

# DEPARTMENT OF THE ARMY

*Fiscal Year (FY) 2024 Budget Estimates*



**MILITARY PERSONNEL, ARMY  
JUSTIFICATION BOOK  
MARCH 2023**

**The estimated cost of this report for the Department of Defense is approximately \$9,678 for Fiscal Year 2023. This includes \$200 in expenses and \$9,478 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>FY 2022 ACTUALS</u>	<u>FY 2023 ENACTED</u>	<u>FY 2024 REQUESTED</u>
<b>Direct Baseline Program</b>			
Pay and Allowances of Officers	15,182,603	16,023,060	16,186,046
Pay and Allowances of Enlisted	29,122,031	29,064,941	29,679,195
Pay and Allowances of Cadets	97,376	101,808	107,478
Subsistence of Enlisted Personnel	2,126,930	2,221,785	2,329,295
Permanent Change of Station Travel	1,558,257	1,817,215	1,829,834
Other Military Personnel Costs	254,437	279,471	232,058
<b>TOTAL DIRECT BASELINE PROGRAM</b>	<b>48,341,634</b>	<b>49,508,280</b>	<b>50,363,906</b>
<b>Reimbursable Program</b>			
Pay and Allowances of Officers	252,874	233,277	251,873
Pay and Allowances of Enlisted	75,368	101,856	58,716
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	10,052	7,143	3,300
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	0
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>338,294</b>	<b>342,276</b>	<b>313,889</b>
<b>Total Baseline Program</b>			
Pay and Allowances of Officers	15,435,477	16,256,337	16,437,919
Pay and Allowances of Enlisted	29,197,399	29,166,797	29,737,911
Pay and Allowances of Cadets	97,376	101,808	107,478
Subsistence of Enlisted Personnel	2,136,982	2,228,928	2,332,595
Permanent Change of Station Travel	1,558,257	1,817,215	1,829,834
Other Military Personnel Costs	254,437	279,471	232,058
<b>TOTAL BASELINE PROGRAM</b>	<b>48,679,928</b>	<b>49,850,556</b>	<b>50,677,795</b>

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

	<u>FY 2022 ACTUALS</u>	<u>FY 2023 ENACTED</u>	<u>FY 2024 REQUESTED</u>
<b>Additional Afghanistan Supplemental Appropriations Act, 2022 (P.L. 117-70)</b>			
Pay and Allowances of Officers	50,000	0	0
Pay and Allowances of Enlisted	78,000	0	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
<b>TOTAL AFGHANISTAN SUPPLEMENTAL</b>	<b>128,000</b>	<b>0</b>	<b>0</b>
<b>Red Hill: Further Additional Continuing Appropriations Act, 2022 (P.L. 117-86)</b>			
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	75,375	0	0
Other Military Personnel Costs	0	0	0
<b>TOTAL RED HILL FUNDING</b>	<b>75,375</b>	<b>0</b>	<b>0</b>
<b>Ukraine Supplemental: Additional Ukraine Supplemental Appropriation Act, 2022 (P.L. 117-128); Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-180); Additional Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-328)</b>			
Pay and Allowances of Officers	85,674	49,005	0
Pay and Allowances of Enlisted	42,288	102,154	0
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	15,165	13,200	0
Permanent Change of Station Travel	0	0	0
Other Military Personnel Costs	0	0	0
<b>TOTAL UKRAINE FUNDING</b>	<b>143,127</b>	<b>164,359</b>	<b>0</b>

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

	<u>FY 2022 ACTUALS</u>	<u>FY 2023 ENACTED</u>	<u>FY 2024 REQUESTED</u>
<b>Total Program</b>			
Pay and Allowances of Officers	15,571,151	16,305,342	16,437,919
Pay and Allowances of Enlisted	29,317,687	29,268,951	29,737,911
Pay and Allowances of Cadets	97,376	101,808	107,478
Subsistence of Enlisted Personnel	2,152,147	2,242,128	2,332,595
Permanent Change of Station Travel	1,633,632	1,817,215	1,829,834
Other Military Personnel Costs	254,437	279,471	232,058
<b>TOTAL PROGRAM</b>	<u>49,026,430</u>	<u>50,014,915</u>	<u>50,677,795</u>
Medicare Eligible Retiree Health Fund Contribution	2,622,860	2,694,171	2,846,715
<b>TOTAL MILPERS PROGRAM COST</b>	<u>51,649,290</u>	<u>52,709,086</u>	<u>53,524,510</u>
<b>Memo Entry: Overseas Operations Costs (OOC)</b>			
Pay and Allowances of Officers	818,012	947,735	998,627
Pay and Allowances of Enlisted	1,577,566	1,639,262	1,754,232
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	196,313	265,203	216,886
Permanent Change of Station Travel	4,915	0	5,222
Other Military Personnel Costs	31,912	30,591	30,436
<b>TOTAL OOC</b>	<u>2,628,718</u>	<u>2,882,791</u>	<u>3,005,403</u>

<sup>1</sup> Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the base budget total \$3,005,403 thousands.

**SECTION 2**  
**INTRODUCTION**

**MILITARY PERSONNEL, ARMY  
SECTION 2  
INTRODUCTION**

The FY 2024 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 Operations Costs (OOC)**

This justification material includes Overseas Operations Costs (OOC) actuals in FY 2022, updated estimates in FY 2023, and budget requests for FY 2024. OOC funding is included in the base budget. OOC requirements support to the following missions:

- Operating Enduring Sentinel (OES) – supports efforts that deny terrorist safe-havens in Afghanistan by using over-the-horizon capabilities instead of in-country military presence.
- Operation Inherent Resolve (OIR) - supports the lasting defeat of the Islamic State of Iraq and Syria by, with, and through our partner forces in the region
- European Deterrence Initiative (EDI) – supports assurance to NATO alliances and bolsters the security and capacity of partners.
- Enduring Theater Requirements and Related Missions – includes security cooperation, counterterrorism, and other related activities to protect U.S interests and allow flexibility to achieve U.S. national security objectives.

In this justification material, FY 2022 includes \$2,628,718 thousand in OOC actual execution; FY 2023 includes \$2,913,376 thousand in OOC updated projections (FY 2023 enacted OOC amounts are \$2,882,791 thousand), and FY 2024 includes \$3,005,403 thousand for the OOC budget request.

**Strength Summary**

Military strength levels are the primary driver of the Military Personnel, Army budget request. This justification material estimates reflect both Base and Overseas Operations strength requirements in each fiscal year. FY 2022 strength levels are based on actual strength as of September 2022. FY 2023 estimates are based on strength levels updated from the President's Budget submission based on current execution trends. FY 2024 estimates are based on the latest Active Component (AC) and mobilized Reserve Component (RC) strength projections.

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

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<b>Average Strength</b>														
			FY2022 Projected Actuals				FY2023 Revised				FY2024 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
<b>BASE Support</b>	<b>AC</b>	Base	93,367	374,693	4,339	472,399	92,733	357,021	4,272	454,026	92,511	351,941	4,290	448,742
	<b>RC</b>	Mobilization	581	1,829	-	2,410	630	1,986	-	2,616	630	1,985	-	2,615
		ADOS	477	394	-	871	383	317	-	700	383	317	-	700
		Southwest Border	376	2,139	-	2,515	368	2,095	-	2,463	-	-	-	-
		COVID-19	63	477	-	540	-	-	-	-	-	-	-	-
	<b>RC Total</b>		1,497	4,839	-	6,336	1,381	4,398	-	5,779	1,013	2,302	-	3,315
<b>Total</b>		94,864	379,532	4,339	478,735	94,114	361,419	4,272	459,805	93,524	354,243	4,290	452,057	
<b>Overseas Operations Costs (OOC)</b>	<b>RC</b>	Overseas Operations	5,474	20,603	-	26,077	6,015	20,431	-	26,446	5,990	20,235	-	26,225
		<b>Total</b>	5,474	20,603	-	26,077	6,015	20,431	-	26,446	5,990	20,235	-	26,225
<b>Total</b>	<b>AC Total</b>		93,367	374,693	4,339	472,399	92,733	357,021	4,272	454,026	92,511	351,941	4,290	448,742
	<b>RC Total</b>		6,971	25,442	-	32,413	7,396	24,829	-	32,225	7,003	22,537	-	29,540
	<b>Total</b>		100,338	400,135	4,339	504,812	100,129	381,850	4,272	486,251	99,514	374,478	4,290	478,282
<b>End Strength</b>														
			FY2022 Projected Actuals				FY2023 Revised				FY2024 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
<b>Base</b>	<b>AC</b>	Base	93,661	367,585	4,379	465,625	92,815	354,778	4,407	452,000	92,640	354,948	4,412	452,000

**Primary Budget Drivers**

Inflationary rate adjustments include:

**Pay Raise**

- 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% (4.13% over the FY)
- Military Pay Raise, effective 1 January 2024 is 5.2% (5.05% over the FY)

**Basic Allowance for Subsistence**

- 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 11.2% (9.73% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2024, is 3.4% (5.20% over the FY)

**Basic Allowance for Housing**

- 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 9.9% (8.58% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2024, is 3.9% (5.40% over the FY)

The January 1, 2022 BAH inflation rate assumption is 4.6 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 2024 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2021. 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, 2024 BAH inflation rate assumption is 3.9 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2024.

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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 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
- Retired Pay Accrual as a percentage of Basic Pay is 30.0% for full-time and 23.1% for part-time Soldiers in FY 2024

**Foreign Currency Fluctuation**

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2022 column in the justification material reflects obligations based on actual foreign currency exchange rates. The FY 2023 updated projections are based on enacted foreign currency exchange rates. The FY 2024 request is based on the latest foreign currency exchange rates assumptions. The budget request reflects the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY 2022	FY 2023	FY 2024
		Execution Rates	Enacted Rates	Budget Rates
Denmark	Krone	6.4823	6.9802	7.2883
European Community	Euro	0.8703	0.9381	0.9798
Iceland	Krona	138.5288	131.3927	142.4565
Japan	Yen	106.4531	127.7677	139.1635
Norway	Krone	9.3841	9.3864	10.0785
Singapore	Dollar	1.3826	1.3750	1.3833
South Korea	Won	1,190.9277	1,259.1031	1,343.5392
Turkey	Lira	7.2233	15.7532	18.4686
United Kingdom	Pound	0.7843	0.7922	0.8502

**General Inflation**

- General inflation is 6.9% in FY 2022
- General inflation is 4.8% in FY 2023
- General inflation is 2.4% in FY 2024

**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 FY 2024, 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 2024 Requested Levels: 2,615 man-years; \$291.4 million [Traditional Base Operations]**

**NORTHCOM – Air Defense and Continuity of Operations (125 man-years; \$13.9 million)**

Provides support for 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; \$46.0 million)**

Provides support for 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; \$18.9 million)**

Provides counterterrorism partnership support 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; \$109.9 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; \$26.9 million)**

Provides 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; \$5.8 million)**

Provides 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; \$70.0 million)**

Provides 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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**FY2024 Requested Levels: 10,215 Man-Years; \$1,055.7 million [Overseas Operations Costs]**

**USCENTCOM - Operation Spartan Shield (OSS) (5,166 man-years; \$534.0 million)**

Provides support to missions 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.

**USCENTCOM – Operation Inherent Resolve (987 man-years; \$102.0 million)**

Provides support to the lasting defeat of the Islamic State of Iraq and Syria by, with, and through our partner forces in the region

**USCENTCOM – Operation Enduring Sentinel (340 man-years; \$35.1 million)**

Provides support to efforts that deny terrorist safe-havens in Afghanistan by using over-the-horizon capabilities instead of in-country military presence

**EUCOM - European Deterrence Initiative (EDI) (1,690 man-years; \$174.6 million)**

Provides support for the 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; \$138.1 million)**

Provides support for 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) (696 man-years; \$71.9 million)**

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

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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**

	<b><u>FY 2022 Actual</u></b>	<b><u>FY 2023 Updated</u></b>	<b><u>FY 2024 Request</u></b>
<b>(1) Average Strength</b>			
a. Active Component	472,399	454,026	448,742
b. Reserve Component on Active Duty	<u>32,413</u>	<u>32,225</u>	<u>29,540</u>
<b>Total</b>	<b>504,812</b>	<b>486,251</b>	<b>478,282</b>
<b>(2) End Strength</b>	465,625	452,000	452,000
<b>(3) Authorized End Strength</b>	485,000	452,000	

**Narrative:**

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

**Section II. Recruiting**

	<b><u>FY 2022 Actual</u></b>	<b><u>FY 2023 Updated</u></b>	<b><u>FY 2024 Request</u></b>
1. Numeric goals	60,000	51,700	62,600
Actual (projected)	45,000		

**Narrative:** In FY 2022, the Army achieved approximately 45,000 accessions and entered the fiscal year with a delayed entry pool (DEP) of 6,300. In FY 2023, the Army projects to achieve 51,700 accessions with a projected DEP of 5,000. In FY 2024, the planned accession mission is 62,600 with a DEP of 16,800.

	<b><u>FY 2022 Actual</u></b>	<b><u>FY 2023 Updated</u></b>	<b><u>FY 2024 Request</u></b>
2. Quality goals			
• HSDG percent (Tier I)			
Percent – Standard	> 90.00%	> 90.00%	> 90.00%
Actual	94.20%		
• Test Score Category I-III			
Percent – Standard	60.00%	> 60%	> 60%
Actual	60.20%		

- 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%).

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**PERFORMANCE MEASURES AND EVALUATION SUMMARY**

- 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. 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.

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

### **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 their initial service obligation. Additionally, the Army conducts a monthly review of the enlistment bonus program and adjusts 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 2022</u>		<u>ESTIMATE FY 2023</u>		<u>ESTIMATE FY 2024</u>	
	<b>AVERAGE STRENGTH</b>	<b>END STRENGTH 30 SEP 2022<sup>2</sup></b>	<b>AVERAGE STRENGTH</b>	<b>END STRENGTH 30 SEP 2023<sup>2</sup></b>	<b>AVERAGE STRENGTH</b>	<b>END STRENGTH 30 SEP 2024<sup>2</sup></b>
<b>DIRECT BASELINE PROGRAM</b>						
OFFICER	94,162	92,959	93,412	92,113	92,822	91,938
ENLISTED	379,124	367,177	361,011	354,370	353,835	354,540
CADET	4,339	4,379	4,272	4,407	4,290	4,412
<b>TOTAL DIRECT BASELINE PROGRAM</b>	<b>477,625</b>	<b>464,515</b>	<b>458,695</b>	<b>450,890</b>	<b>450,947</b>	<b>450,890</b>
<b>REIMBURSABLE BASELINE PROGRAM</b>						
OFFICER	702	702	702	702	702	702
ENLISTED	408	408	408	408	408	408
CADET	0	0	0	0	0	0
<b>TOTAL REIMBURSABLE BASELINE PROGRAM</b>	<b>1,110</b>	<b>1,110</b>	<b>1,110</b>	<b>1,110</b>	<b>1,110</b>	<b>1,110</b>
<b>BASELINE PROGRAM <sup>1</sup></b>						
OFFICER	94,864	93,661	94,114	92,815	93,524	92,640
ENLISTED	379,532	367,585	361,419	354,778	354,243	354,948
CADET	4,339	4,379	4,272	4,407	4,290	4,412
<b>TOTAL BASELINE PROGRAM</b>	<b>478,735</b>	<b>465,625</b>	<b>459,805</b>	<b>452,000</b>	<b>452,057</b>	<b>452,000</b>
<b>OVERSEAS OPERATIONS COSTS (OOC) PROGRAM <sup>3</sup></b>						
OFFICER	5,474	0	6,015	0	5,990	0
ENLISTED	20,603	0	20,431	0	20,235	0
CADET	0	0	0	0	0	0
<b>TOTAL OOC PROGRAM</b>	<b>26,077</b>	<b>0</b>	<b>26,446</b>	<b>0</b>	<b>26,225</b>	<b>0</b>
<b>PROGRAM</b>						
OFFICER	100,338	93,661	100,129	92,815	99,514	92,640
ENLISTED	400,135	367,585	381,850	354,778	374,478	354,948
CADET	4,339	4,379	4,272	4,407	4,290	4,412
<b>TOTAL PROGRAM</b>	<b>504,812</b>	<b>465,625</b>	<b>486,251</b>	<b>452,000</b>	<b>478,282</b>	<b>452,000</b>

<sup>1</sup> Baseline average strength includes Reserve Component (RC) on Active-Duty Operational Support (ADOS) man-year for Administrative and Operational ADOS supporting base missions.

<sup>2</sup> End strength is only reported for the Active Component

<sup>3</sup> Figures listed include mobilized RC Soldiers supporting Overseas Operations Costs (OOC) requirements

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

**Operational Support**

Starting in FY 2022, the NDAA (P.L. 117-81, Sec 415) requires 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. These totals are not included in the end strength figures that are displayed throughout the justification material.

	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Army Reserve	0	0	0
Army Guard	1	1	1

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

	<b>ACTUAL FY 2022</b>		<b>ESTIMATE FY 2023</b>		<b>ESTIMATE FY 2024</b>	
	<b>30 SEP</b>	<b>REIMB INCLUDED</b>	<b>30 SEP</b>	<b>REIMB INCLUDED</b>	<b>30 SEP</b>	<b>REIMB INCLUDED</b>
<b>OFFICER</b>						
<b>COMMISSIONED OFFICERS</b>						
GENERAL	16	0	15	0	15	0
LIEUTENANT GENERAL	46	1	44	1	43	1
MAJOR GENERAL	108	3	104	3	101	3
BRIGADIER GENERAL	118	5	114	5	111	5
COLONEL	3,767	93	3,714	93	3,687	93
LIEUTENANT COLONEL	8,902	150	8,667	150	8,696	150
MAJOR	16,131	173	16,120	173	16,026	173
CAPTAIN	27,212	190	27,425	190	27,716	190
1ST LIEUTENANT	12,209	45	11,564	45	11,214	45
2ND LIEUTENANT	10,111	0	9,577	0	9,287	0
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>78,620</b>	<b>660</b>	<b>77,344</b>	<b>660</b>	<b>76,896</b>	<b>660</b>
<b>WARRANT OFFICERS</b>						
WARRANT OFFICER (W-5)	571	1	557	1	541	1
WARRANT OFFICER (W-4)	1,848	16	1,876	16	1,838	16
WARRANT OFFICER (W-3)	3,339	19	3,220	19	3,287	19
WARRANT OFFICER (W-2)	5,940	6	6,246	6	6,412	6
WARRANT OFFICER (W-1)	3,343	0	3,572	0	3,666	0
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>15,041</b>	<b>42</b>	<b>15,471</b>	<b>42</b>	<b>15,744</b>	<b>42</b>
<b>SUBTOTAL OFFICER</b>	<b>93,661</b>	<b>702</b>	<b>92,815</b>	<b>702</b>	<b>92,640</b>	<b>702</b>
<b>ENLISTED PERSONNEL</b>						
SERGEANT MAJOR	3,501	19	3,518	19	3,432	19
1ST SERGEANT/MASTER SERGEANT	10,694	30	10,456	30	10,571	30
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,702	121	36,925	121	35,226	121
STAFF SERGEANT	57,742	86	58,072	86	58,118	86
SERGEANT	69,861	100	69,749	100	67,983	100
CORPORAL/SPECIALIST	113,412	50	104,850	50	96,179	50
PRIVATE FIRST CLASS	48,339	2	35,604	2	37,055	2
PRIVATE E2	16,340	0	17,090	0	26,448	0
PRIVATE E1	10,994	0	18,514	0	19,936	0
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>367,585</b>	<b>408</b>	<b>354,778</b>	<b>408</b>	<b>354,948</b>	<b>408</b>
<b>CADET</b>	4,379	0	4,407	0	4,412	0
<b>TOTAL END STRENGTH</b>	<b>465,625</b>	<b>1,110</b>	<b>452,000</b>	<b>1,110</b>	<b>452,000</b>	<b>1,110</b>

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

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

	<b>ACTUAL FY 2022</b>		<b>ESTIMATE FY 2023</b>		<b>ESTIMATE FY 2024</b>	
	<b>30 SEP</b>	<b>REIMB INCLUDED</b>	<b>30 SEP</b>	<b>REIMB INCLUDED</b>	<b>30 SEP</b>	<b>REIMB INCLUDED</b>
<b>OFFICER</b>						
<b>COMMISSIONED OFFICERS</b>						
GENERAL	16	0	15	0	15	0
LIEUTENANT GENERAL	48	1	46	1	45	1
MAJOR GENERAL	128	3	122	3	119	3
BRIGADIER GENERAL	167	5	159	5	152	5
COLONEL	4,183	93	4,104	93	4,023	93
LIEUTENANT COLONEL	9,754	150	9,628	150	9,528	150
MAJOR	17,819	173	17,829	173	17,732	173
CAPTAIN	28,588	190	29,028	190	29,129	190
1ST LIEUTENANT	14,990	45	14,414	45	13,940	45
2ND LIEUTENANT	8,810	0	8,457	0	8,192	0
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>84,503</b>	<b>660</b>	<b>83,802</b>	<b>660</b>	<b>82,875</b>	<b>660</b>
<b>WARRANT OFFICERS</b>						
WARRANT OFFICER (W-5)	595	1	610	1	584	1
WARRANT OFFICER (W-4)	2,115	16	2,045	16	2,051	16
WARRANT OFFICER (W-3)	3,728	19	3,604	19	3,578	19
WARRANT OFFICER (W-2)	6,332	6	6,495	6	6,716	6
WARRANT OFFICER (W-1)	3,065	0	3,573	0	3,710	0
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>15,835</b>	<b>42</b>	<b>16,327</b>	<b>42</b>	<b>16,639</b>	<b>42</b>
<b>SUBTOTAL OFFICER</b>	<b>100,338</b>	<b>702</b>	<b>100,129</b>	<b>702</b>	<b>99,514</b>	<b>702</b>
<b>ENLISTED PERSONNEL</b>						
SERGEANT MAJOR	3,734	19	3,765	19	3,674	19
1ST SERGEANT/MASTER SERGEANT	12,317	30	11,966	30	11,723	30
PLATOON SERGEANT/SERGEANT 1ST CLASS	38,270	121	39,130	121	37,276	121
STAFF SERGEANT	62,482	86	61,932	86	61,847	86
SERGEANT	76,397	100	75,821	100	72,915	100
CORPORAL/SPECIALIST	124,950	50	118,423	50	109,456	50
PRIVATE FIRST CLASS	52,329	2	42,223	2	36,795	2
PRIVATE E2	19,915	0	16,213	0	24,833	0
PRIVATE E1	9,741	0	12,377	0	15,959	0
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>400,135</b>	<b>408</b>	<b>381,850</b>	<b>408</b>	<b>374,478</b>	<b>408</b>
<b>CADET</b>	4,339	0	4,272	0	4,290	0
<b>TOTAL AVERAGE STRENGTH</b>	<b>504,812</b>	<b>1,110</b>	<b>486,251</b>	<b>1,110</b>	<b>478,282</b>	<b>1,110</b>

Average strength includes mobilized Reserve Component (RC) on Active Duty Soldiers supporting base contingencies as well as and Overseas Operations Costs. Average strength listed include the following total RC mobilization man-years: 32,413 in FY 2022, 32,225 in FY 2023 and 29,540 in FY2024.

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

Monthly End Strengths <sup>1/</sup>	FY 2022				FY 2023				FY 2024			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	93,443	388,564	4,483	486,490	93,661	367,585	4,379	465,625	92,815	354,778	4,407	452,000
October	93,368	387,143	4,454	484,965	93,278	365,440	4,365	463,083	92,690	354,910	4,393	451,994
November	93,257	384,556	4,451	482,264	93,016	363,226	4,358	460,600	92,602	354,118	4,386	451,105
December	92,850	380,570	4,407	477,827	92,597	358,795	4,328	455,720	92,120	349,757	4,355	446,231
January	92,935	379,192	4,388	476,515	92,365	358,789	4,319	455,474	92,093	351,976	4,345	448,414
February	92,837	376,466	4,377	473,680	92,339	356,959	4,307	453,605	91,973	351,654	4,333	447,960
March	92,730	373,442	4,347	470,519	92,277	354,761	4,282	451,321	91,871	350,470	4,305	446,646
April	92,545	370,024	4,328	466,897	92,191	353,151	4,269	449,611	91,744	349,951	4,290	445,985
May	94,043	367,559	3,319	464,921	92,805	351,796	3,311	447,912	92,962	349,673	3,316	445,951
June	94,117	366,655	4,467	465,239	92,664	351,443	4,459	448,566	93,322	349,864	4,468	447,654
July	94,248	366,027	4,428	464,703	93,086	353,395	4,448	450,929	93,150	351,904	4,454	449,508
August	93,915	366,615	4,394	464,924	92,965	355,325	4,421	452,711	92,885	354,157	4,427	451,469
September	93,661	367,585	4,379	465,625	92,815	354,778	4,407	452,000	92,640	354,948	4,412	452,000

**SUMMARY OF AVERAGE STRENGTH**

	FY 2022				FY 2023				FY 2024			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
<b>BASE Active Component (AC)</b>	<b>93,367</b>	<b>374,693</b>	<b>4,339</b>	<b>472,399</b>	<b>92,733</b>	<b>357,021</b>	<b>4,272</b>	<b>454,026</b>	<b>92,511</b>	<b>351,941</b>	<b>4,290</b>	<b>448,742</b>
<b>BASE Active Duty for Operational Support (RC)</b>												
Administrative and Operational	477	394	-	871	383	317	-	700	383	317	-	700
12304B Contingency	581	1,829	-	2,410	630	1,986	-	2,616	630	1,985	-	2,615
Southwest Border Support	376	2,139	-	2,515	368	2,095	-	2,463	-	-	-	-
COVID-19 Support	63	477	-	540	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1,497</b>	<b>4,839</b>	<b>-</b>	<b>6,336</b>	<b>1,381</b>	<b>4,398</b>	<b>-</b>	<b>5,779</b>	<b>1,013</b>	<b>2,302</b>	<b>-</b>	<b>3,315</b>
<b>BASE Total - Average Strength</b>	<b>94,864</b>	<b>379,532</b>	<b>4,339</b>	<b>478,735</b>	<b>94,114</b>	<b>361,419</b>	<b>4,272</b>	<b>459,805</b>	<b>93,524</b>	<b>354,243</b>	<b>4,290</b>	<b>452,057</b>
<b>Overseas Operations Cost</b>	<b>5,474</b>	<b>20,603</b>	<b>-</b>	<b>26,077</b>	<b>6,015</b>	<b>20,431</b>	<b>-</b>	<b>26,446</b>	<b>5,990</b>	<b>20,235</b>	<b>-</b>	<b>26,225</b>
<b>Total Average Strength</b>	<b>100,338</b>	<b>400,135</b>	<b>4,339</b>	<b>504,812</b>	<b>100,129</b>	<b>381,850</b>	<b>4,272</b>	<b>486,251</b>	<b>99,514</b>	<b>374,478</b>	<b>4,290</b>	<b>478,282</b>

**Pay and Allowances<sup>2/</sup> ADOS and RC Mobilization (\$M)**

	FY 2022				FY 2023				FY 2024			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative and Operational	\$72.6	\$31.5	\$0.0	\$104.1	\$60.8	\$26.6	\$0.0	\$87.4	\$63.4	\$27.8	\$0.0	\$91.2
12304B Contingency	\$88.4	\$146.4	\$0.0	\$234.8	\$100.0	\$166.7	\$0.0	\$266.7	\$104.3	\$173.9	\$0.0	\$278.2
Southwest Border Support	\$57.2	\$171.2	\$0.0	\$228.4	\$58.4	\$175.8	\$0.0	\$234.3	\$0.0	\$0.0	\$0.0	\$0.0
COVID-19 Support	\$9.6	\$38.2	\$0.0	\$47.8	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
Overseas Operations Costs (OOC) <sup>3/</sup>	\$782.9	\$1,591.5	\$0.0	\$2,374.4	\$872.6	\$1,761.8	\$0.0	\$2,634.4	\$960.7	\$1,750.0	\$0.0	\$2,710.7
<b>Total ADOS/RC Mobilization</b>	<b>\$1,010.8</b>	<b>\$1,978.7</b>	<b>\$0.0</b>	<b>\$2,989.5</b>	<b>\$1,091.9</b>	<b>\$2,131.0</b>	<b>\$0.0</b>	<b>\$3,222.8</b>	<b>\$1,128.4</b>	<b>\$1,951.6</b>	<b>\$0.0</b>	<b>\$3,080.0</b>

<sup>1/</sup> Monthly end strengths (ES) only include Active Component Soldiers. The FY 2022 monthly ES reflect actuals through September 2022. FY 2023 and FY 2024 reflect projections as of October 2022.

<sup>2/</sup> Include dollars for basic pay, retired pay accrual, FICA, basic allowance for housing, and basic allowance for subsistence supporting reserve component (RC) mobilization

<sup>3/</sup> Total OOC funding included in this budget material is \$2,628.7 million for FY22 actuals, \$2,913.4 million for FY23 updated projections (\$2,882.8 million for FY23 enacted), and \$3,005.4 million for FY24 request. Total OOC funding supports RC pay and allowances, active component (AC) deployment pays, subsistence-in-kind, permanent change of station and unemployment component. The figures listed above include OOC funding supporting RC mobilization pay and allowances only.

