

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2022 Budget Estimates



MILITARY PERSONNEL, ARMY

JUSTIFICATION BOOK

MAY 2021

The estimated cost of this report for the Department of Defense is approximately \$13,233 for Fiscal Year 2021. This includes \$500 in expenses and \$12,733 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 2020 ^{/1}</u>	<u>ENACTED FY 2021 ^{/2}</u>	<u>ESTIMATE FY 2022</u>
Direct Program			
Pay and Allowances of Officers	14,160,151	14,876,029	14,986,568
Pay and Allowances of Enlisted	27,265,229	28,467,790	28,782,283
Pay and Allowances of Cadets	90,797	93,453	94,375
Subsistence of Enlisted Personnel	2,330,783	2,290,027	2,220,949
Permanent Change of Station Travel	1,575,876	1,592,458	1,610,213
Other Military Personnel Costs	<u>301,191</u>	<u>254,996</u>	<u>279,436</u>
TOTAL DIRECT PROGRAM	45,724,027	47,574,753	47,973,824
Reimbursable Program			
Pay and Allowances of Officers	201,234	219,409	228,203
Pay and Allowances of Enlisted	84,833	93,163	99,499
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	3,025	8,244	10,592
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL REIMBURSABLE PROGRAM	289,092	320,816	338,294
Total Baseline Program			
Pay and Allowances of Officers	14,361,385	15,095,438	15,214,771
Pay and Allowances of Enlisted	27,350,062	28,560,953	28,881,782
Pay and Allowances of Cadets	90,797	93,453	94,375
Subsistence of Enlisted Personnel	2,333,808	2,298,271	2,231,541
Permanent Change of Station Travel	1,575,876	1,592,458	1,610,213
Other Military Personnel Costs	<u>301,191</u>	<u>254,996</u>	<u>279,436</u>
TOTAL BASELINE PROGRAM	46,013,119	47,895,569	48,312,118
Medicare Eligible Retiree Health Fund Contribution	<u>2,186,006</u>	<u>2,351,028</u>	<u>2,622,860</u>
TOTAL MILPERS PROGRAM COST	48,199,125	50,246,597	50,934,978

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

	<u>ACTUAL FY 2020</u> ^{/1}	<u>ENACTED FY 2021</u> ^{/2}	<u>ESTIMATE FY 2022</u>
Memo Entry: OCO Funding (P.L. 116-93 and P.L. 116-260)			
Pay and Allowances of Officers	986,121	790,412	0
Pay and Allowances of Enlisted	1,873,690	1,533,037	0
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	427,155	385,833	0
Permanent Change of Station Travel	5,403	5,511	0
Other Military Personnel Costs	<u>33,559</u>	<u>33,240</u>	<u>0</u>
TOTAL OCO FUNDING	3,325,929	2,748,033	0
Memo Entry: Direct War and Enduring Costs			
Pay and Allowances of Officers	0	0	503,679
Pay and Allowances of Enlisted	0	0	1,151,276
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	0	0	271,047
Permanent Change of Station Travel	0	0	4,915
Other Military Personnel Costs	<u>0</u>	<u>0</u>	<u>30,530</u>
TOTAL DIRECT WAR AND ENDURING COSTS	0	0	1,961,447

^{/1} Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

^{/2} Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

SECTION 2

INTRODUCTION

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

The FY 2022 Military Personnel, Army (MPA) budget request supports the All-Volunteer force of a 485,000 Soldier end strength and their families. MPA provides pay and benefits for both Active Component (AC) Soldiers and Reserve Component (RC) Soldiers activated for current contingencies. The appropriation plays a critical role in National Military Strategy by enabling the Army to meet its manning objectives -having the right number of high quality Soldiers in the appropriate grades and skills to satisfy force structure requirements- while maintaining the All-Volunteer Force. In addition to manning force structure requirements, the appropriation provides for Soldiers in a variety of individual accounts including Cadets and TTHS (trainees, transients, holdees, and students).

Management Characteristics of MPA

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

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

Direct War and Enduring Cost Requirements

This request includes funding supporting Direct War and Enduring requirements in all fiscal years (FYs 2020 – 2022). Direct War and Enduring requirements include support to the following contingency missions:

Direct War:

- Operation Freedom's Sentinel (OFS) - supports counter terrorism operations against the remnants of al Qaeda in Afghanistan.
- Operation Inherent Resolve (OIR) - supports urgent warfighting readiness and requirements driven by acceleration of the campaign against the Islamic State of Iraq and Syria (ISIS)

Enduring:

- European Deterrence Initiative (EDI) – supports assurance to NATO alliances and bolster the security and capacity of partners
- Operation Enduring Freedom – Horn of Africa (OEF-HOA) – supports counter-terrorism operations in the Horn of Africa
- Joint Task Force – Guantanamo Bay (JTF-GTMO) – supports detainee operations on U.S. Naval Station Guantanamo Bay, Cuba
- Operation Spartan Shield (OSS) - protects, defends, and builds partnerships in the Middle East

This request includes the following funding and mobilized Reserve Component Soldiers support strength levels for Direct War and Enduring Costs: FY 2020 - \$3,325.9 million; FY 2021 - \$2,969.0 million; FY 2022 - \$1,961.4 million

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

Personnel Categories by Year

This justification material reflects both base and Direct War and Enduring Cost requirements in each fiscal year. FY 2020 data displays actual execution. FY 2021 data displays the total program updated from the President's Budget submission to reflect the latest obligation projections and strength levels. The FY 2022 funding request is based on the latest Active Component (AC) and mobilized Reserve Component (RC) strength projections. Both, FY 2021 and FY 2022 strength levels only include the baseline requirements.

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

		Average Strength												
		FY2020 Actuals				FY2021 Revised				FY2022 Budgeted				
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	
BASE	AC	Base	92,454	383,152	4,392	479,998	93,249	387,056	4,383	484,688	93,809	382,555	4,388	480,752
	RC	Mobilization	556	1,652	-	2,208	721	1,907	-	2,628	849	1,766	-	2,615
		ADOS	232	385	-	617	162	345	-	507	229	471	-	700
		Southwest Border Support	-	-	-	-	361	3,378	-	3,739	-	-	-	-
		COVID-19 Support	447	444	-	891	327	297	-	624	-	-	-	-
		RC Total	1,235	2,481	-	3,716	1,571	5,927	-	7,498	1,078	2,237	-	3,315
Base Total		93,689	385,633	4,392	483,714	94,820	392,983	4,383	492,186	94,887	384,792	4,388	484,067	
Direct War & Enduring Cost	RC	Enduring Support	5,737	21,992	-	27,729	5,661	18,761	-	24,422	2,743	14,068	-	16,811
		Direct War Support	876	2,734	-	3,610	403	1,255	-	1,658	294	917	-	1,211
		Direct War and Enduring Total	6,613	24,726	-	31,339	6,064	20,016	-	26,080	3,037	14,985	-	18,022
BASE and Direct War & Enduring Cost	AC Total		92,454	383,152	4,392	479,998	93,249	387,056	4,383	484,688	93,809	382,555	4,388	480,752
	RC Total		7,848	27,207	-	35,055	7,635	25,943	-	33,578	4,115	17,222	-	21,337
	Total		100,302	410,359	4,392	515,053	100,884	412,999	4,383	518,266	97,924	399,777	4,388	502,089
		End Strength												
		FY2020 Actuals				FY2021 Revised				FY2022 Budgeted				
		Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	
Base	AC	Base	92,982	387,911	4,490	485,383	93,746	387,752	4,502	486,000	94,220	386,271	4,509	485,000

Business Process Improvements

In efforts to improve management controls, the Military Personnel Division within the Army Budget Office works closely with functional counterparts across the Army Staff to improve the linkage between budget requests, policies and the dynamic environment impacting the appropriation. A key focus has been on the Permanent Change of Station (PCS) program. In FY 2010, the Army elevated its PCS program to a Department level material weakness. While the implementation of the Integrated Personnel Pay System – Army (IPPS-A) should ultimately provide a full scale systems solution to the material weakness, the Army has developed an interim solution to obligate PCS orders when issued, to develop more accurate cost projections, and to reconcile obligations with disbursements. This solution was implemented beginning in FY 2014 and the Army has asserted that the material weakness is now cleared. With multiple 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 project continues to generate cost savings in the PCS program, as well as the capability to more accurately identify baseline and contingency-related PCS moves.

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

Primary Budget Drivers

Inflationary Rates Include:

Pay Raise

- Military Pay Raise, effective 1 January 2020 is 3.1% (2.98% over the FY)
- Military Pay Raise, effective 1 January 2021 is 3.0% (3.03% over the FY)
- Military Pay Raise, effective 1 January 2022 is 2.6% (2.78% 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 2020, is 0.9% (0.68% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2021, is 3.7% (3.00% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2022, is 2.3% (2.65% over the FY)

Basic Allowance for Housing

- Basic Allowance for Housing growth, effective 1 January 2020, is 2.7% (2.63% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2021, is 2.6% (2.63% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2022, is 3.1% (2.98% over the FY)

The January 1, 2020 BAH inflation rate assumption is 2.7 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 2022 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2020. 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, 2022 BAH inflation rate assumption is 3.1 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2022. 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 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 26.9% for part-time Soldiers in FY 2021
- Retired Pay Accrual as a percentage of Basic Pay is 35.1% for full-time and 25.7% for part-time Soldiers in FY 2022

Foreign Currency Fluctuation

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2020 and FY 2021 column in the justification material reflects obligations based on actual foreign currency exchange rates, while the FY 2022 columns reflect the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY 2022
Denmark	Krone	6.4823
European Community	Euro	0.8703
Iceland	Krona	138.5288
Japan	Yen	106.4531
Norway	Krone	9.3841
Singapore	Dollar	1.3826
South Korea	Won	1,190.9277
Turkey	Lira	7.2233
United Kingdom	Pound	0.7843

**MILITARY PERSONNEL, ARMY
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INTRODUCTION**

General Inflation

- General inflation is 1.3% in FY 2020
- General inflation is 1.7% in FY 2021
- General inflation is 1.8% in FY 2022

TRICARE Accrual (permanent, indefinite authority)

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

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

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 2022, 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.

FY2022 Requested Levels: 2,615 man-years; \$270.0 million [Traditional Base Operations]

NORTHCOM – Air Defense (20 man-years; \$2.1 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; \$42.6 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 (290 man-years; \$29.9 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 (1,037 man-years; \$107.1 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 (240 man-years; \$24.8 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.

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SOUTHCOM – Counter Narcotics Trafficking and Networks (52 man-years; \$5.4 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 (563 man-years; \$58.1 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.

FY2022 Requested Levels: 12,239 Man-Years; \$1,129.5M [Direct War and Enduring Operations]

USCENTCOM - Operation Spartan Shield (OSS) (7,266 man-years; \$658.1 million)

Mission is to protect, defend, and build partnerships in the Middle East. Operation mission is also to deter aggression and malign influences across the Middle East through a ready and capable combat land force.

EUCOM - European Deterrence Initiative (EDI) (1,410 man-years; \$127.7 million)

Provides assurance to NATO alliances and bolster the security and capacity of partners across the following lines of effort: (1) Increased U.S. military presence in Europe, (2) Additional bilateral and multinational exercises and training with allies and partners, (3) Further activities to build partner capacity for newer NATO members and other partners.

Operation Enduring Freedom – Horn of Africa (OEF-HOA) (1,310 man-years; \$118.6 million)

Provides the overall military operation to combat militant Islamism and piracy in the Horn of Africa. Also provides theater security cooperation activities, enables regional actors to neutralize violent extremist organizations (VEOs). Also, enables access and freedom of movement within East Africa to protect and defend U.S. interests and support aligned regional efforts.

USSOUTHCOM - Joint Task Force – Guantanamo Bay (JTF-GTMO) (1,067 man-years; \$87.7 million)

Provides safe and humane detention operations on U.S. Naval Station Guantanamo Bay, Cuba.

USCENTCOM - Operation Freedom's Sentinel (OFS) (257 man-years; \$29.8 million)

Funds military presence to restore stability and support counter terrorism operations against the remnants of al Qaeda in Afghanistan.

USCENTCOM - Operation Inherent Resolve (OIR) (929 man-years; \$107.6 million)

Funds address urgent warfighting readiness and requirements driven by acceleration of the campaign against the Islamic State of Iraq and Syria (ISIS).

**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 2020 Actual</u>	<u>FY 2021 Revised</u>	<u>FY 2022 Request</u>
(1) Average Strength			
a. Active Component	479,998	484,688	480,752
b. Reserve Component on Active Duty	35,055	33,578	21,337
Total	515,053	518,266	502,089
(2) End Strength	485,383	486,000	485,000
(3) Authorized End Strength	480,000	485,900	

Narrative:

- (1) Average strength includes Active Component (AC) Soldiers as well as mobilized Reserve Component (RC) Soldiers on active duty supporting Base, Direct War and Enduring mission requirements.
- (2) End strength displays AC Soldiers only.
- (3) Authorized end strength is based on the National Defense Authorizations Act (NDAA) for FY 2020 and FY 2021.

II. Recruiting

	<u>FY 2020 Actual</u>	<u>FY 2021 Revised</u>	<u>FY 2022 Request</u>
1. Numeric goals	61,200	66,000	70,500
Actual	61,253		

Narrative: In FY 2020, the Army achieved 61.2K accessions. The Army entered FY 2020 with a delayed entry pool (DEP) of 13.0K and FY 2021 with a DEP of 10.6K. The Army expects to accomplish its accession mission of 66K in FY 2021. In FY 2022, the planned accession mission is 70.5K with a DEP of 18.0K.

	<u>FY 2020 Actual</u>	<u>FY 2021 Revised</u>	<u>FY 2022 Request</u>
2. Quality goals			
a) HSDG percent (Tier I)	95.79%	> 90%	> 90%
b) Test Score Category I-III A			
Percent – Standard	60.00%	> 60%	> 60%
Actual	62.88%		

- 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 determines 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

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PERFORMANCE MEASURES AND EVALUATION SUMMARY

resides (per the National Defense Authorization Act for Fiscal Year 2012). USAREC processes Non-HSDG applicants provided they score in the top 50th percentile on the Armed Service's Vocational Aptitude Battery (ASVAB) test and pass two non-cognitive personality tests: (1) the Tailored Adaptive Personality Assessment Screen (TAPAS) and (2) the Assessment of Individual Motivation (AIM).

Narrative: Quality goals serve as a screening mechanism; the Army does not directly resource to quality levels. Recruiting efforts focus on high school diploma graduates and graduating seniors who are Category (CAT) I-III A.

- c) The percent of CAT I-III A is the measure of the total number of non-prior service accessions + FSTP who scored at or above 50th percentile. (Army target is 60%. CAT I-III A – scores at or above 50 on the Armed Forces Qualification Test (measure of aptitude). CAT IV – percentages are not shown as the services historically have no difficulty meeting the 4% limitation.)

Narrative: Quality goals serve as a screening mechanism; the Army does not directly resource to quality levels. Recruiting efforts focus on high school diploma graduates and graduating seniors who are CAT I-III A. The implementation of upgraded Armed Services Vocational Aptitude Battery norms may affect quality achievement in the future, as enlistment standards will increase. In FY 2021, the Army expects to meet its goal for test category I-III A.

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 2022 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 (LSS) 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. The Army continues to leverage execution data for the LSS project to refine budget projections and reduce unexpended balances.
- b) Retention and Recruiting Management Controls: The Army has made significant management control improvements in Retention and Recruiting bonus programs. MPA now accounts for projected attrition minimizing the lost opportunity costs when a new recruit fails to meet his/her initial service obligation. Additionally, the Army conducts a monthly review of the enlistment bonus program and makes adjustments to bonuses based on inventory and need. This continuous review process ensures the Army targets bonus payments to high quality critical-skilled MOS's.
- 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 requirements do not inflate at the same rate as BAS. Therefore, the Army now utilizes general inflation factors (which tend to be less than the BAS inflation) to project SIK.
 - Additionally, the Army has applied a similar methodology adjustment to the PCS budget projections. Upon conducting historical analysis, it was determined that each PCS entitlement should not be inflated by general inflation. Instead, the Army has adjusted the cost methodology to only inflate household goods shipments by general inflation and disallowance allowance by basic pay raise. This methodology change has reduced the overall PCS projections to better align with actual execution.

SECTION 3
SUMMARY TABLES

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>AVERAGE STRENGTH</u>	<u>END STRENGTH 30 SEP 2020 ^{/2}</u>	<u>AVERAGE STRENGTH</u>	<u>END STRENGTH 30 SEP 2021 ^{/2}</u>	<u>AVERAGE STRENGTH</u>	<u>END STRENGTH 30 SEP 2022 ^{/2}</u>
DIRECT BASELINE PROGRAM						
OFFICER	93,171	92,464	94,302	93,228	94,369	93,702
ENLISTED	385,130	387,408	392,480	387,249	384,289	385,768
CADET	4,392	4,490	4,383	4,502	4,388	4,509
TOTAL DIRECT BASELINE PROGRAM	482,693	484,362	491,165	484,979	483,046	483,979
REIMBURSABLE BASELINE PROGRAM						
OFFICER	518	518	518	518	518	518
ENLISTED	503	503	503	503	503	503
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	1,021	1,021	1,021	1,021	1,021	1,021
BASELINE PROGRAM						
OFFICER	93,689	92,982	94,820	93,746	94,887	94,220
ENLISTED	385,633	387,911	392,983	387,752	384,792	386,271
CADET	4,392	4,490	4,383	4,502	4,388	4,509
TOTAL BASELINE PROGRAM ^{/1}	483,714	485,383	492,186	486,000	484,067	485,000
DIRECT WAR AND ENDURING						
OFFICER	6,613	0	6,064	0	3,037	0
ENLISTED	24,726	0	20,016	0	14,985	0
CADET	0	0	0	0	0	0
TOTAL DIRECT WAR AND ENDURING ^{/3}	31,339	0	26,080	0	18,022	0
TOTAL PROGRAM						
OFFICER	100,302	92,982	100,884	93,746	97,924	94,220
ENLISTED	410,359	387,911	412,999	387,752	399,777	386,271
CADET	4,392	4,490	4,383	4,502	4,388	4,509
TOTAL PROGRAM	515,053	485,383	518,266	486,000	502,089	485,000

^{/1} Baseline average strength includes Reserve Component (RC) on Active Duty Operational Support (ADOS) man-year for Administrative, Operational, and Contingency ADOS supporting base contingency missions. These totals are not included in the end strength figures that are displayed throughout the justification material.

^{/2} End strength is only reported for the Active Component

^{/3} Figures listed are for RC Soldiers on supporting Direct War and Enduring Cost missions.

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

	FY 2020 Actuals	FY 2021 Projections	FY 2022 Projections
Army Reserve	17	19	19
Army Guard	102	129	129

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	17	0	17	0	17	0
LIEUTENANT GENERAL	47	1	48	1	48	1
MAJOR GENERAL	93	2	95	2	95	2
BRIGADIER GENERAL	138	1	140	1	140	1
COLONEL	4,002	52	3,912	52	3,797	52
LIEUTENANT COLONEL	9,029	84	9,050	84	9,051	84
MAJOR	16,057	143	16,221	143	16,502	143
CAPTAIN	27,144	120	27,685	120	27,961	120
1ST LIEUTENANT	12,264	25	12,190	25	12,034	25
2ND LIEUTENANT	9,850	5	9,791	5	9,665	5
SUBTOTAL COMMISSIONED OFFICERS	78,641	433	79,149	433	79,310	433
WARRANT OFFICERS						
WARRANT OFFICER (W-5)	551	5	541	5	575	5
WARRANT OFFICER (W-4)	1,949	27	2,002	27	2,089	27
WARRANT OFFICER (W-3)	3,640	32	3,513	32	3,357	32
WARRANT OFFICER (W-2)	5,527	20	5,745	20	5,979	20
WARRANT OFFICER (W-1)	2,674	1	2,796	1	2,910	1
SUBTOTAL WARRANT OFFICERS	14,341	85	14,597	85	14,910	85
SUBTOTAL OFFICER	92,982	518	93,746	518	94,220	518
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,485	17	3,490	17	3,515	17
1ST SERGEANT/MASTER SERGEANT	10,952	25	11,521	25	11,562	25
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,461	115	36,867	115	37,011	115
STAFF SERGEANT	59,013	111	57,150	111	57,943	111
SERGEANT	68,030	107	69,979	107	70,510	107
CORPORAL/SPECIALIST	112,230	123	120,265	123	120,011	123
PRIVATE FIRST CLASS	54,142	3	45,760	3	43,054	3
PRIVATE E2	24,615	2	24,139	2	23,386	2
PRIVATE E1	18,983	0	18,581	0	19,279	0
SUBTOTAL ENLISTED PERSONNEL	387,911	503	387,752	503	386,271	503
CADET	4,490	0	4,502	0	4,509	0
TOTAL END STRENGTH	485,383	1,021	486,000	1,021	485,000	1,021

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

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	14	0	16	0	16	0
LIEUTENANT GENERAL	48	1	47	1	48	1
MAJOR GENERAL	128	2	116	2	118	2
BRIGADIER GENERAL	164	1	168	1	163	1
COLONEL	4,417	52	4,358	52	4,057	52
LIEUTENANT COLONEL	9,755	84	9,852	84	9,504	84
MAJOR	17,425	143	17,935	143	17,154	143
CAPTAIN	29,954	120	29,244	120	28,346	120
1ST LIEUTENANT	14,155	25	14,713	25	14,426	25
2ND LIEUTENANT	8,774	5	8,750	5	8,703	5
SUBTOTAL COMMISSIONED OFFICERS	84,834	433	85,199	433	82,535	433
WARRANT OFFICERS						
WARRANT OFFICER (W-5)	621	5	604	5	582	5
WARRANT OFFICER (W-4)	2,116	27	2,197	27	2,157	27
WARRANT OFFICER (W-3)	4,183	32	3,979	32	3,631	32
WARRANT OFFICER (W-2)	5,899	20	6,067	20	6,118	20
WARRANT OFFICER (W-1)	2,649	1	2,838	1	2,901	1
SUBTOTAL WARRANT OFFICERS	15,468	85	15,685	85	15,389	85
SUBTOTAL OFFICER	100,302	518	100,884	518	97,924	518
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,795	17	3,832	17	3,672	17
1ST SERGEANT/MASTER SERGEANT	12,114	25	12,180	25	12,084	25
PLATOON SERGEANT/SERGEANT 1ST CLASS	38,575	115	38,808	115	38,003	115
STAFF SERGEANT	61,686	111	62,052	111	59,705	111
SERGEANT	75,469	107	76,565	107	74,435	107
CORPORAL/SPECIALIST	119,578	123	124,875	123	126,024	123
PRIVATE FIRST CLASS	49,243	3	53,326	3	44,457	3
PRIVATE E2	29,649	2	24,582	2	24,543	2
PRIVATE E1	20,250	0	16,779	0	16,854	0
SUBTOTAL ENLISTED PERSONNEL	410,359	503	412,999	503	399,777	503
CADET	4,392	0	4,383	0	4,388	0
TOTAL AVERAGE STRENGTH	515,053	1,021	515,266	1,021	502,089	1,021

Average strength includes mobilized Reserve Component (RC) on Active Duty Soldiers supporting base contingencies as well as Direct War and Enduring missions.

