,532	3
SUBTOTAL ENLISTED PERSONNEL	387,001	410	386,982	423	388,287	422
CADET	4,530	0	4,526	0	4,553	0
TOTAL END STRENGTH	483,941	947	485,000	1,021	485,900¹	1,037

¹ The Army's planned FY 2021 end strength was 486,000; 100 Soldiers transfer to the United States Space Force (USSF).

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

	<u>ACTUAL FY 2019</u>		<u>ESTIMATE FY 2020</u>		<u>ESTIMATE FY 2021</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	14	3	13	3	13	3
LIEUTENANT GENERAL	45	0	45	0	46	0
MAJOR GENERAL	140	6	126	7	130	7
BRIGADIER GENERAL	168	3	143	3	150	3
COLONEL	4,403	114	4,105	130	3,986	129
LIEUTENANT COLONEL	9,564	91	8,980	93	9,140	113
MAJOR	16,881	92	15,891	105	16,217	104
CAPTAIN	30,065	134	28,605	152	27,881	151
1ST LIEUTENANT	13,686	37	12,867	42	13,103	42
2ND LIEUTENANT	8,779	5	8,745	6	8,753	6
SUBTOTAL COMMISSIONED OFFICERS	83,745	485	79,520	541	79,419	558
WARRANT OFFICERS						
WARRANT OFFICER (W-5)	635	2	587	3	569	3
WARRANT OFFICER (W-4)	2,143	13	1,978	14	2,071	14
WARRANT OFFICER (W-3)	4,283	23	3,860	25	3,680	25
WARRANT OFFICER (W-2)	5,703	11	5,450	12	5,721	12
WARRANT OFFICER (W-1)	2,524	3	2,692	3	2,615	3
SUBTOTAL WARRANT OFFICERS	15,288	52	14,567	57	14,656	57
SUBTOTAL OFFICER	99,033	537	94,087	598	94,075	615
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,799	45	3,488	47	3,548	46
1ST SERGEANT/MASTER SERGEANT	11,661	36	11,124	37	11,091	37
PLATOON SERGEANT/SERGEANT 1ST CLASS	37,786	71	37,228	74	37,048	73
STAFF SERGEANT	58,443	99	58,577	101	59,305	102
SERGEANT	74,144	88	70,993	91	70,766	91
CORPORAL/SPECIALIST	115,358	60	106,334	62	103,585	62
PRIVATE FIRST CLASS	50,378	8	48,465	8	50,161	8
PRIVATE E2	29,131	0	28,452	0	31,181	0
PRIVATE E1	20,666	3	20,575	3	21,282	3
SUBTOTAL ENLISTED PERSONNEL	401,366	410	385,236	423	387,967	422
CADET	4,403	0	4,411	0	4,445	0
TOTAL AVERAGE STRENGTH	504,802	947	483,734	1,021	486,487	1,037

Direct baseline average strength includes base Reserve Component (RC) on Active Duty Operational Support (ADOS) man-years for Administrative, Operational, and Contingency-ADOS
 Figures listed for FY2019 include 28,716 man-years for RC Soldiers on Overseas Contingency Operation (OCO) active duty orders

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

SUMMARY OF MONTHLY END STRENGTHS

Monthly End Strengths ^{1/}	FY 2019				FY 2020				FY 2021			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	91,999	379,605	4,575	476,179	92,410	387,001	4,530	483,941	93,492	386,982	4,526	485,000
October	91,760	378,619	4,565	474,944	92,524	386,112	4,517	483,153	93,000	388,235	4,556	485,791
November	91,433	375,988	4,557	471,978	92,325	384,485	4,508	481,318	93,064	387,358	4,549	484,972
December	91,089	371,647	4,530	467,266	92,270	380,617	4,484	477,370	92,532	382,925	4,522	479,980
January	91,062	374,620	4,523	470,205	92,364	382,103	4,469	478,937	92,518	385,727	4,507	482,753
February	91,069	375,040	4,514	470,623	92,322	382,437	4,456	479,215	92,534	385,578	4,494	482,606
March	90,950	374,486	4,475	469,911	92,304	382,449	4,449	479,202	92,497	384,588	4,487	481,573
April	90,870	374,419	4,461	469,750	92,160	381,666	4,440	478,266	92,062	383,723	4,478	480,263
May	92,381	374,750	3,451	470,582	93,967	380,656	3,385	478,008	93,321	383,793	3,414	480,528
June	93,183	375,600	3,426	472,209	94,477	381,239	4,602	480,318	93,915	384,592	4,630	483,137
July	93,131	379,996	4,582	477,709	94,353	383,290	4,546	482,189	93,802	386,498	4,574	484,874
August	92,890	384,306	4,548	481,744	93,939	384,583	4,541	483,063	93,587	387,932	4,569	486,088
September ^{2/}	92,410	387,001	4,530	483,941	93,492	386,982	4,526	485,000	93,060	388,287	4,553	485,900

^{1/} The FY 2019 monthly end strengths reflects actual monthly Active Component (AC) for the fiscal year. The FY 2020 and FY 2021 monthly end strengths are AC strength projections as of September 2019.

^{2/} The Army's planned FY 2021 end strength is 486,000; 100 Soldiers transfer to the United States Space Force (USSF).

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

SUMMARY OF AVERAGE STRENGTH

	OFF	FY 2019 ENL	CADET	TOTAL	OFF	FY 2020 ENL	CADET	TOTAL	OFF	FY 2021 ENL	CADET	TOTAL
Active Component (AC) Avg Strength [BASE]	91,834	376,897	4,403	473,134	93,024	383,053	4,411	480,488	92,992	385,735	4,445	483,172
<u>BASE Active Duty for Operational Support (ADOS)</u>												
Administrative and Operational-ADOS	445	548	-	993	227	472	-	699	227	473	-	700
12304B Contingency-ADOS	522	1,437	-	1,959	836	1,711	-	2,547	856	1,759	-	2,615
Total ADOS Average Strength [BASE]	967	1,985	-	2,952	1,063	2,183	-	3,246	1,083	2,232	-	3,315
Reserve Component (RC) Mobilization [OCO]	6,232	22,484	-	28,716	-	-	-	-	-	-	-	-
Average Strength [BASE TOTAL]	92,801	378,882	4,403	476,086	94,087	385,236	4,411	483,734	94,075	387,967	4,445	486,487
Average Strength [OCO TOTAL]	6,232	22,484	-	28,716	-	-	-	-	-	-	-	-
Total Average Strength	99,033	401,366	4,403	504,802	94,087	385,236	4,411	483,734	94,075	387,967	4,445	486,487

ADOS and RC Mobilization (\$M)

	OFF	FY 2019 ENL	CADET	TOTAL	OFF	FY 2020 ENL	CADET	TOTAL	OFF	FY 2021 ENL	CADET	TOTAL
Administrative and Operational-ADOS	\$70.4	\$45.9	-	\$116.3	\$26.2	\$33.9	-	\$60.1	\$38.6	\$42.4	-	\$81.0
12304B Contingency-ADOS	\$69.7	\$107.9	-	\$177.6	\$104.9	\$137.2	-	\$242.1	\$122.8	\$141.3	-	\$264.1
Total ADOS/RC Mobilization [BASE]	\$140.1	\$153.8	-	\$293.9	\$131.1	\$171.1	-	\$302.2	\$161.4	\$183.6	-	\$345.0

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

OFFICER	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
Beginning Strength	91,999	92,410	93,492
Gains:			
Service Academies	965	950	950
ROTC	2,812	3,001	3,168
Officer Candidate School	1,244	982	582
Warrant Officer Programs	1,319	1,450	1,476
Other Gains (Medical & JAG)	1,547	1,645	1,584
Total Officer Gains	7,887	8,028	7,760
Losses:			
Expiration of Contract	7,154	6,640	7,959
15 Year Retirement	2	0	0
Involuntary Separation of Regular	200	203	203
Other Losses	120	103	30
Total Officer Losses	7,476	6,946	8,192
End Strength	92,410	93,492	93,060

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

ENLISTED	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
Beginning Strength	379,605	387,001	386,982
Gains:			
Males (NPS)	53,957	54,400	59,500
Females (NPS)	9,522	9,600	10,500
Prior Service Enlistments	4,766	5,000	2,000
Reenlistment (IMM)	49,641	55,123	56,791
Returned to Military Control	329	347	316
Other Gains	78	0	0
Total Enlisted Gains	118,293	124,470	129,107
Losses:			
Estimated Termination of Service	19,278	20,748	24,111
Normal Early Release	1,411	1,527	1,597
Programmed Early Release	10	0	0
To Commissioned Officer and Warrant Officer	2,563	2,432	2,058
Reenlistment	49,641	55,123	56,791
Retirement	5,497	4,822	4,867
15 Year Retirement	0	0	0
Dropped from Rolls	613	455	427
Attrition Adverse Causes	15,637	16,173	15,340
Other Attrition	16,247	23,209	22,611
Total Enlisted Losses	110,897	124,489	127,802
End Strength	387,001	386,982	388,287

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

CADET	<u>ACTUAL FY 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
Beginning Strength	4,575	4,530	4,526
Entering Cadets	1,156	1,281	1,280
Losses:			
Attrition	236	335	303
Graduates	965	950	950
	<hr/>	<hr/>	<hr/>
Total Cadet Losses	1,201	1,285	1,253
End Strength	4,530	4,526	4,553

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay									
Basic Pay	7,713,448	13,910,119	21,623,567	7,493,252	13,731,294	21,224,546	7,718,303	14,202,907	21,921,210
2. Retired Pay Accrual									
Retired Pay Accrual	2,322,474	4,153,388	6,475,862	2,316,831	4,250,615	6,567,446	2,686,055	4,949,153	7,635,208
3. Thrift Savings Plan (TSP) Matching									
Thrift Savings Plan (TSP) Matching	58,214	73,132	131,346	70,508	115,806	186,314	97,203	123,092	220,295
4. Basic Allowance for Housing									
With Dependents - Domestic	1,599,288	3,925,240	5,524,528	1,513,399	3,781,181	5,294,580	1,550,231	3,888,693	5,438,924
Without Dependents - Domestic	518,536	677,195	1,195,731	520,749	656,750	1,177,499	532,436	674,768	1,207,204
Partial Allowance for Bachelors - Domestic	176	11,871	12,047	183	12,159	12,342	188	12,717	12,905
BAH Differential - Domestic	89	2,933	3,022	92	3,054	3,146	94	3,163	3,257
With Dependents - Overseas	96,943	119,408	216,351	96,324	115,973	212,297	93,305	112,657	205,962
Without Dependents - Overseas	60,799	49,249	110,048	62,336	50,293	112,629	60,263	48,861	109,124
TOTAL BASIC ALLOWANCE FOR HOUSING	2,275,831	4,785,896	7,061,727	2,193,083	4,619,410	6,812,493	2,236,517	4,740,859	6,977,376
5. Subsistence									
Basic Allowance for Subsistence	300,441	0	300,441	289,156	0	289,156	294,761	0	294,761
When Authorized to Mess Separately	0	1,695,508	1,695,508	0	1,659,559	1,659,559	0	1,704,522	1,704,522
Less Collections	0	(403,449)	(403,449)	0	(410,139)	(410,139)	0	(420,906)	(420,906)
Subsistence in Kind									
Subsistence in Messes	0	472,747	472,747	0	340,774	340,774	0	355,389	355,389
Operational Rations	0	451,728	451,728	0	283,407	283,407	0	295,617	295,617
Augmentation Rations/Other Programs	0	2,431	2,431	0	2,483	2,483	0	2,590	2,590
SUBTOTAL SUBSISTENCE IN KIND	0	926,906	926,906	0	626,664	626,664	0	653,596	653,596
Family Subsistence Supplemental Allowance	0	12	12	0	12	12	0	12	12
TOTAL SUBSISTENCE	300,441	2,218,977	2,519,418	289,156	1,876,096	2,165,252	294,761	1,937,224	2,231,985
6. Incentive Pay, Hazardous Duty and Aviation Career									
Flying Duty	70,405	20,984	91,389	78,622	12,310	90,932	78,661	12,331	90,992
Parachute Jumping	11,897	62,894	74,791	12,083	63,229	75,312	12,207	63,673	75,880
Experimental Stress	40	254	294	39	258	297	42	260	302
Demolition Duty	1,784	11,385	13,169	1,812	11,575	13,387	1,924	11,657	13,581
Chemical Munitions	25	25	50	25	26	51	25	26	51
Toxic Pesticides	0	4	4	0	4	4	0	4	4
Toxic Fuel/Waste	0	12	12	0	12	12	0	12	12
TOTAL INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER	84,151	95,558	179,709	92,581	87,414	179,995	92,859	87,963	180,822

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays									
Special Pay									
Medical Pay	213,229	0	213,229	213,437	0	213,437	214,091	0	214,091
Dental Pay	44,121	0	44,121	44,194	0	44,194	44,193	0	44,193
Nurse Pay	17,780	0	17,780	17,809	0	17,809	21,707	0	21,707
Optometrists Pay	1,367	0	1,367	1,369	0	1,369	1,436	0	1,436
Veterinarians Pay	5,092	0	5,092	5,100	0	5,100	5,927	0	5,927
Diplomate Pay for Psychologists	3,592	0	3,592	3,598	0	3,598	6,064	0	6,064
Assignment Incentive Pay	12,761	36,316	49,077	16,687	36,275	52,962	16,759	36,529	53,288
Personal Money Allowances for General/Flag Officer	55	0	55	52	0	52	53	0	53
Pharmacy Pay	2,466	0	2,466	2,487	0	2,487	2,620	0	2,620
Physician Assistant	19,344	0	19,344	19,376	0	19,376	20,114	0	20,114
Social Work	1,342	0	1,342	1,344	0	1,344	2,868	0	2,868
Diving Duty Pay	300	1,328	1,628	307	1,319	1,626	307	1,328	1,635
Board Certified Pay Non-Physician Health Care	134	0	134	264	0	264	1,801	0	1,801
Hostile Fire Pay	14,328	43,252	57,580	3,046	12,515	15,561	3,058	12,603	15,661
Sea Duty Pay	306	605	911	367	615	982	367	620	987
Hardship Duty Pay	15,928	63,653	79,581	3,887	23,099	26,986	3,899	23,262	27,161
Foreign Language Proficiency Pay	12,728	35,302	48,030	11,769	35,491	47,260	12,063	35,741	47,804
Judge Advocate Continuation Pay	5,446	0	5,446	6,504	0	6,504	6,502	0	6,502
Other Special Pay	325	2	327	325	2	327	324	2	326
Continuation Pay	1,025	4,611	5,636	3,152	4,676	7,828	5,033	6,432	11,465
SUBTOTAL SPECIAL PAY	371,669	185,069	556,738	355,074	113,992	469,066	369,186	116,517	485,703
Special Duty Assignment Pay (SDAP)	0	104,751	104,751	0	105,516	105,516	0	106,258	106,258
Reenlistment Bonus	0	395,744	395,744	0	400,000	400,000	0	399,327	399,327
Enlistment Bonus									
New Payments	0	187,800	187,800	0	190,800	190,800	0	159,240	159,240
Anniversary	0	105,500	105,500	0	114,200	114,200	0	100,500	100,500
SUBTOTAL ENLISTMENT BONUS	0	293,300	293,300	0	305,000	305,000	0	259,740	259,740
Officer Bonus - Other than Medical	2,730	0	2,730	6,100	0	6,100	6,100	0	6,100
Loan Repayment Program	0	1,107	1,107	0	1,107	1,107	0	1,107	1,107
Aid and Attendance for Catastrophically Injured	0	135	135	0	135	135	0	135	135
TOTAL SPECIAL PAYS	374,399	980,106	1,354,505	361,174	925,750	1,286,924	375,286	883,084	1,258,370

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Allowance									
Overseas Station Allowances									
Cost of Living	131,412	330,837	462,249	135,988	328,416	464,404	130,360	317,618	447,978
Temporary Lodging	31,419	40,335	71,754	33,148	42,454	75,602	34,140	44,049	78,189
SUBTOTAL OVERSEAS STATION ALLOWANCES	162,831	371,172	534,003	169,136	370,870	540,006	164,500	361,667	526,167
Clothing Allowances									
Initial Issue	0	168,893	168,893	0	171,026	171,026	0	180,242	180,242
Initial Military Allowance	2,867	0	2,867	3,211	0	3,211	3,105	0	3,105
Additional Military Allowance	1,003	0	1,003	1,019	0	1,019	1,018	0	1,018
Maintenance Allowances	0	108,101	108,101	0	102,388	102,388	0	105,169	105,169
Civilian Clothing Allowance	895	0	895	927	0	927	945	0	945
Supplementary Allowances	0	4,911	4,911	0	4,911	4,911	0	4,911	4,911
Other Allowances	0	11,382	11,382	0	11,381	11,381	0	11,381	11,381
SUBTOTAL CLOTHING ALLOWANCES	4,765	293,287	298,052	5,157	289,706	294,863	5,068	301,703	306,771
Family Separation Allowances									
FSA - Restricted	5,014	15,884	20,898	1,977	16,236	18,213	1,976	16,351	18,327
FSA - Temporary	21,101	76,300	97,401	8,321	26,811	35,132	8,318	26,999	35,317
SUBTOTAL FAMILY SEPARATION ALLOWANCES	26,115	92,184	118,299	10,298	43,047	53,345	10,294	43,350	53,644
CONUS, Cost-of-Living Allowance	6,478	11,304	17,782	3,337	5,668	9,005	3,437	5,880	9,317
TOTAL ALLOWANCE	200,189	767,947	968,136	187,928	709,291	897,219	183,299	712,600	895,899
9. Separation Pay									
Lump Sum Terminal Leave Payments	30,822	85,004	115,826	28,464	92,577	121,041	30,621	99,727	130,348
Severance Pay, Disability	12,739	127,560	140,299	13,323	149,639	162,962	13,722	154,612	168,334
Separation Pay - Involuntary Half Pay (5%)	0	17,970	17,970	0	20,025	20,025	0	20,751	20,751
Separation Pay - Involuntary Full Pay (10%)	14,824	23,302	38,126	15,504	25,967	41,471	15,967	26,909	42,876
Voluntary Separation Incentive (VSI)	10,706	2,493	13,199	8,945	2,055	11,000	7,189	1,911	9,100
15 Year Temporary Early Retirement Authority	49	0	49	0	0	0	0	0	0
TOTAL SEPARATION PAY	69,140	256,329	325,469	66,236	290,263	356,499	67,499	303,910	371,409

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
10. Social Security Tax Payments									
Social Security Tax Employer Contribution	582,094	1,064,107	1,646,201	570,847	1,050,444	1,621,291	588,377	1,086,522	1,674,899
11. Permanent Change of Station Travel									
Accession Travel	22,376	114,742	137,118	23,465	113,598	137,063	23,195	123,031	146,226
Training Travel	116,404	28,657	145,061	119,295	34,242	153,537	124,988	35,058	160,046
Operational Travel	159,714	271,509	431,223	153,422	258,611	412,033	165,477	275,443	440,920
Rotational Travel To/From Overseas	220,944	440,691	661,635	211,055	454,660	665,715	233,505	457,791	691,296
Separation Travel	66,553	141,644	208,197	64,608	157,428	222,036	71,980	166,632	238,612
Organized Unit Travel	312	1,358	1,670	318	1,389	1,707	327	1,420	1,747
Non-Temporary Storage	3,330	3,946	7,276	3,224	4,153	7,377	4,274	4,318	8,592
Temporary Lodging Expense	15,929	21,001	36,930	15,553	21,104	36,657	16,708	21,800	38,508
TOTAL PERMANENT CHANGE OF STATION TRAVEL	605,562	1,023,548	1,629,110	590,940	1,045,185	1,636,125	640,454	1,085,493	1,725,947
12. Other Military Personnel Costs									
Apprehension Deserters, Absentees, Escaped Prisoners	0	242	242	0	246	246	0	253	253
Interest on Uniformed Services Savings Deposits	1,973	1,919	3,892	43	34	77	39	40	79
Death Gratuities	5,700	38,400	44,100	5,400	35,800	41,200	5,400	36,000	41,400
Unemployment Compensation Benefits	0	81,150	81,150	0	54,730	54,730	0	27,904	27,904
Adoption Expenses	274	295	569	284	305	589	289	314	603
Amortization of Education Benefits	0	900	900	0	5,993	5,993	0	36	36
Partial Dislocation Allowance	30	74	104	31	77	108	32	80	112
Mass Transit Subsidy	2,409	10,191	12,600	2,489	10,565	13,054	2,538	10,852	13,390
ROTC	102,752	0	102,752	104,036	0	104,036	107,570	0	107,570
JROTC	28,477	0	28,477	29,746	0	29,746	30,409	0	30,409
SGLI Extra Hazard Payments	1,797	6,233	8,030	0	0	0	0	0	0
SGLI Traumatic Injury Payments	60	240	300	0	0	0	0	0	0
TOTAL OTHER MILITARY PERSONNEL COSTS	143,472	139,644	283,116	142,029	107,750	249,779	146,277	75,479	221,756
SUBTOTAL MILITARY PERSONNEL APPROPRIATION	14,729,415	29,468,751	44,198,166	14,374,565	28,809,318	43,183,883	15,126,890	30,188,286	45,315,176

