

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2023 Budget Estimates



**MILITARY PERSONNEL, ARMY
JUSTIFICATION BOOK
APRIL 2022**

The estimated cost of this report for the Department of Defense is approximately \$12,236 for Fiscal Year 2022. This includes \$250 in expenses and \$12,211 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 2021</u>	<u>ENACTED FY 2022 ¹²</u>	<u>ESTIMATE FY 2023</u>
Base Program			
Pay and Allowances of Officers	15,062,336	15,005,324	15,938,491
Pay and Allowances of Enlisted	28,740,473	28,861,839	30,095,660
Pay and Allowances of Cadets	94,339	97,375	101,808
Subsistence of Enlisted Personnel	2,153,027	2,115,114	2,157,310
Permanent Change of Station Travel	1,592,450	1,600,368	1,732,515
Other Military Personnel Costs	297,724	264,436	279,471
TOTAL DIRECT PROGRAM	47,940,349	47,944,456	50,305,255
Additional Afghanistan Supplemental App. Act, 2022 (P.L. 117-70, Div. B) ¹¹			
Pay and Allowances of Officers	0	50,000	0
Pay and Allowances of Enlisted	0	78,000	0
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	0	0	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	0
TOTAL AFGHANISTAN SUPPLEMENTAL FUNDING	0	128,000	0
Red Hill: Further Add. Continuing Appropriations Act, 2022 (P.L. 117-86) ¹¹			
Pay and Allowances of Officers	0	0	0
Pay and Allowances of Enlisted	0	0	0
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	0	0	0
Permanent Change of Station Travel	0	33,263	0
Other Military Personnel Costs	0	0	0
TOTAL RED HILL FUNDING	0	33,263	0

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

	<u>ACTUAL FY 2021</u>	<u>ENACTED FY 2022 ^{1/2}</u>	<u>ESTIMATE FY 2023</u>
Total Baseline Program			
Pay and Allowances of Officers	15,062,336	15,055,324	15,938,491
Pay and Allowances of Enlisted	28,740,473	28,939,839	30,095,660
Pay and Allowances of Cadets	94,339	97,375	101,808
Subsistence of Enlisted Personnel	2,153,027	2,115,114	2,157,310
Permanent Change of Station Travel	1,592,450	1,633,631	1,732,515
Other Military Personnel Costs	297,724	264,436	279,471
TOTAL BASELINE PROGRAM FUNDING	<u>47,940,349</u>	<u>48,105,719</u>	<u>50,305,255</u>
Reimbursable Program			
Pay and Allowances of Officers	219,593	228,203	233,277
Pay and Allowances of Enlisted	93,163	99,499	101,856
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	8,244	10,592	7,143
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	0
TOTAL REIMBURSABLE PROGRAM	<u>321,000</u>	<u>338,294</u>	<u>342,276</u>
Total Program			
Pay and Allowances of Officers	15,281,929	15,283,527	16,171,768
Pay and Allowances of Enlisted	28,833,636	29,039,338	30,197,516
Pay and Allowances of Cadets	94,339	97,375	101,808
Subsistence of Enlisted Personnel	2,161,271	2,125,706	2,164,453
Permanent Change of Station Travel	1,592,450	1,633,631	1,732,515
Other Military Personnel Costs	297,724	264,436	279,471
TOTAL PROGRAM	<u>48,261,349</u>	<u>48,444,013</u>	<u>50,647,531</u>

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

	<u>ACTUAL FY 2021</u>	<u>ENACTED FY 2022 ^{1/2}</u>	<u>ESTIMATE FY 2023</u>
Medicare Eligible Retiree Health Fund Contribution	2,351,028	2,622,860	2,694,171
TOTAL MILPERS PROGRAM COST	50,612,377	51,066,873	53,341,702
 Memo Entry: OCO Funding (P.L. 116-260) and Overseas Operating Costs ^{3/}			
Pay and Allowances of Officers	972,768	932,849	947,800
Pay and Allowances of Enlisted	1,651,069	1,639,193	1,667,057
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	256,154	207,854	238,552
Permanent Change of Station Travel	5,511	5,208	5,379
Other Military Personnel Costs	44,462	25,052	24,003
TOTAL OCO and OVERSEAS OPERATING COSTS	2,929,964	2,810,156	2,882,791

^{1/} Includes Additional Afghanistan Supplemental App. Act, 2022 (P.L. 117-70, Div. B) and Red Hill funds under Continuing Appropriations Act, 2022 (P.L. 117-86)

^{2/} Includes Division B of the Further Extending Government Funding Act, 2022 (P.L. 117-70) and Division A of the Further Extending Government Funding Act, 2022 (P.L. 117-86)

^{3/} OCO Funding P.L. 116-260 only applies to FY 2021.

SECTION 2

INTRODUCTION

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

The FY 2023 Military Personnel, Army (MPA) budget request supports an All-Volunteer force of Soldiers and their families. MPA funds pay and benefits for both Active Component (AC) Soldiers and mobilized Reserve Component (RC) Soldiers who are activated in support of current contingency missions. 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, 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.

Overseas Contingency Operations (OCO), Direct War and Enduring Costs (DWEC), and Overseas Operations Requirements

This justification material includes actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring costs (DWEC) in FY2022 and budget requests for Overseas Operations in FY 2023. The OCO, DWEC, and Overseas Operation requirements support to the following missions:

Additionally, FY 2022 Direct War and Enduring costs (DWEC) and FY 2023 Overseas Operations funding are included in the base budget. OCO, DWEC, and Overseas Operation requirements include support to the following missions:

- 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)
- 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

In this justification material, FY 2021 includes \$2,930 million in OCO execution; FY 2022 includes \$2,810 million in DWEC projections and, FY 2023 includes \$2,883 million for the Overseas Operations budget request.

**MILITARY PERSONNEL, ARMY
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INTRODUCTION**

Personnel Categories by Year

This justification material reflects both base and Overseas Operation requirements in each fiscal year. FY 2021 data displays actual execution. FY 2022 data displays the total program updated from the President's Budget submission to reflect the latest obligation projections and strength levels. The FY 2023 funding request is based on the latest Active Component (AC) and mobilized Reserve Component (RC) strength projections.

Due to the complexity of AC and RC strength funding between Base, OCO, DWEC, and Overseas Operations, the following table displays the funding source for major categories of personnel by year:

Average Strength														
			FY2021 Actuals				FY2022 Revised				FY2023 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
BASE Support	AC	Base	93,219	387,692	4,429	485,340	93,382	379,032	4,344	476,758	92,482	372,431	4,364	469,277
	RC	Mobilization	604	1,953	-	2,557	604	1,953	-	2,557	619	1,996	-	2,615
		ADOS	256	357	-	613	286	256	-	542	293	407	-	700
		Southwest Border	334	3,343	-	3,677	255	2,643	-	2,898	-	-	-	-
		COVID-19	334	324	-	658	119	76	-	195	-	-	-	-
		RC Total	1,528	5,977	-	7,505	1,264	4,928	-	6,192	912	2,403	-	3,315
Base Total		94,747	393,669	4,429	492,845	94,646	383,960	4,344	482,950	93,394	374,834	4,364	472,592	
Overseas Contingency Operations (OCO) / Direct War and Enduring (DWEC) / Overseas Operations	RC	OCO	6,203	20,649	-	26,852	-	-	-	-	-	-	-	
		DWEC	-	-	-	-	5,886	19,995	-	25,881	-	-	-	-
		Overseas Operations	-	-	-	-	-	-	-	-	5,885	19,998	-	25,883
		Total	6,203	20,649	-	26,852	5,886	19,995	-	25,881	5,885	19,998	-	25,883
Total	AC Total		93,219	387,692	4,429	485,340	93,382	379,032	4,344	476,758	92,482	372,431	4,364	469,277
	RC Total		7,731	26,626	-	34,357	7,150	24,923	-	32,073	6,797	22,401	-	29,198
	Total		100,950	414,318	4,429	519,697	100,532	403,955	4,344	508,831	99,279	394,832	4,364	498,475
End Strength														
			FY2021 Actuals				FY2022 Revised				FY2023 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
Base	AC	Base	93,443	388,564	4,483	486,490	93,329	378,201	4,470	476,000	92,647	375,857	4,496	473,000

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

Primary Budget Drivers

Inflationary rate adjustments include:

Pay Raise

- Military Pay Raise, effective 1 January 2021 is 3.0% (3.03% over the FY)
- Military Pay Raise, effective 1 January 2022 is 2.7% (2.78% over the FY)
- Military Pay Raise, effective 1 January 2023 is 4.6% (4.61% 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 2021, is 3.7% (3.00% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2022, is 5.3% (4.90% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2023, is 3.4% (3.88% over the FY)

Basic Allowance for Housing

- Basic Allowance for Housing growth, effective 1 January 2021, is 2.9% (2.85% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2022, is 4.6% (4.18% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2023, is 3.9% (4.08% over the FY)

The January 1, 2021 BAH inflation rate assumption is 2.9 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 2023 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, 2023 BAH inflation rate assumption is 3.9 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2023.

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 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
- Retired Pay Accrual as a percentage of Basic Pay is 36.9% for full-time and 24.5% for part-time Soldiers in FY 2023

**MILITARY PERSONNEL, ARMY
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Foreign Currency Fluctuation

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2021 column in the justification material reflects obligations based on projected actual foreign currency exchange rates, while the FY 2022 and FY 2023 columns reflect the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY 2022	FY 2023
Denmark	Krone	6.4823	6.2395
European Community	Euro	0.8703	0.8390
Iceland	Krona	138.5288	125.0912
Japan	Yen	106.4531	109.7015
Norway	Krone	9.3841	8.5634
Singapore	Dollar	1.3826	1.3426
South Korea	Won	1,190.9277	1,142.6335
Turkey	Lira	7.2233	8.4846
United Kingdom	Pound	0.7843	0.7200

General Inflation

- General inflation is 1.7% in FY 2021
- General inflation is 3.1% in FY 2022
- General inflation is 3.9% in FY 2023

TRICARE Accrual (permanent, indefinite authority)

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

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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 FY2023, the Army plans to utilize 12304b in support of pre-planned and base funded missions identified by Combatant Commanders. The Army will use authority granted in 10 U.S.C. §12301(d) for Soldiers volunteering to support of any of these missions.

FY 2023 Requested Levels: 2,615 man-years; \$274.7 million [Traditional Base Operations]

NORTHCOM – Air Defense and Continuity of Operations (125 man-years; \$13.1 million)

Funds the continuing efforts to defend the United States from airborne attacks, maintain air sovereignty, defend critical U.S. facilities from a potentially hostile threat and evacuate key personnel. Soldiers will provide critical air defense and aviation and will be placed on orders for a period not more than 365 days.

NORTHCOM and PACOM – CBRNE Support (413 man-years; \$43.4 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 (170 man-years; \$17.9 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 (986 man-years; \$103.5 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 (241 man-years; \$25.3 million)

Provide regional stability to Latin America and the Caribbean. The main mission is the detection of terrorist cells in Belize, El Salvador, Nicaragua, Costa Rica, Honduras, Trinidad & Tobago, Guyana and Suriname. Activated Soldiers will be placed on orders for a period not more than 365 days.

SOUTHCOM – Counter Narcotics Trafficking and Networks (52 man-years; \$5.5 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 (628 man-years; \$66.0 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.

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FY2023 Requested Levels: 17,578 Man-Years; \$1,775.7 [Overseas Operations]

USCENTCOM - Operation Spartan Shield (OSS) (13,091 man-years; \$1,322.5 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) (1,690 man-years; \$170.7 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) (1,336 man-years; \$134.9 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) (833 man-years; \$84.1 million)

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

USCENTCOM – Operation Inherent Resolve (628 man-years; \$63.5 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:

Section I. Strength

	<u>FY 2021 Actual</u>	<u>FY 2022 Projected</u>	<u>FY 2023 Request</u>
(1) Average Strength			
a. Active Component	485,340	476,758	469,277
b. Reserve Component on Active Duty	34,357	25,881	25,883
Total	519,697	508,831	498,475
(2) End Strength	486,490	476,000	473,000
(3) Authorized End Strength	485,900	485,000	

Narrative:

- Average strength includes Active Component (AC) Soldiers as well as mobilized Reserve Component (RC) Soldiers on active duty supporting Overseas Contingency Operations in FY 2021, Direct War and Enduring in FY 2022 and Overseas Operations in FY 2023.
- End strength displays AC Soldiers only.
- Authorized end strength is based on the National Defense Authorizations Act (NDAA) for FY 2021 and FY 2022.

Section II. Recruiting

	<u>FY 2021 Actual</u>	<u>FY 2022 Projected</u>	<u>FY 2023 Request</u>
1. Numeric goals	58,500	55,400	63,700
Actual (projected)	58,606		

Narrative: In FY 2022, the Army is projected to achieve 55,400 accessions. The Army entered FY 2022 with a delayed entry pool (DEP) of 6,462. In FY 2023, the planned accession mission is 63,700 with a projected DEP of 6,500.

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SECTION 2
PERFORMANCE MEASURES AND EVALUATION SUMMARY**

2. Quality goals	<u>FY 2021 Actual</u>	<u>FY 2022 Projected</u>	<u>FY 2023 Request</u>
a. HSDG percent (Tier I)			
Percent – Standard	> 90.00%	> 90.00%	> 90.00%
Actual	94.19%		
b. Test Score Category I-III A			
Percent – Standard	60.00%	> 60%	> 60%
Actual	63.67%		

- 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%).
- 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 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. The implementation of upgraded Armed Services Vocational Aptitude Battery norms may affect quality achievement in the future, as enlistment standards will increase. In FY 2022, the Army expects to meet its goal for test category I-III A.

- 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.)

Section III. Unexpended Balances Reduction

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. The Department continues to implement processes 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:

- 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.
- 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.
- 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 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	AVERAGE STRENGTH	END STRENGTH 30 SEP 21 ^{/2}	AVERAGE STRENGTH	END STRENGTH 30 SEP 22 ^{/2}	AVERAGE STRENGTH	END STRENGTH 30 SEP 23 ^{/2}
DIRECT BASELINE PROGRAM						
OFFICER	94,229	92,925	94,128	92,811	92,876	92,129
ENLISTED	393,166	388,061	383,457	377,698	374,331	375,354
CADET	4,429	4,483	4,344	4,470	4,364	4,496
TOTAL DIRECT BASELINE PROGRAM	491,824	485,469	481,929	474,979	471,571	471,979
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	94,747	93,443	94,646	93,329	93,394	92,647
ENLISTED	393,669	388,564	383,960	378,201	374,834	375,857
CADET	4,429	4,483	4,344	4,470	4,364	4,496
TOTAL BASELINE PROGRAM ^{/1}	492,845	486,490	482,950	476,000	472,592	473,000
OCO / DWEC / OVERSEAS OPERATIONS PROGRAM						
OFFICER	6,203	0	5,886	0	5,885	0
ENLISTED	20,649	0	19,995	0	19,998	0
CADET	0	0	0	0	0	0
TOTAL OCO / DWEC / OVERSEAS OPERATIONS ^{/3}	26,852	0	25,881	0	25,883	0
PROGRAM						
OFFICER	100,950	93,443	100,532	93,329	99,279	92,647
ENLISTED	414,318	388,564	403,955	378,201	394,832	375,857
CADET	4,429	4,483	4,344	4,470	4,364	4,496
TOTAL PROGRAM	519,697	486,490	508,831	476,000	498,475	473,000

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

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. RC strength is not included in the end strength figures displayed throughout the justification material.

² End strength is only reported for the Active Component

³ Figures listed include RC Soldiers supporting Overseas Contingency Operations (OCO) in FY 2021, Direct War and Enduring Cost (DWEC) in FY 2022, and Overseas Operations in FY 2023

Operational Support

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 1,825 days, and thereby exceed the threshold. Starting in FY 2022, the NDAA (P.L. 117-81, Sec 415) revised this policy, requiring the Army to document the number of Reserve and National Guard members who perform operational support duty for a cumulative of 1,825 days in the previous 2,190 days. The FY 2021 numbers reflect operational support under the old policy, the FY 2022 and FY 2023 numbers reflect operational support under the new policy. These totals are not included in the end strength figures that are displayed throughout the justification material.

	FY 2021	FY 2022	FY 2023
Army Reserve	25	0	0
Army Guard	152	1	1

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

	<u>ACTUAL FY 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	16	0	16	0	16	0
LIEUTENANT GENERAL	48	1	47	1	47	1
MAJOR GENERAL	105	2	102	2	102	2
BRIGADIER GENERAL	129	1	126	1	126	1
COLONEL	3,903	52	3,759	52	3,685	52
LIEUTENANT COLONEL	9,139	84	8,908	84	8,834	84
MAJOR	16,179	143	16,319	143	16,195	143
CAPTAIN	27,227	120	27,774	120	27,676	120
1ST LIEUTENANT	12,286	25	11,851	25	11,592	25
2ND LIEUTENANT	9,737	5	9,392	5	9,187	5
SUBTOTAL COMMISSIONED OFFICERS	78,769	433	78,294	433	77,460	433
WARRANT OFFICERS						
WARRANT OFFICER (W-5)	543	1	582	1	594	1
WARRANT OFFICER (W-4)	1,972	20	1,944	20	1,973	20
WARRANT OFFICER (W-3)	3,475	32	3,345	32	3,164	32
WARRANT OFFICER (W-2)	5,849	27	6,202	27	6,400	27
WARRANT OFFICER (W-1)	2,835	5	2,962	5	3,056	5
SUBTOTAL WARRANT OFFICERS	14,674	85	15,035	85	15,187	85
SUBTOTAL OFFICER	93,443	518	93,329	518	92,647	518
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,384	17	3,501	17	3,438	17
1ST SERGEANT/MASTER SERGEANT	10,669	25	11,280	25	11,478	25
PLATOON SERGEANT/SERGEANT 1ST CLASS	34,633	115	36,381	115	36,416	115
STAFF SERGEANT	59,289	111	59,421	111	58,198	111
SERGEANT	70,580	107	71,066	107	69,566	107
CORPORAL/SPECIALIST	119,664	123	115,146	123	108,760	123
PRIVATE FIRST CLASS	54,932	3	36,764	3	39,742	3
PRIVATE E2	21,749	2	22,577	2	24,406	2
PRIVATE E1	13,664	0	22,065	0	23,853	0
SUBTOTAL ENLISTED PERSONNEL	388,564	503	378,201	503	375,857	503
CADET	4,483	0	4,470	0	4,496	0
TOTAL END STRENGTH	486,490	1,021	476,000	1,021	473,000	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 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	17	0	16	0	16	0
LIEUTENANT GENERAL	47	1	46	1	46	1
MAJOR GENERAL	119	2	119	2	117	2
BRIGADIER GENERAL	176	1	165	1	160	1
COLONEL	4,353	52	4,198	52	4,011	52
LIEUTENANT COLONEL	9,902	84	9,798	84	9,657	84
MAJOR	17,955	143	17,903	143	17,726	143
CAPTAIN	29,206	120	28,855	120	29,084	120
1ST LIEUTENANT	14,722	25	14,651	25	13,936	25
2ND LIEUTENANT	8,781	5	8,800	5	8,377	5
SUBTOTAL COMMISSIONED OFFICERS	85,278	433	84,551	433	83,130	433
WARRANT OFFICERS						
WARRANT OFFICER (W-5)	600	1	607	1	627	1
WARRANT OFFICER (W-4)	2,196	20	2,149	20	2,141	20
WARRANT OFFICER (W-3)	3,944	32	3,811	32	3,617	32
WARRANT OFFICER (W-2)	6,081	27	6,448	27	6,678	27
WARRANT OFFICER (W-1)	2,851	5	2,966	5	3,086	5
SUBTOTAL WARRANT OFFICERS	15,672	85	15,981	85	16,149	85
SUBTOTAL OFFICER	100,950	518	100,532	518	99,279	518
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,802	17	3,777	17	3,720	17
1ST SERGEANT/MASTER SERGEANT	11,834	25	12,412	25	12,155	25
PLATOON SERGEANT/SERGEANT 1ST CLASS	38,357	115	38,379	115	38,541	115
STAFF SERGEANT	62,873	111	62,790	111	61,919	111
SERGEANT	76,976	107	76,687	107	74,934	107
CORPORAL/SPECIALIST	124,636	123	125,597	123	120,145	123
PRIVATE FIRST CLASS	55,800	3	44,680	3	38,526	3
PRIVATE E2	25,005	2	22,963	2	24,362	2
PRIVATE E1	15,035	0	16,670	0	20,530	0
SUBTOTAL ENLISTED PERSONNEL	414,318	503	403,955	503	394,832	503
CADET	4,429	0	4,344	0	4,364	0
TOTAL AVERAGE STRENGTH	519,697	1,021	508,831	1,021	498,475	1,021

Average strength includes mobilized Reserve Component (RC) on Active Duty Soldiers supporting base contingencies as well as OCO (FY 2021), Direct War and Enduring (FY 2022), and Overseas Operations (FY 2023) missions. Figures listed for include the following total RC mobilization man-years: 34,357 in FY 2021, 32,073 in FY 2022 and 29,198 in FY 2023.

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

Monthly End Strengths ^{1/}	FY 2021				FY 2022				FY 2023			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	92,982	387,911	4,490	485,383	93,443	388,564	4,483	486,490	93,329	378,200	4,470	475,999
October	93,102	389,043	4,480	486,625	93,368	387,143	4,454	484,965	93,010	377,373	4,460	474,843
November	92,907	389,129	4,468	486,504	93,257	384,556	4,451	482,264	92,768	375,826	4,453	473,047
December	92,548	385,348	4,447	482,343	92,850	380,570	4,407	477,827	92,236	370,520	4,422	467,179
January	92,596	388,647	4,441	485,684	92,935	379,192	4,388	476,515	92,061	372,129	4,414	468,603
February	92,627	388,628	4,430	485,685	92,855	376,972	4,374	474,201	91,762	371,164	4,401	467,328
March	92,589	386,749	4,404	483,742	92,806	376,798	4,349	473,952	91,538	369,617	4,378	465,534
April	92,647	385,407	4,388	482,442	92,656	375,802	4,336	472,794	91,412	369,328	4,366	465,106
May	93,923	384,980	3,387	482,290	94,076	375,402	3,375	472,853	92,689	369,343	3,401	465,433
June	94,423	387,170	4,548	486,141	94,318	374,818	4,521	473,657	93,218	369,843	4,542	467,603
July	94,283	388,183	4,517	486,983	94,152	376,011	4,510	474,673	93,150	372,162	4,538	469,851
August	93,785	390,789	4,495	489,069	93,902	377,738	4,486	476,126	92,926	374,854	4,512	472,292
September	93,443	388,564	4,483	486,490	93,329	378,200	4,470	475,999	92,647	375,857	4,496	473,000

SUMMARY OF AVERAGE STRENGTH

	FY 2021				FY 2022				FY 2023			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
BASE Active Component (AC)	93,219	387,692	4,429	485,340	93,382	379,032	4,344	476,758	92,482	372,431	4,364	469,277
BASE Active Duty for Operational Support (RC)												
Administrative and Operational	256	357	-	613	286	256	-	542	293	407	-	700
12304B Contingency	604	1,953	-	2,557	604	1,953	-	2,557	619	1,996	-	2,615
Southwest Border Support	334	3,343	-	3,677	255	2,643	-	2,898	-	-	-	-
COVID-19 Support	334	324	-	658	119	76	-	195	-	-	-	-
Total	1,528	5,977	-	7,505	1,264	4,928	-	6,192	912	2,403	-	3,315
BASE Total - Average Strength	94,747	393,669	4,429	492,845	94,646	383,960	4,344	482,950	93,394	374,834	4,364	472,592
OCO / DWEC / Overseas Operations	6,203	20,649	-	26,852	5,886	19,995	-	25,881	5,885	19,998	-	25,883
Total Average Strength	100,950	414,318	4,429	519,697	100,532	403,955	4,344	508,831	99,279	394,832	4,364	498,475

Pay and Allowances ^{2/} ADOS and RC Mobilization (\$M)

	FY 2021				FY 2022				FY 2023			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative and Operational	\$38.3	\$28.5	-	\$66.8	\$43.8	\$21.0	-	\$64.8	\$46.4	\$34.5	-	\$80.9
12304B Contingency	\$90.4	\$156.0	-	\$246.4	\$92.5	\$160.0	-	\$252.6	\$98.0	\$169.2	-	\$267.2
Southwest Border Support	\$50.0	\$267.0	-	\$317.0	\$39.1	\$216.6	-	\$255.7	-	-	-	-
COVID-19 Support	\$50.0	\$25.9	-	\$75.9	\$18.2	\$6.2	-	\$24.4	-	-	-	-
OCO / DWEC / Overseas Operations	\$927.3	\$1,645.1	-	\$2,572.4	\$899.9	\$1,629.2	-	\$2,529.1	\$930.7	\$1,684.0	-	\$2,614.8
Total ADOS/RC Mobilization	\$1,156.1	\$2,122.5	-	\$3,278.5	\$1,093.6	\$2,033.1	-	\$3,126.7	\$1,075.2	\$1,887.7	-	\$2,962.9

^{1/} Monthly end strengths (ES) only include Active Component Soldiers. The FY 2021 monthly ES reflect actual strength levels, FY 2022 reflect actuals through January 2022, and FY 2023 reflect projections as of January 2022.