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

Monthly End Strengths ^{1/}	FY 2020				FY 2021				FY 2022			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	92,410	387,001	4,530	483,941	92,982	387,911	4,490	485,383	93,746	387,752	4,502	486,000
October	92,524	386,112	4,517	483,153	93,102	389,043	4,480	486,625	93,659	387,868	4,492	486,019
November	92,325	384,485	4,508	481,318	92,907	389,129	4,468	486,504	93,603	386,165	4,485	484,253
December	92,015	380,580	4,474	477,069	92,548	385,348	4,447	482,343	93,330	381,219	4,453	479,002
January	92,006	382,837	4,468	479,311	92,596	388,647	4,441	485,684	93,279	383,541	4,443	481,263
February	91,878	384,528	4,447	480,853	92,627	388,628	4,430	485,685	93,223	382,706	4,429	480,358
March	91,771	383,022	4,440	479,233	92,595	387,185	4,406	484,186	93,115	380,729	4,403	478,247
April	91,603	379,242	4,440	475,285	92,668	386,065	4,393	483,126	92,962	378,921	4,390	476,273
May	92,911	377,286	3,346	473,543	93,793	385,236	3,413	482,442	94,353	377,843	3,418	475,614
June	92,990	379,993	3,323	476,306	94,367	385,006	4,556	483,929	94,923	379,014	4,562	478,499
July	93,337	384,063	4,539	481,939	94,354	385,480	4,543	484,377	94,750	381,417	4,551	480,718
August	93,379	388,439	4,511	486,329	94,068	387,085	4,518	485,671	94,536	384,208	4,526	483,270
September	92,982	387,911	4,490	485,383	93,746	387,752	4,502	486,000	94,220	386,271	4,509	485,000

SUMMARY OF AVERAGE STRENGTH												
	FY 2020				FY 2021				FY 2022			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
BASE Active Component (AC)	92,454	383,152	4,392	479,998	93,249	387,056	4,383	484,688	93,809	382,555	4,388	480,752
BASE Active Duty for Operational Support (ADOS)												
Administrative and Operational	232	385	-	617	162	345	-	507	229	471	-	700
12304B Contingency	556	1,652	-	2,208	721	1,907	-	2,628	847	1,768	-	2,615
Southwest Border Support	-	-	-	-	361	3,378	-	3,739	-	-	-	-
COVID-19 Support	447	444	-	891	327	297	-	624	-	-	-	-
Total	1,235	2,481	-	3,716	1,571	5,927	-	7,498	1,076	2,239	-	3,315
Total Base - Average Strength	93,689	385,633	4,392	483,714	94,820	392,983	4,383	492,186	94,885	384,794	4,388	484,067
Enduring - RC Mobilization Support	5,737	21,992	-	27,729	5,661	18,761	-	24,422	2,743	14,068	-	16,811
Direct War - RC Mobilization Support	876	2,734	-	3,610	403	1,255	-	1,658	294	917	-	1,211
Total Average Strength	100,302	410,359	4,392	515,053	100,884	412,999	4,383	518,266	97,922	399,779	4,388	502,089

ADOS and RC Mobilization (\$M)												
	FY 2020				FY 2021				FY 2022			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative and Operational	\$33.3	\$28.7	-	\$61.9	\$24.3	\$26.8	-	\$51.1	\$35.0	\$37.4	-	\$72.4
12304B Contingency	\$79.7	\$123.0	-	\$202.7	\$108.1	\$148.1	-	\$256.1	\$129.6	\$140.4	-	\$270.0
Southwest Border Support	-	-	-	-	54	262	-	\$316.4	-	-	-	-
COVID-19 Support	\$64.1	\$33.1	-	\$97.2	\$49.0	\$23.1	-	\$72.1	-	-	-	-
Enduring	\$837.1	\$1,706.5	-	\$2,543.6	\$881.5	\$1,549.1	-	\$2,430.6	\$437.9	\$1,086.6	-	\$1,524.5
Direct War	\$127.9	\$212.1	-	\$340.0	\$62.7	\$103.7	-	\$166.3	\$50.0	\$90.4	-	\$140.4
Total ADOS/RC Mobilization	\$1,142.1	\$2,103.4	-	\$3,245.5	\$1,117.0	\$2,009.3	-	\$3,126.3	\$602.5	\$1,264.4	-	\$1,866.9

^{1/} The FY 2021 monthly end strength reflects actual monthly AC through February 2021. The FY 2021 and FY 2022 monthly end strengths are AC strength projections as of February 2021.

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

OFFICER	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
Beginning Strength	92,410	92,982	93,746
Gains:			
Service Academies	1,060	975	960
ROTC	2,956	3,244	3,070
Officer Candidate School	1,006	625	570
Warrant Officer Programs	1,366	1,487	1,611
Other Gains (Medical & JAG)	1,608	1,827	1,775
Total Officer Gains	7,996	8,158	7,986
Losses:			
Expiration of Contract	7,317	7,279	7,402
15 Year Retirement	0	0	0
Involuntary Separation of Regular	107	115	110
Total Officer Losses	7,424	7,394	7,512
End Strength	92,982	93,746	94,220

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

ENLISTED	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
Beginning Strength	387,001	387,911	387,752
Gains:			
Males (NPS)	46,003	43,886	46,928
Females (NPS)	10,495	8,328	8,939
Prior Service Enlistments	4,967	5,000	5,000
Reenlistment (IMM)	49,370	55,464	56,905
Returned to Military Control	338	301	294
Other Gains	125	32	0
Total Enlisted Gains	111,298	113,011	118,066
Losses:			
Estimated Termination of Service	19,765	22,740	23,022
Programmed Early Release	3	4	0
To Commissioned Officer and Warrant Officer	2,372	2,112	2,181
Reenlistment	49,370	55,464	56,905
Retirement	4,599	5,389	5,085
15 Year Retirement	0	0	0
Dropped from Rolls	682	579	385
Attrition Adverse Causes	15,198	9,895	12,006
Other Attrition	18,399	16,987	19,963
Total Enlisted Losses	110,388	113,170	119,547
End Strength	387,911	387,752	386,271

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

CADET	<u>ACTUAL FY 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
Beginning Strength	4,530	4,490	4,502
Entering Cadets	1,216	1,173	1,172
Losses:			
Attrition	196	186	205
Graduates	1,060	975	960
	<hr/>	<hr/>	<hr/>
Total Cadet Losses	1,256	1,161	1,165
End Strength	4,490	4,502	4,509

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

	ACTUAL FY 2020 ¹			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay									
Basic Pay	7,913,076	14,674,003	22,587,079	8,279,123	15,269,766	23,548,889	8,209,572	15,218,575	23,428,147
2. Retired Pay Accrual									
Retired Pay Accrual	2,458,977	4,478,247	6,937,224	2,834,915	5,243,781	8,078,696	2,846,910	5,277,193	8,124,103
3. Thrift Savings Plan (TSP) Matching									
Thrift Savings Plan (TSP) Matching	68,753	93,482	162,235	76,351	136,571	212,922	83,231	185,285	268,516
4. Basic Allowance for Housing									
With Dependents - Domestic	1,596,288	3,992,845	5,589,133	1,645,536	4,071,887	5,717,423	1,624,710	4,062,450	5,687,160
Without Dependents - Domestic	552,777	752,575	1,305,352	571,373	770,510	1,341,883	578,553	772,637	1,351,190
Partial Allowance for Bachelors - Domestic	170	12,163	12,333	176	12,505	12,681	181	12,480	12,661
BAH Differential - Domestic	89	2,701	2,790	92	2,800	2,892	95	2,849	2,944
With Dependents - Overseas	97,947	116,539	214,486	102,803	122,860	225,663	105,377	128,325	233,702
Without Dependents - Overseas	52,341	42,571	94,912	55,088	44,721	99,809	57,430	47,363	104,793
TOTAL BASIC ALLOWANCE FOR HOUSING	2,299,612	4,919,394	7,219,006	2,375,068	5,025,283	7,400,351	2,366,346	5,026,104	7,392,450
5. Subsistence									
Basic Allowance for Subsistence	308,257	0	308,257	319,364	0	319,364	318,174	0	318,174
When Authorized to Mess Separately	0	1,746,847	1,746,847	0	1,837,854	1,837,854	0	1,839,661	1,839,661
Less Collections	0	(417,922)	(417,922)	0	(426,696)	(426,696)	0	(433,041)	(433,041)
Subsistence in Kind									
Subsistence in Messes	0	574,627	574,627	0	455,167	455,167	0	483,336	483,336
Operational Rations	0	429,151	429,151	0	408,035	408,035	0	341,337	341,337
Augmentation Rations/Other Programs	0	1,105	1,105	0	244	244	0	248	248
SUBTOTAL SUBSISTENCE IN KIND	0	1,004,883	1,004,883	0	863,446	863,446	0	824,921	824,921
TOTAL SUBSISTENCE	308,257	2,333,808	2,642,065	319,364	2,274,604	2,593,968	318,174	2,231,541	2,549,715
6. Incentive Pay, Hazardous Duty and Aviation Career									
Flying Duty	70,382	8,893	79,275	65,306	8,937	74,243	64,587	8,569	73,156
Parachute Jumping	12,956	70,167	83,123	12,953	70,777	83,730	12,964	69,956	82,920
Experimental Stress	854	277	1,131	1,143	279	1,422	1,148	276	1,424
Demolition Duty	1,835	11,585	13,420	2,100	11,680	13,780	1,811	11,535	13,346
Chemical Munitions	2,920	43	2,963	3,970	43	4,013	3,986	43	4,029
Toxic Pesticides	0	4	4	0	4	4	0	4	4
Toxic Fuel/Waste	0	13	13	0	13	13	0	13	13
TOTAL INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER	88,947	90,982	179,929	85,472	91,733	177,205	84,496	90,396	174,892

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

	ACTUAL FY 2020 ^{#1}			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays									
Special Pay									
Medical Pay	217,731	0	217,731	223,568	0	223,568	223,568	0	223,568
Dental Pay	43,519	0	43,519	41,764	0	41,764	41,764	0	41,764
Nurse Pay	19,158	0	19,158	21,299	0	21,299	21,299	0	21,299
Optometrists Pay	1,376	0	1,376	1,358	0	1,358	1,358	0	1,358
Veterinarians Pay	5,375	0	5,375	5,568	0	5,568	5,568	0	5,568
Diplomate Pay for Psychologists	5,216	0	5,216	5,892	0	5,892	5,892	0	5,892
Assignment Incentive Pay	6,377	43,798	50,175	17,543	40,135	57,678	17,616	39,752	57,368
Personal Money Allowances for General/Flag Officer	57	0	57	65	0	65	65	0	65
Pharmacy Pay	2,512	0	2,512	2,235	0	2,235	2,235	0	2,235
Physician Assistant	18,400	0	18,400	19,592	0	19,592	19,592	0	19,592
Social Work	2,522	0	2,522	2,772	0	2,772	2,772	0	2,772
Diving Duty Pay	221	1,341	1,562	83	1,218	1,301	83	1,246	1,329
Board Certified Pay Non-Physician Health Care	0	0	0	2,280	0	2,280	2,280	0	2,280
Hostile Fire Pay	19,802	32,916	52,718	15,655	32,627	48,282	13,368	31,382	44,750
Sea Duty Pay	218	606	824	70	551	621	70	524	594
Hardship Duty Pay	2,747	64,622	67,369	20,823	56,938	77,761	17,075	50,530	67,605
Foreign Language Proficiency Pay	8,913	32,833	41,746	14,620	30,317	44,937	14,607	29,719	44,326
Judge Advocate Continuation Pay	469	0	469	8,137	0	8,137	8,170	0	8,170
Other Special Pay	0	995	995	0	2	2	0	2	2
Continuation Pay	1,683	1,832	3,515	3,021	3,903	6,924	5,246	5,834	11,080
SUBTOTAL SPECIAL PAY	356,296	178,943	535,239	406,345	165,691	572,036	402,628	158,989	561,617
Special Duty Assignment Pay (SDAP)	0	111,100	111,100	0	114,533	114,533	0	113,315	113,315
Reenlistment Bonus	0	433,000	433,000	0	399,327	399,327	0	377,413	377,413
Enlistment Bonus									
New Payments	0	128,759	128,759	0	146,841	146,841	0	137,735	137,735
Anniversary	0	127,711	127,711	0	112,899	112,899	0	99,138	99,138
SUBTOTAL ENLISTMENT BONUS	0	256,470	256,470	0	259,740	259,740	0	236,873	236,873
Officer Bonus - Other than Medical	6,758	0	6,758	6,100	0	6,100	6,100	0	6,100
Loan Repayment Program	0	2,276	2,276	0	2,276	2,276	0	0	0
Aid and Attendance for Catastrophically Injured	0	93	93	0	150	150	0	148	148
TOTAL SPECIAL PAYS	363,054	981,882	1,344,936	412,445	941,717	1,354,162	408,728	886,738	1,295,466

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

	ACTUAL FY 2020 ^{/1}			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Allowance									
Overseas Station Allowances									
Cost of Living	129,314	294,454	423,768	136,415	338,755	475,170	143,542	352,297	495,839
Temporary Lodging	22,764	27,087	49,851	23,972	28,609	52,581	24,737	28,804	53,541
SUBTOTAL OVERSEAS STATION ALLOWANCES	152,078	321,541	473,619	160,387	367,364	527,751	168,279	381,101	549,380
Clothing Allowances									
Initial Issue	0	170,443	170,443	0	158,715	158,715	0	167,079	167,079
Initial Military Allowance	3,204	0	3,204	3,263	0	3,263	3,194	0	3,194
Additional Military Allowance	224	0	224	476	0	476	375	0	375
Maintenance Allowances	0	152,632	152,632	0	102,112	102,112	0	103,097	103,097
Civilian Clothing Allowance	1,394	0	1,394	253	0	253	259	0	259
Supplementary Allowances	0	9,250	9,250	0	9,250	9,250	0	9,250	9,250
Other Allowances	0	9,422	9,422	0	9,423	9,423	0	9,423	9,423
SUBTOTAL CLOTHING ALLOWANCES	4,822	341,747	346,569	3,992	279,500	283,492	3,828	288,849	292,677
Family Separation Allowances									
FSA - Restricted	4,535	15,719	20,254	4,574	15,860	20,434	4,593	15,685	20,278
FSA - Temporary	21,047	73,542	94,589	20,553	66,707	87,260	15,729	62,072	77,801
SUBTOTAL FAMILY SEPARATION ALLOWANCES	25,582	89,261	114,843	25,127	82,567	107,694	20,322	77,757	98,079
CONUS, Cost-of-Living Allowance	5,770	9,775	15,545	21,603	10,587	32,190	16,357	9,107	25,464
TOTAL ALLOWANCE	188,252	762,324	950,576	211,109	740,018	951,127	208,786	756,814	965,600
9. Separation Pay									
Lump Sum Terminal Leave Payments	29,362	90,737	120,099	32,479	89,483	121,962	34,320	101,589	135,909
Severance Pay, Disability	9,228	118,578	127,806	10,740	134,086	144,826	11,312	145,838	157,150
Separation Pay - Involuntary Half Pay (5%)	0	11,385	11,385	0	12,687	12,687	0	13,981	13,981
Separation Pay - Involuntary Full Pay (10%)	10,362	11,091	21,453	11,389	12,378	23,767	11,203	13,641	24,844
Voluntary Separation Incentive (VSI)	8,947	2,062	11,009	7,189	1,911	9,100	5,293	1,407	6,700
TOTAL SEPARATION PAY	57,899	233,853	291,752	61,797	250,545	312,342	62,128	276,456	338,584

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

	ACTUAL FY 2020 ¹			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
10. Social Security Tax Payments									
Social Security Tax Employer Contribution	614,558	1,115,895	1,730,453	631,556	1,168,137	1,799,693	626,400	1,164,221	1,790,621
11. Permanent Change of Station Travel									
Accession Travel	16,019	120,748	136,767	21,713	102,231	123,944	21,575	109,664	131,239
Training Travel	125,810	30,275	156,085	118,256	24,147	142,403	121,537	24,088	145,625
Operational Travel	146,383	260,938	407,321	161,208	250,647	411,855	161,724	247,443	409,167
Rotational Travel To/From Overseas	208,713	427,831	636,544	215,164	434,420	649,584	217,762	430,537	648,299
Separation Travel	67,831	143,988	211,819	55,961	146,097	202,058	57,871	156,700	214,571
Organized Unit Travel	855	859	1,714	743	1,627	2,370	750	1,657	2,407
Non-Temporary Storage	980	1,407	2,387	4,742	4,280	9,022	4,739	4,298	9,037
Temporary Lodging Expense	10,394	12,845	23,239	21,337	29,289	50,626	21,210	28,658	49,868
TOTAL PERMANENT CHANGE OF STATION TRAVEL	576,985	998,891	1,575,876	599,124	992,738	1,591,862	607,168	1,003,045	1,610,213
12. Other Military Personnel Costs									
Apprehension Deserters, Absentees, Escaped Prisoners	0	270	270	0	244	244	0	245	245
Interest on Uniformed Services Savings Deposits	2,491	1,353	3,844	2,424	1,318	3,742	2,232	1,210	3,442
Death Gratuities	5,500	40,600	46,100	5,500	43,500	49,000	6,100	42,900	49,000
Unemployment Compensation Benefits	0	117,735	117,735	0	155,241	155,241	0	69,125	69,125
Adoption Expenses	140	264	404	145	274	419	149	277	426
Amortization of Education Benefits	0	5,993	5,993	0	4	4	0	15	15
Partial Dislocation Allowance	19	46	65	21	56	77	21	57	78
Mass Transit Subsidy	1,237	4,971	6,208	359	1,767	2,126	2,251	9,485	11,736
ROTC	83,748	0	83,748	107,570	0	107,570	104,727	0	104,727
JROTC	29,396	0	29,396	30,409	0	30,409	33,992	0	33,992
SGLI Extra Hazard Payments	2,078	4,850	6,928	2,042	4,763	6,805	1,956	4,694	6,650
SGLI Traumatic Injury Payments	100	400	500	80	320	400	0	0	0
TOTAL OTHER MILITARY PERSONNEL COSTS	124,709	176,482	301,191	148,550	207,487	356,037	151,428	128,008	279,436
SUBTOTAL MILITARY PERSONNEL APPROPRIATION	15,063,079	30,859,243	45,922,322	16,034,874	32,342,380	48,377,254	15,973,367	32,244,376	48,217,743

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

	ACTUAL FY 2020 ¹			ESTIMATE FY 2021			ESTIMATE FY 2022		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
13. Cadet									
Academy Cadets	90,797	0	90,797	91,753	0	91,753	94,375	0	94,375
14. Less Reimbursables									
Basic Pay	(116,725)	(49,231)	(165,956)	(127,268)	(53,775)	(181,043)	(132,368)	(57,742)	(190,110)
Retired Pay Accrual	(35,086)	(15,262)	(50,348)	(44,417)	(18,767)	(63,184)	(45,667)	(19,921)	(65,588)
Basic Allowance for Housing	(34,386)	(16,216)	(50,602)	(31,329)	(16,108)	(47,437)	(33,115)	(16,998)	(50,113)
Basic Allowance for Subsistence	(4,691)	(3,025)	(7,716)	(5,114)	(6,744)	(11,858)	(5,320)	(5,592)	(10,912)
Subsistence in Kind	0	0	0	0	(1,500)	(1,500)	0	(5,000)	(5,000)
Incentive Pay for Hazardous Duty	(1,417)	(358)	(1,775)	(1,545)	(399)	(1,944)	(1,607)	(420)	(2,027)
Social Security Tax Employer Contribution	(8,929)	(3,766)	(12,695)	(9,736)	(4,114)	(13,850)	(10,126)	(4,418)	(14,544)
TOTAL LESS REIMBURSABLES	(201,234)	(87,858)	(289,092)	(219,409)	(101,407)	(320,816)	(228,203)	(110,091)	(338,294)
TOTAL DIRECT PROGRAM	14,952,642	30,771,385	45,724,027	15,907,218	32,240,973	48,148,191	15,839,539	32,134,285	47,973,824

¹ Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136)

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

	FY 2021 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN ¹	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2021 REVISED
PAY AND ALLOWANCES OF OFFICERS							
BASIC PAY	8,168,392	0	8,168,392	1,700	8,170,092	109,031	8,279,123
RETIRED PAY ACCRUAL	2,807,579	0	2,807,579	0	2,807,579	27,336	2,834,915
INCENTIVE PAY FOR HAZARDOUS DUTY	95,238	0	95,238	-9,766	85,472	0	85,472
SPECIAL PAY	389,708	0	389,708	15,431	405,139	1,206	406,345
CONTINUATION PAY	5,033	0	5,033	-5,033	0	0	0
OFFICER BONUS - OTHER THAN MEDICAL	6,100	0	6,100	0	6,100	0	6,100
BASIC ALLOWANCE FOR HOUSING	2,357,911	-15,000	2,342,911	-3,191	2,339,720	35,348	2,375,068
BASIC ALLOWANCE FOR SUBSISTENCE	311,063	0	311,063	5,407	316,470	2,894	319,364
OVERSEAS STATION ALLOWANCES	164,536	0	164,536	-4,149	160,387	0	160,387
CLOTHING ALLOWANCES	5,344	-20,133	-14,789	18,781	3,992	0	3,992
FAMILY SEPARATION ALLOWANCES	23,632	0	23,632	1,495	25,127	0	25,127
SEPARATION PAYMENTS	70,042	0	70,042	-8,245	61,797	0	61,797
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	622,809	0	622,809	1,013	623,822	7,734	631,556
CONUS COST OF LIVING ALLOWANCE	5,981	0	5,981	9,109	15,090	6,513	21,603
OFFICER-TSP MATCHING	97,203	0	97,203	-20,852	76,351	0	76,351
TOTAL OBLIGATIONS	15,130,571	-35,133	15,095,438	1,700	15,097,138	190,062	15,287,200
LESS REIMBURSABLES	219,409	0	219,409	0	219,409	0	219,409
TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS	14,911,162	-35,133	14,876,029	1,700	14,877,729	190,062	15,067,791

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

	FY 2021 PRESIDENT'S CONGRESSIONAL BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN ¹	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2021 REVISED
PAY AND ALLOWANCES OF ENLISTED							
BASIC PAY	14,980,010	0	14,980,010	74,497	15,054,507	215,259	15,269,766
RETIRED PAY ACCRUAL	5,158,971	0	5,158,971	20,712	5,179,683	64,098	5,243,781
INCENTIVE PAY FOR HAZARDOUS DUTY	89,233	0	89,233	1,681	90,914	819	91,733
SPECIAL PAY	175,483	0	175,483	-19,744	155,739	9,952	165,691
CONTINUATION PAY	6,432	0	6,432	-6,432	0	0	0
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	106,981	0	106,981	7,552	114,533	0	114,533
REENLISTMENT BONUS	399,327	0	399,327	0	399,327	0	399,327
ENLISTMENT BONUS	259,740	0	259,740	0	259,740	0	259,740
BASIC ALLOWANCE FOR HOUSING AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	5,110,392	-52,174	5,058,218	-32,935	5,025,283	0	5,025,283
	135	0	135	15	150	0	150
LOAN REPAYMENT PROGRAM	1,107	0	1,107	1,169	2,276	0	2,276
OVERSEAS STATION ALLOWANCES	361,705	-10,000	351,705	15,659	367,364	0	367,364
CLOTHING ALLOWANCES	307,397	0	307,397	-27,897	279,500	0	279,500
FAMILY SEPARATION ALLOWANCES	76,780	0	76,780	5,787	82,567	0	82,567
SEPARATION PAYMENTS	308,015	0	308,015	-57,470	250,545	0	250,545
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	1,145,971	0	1,145,971	5,696	1,151,667	16,470	1,168,137
CONUS COST OF LIVING ALLOWANCE	12,356	0	12,356	-1,769	10,587	0	10,587
ENLISTED-TSP MATCHING	123,092	0	123,092	13,479	136,571	0	136,571
TOTAL OBLIGATIONS	28,623,127	-62,174	28,560,953	0	28,560,953	306,598	28,867,551
LESS REIMBURSABLES	93,163	0	93,163	0	93,163	0	93,163
TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS	28,529,964	-62,174	28,467,790	0	28,467,790	306,598	28,774,388
PAY AND ALLOWANCES OF CADETS							
ACADEMY CADETS	93,453	0	93,453	-1,700	91,753	0	91,753
TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS	93,453	0	93,453	-1,700	91,753	0	91,753

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

	FY 2021 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN ¹	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2021 REVISED
SUBSISTENCE OF ENLISTED PERSONNEL							
BASIC ALLOWANCE FOR SUBSISTENCE	1,371,933	0	1,371,933	27,915	1,399,848	11,310	1,411,158
SUBSISTENCE IN KIND	951,112	-24,786	926,326	-27,903	898,423	-34,977	863,446
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	12	0	12	-12	0	0	0
TOTAL OBLIGATIONS	2,323,057	-24,786	2,298,271	0	2,298,271	-23,667	2,274,604
LESS REIMBURSABLES	8,244	0	8,244	0	8,244	0	8,244
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS	2,314,813	-24,786	2,290,027	0	2,290,027	-23,667	2,266,360
PERMANENT CHANGE OF STATION TRAVEL							
ACCESSION TRAVEL	146,226	-21,000	125,226	-1,282	123,944	0	123,944
TRAINING TRAVEL	160,046	-6,000	154,046	-11,643	142,403	0	142,403
OPERATIONAL TRAVEL	445,376	-30,000	415,376	-3,521	411,855	0	411,855
ROTATIONAL TRAVEL TO/FROM OVERSEAS	692,351	-42,000	650,351	-767	649,584	0	649,584
SEPARATION TRAVEL	238,612	-40,000	198,612	3,446	202,058	0	202,058
ORGANIZED UNIT TRAVEL	1,747	0	1,747	623	2,370	0	2,370
NON-TEMPORARY STORAGE	8,592	0	8,592	430	9,022	0	9,022
TEMPORARY LODGING EXPENSE	38,508	0	38,508	12,118	50,626	0	50,626
TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS	1,731,458	-139,000	1,592,458	-596	1,591,862	0	1,591,862