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
13. Cadet									
Academy Cadets	88,094	0	88,094	90,273	0	90,273	93,453	0	93,453
14. Less Reimbursables									
Basic Pay	(114,821)	(51,288)	(166,109)	(124,712)	(53,187)	(177,899)	(124,674)	(53,775)	(178,449)
Retired Pay Accrual	(34,905)	(15,591)	(50,496)	(38,660)	(16,487)	(55,147)	(43,137)	(18,606)	(61,743)
Basic Allowance for Housing	(33,696)	(13,310)	(47,006)	(35,564)	(17,518)	(53,082)	(35,400)	(16,269)	(51,669)
Basic Allowance for Subsistence	(4,350)	(4,967)	(9,317)	(5,012)	(5,151)	(10,163)	(5,114)	(6,744)	(11,858)
Subsistence in Kind	0	(1,500)	(1,500)	0	(1,500)	(1,500)	0	(1,500)	(1,500)
Incentive Pay for Hazardous Duty	(1,394)	(4,265)	(5,659)	(1,513)	(389)	(1,902)	(1,546)	(399)	(1,945)
Social Security Tax Employer Contribution	(8,784)	(3,923)	(12,707)	(9,541)	(4,068)	(13,609)	(9,538)	(4,114)	(13,652)
TOTAL LESS REIMBURSABLES	(197,950)	(94,844)	(292,794)	(215,002)	(98,300)	(313,302)	(219,409)	(101,407)	(320,816)
TOTAL DIRECT PROGRAM	14,619,559	29,373,907	43,993,466	14,249,836	28,711,018	42,960,854	15,000,934	30,086,879	45,087,813

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

	FY 2020 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2020 REVISED
PAY AND ALLOWANCES OF OFFICERS							
BASIC PAY	7,521,813	-72,500	7,449,313	0	7,449,313	43,939	7,493,252
RETIRED PAY ACCRUAL	2,328,382	-22,000	2,306,382	0	2,306,382	10,449	2,316,831
INCENTIVE PAY FOR HAZARDOUS DUTY	94,521	0	94,521	-1,940	92,581	0	92,581
SPECIAL PAY	350,769	0	350,769	1,153	351,922	0	351,922
CONTINUATION PAY	2,529	0	2,529	623	3,152	0	3,152
OFFICER BONUS - OTHER THAN MEDICAL	4,079	0	4,079	2,021	6,100	0	6,100
BASIC ALLOWANCE FOR HOUSING	2,172,735	0	2,172,735	4,995	2,177,730	15,353	2,193,083
BASIC ALLOWANCE FOR SUBSISTENCE	289,916	0	289,916	-760	289,156	0	289,156
OVERSEAS STATION ALLOWANCES	179,129	0	179,129	-9,993	169,136	0	169,136
CLOTHING ALLOWANCES	4,378	0	4,378	779	5,157	0	5,157
FAMILY SEPARATION ALLOWANCES	11,765	0	11,765	-1,467	10,298	0	10,298
SEPARATION PAYMENTS	56,700	0	56,700	9,536	66,236	0	66,236
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	574,218	-5,500	568,718	0	568,718	2,129	570,847
CONUS COST OF LIVING ALLOWANCE	2,960	0	2,960	377	3,337	0	3,337
TSP MATCHING	75,832	0	75,832	-5,324	70,508	0	70,508
TOTAL OBLIGATIONS	13,669,726	-100,000	13,569,726	0	13,569,726	71,870	13,641,596
LESS REIMBURSABLES	215,002	0	215,002	0	215,002	0	215,002
TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS	13,454,724	-100,000	13,354,724	0	13,354,724	71,870	13,426,594

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

	FY 2020 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2020 REVISED
PAY AND ALLOWANCES OF ENLISTED							
BASIC PAY	13,774,830	-27,500	13,747,330	-16,036	13,731,294	0	13,731,294
RETIRED PAY ACCRUAL	4,264,734	-29,000	4,235,734	0	4,235,734	14,881	4,250,615
INCENTIVE PAY FOR HAZARDOUS DUTY	88,083	0	88,083	-669	87,414	0	87,414
SPECIAL PAY	121,009	0	121,009	-11,693	109,316	0	109,316
CONTINUATION PAY	3,461	0	3,461	1,215	4,676	0	4,676
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	102,928	0	102,928	2,588	105,516	0	105,516
REENLISTMENT BONUS	435,200	-34,000	401,200	-1,200	400,000	0	400,000
ENLISTMENT BONUS	451,323	-145,000	306,323	-1,323	305,000	0	305,000
BASIC ALLOWANCE FOR HOUSING	4,684,055	-110,000	4,574,055	0	4,574,055	45,355	4,619,410
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	205	0	205	-70	135	0	135
LOAN REPAYMENT PROGRAM	1,512	0	1,512	-405	1,107	0	1,107
OVERSEAS STATION ALLOWANCES	399,639	-27,350	372,289	-1,419	370,870	0	370,870
CLOTHING ALLOWANCES	296,666	0	296,666	-6,960	289,706	0	289,706
FAMILY SEPARATION ALLOWANCES	32,684	0	32,684	10,363	43,047	0	43,047
SEPARATION PAYMENTS	266,807	0	266,807	4,276	271,083	19,180	290,263
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	1,053,773	-2,150	1,051,623	-1,179	1,050,444	0	1,050,444
CONUS COST OF LIVING ALLOWANCE	2,979	0	2,979	2,689	5,668	0	5,668
TSP MATCHING	96,028	0	96,028	19,778	115,806	0	115,806
TOTAL OBLIGATIONS	26,075,916	-375,000	25,700,916	-45	25,700,871	79,416	25,780,287
LESS REIMBURSABLES	91,649	0	91,649	0	91,649	0	91,649
TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS	25,984,267	-375,000	25,609,267	-45	25,609,222	79,416	25,688,638

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

	FY 2020 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2020 REVISED
PAY AND ALLOWANCES OF CADETS							
ACADEMY CADETS	90,098	0	90,098	175	90,273	0	90,273
TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS	90,098	0	90,098	175	90,273	0	90,273
SUBSISTENCE OF ENLISTED PERSONNEL							
BASIC ALLOWANCE FOR SUBSISTENCE	1,234,543	-15,000	1,219,543	29,877	1,249,420	0	1,249,420
SUBSISTENCE IN KIND	661,633	-5,000	656,633	-29,969	626,664	0	626,664
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	50	0	50	-38	12	0	12
TOTAL OBLIGATIONS	1,896,226	-20,000	1,876,226	-130	1,876,096	0	1,876,096
LESS REIMBURSABLES	6,651	0	6,651	0	6,651	0	6,651
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS	1,889,575	-20,000	1,869,575	-130	1,869,445	0	1,869,445
PERMANENT CHANGE OF STATION TRAVEL							
ACCESSION TRAVEL	139,802	0	139,802	-2,739	137,063	0	137,063
TRAINING TRAVEL	141,782	0	141,782	11,755	153,537	0	153,537
OPERATIONAL TRAVEL	433,985	-83,000	350,985	5,395	356,380	55,653	412,033
ROTATIONAL TRAVEL TO/FROM OVERSEAS	669,799	0	669,799	-4,084	665,715	0	665,715
SEPARATION TRAVEL	214,770	0	214,770	7,266	222,036	0	222,036
ORGANIZED UNIT TRAVEL	1,812	0	1,812	-105	1,707	0	1,707
NON-TEMPORARY STORAGE	698	0	698	6,679	7,377	0	7,377
TEMPORARY LODGING EXPENSE	60,824	0	60,824	-24,167	36,657	0	36,657
TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS	1,663,472	-83,000	1,580,472	0	1,580,472	55,653	1,636,125

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

	FY 2020 PRESIDENT'S BUDGET	CONGRES -SIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2020 REVISED
OTHER MILITARY PERSONNEL COSTS							
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	234	0	234	12	246	0	246
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	128	0	128	-51	77	0	77
DEATH GRATUITIES	42,600	0	42,600	-1,400	41,200	0	41,200
UNEMPLOYMENT COMPENSATION BENEFITS	68,731	-23,000	45,731	2,056	47,787	6,943	54,730
ADOPTION EXPENSES	496	0	496	93	589	0	589
AMORTIZATION OF EDUCATION BENEFITS	6,006	0	6,006	-13	5,993	0	5,993
PARTIAL DISLOCATION ALLOWANCE	74	0	74	34	108	0	108
MASS TRANSIT SUBSIDY	11,623	0	11,623	1,431	13,054	0	13,054
ROTC	105,698	0	105,698	-1,662	104,036	0	104,036
JROTC	29,746	500	30,246	-500	29,746	0	29,746
SGLI EXTRA HAZARD PAYMENTS	0	0	0	0	0	0	0
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	265,336	-22,500	242,836	0	242,836	6,943	249,779
TOTAL DIRECT OBLIGATIONS	43,347,472	-600,500	42,746,972	0	42,746,972	213,882	42,960,854

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
FY2020 Direct Program	13,426,594	25,688,638	90,273	1,869,445	1,636,125	249,779	42,960,854
Increases Pricing:							
Basic Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	57,935	106,868	479	0	0	0	165,282
Basic Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	168,198	310,255	1,392	0	0	0	479,845
Retired Pay Accrual increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	18,333	33,073	0	0	0	0	51,406
Retired Pay Accrual increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	53,228	96,019	0	0	0	0	149,247
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 34.9% effective 1 October 2020	297,998	552,577	0	0	0	0	850,575
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.7%, effective 1 January 2020	12,233	27,227	0	0	0	0	39,460
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.9%, effective 1 January 2021	39,327	87,731	0	0	0	0	127,058
Basic Allowance for Subsistence increase due to the annualization of the 0.9% subsistence inflation rate, effective 1 January 2020	651	0	0	3,833	0	0	4,484
Overseas Station Allowance - COLA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	1,530	3,114	0	0	0	0	4,644
Overseas Station Allowance - COLA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	4,592	9,343	0	0	0	0	13,935
CONUS COLA increase due to pay raise	101	169	0	0	0	0	270
Clothing increase due to rate changes	18	5,596	0	0	0	0	5,614
Separation Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	439	2,278	0	0	0	0	2,717
Separation Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	1,318	6,835	0	0	0	0	8,153
FICA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	4,510	8,175	36	0	0	0	12,721
FICA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	13,093	23,734	105	0	0	0	36,932
Basic Allowance for Subsistence increase due to the annualization of the 2.3% subsistence inflation rate, effective 1 January 2021	4,991	0	0	20,784	0	0	25,775
Subsistence in Messes increase due to dining facility cost inflation	0	0	0	13,764	0	0	13,764
Cadet Ration increase in subsistence in 2021	0	0	481	0	0	0	481
Operational Rations increase due to manufacturer price inflation	0	0	0	7,315	0	0	7,315
Accession moves increase due to cost inflation	0	0	0	0	3,054	0	3,054
Unitized Group Rations increase due to manufacturer price inflation	0	0	0	2,754	0	0	2,754
Other Rations increase due to annual eligibility cost	0	0	0	172	0	0	172
Training moves increase due to cost inflation	0	0	0	0	3,624	0	3,624
Operational moves increase due to cost inflation	0	0	0	0	9,806	0	9,806
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	0	0	0	0	0	7	7
Interest on Uniformed Services Savings Deposits increase due to rate change	0	0	0	0	0	2	2

PB-300 SCHEDULE OF INCREASES AND DECREASES - SUMMARY

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
Rotational moves increase due to cost inflation	0	0	0	0	14,688	0	14,688
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	0	0	0	0	0	12	12
Partial Dislocation Allowance increase due to annualization of pay raise inflation	0	0	0	0	0	3	3
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	0	0	0	0	0	1,336	1,336
Separation moves increase due to cost inflation	0	0	0	0	4,681	0	4,681
Unit moves increase due to cost inflation	0	0	0	0	40	0	40
JROTC increase due to inflation rate change in Cadet clothing and subsistence	0	0	0	0	0	663	663
Mass Transit Subsidy increase due to change in monthly benefit amount and inflation	0	0	0	0	0	264	264
Unemployment Benefits increase due to annualized basic pay inflation	0	0	0	0	0	818	818
Total Increases Pricing	678,495	1,272,994	2,493	48,622	35,893	3,105	2,041,602
Increases Program:							
Basic Allowance for Subsistence increase due to man-year growth	0	0	0	9,579	0	0	9,579
Basic Pay increase due to man-year growth	0	97,343	466	0	0	0	97,809
Accession travel increase due to change in move requirements	0	0	0	0	6,231	0	6,231
Subsistence in Messes increase due to number of personnel estimated to receive benefit	0	0	0	851	0	0	851
Training travel increase due to change in move requirements	0	0	0	0	3,120	0	3,120
Operational Rations increase due to number of personnel estimated to receive benefit	0	0	0	1,407	0	0	1,407
Retired Pay Accrual increase due to man-year growth	0	30,133	0	0	0	0	30,133
Operational travel increase due to change in move requirements	0	0	0	0	20,009	0	20,009
Unitized Group Rations increase due to number of personnel estimated to receive benefit	0	0	0	523	0	0	523
Other Rations increase due to number of personnel estimated to receive benefit	0	0	0	39	0	0	39
Rotational travel increase due to change in move requirements	0	0	0	0	11,582	0	11,582
Augmentation Rations increase due to number of personnel estimated to receive benefit	0	0	0	107	0	0	107
Incentive Pay increase due to changes in the number of Soldiers expected to receive pay	278	549	0	0	0	0	827
Subsistence increase due to man-year growth	0	0	185	0	0	0	185
Separation travel increase due to change in move requirements	0	0	0	0	12,980	0	12,980
FICA increase due to man-year growth	0	7,447	36	0	0	0	7,483
Unit travel increase due to change in move requirements	0	0	0	0	7	0	7
Special Pay increase due to changes in the number of Soldiers expected to receive pay	12,230	769	0	0	0	0	12,999
Continuation Pay increase due to changes in the number of Soldiers expected to receive allowance	1,881	1,756	0	0	0	0	3,637

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
Special Duty Assignment Pay increase due to changes in the number of Soldiers expected to receive pay	0	742	0	0	0	0	742
Basic Allowance for Housing increase due to man-year growth	0	28,748	0	0	0	0	28,748
Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	0	779	0	0	0	0	779
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	26,695	7,286	0	0	0	0	33,981
Clothing increase due to changes in the number of Soldiers expected to receive allowance	0	6,401	0	0	0	0	6,401
Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	0	303	0	0	0	0	303
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	0	4,533	0	0	0	0	4,533
CONUS COLA increase due to changes in the number of Soldiers expected to receive allowance	0	43	0	0	0	0	43
ROTC program increase due to increase in participants	0	0	0	0	0	2,199	2,199
Death Gratuity increase due to change in non-combat deaths	0	0	0	0	0	200	200
Adoption expense increase due to change in non-combat deaths	0	0	0	0	0	2	2
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	0	0	0	0	0	71	71
Partial Dislocation Allowance increase due to anticipated number of Soldiers receiving benefit	0	0	0	0	0	1	1
Total Increases Program	41,084	186,832	687	12,506	53,929	2,473	297,511
Total Increases	719,579	1,459,826	3,180	61,128	89,822	5,578	2,339,113
Decreases Pricing:							
Basic Allowance for Housing decrease due to foreign currency fluctuation	(7,812)	(7,501)	0	0	0	0	(15,313)
Education Benefit decrease due to revised amortization payment amounts	0	0	0	0	0	(5,957)	(5,957)
Overseas Station Allowance - COLA decrease due to foreign currency fluctuation	(10,545)	(22,439)	0	0	0	0	(32,984)
Total Decreases Pricing	(18,357)	(29,940)	0	0	0	(5,957)	(54,254)
Decreases Program:							
Basic Pay decrease due to man-year reduction	(956)	0	0	0	0	0	(956)
Decrease in direct resources due to an increase in reimbursable requirements	(4,408)	(1,515)	0	(1,593)	0	0	(7,516)
Basic Pay decrease due to shifts in grade structure	(126)	(42,852)	0	0	0	0	(42,978)
Retired Pay Accrual decrease due to man-year reduction	(295)	0	0	0	0	0	(295)
Retired Pay Accrual decrease due to shifts in grade structure	(39)	(13,265)	0	0	0	0	(13,304)
Basic Allowance for Housing decrease due to man-year reduction	(280)	0	0	0	0	0	(280)
Basic Allowance for Housing decrease due to shifts in grade structure	(35)	(14,754)	0	0	0	0	(14,789)
Basic Allowance for Subsistence decrease due to man-year reduction	(37)	0	0	0	0	0	(37)
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(213)	0	0	0	0	0	(213)

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
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(107)	0	0	0	0	0	(107)
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(3)	0	0	0	0	0	(3)
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(673)	0	0	0	0	(673)
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(494)	0	0	0	0	0	(494)
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(45,260)	0	0	0	0	(45,260)
FICA decrease due to man-year reduction	(64)	0	0	0	0	0	(64)
FICA decrease due to shifts in grade structure	(9)	(3,278)	0	0	0	0	(3,287)
Unemployment Benefits decrease due to fewer projected number of active duty separations	0	0	0	0	0	(27,644)	(27,644)
Total Decreases Program	(7,066)	(121,597)	0	(1,593)	0	(27,644)	(157,900)
Total Decreases	(25,423)	(151,537)	0	(1,593)	0	(33,601)	(212,154)
FY2021 Direct Program	14,120,750	26,996,927	93,453	1,928,980	1,725,947	221,756	45,087,813

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)**

FY2020 Direct Program		13,426,594
Increases Pricing:		
Basic Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	57,935	
Basic Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	168,198	
Retired Pay Accrual increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	18,333	
Retired Pay Accrual increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	53,228	
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 34.9% effective 1 October 2020	297,998	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.7%, effective 1 January 2020	12,233	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.9%, effective 1 January 2021	39,327	
Basic Allowance for Subsistence increase due to the annualization of the 0.9% subsistence inflation rate, effective 1 January 2020	651	
Basic Allowance for Subsistence increase due to the annualization of the 2.3% subsistence inflation rate, effective 1 January 2021	4,991	
Overseas Station Allowance - COLA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	1,530	
Overseas Station Allowance - COLA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	4,592	
Clothing increase due to rate changes	18	
Separation Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	439	
Separation Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	1,318	
CONUS COLA increase due to pay raise	101	
FICA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	4,510	
FICA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	13,093	
Total Increases Pricing		678,495
Increases Program:		
Incentive Pay increase due to changes in the number of Soldiers expected to receive pay	278	
Special Pay increase due to changes in the number of Soldiers expected to receive pay	12,230	
Continuation Pay increase due to changes in the number of Soldiers expected to receive allowance	1,881	
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	26,695	
Total Increases Program		41,084
Total Increases		719,579
Decreases Pricing:		
Basic Allowance for Housing decrease due to foreign currency fluctuation	(7,812)	
Overseas Station Allowance - COLA decrease due to foreign currency fluctuation	(10,545)	
Total Decreases Pricing		(18,357)
Decreases Program:		

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)**

Basic Pay decrease due to man-year reduction	(956)	
Basic Pay decrease due to shifts in grade structure	(126)	
Retired Pay Accrual decrease due to man-year reduction	(295)	
Retired Pay Accrual decrease due to shifts in grade structure	(39)	
Basic Allowance for Housing decrease due to man-year reduction	(280)	
Basic Allowance for Housing decrease due to shifts in grade structure	(35)	
Basic Allowance for Subsistence decrease due to man-year reduction	(37)	
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(213)	
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(107)	
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(3)	
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(494)	
FICA decrease due to man-year reduction	(64)	
FICA decrease due to shifts in grade structure	(9)	
Decrease in direct resources due to an increase in reimbursable requirements	(4,408)	
Total Decreases Program		(7,066)
Total Decreases		(25,423)
FY2021 Direct Program		14,120,750

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

ESTIMATE FY 2021	\$7,718,303
ESTIMATE FY 2020	\$7,493,252
ACTUAL FY 2019	\$7,713,448

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 2021 rates were built by applying inflation assumptions to FY 2019 average basic pay rates. The basic pay rates reflect a 3.1% pay raise, effective 1 January 2020 and a 3.0% pay raise, effective 1 January 2021.

There is a +\$225.1 million increase in the Officer basic pay requirement between FY 2020 and FY 2021. The change is due to:

- (1) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$58.0 million
- (2) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$168.2 million
- (3) Program decrease due to reduction in Officer man-years: -\$1.0 million
- (4) Program decrease due to shifts in Officer grade structure: -\$0.1 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC PAY - OFFICER									
OFFICER- ACTIVE DUTY									
GENERAL	14	\$191,625	2,683	13	\$196,771	2,558	13	\$199,748	2,597
LIEUTENANT GENERAL	45	\$191,625	8,623	45	\$196,771	8,855	46	\$199,748	9,188
MAJOR GENERAL	140	\$189,136	26,479	126	\$196,770	24,793	130	\$199,746	25,967
BRIGADIER GENERAL	168	\$160,857	27,024	143	\$165,133	23,614	150	\$170,133	25,520
COLONEL	4,403	\$138,780	611,047	4,105	\$142,702	585,793	3,986	\$147,020	586,023
LIEUTENANT COLONEL	9,564	\$111,364	1,065,090	8,980	\$114,418	1,027,477	9,140	\$117,879	1,077,417
MAJOR	16,881	\$93,359	1,575,990	15,891	\$95,846	1,523,091	16,217	\$98,745	1,601,354
CAPTAIN	30,065	\$73,746	2,217,177	28,605	\$75,728	2,166,205	27,881	\$78,021	2,175,293
1ST LIEUTENANT	13,686	\$54,350	743,829	12,867	\$55,675	716,376	13,103	\$57,360	751,588
2ND LIEUTENANT	8,779	\$40,569	356,151	8,745	\$41,734	364,962	8,753	\$42,996	376,346
SUBTOTAL OFFICER- ACTIVE DUTY	83,745		6,634,093	79,520		6,443,724	79,419		6,631,293
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	635	\$108,880	69,139	587	\$112,005	65,747	569	\$115,394	65,659
WARRANT OFFICER (W-4)	2,143	\$89,890	192,634	1,978	\$92,418	182,802	2,071	\$95,213	197,187
WARRANT OFFICER (W-3)	4,283	\$75,322	322,606	3,860	\$77,364	298,624	3,680	\$79,707	293,320
WARRANT OFFICER (W-2)	5,703	\$62,186	354,646	5,450	\$63,896	348,234	5,721	\$65,828	376,603
WARRANT OFFICER (W-1)	2,524	\$55,598	140,330	2,692	\$57,251	154,121	2,615	\$58,983	154,241
SUBTOTAL OFFICER- WARRANT ACTIVE	15,288		1,079,355	14,567		1,049,528	14,656		1,087,010
TOTAL BASIC PAY - OFFICER	99,033		7,713,448	94,087		7,493,252	94,075		7,718,303

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

ESTIMATE FY 2021	\$2,686,055
ESTIMATE FY 2020	\$2,316,831
ACTUAL FY 2019	\$2,322,474

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 2020 are 31.0% (Active Component (AC) full-time) and 24.4% (Reserve Component (RC) part-time). The rates for FY 2021 are 34.9% for (Active Component full-time) and 27.0% (Reserve Component part-time).