^{2/} Includes dollars for basic pay, retired pay accrual, FICA, basic allowance for housing, and basic allowance for subsistence

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

OFFICER	<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
Beginning Strength	92,982	93,443	93,329
Gains:			
Service Academies	984	990	960
ROTC	3,270	3,057	2,898
Officer Candidate School	643	576	582
Warrant Officer Programs	1,523	1,638	1,600
Other Gains (Medical & JAG)	1,700	1,687	1,788
Total Officer Gains	8,120	7,948	7,828
Losses:			
Expiration of Contract	7,529	7,953	8,395
15 Year Retirement	0	0	0
Involuntary Separation of Regular	130	109	115
Total Officer Losses	7,659	8,062	8,510
End Strength	93,443	93,329	92,647

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

ENLISTED	<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
Beginning Strength	387,911	388,564	378,201
Gains:			
Males (NPS)	43,992	42,342	49,324
Females (NPS)	8,384	8,042	9,395
Prior Service Enlistments	5,378	5,000	5,000
Reenlistment (IMM)	50,948	49,578	51,488
Returned to Military Control	237	345	250
Other Gains	151	41	1
Total Enlisted Gains	109,090	105,348	115,458
Losses:			
Estimated Termination of Service	23,269	27,892	25,313
Programmed Early Release	13	866	2,544
To Commissioned Officer and Warrant Officer	2,166	2,214	2,182
Reenlistment	50,948	49,578	51,488
Retirement	5,450	6,193	5,138
15 Year Retirement	0	0	0
Dropped from Rolls	616	307	329
Attrition Adverse Causes	10,316	10,735	11,554
Other Attrition	15,659	17,926	19,254
Total Enlisted Losses	108,437	115,711	117,802
End Strength	388,564	378,201	375,857

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

CADET	<u>ACTUAL FY 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
Beginning Strength	4,490	4,483	4,470
Entering Cadets	1,161	1,173	1,173
Losses:			
Attrition	184	196	187
Graduates	984	990	960
	<hr/>	<hr/>	<hr/>
Total Cadet Losses	1,168	1,186	1,147
End Strength	4,483	4,470	4,496

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay									
Basic Pay	8,282,720	15,312,207	23,594,927	8,445,229	15,557,780	24,003,009	8,689,619	15,835,980	24,525,599
2. Retired Pay Accrual									
Retired Pay Accrual	2,817,722	5,176,786	7,994,508	2,889,554	5,322,569	8,212,123	3,125,891	5,719,856	8,845,747
3. Thrift Savings Plan (TSP) Matching									
Thrift Savings Plan (TSP) Matching	77,392	132,732	210,124	81,752	193,896	275,648	88,023	258,147	346,170
4. Basic Allowance for Housing									
With Dependents - Domestic	1,609,053	4,062,436	5,671,489	1,665,864	4,199,207	5,865,071	1,711,911	4,284,503	5,996,414
Without Dependents - Domestic	611,927	856,051	1,467,978	634,293	885,957	1,520,250	648,103	900,436	1,548,539
Partial Allowance for Bachelors - Domestic	237	13,496	13,733	246	13,329	13,575	6,162	13,509	19,671
BAH Differential - Domestic	89	2,808	2,897	93	2,850	2,943	96	2,896	2,992
With Dependents - Overseas	101,488	116,404	217,892	95,917	111,224	207,141	101,714	116,554	218,268
Without Dependents - Overseas	62,838	48,839	111,677	59,416	46,652	106,068	62,542	48,980	111,522
TOTAL BASIC ALLOWANCE FOR HOUSING	2,385,632	5,100,034	7,485,666	2,455,829	5,259,219	7,715,048	2,530,528	5,366,878	7,897,406
5. Subsistence									
Basic Allowance for Subsistence	313,086	0	313,086	333,883	0	333,883	342,438	0	342,438
When Authorized to Mess Separately	0	1,809,127	1,809,127	0	1,869,901	1,869,901	0	1,866,855	1,866,855
Less Collections	0	(433,659)	(433,659)	0	(459,370)	(459,370)	0	(458,457)	(458,457)
Subsistence in Kind									
Subsistence in Messes	0	476,161	476,161	0	431,325	431,325	0	471,847	471,847
Operational Rations	0	308,227	308,227	0	276,255	276,255	0	282,024	282,024
Augmentation Rations/Other Programs	0	1,415	1,415	0	2,068	2,068	0	2,184	2,184
SUBTOTAL SUBSISTENCE IN KIND	0	785,803	785,803	0	709,648	709,648	0	756,055	756,055
TOTAL SUBSISTENCE	313,086	2,161,271	2,474,357	333,883	2,120,179	2,454,062	342,438	2,164,453	2,506,891
6. Incentive Pay, Hazardous Duty and Aviation Career									
Flying Duty	89,655	10,164	99,819	83,717	10,195	93,912	81,862	9,954	91,816
Parachute Jumping	12,772	71,010	83,782	12,997	67,706	80,703	13,546	66,539	80,085
Experimental Stress	1,206	265	1,471	1,166	253	1,419	1,261	248	1,509
Demolition Duty	1,954	12,004	13,958	2,154	11,443	13,597	1,887	11,255	13,142
Chemical Munitions	4,312	54	4,366	4,143	53	4,196	4,555	51	4,606
Toxic Pesticides	0	7	7	0	7	7	0	5	5
Toxic Fuel/Waste	0	13	13	0	12	12	0	12	12
TOTAL INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER	109,899	93,517	203,416	104,177	89,669	193,846	103,111	88,064	191,175

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays									
Special Pay									
Medical Pay	219,084	0	219,084	223,657	0	223,657	207,643	0	207,643
Dental Pay	41,764	0	41,764	43,021	0	43,021	42,218	0	42,218
Nurse Pay	21,299	0	21,299	21,557	0	21,557	21,104	0	21,104
Optometrists Pay	1,358	0	1,358	1,398	0	1,398	1,398	0	1,398
Veterinarians Pay	5,568	0	5,568	4,796	0	4,796	5,769	0	5,769
Diplomate Pay for Psychologists	5,892	0	5,892	5,892	0	5,892	5,892	0	5,892
Assignment Incentive Pay	15,430	42,818	58,248	6,566	35,941	42,507	6,585	35,319	41,904
Personal Money Allowances for General/Flag Officer	67	0	67	62	0	62	65	0	65
Pharmacy Pay	2,235	0	2,235	2,235	0	2,235	2,448	0	2,448
Physician Assistant	19,592	0	19,592	20,450	0	20,450	19,580	0	19,580
Social Work	2,772	0	2,772	2,772	0	2,772	2,766	0	2,766
Diving Duty Pay	279	2,765	3,044	118	2,321	2,439	57	2,281	2,338
Board Certified Pay Non-Physician Health Care	2,276	0	2,276	2,280	0	2,280	2,312	0	2,312
Hostile Fire Pay	7,860	17,975	25,835	6,794	22,070	28,864	13,695	22,068	35,763
Sea Duty Pay	202	557	759	85	468	553	52	460	512
Hardship Duty Pay	10,018	51,839	61,857	6,586	53,731	60,317	18,507	53,378	71,885
Foreign Language Proficiency Pay	10,469	32,703	43,172	4,466	27,595	32,061	2,062	27,125	29,187
Judge Advocate Continuation Pay	6,677	0	6,677	2,827	0	2,827	945	0	945
Other Special Pay	0	2	2	0	2	2	700	2	702
Continuation Pay	3,162	2,398	5,560	5,531	3,630	9,161	7,750	4,522	12,272
SUBTOTAL SPECIAL PAY	376,004	151,057	527,061	361,093	145,758	506,851	361,548	145,155	506,703
Special Duty Assignment Pay (SDAP)	0	113,276	113,276	0	116,720	116,720	0	114,720	114,720
Reenlistment Bonus	0	361,314	361,314	0	377,413	377,413	0	245,703	245,703
Enlistment Bonus									
New Payments	0	139,854	139,854	0	137,735	137,735	0	117,163	117,163
Anniversary	0	109,885	109,885	0	99,138	99,138	0	89,535	89,535
SUBTOTAL ENLISTMENT BONUS	0	249,739	249,739	0	236,873	236,873	0	206,698	206,698
Officer Bonus - Other than Medical	6,678	0	6,678	6,678	0	6,678	6,678	0	6,678
Loan Repayment Program	0	5,300	5,300	0	6,893	6,893	0	6,893	6,893
Aid and Attendance for Catastrophically Injured	0	3,692	3,692	0	897	897	0	881	881
TOTAL SPECIAL PAYS	382,682	884,378	1,267,060	367,771	884,554	1,252,325	368,226	720,050	1,088,276

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Allowance									
Overseas Station Allowances									
Cost of Living	146,106	329,933	476,039	125,105	315,541	440,646	126,873	311,555	438,428
Temporary Lodging	27,136	38,270	65,406	27,938	38,453	66,391	28,809	39,343	68,152
SUBTOTAL OVERSEAS STATION ALLOWANCES	173,242	368,203	541,445	153,043	353,994	507,037	155,682	350,898	506,580
Clothing Allowances									
Initial Issue	0	141,514	141,514	0	141,570	141,570	0	161,948	161,948
Initial Military Allowance	3,218	0	3,218	3,179	0	3,179	3,131	0	3,131
Additional Military Allowance	327	0	327	798	0	798	818	0	818
Maintenance Allowances	0	100,396	100,396	0	99,642	99,642	0	101,824	101,824
Civilian Clothing Allowance	1,238	0	1,238	1,211	0	1,211	1,202	0	1,202
Supplementary Allowances	0	9,000	9,000	0	9,000	9,000	0	9,000	9,000
Other Allowances	0	7,566	7,566	0	7,566	7,566	0	7,566	7,566
SUBTOTAL CLOTHING ALLOWANCES	4,783	258,476	263,259	5,188	257,778	262,966	5,151	280,338	285,489
Family Separation Allowances									
FSA - Restricted	3,796	14,091	17,887	4,581	11,077	15,658	4,520	10,885	15,405
FSA - Temporary	16,836	54,411	71,247	15,419	50,027	65,446	15,315	49,750	65,065
SUBTOTAL FAMILY SEPARATION ALLOWANCES	20,632	68,502	89,134	20,000	61,104	81,104	19,835	60,635	80,470
Basic Needs Allowance	0	0	0	0	0	0	179	714	893
CONUS, Cost-of-Living Allowance	10,260	10,542	20,802	8,907	12,336	21,243	6,772	12,748	19,520
TOTAL ALLOWANCE	208,917	705,723	914,640	187,138	685,212	872,350	187,619	705,333	892,952
9. Separation Pay									
Lump Sum Terminal Leave Payments	43,200	137,801	181,001	45,753	150,042	195,795	50,727	156,644	207,371
Severance Pay, Disability	8,808	89,761	98,569	7,786	97,749	105,535	10,794	102,036	112,830
Separation Pay - Involuntary Half Pay (5%)	0	12,230	12,230	0	13,318	13,318	0	13,910	13,910
Separation Pay - Involuntary Full Pay (10%)	11,052	15,836	26,888	9,496	17,246	26,742	7,380	18,011	25,391
Voluntary Separation Incentive (VSI)	7,201	1,915	9,116	5,293	1,407	6,700	4,345	1,155	5,500
TOTAL SEPARATION PAY	70,261	257,543	327,804	68,328	279,762	348,090	73,246	291,756	365,002

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
10. Social Security Tax Payments									
Social Security Tax Employer Contribution	633,618	1,170,716	1,804,334	642,992	1,182,474	1,825,466	663,067	1,211,452	1,874,519
11. Permanent Change of Station Travel									
Accession Travel	24,938	114,120	139,058	23,096	98,452	121,548	23,483	114,727	138,210
Training Travel	107,974	30,385	138,359	135,331	32,283	167,614	138,584	33,571	172,155
Operational Travel	165,949	292,449	458,398	162,856	298,938	461,794	167,433	308,935	476,368
Rotational Travel To/From Overseas	190,134	389,152	579,286	227,693	429,224	656,917	233,702	444,975	678,677
Separation Travel	73,323	164,922	238,245	58,786	150,938	209,724	64,046	161,146	225,192
Organized Unit Travel	438	1,843	2,281	441	1,852	2,293	451	1,918	2,369
Non-Temporary Storage	4,525	3,665	8,190	4,763	3,687	8,450	4,922	3,822	8,744
Temporary Lodging Expense	11,936	16,697	28,633	13,297	17,374	30,671	13,189	17,611	30,800
TOTAL PERMANENT CHANGE OF STATION TRAVEL	579,217	1,013,233	1,592,450	626,263	1,032,748	1,659,011	645,810	1,086,705	1,732,515
12. Other Military Personnel Costs									
Apprehension Deserters, Absentees, Escaped Prisoners	0	161	161	0	128	128	0	130	130
Interest on Uniformed Services Savings Deposits	1,365	1,511	2,876	1,043	1,222	2,265	1,086	1,272	2,358
Death Gratuities	7,900	44,700	52,600	7,200	42,800	50,000	7,100	42,100	49,200
Unemployment Compensation Benefits	0	115,100	115,100	0	84,153	84,153	0	85,484	85,484
Adoption Expenses	196	148	344	255	259	514	262	264	526
Amortization of Education Benefits	0	4	4	0	15	15	0	11	11
Partial Dislocation Allowance	50	85	135	32	64	96	33	65	98
Mass Transit Subsidy	472	2,440	2,912	525	3,224	3,749	1,502	9,226	10,728
ROTC	88,292	0	88,292	104,727	0	104,727	102,255	0	102,255
JROTC	30,737	0	30,737	33,992	0	33,992	24,660	0	24,660
SGLI Extra Hazard Payments	939	3,124	4,063	767	2,754	3,521	767	2,754	3,521
SGLI Traumatic Injury Payments	100	400	500	100	400	500	500	0	500
TOTAL OTHER MILITARY PERSONNEL COSTS	130,051	167,673	297,724	148,641	135,019	283,660	138,165	141,306	279,471
13. Academy Cadets									
Academy Cadets	94,339	0	94,339	97,401	0	97,401	101,808	0	101,808
SUBTOTAL MILITARY PERSONNEL APPROPRIATION	16,085,536	32,175,813	48,261,349	16,448,958	32,743,081	49,192,039	17,057,551	33,589,980	50,647,531

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
14. Less Reimbursables									
Basic Pay	(121,797)	(46,992)	(168,789)	(132,368)	(57,742)	(190,110)	(135,312)	(59,110)	(194,422)
Retired Pay Accrual	(42,508)	(16,212)	(58,720)	(45,667)	(19,921)	(65,588)	(46,953)	(20,511)	(67,464)
Basic Allowance for Housing	(39,598)	(25,836)	(65,434)	(33,115)	(16,998)	(50,113)	(33,580)	(17,283)	(50,863)
Basic Allowance for Subsistence	(4,894)	(8,244)	(13,138)	(5,320)	(5,592)	(10,912)	(5,438)	(5,725)	(11,163)
Subsistence in Kind	0	0	0	0	(5,000)	(5,000)	0	(1,418)	(1,418)
Incentive Pay for Hazardous Duty	(1,479)	(891)	(2,370)	(1,607)	(420)	(2,027)	(1,643)	(430)	(2,073)
Social Security Tax Employer Contribution	(9,317)	(3,232)	(12,549)	(10,126)	(4,418)	(14,544)	(10,351)	(4,522)	(14,873)
TOTAL LESS REIMBURSABLES	(219,593)	(101,407)	(321,000)	(228,203)	(110,091)	(338,294)	(233,277)	(108,999)	(342,276)
TOTAL DIRECT PROGRAM	15,865,943	32,074,406	47,940,349	16,220,755	32,632,990	48,853,745	16,824,274	33,480,981	50,305,255

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

	FY 2022 PRESIDENT'S BUDGET	SUPPLE- MENTALS ^{/1}	CONGRESS- IONAL ACTION ^{/2}	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2022 REVISED
PAY AND ALLOWANCES OF OFFICERS								
BASIC PAY	8,209,572	30,000	13,173	8,252,745	12,484	8,265,229	180,000	8,445,229
RETIRED PAY ACCRUAL	2,846,910	7,710	3,390	2,858,010	6,544	2,864,554	25,000	2,889,554
INCENTIVE PAY FOR HAZARDOUS DUTY	84,496	0	0	84,496	19,681	104,177	0	104,177
SPECIAL PAY	397,382	0	-37,191	360,191	-6,848	353,343	0	353,343
CONTINUATION PAY	5,246	0	0	5,246	2,504	7,750	0	7,750
OFFICER BONUS - OTHER THAN MEDICAL	6,100	0	0	6,100	578	6,678	0	6,678
BASIC ALLOWANCE FOR HOUSING	2,366,346	9,995	3,778	2,380,119	-730	2,379,389	76,440	2,455,829
BASIC ALLOWANCE FOR SUBSISTENCE	318,174	0	33,087	351,261	-17,378	333,883	0	333,883
OVERSEAS STATION ALLOWANCES	168,279	0	0	168,279	-15,236	153,043	0	153,043
CLOTHING ALLOWANCES	3,828	0	0	3,828	1,360	5,188	0	5,188
FAMILY SEPARATION ALLOWANCES	20,322	0	1,550	21,872	-1,872	20,000	0	20,000
SEPARATION PAYMENTS	62,128	0	0	62,128	6,200	68,328	0	68,328
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	626,400	2,295	969	629,664	1,616	631,280	11,712	642,992
CONUS COST OF LIVING ALLOWANCE	16,357	0	0	16,357	-7,450	8,907	0	8,907
OFFICER-TSP MATCHING	83,231	0	0	83,231	-1,479	81,752	0	81,752
TOTAL OBLIGATIONS	15,214,771	50,000	18,756	15,283,527	-26	15,283,501	293,152	15,576,653
LESS REIMBURSABLES	228,203	0	0	228,203	0	228,203	0	228,203
TOTAL DIRECT OBLIGATIONS	14,986,568	50,000	18,756	15,055,324	-26	15,055,298	293,152	15,348,450

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

	FY 2022 PRESIDENT'S BUDGET	SUPPLE- MENTALS ^{/1}	CONGRESS- IONAL ACTION ^{/2}	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2022 REVISED
PAY AND ALLOWANCES OF ENLISTED								
BASIC PAY	15,218,575	50,000	40,294	15,308,869	35,170	15,344,039	213,741	15,557,780
RETIRED PAY ACCRUAL	5,277,193	12,850	10,364	5,300,407	9,106	5,309,513	13,056	5,322,569
INCENTIVE PAY FOR HAZARDOUS DUTY	90,396	0	0	90,396	-727	89,669	0	89,669
SPECIAL PAY	153,155	0	17,242	170,397	-29,161	141,236	0	141,236
CONTINUATION PAY	5,834	0	0	5,834	-1,312	4,522	0	4,522
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	113,315	0	0	113,315	3,405	116,720	0	116,720
REENLISTMENT BONUS	377,413	0	0	377,413	0	377,413	0	377,413
ENLISTMENT BONUS	236,873	0	0	236,873	0	236,873	0	236,873
BASIC ALLOWANCE FOR HOUSING	5,026,104	11,325	57,998	5,095,427	-19,149	5,076,278	182,941	5,259,219
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	148	0	0	148	749	897	0	897
LOAN REPAYMENT PROGRAM	0	0	0	0	6,893	6,893	0	6,893
OVERSEAS STATION ALLOWANCES	381,101	0	-25,000	356,101	-2,107	353,994	0	353,994
CLOTHING ALLOWANCES	288,849	0	-35,000	253,849	3,929	257,778	0	257,778
FAMILY SEPARATION ALLOWANCES	77,757	0	10,558	88,315	-27,211	61,104	0	61,104
SEPARATION PAYMENTS SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	276,456	0	0	276,456	3,306	279,762	0	279,762
1,164,221	3,825	3,100	1,171,146	5,269	1,176,415	6,059	1,182,474	
CONUS COST OF LIVING ALLOWANCE	9,107	0	0	9,107	3,229	12,336	0	12,336
ENLISTED-TSP MATCHING	185,285	0	0	185,285	8,611	193,896	0	193,896
TOTAL OBLIGATIONS	28,881,782	78,000	79,556	29,039,338	0	29,039,338	415,797	29,455,135
LESS REIMBURSABLES	99,499	0	0	99,499	0	99,499	0	99,499
TOTAL DIRECT OBLIGATIONS	28,782,283	78,000	79,556	28,939,839	0	28,939,839	415,797	29,355,636

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

	FY 2022 PRESIDENT'S BUDGET	SUPPLE- MENTALS ^{/1}	CONGRESS- IONAL ACTION ^{/2}	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2022 REVISED
PAY AND ALLOWANCES OF CADETS								
ACADEMY CADETS	94,375	0	3,000	97,375	26	97,401	0	97,401
TOTAL DIRECT OBLIGATIONS	94,375	0	3,000	97,375	26	97,401	0	97,401
SUBSISTENCE OF ENLISTED PERSONNEL								
BASIC ALLOWANCE FOR SUBSISTENCE	1,406,620	0	4,165	1,410,785	-254	1,410,531	0	1,410,531
SUBSISTENCE IN KIND	824,921	0	-110,000	714,921	254	715,175	-5,527	709,648
TOTAL OBLIGATIONS	2,231,541	0	-105,835	2,125,706	0	2,125,706	-5,527	2,120,179
LESS REIMBURSABLES	10,592	0	0	10,592	0	10,592	0	10,592
TOTAL DIRECT OBLIGATIONS	2,220,949	0	-105,835	2,115,114	0	2,115,114	-5,527	2,109,587
PERMANENT CHANGE OF STATION TRAVEL								
ACCESSION TRAVEL	131,239	0	0	131,239	-9,691	121,548	0	121,548
TRAINING TRAVEL	145,625	0	0	145,625	21,989	167,614	0	167,614
OPERATIONAL TRAVEL	409,167	0	0	409,167	27,247	436,414	25,380	461,794
ROTATIONAL TRAVEL TO/FROM OVERSEAS	648,299	32,198	-9,845	670,652	-13,735	656,917	0	656,917
SEPARATION TRAVEL	214,571	0	0	214,571	-4,847	209,724	0	209,724
ORGANIZED UNIT TRAVEL	2,407	0	0	2,407	-114	2,293	0	2,293
NON-TEMPORARY STORAGE	9,037	0	0	9,037	-587	8,450	0	8,450
TEMPORARY LODGING EXPENSE	49,868	1,065	0	50,933	-20,262	30,671	0	30,671
TOTAL DIRECT OBLIGATIONS	1,610,213	33,263	-9,845	1,633,631	0	1,633,631	25,380	1,659,011