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

	FY 2021 PRESIDENT'S CONGRESSIONAL BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN ^{/1}	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2021 REVISED
OTHER MILITARY PERSONNEL COSTS							
APPREHENSION							
DESERTERS, ABSENTEES, ESCAPED PRISONERS	253	0	253	-9	244	0	244
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	4,114	0	4,114	-372	3,742	0	3,742
DEATH GRATUITIES	44,500	0	44,500	4,500	49,000	0	49,000
UNEMPLOYMENT COMPENSATION BENEFITS	47,279	0	47,279	7,517	54,796	100,445	155,241
ADOPTION EXPENSES	603	0	603	-184	419	0	419
AMORTIZATION OF EDUCATION BENEFITS	36	0	36	-32	4	0	4
PARTIAL DISLOCATION ALLOWANCE	112	0	112	-35	77	0	77
MASS TRANSIT SUBSIDY	13,390	0	13,390	-11,264	2,126	0	2,126
ROTC	107,570	0	107,570	0	107,570	0	107,570
JROTC	30,409	0	30,409	0	30,409	0	30,409
SGLI EXTRA HAZARD PAYMENTS	6,730	0	6,730	75	6,805	0	6,805
SGLI TRAUMATIC INJURY PAYMENTS	0	0	0	400	400	0	400
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	254,996	0	254,996	596	255,592	100,445	356,037
TOTAL DIRECT OBLIGATIONS	47,835,846	-261,093	47,574,753	0	47,574,753	573,438	48,148,191

^{/1} Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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
FY2021 Direct Program	15,067,791	28,774,388	91,753	2,266,360	1,591,862	356,037	48,148,191
Increases Pricing:							
Basic Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	56,180	106,254	471	0	0	0	162,905
Basic Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	151,687	286,885	1,271	0	0	0	439,843
Retired Pay Accrual increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	23,967	42,420	0	0	0	0	66,387
Retired Pay Accrual increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	64,711	114,534	0	0	0	0	179,245
Retired Pay Accrual (RPA) increase due to the RPA Normal Cost Percentage (NCP) rate changes effective 1 October 2021	18,313	29,045	0	0	0	0	47,358
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.6%, effective 1 January 2021	14,537	31,341	0	0	0	0	45,878
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.1%, effective 1 January 2022	51,999	112,105	0	0	0	0	164,104
Basic Allowance for Housing increase due to foreign currency exchange rates	4,150	9,144	0	0	0	0	13,294
Overseas Station Allowance - COLA and TLA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	1,205	2,531	0	0	0	0	3,736
Overseas Station Allowance - COLA and TLA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	3,614	7,589	0	0	0	0	11,203
Overseas Station Allowance - COLA increase due to foreign currency exchange rates	2,839	6,452	0	0	0	0	9,291
CONUS COLA increase due to pay raise	443	245	0	0	0	0	688
Clothing increase due to rate changes	5	5,297	0	0	0	0	5,302
Separation Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	371	1,857	0	0	0	0	2,228
Separation Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	1,112	5,570	0	0	0	0	6,682
FICA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	3,615	8,128	36	0	0	0	11,779
FICA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	9,760	21,947	96	0	0	0	31,803
Basic Allowance for Subsistence increase due to the annualization of the 3.7% subsistence inflation rate, effective 1 January 2021	2,855	0	225	12,568	0	0	15,648
Basic Allowance for Subsistence increase due to the annualization of the 2.3% subsistence inflation rate, effective 1 January 2022	5,325	0	420	23,437	0	0	29,182
Subsistence in Mess increase due to manufacturer price inflation	0	0	0	8,887	0	0	8,887
Operational Rations increase due to manufacturer price inflation	0	0	0	4,794	0	0	4,794
Accession moves increase due to cost inflation	0	0	0	0	1,147	0	1,147
Unitized Group Rations increase due to manufacturer price inflation	0	0	0	826	0	0	826

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
Unitized Group Rations (A) increase due to manufacturer price inflation	0	0	0	820	0	0	820
Other Rations increase due to annual eligibility cost	0	0	0	78	0	0	78
Training moves increase due to cost inflation	0	0	0	0	2,702	0	2,702
Operational moves increase due to cost inflation	0	0	0	0	7,331	0	7,331
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	0	0	0	0	0	2	2
Interest on Uniformed Services Savings Deposits increase due to rate change	0	0	0	0	0	93	93
Rotational moves increase due to cost inflation	0	0	0	0	9,701	0	9,701
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	0	0	0	0	0	9	9
Partial Dislocation Allowance increase due to annualization of pay raise inflation	0	0	0	0	0	2	2
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	0	0	0	0	0	2,497	2,497
Separation moves increase due to cost inflation	0	0	0	0	3,139	0	3,139
Unit moves increase due to cost inflation	0	0	0	0	36	0	36
JROTC increase due to inflation rate change in Cadet clothing and subsistence	0	0	0	0	0	686	686
Mass Transit Subsidy increase due to change in monthly benefit amount and inflation	0	0	0	0	0	203	203
Unemployment Benefits increase due to annualized basic pay inflation	0	0	0	0	0	1,872	1,872
Education Benefit increase due to revised amortization payment amounts	0	0	0	0	0	11	11
Total Increases Pricing	416,688	791,344	2,519	51,410	24,056	5,375	1,291,392
Increases Program:							
Basic Pay increase due to man-year growth	0	0	71	0	0	0	71
Basic Pay increase due to shifts in grade structure	0	44,526	0	0	0	0	44,526
Subsistence increase due to man-year growth	0	0	27	0	0	0	27
Retired Pay Accrual increase due to shifts in grade structure	0	15,291	0	0	0	0	15,291
Accession travel increase due to change in move requirements	0	0	0	0	6,243	0	6,243
Training travel increase due to change in move requirements	0	0	0	0	537	0	537
FICA increase due to man-year growth	0	0	5	0	0	0	5
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	6,880	48,714	0	0	0	0	55,594
Separation travel increase due to change in move requirements	0	0	0	0	9,476	0	9,476
Continuation Pay increase due to changes in the number of Soldiers expected to receive allowance	2,225	1,931	0	0	0	0	4,156
FICA increase due to shifts in grade structure	0	3,406	0	0	0	0	3,406

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
Basic Allowance for Housing increase due to shifts in grade structure	0	28,033	0	0	0	0	28,033
Clothing increase due to changes in the number of Soldiers expected to receive allowance	0	4,052	0	0	0	0	4,052
Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	234	0	0	0	0	0	234
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	0	18,484	0	0	0	0	18,484
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	0	0	0	0	0	9,407	9,407
JROTC increase due number of program participants	0	0	0	0	0	2,897	2,897
Total Increases Program	9,339	164,437	103	0	16,256	12,304	202,439
Total Increases	426,027	955,781	2,622	51,410	40,312	17,679	1,493,831
Decreases Pricing:							
Total Decreases Pricing	0	0	0	0	0	0	0
Decreases Program:							
Basic Allowance for Subsistence decrease due to lower number of personnel estimated to receive benefit	0	0	0	(42,891)	0	0	(42,891)
Basic Pay decrease due to man-year reduction	(242,915)	(488,856)	0	0	0	0	(731,771)
Operational travel decrease due to change in move requirements	0	0	0	0	(10,498)	0	(10,498)
Retired Pay Accrual decrease due to man-year reduction	(83,178)	(167,878)	0	0	0	0	(251,056)
Rotational travel decrease due to change in move requirements	0	0	0	0	(11,463)	0	(11,463)
Basic Pay decrease due to shifts in grade structure	(34,504)	0	0	0	0	0	(34,504)
Subsistence in Mess decrease due to number of personnel estimated to receive benefit	0	0	0	(8,014)	0	0	(8,014)
Operational Rations decrease due to number of personnel estimated to receive benefit	0	0	0	(16,738)	0	0	(16,738)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	0	(1,336)	0	0	0	0	(1,336)
Retired Pay Accrual decrease due to shifts in grade structure	(11,815)	0	0	0	0	0	(11,815)
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(5,942)	(8,633)	0	0	0	0	(14,575)
Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit	0	0	0	(13,565)	0	0	(13,565)
Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit	0	0	0	(15,613)	0	0	(15,613)
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	0	(1,218)	0	0	0	0	(1,218)
Basic Allowance for Housing decrease due to man-year reduction	(73,331)	0	0	0	0	0	(73,331)
Basic Allowance for Housing decrease due to shifts in grade structure	(6,078)	0	0	0	0	0	(6,078)
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(21,914)	0	0	0	0	(21,914)
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(22,867)	0	0	0	0	(22,867)
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	0	(2,835)	0	0	0	0	(2,835)

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
Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	0	(2,276)	0	0	0	0	(2,276)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(976)	0	0	0	0	0	(976)
Basic Allowance for Housing decrease due to man-year reduction	0	(160,882)	0	0	0	0	(160,882)
Basic Allowance for Housing decrease due to changes in the number of Soldiers expected to receive allowance	0	(18,920)	0	0	0	0	(18,920)
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(4,806)	(4,810)	0	0	0	0	(9,616)
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(5,689)	(1,725)	0	0	0	0	(7,414)
FICA decrease due to man-year reduction	(16,226)	(37,397)	0	0	0	0	(53,623)
Decrease in direct resources due to an increase in reimbursable requirements	(8,794)	(6,337)	0	0	0	0	(15,131)
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	0	(2)	0	0	0	0	(2)
Basic Allowance for Subsistence decrease due to man-year reduction	(9,370)	0	0	0	0	0	(9,370)
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(169)	0	0	0	0	0	(169)
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(1,152)	0	0	0	0	0	(1,152)
FICA decrease due to shifts in grade structure	(2,305)	0	0	0	0	0	(2,305)
Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to fewer number of deserters	0	0	0	0	0	(1)	(1)
Adoption Expenses decrease due to program utilization	0	0	0	0	0	(1)	(1)
ROTC decrease primarily due to reduction of ROTC SLRP contracts	0	0	0	0	0	(5,338)	(5,338)
Unemployment Benefits decrease due to anticipated number of Soldiers receiving benefit	0	0	0	0	0	(87,862)	(87,862)
SGLI Extra Hazard Payments decrease due to fewer takers	0	0	0	0	0	(284)	(284)
SGLI Traumatic Injury Payments decrease due to fewer takers	0	0	0	0	0	(400)	(400)
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	0	0	0	0	0	(1)	(1)
Interest on Uniformed Services Savings Deposits change due to decreased program utilization	0	0	0	0	0	(393)	(393)
Total Decreases Program	(507,250)	(947,886)	0	(96,821)	(21,961)	(94,280)	(1,668,198)
Total Decreases	(507,250)	(947,886)	0	(96,821)	(21,961)	(94,280)	(1,668,198)
FY2022 Direct Program	14,986,568	28,782,283	94,375	2,220,949	1,610,213	279,436	47,973,824

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)**

FY2021 Direct Program

15,067,791

Increases Pricing:

Basic Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	56,180
Basic Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	151,687
Retired Pay Accrual increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	23,967
Retired Pay Accrual increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	64,711
Retired Pay Accrual (RPA) increase due to the RPA Normal Cost Percentage (NCP) rate changes effective 1 October 2021	18,313
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.6%, effective 1 January 2021	14,537
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.1%, effective 1 January 2022	51,999
Basic Allowance for Housing increase due to foreign currency exchange rates	4,150
Basic Allowance for Subsistence increase due to the annualization of the 3.7% subsistence inflation rate, effective 1 January 2021	2,855
Basic Allowance for Subsistence increase due to the annualization of the 2.3% subsistence inflation rate, effective 1 January 2022	5,325
Overseas Station Allowance - COLA and TLA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	1,205
Overseas Station Allowance - COLA and TLA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	3,614
Overseas Station Allowance - COLA increase due to foreign currency exchange rates	2,839
Clothing increase due to rate changes	5
Separation Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	371
Separation Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	1,112
CONUS COLA increase due to pay raise	443
FICA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	3,615
FICA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	9,760

Total Increases Pricing

416,688

Increases Program:

TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	6,880
Continuation Pay increase due to changes in the number of Soldiers expected to receive allowance	2,225
Overseas Station Allowance increase due to changes in the number of Soldiers expected to receive allowance	234

Total Increases Program

9,339

Total Increases

426,027

Decreases Program:

Basic Pay decrease due to man-year reduction	(242,915)
Basic Pay decrease due to shifts in grade structure	(34,504)
Retired Pay Accrual decrease due to man-year reduction	(83,178)
Retired Pay Accrual decrease due to shifts in grade structure	(11,815)
Basic Allowance for Housing decrease due to man-year reduction	(73,331)

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 Allowance for Housing decrease due to shifts in grade structure	(6,078)	
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(976)	
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(5,942)	
Basic Allowance for Subsistence decrease due to man-year reduction	(9,370)	
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(169)	
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(5,689)	
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(4,806)	
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(1,152)	
FICA decrease due to man-year reduction	(16,226)	
FICA decrease due to shifts in grade structure	(2,305)	
Decrease in direct resources due to an increase in reimbursable requirements	(8,794)	
Total Decreases Program		(507,250)
Total Decreases		(507,250)
FY2022 Direct Program		14,986,568

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

ESTIMATE FY 2022	\$8,209,572
ESTIMATE FY 2021	\$8,279,123
ACTUAL FY 2020	\$7,913,076

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 2022 rates were built by applying inflation assumptions to FY 2020 average basic pay rates. The basic pay rates reflect a 3.0% pay raise, effective 1 January 2021 and a 2.7% pay raise, effective 1 January 2022.

Requirements supporting Direct War and Enduring Cost are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$564.9 million, FY 2021 is \$539.6 million, and FY 2022 is \$277.9 million.

There is a -\$69.6 million decrease in the Officer basic pay requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$56.2 million
- (2) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$151.6 million
- (3) Program decrease due to a reduction in Officer man-years: -\$242.9 million
- (4) Program decrease due to shifts in Officer grade structure: -\$34.5 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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	\$196,050	2,745	16	\$198,780	3,181	16	\$202,412	3,213
LIEUTENANT GENERAL	48	\$196,050	9,410	47	\$198,780	9,344	48	\$202,412	9,638
MAJOR GENERAL	128	\$193,625	24,784	116	\$198,802	23,061	118	\$200,797	23,694
BRIGADIER GENERAL	164	\$165,811	27,193	168	\$170,714	28,680	163	\$175,325	28,578
COLONEL	4,417	\$141,813	626,386	4,358	\$146,075	636,593	4,057	\$149,927	608,255
LIEUTENANT COLONEL	9,755	\$114,157	1,113,597	9,852	\$117,591	1,158,502	9,504	\$120,637	1,146,533
MAJOR	17,425	\$95,793	1,669,192	17,935	\$98,665	1,769,558	17,154	\$101,183	1,735,687
CAPTAIN	29,954	\$76,031	2,277,439	29,244	\$77,547	2,267,777	28,346	\$79,578	2,255,704
1ST LIEUTENANT	14,155	\$55,386	783,982	14,713	\$57,035	839,150	14,426	\$58,500	843,925
2ND LIEUTENANT	8,774	\$41,499	364,115	8,750	\$42,769	374,226	8,703	\$43,922	382,252
SUBTOTAL OFFICER- ACTIVE DUTY	84,834		6,898,843	85,199		7,110,072	82,535		7,037,479
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	621	\$111,211	69,062	604	\$114,608	69,223	582	\$117,622	68,456
WARRANT OFFICER (W-4)	2,116	\$93,642	198,147	2,197	\$96,487	211,983	2,157	\$99,063	213,679
WARRANT OFFICER (W-3)	4,183	\$77,731	325,147	3,979	\$80,111	318,761	3,631	\$82,152	298,293
WARRANT OFFICER (W-2)	5,899	\$64,628	381,242	6,067	\$66,579	403,934	6,118	\$68,356	418,202
WARRANT OFFICER (W-1)	2,649	\$56,484	149,625	2,838	\$58,192	165,150	2,901	\$59,794	173,463
SUBTOTAL OFFICER- WARRANT ACTIVE	15,468		1,123,223	15,685		1,169,051	15,389		1,172,093
TOTAL BASIC PAY - OFFICER	100,302		8,022,066	100,884		8,279,123	97,924		8,209,572
FEMA REIMBURSEMENT			108,990						
TOTAL BASIC PAY - OFFICER			7,913,076						

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

ESTIMATE FY 2022	\$2,846,910
ESTIMATE FY 2021	\$2,834,915
ACTUAL FY 2020	\$2,458,977

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 2021 are 34.9% (Active Component (AC) full-time) and 26.9% (Reserve Component (RC) part-time). The rates for FY 2022 are 35.1% for (AC full-time) and 25.7% (RC part-time).

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$137.8 million, FY 2021 is \$145.2 million, and FY 2022 is \$71.4 million.

There is a +\$12.0 million increase in the RPA requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$24.0 million
- (2) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$64.7 million
- (3) Price increase due to the change in the AC (full-time) NCP from 34.9% to 35.1%, slightly offset by a reduction in the RC (part-time) NCP from 26.9% to 25.7%: +\$18.3 million
- (4) Program decrease due to a reduction in Officer man-years: -\$83.2 million
- (5) Program decrease due to shifts in Officer grade structure: -\$11.8 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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	92,454	\$24,774	2,290,483	93,249	\$28,436	2,651,662	93,809	\$29,338	2,752,177
OFFICER RETIRED PAY ACCRUAL-RC ONLY	7,848	\$21,470	168,494	7,635	\$24,002	183,253	4,115	\$23,021	94,733
TOTAL RETIRED PAY ACCRUAL- OFFICER	100,302		2,458,977	100,884		2,834,915	97,924		2,846,910

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

ESTIMATE FY 2022	\$83,231
ESTIMATE FY 2021	\$76,351
ACTUAL FY 2020	\$68,753

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 +\$6.9 million increase in the Officer TSP Matching requirement between FY 2021 and FY 2022 due to a change in the projected number of participants as more Soldiers participate in the blended retirement system (BRS) program.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT
OFF TSP MATCHING	68,753	76,351	83,231

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

ESTIMATE FY 2022	\$84,496
ESTIMATE FY 2021	\$85,472
ACTUAL FY 2020	\$88,947

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))

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$5.3 million, FY 2021 is \$4.9 million and FY 2022 is \$3.5 million.

There is a -\$1.0 million decrease in the requirement between FY 2021 and FY 2022 primarily due to a program decrease based on a reduction Reserve Component mobilizations supporting Direct War and Enduring cost operations.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	3,379	\$2,269	7,668	3,312	\$2,269	7,516	3,326	\$2,269	7,546
NONCREW MEMBER	68	\$1,800	122	61	\$1,800	109	61	\$1,800	110
AVIATION BONUS (AvB)	714	\$35,000	25,000	714	\$35,000	25,000	714	\$35,000	25,000
AVIATION INCENTIVE PAY (AvIP)									
COMMISSIONED OFFICER CREW 125	397	\$1,500	595	345	\$1,500	517	337	\$1,500	506
COMMISSIONED OFFICER CREW 156	182	\$1,872	340	158	\$1,872	296	154	\$1,872	289
COMMISSIONED OFFICER CREW 188	172	\$2,256	388	149	\$2,256	337	146	\$2,256	330
COMMISSIONED OFFICER CREW 206	368	\$2,472	909	319	\$2,472	789	313	\$2,472	773
COMMISSIONED OFFICER CREW 250	6	\$3,000	18	5	\$3,000	15	5	\$3,000	15
COMMISSIONED OFFICER CREW 385	36	\$4,620	166	31	\$4,620	144	31	\$4,620	141
COMMISSIONED OFFICER CREW 495	43	\$5,940	236	35	\$5,940	205	34	\$5,940	201
COMMISSIONED OFFICER CREW 585	29	\$7,020	206	26	\$7,020	180	25	\$7,020	175
COMMISSIONED OFFICER CREW 650	941	\$7,800	7,336	818	\$7,800	6,377	797	\$7,800	6,214
COMMISSIONED OFFICER CREW 840	609	\$10,080	6,141	530	\$10,080	5,339	516	\$10,080	5,203
WARRANT OFFICER CREW 125	495	\$1,500	743	432	\$1,500	648	423	\$1,500	635
WARRANT OFFICER CREW 156	212	\$1,872	396	184	\$1,872	345	180	\$1,872	337
WARRANT OFFICER CREW 188	176	\$2,256	398	153	\$2,256	346	150	\$2,256	339
WARRANT OFFICER CREW 206	395	\$2,472	976	343	\$2,472	849	336	\$2,472	830
WARRANT OFFICER CREW 650	1,335	\$7,800	10,416	1,161	\$7,800	9,054	1,136	\$7,800	8,859
WARRANT OFFICER CREW 840	826	\$10,080	9,327	718	\$10,080	7,240	703	\$10,080	7,084
SUBTOTAL CREW (RATED)	6,218		37,592	5,407		32,681	5,286		31,931
SUBTOTAL FLYING DUTY - OFFICER	10,380		70,382	9,494		65,306	9,387		64,587
PARACHUTE JUMPING – OFFICER									
PARACHUTE JUMPING (REGULAR)	6,616	\$1,800	11,908	6,644	\$1,800	11,959	6,655	\$1,800	11,979
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	388	\$2,700	1,048	368	\$2,700	994	365	\$2,700	985
SUBTOTAL PARACHUTE JUMPING - OFFICER	7,004		12,956	7,012		12,953	7,020		12,964
INSIDE OBSERVER OR TEST SUBJECT DUTY	474	\$1,800	854	635	\$1,800	1,143	638	\$1,800	1,148
DEMOLITION DUTY	1,019	\$1,800	1,835	1,167	\$1,800	2,100	1,006	\$1,800	1,811
CHEMICAL MUNITIONS PAY	1,622	\$1,800	2,920	2,206	\$1,800	3,970	2,214	\$1,800	3,986
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	20,499		88,947	20,514		85,472	20,265		84,496

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

**ESTIMATE FY 2022 25,000
ESTIMATE FY 2021 25,000
ACTUAL FY 2020 25,000**

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 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Prop	81%	85%	90%
Rotary Wing	85%	88%	93%

- The Army's AvB Program is strength based, with preset criteria, which allows the Army to authorize an AvB for officers in select aviation specialties when the strength of those specialties falls below 95% for the previous 90 days or is projected to be below 95% in the next 180 days. Additionally, the Army may approve the payment of an AvB for rated aviators when the strength of the specialty is below 100% and the overall rated aviator inventory is below 95% for the previous 90 days or is projected to be below 95% in the next 180 days. The rated aviator inventory is reviewed each quarter and Army policy requires the bonus for the specialty be suspend or terminate if the specialty does not meet the criteria listed above
- The projected impact of the AvB on retention for both rotary wing and prop driven fixed wing aircraft is a temporary reduction to the normal attrition rate. The AvB is a short-term solution, which allows the Army to finalize plans to increase pilot accessions, increase the

PB-30X INCENTIVE PAY FOR HAZARDOUS DUTY

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

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 2020			FY 2021			FY 2022		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
<u>Aircraft Type category:</u>									
Prop	26	35,000	900	90	35,000	3,150	120	35,000	4,200
Rotary Wing	689	35,000	24,100	624	35,000	21,850	594	35,000	20,800
Total	714		25,000	714		25,000	714		25,000

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PAY AND ALLOWANCES OF OFFICERS
SPECIAL PAY - OFFICER

ESTIMATE FY 2022	\$402,628
ESTIMATE FY 2021	\$406,345
ACTUAL FY 2020	\$356,296

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 \$200,000 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 \$200,000 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 \$150,000 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 \$15,000 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 \$100,000 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 \$200,000 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 \$150,000 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 \$15,000 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 \$100,000 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 \$200,000 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 \$150,000 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 \$15,000 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 \$50,000 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 \$150,000 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 \$50,000 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 \$15,000 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 \$100,000 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 \$50,000 per year. (37 U.S.C. 335(b))

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

(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 \$150,000 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 \$15,000 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 \$100,000 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 \$200,000 per year with a multi-year active duty agreement. (37 U.S.C. (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 \$50,000 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 \$150,000 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 \$15,000 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 \$100,000 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 \$150,000 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 \$15,000 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 \$100,000 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 \$50,000 per year. (37 U.S.C. 335(b))

(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 \$150,000 per year. (37 U.S.C. 335(a)(3))

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SPECIAL PAY - OFFICER

(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 \$15,000 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 \$100,000 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 \$150,000 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 \$15,000 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 \$100,000 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 \$15,000 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))

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 service members 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.