There is a +\$369.2 million increase in the RPA requirement between FY 2020 and FY 2021. The change is due to:

- (1) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$18.3 million
- (2) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$53.2 million
- (3) Price increase due to the FY 2020 to FY 2021 RPA NCP rate change from 31.0% to 34.9% for AC (full-time) and 24.4% to 27.0% for RC (part-time): +\$298.0 million
- (4) Program decrease due to reduction in Officer man-years and shifts in grade structure: -\$0.3 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
RETIRED PAY ACCRUAL- OFFICER									
OFFICER RETIRED PAY ACCRUAL	91,834	\$23,661	2,172,855	93,024	\$24,664	2,294,360	92,992	\$28,604	2,659,970
OFFICER RETIRED PAY ACCRUAL-RC ONLY	7,199	\$20,783	149,619	1,063	\$21,139	22,471	1,083	\$24,086	26,085
TOTAL RETIRED PAY ACCRUAL- OFFICER	99,033		2,322,474	94,087		2,316,831	94,075		2,686,055

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

ESTIMATE FY 2021	\$97,203
ESTIMATE FY 2020	\$70,508
ACTUAL FY 2019	\$58,214

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 began 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 +\$26.7 million increase in the Officer TSP Matching requirement between FY 2020 and FY 2021 due to an increase in the projected number of participants as more Soldiers become eligible to participate in the blended retirement system (BRS) program.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT
OFF TSP MATCHING	58,214	70,508	97,203

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

ESTIMATE FY 2021	\$92,859
ESTIMATE FY 2020	\$92,581
ACTUAL FY 2019	\$84,151

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) - for Hazardous Duty - 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)). Payments are authorized up to \$250 per month.

Aviation Bonus (AvB) - 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 \$35,000 annually. (37 U.S.C 334(b))

Aviation Incentive Pay (AvIP) - 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))

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a +\$0.3 million increase in the program requirement between FY 2020 and FY 2021 due to an increase in Aviation Incentive Pay to incentivize our Army's experienced aviators to remain on active duty, increasing the Army's competition edge with commercial airlines.

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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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>
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	1,637	\$2,269	3,715	1,619	\$2,269	3,673	1,491	\$2,269	3,384
NONCREW MEMBER	74	\$1,800	133	78	\$1,800	141	81	\$1,800	146
AVIATION BONUS (AvB)	536	\$35,000	18,749	605	\$35,000	21,168	631	\$35,000	22,074
AVIATION INCENTIVE PAY (AvIP)									
COMMISSIONED OFFICER CREW 125	478	\$1,500	717	537	\$1,500	805	539	\$1,500	809
COMMISSIONED OFFICER CREW 156	239	\$1,874	448	271	\$1,874	507	273	\$1,874	511
COMMISSIONED OFFICER CREW 188	227	\$2,256	513	257	\$2,256	580	231	\$2,256	521
COMMISSIONED OFFICER CREW 206	461	\$2,473	1,140	522	\$2,473	1,290	527	\$2,473	1,303
COMMISSIONED OFFICER CREW 250	7	\$3,000	22	8	\$3,000	25	10	\$3,000	30
COMMISSIONED OFFICER CREW 385	44	\$4,620	204	50	\$4,620	231	52	\$4,620	238
COMMISSIONED OFFICER CREW 495	51	\$5,940	305	58	\$5,940	345	59	\$5,940	352
COMMISSIONED OFFICER CREW 585	40	\$7,020	283	46	\$7,020	320	55	\$7,020	388
COMMISSIONED OFFICER CREW 650	1,204	\$7,800	9,395	1,337	\$7,800	10,429	1,331	\$7,800	10,380
COMMISSIONED OFFICER CREW 840	768	\$10,080	7,743	869	\$10,080	8,761	817	\$10,080	8,238
WARRANT OFFICER CREW 125	621	\$1,500	931	669	\$1,500	1,004	586	\$1,500	879
WARRANT OFFICER CREW 156	265	\$1,872	497	301	\$1,872	563	304	\$1,872	570
WARRANT OFFICER CREW 188	212	\$2,256	479	241	\$2,256	543	257	\$2,256	579
WARRANT OFFICER CREW 206	525	\$2,472	1,298	594	\$2,472	1,469	596	\$2,472	1,473
WARRANT OFFICER CREW 650	1,706	\$7,800	13,308	1,905	\$7,800	14,859	1,906	\$7,800	14,867
WARRANT OFFICER CREW 840	1,044	\$10,080	10,525	1,181	\$10,080	11,909	1,182	\$10,080	11,919
SUBTOTAL CREW (RATED)	7,892		47,808	8,846		53,640	8,725		53,057
SUBTOTAL FLYING DUTY - OFFICER	10,139		70,405	11,148		78,622	10,928		78,661
PARACHUTE JUMPING - OFFICER									
PARACHUTE JUMPING (REGULAR)	6,073	\$1,800	10,931	6,168	\$1,800	11,102	6,231	\$1,800	11,215
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	358	\$2,700	966	363	\$2,700	981	367	\$2,700	992
SUBTOTAL PARACHUTE JUMPING - OFFICER	6,431		11,897	6,531		12,083	6,598		12,207
INSIDE OBSERVER OR TEST SUBJECT DUTY	22	\$1,800	40	22	\$1,800	39	23	\$1,801	42
DEMOLITION DUTY	991	\$1,800	1,784	1,007	\$1,800	1,812	1,069	\$1,800	1,924
CHEMICAL MUNITIONS PAY	14	\$1,800	25	14	\$1,800	25	14	\$1,800	25
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	17,597		84,151	18,722		92,581	18,632		92,859

PB-30X INCENTIVE PAY FOR HAZARDOUS DUTY

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

**ESTIMATE FY 2021 22,074
ESTIMATE FY 2020 21,168
ACTUAL FY 2019 18,749**

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 (AvB) 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.

- 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.

Aircraft Personnel Manning Levels

<u>Aircraft Type category:</u>	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Prop	89%	85%	90%
Rotary Wing	74%	76%	76%

- 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

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INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER
(IN THOUSANDS OF DOLLARS)**

- 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.

**Aviation Bonus Funding Request
(\$ in Thousands)**

	FY 2019			FY 2020			FY 2021		
	Average Number	Rate*	Amount	Average Number	Rate*	Amount	Average Number	Rate*	Amount
<u>Aircraft Type category:</u>									
Prop	69	35,000	2,415	90	35,000	3,150	99	35,000	3,468
Rotary Wing	467	35,000	16,334	515	35,000	18,018	532	35,000	18,606
Total	536		18,749	605		21,168	631		22,074

*IAW §616(b)(2)(B)(iii) of FY 2017, PB 114-328, and Title 37, §334(c)(2)(iii) indicate if amount requested for each aircraft is the maximum amount (\$35K) of the aviation bonus authorized

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SPECIAL PAY - OFFICER

ESTIMATE FY 2021	\$369,186
ESTIMATE FY 2020	\$355,074
ACTUAL FY 2019	\$371,669

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, 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 twenty-six to four pay categories. Health professions special pays transitioned to the new structure in phases with full implementation completed in 2018.

Medical Special Pay

(1) Critical Wartime Skills Accession Bonus (CWSAB) – Equal annual payments for designated critical short wartime specialties with a written agreement to accept a commission and remain on active duty for a minimum of one year. Bonus will not exceed \$100,000 per year with a multi-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 specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$100,000 per year. (37 U.S.C. 335(b))

(3) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$75,000 per year. (37 U.S.C. 335(a)(3))

(4) Board Certification Pay (BCP) - Payable to designated specialties who become certified or recertified, as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

Dental Special Pay

(5) Accession Bonus (AB) – Lump sum or equal annual payments to general dentists with a written agreement to accept a commission and remain on active duty for a minimum of one year. Payment will not exceed \$30,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(1))

(6) Critical Wartime Skills Accession Bonus (CWSAB) – Equal annual payments for designated critical short wartime specialties with a written agreement to accept a commission and remain on active duty for a minimum of one year. Bonus will not exceed \$100,000 per year with a multi-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 specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$100,000 per year. (37 U.S.C. 335(b))

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(8) Retention Bonus (RB) - Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$75,000 per year. (37 U.S.C. 335(a)(3))

(9) Board Certification Pay (BCP) - Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

Nurse Special Pay

(10) Accession Bonus (AB) - Lump sum or equal annual payments to licensed registered nurses in designated specialties who execute a written agreement to accept a commission and remain on active duty for a minimum of one year. Payment will not exceed \$30,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(1))

(11) Critically Short Wartime Specialty Accession Bonus (CSWSAB) - Equal annual payments for designated critical short wartime specialties with a written agreement to accept a commission and remain on active duty for a minimum of one year. Bonus will not exceed \$100,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(2))

(12) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$75,000 per year. (37 U.S.C. 335(a)(3))

(13) Board Certification Pay (BCP) – Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

(14) Incentive Pay (IP) - Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$15,000 per year. (37 U.S.C.335(b))16

Optometrists Special Pay

(15) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$75,000 per year. (37 U.S.C. 335(a)(3))

(16) Incentive Pay (IP) – Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$15,000 per year. (37 U.S.C. 335(b))

(17) Board Certification Pay (BCP) – Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

Veterinarians Special Pay

(18) Accession Bonus (AB) – Lump sum or equal annual payments to licensed registered nurses in designated specialties who execute a written agreement to accept a commission and remain on active duty for a minimum of one year. Payment will not exceed \$30,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(1))

(19) 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 specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$15,000 per year. (37 U.S.C. 335(b))

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(20) Retention Bonus (RB) – Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$75,000 per year. (37 U.S.C. 335(a)(3))

(21) Board Certification Pay (BCP) – Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

Psychologist Special Pay

(22) Accession Bonus (AB) – Lump sum or equal annual payments to licensed registered nurses in designated specialties who execute a written agreement to accept a commission and remain on active duty for a minimum of one year. Payment will not exceed \$30,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(1))

(23) Critically Short Wartime Specialty Accession Bonus (CSWSAB) - Equal annual payments for designated critical short wartime specialties with a written agreement to accept a commission and remain on active duty for a minimum of one year. Bonus will not exceed \$100,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(2))

(24) Incentive Pay (IP) - Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$15,000 per year. (37 U.S.C. 335(b))

(25) Retention Bonus (RB) - Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$75,000 per year. (37 U.S.C. 335(a)(3))

(26) Board Certification Pay (BCP) - Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

Pharmacy Special Pay

(27) Accession Bonus (AB) - Lump sum or equal annual payments to licensed registered nurses in designated specialties who execute a written agreement to accept a commission and remain on active duty for a minimum of one year. Payment will not exceed \$30,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(1))

(28) Retention Bonus (RB) - Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$75,000 per year. (37 U.S.C. 335(a)(3))

(29) Board Certification Pay (BCP) - Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

Physician Assistant Special Pay

(30) Accession Bonus (AB) - Lump sum or equal annual payments to licensed registered nurses in designated specialties who execute a written agreement to accept a commission and remain on active duty for a minimum of one year. Payment will not exceed \$30,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(1))

(31) Incentive Pay (IP) - Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$15,000 per year. (37 U.S.C. 335(b))

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(32) Retention Bonus (RB) - Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$75,000 per year. (37 U.S.C. 335(a)(3))

(33) Board Certification Pay (BCP) - Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

Social Work Special Pay

(34) Accession Bonus (AB) - Lump sum or equal annual payments to licensed registered nurses in designated specialties who execute a written agreement to accept a commission and remain on active duty for a minimum of one year. Payment will not exceed \$30,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(1))

(35) Retention Bonus (RB) - Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$75,000 per year. (37 U.S.C. 335(a)(3))

(36) Board Certification Pay (BCP) - Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

Other Health Professions Officer Specialties (not designated above)

(37) Accession Bonus (AB) - Lump sum or equal annual payments to designated specialties who execute a written agreement to accept a commission and remain on active duty for a minimum of one year. Payment will not exceed \$30,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(1))

(38) Board Certification Pay (BCP) - Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$6,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

(39) 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).

(40) 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).

(41) 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))

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

(42) 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)).

(43) 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.

(44) 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).

(45) 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).

(46) 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.

-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 Officers in designated skill areas such as Explosive Ordnance Disposal (EOD) and Special Operation Forces (SOF). It also includes payment to Officers 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

(47) 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

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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 +\$14.1 million increase in the program requirement from FY 2020 to FY 2021. This change is due to:

- (1) Program increase due to in the continuation pay requirement as more Soldiers become eligible to participate in BRS: +\$1.9 million
- (2) Program change primarily driven by an increase in the number of soldiers projected to receive Medical, Nurses, and Psychologists special pays as the Army focuses efforts to recruit and retain quality healthcare professionals, increasing the Army's competition edge with the civilian sector: +\$12.2 million

Detailed cost computations are provided by the following table:

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	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	59	\$69,000	4,046	59	\$69,000	4,053	64	\$69,000	4,438
INCENTIVE PAY (IP)	3,303	\$47,788	157,848	3,309	\$47,788	158,108	3,302	\$47,788	157,811
RETENTION BONUS (RB)	1,152	\$31,672	36,479	1,149	\$31,672	36,396	1,187	\$31,672	37,580
BOARD CERTIFICATION PAY (BCP)	2,476	\$6,000	14,856	2,480	\$6,000	14,880	2,377	\$6,000	14,262
SUBTOTAL MEDICAL PAY	6,990		213,229	6,997		213,437	6,930		214,091
DENTAL PAY									
ACCESSION BONUS (AB)	16	\$37,500	600	16	\$37,500	601	0	\$37,500	0
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	7	\$75,000	525	7	\$75,000	526	19	\$75,000	1,412
INCENTIVE PAY (IP)	916	\$26,284	24,072	917	\$26,284	24,112	981	\$26,284	25,772
BOARD CERTIFICATION PAY (BCP)	300	\$6,000	1,800	301	\$6,000	1,803	305	\$6,000	1,827
RETENTION BONUS (RB)	516	\$33,160	17,124	517	\$33,160	17,152	458	\$33,160	15,182
SUBTOTAL DENTAL PAY	1,755		44,121	1,758		44,194	1,763		44,193
NURSE PAY									
ACCESSION BONUS (AB)	24	\$30,000	711	24	\$30,000	712	26	\$30,000	770
NURSE INCENTIVE SPECIAL PAY	142	\$20,000	2,842	142	\$20,000	2,847	299	\$20,000	5,979
RETENTION BONUS (RB)	434	\$19,792	8,596	435	\$19,792	8,610	540	\$19,792	10,684
BOARD CERTIFICATION PAY (BCP)	939	\$6,000	5,631	940	\$6,000	5,640	498	\$6,000	2,990
INCENTIVE PAY (IP)	0	\$250,000	0	0	\$250,000	0	5	\$250,000	1,284
SUBTOTAL NURSE PAY	1,539		17,780	1,541		17,809	1,368		21,707
OPTOMETRISTS PAY									
INCENTIVE PAY (IP)	119	\$1,200	143	119	\$1,200	143	120	\$1,200	144
BOARD CERTIFICATION PAY (BCP)	54	\$6,000	324	54	\$6,000	325	55	\$6,000	327
RETENTION BONUS (RB)	102	\$8,840	900	102	\$8,840	901	109	\$8,840	965
SUBTOTAL OPTOMETRISTS PAY	275		1,367	275		1,369	284		1,436
VETERINARIANS PAY									
ACCESSION BONUS (AB)	21	\$5,000	103	21	\$5,000	103	82	\$5,000	411
INCENTIVE PAY (IP)	527	\$4,751	2,505	528	\$4,751	2,509	495	\$4,751	2,352
RETENTION BONUS (RB)	313	\$4,252	1,332	314	\$4,252	1,334	466	\$4,252	1,980
BOARD CERTIFICATION PAY (BCP)	192	\$6,000	1,152	192	\$6,000	1,154	197	\$6,000	1,184
SUBTOTAL VETERINARIANS PAY	1,053		5,092	1,055		5,100	1,240		5,927

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(IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
PSYCHOLOGIST									
ACCESSION BONUS (AB)	4	\$15,000	60	4	\$15,000	60	25	\$15,000	369
INCENTIVE PAY (IP)	216	\$5,000	1,080	216	\$5,000	1,082	222	\$5,000	1,110
RETENTION BONUS (RB)	137	\$16,991	2,320	137	\$16,991	2,324	262	\$16,991	4,449
BOARD CERTIFICATION PAY (BCP)	22	\$6,000	132	22	\$6,000	132	23	\$6,000	136
SUBTOTAL PSYCHOLOGIST	379		3,592	379		3,598	532		6,064
PHARMACY PAY									
ACCESSION BONUS (AB)	9	\$30,000	264	9	\$30,000	264	11	\$30,000	339
RETENTION BONUS (RB)	128	\$15,000	1,920	128	\$15,000	1,923	131	\$15,000	1,972
BOARD CERTIFICATION PAY (BCP)	47	\$6,000	282	50	\$6,000	300	52	\$6,000	309
SUBTOTAL PHARMACY PAY	184		2,466	187		2,487	194		2,620
PHYSICIAN ASSISTANT									
ACCESSION BONUS (AB)	16	\$15,000	240	16	\$15,000	240	21	\$15,000	308
INCENTIVE PAY (IP)	749	\$5,000	3,744	750	\$5,000	3,750	762	\$5,000	3,812
RETENTION BONUS (RB)	633	\$17,000	10,764	634	\$17,000	10,782	663	\$17,000	11,279
BOARD CERTIFICATION PAY (BCP)	766	\$6,000	4,596	767	\$6,000	4,604	786	\$6,000	4,715
SUBTOTAL PHYSICIAN ASSISTANT	2,164		19,344	2,167		19,376	2,232		20,114
SOCIAL WORK									
ACCESSION BONUS (AB)	4	\$7,500	30	4	\$7,500	30	4	\$7,500	31
RETENTION BONUS (RB)	86	\$8,245	712	86	\$8,245	713	269	\$8,245	2,219
BOARD CERTIFICATION PAY (BCP)	100	\$6,000	600	100	\$6,000	601	103	\$6,000	618
SUBTOTAL SOCIAL WORK	190		1,342	190		1,344	376		2,868
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER									
CHIEF OF STAFF	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
GENERAL	13	\$2,200	29	11	\$2,200	25	12	\$2,200	26
LIEUTENANT GENERAL	44	\$500	22	46	\$500	23	46	\$500	23
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	58		55	58		52	59		53

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SPECIAL PAY - OFFICER									
DIVING DUTY PAY	117	\$2,566	300	120	\$2,566	307	120	\$2,566	307
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	22	\$6,000	134	44	\$6,000	264	300	\$6,000	1,801
HOSTILE FIRE PAY	5,307	\$2,700	14,328	1,128	\$2,700	3,046	1,133	\$2,700	3,058
SEA DUTY PAY	66	\$4,663	306	79	\$4,663	367	79	\$4,663	367
HARDSHIP DUTY PAY	10,619	\$1,500	15,928	2,591	\$1,500	3,887	2,599	\$1,500	3,899
FOREIGN LANGUAGE PROFICIENCY PAY	4,592	\$2,772	12,728	4,246	\$2,772	11,769	4,352	\$2,772	12,063
JUDGE ADVOCATE CONTINUATION PAY	352	\$15,486	5,446	420	\$15,486	6,504	420	\$15,486	6,502
ASSIGNMENT INCENTIVE PAY									
OTHER ASSIGNMENT INCENTIVE PAY	1,536	\$8,308	12,761	2,009	\$8,308	16,687	2,017	\$8,308	16,759
SUBTOTAL ASSIGNMENT INCENTIVE PAY	1,536		12,761	2,009		16,687	2,017		16,759
OTHER SPECIAL PAY									
CYBER OFFICER LOAN REPAYMENT PROGRAM	15	\$21,667	325	15	\$21,667	325	15	\$21,667	324
SUBTOTAL OTHER SPECIAL PAY	15		325	15		325	15		324
OFFICER CONTINUATION PAY			1,025			3,152			5,033
TOTAL SPECIAL PAY - OFFICER	37,213		371,669	25,259		355,074	26,013		369,186

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

ESTIMATE FY 2021	\$6,100
ESTIMATE FY 2020	\$6,100
ACTUAL FY 2019	\$2,730

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)(1) (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 Officer Bonus - Other Than Medical requirement from FY 2020 to FY 2021. However, beginning in FY 2020 the Army expanded its Officer CSRB program by offering bonuses to four additional MOS's to address critical skill shortages. These MOS's include (1) Air and Missile Defense (AMD) System Support Technician (140L), (2) Air and Missile Defense (AMD) Systems Tactician (140K), (3) Cyber Operation (170 series), and (4) CID Special Agent (311A). The expansion of the Officer CSRB program is driving a +\$3.4 million increase from FY 2019 to FY 2020.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BONUS - OTHER THAN MEDICAL									
WARRANT OFFICER CSRB	146	\$18,696	2,730	326	\$18,696	6,100	326	\$18,696	6,100
TOTAL OFFICER BONUS - OTHER THAN MEDICAL	146		2,730	326		6,100	326		6,100

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

ESTIMATE FY 2021	\$2,236,517
ESTIMATE FY 2020	\$2,193,083
ACTUAL FY 2019	\$2,275,831

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 2021 rates were built by applying inflation assumptions to the FY 2019 average BAH rates. The BAH rates reflect a 2.7% housing rate increase, effective 1 January 2020 and 2.9% increase, effective 1 January 2021.