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

	FY 2022 PRESIDENT'S BUDGET	SUPPLE- MENTALS ¹	CONGRESS- IONAL ACTION ²	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2022 REVISED
OTHER MILITARY PERSONNEL COSTS								
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	245	0	-1,000	-755	883	128	0	128
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	3,442	0	-1,000	2,442	-177	2,265	0	2,265
DEATH GRATUITIES UNEMPLOYMENT	49,000	0	-3,000	46,000	304	46,304	3,696	50,000
COMPENSATION BENEFITS	69,125	0	0	69,125	0	69,125	15,028	84,153
ADOPTION EXPENSES	426	0	0	426	88	514	0	514
AMORTIZATION OF EDUCATION BENEFITS	15	0	0	15	0	15	0	15
PARTIAL DISLOCATION ALLOWANCE	78	0	0	78	18	96	0	96
MASS TRANSIT SUBSIDY	11,736	0	-7,500	4,236	-487	3,749	0	3,749
ROTC	104,727	0	0	104,727	0	104,727	0	104,727
JROTC	33,992	0	0	33,992	0	33,992	0	33,992
SGLI EXTRA HAZARD PAYMENTS SGLI TRAUMATIC INJURY PAYMENTS	6,650 0	0 0	-2,500 0	4,150 0	-629 0	3,521 0	0 500	3,521 500
TOTAL DIRECT OBLIGATIONS	279,436	0	-15,000	264,436	0	264,436	19,224	283,660
GRAND TOTAL DIRECT OBLIGATIONS	47,973,824	161,263	-29,368	48,105,719	0	48,105,719	748,026	48,853,745

^{1/} Includes Additional Afghanistan Supplemental App. Act, 2022 (P.L. 117-70, Div. B) and Red Hill funds under Continuing Appropriations Act, 2022 (P.L. 117-86)

^{2/} Includes Division B of the Further Extending Government Funding Act, 2022 (P.L. 117-70) and Division A of the Further Extending Government Funding Act, 2022 (P.L. 117-86)

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
FY2022 Direct Program	15,348,450	29,355,636	97,401	2,109,587	1,659,011	283,660	48,853,745
Increases Pricing:							
Basic Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	56,152	102,031	433	0	0	0	158,616
Basic Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	287,000	521,490	2,215	0	0	0	810,705
Retired Pay Accrual increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	19,705	35,087	0	0	0	0	54,792
Retired Pay Accrual increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	100,716	179,334	0	0	0	0	280,050
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 36.9% effective 1 October 2022	149,711	301,006	0	0	0	0	450,717
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 4.6% housing inflation rates, effective 1 January 2022	27,667	59,052	0	0	0	0	86,719
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2023	70,372	150,199	0	0	0	0	220,571
Basic Allowance for Housing increase due to foreign currency exchange rates	5,173	4,724	0	0	0	0	9,897
Basic Allowance for Subsistence increase due to the annualization of the 5.3% subsistence inflation rate, effective 1 January 2022	4,349	0	382	17,786	0	0	22,517
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2023	8,369	0	735	34,231	0	0	43,335
Overseas Station Allowance - COLA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	1,565	3,635	0	0	0	0	5,200
Overseas Station Allowance - COLA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	4,696	10,869	0	0	0	0	15,565
CONUS COLA increase due to pay raise	268	506	0	0	0	0	774
Clothing increase due to rate changes	43	9,900	0	0	0	0	9,943
Separation Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	686	2,878	0	0	0	0	3,564
Separation Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	2,059	8,634	0	0	0	0	10,693
FICA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	4,597	9,037	33	0	0	0	13,667
FICA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	23,495	46,187	167	0	0	0	69,849
Subsistence in Mess increase due to manufacturer price inflation	0	0	0	17,658	0	0	17,658
Operational Rations increase due to manufacturer price inflation	0	0	0	7,808	0	0	7,808
Accession moves increase due to cost inflation	0	0	0	0	2,137	0	2,137
Unitized Group Rations increase due to manufacturer price inflation	0	0	0	1,411	0	0	1,411
Unitized Group Rations (A) increase due to manufacturer price inflation	0	0	0	1,105	0	0	1,105
Other Rations increase due to annual eligibility cost	0	0	0	262	0	0	262
Training moves increase due to cost inflation	0	0	0	0	5,985	0	5,985
Meals Furnished by Medical Facility increase due to manufacturer price inflation	0	0	0	112	0	0	112
Operational moves increase due to cost inflation	0	0	0	0	16,259	0	16,259

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
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	0	0	0	0	0	5	5
Augmentation Rations increase due manufacturer price inflation	0	0	0	4	0	0	4
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	21,437	0	21,437
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	0	0	0	0	0	19	19
Partial Dislocation Allowance increase due to annualized basic pay inflation	0	0	0	0	0	3	3
Separation moves increase due to cost inflation	0	0	0	0	6,805	0	6,805
Unit moves increase due to cost inflation	0	0	0	0	76	0	76
Mass Transit Subsidy increase due to change in inflation rate	0	0	0	0	0	402	402
Unemployment Benefits increase due to annualized basic pay inflation	0	0	0	0	0	3,387	3,387
Total Increases Pricing	766,623	1,444,569	3,965	80,377	52,699	3,909	2,352,142
Increases Program:							
Basic Pay increase due to man-year growth	0	0	290	0	0	0	290
Basic Pay increase due to shifts in grade structure	6,532	6,025	0	0	0	0	12,557
Accession travel increase due to change in move requirements	0	0	0	0	14,717	0	14,717
Retired Pay Accrual increase due to shifts in grade structure	2,235	2,059	0	0	0	0	4,294
Subsistence increase due to man-year growth	0	0	130	0	0	0	130
Rotational travel increase due to change in move requirements	0	0	0	0	324	0	324
FICA increase due to man-year growth	0	0	22	0	0	0	22
Basic Needs Allowance increase due to authorization of new entitlement	179	714	0	0	0	0	893
Basic Allowance for Housing increase due to shifts in grade structure	2,564	12,455	0	0	0	0	15,019
Separation travel increase due to change in move requirements	0	0	0	0	8,752	0	8,752
Continuation pay increase due to changes in the number of Soldiers expected to receive allowance	2,219	892	0	0	0	0	3,111
Clothing increase due to changes in the number of Soldiers expected to receive allowance	0	12,660	0	0	0	0	12,660
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	2,172	483	0	0	0	0	2,655
FICA increase due to shifts in grade structure	530	458	0	0	0	0	988
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	6,271	64,251	0	0	0	0	70,522
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	0	0	0	0	0	6,575	6,575
Subsistence in Messes due increase to higher Dining Facility (DFAC) utilization consistent with pre-COVID-19 levels	0	0	0	26,446	0	0	26,446
JROTC increase due to change in number of projected program participants	0	0	0	0	0	145	145

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

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Increase in direct resources due to a decrease in reimbursable requirements	0	0	0	3,449	0	0	3,449
Total Increases Program	22,702	99,997	442	29,895	23,793	6,720	183,549
Total Increases	789,325	1,544,566	4,407	110,272	76,492	10,629	2,535,691
Decreases Pricing:							
Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	(2,322)	0	0	0	0	0	(2,322)
Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	0	(9,363)	0	0	0	0	(9,363)
Education Benefit decrease due to revised amortization payment amounts	0	0	0	0	0	(4)	(4)
ROTC decrease due to change in pay, bonus and clothing rates	0	0	0	0	0	(1,283)	(1,283)
JROTC decrease due to change in clothing rates	0	0	0	0	0	(9,477)	(9,477)
Total Decreases Pricing	(2,322)	(9,363)	0	0	0	(10,764)	(22,449)
Decreases Program:							
Basic Pay decrease due to man-year reduction	(105,294)	(351,346)	0	0	0	0	(456,640)
Training travel decrease due to change in move requirements	0	0	0	0	(1,425)	0	(1,425)
Operational travel decrease due to change in move requirements	0	0	0	0	(1,563)	0	(1,563)
Retired Pay Accrual decrease due to man-year reduction	0	(120,201)	0	0	0	0	(120,201)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	0	(1,605)	0	0	0	0	(1,605)
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,765)	(1,495)	0	0	0	0	(3,260)
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	0	(2,000)	0	0	0	0	(2,000)
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(131,710)	0	0	0	0	(131,710)
Retired Pay Accrual decrease due to man-year reduction	(36,027)	0	0	0	0	0	(36,027)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,066)	0	0	0	0	0	(1,066)
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(30,175)	0	0	0	0	(30,175)
Basic Allowance for Housing decrease due to man-year reduction	(31,078)	(118,771)	0	0	0	0	(149,849)
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(1,300)	(8,237)	0	0	0	0	(9,537)
Basic Allowance for Subsistence decrease due to man-year reduction	(4,163)	0	0	(57,731)	0	0	(61,894)
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(165)	(469)	0	0	0	0	(634)
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(2,403)	(94)	0	0	0	0	(2,497)
FICA decrease due to man-year reduction	(8,547)	(26,704)	0	0	0	0	(35,251)
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(80)	0	0	0	0	0	(80)
Decrease in direct resources due to an increase in reimbursable requirements	(5,074)	(2,356)	0	0	0	0	(7,430)

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
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	0	(16)	0	0	0	0	(16)
Operational Rations decrease due to number of personnel estimated to receive benefit	0	0	0	(3,553)	0	0	(3,553)
Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit	0	0	0	(642)	0	0	(642)
Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit	0	0	0	(503)	0	0	(503)
Other Rations decrease due to number of personnel estimated to receive benefit	0	0	0	(120)	0	0	(120)
ROTC decrease primarily due to reduction in program participants	0	0	0	0	0	(1,188)	(1,188)
Unemployment Benefits decrease due to fewer projected number of separations	0	0	0	0	0	(2,054)	(2,054)
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	0	0	0	0	0	(1)	(1)
Adoption Expenses decrease due to program utilization	0	0	0	0	0	(7)	(7)
Death Gratuities decrease due to lower number of non-combat deaths	0	0	0	0	0	(800)	(800)
Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to fewer number of deserters	0	0	0	0	0	(4)	(4)
Total Decreases Program	(196,962)	(795,179)	0	(62,549)	(2,988)	(4,054)	(1,061,732)
Total Decreases	(199,284)	(804,542)	0	(62,549)	(2,988)	(14,818)	(1,084,181)
FY2023 Direct Program	15,938,491	30,095,660	101,808	2,157,310	1,732,515	279,471	50,305,255

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)**

FY2022 Direct Program		15,348,450
Increases Pricing:		
Basic Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	56,152	
Basic Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	287,000	
Retired Pay Accrual increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	100,716	
Retired Pay Accrual increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	19,705	
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 36.9% effective 1 October 2022	149,711	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 4.6% housing inflation rates, effective 1 January 2022	27,667	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2023	70,372	
Basic Allowance for Housing increase due to foreign currency exchange rates	5,173	
Basic Allowance for Subsistence increase due to the annualization of the 5.3% subsistence inflation rate, effective 1 January 2022	4,349	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2023	8,369	
Overseas Station Allowance - COLA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	1,565	
Overseas Station Allowance - COLA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	4,696	
Clothing increase due to rate changes	43	
Separation Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	686	
Separation Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	2,059	
CONUS COLA increase due to pay raise	268	
FICA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	4,597	
FICA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	23,495	
Total Increases Pricing		766,623
Increases Program:		
Basic Pay increase due to shifts in grade structure	6,532	
Continuation pay increase due to changes in the number of Soldiers expected to receive allowance	2,219	
Retired Pay Accrual increase due to shifts in grade structure	2,235	
Basic Allowance for Housing increase due to shifts in grade structure	2,564	
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	2,172	
FICA increase due to shifts in grade structure	530	
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	6,271	
Basic Needs Allowance increase due to authorization of new entitlement	179	
Total Increases Program		22,702
Total Increases		789,325
Decreases Pricing:		

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

	Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	(2,322)	
Total Decreases Pricing			(2,322)
Decreases Program:			
	Basic Pay decrease due to man-year reduction	(105,294)	
	Retired Pay Accrual decrease due to man-year reduction	(36,027)	
	Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,066)	
	Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,765)	
	Basic Allowance for Housing decrease due to man-year reduction	(31,078)	
	Basic Allowance for Subsistence decrease due to man-year reduction	(4,163)	
	Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(1,300)	
	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(80)	
	Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(165)	
	CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(2,403)	
	FICA decrease due to man-year reduction	(8,547)	
	Decrease in direct resources due to an increase in reimbursable requirements	(5,074)	
Total Decreases Program			(196,962)
Total Decreases			(199,284)
FY2023 Direct Program			15,938,491

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

ESTIMATE FY 2023	\$8,689,619
ESTIMATE FY 2022	\$8,445,229
ACTUAL FY 2021	\$8,282,720

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 2023 rates were built by applying inflation assumptions to FY 2021 average basic pay rates. The basic pay rates reflect a 2.7% pay raise, effective 1 January 2022 and a 4.6% pay raise, effective 1 January 2023.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$551.1 million in OCO execution. FY 2022 includes \$537.5 million in DWEC projected execution. FY 2023 includes \$550.2 million for the budget request supporting Overseas Operations.

There is a +\$244.4 million increase in basic pay requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$56.2 million
- (2) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$287.0 million
- (3) Program increase due to shifts in grade structure: +\$6.5 million
- (4) Program decrease due to man-year reduction: -\$105.3 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	17	\$198,780	3,380	16	\$202,600	3,242	16	\$209,964	3,359
LIEUTENANT GENERAL	47	\$198,780	9,344	46	\$202,600	9,320	46	\$209,964	9,658
MAJOR GENERAL	119	\$198,513	23,623	119	\$202,597	24,109	117	\$209,923	24,561
BRIGADIER GENERAL	176	\$171,903	30,255	165	\$176,588	29,137	160	\$183,800	29,408
COLONEL	4,353	\$146,506	637,741	4,198	\$150,411	631,424	4,011	\$156,610	628,161
LIEUTENANT COLONEL	9,902	\$117,666	1,165,132	9,798	\$120,828	1,183,876	9,657	\$125,803	1,214,880
MAJOR	17,955	\$98,802	1,773,983	17,903	\$101,435	1,815,988	17,726	\$105,610	1,872,038
CAPTAIN	29,206	\$77,656	2,268,026	28,855	\$79,724	2,300,438	29,084	\$83,003	2,414,050
1ST LIEUTENANT	14,722	\$57,032	839,628	14,651	\$58,547	857,778	13,936	\$60,955	849,463
2ND LIEUTENANT	8,781	\$42,821	376,015	8,800	\$43,968	386,922	8,377	\$45,776	383,466
SUBTOTAL OFFICER- ACTIVE DUTY	85,278		7,127,127	84,551		7,242,234	83,130		7,429,044
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	600	\$113,848	68,309	607	\$116,904	70,961	627	\$121,689	76,299
WARRANT OFFICER (W-4)	2,196	\$96,120	211,079	2,149	\$98,723	212,155	2,141	\$102,764	220,018
WARRANT OFFICER (W-3)	3,944	\$80,640	318,045	3,811	\$82,812	315,598	3,617	\$86,229	311,892
WARRANT OFFICER (W-2)	6,081	\$65,052	395,584	6,448	\$66,781	430,606	6,678	\$69,519	464,251
WARRANT OFFICER (W-1)	2,851	\$57,024	162,576	2,966	\$58,555	173,675	3,086	\$60,958	188,115
SUBTOTAL OFFICER- WARRANT ACTIVE	15,672		1,155,593	15,981		1,202,995	16,149		1,260,575
TOTAL BASIC PAY - OFFICER	100,950		8,282,720	100,532		8,445,229	99,279		8,689,619

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

ESTIMATE FY 2023	\$3,125,891
ESTIMATE FY 2022	\$2,889,554
ACTUAL FY 2021	\$2,817,722

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 2022 are 35.1% (Active Component (AC) full-time) and 25.7% (Reserve Component (RC) part-time). The rates for FY 2023 are 36.9% for (AC full-time) and 24.5% (RC part-time).

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$148.4 million in OCO execution. FY 2022 includes \$138.1 million in DWEC projected execution. FY 2023 includes \$134.8 million for the budget request supporting Overseas Operations.

There is a +\$236.3 million increase in the RPA requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$19.7 million
- (2) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$100.7 million
- (3) Price increase due to the change in the AC (full-time) NCP from 35.1% to 36.9%, slightly offset by a reduction in the RC (part-time) NCP from 25.7% to 24.5%: +\$149.7 million
- (4) Program increase due to change in grade structure: +\$2.2 million
- (5) Program decrease due to man-year reduction: -\$36.0 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	93,219	\$28,244	2,632,880	93,382	\$29,145	2,721,586	92,482	\$32,079	2,966,685
OFFICER RETIRED PAY ACCRUAL-RC ONLY	7,731	\$23,909	184,842	7,150	\$23,492	167,968	6,797	\$23,423	159,206
TOTAL RETIRED PAY ACCRUAL- OFFICER	100,950		2,817,722	100,532		2,889,554	99,279		3,125,891

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

ESTIMATE FY 2023	\$88,023
ESTIMATE FY 2022	\$81,752
ACTUAL FY 2021	\$77,392

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 +\$6.3 million increase in the TSP Matching requirement between FY 2022 and FY 2023 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 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT
OFF TSP MATCHING	77,392	81,752	88,023

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

ESTIMATE FY 2023	\$103,111
ESTIMATE FY 2022	\$104,177
ACTUAL FY 2021	\$109,899

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested will provide pay to officers under provisions of 37 U.S.C. 351 and 334 for these types of duty:

Flight Crew Member/Non-Crew Member (Non-rated) - for Hazardous Duty - Paid to officers assigned to a position that requires at least four hours of flight each month. Non-crew members perform duties directly related to the in-flight mission of the aircraft, e.g., ground liaison officers, aviation maintenance technicians, or aero medical physician's assistants. The duties performed by crew members are essential to the mission of the aircraft, e.g., aerial observers and airborne electrical equipment sensor operators. (37 U.S.C. 351(a)(2)). Payments are authorized up to \$250 per month.

Aviation Bonus (AvB) - Paid to officers as a financial incentive to retain qualified experienced aviators. The FY 2000 NDAA gave the services the discretion to pay aviators up to \$35,000 annually. (37 U.S.C 334(b))

Aviation Incentive Pay (AvIP) - Paid to officers as a financial incentive for members to serve as military aviators throughout their military career as prescribed by the Aviation Career Incentive Act of 1974. Rate changes were directed by the FY 1998 NDAA (to establish \$840 rate level) and FY 1999 NDAA (to facilitate payments of ACIP to Warrant Officers). Payments range from \$125 to \$840 per month, as determined by years of aviation service. (37 U.S.C. 334(a))

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

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

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$11.3 million in OCO execution. FY 2022 includes \$10.7 million in DWEC projected execution. FY 2023 includes \$10.7 million for the budget request supporting Overseas Operations.

There is a -\$1.1 million decrease in the requirement between FY 2022 and FY 2023 primarily due to a reduction in overall Officer strength.

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 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	25,281	\$2,296	58,044	25,254	\$2,296	57,982	24,919	\$2,296	57,215
NONCREW MEMBER	63	\$1,800	114	66	\$1,800	118	71	\$1,800	112
AVIATION BONUS (AvB)	590	\$35,000	20,639	590	\$35,000	20,639	590	\$35,000	20,639
AVIATION INCENTIVE PAY (AvIP)									
COMMISSIONED OFFICER CREW 125	110	\$1,500	165	51	\$1,500	76	50	\$1,500	75
COMMISSIONED OFFICER CREW 156	53	\$1,872	99	24	\$1,872	45	24	\$1,872	45
COMMISSIONED OFFICER CREW 188	50	\$2,256	113	23	\$2,256	52	23	\$2,256	51
COMMISSIONED OFFICER CREW 206	104	\$2,472	258	48	\$2,472	118	48	\$2,472	118
COMMISSIONED OFFICER CREW 250	2	\$3,000	5	1	\$3,000	2	1	\$3,000	2
COMMISSIONED OFFICER CREW 385	10	\$4,620	47	5	\$4,620	22	5	\$4,620	21
COMMISSIONED OFFICER CREW 495	12	\$5,940	70	5	\$5,940	32	5	\$5,940	32
COMMISSIONED OFFICER CREW 585	9	\$7,020	61	4	\$7,020	28	4	\$7,020	28
COMMISSIONED OFFICER CREW 650	272	\$7,800	2,122	125	\$7,800	973	124	\$7,800	967
COMMISSIONED OFFICER CREW 840	175	\$10,080	1,767	80	\$10,080	810	80	\$10,080	805
WARRANT OFFICER CREW 125	141	\$1,500	212	65	\$1,500	97	64	\$1,500	97
WARRANT OFFICER CREW 156	61	\$1,872	114	28	\$1,872	52	28	\$1,872	52
WARRANT OFFICER CREW 188	50	\$2,256	113	23	\$2,256	52	23	\$2,256	51
WARRANT OFFICER CREW 206	117	\$2,472	290	54	\$2,472	133	53	\$2,472	132
WARRANT OFFICER CREW 650	387	\$7,800	3,018	177	\$7,800	1,384	176	\$7,800	1,375
WARRANT OFFICER CREW 840	238	\$10,080	2,404	109	\$10,080	1,102	109	\$10,080	1,095
AVIATION INCENTIVE PAY (AvIP)	1,793		10,860	822		4,979	817		4,947
SUBTOTAL FLYING DUTY - OFFICER	27,726		89,656	25,731		83,718	26,388		82,913
PARACHUTE JUMPING - OFFICER									
PARACHUTE JUMPING (REGULAR)	6,546	\$1,800	11,782	6,692	\$1,800	12,045	6,607	\$1,800	11,893
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	367	\$2,700	990	352	\$2,700	950	347	\$2,700	938
SUBTOTAL PARACHUTE JUMPING - OFFICER	6,913		12,772	7,045		12,997	6,954		13,546
INSIDE OBSERVER OR TEST SUBJECT DUTY	670	\$1,800	1,206	648	\$1,800	1,166	639	\$1,800	1,151
DEMOLITION DUTY	1,086	\$1,800	1,954	1,197	\$1,800	2,154	1,182	\$1,800	2,128
CHEMICAL MUNITIONS PAY	2,394	\$1,800	4,312	2,302	\$1,800	4,143	2,271	\$1,800	4,088
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	38,789		109,899	37,921		104,177	37,435		103,111

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

ESTIMATE FY 2023	\$20,639
ESTIMATE FY 2022	\$20,639
ACTUAL FY 2021	\$20,639

PROGRAM: AVIATION BONUS – BUSINESS CASE ANALYSIS

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus (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 2021</u>	<u>FY 2022</u>	<u>FY 2023</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 flight school’s

PB-30X INCENTIVE PAY FOR HAZARDOUS DUTY

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(IN THOUSANDS OF DOLLARS)**

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)**

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
Aircraft Type Category									
Prop	26	\$35,000	900	26	\$35,000	900	26	\$35,000	900
Rotary Wing	564	\$35,000	19,739	564	\$35,000	19,739	564	\$35,000	19,739
Total	590		20,639	590		20,639	590		20,639

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

ESTIMATE FY 2023	\$361,548
ESTIMATE FY 2022	\$361,093
ACTUAL FY 2021	\$376,004

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))

**MILITARY PERSONNEL, ARMY
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(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))

(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))

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

(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))

(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))

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(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))

(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

MILITARY PERSONNEL, ARMY
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(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)).

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(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.

(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

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(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.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$12.4 million in OCO execution. FY 2022 includes \$9.8 million in DWEC projected execution. FY 2023 includes \$9.8 million for the budget request supporting Overseas Operations.