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PAY AND ALLOWANCES OF OFFICERS
SPECIAL PAY - OFFICER

(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 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.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$23.7 million, FY 2021 is \$22.9 million, and FY 2022 is \$21.2 million.

**MILITARY PERSONNEL, ARMY
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SPECIAL PAY - OFFICER**

There is a -\$3.7 million decrease in the Officer special pay program between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Program increase in the continuation pay requirement as more Soldiers participate in the blended retirement system: +\$2.2 million
- (2) Program decrease primarily in hostile fire and hardship duty pays due to a reduction Reserve Component mobilizations supporting Direct War and Enduring mission requirements: -\$5.9 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	61	\$69,000	4,215	30	\$72,000	2,156	30	\$72,000	2,156
INCENTIVE PAY (IP)	2,566	\$47,788	122,624	3,397	\$47,788	162,332	3,397	\$47,788	162,332
RETENTION BONUS (RB)	1,193	\$31,672	37,800	1,391	\$31,672	44,044	1,391	\$31,672	44,044
BOARD CERTIFICATION PAY (BCP)	2,520	\$6,000	15,121	2,506	\$6,000	15,036	2,506	\$6,000	15,036
SUBTOTAL MEDICAL PAY	6,340		217,731	7,324		223,568	7,324		223,568
DENTAL PAY									
ACCESSION BONUS (AB)	41	\$37,500	1,552	0	\$0	0	0	\$0	0
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	8	\$75,000	623	11	\$62,500	684	11	\$62,500	684
INCENTIVE PAY (IP)	970	\$26,284	25,492	952	\$26,284	25,020	952	\$26,284	25,020
BOARD CERTIFICATION PAY (BCP)	442	\$6,000	2,654	300	\$6,000	1,800	300	\$6,000	1,800
RETENTION BONUS (RB)	398	\$33,160	13,198	430	\$33,160	14,260	430	\$33,160	14,260
SUBTOTAL DENTAL PAY	1,859		43,519	1,693		41,764	1,693		41,764
NURSE PAY									
ACCESSION BONUS (AB)	25	\$30,000	764	46	\$30,000	1,374	46	\$30,000	1,374
NURSE INCENTIVE SPECIAL PAY (NISP)	342	\$8,952	3,063	388	\$15,000	5,820	388	\$15,000	5,820
RETENTION BONUS (RB)	468	\$19,792	9,263	147	\$19,792	2,913	147	\$19,792	2,913
BOARD CERTIFICATION PAY (BCP)	1,011	\$6,000	6,068	1,865	\$6,000	11,192	1,865	\$6,000	11,192
SUBTOTAL NURSE PAY	1,846		19,158	2,446		21,299	2,446		21,299
OPTOMETRISTS PAY									
INCENTIVE PAY (IP)	118	\$1,200	142	117	\$1,200	140	117	\$1,200	140
BOARD CERTIFICATION PAY (BCP)	54	\$6,000	323	53	\$6,000	318	53	\$6,000	318
RETENTION BONUS (RB)	103	\$8,840	911	102	\$8,840	900	102	\$8,840	900
SUBTOTAL OPTOMETRISTS PAY	275		1,376	272		1,358	272		1,358
VETERINARIANS PAY									
ACCESSION BONUS (AB)	20	\$5,000	102	40	\$5,000	200	40	\$5,000	200
INCENTIVE PAY (IP)	443	\$5,000	2,215	458	\$5,000	2,292	458	\$5,000	2,292
RETENTION BONUS (RB)	377	\$5,000	1,885	385	\$5,000	1,924	385	\$5,000	1,924
BOARD CERTIFICATION PAY (BCP)	196	\$6,000	1,173	192	\$6,000	1,152	192	\$6,000	1,152
SUBTOTAL VETERINARIANS PAY	1,036		5,375	1,075		5,568	1,075		5,568

PB-30X SPECIAL PAY

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
PSYCHOLOGIST									
ACCESSION BONUS (AB)	5	\$15,000	68	6	\$60,000	360	6	\$60,000	360
INCENTIVE PAY (IP)	221	\$5,000	1,105	216	\$5,000	1,080	216	\$5,000	1,080
RETENTION BONUS (RB)	220	\$16,991	3,743	216	\$20,000	4,320	216	\$20,000	4,320
BOARD CERTIFICATION PAY (BCP)	50	\$6,000	300	22	\$6,000	132	22	\$6,000	132
SUBTOTAL PSYCHOLOGIST	496		5,216	460		5,892	460		5,892
PHARMACY PAY									
ACCESSION BONUS (AB)	11	\$30,000	344	4	\$30,000	120	4	\$30,000	120
RETENTION BONUS (RB)	131	\$15,000	1,959	128	\$15,000	1,920	128	\$15,000	1,920
BOARD CERTIFICATION PAY (BCP)	35	\$6,000	209	33	\$6,000	195	33	\$6,000	195
SUBTOTAL PHARMACY PAY	177		2,512	165		2,235	165		2,235
PHYSICIAN ASSISTANT									
ACCESSION BONUS (AB)	21	\$15,000	318	20	\$15,000	300	20	\$15,000	300
INCENTIVE PAY (IP)	756	\$5,000	3,781	745	\$5,000	3,723	745	\$5,000	3,723
RETENTION BONUS (RB)	566	\$17,000	9,616	549	\$20,000	10,980	549	\$20,000	10,980
BOARD CERTIFICATION PAY (BCP)	781	\$6,000	4,685	765	\$6,000	4,589	765	\$6,000	4,589
SUBTOTAL PHYSICIAN ASSISTANT	2,124		18,400	2,079		19,592	2,079		19,592
SOCIAL WORK									
ACCESSION BONUS (AB)	1	\$7,500	8	4	\$30,000	120	4	\$30,000	120
RETENTION BONUS (RB)	220	\$8,245	1,813	216	\$10,000	2,160	216	\$10,000	2,160
BOARD CERTIFICATION PAY (BCP)	117	\$6,000	701	82	\$6,000	492	82	\$6,000	492
SUBTOTAL SOCIAL WORK	338		2,522	302		2,772	302		2,772
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER									
CHAIRMAN, JCS	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
CHIEF OF STAFF	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
GENERAL	11	\$2,200	25	15	\$2,200	33	15	\$2,200	33
LIEUTENANT GENERAL	48	\$500	24	48	\$500	24	48	\$500	24
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	61		57	65		65	65		65

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
DIVING DUTY PAY	87	\$2,533	221	33	\$2,533	83	33	\$2,533	83
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	0	\$0	0	380	\$6,000	2,280	380	\$6,000	2,280
HOSTILE FIRE PAY	5,857	\$2,700	15,815	5,798	\$2,700	15,655	4,951	\$2,700	13,368
SEA DUTY PAY	49	\$4,482	218	16	\$4,482	70	16	\$4,482	70
HARDSHIP DUTY PAY	14,034	\$1,500	21,051	13,882	\$1,500	20,823	11,383	\$1,500	17,075
FOREIGN LANGUAGE PROFICIENCY PAY	5,454	\$2,711	14,787	5,393	\$2,711	14,620	5,388	\$2,711	14,607
JUDGE ADVOCATE CONTINUATION PAY	524	\$15,731	8,249	517	\$15,731	8,137	519	\$15,731	8,170
OFFICER ASSIGNMENT INCENTIVE PAY	5,704	\$2,871	16,377	6,110	\$2,871	17,543	6,136	\$2,871	17,616
OFFICER CONTINUATION PAY			1,683			3,021			5,246
TOTAL SPECIAL PAY - OFFICER	46,263		356,296	48,010		406,345	44,687		402,628

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

ESTIMATE FY 2022	\$6,100
ESTIMATE FY 2021	\$6,100
ACTUAL FY 2020	\$6,758

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 2021 to FY 2022.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BONUS - OTHER THAN MEDICAL									
WARRANT OFFICER CSRB	361	\$18,696	6,758	326	\$18,696	6,100	326	\$18,696	6,100
TOTAL OFFICER BONUS - OTHER THAN MEDICAL	361		6,758	326		6,100	326		6,100

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

ESTIMATE FY 2022	\$2,366,346
ESTIMATE FY 2021	\$2,375,068
ACTUAL FY 2020	\$2,299,612

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 2022 rates were built by applying inflation assumptions to the FY 2020 average BAH rates. The BAH rates reflect a 2.6% housing rate increase, effective 1 January 2021 and 3.1% increase, effective 1 January 2022.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement between FY 2020 is \$166.6 million, FY 2021 is \$156.7 million, and FY 2022 is \$81.6 million.

There is a -\$8.7 million decrease in the Officer BAH program between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.6% housing cost growth, effective 1 January 2021: +\$14.5 million
- (2) Price increase due to the annualization of the 3.1% housing cost growth, effective 1 January 2022: +\$52.0 million
- (3) Price increase due projected changes in foreign currency fluctuation rates: +\$4.2 million
- (4) Program decrease due to a reduction in Officer man-years: -\$73.3 million
- (5) Program decrease due to shifts in Officer grade structure: -\$6.1 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	8	\$31,158	256	10	\$31,976	311	10	\$32,927	321
LIEUTENANT GENERAL	28	\$31,626	893	28	\$32,456	895	28	\$33,422	944
MAJOR GENERAL	100	\$31,625	3,176	91	\$32,455	2,969	93	\$33,421	3,102
BRIGADIER GENERAL	133	\$32,494	4,314	137	\$33,347	4,563	134	\$34,339	4,588
COLONEL	3,634	\$32,613	118,527	3,589	\$33,469	120,136	3,370	\$34,464	116,141
LIEUTENANT COLONEL	7,695	\$30,707	236,282	7,774	\$31,513	244,994	7,552	\$32,451	245,054
MAJOR	13,229	\$27,577	364,810	13,613	\$28,301	385,256	13,025	\$29,143	379,590
CAPTAIN	18,031	\$23,981	432,412	17,572	\$24,610	432,452	16,806	\$25,342	425,896
1ST LIEUTENANT	5,247	\$20,946	109,906	5,390	\$21,496	115,872	5,024	\$22,135	111,201
2ND LIEUTENANT	2,071	\$19,829	41,070	2,107	\$20,350	42,876	2,003	\$20,955	41,971
SUBTOTAL OFFICER- ACTIVE DUTY	50,176		1,311,646	50,311		1,350,324	48,045		1,328,808
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	535	\$26,132	13,981	520	\$26,818	13,946	503	\$27,616	13,881
WARRANT OFFICER (W-4)	1,797	\$24,384	43,827	1,866	\$25,024	46,702	1,831	\$25,768	47,192
WARRANT OFFICER (W-3)	3,487	\$23,815	83,049	3,319	\$24,440	81,115	3,019	\$25,167	75,981
WARRANT OFFICER (W-2)	4,688	\$22,272	104,404	4,819	\$22,856	110,145	4,826	\$23,536	113,588
WARRANT OFFICER (W-1)	2,035	\$19,352	39,381	2,180	\$19,860	43,304	2,213	\$20,451	45,260
SUBTOTAL OFFICER- WARRANT ACTIVE	12,542		284,642	12,704		295,212	12,392		295,902
SUBTOTAL WITH DEPENDENTS - DOMESTIC	62,718		1,596,288	63,015		1,645,536	60,437		1,624,710

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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	\$20,615	21	1	\$21,157	25	1	\$21,786	25
LIEUTENANT GENERAL	4	\$30,623	109	3	\$31,427	108	4	\$32,361	115
MAJOR GENERAL	5	\$33,564	170	4	\$34,445	150	5	\$35,469	162
BRIGADIER GENERAL	7	\$35,642	258	7	\$36,577	262	7	\$37,666	251
COLONEL	290	\$30,130	8,742	285	\$30,921	8,814	258	\$31,841	8,207
LIEUTENANT COLONEL	928	\$26,195	24,310	936	\$26,883	25,151	885	\$27,683	24,496
MAJOR	2,440	\$24,266	59,208	2,511	\$24,903	62,530	2,398	\$25,644	61,497
CAPTAIN	9,676	\$20,279	196,225	9,463	\$20,811	196,934	9,302	\$21,430	199,337
1ST LIEUTENANT	7,934	\$17,815	141,353	8,283	\$18,283	151,446	8,275	\$18,827	155,789
2ND LIEUTENANT	5,368	\$15,880	85,238	5,333	\$16,297	86,912	5,349	\$16,782	89,761
SUBTOTAL OFFICER- ACTIVE DUTY	26,653		515,634	26,826		532,332	26,484		539,640
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	52	\$21,743	1,139	51	\$22,314	1,146	48	\$22,977	1,094
WARRANT OFFICER (W-4)	203	\$22,595	4,583	212	\$23,188	4,906	201	\$23,878	4,801
WARRANT OFFICER (W-3)	362	\$21,183	7,664	347	\$21,739	7,551	300	\$22,386	6,709
WARRANT OFFICER (W-2)	764	\$19,865	15,177	785	\$20,386	16,004	781	\$20,993	16,392
WARRANT OFFICER (W-1)	559	\$15,339	8,580	599	\$15,741	9,434	612	\$16,210	9,917
SUBTOTAL OFFICER- WARRANT ACTIVE	1,940		37,143	1,994		39,041	1,942		38,913
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	28,593		552,777	28,820		571,373	28,426		578,553

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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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									
COLONEL	2	\$461	1	2	\$473	1	2	\$487	1
LIEUTENANT COLONEL	15	\$396	6	15	\$406	6	14	\$418	6
MAJOR	25	\$320	8	27	\$329	9	27	\$339	9
CAPTAIN	128	\$266	34	125	\$273	34	125	\$281	35
1ST LIEUTENANT	71	\$212	15	73	\$218	16	76	\$224	17
2ND LIEUTENANT	620	\$158	98	613	\$163	100	617	\$167	103
SUBTOTAL OFFICER- ACTIVE DUTY	861		162	855		166	861		171
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	0	\$0	0	0	\$0	0	0	\$0	0
WARRANT OFFICER (W-4)	3	\$302	1	3	\$310	1	3	\$320	1
WARRANT OFFICER (W-3)	8	\$248	2	8	\$255	2	8	\$262	2
WARRANT OFFICER (W-2)	21	\$191	4	26	\$196	5	25	\$202	5
WARRANT OFFICER (W-1)	6	\$165	1	12	\$170	2	11	\$175	2
SUBTOTAL OFFICER- WARRANT ACTIVE	38		8	49		10	47		10
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	899		170	904		176	908		181
BAH DIFFERENTIAL	32	\$2,765	89	32	\$2,837	92	33	\$2,922	95

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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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									
MAJOR GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
BRIGADIER GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
COLONEL	168	\$40,348	6,761	166	\$42,046	6,966	157	\$44,002	6,916
LIEUTENANT COLONEL	495	\$36,336	17,988	501	\$37,864	18,981	497	\$39,627	19,712
MAJOR	776	\$33,667	26,120	801	\$35,084	28,108	787	\$36,716	28,910
CAPTAIN	809	\$29,619	23,960	790	\$30,865	24,392	770	\$32,301	24,878
1ST LIEUTENANT	167	\$28,786	4,813	173	\$29,996	5,177	164	\$31,393	5,151
2ND LIEUTENANT	47	\$32,608	1,548	48	\$33,980	1,633	46	\$35,561	1,643
SUBTOTAL OFFICER- ACTIVE DUTY	2,460		81,190	2,479		85,257	2,421		87,210
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	18	\$32,953	596	18	\$34,339	602	17	\$35,937	615
WARRANT OFFICER (W-4)	79	\$31,503	2,499	82	\$32,828	2,697	82	\$34,356	2,823
WARRANT OFFICER (W-3)	176	\$31,794	5,580	166	\$33,132	5,504	156	\$34,674	5,408
WARRANT OFFICER (W-2)	217	\$29,396	6,374	223	\$30,633	6,836	228	\$32,058	7,297
WARRANT OFFICER (W-1)	61	\$28,059	1,708	65	\$29,239	1,907	66	\$30,600	2,024
SUBTOTAL OFFICER- WARRANT ACTIVE	551		16,757	554		17,546	549		18,167
SUBTOTAL WITH DEPENDENTS - OVERSEAS	3,011		97,947	3,033		102,803	2,970		105,377

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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									
BRIGADIER GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
COLONEL	43	\$30,870	1,328	42	\$32,169	1,367	40	\$33,666	1,351
LIEUTENANT COLONEL	134	\$29,904	4,017	136	\$31,161	4,240	135	\$32,612	4,411
MAJOR	273	\$27,318	7,447	282	\$28,467	8,020	279	\$29,792	8,300
CAPTAIN	674	\$25,061	16,899	660	\$26,115	17,239	654	\$27,331	17,881
1ST LIEUTENANT	510	\$23,625	12,053	533	\$24,619	13,126	535	\$25,765	13,780
2ND LIEUTENANT	201	\$23,598	4,752	200	\$24,591	4,918	201	\$25,735	5,168
SUBTOTAL OFFICER- ACTIVE DUTY	1,835		46,496	1,853		48,910	1,844		50,891
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	4	\$32,343	137	4	\$33,703	138	4	\$35,272	141
WARRANT OFFICER (W-4)	30	\$26,913	810	31	\$28,045	872	32	\$29,350	927
WARRANT OFFICER (W-3)	49	\$27,727	1,360	46	\$28,893	1,341	44	\$30,238	1,319
WARRANT OFFICER (W-2)	115	\$25,230	2,891	118	\$26,292	3,105	122	\$27,515	3,366
WARRANT OFFICER (W-1)	27	\$24,242	647	29	\$25,262	722	30	\$26,438	786
SUBTOTAL OFFICER- WARRANT ACTIVE	225		5,845	228		6,178	232		6,539
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,060		52,341	2,081		55,088	2,076		57,430
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	97,313		2,299,612	97,885		2,375,068	94,850		2,366,346

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

ESTIMATE FY 2022	\$318,174
ESTIMATE FY 2021	\$319,364
ACTUAL FY 2020	\$308,257

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 3.7%, effective 1 January 2021 and 2.3%, effective 1 January 2022. The FY 2021 and FY 2022 BAS yearly composite rates are \$3,165.66 and \$3,249.26, respectively.

There is a -\$1.2 million decrease in the program requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 3.7% subsistence inflation rate, effective 1 January 2021: +\$2.9 million
- (2) Price increase due to the annualization of the 2.3% subsistence inflation rate, effective 1 January 2022: +\$5.3 million
- (3) Program decrease due to a reduction in Officer man-years: -\$9.4 million

Detailed cost computations are provided by the following table:

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

OFFICER BASIC ALLOWANCE FOR
SUBSISTENCE

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
	100,302	\$3,073	308,257	100,884	\$3,166	319,364	97,924	\$3,249	318,174

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

ESTIMATE FY 2022	\$168,279
ESTIMATE FY 2021	\$160,387
ACTUAL FY 2020	\$152,078

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 (OCOUS). The allowance considers all elements of the cost of living, subsistence, and other necessary incidental expenses as prescribed by joint travel regulations and authorized under provisions of 37 U.S.C. 405. The OCOCUS 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 2022 OSA rates were built by applying basic pay raise inflation to FY 2020 rates.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$145.0 thousand, FY 2021 is \$90.0 thousand, and FY 2022 is \$46 thousand.

There is a +\$7.9 million increase in the Officer OSA requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$1.2 million
- (2) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$3.7 million
- (3) Price increase due to projected changes in foreign currency exchange rates: +\$2.8 million
- (4) Program increase due to a change in the number expected to receive allowance based on a slight increase in Active Component Officer man-years: +\$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)**

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	3	\$8,485	23	3	\$8,741	27	3	\$9,190	29
LIEUTENANT GENERAL	4	\$8,454	34	4	\$8,709	35	4	\$9,156	37
MAJOR GENERAL	17	\$10,643	179	20	\$10,965	223	18	\$11,528	207
BRIGADIER GENERAL	20	\$10,836	213	26	\$11,163	291	24	\$11,736	276
COLONEL	721	\$10,936	7,882	721	\$11,266	8,124	703	\$11,844	8,321
LIEUTENANT COLONEL	1,771	\$11,087	19,638	1,816	\$11,423	20,740	1,837	\$12,009	22,065
MAJOR	2,987	\$9,921	29,637	3,147	\$10,222	32,164	3,156	\$10,746	33,915
CAPTAIN	4,304	\$7,774	33,461	4,281	\$8,009	34,288	4,241	\$8,420	35,708
1ST LIEUTENANT	2,006	\$6,460	12,960	2,121	\$6,655	14,114	2,130	\$6,997	14,906
2ND LIEUTENANT	870	\$5,451	4,744	864	\$5,616	4,855	869	\$5,904	5,128
SUBTOTAL OFFICER- ACTIVE DUTY	12,703		108,771	13,003		114,861	12,985		120,592
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	84	\$9,245	773	81	\$9,525	773	81	\$10,014	814
WARRANT OFFICER (W-4)	373	\$8,758	3,265	389	\$9,023	3,507	401	\$9,486	3,800
WARRANT OFFICER (W-3)	759	\$8,300	6,300	729	\$8,551	6,231	698	\$8,990	6,277
WARRANT OFFICER (W-2)	1,109	\$7,331	8,130	1,158	\$7,553	8,747	1,204	\$7,940	9,559
WARRANT OFFICER (W-1)	324	\$6,413	2,075	348	\$6,607	2,296	360	\$6,946	2,500
SUBTOTAL OFFICER- WARRANT ACTIVE	2,649		20,543	2,705		21,554	2,744		22,950
SUBTOTAL COST OF LIVING	15,352		129,314	15,708		136,415	15,729		143,542
TEMPORARY LODGING	1,257	\$18,104	22,764	1,285	\$18,652	23,972	1,291	\$19,156	24,737
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	16,609		152,078	16,993		160,387	17,020		168,279

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

ESTIMATE FY 2022	\$16,357
ESTIMATE FY 2021	\$21,603
ACTUAL FY 2020	\$5,770

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 2021:

Military Housing Areas:

Military Housing Areas		
CALIFORNIA	MASSACHUSETTS	MINNESOTA
Oakland	Nantucket	Duluth
San Francisco	Boston	
Marin/Sonoma	Worcester	New York
Bridgeport	Fitchburg	Long Island
	Plymouth	New York City
COLORADO	Essex County	Westchester County
Boulder	Hampden County	Staten Island
	Martha's Vineyard	
DISTRICT OF COLUMBIA	Hanscom AFB	VIRGINIA
Washington		Warrenton

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.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$4.0 million, FY 2021 is \$9.1 million, and FY 2022 is \$3.0 million.

There is a -\$5.2 million decrease in the program requirement between FY 2021 and FY 2022. The total requirement change is due to:

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

- (1) Price increase due to the annualization of the 3.0% and 2.7% pay raise, effective 1 January 2021 and 2022 respectively: +\$0.4 million
- (2) Program decrease due to a reduction in Reserve Component mobilizations supporting Direct War and Enduring mission requirements: -\$5.6 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	1,969	\$2,930	5,770	7,158	\$3,018	21,603	5,273	\$3,102	16,357

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

ESTIMATE FY 2022	\$3,828
ESTIMATE FY 2021	\$3,992
ACTUAL FY 2020	\$4,822

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 2021 civilian clothing rates are (1) permanent duty initial payment, \$1,125.72; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$375.84; and (3) temporary duty of at least 30 days in a 36-day period \$750.60. The FY 2022 civilian clothing rates are increased by general inflation.

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$463.0 thousand, FY 2021 is \$432.0 thousand, and FY 2022 is \$367.0 thousand.

There is a -\$164.0 thousand decrease in the program requirement between FY 2021 and FY 2022. The total requirement change is due:

- (1) Price increase due to an increase in the civilian clothing rate driven by general inflation: +\$5.0 thousand
- (2) Program decrease due to a change in the number of Officers expected to receive allowance driven by projected Officer accessions and a reduction in Reserve Component mobilizations supporting Direct War and Enduring mission requirements: -\$169.0 thousand

Detailed computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	8,010	\$400	3,204	8,158	\$400	3,263	7,985	\$400	3,194
ADDITIONAL MILITARY ALLOWANCE	3,120	\$200	624	2,380	\$200	476	1,875	\$200	375
CIVILIAN CLOTHING ALLOWANCE	3,176	\$313	994	796	\$318	253	799	\$324	259
TOTAL CLOTHING ALLOWANCES - OFFICER	14,306		4,822	11,334		3,992	10,659		3,828

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

ESTIMATE FY 2022	\$20,322
ESTIMATE FY 2021	\$25,127
ACTUAL FY 2020	\$25,582

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 2022 takers for FSA were forecasted based on FY 2020 execution.