There is a +\$43.4 million increase in the program requirement between FY 2020 and FY 2021. This change is due to:

- (1) Price increase due to the annualization of the housing cost growth of 2.7%, effective 1 January 2020: +\$12.2 million
- (2) Price increase due to the annualization of the housing cost growth of 2.9%, effective 1 January 2021: +\$39.3 million
- (3) Price decrease due to projected changes in foreign currency exchange rates: -\$7.8 million
- (4) Program decrease due to reduction in Officer man-years and grade structure: -\$0.3 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	9	\$32,046	277	8	\$32,887	264	8	\$33,824	270
LIEUTENANT GENERAL	25	\$33,063	829	25	\$33,931	848	25	\$34,898	886
MAJOR GENERAL	102	\$31,260	3,198	100	\$32,081	3,216	103	\$32,995	3,408
BRIGADIER GENERAL	112	\$32,796	3,668	109	\$33,656	3,667	114	\$34,616	3,930
COLONEL	3,896	\$32,637	127,138	3,508	\$33,494	117,491	3,390	\$34,449	116,784
LIEUTENANT COLONEL	7,955	\$31,778	252,783	7,008	\$32,612	228,543	7,098	\$33,541	238,063
MAJOR	13,340	\$27,540	367,372	12,001	\$28,263	339,190	12,221	\$29,069	355,249
CAPTAIN	18,306	\$23,715	434,120	17,446	\$24,338	424,604	16,921	\$25,031	423,558
1ST LIEUTENANT	4,298	\$20,233	86,968	4,253	\$20,764	88,312	4,310	\$21,356	92,038
2ND LIEUTENANT	1,812	\$19,079	34,565	1,826	\$19,580	35,760	1,819	\$20,138	36,634
SUBTOTAL OFFICER- ACTIVE DUTY	49,855		1,310,918	46,284		1,241,895	46,009		1,270,820
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	551	\$31,793	17,519	447	\$32,627	14,596	431	\$33,557	14,455
WARRANT OFFICER (W-4)	1,784	\$27,527	49,099	1,496	\$28,250	42,248	1,558	\$29,055	45,275
WARRANT OFFICER (W-3)	3,440	\$26,077	89,710	2,944	\$26,762	78,790	2,795	\$27,525	76,928
WARRANT OFFICER (W-2)	4,385	\$21,910	96,082	4,251	\$22,485	95,588	4,441	\$23,126	102,708
WARRANT OFFICER (W-1)	1,905	\$18,879	35,960	2,079	\$19,374	40,282	2,010	\$19,926	40,045
SUBTOTAL OFFICER- WARRANT ACTIVE	12,065		288,370	11,217		271,504	11,235		279,411
SUBTOTAL WITH DEPENDENTS - DOMESTIC	61,920		1,599,288	57,501		1,513,399	57,244		1,550,231

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITHOUT DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	1	\$18,477	19	1	\$18,962	18	1	\$19,502	19
LIEUTENANT GENERAL	3	\$26,362	78	3	\$27,054	80	3	\$27,825	83
MAJOR GENERAL	1	\$35,244	36	1	\$36,169	36	1	\$37,200	39
BRIGADIER GENERAL	6	\$30,421	173	5	\$31,220	167	6	\$32,109	179
COLONEL	289	\$28,684	8,278	265	\$29,437	7,812	256	\$30,276	7,764
LIEUTENANT COLONEL	918	\$26,361	24,212	832	\$27,053	22,520	843	\$27,824	23,458
MAJOR	2,336	\$24,138	56,376	2,168	\$24,772	53,702	2,202	\$25,478	56,091
CAPTAIN	9,102	\$20,059	182,583	8,912	\$20,585	183,464	8,642	\$21,172	182,962
1ST LIEUTENANT	7,633	\$17,576	134,155	7,682	\$18,037	138,560	7,784	\$18,552	144,404
2ND LIEUTENANT	5,188	\$15,186	78,779	5,263	\$15,585	82,019	5,242	\$16,029	84,022
SUBTOTAL OFFICER- ACTIVE DUTY	25,477		484,689	25,132		488,378	24,980		499,021
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	59	\$22,395	1,313	48	\$22,983	1,095	46	\$23,638	1,087
WARRANT OFFICER (W-4)	213	\$22,155	4,723	170	\$22,737	3,862	177	\$23,385	4,138
WARRANT OFFICER (W-3)	382	\$20,886	7,987	316	\$21,435	6,768	300	\$22,046	6,612
WARRANT OFFICER (W-2)	684	\$19,148	13,105	667	\$19,651	13,115	697	\$20,211	14,092
WARRANT OFFICER (W-1)	455	\$14,768	6,719	497	\$15,155	7,531	480	\$15,587	7,486
SUBTOTAL OFFICER- WARRANT ACTIVE	1,793		33,847	1,698		32,371	1,700		33,415
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	27,270		518,536	26,830		520,749	26,680		532,436

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
COLONEL	2	\$475	1	2	\$488	1	2	\$502	1
LIEUTENANT COLONEL	14	\$347	5	14	\$356	5	16	\$366	6
MAJOR	34	\$320	11	36	\$329	12	36	\$338	12
CAPTAIN	119	\$270	32	119	\$278	33	116	\$285	33
1ST LIEUTENANT	99	\$203	20	101	\$208	21	103	\$214	22
2ND LIEUTENANT	616	\$159	98	626	\$163	102	629	\$167	105
SUBTOTAL OFFICER- ACTIVE DUTY	884		167	898		174	902		179
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	3	\$302	1	3	\$310	1	3	\$319	1
WARRANT OFFICER (W-4)	3	\$303	1	3	\$310	1	3	\$319	1
WARRANT OFFICER (W-3)	4	\$248	1	4	\$255	1	4	\$262	1
WARRANT OFFICER (W-2)	21	\$191	4	20	\$196	4	20	\$201	4
WARRANT OFFICER (W-1)	12	\$163	2	12	\$168	2	12	\$172	2
SUBTOTAL OFFICER- WARRANT ACTIVE	43		9	42		9	42		9
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	927		176	940		183	944		188
BAH DIFFERENTIAL	31	\$2,837	89	32	\$2,911	92	31	\$2,994	94

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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	1	\$12,365	11	1	\$12,706	11	1	\$12,337	12
COLONEL	175	\$39,911	6,973	161	\$41,009	6,614	156	\$39,819	6,206
LIEUTENANT COLONEL	480	\$37,049	17,772	459	\$38,069	17,458	465	\$36,964	17,170
MAJOR	766	\$34,028	26,051	739	\$34,964	25,824	750	\$33,950	25,464
CAPTAIN	772	\$30,730	23,738	757	\$31,575	23,913	734	\$30,659	22,514
1ST LIEUTENANT	159	\$29,754	4,722	157	\$30,572	4,804	159	\$29,685	4,727
2ND LIEUTENANT	34	\$36,942	1,274	35	\$37,959	1,329	35	\$36,857	1,285
SUBTOTAL OFFICER- ACTIVE DUTY	2,387		80,541	2,309		79,953	2,300		77,378
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	13	\$34,237	442	12	\$35,179	412	11	\$34,159	386
WARRANT OFFICER (W-4)	76	\$32,236	2,450	71	\$33,123	2,353	74	\$32,162	2,381
WARRANT OFFICER (W-3)	173	\$32,530	5,619	160	\$33,426	5,345	152	\$32,456	4,922
WARRANT OFFICER (W-2)	199	\$31,285	6,226	199	\$32,145	6,384	208	\$31,213	6,477
WARRANT OFFICER (W-1)	58	\$28,869	1,665	63	\$29,663	1,877	61	\$28,802	1,761
SUBTOTAL OFFICER- WARRANT ACTIVE	519		16,402	505		16,371	506		15,927
SUBTOTAL WITH DEPENDENTS - OVERSEAS	2,906		96,943	2,814		96,324	2,806		93,305

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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITHOUT DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
COLONEL	34	\$32,952	1,121	31	\$33,859	1,051	30	\$32,877	986
LIEUTENANT COLONEL	157	\$30,588	4,811	151	\$31,429	4,746	153	\$30,518	4,668
MAJOR	364	\$27,746	10,101	364	\$28,509	10,386	370	\$27,682	10,241
CAPTAIN	799	\$24,988	19,967	798	\$25,676	20,484	773	\$24,931	19,283
1ST LIEUTENANT	500	\$23,780	11,882	507	\$24,434	12,390	514	\$23,726	12,190
2ND LIEUTENANT	211	\$23,383	4,934	214	\$24,027	5,149	213	\$23,330	4,980
SUBTOTAL OFFICER- ACTIVE DUTY	2,065		52,816	2,065		54,206	2,053		52,348
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	11	\$28,955	311	9	\$29,752	271	9	\$28,889	254
WARRANT OFFICER (W-4)	42	\$25,519	1,082	41	\$26,221	1,079	43	\$25,460	1,091
WARRANT OFFICER (W-3)	94	\$25,240	2,379	90	\$25,935	2,330	85	\$25,182	2,145
WARRANT OFFICER (W-2)	129	\$24,445	3,161	130	\$25,117	3,267	136	\$24,389	3,314
WARRANT OFFICER (W-1)	46	\$22,930	1,050	50	\$23,561	1,183	49	\$22,878	1,111
SUBTOTAL OFFICER- WARRANT ACTIVE	322		7,983	320		8,130	322		7,915
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,387		60,799	2,385		62,336	2,375		60,263
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	95,441		2,275,831	90,502		2,193,083	90,080		2,236,517

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 2021	\$294,761
ESTIMATE FY 2020	\$289,156
ACTUAL FY 2019	\$300,441

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 0.9%, effective 1 January 2020. The BAS inflation rate is 2.3%, effective 1 January 2021. The FY 2020 and FY 2021 BAS yearly composite rates are \$3,073.29 and \$3,133.26, respectively.

There is a +\$5.6 million increase in the program requirement between FY 2020 and FY 2021. The change is due to:

- (1) Price increase due to the annualization of the 0.9% subsistence inflation rate, effective 1 January 2020: +\$0.7 million
- (2) Price increase due to the annualization of the 2.3% subsistence inflation rate, effective 1 January 2021: +\$5.0 million
- (3) Program decrease due to Officer man-year reduction: -\$0.1 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	99,033	\$3,034	300,441	94,087	\$3,073	289,156	94,075	\$3,133	294,761

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

ESTIMATE FY 2021	\$164,500
ESTIMATE FY 2020	\$169,136
ACTUAL FY 2019	\$162,831

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 2021 OSA rates were built by applying basic pay raise inflation to FY 2019 Active Component rates.

There is a -\$4.6 million decrease in the officer OSA requirement between FY 2020 and FY 2021. The change is due to:

- (1) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$1.5 million
- (2) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$4.6 million
- (3) Price decrease due to projected changes in foreign currency exchange rates: -\$10.5 million
- (4) Program decrease due to changes in the number of Soldiers expected to receive allowance based on overall reduction in Officer strength: -\$0.2 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	3	\$7,397	22	3	\$7,456	23	3	\$7,158	22
LIEUTENANT GENERAL	6	\$7,415	42	6	\$7,475	43	6	\$7,176	42
MAJOR GENERAL	19	\$9,992	190	20	\$10,072	197	20	\$9,669	195
BRIGADIER GENERAL	30	\$9,991	300	31	\$10,071	310	32	\$9,668	307
COLONEL	882	\$9,530	8,408	906	\$9,607	8,701	876	\$9,223	8,082
LIEUTENANT COLONEL	2,158	\$9,121	19,681	2,215	\$9,194	20,366	2,247	\$8,826	19,828
MAJOR	3,620	\$8,052	29,152	3,717	\$8,117	30,167	3,779	\$7,792	29,447
CAPTAIN	5,454	\$6,294	34,330	5,600	\$6,344	35,526	5,439	\$6,090	33,126
1ST LIEUTENANT	2,469	\$5,181	12,793	2,535	\$5,222	13,238	2,574	\$5,013	12,901
2ND LIEUTENANT	962	\$4,709	4,529	987	\$4,747	4,687	985	\$4,557	4,488
SUBTOTAL OFFICER- ACTIVE DUTY	15,603		109,447	16,020		113,258	15,961		108,438
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	102	\$7,961	812	105	\$8,025	840	101	\$7,704	779
WARRANT OFFICER (W-4)	450	\$8,121	3,658	462	\$8,186	3,785	482	\$7,859	3,791
WARRANT OFFICER (W-3)	748	\$8,930	6,677	768	\$9,001	6,909	729	\$8,641	6,300
WARRANT OFFICER (W-2)	775	\$10,834	8,401	796	\$10,921	8,695	833	\$10,484	8,729
WARRANT OFFICER (W-1)	203	\$11,917	2,417	208	\$12,013	2,501	201	\$11,532	2,323
SUBTOTAL OFFICER- WARRANT ACTIVE	2,278		21,965	2,339		22,730	2,346		21,922
SUBTOTAL COST OF LIVING	17,881		131,412	18,359		135,988	18,307		130,360
TEMPORARY LODGING	1,938	\$16,211	31,419	1,986	\$16,693	33,148	1,985	\$17,198	34,140
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	19,819		162,831	20,345		169,136	20,292		164,500

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

ESTIMATE FY 2021	\$3,437
ESTIMATE FY 2020	\$3,337
ACTUAL FY 2019	\$6,478

PROJECT: CONUS COST OF LIVING ALLOWANCE - OFFICER

PART I - PURPOSE AND SCOPE

Continental United States (CONUS) Cost of Living Allowance (COLA) provides payment to Soldiers to high cost Military Housing Areas (MHA) inside the United States. A high cost area is defined as a locality where the cost of living exceeds the average cost of living by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense and cannot be less than eight percent of the national cost of living average. The current threshold is 108% of the national cost of living average. Payment to Soldiers is authorized under the provisions of Title 37 U.S.C. 403b.

The following locations receive CONUS COLA as of January 2020:

Military Housing Areas		
CALIFORNIA	CONNECTICUT	New York
Oakland	New Haven / Fairfield	Long Island
San Francisco		New York City
Fresno	MASSACHUSETTS	Staten Island
Marin/Sonoma	Nantucket	
Sacramento		PENNSYLVANIA
Stockton	MISSOURI	Philadelphia, PA/ Camden, NJ
Santa Clara County	Columbia / Jefferson City	
Bridgeport	Saint Joseph	

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a +\$0.1 million increase in the program requirement between FY 2020 and FY 2021 due to a price increase due to the annualization of the 3.1% and 3.0% pay raise, effective 1 January 2020 and 2021, respectively.

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	1,474	\$4,395	6,478	737	\$4,526	3,337	737	\$4,663	3,437

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

ESTIMATE FY 2021	\$5,068
ESTIMATE FY 2020	\$5,157
ACTUAL FY 2019	\$4,765

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 FY 2020 civilian clothing rates are (1) permanent duty initial payment, \$1,103.40; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$368.28; and (3) temporary duty of at least 30 days in a 36-day period \$735.84. The FY 2021 civilian clothing rates are increased by general inflation.

There is a -\$0.1 million decrease in the program requirement between FY 2020 and FY 2021. This change is due to a program decrease in initial clothing allowance based on a reduction in the number of projected Officer accessions.

Detailed computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	7,168	\$400	2,867	8,028	\$400	3,211	7,763	\$400	3,105
ADDITIONAL MILITARY ALLOWANCE	5,015	\$200	1,003	5,095	\$200	1,019	5,090	\$200	1,018
CIVILIAN CLOTHING ALLOWANCE	2,983	\$300	895	3,039	\$305	927	3,039	\$311	945
TOTAL CLOTHING ALLOWANCES - OFFICER	15,166		4,765	16,162		5,157	15,892		5,068

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

ESTIMATE FY 2021	\$10,294
ESTIMATE FY 2020	\$10,298
ACTUAL FY 2019	\$26,115

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 2021 takers for FSA were forecasted based on FY 2019 base-level execution.

There is a -\$4.0 thousand decrease in the requirement between FY 2020 and FY 2021 due to changes in the number of Soldiers expected to receive allowance based on overall reduction in Officer strength.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
FSA - RESTRICTED	1,671	\$3,000	5,014	659	\$3,000	1,977	659	\$3,000	1,976
FSA - TEMPORARY	7,034	\$3,000	21,101	2,774	\$3,000	8,321	2,773	\$3,000	8,318
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	8,705		26,115	3,433		10,298	3,432		10,294

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

ESTIMATE FY 2021	\$67,499
ESTIMATE FY 2020	\$66,236
ACTUAL FY 2019	\$69,140

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.

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 +\$1.3 million increase in the program requirement between FY 2020 and FY 2021. This change is due to:

- (1) Price increase due to annualization of the 3.1% pay raise, effective 1 January 2020: +\$0.4 million
- (2) Price increase due to annualization of the 3.0% pay raise, effective 1 January 2021: +\$1.3 million
- (3) Program decrease due to the projected number of Officer separations from FY 2020 to FY 2021: -\$0.4 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)**

	ACTUAL FY 2019				ESTIMATE FY 2020				ESTIMATE FY 2021			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
SEPARATION PAYMENTS - OFFICER												
LUMP SUM TERMINAL LEAVE												
OFFICER- ACTIVE DUTY												
GENERAL	9	49	\$27,333	246	8	49	\$28,500	228	8	49	\$30,625	245
LIEUTENANT GENERAL	5	62	\$31,000	155	5	62	\$28,600	143	5	62	\$30,800	154
MAJOR GENERAL	14	30	\$14,786	207	13	30	\$14,692	191	13	30	\$15,846	206
BRIGADIER GENERAL	16	4	\$1,813	29	14	4	\$1,929	27	15	4	\$1,933	29
COLONEL	715	21	\$7,994	5,716	641	21	\$8,234	5,278	669	21	\$8,487	5,678
LIEUTENANT COLONEL	933	16	\$4,711	4,395	837	16	\$4,849	4,059	874	16	\$4,997	4,367
MAJOR	849	19	\$4,784	4,062	761	19	\$4,929	3,751	795	19	\$5,075	4,035
CAPTAIN	2,810	16	\$3,165	8,895	2,521	16	\$3,259	8,215	2,632	16	\$3,358	8,837
1ST LIEUTENANT	517	19	\$3,182	1,645	464	19	\$3,274	1,519	484	19	\$3,376	1,634
2ND LIEUTENANT	71	25	\$2,930	208	64	25	\$3,000	192	67	25	\$3,090	207
SUBTOTAL OFFICER- ACTIVE DUTY	5,939			25,558	5,328			23,603	5,562			25,392
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	106	19	\$5,462	579	95	19	\$5,632	535	99	19	\$5,818	576
WARRANT OFFICER (W-4)	448	17	\$4,152	1,860	402	17	\$4,274	1,718	420	17	\$4,400	1,848
WARRANT OFFICER (W-3)	503	14	\$3,312	1,666	451	14	\$3,410	1,538	471	14	\$3,514	1,655
WARRANT OFFICER (W-2)	318	18	\$3,186	1,013	285	18	\$3,281	935	297	18	\$3,384	1,005
WARRANT OFFICER (W-1)	43	48	\$3,395	146	39	48	\$3,462	135	40	48	\$3,625	145
SUBTOTAL OFFICER- WARRANT ACTIVE	1,418			5,264	1,272			4,861	1,327			5,229
SUBTOTAL LUMP SUM TERMINAL LEAVE	7,357			30,822	6,600			28,464	6,889			30,621
SEVERANCE PAY, DISABILITY	128		\$99,523	12,739	130		\$102,485	13,323	130		\$105,554	13,722
INVOLUNTARY FULL PAY (10%)	200		\$74,120	14,824	203		\$76,374	15,504	203		\$78,655	15,967
VOLUNTARY SEPARATION INCENTIVE (VSI)				10,706				8,945				7,189
TEMPORARY EARLY RETIREMENT AUTH	2		\$24,500	49	0		\$0	0	0		\$0	0
TOTAL SEPARATION PAYMENTS - OFFICER	7,687			69,140	6,933			66,236	7,222			67,499

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

ESTIMATE FY 2021	\$588,377
ESTIMATE FY 2020	\$570,847
ACTUAL FY 2019	\$582,094

PROJECT: SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-OFFICER

PART I - PURPOSE AND SCOPE

Funds requested provide for the employer's tax to the Social Security Administration as required by the Federal Insurance Contribution Act (FICA).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FICA tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percentage. The Old Age, Survivor, and Disability Insurance (OASDI) rate is 6.2 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amount of earnings per individual on which tax is payable are:

Calendar Year	OASDI Base	Medicare Base
2019	\$132,900	No upper limit
2020	\$137,700	No upper limit
2021	\$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 +\$17.5 million increase in the program requirement between FY 2020 and FY 2021. This change is due to:

- (1) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$4.5 million
- (2) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$13.1 million
- (3) Program decrease due to reduction in Officer man-years and grade structure: -\$0.1 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	99,033	\$5,878	582,094	94,087	\$6,067	570,847	94,075	\$6,254	588,377

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

**FY2020 Direct Program
Increases Pricing:**

25,688,638

Basic Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	106,868
Basic Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	310,255
Retired Pay Accrual increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	33,073
Retired Pay Accrual increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	96,019
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 34.9% effective 1 October 2020	552,577
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.7%, effective 1 January 2020	27,227
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.9%, effective 1 January 2021	87,731
Overseas Station Allowance - COLA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	3,114
Overseas Station Allowance - COLA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	9,343
CONUS COLA increase due to pay raise	169
Clothing increase due to rate changes	5,596
Separation Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	2,278
Separation Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	6,835
FICA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	8,175
FICA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	23,734

**Total Increases Pricing
Increases Program:**

1,272,994

Basic Pay increase due to man-year growth	97,343
Retired Pay Accrual increase due to man-year growth	30,133
Incentive Pay increase due to changes in the number of Soldiers expected to receive pay	549
Special Pay increase due to changes in the number of Soldiers expected to receive pay	769
Continuation Pay increase due to changes in the number of Soldiers expected to receive allowance	1,756
Special Duty Assignment Pay increase due to changes in the number of Soldiers expected to receive pay	742
Basic Allowance for Housing increase due to man-year growth	28,748
Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	779
Clothing increase due to changes in the number of Soldiers expected to receive allowance	6,401
Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	303
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	4,533
CONUS COLA increase due to changes in the number of Soldiers expected to receive allowance	43
FICA increase due to man-year growth	7,447

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)**

	TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	7,286	
Total Increases Program			186,832
Total Increases			1,459,826
Decreases Pricing:			
	Overseas Station Allowance - COLA decrease due to foreign currency fluctuation	(22,439)	
	Basic Allowance for Housing decrease due to foreign currency fluctuation	(7,501)	
Total Decreases Pricing			(29,940)
Decreases Program:			
	Basic Pay decrease due to shifts in grade structure	(42,852)	
	Retired Pay Accrual decrease due to shifts in grade structure	(13,265)	
	Basic Allowance for Housing decrease due to shifts in grade structure	(14,754)	
	Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(673)	
	Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(45,260)	
	FICA decrease due to shifts in grade structure	(3,278)	
	Decrease in direct resources due to an increase in reimbursable requirements	(1,515)	
Total Decreases Program			(121,597)
Total Decreases			(151,537)
FY2021 Direct Program			26,996,927

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

ESTIMATE FY 2021	\$14,202,907
ESTIMATE FY 2020	\$13,731,294
ACTUAL FY 2019	\$13,910,119

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 2021 rates were built by applying inflation assumptions to FY 2019 average basic pay rates. The basic pay rates reflect a 3.1% pay raise, effective 1 January 2020 and a 3.0% pay raise, effective 1 January 2021.