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

<b>OFFICER</b>	<u>ACTUAL FY 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
<b>Beginning Strength</b>	<b>93,443</b>	<b>93,661</b>	<b>92,815</b>
<b>Gains:</b>			
Service Academies	1,020	1,007	980
ROTC	3,935	2,167	2,954
Officer Candidate School	98	96	100
Warrant Officer Programs	1,649	1,689	1,565
Other Gains (Medical & JAG)	2,165	2,248	2,300
<b>Total Officer Gains</b>	<b>8,867</b>	<b>7,207</b>	<b>7,899</b>
<b>Losses:</b>			
Expiration of Contract	8,532	7,934	7,956
15 Year Retirement	0	0	0
Involuntary Separation of Regular	117	119	118
<b>Total Officer Losses</b>	<b>8,649</b>	<b>8,053</b>	<b>8,074</b>
<b>End Strength</b>	<b>93,661</b>	<b>92,815</b>	<b>92,640</b>

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

<b>ENLISTED</b>	<b><u>ACTUAL FY 2022</u></b>	<b><u>ESTIMATE FY 2023</u></b>	<b><u>ESTIMATE FY 2024</u></b>
<b>Beginning Strength</b>	<b>388,564</b>	<b>367,585</b>	<b>354,778</b>
<b>Gains:</b>			
Males (NPS)	34,045	39,170	48,343
Females (NPS)	6,618	7,560	9,208
Prior Service Enlistments	4,375	5,000	5,000
Reenlistment (IMM)	51,796	51,085	50,534
Returned to Military Control	319	218	193
Other Gains	151	14	0
<b>Total Enlisted Gains</b>	<b>97,304</b>	<b>103,047</b>	<b>113,278</b>
<b>Losses:</b>			
Estimated Termination of Service	26,608	26,116	24,930
Normal Early Release	13	341	0
To Commissioned Officer and Warrant Officer	1,747	1,785	1,665
Reenlistment	51,796	51,085	50,534
Retirement	6,057	5,631	5,145
15 Year Retirement	0	0	0
Dropped from Rolls	115	271	253
Attrition Adverse Causes	12,972	12,312	12,094
Other Attrition	18,975	18,313	18,487
<b>Total Enlisted Losses</b>	<b>118,283</b>	<b>115,854</b>	<b>113,108</b>
<b>End Strength</b>	<b>367,585</b>	<b>354,778</b>	<b>354,948</b>

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

<b>CADET</b>	<u><b>ACTUAL FY 2022</b></u>	<u><b>ESTIMATE FY 2023</b></u>	<u><b>ESTIMATE FY 2024</b></u>
<b>Beginning Strength</b>	<b>4,483</b>	<b>4,379</b>	<b>4,407</b>
Entering Cadets	1,148	1,168	1,169
<b>Losses:</b>			
Attrition	251	131	206
Graduates	1,001	1,009	958
	<hr/>	<hr/>	<hr/>
<b>Total Cadet Losses</b>	<b>1,252</b>	<b>1,140</b>	<b>1,164</b>
<b>End Strength</b>	<b>4,379</b>	<b>4,407</b>	<b>4,412</b>

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

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>1. Basic Pay</b>									
Basic Pay	8,465,697	15,422,661	23,888,358	8,739,479	15,488,278	24,227,757	9,125,119	15,838,264	24,963,383
<b>2. Retired Pay Accrual</b>									
Retired Pay Accrual	2,905,067	5,282,031	8,187,098	3,116,629	5,520,086	8,636,715	2,689,228	4,679,458	7,368,686
<b>3. Thrift Savings Plan (TSP) Matching</b>									
Thrift Savings Plan (TSP) Matching	84,711	168,285	252,996	86,062	251,369	337,431	100,934	296,009	396,943
<b>4. Basic Allowance for Housing</b>									
With Dependents - Domestic	1,651,298	4,168,239	5,819,537	1,809,840	4,343,209	6,153,049	1,899,277	4,422,649	6,321,926
Without Dependents - Domestic	618,268	911,306	1,529,574	668,793	948,904	1,617,697	698,108	964,214	1,662,322
Partial Allowance for Bachelors - Domestic	246	11,633	11,879	265	11,340	11,605	275	12,007	12,282
BAH Differential - Domestic	108	2,273	2,381	116	2,352	2,468	122	2,443	2,565
With Dependents - Overseas	99,032	115,659	214,691	103,821	118,391	222,212	90,896	101,488	192,384
Without Dependents - Overseas	53,338	47,873	101,211	55,352	48,986	104,338	48,155	42,095	90,250
<b>TOTAL BASIC ALLOWANCE FOR HOUSING</b>	<b>2,422,290</b>	<b>5,256,983</b>	<b>7,679,273</b>	<b>2,638,187</b>	<b>5,473,182</b>	<b>8,111,369</b>	<b>2,736,833</b>	<b>5,544,896</b>	<b>8,281,729</b>
<b>5. Subsistence</b>									
Basic Allowance for Subsistence	329,755	0	329,755	359,040	0	359,040	381,692	0	381,692
When Authorized to Mess Separately	0	1,851,850	1,851,850	0	1,910,623	1,910,623	0	1,938,916	1,938,916
Less Collections	0	(408,648)	(408,648)	0	(390,239)	(390,239)	0	(396,649)	(396,649)
Subsistence in Kind									
Subsistence in Messes	0	450,736	450,736	0	487,675	487,675	0	485,659	485,659
Operational Rations	0	256,142	256,142	0	304,126	304,126	0	302,446	302,446
Augmentation Rations/Other Programs	0	2,067	2,067	0	2,203	2,203	0	2,223	2,223
<b>SUBTOTAL SUBSISTENCE IN KIND</b>	<b>0</b>	<b>708,945</b>	<b>708,945</b>	<b>0</b>	<b>794,004</b>	<b>794,004</b>	<b>0</b>	<b>790,328</b>	<b>790,328</b>
<b>TOTAL SUBSISTENCE</b>	<b>329,755</b>	<b>2,152,147</b>	<b>2,481,902</b>	<b>359,040</b>	<b>2,314,388</b>	<b>2,673,428</b>	<b>381,692</b>	<b>2,332,595</b>	<b>2,714,287</b>
<b>6. Incentive Pay, Hazardous Duty and Aviation Career</b>									
Flying Duty	82,934	8,325	91,259	81,278	8,320	89,598	80,944	7,988	88,932
Parachute Jumping	11,645	67,807	79,452	11,827	65,404	77,231	11,756	64,107	75,863
Experimental Stress	1,000	263	1,263	1,035	253	1,288	1,029	248	1,277
Demolition Duty	2,073	12,263	14,336	2,065	11,811	13,876	2,053	11,576	13,629
Chemical Munitions	3,478	40	3,518	3,605	40	3,645	3,582	40	3,622
Toxic Pesticides	0	4	4	0	4	4	0	4	4
Toxic Fuel/Waste	0	12	12	0	12	12	0	12	12
<b>TOTAL INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER</b>	<b>101,130</b>	<b>88,714</b>	<b>189,844</b>	<b>99,810</b>	<b>85,844</b>	<b>185,654</b>	<b>99,364</b>	<b>83,975</b>	<b>183,339</b>

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

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>7. Special Pays</b>									
Special Pay									
Medical Pay	212,752	0	212,752	256,297	0	256,297	218,124	0	218,124
Dental Pay	41,080	0	41,080	51,926	0	51,926	42,125	0	42,125
Nurse Pay	20,950	0	20,950	32,187	0	32,187	26,367	0	26,367
Optometrists Pay	1,336	0	1,336	1,729	0	1,729	1,433	0	1,433
Veterinarians Pay	5,476	0	5,476	7,135	0	7,135	5,821	0	5,821
Diplomate Pay for Psychologists	5,795	0	5,795	7,289	0	7,289	5,810	0	5,810
Assignment Incentive Pay	7,800	31,631	39,431	7,800	26,202	34,002	7,751	25,682	33,433
Personal Money Allowances for General/Flag Officer	67	0	67	62	0	62	62	0	62
Pharmacy Pay	2,199	0	2,199	3,030	0	3,030	2,413	0	2,413
Physician Assistant	19,271	0	19,271	24,488	0	24,488	15,367	0	15,367
Social Work	2,727	0	2,727	3,432	0	3,432	2,724	0	2,724
Diving Duty Pay	333	1,368	1,701	333	1,136	1,469	331	1,113	1,444
Board Certified Pay Non-Physician Health Care	2,241	0	2,241	3,012	0	3,012	2,396	0	2,396
Hostile Fire Pay	3,253	23,227	26,480	2,981	26,040	29,021	6,913	25,653	32,566
Sea Duty Pay	236	447	683	236	357	593	235	349	584
Hardship Duty Pay	9,873	46,477	56,350	9,975	49,008	58,983	9,845	48,406	58,251
Foreign Language Proficiency Pay	11,985	31,282	43,267	5,970	25,986	31,956	5,933	25,474	31,407
Judge Advocate Continuation Pay	5,306	0	5,306	2,643	0	2,643	2,627	0	2,627
Other Special Pay	0	2	2	0	2	2	0	2	2
Continuation Pay	7,153	7,212	14,365	8,285	5,255	13,540	15,889	9,361	25,250
<b>SUBTOTAL SPECIAL PAY</b>	<b>359,833</b>	<b>141,646</b>	<b>501,479</b>	<b>428,810</b>	<b>133,986</b>	<b>562,796</b>	<b>372,166</b>	<b>136,040</b>	<b>508,206</b>
Special Duty Assignment Pay (SDAP)	0	115,865	115,865	0	112,673	112,673	0	110,441	110,441
Reenlistment Bonus	0	393,113	393,113	0	527,789	527,789	0	425,703	425,703
Enlistment Bonus									
New Payments	0	189,772	189,772	0	179,756	179,756	0	200,561	200,561
Anniversary	0	91,103	91,103	0	133,342	133,342	0	237,537	237,537
<b>SUBTOTAL ENLISTMENT BONUS</b>	<b>0</b>	<b>280,875</b>	<b>280,875</b>	<b>0</b>	<b>313,098</b>	<b>313,098</b>	<b>0</b>	<b>438,098</b>	<b>438,098</b>
Officer Bonus - Other than Medical	4,698	0	4,698	8,000	0	8,000	8,000	0	8,000
Loan Repayment Program	0	9,517	9,517	0	8,607	8,607	0	8,607	8,607
Aid and Attendance for Catastrophically Injured	0	2,932	2,932	0	1,878	1,878	0	1,841	1,841
<b>TOTAL SPECIAL PAYS</b>	<b>364,531</b>	<b>943,948</b>	<b>1,308,479</b>	<b>436,810</b>	<b>1,098,031</b>	<b>1,534,841</b>	<b>380,166</b>	<b>1,120,730</b>	<b>1,500,896</b>

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

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>8. Allowance</b>									
Overseas Station Allowances									
Cost of Living	118,134	273,460	391,594	89,214	220,652	309,866	88,898	222,900	311,798
Temporary Lodging	32,506	50,568	83,074	33,618	50,170	83,788	35,230	51,954	87,184
<b>SUBTOTAL OVERSEAS STATION ALLOWANCES</b>	<b>150,640</b>	<b>324,028</b>	<b>474,668</b>	<b>122,832</b>	<b>270,822</b>	<b>393,654</b>	<b>124,128</b>	<b>274,854</b>	<b>398,982</b>
Clothing Allowances									
Initial Issue	0	139,638	139,638	0	146,334	146,334	0	169,604	169,604
Initial Military Allowance	3,575	0	3,575	2,883	0	2,883	3,160	0	3,160
Additional Military Allowance	959	0	959	1,143	0	1,143	1,137	0	1,137
Maintenance Allowances	0	113,664	113,664	0	94,360	94,360	0	96,590	96,590
Civilian Clothing Allowance	851	0	851	1,256	0	1,256	1,278	0	1,278
Supplementary Allowances	0	10,400	10,400	0	10,400	10,400	0	10,400	10,400
Other Allowances	0	5,727	5,727	0	5,727	5,727	0	5,727	5,727
<b>SUBTOTAL CLOTHING ALLOWANCES</b>	<b>5,385</b>	<b>269,429</b>	<b>274,814</b>	<b>5,282</b>	<b>256,821</b>	<b>262,103</b>	<b>5,575</b>	<b>282,321</b>	<b>287,896</b>
Family Separation Allowances									
FSA - Restricted	3,814	13,546	17,360	3,814	15,388	19,202	3,790	15,082	18,872
FSA - Temporary	14,622	55,855	70,477	15,130	60,781	75,911	15,063	60,004	75,067
<b>SUBTOTAL FAMILY SEPARATION ALLOWANCES</b>	<b>18,436</b>	<b>69,401</b>	<b>87,837</b>	<b>18,944</b>	<b>76,169</b>	<b>95,113</b>	<b>18,853</b>	<b>75,086</b>	<b>93,939</b>
Basic Needs Allowance Payments	0	0	0	179	6,164	6,343	185	4,941	5,126
CONUS, Cost-of-Living Allowance	5,982	8,870	14,852	6,351	10,920	17,271	6,636	11,307	17,943
<b>TOTAL ALLOWANCE</b>	<b>180,443</b>	<b>671,728</b>	<b>852,171</b>	<b>153,588</b>	<b>620,896</b>	<b>774,484</b>	<b>155,377</b>	<b>648,509</b>	<b>803,886</b>
<b>9. Separation Pay</b>									
Lump Sum Terminal Leave Payments	44,828	145,324	190,152	43,761	140,787	184,548	45,015	144,830	189,845
Severance Pay, Disability	12,384	146,600	158,984	12,644	143,058	155,702	13,193	146,801	159,994
Separation Pay - Involuntary Half Pay (5%)	0	9,531	9,531	0	9,170	9,170	0	9,594	9,594
Separation Pay - Involuntary Full Pay (10%)	10,715	12,190	22,905	11,350	11,729	23,079	11,847	12,273	24,120
Voluntary Separation Incentive (VSI)	5,306	1,409	6,715	4,345	1,155	5,500	3,555	945	4,500
<b>TOTAL SEPARATION PAY</b>	<b>73,233</b>	<b>315,054</b>	<b>388,287</b>	<b>72,100</b>	<b>305,899</b>	<b>377,999</b>	<b>73,610</b>	<b>314,443</b>	<b>388,053</b>

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

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<b>10. Social Security Tax Payments</b>									
Social Security Tax Employer Contribution	644,294	1,168,283	1,812,577	665,803	1,180,134	1,845,937	695,596	1,211,627	1,907,223
<b>11. Permanent Change of Station Travel</b>									
Accession Travel	19,163	101,636	120,799	20,554	88,831	109,385	22,918	108,611	131,529
Training Travel	137,119	30,727	167,846	132,193	30,778	162,971	135,872	31,588	167,460
Operational Travel	161,622	279,880	441,502	152,643	277,009	429,652	156,721	284,294	441,015
Rotational Travel To/From Overseas	191,456	363,354	554,810	234,471	430,161	664,632	239,675	438,851	678,526
Separation Travel	79,045	206,824	285,869	64,487	167,967	232,454	65,998	165,138	231,136
Organized Unit Travel	1,146	1,497	2,643	887	4,167	5,054	900	4,281	5,181
Non-Temporary Storage	7,450	6,835	14,285	7,921	6,869	14,790	7,931	6,809	14,740
Temporary Lodging Expense	19,103	26,775	45,878	62,864	94,828	157,692	63,304	96,943	160,247
<b>TOTAL PERMANENT CHANGE OF STATION TRAVEL</b>	<b>616,104</b>	<b>1,017,528</b>	<b>1,633,632</b>	<b>676,020</b>	<b>1,100,610</b>	<b>1,776,630</b>	<b>693,319</b>	<b>1,136,515</b>	<b>1,829,834</b>
<b>12. Other Military Personnel Costs</b>									
Apprehension Deserters, Absentees, Escaped Prisoners	0	110	110	0	85	85	0	86	86
Interest on Uniformed Services Savings Deposits	818	938	1,756	852	1,054	1,906	891	1,086	1,977
Death Gratuities	5,600	36,900	42,500	5,000	29,800	34,800	5,000	29,400	34,400
Unemployment Compensation Benefits	0	85,989	85,989	0	55,380	55,380	0	57,231	57,231
Adoption Expenses	160	259	419	89	139	228	91	140	231
Partial Dislocation Allowance	147	291	438	95	193	288	100	200	300
Mass Transit Subsidy	2,093	1,936	4,029	2,235	2,326	4,561	2,283	2,348	4,631
ROTC	81,804	0	81,804	102,255	0	102,255	104,684	0	104,684
JROTC	33,992	0	33,992	24,660	0	24,660	24,660	0	24,660
SGLI Extra Hazard Payments	729	2,571	3,300	797	2,617	3,414	792	2,566	3,358
SGLI Traumatic Injury Payments	20	80	100	100	400	500	100	400	500
<b>TOTAL OTHER MILITARY PERSONNEL COSTS</b>	<b>125,363</b>	<b>129,074</b>	<b>254,437</b>	<b>136,083</b>	<b>91,994</b>	<b>228,077</b>	<b>138,601</b>	<b>93,457</b>	<b>232,058</b>
<b>13. Cadet</b>									
Academy Cadets	97,376	0	97,376	101,798	0	101,798	107,478	0	107,478
<b>SUBTOTAL MILITARY PERSONNEL APPROPRIATION</b>	<b>16,409,994</b>	<b>32,616,436</b>	<b>49,026,430</b>	<b>17,281,409</b>	<b>33,530,711</b>	<b>50,812,120</b>	<b>17,377,317</b>	<b>33,300,478</b>	<b>50,677,795</b>

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

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officer</b>	<b>Enlisted</b>	<b>Total</b>
<b>14. Less Reimbursables</b>									
Basic Pay	(146,680)	(43,713)	(190,393)	(135,312)	(59,110)	(194,422)	(146,099)	(34,075)	(180,174)
Retired Pay Accrual	(51,485)	(15,343)	(66,828)	(46,953)	(20,511)	(67,464)	(53,326)	(12,437)	(65,763)
Basic Allowance for Housing	(35,813)	(12,139)	(47,952)	(33,580)	(17,283)	(50,863)	(33,627)	(9,349)	(42,976)
Basic Allowance for Subsistence	(5,894)	(10,052)	(15,946)	(5,438)	(5,725)	(11,163)	(5,871)	(3,300)	(9,171)
Subsistence in Kind	0	0	0	0	(1,418)	(1,418)	0	0	0
Incentive Pay for Hazardous Duty	(1,781)	(829)	(2,610)	(1,643)	(430)	(2,073)	(1,774)	(248)	(2,022)
Social Security Tax Employer Contribution	(11,221)	(3,344)	(14,565)	(10,351)	(4,522)	(14,873)	(11,176)	(2,607)	(13,783)
<b>TOTAL LESS REIMBURSABLES</b>	<b>(252,874)</b>	<b>(85,420)</b>	<b>(338,294)</b>	<b>(233,277)</b>	<b>(108,999)</b>	<b>(342,276)</b>	<b>(251,873)</b>	<b>(62,016)</b>	<b>(313,889)</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>16,157,120</b>	<b>32,531,016</b>	<b>48,688,136</b>	<b>17,048,132</b>	<b>33,421,712</b>	<b>50,469,844</b>	<b>17,125,444</b>	<b>33,238,462</b>	<b>50,363,906</b>

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

	FY 2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2023 REVISED
<b>PAY AND ALLOWANCES OF OFFICERS</b>							
BASIC PAY	8,689,619	292	8,689,911	35,126	8,725,037	14,442	8,739,479
RETIRED PAY ACCRUAL	3,125,891	0	3,125,891	-9,262	3,116,629	0	3,116,629
INCENTIVE PAY FOR HAZARDOUS DUTY	103,111	0	103,111	-3,301	99,810	0	99,810
SPECIAL PAY	361,548	36,634	398,182	0	398,182	30,628	428,810
OFFICER BONUS - OTHER THAN MEDICAL	6,678	0	6,678	1,322	8,000	0	8,000
BASIC ALLOWANCE FOR HOUSING	2,530,707	90,394	2,621,101	0	2,621,101	17,086	2,638,187
BASIC ALLOWANCE FOR SUBSISTENCE	342,438	22,000	364,438	-5,398	359,040	0	359,040
BASIC NEEDS ALLOWANCE PAYMENTS	0	200	200	-21	179	0	179
OVERSEAS STATION ALLOWANCES	155,682	-28,025	127,657	-4,825	122,832	0	122,832
CLOTHING ALLOWANCES	5,151	0	5,151	131	5,282	0	5,282
FAMILY SEPARATION ALLOWANCES	19,835	12,079	31,914	-12,970	18,944	0	18,944
SEPARATION PAYMENTS	73,246	0	73,246	-1,146	72,100	0	72,100
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	663,067	0	663,067	2,736	665,803	0	665,803
CONUS COST OF LIVING ALLOWANCE	6,772	0	6,772	-421	6,351	0	6,351
OFFICER-TSP MATCHING	88,023	0	88,023	-1,961	86,062	0	86,062
<b>TOTAL OBLIGATIONS</b>	<b>16,171,768</b>	<b>133,574</b>	<b>16,305,342</b>	<b>10</b>	<b>16,305,352</b>	<b>62,156</b>	<b>16,367,508</b>
LESS REIMBURSABLES	233,277	0	233,277	0	233,277	0	233,277
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>15,938,491</b>	<b>133,574</b>	<b>16,072,065</b>	<b>10</b>	<b>16,072,075</b>	<b>62,156</b>	<b>16,134,231</b>

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

	FY 2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2023 REVISED
<b>PAY AND ALLOWANCES OF ENLISTED</b>							
BASIC PAY	15,835,980	-650,000	15,185,980	100,557	15,286,537	201,741	15,488,278
RETIRED PAY ACCRUAL	5,719,856	-239,850	5,480,006	-34,362	5,445,644	74,442	5,520,086
INCENTIVE PAY FOR HAZARDOUS DUTY	88,064	0	88,064	-2,220	85,844	0	85,844
SPECIAL PAY	145,155	75,862	221,017	-87,031	133,986	0	133,986
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	114,720	0	114,720	-2,047	112,673	0	112,673
REENLISTMENT BONUS	245,703	0	245,703	0	245,703	282,086	527,789
ENLISTMENT BONUS	206,698	0	206,698	0	206,698	106,400	313,098
BASIC ALLOWANCE FOR HOUSING	5,367,592	-37,275	5,330,317	82,342	5,412,659	60,523	5,473,182
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	881	0	881	997	1,878	0	1,878
LOAN REPAYMENT PROGRAM	6,893	0	6,893	1,714	8,607	0	8,607
BASIC NEEDS ALLOWANCE PAYMENTS	0	5,250	5,250	914	6,164	0	6,164
OVERSEAS STATION ALLOWANCES	350,898	-59,119	291,779	-20,957	270,822	0	270,822
CLOTHING ALLOWANCES	280,338	0	280,338	-23,517	256,821	0	256,821
FAMILY SEPARATION ALLOWANCES	60,635	26,292	86,927	-10,758	76,169	0	76,169
SEPARATION PAYMENTS	291,756	0	291,756	0	291,756	14,143	305,899
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	1,211,452	-49,725	1,161,727	2,974	1,164,701	15,433	1,180,134
CONUS COST OF LIVING ALLOWANCE	12,748	0	12,748	-1,828	10,920	0	10,920
ENLISTED-TSP MATCHING	258,147	0	258,147	-6,778	251,369	0	251,369
<b>TOTAL OBLIGATIONS</b>	<b>30,197,516</b>	<b>-928,565</b>	<b>29,268,951</b>	<b>0</b>	<b>29,268,951</b>	<b>754,768</b>	<b>30,023,719</b>
LESS REIMBURSABLES	101,856	0	101,856	0	101,856	0	101,856
<b>DIRECT OBLIGATIONS</b>	<b>30,095,660</b>	<b>-928,565</b>	<b>29,167,095</b>	<b>0</b>	<b>29,167,095</b>	<b>754,768</b>	<b>29,921,863</b>
<b>PAY AND ALLOWANCES OF CADETS</b>							
ACADEMY CADETS	101,808	0	101,808	-10	101,798	0	101,798
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>101,808</b>	<b>0</b>	<b>101,808</b>	<b>-10</b>	<b>101,798</b>	<b>0</b>	<b>101,798</b>

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

	FY 2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2023 REVISED
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>							
BASIC ALLOWANCE FOR SUBSISTENCE	1,408,398	64,475	1,472,873	0	1,472,873	47,511	1,520,384
SUBSISTENCE IN KIND	756,055	13,200	769,255	0	769,255	24,749	794,004
<b>TOTAL OBLIGATIONS</b>	<b>2,164,453</b>	<b>77,675</b>	<b>2,242,128</b>	<b>0</b>	<b>2,242,128</b>	<b>72,260</b>	<b>2,314,388</b>
LESS REIMBURSABLES	7,143	0	7,143	0	7,143		7,143
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>2,157,310</b>	<b>77,675</b>	<b>2,234,985</b>	<b>0</b>	<b>2,234,985</b>	<b>72,260</b>	<b>2,307,245</b>
<b>PERMANENT CHANGE OF STATION TRAVEL</b>							
ACCESSION TRAVEL	138,210	784	138,994	0	138,994	-29,609	109,385
TRAINING TRAVEL	172,155	1,100	173,255	-10,284	162,971	0	162,971
OPERATIONAL TRAVEL	476,368	2,900	479,268	-38,640	440,628	-10,976	429,652
ROTATIONAL TRAVEL TO/FROM OVERSEAS	678,677	3,100	681,777	-17,145	664,632	0	664,632
SEPARATION TRAVEL	225,192	0	225,192	7,262	232,454	0	232,454
ORGANIZED UNIT TRAVEL	2,369	116	2,485	2,569	5,054	0	5,054
NON-TEMPORARY STORAGE	8,744	0	8,744	6,046	14,790	0	14,790
TEMPORARY LODGING EXPENSE	30,800	76,700	107,500	50,192	157,692	0	157,692
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,732,515</b>	<b>84,700</b>	<b>1,817,215</b>	<b>0</b>	<b>1,817,215</b>	<b>-40,585</b>	<b>1,776,630</b>

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

	FY 2023 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2023 REVISED
<b>OTHER MILITARY PERSONNEL COSTS</b>							
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	130	0	130	-45	85	0	85
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	2,358	0	2,358	-452	1,906	0	1,906
DEATH GRATUITIES	49,200	0	49,200	0	49,200	-14,400	34,800
UNEMPLOYMENT COMPENSATION BENEFITS	85,484	0	85,484	0	85,484	-30,104	55,380
ADOPTION EXPENSES	526	0	526	-298	228	0	228
AMORTIZATION OF EDUCATION BENEFITS	11	0	11	-11	0	0	0
PARTIAL DISLOCATION ALLOWANCE	98	0	98	190	288	0	288
MASS TRANSIT SUBSIDY	10,728	0	10,728	723	11,451	-6,890	4,561
ROTC	102,255	0	102,255	0	102,255	0	102,255
JROTC	24,660	0	24,660	0	24,660	0	24,660
SGLI EXTRA HAZARD PAYMENTS	3,521	0	3,521	-107	3,414	0	3,414
SGLI TRAUMATIC INJURY PAYMENTS	500	0	500	0	500	0	500
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>279,471</b>	<b>0</b>	<b>279,471</b>	<b>0</b>	<b>279,471</b>	<b>-51,394</b>	<b>228,077</b>
<b>GRAND TOTAL DIRECT OBLIGATIONS</b>	<b>50,305,255</b>	<b>-632,616</b>	<b>49,672,639</b>	<b>0</b>	<b>49,672,639</b>	<b>797,205</b>	<b>50,469,844</b>

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

	<b>BA1</b>	<b>BA2</b>	<b>BA3</b>	<b>BA4</b>	<b>BA5</b>	<b>BA6</b>	<b>Total</b>
<b>FY2023 Direct Program</b>	<b>16,134,231</b>	<b>29,921,863</b>	<b>101,798</b>	<b>2,307,245</b>	<b>1,776,630</b>	<b>228,077</b>	<b>50,469,844</b>
<b>Increases Pricing:</b>							
Basic Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	99,588	172,854	756	0	0	0	273,198
Basic Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	337,735	586,199	2,562	0	0	0	926,496
Retired Pay Accrual increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	37,762	70,712	0	0	0	0	108,474
Retired Pay Accrual increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	128,063	239,806	0	0	0	0	367,869
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 9.9% housing inflation rates, effective 1 January 2023	62,840	128,532	0	0	0	0	191,372
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2024	74,265	151,901	0	0	0	0	226,166
Basic Allowance for Subsistence increase due to the annualization of the 11.2% subsistence inflation rate, effective 1 January 2023	13,009	0	883	35,225	0	0	49,117
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	11,848	0	805	36,454	0	0	49,107
Overseas Station Allowance - COLA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	10,390	20,528	0	0	0	0	30,918
Overseas Station Allowance - COLA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	31,174	61,583	0	0	0	0	92,757
Clothing increase due to rate changes	28	6,239	0	0	0	0	6,267
Separation Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	862	3,770	0	0	0	0	4,632
Separation Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	2,587	11,310	0	0	0	0	13,897
CONUS COLA increase due to pay raise	319	543	0	0	0	0	862
FICA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	7,716	14,270	57	0	0	0	22,043
FICA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	26,167	48,392	193	0	0	0	74,752
Subsistence in Mess increase due to manufacturer price inflation	0	0	0	11,382	0	0	11,382
Operational Rations increase due to manufacturer price inflation	0	0	0	5,224	0	0	5,224
Unitized Group Rations increase due to manufacturer price inflation	0	0	0	939	0	0	939
Unitized Group Rations (A) increase due to manufacturer price inflation	0	0	0	737	0	0	737
Other Rations increase due to annual eligibility cost	0	0	0	183	0	0	183
Accession moves increase due to change in projected execution rates	0	0	0	0	1,636	0	1,636
Training moves increase due to change in projected execution rates	0	0	0	0	4,489	0	4,489
Operational moves increase due to change in projected execution rates	0	0	0	0	11,364	0	11,364
Rotational moves increase due to change in projected execution rates	0	0	0	0	13,893	0	13,893
Separation moves increase due to change in projected execution rates	0	0	0	0	4,506	0	4,506
Unit moves increase due to change in projected execution rates	0	0	0	0	128	0	128