Requirements supporting Direct War and Enduring Costs are included in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$16.1 million, FY 2021 is \$13.8 million, and FY 2022 is \$9.7 million.

There is a -\$4.8 million increase in the program requirement between FY 2021 and FY 2022 due to a reduction in Reserve Component mobilizations supporting Direct War and Enduring mission requirements.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
FSA - RESTRICTED	1,512	\$3,000	4,535	1,525	\$3,000	4,574	1,531	\$3,000	4,593
FSA - TEMPORARY	7,016	\$3,000	21,047	6,851	\$3,000	20,553	5,243	\$3,000	15,729
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	8,528		25,582	8,376		25,127	6,774		20,322

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

ESTIMATE FY 2022	\$62,128
ESTIMATE FY 2021	\$61,797
ACTUAL FY 2020	\$57,899

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.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$4.2 million, FY 2021 is \$3.1 million and FY 2022 is \$3.2 million.

There is a +\$0.3 million increase in the Officer separation pay requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to annualization of the 3.0% pay raise, effective 1 January 2021: +\$0.4 million
- (2) Price increase due to annualization of the 2.7% pay raise, effective 1 January 2022: +\$1.1 million
- (3) Program decrease due to a reduction in the voluntary separation incentive (VSI) requirement offset by an increase in the total number of projected Officer separations from FY 2021 to FY 2022: -\$1.2 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 2020				ESTIMATE FY 2021				ESTIMATE FY 2022			
	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		0	\$0	0		0	\$0	0		0	\$0	0
LIEUTENANT GENERAL	6	30	\$16,305	104	7	30	\$16,798	116	7	30	\$17,252	122
MAJOR GENERAL	21	25	\$13,126	272	22	25	\$13,523	301	23	25	\$13,888	318
BRIGADIER GENERAL	3	48	\$21,622	69	3	48	\$22,276	76	4	48	\$22,878	81
COLONEL	556	23	\$8,667	4,817	597	23	\$8,929	5,328	614	23	\$9,170	5,630
LIEUTENANT COLONEL	746	18	\$5,522	4,118	801	18	\$5,689	4,556	824	18	\$5,843	4,813
MAJOR	969	18	\$4,572	4,432	1,041	18	\$4,710	4,902	1,071	18	\$4,838	5,180
CAPTAIN	2,546	18	\$3,695	9,408	2,733	18	\$3,807	10,405	2,812	18	\$3,910	10,995
1ST LIEUTENANT	442	23	\$3,737	1,653	475	23	\$3,850	1,829	489	23	\$3,954	1,932
2ND LIEUTENANT	72	30	\$3,763	270	77	30	\$3,877	299	79	30	\$3,982	316
SUBTOTAL OFFICER- ACTIVE DUTY	5,361			25,143	5,756			27,812	5,923			29,387
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	99	19	\$6,152	609	106	19	\$6,338	674	109	19	\$6,509	712
WARRANT OFFICER (W-4)	286	15	\$3,926	1,122	307	15	\$4,044	1,241	316	15	\$4,154	1,312
WARRANT OFFICER (W-3)	388	17	\$3,796	1,473	417	17	\$3,911	1,629	429	17	\$4,016	1,722
WARRANT OFFICER (W-2)	270	21	\$3,625	978	290	21	\$3,735	1,082	298	21	\$3,836	1,144
WARRANT OFFICER (W-1)	29	22	\$1,272	37	31	22	\$1,310	41	32	22	\$1,346	43
SUBTOTAL OFFICER- WARRANT ACTIVE	1,072			4,219	1,151			4,667	1,184			4,933
SUBTOTAL LUMP SUM TERMINAL LEAVE	6,433			29,362	6,907			32,479	7,107			34,320
SEVERANCE PAY, DISABILITY	102		\$90,566	9,228	115		\$93,306	10,740	118		\$95,895	11,312
INVOLUNTARY FULL PAY (10%)	107		\$96,521	10,362	115		\$99,441	11,389	110		\$102,201	11,203
VOLUNTARY SEPARATION INCENTIVE (VSI)				8,947				7,189				5,293
TOTAL SEPARATION PAYMENTS - OFFICER	6,642			57,899	7,137			61,797	7,335			62,128

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

ESTIMATE FY 2022	\$626,400
ESTIMATE FY 2021	\$631,556
ACTUAL FY 2020	\$614,558

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
2020	\$137,700	No upper limit
2021	\$142,800	No upper limit
2022	\$147,000	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%.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$43.2 million, FY 2021 is \$41.1 million, and FY 2022 is \$21.2 million.

There is a -\$5.2 million decrease in the program requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$3.6 million
- (2) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$9.8 million
- (3) Program decrease due to a reduction in Officer man-years: -\$16.3 million
- (4) Program decrease due to shifts in Officer grade structure: -\$2.3 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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	100,302	\$6,127	614,558	100,884	\$6,260	631,556	97,924	\$6,397	626,400

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

FY2021 Direct Program		28,774,388
Increases Pricing:		
Basic Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	106,254	
Basic Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	286,885	
Retired Pay Accrual increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	42,420	
Retired Pay Accrual increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	114,534	
Retired Pay Accrual (RPA) increase due to the RPA Normal Cost Percentage (NCP) rate changes effective 1 October 2021	29,045	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 2.6%, effective 1 January 2021	31,341	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.1%, effective 1 January 2022	112,105	
Basic Allowance for Housing increase due to foreign currency exchange rates	9,144	
Overseas Station Allowance - COLA and TLA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	2,531	
Overseas Station Allowance - COLA and TLA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	7,589	
Overseas Station Allowance - COLA increase due to foreign currency exchange rates	6,452	
CONUS COLA increase due to pay raise	245	
Clothing increase due to rate changes	5,297	
Separation Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	1,857	
Separation Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	5,570	
FICA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	8,128	
FICA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	21,947	
Total Increases Pricing		791,344
Increases Program:		
Basic Pay increase due to shifts in grade structure	44,526	
Retired Pay Accrual increase due to shifts in grade structure	15,291	
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	48,714	
Continuation Pay increase due to changes in the number of Soldiers expected to receive allowance	1,931	
FICA increase due to shifts in grade structure	3,406	
Basic Allowance for Housing increase due to shifts in grade structure	28,033	
Clothing increase due to changes in the number of Soldiers expected to receive allowance	4,052	
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	18,484	
Total Increases Program		164,437
Total Increases		955,781
Decreases Program:		
Basic Pay decrease due to man-year reduction	(488,856)	
Retired Pay Accrual decrease due to man-year reduction	(167,878)	

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)**

Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,336)	
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(8,633)	
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,218)	
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(21,914)	
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(22,867)	
Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	(2,276)	
Basic Allowance for Housing decrease due to man-year reduction	(160,882)	
Basic Allowance for Housing decrease due to changes in the number of Soldiers expected to receive allowance	(18,920)	
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(2,835)	
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(4,810)	
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(1,725)	
FICA decrease due to man-year reduction	(37,397)	
Decrease in direct resources due to an increase in reimbursable requirements	(6,337)	
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	(2)	
Total Decreases Program		(947,886)
Total Decreases		(947,886)
FY2022 Direct Program		28,782,283

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

ESTIMATE FY 2022	\$15,218,575
ESTIMATE FY 2021	\$15,269,766
ACTUAL FY 2020	\$14,674,003

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 2022 rates were built by applying inflation assumptions to FY 2020 average basic pay rates. The basic pay rates reflect a 3.0% pay raise, effective 1 January 2021 and a 2.7% pay raise, effective 1 January 2022.

Requirements supporting Direct War and Enduring Cost are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$964.1 million, FY 2021 is \$822.4 million, and FY 2022 is \$573.2 million.

There is a -\$51.2 million decrease in the enlisted basic pay program between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$106.3 million
- (2) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$286.9 million
- (3) Program increase due to shifts in enlisted grade structure: +\$44.5 million
- (4) Program decrease due to enlisted man-year reduction: -\$488.9 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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	3,795	\$85,422	324,177	3,832	\$88,004	337,232	3,672	\$90,275	331,490
1ST SERGEANT/MASTER SERGEANT	12,114	\$66,380	804,133	12,180	\$68,385	832,927	12,084	\$70,141	847,588
PLATOON SERGEANT/SERGEANT 1ST CLASS	38,575	\$57,365	2,212,844	38,808	\$59,103	2,293,663	38,003	\$60,658	2,305,194
STAFF SERGEANT	61,686	\$45,176	2,786,733	62,052	\$46,545	2,888,218	59,705	\$47,766	2,851,861
SERGEANT	75,469	\$36,458	2,751,454	76,565	\$37,549	2,874,940	74,435	\$38,536	2,868,405
CORPORAL/SPECIALIST	119,578	\$29,516	3,529,455	124,875	\$30,389	3,794,808	126,024	\$31,198	3,931,660
PRIVATE FIRST CLASS	49,243	\$24,333	1,198,214	53,326	\$25,068	1,336,768	44,457	\$25,763	1,145,362
PRIVATE E2	29,649	\$23,135	685,915	24,582	\$23,834	585,895	24,543	\$24,495	601,187
PRIVATE E1	20,250	\$18,819	381,078	16,779	\$19,388	325,315	16,854	\$19,926	335,828
TOTAL BASIC PAY - ENLISTED	410,359		14,674,003	412,999		15,269,766	399,777		15,218,575

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

ESTIMATE FY 2022	\$5,277,193
ESTIMATE FY 2021	\$5,243,781
ACTUAL FY 2020	\$4,478,247

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 2021 are 34.9% (Active Component (AC) full-time) and 26.9% (Reserve Component (RC) part-time). The rates for FY 2022 are 35.1% for (AC full-time) and 25.7% (RC part-time).

Requirements supporting Direct and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$235.3 million, FY 2021 is \$221.2 million, and FY 2022 is \$147.3 million.

There is a +\$33.4 million increase in the RPA requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$42.4 million
- (2) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$114.6 million
- (3) Price increase due to the change in the AC (full-time) NCP from 34.9% to 35.1%, slightly offset by a reduction in the RC (part-time) NCP from 26.9% to 25.7%: +\$29.0 million
- (4) Program increase due to shifts in enlisted grade structure: +\$15.3 million
- (5) Program decrease due to enlisted man-year growth: -\$167.9 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	383,152	\$11,004	4,216,361	387,056	\$12,806	4,956,732	382,555	\$13,333	5,100,774
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	27,207	\$9,626	261,886	25,943	\$11,065	287,049	17,222	\$10,244	176,419
TOTAL RETIRED PAY ACCRUAL - ENLISTED	410,359		4,478,247	412,999		5,243,781	399,777		5,277,193

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

ESTIMATE FY 2022	\$185,285
ESTIMATE FY 2021	\$136,571
ACTUAL FY 2020	\$93,482

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 +\$48.7 million increase in the enlisted TSP Matching requirement between FY 2021 and FY 2022 due to an increase in the projected number of participants as more Soldiers participate in the blended retirement system (BRS) program.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT
ENL TSP MATCHING	93,482	136,571	185,285

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

ESTIMATE FY 2022	\$90,396
ESTIMATE FY 2021	\$91,733
ACTUAL FY 2020	\$90,982

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. Payments are authorized up to \$250 per month.

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. Payment are authorized up to \$250 per month.

Parachute Jumping - Paid to enlisted members assigned to a permanent parachute position or airborne unit which requires parachute jumping as an essential part of military duty, while undergoing related training, or performing short-term parachute duty. Continuous payment of parachute duty pay requires at least one parachute jump every three months. Payment is \$150 per month for regular jumps. Members who perform parachute jumping at high altitudes with low openings (HALO) as an essential part of duty are entitled to \$225 per month. (37 U.S.C. 351 (a) (2))

Experimental Stress (Inside Observer or Test Subject Duty) - Paid to enlisted members serving in duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low (altitude) pressure chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. Payment is \$150 per month. (37 U.S.C. 351 (a) (2))

Demolition Duty - Paid to enlisted personnel training and performing duties involving demolition of explosives as a primary part of duty. Demolition Duty pay is also given to soldiers who are training for such duty. Payment is \$150 per month. (37 U.S.C. 351 (a) (2))

Chemical Munitions - Paid to enlisted members whose primary duties require routine physical handling of chemical munitions or chemical surety material. Routine physical handling must be incident to manufacturing, maintenance, storage, testing, laboratory analysis, transportation, surveillance, assembly, disassembly, demilitarization, or disposal of chemical munitions or chemical surety material. Payment is \$150 per month. (37 U.S.C. 351 (a) (2))

Toxic Pesticides - Paid to enlisted members for duty involving exposure to toxic fuels and laboratory work that utilizes live dangerous viruses or bacteria. Payment is \$150 per month. (37 U.S.C. 351 (a) (2))

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$2.1 million, FY 2021 is \$2.1 million and FY 2022 is \$1.6 million.

There is a -\$1.3 million decrease in the program requirement between FY 2021 and FY 2022 primarily due to a program decrease based on reductions in Active Component enlisted strength levels and Reserve Component mobilizations supporting Direct War and Enduring mission requirements.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED									
CREW	3,782	\$2,269	8,581	3,800	\$2,269	8,622	3,639	\$2,269	8,258
NONCREW MEMBER	173	\$1,800	312	175	\$1,800	315	173	\$1,800	311
SUBTOTAL FLYING DUTY - ENLISTED	3,955		8,893	3,975		8,937	3,812		8,569
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	35,927	\$1,800	64,668	36,238	\$1,800	65,229	35,816	\$1,800	64,469
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	2,037	\$2,700	5,499	2,055	\$2,700	5,548	2,032	\$2,700	5,487
SUBTOTAL PARACHUTE JUMPING - ENLISTED	37,964		70,167	38,293		70,777	37,848		69,956
INSIDE OBSERVER OR TEST SUBJECT DUTY	154	\$1,800	277	155	\$1,800	279	153	\$1,800	276
DEMOLITION DUTY	6,436	\$1,800	11,585	6,489	\$1,800	11,680	6,408	\$1,800	11,535
CHEMICAL MUNITIONS PAY	24	\$1,800	43	24	\$1,800	43	24	\$1,800	43
TOXIC PESTICIDES	2	\$1,800	4	2	\$1,800	4	2	\$1,800	4
TOXIC FUEL	7	\$1,800	13	7	\$1,800	13	7	\$1,800	13
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	48,542		90,982	48,945		91,733	48,254		90,396

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

ESTIMATE FY 2022	\$158,989
ESTIMATE FY 2021	\$165,691
ACTUAL FY 2020	\$178,943

PROJECT: SPECIAL PAY - ENLISTED

PART I - PURPOSE AND SCOPE

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

(1) **Hardship Duty Pay** - Authorized in 37 U.S.C. 352 and paid to officers performing duty in a location that is designated by the Secretary of Defense as hardship duty. The monthly rate may not exceed \$1,500 per individual from three sources: hardship duty (location), hardship duty (mission), and hardship duty (involuntary extension).

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

(3) **Assignment Incentive Pay (AIP)** - Monthly incentive paid to officers in designated assignment locations as determined by the Army. Monthly payments should not exceed \$3,000 (37 U.S.C. 352).

- **Korea AIP** - Paid to enlisted personnel who extend beyond a 12-month tour in Korea. Payment is \$300 per month for an extension of 24-unaccompanied months or 36-accompanied months.

- **Other AIP** - Paid to enlisted personnel in designated skill areas such as Explosive Ordnance Disposal (EOD) and Special Operation Forces (SOF). It also includes payment to enlisted Soldiers who agree to extend beyond a 12-month tour in Iraq or Afghanistan. Payment ranges from \$50 to \$1000 per month.

- **Deployment Extension Incentive Pay (DEIP)** - is designed to replace involuntary "Stop Loss" and authorized in 37 U.S.C. Sec 307a for active Army Soldiers who choose to remain with their deployed unit. Soldiers who execute an extension between 9 months prior to unit Latest Arrival Date (LAD -270) and 6 months prior to unit LAD (LAD-180) will receive \$500 per month for each full month they extend their service commitment. Soldiers who execute an extension after unit LAD-180 and before Expiration Term of Service (ETS) (ETS - 90) will receive \$350 per month for each full month they extend their service commitment.

- **Deployment Extension Stabilization Pay (DESP)** - Program designed to replace involuntary "Stop Loss" and authorized in 37 U.S.C. Sec 307a for mobilized Army National Guard Soldiers who choose to remain with a deploying unit past end-of-service date. Soldiers that extend from 180 days to 365 days prior to the mobilization date receive \$500 a month for each month under Title 10 mobilization status. \$350 will be paid for Soldiers that extend between 179 days and 90 days before the mobilization date.

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

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

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

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

(6) **Overseas Extension Incentives Pay** - Paid to enlisted personnel who extend their tour of service overseas under provisions of 37 U.S.C. 314.

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

(7) **Diving Duty Pay** - A monthly amount not to exceed \$1,000 per month for periods during which they (1) are assigned by orders to the duty of diving, (2) are required to maintain proficiency as a diver by frequent and regular dives, and (3) actually perform diving duty (37 U.S.C. 353(a)).

(8) **Foreign Language Proficiency Pay (FLPP)** - Monthly incentive paid to all military personnel who qualify for and maintain the required proficiency in designated foreign languages. The monthly rate may not exceed \$12,000 per year. (37 U.S.C. 353(b)).

(9) **Personal Allowance for the Sergeant Major of the Army (SMA) and the Senior Enlisted Advisor (SEA) to the Chairman of the Joint Chief of Staff** - The SMA and the SEA are entitled to a personal allowance of \$2,000 per year while serving in this capacity.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring cost requirement for FY 2020 is \$82.6 million, FY 2021 is \$76.1 million, and FY 2022 is \$71.7 million.

There is a -\$6.7 million decrease in the enlisted special pay program between FY 2021 and FY 2022. The total requirement change is due to:

(1) Program decrease primarily in hostile fire and hardship duty pays due to a reduction Reserve Component mobilizations supporting Direct War and Enduring mission requirements: -\$8.6 million

(2) Program increase in continuation pay as more Soldiers participate in the Blended Retirement System (BRS): +\$1.9 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED									
ENLISTED ASSIGNMENT INCENTIVE PAY	15,150	\$2,891	43,798	13,883	\$2,891	40,135	13,750	\$2,891	39,752
DIVING DUTY PAY	539	\$2,489	1,341	489	\$2,489	1,218	501	\$2,489	1,246
HOSTILE FIRE PAY	12,191	\$2,700	32,916	12,084	\$2,700	32,627	11,623	\$2,700	31,382
SEA DUTY PAY	312	\$1,943	606	284	\$1,943	551	270	\$1,943	524
HARDSHIP DUTY PAY	43,081	\$1,500	64,622	37,959	\$1,500	56,938	33,687	\$1,500	50,530
FOREIGN LANGUAGE PROFICIENCY PAY	13,347	\$2,460	32,833	12,324	\$2,460	30,317	12,081	\$2,460	29,719
OTHER SPECIAL PAY									
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
OTHER SPECIAL PAY	0	\$0	993	0	\$0	0	0	\$0	0
SUBTOTAL OTHER SPECIAL PAY	1		995	1		2	1		2
ENLISTED CONTINUATION PAY			1,832			3,903			5,834
TOTAL SPECIAL PAY - ENLISTED	84,621		178,943	77,024		165,691	71,913		158,989

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

ESTIMATE FY 2022	\$113,315
ESTIMATE FY 2021	\$114,533
ACTUAL FY 2020	\$111,100

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

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$1.2 million, FY 2021 is \$1.0 million, and FY 2022 is \$1.0 million.

There is a -\$1.2 million decrease in the program requirement between FY 2021 and FY 2022 primarily due to reductions in Active Component enlisted strength levels and Reserve Component mobilizations supporting Direct War and Enduring mission requirements.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	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)	10,580	\$4,500	47,609	10,912	\$4,500	49,102	10,778	\$4,500	48,502
SD 4 (\$300.00)	17,417	\$3,600	62,702	17,964	\$3,600	64,669	17,780	\$3,600	64,008
SD 3 (\$225.00)	290	\$2,700	783	280	\$2,700	756	296	\$2,700	799
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	28,288		111,100	29,157		114,533	28,855		113,315

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

ESTIMATE FY 2022	\$377,413
ESTIMATE FY 2021	\$399,327
ACTUAL FY 2020	\$433,000

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 FY 2022. 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 -\$21.9 million decrease in the re-enlistment bonus requirement from FY 2021 to FY 2022. This change is based on a decrease in the number of Soldiers expected to receive retention bonuses. While the retention mission goals increase from 55,500 in FY 2021 to 56,900 in FY 2022, the Army continues to focus its efforts to specifically target high-quality Soldiers in critically-skilled MOS's to receive retention bonuses.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SELECTIVE RETENTION BONUS	34,033	\$12,723	433,000	31,386	\$12,723	399,327	29,664	\$12,723	377,413

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

ESTIMATE FY 2022	\$236,873
ESTIMATE FY 2021	\$259,740
ACTUAL FY 2020	\$256,470

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 -\$22.9 million decrease in the enlistment bonus (EB) requirement between FY 2021 and FY 2022. This change is based on a decrease in the number of Soldiers expected to receive initial and anniversary bonuses. While the accession mission increases from 66,000 in FY 2021 to 70,500 in FY 2022, the Army continues to focus its efforts to specifically target high-quality recruits in critically-skilled MOS's for enlistment bonus payment recipients.

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)

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTMENT BONUS									
NEW PAYMENTS	20,194	\$6,376	128,759	17,986	\$8,164	146,841	16,871	\$8,164	137,735
ANNIVERSARY PAYMENTS	39,699	\$3,217	127,711	33,863	\$3,334	112,899	29,735	\$3,334	99,138
TOTAL ENLISTMENT BONUS	59,893		256,470	51,849		259,740	46,606		236,873

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

	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	39,699	127,711	11,271	37,578	3,568	11,897	2,110	7,035	0	0	0	0	0	0
FY 2020														
Initial Payments	20,194	128,759	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			22,592	75,321	11,299	37,672	3,919	13,065	2,110	7,035	603	2,010	0	0
FY 2021														
Initial Payments			17,986	146,841	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					14,868	49,569	9,043	36,150	3,919	13,065	1,507	5,025	611	2,036
FY 2022														
Initial Payments					16,871	137,735	0	0	0	0	0	0	0	0
Anniversary Payments							15,072	44,250	9,043	30,150	3,919	13,065	1,527	5,090
FY 2023														
Initial Payments							19,970	163,035	0	0	0	0	0	0
Anniversary Payments									15,072	50,250	9,043	30,150	3,970	13,235
FY 2024														
Initial Payments									19,598	159,998	0	0	0	0
Anniversary Payments											15,072	50,250	9,161	30,542
FY 2025														
Initial Payments											19,227	156,966	0	0
Anniversary Payments													15,268	50,904
FY 2026														
Initial Payments														18,854 153,928
Total Initial Payments	20,194	128,759	17,986	146,841	16,871	137,735	19,970	163,035	19,598	159,998	19,227	156,966	18,854	153,928
Total Anniversary Payments	39,699	127,711	33,863	112,899	29,735	99,138	30,144	100,500	30,144	100,500	30,144	100,500	30,536	101,807
Total	59,893	256,470	51,849	259,740	46,606	236,873	50,114	263,535	49,742	260,498	49,371	257,466	49,390	255,735

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

ESTIMATE FY 2022	\$0
ESTIMATE FY 2021	\$2,276
ACTUAL FY 2020	\$2,276

PROJECT: LOAN REPAYMENT PROGRAM

PART I - PURPOSE AND SCOPE

The Loan Repayment Program (LRP) is authorized by PL 99-145, Section 71(a) (1). Guidelines for the LRP are contained in 10 U.S.C 2171. The LRP pays for federal student loans guaranteed under the Higher Education Act and any loan incurred for educational purposes. The LRP is an enlistment incentive designed to increase the quality of enlistments and attract recruits into designated Army skills which are difficult to fill with qualified enlistees. The LRP repays \$1,500 or one-third of the qualified loan whichever is greater, for every year of service up to a maximum of \$65,000. The loan is repaid in three annual installments, which begins one year after the Soldier graduates.

PART II - JUSTIFICATION OF FUNDS REQUESTED

LRP is an effective tool for providing access to the college market. LRP is paid to enlisted Soldiers, as well as to Soldiers who complete Officer Candidate School (OCS) and Warrant Officer Flight Training (WOFT).