There is a +\$471.6 million increase in the enlisted basic pay program between FY 2020 and FY 2021. The change is due to:

- (1) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$106.9 million
- (2) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$310.3 million
- (3) Program increase due to man-year growth: +\$97.3 million
- (4) Program decrease due to shifts in grade structure: -\$42.9 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC PAY - ENLISTED									
SERGEANT MAJOR	3,799	\$82,582	313,730	3,488	\$84,660	295,295	3,548	\$87,222	309,463
1ST SERGEANT/MASTER SERGEANT	11,661	\$64,292	749,707	11,124	\$65,880	732,847	11,091	\$67,874	752,786
PLATOON SERGEANT/SERGEANT 1ST CLASS	37,786	\$55,401	2,093,401	37,228	\$56,861	2,116,807	37,048	\$58,581	2,170,316
STAFF SERGEANT	58,443	\$44,001	2,571,569	58,577	\$45,130	2,643,603	59,305	\$46,496	2,757,428
SERGEANT	74,144	\$35,513	2,633,112	70,993	\$36,353	2,580,809	70,766	\$37,453	2,650,414
CORPORAL/SPECIALIST	115,358	\$28,744	3,315,860	106,334	\$29,407	3,126,957	103,585	\$30,297	3,138,287
PRIVATE FIRST CLASS	50,378	\$23,628	1,190,318	48,465	\$24,327	1,179,016	50,161	\$25,063	1,257,188
PRIVATE E2	29,131	\$22,465	654,425	28,452	\$23,133	658,187	31,181	\$23,833	743,137
PRIVATE E1	20,666	\$18,775	387,997	20,575	\$19,333	397,773	21,282	\$19,918	423,888
TOTAL BASIC PAY - ENLISTED	401,366		13,910,119	385,236		13,731,294	387,967		14,202,907

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

ESTIMATE FY 2021	\$4,949,153
ESTIMATE FY 2020	\$4,250,615
ACTUAL FY 2019	\$4,153,388

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 2020 are 31.0% (Active Component (AC) full-time) and 24.4% (Reserve Component (RC) part-time). The rates for FY 2021 are 34.9% for (AC full-time) and 27.0% (RC part-time).

There is a +\$698.5 million increase in the enlisted retired pay accrual program between FY 2020 and FY 2021. The change is due to:

- (1) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$33.1 million
- (2) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$96.0 million
- (3) Price increase due to the FY 2020 to FY 2021 RPA NCP rate change from 31.0% to 34.9% for AC (full-time) and 24.4% to 27.0% for RC (part-time): +\$552.6 million
- (4) Program increase due to man-year growth: +\$30.1 million
- (5) Program decrease due to shifts in grade structure: -\$13.3 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
RETIRED PAY ACCRUAL - ENLISTED									
ENLISTED RETIRED PAY ACCRUAL	376,897	\$10,403	3,920,981	383,053	\$11,038	4,228,114	385,735	\$12,763	4,922,969
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	24,469	\$9,498	232,407	2,183	\$10,307	22,501	2,232	\$11,731	26,184
TOTAL RETIRED PAY ACCRUAL - ENLISTED	401,366		4,153,388	385,236		4,250,615	387,967		4,949,153

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

ESTIMATE FY 2021	\$123,092
ESTIMATE FY 2020	\$115,806
ACTUAL FY 2019	\$73,132

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 began 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 +\$7.3 million increase in the enlisted TSP Matching requirement between FY 2020 and FY 2021 due to an increase in the projected number of participants as more Soldiers become eligible to participate in the blended retirement system (BRS) program.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT
ENL TSP MATCHING	73,132	115,806	123,092

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

ESTIMATE FY 2021	\$87,963
ESTIMATE FY 2020	\$87,414
ACTUAL FY 2019	\$95,558

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))

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

Toxic Fuel - Paid to enlisted members assigned to a position on a Propellant Draining Kit (PDK) Team that requires handling and maintaining the propellants unsymmetrical dimethyl hydrazine and inhibited red-fuming nitric acid used in the Lance missile system. Payment is \$150 per month. (37 U.S.C. 351 (a) (2))

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a +\$0.5 million increase in the program requirement between FY 2020 and FY 2021 due to changes in the number of Soldiers expected to receive incentive pays based on overall growth in enlisted strength.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED									
CREW	9,075	\$2,269	20,591	5,249	\$2,269	11,910	5,257	\$2,269	11,928
NONCREW MEMBER	218	\$1,800	393	222	\$1,800	400	224	\$1,800	403
SUBTOTAL FLYING DUTY - ENLISTED	9,293		20,984	5,471		12,310	5,481		12,331
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	31,896	\$1,800	57,412	32,031	\$1,800	57,655	32,256	\$1,800	58,060
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	2,030	\$2,700	5,482	2,064	\$2,700	5,574	2,079	\$2,700	5,613
SUBTOTAL PARACHUTE JUMPING - ENLISTED	33,926		62,894	34,095		63,229	34,335		63,673
INSIDE OBSERVER OR TEST SUBJECT DUTY	141	\$1,800	254	143	\$1,800	258	144	\$1,800	260
DEMOLITION DUTY	6,325	\$1,800	11,385	6,431	\$1,800	11,575	6,476	\$1,800	11,657
CHEMICAL MUNITIONS - ENLISTED									
CHEMICAL MUNITIONS PAY	14	\$1,800	25	14	\$1,800	26	14	\$1,800	26
SUBTOTAL CHEMICAL MUNITIONS - ENLISTED	14		25	14		26	14		26
TOXIC PESTICIDES	2	\$1,800	4	2	\$1,800	4	2	\$1,800	4
TOXIC FUEL	7	\$1,800	12	7	\$1,800	12	7	\$1,800	12
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	49,708		95,558	46,163		87,414	46,459		87,963

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

ESTIMATE FY 2021	\$116,517
ESTIMATE FY 2020	\$113,992
ACTUAL FY 2019	\$185,069

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.

PB-30X SPECIAL PAY

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

- **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.

(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 2021 request includes \$6.4 million for enlisted continuation pay. This entitlement is part of the blended retirement system (BRS).

There is a +\$2.5 million increase in the enlisted special pay program between FY 2020 and FY 2021. This change is due to:

(1) Program increase due to in the continuation pay requirement as more Soldiers become eligible to participate in BRS: +\$1.8 million

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

(2) Program increase due to changes in the number of Soldiers expected to receive special pay based on overall growth in enlisted strength: +\$0.7 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED									
ASSIGNMENT INCENTIVE PAY									
ENLISTED ASSIGNMENT INCENTIVE PAY	12,562	\$2,891	36,316	12,548	\$2,891	36,275	12,635	\$2,891	36,529
SUBTOTAL ASSIGNMENT INCENTIVE PAY	12,562		36,316	12,548		36,275	12,635		36,529
DIVING DUTY PAY	518	\$2,566	1,328	514	\$2,566	1,319	518	\$2,566	1,328
HOSTILE FIRE PAY	16,019	\$2,700	43,252	4,635	\$2,700	12,515	4,668	\$2,700	12,603
SEA DUTY PAY	311	\$1,943	605	317	\$1,943	615	319	\$1,943	620
HARDSHIP DUTY PAY	42,435	\$1,500	63,653	15,399	\$1,500	23,099	15,508	\$1,500	23,262
FOREIGN LANGUAGE PROFICIENCY PAY	14,350	\$2,460	35,302	14,427	\$2,460	35,491	14,529	\$2,460	35,741
OTHER SPECIAL PAY									
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
SUBTOTAL OTHER SPECIAL PAY	1		2	1		2	1		2
ENLISTED CONTINUATION PAY			4,611			4,676			6,432
TOTAL SPECIAL PAY - ENLISTED	86,196		185,069	47,841		113,992	48,178		116,517

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

ESTIMATE FY 2021	\$106,258
ESTIMATE FY 2020	\$105,516
ACTUAL FY 2019	\$104,751

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. The following are examples of programs/staff that receive SDAP: Special Duty (SD)-3: White House staff supervisors; SD-4: Recruiters; SD-5: Army Operations Security Detachment; SD-6: Sergeant Major of the Army.

There is a +\$0.7 million increase in the program requirement between FY 2020 and FY 2021 due changes in the number of Soldiers expected to receive SDAP based on overall growth in enlisted strength.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	1	\$5,400	6	1	\$5,400	6	1	\$5,400	6
SD 5 (\$375.00)	9,975	\$4,500	44,888	10,048	\$4,500	45,216	10,119	\$4,500	45,534
SD 4 (\$300.00)	16,422	\$3,600	59,118	16,542	\$3,600	59,550	16,658	\$3,600	59,969
SD 3 (\$225.00)	274	\$2,700	739	276	\$2,700	744	277	\$2,700	749
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	26,672		104,751	26,867		105,516	27,055		106,258

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

ESTIMATE FY 2021	\$399,327
ESTIMATE FY 2020	\$400,000
ACTUAL FY 2019	\$395,744

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 2020 and 2021. 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 slight reduction of -\$0.7 million in the re-enlistment bonus requirement from FY 2020 to FY 2021 as the overall retention goals remain relatively steady at 55,123 in FY 2020 and 55,359 in FY 2021.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
REENLISTMENT BONUS									
SELECTIVE RETENTION BONUS	30,442	\$13,000	395,744	30,769	\$13,000	400,000	30,717	\$13,000	399,327
TOTAL REENLISTMENT BONUS	30,442		395,744	30,769		400,000	30,717		399,327

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

ESTIMATE FY 2021	\$259,740
ESTIMATE FY 2020	\$305,000
ACTUAL FY 2019	\$293,300

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 -\$45.3 million decrease in the enlistment bonus (EB) requirement between FY 2020 and FY 2021. This change is based on a decrease in the number of Soldiers receiving initial and anniversary bonuses. While the accession mission increases from 69,000 in FY 2020 to 72,000 in FY 2021, the Army has focused its efforts to specifically target high-quality recruits in critically-skilled MOS's.

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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ENLISTMENT BONUS									
NEW PAYMENTS	21,341	\$8,800	187,800	22,714	\$8,400	190,800	18,957	\$8,400	159,240
ANNIVERSARY PAYMENTS	26,817	\$3,934	105,500	29,029	\$3,934	114,200	25,547	\$3,934	100,500
TOTAL ENLISTMENT BONUS	48,158		293,300	51,743		305,000	44,504		259,740

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

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	26,817	105,500	9,663	38,011	3,066	12,060	1,789	7,035	0	0	0	0	0	0
FY 2019														
Initial Payments	21,341	187,800	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			19,366	76,189	9,708	38,190	3,321	13,065	1,789	7,035	512	2,010	0	0
FY 2020														
Initial Payments			22,714	190,800	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					12,773	50,250	7,664	30,150	3,321	13,065	1,277	5,025	512	2,010
FY 2021														
Initial Payments					18,957	159,240	0	0	0	0	0	0	0	0
Anniversary Payments							12,773	50,250	7,664	30,150	3,321	13,065	1,277	5,025
FY 2022														
Initial Payments							17,668	155,482	0	0	0	0	0	0
Anniversary Payments									12,773	50,250	7,664	30,150	3,321	13,065
FY 2023														
Initial Payments									21,158	186,192	0	0	0	0
Anniversary Payments											12,773	50,250	7,664	30,150
FY 2024														
Initial Payments											21,471	188,943	0	0
Anniversary Payments													12,773	50,250
FY 2025														
Initial Payments														21,248 186,979
Total Initial Payments	21,341	187,800	22,714	190,800	18,957	159,240	17,668	155,482	21,158	186,192	21,471	188,943	21,248	186,979
Total Anniversary Payments	26,817	105,500	29,029	114,200	25,547	100,500	25,547	100,500	25,547	100,500	25,547	100,500	25,547	100,500
Total	48,158	293,300	51,743	305,000	44,504	259,740	43,215	255,982	46,705	286,692	47,018	289,443	46,795	287,479

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

ESTIMATE FY 2021	\$4,740,859
ESTIMATE FY 2020	\$4,619,410
ACTUAL FY 2019	\$4,785,896

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 2021 rates were built by applying inflation assumptions to the FY 2019 average BAH rates. The BAH rates reflect a 2.7% housing rate increase, effective 1 January 2020 and 2.9% increase, effective 1 January 2021.

There is a +\$121.4 million increase in the enlisted BAH program between FY 2020 and FY 2021. This change is due to:

- (1) Price increase due to the annualization of the 2.7% housing cost inflation, effective 1 January 2020: +\$27.2 million
- (2) Price increase due to the annualization of the 2.9% housing cost inflation, effective 1 January 2021: +\$87.7 million
- (3) Price decrease due to projected changes in foreign currency exchange rates: -\$7.5 million
- (4) Program increase due to a growth in total enlisted man-years: +\$28.8 million
- (5) Program decrease due to shifts in grade structure: -\$14.8 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITH DEPENDENTS- DOMESTIC									
SERGEANT MAJOR	3,076	\$23,713	72,935	2,861	\$24,335	69,625	2,908	\$25,029	72,781
1ST SERGEANT/MASTER SERGEANT	9,383	\$22,579	211,851	9,061	\$23,171	209,957	9,026	\$23,832	215,119
PLATOON SERGEANT/SERGEANT 1ST CLASS	30,570	\$21,460	656,032	30,266	\$22,023	666,540	30,091	\$22,651	681,582
STAFF SERGEANT	43,737	\$20,646	902,987	43,841	\$21,188	928,903	44,353	\$21,792	966,541
SERGEANT	45,527	\$19,029	866,340	42,448	\$19,529	828,959	42,314	\$20,085	849,885
CORPORAL/SPECIALIST	50,046	\$17,615	881,561	42,228	\$18,077	763,356	41,130	\$18,592	764,688
PRIVATE FIRST CLASS	12,938	\$16,922	218,942	11,628	\$17,366	201,938	12,026	\$17,861	214,789
PRIVATE E2	4,333	\$16,581	71,848	4,040	\$17,016	68,746	4,425	\$17,501	77,434
PRIVATE E1	2,597	\$16,461	42,744	2,555	\$16,893	43,157	2,640	\$17,375	45,874
SUBTOTAL WITH DEPENDENTS- DOMESTIC	202,207		3,925,240	188,928		3,781,181	188,913		3,888,693
WITHOUT DEPENDENTS- DOMESTIC									
SERGEANT MAJOR	380	\$20,533	7,797	344	\$21,072	7,239	349	\$21,673	7,566
1ST SERGEANT/MASTER SERGEANT	1,269	\$19,929	25,287	1,196	\$20,452	24,454	1,191	\$21,035	25,057
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,758	\$17,820	84,779	4,660	\$18,288	85,224	4,633	\$18,809	87,147
STAFF SERGEANT	11,237	\$16,887	189,766	11,397	\$17,331	197,524	11,530	\$17,825	205,522
SERGEANT	9,351	\$16,634	155,538	8,807	\$17,070	150,342	8,773	\$17,557	154,025
CORPORAL/SPECIALIST	11,673	\$14,383	167,894	10,107	\$14,760	149,182	9,843	\$15,181	149,419
PRIVATE FIRST CLASS	2,281	\$14,734	33,605	2,037	\$15,120	30,799	2,107	\$15,551	32,759
PRIVATE E2	630	\$14,207	8,950	577	\$14,580	8,415	632	\$14,995	9,478
PRIVATE E1	262	\$13,661	3,579	255	\$14,020	3,571	263	\$14,420	3,795
SUBTOTAL WITHOUT DEPENDENTS- DOMESTIC	41,841		677,195	39,380		656,750	39,321		674,768

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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
SERGEANT MAJOR	4	\$223	1	4	\$229	1	4	\$236	1
1ST SERGEANT/MASTER SERGEANT	6	\$179	1	5	\$184	1	5	\$189	1
PLATOON SERGEANT/SERGEANT 1ST CLASS	42	\$144	6	47	\$148	7	46	\$152	7
STAFF SERGEANT	681	\$119	81	713	\$122	87	728	\$125	91
SERGEANT	13,260	\$104	1,379	13,720	\$107	1,468	13,682	\$110	1,505
CORPORAL/SPECIALIST	44,990	\$97	4,364	44,760	\$100	4,476	43,524	\$103	4,483
PRIVATE FIRST CLASS	30,840	\$94	2,899	30,542	\$96	2,932	31,525	\$99	3,121
PRIVATE E2	21,500	\$86	1,849	20,978	\$89	1,867	23,121	\$91	2,104
PRIVATE E1	15,554	\$83	1,291	15,529	\$85	1,320	16,138	\$87	1,404
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	126,877		11,871	126,298		12,159	128,773		12,717
BAH DIFFERENTIAL	959	\$3,059	2,933	973	\$3,139	3,054	980	\$3,228	3,163
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	89	\$33,525	2,969	83	\$34,831	2,895	84	\$33,996	2,863
1ST SERGEANT/MASTER SERGEANT	301	\$29,979	9,034	295	\$31,146	9,182	293	\$30,400	8,897
PLATOON SERGEANT/SERGEANT 1ST CLASS	916	\$29,938	27,435	914	\$31,104	28,443	906	\$30,358	27,506
STAFF SERGEANT	947	\$29,380	27,824	944	\$30,523	28,816	952	\$29,792	28,357
SERGEANT	1,038	\$27,528	28,567	970	\$28,600	27,739	963	\$27,914	26,878
CORPORAL/SPECIALIST	722	\$26,838	19,369	552	\$27,883	15,399	536	\$27,215	14,598
PRIVATE FIRST CLASS	126	\$26,740	3,380	101	\$27,781	2,798	104	\$27,115	2,814
PRIVATE E2	29	\$26,505	765	24	\$27,537	652	26	\$26,877	695
PRIVATE E1	2	\$26,413	65	2	\$27,442	49	2	\$26,784	49
SUBTOTAL WITH DEPENDENTS - OVERSEAS	4,170		119,408	3,885		115,973	3,866		112,657

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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITHOUT DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	69	\$26,240	1,812	67	\$27,262	1,816	67	\$26,608	1,794
1ST SERGEANT/MASTER SERGEANT	219	\$23,806	5,217	221	\$24,733	5,470	220	\$24,140	5,300
PLATOON SERGEANT/SERGEANT 1ST CLASS	653	\$24,411	15,941	664	\$25,362	16,839	658	\$24,754	16,285
STAFF SERGEANT	436	\$25,105	10,948	446	\$26,082	11,621	449	\$25,457	11,434
SERGEANT	436	\$22,243	9,695	424	\$23,109	9,790	421	\$22,555	9,485
CORPORAL/SPECIALIST	243	\$19,404	4,708	197	\$20,159	3,966	191	\$19,676	3,758
PRIVATE FIRST CLASS	38	\$19,243	733	31	\$19,992	620	32	\$19,513	624
PRIVATE E2	10	\$18,704	178	8	\$19,432	157	9	\$18,966	167
PRIVATE E1	1	\$18,747	17	1	\$19,476	14	1	\$19,009	14
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,105		49,249	2,059		50,293	2,048		48,861
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	378,159		4,785,896	361,523		4,619,410	363,901		4,740,859

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

ESTIMATE FY 2021	\$361,667
ESTIMATE FY 2020	\$370,870
ACTUAL FY 2019	\$371,172

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 2021 OSA rates were built by applying basic pay raise inflation to FY 2019 Active Component rates.