**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	2	2
Interest on Uniformed Services Savings Deposits increase due to rate change	0	0	0	0	0	97	97
Unemployment Benefits increase due to annualized basic pay inflation	0	0	0	0	0	2,752	2,752
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	0	0	0	0	0	5	5
Partial Dislocation Allowance increase due to annualized basic pay inflation	0	0	0	0	0	14	14
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	0	0	0	0	0	294	294
Mass Transit Subsidy increase due to change in inflation rate	0	0	0	0	0	109	109
<b>Total Increases Pricing</b>	<b>844,353</b>	<b>1,516,639</b>	<b>5,256</b>	<b>90,144</b>	<b>36,016</b>	<b>3,273</b>	<b>2,495,681</b>
<b>Increases Program:</b>							
Basic Pay increase due to man-year growth	0	0	272	0	0	0	272
Basic Pay increase due to shifts in grade structure	1,995	0	0	0	0	0	1,995
Basic Needs Allowance due to program increase	6	0	0	0	0	0	6
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	14,822	44,640	0	0	0	0	59,462
Retired Pay Accrual increase due to shifts in grade structure	712	0	0	0	0	0	712
Basic Allowance for Housing increase due to shifts in grade structure	1,216	0	0	0	0	0	1,216
FICA increase due to shifts in grade structure	158	0	0	0	0	0	158
Clothing increase due to changes in the number of Soldiers expected to receive allowance	265	0	0	0	0	0	265
Special Pay increase due to changes in the number of Soldiers expected to receive pay	0	2,054	0	0	0	0	2,054
Enlistment Bonus increase due to changes in the number of Soldiers expected to receive pay	0	125,000	0	0	0	0	125,000
Clothing increase due to changes in the number of Soldiers expected to receive allowance	0	19,261	0	0	0	0	19,261
Increase in direct resources due to a decrease in reimbursable requirements	0	43,140	0	0	0	0	43,140
FICA increase due to man-year growth	0	0	21	0	0	0	21
Subsistence increase due to man-year growth	0	0	131	0	0	0	131
Increase in direct resources due to a decrease in the reimbursable requirement	0	0	0	3,843	0	0	3,843
Accession travel increase due to change in number of moves	0	0	0	0	23,080	0	23,080
ROTC increase due to number of program participants	0	0	0	0	0	2,135	2,135
<b>Total Increases Program</b>	<b>19,174</b>	<b>234,095</b>	<b>424</b>	<b>3,843</b>	<b>23,080</b>	<b>2,135</b>	<b>282,751</b>
<b>Total Increases</b>	<b>863,527</b>	<b>1,750,734</b>	<b>5,680</b>	<b>93,987</b>	<b>59,096</b>	<b>5,408</b>	<b>2,778,432</b>
<b>Decreases Pricing:</b>							
Retired Pay Accrual decrease due to changes in the Normal Cost Percentage rate	(574,795)	(1,005,353)	0	0	0	0	(1,580,148)

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

	<b>BA1</b>	<b>BA2</b>	<b>BA3</b>	<b>BA4</b>	<b>BA5</b>	<b>BA6</b>	<b>Total</b>
Basic Allowance for Housing decrease due to foreign currency exchange rates	(23,471)	(21,845)	0	0	0	0	(45,316)
Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	(40,076)	(69,976)	0	0	0	0	(110,052)
Reenlistment Bonus decrease due to rate changes	0	(944)	0	0	0	0	(944)
<b>Total Decreases Pricing</b>	<b>(638,342)</b>	<b>(1,098,118)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1,736,460)</b>
<b>Decreases Program:</b>							
Basic Pay decrease due to man-year reduction	(53,679)	(299,017)	0	0	0	0	(352,696)
Basic Pay decrease due to shifts in grade structure	0	(110,050)	0	0	0	0	(110,050)
Retired Pay Accrual decrease due to man-year reduction	(19,143)	(106,571)	0	0	0	0	(125,714)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(396)	(1,869)	0	0	0	0	(2,265)
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(1,940)	(6,536)	0	0	0	0	(8,476)
Basic Allowance for Housing decrease due to man-year reduction	(16,204)	(113,722)	0	0	0	0	(129,926)
Basic Allowance for Subsistence decrease due to man-year reduction	(2,205)	0	0	0	0	0	(2,205)
Retired Pay Accrual decrease due to shifts in grade structure	0	(39,222)	0	0	0	0	(39,222)
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(192)	(8,103)	0	0	0	0	(8,295)
FICA decrease due to man-year reduction	(4,247)	(22,784)	0	0	0	0	(27,031)
Decrease in direct resources due to an increase in reimbursable requirements	(18,596)	0	0	0	0	0	(18,596)
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	0	(2,232)	0	0	0	0	(2,232)
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(56,644)	0	0	0	0	0	(56,644)
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(90)	(1,083)	0	0	0	0	(1,173)
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(34)	(156)	0	0	0	0	(190)
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(101,142)	0	0	0	0	(101,142)
Basic Allowance for Housing decrease due to shifts in grade structure	0	(73,151)	0	0	0	0	(73,151)
Basic Needs Allowance due to changes in number of Soldiers expected to receive pay	0	(1,223)	0	0	0	0	(1,223)
FICA decrease due to shifts in grade structure	0	(8,385)	0	0	0	0	(8,385)
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	0	(38)	0	0	0	0	(38)
Basic Allowance for Subsistence decrease due to number of personnel estimated to receive benefit	0	0	0	(49,796)	0	0	(49,796)
Subsistence in Messes decrease due to number of personnel estimated to receive benefit	0	0	0	(13,398)	0	0	(13,398)
Operational Rations decrease due to number of personnel estimated to receive benefit	0	0	0	(6,454)	0	0	(6,454)
Unitized Group Rations-Heat decrease due to number of personnel estimated to receive benefit	0	0	0	(1,145)	0	0	(1,145)
Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit	0	0	0	(926)	0	0	(926)

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

	<b>BA1</b>	<b>BA2</b>	<b>BA3</b>	<b>BA4</b>	<b>BA5</b>	<b>BA6</b>	<b>Total</b>
Other Rations decrease due to number of personnel estimated to receive benefit	0	0	0	(218)	0	0	(218)
Separation travel decrease due to change in number of moves	0	0	0	0	(5,892)	0	(5,892)
Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to fewer number of deserters	0	0	0	0	0	(1)	(1)
Interest on Uniformed Services Savings Deposits change due to decrease program utilization	0	0	0	0	0	(26)	(26)
Death Gratuities decrease due to lower number of non-combat deaths	0	0	0	0	0	(400)	(400)
Unemployment Benefits decrease due to fewer projected number of active duty separations	0	0	0	0	0	(901)	(901)
Adoption Expenses decrease due to program utilization	0	0	0	0	0	(2)	(2)
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	0	0	0	0	0	(2)	(2)
SGLI Extra Hazard Payments decrease due to decreased takers	0	0	0	0	0	(56)	(56)
Mass Transit Subsidy decrease due to anticipated number of Soldiers receiving benefit	0	0	0	0	0	(39)	(39)
<b>Total Decreases Program</b>	<b>(173,370)</b>	<b>(895,284)</b>	<b>0</b>	<b>(71,937)</b>	<b>(5,892)</b>	<b>(1,427)</b>	<b>(1,147,910)</b>
<b>Total Decreases</b>	<b>(811,712)</b>	<b>(1,993,402)</b>	<b>0</b>	<b>(71,937)</b>	<b>(5,892)</b>	<b>(1,427)</b>	<b>(2,884,370)</b>
<b>FY2024 Direct Program</b>	<b>16,186,046</b>	<b>29,679,195</b>	<b>107,478</b>	<b>2,329,295</b>	<b>1,829,834</b>	<b>232,058</b>	<b>50,363,906</b>

**SECTION 4**  
**DETAIL OF MILITARY PERSONNEL ENTITLEMENTS**

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

<b>FY2023 Direct Program</b>		<b>16,134,231</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	99,588	
Basic Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	337,735	
Retired Pay Accrual increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	37,762	
Retired Pay Accrual increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	128,063	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 9.9% housing inflation rates, effective 1 January 2023	62,840	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2024	74,265	
Basic Allowance for Subsistence increase due to the annualization of the 11.2% subsistence inflation rate, effective 1 January 2023	13,009	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	11,848	
Overseas Station Allowance - COLA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	10,390	
Overseas Station Allowance - COLA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	31,174	
Clothing increase due to rate changes	28	
Separation Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	862	
Separation Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	2,587	
CONUS COLA increase due to pay raise	319	
FICA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	7,716	
FICA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	26,167	
<b>Total Increases Pricing</b>		<b>844,353</b>
<b>Increases Program:</b>		
Basic Pay increase due to shifts in grade structure	1,995	
Basic Needs Allowance due to program increase	6	
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	14,822	
Retired Pay Accrual increase due to shifts in grade structure	712	
Basic Allowance for Housing increase due to shifts in grade structure	1,216	
FICA increase due to shifts in grade structure	158	
Clothing increase due to changes in the number of Soldiers expected to receive allowance	265	
<b>Total Increases Program</b>		<b>19,174</b>
<b>Total Increases</b>		<b>863,527</b>
<b>Decreases Pricing:</b>		
Retired Pay Accrual decrease due to changes in the Normal Cost Percentage rate	(574,795)	
Basic Allowance for Housing decrease due to foreign currency exchange rates	(23,471)	
Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	(40,076)	
<b>Total Decreases Pricing</b>		<b>(638,342)</b>

PB-30P SCHEDULE OF INCREASES AND DECREASES - OFFICERS

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

**Decreases Program:**

Basic Pay decrease due to man-year reduction	(53,679)
Retired Pay Accrual decrease due to man-year reduction	(19,143)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(396)
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(1,940)
Basic Allowance for Housing decrease due to man-year reduction	(16,204)
Basic Allowance for Subsistence decrease due to man-year reduction	(2,205)
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(192)
FICA decrease due to man-year reduction	(4,247)
Decrease in direct resources due to an increase in reimbursable requirements	(18,596)
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(56,644)
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(90)
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(34)

**Total Decreases Program**

**(173,370)**

**Total Decreases**

**(811,712)**

**FY2024 Direct Program**

**16,186,046**

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

ESTIMATE FY 2024	\$9,125,119
ESTIMATE FY 2023	\$8,739,479
ACTUAL FY 2022	\$8,465,697

**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 2024 rates were built by applying inflation assumptions to FY 2022 average basic pay rates. The basic pay rates reflect a 4.6% pay raise, effective 1 January 2023 and a 5.2% pay raise, effective 1 January 2024.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$468.2 million in OOC actual execution. FY 2023 includes \$534.5 million in OOC projected execution. (The FY 2023 enacted amount is \$565.3 million.) FY 2024 includes \$588.6 million in OOC budgeted request.

There is a +\$385.6 million increase in basic pay requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$99.6 million
- (2) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$337.7 million
- (3) Program increase due to changes in grade structure: +\$2.0 million
- (4) Program decrease due to man-year reduction: -\$53.7 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC PAY - OFFICER</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	16	\$202,600	3,242	15	\$209,964	3,161	15	\$215,392	3,292
LIEUTENANT GENERAL	48	\$202,600	9,725	46	\$209,964	9,693	45	\$215,392	9,876
MAJOR GENERAL	128	\$201,453	25,786	122	\$210,918	25,732	119	\$221,286	26,333
BRIGADIER GENERAL	167	\$174,317	29,111	159	\$180,233	28,657	152	\$189,230	28,763
COLONEL	4,183	\$152,764	639,011	4,104	\$158,039	648,593	4,023	\$166,015	667,878
LIEUTENANT COLONEL	9,754	\$121,781	1,187,856	9,628	\$125,999	1,213,115	9,528	\$132,350	1,261,027
MAJOR	17,819	\$101,921	1,816,133	17,829	\$105,452	1,880,103	17,732	\$110,762	1,964,028
CAPTAIN	28,588	\$80,064	2,288,873	29,028	\$82,831	2,404,411	29,129	\$87,001	2,534,246
1ST LIEUTENANT	14,990	\$59,176	887,053	14,414	\$61,226	882,515	13,940	\$64,304	896,393
2ND LIEUTENANT	8,810	\$43,944	387,143	8,457	\$45,458	384,439	8,192	\$47,749	391,157
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>84,503</b>		<b>7,273,933</b>	<b>83,802</b>		<b>7,480,419</b>	<b>82,875</b>		<b>7,782,993</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	595	\$118,714	70,635	610	\$122,802	74,909	584	\$129,003	75,338
WARRANT OFFICER (W-4)	2,115	\$99,169	209,742	2,045	\$102,592	209,800	2,051	\$107,755	221,006
WARRANT OFFICER (W-3)	3,728	\$82,979	309,345	3,604	\$85,851	309,407	3,578	\$90,178	322,656
WARRANT OFFICER (W-2)	6,332	\$66,639	421,961	6,495	\$68,947	447,812	6,716	\$72,409	486,300
WARRANT OFFICER (W-1)	3,065	\$58,754	180,081	3,573	\$60,770	217,132	3,710	\$63,835	236,826
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>15,835</b>		<b>1,191,764</b>	<b>16,327</b>		<b>1,259,060</b>	<b>16,639</b>		<b>1,342,126</b>
<b>TOTAL BASIC PAY - OFFICER</b>	<b>100,338</b>		<b>8,465,697</b>	<b>100,129</b>		<b>8,739,479</b>	<b>99,514</b>		<b>9,125,119</b>

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

ESTIMATE FY 2024	\$2,689,228
ESTIMATE FY 2023	\$3,116,629
ACTUAL FY 2022	\$2,905,067

**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 2023 are 36.9% (Active Component (AC) full-time) and 24.5% (Reserve Component (RC) part-time). The rates for FY 2024 are 30.0% for (AC full-time) and 23.1% (RC part-time).

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$120.3 million in OOC actual execution. FY 2023 includes \$125.6 million in OOC projected execution. (The FY 2023 enacted amount is \$107.8 million.) FY 2024 includes \$143.0 million in OOC budgeted request.

There is a -\$427.4 million decrease in the RPA requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$37.8 million
- (2) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$128.1 million
- (3) Price decrease due to reduction in the Normal Cost Percentage (NCP) AC full-time rates, from 36.9% to 30.0%, and RC part-time rates, from 24.5% to 23.1%: -\$574.8M
- (4) Program increase due to changes in grade structure: +\$0.6 million
- (5) Program decrease due to man-year reduction: -\$19.1 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
<b>RETIRED PAY ACCRUAL- OFFICER</b>									
OFFICER RETIRED PAY ACCRUAL	93,367	\$29,363	2,741,564	92,733	\$31,766	2,945,715	92,511	\$27,321	2,527,502
OFFICER RETIRED PAY ACCRUAL-RC ONLY	6,971	\$23,455	163,503	7,396	\$23,109	170,914	7,003	\$23,094	161,726
<b>TOTAL RETIRED PAY ACCRUAL- OFFICER</b>	<b>100,338</b>		<b>2,905,067</b>	<b>100,129</b>		<b>3,116,629</b>	<b>99,514</b>		<b>2,689,228</b>

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

ESTIMATE FY 2024	\$100,934
ESTIMATE FY 2023	\$86,062
ACTUAL FY 2022	\$84,711

**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 +\$14.9 million increase in the TSP Matching requirement between FY 2023 and FY 2024 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 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT
OFF TSP MATCHING	84,711	86,062	100,934

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

ESTIMATE FY 2024	\$99,364
ESTIMATE FY 2023	\$99,810
ACTUAL FY 2022	\$101,130

**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. The FY 2023 NDAA, Public Law No. 114-54 Section 602 increases the maximum to \$50,000. (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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$9.0 million in OOC actual execution. FY 2023 includes \$8.0 million in OOC projected execution. (The FY 2023 enacted amount is \$9.1 million.) FY 2024 includes \$3.9 million in OOC budgeted request.

There is a -\$0.4 million decrease in the requirement between FY 2023 and FY 2024 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 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER</b>									
<b>FLYING DUTY - OFFICER</b>									
CREW (NON-RATED)	2,288	\$2,296	5,253	2,007	\$2,296	4,607	1,994	\$2,296	4,578
NONCREW MEMBER	48	\$1,800	87	42	\$1,800	76	42	\$1,800	76
OFFICER AVIATION BONUS (AvB)	279	\$90,000	25,118	288	\$90,000	25,963	288	\$90,000	25,963
<b>AVIATION INCENTIVE PAY (AvIP)</b>									
COMMISSIONED OFFICER CREW 125	449	\$1,500	673	433	\$1,500	649	2,430	\$1,500	3,645
COMMISSIONED OFFICER CREW 156	241	\$1,872	451	232	\$1,872	435	231	\$1,872	432
COMMISSIONED OFFICER CREW 188	878	\$2,256	1,981	847	\$2,256	1,911	842	\$2,256	1,900
COMMISSIONED OFFICER CREW 206	585	\$2,472	1,445	581	\$2,400	1,394	578	\$2,400	1,386
COMMISSIONED OFFICER CREW 250	82	\$4,620	379	148	\$2,472	366	147	\$2,472	364
COMMISSIONED OFFICER CREW 385	7	\$5,940	44	9	\$4,620	42	9	\$4,620	42
COMMISSIONED OFFICER CREW 495	1,089	\$7,020	7,645	1,051	\$7,020	7,377	1,044	\$7,020	7,332
COMMISSIONED OFFICER CREW 585	25	\$7,800	198	24	\$7,800	191	24	\$7,800	190
COMMISSIONED OFFICER CREW 650	72	\$3,000	217	70	\$3,000	209	69	\$3,000	208
COMMISSIONED OFFICER CREW 840	1,017	\$10,080	10,248	981	\$10,080	9,888	677	\$10,080	6,828
WARRANT OFFICER CREW 125	471	\$1,500	707	115	\$5,940	683	114	\$5,940	678
WARRANT OFFICER CREW 156	244	\$1,872	456	235	\$1,872	440	234	\$1,872	438
WARRANT OFFICER CREW 188	283	\$2,256	639	273	\$2,256	617	272	\$2,256	613
WARRANT OFFICER CREW 206	586	\$2,400	1,407	565	\$2,400	1,357	562	\$2,400	1,349
WARRANT OFFICER CREW 650	1,915	\$7,800	14,939	5,831	\$2,472	14,414	5,796	\$2,472	14,327
WARRANT OFFICER CREW 840	1,096	\$10,080	11,047	1,367	\$7,800	10,659	1,358	\$7,800	10,595
<b>SUBTOTAL AvIP</b>	<b>9,040</b>		<b>52,476</b>	<b>12,762</b>		<b>50,632</b>	<b>14,387</b>		<b>50,327</b>
<b>SUBTOTAL FLYING DUTY - OFFICER</b>	<b>11,655</b>		<b>82,934</b>	<b>15,099</b>		<b>81,278</b>	<b>16,711</b>		<b>80,944</b>
<b>PARACHUTE JUMPING - OFFICER</b>									
PARACHUTE JUMPING (REGULAR)	5,927	\$1,800	10,669	6,009	\$1,800	10,817	5,973	\$1,800	10,752
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	361	\$2,700	976	374	\$2,700	1,010	372	\$2,700	1,004
<b>SUBTOTAL PARACHUTE JUMPING - OFFICER</b>	<b>6,288</b>		<b>11,645</b>	<b>6,383</b>		<b>11,827</b>	<b>6,345</b>		<b>11,756</b>
INSIDE OBSERVER OR TEST SUBJECT DUTY	556	\$1,800	1,000	575	\$1,800	1,035	572	\$1,800	1,029
DEMOLITION DUTY	1,152	\$1,800	2,073	1,147	\$1,800	2,065	1,141	\$1,800	2,053
CHEMICAL MUNITIONS PAY	1,932	\$1,800	3,478	2,003	\$1,800	3,605	1,990	\$1,800	3,582
<b>TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER</b>	<b>21,583</b>		<b>101,130</b>	<b>25,207</b>		<b>99,810</b>	<b>26,759</b>		<b>99,364</b>

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

ESTIMATE FY 2024	\$25,963
ESTIMATE FY 2023	\$25,963
ACTUAL FY 2022	\$25,118

**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.

**Manning Levels**

<u>Competitive Category:</u>	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
Aviation Warrant Officer	96%	100%	105%

- 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

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

- The projected impact of the AvB on retention for both rotary wing and prop driven fixed wing aircraft is a temporary reduction to the normal attrition rate. The AvB is a short-term solution, which allows the Army to finalize plans to increase pilot accessions, increase the flight school's ability to train more student, lengthen service obligations for pilots, and explore other non-monetary incentives such as the choice of follow-on assignments.
- The Army recognizes the opportunity to maximize retention through non-monetary incentives such as the choice of follow-on assignments or the prospect of affording pilots the time to complete their civil education under existing provisions within Army regulations. Although these types of non-monetary incentives have been used in the past, they require a healthy population of pilots in order to provide the assignment officers the flexibility to rotate pilots into and out of the most demanding assignments while simultaneously enabling non-monetary incentives. When the pool of available pilots contracts, the capacity to offer these non-monetary incentives is diminished until a sufficient number of pilots can be attained. The Army is in the process of reviewing its current monetary incentive program and is actively accessing the ability to offer non-monetary incentives to its healthiest pilot specialties while simultaneously increasing the production of new pilots to man the future force.

**Aviation Bonus Funding Request**

(\$ in Thousands)

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>Aircraft Type Category</b>									
Prop	29	\$90,000	2,604	30	\$90,000	2,692	30	\$90,000	2,692
Rotary Wing	250	\$90,000	22,514	259	\$90,000	23,271	259	\$90,000	23,271
<b>Total</b>	<b>279</b>		<b>25,118</b>	<b>288</b>		<b>29,963</b>	<b>288</b>		<b>29,963</b>

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

ESTIMATE FY 2024	\$372,166
ESTIMATE FY 2023	\$428,810
ACTUAL FY 2022	\$359,833

**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

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accept a commission and remain on active duty for a minimum of one year. Bonus will not exceed \$200,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(2))

**(7) Incentive Special Pay (IP)** - Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$100,000 per year. (37 U.S.C. 335(b))

**(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))<sup>16</sup>

**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))

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**(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))

**(25) Retention Bonus (RB)** - Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to

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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**

**(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.

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(37 U.S.C. 335(a)(1))

**(35) Retention Bonus (RB)** - Bonus designed to retain quality health professionals. Payable to designated specialties who execute a multi-year agreement to remain on active duty. Bonus will not exceed \$150,000 per year. (37 U.S.C. 335(a)(3))

**(36) Board Certification Pay (BCP)** - Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$15,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

**Other Health Professions Officer Specialties (not designated above)**

**(37) Accession Bonus (AB)** - Lump sum or equal annual payments to designated specialties who execute a written agreement to accept a commission and remain on active duty for a minimum of one year. Payment will not exceed \$100,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(1))

**(38) Board Certification Pay (BCP)** - Payable to designated specialties who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment amount is \$15,000 per year with a written agreement to remain on active duty for at least one year. (37 U.S.C. 335(c))

**(39) Personal Allowance, General Officers** - General Officers are entitled to a personal money allowance of (1) \$500 per year while serving in the grade of lieutenant general, (2) \$2,200 per year while serving in the grade of general, (3) \$2,200 in addition to the personal money allowance in (1) above while serving as a senior member of the military staff committee of the United Nations and (4) \$4,000 per year, in place of any other personal money allowance, while serving as Chief of Staff of the Army (37 U.S.C. 414). Additionally, an officer serving as the Chairman of the Joint Chiefs of Staff is entitled to \$4,000 per year in place of any other personal money allowance. This allowance is intended to partially reimburse high ranking officers for the many unusual personal expenses they incur in the performance of their official duties (37 U.S.C. 413).

**(40) Judge Advocate Continuation Pay (JACP)** - The FY2000 National Defense Authorization Act, section 629, provided Service Secretaries with the authority to pay eligible Judge Advocates (JA) continuation pay in return for additional active duty service obligations. The continuation pay cannot exceed \$60,000 per any eligible JA (37 U.S.C. 321).

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

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

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

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

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**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

**(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

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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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$8.6 million in OOC actual execution. FY 2023 includes \$7.7 million in OOC projected execution. (The FY 2023 enacted amount is \$3.3 million.) FY 2024 includes \$13.4 million in OOC budgeted request.