There is a +\$0.5 million increase in the special pay program between FY 2022 and FY 2023. The requirement change is due to:

- (1) Program increase in continuation pay as more Soldiers participate in the Blended Retirement System (BRS): +\$2.2 million
- (2) Program decrease in other special pays due to a reduction in overall Officer strength: -\$1.7 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	30	\$72,000	2,156	30	\$72,000	2,156	60	\$72,000	4,320
INCENTIVE PAY (IP)	3,303	\$47,788	157,848	3,398	\$47,788	162,377	2,476	\$47,788	159,572
RETENTION BONUS (RB)	1,391	\$31,672	44,044	1,392	\$31,672	44,088	1,391	\$31,672	44,044
BOARD CERTIFICATION PAY (BCP)	2,506	\$6,000	15,036	2,506	\$6,000	15,036	2,453	\$6,000	14,717
SUBTOTAL MEDICAL PAY	7,230		221,928	7,326		223,657	7,243		222,792
DENTAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	9	\$75,000	684	9	\$75,000	684	18	\$75,000	1,375
INCENTIVE PAY (IP)	990	\$26,284	26,020	990	\$26,284	26,020	952	\$26,284	25,022
BOARD CERTIFICATION PAY (BCP)	300	\$6,000	1,800	300	\$6,000	1,800	300	\$6,000	1,800
RETENTION BONUS (RB)	430	\$33,160	14,260	398	\$36,476	14,517	391	\$36,476	14,262
SUBTOTAL DENTAL PAY	1,729		42,764	1,697		43,021	1,661		42,459
NURSE PAY									
ACCESSION BONUS (AB)	25	\$30,000	750	25	\$30,000	750	25	\$30,000	750
NURSE INCENTIVE SPECIAL PAY (NISP)	650	\$8,952	5,820	650	\$8,952	5,820	650	\$8,952	5,820
RETENTION BONUS (RB)	565	\$19,792	11,192	579	\$19,792	11,450	524	\$19,792	10,374
BOARD CERTIFICATION PAY (BCP)	486	\$6,000	2,913	486	\$6,000	2,913	485	\$6,000	2,910
ACCESSION PAY	2	\$250,000	624	2	\$250,000	624	5	\$250,000	1,250
SUBTOTAL NURSE PAY	1,729		21,299	1,742		21,557	1,689		21,104
OPTOMETRISTS PAY									
INCENTIVE PAY (IP)	117	\$1,200	140	150	\$1,200	180	117	\$1,200	140
BOARD CERTIFICATION PAY (BCP)	53	\$6,000	318	53	\$6,000	318	53	\$6,000	318
RETENTION BONUS (RB)	102	\$8,840	900	102	\$8,840	900	106	\$8,840	940
SUBTOTAL OPTOMETRISTS PAY	271		1,358	305		1,398	276		1,398
VETERINARIANS PAY									
ACCESSION BONUS (AB)	40	\$5,000	200	40	\$5,000	200	80	\$5,000	400
INCENTIVE PAY (IP)	458	\$5,000	2,292	458	\$5,000	2,292	458	\$5,000	2,290
RETENTION BONUS (RB)	385	\$5,000	1,924	385	\$5,000	1,924	385	\$5,000	1,927
BOARD CERTIFICATION PAY (BCP)	192	\$6,000	1,152	192	\$6,000	1,152	192	\$6,000	1,152
SUBTOTAL VETERINARIANS PAY	1,075		5,568	1,075		5,568	1,115		5,769

PB-30X SPECIAL PAY

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
PSYCHOLOGIST									
ACCESSION BONUS (AB)	21	\$16,991	360	21	\$16,991	360	21	\$16,991	360
INCENTIVE PAY (IP)	216	\$5,000	1,080	216	\$5,000	1,080	216	\$5,000	1,080
RETENTION BONUS (RB)	288	\$15,000	4,320	288	\$15,000	4,320	288	\$15,000	4,320
BOARD CERTIFICATION PAY (BCP)	22	\$6,000	132	22	\$6,000	132	22	\$6,000	132
SUBTOTAL PSYCHOLOGIST	547		5,892	547		5,892	547		5,892
PHARMACY PAY									
ACCESSION BONUS (AB)	4	\$30,000	120	4	\$30,000	120	11	\$30,000	330
RETENTION BONUS (RB)	128	\$15,000	1,920	128	\$15,000	1,920	128	\$15,000	1,920
BOARD CERTIFICATION PAY (BCP)	33	\$6,000	195	33	\$6,000	195	33	\$6,000	198
SUBTOTAL PHARMACY PAY	165		2,235	165		2,235	172		2,448
PHYSICIAN ASSISTANT									
ACCESSION BONUS (AB)	20	\$15,000	300	20	\$15,000	300	20	\$15,000	300
INCENTIVE PAY (IP)	745	\$5,000	3,723	745	\$5,000	3,723	742	\$5,000	3,710
RETENTION BONUS (RB)	681	\$17,000	11,580	696	\$17,000	11,838	646	\$17,000	10,980
BOARD CERTIFICATION PAY (BCP)	765	\$6,000	4,589	765	\$6,000	4,589	765	\$6,000	4,590
SUBTOTAL PHYSICIAN ASSISTANT	2,211		20,192	2,226		20,450	2,173		19,580
SOCIAL WORK									
ACCESSION BONUS (AB)	4	\$30,000	120	4	\$30,000	120	4	\$30,000	120
RETENTION BONUS (RB)	262	\$8,245	2,160	262	\$8,245	2,160	262	\$8,245	2,160
BOARD CERTIFICATION PAY (BCP)	82	\$6,000	492	82	\$6,000	492	81	\$6,000	487
SUBTOTAL SOCIAL WORK	348		2,772	348		2,772	347		2,767
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	16	\$2,200	35	14	\$2,200	31	15	\$2,200	33
LIEUTENANT GENERAL	47	\$500	24	46	\$500	23	38	\$500	19
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	65		67	62		62	55		60

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
DIVING DUTY PAY	110	\$2,533	279	47	\$2,533	118	46	\$2,533	117
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	380	\$6,000	2,280	380	\$6,000	2,280	386	\$6,000	2,316
HOSTILE FIRE PAY	2,883	\$2,700	7,784	2,516	\$2,700	6,794	2,512	\$2,700	6,783
SEA DUTY PAY	45	\$4,482	202	19	\$4,482	85	19	\$4,482	84
HARDSHIP DUTY PAY	6,679	\$1,500	10,018	4,391	\$1,500	6,586	4,368	\$1,500	6,552
FOREIGN LANGUAGE PROFICIENCY PAY	3,861	\$2,711	10,468	1,647	\$2,711	4,466	1,626	\$2,711	4,408
JUDGE ADVOCATE CONTINUATION PAY	424	\$15,731	6,677	180	\$15,731	2,827	177	\$15,731	2,790
OFFICER ASSIGNMENT INCENTIVE PAY	4403	\$3,522	15,506	1,864	\$3,522	6,566	1,840	\$3,522	6,479
OFFICER CONTINUATION PAY			3,162			5,531			7,750
TOTAL SPECIAL PAY - OFFICER	34,155		380,492	26,536		361,093	26,253		361,548

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

ESTIMATE FY 2023	\$6,678
ESTIMATE FY 2022	\$6,678
ACTUAL FY 2021	\$6,678

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 and 37 U.S.C. 355 that allow services to pay critical skill 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 four-year service duty commitment. Retention bonuses may not exceed a total of more than \$300,000 in a career.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The MOS's the Army currently pays Officer Bonuses to include, but are not limited to, Cyber Operation (170A), Army Special Forces (180A), Air and Missile Defense Tactician (140K), and Criminal Investigator Warrant Officer (311A).

There is no change in the Officer Bonus - Other Than Medical requirement from FY 2022 to FY 2023.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BONUS - OTHER THAN MEDICAL									
OFFICER CSRB	89	\$74,762	6,678	89	\$74,762	6,678	89	\$74,762	6,678
TOTAL OFFICER BONUS - OTHER THAN MEDICAL	89		6,678	89		6,678	89		6,678

PB-30X BONUS - OTHER THAN MEDICAL

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

ESTIMATE FY 2023	\$2,530,528
ESTIMATE FY 2022	\$2,455,829
ACTUAL FY 2021	\$2,385,632

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 2023 rates were built by applying inflation assumptions to the FY 2021 average BAH rates. The BAH rates reflect a 4.6% housing rate increase, effective 1 January 2022 and 3.9% increase, effective 1 January 2023.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$167.4 million in OCO execution. FY 2022 includes \$156.1 million in DWEC projected execution. FY 2023 includes \$159.4 million for the budget request supporting Overseas Operations.

There is a +\$74.7 million increase in the BAH program between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the housing cost growth of 4.6% housing inflation rates, effective 1 January 2022: +\$27.7 million
- (2) Price increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2023: +\$70.5 million
- (3) Price increase due to change in foreign currency exchange rates: +\$5.2 million
- (4) Program increase due to change in grade structure: +\$2.6 million
- (5) Program decrease due to man-year reduction: -\$31.1 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	10	\$31,409	317	10	\$32,720	311	9	\$34,053	323
LIEUTENANT GENERAL	24	\$30,357	729	23	\$31,625	743	23	\$32,914	773
MAJOR GENERAL	84	\$32,056	2,691	85	\$33,367	2,831	85	\$34,755	2,946
BRIGADIER GENERAL	118	\$33,200	3,920	109	\$34,586	3,759	108	\$35,995	3,880
COLONEL	3,592	\$34,428	123,677	3,461	\$35,866	124,126	3,305	\$37,327	123,349
LIEUTENANT COLONEL	7,986	\$32,915	262,875	7,879	\$34,289	270,173	7,751	\$35,686	276,587
MAJOR	13,325	\$29,572	394,046	13,271	\$30,806	408,830	13,130	\$32,062	420,982
CAPTAIN	16,115	\$24,951	402,092	15,943	\$25,992	414,390	16,079	\$27,051	434,953
1ST LIEUTENANT	4,202	\$21,574	90,664	4,196	\$22,475	94,295	3,997	\$23,391	93,491
2ND LIEUTENANT	1,630	\$21,574	35,168	1,639	\$22,475	36,843	1,563	\$23,391	36,565
SUBTOTAL OFFICER- ACTIVE DUTY	47,086		1,316,179	46,616		1,356,301	46,050		1,388,114
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	535	\$29,837	15,962	537	\$31,082	16,691	549	\$32,349	17,754
WARRANT OFFICER (W-4)	1,867	\$27,614	51,545	1,825	\$28,767	52,502	1,808	\$29,940	54,142
WARRANT OFFICER (W-3)	3,208	\$25,743	82,585	3,100	\$26,818	83,133	2,942	\$27,911	82,121
WARRANT OFFICER (W-2)	4,441	\$23,073	102,469	4,721	\$24,036	113,467	4,898	\$25,016	122,535
WARRANT OFFICER (W-1)	2,026	\$19,897	40,313	2,112	\$20,728	43,770	2,198	\$21,572	47,424
SUBTOTAL OFFICER- WARRANT ACTIVE	12,077		292,874	12,295		309,563	12,395		323,976
SUBTOTAL WITH DEPENDENTS - DOMESTIC	59,163		1,609,053	58,911		1,665,864	58,445		1,717,825

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	\$27,144	28	1	\$28,277	27	1	\$29,430	28
LIEUTENANT GENERAL	3	\$32,226	99	3	\$33,571	101	3	\$34,939	105
MAJOR GENERAL	3	\$32,393	110	3	\$33,745	116	3	\$35,120	121
BRIGADIER GENERAL	6	\$38,026	220	5	\$39,614	211	5	\$41,228	218
COLONEL	341	\$29,478	10,061	326	\$30,709	10,016	309	\$31,960	9,886
LIEUTENANT COLONEL	1,074	\$27,023	29,027	1,051	\$28,152	29,593	1,029	\$29,299	30,135
MAJOR	2,820	\$25,255	71,208	2,793	\$26,309	73,468	2,761	\$27,381	75,589
CAPTAIN	10,214	\$21,082	215,322	10,097	\$21,962	221,744	10,180	\$22,857	232,675
1ST LIEUTENANT	8,445	\$18,221	153,875	8,437	\$18,982	160,157	8,041	\$19,755	158,846
2ND LIEUTENANT	5,372	\$16,305	87,587	5,402	\$16,986	91,758	5,151	\$17,678	91,067
SUBTOTAL OFFICER- ACTIVE DUTY	28,279		567,537	28,118		587,191	27,483		598,670
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	68	\$24,575	1,659	67	\$25,601	1,714	67	\$26,645	1,793
WARRANT OFFICER (W-4)	281	\$24,055	6,749	274	\$25,059	6,854	267	\$26,081	6,964
WARRANT OFFICER (W-3)	427	\$22,277	9,518	413	\$23,207	9,582	392	\$24,153	9,468
WARRANT OFFICER (W-2)	825	\$20,005	16,511	873	\$20,840	18,187	902	\$21,690	19,562
WARRANT OFFICER (W-1)	631	\$15,761	9,953	656	\$16,419	10,765	682	\$17,088	11,646
SUBTOTAL OFFICER- WARRANT ACTIVE	2,232		44,390	2,283		47,102	2,310		49,433
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	30,511		611,927	30,401		634,293	29,793		648,103

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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	4	\$476	2	4	\$495	2	4	\$516	2
LIEUTENANT COLONEL	23	\$396	9	22	\$412	9	21	\$429	9
MAJOR	53	\$320	17	54	\$334	18	52	\$347	18
CAPTAIN	200	\$270	54	196	\$281	55	198	\$293	58
1ST LIEUTENANT	94	\$212	20	95	\$221	21	91	\$230	21
2ND LIEUTENANT	772	\$158	122	776	\$165	128	743	\$171	127
SUBTOTAL OFFICER- ACTIVE DUTY	1,146		224	1,147		233	1,109		235
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-4)	3	\$302	1	3	\$315	1	3	\$328	1
WARRANT OFFICER (W-3)	8	\$248	2	8	\$259	2	7	\$269	2
WARRANT OFFICER (W-2)	26	\$191	5	25	\$199	5	29	\$207	6
WARRANT OFFICER (W-1)	30	\$165	5	29	\$172	5	22	\$179	4
SUBTOTAL OFFICER- WARRANT ACTIVE	67		13	65		13	61		13
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	1,213		237	1,212		246	1,170		248
BAH DIFFERENTIAL	32	\$2,818	89	32	\$2,936	93	31	\$3,055	96

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	1	\$45,520	40	1	\$42,932	38	1	\$46,083	41
BRIGADIER GENERAL	2	\$16,681	30	2	\$15,732	26	2	\$16,887	28
COLONEL	175	\$43,054	7,529	168	\$41,059	6,903	160	\$43,969	7,047
LIEUTENANT COLONEL	521	\$39,520	20,588	515	\$37,599	19,373	508	\$40,236	20,427
MAJOR	789	\$35,911	28,322	786	\$34,191	26,889	779	\$36,521	28,437
CAPTAIN	704	\$31,814	22,397	697	\$30,145	21,012	703	\$32,249	22,678
1ST LIEUTENANT	141	\$30,037	4,250	141	\$28,400	4,013	135	\$30,428	4,096
2ND LIEUTENANT	37	\$35,059	1,303	37	\$33,066	1,236	36	\$35,492	1,265
SUBTOTAL OFFICER- ACTIVE DUTY	2,370		84,459	2,347		79,490	2,324		84,019
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	15	\$38,861	599	16	\$36,970	575	16	\$39,597	635
WARRANT OFFICER (W-4)	82	\$34,522	2,845	81	\$33,018	2,661	80	\$35,393	2,833
WARRANT OFFICER (W-3)	145	\$34,298	4,982	140	\$32,612	4,577	133	\$34,995	4,662
WARRANT OFFICER (W-2)	213	\$31,280	6,664	226	\$29,625	6,710	235	\$31,696	7,451
WARRANT OFFICER (W-1)	65	\$29,922	1,939	67	\$28,391	1,904	70	\$30,369	2,114
SUBTOTAL OFFICER- WARRANT ACTIVE	520		17,029	530		16,427	534		17,695
SUBTOTAL WITH DEPENDENTS - OVERSEAS	2,890		101,488	2,877		95,917	2,858		101,714

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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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									
COLONEL	50	\$33,778	1,682	48	\$32,331	1,544	45	\$34,247	1,556
LIEUTENANT COLONEL	152	\$32,014	4,864	149	\$30,813	4,594	146	\$32,871	4,802
MAJOR	307	\$29,313	9,002	305	\$28,035	8,553	302	\$29,903	9,025
CAPTAIN	730	\$27,235	19,868	722	\$25,815	18,640	728	\$27,617	20,114
1ST LIEUTENANT	602	\$25,878	15,573	601	\$24,455	14,702	573	\$26,222	15,022
2ND LIEUTENANT	208	\$26,081	5,434	210	\$24,598	5,154	200	\$26,403	5,276
SUBTOTAL OFFICER- ACTIVE DUTY	2,049		56,423	2,035		53,187	1,994		55,795
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	7	\$31,198	203	6	\$30,538	197	6	\$32,853	213
WARRANT OFFICER (W-4)	36	\$29,120	1,057	35	\$28,043	994	35	\$30,437	1,065
WARRANT OFFICER (W-3)	52	\$30,296	1,567	50	\$28,794	1,439	47	\$30,938	1,468
WARRANT OFFICER (W-2)	114	\$26,532	3,019	121	\$25,114	3,040	126	\$26,885	3,379
WARRANT OFFICER (W-1)	21	\$26,737	569	22	\$25,377	559	23	\$27,193	622
SUBTOTAL OFFICER- WARRANT ACTIVE	230		6,415	234		6,229	237		6,747
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,279		62,838	2,269		59,416	2,231		62,542
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	96,088		2,385,632	95,702		2,455,829	94,528		2,530,528

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

ESTIMATE FY 2023	\$342,438
ESTIMATE FY 2022	\$333,883
ACTUAL FY 2021	\$313,086

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 5.3%, effective 1 January 2022 and 3.4%, effective 1 January 2023. The FY 2022 and FY 2023 BAS yearly composite rates are \$3,321.15 and \$3,449.25, respectively.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$18.9 million in OCO execution. FY 2022 includes \$19.5 million in DWEC projected execution. FY 2023 includes \$20.3 million for the budget request supporting Overseas Operations.

There is a +\$8.6 million increase in the program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.3% subsistence inflation rate, effective 1 January 2022: +\$4.4 million
- (2) Price increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2023: +\$8.4 million
- (3) Program decrease due to man-year reduction: -\$4.2 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
	100,950	\$3,101	313,086	100,532	\$3,321	333,883	99,279	\$3,449	342,438

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

ESTIMATE FY 2023	\$155,682
ESTIMATE FY 2022	\$153,043
ACTUAL FY 2021	\$173,242

PROJECT: OVERSEAS STATION ALLOWANCES - OFFICER

PART I - PURPOSE AND SCOPE

Overseas Station Allowance (OSA) provides a per diem allowance to officer personnel stationed Outside the Continental United States (OCONUS). The allowance considers all elements of the cost of living, subsistence, and other necessary incidental expenses as prescribed by joint travel regulations and authorized under provisions of 37 U.S.C. 405. The OCONUS Cost of Living adjustment (COLA) rates are determined by Defense Travel Management Office (DTMO), utilizing currency exchange rate data and local surveys to determine COLA rates.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The OSA request includes COLA and Temporary Lodging Allowances (TLA). OSA payments are determined by multiplying the projected number of personnel eligible for each type of allowance by the estimated average rate. The FY 2023 OSA rates were built by applying basic pay raise inflation to FY 2021 rates.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$0.2 million in OCO execution. FY 2022 includes \$0.2 million in DWEC projected execution. FY 2023 includes \$0.2 million the budget request supporting Overseas Operations.

There is a +\$2.6 million increase in the OSA requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$1.6 million
- (2) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$4.6 million
- (3) Price decrease due to foreign currency exchange rates: -\$2.3 million
- (4) Program decrease due to a reduction in overall Officer strength: -\$1.3 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 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	5	\$9,727	46	4	\$8,331	37	4	\$8,519	37
LIEUTENANT GENERAL	4	\$11,060	45	4	\$9,473	38	4	\$9,686	39
MAJOR GENERAL	18	\$10,147	187	19	\$8,690	162	19	\$8,886	165
BRIGADIER GENERAL	31	\$10,514	329	29	\$9,005	259	29	\$9,208	263
COLONEL	881	\$10,637	9,376	854	\$9,110	7,780	820	\$9,316	7,637
LIEUTENANT COLONEL	2,131	\$10,575	22,535	2,119	\$9,057	19,196	2,097	\$9,261	19,420
MAJOR	3,663	\$8,988	32,920	3,716	\$7,620	28,314	3,685	\$7,792	28,715
CAPTAIN	5,116	\$6,916	35,383	5,083	\$5,923	30,109	5,139	\$6,056	31,122
1ST LIEUTENANT	2,563	\$5,952	15,257	2,562	\$5,097	13,060	2,443	\$5,212	12,732
2ND LIEUTENANT	1,111	\$4,975	5,528	1,117	\$4,261	4,758	1,065	\$4,357	4,639
SUBTOTAL OFFICER- ACTIVE DUTY	15,523		121,606	15,507		103,713	15,305		104,769
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	102	\$9,306	946	103	\$7,970	823	107	\$8,150	874
WARRANT OFFICER (W-4)	453	\$8,985	4,071	444	\$7,696	3,414	445	\$7,869	3,498
WARRANT OFFICER (W-3)	842	\$8,161	6,873	813	\$6,989	5,683	772	\$7,147	5,514
WARRANT OFFICER (W-2)	1,380	\$7,092	9,788	1,473	\$6,074	8,944	1,533	\$6,211	9,522
WARRANT OFFICER (W-1)	460	\$6,135	2,822	481	\$5,254	2,528	502	\$5,373	2,696
SUBTOTAL OFFICER- WARRANT ACTIVE	3,237		24,500	3,314		21,392	3,359		22,104
SUBTOTAL COST OF LIVING	18,760		146,106	18,821		125,105	18,664		126,873
TEMPORARY LODGING	1,307	\$20,762	27,136	1,309	\$21,338	27,938	1,297	\$22,218	28,809
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	20,067		173,242	20,130		153,043	19,961		155,682

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

ESTIMATE FY 2023	\$6,772
ESTIMATE FY 2022	\$8,907
ACTUAL FY 2021	\$10,260

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 2022:

Military Housing Areas	
CALIFORNIA San Francisco	New York Long Island New York City Staten Island
COLORADO Boulder	
MASSACHUSETTS Nantucket	

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.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DVEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$5.2 million in OCO execution. FY 2022 includes \$5.1 million in DVEC projected execution. FY 2023 includes \$5.3 million for the budget request supporting Overseas Operations.

There is a -\$2.1 million decrease in the program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the pay raise: +\$0.3 million

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

(2) Program decrease due to changes in the number of Soldiers expected to receive the allowance as a result of lower end strength and a reduction in the number of Military Housing Areas (MHAs) eligible for CONUS COLA payments: -\$2.4 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	3,582	\$2,864	10,260	3,025	\$2,944	8,907	2,209	\$3,065	6,772

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

ESTIMATE FY 2023	\$5,151
ESTIMATE FY 2022	\$5,188
ACTUAL FY 2021	\$4,783

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 2022 civilian clothing rates are (1) permanent duty initial payment, \$1,146.24; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$382.68; and (3) temporary duty of at least 30 days in a 36-day period \$764.28. The FY 2023 civilian clothing rates are increased by general inflation.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$0.3 million in OCO execution. FY 2022 includes \$0.3 million in DWEC projected execution. FY 2023 includes \$0.3 million for the budget request supporting Overseas Operations.