There is a -\$9.2 million decrease in the enlisted OSA program between FY 2020 and FY 2021. This decrease is based on:

- (1) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$3.1 million
- (2) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$9.3 million
- (3) Price decrease due to projected changes in foreign currency exchange rates: -\$22.4 million
- (4) Program increase due to changes in the number of Soldiers expected to receive allowance based on overall growth in enlisted strength: +\$0.8 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	817	\$7,410	6,055	772	\$7,468	5,764	785	\$7,212	5,662
1ST SERGEANT/MASTER SERGEANT	2,464	\$7,167	17,661	2,450	\$7,224	17,696	2,442	\$6,976	17,038
PLATOON SERGEANT/SERGEANT 1ST CLASS	8,351	\$5,839	48,760	8,266	\$5,885	48,648	8,225	\$5,683	46,745
STAFF SERGEANT	12,036	\$5,102	61,408	12,227	\$5,142	62,872	12,381	\$4,965	61,473
SERGEANT	20,511	\$4,024	82,537	20,538	\$4,055	83,280	20,472	\$3,916	80,169
CORPORAL/SPECIALIST	23,941	\$3,070	73,498	23,026	\$3,094	71,243	22,431	\$2,988	67,025
PRIVATE FIRST CLASS	12,131	\$2,333	28,301	11,454	\$2,351	26,929	11,851	\$2,271	26,914
PRIVATE E2	5,612	\$1,965	11,027	5,279	\$1,981	10,458	5,786	\$1,913	11,068
PRIVATE E1	981	\$1,621	1,590	934	\$1,633	1,526	966	\$1,577	1,524
SUBTOTAL COST OF LIVING	86,844		330,837	84,946		328,416	85,339		317,618
TEMPORARY LODGING	2,433	\$16,575	40,335	2,487	\$17,068	42,454	2,505	\$17,585	44,049
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	89,277		371,172	87,433		370,870	87,844		361,667

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

ESTIMATE FY 2021	\$5,880
ESTIMATE FY 2020	\$5,668
ACTUAL FY 2019	\$11,304

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 2020:

Military Housing Areas		
CALIFORNIA	CONNECTICUT	New York
Oakland	New Haven / Fairfield	Long Island
San Francisco		New York City
Fresno	MASSACHUSETTS	Staten Island
Marin/Sonoma	Nantucket	
Sacramento		PENNSYLVANIA
Stockton	MISSOURI	Philadelphia, PA/ Camden, NJ
Santa Clara County	Columbia / Jefferson City	
Bridgeport	Saint Joseph	

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a +\$0.2 million increase in CONUS COLA between FY 2020 and FY 2021 primarily due to a price increase based on the annualization of the 3.1% and 3.0% pay raise effective 1 January 2020 and 2021, respectively.

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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	3,213	\$3,518	11,304	1,564	\$3,623	5,668	1,576	\$3,732	5,880

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

ESTIMATE FY 2021	\$301,703
ESTIMATE FY 2020	\$289,706
ACTUAL FY 2019	\$293,287

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 2021 rates are based on FY 2020 clothing rate allowances and increased by general inflation.

There is a +\$12.0 million increase in the enlisted clothing allowance requirement between FY 2020 and FY 2021. This change is based on:

(1) Price increase due to rate changes based on general inflation: +\$5.6 million

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

(2) Program increase in initial clothing issue due to an increase in the accession mission from 69K in FY 2020 to 72K in FY 2021: +\$5.4 million

(3) Program increase in clothing replacement allowances due to changes in the number of Soldiers expected to receive entitlement based on overall growth in enlisted strength: +\$1.0 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	57,965	\$1,707	98,946	58,650	\$1,747	102,452	61,200	\$1,782	109,045
ARMY, FEMALE	10,227	\$2,021	20,668	10,350	\$1,971	20,397	10,800	\$2,010	21,710
SUBTOTAL MILITARY	68,192		119,614	69,000		122,849	72,000		130,755
INITIAL CIVILIAN ISSUE	4,493	\$888	3,992	4,568	\$906	4,140	4,600	\$924	4,252
SUBTOTAL INITIAL ISSUE	72,685		123,606	73,568		126,989	76,600		135,007
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	114,576	\$336	38,494	116,503	\$322	37,571	117,325	\$329	38,593
BASIC MAINTENANCE, FEMALE	19,247	\$353	6,793	19,570	\$330	6,466	19,708	\$337	6,642
SUBTOTAL BASIC ALLOWANCE	133,823		45,287	136,073		44,037	137,033		45,235
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	191,429	\$480	91,886	189,607	\$461	87,354	190,941	\$470	89,727
STANDARD MAINTENANCE, FEMALE	32,173	\$504	16,215	31,851	\$472	15,034	32,074	\$481	15,442
SUBTOTAL STANDARD ALLOWANCE	223,602		108,101	221,458		102,388	223,015		105,169
SUBTOTAL MAINTENANCE ALLOWANCES	357,425		153,388	357,531		146,425	360,048		150,404
SUPPLEMENTARY ALLOWANCE			4,911			4,911			4,911
OTHER ALLOWANCES									
KATUSA			888			888			888
REPLACEMENT DURING FIRST 6 MONTHS			2,568			2,568			2,568
CHARGE SALES			100			100			100
ARMY DIRECT ORDER			7,826			7,825			7,825
SUBTOTAL OTHER ALLOWANCES	0		11,382	0		11,381	0		11,381
TOTAL CLOTHING ALLOWANCES - ENLISTED	430,110		293,287	431,099		289,706	436,648		301,703

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 2021	\$43,350
ESTIMATE FY 2020	\$43,047
ACTUAL FY 2019	\$92,184

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 2021 takers for FSA were forecasted based on FY 2019 base-level execution.

There is a +\$0.3 million increase in the enlisted FSA requirement between FY 2020 and FY 2021 due changes in the number of Soldiers expected to receive allowance based on overall growth in enlisted strength.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - ENLISTED									
FSA - RESTRICTED	5,295	\$3,000	15,884	5,412	\$3,000	16,236	5,450	\$3,000	16,351
FSA - TEMPORARY DUTY	25,433	\$3,000	76,300	8,937	\$3,000	26,811	9,000	\$3,000	26,999
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	30,728		92,184	14,349		43,047	14,450		43,350

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

ESTIMATE FY 2021	\$135
ESTIMATE FY 2020	\$135
ACTUAL FY 2019	\$135

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 \$2,266 per month.

This allowance is authorized under provisions of 37 U.S.C. 439, (Section 603 of FY 2010 NDAA, P.L. 111-87).

PART II - JUSTIFICATION OF FUNDS REQUESTED

Entitlement for special monthly compensation is based on a physician's certification that the injured service member requires the aid and assistance of another person to perform personal functions required in everyday living.

There is no change in the aid and attendance for catastrophically injured allowance between FY 2020 and FY 2021.

The detailed computations are provided in the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW- CATASTROPHICALLY INJURED	87	\$1,546	135	87	\$1,546	135	87	\$1,546	135

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

ESTIMATE FY 2021	\$303,910
ESTIMATE FY 2020	\$290,263
ACTUAL FY 2019	\$256,329

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

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

was reinstated for use from 31 December 2017 to 31 December 2025 by the FY 2017 National Defense Authorization Act.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a +\$21.6 million increase in the enlisted separation pay requirement between FY 2020 and FY 2021. This change is due to:

- (1) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$2.3 million
- (2) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$6.8 million
- (3) Program increase due to an increase in the total number of enlisted separations projected from FY 2020 to FY 2021: +\$4.5 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2019</u>				<u>ESTIMATE FY 2020</u>				<u>ESTIMATE FY 2021</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>
SEPARATION PAYMENTS - ENLISTED												
LUMP SUM TERMINAL LEAVE												
SERGEANT MAJOR	388	17	\$4,090	1,587	411	17	\$4,204	1,728	430	17	\$4,330	1,862
1ST SERGEANT/MASTER SERGEANT	1,003	14	\$2,682	2,690	1,061	14	\$2,762	2,930	1,109	14	\$2,846	3,156
PLATOON SERGEANT/SERGEANT 1ST CLASS	3,057	16	\$2,482	7,586	3,233	16	\$2,556	8,262	3,381	16	\$2,632	8,900
STAFF SERGEANT	4,451	21	\$2,532	11,270	4,707	21	\$2,608	12,274	4,922	21	\$2,686	13,222
SERGEANT	7,830	18	\$1,782	13,950	8,281	18	\$1,835	15,193	8,658	18	\$1,890	16,366
CORPORAL/SPECIALIST	17,402	19	\$1,553	27,030	18,405	19	\$1,599	29,438	19,245	19	\$1,648	31,712
PRIVATE FIRST CLASS	4,718	25	\$1,759	8,297	4,989	25	\$1,811	9,036	5,217	25	\$1,866	9,734
PRIVATE E2	4,222	20	\$1,261	5,324	4,465	20	\$1,299	5,798	4,669	20	\$1,338	6,246
PRIVATE E1	7,539	18	\$964	7,270	7,973	18	\$993	7,918	8,337	18	\$1,023	8,529
SUBTOTAL LUMP SUM TERMINAL LEAVE	50,610			85,004	53,525			92,577	55,968			99,727
SEVERANCE PAY - DISABILITY	3,913		\$32,599	127,560	4,458		\$33,566	149,639	4,470		\$34,589	154,612
INVOLUNTARY HALF PAY (5%)	825		\$21,782	17,970	893		\$22,424	20,025	898		\$23,108	20,751
INVOLUNTARY FULL PAY (10%)	586		\$39,765	23,302	634		\$40,957	25,967	638		\$42,177	26,909
VOLUNTARY SEPARATION INCENTIVE (VSI)				2,493				2,055				1,911
TOTAL SEPARATION PAYMENTS - ENLISTED	55,934			256,329	59,510			290,263	61,974			303,910

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

ESTIMATE FY 2021	\$1,086,522
ESTIMATE FY 2020	\$1,050,444
ACTUAL FY 2019	\$1,064,107

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
2019	\$132,900	No upper limit
2020	\$137,700	No upper limit
2021	\$142,200	No upper limit

There is a +\$36.1 million increase in the enlisted FICA requirement between FY 2020 and FY 2021. This change is based on:

- (1) Price increase due to the annualization of the 3.1% pay raise, effective 1 January 2020: +\$8.2 million
- (2) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$23.7 million
- (3) Program increase due to a growth in total enlisted man-years: +\$7.5 million
- (4) Program decrease due to a shift in enlisted grade structure: -\$3.3 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	401,366	\$2,651	1,064,107	385,236	\$2,727	1,050,444	387,967	\$2,801	1,086,522

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

FY2020 Direct Program		90,273
Increases Pricing:		
	Basic Pay increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	479
	Basic Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	1,392
	Cadet Ration increase in subsistence in 2021	481
	FICA increase due to the annualization of the 3.1% pay raise, effective 1 January 2020	36
	FICA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	105
Total Increases Pricing		2,493
Increases Program:		
	Basic Pay increase due to man-year growth	466
	Subsistence increase due to man-year growth	185
	FICA increase due to man-year growth	36
Total Increases Program		687
Total Increases		3,180
FY2021 Direct Program		93,453

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

ESTIMATE FY 2021	\$93,453
ESTIMATE FY 2020	\$90,273
ACTUAL FY 2019	\$88,094

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 347 states "the Secretary of each military department may permit persons from foreign countries to receive instruction at the Service Academy under the jurisdiction of the Secretary. The number of persons permitted to receive instruction at each Service Academy under this subsection may not be more than 60 at any one time. A person receiving instruction under this subsection is entitled to the pay, allowances, and emoluments of a cadet or midshipman 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. Cadets will receive the standard Basic Allowance for Subsistence (BAS) rate primarily when on leave and will receive the Dining Facility (DFAC) rate when eating in the dining facility. The BAS and USMA DFAC daily rates used in this request are listed in the following table:

Year	BAS	DFAC
2019	12.30	17.15
2020	12.40	17.30
2021	12.70	17.70

**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 2020 to FY 2021:

There is a +\$3.2 million increase in the program requirement between FY 2020 and FY 2021. This change is due to:

- (1) Price increase in basic pay and FICA due to annualization of the 3.1% pay raise, effective 1 January 2020: +\$0.5 million
- (2) Price increase in basic pay and FICA due to annualization of the 3.0% pay raise, effective 1 January 2021: +\$1.5 million
- (3) Price increase in subsistence due to the annualization of the subsistence inflation rate of 0.9% and 2.3%, effective 1 January 2020 and 2021: +\$0.5 million
- (4) Program increase in basic pay, subsistence and FICA due to man-year growth: +\$0.7 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACADEMY CADETS									
BASIC PAY	4,463	\$13,306	59,386	4,471	\$13,702	61,262	4,505	\$14,117	63,599
SUBSISTENCE (COMMUTED RATIONS)	4,463	\$5,418	24,180	4,471	\$5,454	24,387	4,505	\$5,561	25,053
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,403	\$1,028	4,528	4,411	\$1,048	4,624	4,445	\$1,080	4,801
TOTAL ACADEMY CADETS			88,094			90,273			93,453

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

FY2020 Direct Program		1,869,445
Increases Pricing:		
Basic Allowance for Subsistence increase due to the annualization of the 0.9% subsistence inflation rate, effective 1 January 2020	3,833	
Basic Allowance for Subsistence increase due to the annualization of the 2.3% subsistence inflation rate, effective 1 January 2021	20,784	
Subsistence in Messes increase due to dining facility cost inflation	13,764	
Operational Rations increase due to manufacturer price inflation	7,315	
Unitized Group Rations increase due to manufacturer price inflation	2,754	
Other Rations increase due to annual eligibility cost	172	
Total Increases Pricing		48,622
Increases Program:		
Basic Allowance for Subsistence increase due to man-year growth	9,579	
Subsistence in Messes increase due to number of personnel estimated to receive benefit	851	
Operational Rations increase due to number of personnel estimated to receive benefit	1,407	
Unitized Group Rations increase due to number of personnel estimated to receive benefit	523	
Other Rations increase due to number of personnel estimated to receive benefit	39	
Augmentation Rations increase due to number of personnel estimated to receive benefit	107	
Total Increases Program		12,506
Total Increases		61,128
Decreases Program:		
Decrease in direct resources due to an increase in reimbursable requirements	(1,593)	
Total Decreases Program		(1,593)
Total Decreases		(1,593)
FY2021 Direct Program		1,928,980

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

ESTIMATE FY 2021	\$1,937,224
ESTIMATE FY 2020	\$1,876,096
ACTUAL FY 2019	\$2,218,977

PROJECT: SUBSISTENCE OF ENLISTED PERSONNEL

PART I - PURPOSE AND SCOPE

As authorized by Title 10 United States Code (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 authorized by Title 37 U.S.C., 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) as authorized by Title 37 U.S.C., Section 402(a) 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 2020 to FY 2021 is +\$61.1 million. This increase is based on the following changes listed below:

Basic Allowance for Subsistence

Basic Allowance for Subsistence (BAS) figures displayed for FY 2019 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. The BAS price inflation is based the U.S. Department of Agriculture's (USDA) liberal food cost index. There is a +\$34.2 million increase to the BAS direct funding requirement between FY 2020 and FY 2021. The total change is due to:

- 1) Price increase due to the annualization of the 0.9% rate change, effective 1 January 2020: +\$3.8 million
- 2) Price increase due to the annualization of the 2.3% rate change, effective 1 January 2021: +\$20.8 million
- 3) Program increase due to growth in total enlisted man-years: +\$9.6 million

Subsistence in Kind

Subsistence in Kind data in FY 2019 reflects actual execution to include expenses associated with OCO. These accounts are closely tied to inflation factors similar to those impacting BAS. There is a +\$26.9 million increase in Subsistence in Kind direct funding requirement between FY 2020 and FY 2021. The total change is due to:

- 1) Price increase in Subsistence in Messes due to inflation associated with food costs and increased costs due to the implementation of the Healthy Food Initiative Program that incorporates better nutritional standards. This initiative began in FY 2020 with 15 dining facilities (DFACS) and will increase to 38 DFACS in FY 2021: +\$13.8 million
- 2) Price increase in Operational Rations (MREs) due to increase to manufacturer price inflation: +\$7.3 million
- 3) Price increase in Unitized Group Rations due to increase to manufacturer price inflation: +\$2.9 million
- 4) Program increase in Subsistence in Messes due to increase in enlisted strength: +\$0.8 million
- 5) Program increase in Operational Rations due to increase in enlisted strength: +\$1.4 million
- 6) Program increase in Unitized Group Rations due to increase in enlisted strength: +\$0.7 million

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBSISTENCE OF ENLISTED PERSONNEL									
BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED									
WHEN AUTHORIZED TO MESS SEPARATELY	382,497	\$4,433	1,695,508	371,885	\$4,463	1,659,559	374,649	\$4,550	1,704,522
COLLECTIONS AT DISCOUNT MEAL RATE	-129,428	\$3,117	-403,449	-130,692	\$3,138	-410,139	-131,558	\$3,199	-420,906
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	253,069		1,292,059	241,193		1,249,420	243,091		1,283,616
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSSES	92,382	\$5,117	472,747	65,351	\$5,215	340,774	65,793	\$5,402	355,389
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	27,397	\$10,705	293,298	18,559	\$10,909	202,459	18,688	\$11,300	211,181
UNITIZED GROUP RATIONS-HEAT AND SERVE	14,364	\$8,158	117,181	4,667	\$8,313	38,794	4,699	\$8,611	40,465
UNITIZED GROUP RATIONS (A)	5,215	\$6,993	36,472	5,225	\$7,133	37,272	5,261	\$7,389	38,878
OTHER RATION PACKAGES	377	\$12,687	4,777	377	\$12,941	4,882	380	\$13,405	5,093
SUBTOTAL OPERATIONAL RATIONS	47,353		451,728	28,828		283,407	29,028		295,617
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			409			418			435
MEALS FURNISHED BY MEDICAL FACILITIES			2,022			2,065			2,155
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS			2,431			2,483			2,590
SUBTOTAL SUBSISTENCE IN KIND	139,735		926,906	94,179		626,664	94,821		653,596
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	2	\$5,580	12	2	\$5,686	12	2	\$5,800	12
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	392,806		2,218,977	335,374		1,876,096	337,914		1,937,224

PB-30X ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

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

FY2020 Direct Program		1,636,125
Increases Pricing:		
Accession moves increase due to cost inflation	3,054	
Training moves increase due to cost inflation	3,624	
Operational moves increase due to cost inflation	9,806	
Rotational moves increase due to cost inflation	14,688	
Separation moves increase due to cost inflation	4,681	
Unit moves increase due to cost inflation	40	
Total Increases Pricing		35,893
Increases Program:		
Accession travel increase due to change in move requirements	6,231	
Training travel increase due to change in move requirements	3,120	
Operational travel increase due to change in move requirements	20,009	
Rotational travel increase due to change in move requirements	11,582	
Separation travel increase due to change in move requirements	12,980	
Unit travel increase due to change in move requirements	7	
Total Increases Program		53,929
Total Increases		89,822
FY2021 Direct Program		1,725,947

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

	ACTUAL FY 2019		ESTIMATE FY 2020		ESTIMATE FY 2021	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	76,998	137,118	75,258	137,063	79,025	146,226
TRAINING TRAVEL	13,236	145,061	13,681	153,537	13,952	160,046
OPERATIONAL TRAVEL	40,237	431,223	37,584	412,033	39,275	440,920
ROTATIONAL TRAVEL TO/FROM OVERSEAS	48,503	661,635	46,902	665,715	48,516	691,296
SEPARATION TRAVEL	69,937	208,197	75,058	222,036	78,339	238,612
ORGANIZED UNIT TRAVEL	902	1,670	902	1,707	902	1,747
NON-TEMPORARY STORAGE		7,276		7,377		8,592
TEMPORARY LODGING EXPENSE		36,930		36,657		38,508
TOTAL OBLIGATIONS	249,813	1,629,110	249,385	1,636,125	260,009	1,725,947

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

	ACTUAL FY 2019		ESTIMATE FY 2020		ESTIMATE FY 2021	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	249,813	249,176	249,385	249,501	260,009	266,236
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	105,345	71,929	106,302	71,785	109,905	75,370
TRANSPORTATION OF HHG						
LAND SHIPMENT	118,326	1,026,813	118,353	1,033,504	121,510	1,085,259
DISLOCATION ALLOWANCE						
DISLOCATION ALLOWANCE	85,315	216,659	82,879	216,423	85,301	230,415
TRANSPORTATION OF POVS	22,550	20,327	22,527	20,878	22,895	21,567
NON-TEMPORARY STORAGE	16,297	7,276	7,470	7,377	17,575	8,592
TEMPORARY LODGING EXPENSE	44,602	36,930	43,281	36,657	44,561	38,508
TOTAL DIRECT		1,629,110		1,636,125		1,725,947

**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 moves. 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 2020 to FY 2021.