There is a -\$56.6 million decrease in the special pay program between FY 2023 and FY 2024. The requirement change is due to:

- (1) Program increase in continuation pay as more Soldiers participate in the Blended Retirement System (BRS): +\$7.5 million
- (2) Program decrease in medical special pays due to increased efforts in FY 2023 to address recruiting shortages in Army healthcare professions. FY 2024 funding assumes medical bonuses and special pays will return to normal levels: -\$64.1 million

Detailed cost computations are provided by the following table:

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(IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL PAY - OFFICER</b>									
<b>MEDICAL PAY</b>									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	29	\$72,000	2,121	69	\$72,000	4,952	59	\$72,000	4,260
INCENTIVE PAY (IP)	3,229	\$47,788	154,309	3,847	\$47,788	183,823	3,260	\$47,788	155,782
RETENTION BONUS (RB)	1,311	\$31,672	41,532	1,380	\$36,581	50,491	1,187	\$36,581	43,432
BOARD CERTIFICATION PAY (BCP)	2,465	\$6,000	14,790	2,839	\$6,000	17,031	2,442	\$6,000	14,650
<b>SUBTOTAL MEDICAL PAY</b>	<b>7,034</b>		<b>212,752</b>	<b>8,135</b>		<b>256,297</b>	<b>6,948</b>		<b>218,124</b>
<b>DENTAL PAY</b>									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	9	\$75,000	673	27	\$62,500	1,682	22	\$62,500	1,356
INCENTIVE PAY (IP)	936	\$26,284	24,610	1,164	\$26,284	30,601	939	\$26,284	24,675
BOARD CERTIFICATION PAY (BCP)	295	\$6,000	1,771	367	\$6,000	2,201	296	\$6,000	1,775
RETENTION BONUS (RB)	385	\$36,476	14,026	478	\$36,476	17,442	393	\$36,476	14,319
<b>SUBTOTAL DENTAL PAY</b>	<b>1,625</b>		<b>41,080</b>	<b>2,036</b>		<b>51,926</b>	<b>1,650</b>		<b>42,125</b>
<b>NURSE PAY</b>									
ACCESSION BONUS (AB)	0	\$0	0	31	\$30,000	925	25	\$30,000	740
NURSE INCENTIVE SPECIAL PAY (NISP)	382	\$15,000	5,725	479	\$15,000	7,181	383	\$15,000	5,739
RETENTION BONUS (RB)	484	\$22,750	11,009	0	\$22,750	0	0	\$22,750	0
BOARD CERTIFICATION PAY (BCP)	478	\$6,000	2,865	599	\$6,000	3,591	585	\$6,000	3,512
ACCESSION PAY	45	\$30,000	1,351	51	\$30,000	1,542	41	\$30,000	1,233
INCENTIVE PAY (IP)	0	\$250,000	0	76	\$250,000	18,948	61	\$250,000	15,143
<b>SUBTOTAL NURSE PAY</b>	<b>1,389</b>		<b>20,950</b>	<b>1,236</b>		<b>32,187</b>	<b>1,095</b>		<b>26,367</b>
<b>OPTOMETRISTS PAY</b>									
INCENTIVE PAY (IP)	115	\$1,200	138	145	\$1,200	174	115	\$1,200	138
BOARD CERTIFICATION PAY (BCP)	52	\$6,000	313	66	\$6,000	393	61	\$6,000	368
RETENTION BONUS (RB)	89	\$10,000	885	116	\$10,000	1,162	93	\$10,000	927
<b>SUBTOTAL OPTOMETRISTS PAY</b>	<b>256</b>		<b>1,336</b>	<b>327</b>		<b>1,729</b>	<b>269</b>		<b>1,433</b>
<b>VETERINARIANS PAY</b>									
ACCESSION BONUS (AB)	10	\$20,000	197	25	\$20,000	495	20	\$20,000	394
INCENTIVE PAY (IP)	451	\$5,000	2,254	566	\$5,000	2,832	452	\$5,000	2,258
RETENTION BONUS (RB)	405	\$4,677	1,892	510	\$4,677	2,383	435	\$4,677	2,033
BOARD CERTIFICATION PAY (BCP)	189	\$6,000	1,133	238	\$6,000	1,425	189	\$6,000	1,136
<b>SUBTOTAL VETERINARIANS PAY</b>	<b>1,055</b>		<b>5,476</b>	<b>1,339</b>		<b>7,135</b>	<b>1,096</b>		<b>5,821</b>

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(IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL PAY - OFFICER</b>									
<b>PSYCHOLOGIST</b>									
ACCESSION BONUS (AB)	24	\$15,000	354	7	\$60,000	445	6	\$60,000	355
INCENTIVE PAY (IP)	212	\$5,000	1,062	267	\$5,000	1,336	213	\$5,000	1,065
RETENTION BONUS (RB)	250	\$16,991	4,249	267	\$20,000	5,345	213	\$20,000	4,260
BOARD CERTIFICATION PAY (BCP)	22	\$6,000	130	27	\$6,000	163	22	\$6,000	130
<b>SUBTOTAL PSYCHOLOGIST</b>	<b>508</b>		<b>5,795</b>	<b>568</b>		<b>7,289</b>	<b>454</b>		<b>5,810</b>
<b>PHARMACY PAY</b>									
ACCESSION BONUS (AB)	4	\$30,000	118	14	\$30,000	408	11	\$30,000	325
RETENTION BONUS (RB)	126	\$15,000	1,889	158	\$15,000	2,377	126	\$15,000	1,893
BOARD CERTIFICATION PAY (BCP)	32	\$6,000	192	41	\$6,000	245	33	\$6,000	195
<b>SUBTOTAL PHARMACY PAY</b>	<b>162</b>		<b>2,199</b>	<b>213</b>		<b>3,030</b>	<b>170</b>		<b>2,413</b>
<b>PHYSICIAN ASSISTANT</b>									
ACCESSION BONUS (AB)	5	\$60,000	295	6	\$60,000	371	5	\$60,000	296
INCENTIVE PAY (IP)	732	\$5,000	3,662	936	\$5,000	4,679	732	\$5,000	3,658
RETENTION BONUS (RB)	635	\$17,000	10,800	680	\$20,000	13,594	344	\$20,000	6,887
BOARD CERTIFICATION PAY (BCP)	752	\$6,000	4,514	974	\$6,000	5,844	754	\$6,000	4,526
<b>SUBTOTAL PHYSICIAN ASSISTANT</b>	<b>2,124</b>		<b>19,271</b>	<b>2,596</b>		<b>24,488</b>	<b>1,835</b>		<b>15,367</b>
<b>SOCIAL WORK</b>									
ACCESSION BONUS (AB)	4	\$30,000	118	5	\$30,000	149	4	\$30,000	118
RETENTION BONUS (RB)	258	\$8,245	2,125	268	\$10,000	2,678	213	\$10,000	2,130
BOARD CERTIFICATION PAY (BCP)	81	\$6,000	484	101	\$6,000	605	79	\$6,000	476
<b>SUBTOTAL SOCIAL WORK</b>	<b>343</b>		<b>2,727</b>	<b>374</b>		<b>3,432</b>	<b>296</b>		<b>2,724</b>
<b>PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER</b>									
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	14	\$2,200	31
LIEUTENANT GENERAL	48	\$500	24	46	\$500	23	46	\$500	23
<b>SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER</b>	<b>66</b>		<b>67</b>	<b>62</b>		<b>62</b>	<b>62</b>		<b>62</b>

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>SPECIAL PAY - OFFICER</b>									
DIVING DUTY PAY	131	\$2,533	333	131	\$2,533	333	131	\$2,533	331
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	311	\$7,215	2,241	418	\$7,211	3,012	332	\$7,211	2,396
HOSTILE FIRE PAY	1,205	\$2,700	3,253	1,104	\$2,700	2,981	2,560	\$2,700	6,913
SEA DUTY PAY	53	\$4,482	236	53	\$4,482	236	52	\$4,482	235
HARDSHIP DUTY PAY	6,582	\$1,500	9,873	6,650	\$1,500	9,975	6,563	\$1,500	9,845
FOREIGN LANGUAGE PROFICIENCY PAY	4,421	\$2,711	11,985	2,202	\$2,711	5,970	2,188	\$2,711	5,933
JUDGE ADVOCATE CONTINUATION PAY	337	\$15,731	5,306	168	\$15,731	2,643	167	\$15,731	2,627
OFFICER ASSIGNMENT INCENTIVE PAY	2,215	\$3,522	7,800	1,496	\$5,215	7,800	1,486	\$5,215	7,751
OFFICER CONTINUATION PAY			7,153			8,285			15,889
<b>TOTAL SPECIAL PAY - OFFICER</b>	<b>29,817</b>		<b>359,833</b>	<b>29,108</b>		<b>428,810</b>	<b>27,354</b>		<b>372,166</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
OFFICER BONUS - OTHER THAN MEDICAL**

ESTIMATE FY 2024	\$8,000
ESTIMATE FY 2023	\$8,000
ACTUAL FY 2022	\$4,698

**PROJECT: OFFICER BONUS - OTHER THAN MEDICAL**

**PART I - PURPOSE AND SCOPE**

**Officer Accession and Retention Bonus** - Provisions are authorized under 37 U.S.C. 332 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), and Air and Missile Defense Tactician (140K).

There is no change in the Officer Bonus - Other Than Medical requirement from FY 2023 to FY 2024.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>OFFICER BONUS - OTHER THAN MEDICAL</b>									
OFFICER ACCESSION AND RETENTION BONUS	66	\$71,587	4,698	160	\$50,000	8,000	160	\$50,000	8,000
<b>TOTAL OFFICER BONUS - OTHER THAN MEDICAL</b>	<b>66</b>		<b>4,698</b>	<b>160</b>		<b>8,000</b>	<b>160</b>		<b>8,000</b>

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

ESTIMATE FY 2024	\$2,736,833
ESTIMATE FY 2023	\$2,638,187
ACTUAL FY 2022	\$2,422,290

**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 2024 rates were built by applying inflation assumptions to the FY 2022 average BAH rates. The BAH rates reflect a 9.9% housing rate increase, effective 1 January 2023 and 3.9% increase, effective 1 January 2024.

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 marketing survey process and will be implemented by grade and dependency status.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$140.8 million in OOC actual execution. FY 2023 includes \$151.6 million in OOC projected execution. (The FY 2023 enacted amount is \$176.0 million.) FY 2024 includes \$163.2 million in OOC budgeted request.

There is a +\$98.6 million increase in the BAH program between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the housing cost growth of 9.9% housing inflation rates, effective 1 January 2023: +\$62.8 million
- (2) Price increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2024: +\$74.3 million
- (3) Price decrease due to change in foreign currency rates: -\$23.5 million
- (4) Program increase due to changes in grade structure: +\$1.2 million
- (5) Program decrease due to man-year reduction: -\$16.2 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>WITH DEPENDENTS - DOMESTIC</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	8	\$33,545	279	8	\$36,646	285	8	\$38,625	301
LIEUTENANT GENERAL	26	\$32,233	840	25	\$35,212	879	24	\$37,114	906
MAJOR GENERAL	83	\$33,725	2,804	81	\$36,842	2,976	79	\$38,831	3,076
BRIGADIER GENERAL	103	\$34,216	3,521	99	\$37,379	3,719	97	\$39,397	3,818
COLONEL	3,641	\$34,485	125,555	3,587	\$37,672	135,138	3,513	\$39,707	139,493
LIEUTENANT COLONEL	8,298	\$32,736	271,629	8,244	\$35,762	294,822	8,138	\$37,693	306,742
MAJOR	13,799	\$29,262	403,795	13,843	\$31,967	442,519	13,747	\$33,693	463,192
CAPTAIN	15,900	\$25,301	402,282	16,146	\$27,640	446,288	16,201	\$29,132	471,972
1ST LIEUTENANT	4,297	\$22,519	96,769	4,122	\$24,601	101,396	3,995	\$25,929	103,596
2ND LIEUTENANT	1,737	\$21,089	36,637	1,665	\$23,039	38,367	1,616	\$24,283	39,248
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>47,892</b>		<b>1,344,111</b>	<b>47,820</b>		<b>1,466,389</b>	<b>47,418</b>		<b>1,532,344</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	587	\$28,099	16,502	606	\$30,696	18,595	581	\$32,354	18,799
WARRANT OFFICER (W-4)	2,007	\$26,160	52,512	1,953	\$28,578	55,810	1,943	\$30,121	58,520
WARRANT OFFICER (W-3)	3,208	\$25,439	81,610	3,117	\$27,790	86,621	3,088	\$29,291	90,438
WARRANT OFFICER (W-2)	4,653	\$23,797	110,723	4,771	\$25,996	124,022	4,935	\$27,400	135,229
WARRANT OFFICER (W-1)	2,196	\$20,877	45,840	2,561	\$22,806	58,403	2,660	\$24,038	63,947
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>12,651</b>		<b>307,187</b>	<b>13,008</b>		<b>343,451</b>	<b>13,207</b>		<b>366,933</b>
<b>SUBTOTAL WITH DEPENDENTS - DOMESTIC</b>	<b>60,543</b>		<b>1,651,298</b>	<b>60,828</b>		<b>1,809,840</b>	<b>60,625</b>		<b>1,899,277</b>

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>WITHOUT DEPENDENTS - DOMESTIC</b>									
<b>OFFICER- ACTIVE DUTY</b>									
LIEUTENANT GENERAL	1	\$36,828	44	1	\$40,232	46	1	\$42,405	47
MAJOR GENERAL	1	\$38,448	39	1	\$42,002	41	1	\$44,270	43
BRIGADIER GENERAL	2	\$33,966	78	2	\$37,106	83	2	\$39,109	85
COLONEL	300	\$30,316	9,091	295	\$33,118	9,785	289	\$34,907	10,100
LIEUTENANT COLONEL	937	\$27,883	26,125	930	\$30,460	28,314	918	\$32,105	29,475
MAJOR	2,543	\$26,055	66,268	2,545	\$28,464	72,428	2,531	\$30,001	75,927
CAPTAIN	10,041	\$21,933	220,223	10,173	\$23,960	243,755	10,229	\$25,254	258,322
1ST LIEUTENANT	8,389	\$19,165	160,775	8,037	\$20,937	168,280	7,799	\$22,068	172,104
2ND LIEUTENANT	5,377	\$17,130	92,103	5,154	\$18,713	96,451	5,002	\$19,724	98,666
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>27,591</b>		<b>574,746</b>	<b>27,138</b>		<b>619,183</b>	<b>26,772</b>		<b>644,769</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	69	\$25,907	1,778	71	\$28,301	2,003	68	\$29,829	2,025
WARRANT OFFICER (W-4)	215	\$24,924	5,347	209	\$27,228	5,703	207	\$28,698	5,952
WARRANT OFFICER (W-3)	348	\$22,764	7,927	339	\$24,868	8,436	336	\$26,211	8,797
WARRANT OFFICER (W-2)	870	\$20,995	18,257	891	\$22,936	20,447	922	\$24,175	22,298
WARRANT OFFICER (W-1)	652	\$15,666	10,213	761	\$17,114	13,021	791	\$18,038	14,267
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>2,154</b>		<b>43,522</b>	<b>2,271</b>		<b>49,610</b>	<b>2,324</b>		<b>53,339</b>
<b>SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC</b>	<b>29,745</b>		<b>618,268</b>	<b>29,409</b>		<b>668,793</b>	<b>29,096</b>		<b>698,108</b>

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>									
<b>OFFICER- ACTIVE DUTY</b>									
COLONEL	0	\$0	0	2	\$519	1	2	\$547	1
LIEUTENANT COLONEL	8	\$471	4	10	\$514	5	9	\$542	5
MAJOR	41	\$345	14	40	\$377	15	40	\$397	16
CAPTAIN	218	\$266	58	220	\$291	64	221	\$307	68
1ST LIEUTENANT	165	\$206	34	160	\$225	36	156	\$237	37
2ND LIEUTENANT	761	\$159	121	734	\$173	127	710	\$183	130
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>1,193</b>		<b>231</b>	<b>1,166</b>		<b>248</b>	<b>1,138</b>		<b>257</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-4)	3	\$302	1	3	\$330	1	3	\$348	1
WARRANT OFFICER (W-3)	8	\$249	2	7	\$272	2	7	\$287	2
WARRANT OFFICER (W-2)	42	\$191	8	43	\$208	9	45	\$220	10
WARRANT OFFICER (W-1)	24	\$166	4	28	\$181	5	26	\$191	5
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>77</b>		<b>15</b>	<b>81</b>		<b>17</b>	<b>81</b>		<b>18</b>
<b>SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>	<b>1,270</b>		<b>246</b>	<b>1,247</b>		<b>265</b>	<b>1,219</b>		<b>275</b>
BAH DIFFERENTIAL	37	\$2,928	108	36	\$3,179	116	36	\$3,351	122

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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>WITH DEPENDENTS - OVERSEAS</b>									
<b>OFFICER- ACTIVE DUTY</b>									
MAJOR GENERAL	1	\$42,595	49	1	\$44,702	50	1	\$39,159	43
BRIGADIER GENERAL	2	\$15,454	25	2	\$16,218	25	1	\$14,207	21
COLONEL	179	\$38,903	6,958	175	\$40,956	7,181	172	\$35,930	6,176
LIEUTENANT COLONEL	556	\$37,455	20,826	547	\$39,398	21,565	542	\$34,556	18,738
MAJOR	827	\$33,526	27,740	825	\$35,277	29,103	822	\$30,932	25,430
CAPTAIN	702	\$29,424	20,657	711	\$30,925	21,985	715	\$27,099	19,380
1ST LIEUTENANT	152	\$27,905	4,245	146	\$29,331	4,279	141	\$25,707	3,636
2ND LIEUTENANT	45	\$31,571	1,406	43	\$33,133	1,414	41	\$29,024	1,202
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>2,464</b>		<b>81,906</b>	<b>2,450</b>		<b>85,602</b>	<b>2,435</b>		<b>74,626</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	14	\$35,378	511	15	\$37,164	550	14	\$32,577	461
WARRANT OFFICER (W-4)	81	\$33,062	2,679	78	\$34,790	2,720	79	\$30,513	2,399
WARRANT OFFICER (W-3)	149	\$32,481	4,855	144	\$34,136	4,908	143	\$29,925	4,281
WARRANT OFFICER (W-2)	251	\$29,000	7,278	257	\$30,488	7,831	266	\$26,718	7,115
WARRANT OFFICER (W-1)	66	\$27,518	1,803	76	\$28,892	2,210	80	\$25,317	2,014
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>561</b>		<b>17,126</b>	<b>570</b>		<b>18,219</b>	<b>582</b>		<b>16,270</b>
<b>SUBTOTAL WITH DEPENDENTS - OVERSEAS</b>	<b>3,025</b>		<b>99,032</b>	<b>3,020</b>		<b>103,821</b>	<b>3,017</b>		<b>90,896</b>

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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC ALLOWANCE FOR HOUSING - OFFICER</b>									
<b>WITHOUT DEPENDENTS - OVERSEAS</b>									
<b>OFFICER- ACTIVE DUTY</b>									
BRIGADIER GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
COLONEL	34	\$30,833	1,037	33	\$32,398	1,063	32	\$28,392	914
LIEUTENANT COLONEL	113	\$30,168	3,402	111	\$31,712	3,523	110	\$27,821	3,061
MAJOR	263	\$27,606	7,260	262	\$29,019	7,599	261	\$25,437	6,643
CAPTAIN	667	\$25,340	16,892	675	\$26,613	17,953	679	\$23,318	15,834
1ST LIEUTENANT	579	\$24,178	13,987	554	\$25,381	14,067	538	\$22,237	11,960
2ND LIEUTENANT	220	\$24,377	5,356	211	\$25,583	5,388	204	\$22,411	4,581
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>1,876</b>		<b>47,934</b>	<b>1,846</b>		<b>49,593</b>	<b>1,824</b>		<b>42,993</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	7	\$28,565	195	7	\$30,048	210	7	\$26,363	177
WARRANT OFFICER (W-4)	25	\$27,926	696	24	\$29,314	703	24	\$25,684	622
WARRANT OFFICER (W-3)	46	\$27,658	1,284	45	\$29,085	1,301	44	\$25,505	1,134
WARRANT OFFICER (W-2)	107	\$25,179	2,691	109	\$26,429	2,885	113	\$23,155	2,627
WARRANT OFFICER (W-1)	23	\$23,046	538	27	\$24,189	660	28	\$21,192	602
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>208</b>		<b>5,404</b>	<b>212</b>		<b>5,759</b>	<b>216</b>		<b>5,162</b>
<b>SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS</b>	<b>2,084</b>		<b>53,338</b>	<b>2,058</b>		<b>55,352</b>	<b>2,040</b>		<b>48,155</b>
<b>TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER</b>	<b>96,704</b>		<b>2,422,290</b>	<b>96,598</b>		<b>2,638,187</b>	<b>96,033</b>		<b>2,736,833</b>

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

ESTIMATE FY 2024	\$381,692
ESTIMATE FY 2023	\$359,040
ACTUAL FY 2022	\$329,755

**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 11.2%, effective 1 January 2023 and 3.4% effective 1 January 2024. The FY 2023 and FY 2024 BAS yearly composite rates are \$3,645.99 and \$3,835.56, respectively.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$17.7 million in OOC actual execution. FY 2023 includes \$20.4 million in OOC projected execution. (The FY 2023 enacted amount is \$5.0 million.) FY 2024 includes \$21.1 million in OOC budgeted request.

There is a +\$22.7 million increase in the program requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 11.2% subsistence inflation rate, effective 1 January 2023: +\$13.0 million
- (2) Price increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024: +\$11.8 million
- (3) Program decrease due to man-year reduction: -\$2.1 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	100,338	\$3,286	329,755	100,129	\$3,586	359,040	99,514	\$3,836	381,692

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

ESTIMATE FY 2024	\$124,128
ESTIMATE FY 2023	\$122,832
ACTUAL FY 2022	\$150,640

**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 2024 OSA rates were built by applying basic pay raise inflation to FY 2022 rates.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$165.0 thousand in OOC actual execution. FY 2023 includes \$89.0 thousand in OOC projected execution. (The FY 2023 enacted amount is \$14.0 million.) FY 2024 includes \$15.0 thousand in OOC budgeted request.

There is a +\$1.3 million increase in the OSA requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$10.4 million
- (2) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$31.2 million
- (3) Price decrease due to change in foreign currency exchange rates: -\$40.1million
- (4) Program decrease due to a reduction in overall Officer strength: -\$0.2 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>OVERSEAS STATION ALLOWANCES - OFFICER</b>									
<b>COST OF LIVING</b>									
<b>OFFICER- ACTIVE DUTY</b>									
GENERAL	5	\$6,592	30	4	\$5,018	22	4	\$5,006	22
LIEUTENANT GENERAL	5	\$8,907	41	4	\$6,781	30	4	\$6,765	29
MAJOR GENERAL	25	\$8,648	219	25	\$6,584	162	24	\$6,568	159
BRIGADIER GENERAL	24	\$8,875	216	24	\$6,757	159	23	\$6,741	155
COLONEL	817	\$8,615	7,038	795	\$6,559	5,212	781	\$6,543	5,107
LIEUTENANT COLONEL	2,081	\$8,600	17,900	2,037	\$6,547	13,338	2,023	\$6,531	13,213
MAJOR	3,632	\$7,364	26,745	3,607	\$5,606	20,221	3,603	\$5,593	20,150
CAPTAIN	4,885	\$5,707	27,876	4,939	\$4,345	21,458	4,975	\$4,335	21,566
1ST LIEUTENANT	2,627	\$5,021	13,192	2,516	\$3,823	9,618	2,442	\$3,814	9,315
2ND LIEUTENANT	1,139	\$3,985	4,539	1,092	\$3,034	3,312	1,059	\$3,027	3,207
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>15,240</b>		<b>97,796</b>	<b>15,043</b>		<b>73,532</b>	<b>14,938</b>		<b>72,923</b>
<b>OFFICER- WARRANT ACTIVE</b>									
WARRANT OFFICER (W-5)	97	\$8,112	787	99	\$6,175	613	95	\$6,161	585
WARRANT OFFICER (W-4)	426	\$7,642	3,255	410	\$5,817	2,384	414	\$5,804	2,402
WARRANT OFFICER (W-3)	818	\$6,681	5,465	785	\$5,086	3,990	782	\$5,074	3,966
WARRANT OFFICER (W-2)	1,476	\$5,662	8,357	1,507	\$4,310	6,495	1,567	\$4,300	6,738
WARRANT OFFICER (W-1)	487	\$5,082	2,474	569	\$3,869	2,200	592	\$3,860	2,284
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>3,304</b>		<b>20,338</b>	<b>3,370</b>		<b>15,682</b>	<b>3,450</b>		<b>15,975</b>
<b>SUBTOTAL COST OF LIVING</b>	<b>18,544</b>		<b>118,134</b>	<b>18,413</b>		<b>89,214</b>	<b>18,388</b>		<b>88,898</b>
TEMPORARY LODGING	1,724	\$18,860	32,506	1,712	\$19,638	33,618	1,708	\$20,630	35,230
<b>TOTAL OVERSEAS STATION ALLOWANCES - OFFICER</b>	<b>20,268</b>		<b>150,640</b>	<b>20,125</b>		<b>122,832</b>	<b>20,096</b>		<b>124,128</b>

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

ESTIMATE FY 2024	\$6,636
ESTIMATE FY 2023	\$6,351
ACTUAL FY 2022	\$5,982

**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 2023:

Military Housing Areas	
<b>CALIFORNIA</b> San Francisco	<b>New York</b> New York City Staten Island
<b>MASSACHUSETTS</b> Essex County Hampden County Martha's Vineyard	<b>MICHIGAN</b> Detroit

**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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$3.5 million in OOC actual execution. FY 2023 includes \$2.2 million in OOC projected execution. (The FY 2023 enacted amount is \$2.0 million.) FY 2024 includes \$5.1 million in OOC budgeted request.

There is a +\$285.0 thousand increase in the program requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the pay raise: +\$319.0 thousand
- (2) Program decrease due to number of Soldiers expected to receive CONUS COLA: -\$34.0 thousand

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
CONUS, COST-OF-LIVING ALLOWANCE	2,168	\$2,759	5,982	2,211	\$2,873	6,351	2,199	\$3,018	6,636

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

ESTIMATE FY 2024	\$5,575
ESTIMATE FY 2023	\$5,282
ACTUAL FY 2022	\$5,385

**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 2023 civilian clothing rates are (1) permanent duty initial payment, \$1,171.80; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$391.32; and (3) temporary duty of at least 30 days in a 36-day period \$781.20. The FY 2024 civilian clothing rates are increased by general inflation.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$0.2 million in OOC actual execution. FY 2023 includes \$0.4 million in OOC projected execution. (The FY 2023 enacted amount is \$0.8 million.) FY 2024 includes \$0.6 million in OOC budgeted request.

There is a +\$293.0 thousand increase in the program requirement between FY 2023 and FY 2024. The total requirement change is due:

- (1) Price increase due to a change in the civilian clothing rate driven by general inflation: +\$28.0 thousand
- (2) Program increase primarily due to change in number of Soldiers expected to receive initial military allowances due to an increase in the number of projected Officer accessions from 7,200 in FY 2023 to 7,900 in FY 2024: +\$265.0 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)**

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
<b>CLOTHING ALLOWANCES - OFFICER</b>									
INITIAL MILITARY ALLOWANCE	8,938	\$400	3,575	7,208	\$400	2,883	7,900	\$400	3,160
ADDITIONAL MILITARY ALLOWANCE	4,795	\$200	959	5,715	\$200	1,143	5,685	\$200	1,137
CIVILIAN CLOTHING ALLOWANCE	1,150	\$740	851	1,661	\$756	1,256	1,651	\$774	1,278
<b>TOTAL CLOTHING ALLOWANCES - OFFICER</b>	<b>14,883</b>		<b>5,385</b>	<b>14,584</b>		<b>5,282</b>	<b>15,236</b>		<b>5,575</b>

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

ESTIMATE FY 2024	\$18,853
ESTIMATE FY 2023	\$18,944
ACTUAL FY 2022	\$18,436

**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 2024 takers for FSA were forecasted based on FY 2022 execution.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$9.1 million in OOC actual execution. FY 2023 includes \$7.5 million in OOC projected execution. (The FY 2023 enacted amount is \$9.0 million.) FY 2024 includes \$8.9 million in OOC budgeted request.

There is a -\$0.1 million decrease in Family Separation allowance between FY 2023 and FY 2024 primarily due to number of Soldiers expected to receive allowance.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>FAMILY SEPARATION ALLOWANCES - OFFICER</b>									
FSA - RESTRICTED	1,271	\$3,000	3,814	1,271	\$3,000	3,814	1,263	\$3,000	3,790
FSA - TEMPORARY	4,874	\$3,000	14,622	5,043	\$3,000	15,130	5,021	\$3,000	15,063
<b>TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER</b>	<b>6,145</b>		<b>18,436</b>	<b>6,314</b>		<b>18,944</b>	<b>6,284</b>		<b>18,853</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF OFFICERS  
BASIC NEEDS ALLOWANCE PAYMENTS**

ESTIMATE FY 2024	\$185
ESTIMATE FY 2023	\$179
ACTUAL FY 2022	\$0

**PROJECT: BASIC NEEDS ALLOWANCE PAYMENTS**

**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. Section 611 of the FY 2023 NDAA directed the basic needs allowance eligibility threshold be raised to 150 percent to the Federal Poverty Guidelines by no later than January 1, 2024. This higher threshold is included in the FY 2023 and FY 2024 estimates.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center.

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.

The budget request provides increases to pay and allowances, which should make less members eligible. The Army estimate for the Basic Needs Allowance was calculated using the relative populations of O1 to O3 to total strength. Officer Basic Needs Allowance costs for the Army are expected to be about the same (+\$6.0 thousand) in FYs 2023 and 2024.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT
BASIC NEEDS ALLOWANCE PAYMENTS - OFFICER	0	179	185

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

ESTIMATE FY 2024	\$73,610
ESTIMATE FY 2023	\$72,100
ACTUAL FY 2022	\$73,233

**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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$4.5 million in OOC actual execution. FY 2023 includes \$1.4 million in OOC projected execution. (The FY 2023 enacted amount is \$23.0 million.) FY 2024 includes \$6.1 million in OOC budgeted request.

There is a +\$1.5 million increase in the separation pay requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$0.9 million
- (2) Price increase due to annualization of the 5.2% pay raise, effective 1 January 2024: +\$2.5 million
- (3) Program decrease due to a change in projected Officer losses expected to receive a separation payment: -\$1.9 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 2022</u>				<u>ESTIMATE FY 2023</u>				<u>ESTIMATE FY 2024</u>			
	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>SEPARATION PAYMENTS - OFFICER</b>												
<b>LUMP SUM TERMINAL LEAVE</b>												
<b>OFFICER- ACTIVE DUTY</b>												
LIEUTENANT GENERAL	6	56	\$31,332	184	6	56	\$32,625	180	5	56	\$34,272	185
MAJOR GENERAL	7	38	\$21,013	148	7	38	\$21,880	145	6	38	\$22,985	149
BRIGADIER GENERAL	6	37	\$14,673	86	5	37	\$15,279	84	5	37	\$16,050	87
COLONEL	595	26	\$10,638	6,330	558	26	\$11,076	6,180	546	26	\$11,636	6,357
LIEUTENANT COLONEL	1,013	23	\$7,413	7,507	949	23	\$7,719	7,328	930	23	\$8,109	7,538
MAJOR	1,147	23	\$6,242	7,157	1,075	23	\$6,499	6,987	1,053	23	\$6,827	7,187
CAPTAIN	2,990	23	\$4,988	14,914	2,803	23	\$5,193	14,558	2,745	23	\$5,456	14,974
1ST LIEUTENANT	656	21	\$3,678	2,414	615	21	\$3,830	2,356	603	21	\$4,023	2,424
2ND LIEUTENANT	79	32	\$4,008	316	74	32	\$4,174	308	72	32	\$4,384	317
<b>SUBTOTAL OFFICER- ACTIVE DUTY</b>	<b>6,499</b>			<b>39,056</b>	<b>6,092</b>			<b>38,126</b>	<b>5,965</b>			<b>39,218</b>
<b>OFFICER- WARRANT ACTIVE</b>												
WARRANT OFFICER (W-5)	100	23	\$7,574	757	94	23	\$7,887	739	92	23	\$8,284	760
WARRANT OFFICER (W-4)	316	23	\$6,188	1,958	297	23	\$6,443	1,911	290	23	\$6,769	1,966
WARRANT OFFICER (W-3)	376	21	\$4,757	1,790	353	21	\$4,953	1,748	346	21	\$5,203	1,798
WARRANT OFFICER (W-2)	241	26	\$4,904	1,182	226	26	\$5,106	1,154	221	26	\$5,364	1,187
WARRANT OFFICER (W-1)	25	37	\$3,455	85	23	37	\$3,598	83	23	37	\$3,780	86
<b>SUBTOTAL OFFICER- WARRANT ACTIVE</b>	<b>1,058</b>			<b>5,772</b>	<b>993</b>			<b>5,635</b>	<b>972</b>			<b>5,797</b>
<b>SUBTOTAL LUMP SUM TERMINAL LEAVE</b>	<b>7,557</b>			<b>44,828</b>	<b>7,085</b>			<b>43,761</b>	<b>6,937</b>			<b>45,015</b>
SEVERANCE PAY, DISABILITY	123		\$100,297	12,384	121		\$104,434	12,644	120		\$109,708	13,193
INVOLUNTARY FULL PAY (10%)	117		\$91,593	10,715	119		\$95,372	11,350	118		\$100,188	11,847
VOLUNTARY SEPARATION INCENTIVE (VSI)				5,306				4,345				3,555
<b>TOTAL SEPARATION PAYMENTS - OFFICER</b>	<b>7,797</b>			<b>73,233</b>	<b>7,325</b>			<b>72,100</b>	<b>7,175</b>			<b>73,610</b>

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

ESTIMATE FY 2024	\$695,596
ESTIMATE FY 2023	\$665,803
ACTUAL FY 2022	\$644,294

**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
2022	\$147,000	No upper limit
2023	\$160,200	No upper limit
2024	\$159,900	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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$35.8 million in OOC actual execution. FY 2023 includes \$40.5 million in OOC projected execution. (The FY 2023 enacted amount is \$32.6 million.) FY 2024 includes \$44.8 million in OOC budgeted request.