There is a -\$37.0 thousand decrease in the program requirement between FY 2022 and FY 2023. The total requirement change is due:

- (1) Price increase due to a change in the civilian clothing rate driven by general inflation: +\$43.0 thousand
- (2) Program decrease due to a reduction in overall Officer strength: -\$80.0 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 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	8,045	\$400	3,218	7,948	\$400	3,179	7,828	\$400	3,131
ADDITIONAL MILITARY ALLOWANCE	1,635	\$200	327	3,990	\$200	798	4,090	\$200	818
CIVILIAN CLOTHING ALLOWANCE	3,994	\$310	1,238	3,784	\$320	1,211	3,620	\$332	1,202
TOTAL CLOTHING ALLOWANCES - OFFICER	13,674		4,783	15,722		5,188	15,538		5,151

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

ESTIMATE FY 2023	\$19,835
ESTIMATE FY 2022	\$20,000
ACTUAL FY 2021	\$20,632

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 2023 takers for FSA were forecasted based on FY 2021 execution.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$11.5 million in OCO execution. FY 2022 includes \$10.0 million in DWEC projected execution. FY 2023 includes \$10.0 million for the budget request supporting Overseas Operations.

There is a -\$0.2 million decrease in Family Separation allowance between FY2022 and FY 2023 primarily due to the overall reduction in Officer strength.

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 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
FSA - RESTRICTED	1,265	\$3,000	3,796	1,527	\$3,000	4,581	1,507	\$3,000	4,520
FSA - TEMPORARY	5,612	\$3,000	16,836	5,140	\$3,000	15,419	5,105	\$3,000	15,315
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	6,877		20,632	6,667		20,000	6,612		19,835

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

ESTIMATE FY 2023	\$179
ESTIMATE FY 2022	\$0
ACTUAL FY 2021	\$0

PROJECT: BASIC NEEDS ALLOWANCE

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2023 amounts are estimated from Service demographic data under the assumption that Basic Allowance for Housing (BAH) is included in the calculation. However, the exact number of recipients is not known at the time of publishing as P&R is currently developing the Departmental policy for implementation. The details of this policy may significantly impact the estimate of recipients and expected payment totals.

Members are not eligible for the allowance:

- (1) That are without dependents
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021	ESTIMATE FY 2022	ESTIMATE FY 2023
	AMOUNT	AMOUNT	AMOUNT
BASIC NEEDS ALLOWANCE			
OFFICER	0	0	179
TOTAL BASIC NEEDS ALLOWANCE	0	0	179

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

ESTIMATE FY 2023	\$73,246
ESTIMATE FY 2022	\$68,328
ACTUAL FY 2021	\$70,261

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.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$4.5 million in OCO execution. FY 2022 includes \$4.4 million in DWEC projected execution. FY 2023 includes \$4.6 million for the budget request supporting Overseas Operations.

There is a +\$4.9 million increase in the separation pay requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$0.6 million
- (2) Price increase due to annualization of the 4.6% pay raise, effective 1 January 2023: +\$2.1 million
- (3) Program increase due to a change in the total Officer losses: +\$2.2 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)**

	<u>ACTUAL FY 2021</u>				<u>ESTIMATE FY 2022</u>				<u>ESTIMATE FY 2023</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 - OFFICER												
LUMP SUM TERMINAL LEAVE												
OFFICER- ACTIVE DUTY												
LIEUTENANT GENERAL	9	54	\$29,098	272	10	54	\$29,906	288	10	54	\$31,139	315
MAJOR GENERAL	21	58	\$17,373	372	22	58	\$17,855	394	23	58	\$18,592	431
BRIGADIER GENERAL	11	32	\$13,357	143	11	32	\$13,728	151	12	32	\$14,294	166
COLONEL	608	27	\$10,802	6,571	627	27	\$11,102	6,959	658	27	\$11,560	7,612
LIEUTENANT COLONEL	981	24	\$7,755	7,610	1,011	24	\$7,971	8,060	1,062	24	\$8,299	8,816
MAJOR	1,100	23	\$5,897	6,488	1,134	23	\$6,060	6,871	1,191	23	\$6,310	7,516
CAPTAIN	3013	21	\$4,563	13,748	3,105	21	\$4,690	14,562	3,241	21	\$4,883	15,824
1ST LIEUTENANT	520	28	\$4,293	2,232	536	28	\$4,412	2,364	563	28	\$4,594	2,586
2ND LIEUTENANT	99	40	\$4,058	401	102	40	\$4,170	425	107	40	\$4,342	465
SUBTOTAL OFFICER- ACTIVE DUTY	6,362			37,837	6,558			40,074	6,867			43,731
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	95	18	\$6,520	619	98	18	\$6,701	655	103	18	\$6,978	717
WARRANT OFFICER (W-4)	309	22	\$5,309	1,640	318	22	\$5,456	1,736	334	22	\$5,681	1,899
WARRANT OFFICER (W-3)	456	24	\$4,745	2,163	470	24	\$4,876	2,291	494	24	\$5,078	2,506
WARRANT OFFICER (W-2)	221	29	\$4,145	914	227	29	\$4,260	968	239	29	\$4,436	1,059
WARRANT OFFICER (W-1)	16	53	\$1,721	28	17	53	\$1,769	29	17	53	\$1,842	32
SUBTOTAL OFFICER- WARRANT ACTIVE	1,096			5,363	1,129			5,679	1,187			6,213
SUBTOTAL LUMP SUM TERMINAL LEAVE	7,458			43,200	7,687			45,752	8,054			49,944
SEVERANCE PAY, DISABILITY	94		\$93,560	8,808	81		\$96,157	7,786	85		\$100,123	8,518
INVOLUNTARY FULL PAY (10%)	130		\$84,743	11,052	109		\$87,095	9,496	115		\$90,688	10,439
VOLUNTARY SEPARATION INCENTIVE (VSI)				7,201				5,293				4345
TOTAL SEPARATION PAYMENTS - OFFICER	7,682			70,261	7,877			68,328	8,254			73,246

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

ESTIMATE FY 2023	\$663,067
ESTIMATE FY 2022	\$642,992
ACTUAL FY 2021	\$633,618

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
2021	\$142,800	No upper limit
2022	\$147,000	No upper limit
2023	\$153,600	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%.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$41.5 million in OCO execution. FY 2022 includes \$41.1 million in DWEC projected execution. FY 2023 includes \$42.2 million for the budget request supporting Overseas Operations.

There is a +\$20.1 million increase in the program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$4.6 million
- (2) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$23.5 million
- (3) Program increase due to change in grade structure: +\$0.5 million
- (4) Program decrease due to man-year reduction: -\$8.5 million

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

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	100,950	\$6,277	633,618	100,532	\$6,396	642,992	99,279	\$6,679	663,067

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

FY2022 Direct Program

29,355,636

Increases Pricing:

Basic Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	102,031
Basic Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	521,490
Retired Pay Accrual increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	35,087
Retired Pay Accrual increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	179,334
Retired Pay Accrual increase due to the Normal Cost Percentage (NCP) rate increase of 36.9% effective 1 October 2022	301,006
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 4.6% housing inflation rates, effective 1 January 2022	59,052
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2023	150,199
Basic Allowance for Housing increase due to foreign currency exchange rates	4,724
Overseas Station Allowance - COLA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	3,635
Overseas Station Allowance - COLA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	10,869
CONUS COLA increase due to pay raise	506
Clothing increase due to rate changes	9,900
Separation Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	2,878
Separation Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	8,634
FICA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	9,037
FICA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	46,187

Total Increases Pricing

1,444,569

Increases Program:

Basic Pay increase due to shifts in grade structure	6,025
Retired Pay Accrual increase due to shifts in grade structure	2,059
Basic Needs Allowance increase due to authorization of new entitlement	714
Basic Allowance for Housing increase due to shifts in grade structure	12,455
Clothing increase due to changes in the number of Soldiers expected to receive allowance	12,660
Separation Pay increase due to changes in the number of Soldiers expected to receive allowance	483
FICA increase due to shifts in grade structure	458
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	64,251
Continuation pay increase due to changes in the number of Soldiers expected to receive allowance	892

Total Increases Program

99,997

Total Increases

1,544,566

Decreases Pricing:

Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	(9,363)
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**MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED
(IN THOUSANDS OF DOLLARS)**

Total Decreases Pricing		(9,363)
Decreases Program:		
Basic Pay decrease due to man-year reduction	(351,346)	
Retired Pay Accrual decrease due to man-year reduction	(120,201)	
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,605)	
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,495)	
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	(2,000)	
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(131,710)	
Enlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(30,175)	
Basic Allowance for Housing decrease due to man-year reduction	(118,771)	
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(8,237)	
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(469)	
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(94)	
FICA decrease due to man-year reduction	(26,704)	
Decrease in direct resources due to an increase in reimbursable requirements	(2,356)	
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	(16)	
Total Decreases Program		(795,179)
Total Decreases		(804,542)
FY2023 Direct Program		30,095,660

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

ESTIMATE FY 2023	\$15,835,980
ESTIMATE FY 2022	\$15,557,780
ACTUAL FY 2021	\$15,312,207

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 2023 rates were built by applying inflation assumptions to FY 2021 average basic pay rates. The basic pay rates reflect a 2.7% pay raise, effective 1 January 2022 and a 4.6% pay raise, effective 1 January 2023.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$856.5 million in OCO execution. FY 2022 includes \$852.4 million in DWEC projected execution. FY 2023 includes \$871.8 million for the budget request supporting Overseas Operations.

There is a +\$278.2 million increase in the basic pay program between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$102.0 million
- (2) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$521.5 million
- (3) Program increase due to changes in grade structure: +\$6.0 million
- (4) Program decrease due to enlisted man-year reduction: -\$351.3 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	3,802	\$86,832	330,134	3,777	\$89,716	338,857	3,720	\$93,420	347,521
1ST SERGEANT/MASTER SERGEANT	11,834	\$68,070	805,535	12,412	\$70,328	872,911	12,155	\$73,223	890,026
PLATOON SERGEANT/SERGEANT 1ST CLASS	38,357	\$58,622	2,248,545	38,379	\$60,578	2,324,934	38,541	\$63,069	2,430,726
STAFF SERGEANT	62,873	\$46,352	2,914,270	62,790	\$47,898	3,007,507	61,919	\$49,864	3,087,535
SERGEANT	76,976	\$37,577	2,892,554	76,687	\$38,825	2,977,408	74,934	\$40,413	3,028,312
CORPORAL/SPECIALIST	124,636	\$30,369	3,785,019	125,597	\$31,373	3,940,396	120,145	\$32,651	3,922,908
PRIVATE FIRST CLASS	55,800	\$25,829	1,441,267	44,680	\$26,693	1,192,660	38,526	\$27,794	1,070,793
PRIVATE E2	25,005	\$23,834	595,964	22,963	\$24,495	562,478	24,362	\$25,506	621,368
PRIVATE E1	15,035	\$19,882	298,919	16,670	\$20,434	340,629	20,530	\$21,276	436,791
TOTAL BASIC PAY - ENLISTED	414,318		15,312,207	403,955		15,557,780	394,832		15,835,980

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

ESTIMATE FY 2023	\$5,719,856
ESTIMATE FY 2022	\$5,322,569
ACTUAL FY 2021	\$5,176,786

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 2022 are 35.1% (Active Component (AC) full-time) and 25.7% (Reserve Component (RC) part-time). The rates for FY 2023 are 36.9% for (AC full-time) and 24.5% (RC part-time).

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DVEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$231.5 million in OCO execution. FY 2022 includes \$219.1 million in DVEC projected execution. FY 2023 includes \$213.6 million for the budget request supporting Overseas Operations.

There is a +\$397.3 million increase in the RPA requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$35.1 million
- (2) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$179.3 million
- (3) Price increase due to the change in the AC (full time) NCP from 35.1% to 36.9%, slightly offset by a reduction in the RC (part-time) NCP from 25.7% to 24.5%: +\$301.0 million
- (4) Program increase due to shifts in enlisted grade structure: +\$2.1 million
- (5) Program decrease due to enlisted man-year growth: -\$120.2 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	387,692	\$12,610	4,888,938	379,032	\$13,333	5,053,795	372,431	\$14,702	5,475,606
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	26,626	\$10,811	287,848	24,923	\$10,784	268,774	22,401	\$10,904	244,250
TOTAL RETIRED PAY ACCRUAL - ENLISTED	414,318		5,176,786	403,955		5,322,569	394,832		5,719,856

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

ESTIMATE FY 2023	\$258,147
ESTIMATE FY 2022	\$193,896
ACTUAL FY 2021	\$132,732

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 +\$64.3 million increase in the enlisted TSP Matching requirement between FY 2022 and FY 2023 due to increased enrollment in the blended retirement system (BRS) program.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT
ENL TSP MATCHING	132,732	193,896	258,147

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

ESTIMATE FY 2023	\$88,064
ESTIMATE FY 2022	\$89,669
ACTUAL FY 2021	\$93,517

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.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$1.3 million in OCO execution. FY 2022 includes \$1.3 million in DWEC projected execution. FY 2023 includes \$1.3 million for the budget request supporting Overseas Operations.

There is a -\$1.6 million decrease in the program requirement between FY 2022 and FY 2023 primarily due to a reduction in overall enlisted man-years.

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 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED									
CREW	4,607	\$2,150	9,905	4,627	\$2,150	9,948	4,517	\$2,150	9,711
NONCREW MEMBER	144	\$1,800	259	137	\$1,800	247	135	\$1,800	243
SUBTOTAL FLYING DUTY - ENLISTED	4,751		10,164	4,764		10,195	4,652		9,954
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	36,393	\$1,800	65,507	34,701	\$1,800	62,461	34,103	\$1,800	61,385
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	2,038	\$2,700	5,503	1,943	\$2,700	5,245	1,909	\$2,700	5,154
SUBTOTAL PARACHUTE JUMPING - ENLISTED	38,431		71,010	36,644		67,706	36,012		66,539
INSIDE OBSERVER OR TEST SUBJECT DUTY	147	\$1,800	265	141	\$1,800	253	138	\$1,800	248
DEMOLITION DUTY	6,669	\$1,800	12,004	6,357	\$1,800	11,443	6,253	\$1,800	11,255
CHEMICAL MUNITIONS PAY	30	\$1,800	54	29	\$1,800	53	28	\$1,800	51
TOXIC PESTICIDES	4	\$1,800	7	4	\$1,800	7	3	\$1,800	5
TOXIC FUEL	7	\$1,800	13	7	\$1,800	12	7	\$1,800	12
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	50,039		93,517	47,946		89,669	47,093		88,064

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

ESTIMATE FY 2023	\$145,155
ESTIMATE FY 2022	\$145,758
ACTUAL FY 2021	\$151,057

PROJECT: SPECIAL PAY - ENLISTED

PART I - PURPOSE AND SCOPE

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

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

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

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

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

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

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

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

PB-30X SPECIAL PAY

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

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

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

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

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

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

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$46.5 million in OCO execution. FY 2022 includes \$39.2 million in DWEC projected execution. FY 2023 includes \$39.2 million for the budget request supporting Overseas Operations.

There is a -\$0.6 million decrease in the special pay program between FY 2022 and FY 2023. The total requirement change is due to:

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

(1) Program increase in continuation pay as more Soldiers participate in the Blended Retirement System (BRS): +\$0.9 million

(2) Program decrease primarily in enlisted assignment incentive pay, hardship duty pay and foreign language proficiency pay due to a reduction in overall enlisted man-years: -\$1.5 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED									
ENLISTED ASSIGNMENT INCENTIVE PAY	14,714	\$2,910	42,818	12,351	\$2,910	35,941	12,137	\$2,910	35,319
DIVING DUTY PAY	1,121	\$2,466	2,765	941	\$2,466	2,321	925	\$2,466	2,281
HOSTILE FIRE PAY	6,657	\$2,700	17,975	8,174	\$2,700	22,070	8,173	\$2,700	22,068
SEA DUTY PAY	279	\$1,997	557	234	\$1,997	468	230	\$1,997	460
HARDSHIP DUTY PAY	34,559	\$1,500	51,839	35,821	\$1,500	53,731	35,585	\$1,500	53,378
FOREIGN LANGUAGE PROFICIENCY PAY	13,305	\$2,458	32,703	11,227	\$2,458	27,595	11,035	\$2,458	27,125
OTHER SPECIAL PAY									
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
SUBTOTAL OTHER SPECIAL PAY	1		2	1		2	1		2
ENLISTED CONTINUATION PAY			2,398			3,630			4,522
TOTAL SPECIAL PAY - ENLISTED	70,636		151,057	68,749		145,758	68,086		145,155

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

ESTIMATE FY 2023	\$114,720
ESTIMATE FY 2022	\$116,720
ACTUAL FY 2021	\$113,276

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

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEK) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$0.9 million in OCO execution. FY 2022 includes \$0.9 million in DWEK projected execution. FY 2023 includes \$0.9 million for the budget request supporting Overseas Operations.

There is a -\$2.0 million decrease in the program requirement between FY 2022 and FY 2023 primarily due to a reduction in overall enlisted man-years.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	1	\$5,400	7	1	\$5,400	6	1	\$5,400	6
SD 5 (\$375.00)	10,787	\$4,500	48,540	11,115	\$4,500	50,018	10,977	\$4,500	49,395
SD 4 (\$300.00)	17,758	\$3,600	63,930	18,298	\$3,600	65,873	17,918	\$3,600	61,506
SD 3 (\$225.00)	296	\$2,700	799	305	\$2,700	823	301	\$2,700	3,813
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	28,842		113,276	29,719		116,720	29,197		114,720

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

ESTIMATE FY 2023	\$245,703
ESTIMATE FY 2022	\$377,413
ACTUAL FY 2021	\$361,314

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 and FY 2023. 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 -\$131.7 million decrease in the re-enlistment bonus requirement from FY 2022 to FY 2023. The change is due to changes in the number of Soldiers expected to receive pay based on the Reenlistment Opportunity Window (ROW) shifting from 15 to 12 months.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SELECTIVE RETENTION BONUS	26,581	\$13,593	361,314	29,483	\$12,801	377,413	19,194	\$12,801	245,703

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

ESTIMATE FY 2023	\$206,698
ESTIMATE FY 2022	\$236,873
ACTUAL FY 2021	\$249,739

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 -\$30.2 million decrease in the enlistment bonus (EB) requirement between FY 2022 and FY 2023. The requirement change is due to a program decrease in the number of enlistment bonuses offered based on a 473,000 end-strength.

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 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTMENT BONUS									
NEW PAYMENTS	16,966	\$8,243	139,854	16,723	\$8,236	137,735	14,225	\$8,236	117,163
ANNIVERSARY PAYMENTS	32,963	\$3,334	109,885	29,740	\$3,334	99,138	26,859	\$3,334	89,535
TOTAL ENLISTMENT BONUS	49,929		249,739	46,463		236,873	41,084		206,698

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

	FY 2021		FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	32,963	109,885	9,899	32,998	3,223	10,744	1,880	6,267	0	0	0	0	0	0
FY 2021														
Initial Payments	16,966	139,854	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			19,841	66,140	10,206	34,023	3,492	11,640	1,880	6,267	537	1,791	0	0
FY 2022														
Initial Payments			16,723	137,735	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					13,430	44,768	8,058	32,861	3,492	11,640	1,343	4,477	537	1,791
FY 2023														
Initial Payments					14,225	117,163	0	0	0	0	0	0	0	0
Anniversary Payments							13,429	38,767	8,058	26,861	3,492	11,640	1,343	4,477
FY 2024														
Initial Payments							14,225	117,163	0	0	0	0	0	0
Anniversary Payments									13,429	44,767	8,058	26,861	3,492	11,640
FY 2025														
Initial Payments									14,225	117,163	0	0	0	0
Anniversary Payments											13,429	44,766	8,058	26,861
FY 2026														
Initial Payments											14,225	117,163	0	0
Anniversary Payments													13,429	44,766
FY 2027														
Initial Payments														14,225 117,163
Total Initial Payments	16,966	139,854	16,723	137,735	14,225	117,163	14,225	117,163	14,225	117,163	14,225	117,163	14,225	117,163
Total Anniversary Payments	32,963	109,885	29,740	99,138	26,859	89,535	26,859	89,535	26,859	89,535	26,859	89,535	26,859	89,535
Total	49,929	249,739	46,463	236,873	41,084	206,698	41,084	206,698	41,084	206,698	41,084	206,698	41,084	206,698

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

ESTIMATE FY 2023	\$6,893
ESTIMATE FY 2022	\$6,893
ACTUAL FY 2021	\$5,300

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). The MOSs that are eligible for LRP are 42R (Army Musician) and 68K (Medical Laboratory Specialist).

There is no change in the LRP requirement from FY 2022 to FY 2023.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021		ESTIMATE FY 2022		ESTIMATE FY 2023	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM	312	5,300	405	6,893	405	6,893

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

ESTIMATE FY 2023	\$5,366,878
ESTIMATE FY 2022	\$5,259,219
ACTUAL FY 2021	\$5,100,034

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 2023 rates were built by applying inflation assumptions to the FY 2021 average BAH rates. The BAH rates reflect a 3.1% housing rate increase, effective 1 January 2022 and 3.9% increase, effective 1 January 2023.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$402.0 million in OCO execution. FY 2022 includes \$414.9 million in DWEC projected execution. FY 2023 includes \$426.8 million for the budget request supporting Overseas Operations.