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

ESTIMATE FY 2021	\$148,440
ESTIMATE FY 2020	\$139,155
ACTUAL FY 2019	\$139,206

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 mission.

There is a +\$9.3 million increase in the Accession PCS program between FY 2020 to FY 2021. This change is due to:

- (1) Price increase due to FY 2021 general inflation of 2.0%: +\$3.1 million
- (2) Program increase due to a change in the number of projected enlisted accessions: +\$6.2 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ACCESSION TRAVEL									
OFFICER									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	7,842	\$473	3,709	8,028	\$482	3,873	7,760	\$492	3,819
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	1,468	\$309	454	1,506	\$315	475	1,455	\$322	468
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	2,974	\$4,298	12,783	3,044	\$4,385	13,347	2,943	\$4,472	13,160
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	1,815	\$2,564	4,653	1,858	\$2,640	4,905	1,791	\$2,720	4,871
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLES	376	\$399	150	386	\$407	157	373	\$416	155
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			35			36			36
ACCESSION TVL, OFFICER- TEMPORARY LODGING	1,931	\$241	465	1,975	\$246	485	1,912	\$251	479
SUBTOTAL OFFICER			22,249			23,278			22,988
ENLISTED									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	68,000	\$1,155	78,523	65,949	\$1,178	77,678	69,985	\$1,201	84,078
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	6,602	\$506	3,338	6,403	\$516	3,302	6,794	\$526	3,574
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	7,045	\$3,231	22,765	6,833	\$3,296	22,520	7,251	\$3,362	24,376
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	6,926	\$1,376	9,532	6,717	\$1,417	9,520	7,108	\$1,460	10,378
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	1,061	\$550	584	1,030	\$561	578	1,091	\$573	625
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			48			48			50
ACCESSION TVL, ENLISTED- TEMPORARY LODGING	2,914	\$528	1,540	2,825	\$539	1,523	2,999	\$550	1,649
SUBTOTAL ENLISTED			116,330			115,169			124,730
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,156	\$542	627	1,281	\$553	708	1,280	\$564	722
TOTAL ACCESSION TRAVEL			139,206			139,155			148,440

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

ESTIMATE FY 2021	\$166,180
ESTIMATE FY 2020	\$159,436
ACTUAL FY 2019	\$150,630

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 +\$6.7 million increase in the Training PCS program between FY 2020 to FY 2021. This change is due to:

- (1) Price increase due to FY 2021 general inflation of 2.0%: +\$3.6 million
- (2) Program increase is driven by overall increase in enlisted strength: +\$3.1 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
TRAINING TRAVEL									
OFFICER									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	10,757	\$719	7,734	10,782	\$733	7,907	11,047	\$748	8,263
TRAINING TVL, OFFICER- DEP TVL MILEAGE	5,389	\$832	4,483	5,402	\$849	4,584	5,534	\$866	4,790
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	7,115	\$10,500	74,707	7,131	\$10,711	76,378	7,306	\$10,925	79,817
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	9,613	\$3,067	29,480	9,635	\$3,158	30,426	9,872	\$3,253	32,118
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			127			128			136
TRAINING TVL, OFFICER- TEMPORARY LODGING	5,379	\$791	4,254	5,392	\$807	4,350	5,524	\$823	4,545
SUBTOTAL OFFICER			120,785			123,773			129,669
ENLISTED									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	2,479	\$1,238	3,068	2,899	\$1,263	3,660	2,905	\$1,287	3,740
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	1,185	\$1,515	1,795	1,385	\$1,546	2,141	1,388	\$1,576	2,188
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	1,200	\$15,502	18,602	1,403	\$15,815	22,189	1,406	\$16,129	22,677
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	1,487	\$3,492	5,192	1,739	\$3,595	6,252	1,742	\$3,704	6,453
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			25			33			35
TRAINING TVL, ENLISTED- TEMPORARY LODGING	843	\$1,380	1,163	985	\$1,409	1,388	987	\$1,437	1,418
SUBTOTAL ENLISTED			29,845			35,663			36,511
TOTAL TRAINING TRAVEL			150,630			159,436			166,180

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

ESTIMATE FY 2021	\$456,291
ESTIMATE FY 2020	\$426,476
ACTUAL FY 2019	\$446,341

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 +\$29.8 million increase in the Operational PCS program between FY 2020 and FY 2021. The change is due to:

- (1) Price increase due to FY 2021 general inflation of 2.0%: +\$9.8 million
- (2) Program increase due to a change in moves driven by overall increase in enlisted strength: +\$20.0 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	10,192	\$881	8,976	9,578	\$898	8,604	10,100	\$916	9,255
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	7,067	\$1,074	7,589	6,641	\$1,095	7,274	7,003	\$1,117	7,824
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	7,765	\$13,827	107,369	7,297	\$14,104	102,919	7,695	\$14,386	110,699
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,470	\$3,778	35,780	8,900	\$3,890	34,625	9,405	\$4,008	37,699
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			201			189			208
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING	6,052	\$923	5,583	5,688	\$941	5,351	5,998	\$960	5,756
SUBTOTAL OFFICER			165,498			158,962			171,441
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	30,045	\$829	24,907	28,006	\$846	23,680	29,175	\$862	25,162
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	20,957	\$811	17,004	19,535	\$828	16,167	20,351	\$844	17,179
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	19,283	\$9,227	177,915	17,974	\$9,411	169,156	18,725	\$9,599	179,743
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	24,833	\$2,081	51,683	23,148	\$2,143	49,608	24,167	\$2,208	53,359
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			368			379			349
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING	12,993	\$690	8,966	12,111	\$704	8,524	12,617	\$718	9,058
SUBTOTAL ENLISTED			280,843			267,514			284,850
TOTAL OPERATIONAL TRAVEL			446,341			426,476			456,291

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

ESTIMATE FY 2021	\$710,408
ESTIMATE FY 2020	\$684,138
ACTUAL FY 2019	\$679,996

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 +\$26.3 million increase in the Rotational PCS program between FY 2020 to FY 2021. The change is due to:

- (1) Price increase due to FY 2021 general inflation of 2.0%: +\$14.7 million
- (2) Program increase due to change in moves driven by overall increase in enlisted strength : +\$11.6 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
OFFICER									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	11,394	\$1,806	20,581	10,654	\$1,842	19,629	11,537	\$1,879	21,683
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,357	\$1,855	11,795	5,944	\$1,893	11,250	6,437	\$1,930	12,426
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	10,593	\$14,065	148,992	9,905	\$14,347	142,108	10,726	\$14,634	156,969
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,571	\$3,691	35,325	8,950	\$3,800	34,013	9,692	\$3,915	37,948
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLES	5,655	\$752	4,251	5,288	\$767	4,055	5,726	\$782	4,479
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			1,726			1,703			1,742
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING	5,097	\$1,101	5,613	4,766	\$1,123	5,353	5,162	\$1,145	5,913
SUBTOTAL OFFICER			228,283			218,111			241,160
ENLISTED									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	37,109	\$1,605	59,550	36,248	\$1,637	59,332	36,979	\$1,670	61,738
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	17,025	\$1,243	21,163	17,293	\$1,268	21,926	16,965	\$1,293	21,940
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	34,096	\$8,893	303,224	34,633	\$9,071	314,160	33,976	\$9,253	314,365
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	21,174	\$2,101	44,484	21,507	\$2,163	46,529	21,099	\$2,229	47,027
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLES	12,873	\$953	12,270	13,076	\$972	12,713	12,828	\$992	12,721
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			1,748			1,758			1,843
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING	9,261	\$1,001	9,274	9,407	\$1,021	9,609	9,229	\$1,042	9,614
SUBTOTAL ENLISTED			451,713			466,027			469,248
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			679,996			684,138			710,408

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

ESTIMATE FY 2021	\$242,606
ESTIMATE FY 2020	\$224,945
ACTUAL FY 2019	\$211,004

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 +\$17.7 million increase in the Separation PCS program between FY 2020 to FY 2021. This change is due to:

- (1) Price increase due to FY 2021 general inflation of 2.0%: +\$4.7 million
- (2) Program increase due to a change in the number of projected total separations: +\$13.0 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 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SEPARATION TRAVEL									
OFFICER									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	7,416	\$1,446	10,726	6,943	\$1,475	10,243	7,709	\$1,505	11,600
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	4,458	\$193	860	4,254	\$197	837	4,634	\$201	930
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	4,616	\$11,831	54,613	4,406	\$12,069	53,174	4,798	\$12,310	59,064
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLES	498	\$546	272	474	\$557	264	517	\$569	294
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			1,232			1,159			2,142
SUBTOTAL OFFICER			67,703			65,677			74,030
ENLISTED									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	61,319	\$498	30,522	66,815	\$508	33,923	69,335	\$518	35,907
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	34,477	\$99	3,402	37,578	\$101	3,782	38,984	\$103	4,003
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	23,289	\$4,505	104,926	25,377	\$4,595	116,618	26,334	\$4,687	123,436
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	2,073	\$1,348	2,794	2,259	\$1,375	3,105	2,344	\$1,402	3,286
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			1,575			1,750			1,852
SUBTOTAL ENLISTED			143,219			159,178			168,484
SEPARATION TVL, CADET- MEM TVL MILEAGE	1,202	\$68	82	1,300	\$69	90	1,295	\$71	92
TOTAL SEPARATION TRAVEL			211,004			224,945			242,606

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

ESTIMATE FY 2021	\$2,022
ESTIMATE FY 2020	\$1,975
ACTUAL FY 2019	\$1,933

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 +\$47.0 thousand increase in the program between FY 2020 to FY 2021. The change is due to:

- (1) Price increase due to FY 2021 general inflation of 2.0%: +\$40.0 thousand
- (2) Program increase due to a change in moves driven by overall increase in strength levels: +\$7.0 thousand

The following table provides detailed cost computations:

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ORGANIZED UNIT TRAVEL									
OFFICER									
ORGANIZED UNIT TVL, OFFICER- MEM TVL MILEAGE	179	\$84	15	179	\$84	15	179	\$84	15
ORGANIZED UNIT TVL, OFFICER- DEP TVL MILEAGE	82	\$159	13	80	\$163	13	85	\$165	14
ORGANIZED UNIT TVL, OFFICER- HHG LAND SHIPMENT	71	\$1,746	124	71	\$1,775	126	71	\$1,817	129
ORGANIZED UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	123	\$1,301	160	122	\$1,344	164	122	\$1,385	169
ORGANIZED UNIT TVL, OFFICER- NONTEMP STORAGE HHG			9			9			10
ORGANIZED UNIT TVL, OFFICER- TEMPORARY LODGING	28	\$500	14	27	\$519	14	28	\$536	15
SUBTOTAL OFFICER			335			341			352
ENLISTED									
ORGANIZED UNIT TVL, ENLISTED- MEM TVL MILEAGE	723	\$216	156	723	\$220	159	723	\$224	162
ORGANIZED UNIT TVL, ENLISTED- DEP TVL MILEAGE	278	\$119	33	281	\$121	34	275	\$124	34
ORGANIZED UNIT TVL, ENLISTED- HHG LAND SHIPMENT	279	\$2,842	793	279	\$2,900	809	279	\$2,953	824
ORGANIZED UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	303	\$1,221	370	303	\$1,257	381	303	\$1,297	393
ORGANIZED UNIT TVL, ENLISTED- PRIVATELY OWNED VEHICLES	14	\$429	6	14	\$429	6	16	\$438	7
ORGANIZED UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			182			185			189
ORGANIZED UNIT TVL, ENLISTED- TEMPORARY LODGING	104	\$558	58	105	\$571	60	105	\$581	61
SUBTOTAL ENLISTED			1,598			1,634			1,670
TOTAL ORGANIZED UNIT TRAVEL			1,933			1,975			2,022

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

FY2020 Direct Program		249,779
Increases Pricing:		
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	7	
Interest on Uniformed Services Savings Deposits increase due to rate change	2	
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	12	
Partial Dislocation Allowance increase due to annualization of pay raise inflation	3	
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	1,336	
JROTC increase due to inflation rate change in Cadet clothing and subsistence	663	
Mass Transit Subsidy increase due to change in monthly benefit amount and inflation	264	
Unemployment Benefits increase due to annualized basic pay inflation	818	
Total Increases Pricing		3,105
Increases Program:		
ROTC program increase due to increase in participants	2,199	
Death Gratuity increase due to change in non-combat deaths	200	
Adoption expense increase due to change in non-combat deaths	2	
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	71	
Partial Dislocation Allowance increase due to anticipated number of Soldiers receiving benefit	1	
Total Increases Program		2,473
Total Increases		5,578
Decreases Pricing:		
Education Benefit decrease due to revised amortization payment amounts	(5,957)	
Total Decreases Pricing		(5,957)
Decreases Program:		
Unemployment Benefits decrease due to fewer projected number of active duty separations	(27,644)	
Total Decreases Program		(27,644)
Total Decreases		(33,601)
FY2021 Direct Program		221,756

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

ESTIMATE FY 2021	\$253
ESTIMATE FY 2020	\$246
ACTUAL FY 2019	\$242

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 general inflation.

There is a +\$7.0 thousand increase in the Apprehension of Deserters, Absentees, and Escaped Prisoners requirement between FY 2020 and FY 2021 due to price changes in the average rates based on general inflation.

The following table provides cost estimates:

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

	<u>ACTUAL FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	242	246	253

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

ESTIMATE FY 2021	\$41,400
ESTIMATE FY 2020	\$41,200
ACTUAL FY 2019	\$44,100

PROJECT: DEATH GRATUITIES

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

FY 2020 and FY 2021 projections include non-combat related death gratuity payments; combat related payments are included in the Overseas Contingency Operations request.

There is a +\$0.2 million increase in the program requirement between FY 2020 and FY 2021 due to anticipated number of non-combat deaths based overall growth in strength.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	57	\$100,000	5,700	54	\$100,000	5,400	54	\$100,000	5,400
DEATH GRATUITIES, ENLISTED	384	\$100,000	38,400	358	\$100,000	35,800	360	\$100,000	36,000
TOTAL DEATH GRATUITIES	441		44,100	412		41,200	414		41,400

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

ESTIMATE FY 2021	\$27,904
ESTIMATE FY 2020	\$54,730
ACTUAL FY 2019	\$81,150

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 2019 column includes execution for Overseas Contingency Operations (OCO). The base projections displayed in the FY 2020 and FY 2021 columns are for the Active Component (AC). There is a -\$26.8 million decrease in the Unemployment Compensation Benefits program between FY 2020 and FY 2021. The change is due to:

- (1) Price increase in the average rate based on basic pay inflation: +0.8 million
- (2) Program decrease due to a projected reduction in the number of claims: -\$27.6 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	15,431	\$5,259	81,150	10,107	\$5,415	54,730	5,002	\$5,579	27,904

PB-30X UNEMPLOYMENT BENEFITS

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

ESTIMATE FY 2021	\$36
ESTIMATE FY 2020	\$5,993
ACTUAL FY 2019	\$900

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 2020 and FY 2021 requests are based on the approved DoD Board of Actuary estimates for amortization payments.

There is a -\$6.0 million decrease in the program requirement between FY 2020 and FY 2021 due to changes in the economic and demographic assumptions by the board of actuaries reducing the Army's liability payment into the DoD Education Benefit Trust Fund.

The following table provides cost estimates:

	<u>ACTUAL FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	900	5,993	36

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

ESTIMATE FY 2021	\$603
ESTIMATE FY 2020	\$589
ACTUAL FY 2019	\$569

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 payment per adoption in FY 2019 and adjusted for general inflation.

There is a +\$14.0 thousand increase in the program requirement between FY 2020 and FY 2021. The changes are due to:

- (1) Price increase due to a change in average cost driven by general inflation: +\$12.0 thousand
- (2) Program increase due to anticipated number of adoptions based on an overall growth in strength: +\$2.0 thousand

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	136	\$2,011	274	138	\$2,051	284	138	\$2,092	289
ADOPTION EXPENSE, ENLISTED	192	\$1,536	295	195	\$1,567	305	196	\$1,598	314
TOTAL ADOPTION EXPENSES	328		569	333		589	334		603

PB-30X ADOPTION EXPENSES

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

ESTIMATE FY 2021	\$112
ESTIMATE FY 2020	\$108
ACTUAL FY 2019	\$104

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 2020, 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 +\$4.0 thousand increase in the program between FY 2020 and FY 2021. The changes are due to:

- (1) Price increase due to change in the average rates based on basic pay inflation: +\$3.0 thousand
- (2) Program increase due to change in number of Soldiers receiving this benefit based on an overall growth in strength: +\$1.0 thousand

Detailed cost computations are provided in the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	39	\$765	30	39	\$788	31	39	\$812	32
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	97	\$765	74	98	\$788	77	99	\$812	80
TOTAL PARTIAL DISLOCATION ALLOWANCE	136		104	137		108	138		112

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

ESTIMATE FY 2021	\$0
ESTIMATE FY 2020	\$0
ACTUAL FY 2019	\$8,030

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 2020 column reflects projected execution in the Overseas Contingency Operations (OCO) request.

The following table provides cost estimates:

	<u>ACTUAL FY 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	1,797	0	0
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	6,233	0	0
TOTALSGLI EXTRA HAZARD PAYMENTS	8,030	0	0

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

ESTIMATE FY 2021	\$0
ESTIMATE FY 2020	\$0
ACTUAL FY 2019	\$300

PROJECT: SGLI TRAUMATIC INJURY PAYMENTS

PART I - PURPOSE AND SCOPE

Every member who is covered under the Service Members' Group Life Insurance (SGLI) plan also has coverage under the Traumatic SGLI (T-SGLI) program, effective December 1, 2005. This coverage applies to active duty members, reservists, funeral honors duty and one-day muster duty.

The Military Services are required to submit payments for the T-SGLI program to the Department of Veterans Affairs. The T-SGLI program was established under Section 1032 of the FY 2005 DoD Emergency Supplemental Appropriations for the Global War on terror and Tsunami Relief (P.L. 109-13).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2020 column reflects projected 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 2019</u> AMOUNT	<u>ESTIMATE FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	60	0	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	240	0	0
TOTALSGLI TRAUMATIC INJURY PAYMENTS	300	0	0

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ESTIMATE FY 2021	\$107,570
ESTIMATE FY 2020	\$104,036
ACTUAL FY 2019	\$102,752

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 +\$3.5 million increase in the program requirement between FY 2020 and FY 2021. The change is due to:

Senior ROTC Non-Scholarship program: +\$1.3 million:

- (1) Price increase due to inflation associated with pay and allowances, stipends, clothing, and subsistence: +\$0.5 million
- (2) Program increase due to increase in the projected number of participants: +\$0.8 million

Senior ROTC Scholarship program: +\$2.2 million:

- (1) Price increase due to inflation associated with pay and allowance, stipend, clothing, and subsistence: +\$0.8 million
- (2) Program increase due to an increase in anticipated number of participants: +\$1.4 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 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC NON-SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)									
BASIC CAMP	814	\$2,731	2,223	839	\$2,812	2,359	864	\$2,888	2,496
ADVANCED CAMP	1,601	\$1,616	2,588	1,505	\$1,664	2,504	1,550	\$1,709	2,649
CADET TROOP LEADER	642	\$763	490	662	\$786	520	679	\$807	548
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	3,057		5,301	3,006		5,383	3,093		5,693
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	24,020	\$197	4,732	28,662	\$201	5,761	29,527	\$205	6,053
ADVANCED COURSE	14,953	\$212	3,170	14,454	\$216	3,122	14,846	\$221	3,281
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	38,973		7,902	43,116		8,883	44,373		9,334
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	1,948	\$631	1,229	2,006	\$644	1,292	2,065	\$657	1,357
BASIC COURSE, FEMALE	991	\$684	678	1,021	\$698	713	1,052	\$712	749
ADVANCED COURSE, MALE	296	\$618	183	305	\$630	192	314	\$643	202
ADVANCED COURSE, FEMALE	83	\$697	58	86	\$711	61	88	\$725	64
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	3,318		2,148	3,418		2,258	3,519		2,372
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	770	\$3,391	2,610	750	\$3,696	2,771	751	\$3,796	2,850
ADVANCED	3,005	\$3,391	10,191	2,156	\$4,884	10,530	2,221	\$4,776	10,607
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	3,775		12,801	2,906		13,301	2,972		13,457
SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)									
PRACTICAL FIELD TRAINING	31,444	\$81	2,547	37,049	\$82	3,038	38,082	\$85	3,237
SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)	31,444		2,547	37,049		3,038	38,082		3,237
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	80,567		30,699	89,495		32,863	92,039		34,093

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH									
BASIC CAMP	1,135	\$2,733	3,101	1,170	\$2,814	3,291	1,205	\$2,890	3,482
ADVANCED CAMP	4,413	\$1,032	4,554	4,430	\$1,063	4,709	4,467	\$1,091	4,874
CADET TROOP LEADER	836	\$764	639	861	\$787	678	889	\$808	718
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH	6,384		8,294	6,461		8,678	6,561		9,074
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	3,548	\$199	706	3,655	\$203	742	3,768	\$207	780
ADVANCED	2,437	\$199	485	2,512	\$203	510	2,589	\$207	536
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	5,985		1,191	6,167		1,252	6,357		1,316
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	671	\$647	434	691	\$660	456	713	\$673	480
BASIC COURSE, FEMALE	415	\$701	291	428	\$715	306	440	\$729	321
ADVANCED COURSE, MALE	510	\$633	323	525	\$646	339	540	\$659	356
ADVANCED COURSE, FEMALE	186	\$714	133	192	\$728	140	198	\$743	147
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,782		1,181	1,836		1,241	1,891		1,304
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	5,286	\$3,351	17,712	4,884	\$3,451	16,853	4,866	\$3,544	17,246
ADVANCED	9,693	\$4,392	42,573	9,283	\$4,523	41,985	9,321	\$4,645	43,296
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	14,979		60,285	14,167		58,838	14,187		60,542
SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING									
PRACTICAL FIELD TRAINING	13,949	\$79	1,102	14,550	\$80	1,164	14,952	\$83	1,241
SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING	13,949		1,102	14,550		1,164	14,952		1,241
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	43,079		72,053	43,181		71,173	43,948		73,477
TOTAL ROTC	123,646		102,752	132,676		104,036	135,987		107,570

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

ESTIMATE FY 2021	\$30,409
ESTIMATE FY 2020	\$29,746
ACTUAL FY 2019	\$28,477

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 +\$0.7 million increase in the program requirement between FY 2020 and FY 2021 due to inflationary changes in clothing and subsistence allowances.