There is a +\$29.8 million increase in the program requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$7.7 million
- (2) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$26.2 million
- (3) Program increase due to change in grade structure: +\$0.2 million
- (4) Program decrease due to man-year reduction: -\$4.3 million

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

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	100,338	\$6,421	644,294	100,129	\$6,649	665,803	99,514	\$6,990	695,596

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

<b>FY2023 Direct Program</b>		<b>29,921,863</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	172,854	
Basic Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	586,199	
Retired Pay Accrual increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	70,712	
Retired Pay Accrual increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	239,806	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 9.9% housing inflation rates, effective 1 January 2023	128,532	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2024	151,901	
Overseas Station Allowance - COLA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	20,528	
Overseas Station Allowance - COLA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	61,583	
CONUS COLA increase due to pay raise	543	
Clothing increase due to rate changes	6,239	
Separation Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	3,770	
Separation Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	11,310	
FICA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	14,270	
FICA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	48,392	
<b>Total Increases Pricing</b>		<b>1,516,639</b>
<b>Increases Program:</b>		
Special Pay increase due to changes in the number of Soldiers expected to receive pay	2,054	
Enlistment Bonus increase due to changes in the number of Soldiers expected to receive pay	125,000	
Clothing increase due to changes in the number of Soldiers expected to receive allowance	19,261	
Increase in direct resources due to a decrease in reimbursable requirements	43,140	
TSP Matching increase due to changes in the number of Soldiers expected to receive allowance	44,640	
<b>Total Increases Program</b>		<b>234,095</b>
<b>Total Increases</b>		<b>1,750,734</b>
<b>Decreases Pricing:</b>		
Retired Pay Accrual decrease due to changes in the Normal Cost Percentage rate	(1,005,353)	
Reenlistment Bonus decrease due to rate changes	(944)	
Basic Allowance for Housing decrease due to foreign currency exchange rates	(21,845)	
Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	(69,976)	
<b>Total Decreases Pricing</b>		<b>(1,098,118)</b>
<b>Decreases Program:</b>		
Basic Pay decrease due to man-year reduction	(299,017)	
Basic Pay decrease due to shifts in grade structure	(110,050)	

PB-30P SCHEDULE OF INCREASES AND DECREASES - ENLISTED

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

Retired Pay Accrual decrease due to man-year reduction	(106,571)	
Retired Pay Accrual decrease due to shifts in grade structure	(39,222)	
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,869)	
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	(2,232)	
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(101,142)	
Basic Allowance for Housing decrease due to man-year reduction	(113,722)	
Basic Allowance for Housing decrease due to shifts in grade structure	(73,151)	
Basic Needs Allowance due to changes in number of Soldiers expected to receive pay	(1,223)	
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(8,103)	
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(1,083)	
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(6,536)	
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(156)	
FICA decrease due to man-year reduction	(22,784)	
FICA decrease due to shifts in grade structure	(8,385)	
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	(38)	
<b>Total Decreases Program</b>		<b>(895,284)</b>
<b>Total Decreases</b>		<b>(1,993,402)</b>
<b>FY2024 Direct Program</b>		<b>29,679,195</b>

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

ESTIMATE FY 2024	\$15,838,264
ESTIMATE FY 2023	\$15,488,278
ACTUAL FY 2022	\$15,422,661

**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 2024 rates were built by applying inflation assumptions to FY 2022 average basic pay rates. The basic pay rates reflect a 4.6% pay raise, effective 1 January 2023 and a 5.2% pay raise, effective 1 January 2024.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$813.9 million in OOC actual execution. FY 2023 includes \$909.1 million in OOC projected execution. (The FY 2023 enacted amount is \$885.9 million.) FY 2024 includes \$930.0 million in OOC budgeted request.

There is a +\$350.0 million increase in the basic pay program between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$172.9 million
- (2) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$586.1 million
- (3) Program decrease due to man-year reduction: -\$299.0 million
- (4) Program decrease due to changes in grade structure: -\$110.0 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC PAY - ENLISTED</b>									
SERGEANT MAJOR	3,734	\$89,787	335,263	3,765	\$93,352	351,472	3,674	\$98,063	360,282
1ST SERGEANT/MASTER SERGEANT	12,317	\$70,267	865,477	11,966	\$73,071	874,371	11,723	\$76,755	899,800
PLATOON SERGEANT/SERGEANT 1ST CLASS	38,270	\$60,512	2,315,780	39,130	\$62,916	2,461,884	37,276	\$66,091	2,463,602
STAFF SERGEANT	62,482	\$47,583	2,973,051	61,932	\$49,476	3,064,167	61,847	\$51,962	3,213,720
SERGEANT	76,397	\$38,728	2,958,681	75,821	\$40,263	3,052,807	72,915	\$42,286	3,083,314
CORPORAL/SPECIALIST	124,950	\$31,199	3,898,290	118,423	\$32,439	3,841,521	109,456	\$34,070	3,729,181
PRIVATE FIRST CLASS	52,329	\$26,561	1,389,900	42,223	\$27,616	1,166,042	36,795	\$29,011	1,067,456
PRIVATE E2	19,915	\$24,494	487,806	16,213	\$25,505	413,509	24,833	\$26,793	665,345
PRIVATE E1	9,741	\$20,369	198,413	12,377	\$21,209	262,505	15,959	\$22,280	355,564
<b>TOTAL BASIC PAY - ENLISTED</b>	<b>400,135</b>		<b>15,422,661</b>	<b>381,850</b>		<b>15,488,278</b>	<b>374,478</b>		<b>15,838,264</b>

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

ESTIMATE FY 2024	\$4,679,458
ESTIMATE FY 2023	\$5,520,086
ACTUAL FY 2022	\$5,282,031

**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 2023 are 36.9% (Active Component (AC) full-time) and 24.5% (Reserve Component (RC) part-time). The rates for FY 2024 are 30.0% for (AC full-time) and 23.1% (RC part-time).

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY2023 updated projections and FY 2024 budget request. FY 2022 includes \$209.2 million in OOC actual execution. FY 2023 includes \$214.6 million in OOC projected execution. (The FY 2023 enacted amount is \$197.4 million.) FY 2024 includes \$226.0 million in OOC budgeted request.

There is a -\$840.6 million decrease in the RPA requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$70.7 million
- (2) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$239.9 million
- (3) Price decrease due to a reduction in the Normal Cost Percentage (NCP) AC full-time rates, from 36.9% to 30.0%, and RC part-time rates, from 24.5% to 23.1%: -\$1,005.4 million
- (4) Program decrease due to man-year reduction: -\$106.6 million
- (5) Program decrease due to changes in grade structure: -\$39.2 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>RETIRED PAY ACCRUAL - ENLISTED</b>									
ENLISTED RETIRED PAY ACCRUAL	374,693	\$13,371	5,010,083	357,021	\$14,723	5,256,585	351,941	\$12,611	4,438,345
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	25,442	\$10,689	271,948	24,829	\$10,613	263,501	22,537	\$10,699	241,113
<b>TOTAL RETIRED PAY ACCRUAL - ENLISTED</b>	<b>400,135</b>		<b>5,282,031</b>	<b>381,850</b>		<b>5,520,086</b>	<b>374,478</b>		<b>4,679,458</b>

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

ESTIMATE FY 2024	\$296,009
ESTIMATE FY 2023	\$251,369
ACTUAL FY 2022	\$168,285

**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 +\$44.6 million increase in the enlisted TSP Matching requirement between FY 2023 and FY 2024 due to change in enrollment in the blended retirement system (BRS) program.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT
ENL TSP MATCHING	168,285	251,369	296,009

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

ESTIMATE FY 2024	\$83,975
ESTIMATE FY 2023	\$85,844
ACTUAL FY 2022	\$88,714

**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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$1.1 million in OOC actual execution. FY 2023 includes \$0.9 million in OOC projected execution. (The FY 2023 enacted amount is \$0.4 million.) FY 2024 includes \$1.4 million in OOC budgeted request.

There is a -\$1.9 million decrease in the program requirement between FY 2023 and FY 2024 primarily due to a reduction in overall enlisted man-years.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED</b>									
<b>FLYING DUTY - ENLISTED</b>									
CREW	3,760	\$2,150	8,083	3,761	\$2,150	8,086	3,609	\$2,150	7,759
NONCREW MEMBER	134	\$1,800	242	130	\$1,800	234	127	\$1,800	229
<b>SUBTOTAL FLYING DUTY - ENLISTED</b>	<b>3,894</b>		<b>8,325</b>	<b>3,891</b>		<b>8,320</b>	<b>3,736</b>		<b>7,988</b>
<b>PARACHUTE JUMPING - ENLISTED</b>									
PARACHUTE JUMPING (REGULAR)	34,634	\$1,800	62,341	33,405	\$1,800	60,129	32,743	\$1,800	58,937
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	2,024	\$2,700	5,466	1,954	\$2,700	5,275	1,915	\$2,700	5,170
<b>SUBTOTAL PARACHUTE JUMPING - ENLISTED</b>	<b>36,658</b>		<b>67,807</b>	<b>35,359</b>		<b>65,404</b>	<b>34,658</b>		<b>64,107</b>
INSIDE OBSERVER OR TEST SUBJECT DUTY	146	\$1,800	263	141	\$1,800	253	138	\$1,800	248
DEMOLITION DUTY	6,813	\$1,800	12,263	6,562	\$1,800	11,811	6,431	\$1,800	11,576
CHEMICAL MUNITIONS PAY	22	\$1,800	40	22	\$1,800	40	22	\$1,800	40
TOXIC PESTICIDES	2	\$1,800	4	2	\$1,800	4	2	\$1,800	4
TOXIC FUEL	7	\$1,800	12	7	\$1,800	12	7	\$1,800	12
<b>TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED</b>	<b>47,542</b>		<b>88,714</b>	<b>45,984</b>		<b>85,844</b>	<b>44,994</b>		<b>83,975</b>

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

ESTIMATE FY 2024	\$136,040
ESTIMATE FY 2023	\$133,986
ACTUAL FY 2022	\$141,646

PROJECT: SPECIAL PAY - ENLISTED

PART I - PURPOSE AND SCOPE

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

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

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

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

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

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

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

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

- **Operational Deployment Assignment Incentive Pay (AIP-OD)** - Paid to Active Duty Soldiers who physically deploy and perform duties as part of a rotational  
PB-30X SPECIAL PAY- PURPOSE/SCOPE & JUSTIFICATION

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

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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$37.2 million in OOC actual execution. FY 2023 includes \$35.3 million in OOC projected execution. (The FY 2023 enacted amount is \$36.4 million.) FY 2024 includes \$53.8 million in OOC budgeted request.

There is a +\$2.1 million increase in the special pay program between FY 2023 and FY 2024. The total requirement change is due to:

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

(1) Program increase in continuation pay as the Army anticipates more Soldiers participating in the Blended Retirement System (BRS): +\$4.1 million

(2) Program decrease in overall special pays due to reduction in enlisted man-years: -\$2.0 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL PAY - ENLISTED</b>									
ENLISTED ASSIGNMENT INCENTIVE PAY	7,564	\$4,182	31,631	7,243	\$4,182	30,289	7,127	\$4,182	29,806
DIVING DUTY PAY	553	\$2,475	1,368	529	\$2,475	1,310	521	\$2,475	1,289
HOSTILE FIRE PAY	8,603	\$2,700	23,227	8,238	\$2,700	22,242	8,106	\$2,700	21,887
SEA DUTY PAY	215	\$2,079	447	206	\$2,079	428	203	\$2,079	421
HARDSHIP DUTY PAY	30,985	\$1,500	46,477	29,670	\$1,500	44,505	29,197	\$1,500	43,796
FOREIGN LANGUAGE PROFICIENCY PAY	11,530	\$2,713	31,282	11,041	\$2,713	29,955	10,865	\$2,713	29,477
<b>OTHER SPECIAL PAY</b>									
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
<b>SUBTOTAL OTHER SPECIAL PAY</b>	<u>1</u>		<u>2</u>	<u>1</u>		<u>2</u>	<u>1</u>		<u>2</u>
ENLISTED CONTINUATION PAY			7,212			5,255			9,361
<b>TOTAL SPECIAL PAY - ENLISTED</b>	<b>59,451</b>		<b>141,646</b>	<b>58,791</b>		<b>133,986</b>	<b>57,922</b>		<b>136,040</b>

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

ESTIMATE FY 2024	\$110,441
ESTIMATE FY 2023	\$112,673
ACTUAL FY 2022	\$115,865

**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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$1.0 million in OOC actual execution. FY 2023 includes \$0.4 million in OOC projected execution. (The FY 2023 enacted amount is \$3.6 million.) FY 2024 includes \$1.1 million in OOC budgeted request.

There is a -\$2.2 million decrease in the program requirement between FY 2023 and FY 2024 primarily due to reduction in overall enlisted man-years. Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SPECIAL DUTY ASSIGNMENT PAY (SDAP)</b>									
SD 6 (\$450.00)	1	\$5,400	6	1	\$5,400	6	1	\$5,400	5
SD 5 (\$375.00)	11,029	\$4,500	49,631	10,725	\$4,500	48,263	10,470	\$4,500	47,116
SD 4 (\$300.00)	18,170	\$3,600	65,411	17,669	\$3,600	63,608	17,372	\$3,600	62,539
SD 3 (\$225.00)	303	\$2,700	817	295	\$2,700	796	289	\$2,700	781
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)</b>	<b>29,503</b>		<b>115,865</b>	<b>28,690</b>		<b>112,673</b>	<b>28,132</b>		<b>110,441</b>

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

ESTIMATE FY 2024	\$425,703
ESTIMATE FY 2023	\$527,789
ACTUAL FY 2022	\$393,113

**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.

The Army does not anticipate using CSRB in FY 2023 and FY 2024. Instead, authorities provided under SRB will be utilized to write retention bonus contracts that

PB-30X REENLISTMENT BONUS- PURPOSE/SCOPE & JUSTIFICATION

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

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 -\$102.1 million decrease in the re-enlistment bonus (RB) requirement between FY 2023 and FY 2024. The total requirement change is due to:

(1) Price decrease due to change in the average re-enlistment payment rate: -\$1.0 million

(2) Program decrease due to the re-enlistment bonus projections are based on the size of the target population of servicemembers in the reenlistment window during the fiscal year. The Army currently projects a smaller reenlistment target population in FY 2024, reducing the overall number of bonus payments: -\$101.1 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
SELECTIVE RETENTION BONUS	26,757	\$14,692	393,113	30,723	\$17,179	527,789	24,835	\$17,141	425,703

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

ESTIMATE FY 2024	\$438,098
ESTIMATE FY 2023	\$313,098
ACTUAL FY 2022	\$280,875

**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 +\$125.0 million increase in the enlistment bonus (EB) requirement between FY 2023 and FY 2024. This change is based on the accession mission increasing from 51,700 in FY 2023 to 62,600 in FY 2024. As a result, the Army anticipates an increase in the number of Soldiers expected to receive initial and anniversary bonuses.

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)**

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
<b>ENLISTMENT BONUS</b>									
NEW PAYMENTS	21,086	\$9,000	189,772	19,973	\$9,000	179,756	22,285	\$9,000	200,561
ANNIVERSARY PAYMENTS	27,607	\$3,300	91,103	16,668	\$8,000	133,342	29,692	\$8,000	237,537
<b>TOTAL ENLISTMENT BONUS</b>	<b>48,693</b>		<b>280,875</b>	<b>36,641</b>		<b>313,098</b>	<b>51,977</b>		<b>438,098</b>

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	Number	Amount												
Prior Obligations (Anniversary)	27,607	91,103	5,548	44,382	3,563	28,504	2,560	20,482	0	0	0	0	0	0
<b>FY 2022</b>														
Initial Payments	21,086	189,772	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			11,120	88,960	11,283	90,264	4,755	38,038	1,239	9,912	264	2,112	0	0
<b>FY 2023</b>														
Initial Payments			19,973	179,756	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					14,846	118,769	10,972	93,780	2,301	18,408	660	5,280	262	2,112
<b>FY 2024</b>														
Initial Payments					22,285	200,561	0	0	0	0	0	0	0	0
Anniversary Payments							18,288	140,300	5,310	42,480	1,716	13,728	660	5,280
<b>FY 2025</b>														
Initial Payments							11,233	101,098	0	0	0	0	0	0
Anniversary Payments									8,850	70,800	3,960	31,680	1,716	13,728
<b>FY 2026</b>														
Initial Payments									11,233	101,098	0	0	0	0
Anniversary Payments											6,600	52,800	3,960	31,680
<b>FY 2027</b>														
Initial Payments											11,233	101,098	0	0
Anniversary Payments													6,600	52,800
<b>FY 2028</b>														
Initial Payments														11,233 101,098
<b>Total Initial Payments</b>	<b>21,086</b>	<b>189,772</b>	<b>19,973</b>	<b>179,756</b>	<b>22,285</b>	<b>200,561</b>	<b>11,233</b>	<b>101,098</b>	<b>11,233</b>	<b>101,098</b>	<b>11,233</b>	<b>101,098</b>	<b>11,233</b>	<b>101,098</b>
<b>Total Anniversary Payments</b>	<b>27,607</b>	<b>91,103</b>	<b>16,668</b>	<b>133,342</b>	<b>29,692</b>	<b>237,537</b>	<b>36,575</b>	<b>292,600</b>	<b>17,700</b>	<b>141,600</b>	<b>13,200</b>	<b>105,600</b>	<b>13,198</b>	<b>105,600</b>
<b>Total</b>	<b>48,693</b>	<b>280,875</b>	<b>36,641</b>	<b>313,098</b>	<b>51,977</b>	<b>438,098</b>	<b>47,808</b>	<b>393,698</b>	<b>28,933</b>	<b>242,698</b>	<b>24,433</b>	<b>206,698</b>	<b>24,431</b>	<b>206,698</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
LOAN REPAYMENT PROGRAM**

ESTIMATE FY 2024	\$8,607
ESTIMATE FY 2023	\$8,607
ACTUAL FY 2022	\$9,517

**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). A few of the MOSs that are eligible for LRP are 92R (Parachute Rigger), 35M (Human Intelligence Collector), 42R (Army Musician) and 68K (Medical Laboratory Specialist).

There is no change in the LRP requirement from FY 2023 to FY 2024.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022		ESTIMATE FY 2023		ESTIMATE FY 2024	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM	615	6,517	556	8,607	556	8,607

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

ESTIMATE FY 2024	\$5,544,896
ESTIMATE FY 2023	\$5,473,182
ACTUAL FY 2022	\$5,256,983

**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 2024 rates were built by applying inflation assumptions to the FY 2022 average BAH rates. The BAH rates reflect a 9.9% housing rate increase, effective 1 January 2023 and 3.9% increase, effective 1 January 2024.

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 marketing survey process and will be implemented by grade and dependency status.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$409.5 million in OOC actual execution. FY 2023 includes \$457.9 million in OOC projected execution. (The FY 2023 enacted amount is \$422.4 million.) FY 2024 includes \$417.6 million in OOC budgeted request.

There is a +\$71.7 million increase in the BAH program between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 9.9% housing cost inflation, effective 1 January 2023: +\$128.5 million
- (2) Price increase due to the annualization of the 3.9% housing cost inflation, effective 1 January 2024: +\$151.9 million
- (3) Price decrease due to changes in foreign currency exchange rates: -\$21.8 million
- (4) Program decrease due to man-year reduction: -\$113.7 million
- (5) Program decrease due to changes in grade structure: -\$73.2 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>									
<b>WITH DEPENDENTS- DOMESTIC</b>									
SERGEANT MAJOR	3,346	\$25,639	85,779	3,371	\$27,265	91,911	3,278	\$28,738	94,203
1ST SERGEANT/MASTER SERGEANT	11,400	\$24,650	281,012	11,143	\$26,214	292,092	10,862	\$27,630	300,105
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,934	\$23,542	845,952	36,712	\$25,036	919,125	34,835	\$26,388	919,236
STAFF SERGEANT	46,935	\$22,423	1,052,433	46,571	\$23,846	1,110,539	46,214	\$25,134	1,161,541
SERGEANT	41,127	\$20,472	841,944	40,846	\$21,771	889,262	39,285	\$22,946	901,442
CORPORAL/SPECIALIST	42,734	\$18,640	796,556	40,493	\$19,823	802,694	37,473	\$20,894	782,964
PRIVATE FIRST CLASS	10,321	\$18,337	189,261	8,291	\$19,500	161,681	7,210	\$20,553	148,192
PRIVATE E2	2,803	\$18,915	53,026	2,277	\$20,115	45,805	3,496	\$21,201	74,110
PRIVATE E1	1,125	\$19,794	22,276	1,430	\$21,050	30,100	1,841	\$22,187	40,856
<b>SUBTOTAL WITH DEPENDENTS- DOMESTIC</b>	<b>195,725</b>		<b>4,168,239</b>	<b>191,134</b>		<b>4,343,209</b>	<b>184,494</b>		<b>4,422,649</b>
<b>WITHOUT DEPENDENTS- DOMESTIC</b>									
SERGEANT MAJOR	402	\$22,026	8,855	405	\$23,423	9,491	394	\$24,688	9,735
1ST SERGEANT/MASTER SERGEANT	1,412	\$21,621	30,522	1,379	\$22,993	31,701	1,345	\$24,234	32,583
PLATOON SERGEANT/SERGEANT 1ST CLASS	5,625	\$19,674	110,674	5,748	\$20,922	120,269	5,457	\$22,052	120,337
STAFF SERGEANT	15,207	\$18,404	279,862	15,080	\$19,571	295,136	15,001	\$20,628	309,444
SERGEANT	13,406	\$18,057	242,068	13,309	\$19,203	255,564	12,784	\$20,240	258,747
CORPORAL/SPECIALIST	12,704	\$15,966	202,829	12,038	\$16,979	204,396	11,137	\$17,896	199,305
PRIVATE FIRST CLASS	1,684	\$17,321	29,167	1,353	\$18,420	24,922	1,177	\$19,414	22,843
PRIVATE E2	229	\$22,239	5,088	186	\$23,650	4,397	285	\$24,927	7,109
PRIVATE E1	106	\$21,190	2,241	134	\$22,534	3,028	173	\$23,751	4,111
<b>SUBTOTAL WITHOUT DEPENDENTS- DOMESTIC</b>	<b>50,775</b>		<b>911,306</b>	<b>49,632</b>		<b>948,904</b>	<b>47,753</b>		<b>964,214</b>

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>									
<b>PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>									
SERGEANT MAJOR	5	\$222	1	4	\$236	1	4	\$248	1
1ST SERGEANT/MASTER SERGEANT	16	\$184	3	15	\$195	3	15	\$206	3
PLATOON SERGEANT/SERGEANT 1ST CLASS	92	\$142	13	93	\$151	14	88	\$159	14
STAFF SERGEANT	949	\$118	112	937	\$126	118	947	\$132	125
SERGEANT	13,942	\$104	1,450	13,811	\$111	1,533	13,342	\$117	1,561
CORPORAL/SPECIALIST	51,649	\$97	5,010	49,010	\$103	5,048	45,275	\$109	4,935
PRIVATE FIRST CLASS	33,883	\$94	3,185	27,210	\$100	2,721	23,800	\$105	2,499
PRIVATE E2	14,547	\$86	1,251	11,750	\$92	1,081	18,062	\$97	1,752
PRIVATE E1	7,325	\$83	608	9,330	\$88	821	12,011	\$93	1,117
<b>SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC</b>	<b>122,408</b>		<b>11,633</b>	<b>112,160</b>		<b>11,340</b>	<b>113,544</b>		<b>12,007</b>
BAH DIFFERENTIAL	686	\$3,312	2,273	654	\$3,595	2,352	645	\$3,790	2,443
<b>WITH DEPENDENTS - OVERSEAS</b>									
SERGEANT MAJOR	95	\$33,522	3,183	96	\$34,631	3,315	93	\$30,773	2,872
1ST SERGEANT/MASTER SERGEANT	347	\$30,460	10,578	338	\$31,497	10,644	331	\$27,986	9,258
PLATOON SERGEANT/SERGEANT 1ST CLASS	1,009	\$30,223	30,506	1,031	\$31,348	32,332	981	\$27,920	27,390
STAFF SERGEANT	1,010	\$28,573	28,853	1,002	\$29,572	29,635	996	\$26,266	26,159
SERGEANT	1,055	\$25,541	26,938	1,048	\$26,275	27,528	1,010	\$23,284	23,519
CORPORAL/SPECIALIST	590	\$23,476	13,849	559	\$24,100	13,472	518	\$21,338	11,061
PRIVATE FIRST CLASS	70	\$22,120	1,551	56	\$22,703	1,279	49	\$20,099	987
PRIVATE E2	7	\$21,911	162	6	\$22,488	135	9	\$19,909	184
PRIVATE E1	2	\$21,661	39	2	\$22,233	51	3	\$19,683	58
<b>SUBTOTAL WITH DEPENDENTS - OVERSEAS</b>	<b>4,185</b>		<b>115,659</b>	<b>4,138</b>		<b>118,391</b>	<b>3,990</b>		<b>101,488</b>

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>									
<b>WITHOUT DEPENDENTS - OVERSEAS</b>									
SERGEANT MAJOR	48	\$27,462	1,321	48	\$28,355	1,375	47	\$25,186	1,191
1ST SERGEANT/MASTER SERGEANT	152	\$25,651	3,908	148	\$26,505	3,927	145	\$23,540	3,415
PLATOON SERGEANT/SERGEANT 1ST CLASS	482	\$25,540	12,313	493	\$26,344	12,984	469	\$23,388	10,978
STAFF SERGEANT	561	\$25,516	14,312	556	\$26,325	14,640	555	\$23,352	12,955
SERGEANT	485	\$22,512	10,920	482	\$23,187	11,168	464	\$20,559	9,535
CORPORAL/SPECIALIST	223	\$20,463	4,564	211	\$21,027	4,444	196	\$18,626	3,648
PRIVATE FIRST CLASS	27	\$18,013	479	21	\$18,488	395	19	\$16,367	305
PRIVATE E2	3	\$17,329	44	2	\$17,786	37	3	\$15,746	50
PRIVATE E1	1	\$20,461	12	1	\$21,000	16	1	\$18,591	18
<b>SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS</b>	<b>1,982</b>		<b>47,873</b>	<b>1,962</b>		<b>48,986</b>	<b>1,899</b>		<b>42,095</b>
<b>TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED</b>	<b>375,761</b>		<b>5,256,983</b>	<b>359,680</b>		<b>5,473,182</b>	<b>352,325</b>		<b>5,544,896</b>

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

ESTIMATE FY 2024	\$274,854
ESTIMATE FY 2023	\$270,822
ACTUAL FY 2022	\$324,028

**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 2024 OSA rates were built by applying basic pay raise inflation to FY 2022 rates.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$0.1 million in OOC actual execution. FY 2023 includes \$0.1 million in OOC projected execution. (The FY 2023 enacted amount is \$9.0 million.) FY 2024 includes \$0.1million in OOC budgeted request.