There is a -\$2.3 million change in the LRP requirement between FY 2021 and FY 2022. The Army does not anticipate any new LRP payments in FY 2022. The FY 2020 actuals and FY 2021 projections are residual payments from prior year LRP commitments.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2020		ESTIMATE FY 2021		ESTIMATE FY 2022	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM						
ENLISTED	114	2,176	81	1,900	0	0
OFFICER (OCS/WOFT)	20	100	14	376	0	0
LOAN REPAYMENT PROGRAM	134	2,276	95	2,276	0	0

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

ESTIMATE FY 2022	\$5,026,104
ESTIMATE FY 2021	\$5,025,283
ACTUAL FY 2020	\$4,919,394

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 2022 rates were built by applying inflation assumptions to the FY 2020 average BAH rates. The BAH rates reflect a 2.6% housing rate increase, effective 1 January 2021 and 3.1% increase, effective 1 January 2022.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement between FY 2020 is \$448.9 million, FY 2021 is \$360.1 million, and FY 2022 is \$261.9 million.

There is a +\$0.8 million increase in the enlisted BAH program between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.6% housing cost inflation, effective 1 January 2021: +\$31.3 million
- (2) Price increase due to the annualization of the 3.1% housing cost inflation, effective 1 January 2022: +\$112.1 million
- (3) Price increase due projected changes in foreign currency fluctuation rates: +\$9.1 million
- (4) Program increase due to shifts in enlisted grade structure: +\$28.0 million
- (5) Program decrease due to a reduction in enlisted man-years: -\$179.7 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	3,060	\$23,921	73,190	3,090	\$24,121	74,531	2,992	\$24,838	74,309
1ST SERGEANT/MASTER SERGEANT	9,832	\$22,763	223,798	9,888	\$22,953	226,962	9,913	\$23,636	234,314
PLATOON SERGEANT/SERGEANT 1ST CLASS	30,963	\$21,584	668,310	31,145	\$21,764	677,843	30,657	\$22,411	687,050
STAFF SERGEANT	45,330	\$20,747	940,455	45,598	\$20,920	953,908	43,919	\$21,542	946,113
SERGEANT	44,672	\$19,259	860,335	45,234	\$19,420	878,435	43,598	\$19,998	871,870
CORPORAL/SPECIALIST	50,674	\$17,726	898,248	52,320	\$17,874	935,171	51,761	\$18,406	952,720
PRIVATE FIRST CLASS	12,065	\$17,333	209,130	12,885	\$17,478	225,201	10,759	\$17,997	193,631
PRIVATE E2	4,417	\$17,515	77,365	3,661	\$17,662	64,653	3,641	\$18,187	66,213
PRIVATE E1	2,194	\$19,151	42,014	1,822	\$19,311	35,183	1,822	\$19,886	36,230
SUBTOTAL WITH DEPENDENTS- DOMESTIC	203,207		3,992,845	205,643		4,071,887	199,062		4,062,450
WITHOUT DEPENDENTS- DOMESTIC									
SERGEANT MAJOR	391	\$20,132	7,866	394	\$20,300	8,008	375	\$20,904	7,838
1ST SERGEANT/MASTER SERGEANT	1,288	\$20,135	25,936	1,295	\$20,303	26,290	1,275	\$20,907	26,663
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,809	\$18,189	87,471	4,839	\$18,341	88,743	4,727	\$18,887	89,279
STAFF SERGEANT	12,933	\$17,126	221,491	13,005	\$17,269	224,580	12,650	\$17,783	224,950
SERGEANT	11,001	\$16,550	182,067	11,160	\$16,689	186,243	10,847	\$17,185	186,398
CORPORAL/SPECIALIST	12,653	\$14,661	185,506	13,125	\$14,784	194,041	13,093	\$15,224	199,331
PRIVATE FIRST CLASS	2,088	\$14,647	30,587	2,225	\$14,770	32,858	1,855	\$15,209	28,213
PRIVATE E2	431	\$19,263	8,310	357	\$19,424	6,942	355	\$20,001	7,092
PRIVATE E1	127	\$26,204	3,341	106	\$26,423	2,805	106	\$27,209	2,873
SUBTOTAL WITHOUT DEPENDENTS- DOMESTIC	45,721		752,575	46,506		770,510	45,283		772,637

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	5	\$184	1	5	\$188	1	5	\$194	1
PLATOON SERGEANT/SERGEANT 1ST CLASS	63	\$144	9	61	\$148	9	59	\$152	9
STAFF SERGEANT	857	\$119	102	869	\$122	106	864	\$125	108
SERGEANT	13,923	\$104	1,448	14,178	\$107	1,517	14,200	\$110	1,562
CORPORAL/SPECIALIST	47,845	\$97	4,641	50,310	\$100	5,031	51,777	\$103	5,333
PRIVATE FIRST CLASS	30,702	\$94	2,886	33,594	\$96	3,225	27,970	\$99	2,769
PRIVATE E2	21,186	\$86	1,822	17,416	\$89	1,550	17,527	\$91	1,595
PRIVATE E1	15,096	\$83	1,253	12,529	\$85	1,065	12,523	\$88	1,102
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	129,681		12,163	128,966		12,505	124,929		12,480
BAH DIFFERENTIAL	857	\$3,150	2,701	866	\$3,233	2,800	856	\$3,329	2,849
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	84	\$33,579	2,829	85	\$35,001	2,979	83	\$37,666	3,118
1ST SERGEANT/MASTER SERGEANT	306	\$29,234	8,951	308	\$30,473	9,386	311	\$32,793	10,215
PLATOON SERGEANT/SERGEANT 1ST CLASS	920	\$29,223	26,875	925	\$30,462	28,172	916	\$32,781	30,027
STAFF SERGEANT	914	\$28,732	26,275	920	\$29,949	27,555	881	\$32,229	28,403
SERGEANT	1,039	\$26,134	27,147	1,052	\$27,242	28,656	1,014	\$29,316	29,734
CORPORAL/SPECIALIST	785	\$25,700	20,187	805	\$26,789	21,568	786	\$28,828	22,665
PRIVATE FIRST CLASS	144	\$25,127	3,616	152	\$26,192	3,972	126	\$28,186	3,565
PRIVATE E2	22	\$26,847	578	18	\$27,985	499	17	\$30,116	526
PRIVATE E1	3	\$29,199	81	2	\$30,436	73	2	\$32,753	72
SUBTOTAL WITH DEPENDENTS - OVERSEAS	4,217		116,539	4,267		122,860	4,136		128,325

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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	56	\$27,172	1,530	57	\$28,323	1,611	56	\$30,480	1,712
1ST SERGEANT/MASTER SERGEANT	164	\$24,727	4,060	165	\$25,775	4,259	170	\$27,737	4,710
PLATOON SERGEANT/SERGEANT 1ST CLASS	520	\$24,879	12,928	522	\$25,933	13,546	523	\$27,908	14,604
STAFF SERGEANT	417	\$25,188	10,497	419	\$26,255	11,003	407	\$28,254	11,513
SERGEANT	382	\$22,247	8,508	388	\$23,190	8,999	378	\$24,955	9,426
CORPORAL/SPECIALIST	212	\$19,969	4,226	215	\$20,815	4,484	208	\$22,400	4,654
PRIVATE FIRST CLASS	33	\$20,886	686	34	\$21,771	743	28	\$23,429	667
PRIVATE E2	3	\$22,334	68	2	\$23,280	58	2	\$25,053	60
PRIVATE E1	3	\$20,772	68	1	\$21,652	18	1	\$23,301	17
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	1,790		42,571	1,803		44,721	1,773		47,363
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	385,473		4,919,394	388,051		5,025,283	376,039		5,026,104

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

ESTIMATE FY 2022	\$381,101
ESTIMATE FY 2021	\$367,364
ACTUAL FY 2020	\$321,541

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 2022 OSA rates were built by applying basic pay raise inflation to FY 2020 rates.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$0.3 million, FY 2021 is \$0.2 million, and FY 2022 is \$0.2 million.

There is a +\$13.7 million increase in the enlisted OSA program between FY 2021 and FY 2022. The total requirement increase is based on:

- (1) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$2.5 million
- (2) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$7.5 million
- (3) Price increase due to projected changes in foreign currency exchange rates: +\$6.5 million
- (4) Program decrease due to changes in the number of Soldiers expected to receive allowance based a reduction in enlisted strength: -\$2.8 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)**

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	568	\$8,703	4,946	582	\$9,752	5,680	582	\$10,210	5,939
1ST SERGEANT/MASTER SERGEANT	1,766	\$7,950	14,038	1,809	\$8,908	16,113	1,877	\$9,326	17,508
PLATOON SERGEANT/SERGEANT 1ST CLASS	5,585	\$7,320	40,881	5,665	\$8,202	46,465	5,727	\$8,586	49,174
STAFF SERGEANT	8,406	\$6,352	53,397	8,525	\$7,117	60,671	8,452	\$7,451	62,978
SERGEANT	14,183	\$5,008	71,027	14,577	\$5,612	81,808	14,593	\$5,875	85,735
CORPORAL/SPECIALIST	17,308	\$3,947	68,316	18,329	\$4,422	81,051	18,932	\$4,630	87,654
PRIVATE FIRST CLASS	8,928	\$3,103	27,703	9,729	\$3,477	33,827	8,116	\$3,641	29,550
PRIVATE E2	4,365	\$2,892	12,624	3,619	\$3,241	11,728	3,617	\$3,393	12,273
PRIVATE E1	559	\$2,721	1,522	463	\$3,048	1,412	466	\$3,192	1,486
SUBTOTAL COST OF LIVING	61,668		294,454	63,298		338,755	62,362		352,297
TEMPORARY LODGING	1,499	\$18,068	27,087	1,537	\$18,615	28,609	1,506	\$19,131	28,804
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	63,167		321,541	64,835		367,364	63,868		381,101

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

ESTIMATE FY 2022	\$9,107
ESTIMATE FY 2021	\$10,587
ACTUAL FY 2020	\$9,775

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 2021:

Military Housing Areas

Military Housing Areas		
CALIFORNIA Oakland San Francisco Marin/Sonoma Bridgeport	MASSACHUSETTS Nantucket Boston Worcester Fitchburg Plymouth Essex County Hampden County Martha's Vineyard Hanscom AFB	MINNESOTA Duluth New York Long Island New York City Westchester County Staten Island VIRGINIA Warrenton
COLORADO Boulder		
DISTRICT OF COLUMBIA Washington		

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.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$5.5 million, FY 2021 is \$6.2 million, and FY 2022 is \$3.8 million.

There is a -\$1.5 million decrease in the program requirement between FY 2021 and FY 2022. The total requirement change is due to:

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

(1) Price increase due to the annualization of the 3.0% and 2.7% pay raise, effective 1 January 2021 and 2022 respectively: +\$0.2 million

(2) Program decrease due to a reduction in Reserve Component mobilizations supporting Direct War and Enduring mission requirements: -\$1.7 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	278	\$35,180	9,775	2,921	\$3,624	10,587	2,445	\$3,725	9,107

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

ESTIMATE FY 2022	\$288,849
ESTIMATE FY 2021	\$279,500
ACTUAL FY 2020	\$341,747

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 2022 rates are based on FY 2021 clothing rates and increased by general inflation.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$3.1 million, FY 2021 is \$2.9 million, and FY 2022 is \$2.7 million.

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

There is a +\$9.3 million increase in the enlisted clothing allowance requirement between FY 2021 and FY 2022. The total requirement change is based on:

- (1) Price increase due to rate changes based on general inflation: +\$5.2 million
- (2) Program increase in initial clothing issue due to an increase in the enlisted accession mission: +\$4.1 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	51,886	\$1,651	85,655	51,085	\$1,683	85,998	53,953	\$1,717	92,643
ARMY, FEMALE	9,156	\$1,875	17,166	8,879	\$1,928	17,121	9,521	\$1,967	18,727
SUBTOTAL MILITARY	61,042		102,821	59,964		103,119	63,474		111,370
INITIAL CIVILIAN ISSUE	2,918	\$1,103	3,220	2,773	\$1,126	3,122	2,912	\$1,148	3,343
SUBTOTAL INITIAL ISSUE	63,960		106,041	62,737		106,241	66,386		114,713
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	169,748	\$322	54,742	142,363	\$314	44,769	139,740	\$321	44,823
BASIC MAINTENANCE, FEMALE	29,236	\$330	9,660	24,079	\$320	7,705	23,110	\$326	7,543
SUBTOTAL BASIC ALLOWANCE	198,984		64,402	166,442		52,474	162,850		52,366
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	281,602	\$461	129,737	193,928	\$449	87,120	191,788	\$458	87,881
STANDARD MAINTENANCE, FEMALE	48,505	\$472	22,895	32,796	\$457	14,992	32,633	\$466	15,216
SUBTOTAL STANDARD ALLOWANCE	330,107		152,632	226,724		102,112	224,421		103,097
SUBTOTAL MAINTENANCE ALLOWANCES	529,091		217,034	393,166		154,586	387,271		155,463
SUPPLEMENTARY ALLOWANCE			9,250			9,250			9,250
OTHER ALLOWANCES									
KATUSA			635			635			635
REPLACEMENT DURING FIRST 6 MONTHS			2,870			2,870			2,870
CHARGE SALES			25			25			25
ARMY DIRECT ORDER			5,892			5,893			5,893
SUBTOTAL OTHER ALLOWANCES	0		9,422	0		9,423	0		9,423
TOTAL CLOTHING ALLOWANCES - ENLISTED	593,051		341,747	455,903		279,500	453,657		288,849

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

ESTIMATE FY 2022	\$77,757
ESTIMATE FY 2021	\$82,567
ACTUAL FY 2020	\$89,261

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 2022 takers for FSA were forecasted based on FY 2020 execution levels.

Requirements supporting Direct War and Enduring Costs are included in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$51.8 million, FY 2021 is \$44.7 million, and FY 2022 is \$40.8 million.

There is a -\$4.8 million program decrease in the enlisted FSA requirement between FY 2021 and FY 2022 due to a reduction in Reserve Component mobilizations supporting Direct War and Enduring mission requirements.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - ENLISTED									
FSA - RESTRICTED	5,240	\$3,000	15,719	5,287	\$3,000	15,860	5,228	\$3,000	15,685
FSA - TEMPORARY DUTY	24,514	\$3,000	73,542	22,236	\$3,000	66,707	20,691	\$3,000	62,072
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	29,754		89,261	27,523		82,567	25,919		77,757

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

ESTIMATE FY 2022	\$148
ESTIMATE FY 2021	\$150
ACTUAL FY 2020	\$93

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 a -\$2.0 thousand change in the aid and attendance for catastrophically injured allowance between FY 2021 and FY 2022 due to a reduction in enlisted Active Component strength levels.

The detailed computations are provided in the following table:

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW- CATASTROPHICALLY INJURED	60	\$1,546	93	97	\$1,546	150	96	\$1,546	148

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

ESTIMATE FY 2022	\$276,456
ESTIMATE FY 2021	\$250,545
ACTUAL FY 2020	\$233,853

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

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

as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use the early retirement program was reinstated for use from 31 December 2017 to 31 December 2025 by the FY 2017 National Defense Authorization Act.

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.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$5.0 million, FY 2021 is \$4.1 million and FY 2022 is \$3.4 million.

There is a +\$25.9 million increase in the enlisted separation pay requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$1.9 million
- (2) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$5.6 million
- (3) Program increase due to a change in the total number of enlisted separations projected from FY 2021 to FY 2022: +\$18.4 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 2020</u>				<u>ESTIMATE FY 2021</u>				<u>ESTIMATE FY 2022</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	383	17	\$4,256	1,628	366	17	\$4,385	1,606	404	17	\$4,507	1,823
1ST SERGEANT/MASTER SERGEANT	938	16	\$3,019	2,833	898	16	\$3,110	2,794	992	16	\$3,197	3,172
PLATOON SERGEANT/SERGEANT 1ST CLASS	2,863	19	\$2,907	8,324	2,741	19	\$2,995	8,209	3,028	19	\$3,078	9,320
STAFF SERGEANT	4,195	23	\$2,835	11,892	4,016	23	\$2,920	11,727	4,437	23	\$3,001	13,314
SERGEANT	7,674	20	\$1,982	15,210	7,346	20	\$2,042	15,000	8,113	20	\$2,099	17,029
CORPORAL/SPECIALIST	17,003	21	\$1,774	30,163	16,273	21	\$1,828	29,747	17,973	21	\$1,879	33,771
PRIVATE FIRST CLASS	4,451	27	\$1,900	8,456	4,261	27	\$1,957	8,339	4,708	27	\$2,011	9,467
PRIVATE E2	3,805	21	\$1,345	5,118	3,641	21	\$1,386	5,047	4,024	21	\$1,424	5,730
PRIVATE E1	6,425	19	\$1,107	7,113	6,147	19	\$1,141	7,014	6,794	19	\$1,172	7,963
SUBTOTAL LUMP SUM TERMINAL LEAVE	47,737			90,737	45,689			89,483	50,473			101,589
SEVERANCE PAY - DISABILITY	3,587		\$33,058	118,578	3,927		\$34,142	134,086	4,156		\$35,090	145,838
INVOLUNTARY HALF PAY (5%)	528		\$21,581	11,385	570		\$22,250	12,687	611		\$22,868	13,981
INVOLUNTARY FULL PAY (10%)	257		\$43,136	11,091	278		\$44,515	12,378	298		\$45,751	13,641
VOLUNTARY SEPARATION INCENTIVE (VSI)				2,062				1,911				1,407
TOTAL SEPARATION PAYMENTS - ENLISTED	52,109			233,853	50,464			250,545	55,538			276,456

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

ESTIMATE FY 2022	\$1,164,221
ESTIMATE FY 2021	\$1,168,137
ACTUAL FY 2020	\$1,115,895

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
2020	\$137,700	No upper limit
2021	\$142,800	No upper limit
2022	\$147,000	No upper limit

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$73.8 million, FY 2021 is \$62.9 million, and FY 2022 is \$43.8 million.

There is a -\$3.9 million decrease in the enlisted FICA requirement between FY 2021 and FY 2022. The total requirement change is based on:

- (1) Price increase due to the annualization of the 3.0% pay raise, effective 1 January 2021: +\$8.1 million
- (2) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$21.9 million
- (3) Program increase due to shift in enlisted grade structure: +\$3.5 million
- (4) Program decrease due to man-year reduction: -\$37.4 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	410,359	\$2,719	1,115,895	412,999	\$2,828	1,168,137	399,777	\$2,912	1,164,221

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

FY2021 Direct Program		91,753
Increases Pricing:		
Basic Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	471	
Basic Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	1,271	
Basic Allowance for Subsistence increase due to the annualization of the 3.7% subsistence inflation rate, effective 1 January 2021	225	
Basic Allowance for Subsistence increase due to the annualization of the 2.3% subsistence inflation rate, effective 1 January 2022	420	
FICA increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	36	
FICA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	96	
Total Increases Pricing		2,519
Increases Program:		
Basic Pay increase due to man-year growth	71	
Subsistence increase due to man-year growth	27	
FICA increase due to man-year growth	5	
Total Increases Program		103
Total Increases		2,622
FY2022 Direct Program		94,375

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

ESTIMATE FY 2022	\$94,375
ESTIMATE FY 2021	\$91,753
ACTUAL FY 2020	\$90,797

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:

Calendar Year	BAS	DFAC
2020	12.30	17.30
2021	12.70	17.70
2022	12.99	18.30

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.

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

There is a +\$2.6 million increase in the program requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase in basic pay and FICA due to annualization of the 3.0% pay raise, effective 1 January 2021: +\$0.5 million
- (2) Price increase in basic pay and FICA due to annualization of the 2.7% pay raise, effective 1 January 2022: +\$1.4 million
- (3) Price increase in subsistence due to the annualization of the subsistence inflation rate of 3.7%, effective 1 January 2021: +\$0.2 million
- (4) Price increase in subsistence due to the annualization of the subsistence inflation rate of 2.3%, effective 1 January 2022: +\$0.4 million
- (5) Program increase in basic pay, subsistence and FICA due to man-year growth: +\$0.1 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACADEMY CADETS									
BASIC PAY	4,452	\$13,518	60,184	4,443	\$14,117	62,720	4,448	\$14,508	64,533
SUBSISTENCE (COMMUTED RATIONS)	4,452	\$5,851	26,048	4,443	\$5,469	24,300	4,448	\$5,614	24,972
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,392	\$1,039	4,565	4,383	\$1,080	4,733	4,388	\$1,110	4,870
TOTAL ACADEMY CADETS			90,797			91,753			94,375

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

FY2021 Direct Program		2,266,360
Increases Pricing:		
Basic Allowance for Subsistence increase due to the annualization of the 3.7% subsistence inflation rate, effective 1 January 2021	12,568	
Basic Allowance for Subsistence increase due to the annualization of the 2.3% subsistence inflation rate, effective 1 January 2022	23,437	
Subsistence in Mess increase due to manufacturer price inflation	8,887	
Operational Rations increase due to manufacturer price inflation	4,794	
Unitized Group Rations increase due to manufacturer price inflation	826	
Unitized Group Rations (A) increase due to manufacturer price inflation	820	
Other Rations increase due to annual eligibility cost	78	
Total Increases Pricing		51,410
Total Increases		51,410
Decreases Program:		
Basic Allowance for Subsistence decrease due to lower number of personnel estimated to receive benefit	(42,891)	
Subsistence in Mess decrease due to number of personnel estimated to receive benefit	(8,014)	
Operational Rations decrease due to number of personnel estimated to receive benefit	(16,738)	
Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit	(13,565)	
Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit	(15,613)	
Total Decreases Program		(96,821)
Total Decreases		(96,821)
FY2022 Direct Program		2,220,949

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

ESTIMATE FY 2022	\$2,231,541
ESTIMATE FY 2021	\$2,274,604
ACTUAL FY 2020	\$2,333,808

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). 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.

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 (BAS), Subsistence-in-Kind (SIK).