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</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>
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	233,204	\$113	26,352	233,204	\$118	27,510	233,204	\$121	28,120
SUBSISTENCE OF JROTC CADETS - SUMMER CAMP									
FIELD RATIONS	23,352	\$91	2,125	23,352	\$96	2,236	23,352	\$98	2,289
SUBTOTAL SUBSISTENCE OF JROTC CADETS - SUMMER CAMP	23,352		2,125	23,352		2,236	23,352		2,289
TOTAL JROTC	256,556		28,477	256,556		29,746	256,556		30,409

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

ESTIMATE FY 2021	\$13,390
ESTIMATE FY 2020	\$13,054
ACTUAL FY 2019	\$12,600

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 +\$0.3 million increase in the program requirement between FY 2020 and FY 2021. This change is due to:

- (1) Price increase due to changes in the average rate based on general inflation: +\$0.2 million
- (2) Program increase due to changes in number of Soldiers receiving benefit based on overall growth in strength: +0.1 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	1,050	\$2,295	2,409	1,063	\$2,341	2,489	1,063	\$2,388	2,538
MASS TRANSIT SUBSIDY, ENLISTED	4,441	\$2,295	10,191	4,513	\$2,341	10,565	4,544	\$2,388	10,852
TOTAL MASS TRANSIT SUBSIDY	5,491		12,600	5,576		13,054	5,607		13,390

PB-30X MASS TRANSIT SUBSIDY

SECTION 5
SPECIAL ANALYSIS

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

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 +\$7.5 million from FY 2020 to FY 2021 driven by (1) increases in published rates (+\$4.4 million), (2) increases projected program participation (+\$0.8 million), and (3) increases in the Defense Health Program reimbursement (+\$3.6 million).

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUBSISTENCE									
Subsistence	\$2,041	\$2,735	\$4,776	\$2,629	\$3,061	\$5,690	\$2,668	\$4,521	\$7,189
MEDICAL									
Defense Health Program	\$105,079	\$70,121	\$175,200	\$102,240	\$68,160	\$170,400	\$104,940	\$69,960	\$174,900
STRENGTH RELATED									
Basic Pay	\$53,870	\$12,760	\$66,630	\$65,408	\$15,715	\$81,123	\$65,044	\$16,119	\$81,163
Retired Pay Accrual	\$16,376	\$3,879	\$20,255	\$20,276	\$4,871	\$25,147	\$22,505	\$5,577	\$28,082
Incentive Pay	\$654	\$1,062	\$1,716	\$793	\$117	\$910	\$807	\$120	\$927
Allowance	\$15,809	\$3,311	\$19,120	\$18,652	\$5,175	\$23,827	\$18,469	\$3,877	\$22,346
Social Security Tax	\$4,121	\$976	\$5,097	\$5,004	\$1,201	\$6,205	\$4,976	\$1,233	\$6,209
TOTAL PROGRAM	<u>\$197,950</u>	<u>\$94,844</u>	<u>\$292,794</u>	<u>\$215,002</u>	<u>\$98,300</u>	<u>\$313,302</u>	<u>\$219,409</u>	<u>\$101,407</u>	<u>\$320,816</u>

PB-30R REIMBURSABLE PROGRAM

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

	<u>ACTUAL FY 2019</u>			<u>ESTIMATE FY 2020</u>			<u>ESTIMATE FY 2021</u>		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
ASSIGNED OUTSIDE DOD									
NON-REIMBURSABLE PERSONNEL									
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
SUB-TOTAL NON-REIMBURSABLE PERSONNEL	90	32	122	90	32	122	90	32	122
REIMBURSABLE PERSONNEL									
NASA	3	0	3	3	0	3	3	0	3
SUB-TOTAL REIMBURSABLE PERSONNEL	3	0	3	3	0	3	3	0	3
TOTAL ASSIGNED OUTSIDE DOD	93	32	125	93	32	125	93	32	125

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
FOREIGN MILITARY SALES	51	36	87	85	59	144	95	59	154
SUB-TOTAL REIMBURSABLE PERSONNEL	51	36	87	85	59	144	95	59	154
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	51	36	87	85	59	144	95	59	154
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
INDUSTRIAL OPERATIONS	27	82	109	29	82	111	29	82	111
SUPPLY MGMT	3	0	3	3	0	3	3	0	3
TRANSCOM	49	72	121	62	62	124	68	62	130
DECA	4	0	4	4	0	4	4	0	4
DFAS	6	101	107	6	101	107	6	101	107
DISA	24	22	46	28	22	50	28	22	50
DLA	139	94	233	139	94	233	139	94	233
USACE - Civil Works	203	0	203	221	0	221	221	0	221
USTC	3	0	3	3	0	3	3	0	3
JIEDDO	20	1	21	10	1	11	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
SUB-TOTAL REIMBURSABLE PERSONNEL	483	374	857	510	364	874	516	364	880
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS	483	374	857	510	364	874	516	364	880
TOTAL REIMBURSABLE PERSONNEL	537	410	947	598	423	1,021	614	423	1,037
TOTAL NON-REIMBURSABLE PERSONNEL	90	32	122	90	32	122	90	32	122
GRAND TOTAL	627	442	1,069	688	455	1,143	704	455	1,159

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

	ACTUAL FY 2019			ESTIMATE FY 2020			ESTIMATE FY 2021		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Non-Scholarship Students									
MS I	8,858	9,923	10,988	8,882	9,837	10,791	8,734	9,673	10,611
MS II	5,301	5,700	6,098	5,911	6,330	6,749	5,812	6,225	6,637
Total Basic Course	14,159	15,623	17,086	14,793	16,167	17,540	14,546	15,897	17,248
MS III	2,162	2,295	2,427	2,302	2,089	1,875	2,264	2,498	2,731
MS IV	2,210	2,313	2,415	2,413	3,533	4,652	2,373	2,109	1,844
Total Advanced Course	4,372	4,607	4,842	4,715	5,621	6,527	4,637	4,606	4,575
Total Non-Scholarship Students	18,531	20,230	21,928	19,508	21,788	24,067	19,183	20,503	21,823
Scholarship Students									
MS I	1,013	1,231	1,448	890	1,182	1,474	875	1,162	1,449
MS II	3,101	3,403	3,705	3,044	3,174	3,304	2,993	3,121	3,249
Total Basic Course	4,114	4,634	5,153	3,934	4,356	4,778	3,868	4,283	4,698
MS III	4,598	4,836	5,074	4,444	4,612	4,780	4,370	4,535	4,700
MS IV	5,062	5,109	5,156	5,261	5,173	5,084	5,173	5,086	4,999
Total Advanced Course	9,660	9,945	10,230	9,705	9,785	9,864	9,543	9,621	9,699
Total Scholarship Students	13,774	14,579	15,383	13,639	14,141	14,642	13,411	13,904	14,397
Total Enrollment									
MS I	9,871	11,154	12,436	9,772	11,019	12,265	9,609	10,835	12,060
MS II	8,402	9,103	9,803	8,955	9,504	10,053	8,805	9,346	9,886
Total Basic Course	18,273	20,256	22,239	18,727	20,523	22,318	18,414	20,180	21,946
MS III	6,760	7,131	7,501	6,746	6,701	6,655	6,634	7,033	7,431
MS IV	7,272	7,422	7,571	7,674	8,705	9,736	7,546	7,195	6,843
Total Advanced Course	14,032	14,552	15,072	14,420	15,406	16,391	14,180	14,227	14,274
Total Enrollment	32,305	34,808	37,311	33,147	35,928	38,709	32,594	34,407	36,220
Completed ROTC and Commissioned			5,606			6,000			5,900

**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 2019</u>	<u>ESTIMATE FY 2020</u>	<u>ESTIMATE FY 2021</u>
Schools	274	274	274
Civilian Personnel	1,185	1,187	1,286
Military Personnel (End Strength)	2,017	2,018	2,018

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

	ACTUAL FY 2019											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	14	14	13	13	13	15	13	13	13	14	14	13
LIEUTENANT GENERAL	44	45	45	45	46	46	47	47	48	46	42	44
MAJOR GENERAL	117	117	114	114	114	112	116	116	121	121	117	114
BRIGADIER GENERAL	139	133	131	130	128	127	123	125	127	132	129	127
COLONEL	4,098	4,127	4,111	4,118	4,142	4,178	4,203	4,172	4,133	4,092	4,057	3,969
LIEUTENANT COLONEL	8,663	8,699	8,716	8,740	8,786	8,817	8,879	8,936	8,968	8,908	8,866	8,772
MAJOR	14,939	14,946	14,964	14,978	15,044	15,297	15,502	15,801	15,700	15,710	15,594	15,443
CAPTAIN	28,518	28,501	28,295	28,066	27,815	27,425	26,961	28,234	28,171	28,040	27,847	28,397
1ST LIEUTENANT	11,041	12,967	12,839	13,097	13,201	13,794	13,957	12,030	12,022	11,966	11,794	11,019
2ND LIEUTENANT	9,925	7,673	7,635	7,648	7,564	7,021	6,916	8,683	9,580	9,780	10,032	10,230
SUBTOTAL COMMISSIONED OFFICERS	77,498	77,498	76,863	76,949	76,853	76,832	76,717	78,157	78,883	78,809	78,492	78,128
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	608	610	610	610	609	605	608	606	607	602	604	581
WARRANT OFFICER (W-4)	2,011	2,002	2,006	2,006	2,020	1,963	1,973	1,979	1,975	1,975	1,967	1,943
WARRANT OFFICER (W-3)	3,971	3,941	3,926	3,909	3,906	3,906	3,901	3,899	3,893	3,887	3,873	3,842
WARRANT OFFICER (W-2)	5,304	5,304	5,294	5,197	5,205	5,272	5,254	5,288	5,359	5,355	5,355	5,286
WARRANT OFFICER (W-1)	2,368	2,354	2,390	2,391	2,419	2,372	2,417	2,452	2,466	2,503	2,599	2,630
SUBTOTAL WARRANT OFFICERS	14,262	14,262	14,226	14,113	14,159	14,118	14,153	14,224	14,300	14,322	14,398	14,282
SUBTOTAL OFFICER	91,760	91,433	91,089	91,062	91,012	90,950	90,870	92,381	93,183	93,131	92,890	92,410
ENLISTED												
SERGEANT MAJOR	3,536	3,521	3,503	3,464	3,493	3,511	3,533	3,556	3,544	3,568	3,557	3,520
1ST SERGEANT/MASTER SERGEANT	10,476	10,504	10,556	10,644	10,532	10,542	10,470	10,646	11,002	10,939	10,973	11,224
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,031	36,260	36,070	35,838	36,019	35,923	35,978	35,766	35,787	35,594	35,883	35,562
STAFF SERGEANT	53,963	54,437	54,667	55,066	55,067	54,872	55,142	55,363	55,501	56,039	55,495	55,725
SERGEANT	66,198	66,470	67,540	66,882	67,391	68,320	68,376	68,261	68,294	68,729	69,081	68,070
CORPORAL/SPECIALIST	105,916	104,384	102,196	103,644	104,060	104,458	105,261	106,446	106,725	106,876	108,262	110,178
PRIVATE FIRST CLASS	50,759	50,511	49,608	49,766	49,106	47,866	47,091	46,572	47,670	49,167	49,914	49,628
PRIVATE E2	26,003	25,714	27,459	29,612	31,762	32,461	32,283	31,001	27,918	28,081	26,975	26,726
PRIVATE E1	25,737	24,187	20,048	19,704	17,609	16,532	16,284	17,138	19,159	21,003	24,166	26,368
SUBTOTAL ENLISTED PERSONNEL	378,619	375,988	371,647	374,620	375,039	374,485	374,418	374,749	375,600	379,996	384,306	387,001
CADET	4,565	4,557	4,530	4,523	4,514	4,475	4,461	3,451	3,426	4,582	4,548	4,530
TOTAL END STRENGTH	474,944	471,978	467,266	470,205	470,565	469,910	469,749	470,581	472,209	477,709	481,744	483,941

PB-30Z MONTHLY END STRENGTHS BY PAY GRADE

**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
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	13	14	13	13	13	15	13	13	13	13	14	13
LIEUTENANT GENERAL	44	47	44	44	46	46	47	47	46	44	42	44
MAJOR GENERAL	112	108	112	113	113	111	116	115	117	115	116	114
BRIGADIER GENERAL	127	128	129	129	127	126	123	124	123	126	127	127
COLONEL	4,091	4,089	4,067	4,055	4,068	4,085	4,110	4,106	4,086	4,063	4,036	3,955
LIEUTENANT COLONEL	8,657	8,689	8,770	8,816	8,862	8,913	8,982	9,045	9,083	9,013	8,961	8,861
MAJOR	15,351	15,379	15,332	15,328	15,375	15,610	15,801	16,119	16,021	16,116	16,125	16,112
CAPTAIN	28,348	28,338	28,249	28,256	28,086	27,766	27,253	28,384	28,730	28,533	28,361	28,443
1ST LIEUTENANT	10,970	13,143	13,268	13,468	13,519	14,125	14,216	12,492	12,126	11,975	11,665	11,039
2ND LIEUTENANT	10,435	8,039	7,890	7,865	7,805	7,190	7,044	9,017	9,663	9,787	9,922	10,248
SUBTOTAL COMMISSIONED OFFICERS	78,148	78,148	77,874	78,087	78,014	77,987	77,705	79,462	80,008	79,785	79,369	78,956
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	595	592	589	588	586	580	583	585	582	579	577	560
WARRANT OFFICER (W-4)	1,921	1,927	1,937	1,940	1,945	1,944	1,958	1,975	1,986	2,000	2,003	1,997
WARRANT OFFICER (W-3)	3,847	3,839	3,844	3,825	3,820	3,814	3,807	3,801	3,787	3,768	3,744	3,713
WARRANT OFFICER (W-2)	5,314	5,422	5,358	5,293	5,315	5,328	5,415	5,438	5,419	5,488	5,506	5,520
WARRANT OFFICER (W-1)	2,699	2,571	2,666	2,633	2,644	2,651	2,694	2,706	2,696	2,731	2,740	2,746
SUBTOTAL WARRANT OFFICERS	14,376	14,376	14,394	14,279	14,310	14,317	14,457	14,505	14,470	14,566	14,570	14,536
SUBTOTAL OFFICER	92,524	92,325	92,268	92,366	92,324	92,304	92,162	93,967	94,478	94,351	93,939	93,492
ENLISTED												
SERGEANT MAJOR	3,504	3,514	3,439	3,427	3,433	3,433	3,438	3,453	3,459	3,488	3,458	3,456
1ST SERGEANT/MASTER SERGEANT	11,130	11,009	10,964	10,940	10,938	10,941	10,955	11,003	11,175	10,974	10,915	10,902
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,575	35,717	36,960	37,323	37,290	37,281	37,243	37,406	37,593	37,628	37,496	37,486
STAFF SERGEANT	56,059	56,417	56,817	58,094	58,968	59,005	58,945	59,060	59,288	59,309	59,165	59,316
SERGEANT	68,345	68,461	69,479	70,111	70,949	71,041	71,063	71,051	71,302	71,375	71,388	71,573
CORPORAL/SPECIALIST	109,466	108,633	105,391	104,110	102,956	103,918	104,809	104,692	104,545	104,896	105,690	105,511
PRIVATE FIRST CLASS	49,185	48,483	48,530	48,794	48,697	48,163	47,359	46,751	46,694	47,561	47,985	49,112
PRIVATE E2	26,481	26,994	28,632	28,787	28,730	28,415	27,941	27,582	27,548	28,060	28,310	28,975
PRIVATE E1	26,367	25,257	20,406	20,517	20,477	20,252	19,914	19,658	19,634	19,999	20,177	20,651
SUBTOTAL ENLISTED PERSONNEL	386,112	384,485	380,618	382,103	382,438	382,449	381,667	380,656	381,238	383,290	384,584	386,982
CADET	4,517	4,508	4,484	4,469	4,456	4,449	4,440	3,385	4,602	4,546	4,541	4,526
TOTAL END STRENGTH	483,153	481,318	477,370	478,938	479,218	479,202	478,269	478,008	480,318	482,187	483,064	485,000

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

	ESTIMATE FY 2021											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	14	14	13	13	13	15	13	13	13	11	14	15
LIEUTENANT GENERAL	43	45	46	46	47	48	49	48	48	44	42	43
MAJOR GENERAL	115	117	116	117	117	116	120	119	121	121	119	115
BRIGADIER GENERAL	137	133	134	133	132	131	127	129	127	134	136	137
COLONEL	3,975	3,978	3,961	3,966	3,972	3,989	3,966	3,953	3,936	3,913	3,874	3,798
LIEUTENANT COLONEL	8,851	8,894	8,918	8,955	9,009	9,058	9,130	9,201	9,244	9,219	9,151	9,035
MAJOR	16,064	16,097	15,722	15,750	15,834	15,922	15,959	16,132	16,123	16,182	16,188	16,182
CAPTAIN	27,759	27,555	27,297	27,255	27,054	26,790	26,308	27,972	28,247	28,148	28,051	27,761
1ST LIEUTENANT	11,399	13,651	13,661	13,787	13,912	14,579	14,637	12,307	11,971	11,921	12,030	11,401
2ND LIEUTENANT	10,247	8,078	8,124	8,051	8,032	7,421	7,253	8,883	9,540	9,521	9,375	10,005
SUBTOTAL COMMISSIONED OFFICERS	78,604	78,604	77,992	78,073	78,122	78,069	77,562	78,757	79,370	79,214	78,980	78,492
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	569	568	567	565	565	563	565	566	564	561	558	552
WARRANT OFFICER (W-4)	2,003	2,011	2,028	2,044	2,020	2,029	2,048	2,070	2,083	2,101	2,110	2,108
WARRANT OFFICER (W-3)	3,704	3,685	3,670	3,651	3,625	3,621	3,614	3,608	3,596	3,579	3,554	3,530
WARRANT OFFICER (W-2)	5,561	5,642	5,668	5,605	5,617	5,626	5,665	5,698	5,684	5,717	5,744	5,738
WARRANT OFFICER (W-1)	2,559	2,596	2,608	2,579	2,585	2,589	2,607	2,622	2,616	2,631	2,643	2,640
SUBTOTAL WARRANT OFFICERS	14,396	14,396	14,541	14,444	14,412	14,428	14,499	14,564	14,543	14,589	14,609	14,568
SUBTOTAL OFFICER	93,000	93,064	92,533	92,517	92,534	92,497	92,061	93,321	93,913	93,803	93,589	93,060
ENLISTED												
SERGEANT MAJOR	3,502	3,497	3,505	3,493	3,501	3,501	3,504	3,522	3,527	3,559	3,521	3,506
1ST SERGEANT/MASTER SERGEANT	10,945	10,943	10,961	10,937	10,931	10,926	10,948	11,009	11,084	11,023	11,003	10,969
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,695	36,638	36,758	36,625	36,593	36,597	36,765	36,918	37,113	37,150	37,013	36,915
STAFF SERGEANT	58,726	58,596	58,815	58,605	58,547	58,608	59,012	59,152	59,349	59,395	59,250	59,248
SERGEANT	69,941	69,820	69,976	69,819	69,801	69,873	70,455	70,465	70,589	70,635	70,906	69,008
CORPORAL/SPECIALIST	105,325	103,975	101,528	102,213	102,513	102,679	102,179	102,182	101,672	102,090	102,438	104,908
PRIVATE FIRST CLASS	50,358	50,743	49,519	50,814	50,647	50,018	49,264	49,110	49,458	50,136	50,700	50,667
PRIVATE E2	31,342	31,581	30,819	31,626	31,522	31,130	30,661	30,565	30,782	31,203	31,555	31,534
PRIVATE E1	21,401	21,564	21,044	21,595	21,524	21,256	20,936	20,870	21,018	21,306	21,546	21,532
SUBTOTAL ENLISTED PERSONNEL	388,235	387,358	382,925	385,727	385,579	384,588	383,724	383,793	384,592	386,497	387,932	388,287
CADET	4,556	4,549	4,522	4,507	4,494	4,487	4,478	3,414	4,630	4,574	4,569	4,553
TOTAL END STRENGTH	485,791	484,970	479,980	482,751	482,607	481,572	480,263	480,528	483,135	484,874	486,090	485,900¹

¹ The Army's planned FY 2021 end strength was 486,000; 100 Soldiers transfer to the United States Space Force (USSF)