There is a +\$107.7 million increase in the BAH program between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% housing cost inflation, effective 1 January 2022: +\$59.1 million
- (2) Price increase due to the annualization of the 3.9% housing cost inflation, effective 1 January 2023: +\$150.2 million
- (3) Price increase due to projected changes foreign currency exchange rates: +\$4.7 million
- (4) Program increase due to shifts in enlisted grade structure: +\$12.5 million
- (5) Program decrease due to a reduction in enlisted man-years: -\$118.8 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	3,088	\$26,605	82,158	3,054	\$27,716	84,633	3,006	\$28,846	86,706
1ST SERGEANT/MASTER SERGEANT	9,875	\$26,072	257,456	10,253	\$27,161	278,486	10,024	\$28,268	283,363
PLATOON SERGEANT/SERGEANT 1ST CLASS	31,950	\$25,099	801,918	31,735	\$26,147	829,772	31,701	\$27,212	862,660
STAFF SERGEANT	45,225	\$22,789	1,030,622	45,043	\$23,741	1,069,367	44,296	\$24,708	1,094,466
SERGEANT	41,145	\$20,047	824,825	41,082	\$20,884	857,949	40,269	\$21,735	875,249
CORPORAL/SPECIALIST	43,778	\$17,776	778,194	44,416	\$18,519	822,534	42,861	\$19,273	826,063
PRIVATE FIRST CLASS	11,141	\$17,541	195,416	8,893	\$18,273	162,497	7,664	\$19,018	145,753
PRIVATE E2	3,478	\$17,525	60,956	3,192	\$18,257	58,271	3,392	\$19,001	64,457
PRIVATE E1	1,664	\$18,568	30,891	1,846	\$19,343	35,698	2,274	\$20,132	45,786
SUBTOTAL WITH DEPENDENTS- DOMESTIC	191,344		4,062,436	189,514		4,199,207	185,487		4,284,503
WITHOUT DEPENDENTS- DOMESTIC									
SERGEANT MAJOR	411	\$20,929	8,607	407	\$21,803	8,875	401	\$22,691	9,094
1ST SERGEANT/MASTER SERGEANT	1,359	\$20,973	28,508	1,410	\$21,849	30,805	1,378	\$22,739	31,340
PLATOON SERGEANT/SERGEANT 1ST CLASS	5,549	\$18,852	104,606	5,511	\$19,639	108,239	5,501	\$20,439	112,437
STAFF SERGEANT	14,804	\$17,638	261,105	14,755	\$18,374	271,111	14,519	\$19,123	277,644
SERGEANT	12,901	\$17,262	222,701	12,846	\$17,982	231,001	12,545	\$18,715	234,780
CORPORAL/SPECIALIST	12,539	\$15,155	190,022	12,707	\$15,788	200,611	12,234	\$16,432	201,036
PRIVATE FIRST CLASS	1,928	\$16,352	31,533	1,539	\$17,035	26,223	1,327	\$17,729	23,521
PRIVATE E2	312	\$20,461	6,376	286	\$21,315	6,096	304	\$22,184	6,741
PRIVATE E1	109	\$23,887	2,593	120	\$24,884	2,996	148	\$25,899	3,843
SUBTOTAL WITHOUT DEPENDENTS- DOMESTIC	49,912		856,051	49,581		885,957	48,357		900,436

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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	9	\$220	2	9	\$230	2	8	\$239	2
1ST SERGEANT/MASTER SERGEANT	55	\$183	10	52	\$191	10	50	\$199	10
PLATOON SERGEANT/SERGEANT 1ST CLASS	403	\$134	54	386	\$140	54	379	\$145	55
STAFF SERGEANT	2,706	\$119	322	2,613	\$124	324	2,481	\$129	320
SERGEANT	19,740	\$104	2,053	19,266	\$109	2,100	18,611	\$113	2,103
CORPORAL/SPECIALIST	52,990	\$97	5,140	53,634	\$101	5,417	51,610	\$105	5,419
PRIVATE FIRST CLASS	36,064	\$94	3,390	29,062	\$97	2,819	25,040	\$101	2,529
PRIVATE E2	18,326	\$86	1,576	16,744	\$90	1,507	17,713	\$94	1,665
PRIVATE E1	11,434	\$83	949	12,744	\$86	1,096	15,622	\$90	1,406
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	141,727		13,496	134,510		13,329	131,514		13,509
BAH DIFFERENTIAL	861	\$3,263	2,808	838	\$3,399	2,850	819	\$3,537	2,896
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	86	\$36,256	3,117	85	\$34,644	2,956	84	\$37,011	3,110
1ST SERGEANT/MASTER SERGEANT	303	\$32,127	9,744	317	\$30,763	9,753	310	\$32,781	10,171
PLATOON SERGEANT/SERGEANT 1ST CLASS	991	\$31,749	31,452	986	\$30,529	30,103	986	\$32,493	32,037
STAFF SERGEANT	934	\$30,491	28,481	929	\$29,261	27,198	913	\$31,163	28,452
SERGEANT	971	\$27,511	26,714	970	\$26,163	25,389	951	\$27,942	26,583
CORPORAL/SPECIALIST	563	\$25,931	14,606	572	\$24,579	14,047	551	\$26,296	14,490
PRIVATE FIRST CLASS	79	\$25,156	1,975	63	\$23,834	1,494	54	\$25,500	1,378
PRIVATE E2	11	\$23,853	261	10	\$22,600	227	11	\$24,179	258
PRIVATE E1	2	\$27,264	54	2	\$25,832	57	3	\$27,637	75
SUBTOTAL WITH DEPENDENTS - OVERSEAS	3,940		116,404	3,934		111,224	3,863		116,554

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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	60	\$29,130	1,751	60	\$27,817	1,660	59	\$29,737	1,748
1ST SERGEANT/MASTER SERGEANT	153	\$27,041	4,138	160	\$25,844	4,142	157	\$27,485	4,313
PLATOON SERGEANT/SERGEANT 1ST CLASS	526	\$26,918	14,157	526	\$25,688	13,508	528	\$27,395	14,456
STAFF SERGEANT	501	\$27,376	13,729	500	\$26,206	13,095	492	\$27,962	13,745
SERGEANT	445	\$23,672	10,541	443	\$22,626	10,030	433	\$24,100	10,432
CORPORAL/SPECIALIST	183	\$20,888	3,816	185	\$19,867	3,671	178	\$21,201	3,764
PRIVATE FIRST CLASS	30	\$21,256	630	24	\$20,140	476	20	\$21,547	439
PRIVATE E2	3	\$21,969	58	2	\$20,815	50	3	\$22,270	57
PRIVATE E1	1	\$14,205	19	1	\$13,459	20	2	\$14,400	26
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	1,902		48,839	1,901		46,652	1,872		48,980
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	389,686		5,100,034	380,278		5,259,219	371,912		5,366,878

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

ESTIMATE FY 2023	\$350,898
ESTIMATE FY 2022	\$353,994
ACTUAL FY 2021	\$368,203

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 2023 OSA rates were built by applying basic pay raise inflation to FY 2021 rates.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DVEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$0.2 million in OCO execution. FY 2022 includes \$0.2 million in DVEC projected execution. FY 2023 includes \$0.2 million for the budget request supporting Overseas Operations.

There is a -\$3.1 million decrease in the OSA program between FY 2022 and FY 2023. The total requirement increase is based on:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$3.6 million
- (2) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$10.9 million
- (3) Price decrease due to projected changes in foreign currency exchange rates: -\$9.4 million
- (4) Program decrease due to changes in the number of Soldiers expected to receive allowance based on reduction in enlisted strength: -\$8.2 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	775	\$8,296	6,431	774	\$8,066	6,244	763	\$8,160	6,225
1ST SERGEANT/MASTER SERGEANT	2,330	\$7,277	16,954	2,463	\$7,075	17,428	2,415	\$7,157	17,287
PLATOON SERGEANT/SERGEANT 1ST CLASS	7,335	\$6,325	46,393	7,362	\$6,149	45,269	7,412	\$6,221	46,111
STAFF SERGEANT	10,850	\$5,359	58,147	10,869	\$5,211	56,639	10,759	\$5,271	56,711
SERGEANT	18,642	\$4,252	79,267	18,678	\$4,134	77,216	18,365	\$4,182	76,803
CORPORAL/SPECIALIST	23,012	\$3,288	75,665	23,350	\$3,197	74,650	22,524	\$3,234	72,841
PRIVATE FIRST CLASS	13,415	\$2,656	35,631	10,706	\$2,582	27,644	9,226	\$2,612	24,099
PRIVATE E2	4,449	\$2,279	10,140	4,083	\$2,215	9,044	4,339	\$2,241	9,724
PRIVATE E1	568	\$2,298	1,305	630	\$2,234	1,407	776	\$2,260	1,754
SUBTOTAL COST OF LIVING	81,376		329,933	78,915		315,541	76,579		311,555
TEMPORARY LODGING	1,925	\$19,877	38,270	1,882	\$20,428	38,453	1,850	\$21,271	39,343
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	83,301		368,203	80,797		353,994	78,429		350,898

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

ESTIMATE FY 2023	\$12,748
ESTIMATE FY 2022	\$12,336
ACTUAL FY 2021	\$10,542

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 2022:

Military Housing Areas	
CALIFORNIA San Francisco	New York Long Island New York City Staten Island
COLORADO Boulder	
MASSACHUSETTS Nantucket	

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.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DVEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$4.7 million in OCO execution. FY 2022 includes \$4.7 million in DVEC projected execution. FY 2023 includes \$4.9 million for the budget request supporting Overseas Operations.

There is a +\$0.4 million increase in the program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.7% and 4.6% pay raise, effective 1 January 2022 and 2023 respectively: +\$0.5 million

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

(2) Program decrease due to changes in the number of Soldiers expected to receive the allowance as a result of lower end strength and a reduction in the number of Military Housing Areas (MHAs) eligible for CONUS COLA payments: -\$0.1 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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>
CONUS, COST-OF-LIVING ALLOWANCE	9,455	\$1,115	10,542	3,412	\$3,616	12,336	3,386	\$3,765	12,748

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

ESTIMATE FY 2023	\$280,338
ESTIMATE FY 2022	\$257,778
ACTUAL FY 2021	\$258,476

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 2023 rates are based on FY 2022 clothing rates increased by general inflation.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$3.9 million in OCO execution. FY 2022 includes \$3.9 million in DWEC projected execution. FY 2023 includes \$3.9 million for the budget request supporting Overseas Operations.

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

There is a +\$22.6 million increase in the clothing allowance requirement between FY 2022 and FY 2023. The total requirement change is based on:

- (1) Price increase due to rate changes based on general inflation: +\$9.9 million
- (2) Program increase due to a change in projected number of enlisted accessions from 55,400 to 63,700: +\$12.7 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	48,614	\$1,683	81,839	47,049	\$1,757	82,663	54,174	\$1,824	98,814
ARMY, FEMALE	8,579	\$1,928	16,543	8,307	\$2,063	17,141	9,557	\$2,144	20,490
SUBTOTAL MILITARY	57,193		98,382	55,356		99,804	63,731		119,304
INITIAL CIVILIAN ISSUE	1,448	\$2,320	3,360	999	\$2,392	2,390	981	\$2,486	2,440
SUBTOTAL INITIAL ISSUE	58,641		101,742	56,355		102,194	64,712		121,744
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	107,502	\$314	33,806	92,738	\$356	33,050	91,134	\$370	33,745
BASIC MAINTENANCE, FEMALE	18,644	\$320	5,966	16,086	\$393	6,326	15,808	\$409	6,459
SUBTOTAL BASIC ALLOWANCE	126,146		39,772	108,824		39,376	106,942		40,204
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	189,959	\$449	85,337	162,935	\$509	82,952	160,253	\$529	84,769
STANDARD MAINTENANCE, FEMALE	32,942	\$457	15,059	29,709	\$562	16,690	29,219	\$584	17,055
SUBTOTAL STANDARD ALLOWANCE	222,901		100,396	192,644		99,642	189,472		101,824
SUBTOTAL MAINTENANCE ALLOWANCES	349,047		140,168	301,468		139,018	296,414		142,028
SUPPLEMENTARY ALLOWANCE			9,000			9,000			9,000
OTHER ALLOWANCES									
KATUSA			626			626			626
REPLACEMENT DURING FIRST 6 MONTHS			3,599			3,599			3,599
ARMY DIRECT ORDER			3,341			3,341			3,341
SUBTOTAL OTHER ALLOWANCES	0		7,566	0		7,566	0		7,566
TOTAL CLOTHING ALLOWANCES - ENLISTED	407,688		258,476	357,823		257,778	361,126		280,338

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

ESTIMATE FY 2023	\$60,635
ESTIMATE FY 2022	\$61,104
ACTUAL FY 2021	\$68,502

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 2023 takers for FSA were forecasted based on FY 2021 execution levels.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$32.6 million in OCO execution. FY 2022 includes \$31.6 million in DWEC projected execution. FY 2023 includes \$31.6 million for the budget request supporting Overseas Operations.

There is a -\$0.5 million program decrease in the FSA requirement between FY 2022 and FY 2023 due to a reduction in overall enlisted man-years.

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 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - ENLISTED									
FSA - RESTRICTED	4,697	\$3,000	14,091	3,692	\$3,000	11,077	3,628	\$3,000	10,885
FSA - TEMPORARY DUTY	18,137	\$3,000	54,411	16,676	\$3,000	50,027	16,583	\$3,000	49,750
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	22,834		68,502	20,368		61,104	20,211		60,635

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

ESTIMATE FY 2023	\$714
ESTIMATE FY 2022	\$0
ACTUAL FY 2021	\$0

PROJECT: BASIC NEEDS ALLOWANCE

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2023 amounts are estimated from Service demographic data under the assumption that Basic Allowance for Housing (BAH) is included in the calculation. However, the exact number of recipients is not known at the time of publishing as P&R is currently developing the Departmental policy for implementation. The details of this policy may significantly impact the estimate of recipients and expected payment totals.

Members are not eligible for the allowance:

- (1) That are without dependents.
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021	ESTIMATE FY 2022	ESTIMATE FY 2023
	AMOUNT	AMOUNT	AMOUNT
BASIC NEEDS ALLOWANCE			
ENLISTED	0	0	714
TOTAL BASIC NEEDS ALLOWANCE	0	0	714

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

ESTIMATE FY 2023	\$881
ESTIMATE FY 2022	\$897
ACTUAL FY 2021	\$3,692

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 -\$16.0 thousand change in the aid and attendance for catastrophically injured allowance between FY 2022 and FY 2023 due to a reduction in allowance utilization associated with a reduction in overall enlisted man-years.

The detailed computations are provided in the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW- CATASTROPHICALLY INJURED	2,387	\$1,547	3,692	580	\$1,546	897	570	\$1,546	881

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

ESTIMATE FY 2023	\$291,756
ESTIMATE FY 2022	\$279,762
ACTUAL FY 2021	\$257,543

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.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$6.0 million in OCO execution. FY 2022 includes \$5.9 million in DWEC projected execution. FY 2023 includes \$6.2 million for the budget request supporting Overseas Operations.

There is a +\$12.0 million increase in the separation pay requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$2.9 million
- (2) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$8.6 million
- (3) Program increase due to a change in the total number of separations projected from FY 2022 to FY 2023: +\$0.5 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2021</u>				<u>ESTIMATE FY 2022</u>				<u>ESTIMATE FY 2023</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	578	22	\$5,397	3,118	612	22	\$5,548	3,394	613	22	\$5,776	3,543
1ST SERGEANT/MASTER SERGEANT	1,436	17	\$4,261	6,117	1,521	17	\$4,380	6,660	1,525	17	\$4,560	6,953
PLATOON SERGEANT/SERGEANT 1ST CLASS	3,755	22	\$3,895	14,626	3,978	22	\$4,003	15,925	3,989	22	\$4,168	16,626
STAFF SERGEANT	5,698	27	\$3,442	19,614	6,036	27	\$3,538	21,356	6,052	27	\$3,684	22,296
SERGEANT	11,288	20	\$2,416	27,271	11,959	20	\$2,483	29,694	11,988	20	\$2,586	31,000
CORPORAL/SPECIALIST	20,728	26	\$2,113	43,799	21,957	26	\$2,172	47,691	22,021	26	\$2,261	49,789
PRIVATE FIRST CLASS	4,695	42	\$2,150	10,094	4,976	42	\$2,209	10,991	4,987	42	\$2,301	11,475
PRIVATE E2	3,486	41	\$1,575	5,491	3,693	40	\$1,619	5,979	3,702	40	\$1,686	6,242
PRIVATE E1	6,026	36	\$1,273	7,671	6,385	36	\$1,308	8,352	6,402	36	\$1,362	8,720
SUBTOTAL LUMP SUM TERMINAL LEAVE	57,690			137,801	61,117			150,042	61,279			156,644
SEVERANCE PAY - DISABILITY	4,450		\$20,169	89,761	4,715		\$20,730	97,749	4,727		\$21,585	102,036
INVOLUNTARY HALF PAY (5%)	468		\$26,106	12,230	496		\$26,833	13,318	498		\$27,939	13,910
INVOLUNTARY FULL PAY (10%)	324		\$48,902	15,836	343		\$50,264	17,246	344		\$52,337	18,011
VOLUNTARY SEPARATION INCENTIVE (VSI)				1,915				1,407				1,155
TOTAL SEPARATION PAYMENTS - ENLISTED	62,932			257,543	66,671			279,762	66,848			291,756

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

ESTIMATE FY 2023	\$1,211,452
ESTIMATE FY 2022	\$1,182,474
ACTUAL FY 2021	\$1,170,716

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
2021	\$142,800	No upper limit
2022	\$147,000	No upper limit
2023	\$153,600	No upper limit

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY 2023. FY 2021 includes \$65.0 million in OCO execution. FY 2022 includes \$65.2 million in DWEC projected execution. FY 2023 includes \$66.7 million for the budget request supporting Overseas Operations.

There is a +\$29.0 million increase in the FICA requirement between FY 2022 and FY 2023. The total requirement change is based on:

- (1) Price increase due to the annualization of the 2.7% pay raise, effective 1 January 2022: +\$9.0 million
- (2) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$46.2 million
- (3) Program increase due to shifts in enlisted grade structure: +\$0.5 million
- (4) Program decrease due to enlisted man-year reduction: -\$26.7 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	414,318	\$2,826	1,170,716	403,955	\$2,927	1,182,474	394,832	\$3,068	1,211,452

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

FY2022 Direct Program		97,401
Increases Pricing:		
Basic Pay increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	433	
Basic Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	2,215	
Basic Allowance for Subsistence increase due to the annualization of the 5.3% subsistence inflation rate, effective 1 January 2022	382	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2023	735	
FICA increase due to the annualization of the 2.7% pay raise, effective 1 January 2022	33	
FICA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	167	
Total Increases Pricing		3,965
Increases Program:		
Basic Pay increase due to man-year growth	290	
Subsistence increase due to man-year growth	130	
FICA increase due to man-year growth	22	
Total Increases Program		442
Total Increases		4,407
FY2023 Direct Program		101,808

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

ESTIMATE FY 2023	\$101,808
ESTIMATE FY 2022	\$97,401
ACTUAL FY 2021	\$94,339

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.

Title 10 U.S.C. Section 4342 (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 100 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 Cadet man-years.

The subsistence requirement is determined by applying the Basic Allowance for Subsistence (BAS) and Dining Facility (DFAC) rates to the projected Cadet man-years. Cadets will receive the standard BAS rate primarily when on leave from the Academy. The DFAC rate will be utilized to fund subsistence provided by the dining facility. The BAS and USMA DFAC daily rates used in this request are listed in the following table:

Calendar Year	BAS	DFAC
2021	12.70	17.95
2022	13.40	18.90
2023	13.85	19.55

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

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

There is a +\$4.4 million increase in the program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase in basic pay and FICA due to annualization of the 2.7% pay raise, effective 1 January 2022: +\$0.5 million
- (2) Price increase in basic pay and FICA due to annualization of the 4.6% pay raise, effective 1 January 2023: +\$2.4 million
- (3) Price increase in subsistence due to the annualization of the subsistence inflation rate of 5.3%, effective 1 January 2022: +\$0.4 million
- (4) Price increase in subsistence due to the annualization of the subsistence inflation rate of 3.4%, effective 1 January 2023: +\$0.7 million
- (5) Program increase in basic pay, subsistence and FICA due to man-year growth: +\$0.4 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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>
ACADEMY CADETS									
BASIC PAY	4,432	\$14,097	62,480	4,404	\$14,509	63,896	4,424	\$15,107	66,834
SUBSISTENCE (COMMUTED RATIONS)	4,432	\$6,109	27,076	4,404	\$6,513	28,684	4,424	\$6,766	29,931
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,429	\$1,080	4,783	4,344	\$1,110	4,821	4,364	\$1,156	5,043
TOTAL ACADEMY CADETS			94,339			97,401			101,808

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

FY2022 Direct Program		2,109,587
Increases Pricing:		
Basic Allowance for Subsistence increase due to the annualization of the 5.3% subsistence inflation rate, effective 1 January 2022	17,786	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2023	34,231	
Subsistence in Mess increase due to manufacturer price inflation	17,658	
Operational Rations increase due to manufacturer price inflation	7,808	
Unitized Group Rations increase due to manufacturer price inflation	1,411	
Unitized Group Rations (A) increase due to manufacturer price inflation	1,105	
Other Rations increase due to annual eligibility cost	262	
Meals Furnished by Medical Facility increase due to manufacturer price inflation	112	
Augmentation Rations increase due manufacturer price inflation	4	
Total Increases Pricing		80,377
Increases Program:		
Subsistence in Messes increase due to higher Dining Facility (DFAC) utilization consistent with pre-COVID-19 levels	26,446	
Increase in direct resources due to a decrease in reimbursable requirements	3,449	
Total Increases Program		29,895
Total Increases		110,272
Decreases Program:		
Basic Allowance for Subsistence decrease due to man-year reduction	(57,731)	
Operational Rations decrease due to number of personnel estimated to receive benefit	(3,553)	
Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit	(642)	
Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit	(503)	
Other Rations decrease due to number of personnel estimated to receive benefit	(120)	
Total Decreases Program		(62,549)
Total Decreases		(62,549)
FY2023 Direct Program		2,157,310

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

ESTIMATE FY 2023	\$2,164,453
ESTIMATE FY 2022	\$2,120,179
ACTUAL FY 2021	\$2,161,271

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.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The enlisted subsistence cost estimates are a product of the projected average number of enlisted personnel and the rate for Basic Allowance for Subsistence (BAS) and Subsistence-in-Kind (SIK).

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEK) in FY 2022, and the budget request for Overseas Operation in FY 2023. FY 2021 includes \$256.2 million in OCO execution. FY 2022 includes \$207.9 million in DWEK projected execution. FY 2023 includes \$238.6 million for the budget request supporting Overseas Operations.

There is a +\$44.3 million change in the Subsistence for Enlisted Personnel funding from FY 2022 to FY 2023. The total requirement change is due to the following:

Basic Allowance for Subsistence

There is a -\$2.1 million decrease to the BAS requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.3% rate change, effective 1 January 2022: +\$21.4 million
- (2) Price increase due to the annualization of the 3.4% rate change, effective 1 January 2023: +\$34.2 million
- (3) Program decrease due to lower number of personnel estimated to receive benefit driven by a reduction in enlisted man-years: -\$57.7 million

Subsistence in Kind

There is a +\$46.4 million increase to the Subsistence in Kind requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase in Subsistence in Messes due to inflation associated with food costs: +\$14.1 million
- (2) Price increase in Operational Rations (MREs) due to manufacturer price inflation: +\$7.8 million
- (3) Price increase in Unitized Group Rations due to manufacturer price inflation: +\$3.0 million
- (4) Program increase in Subsistence in Messes due to higher Dining Facility (DFAC) utilization consistent with pre-COVID-19 levels: +\$26.4 million
- (5) Program decrease in Operational Rations due to reduction in enlisted strength: -\$3.6 million
- (6) Program decrease in Unitized Group Rations due to reduction in enlisted strength: -\$1.3 million

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	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	393,577	\$4,597	1,809,127	387,760	\$4,822	1,869,901	372,751	\$5,008	1,866,855
COLLECTIONS AT DISCOUNT MEAL RATE	-113,968	\$3,805	-433,659	-117,860	\$3,898	-459,370	-113,238	\$4,049	-458,457
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	279,609		1,375,468	269,900		1,410,531	259,513		1,408,398
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSSES	90,941	\$5,236	476,161	74,768	\$5,769	431,325	78,722	\$5,994	471,847
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	18,334	\$10,998	201,648	17,870	\$11,402	203,749	17,558	\$11,846	208,004
UNITIZED GROUP RATIONS-HEAT AND SERVE	5,675	\$8,525	48,383	4,613	\$7,981	36,819	4,533	\$8,292	37,588
UNITIZED GROUP RATIONS (A)	6,883	\$7,405	50,969	4,064	\$7,096	28,840	3,994	\$7,372	29,442
OTHER RATION PACKAGES	529	\$13,654	7,227	501	\$13,654	6,847	493	\$14,186	6,990
SUBTOTAL OPERATIONAL RATIONS	31,421		308,227	27,048		276,255	26,578		282,024
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			324			243			247
MEALS FURNISHED BY MEDICAL FACILITIES			1,091			1,825			1,937
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS			1,415			2,068			2,184
SUBTOTAL SUBSISTENCE IN KIND	122,362		785,803	101,816		709,648	105,300		756,055
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	401,971		2,161,271	371,716		2,120,179	364,813		2,164,453

PB-30X ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

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

FY2022 Direct Program		1,659,011
Increases Pricing:		
Accession moves increase due to cost inflation	2,137	
Training moves increase due to cost inflation	5,985	
Operational moves increase due to cost inflation	16,259	
Rotational moves increase due to cost inflation	21,437	
Separation moves increase due to cost inflation	6,805	
Unit moves increase due to cost inflation	76	
Total Increases Pricing		52,699
Increases Program:		
Accession travel increase due to change in move requirements	14,717	
Rotational travel increase due to change in move requirements	324	
Separation travel increase due to change in move requirements	8,752	
Total Increases Program		23,793
Total Increases		76,492
Decreases Program:		
Training travel decrease due to change in move requirements	(1,425)	
Operational travel decrease due to change in move requirements	(1,563)	
Total Decreases Program		(2,988)
Total Decreases		(2,988)
FY2023 Direct Program		1,732,515

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

	<u>ACTUAL FY 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	64,246	139,058	62,258	121,548	70,618	138,210
TRAINING TRAVEL	13,431	138,359	15,669	167,614	15,560	172,155
OPERATIONAL TRAVEL	40,544	458,398	39,098	461,794	39,036	476,368
ROTATIONAL TRAVEL TO/FROM OVERSEAS	47,889	579,286	49,735	656,917	49,871	678,677
SEPARATION TRAVEL	13,675	238,245	15,806	209,724	16,406	225,192
ORGANIZED UNIT TRAVEL	906	2,281	901	2,293	901	2,369
NON-TEMPORARY STORAGE	9,593	8,190	10,047	8,450	10,531	8,744
TEMPORARY LODGING EXPENSE	47,794	28,633	49,222	30,671	49,476	30,800
TOTAL OBLIGATIONS	238,078	1,592,450	242,736	1,659,011	252,399	1,732,515

**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 2021</u>		<u>ESTIMATE FY 2022</u>		<u>ESTIMATE FY 2023</u>	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	180,691	227,048	183,467	221,310	192,392	232,302
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	70,051	60,428	71,526	64,117	72,941	64,549
TRANSPORTATION OF HHG						
LAND SHIPMENT	116,016	1,009,582	121,140	1,052,045	123,187	1,102,048
DISLOCATION ALLOWANCE						
DISLOCATION ALLOWANCE	80,383	228,902	82,506	250,332	83,104	261,710
TRANSPORTATION OF POVS						
TRANSPORTATION OF POVS	23,162	29,667	24,594	32,086	24,871	32,362
NON-TEMPORARY STORAGE						
NON-TEMPORARY STORAGE	9,593	8,190	10,047	8,450	10,531	8,744
TEMPORARY LODGING EXPENSE						
TEMPORARY LODGING EXPENSE	47,794	28,633	49,222	30,671	49,476	30,800
TOTAL DIRECT		1,592,450		1,659,011		1,732,515

**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:

- c. Travel of Military Members and Dependents
- d. Monetary Allowance in Lieu of Transportation for Members and Dependents
- e. Transportation of Household Goods
- f. Dislocation Allowance
- g. Global POV Charges
- h. Non-temporary Storage of Household Goods
- i. Port Handling Charges for Household Goods
- j. Transportation of Trailers
- k. Transportation of POVs
- l. 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 FY 2023 budgeted rates are adjusted for general inflation of 3.9%, which is applied to household good shipments, and basic pay inflation of 4.6% (effective 1 January 2023), which is applied to dislocation allowance.