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

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Costs for FY 2020 is \$427.1 million, FY 2021 is \$350.8 million, and FY2022 is \$271.0 million. The change in Subsistence for Enlisted Personnel funding from FY 2021 to FY 2022 is -\$43.1 million. This decrease is based on the following changes listed below:

Basic Allowance for Subsistence

There is a -\$4.5 million decrease to the BAS requirement between FY 2021 and FY 2022. The total requirement change is due to:

- 1) Price increase due to the annualization of the 3.7% rate change, effective 1 January 2021: +\$12.6 million
- 2) Price increase due to the annualization of the 2.3% rate change, effective 1 January 2022: +\$23.4 million
- 3) Program decrease due to a reduction in total enlisted man-years: -\$40.5 million

Subsistence in Kind

There is a -\$38.5 million decrease to the Subsistence in Kind requirement between FY 2021 and FY 2022. The total requirement change is due to:

- 1) Price increase in Subsistence in Messes due to inflation associated with food costs: +\$8.1 million
- 2) Price increase in Operational Rations (MREs) due to manufacturer price inflation: +\$4.8 million
- 3) Price increase in Unitized Group Rations due to manufacturer price inflation: +\$1.7 million
- 4) Program decrease in Subsistence in Messes due to reduction in enlisted strength: -\$7.2 million
- 5) Program decrease in Unitized Group Rations due to reduction in enlisted strength: -\$29.2 million
- 6) Program decrease in Operational Rations (MREs) due to reduction in enlisted strength: -\$16.7 million

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	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	391,445	\$4,463	1,746,847	399,826	\$4,597	1,837,854	389,923	\$4,718	1,839,661
COLLECTIONS AT DISCOUNT MEAL RATE	-132,280	\$3,159	-417,922	-131,123	\$3,254	-426,696	-129,637	\$3,340	-433,041
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	259,165		1,328,925	268,703		1,411,158	260,286		1,406,620
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES	109,632	\$5,241	574,627	85,389	\$5,331	455,167	83,867	\$5,426	456,040
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	29,713	\$10,632	315,924	26,179	\$10,813	283,083	24,631	\$11,008	271,139
UNITIZED GROUP RATIONS-HEAT AND SERVE	6,996	\$8,064	56,410	7,251	\$8,201	59,462	5,597	\$8,348	46,723
UNITIZED GROUP RATIONS (A)	7,159	\$7,133	51,066	8,379	\$7,254	60,780	6,283	\$7,385	46,397
OTHER RATION PACKAGES	389	\$14,781	5,751	313	\$15,033	4,710	286	\$15,303	4,380
SUBTOTAL OPERATIONAL RATIONS	44,257		429,151	42,122		408,035	36,797		368,639
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			367			242			240
MEALS FURNISHED BY MEDICAL FACILITIES			738			2			2
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS			1,105			244			242
SUBTOTAL SUBSISTENCE IN KIND	153,889		1,004,883	127,511		863,446	120,664		824,921
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	413,054		2,333,808	396,214		2,274,604	380,950		2,231,541

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

FY2021 Direct Program		1,591,862
Increases Pricing:		
Accession moves increase due to cost inflation	1,147	
Training moves increase due to cost inflation	2,702	
Operational moves increase due to cost inflation	7,331	
Rotational moves increase due to cost inflation	9,701	
Separation moves increase due to cost inflation	3,139	
Unit moves increase due to cost inflation	36	
Total Increases Pricing		24,056
Increases Program:		
Accession travel increase due to change in move requirements	6,243	
Training travel increase due to change in move requirements	537	
Separation travel increase due to change in move requirements	9,476	
Total Increases Program		16,256
Total Increases		40,312
Decreases Program:		
Operational travel decrease due to change in move requirements	(10,498)	
Rotational travel decrease due to change in move requirements	(11,463)	
Total Decreases Program		(21,961)
Total Decreases		(21,961)
FY2022 Direct Program		1,610,213

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	70,179	136,767	64,447	123,944	68,054	131,239
TRAINING TRAVEL	14,255	156,085	14,582	142,403	14,593	145,625
OPERATIONAL TRAVEL	33,602	407,321	36,873	411,855	35,899	409,167
ROTATIONAL TRAVEL TO/FROM OVERSEAS	38,210	636,544	51,140	649,584	50,093	648,299
SEPARATION TRAVEL	11,143	211,819	11,647	202,058	12,210	214,571
ORGANIZED UNIT TRAVEL	434	1,714	852	2,370	852	2,407
NON-TEMPORARY STORAGE	0	2,387	0	9,022	0	9,037
TEMPORARY LODGING EXPENSE	0	23,239	0	50,626	0	49,868
TOTAL OBLIGATIONS	167,823	1,575,876	179,541	1,591,862	181,701	1,610,213
TOTAL DIRECT		1,575,876		1,591,862		1,610,213

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

	<u>ACTUAL FY 2020</u>		<u>ESTIMATE FY 2021</u>		<u>ESTIMATE FY 2022</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	173,258	208,067	179,541	202,710	181,701	204,889
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	62,230	92,399	67,798	92,174	67,220	91,351
TRANSPORTATION OF HHG						
LAND SHIPMENT	106,007	989,298	117,451	971,676	117,342	986,658
DISLOCATION ALLOWANCE						
DISLOCATION ALLOWANCE	75,551	211,985	81,923	214,093	80,828	217,189
TRAILER ALLOWANCE	1	2	1	2	1	2
TRANSPORTATION OF POVS						
TRANSPORTATION OF POVS	21,168	50,887	24,742	51,559	24,551	51,219
NON-TEMPORARY STORAGE						
NON-TEMPORARY STORAGE	0	2,387	0	9,022	0	9,037
TEMPORARY LODGING EXPENSE						
TEMPORARY LODGING EXPENSE	43,662	23,239	50,250	50,626	49,527	49,868
TOTAL DIRECT		<u>1,575,876</u>		<u>1,591,862</u>		<u>1,610,213</u>

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

PROJECT: PERMANENT CHANGE OF STATION TRAVEL

PART I - PURPOSE AND SCOPE

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

1. Travel of Military Members and Dependents
2. Monetary Allowance in Lieu of Transportation for Members and Dependents
3. Transportation of Household Goods
4. Dislocation Allowance
5. Global POV Charges
6. Non-temporary Storage of Household Goods
7. Port Handling Charges for Household Goods
8. Transportation of Trailers
9. Transportation of POVs
10. 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 1.8% from FY 2021 to FY 2022.

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

ESTIMATE FY 2022	\$134,136
ESTIMATE FY 2021	\$126,746
ACTUAL FY 2020	\$138,256

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 +\$7.4 million increase in the accession PCS program between FY 2021 to FY 2022. The total requirement change is due to:

- (1) Price increase due to FY 2022 general inflation of 1.8% for household good shipments and 2.7% basic pay inflation for dislocation allowance: +\$1.2 million
- (2) Program increase due to projected enlisted accessions offset by slight reduction in Officer 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)**

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
OFFICER									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	5,030	\$1,333	6,703	5,138	\$972	4,994	5,030	\$972	4,889
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	810	\$1,145	928	829	\$835	692	811	\$835	677
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	2,344	\$6,894	16,159	2,395	\$5,127	12,281	2,349	\$5,220	12,263
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	991	\$3,437	3,406	1,013	\$2,582	2,615	992	\$2,651	2,629
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLES	300	\$2,939	883	305	\$2,155	657	298	\$2,155	643
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			24			169			166
ACCESSION TVL, OFFICER- TEMPORARY LODGING	1,318	\$180	237	1,346	\$618	832	1,319	\$618	815
SUBTOTAL OFFICER			28,340			22,240			22,082
ENLISTED									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	63,886	\$966	61,688	58,204	\$984	57,273	61,919	\$984	60,928
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	5,313	\$891	4,732	4,842	\$962	4,658	5,151	\$962	4,955
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	5,893	\$4,411	25,996	5,371	\$4,860	26,102	5,724	\$4,948	28,323
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	5,530	\$2,507	13,866	5,040	\$2,451	12,353	5,362	\$2,517	13,496
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	893	\$2,098	1,874	814	\$2,267	1,845	865	\$2,267	1,962
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			14			45			48
ACCESSION TVL, ENLISTED- TEMPORARY LODGING	2,479	\$490	1,214	2,260	\$777	1,756	2,404	\$777	1,868
SUBTOTAL ENLISTED			109,384			104,032			111,580
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,115	\$477	532	1,105	\$429	474	1,105	\$429	474
TOTAL ACCESSION TRAVEL			138,256			126,746			134,136

PB-30X ACCESSION TRAVEL

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

ESTIMATE FY 2022	\$151,982
ESTIMATE FY 2021	\$148,743
ACTUAL FY 2020	\$159,894

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 +\$3.2 million increase in the training PCS program between FY 2021 to FY 2022. The total requirement change is due to:

- (1) Price increase due to FY 2022 general inflation of 1.8% for household good shipments and 2.7% basic pay inflation for dislocation allowance: +\$2.7 million
- (2) Program increase is due to an overall increase in Officer moves slightly offset by a reduction in enlisted moves driven by the Active Component end strength of 485,000 in FY 2022: +\$0.5 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 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	11,888	\$725	8,614	10,825	\$721	7,805	10,913	\$721	7,868
TRAINING TVL, OFFICER-DEP TVL MILEAGE	5,707	\$907	5,176	5,201	\$902	4,691	5,242	\$902	4,728
TRAINING TVL, OFFICER-HHG LAND SHIPMENT	8,157	\$10,485	85,530	7,453	\$10,265	76,502	7,527	\$10,449	78,653
TRAINING TVL, OFFICER-DISLOCATION ALLOWANCE	11,119	\$2,819	31,339	10,131	\$2,888	29,258	10,212	\$2,966	30,288
TRAINING TVL, OFFICER-NONTEMP STORAGE HHG			19			109			110
TRAINING TVL, OFFICER-TEMPORARY LODGING	6,267	\$479	2,999	5,711	\$879	5,020	5,758	\$879	5,061
SUBTOTAL OFFICER			133,677			123,385			126,708
ENLISTED									
TRAINING TVL, ENLISTED-MEM TVL MILEAGE	3,193	\$792	2,528	3,757	\$637	2,393	3,680	\$637	2,344
TRAINING TVL, ENLISTED-DEP TVL MILEAGE	1,538	\$1,075	1,654	1,809	\$865	1,565	1,773	\$865	1,534
TRAINING TVL, ENLISTED-HHG LAND SHIPMENT	1,652	\$9,852	16,279	1,947	\$7,885	15,350	1,911	\$8,027	15,340
TRAINING TVL, ENLISTED-DISLOCATION ALLOWANCE	1,963	\$2,529	4,964	2,310	\$2,095	4,839	2,263	\$2,152	4,870
TRAINING TVL, ENLISTED-NONTEMP STORAGE HHG			4			30			29
TRAINING TVL, ENLISTED-TEMPORARY LODGING	1,179	\$668	787	1,388	\$851	1,181	1,360	\$851	1,157
SUBTOTAL ENLISTED			26,217			25,358			25,274
TOTAL TRAINING TRAVEL			159,894			148,743			151,982

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

ESTIMATE FY 2022	\$427,955
ESTIMATE FY 2021	\$431,122
ACTUAL FY 2020	\$415,812

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.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$4.4 million, FY 2021 is \$4.1 million, and FY 2022 is \$4.1 million.

There is a \$3.2 million decrease in the operational PCS program between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to FY 2022 general inflation of 1.8% for household good shipments and 2.7% basic pay inflation for dislocation allowance: +\$7.3 million
- (2) Program decrease due to a reduction in Officer and enlisted moves driven by the Active Component end strength of 485,000 in FY2022: -\$10.5 million

The following table provides detailed cost computations:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	9,383	\$764	7,164	10,176	\$868	8,833	10,016	\$868	8,694
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,534	\$999	6,526	7,090	\$1,135	8,047	6,978	\$1,135	7,920
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	7,684	\$13,045	100,245	8,261	\$13,657	112,814	8,147	\$13,902	113,254
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,698	\$2,852	24,808	9,438	\$3,339	31,514	9,290	\$3,429	31,856
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			55			202			199
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING	5,782	\$589	3,403	6,275	\$1,130	7,091	6,177	\$1,130	6,980
SUBTOTAL OFFICER			142,202			168,501			168,903
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	24,880	\$935	23,261	26,697	\$798	21,304	25,883	\$798	20,655
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	16,818	\$1,195	20,096	18,044	\$1,020	18,405	17,494	\$1,020	17,844
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	16,997	\$10,028	170,452	18,266	\$8,719	159,262	17,743	\$8,876	157,490
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	20,234	\$2,707	54,766	21,703	\$2,381	51,674	21,035	\$2,446	51,452
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	1	\$1,569	2	1	\$1,681	2	1	\$1,681	2
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			24			125			121
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING	11,083	\$452	5,009	11,981	\$989	11,849	11,616	\$989	11,488
SUBTOTAL ENLISTED			273,610			262,621			259,052
TOTAL OPERATIONAL TRAVEL			415,812			431,122			427,955

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

ESTIMATE FY 2022	\$676,396
ESTIMATE FY 2021	\$678,158
ACTUAL FY 2020	\$647,505

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.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$1.0 million, FY 2021 is \$0.8 million, and FY 2022 is \$0.8 million.

There is a -\$1.8 million decrease in the Rotational PCS program between FY 2021 to FY 2022. The total requirement change is due to:

- (1) Price increase due to FY 2022 general inflation of 1.8% for household good shipments and 2.7% basic pay inflation for dislocation allowance: +\$9.7 million
- (2) Program decrease due to a reduction Officer and enlisted moves driven by the Active Component end strength of 485,000 in FY2022: -\$11.5 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)**

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
OFFICER									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	10,347	\$1,752	18,133	10,852	\$1,869	20,283	10,803	\$1,869	20,190
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	5,676	\$2,062	11,702	5,952	\$2,199	13,089	5,925	\$2,199	13,030
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	10,602	\$12,937	137,156	11,119	\$12,535	139,372	11,089	\$12,761	141,509
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,744	\$2,976	26,023	9,171	\$3,270	29,988	9,130	\$3,358	30,657
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLES	5,236	\$2,123	11,114	5,491	\$2,264	12,432	5,466	\$2,264	12,376
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			573			3,198			3,183
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING	6,168	\$603	3,719	6,470	\$1,295	8,379	6,440	\$1,295	8,340
SUBTOTAL OFFICER			208,420			226,741			229,285
ENLISTED									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	31,724	\$1,902	60,329	40,288	\$1,488	59,949	39,290	\$1,488	58,463
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	14,238	\$2,248	32,005	18,092	\$1,758	31,805	17,643	\$1,758	31,016
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	32,054	\$8,122	260,327	40,652	\$6,443	261,918	39,787	\$6,559	260,965
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	17,939	\$2,784	49,940	22,794	\$2,243	51,127	22,224	\$2,304	51,205
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLES	11,760	\$2,535	29,813	14,937	\$1,983	29,621	14,568	\$1,983	28,888
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			855			2,551			2,486
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING	11,594	\$501	5,814	14,726	\$981	14,446	14,361	\$981	14,088
SUBTOTAL ENLISTED			439,084			451,417			447,111
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			647,505			678,158			676,396

PB-30X ROTATIONAL TRAVEL

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

ESTIMATE FY 2022	\$217,255
ESTIMATE FY 2021	\$204,640
ACTUAL FY 2020	\$212,638

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 +\$12.6 million increase in the Separation PCS program between FY 2021 to FY 2022. The total requirement change is due to:

- (1) Price increase due to FY 2022 general inflation of 1.8% for household good shipments: +\$3.1 million
- (2) Program increase due to a change in the number of projected Officer and enlisted total separations: +\$9.5 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)**

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TRAVEL									
OFFICER									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	2,175	\$1,370	2,979	2,239	\$1,102	2,467	2,273	\$1,102	2,505
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,304	\$1,897	2,475	1,343	\$1,527	2,050	1,363	\$1,527	2,082
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	4,081	\$14,851	60,612	4,201	\$11,950	50,201	4,275	\$12,165	52,002
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLES	453	\$2,883	1,305	466	\$2,275	1,060	473	\$2,275	1,076
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			309			1,055			1,072
SUBTOTAL OFFICER			67,679			56,833			58,737
ENLISTED									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	8,653	\$1,832	15,856	9,335	\$1,771	16,533	9,855	\$1,771	17,454
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	4,048	\$1,732	7,009	4,364	\$1,616	7,053	4,608	\$1,616	7,446
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	16,091	\$7,183	115,579	17,356	\$6,717	116,577	18,359	\$6,838	125,536
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	2,526	\$2,335	5,898	2,723	\$2,179	5,934	2,875	\$2,179	6,264
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			510			1,527			1,612
SUBTOTAL ENLISTED			144,852			147,624			158,312
SEPARATION TVL, CADET- MEM TVL MILEAGE	80	\$1,330	106	73	\$2,501	183	82	\$2,501	206
TOTAL SEPARATION TRAVEL			212,638			204,640			217,255

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

ESTIMATE FY 2022	\$2,489
ESTIMATE FY 2021	\$2,453
ACTUAL FY 2020	\$1,771

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 +\$36.0 thousand increase in the program between FY 2021 to FY 2022. The change is due to a price increase due to FY 2022 general inflation of 1.8% for household good shipments and 2.7% basic pay inflation for dislocation allowance.

The following table provides detailed cost computations:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ORGANIZED UNIT TRAVEL									
OFFICER									
ORGANIZED UNIT TVL, OFFICER-MEM TVL MILEAGE	178	\$101	18	199	\$191	38	199	\$191	38
ORGANIZED UNIT TVL, OFFICER-DEP TVL MILEAGE	58	\$347	20	65	\$493	32	65	\$493	32
ORGANIZED UNIT TVL, OFFICER-HHG LAND SHIPMENT	95	\$1,806	172	109	\$3,232	352	109	\$3,290	359
ORGANIZED UNIT TVL, OFFICER-DISLOCATION ALLOWANCE	110	\$1,387	153	122	\$2,623	321	119	\$2,694	321
ORGANIZED UNIT TVL, OFFICER-NONTEMP STORAGE HHG			0			9			9
ORGANIZED UNIT TVL, OFFICER-TEMPORARY LODGING	12	\$3,000	36	14	\$1,057	15	13	\$1,057	14
SUBTOTAL OFFICER			398			767			773
ENLISTED									
ORGANIZED UNIT TVL, ENLISTED-MEM TVL MILEAGE	726	\$213	155	653	\$277	181	653	\$277	181
ORGANIZED UNIT TVL, ENLISTED-DEP TVL MILEAGE	186	\$400	74	167	\$521	87	167	\$521	87
ORGANIZED UNIT TVL, ENLISTED-HHG LAND SHIPMENT	356	\$2,216	789	321	\$2,943	945	322	\$2,996	964
ORGANIZED UNIT TVL, ENLISTED-DISLOCATION ALLOWANCE	223	\$1,496	334	201	\$2,007	404	201	\$2,062	415
ORGANIZED UNIT TVL, ENLISTED-PRIVATELY OWNED VEHICLES	0	\$0	0	6	\$1,762	10	6	\$1,762	10
ORGANIZED UNIT TVL, ENLISTED-NONTEMP STORAGE HHG			0			2			2
ORGANIZED UNIT TVL, ENLISTED-TEMPORARY LODGING	88	\$239	21	79	\$717	57	79	\$717	57
SUBTOTAL ENLISTED			1,373			1,686			1,716
TOTAL ORGANIZED UNIT TRAVEL			1,771			2,453			2,489

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

FY2021 Direct Program		356,037
Increases Pricing:		
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	2	
Interest on Uniformed Services Savings Deposits increase due to rate change	93	
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	9	
Partial Dislocation Allowance increase due to annualization of pay raise inflation	2	
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	2,497	
JROTC increase due to inflation rate change in Cadet clothing and subsistence	686	
Mass Transit Subsidy increase due to change in monthly benefit amount and inflation	203	
Unemployment Benefits increase due to annualized basic pay inflation	1,872	
Education Benefit increase due to revised amortization payment amounts	11	
Total Increases Pricing		5,375
Increases Program:		
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	9,407	
JROTC increase due number of program participants	2,897	
Total Increases Program		12,304
Total Increases		17,679
Decreases Program:		
Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to fewer number of deserters	(1)	
Adoption Expenses decrease due to program utilization	(1)	
ROTC decrease primarily due to reduction of ROTC SLRP contracts	(5,338)	
Unemployment Benefits decrease due to anticipated number of Soldiers receiving benefit	(87,862)	
SGLI Extra Hazard Payments decrease due to fewer takers	(284)	
SGLI Traumatic Injury Payments decrease due to fewer takers	(400)	
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	(1)	
Interest on Uniformed Services Savings Deposits change due to decreased program utilization	(393)	
Total Decreases Program		(94,280)
Total Decreases		(94,280)
FY2022 Direct Program		279,436

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

ESTIMATE FY 2022	\$245
ESTIMATE FY 2021	\$244
ACTUAL FY 2020	\$270

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 +\$1.0 thousand increase in the Apprehension of Deserters, Absentees, and Escaped Prisoners requirement between FY 2021 and FY 2022 due to price changes in the average rates based on general inflation.

The following table provides cost estimates:

	<u>ACTUAL FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	270	244	245

**MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS**

ESTIMATE FY 2022	\$3,442
ESTIMATE FY 2021	\$3,742
ACTUAL FY 2020	\$3,844

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS

PART I - PURPOSE AND SCOPE

These funds pay interest on savings deposits of \$5 or more for overseas members of uniform services who participate in temporary duty in support of contingency operations. As authorized by Title 10, U.S.C., Section 1035, this program allows members to deposit up to \$10,000 of their allotted pays into the Savings Deposit Program (SDP) and be reimbursed up to 10% interest on all deposits. Interest will accrue up to 90 days after the Soldier redeploys. Any Soldier serving in an area that has been designated a combat zone or in an area designated in direct support of a combat zone for at least 30 days or at least one day in each of three consecutive months is eligible to enroll in the SDP.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funds requested pays interest on savings accounts for members deployed in support of contingency operations.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$3.7 million, FY 2021 is \$3.5 million and FY 2022 is \$3.2 million.

There is a -\$0.3 million decrease in the Interest on Uniform Services Savings Deposit program between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase in the average rate based on basic pay inflation: +\$0.1 million
- (2) Program decrease due to a reduction in reserve component mobilizations supporting Direct War and Enduring mission requirements: -\$0.4 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	4,828	\$516	2,491	4,574	\$530	2,424	4,103	\$544	2,232
INTEREST ON SAVINGS, ENLISTED	7,731	\$175	1,353	7,363	\$179	1,318	6,576	\$184	1,210
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	12,559		3,844	11,937		3,742	10,679		3,442

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

ESTIMATE FY 2022	\$49,000
ESTIMATE FY 2021	\$49,000
ACTUAL FY 2020	\$46,100

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.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement FY 2020 is \$1.9 million, FY 2021 is \$1.8 million and FY 2022 is \$1.8 million.

There is no change in the death gratuity between FY 2021 and FY 2022.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	55	\$100,000	5,500	55	\$100,000	5,500	61	\$100,000	6,100
DEATH GRATUITIES, ENLISTED	406	\$100,000	40,600	435	\$100,000	43,500	429	\$100,000	42,900
TOTAL DEATH GRATUITIES	461		46,100	490		49,000	490		49,000

**MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
UNEMPLOYMENT COMPENSATION BENEFITS**

ESTIMATE FY 2022	\$69,125
ESTIMATE FY 2021	\$155,241
ACTUAL FY 2020	\$117,735

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.

Requirements supporting Direct War and Enduring Costs are included in the budget tables in each fiscal year. The Direct War and Enduring Cost requirement for FY 2020 is \$20.5 million, FY 2021 is \$40.5 million, and FY 2022 is \$18.8 million.

There is a -\$86.1 million decrease in the Unemployment Compensation Benefits between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase in the average rate based on basic pay inflation: +\$1.9 million
- (2) Program decrease based on FY 2022 requirement assumptions adjusted to pre-COVID execution levels: -\$88.0 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	30,375	\$3,876	117,735	38,878	\$3,993	155,241	16,843	\$4,104	69,125

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

ESTIMATE FY 2022	\$15
ESTIMATE FY 2021	\$4
ACTUAL FY 2020	\$5,993

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 2021 and FY 2022 requests are based on the approved DoD Board of Actuary estimates for amortization payments.

There is a +\$11.0 thousand increase in the program requirement between FY 2021 and FY 2022 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 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	5,993	4	15

**MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ADOPTION EXPENSES**

ESTIMATE FY 2022	\$426
ESTIMATE FY 2021	\$419
ACTUAL FY 2020	\$404

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 2020 and adjusted for general inflation.

There is a +\$7.0 thousand increase in the program requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to a change in average cost driven by general inflation: +\$8.0 thousand
- (2) Program decrease due to anticipated number of adoptions based on the Army's overall end strength: -\$1.0 thousand

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	78	\$1,788	140	80	\$1,819	145	80	\$1,851	149
ADOPTION EXPENSE, ENLISTED	158	\$1,667	264	162	\$1,695	274	161	\$1,725	277
TOTAL ADOPTION EXPENSES	236		404	242		419	241		426

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

ESTIMATE FY 2022	\$78
ESTIMATE FY 2021	\$77
ACTUAL FY 2020	\$65

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 2021, the partial DLA payment rate is \$817. 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 +\$1.0 thousand increase in the program between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to annualization of pay raise inflation: +\$2.0 thousand
- (2) Program decrease due to anticipated number of Soldiers receiving benefit based on the Army's overall end strength: -\$1.0 thousand

Detailed cost computations are provided in the following table:

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	24	\$788	19	25	\$835	21	24	\$858	21
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	58	\$788	46	67	\$835	56	66	\$858	57
TOTAL PARTIAL DISLOCATION ALLOWANCE	82		65	92		77	90		78

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

ESTIMATE FY 2022	\$6,650
ESTIMATE FY 2021	\$6,805
ACTUAL FY 2020	\$6,928

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, 2020, the SGLI monthly premium was changed to \$.06 per \$1,000 coverage.

PART II - JUSTIFICATION OF FUNDS REQUESTED

All SGLI Extra Hazard Payments are associated with Direct War and Enduring Cost mission requirements.

There is a -\$0.2 million decrease in the SGLI Extra Hazard program between FY2021 and FY 2022. The total requirement change is due to a program decrease based a reduction in reserve component mobilizations supporting Direct War and Enduring mission requirements.

The following table provides cost estimates:

	<u>ACTUAL FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	2,078	2,042	1,956
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	4,850	4,763	4,694
TOTALSGLI EXTRA HAZARD PAYMENTS	6,928	6,805	6,650

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

ESTIMATE FY 2022	\$0
ESTIMATE FY 2021	\$400
ACTUAL FY 2020	\$500

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

All SGLI Traumatic Injury (T-SGLI) Payments are associated with Direct War and Enduring Cost mission requirements. There is currently no projected forecast in FY 2022 for T-SGLI.