There is a +\$4.0 million increase in the OSA program between FY 2023 and FY 2024. The total requirement increase is based on:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$20.5 million
- (2) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$61.6 million
- (3) Price decrease due to changes in foreign currency exchange rates: -\$70.0 million
- (4) Program decrease due to changes in the number of Soldiers expected to receive allowance based on overall decline in enlisted strength: -\$8.1 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>OVERSEAS STATION ALLOWANCES - ENLISTED</b>									
<b>COST OF LIVING</b>									
SERGEANT MAJOR	727	\$6,904	5,017	733	\$5,790	4,245	716	\$6,052	4,335
1ST SERGEANT/MASTER SERGEANT	2,203	\$6,079	13,394	2,131	\$5,098	10,863	2,092	\$5,329	11,150
PLATOON SERGEANT/SERGEANT 1ST CLASS	7,005	\$5,239	36,701	7,165	\$4,394	31,481	6,833	\$4,592	31,375
STAFF SERGEANT	10,456	\$4,495	46,998	10,350	\$3,770	39,020	10,391	\$3,940	40,939
SERGEANT	17,872	\$3,698	66,092	17,768	\$3,101	55,100	17,173	\$3,241	55,659
CORPORAL/SPECIALIST	24,949	\$2,849	71,080	23,635	\$2,390	56,487	21,925	\$2,498	54,769
PRIVATE FIRST CLASS	12,056	\$2,256	27,198	9,684	\$1,892	18,323	8,438	\$1,978	16,691
PRIVATE E2	3,093	\$1,939	5,997	2,512	\$1,626	4,085	3,864	\$1,700	6,569
PRIVATE E1	484	\$2,033	983	615	\$1,705	1,048	793	\$1,782	1,413
<b>SUBTOTAL COST OF LIVING</b>	<b>78,845</b>		<b>273,460</b>	<b>74,593</b>		<b>220,652</b>	<b>72,225</b>		<b>222,900</b>
TEMPORARY LODGING	2,653	\$19,060	50,568	2,528	\$19,846	50,170	2,492	\$20,848	51,954
<b>TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED</b>	<b>81,498</b>		<b>324,028</b>	<b>77,121</b>		<b>270,822</b>	<b>74,717</b>		<b>274,854</b>

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

ESTIMATE FY 2024	\$11,307
ESTIMATE FY 2023	\$10,920
ACTUAL FY 2022	\$8,870

**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 2023:

Military Housing Areas	
<b>CALIFORNIA</b> San Francisco	<b>New York</b> New York City Staten Island
<b>MASSACHUSETTS</b> Essex County Hampden County Martha's Vineyard	<b>MICHIGAN</b> Detroit

**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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$5.5 million in OOC actual execution. FY 2023 includes \$5.6 million in OOC projected execution. (The FY 2023 enacted amount is \$7.2 million.) FY 2024 includes \$7.4 million in OOC budgeted request.

There is a +\$0.4 million increase in the program requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% and 5.2% pay raise, effective 1 January 2023 and 2024 respectively: +\$0.5 million
- (2) Program decrease due to changes in the number of Soldiers expected to receive the allowance due to reduction in overall enlisted man-years: -\$0.1 million

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

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
CONUS, COST-OF-LIVING ALLOWANCE	6,750	\$1,314	8,870	7,982	\$1,368	10,920	7,868	\$1,437	11,307

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

ESTIMATE FY 2024	\$282,321
ESTIMATE FY 2023	\$256,821
ACTUAL FY 2022	\$269,429

**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 2024 rates are based on FY 2023 clothing rates increased by general inflation.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$3.0 million in OOC actual execution. FY 2023 includes \$1.3 million in OOC projected execution. (The FY 2023 enacted amount is \$1.2 million.) FY 2024 includes \$4.6 million in OOC budgeted request.

There is a +\$25.5 million increase in the clothing allowance requirement between FY 2023 and FY 2024. The total requirement change is based on:

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

(1) Price increase due to rate changes based on general inflation: +\$6.2 million

(2) Program increase due to a change in overall strength levels and projected number of enlisted accessions from 51,700 in FY 2023 to 62,600 in FY 2024: +\$19.3 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>CLOTHING ALLOWANCES - ENLISTED</b>									
<b>INITIAL ISSUE</b>									
<b>MILITARY</b>									
ARMY, MALE	38,271	\$1,757	67,240	41,384	\$1,799	74,460	50,042	\$1,842	92,197
ARMY, FEMALE	6,757	\$2,063	13,943	10,346	\$2,172	22,468	12,510	\$2,224	27,820
<b>SUBTOTAL MILITARY</b>	<b>45,028</b>		<b>81,183</b>	<b>51,730</b>		<b>96,928</b>	<b>62,552</b>		<b>120,017</b>
INITIAL CIVILIAN ISSUE	835	\$2,189	1,829	1,151	\$2,275	2,618	1,128	\$2,329	2,628
<b>SUBTOTAL INITIAL ISSUE</b>	<b>45,863</b>		<b>83,012</b>	<b>52,881</b>		<b>99,546</b>	<b>63,680</b>		<b>122,645</b>
<b>MAINTENANCE ALLOWANCES</b>									
<b>BASIC ALLOWANCE</b>									
BASIC MAINTENANCE, MALE	135,058	\$356	48,132	111,678	\$362	40,443	109,460	\$371	40,591
BASIC MAINTENANCE, FEMALE	21,599	\$393	8,494	17,173	\$369	6,345	16,831	\$378	6,368
<b>SUBTOTAL BASIC ALLOWANCE</b>	<b>156,657</b>		<b>56,626</b>	<b>128,851</b>		<b>46,788</b>	<b>126,291</b>		<b>46,959</b>
<b>STANDARD ALLOWANCE</b>									
STANDARD MAINTENANCE, MALE	189,770	\$509	96,614	157,388	\$517	81,423	157,330	\$530	83,347
STANDARD MAINTENANCE, FEMALE	30,350	\$562	17,050	24,509	\$528	12,937	24,501	\$541	13,243
<b>SUBTOTAL STANDARD ALLOWANCE</b>	<b>220,120</b>		<b>113,664</b>	<b>181,897</b>		<b>94,360</b>	<b>181,831</b>		<b>96,590</b>
<b>SUBTOTAL MAINTENANCE ALLOWANCES</b>	<b>376,777</b>		<b>170,290</b>	<b>310,748</b>		<b>141,148</b>	<b>308,122</b>		<b>143,549</b>
SUPPLEMENTARY ALLOWANCE			10,400			10,400			10,400
<b>OTHER ALLOWANCES</b>									
KATUSA			893			893			893
REPLACEMENT DURING FIRST 6 MONTHS			3,004			3,004			3,004
ARMY DIRECT ORDER			1,830			1,830			1,830
<b>SUBTOTAL OTHER ALLOWANCES</b>	<b>0</b>		<b>5,727</b>	<b>0</b>		<b>5,727</b>	<b>0</b>		<b>5,727</b>
<b>TOTAL CLOTHING ALLOWANCES - ENLISTED</b>	<b>422,640</b>		<b>269,429</b>	<b>363,629</b>		<b>256,821</b>	<b>371,802</b>		<b>282,321</b>

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

ESTIMATE FY 2024	\$75,086
ESTIMATE FY 2023	\$76,169
ACTUAL FY 2022	\$69,401

**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 2024 takers for FSA were forecasted based on FY 2022 execution levels.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$29.4 million in OOC actual execution. FY 2023 includes \$30.1 million in OOC projected execution. (The FY 2023 enacted amount is \$11.8 million.) FY 2024 includes \$33.3 million in OOC budgeted request.

There is a -\$1.1 million program decrease in the FSA requirement between FY 2023 and FY 2024 due to reduction in overall man-years, primarily in mobilized reserve component Soldiers.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>FAMILY SEPARATION ALLOWANCES - ENLISTED</b>									
FSA - RESTRICTED	4,515	\$3,000	13,546	5,129	\$3,000	15,388	5,027	\$3,000	15,082
FSA - TEMPORARY DUTY	18,618	\$3,000	55,855	20,260	\$3,000	60,781	20,001	\$3,000	60,004
<b>TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED</b>	<b>23,133</b>		<b>69,401</b>	<b>25,389</b>		<b>76,169</b>	<b>25,028</b>		<b>75,086</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
BASIC NEEDS ALLOWANCE PAYMENTS**

ESTIMATE FY 2024	\$4,941
ESTIMATE FY 2023	\$6,164
ACTUAL FY 2022	\$0

**PROJECT: BASIC NEEDS ALLOWANCE PAYMENTS**

**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. Section 611 of the FY 2023 NDAA directed the basic needs allowance eligibility threshold be raised to 150 percent to the Federal Poverty Guidelines by no later than January 1, 2024. This higher threshold is included in the FY 2023 and FY 2024 estimates.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center.

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.

The budget request provides increases to pay and allowances, which should make less members eligible. The Army estimate for Basic Needs Allowance was calculated using the relative populations of E1 to E4 to total strength. The Army projects a slight reduction in the Enlisted Basic Needs Allowance costs (-\$1.2 million) from FYs 2023 to 2024 due to a reduction in overall enlisted man-years.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT
BASIC NEEDS ALLOWANCE PAYMENTS	0	6,164	4,941

**MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF ENLISTED PERSONNEL  
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED**

ESTIMATE FY 2024	\$1,841
ESTIMATE FY 2023	\$1,878
ACTUAL FY 2022	\$2,932

**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 -\$37.0 thousand change in the aid and attendance for catastrophically injured allowance between FY 2023 and FY 2024 due to slight decrease in allowance utilization associated with a reduction in overall enlisted man-years.

The detailed computations are provided in the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW- CATASTROPHICALLY INJURED	1,897	\$1,546	2,932	1,215	\$1,546	1,878	1,191	\$1,546	1,841

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

ESTIMATE FY 2024	\$314,443
ESTIMATE FY 2023	\$305,899
ACTUAL FY 2022	\$315,054

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

**PART I - PURPOSE AND SCOPE**

Pursuant to Title 37, Section 354 the CSB program will sunset after December 31, 2017. Funds requested provide for:

**Accrued Leave Pay (Lump Sum Terminal Leave Payments)** - Paid to enlisted members for unused accrued leave at time of discharge, retirement, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701. Leave payments will not exceed a career total of 60 days.

**Severance Pay - Disability** - Paid to enlisted members on active duty who are discharged because of physical disability and who have less than 20 years of service and less than 30 percent disability (10 U.S.C. 1212).

**Involuntary - Half Severance Pay** - Paid to enlisted members who are not fully qualified for retention and denied reenlistment or continuation. Payment is 5% of the product of the number of years the member has been in active service plus fractions of years based on full months and 12 times monthly basic pay.

**Involuntary - Full Severance Pay** - Paid to enlisted members who are involuntarily separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation. Payment is 10% of the product of the number of years the member has been inactive service plus fractions of years based on full months and 12 times monthly basic pay.

**Voluntary Separation Incentive (VSI) Trust Fund and Special Separation Benefits (SSB)** - The FY 1992 National Defense Authorization Act approved two voluntary separation pay programs to use during the force drawdown. The programs apply to both officers and enlisted soldiers who have more than six and less than 20 years of service. The first, voluntary separation incentive (VSI) is an annuity that makes annual payments for twice the number of years served for soldiers who voluntarily leave active duty under the provision of 10 U.S.C. 1175. The second program, special separation benefits (SSB), provides a lump sum of one and a half times involuntary separation pay (50% more) for soldiers who voluntarily leave active duty. VSI and SSB have been used to reduce involuntary separations. The authority to use VSI/SSB was reinstated for use from 31 December 2016 to 31 December 2025 by the FY 2017 National Defense Authorization Act.

**15-Year Temporary Early Retirement Authority** - The FY 1993 National Defense Authorization Act, section 4403, (P.L. 102-484) approved an active duty early retirement program for use during the force drawdown. The early retirement program was used to shape the 15-20 year segment of the force under the provisions of 10 U.S.C. 1293, 3911, 3914, 6323, 6330, 8911, and 8914. It assisted the Army in achieving its drawdown goals of maintaining readiness and treating people fairly. Soldiers separated under the early retirement program receive the same benefits as individuals with 20 or more years of service; however, their retired pay is reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is calculated as 2.5 percent of basic pay multiplied by years of service and a reduction factor. For enlisted personnel who leave under the early retirement program, the Army is required to establish a sub account within the Military Personnel Appropriation to fund all early retirement payments up front to cover the entire initial period, which is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use the early retirement program

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$5.3 million in OOC actual execution. FY 2023 includes \$2.5 million in OOC projected execution. (The FY 2023 enacted amount is \$1.6 million.) FY 2024 includes \$7.8 million in OOC budgeted request.

There is a +\$8.5 million increase in the separation pay requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$3.7 million
- (2) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$11.3 million
- (3) Program decrease due to a change in the total number of enlisted separations projected from 64,800 in FY 2023 to 62,600 in FY 2024: -\$6.5 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)**

	<b>ACTUAL FY 2022</b>				<b>ESTIMATE FY 2023</b>				<b>ESTIMATE FY 2024</b>			
	<b>AVG NUMBER</b>	<b>AVG DAYS</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVG NUMBER</b>	<b>AVG DAYS</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVG NUMBER</b>	<b>AVG DAYS</b>	<b>RATE</b>	<b>AMOUNT</b>
<b>SEPARATION PAYMENTS - ENLISTED</b>												
LUMP SUM TERMINAL LEAVE												
SERGEANT MAJOR	457	23	\$5,758	2,634	426	23	\$5,995	2,552	417	23	\$6,298	2,625
1ST SERGEANT/MASTER SERGEANT	1,509	23	\$4,414	6,662	1,404	23	\$4,596	6,454	1,375	23	\$4,828	6,639
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,621	25	\$4,071	18,812	4,299	25	\$4,239	18,224	4,210	25	\$4,453	18,748
STAFF SERGEANT	6,479	28	\$3,638	23,571	6,029	28	\$3,788	22,836	5,904	28	\$3,979	23,492
SERGEANT	11,143	25	\$2,600	28,973	10,369	25	\$2,707	28,068	10,153	25	\$2,844	28,875
CORPORAL/SPECIALIST	20,446	25	\$2,155	44,061	19,030	25	\$2,243	42,685	18,630	25	\$2,357	43,911
PRIVATE FIRST CLASS	4,534	28	\$2,103	9,534	4,217	28	\$2,190	9,236	4,129	28	\$2,301	9,501
PRIVATE E2	2,735	25	\$1,680	4,594	2,545	25	\$1,749	4,451	2,492	25	\$1,837	4,578
PRIVATE E1	4,077	26	\$1,590	6,483	3,795	26	\$1,655	6,281	3,715	26	\$1,739	6,461
<b>SUBTOTAL LUMP SUM TERMINAL LEAVE</b>	<b>56,001</b>			<b>145,324</b>	<b>52,114</b>			<b>140,787</b>	<b>51,025</b>			<b>144,830</b>
SEVERANCE PAY - DISABILITY	3,816		\$38,415	146,600	3,577		\$39,999	143,058	3,494		\$42,019	146,801
INVOLUNTARY HALF PAY (5%)	425		\$22,441	9,531	392		\$23,367	9,170	391		\$24,547	9,594
INVOLUNTARY FULL PAY (10%)	282		\$43,267	12,190	260		\$45,052	11,729	259		\$47,327	12,273
VOLUNTARY SEPARATION INCENTIVE (VSI)				1,409				1,155				945
<b>TOTAL SEPARATION PAYMENTS - ENLISTED</b>	<b>60,524</b>			<b>315,054</b>	<b>56,343</b>			<b>305,899</b>	<b>55,169</b>			<b>314,443</b>

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

ESTIMATE FY 2024	\$1,211,627
ESTIMATE FY 2023	\$1,180,134
ACTUAL FY 2022	\$1,168,283

**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
2022	\$147,000	No upper limit
2023	\$160,200	No upper limit
2024	\$159,900	No upper limit

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$62.2 million in OOC actual execution. FY 2023 includes \$70.0 million in OOC projected execution. (The FY 2023 enacted amount is \$62.2 million.) FY 2024 includes \$71.1 million in OOC budgeted request.

There is a +\$31.5 million increase in the FICA requirement between FY 2023 and FY 2024. The total requirement change is based on:

- (1) Price increase due to the annualization of the 4.6% pay raise, effective 1 January 2023: +\$14.3 million
- (2) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$48.4 million
- (3) Program decrease due to man-year reduction: -\$22.8 million
- (4) Program decrease due to changes in grade structure: -\$8.4 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	400,135	\$2,920	1,168,283	381,850	\$3,091	1,180,134	374,478	\$3,236	1,211,627

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

<b>FY2023 Direct Program</b>		<b>101,798</b>
<b>Increases Pricing:</b>		
Basic Pay increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	756	
Basic Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	2,562	
Basic Allowance for Subsistence increase due to the annualization of the 11.2% subsistence inflation rate, effective 1 January 2023	883	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	805	
FICA increase due to the annualization of the 4.6% pay raise, effective 1 January 2023	57	
FICA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	193	
<b>Total Increases Pricing</b>		<b>5,256</b>
<b>Increases Program:</b>		
Basic Pay increase due to man-year growth	272	
Subsistence increase due to man-year growth	131	
FICA increase due to man-year growth	21	
<b>Total Increases Program</b>		<b>424</b>
<b>Total Increases</b>		<b>5,680</b>
<b>FY2024 Direct Program</b>		<b>107,478</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF CADETS  
ACADEMY CADETS**

ESTIMATE FY 2024	\$107,478
ESTIMATE FY 2023	\$101,798
ACTUAL FY 2022	\$97,376

**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
<b>2022</b>	13.40	18.90
<b>2023</b>	15.00	21.00
<b>2024</b>	15.50	21.70

**MILITARY PERSONNEL, ARMY  
SECTION 4  
PAY AND ALLOWANCES OF CADETS  
ACADEMY CADETS**

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 +\$5.7 million increase in the program requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase in basic pay and FICA due to annualization of the 4.6% pay raise, effective 1 January 2023: +\$0.8 million
- (2) Price increase in basic pay and FICA due to annualization of the 5.2% pay raise, effective 1 January 2024: +\$2.8 million
- (3) Price increase in subsistence due to the annualization of the food cost inflation rate of 11.2%, effective 1 January 2023: +\$0.9 million
- (4) Price increase in subsistence due to the annualization of the food cost inflation rate of 3.4%, effective 1 January 2024: +\$0.8 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
<b>ACADEMY CADETS</b>									
BASIC PAY	4,357	\$14,507	63,207	4,331	\$15,108	65,434	4,349	\$15,871	69,024
SUBSISTENCE (COMMUTED RATIONS)	4,357	\$6,737	29,353	4,331	\$7,256	31,426	4,349	\$7,644	33,245
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,339	\$1,110	4,816	4,272	\$1,156	4,938	4,290	\$1,214	5,209
<b>TOTAL ACADEMY CADETS</b>			<b>97,376</b>			<b>101,798</b>			<b>107,478</b>

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

<b>FY2023 Direct Program</b>		<b>2,307,245</b>
<b>Increases Pricing:</b>		
	Basic Allowance for Subsistence increase due to the annualization of the 11.2% subsistence inflation rate, effective 1 January 2023	35,225
	Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2024	36,454
	Subsistence in Mess increase due to manufacturer price inflation	11,382
	Operational Rations increase due to manufacturer price inflation	5,224
	Unitized Group Rations increase due to manufacturer price inflation	939
	Unitized Group Rations (A) increase due to manufacturer price inflation	737
	Other Rations increase due to annual eligibility cost	183
<b>Total Increases Pricing</b>		<b>90,144</b>
<b>Increases Program:</b>		
	Increase in direct resources due to a decrease in the reimbursable requirement	3,843
<b>Total Increases Program</b>		<b>3,843</b>
<b>Total Increases</b>		<b>93,987</b>
<b>Decreases Program:</b>		
	Basic Allowance for Subsistence decrease due to number of personnel estimated to receive benefit	(49,796)
	Subsistence in Messes decrease due to number of personnel estimated to receive benefit	(13,398)
	Operational Rations decrease due to number of personnel estimated to receive benefit	(6,454)
	Unitized Group Rations-Heat decrease due to number of personnel estimated to receive benefit	(1,145)
	Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit	(926)
	Other Rations decrease due to number of personnel estimated to receive benefit	(218)
<b>Total Decreases Program</b>		<b>(71,937)</b>
<b>Total Decreases</b>		<b>(71,937)</b>
<b>FY2024 Direct Program</b>		<b>2,329,295</b>

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

ESTIMATE FY 2024	\$2,332,595
ESTIMATE FY 2023	\$2,314,388
ACTUAL FY 2022	\$2,152,147

**PROJECT: SUBSISTENCE OF ENLISTED PERSONNEL**

**PART I - PURPOSE AND SCOPE**

As authorized by Title 10 United States Code (U.S.C.), Chapter 435, Section 4561(c) the funds requested for this budget activity are for the payment of authorized Basic Allowances for Subsistence (BAS), Subsistence-in-Kind (SIK). BAS is for active duty enlisted Soldier. SIK includes cost of procuring subsistence for dining facilities (Subsistence in Messes), operational rations, and augmentation rations. Funded reimbursements are cash collections in dining facilities paid by civilians and by Soldiers who receive BAS.

**Basic Allowance for Subsistence** is a cash allowance to Soldiers to defray a portion of the cost of subsistence authorized by Title 37 U.S.C., Section 402. BAS is paid under the following conditions; (1) when authorized to mess separately, (2) while on authorized leave, and (3) when SIK is not available. All enlisted Soldiers receive full BAS entitlement. Soldiers who are meal card holders who reside in Barracks utilizing dining facilities have a portion of BAS collected from their pay. Rate changes are tied to the annual USDA food cost index.

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

**Operational Rations** are rations used for field subsistence. Operational rations include the Meal-Ready-to-Eat (MRE), Unitized Group Rations (UGR) that include "heat and serve" and A-ration varieties, and other operational rations, such as Cold Weather Rations. The number of active duty Soldiers, the type of operational rations served, and the length of training events determine costs.

**Augmentation Rations** include contract meals, Korean Augmentation to U.S. Army (KATUSA) rations, and host nation support meals. Contracted meals are furnished by commercial facilities when the payment of BAS would create an individual hardship and/or the costs for establishing a government mess facility are prohibitive. The number of authorized recipients and the type of augmentation rations provided determines the cost.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY2023 updated projections and FY 2024 budget request. FY 2022 includes \$196.3 million in OOC actual execution. FY 2023 includes \$258.7 million in OOC projected execution. (The FY 2023 enacted amount is \$265.2 million.) FY 2024 includes \$216.9 million in OOC budgeted request.

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

There is a +\$18.2 million change in the Subsistence for Enlisted Personnel funding from FY 2023 to FY 2024. The total requirement change is due to the following:

**Basic Allowance for Subsistence**

There is a +\$21.9 million increase to the BAS requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to the annualization of the 11.2% rate change, effective 1 January 2023: +\$35.2 million
- (2) Price increase due to the annualization of the 3.4% rate change, effective 1 January 2024: +\$36.5 million
- (3) Program decrease due to man-year reduction: -\$49.8 million

**Subsistence in Kind**

The FY 2023 projected SIK price changes are from Defense Logistics Agency (DLA) price data. The higher than usual rate increases are a result of on-gonion supply chain challenges and rising food costs due to inflation. The FY 2023 SIK projection and FY 2024 request is based on this data.

There is a -\$3.7 million decrease to the Subsistence in Kind requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase in Subsistence in Messes, Operational Rations and Unit Group Rations due to inflation associated with food costs: +\$18.5 million
- (2) Program decrease in Subsistence in Messes, Operational Rations and Unit Group Rations due to man-year reduction: -\$22.2 million

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

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>									
<b>BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED</b>									
WHEN AUTHORIZED TO MESS SEPARATELY	384,016	\$4,822	1,851,850	360,905	\$5,294	1,910,623	348,148	\$5,569	1,938,916
COLLECTIONS AT DISCOUNT MEAL RATE	-104,846	\$3,898	-408,648	-91,249	\$4,277	-390,239	-88,038	\$4,505	-396,649
<b>SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED</b>	<b>279,170</b>		<b>1,443,202</b>	<b>269,656</b>		<b>1,520,384</b>	<b>260,110</b>		<b>1,542,267</b>
<b>SUBSISTENCE IN KIND</b>									
SUBSISTENCE IN MESSES	71,114	\$6,338	450,736	70,506	\$6,917	487,675	68,569	\$7,083	485,659
<b>OPERATIONAL RATIONS</b>									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	16,569	\$11,402	188,915	16,370	\$13,702	224,306	15,899	\$14,031	223,076
UNITIZED GROUP RATIONS-HEAT AND SERVE	4,277	\$7,981	34,139	3,967	\$10,217	40,534	3,853	\$10,462	40,308
UNITIZED GROUP RATIONS (A)	3,769	\$7,096	26,740	3,017	\$10,524	31,749	2,929	\$10,777	31,560
OTHER RATION PACKAGES	465	\$13,654	6,348	450	\$16,767	7,537	437	\$17,169	7,502
<b>SUBTOTAL OPERATIONAL RATIONS</b>	<b>25,080</b>		<b>256,142</b>	<b>23,804</b>		<b>304,126</b>	<b>23,118</b>		<b>302,446</b>
<b>AUGMENTATION RATIONS/OTHER PROGRAMS</b>									
AUGMENTATION RATIONS			242			247			249
MEALS FURNISHED BY MEDICAL FACILITIES			1,825			1,956			1,974
<b>SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS</b>			<b>2,067</b>			<b>2,203</b>			<b>2,223</b>
<b>SUBTOTAL SUBSISTENCE IN KIND</b>	<b>96,194</b>		<b>708,945</b>	<b>94,310</b>		<b>794,004</b>	<b>91,687</b>		<b>790,328</b>
<b>TOTAL SUBSISTENCE OF ENLISTED PERSONNEL</b>	<b>375,364</b>		<b>2,152,147</b>	<b>363,966</b>		<b>2,314,388</b>	<b>351,797</b>		<b>2,332,595</b>

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

<b>FY2023 Direct Program</b>		<b>1,776,630</b>
<b>Increases Pricing:</b>		
Accession moves increase due to change in projected execution rates	1,636	
Training moves increase due to change in projected execution rates	4,489	
Operational moves increase due to change in projected execution rates	11,364	
Rotational moves increase due to change in projected execution rates	13,893	
Separation moves increase due to change in projected execution rates	4,506	
Unit moves increase due to change in projected execution rates	128	
<b>Total Increases Pricing</b>		<b>36,016</b>
<b>Increases Program:</b>		
Accession travel increase due to change in number of moves	23,080	
<b>Total Increases Program</b>		<b>23,080</b>
<b>Total Increases</b>		<b>59,096</b>
<b>Decreases Program:</b>		
Separation travel decrease due to change in number of moves	(5,892)	
<b>Total Decreases Program</b>		<b>(5,892)</b>
<b>Total Decreases</b>		<b>(5,892)</b>
<b>FY2024 Direct Program</b>		<b>1,829,834</b>

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

	<u>ACTUAL FY 2022</u>		<u>ESTIMATE FY 2023</u>		<u>ESTIMATE FY 2024</u>	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	48,720	120,799	53,833	109,385	64,329	131,529
TRAINING TRAVEL	13,648	167,846	13,685	162,971	13,685	167,460
OPERATIONAL TRAVEL	42,591	441,502	38,104	429,652	38,104	441,015
ROTATIONAL TRAVEL TO/FROM OVERSEAS	39,314	554,810	47,477	664,632	47,477	678,526
SEPARATION TRAVEL	41,751	285,869	41,180	232,454	39,956	231,136
ORGANIZED UNIT TRAVEL	633	2,643	909	5,054	904	5,181
NON-TEMPORARY STORAGE	10,292	14,285	10,893	14,790	11,082	14,740
TEMPORARY LODGING EXPENSE	46,070	45,878	46,315	157,692	46,791	160,247
<b>TOTAL OBLIGATIONS</b>	<b>243,019</b>	<b>1,633,632</b>	<b>252,396</b>	<b>1,776,630</b>	<b>262,328</b>	<b>1,829,834</b>

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

	<b>ACTUAL FY 2022</b>		<b>ESTIMATE FY 2023</b>		<b>ESTIMATE FY 2024</b>	
	<b>NUMBER</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>AMOUNT</b>	<b>NUMBER</b>	<b>AMOUNT</b>
<b>TRAVEL OF MILITARY MEMBER</b>						
MILEAGE AND PER DIEM	186,657	200,681	195,188	205,760	204,455	216,656
<b>TRAVEL OF DEPENDENTS</b>						
MILEAGE AND PER DIEM	64,038	83,986	64,602	89,790	65,358	90,293
<b>TRANSPORTATION OF HHG</b>						
LAND SHIPMENT	125,261	1,034,028	129,835	1,026,860	129,531	1,052,466
<b>DISLOCATION ALLOWANCE</b>						
DISLOCATION ALLOWANCE	76,033	199,254	76,870	222,670	77,627	236,230
<b>TRANSPORTATION OF POVS</b>						
TRANSPORTATION OF POVS	20,523	55,520	23,422	59,068	23,449	59,202
<b>NON-TEMPORARY STORAGE</b>						
NON-TEMPORARY STORAGE	10,292	14,285	10,893	14,790	11,082	14,740
<b>TEMPORARY LODGING EXPENSE</b>						
TEMPORARY LODGING EXPENSE	46,070	45,878	46,315	157,692	46,791	160,247
<b>TOTAL DIRECT</b>		<b>1,633,632</b>		<b>1,776,630</b>		<b>1,829,834</b>

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

**PROJECT: PERMANENT CHANGE OF STATION TRAVEL**

**PART I - PURPOSE AND SCOPE**

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

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

PCS Entitlements include:

- Travel of Military Members and Dependents
- Monetary Allowance in Lieu of Transportation for Members and Dependents
- Transportation of Household Goods
- Dislocation Allowance
- Global POV Charges
- Non-temporary Storage of Household Goods
- Port Handling Charges for Household Goods
- Transportation of Trailers
- Transportation of POVs
- Temporary Lodging Expense

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Permanent Change of Station (PCS) program supports the dynamic requirements of a transforming Army. The PCS program plays an integral role as the Army strives to restore balance to the force to improve dwell time, ensure that Soldiers are in the proper place at the right time, and meet the demands of current operations and future contingencies.