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

ESTIMATE FY 2023	\$140,047
ESTIMATE FY 2022	\$123,192
ACTUAL FY 2021	\$140,945

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 +\$16.9 million increase in the accession PCS program between FY 2022 to FY 2023. The total requirement change is due to:

- (1) Price increase due to general inflation of 3.9% for household good shipments and basic pay inflation of 4.6% for dislocation allowance: +\$2.1 million
- (2) Program increase due to a change in projected number of enlisted accessions from 55,400 to 63,700: +\$14.8 million

The following table provides detailed cost computations:

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ACCESSION TRAVEL									
OFFICER									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	5,213	\$726	3,785	5,156	\$673	3,470	5,079	\$673	3,418
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	1,370	\$235	322	1,353	\$218	295	1,330	\$218	290
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	2,236	\$6,407	14,329	2,209	\$5,945	13,135	2,176	\$6,177	13,440
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	1,017	\$5,739	5,836	1,005	\$5,473	5,498	989	\$5,699	5,638
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLES	372	\$538	200	367	\$499	183	363	\$499	181
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			52			48			47
ACCESSION TVL, OFFICER- TEMPORARY LODGING	1,140	\$264	301	1,127	\$245	276	1,110	\$245	272
SUBTOTAL OFFICER			24,825			22,905			23,286
ENLISTED									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	57,976	\$1,273	73,803	56,034	\$1,133	63,486	64,468	\$1,133	73,042
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	8,528	\$303	2,584	8,230	\$270	2,222	9,470	\$270	2,557
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	7,775	\$3,172	24,662	7,515	\$2,823	21,214	8,646	\$2,933	25,359
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	5,050	\$2,377	12,004	4,881	\$2,174	10,612	5,615	\$2,264	12,713
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	966	\$1,104	1,067	934	\$983	918	1,074	\$983	1,056
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			73			63			72
ACCESSION TVL, ENLISTED- TEMPORARY LODGING	2,387	\$612	1,461	2,306	\$545	1,257	2,653	\$545	1,446
SUBTOTAL ENLISTED			115,654			99,772			116,245
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,057	\$441	466	1,068	\$482	515	1,071	\$482	516
TOTAL ACCESSION TRAVEL			140,945			123,192			140,047

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

ESTIMATE FY 2023	\$176,748
ESTIMATE FY 2022	\$172,189
ACTUAL FY 2021	\$142,184

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 +\$4.6 million increase in the training PCS program between FY 2022 to FY 2023. The total requirement change is due to:

- (1) Price increase due to general inflation of 3.9% for household good shipments and basic pay inflation of 4.6% for dislocation allowance: +\$6.0 million
- (2) Program decrease due to fewer projected Officer training moves offset by a slight increase in enlisted moves: -\$1.4 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	9,733	\$633	6,161	11,725	\$654	7,668	11,595	\$654	7,583
TRAINING TVL, OFFICER- DEP TVL MILEAGE	4,796	\$802	3,846	5,774	\$829	4,787	5,709	\$829	4,733
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	6,283	\$11,471	72,072	7,568	\$11,860	89,753	7,480	\$12,322	92,163
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	9,004	\$2,876	25,895	10,839	\$3,056	33,123	10,718	\$3,182	34,105
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			165			155			203
TRAINING TVL, OFFICER- TEMPORARY LODGING	5,215	\$571	2,978	6,272	\$591	3,707	6,203	\$591	3,666
SUBTOTAL OFFICER			111,117			139,193			142,453
ENLISTED									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	3,698	\$699	2,585	3,944	\$693	2,733	3,965	\$693	2,748
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	1,826	\$661	1,207	1,948	\$655	1,276	1,959	\$655	1,283
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	1,757	\$12,285	21,584	1,874	\$12,180	22,830	1,884	\$12,655	23,841
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	2,333	\$2,147	5,009	2,488	\$2,188	5,444	2,502	\$2,278	5,699
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			17			10			18
TRAINING TVL, ENLISTED- TEMPORARY LODGING	1,327	\$501	665	1,414	\$497	703	1,421	\$497	706
SUBTOTAL ENLISTED			31,067			32,996			34,295
TOTAL TRAINING TRAVEL			142,184			172,189			176,748

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

ESTIMATE FY 2023	\$488,675
ESTIMATE FY 2022	\$473,980
ACTUAL FY 2021	\$470,747

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.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY2023. FY 2021 includes \$4.5 million in OCO execution. FY 2022 includes \$4.1 million in DWEC projected execution. FY 2023 includes \$4.2 million for the budget request supporting Overseas Operations.

There is a +\$14.7 million increase in the operational PCS program between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to general inflation of 3.9% for household good shipments and basic pay inflation of 4.6% for dislocation allowance: +\$16.2 million
- (2) Program decrease due to fewer projected officer and enlisted operational moves: -\$1.5 million

The following table provides detailed cost computations:

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	9,935	\$868	8,624	9,774	\$860	8,406	9,708	\$860	8,349
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,727	\$1,117	7,514	6,610	\$1,108	7,324	6,565	\$1,108	7,274
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	7,886	\$14,270	112,530	7,759	\$14,148	109,779	7,700	\$14,699	113,187
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,278	\$4,018	37,281	9,122	\$4,094	37,347	9,060	\$4,263	38,623
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			352			252			341
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING	6,036	\$768	4,636	5,930	\$762	4,519	5,890	\$762	4,488
SUBTOTAL OFFICER			170,937			167,627			172,262
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	30,609	\$948	29,017	29,324	\$1,005	29,471	29,328	\$1,005	29,475
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	20,542	\$795	16,331	19,675	\$843	16,586	19,679	\$843	16,589
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	20,540	\$8,829	181,348	19,684	\$9,360	184,246	19,681	\$9,725	191,395
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	25,011	\$2,629	65,753	23,956	\$2,865	68,635	23,961	\$2,983	71,476
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			152			93			155
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING	13,863	\$520	7,209	13,289	\$551	7,322	13,290	\$551	7,323
SUBTOTAL ENLISTED			299,810			306,353			316,413
TOTAL OPERATIONAL TRAVEL			470,747			473,980			488,675

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

ESTIMATE FY 2023	\$697,333
ESTIMATE FY 2022	\$675,572
ACTUAL FY 2021	\$595,668

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.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY2023. FY 2021 includes \$1.1 million in OCO execution. FY 2022 includes \$1.1 million in DWEC projected execution. FY 2023 includes \$1.2 million for the budget request supporting Overseas Operations.

There is a +\$21.8 million increase in the Rotational PCS program between FY 2022 to FY 2023. The total requirement change is due to:

- (1) Price increase due to general inflation of 3.9% for household good shipments and basic pay inflation of 4.6% for dislocation allowance: +\$21.5 million
- (2) Program increase due to change in projected enlisted rotational moves: +\$0.3 million

The following table provides detailed cost computations:

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
OFFICER									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	9,357	\$1,579	14,775	11,247	\$1,567	17,624	11,171	\$1,567	17,505
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	5,075	\$1,761	8,937	6,102	\$1,747	10,661	6,093	\$1,747	10,645
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	9,349	\$14,206	132,813	11,239	\$14,096	158,424	11,163	\$14,645	163,489
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	7,685	\$3,514	27,005	9,240	\$3,583	33,107	9,177	\$3,731	34,239
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLES	4,768	\$1,385	6,604	5,733	\$1,374	7,877	5,694	\$1,374	7,824
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			2,909			3,470			3,446
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING	5,224	\$769	4,017	6,279	\$763	4,791	6,237	\$763	4,759
SUBTOTAL OFFICER			197,060			235,954			241,907
ENLISTED									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	38,532	\$1,236	47,626	38,488	\$1,360	52,343	38,700	\$1,360	52,632
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	15,992	\$1,027	16,424	15,974	\$1,130	18,051	16,063	\$1,130	18,151
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	38,377	\$6,720	257,895	38,325	\$7,396	283,452	38,539	\$7,684	296,130
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	20,267	\$2,450	49,653	20,240	\$2,771	56,086	20,347	\$2,886	58,722
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLES	13,757	\$1,276	17,554	13,741	\$1,404	19,292	13,775	\$1,404	19,340
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			2,109			2,318			2,331
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING	12,164	\$604	7,347	12,144	\$665	8,076	12,211	\$665	8,120
SUBTOTAL ENLISTED			398,608			439,618			455,426
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			595,668			675,572			697,333

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

ESTIMATE FY 2023	\$227,323
ESTIMATE FY 2022	\$211,765
ACTUAL FY 2021	\$240,606

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 +\$15.6 million increase in the Separation PCS program between FY 2022 to FY 2023. The total requirement change is due to:

- (1) Price increase due to general inflation of 3.9% for household good shipments: +\$6.8 million
- (2) Program increase due to projected number of Officer losses and non-first term enlisted separations: +\$8.8 million

Detailed cost computations are provided in the following table:

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SEPARATION TRAVEL									
OFFICER									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	1,941	\$5,891	11,437	2,052	\$4,461	9,154	2,166	\$4,461	9,664
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,174	\$574	674	1,241	\$435	540	1,310	\$435	570
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	4,190	\$14,462	60,597	4,428	\$10,952	48,499	4,675	\$11,379	53,198
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLES	451	\$1,266	571	477	\$959	457	503	\$959	482
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			1,047			838			885
SUBTOTAL OFFICER			74,326			59,488			64,799
ENLISTED									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	11,651	\$2,450	28,544	13,670	\$1,911	26,124	14,159	\$1,911	27,058
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	3,449	\$731	2,521	4,047	\$570	2,307	4,191	\$570	2,389
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	16,796	\$7,751	130,186	19,713	\$6,044	119,148	20,417	\$6,280	128,220
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	2,848	\$1,289	3,671	3,342	\$1,005	3,359	3,462	\$1,005	3,479
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			1,314			1,203			1,246
SUBTOTAL ENLISTED			166,236			152,141			162,392
SEPARATION TVL, CADET- MEM TVL MILEAGE	83	\$532	44	84	\$1,624	136	81	\$1,624	132
TOTAL SEPARATION TRAVEL			240,606			211,765			227,323

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

ESTIMATE FY 2023	\$2,389
ESTIMATE FY 2022	\$2,313
ACTUAL FY 2021	\$2,300

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 +\$76.0 thousand increase in the program between FY 2022 to FY 2023. The change is due to a price increase driven by general inflation of 3.9% for household good shipments and basic pay inflation of 4.6% 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)**

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ORGANIZED UNIT TRAVEL									
OFFICER									
ORGANIZED UNIT TVL, OFFICER- MEM TVL MILEAGE	181	\$199	36	176	\$199	35	176	\$199	35
ORGANIZED UNIT TVL, OFFICER- DEP TVL MILEAGE	146	\$192	28	146	\$192	28	146	\$192	28
ORGANIZED UNIT TVL, OFFICER- HHG LAND SHIPMENT	170	\$1,510	257	170	\$1,510	257	170	\$1,569	267
ORGANIZED UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	181	\$646	117	178	\$678	121	178	\$678	121
ORGANIZED UNIT TVL, OFFICER- TEMPORARY LODGING	105	\$38	4	105	\$38	4	105	\$38	4
SUBTOTAL OFFICER			442			445			455
ENLISTED									
ORGANIZED UNIT TVL, ENLISTED- MEM TVL MILEAGE	725	\$200	145	725	\$200	145	725	\$200	145
ORGANIZED UNIT TVL, ENLISTED- DEP TVL MILEAGE	426	\$94	40	426	\$94	40	426	\$94	40
ORGANIZED UNIT TVL, ENLISTED- HHG LAND SHIPMENT	657	\$1,993	1,309	656	\$1,993	1,308	656	\$2,071	1,359
ORGANIZED UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	557	\$627	349	557	\$645	359	557	\$671	374
ORGANIZED UNIT TVL, ENLISTED- TEMPORARY LODGING	333	\$45	15	356	\$45	16	356	\$45	16
SUBTOTAL ENLISTED			1,858			1,868			1,934
TOTAL ORGANIZED UNIT TRAVEL			2,300			2,313			2,389

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

FY2022 Direct Program		283,660
Increases Pricing:		
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	5	
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	19	
Partial Dislocation Allowance increase due to annualized basic pay inflation	3	
Mass Transit Subsidy increase due to change in inflation rate	402	
Unemployment Benefits increase due to annualized basic pay inflation	3,387	
Total Increases Pricing		3,909
Increases Program:		
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	6,575	
JROTC increase due to change in number of projected program participants	145	
Total Increases Program		6,720
Total Increases		10,629
Decreases Pricing:		
Education Benefit decrease due to revised amortization payment amounts	(4)	
ROTC decrease due to change in pay, bonus and clothing rates	(1,283)	
JROTC decrease due to change in clothing rates	(9,477)	
Total Decreases Pricing		(10,764)
Decreases Program:		
ROTC decrease primarily due to reduction in program participants	(1,188)	
Unemployment Benefits decrease due to fewer projected number of separations	(2,054)	
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	(1)	
Adoption Expenses decrease due to program utilization	(7)	
Death Gratuities decrease due to lower number of non-combat deaths	(800)	
Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to fewer number of deserters	(4)	
Total Decreases Program		(4,054)
Total Decreases		(14,818)
FY2023 Direct Program		279,471

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

ESTIMATE FY 2023	\$130
ESTIMATE FY 2022	\$128
ACTUAL FY 2021	\$161

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 +\$2.0 thousand increase in the Apprehension of Deserters, Absentees, and Escaped Prisoners requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due change in average costs driven by general inflation of 3.9%: +\$5.0 thousand
- (2) Program decrease due to fewer number of projected deserters based on an overall reduction of man-years: -\$3.0 thousand

The following table provides cost estimates:

	<u>ACTUAL FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	161	128	130

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

ESTIMATE FY 2023	\$2,358
ESTIMATE FY 2022	\$2,265
ACTUAL FY 2021	\$2,876

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 overseas operations.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY2023. FY 2021 includes \$2.7 million in OCO execution. FY 2022 includes \$2.1 million in DWEC projected execution. FY 2023 includes \$2.2 million for the budget request supporting Overseas Operations.

There is a +\$93.0 thousand increase in Interest Uniform Services Savings Deposit program between FY 2022 and FY 2023 due to price change in the average rate based on basic pay inflation of 4.6%.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	3,167	\$431	1,365	2,354	\$443	1,043	2,351	\$462	1,086
INTEREST ON SAVINGS, ENLISTED	4,457	\$339	1,511	3,501	\$349	1,222	3,504	\$363	1,272
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	7,624		2,876	5,855		2,265	5,855		2,358

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

ESTIMATE FY 2023	\$49,200
ESTIMATE FY 2022	\$50,000
ACTUAL FY 2021	\$52,600

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.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY2023. FY 2021 includes \$0.2 million in OCO execution. FY 2022 includes \$0.1 million in DWEC projected execution. FY 2023 includes \$0.1 million for the budget request supporting Overseas Operations.

There is a -\$0.8 million program decrease in the death gratuity between FY 2022 and FY 2023 due to a lower number of projected non-combat deaths based on a reduction in overall man-years.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	79	\$100,000	7,900	72	\$100,000	7,200	71	\$100,000	7,100
DEATH GRATUITIES, ENLISTED	447	\$100,000	44,700	428	\$100,000	42,800	421	\$100,000	42,100
TOTAL DEATH GRATUITIES	526		52,600	500		50,000	492		49,200

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

ESTIMATE FY 2023	\$85,484
ESTIMATE FY 2022	\$84,153
ACTUAL FY 2021	\$115,100

PROJECT: UNEMPLOYMENT COMPENSATION BENEFITS

PART I - PURPOSE AND SCOPE

Funding requested for unemployment compensation benefits is to pay unemployment benefits to ex-service members as prescribed in Paragraph (1) of Section 8521(a) of Title 5, U.S.C. An ex-service member is eligible if discharged or released under honorable conditions and completed his or her first full term of active service. An ex-service member discharged or released before completing the first term of service for the convenience of the government under early release program, because of medical disqualification, hardship, personal disorders or ineptitude, and who served continuously for 365 days or more is also eligible. The Department of Labor is the executive agent for the program; however, program administration is accomplished by each state.

The Emergency Unemployment Compensation Act of 2014 (H.R. 3979) amends the Supplemental Appropriations Act 2008 to extend emergency unemployment compensation payments for former military personnel up to 26 weeks with a one-week waiting period. The law requires a service member serve in a reserve status for 90 continuous days or more to qualify as a full term "federal military service" for unemployment claim purposes.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimated unemployment benefit payments are based on programmed separations from the Army and average quarterly payments for unemployment compensation. In addition, the Army's cost projections have incorporated U.S. Bureau of Labor Statistics data and projected economic assumptions from the Congressional Budget Office.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY2023. FY 2021 includes \$37.0 million in OCO execution. FY 2022 includes \$18.8 million in DWEC projected execution. FY 2023 includes \$17.7 million for the budget request supporting Overseas Operations.

There is a +\$1.3 million increase in the Unemployment Compensation Benefits between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase in the average rate based on basic pay inflation: +\$3.4 million
- (2) Program decrease based on a reduction in the number of projected losses eligible to receive payment as well as the anticipated unemployment rate: -\$2.1 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 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	16,262	\$7,078	115,100	11,656	\$7,220	84,153	11,372	\$7,517	85,484

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

ESTIMATE FY 2023	\$11
ESTIMATE FY 2022	\$15
ACTUAL FY 2021	\$4

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 components. 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 2022 and FY 2023 requests are based on the approved DoD Board of Actuary estimates for amortization payments.

There is a -\$4.0 thousand price decrease in the program requirement between FY 2022 and FY 2023 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 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	4	15	11

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

ESTIMATE FY 2023	\$526
ESTIMATE FY 2022	\$514
ACTUAL FY 2021	\$344

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 payments in FY 2021. The FY 2022 and FY 2023 average rates are adjusted for general inflation.

There is a +\$12.0 thousand increase in the Adoption Expenses program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due change in average costs driven by general inflation of 3.9%: +\$19.0 thousand
- (2) Program decrease due to a change in the anticipated program utilization: -\$7.0 thousand

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	84	\$2,330	196	106	\$2,403	255	105	\$2,496	262
ADOPTION EXPENSE, ENLISTED	52	\$2,855	148	88	\$2,943	259	86	\$3,058	264
TOTAL ADOPTION EXPENSES	136		344	194		514	191		526

PB-30X ADOPTION EXPENSES

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

ESTIMATE FY 2023	\$98
ESTIMATE FY 2022	\$96
ACTUAL FY 2021	\$135

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 \$817.98 and effective 1 January 2022 the partial DLA payment rate is \$840.07. Rate increases are projected in accordance with approved pay raise inflation. Cost estimates are based on partial dislocation allowance rate and the number of Soldiers who have been ordered to vacate family housing due to privatization or renovation.

There is a +\$2.0 thousand increase in the Partial Dislocation Allowance program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to the change in basic pay inflation of 4.6%: +\$3.0 thousand
- (2) Program decrease due to an anticipated program utilization: -\$1.0 thousand

Detailed cost computations are provided in the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	62	\$812	50	38	\$835	32	38	\$869	33
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	105	\$812	85	77	\$835	64	75	\$869	65
TOTAL PARTIAL DISLOCATION ALLOWANCE	167		135	115		96	113		98

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

ESTIMATE FY 2023	\$3,521
ESTIMATE FY 2022	\$3,521
ACTUAL FY 2021	\$4,063

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 Overseas Contingency Operations (OCO), Direct War and Enduring Costs, and Overseas Operations.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DVEC) in FY 2022, and the budget request for Overseas Operations in FY2023. FY 2021 includes \$4.1 million in OCO execution. FY 2022 includes \$3.5 million in DVEC projected execution. FY 2023 includes \$3.5 million for the budget request supporting Overseas Operations.

There is no change in the SGLI Extra Hazard requirement from FY2022 to FY2023.

The following table provides cost estimates:

	<u>ACTUAL FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	939	767	767
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	3,124	2,754	2,754
TOTALSGLI EXTRA HAZARD PAYMENTS	4,063	3,521	3,521

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

ESTIMATE FY 2023	\$500
ESTIMATE FY 2022	\$500
ACTUAL FY 2021	\$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 Overseas Contingency Operations (OCO), Direct War and Enduring Costs (DWEC), and Overseas Operations.

The budget tables include actual execution for Overseas Contingency Operations (OCO) in FY 2021, projected execution for Direct War and Enduring Costs (DWEC) in FY 2022, and the budget request for Overseas Operations in FY2023. FY 2021 includes \$0.5 million in OCO execution. FY 2022 includes \$0.5 million in DWEC projected execution. FY 2023 includes \$0.5 million for the budget request supporting Overseas Operations.

There is no change in the program from FY 2022 to FY 2023.