The following table provides cost estimates:

	<u>ACTUAL FY 2020</u> AMOUNT	<u>ESTIMATE FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	100	80	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	400	320	0
TOTALSGLI TRAUMATIC INJURY PAYMENTS	500	400	0

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ESTIMATE FY 2022	\$104,727
ESTIMATE FY 2021	\$107,570
ACTUAL FY 2020	\$83,748

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 -\$2.8 million decrease in the program requirement between FY 2021 and FY 2022. The total requirement change is due to:

Senior ROTC Non-Scholarship program: -\$0.6 million:

- (1) Price increase due to inflation associated with pay and allowances, stipends, clothing, and subsistence: +\$1.1 million
- (2) Program decrease due to a reduction in the projected number of participants based on Active Component end strength: -\$1.7 million

Senior ROTC Scholarship program: -\$2.2 million:

- (1) Price increase due to inflation associated with pay and allowance, stipend, clothing, and subsistence: +\$1.4 million
- (2) Program decrease due to a reduction in the projected number of participants based on Active Component end strength: -\$3.6 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 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	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	15	\$1,637	25	839	\$2,804	2,353	788	\$2,877	2,266
ADVANCED CAMP	0	\$0	0	1,763	\$1,659	2,925	1,817	\$1,702	3,092
CADET TROOP LEADER	0	\$0	0	661	\$784	518	682	\$804	548
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	15		25	3,263		5,796	3,287		5,906
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	22,193	\$197	4,372	29,761	\$201	5,982	27,727	\$205	5,684
ADVANCED COURSE	10,066	\$212	2,134	15,079	\$216	3,257	14,846	\$221	3,281
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	32,259		6,506	44,840		9,239	42,573		8,965
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	845	\$632	534	2,068	\$644	1,332	1,881	\$657	1,236
BASIC COURSE, FEMALE	398	\$684	272	1,050	\$698	733	958	\$712	682
ADVANCED COURSE, MALE	131	\$618	81	305	\$630	192	314	\$643	202
ADVANCED COURSE, FEMALE	33	\$697	23	86	\$711	61	88	\$725	64
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,407		910	3,509		2,318	3,241		2,184
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	741	\$3,990	2,956	770	\$3,686	2,838	684	\$3,782	2,588
ADVANCED	2,563	\$3,990	10,227	2,170	\$4,884	10,600	2,221	\$4,776	10,607
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	3,304		13,183	2,940		13,438	2,905		13,195
PRACTICAL FIELD TRAINING	34,450	\$80	2,756	40,268	\$82	3,302	38,129	\$85	3,241
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	71,435		23,380	94,820		34,093	90,135		33,491

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	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	184	\$1,637	302	1,241	\$2,806	3,482	1,098	\$2,879	3,160
ADVANCED CAMP	0	\$0	0	4,525	\$1,060	4,797	4,467	\$1,087	4,856
CADET TROOP LEADER	0	\$0	0	893	\$785	701	888	\$805	715
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH	184		302	6,659		8,980	6,453		8,731
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	2,668	\$199	531	3,729	\$203	757	3,430	\$207	710
ADVANCED	1,834	\$199	365	2,562	\$203	520	2,589	\$207	536
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	4,502		896	6,291		1,277	6,019		1,246
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	805	\$647	521	691	\$660	456	649	\$673	437
BASIC COURSE, FEMALE	459	\$701	322	428	\$715	306	402	\$729	293
ADVANCED COURSE, MALE	624	\$633	395	525	\$646	339	540	\$659	356
ADVANCED COURSE, FEMALE	203	\$714	145	192	\$728	140	198	\$743	147
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	2,091		1,383	1,836		1,241	1,789		1,233
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	4,894	\$3,990	19,529	4,985	\$3,442	17,158	4,433	\$3,531	15,652
ADVANCED	9,327	\$3,990	37,213	9,656	\$4,511	43,558	9,320	\$4,628	43,133
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	14,221		56,742	14,641		60,716	13,753		58,785
PRACTICAL FIELD TRAINING	13,397	\$78	1,045	15,788	\$80	1,263	14,952	\$83	1,241
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	34,395		60,368	45,215		73,477	42,966		71,236
TOTAL ROTC	105,830		83,748	140,035		107,570	133,101		104,727

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

ESTIMATE FY 2022	\$33,992
ESTIMATE FY 2021	\$30,409
ACTUAL FY 2020	\$29,396

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 +\$3.6 million increase in the program requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to inflation associated with clothing and subsistence allowances: +\$0.7 million
- (2) Program increase due to a change in the projected number of high school participants based on the educational and leadership opportunities provided by the program: +\$2.9 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	292,201	\$100	29,220	278,508	\$102	28,408	305,000	\$104	31,732
FIELD RATIONS	2,512	\$70	176	27,851	\$72	2,001	30,500	\$74	2,260
TOTAL JROTC	294,713		29,396	306,359		30,409	335,500		33,992

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

ESTIMATE FY 2022	\$11,736
ESTIMATE FY 2021	\$2,126
ACTUAL FY 2020	\$6,208

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 \$270 was effective 1 January 2021. 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 \$270 effective 1 January 2021.

There is a +\$9.6 million increase in the program requirement between FY 2021 and FY 2022. The total requirement change is due to:

- (1) Price increase due to changes in the average rate based on general inflation: +\$0.2 million
- (2) Program increase based on FY 2022 requirement assumptions adjusted to pre-COVID execution levels: +\$9.4 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	743	\$1,665	1,237	171	\$2,098	359	1,054	\$2,135	2,251
MASS TRANSIT SUBSIDY, ENLISTED	2,986	\$1,665	4,971	842	\$2,098	1,767	4,443	\$2,135	9,485
TOTAL MASS TRANSIT SUBSIDY	3,729		6,208	1,013		2,126	5,497		11,736

SECTION 5
SPECIAL ANALYSIS

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

REIMBURSABLE INTRODUCTION

Introduction

The Defense Working Capital Funds (DWCF) are established under the authority of Title 10 U.S.C. and consist of activity groups that are managed by DoD Components for providing goods and services, on a reimbursable basis, to other activities with the DoD and to non-DoD activities when authorized, in order to expand the use of business-like financial management practices. DWCF was initiated to improve the tools available to managers of the support establishment by collecting all costs related to goods and services, including military costs. Prior to the DWCF, activities did not pay for the cost of military support. Reimbursements requested are for the cost of base pay and entitlements for military personnel assigned to DWCF activities and other agencies.

Justification of Funds Requested

Reimbursable program has an overall increase of +\$17.5 million from FY 2021 to FY 2022 driven by (1) increases in published rates (+\$9.6 million), (2) increases due reimbursement of dining facility collections (+\$3.5 million), and (3) increases in the Defense Health Program reimbursement (+\$4.4 million).

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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>
SUBSISTENCE									
Subsistence	\$2,308	(\$565)	\$1,743	\$2,768	\$4,674	\$7,442	\$2,573	\$7,705	\$10,278
MEDICAL									
Defense Health Program	\$102,240	\$68,160	\$170,400	\$100,619	\$67,081	\$167,700	\$117,836	\$54,264	\$172,100
STRENGTH RELATED									
Basic Pay	\$57,421	\$11,759	\$69,180	\$68,904	\$16,918	\$85,822	\$64,018	\$27,926	\$91,944
Retired Pay Accrual	\$16,702	\$3,646	\$20,348	\$24,048	\$5,904	\$29,952	\$22,470	\$9,803	\$32,273
Incentive Pay	\$697	\$86	\$783	\$837	\$131	\$968	\$777	\$203	\$980
Allowance	\$17,474	\$3,873	\$21,347	\$16,962	\$5,405	\$22,367	\$15,632	\$8,053	\$23,685
Social Security Tax	\$4,392	\$899	\$5,291	\$5,271	\$1,294	\$6,565	\$4,897	\$2,137	\$7,034
TOTAL PROGRAM	\$201,234	\$87,858	\$289,092	\$219,409	\$101,407	\$320,816	\$228,203	\$110,091	\$338,294

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

	<u>ACTUAL FY 2020</u>			<u>ESTIMATE FY 2021</u>			<u>ESTIMATE FY 2022</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	4	0	4	4	0	4	4	0	4
SUB-TOTAL REIMBURSABLE PERSONNEL	4	0	4	4	0	4	4	0	4
TOTAL ASSIGNED OUTSIDE DOD	94	32	126	94	32	126	94	32	126

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
FOREIGN MILITARY SALES	36	59	95	36	59	95	36	59	95
SUB-TOTAL REIMBURSABLE PERSONNEL	36	59	95	36	59	95	36	59	95
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	36	59	95	36	59	95	36	59	95
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
INDUSTRIAL OPERATIONS	82	110	192	82	110	192	82	110	192
SUPPLY MGMT	35	0	35	35	0	35	35	0	35
TRANSCOM	56	44	100	56	44	100	56	44	100
DECA	9	0	9	9	0	9	9	0	9
DFAS	11	58	69	11	58	69	11	58	69
DISA	43	46	89	43	46	89	43	46	89
DLA	60	70	130	60	70	130	60	70	130
USACE - Civil Works	225	0	225	225	0	225	225	0	225
USTC	2	0	2	2	0	2	2	0	2
JIEDDO	25	2	27	25	2	27	25	2	27
HRC	0	2	2	0	2	2	0	2	2
NAVY	0	1	1	0	1	1	0	1	1
SYS CMD	3	0	3	3	0	3	3	0	3
OTHER	13	25	38	13	25	38	13	25	38
SUB-TOTAL REIMBURSABLE PERSONNEL	564	358	922	564	358	922	564	358	922
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS	564	358	922	564	358	922	564	358	922
TOTAL REIMBURSABLE PERSONNEL	604	417	1,021	604	417	1,021	604	417	1,021
TOTAL NON-REIMBURSABLE PERSONNEL	90	32	122	90	32	122	90	32	122
GRAND TOTAL	694	449	1,143	694	449	1,143	694	449	1,143

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

	ACTUAL FY 2020			ESTIMATE FY 2021			ESTIMATE FY 2022		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Non-Scholarship Students									
MS I	8,882	9,753	10,624	7,196	9,138	11,080	7,076	8,986	10,895
MS II	5,911	6,107	6,302	5,776	6,399	7,022	5,680	6,293	6,905
Total Basic Course	14,793	15,860	16,926	12,972	15,537	18,102	12,756	15,278	17,800
MS III	2,302	2,494	2,686	2,462	2,733	3,003	2,421	2,687	2,953
MS IV	2,413	2,522	2,630	2,681	2,259	1,837	2,636	2,221	1,806
Total Advanced Course	4,715	5,016	5,316	5,143	4,992	4,840	5,057	4,908	4,759
Total Non-Scholarship Students	19,508	20,875	22,242	18,115	20,529	22,942	17,813	20,186	22,559
Scholarship Students									
MS I	890	1,055	1,219	688	1,081	1,474	677	1,063	1,449
MS II	3,044	3,322	3,600	2,715	3,010	3,304	2,760	3,005	3,249
Total Basic Course	3,934	4,377	4,819	3,403	4,091	4,778	3,437	4,068	4,698
MS III	4,444	4,632	4,819	4,191	4,435	4,679	4,121	4,361	4,601
MS IV	5,261	5,296	5,330	5,142	5,171	5,199	5,056	5,084	5,112
Total Advanced Course	9,705	9,927	10,149	9,333	9,606	9,878	9,177	9,445	9,713
Total Scholarship Students	13,639	14,304	14,968	12,736	13,696	14,656	12,614	13,513	14,411
Total Enrollment									
MS I	9,772	10,808	11,843	7,884	10,219	12,554	7,753	10,049	12,344
MS II	8,955	9,429	9,902	8,491	9,409	10,326	8,440	9,297	10,154
Total Basic Course	18,727	20,236	21,745	16,375	19,628	22,880	16,193	19,346	22,498
MS III	6,746	7,126	7,505	6,653	7,168	7,682	6,542	7,048	7,554
MS IV	7,674	7,817	7,960	7,823	7,430	7,036	7,692	7,305	6,918
Total Advanced Course	14,420	14,943	15,465	14,476	14,597	14,718	14,234	14,353	14,472
Total Enrollment	33,147	35,179	37,210	30,851	34,225	37,598	30,427	33,699	36,970
Completed ROTC and Commissioned			6,084			6,364			6,353

**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 2020</u>	<u>ESTIMATE FY 2021</u>	<u>ESTIMATE FY 2022</u>
Schools	274	274	274
Civilian Personnel	1,265	1,363	1,363
Military Personnel (End Strength)	2,017	2,017	2,015

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

	ACTUAL FY 2020											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	13	14	14	14	14	14	14	14	14	15	16	17
LIEUTENANT GENERAL	44	47	48	47	48	46	46	47	47	49	49	47
MAJOR GENERAL	112	108	110	107	108	107	109	109	112	108	102	93
BRIGADIER GENERAL	127	128	126	126	128	128	127	129	131	133	137	138
COLONEL	4,091	4,089	4,061	4,041	4,049	4,065	4,091	4,084	4,092	4,082	4,057	4,002
LIEUTENANT COLONEL	8,657	8,689	8,750	8,830	8,898	8,952	9,014	9,040	9,075	9,019	9,140	9,029
MAJOR	15,351	15,379	15,399	15,347	15,334	15,514	15,684	16,022	15,943	16,191	16,037	16,057
CAPTAIN	28,348	28,338	28,049	27,847	27,619	27,280	26,925	28,168	27,873	27,552	27,274	27,144
1ST LIEUTENANT	10,970	13,143	13,070	13,458	13,553	14,379	14,478	12,545	12,465	12,505	12,505	12,264
2ND LIEUTENANT	10,435	8,039	8,068	7,972	7,924	7,029	6,768	8,482	8,987	9,358	9,722	9,850
SUBTOTAL COMMISSIONED OFFICERS	78,148	77,974	77,695	77,789	77,675	77,514	77,256	78,640	78,739	79,012	79,039	78,641
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	595	592	591	591	586	584	581	581	578	571	568	551
WARRANT OFFICER (W-4)	1,921	1,927	1,935	1,935	1,918	1,921	1,931	1,947	1,963	1,967	1,962	1,949
WARRANT OFFICER (W-3)	3,847	3,839	3,823	3,819	3,804	3,800	3,790	3,765	3,728	3,703	3,680	3,640
WARRANT OFFICER (W-2)	5,314	5,422	5,432	5,343	5,356	5,378	5,444	5,495	5,482	5,546	5,597	5,527
WARRANT OFFICER (W-1)	2,699	2,571	2,539	2,529	2,539	2,574	2,601	2,483	2,500	2,538	2,533	2,674
SUBTOTAL WARRANT OFFICERS	14,376	14,351	14,320	14,217	14,203	14,257	14,347	14,271	14,251	14,325	14,340	14,341
SUBTOTAL OFFICER	92,524	92,325	92,015	92,006	91,878	91,771	91,603	92,911	92,990	93,337	93,379	92,982
ENLISTED												
SERGEANT MAJOR	3,504	3,514	3,487	3,468	3,441	3,461	3,451	3,471	3,466	3,482	3,502	3,485
1ST SERGEANT/MASTER SERGEANT	11,130	11,009	10,931	10,823	10,814	10,899	10,924	11,011	11,275	11,149	11,068	10,952
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,575	35,717	35,927	35,967	35,789	35,558	35,689	37,021	37,468	37,219	36,915	36,461
STAFF SERGEANT	56,059	56,417	57,047	57,120	57,324	57,446	57,551	59,322	58,977	59,078	58,982	59,013
SERGEANT	68,345	68,461	69,998	70,114	69,528	69,945	70,000	67,400	67,517	67,244	67,512	68,030
CORPORAL/SPECIALIST	109,466	108,633	105,362	106,492	108,010	108,438	108,139	107,838	108,872	110,306	111,561	112,230
PRIVATE FIRST CLASS	49,185	48,483	47,468	47,561	47,069	46,320	45,698	45,760	46,511	49,847	52,692	54,142
PRIVATE E2	26,481	26,994	28,039	30,218	32,760	33,956	33,137	31,352	29,025	27,492	26,883	24,615
PRIVATE E1	26,367	25,257	22,321	21,074	19,793	16,999	14,653	14,111	16,882	18,246	19,324	18,983
SUBTOTAL ENLISTED PERSONNEL	386,112	384,485	380,580	382,837	384,528	383,022	379,242	377,286	379,993	384,063	388,439	387,911
CADET	4,517	4,508	4,474	4,468	4,447	4,440	4,440	3,346	3,323	4,539	4,511	4,490
TOTAL END STRENGTH	483,153	481,318	477,069	479,311	480,853	479,233	475,285	473,543	476,306	481,939	486,329	485,383

**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	17	17	17	17	17	14	14	14	14	15	16	17
LIEUTENANT GENERAL	47	47	47	47	46	47	47	47	46	48	48	48
MAJOR GENERAL	93	90	89	89	107	109	110	109	110	106	101	95
BRIGADIER GENERAL	141	143	144	148	130	130	129	129	129	131	135	140
COLONEL	4,026	4,032	4,003	4,044	4,045	4,067	4,080	4,085	4,053	4,028	3,993	3,912
LIEUTENANT COLONEL	8,977	8,986	8,996	8,941	8,955	8,979	9,084	9,122	9,162	9,148	9,128	9,050
MAJOR	16,118	16,144	16,112	16,131	16,163	16,242	16,249	16,461	16,365	16,304	16,269	16,221
CAPTAIN	27,155	27,289	27,043	26,872	26,724	26,591	26,436	27,936	27,751	27,660	27,461	27,685
1ST LIEUTENANT	11,762	14,099	14,199	14,391	14,469	14,790	15,001	12,754	12,879	12,775	12,563	12,190
2ND LIEUTENANT	10,351	7,626	7,491	7,580	7,604	7,230	7,013	8,623	9,285	9,560	9,767	9,791
SUBTOTAL COMMISSIONED OFFICERS	78,687	78,473	78,141	78,260	78,260	78,199	78,163	79,280	79,794	79,775	79,481	79,149
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	562	563	560	564	566	566	565	563	562	557	556	541
WARRANT OFFICER (W-4)	1,954	1,970	1,988	1,986	2,002	1,990	2,011	2,021	2,026	2,029	2,025	2,002
WARRANT OFFICER (W-3)	3,588	3,577	3,554	3,560	3,554	3,549	3,553	3,558	3,550	3,537	3,526	3,513
WARRANT OFFICER (W-2)	5,472	5,575	5,592	5,523	5,546	5,577	5,634	5,631	5,674	5,688	5,704	5,745
WARRANT OFFICER (W-1)	2,839	2,749	2,713	2,703	2,699	2,714	2,742	2,740	2,761	2,768	2,776	2,796
SUBTOTAL WARRANT OFFICERS	14,415	14,434	14,407	14,336	14,367	14,396	14,505	14,513	14,573	14,579	14,587	14,597
SUBTOTAL OFFICER	93,102	92,907	92,548	92,596	92,627	92,595	92,668	93,793	94,367	94,354	94,068	93,746
ENLISTED												
SERGEANT MAJOR	3,518	3,485	3,479	3,493	3,523	3,539	3,511	3,519	3,529	3,558	3,530	3,490
1ST SERGEANT/MASTER SERGEANT	10,875	10,910	10,940	10,880	10,815	10,802	10,849	10,839	11,698	11,611	11,607	11,521
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,377	36,594	36,570	36,432	36,363	36,274	36,145	36,265	35,667	36,611	36,993	36,867
STAFF SERGEANT	58,718	58,964	58,835	58,762	58,502	58,120	57,803	57,883	56,616	56,643	56,921	57,150
SERGEANT	68,790	69,472	70,281	70,628	71,058	71,948	70,842	69,782	69,804	69,967	70,041	69,979
CORPORAL/SPECIALIST	112,085	111,092	109,356	110,668	112,097	113,371	116,408	118,391	119,683	119,054	119,372	120,265
PRIVATE FIRST CLASS	55,058	55,735	55,067	56,038	56,039	54,016	51,589	49,592	47,965	46,659	46,411	45,760
PRIVATE E2	22,851	22,030	23,573	25,483	26,578	25,145	24,437	23,910	24,202	24,650	24,929	24,139
PRIVATE E1	20,771	20,847	17,247	16,263	13,653	13,970	14,481	15,055	15,842	16,727	17,281	18,581
SUBTOTAL ENLISTED PERSONNEL	389,043	389,129	385,348	388,647	388,628	387,185	386,065	385,236	385,006	385,480	387,085	387,752
CADET	4,480	4,468	4,447	4,441	4,430	4,406	4,393	3,413	4,556	4,543	4,518	4,502
TOTAL END STRENGTH	486,625	486,504	482,343	485,684	485,685	484,186	483,126	482,442	483,929	484,377	485,671	486,000

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

	ESTIMATE FY 2022											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	17	17	17	17	17	14	14	14	14	15	16	17
LIEUTENANT GENERAL	47	47	47	47	46	47	47	47	46	48	48	48
MAJOR GENERAL	94	91	90	89	107	109	110	109	110	106	101	95
BRIGADIER GENERAL	142	144	145	147	130	130	129	129	129	131	135	140
COLONEL	3,918	3,915	3,904	3,897	3,884	3,901	3,917	3,906	3,898	3,885	3,861	3,797
LIEUTENANT COLONEL	9,028	9,050	9,061	9,112	9,145	9,174	9,227	9,244	9,282	9,229	9,154	9,051
MAJOR	16,257	16,251	16,206	16,199	16,224	16,273	16,319	16,533	16,539	16,511	16,506	16,502
CAPTAIN	27,485	27,181	26,874	26,912	26,734	26,555	26,260	27,207	27,611	27,704	27,485	27,961
1ST LIEUTENANT	11,742	14,394	14,542	14,515	14,554	14,886	15,069	13,285	13,021	12,694	12,520	12,034
2ND LIEUTENANT	10,333	7,785	7,672	7,645	7,649	7,277	7,044	8,982	9,388	9,500	9,734	9,665
SUBTOTAL COMMISSIONED OFFICERS	79,063	78,875	78,558	78,580	78,490	78,366	78,136	79,456	80,038	79,823	79,560	79,310
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	543	547	551	558	562	565	569	575	579	579	584	575
WARRANT OFFICER (W-4)	2,012	2,026	2,039	2,048	2,064	2,064	2,080	2,092	2,099	2,106	2,104	2,089
WARRANT OFFICER (W-3)	3,503	3,485	3,467	3,462	3,453	3,451	3,443	3,435	3,419	3,402	3,387	3,357
WARRANT OFFICER (W-2)	5,743	5,832	5,862	5,806	5,821	5,831	5,875	5,916	5,911	5,946	5,987	5,979
WARRANT OFFICER (W-1)	2,795	2,838	2,853	2,825	2,833	2,838	2,859	2,879	2,877	2,894	2,914	2,910
SUBTOTAL WARRANT OFFICERS	14,596	14,728	14,772	14,699	14,733	14,749	14,826	14,897	14,885	14,927	14,976	14,910
SUBTOTAL OFFICER	93,659	93,603	93,330	93,279	93,223	93,115	92,962	94,353	94,923	94,750	94,536	94,220
ENLISTED												
SERGEANT MAJOR	3,514	3,510	3,514	3,505	3,508	3,510	3,512	3,527	3,536	3,565	3,538	3,515
1ST SERGEANT/MASTER SERGEANT	11,558	11,552	11,570	11,548	11,541	11,537	11,545	11,597	11,626	11,669	11,742	11,562
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,933	36,865	36,962	36,856	36,837	36,799	36,761	36,886	37,057	37,170	37,089	37,011
STAFF SERGEANT	57,754	57,632	57,776	57,643	57,582	57,599	57,550	57,663	57,797	57,895	57,861	57,943
SERGEANT	69,977	69,938	70,029	69,975	70,008	70,037	70,099	70,137	70,220	70,426	70,483	70,510
CORPORAL/SPECIALIST	118,953	117,960	115,228	116,316	117,428	118,354	118,264	118,274	118,708	118,772	119,787	120,011
PRIVATE FIRST CLASS	44,774	44,653	45,326	45,553	44,421	42,883	41,865	41,100	41,137	41,807	42,354	43,054
PRIVATE E2	23,744	23,786	24,208	24,897	25,402	25,322	25,342	24,587	23,328	24,006	23,547	23,386
PRIVATE E1	20,661	20,269	16,606	17,248	15,979	14,688	13,983	14,072	15,605	16,107	17,807	19,279
SUBTOTAL ENLISTED PERSONNEL	387,868	386,165	381,219	383,541	382,706	380,729	378,921	377,843	379,014	381,417	384,208	386,271
CADET	4,492	4,485	4,453	4,443	4,429	4,403	4,390	3,418	4,562	4,551	4,526	4,509
TOTAL END STRENGTH	486,019	484,253	479,002	481,263	480,358	478,247	476,273	475,614	478,499	480,718	483,270	485,000