The FY 2024 PCS budget request is based on historical execution trends and move projections based on Human Resource Command (HRC) requirements. Additionally, the FY 2024 budgeted rates for household good shipments are adjusted by the general inflation rate of 2.4% and dislocation allowance rates are adjusted by the basic pay inflation of 5.2%.

In September 2022, the Secretary of Defense established the Taking Care of People (TCOP) initiatives, which addresses economic insecurities among servicemembers, housing shortages in metropolitan area, and high-cost PCS move related expenses. The PCS budget submission includes an additional \$84.7 million in FY 2023 and \$86.9 million in FY 2024 in support of TCOP requirements. Funding for TCOP support the following requirements:

- Temporary Lodging Expense (TLE). The TCOP initiative increases TLE by \$76.7 million in FY 2023 and \$78.6 million FY 2024. Funds are used to address housing shortages in metropolitan areas that make it difficult for military families to find appropriate housing within the 10 days of TLE granted for

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

PCS moves. Under the TCOP initiative, the TLE allowance was increased from 10 to 14 days for all PCS moves and extended to 60 days in areas with housing shortages

- Dislocation Allowance (DLA). The TCOP initiative increases DLA by \$8.0 million in FY 2023 and \$8.3 million in FY 2024. Funds are used to address the high cost of PCS move-related expenses by increasing the DLA rate for E1-E4s by \$500.

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

ESTIMATE FY 2024	\$148,910
ESTIMATE FY 2023	\$124,194
ACTUAL FY 2022	\$123,486

**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 recruiting mission.

The Accession PCS move request includes funds in FY 2023 and FY 2024 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2023 includes \$8.0 million (\$7.5 million for Temporary Lodging Expense (TLE) and \$0.8 million for Dislocation Allowance (DLA)). FY 2024 includes \$5.8 million (\$4.9 million for TLE and \$0.9 million for DLA).

There is a +\$24.7 million increase in the accession PCS program between FY 2023 to FY 2024. The total requirement change is due to:

(1) Program increase due to a change in projected number of enlisted accessions from 51,700 in FY 2023 to 62,500 in FY 2024: +\$23.1 million

(2) Price increase due to a change in household goods shipment rates driven by general inflation (2.4%) and dislocation allowance rates driven by pay raise (5.2%): +\$1.6 million

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

The following table provides detailed cost computations:

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ACCESSION TRAVEL									
<b>OFFICER</b>									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	5,843	\$695	4,061	4,747	\$965	4,581	5,203	\$965	5,021
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	876	\$603	528	713	\$836	596	781	\$836	653
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	2,410	\$4,737	11,416	1,959	\$6,146	12,040	2,147	\$6,293	13,513
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	1,097	\$1,867	2,048	891	\$2,469	2,201	977	\$2,593	2,534
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLES	369	\$1,724	636	300	\$2,188	656	329	\$2,188	719
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			76			79			87
ACCESSION TVL, OFFICER- TEMPORARY LODGING	1,663	\$448	745	1,352	\$3,385	4,578	1,482	\$3,385	5,018
<b>SUBTOTAL OFFICER</b>			<b>19,510</b>			<b>24,731</b>			<b>27,545</b>
<b>ENLISTED</b>									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	41,824	\$1,431	59,850	48,019	\$1,105	53,061	58,064	\$1,105	64,161
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	3,520	\$1,103	3,883	4,041	\$852	3,443	4,886	\$852	4,163
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	3,062	\$8,317	25,463	3,516	\$6,002	21,106	4,252	\$6,146	26,134
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	2,790	\$3,730	10,407	3,205	\$2,987	9,572	3,875	\$3,138	12,159
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	454	\$4,477	2,033	522	\$3,161	1,649	631	\$3,161	1,994
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			57			46			56
ACCESSION TVL, ENLISTED- TEMPORARY LODGING	1,365	\$1,325	1,809	1,569	\$6,442	10,106	1,897	\$6,442	12,220
<b>SUBTOTAL ENLISTED</b>			<b>103,502</b>			<b>98,983</b>			<b>120,887</b>
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,053	\$450	474	1,067	\$450	480	1,062	\$450	478
<b>TOTAL ACCESSION TRAVEL</b>			<b>123,486</b>			<b>124,194</b>			<b>148,910</b>

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

ESTIMATE FY 2024	\$184,567
ESTIMATE FY 2023	\$180,078
ACTUAL FY 2022	\$174,732

**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.

The Training PCS move request includes funds in FY 2023 and FY 2024 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2023 includes \$11.7 million (\$10.6 million for Temporary Lodging Expense (TLE) and \$1.0 million for Dislocation Allowance (DLA)). FY 2024 includes \$10.4 million (\$10.0 million for TLE and \$0.4 million for DLA).

There is a +\$4.5 million increase in the training PCS program between FY 2023 to FY 2024. This change is based on price increases due to a change in household goods shipment rates driven by general inflation (2.4%) and dislocation allowance rates driven by pay raise inflation (5.2%).

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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
TRAINING TRAVEL									
<b>OFFICER</b>									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	10,377	\$788	8,177	10,759	\$726	7,811	10,759	\$726	7,811
TRAINING TVL, OFFICER- DEP TVL MILEAGE	5,117	\$985	5,040	5,302	\$908	4,814	5,302	\$908	4,814
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	6,703	\$13,828	92,694	6,942	\$12,824	89,029	6,942	\$13,132	91,166
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	9,602	\$3,250	31,208	9,944	\$3,071	30,539	9,945	\$3,226	32,081
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			503			476			476
TRAINING TVL, OFFICER- TEMPORARY LODGING	5,560	\$914	5,082	5,757	\$2,301	13,248	5,757	\$2,301	13,248
<b>SUBTOTAL OFFICER</b>			<b>142,704</b>			<b>145,917</b>			<b>149,596</b>
<b>ENLISTED</b>									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	3,271	\$898	2,937	2,926	\$961	2,812	2,926	\$961	2,812
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	1,770	\$1,023	1,811	1,445	\$1,201	1,735	1,445	\$1,201	1,735
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	1,552	\$12,982	20,152	1,390	\$13,959	19,406	1,390	\$14,294	19,871
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	2,061	\$2,827	5,827	1,846	\$3,698	6,825	1,846	\$3,885	7,170
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			44			20			20
TRAINING TVL, ENLISTED- TEMPORARY LODGING	1,155	\$1,088	1,257	1,050	\$3,203	3,363	1,050	\$3,203	3,363
<b>SUBTOTAL ENLISTED</b>			<b>32,028</b>			<b>34,161</b>			<b>34,971</b>
<b>TOTAL TRAINING TRAVEL</b>			<b>174,732</b>			<b>180,078</b>			<b>184,567</b>

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

ESTIMATE FY 2024	\$515,236
ESTIMATE FY 2023	\$503,872
ACTUAL FY 2022	\$459,955

**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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY2023 updated projections and FY 2024 budget request. FY 2022 includes \$4.1 million in OOC actual execution. FY 2023 includes \$3.9 million in OOC projected execution. (The FY 2023 enacted amount is \$0.0 million.) FY 2024 includes \$4.3 million in OOC budgeted request.

Additionally, the Operational PCS move request includes funds in FY 2023 and FY 2024 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2023 includes \$30.9 million (\$28 million for Temporary Lodging Expense (TLE) and \$2.9 million for Dislocation Allowance (DLA)). FY 2024 includes \$35.2 million (\$31.3 million for TLE and \$3.9 million for DLA).

There is a +\$11.4 million increase in the operational PCS price between FY 2023 to FY 2024. This change is based on price increases due to a change in household goods shipment rates driven by general inflation (2.4%) and dislocation allowance rates driven by pay raise inflation (5.2%).

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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OPERATIONAL TRAVEL									
<b>OFFICER</b>									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	11,365	\$720	8,183	9,453	\$822	7,770	9,453	\$822	7,770
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	7,694	\$939	7,225	6,400	\$1,072	6,861	6,400	\$1,072	6,861
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	9,028	\$12,855	116,051	7,512	\$14,526	109,117	7,512	\$14,875	111,736
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	10,602	\$2,845	30,163	8,823	\$3,275	28,895	8,821	\$3,441	30,354
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			321			296			296
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING	6,894	\$906	6,246	5,737	\$4,377	25,112	5,737	\$4,377	25,112
<b>SUBTOTAL OFFICER</b>			<b>168,189</b>			<b>178,051</b>			<b>182,129</b>
<b>ENLISTED</b>									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	31,226	\$859	26,823	28,651	\$891	25,528	28,651	\$891	25,528
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	20,950	\$876	18,352	19,215	\$909	17,466	19,215	\$909	17,466
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	20,972	\$8,653	181,468	19,237	\$8,890	171,017	19,236	\$9,104	175,121
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	25,497	\$2,088	53,237	23,385	\$2,694	62,998	23,385	\$2,830	66,179
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			120			111			111
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING	14,142	\$832	11,766	12,966	\$3,756	48,701	12,966	\$3,756	48,702
<b>SUBTOTAL ENLISTED</b>			<b>291,766</b>			<b>325,821</b>			<b>333,107</b>
<b>TOTAL OPERATIONAL TRAVEL</b>			<b>459,955</b>			<b>503,872</b>			<b>515,236</b>

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

ESTIMATE FY 2024	\$741,041
ESTIMATE FY 2023	\$727,147
ACTUAL FY 2022	\$582,552

**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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY2023 updated projections and FY 2024 budget request. FY 2022 includes \$0.8 million in OOC actual execution. FY 2023 includes \$1.1 million in OOC projected execution. (The FY 2023 enacted amount is \$0.0 million.) FY 2024 includes \$0.9 million in OOC budgeted request.

Additionally, the Rotational PCS move request includes funds in FY 2023 and FY 2024 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2023 includes \$33.5 million (\$30.4 for Temporary Lodging Expense (TLE) and \$3.1 million for Dislocation Allowance (DLA)). FY 2024 includes \$35.3 million (\$32.2 million for TLE and \$3.1 million for DLA).

There is a +\$13.9 million increase in the rotational PCS program between FY 2023 to FY 2024. This change is based on price increases due to a change in household goods shipment rates driven by general inflation (2.4%) and dislocation allowance rates driven by pay raise inflation (5.2%).

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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
<b>OFFICER</b>									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	11,387	\$1,528	17,400	11,227	\$2,015	22,623	11,227	\$2,015	22,623
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,178	\$1,807	11,164	6,091	\$2,383	14,514	6,091	\$2,383	14,514
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	11,382	\$10,955	124,686	11,220	\$13,446	150,861	11,220	\$13,769	154,482
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,352	\$2,720	25,438	9,218	\$3,402	31,358	9,219	\$3,573	32,941
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLES	5,887	\$2,169	12,768	5,802	\$2,605	15,115	5,802	\$2,605	15,115
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			4,800			5,682			5,682
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING	6,364	\$1,098	6,988	6,272	\$3,165	19,852	6,290	\$3,156	19,852
<b>SUBTOTAL OFFICER</b>			<b>203,244</b>			<b>260,005</b>			<b>265,209</b>
<b>ENLISTED</b>									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	27,927	\$1,709	47,727	36,250	\$1,645	59,631	36,250	\$1,645	59,631
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	11,599	\$2,084	24,172	15,063	\$2,005	30,202	15,063	\$2,005	30,202
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	27,805	\$8,000	222,439	36,107	\$7,163	258,637	36,107	\$7,335	264,845
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	14,689	\$2,750	40,396	19,072	\$2,576	49,130	19,073	\$2,706	51,612
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLES	10,145	\$2,821	28,620	13,177	\$2,471	32,561	13,177	\$2,471	32,561
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			4,088			4,651			4,651
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING	8,809	\$1,347	11,866	11,444	\$2,825	32,330	11,444	\$2,825	32,330
<b>SUBTOTAL ENLISTED</b>			<b>379,308</b>			<b>467,142</b>			<b>475,832</b>
<b>TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS</b>			<b>582,552</b>			<b>727,147</b>			<b>741,041</b>

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

ESTIMATE FY 2024	\$234,428
ESTIMATE FY 2023	\$235,814
ACTUAL FY 2022	\$290,111

**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 -\$1.4 million decrease in the Separation PCS program between FY 2023 to FY 2024. The total requirement change is due to:

- (1) Price decrease due to a change in the projected execution rates: -\$1.4 million
- (2) Program decrease due to projected number of Officer losses and non-first term enlisted separations from 41,100 in FY 2023 to 39,900 in FY 2024: -\$1.4 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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SEPARATION TRAVEL									
<b>OFFICER</b>									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	6,524	\$471	3,073	6,081	\$432	2,627	6,090	\$432	2,631
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,531	\$1,621	2,482	1,427	\$1,487	2,122	1,429	\$1,487	2,125
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	6,527	\$10,996	71,774	6,082	\$9,597	58,372	6,092	\$9,827	59,870
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLES	493	\$3,146	1,552	460	\$2,687	1,235	460	\$2,687	1,237
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			1,744			1,388			1,390
<b>SUBTOTAL OFFICER</b>			<b>80,625</b>			<b>65,744</b>			<b>67,253</b>
<b>ENLISTED</b>									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	35,139	\$617	21,681	35,019	\$525	18,385	33,783	\$525	17,736
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	4,515	\$2,046	9,238	4,495	\$1,743	7,834	4,336	\$1,743	7,557
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	35,156	\$4,722	166,008	34,988	\$3,828	133,935	33,752	\$3,920	132,308
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	3,171	\$3,121	9,897	3,155	\$2,476	7,813	3,044	\$2,476	7,537
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			2,498			1,972			1,902
<b>SUBTOTAL ENLISTED</b>			<b>209,322</b>			<b>169,939</b>			<b>167,040</b>
SEPARATION TVL, CADET- MEM TVL MILEAGE	88	\$1,863	164	80	\$1,629	131	83	\$1,629	135
<b>TOTAL SEPARATION TRAVEL</b>			<b>290,111</b>			<b>235,814</b>			<b>234,428</b>

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

ESTIMATE FY 2024	\$5,652
ESTIMATE FY 2023	\$5,525
ACTUAL FY 2022	\$2,796

**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.

The Unit PCS move request includes funds in FY 2023 and FY 2024 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2023 includes \$167.3 Thousand (\$151.5 thousand for Temporary Lodging Expense (TLE) and \$15.8 thousand for Dislocation Allowance (DLA)). FY 2024 includes \$164.0 thousand (\$143.0 thousand for TLE and \$21.0 thousand for DLA).

There is a +\$127.0 million increase in the rotational PCS price between FY 2023 to FY 2024. This change is based on price increases due to a change in household goods shipment rates driven by general inflation (2.4%) and dislocation allowance rates driven by pay raise inflation (5.2%).

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 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</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									
<b>OFFICER</b>									
ORGANIZED UNIT TVL, OFFICER- MEM TVL MILEAGE	128	\$219	28	183	\$169	31	178	\$169	30
ORGANIZED UNIT TVL, OFFICER- DEP TVL MILEAGE	74	\$407	30	102	\$315	32	102	\$315	32
ORGANIZED UNIT TVL, OFFICER- HHG LAND SHIPMENT	129	\$6,884	885	116	\$5,255	607	115	\$5,382	621
ORGANIZED UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	112	\$1,816	203	154	\$1,413	217	154	\$1,413	217
ORGANIZED UNIT TVL, OFFICER- NONTEMP STORAGE HHG			6			0			0
ORGANIZED UNIT TVL, OFFICER- TEMPORARY LODGING	28	\$1,501	42	39	\$1,920	74	39	\$1,920	74
<b>SUBTOTAL OFFICER</b>			<b>1,194</b>			<b>961</b>			<b>974</b>
<b>ENLISTED</b>									
ORGANIZED UNIT TVL, ENLISTED- MEM TVL MILEAGE	505	\$204	103	726	\$398	289	726	\$398	289
ORGANIZED UNIT TVL, ENLISTED- DEP TVL MILEAGE	214	\$285	61	308	\$556	171	308	\$556	171
ORGANIZED UNIT TVL, ENLISTED- HHG LAND SHIPMENT	535	\$1,855	992	766	\$3,567	2,733	766	\$3,653	2,799
ORGANIZED UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	231	\$1,414	327	332	\$2,817	935	332	\$2,960	983
ORGANIZED UNIT TVL, ENLISTED- PRIVATELY OWNED VEHICLES	4	\$3,336	14	6	\$6,279	39	6	\$6,276	39
ORGANIZED UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			28			69			69
ORGANIZED UNIT TVL, ENLISTED- TEMPORARY LODGING	90	\$856	77	129	\$2,549	328	129	\$2,549	328
<b>SUBTOTAL ENLISTED</b>			<b>1,602</b>			<b>4,564</b>			<b>4,678</b>
<b>TOTAL ORGANIZED UNIT TRAVEL</b>			<b>2,796</b>			<b>5,525</b>			<b>5,652</b>

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

<b>FY2023 Direct Program</b>		<b>228,077</b>
<b>Increases Pricing:</b>		
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	2	
Interest on Uniformed Services Savings Deposits increase due to rate change	97	
Unemployment Benefits increase due to annualized basic pay inflation	2,752	
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	5	
Partial Dislocation Allowance increase due to annualized basic pay inflation	14	
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	294	
Mass Transit Subsidy increase due to change in inflation rate	109	
<b>Total Increases Pricing</b>		<b>3,273</b>
<b>Increases Program:</b>		
ROTC increase due to number of program participants	2,135	
<b>Total Increases Program</b>		<b>2,135</b>
<b>Total Increases</b>		<b>5,408</b>
<b>Decreases Program:</b>		
Apprehension of Deserters, Absentees, and Escaped Prisoners decrease due to fewer number of deserters	(1)	
Interest on Uniformed Services Savings Deposits change due to decrease program utilization	(26)	
Death Gratuities decrease due to lower number of non-combat deaths	(400)	
Unemployment Benefits decrease due to fewer projected number of active duty separations	(901)	
Adoption Expenses decrease due to program utilization	(2)	
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	(2)	
SGLI Extra Hazard Payments decrease due to decreased takers	(56)	
Mass Transit Subsidy decrease due to anticipated number of Soldiers receiving benefit	(39)	
<b>Total Decreases Program</b>		<b>(1,427)</b>
<b>Total Decreases</b>		<b>(1,427)</b>
<b>FY2024 Direct Program</b>		<b>232,058</b>

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

ESTIMATE FY 2024	\$86
ESTIMATE FY 2023	\$85
ACTUAL FY 2022	\$110

**PROJECT: APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS**

**PART I - PURPOSE AND SCOPE**

The funds requested provide for expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners and for their delivery to the control of the Department of Defense. Expenses are authorized by 10 U.S.C. section 956 "Deserters, Prisoners, Members Absent without Leave: Expenses and Rewards". Expenses include: 1) Payment of rewards, in an amount not to exceed \$75, for the apprehension of any such person; 2) Expenses of prisoners confined in nonmilitary facilities; 3) Gratuity payment not to exceed \$25 to each prisoner upon release from confinement in a military or contract prison facility; 4) Issue of authorized articles to prisoners and other persons in military custody; and 5) Expense incident to the maintenance, pay and allowances of prisoners of war, other persons in the custody of the Army, Navy, or Air Force whose status is determined by the Secretary concerned to be similar to prisoners of war, and persons detained in the custody of the military pursuant to Presidential proclamation.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The funds requested are based on historical execution, a standard per diem rate for three travel days and general inflation.

There is a +\$1.0 thousand increase in the Apprehension of Deserters, Absentees, and Escaped Prisoners requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase in the average rate based on general inflation of 2.4% effective 1 October 2023: +\$2.0 thousand
- (2) Program decrease based on a reduction in the overall average strength from FY 2023 to FY 2024: -\$1.0 thousand

The following table provides cost estimates:

	<u>ACTUAL FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	110	85	86

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

ESTIMATE FY 2024	\$1,977
ESTIMATE FY 2023	\$1,906
ACTUAL FY 2022	\$1,756

**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 redeploy. 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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$1.6 million in OOC actual execution. FY 2023 includes \$1.5 million in OOC updated requirements. (The FY 2023 enacted amount is \$0.0 million.) FY 2024 includes \$1.9 million in OOC budget request.

There is a +\$71.0 thousand increase in Interest Uniform Services Savings Deposit program between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase in the average rate based on basic pay inflation of 5.2%, effective 1 January 2024: +\$97.0 thousand
- (2) Program decrease based on anticipated number of participants supporting overseas operations: -\$26.0 thousand

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS</b>									
INTEREST ON SAVINGS, OFFICER	2,103	\$389	818	2,104	\$405	852	2,092	\$426	891
INTEREST ON SAVINGS, ENLISTED	2,922	\$321	938	3,146	\$335	1,054	3,085	\$352	1,086
<b>TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS</b>	<b>5,025</b>		<b>1,756</b>	<b>5,250</b>		<b>1,906</b>	<b>5,177</b>		<b>1,977</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
DEATH GRATUITIES**

ESTIMATE FY 2024	\$34,400
ESTIMATE FY 2023	\$34,800
ACTUAL FY 2022	\$42,500

**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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$0.1 million in OOC actual execution. FY 2023 includes \$0.1 million in OOC updated requirements. (The FY 2023 enacted amount is \$0.1 million.) FY 2024 includes \$0.1 million in OOC budget request.

There is a -\$0.4 million program decrease in the death gratuity between FY 2023 and FY 2024 due to a change in number of non-combat deaths based on an overall reduction in total average strength levels.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>DEATH GRATUITIES</b>									
DEATH GRATUITIES, OFFICER	56	\$100,000	5,600	50	\$100,000	5,000	50	\$100,000	5,000
DEATH GRATUITIES, ENLISTED	369	\$100,000	36,900	298	\$100,000	29,800	294	\$100,000	29,400
<b>TOTAL DEATH GRATUITIES</b>	<b>425</b>		<b>42,500</b>	<b>348</b>		<b>34,800</b>	<b>344</b>		<b>34,400</b>

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

ESTIMATE FY 2024	\$57,231
ESTIMATE FY 2023	\$55,380
ACTUAL FY 2022	\$85,989

**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 Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$26.8 million in OOC actual execution. FY 2023 includes \$16.9 million in OOC updated requirements. (The FY 2023 enacted amount is \$27.2 million.) FY 2024 includes \$24.6 million in OOC budget request.

There is a +\$1.9 million increase in the Unemployment Compensation Benefits between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase in the average rate based on basic pay inflation of 5.2% effective 1 January 2024: +\$2.8 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: -\$0.9 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)**

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>	<b>AVERAGE NUMBER</b>	<b>RATE</b>	<b>AMOUNT</b>
UNEMPLOYMENT COMPENSATION BENEFITS	15,595	\$5,514	85,989	9,646	\$5,742	55,380	9,489	\$6,031	57,231

**MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
AMORTIZATION OF EDUCATION BENEFITS**

ESTIMATE FY 2024	\$0
ESTIMATE FY 2023	\$0
ACTUAL FY 2022	\$0

**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.

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 2024 request is based on the approved DoD Board of Actuaries estimates for amortization payments. Due to the current funding surplus position of the Chapter 30 "Kicker" program, the Board of Actuaries did not require a liability payment from the Army into the DoD Education Benefit Trust Fund.

The following table provides cost estimates:

	<u>ACTUAL FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	0	0	0

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

ESTIMATE FY 2024	\$231
ESTIMATE FY 2023	\$228
ACTUAL FY 2022	\$419

**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 2022. The FY 2023 and FY 2024 average rates are adjusted for general inflation.

There is a +\$3.0 thousand increase in the Adoption Expenses program requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to a change in average costs driven by general inflation of 2.4% effective 1 October 2023: +\$5.0 thousand
- (2) Program decrease based on a reduction in the overall average strength from FY 2023 to FY 2024: -\$2.0 thousand

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ADOPTION EXPENSES</b>									
ADOPTION EXPENSE, OFFICER	97	\$1,646	160	87	\$1,022	89	87	\$1,046	91
ADOPTION EXPENSE, ENLISTED	137	\$1,893	259	127	\$1,095	139	125	\$1,122	140
<b>TOTAL ADOPTION EXPENSES</b>	<b>234</b>		<b>419</b>	<b>214</b>		<b>228</b>	<b>212</b>		<b>231</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
PARTIAL DISLOCATION ALLOWANCE**

ESTIMATE FY 2024	\$300
ESTIMATE FY 2023	\$288
ACTUAL FY 2022	\$438

**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 2023 the partial DLA payment rate is \$878.71. 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 +\$12.0 thousand increase in the Partial Dislocation Allowance program requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase in the average rate based on Basic Pay inflation of 5.2% effective 1 January 2023: +\$14.0 thousand
- (2) Program decrease based on a reduction in the overall average strength from FY 2023 to FY 2024: -\$2.0 thousand

Detailed cost computations are provided in the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>PARTIAL DISLOCATION ALLOWANCE</b>									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	176	\$835	147	109	\$869	95	110	\$913	100
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	349	\$835	291	222	\$869	193	219	\$913	200
<b>TOTAL PARTIAL DISLOCATION ALLOWANCE</b>	<b>525</b>		<b>438</b>	<b>331</b>		<b>288</b>	<b>329</b>		<b>300</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
SGLI EXTRA HAZARD PAYMENTS**

ESTIMATE FY 2024	\$3,358
ESTIMATE FY 2023	\$3,414
ACTUAL FY 2022	\$3,300

**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 Operations Costs (OOC).

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$3.3 million in OOC actual execution. FY 2023 includes \$3.4 million in OOC projected execution. (The FY 2023 enacted amount is \$2.8 million.) FY2024 includes \$3.4 million in OOC budgeted request.

There is -\$56.0 thousand program decrease in the SGLI Extra Hazard requirement from FY2023 to FY2024 due to an overall reduction in total average strength levels.

The following table provides cost estimates:

	<u>ACTUAL FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT
<b>SGLI EXTRA HAZARD PAYMENTS</b>			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	729	797	792
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	2,571	2,617	2,566
<b>TOTALSGLI EXTRA HAZARD PAYMENTS</b>	<b>3,300</b>	<b>3,414</b>	<b>3,358</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
SGLI TRAUMATIC INJURY PAYMENTS**

ESTIMATE FY 2024	\$500
ESTIMATE FY 2023	\$500
ACTUAL FY 2022	\$100

**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 Operation Costs (OOC).

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2022 actual execution, FY 2023 updated projections and FY 2024 budget request. FY 2022 includes \$0.1 million in OOC actual execution. FY 2023 includes \$0.5 million in OOC projected execution. (The FY 2023 enacted amount is \$0.5 million.) FY 2024 includes \$0.5 million in OOC budgeted request.

There is no change in the program from FY 2023 to FY 2024.