The following table provides cost estimates:

	<u>ACTUAL FY 2021</u> AMOUNT	<u>ESTIMATE FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	100	100	100
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	400	400	400
TOTALSGLI TRAUMATIC INJURY PAYMENTS	500	500	500

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

ESTIMATE FY 2023	\$102,255
ESTIMATE FY 2022	\$104,727
ACTUAL FY 2021	\$88,292

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 -\$2.5 million decrease in the program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price decrease due to a change in clothing where Life Cycle Replacement (LCR) of uniforms was extended from 5 to 6 years: -\$1.3 million
- (2) Program decrease due to a reduction in the projected number of participants in the program: -\$1.2 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	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	719	\$2,176	1,565	1,041	\$2,176	2,266	3,348	\$2,176	7,286
ADVANCED CAMP	1,327	\$1,610	2,136	1,920	\$1,610	3,092	1,621	\$1,610	2,610
CADET TROOP LEADER	483	\$784	379	682	\$804	548	1,968	\$964	1,897
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	2,529		4,080	3,643		5,906	6,937		11,793
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	19,413	\$201	3,902	27,727	\$205	5,684	13,570	\$200	2,714
ADVANCED COURSE	10,426	\$216	2,252	14,846	\$221	3,281	3,830	\$200	766
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	29,839		6,154	42,573		8,965	17,400		3,480
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	663	\$644	427	1,881	\$657	1,236	1,277	\$748	955
BASIC COURSE, FEMALE	341	\$689	235	958	\$712	682	211	\$673	142
ADVANCED COURSE, MALE	111	\$630	70	314	\$643	202	993	\$734	729
ADVANCED COURSE, FEMALE	31	\$711	22	88	\$727	64	210	\$700	147
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,146		754	3,241		2,184	2,691		1,973
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	755	\$3,686	2,783	684	\$3,784	2,588	321	\$3,991	1,281
ADVANCED	2,335	\$4,884	11,405	2,221	\$4,776	10,607	3,336	\$3,990	13,310
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	3,090		14,188	2,905		13,195	3,657		14,591
PRACTICAL FIELD TRAINING	19,854	\$82	1,628	38,129	\$85	3,241	13,404	\$94	1,260
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	56,458		26,804	90,491		33,491	44,089		33,097

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH									
BASIC CAMP	1,553	\$2,176	3,380	1,452	\$2,176	3,160	809	\$2,000	1,618
ADVANCED CAMP	3,226	\$1,610	5,194	3,016	\$1,610	4,856	4,769	\$1,610	7,678
CADET TROOP LEADER	975	\$785	765	888	\$805	715	2,434	\$967	2,354
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH	5,754		9,339	5,356		8,731	8,012		11,650
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	2,399	\$203	487	3,430	\$207	710	4,300	\$200	860
ADVANCED	1,813	\$203	368	2,589	\$207	536	9,140	\$200	1,828
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	4,212		855	6,019		1,246	13,440		2,688
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	708	\$660	467	649	\$673	437	495	\$747	370
BASIC COURSE, FEMALE	438	\$715	313	402	\$729	293	68	\$676	46
ADVANCED COURSE, MALE	590	\$646	381	540	\$659	356	860	\$769	661
ADVANCED COURSE, FEMALE	216	\$728	157	198	\$742	147	126	\$722	91
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,952		1,318	1,789		1,233	1,549		1,168
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	3,338	\$3,990	13,317	3,923	\$3,990	15,652	3,886	\$3,990	15,505
ADVANCED	8,689	\$3,990	34,669	10,810	\$3,990	43,133	9,175	\$3,990	36,608
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	12,027		47,986	14,733		58,785	13,061		52,113
PRACTICAL FIELD TRAINING	14,014	\$142	1,990	14,952	\$83	1,241	16,372	\$94	1,539
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	37,959		61,488	42,849		71,236	52,434		69,158
TOTAL ROTC	94,417		88,292	133,340		104,727	96,523		102,255

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

ESTIMATE FY 2023	\$24,660
ESTIMATE FY 2022	\$33,992
ACTUAL FY 2021	\$30,737

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 -\$9.3 million decrease in the JROTC program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Program increase due to a slight change in number of projected participants: +\$0.2 million
- (2) Price decrease based on a change in the clothing rates driven by an extension in Life Cycle Replacement (LCR) of uniforms from 5 to 6 years: -\$9.5 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	287,000	\$105	30,215	304,000	\$104	31,732	305,000	\$73	22,348
FIELD RATIONS	10,100	\$52	522	28,000	\$81	2,260	28,500	\$81	2,312
TOTAL JROTC	297,100		30,737	332,000		33,992	333,500		24,660

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

ESTIMATE FY 2023	\$10,728
ESTIMATE FY 2022	\$3,749
ACTUAL FY 2021	\$2,912

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 projected number of military participants in the National Capital Region (NCR) and qualified CONUS locations (Non-NCR). As of January 2020, the maximum allowable benefit is \$270 per month.

There is a +\$7.0 million increase in the Mass Transit Subsidy program requirement between FY 2022 and FY 2023. The total requirement change is due to:

- (1) Price increase due to changes in the average rate based on general inflation of 3.9%: +\$0.4 million
- (2) Program increase due to change in the projected number of Soldiers receiving benefit as more servicemembers return to the office as COVID-19 cases continue to decrease: +\$6.6 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	211	\$2,237	472	228	\$2,307	525	627	\$2,396	1,502
MASS TRANSIT SUBSIDY, ENLISTED	1,296	\$1,883	2,440	1,661	\$1,941	3,224	4,574	\$2,017	9,226
TOTAL MASS TRANSIT SUBSIDY	1,507		2,912	1,889		3,749	5,201		10,728

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 +\$4.0 million from FY 2022 to FY 2023 driven by:

- (1) increases in projected inflation rates: +\$3.3 million
- (2) increase in the Defense Health Program reimbursement: +\$4.3 million
- (3) decrease in dining facility collections based on most recent execution trends: -\$3.6 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	\$2,548	\$4,674	\$7,222	\$3,011	\$7,078	\$10,089	\$3,069	\$3,537	\$6,606
MEDICAL									
Defense Health Program	\$100,619	\$67,081	\$167,700	\$99,060	\$66,040	\$165,100	\$101,641	\$67,759	\$169,400
STRENGTH RELATED									
Basic Pay	\$63,433	\$10,135	\$73,568	\$74,908	\$21,456	\$96,364	\$76,356	\$21,879	\$98,235
Retired Pay Accrual	\$22,139	\$3,349	\$25,488	\$25,499	\$7,182	\$32,681	\$26,495	\$7,592	\$34,087
Incentive Pay	\$771	\$623	\$1,394	\$910	\$156	\$1,066	\$927	\$159	\$1,086
Allowance	\$25,231	\$15,133	\$40,364	\$19,085	\$6,537	\$25,622	\$18,948	\$6,399	\$25,347
Social Security Tax	\$4,852	\$412	\$5,264	\$5,730	\$1,642	\$7,372	\$5,841	\$1,674	\$7,515
TOTAL PROGRAM	\$219,593	\$101,407	\$321,000	\$228,203	\$110,091	\$338,294	\$233,277	\$108,999	\$342,276

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

	<u>ACTUAL FY 2021</u>			<u>ESTIMATE FY 2022</u>			<u>ESTIMATE FY 2023</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	1	4	5	1	4	5	1	4	5
DENTAL HYGIENE PROGRAM	0	8	8	0	8	8	0	8	8
DEPARTMENT OF ENERGY	13	0	13	13	0	13	13	0	13
DEPARTMENT OF JUSTICE	7	0	7	7	0	7	7	0	7
DEPARTMENT OF STATE	33	0	33	33	0	33	33	0	33
OFFICE OF NATIONAL DRUG CONTROL POLICY	2	0	2	2	0	2	2	0	2
NSC	6	0	6	6	0	6	6	0	6
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	32	17	49	32	17	49	32	17	49
SUB-TOTAL NON-REIMBURSABLE PERSONNEL	99	29	128	99	29	128	99	29	128
REIMBURSABLE PERSONNEL									
NASA	3	0	3	3	0	3	3	0	3
SUB-TOTAL REIMBURSABLE PERSONNEL	3	0	3	3	0	3	3	0	3
TOTAL ASSIGNED OUTSIDE DOD	102	29	131	102	29	131	102	29	131

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	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	42	98	140	42	98	140	42	98	140
SUPPLY MGMT	7	17	24	7	17	24	7	17	24
TRANSCOM	100	45	145	100	45	145	100	45	145
DECA	5	0	5	5	0	5	5	0	5
DFAS	3	28	31	3	28	31	3	28	31
DISA	46	21	67	46	21	67	46	21	67
DLA	69	48	117	69	48	117	69	48	117
USACE - Civil Works	181	170	351	181	170	351	181	170	351
USTC	0	0	0	0	0	0	0	0	0
JIEDDO	10	1	11	10	1	11	10	1	11
HRC	0	0	0	0	0	0	0	0	0
NAVY	16	16	32	16	16	32	16	16	32
SYS CMD	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
SUB-TOTAL REIMBURSABLE PERSONNEL	479	444	923	479	444	923	479	444	923
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS	479	444	923	479	444	923	479	444	923
TOTAL REIMBURSABLE PERSONNEL	518	503	1,021	518	503	1,021	518	503	1,021
TOTAL NON-REIMBURSABLE PERSONNEL	99	29	128	99	29	128	99	29	128
GRAND TOTAL	617	532	1,149	617	532	1,149	617	532	1,149

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

	ACTUAL FY 2021			ESTIMATE FY 2022			ESTIMATE FY 2023		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Non-Scholarship Students									
MS I	6,408	8,505	10,602	6,482	8,603	10,724	5,529	7,339	9,148
MS II	5,080	6,076	7,072	5,138	6,146	7,153	4,384	5,243	6,102
Total Basic Course	11,488	14,581	17,674	11,620	14,749	17,877	9,913	12,582	15,250
MS III	2,767	2,737	2,706	2,799	2,768	2,737	2,388	2,362	2,335
MS IV	3,097	3,050	3,003	3,133	3,086	3,038	2,672	2,632	2,591
Total Advanced Course	5,864	5,787	5,709	5,932	5,854	5,775	5,060	4,993	4,926
Total Non-Scholarship Students	17,352	20,368	23,383	17,552	20,602	23,652	14,973	17,575	20,176
Scholarship Students									
MS I	647	986	1,325	654	997	1,340	558	851	1,143
MS II	2,320	2,671	3,021	2,347	2,702	3,056	2,002	2,305	2,607
Total Basic Course	2,967	3,657	4,346	3,001	3,699	4,396	2,560	3,155	3,750
MS III	3,657	3,968	4,279	3,699	4,014	4,328	3,156	3,424	3,692
MS IV	4,750	5,069	5,387	4,805	5,127	5,449	4,099	4,374	4,648
Total Advanced Course	8,407	9,037	9,666	8,504	9,141	9,777	7,255	7,798	8,340
Total Scholarship Students	11,374	12,693	14,012	11,505	12,839	14,173	9,815	10,953	12,090
Total Enrollment									
MS I	7,055	9,491	11,927	7,136	9,600	12,064	6,087	8,189	10,291
MS II	7,400	8,747	10,093	7,485	8,847	10,209	6,386	7,548	8,709
Total Basic Course	14,455	18,238	22,020	14,621	18,447	22,273	12,473	15,737	19,000
MS III	6,424	6,705	6,985	6,498	6,782	7,065	5,544	5,786	6,027
MS IV	7,847	8,119	8,390	7,938	8,213	8,487	6,771	7,005	7,239
Total Advanced Course	14,271	14,823	15,375	14,436	14,994	15,552	12,315	12,791	13,266
Total Enrollment	28,726	33,061	37,395	29,057	33,441	37,825	24,788	28,527	32,266
Completed ROTC and Commissioned			6,258			6,330			5,400

**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 2021</u>	<u>ESTIMATE FY 2022</u>	<u>ESTIMATE FY 2023</u>
Schools	274	274	274
Civilian Personnel	1,229	1,286	1,286
Military Personnel (End Strength)	1,954	2,017	2,018

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

	ACTUAL FY 2021											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	17	17	17	17	17	17	17	17	18	17	16	16
LIEUTENANT GENERAL	47	47	47	47	46	46	46	47	47	48	49	48
MAJOR GENERAL	93	90	89	89	107	106	107	108	110	117	107	105
BRIGADIER GENERAL	141	143	144	148	130	130	131	133	147	141	139	129
COLONEL	4,026	4,032	4,003	4,044	4,045	4,060	4,072	4,077	4,019	3,982	3,958	3,903
LIEUTENANT COLONEL	8,977	8,986	8,996	8,941	8,955	9,109	9,177	9,170	9,156	9,123	9,223	9,139
MAJOR	16,118	16,144	16,112	16,131	16,163	16,086	16,126	16,357	16,270	16,454	16,247	16,179
CAPTAIN	27,155	27,289	27,043	26,872	26,724	26,573	26,381	27,862	27,679	27,310	27,008	27,227
1ST LIEUTENANT	11,762	14,099	14,199	14,391	14,469	14,647	14,945	12,952	12,938	12,912	12,871	12,286
2ND LIEUTENANT	10,351	7,626	7,491	7,580	7,604	7,397	7,106	8,650	9,411	9,541	9,562	9,737
SUBTOTAL COMMISSIONED OFFICERS	78,687	78,473	78,141	78,260	78,260	78,171	78,108	79,373	79,795	79,645	79,180	78,769
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	562	563	560	564	566	564	563	563	560	558	549	543
WARRANT OFFICER (W-4)	1,954	1,970	1,988	1,986	2,002	1,990	2,008	2,019	2,019	2,003	1,986	1,972
WARRANT OFFICER (W-3)	3,588	3,577	3,554	3,560	3,554	3,551	3,556	3,550	3,535	3,510	3,488	3,475
WARRANT OFFICER (W-2)	5,472	5,575	5,592	5,523	5,546	5,586	5,609	5,675	5,762	5,805	5,881	5,849
WARRANT OFFICER (W-1)	2,839	2,749	2,713	2,703	2,699	2,727	2,803	2,743	2,752	2,762	2,701	2,835
SUBTOTAL WARRANT OFFICERS	14,415	14,434	14,407	14,336	14,367	14,418	14,539	14,550	14,628	14,638	14,605	14,674
SUBTOTAL OFFICER	93,102	92,907	92,548	92,596	92,627	92,589	92,647	93,923	94,423	94,283	93,785	93,443
ENLISTED												
SERGEANT MAJOR	3,518	3,485	3,479	3,493	3,523	3,539	3,552	3,536	3,520	3,472	3,426	3,384
1ST SERGEANT/MASTER SERGEANT	10,875	10,910	10,940	10,878	10,815	10,773	10,769	10,798	11,016	10,883	10,777	10,669
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,377	36,594	36,570	36,431	36,363	36,299	36,413	36,161	35,536	35,160	34,781	34,633
STAFF SERGEANT	58,718	58,964	58,835	58,765	58,502	58,200	58,224	58,166	58,737	59,040	59,179	59,289
SERGEANT	68,790	69,472	70,281	70,628	71,058	71,724	71,482	71,318	71,090	70,814	70,697	70,580
CORPORAL/SPECIALIST	112,085	111,092	109,356	110,668	112,097	113,239	114,097	115,074	115,666	116,536	118,560	119,664
PRIVATE FIRST CLASS	55,058	55,735	55,067	56,038	56,039	54,082	51,936	51,207	53,396	55,098	56,504	54,932
PRIVATE E2	22,851	22,030	23,573	25,483	26,578	26,233	27,598	27,659	25,190	24,396	22,865	21,749
PRIVATE E1	20,771	20,847	17,247	16,263	13,653	12,660	11,336	11,061	13,019	12,784	14,000	13,664
SUBTOTAL ENLISTED PERSONNEL	389,043	389,129	385,348	388,647	388,628	386,749	385,407	384,980	387,170	388,183	390,789	388,564
CADET	4,480	4,468	4,447	4,441	4,430	4,404	4,388	3,387	4,548	4,517	4,495	4,483
TOTAL END STRENGTH	486,625	486,504	482,343	485,684	485,685	483,742	482,442	482,290	486,141	486,983	489,069	486,490

**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	16	15	14	16	16	16	16	16	15	15	16
LIEUTENANT GENERAL	48	49	47	47	44	45	44	45	42	43	46	47
MAJOR GENERAL	104	104	104	105	103	103	103	103	99	105	100	102
BRIGADIER GENERAL	126	124	123	125	125	126	126	126	132	127	130	126
COLONEL	3,880	3,871	3,866	3,936	3,971	3,976	3,974	3,931	3,895	3,853	3,827	3,759
LIEUTENANT COLONEL	9,074	9,104	9,079	8,983	8,963	8,991	9,039	9,056	9,072	9,030	8,986	8,908
MAJOR	16,221	16,173	16,175	16,171	16,214	16,255	16,287	16,316	16,443	16,413	16,384	16,319
CAPTAIN	26,792	26,478	26,642	26,516	26,435	26,230	26,008	28,158	27,593	27,577	27,320	27,774
1ST LIEUTENANT	12,304	14,366	13,999	14,499	14,596	14,779	15,038	12,826	12,757	12,624	12,635	11,851
2ND LIEUTENANT	10,120	8,168	8,076	7,909	7,671	7,464	7,150	8,566	9,279	9,329	9,387	9,392
SUBTOTAL COMMISSIONED OFFICERS	78,686	78,453	78,126	78,305	78,138	77,985	77,785	79,143	79,328	79,116	78,830	78,294
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	545	550	554	555	561	569	575	583	588	592	594	582
WARRANT OFFICER (W-4)	1,948	1,945	1,949	1,939	1,945	1,936	1,949	1,958	1,961	1,960	1,949	1,944
WARRANT OFFICER (W-3)	3,476	3,460	3,451	3,445	3,435	3,432	3,430	3,425	3,408	3,391	3,373	3,345
WARRANT OFFICER (W-2)	5,964	5,959	5,949	5,882	5,939	6,013	6,034	6,070	6,113	6,155	6,198	6,202
WARRANT OFFICER (W-1)	2,749	2,890	2,821	2,809	2,836	2,871	2,881	2,899	2,919	2,939	2,960	2,962
SUBTOTAL WARRANT OFFICERS	14,682	14,804	14,724	14,630	14,716	14,821	14,869	14,935	14,989	15,037	15,074	15,035
SUBTOTAL OFFICER	93,368	93,257	92,850	92,935	92,854	92,806	92,654	94,078	94,317	94,153	93,904	93,329
ENLISTED												
SERGEANT MAJOR	3,475	3,475	3,471	3,497	3,483	3,491	3,493	3,511	3,521	3,547	3,523	3,501
1ST SERGEANT/MASTER SERGEANT	11,347	11,666	11,616	11,599	11,577	11,435	11,442	11,481	11,467	11,623	11,526	11,280
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,465	35,940	36,302	36,441	36,177	36,196	36,165	36,258	36,436	36,553	36,475	36,381
STAFF SERGEANT	57,776	57,866	57,250	58,695	59,083	59,221	59,159	59,240	59,399	59,482	59,471	59,421
SERGEANT	70,848	71,556	70,864	69,803	69,983	70,611	70,598	70,614	70,761	70,991	71,098	71,066
CORPORAL/SPECIALIST	118,650	115,456	114,417	113,907	114,857	115,448	115,379	115,163	114,785	114,377	115,067	115,146
PRIVATE FIRST CLASS	55,069	55,337	54,461	53,972	39,117	37,066	36,590	36,330	35,894	36,267	36,621	36,764
PRIVATE E2	20,667	19,879	20,900	21,196	25,106	24,444	24,740	24,401	23,094	23,550	22,982	22,577
PRIVATE E1	13,846	13,381	11,289	10,082	17,590	1,885	18,236	18,403	19,460	19,621	20,977	22,065
SUBTOTAL ENLISTED PERSONNEL	387,143	384,556	380,570	379,192	376,973	359,797	375,802	375,401	374,817	376,011	377,740	378,201
CADET	4,454	4,451	4,407	4,388	4,374	4,349	4,336	3,375	4,521	4,510	4,486	4,470
TOTAL END STRENGTH	484,965	482,264	477,827	476,515	474,201	456,952	472,792	472,854	473,655	474,674	476,130	476,000

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

	ESTIMATE FY 2023											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	17	16	15	14	16	16	16	16	16	15	15	16
LIEUTENANT GENERAL	47	49	47	47	44	45	44	45	42	43	46	47
MAJOR GENERAL	102	103	104	105	103	103	103	103	99	105	100	102
BRIGADIER GENERAL	124	123	124	125	126	126	126	127	133	127	130	126
COLONEL	3,763	3,753	3,728	3,726	3,723	3,743	3,766	3,779	3,763	3,744	3,731	3,685
LIEUTENANT COLONEL	8,874	8,885	8,890	8,909	8,928	8,951	8,995	8,995	9,033	8,992	8,924	8,834
MAJOR	16,227	16,230	16,074	16,031	16,004	15,999	16,040	16,243	16,228	16,185	16,185	16,195
CAPTAIN	27,559	27,204	26,836	26,849	26,698	26,499	26,239	27,364	28,010	27,994	27,772	27,676
1ST LIEUTENANT	11,653	13,592	13,532	13,765	13,919	14,033	14,273	12,543	12,013	11,944	11,939	11,592
2ND LIEUTENANT	9,585	7,728	7,807	7,509	7,315	7,087	6,786	8,377	8,738	8,825	8,870	9,187
SUBTOTAL COMMISSIONED OFFICERS	77,951	77,683	77,157	77,080	76,876	76,602	76,388	77,592	78,075	77,974	77,712	77,460
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	581	582	585	586	589	590	593	598	599	601	599	594
WARRANT OFFICER (W-4)	1,951	1,963	1,973	1,978	1,899	1,912	1,936	1,956	1,970	1,977	1,975	1,973
WARRANT OFFICER (W-3)	3,333	3,315	3,295	3,285	3,244	3,238	3,237	3,232	3,215	3,201	3,186	3,164
WARRANT OFFICER (W-2)	6,222	6,245	6,245	6,181	6,195	6,224	6,265	6,303	6,334	6,361	6,398	6,400
WARRANT OFFICER (W-1)	2,971	2,982	2,982	2,952	2,958	2,973	2,992	3,010	3,025	3,038	3,055	3,056
SUBTOTAL WARRANT OFFICERS	15,058	15,087	15,080	14,982	14,885	14,937	15,023	15,099	15,143	15,178	15,213	15,187
SUBTOTAL OFFICER	93,009	92,770	92,237	92,062	91,761	91,539	91,411	92,691	93,218	93,152	92,925	92,647
ENLISTED												
SERGEANT MAJOR	3,439	3,435	3,438	3,429	3,433	3,432	3,428	3,443	3,453	3,477	3,454	3,438
1ST SERGEANT/MASTER SERGEANT	11,235	11,226	11,250	11,224	11,214	11,206	11,184	11,216	11,191	11,358	11,392	11,478
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,480	36,420	36,509	36,418	36,386	36,315	36,201	36,295	36,457	36,570	36,496	36,416
STAFF SERGEANT	58,350	58,227	58,358	58,239	58,179	58,171	57,911	57,985	58,140	58,243	58,221	58,198
SERGEANT	69,720	69,657	69,741	69,658	69,679	69,706	69,273	68,351	69,144	69,513	69,608	69,566
CORPORAL/SPECIALIST	115,943	114,202	110,912	111,048	110,377	109,951	110,791	111,573	110,372	109,358	109,475	108,760
PRIVATE FIRST CLASS	37,291	37,467	36,714	37,493	37,428	37,270	37,038	36,947	37,101	38,187	39,179	39,742
PRIVATE E2	22,750	23,162	23,599	24,466	25,132	24,578	25,043	24,816	23,870	24,797	24,587	24,406
PRIVATE E1	22,164	22,029	20,000	20,154	19,337	18,989	18,460	18,716	20,114	20,659	22,442	23,853
SUBTOTAL ENLISTED PERSONNEL	377,372	375,825	370,521	372,129	371,165	369,618	369,329	369,342	369,842	372,162	374,854	375,857
CADET	4,460	4,453	4,422	4,414	4,401	4,378	4,366	3,401	4,542	4,538	4,512	4,496
TOTAL END STRENGTH	474,841	473,048	467,180	468,605	467,327	465,535	465,106	465,434	467,602	469,852	472,291	473,000