The following table provides cost estimates:

	<u>ACTUAL FY 2022</u> AMOUNT	<u>ESTIMATE FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT
<b>SGLI TRAUMATIC INJURY PAYMENTS</b>			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	20	100	100
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	80	400	400
<b>TOTALSGLI TRAUMATIC INJURY PAYMENTS</b>	<b>100</b>	<b>500</b>	<b>500</b>

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

ESTIMATE FY 2024	\$104,684
ESTIMATE FY 2023	\$102,255
ACTUAL FY 2022	\$81,804

**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 +\$2.4 million increase in the program requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to inflation rate change in pay raise, cadet clothing and subsistence: +\$0.3 million
- (2) Program changed due to an increase in the number of participants: +\$2.1 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 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ROTC</b>									
<b>ROTC NON-SCHOLARSHIP PROGRAM</b>									
<b>PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)</b>									
BASIC CAMP	1,897	\$2,176	4,127	3,201	\$2,276	7,286	1,959	\$2,345	4,593
ADVANCED CAMP	965	\$1,610	1,553	1,550	\$1,684	2,610	996	\$1,735	1,728
CADET TROOP LEADER	6,519	\$804	5,241	2,256	\$841	1,897	6,727	\$867	5,832
<b>SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)</b>	<b>9,381</b>		<b>10,921</b>	<b>7,007</b>		<b>11,793</b>	<b>9,682</b>		<b>12,153</b>
<b>UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)</b>									
BASIC COURSE	12,902	\$205	2,645	13,570	\$200	2,714	13,598	\$204	2,774
ADVANCED COURSE	3,200	\$205	656	3,830	\$200	766	3,838	\$204	783
<b>SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)</b>	<b>16,102</b>		<b>3,301</b>	<b>17,400</b>		<b>3,480</b>	<b>17,436</b>		<b>3,557</b>
<b>UNIFORMS, COMMUTATION-IN-LIEU</b>									
BASIC COURSE, MALE	760	\$789	600	1,277	\$748	955	1,277	\$764	976
BASIC COURSE, FEMALE	162	\$1,885	306	211	\$673	142	211	\$688	145
ADVANCED COURSE, MALE	806	\$124	100	993	\$734	729	993	\$750	745
ADVANCED COURSE, FEMALE	173	\$162	28	210	\$700	147	210	\$715	150
<b>SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU</b>	<b>1,901</b>		<b>1,034</b>	<b>2,691</b>		<b>1,973</b>	<b>2,691</b>		<b>2,016</b>
<b>SENIOR ROTC NONSCHOLARSHIP STIPEND</b>									
BASIC	318	\$3,990	1,270	321	\$3,991	1,281	321	\$4,094	1,314
ADVANCED	3,442	\$3,990	13,733	3,336	\$3,990	13,310	3,336	\$4,094	13,656
<b>SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND</b>	<b>3,760</b>		<b>15,003</b>	<b>3,657</b>		<b>14,591</b>	<b>3,657</b>		<b>14,970</b>
PRACTICAL FIELD TRAINING	13,574	\$94	1,276	13,404	\$94	1,260	13,423	\$97	1,302
<b>SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM</b>	<b>44,718</b>		<b>31,535</b>	<b>44,159</b>		<b>33,097</b>	<b>46,889</b>		<b>33,998</b>

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

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>ROTC</b>									
<b>ROTC SCHOLARSHIP PROGRAM</b>									
<b>PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH</b>									
BASIC CAMP	589	\$2,176	1,281	809	\$2,000	1,618	809	\$2,006	1,623
ADVANCED CAMP	1,652	\$1,610	2,659	4,769	\$1,610	7,678	4,768	\$1,615	7,701
CADET TROOP LEADER	779	\$804	626	2,434	\$967	2,354	2,434	\$970	2,361
<b>SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH</b>	<b>3,020</b>		<b>4,566</b>	<b>8,012</b>		<b>11,650</b>	<b>8,011</b>		<b>11,685</b>
<b>SENIOR ROTC SCHOLARSHIP, CADET CLOTHING</b>									
BASIC	4,263	\$205	874	4,300	\$200	860	4,309	\$204	879
ADVANCED	8,707	\$205	1,785	9,140	\$200	1,828	9,157	\$204	1,868
<b>SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING</b>	<b>12,970</b>		<b>2,659</b>	<b>13,440</b>		<b>2,688</b>	<b>13,466</b>		<b>2,747</b>
<b>UNIFORMS, COMMUTATION-IN-LIEU</b>									
BASIC COURSE, MALE	906	\$673	610	495	\$747	370	495	\$764	378
BASIC COURSE, FEMALE	519	\$729	378	68	\$676	46	68	\$691	47
ADVANCED COURSE, MALE	771	\$659	508	860	\$769	661	860	\$786	676
ADVANCED COURSE, FEMALE	251	\$742	186	126	\$722	91	126	\$738	93
<b>SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU</b>	<b>2,447</b>		<b>1,682</b>	<b>1,549</b>		<b>1,168</b>	<b>1,549</b>		<b>1,194</b>
<b>SENIOR ROTC SCHOLARSHIP STIPEND</b>									
BASIC	2,687	\$3,990	10,722	3,886	\$3,990	15,505	3,886	\$4,094	15,908
ADVANCED	7,406	\$3,990	29,548	9,175	\$3,990	36,608	9,174	\$4,094	37,560
<b>SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND</b>	<b>10,093</b>		<b>40,270</b>	<b>13,061</b>		<b>52,113</b>	<b>13,060</b>		<b>53,468</b>
PRACTICAL FIELD TRAINING	11,617	\$94	1,092	16,372	\$94	1,539	16,412	\$97	1,592
<b>SUBTOTAL ROTC SCHOLARSHIP PROGRAM</b>	<b>40,147</b>		<b>50,269</b>	<b>52,434</b>		<b>69,158</b>	<b>52,498</b>		<b>70,686</b>
<b>TOTAL ROTC</b>	<b>84,865</b>		<b>81,804</b>	<b>96,593</b>		<b>102,255</b>	<b>99,387</b>		<b>104,684</b>

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

ESTIMATE FY 2024	\$24,660
ESTIMATE FY 2023	\$24,660
ACTUAL FY 2022	\$33,992

**PROJECT: JROTC**

**PART I - PURPOSE AND SCOPE**

Junior Reserve Officers' Training Corps (JROTC) is a public service program available to high school students. This program fosters good citizenship, patriotism and leadership skills for this valuable potential pool of military applicants. Funds provide core-level resources to operate the Army's JROTC program in CONUS and OCONUS locations as mandated by Congress and provides funds for uniforms, laundry/alterations and subsistence for students enrolled in the JROTC program at secondary education institutions as provided for in 10 U.S.C. 2031.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

JROTC remains one of the most successful Army programs, enhancing our ability to have a positive presence and foster citizenship programs in our high schools and local communities.

There is no change in the JROTC program requirement between FY 2023 and FY 2024.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>JROTC</b>									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	276,000	\$116	31,921	285,000	\$78	22,348	285,000	\$78	22,348
FIELD RATIONS	22,000	\$94	2,071	22,800	\$101	2,312	22,800	\$101	2,312
<b>TOTAL JROTC</b>	<b>298,000</b>		<b>33,992</b>	<b>307,800</b>		<b>24,660</b>	<b>307,800</b>		<b>24,660</b>

**MILITARY PERSONNEL, ARMY  
SECTION 4  
OTHER MILITARY PERSONNEL COSTS  
MASS TRANSIT SUBSIDY**

ESTIMATE FY 2024	\$4,631
ESTIMATE FY 2023	\$4,561
ACTUAL FY 2022	\$4,029

**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 month rate 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). Currently, the maximum allowable benefit is \$300 per month.

There is a +\$70.0 thousand increase in the Mass Transit Subsidy program requirement between FY 2023 and FY 2024. The total requirement change is due to:

- (1) Price increase due to changes in the average rate based on general inflation of 2.4% effective 1 October 2023: +\$109.0 thousand
- (2) Program decrease based on a reduction in the overall average strength from FY 2023 to FY 2024: -\$39.0 thousand

Detailed cost computations are provided by the following table:

	ACTUAL FY 2022			ESTIMATE FY 2023			ESTIMATE FY 2024		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
<b>MASS TRANSIT SUBSIDY</b>									
MASS TRANSIT SUBSIDY, OFFICER	1,043	\$2,007	2,093	1,090	\$2,051	2,235	1,087	\$2,100	2,283
MASS TRANSIT SUBSIDY, ENLISTED	1,085	\$1,784	1,936	1,276	\$1,823	2,326	1,258	\$1,867	2,348
<b>TOTAL MASS TRANSIT SUBSIDY</b>	<b>2,128</b>		<b>4,029</b>	<b>2,366</b>		<b>4,561</b>	<b>2,345</b>		<b>4,631</b>

**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 -\$28.4 million from FY 2023 to FY 2024 driven by:

- (1) decrease in overall projections to align with actual execution: -\$32.6 million
- (2) increase in the Defense Health Program: +\$4.2 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b>SUBSISTENCE</b>									
Subsistence	\$2,815	\$8,295	\$11,110	\$2,430	\$5,426	\$7,856	\$2,785	\$1,539	\$4,324
<b>MEDICAL</b>									
Defense Health Program	\$132,080	\$33,020	\$165,100	\$129,039	\$32,261	\$161,300	\$132,398	\$33,099	\$165,497
<b>STRENGTH RELATED</b>									
Basic Pay	\$70,067	\$25,570	\$95,637	\$60,463	\$41,385	\$101,848	\$69,301	\$15,888	\$85,189
Retired Pay Accrual	\$24,594	\$8,975	\$33,569	\$19,334	\$13,970	\$33,304	\$25,295	\$5,799	\$31,094
Incentive Pay	\$851	\$697	\$1,548	\$734	\$301	\$1,035	\$842	\$116	\$958
Allowance	\$17,107	\$6,907	\$24,014	\$16,652	\$12,490	\$29,142	\$15,951	\$4,359	\$20,310
Social Security Tax	\$5,360	\$1,956	\$7,316	\$4,625	\$3,166	\$7,791	\$5,301	\$1,216	\$6,517
<b>TOTAL PROGRAM</b>	<b>\$252,874</b>	<b>\$85,420</b>	<b>\$338,294</b>	<b>\$233,277</b>	<b>\$108,999</b>	<b>\$342,276</b>	<b>\$251,873</b>	<b>\$62,016</b>	<b>\$313,889</b>

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
<b>ASSIGNED OUTSIDE DOD</b>									
<b>NON-REIMBURSABLE PERSONNEL</b>									
DRUG ENFORCEMENT AGENCY	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
<b>SUB-TOTAL NON-REIMBURSABLE PERSONNEL</b>	<b>99</b>	<b>29</b>	<b>128</b>	<b>99</b>	<b>29</b>	<b>128</b>	<b>99</b>	<b>29</b>	<b>128</b>
<b>REIMBURSABLE PERSONNEL</b>									
NASA	3	0	3	3	0	3	3	0	3
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>
<b>TOTAL ASSIGNED OUTSIDE DOD</b>	<b>102</b>	<b>29</b>	<b>131</b>	<b>102</b>	<b>29</b>	<b>131</b>	<b>102</b>	<b>29</b>	<b>131</b>

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

	<u>ACTUAL FY 2022</u>			<u>ESTIMATE FY 2023</u>			<u>ESTIMATE FY 2024</u>		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS</b>									
<b>REIMBURSABLE PERSONNEL</b>									
FOREIGN MILITARY SALES	36	59	95	36	59	95	36	59	95
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>36</b>	<b>59</b>	<b>95</b>	<b>36</b>	<b>59</b>	<b>95</b>	<b>36</b>	<b>59</b>	<b>95</b>
<b>TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS</b>	<b>36</b>	<b>59</b>	<b>95</b>	<b>36</b>	<b>59</b>	<b>95</b>	<b>36</b>	<b>59</b>	<b>95</b>
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS</b>									
<b>REIMBURSABLE PERSONNEL</b>									
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
<b>SUB-TOTAL REIMBURSABLE PERSONNEL</b>	<b>479</b>	<b>444</b>	<b>923</b>	<b>479</b>	<b>444</b>	<b>923</b>	<b>479</b>	<b>444</b>	<b>923</b>
<b>TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS</b>	<b>479</b>	<b>444</b>	<b>923</b>	<b>479</b>	<b>444</b>	<b>923</b>	<b>479</b>	<b>444</b>	<b>923</b>
<b>TOTAL REIMBURSABLE PERSONNEL</b>	<b>518</b>	<b>503</b>	<b>1,021</b>	<b>518</b>	<b>503</b>	<b>1,021</b>	<b>518</b>	<b>503</b>	<b>1,021</b>
<b>TOTAL NON-REIMBURSABLE PERSONNEL</b>	<b>99</b>	<b>29</b>	<b>128</b>	<b>99</b>	<b>29</b>	<b>128</b>	<b>99</b>	<b>29</b>	<b>128</b>
<b>GRAND TOTAL</b>	<b>617</b>	<b>532</b>	<b>1,149</b>	<b>617</b>	<b>532</b>	<b>1,149</b>	<b>617</b>	<b>532</b>	<b>1,149</b>

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

	<b>ACTUAL FY 2022</b>			<b>ESTIMATE FY 2023</b>			<b>ESTIMATE FY 2024</b>		
	<b>BEGIN</b>	<b>AVERAGE</b>	<b>END</b>	<b>BEGIN</b>	<b>AVERAGE</b>	<b>END</b>	<b>BEGIN</b>	<b>AVERAGE</b>	<b>END</b>
<b>Non-Scholarship Students</b>									
MS I	6,408	7,671	8,934	7,113	8,515	9,917	7,167	8,580	9,992
MS II	5,080	5,746	6,411	5,291	5,984	6,677	5,475	6,193	6,910
Total Basic Course	11,488	13,417	15,345	12,404	14,499	16,594	12,642	14,772	16,902
MS III	2,767	2,628	2,488	2,903	2,757	2,610	2,988	2,838	2,687
MS IV	3,097	3,004	2,911	2,402	2,330	2,258	2,340	2,270	2,199
Total Advanced Course	5,864	5,632	5,399	5,305	5,087	4,868	5,328	5,107	4,886
Total Non-Scholarship Students	17,352	19,048	20,744	17,709	19,586	21,462	17,970	19,879	21,788
<b>Scholarship Students</b>									
MS I	647	892	1,137	772	1,064	1,356	773	1,066	1,359
MS II	2,320	2,767	3,213	2,330	2,779	3,227	2,301	2,744	3,187
Total Basic Course	2,967	3,659	4,350	3,102	3,843	4,583	3,074	3,810	4,546
MS III	3,657	3,974	4,291	3,381	3,674	3,967	3,378	3,671	3,964
MS IV	4,750	4,842	4,933	4,709	4,800	4,890	4,399	4,484	4,568
Total Advanced Course	8,407	8,816	9,224	8,090	8,474	8,857	7,777	8,155	8,532
Total Scholarship Students	11,374	12,474	13,574	11,192	12,316	13,440	10,851	11,965	13,078
<b>Total Enrollment</b>									
MS I	7,055	8,563	10,071	7,885	9,579	11,273	7,940	9,646	11,351
MS II	7,400	8,512	9,624	7,621	8,763	9,904	7,776	8,937	10,097
Total Basic Course	14,455	17,075	19,695	15,506	18,342	21,177	15,716	18,582	21,448
MS III	6,424	6,602	6,779	6,284	6,431	6,577	6,366	6,509	6,651
MS IV	7,847	7,846	7,844	7,111	7,130	7,148	6,739	6,753	6,767
Total Advanced Course	14,271	14,447	14,623	13,395	13,560	13,725	13,105	13,262	13,418
Total Enrollment	28,726	31,522	34,318	28,901	31,902	34,902	28,821	31,844	34,866
Completed ROTC and Commissioned			6,207			5,966			5,300

**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 2022</u>	<u>ESTIMATE FY 2023</u>	<u>ESTIMATE FY 2024</u>
Schools	274	274	274
Civilian Personnel	1,284	1,284	1,284
Military Personnel (End Strength)	2,017	2,017	2,017

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

	ACTUAL FY 2022											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
<b>OFFICER</b>												
<b>COMMISSIONED OFFICERS</b>												
GENERAL	17	16	15	14	14	14	15	15	16	17	18	16
LIEUTENANT GENERAL	48	49	47	47	47	46	47	48	49	50	49	46
MAJOR GENERAL	104	104	104	105	107	110	110	109	102	100	111	108
BRIGADIER GENERAL	126	124	123	125	123	121	119	124	126	129	116	118
COLONEL	3,880	3,871	3,866	3,936	3,983	3,986	3,986	3,937	3,913	3,874	3,839	3,767
LIEUTENANT COLONEL	9,074	9,104	9,079	8,983	8,964	8,980	9,025	8,985	8,946	8,906	8,990	8,902
MAJOR	16,221	16,173	16,175	16,171	16,205	16,233	16,238	16,236	16,311	16,456	16,227	16,131
CAPTAIN	26,792	26,478	26,642	26,516	26,284	26,180	25,906	27,879	27,271	27,100	26,795	27,212
1ST LIEUTENANT	12,304	14,366	13,999	14,499	14,903	15,009	15,361	13,303	13,336	13,009	12,967	12,209
2ND LIEUTENANT	10,120	8,168	8,076	7,909	7,498	7,278	6,910	8,525	9,134	9,600	9,752	10,111
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>78,686</b>	<b>78,453</b>	<b>78,126</b>	<b>78,305</b>	<b>78,128</b>	<b>77,957</b>	<b>77,717</b>	<b>79,161</b>	<b>79,204</b>	<b>79,241</b>	<b>78,864</b>	<b>78,620</b>
<b>WARRANT OFFICERS</b>												
WARRANT OFFICER (W-5)	545	550	554	555	558	568	572	577	577	582	583	571
WARRANT OFFICER (W-4)	1,948	1,945	1,949	1,939	1,940	1,915	1,911	1,906	1,904	1,877	1,859	1,848
WARRANT OFFICER (W-3)	3,476	3,460	3,451	3,445	3,433	3,417	3,407	3,381	3,388	3,373	3,360	3,339
WARRANT OFFICER (W-2)	5,964	5,959	5,949	5,882	5,916	5,980	6,023	5,998	5,970	5,953	5,926	5,940
WARRANT OFFICER (W-1)	2,749	2,890	2,821	2,809	2,862	2,893	2,915	3,020	3,074	3,222	3,323	3,343
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>14,682</b>	<b>14,804</b>	<b>14,724</b>	<b>14,630</b>	<b>14,709</b>	<b>14,773</b>	<b>14,828</b>	<b>14,882</b>	<b>14,913</b>	<b>15,007</b>	<b>15,051</b>	<b>15,041</b>
<b>SUBTOTAL OFFICER</b>	<b>93,368</b>	<b>93,257</b>	<b>92,850</b>	<b>92,935</b>	<b>92,837</b>	<b>92,730</b>	<b>92,545</b>	<b>94,043</b>	<b>94,117</b>	<b>94,248</b>	<b>93,915</b>	<b>93,661</b>
<b>ENLISTED</b>												
SERGEANT MAJOR	3,475	3,475	3,471	3,497	3,478	3,479	3,462	3,486	3,491	3,538	3,527	3,501
1ST SERGEANT/MASTER SERGEANT	11,347	11,666	11,616	11,599	11,572	11,571	11,459	11,576	11,360	11,192	10,919	10,694
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,465	35,940	36,302	36,441	36,177	36,409	36,280	35,992	35,690	36,415	36,521	36,702
STAFF SERGEANT	57,776	57,866	57,250	58,695	58,745	58,964	59,021	58,903	58,799	58,208	58,134	57,742
SERGEANT	70,848	71,556	70,864	69,803	69,884	69,975	69,908	70,003	69,639	69,755	69,748	69,861
CORPORAL/SPECIALIST	118,650	115,456	114,417	113,907	114,715	114,812	113,915	112,695	112,747	112,325	113,396	113,412
PRIVATE FIRST CLASS	55,069	55,337	54,461	53,971	51,903	49,309	48,321	48,108	48,662	48,787	48,716	48,339
PRIVATE E2	20,667	19,879	20,900	21,197	21,869	21,297	20,913	20,035	18,267	17,229	15,795	16,340
PRIVATE E1	13,846	13,381	11,289	10,082	8,123	7,626	6,745	6,761	8,000	8,578	9,859	10,994
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>387,143</b>	<b>384,556</b>	<b>380,570</b>	<b>379,192</b>	<b>376,466</b>	<b>373,442</b>	<b>370,024</b>	<b>367,559</b>	<b>366,655</b>	<b>366,027</b>	<b>366,615</b>	<b>367,585</b>
CADET	4,454	4,451	4,407	4,388	4,377	4,347	4,328	3,319	4,467	4,428	4,394	4,379
<b>TOTAL END STRENGTH</b>	<b>484,965</b>	<b>482,264</b>	<b>477,827</b>	<b>476,515</b>	<b>473,680</b>	<b>470,519</b>	<b>466,897</b>	<b>464,921</b>	<b>465,239</b>	<b>464,703</b>	<b>464,924</b>	<b>465,625</b>

**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
<b>OFFICER</b>												
<b>COMMISSIONED OFFICERS</b>												
GENERAL	16	16	15	14	14	14	15	14	15	16	17	15
LIEUTENANT GENERAL	47	48	46	46	46	45	46	46	47	48	47	44
MAJOR GENERAL	104	101	102	103	105	108	108	104	99	95	107	104
BRIGADIER GENERAL	117	120	121	122	120	118	116	119	122	123	111	114
COLONEL	3,770	3,756	3,734	3,788	3,843	3,860	3,868	3,855	3,839	3,813	3,772	3,714
LIEUTENANT COLONEL	8,852	8,867	8,873	8,808	8,789	8,816	8,843	8,818	8,816	8,770	8,731	8,667
MAJOR	16,101	16,085	16,061	16,062	16,083	16,103	16,131	16,139	16,242	16,189	16,145	16,120
CAPTAIN	26,809	27,084	26,926	26,839	26,657	26,467	26,244	28,013	27,362	27,594	27,326	27,425
1ST LIEUTENANT	12,291	13,856	13,663	13,912	14,324	14,490	14,866	12,435	12,316	12,123	12,147	11,564
2ND LIEUTENANT	10,040	7,878	7,882	7,589	7,207	7,026	6,688	7,969	8,435	8,946	9,135	9,577
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>78,147</b>	<b>77,811</b>	<b>77,423</b>	<b>77,283</b>	<b>77,188</b>	<b>77,047</b>	<b>76,925</b>	<b>77,512</b>	<b>77,293</b>	<b>77,717</b>	<b>77,538</b>	<b>77,344</b>
<b>WARRANT OFFICERS</b>												
WARRANT OFFICER (W-5)	581	582	583	583	582	582	579	579	575	574	568	557
WARRANT OFFICER (W-4)	1,802	1,802	1,819	1,823	1,836	1,839	1,855	1,867	1,878	1,876	1,874	1,876
WARRANT OFFICER (W-3)	3,293	3,286	3,281	3,284	3,280	3,285	3,288	3,282	3,269	3,252	3,241	3,220
WARRANT OFFICER (W-2)	6,015	6,066	6,038	5,975	6,014	6,059	6,072	6,086	6,138	6,149	6,198	6,246
WARRANT OFFICER (W-1)	3,440	3,469	3,453	3,417	3,439	3,465	3,472	3,481	3,510	3,517	3,545	3,572
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>15,131</b>	<b>15,205</b>	<b>15,174</b>	<b>15,082</b>	<b>15,151</b>	<b>15,230</b>	<b>15,266</b>	<b>15,295</b>	<b>15,370</b>	<b>15,368</b>	<b>15,426</b>	<b>15,471</b>
<b>SUBTOTAL OFFICER</b>	<b>93,278</b>	<b>93,016</b>	<b>92,597</b>	<b>92,365</b>	<b>92,339</b>	<b>92,277</b>	<b>92,191</b>	<b>92,807</b>	<b>92,663</b>	<b>93,085</b>	<b>92,964</b>	<b>92,815</b>
<b>ENLISTED</b>												
SERGEANT MAJOR	3,483	3,484	3,487	3,511	3,514	3,514	3,515	3,531	3,542	3,563	3,537	3,518
1ST SERGEANT/MASTER SERGEANT	11,312	11,330	11,245	11,206	11,203	11,086	10,984	10,894	10,895	10,724	10,603	10,456
PLATOON SERGEANT/SERGEANT 1ST CLASS	37,170	36,894	36,823	36,981	36,890	36,818	36,789	36,831	37,007	37,151	37,006	36,925
STAFF SERGEANT	58,187	58,410	59,137	57,983	57,475	57,450	57,362	57,290	57,476	57,651	57,514	58,072
SERGEANT	70,365	69,727	69,676	69,939	69,764	69,727	69,680	69,437	69,581	69,754	69,775	69,749
CORPORAL/SPECIALIST	110,145	109,453	106,916	108,254	109,085	109,336	109,248	109,088	107,778	106,597	106,525	104,850
PRIVATE FIRST CLASS	47,570	47,315	45,767	43,968	41,417	39,430	38,688	37,540	36,492	36,695	36,589	35,604
PRIVATE E2	15,595	15,525	15,732	16,311	16,567	16,039	15,737	15,534	15,639	16,309	16,887	17,090
PRIVATE E1	11,613	11,089	10,011	10,637	11,045	11,361	11,147	11,650	13,033	14,950	16,887	18,514
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>365,440</b>	<b>363,227</b>	<b>358,794</b>	<b>358,790</b>	<b>356,960</b>	<b>354,761</b>	<b>353,150</b>	<b>351,795</b>	<b>351,443</b>	<b>353,394</b>	<b>355,323</b>	<b>354,778</b>
CADET	4,365	4,358	4,328	4,319	4,307	4,282	4,269	3,311	4,459	4,448	4,421	4,407
<b>TOTAL END STRENGTH</b>	<b>463,083</b>	<b>460,601</b>	<b>455,719</b>	<b>455,474</b>	<b>453,606</b>	<b>451,320</b>	<b>449,610</b>	<b>447,913</b>	<b>448,565</b>	<b>450,927</b>	<b>452,708</b>	<b>452,000</b>

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

	ESTIMATE FY 2024											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
<b>OFFICER</b>												
<b>COMMISSIONED OFFICERS</b>												
GENERAL	16	15	14	13	13	13	14	14	15	16	17	15
LIEUTENANT GENERAL	46	46	45	45	45	44	45	45	46	47	46	43
MAJOR GENERAL	102	99	100	100	102	105	105	102	96	93	104	101
BRIGADIER GENERAL	114	117	118	119	117	115	114	116	119	120	109	111
COLONEL	3,723	3,717	3,709	3,712	3,727	3,748	3,767	3,768	3,769	3,756	3,729	3,687
LIEUTENANT COLONEL	8,629	8,665	8,675	8,702	8,739	8,803	8,851	8,843	8,841	8,817	8,771	8,696
MAJOR	16,169	16,193	15,998	16,002	16,043	16,050	16,086	16,190	16,223	16,129	16,072	16,026
CAPTAIN	27,244	27,286	27,104	26,987	26,793	26,602	26,331	28,144	27,836	27,676	27,449	27,716
1ST LIEUTENANT	11,638	13,319	13,170	13,517	13,915	14,038	14,355	12,230	12,265	11,946	11,887	11,214
2ND LIEUTENANT	9,506	7,573	7,598	7,373	7,001	6,807	6,457	7,838	8,400	8,815	8,940	9,287
<b>SUBTOTAL COMMISSIONED OFFICERS</b>	<b>77,187</b>	<b>77,030</b>	<b>76,531</b>	<b>76,570</b>	<b>76,495</b>	<b>76,325</b>	<b>76,125</b>	<b>77,290</b>	<b>77,610</b>	<b>77,415</b>	<b>77,124</b>	<b>76,896</b>
<b>WARRANT OFFICERS</b>												
WARRANT OFFICER (W-5)	554	554	555	555	555	556	555	555	552	553	548	541
WARRANT OFFICER (W-4)	1,874	1,885	1,896	1,900	1,834	1,837	1,850	1,857	1,862	1,853	1,844	1,838
WARRANT OFFICER (W-3)	3,224	3,235	3,245	3,264	3,249	3,263	3,279	3,289	3,292	3,289	3,294	3,287
WARRANT OFFICER (W-2)	6,268	6,297	6,294	6,236	6,260	6,292	6,321	6,345	6,365	6,388	6,410	6,412
WARRANT OFFICER (W-1)	3,585	3,601	3,600	3,567	3,580	3,598	3,615	3,629	3,640	3,653	3,666	3,666
<b>SUBTOTAL WARRANT OFFICERS</b>	<b>15,505</b>	<b>15,572</b>	<b>15,590</b>	<b>15,522</b>	<b>15,478</b>	<b>15,546</b>	<b>15,620</b>	<b>15,675</b>	<b>15,711</b>	<b>15,736</b>	<b>15,762</b>	<b>15,744</b>
<b>SUBTOTAL OFFICER</b>	<b>92,692</b>	<b>92,602</b>	<b>92,121</b>	<b>92,092</b>	<b>91,973</b>	<b>91,871</b>	<b>91,745</b>	<b>92,965</b>	<b>93,321</b>	<b>93,151</b>	<b>92,886</b>	<b>92,640</b>
<b>ENLISTED</b>												
SERGEANT MAJOR	3,429	3,427	3,429	3,421	3,424	3,425	3,428	3,445	3,451	3,475	3,448	3,432
1ST SERGEANT/MASTER SERGEANT	10,832	10,820	10,841	10,819	10,809	10,807	10,824	10,860	10,853	10,929	10,767	10,571
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,268	35,187	35,249	35,159	35,145	35,072	35,049	35,137	35,294	35,443	35,311	35,226
STAFF SERGEANT	58,152	58,001	58,107	57,973	57,920	57,913	57,867	57,920	58,083	58,282	58,157	58,118
SERGEANT	67,714	67,646	67,705	67,613	67,626	67,614	66,993	65,312	66,843	68,048	68,075	67,983
CORPORAL/SPECIALIST	106,732	104,859	101,926	101,233	100,107	99,325	99,692	100,689	98,177	95,722	95,836	96,179
PRIVATE FIRST CLASS	36,245	36,620	36,008	36,582	36,066	35,111	34,428	34,232	34,585	36,237	37,200	37,055
PRIVATE E2	19,624	20,305	21,592	24,059	26,366	27,013	27,919	28,025	26,044	26,489	26,189	26,448
PRIVATE E1	16,914	17,254	14,900	15,117	14,192	14,190	13,752	14,054	16,533	17,280	19,174	19,936
<b>SUBTOTAL ENLISTED PERSONNEL</b>	<b>354,910</b>	<b>354,119</b>	<b>349,757</b>	<b>351,976</b>	<b>351,655</b>	<b>350,470</b>	<b>349,952</b>	<b>349,674</b>	<b>349,863</b>	<b>351,905</b>	<b>354,157</b>	<b>354,948</b>
CADET	4,393	4,386	4,355	4,345	4,333	4,305	4,290	3,316	4,468	4,454	4,427	4,412
<b>TOTAL END STRENGTH</b>	<b>451,995</b>	<b>451,107</b>	<b>446,233</b>	<b>448,413</b>	<b>447,961</b>	<b>446,646</b>	<b>445,987</b>	<b>445,955</b>	<b>447,652</b>	<b>449,510</b>	<b>451,470</b>	<b>452,000</b>