

DEPARTMENT OF THE ARMY

Fiscal Year (FY) 2025 Budget Estimates



**MILITARY PERSONNEL, ARMY
JUSTIFICATION BOOK
MARCH 2024**

The estimated cost of this report for the Department of Defense is approximately \$9,678 for Fiscal Year 2024. 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>ACTUAL FY 2023</u>	<u>FY 2024 Request with CR Adjustments ¹</u>	<u>ESTIMATE FY 2025</u>
Direct Program			
Pay and Allowances of Officers	16,112,456	16,186,046	16,208,908
Pay and Allowances of Enlisted	29,991,625	29,679,195	29,625,694
Pay and Allowances of Cadets	102,457	107,478	112,681
Subsistence of Enlisted Personnel	2,326,012	2,329,295	2,346,394
Permanent Change of Station Travel	2,004,646	1,829,834	2,128,446
Other Military Personnel Costs	218,821	232,058	257,774
FY 2024 CR Adjustment	0	(855,626)	0
TOTAL DIRECT PROGRAM ¹²	50,756,017	49,508,280	50,679,897
Reimbursable Program			
Pay and Allowances of Officers	264,905	251,873	334,166
Pay and Allowances of Enlisted	67,545	58,716	286,927
Subsistence of Enlisted Personnel	9,826	3,300	16,931
TOTAL REIMBURSABLE PROGRAM	342,276	313,889	638,024
Total Baseline Program			
Pay and Allowances of Officers	16,377,361	16,437,919	16,543,074
Pay and Allowances of Enlisted	30,059,170	29,737,911	29,912,621
Pay and Allowances of Cadets	102,457	107,478	112,681
Subsistence of Enlisted Personnel	2,335,838	2,332,595	2,363,325
Permanent Change of Station Travel	2,004,646	1,829,834	2,128,446
Other Military Personnel Costs	218,821	232,058	257,774
FY 2024 CR Adjustment	0	(855,626)	0
TOTAL BASELINE PROGRAM	51,098,293	49,822,169	51,317,921
Red Hill: Consolidated Appropriation Act, 2023 (P.L.117-328) (FY23-49 IR)			
Pay and Allowances of Officers	500	0	0
Pay and Allowances of Enlisted	1,800	0	0
TOTAL RED HILL FUNDING	2,300	0	0

¹ A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law 118-22). The amounts- included for FY 2024 reflect the annualized level provided by the continuing resolution.

¹² FY 2023 includes \$2,872,788 thousand in OOC Actuals. FY 2024 includes \$3,005,403 thousand in OOC Request. FY 2025 includes \$2,175,979 thousand for the OOC Budget Estimate.

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

	<u>ACTUAL FY 2023</u>	<u>FY 2024 Request with CR Adjustments ⁷¹</u>	<u>ESTIMATE FY 2025</u>
Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-180); Additional Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-328)			
Pay and Allowances of Officers	49,005	0	0
Pay and Allowances of Enlisted	102,154	0	0
Subsistence of Enlisted Personnel	13,200	0	0
TOTAL UKRAINE FUNDING	164,359	0	0
Total Program			
Pay and Allowances of Officers	16,426,866	16,437,919	16,543,074
Pay and Allowances of Enlisted	30,163,124	29,737,911	29,912,621
Pay and Allowances of Cadets	102,457	107,478	112,681
Subsistence of Enlisted Personnel	2,349,038	2,332,595	2,363,325
Permanent Change of Station Travel	2,004,646	1,829,834	2,128,446
Other Military Personnel Costs	218,821	232,058	257,774
FY 2024 CR Adjustment	0	(855,626)	0
TOTAL PROGRAM ⁷²	51,264,952	49,822,169	51,317,921
Medicare Eligible Retiree Health Fund Contribution ⁷³	2,694,171	2,846,715	3,022,322
TOTAL MILPERS PROGRAM COST	53,959,123	52,668,884	54,340,243
Memo Entry: Overseas Operating Costs ⁷⁴			
Pay and Allowances of Officers	885,744	998,627	737,835
Pay and Allowances of Enlisted	1,753,786	1,754,232	1,189,803
Subsistence of Enlisted Personnel	205,313	216,886	219,404
Permanent Change of Station Travel	4,931	5,222	5,160
Other Military Personnel Costs	23,014	30,436	23,777
TOTAL MEMO ENTRY: OVERSEAS OPERATING COSTS	2,872,788	3,005,403	2,175,979

⁷¹ A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law 118-22). The amounts- included for FY 2024 reflect the annualized level provided by the continuing resolution.

⁷² FY 2023 includes \$2,872,788 thousand in OOC Actuals. FY 2024 includes \$3,005,403 thousand in OOC Request. FY 2025 includes \$2,175,979 thousand for the OOC Budget Estimate.

⁷³ FY 2024 MERHCF amount reflects actual contribution

⁷⁴ Overseas Operations Costs (OOC) are those financed with former Overseas Contingency Operations (OCO) funding

SECTION 2

INTRODUCTION

**MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION**

The FY 2025 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)

Overseas Operations Costs (OOC) are those financed with former Overseas Contingency Operations (OCO) funding. This justification material includes Overseas Operations Costs (OOC) actuals in FY 2023, updated estimates in FY 2024, and budget requests for FY 2025. OOC funding is included in the base budget. OOC requirements support to the following missions:

- Operating Enduring Sentinel (OES) – support 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 mission to advise, assist, and enable partner forces in Iraq and Syria
- 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 2023 includes \$2,872,788 thousand in OOC actual execution; FY 2024 includes \$2,892,736 thousand in OOC updated projections, and FY 2025 includes \$2,175,979 thousand for the OOC budget request.

Southwest Border (SWB)

This justification material includes funding in support of Southwest Border (SWB) protection. The FY 2023 execution was \$262.4 million, the FY 2024 estimate is \$276.2 million, and the FY 2025 request is \$284.0 million. In FY 2023, additional funds were requested in a reprogramming action to cover the SWB requirement. In FY 2024, (similar to FY 2023) the Department of Defense plans to request funds in support of SWB protection in a reprogramming action. However, the FY 2025 budget request assumes full reimbursement of SWB support from the Department of Homeland Security in FY 2025.

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 2023 strength levels are based on actual strength as of September 2023. FY 2024 estimates are based on strength levels updated from the President's Budget submission based on current execution trends. FY 2025 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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Average Strength														
			FY2023 Actuals				FY2024 Revised				FY2025 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
BASE	AC	Base	92,808	358,279	4,381	455,468	92,261	348,887	4,394	445,542	92,075	342,729	4,383	439,187
	RC	Mobilization	364	1,757	-	2,121	633	1,984	-	2,617	633	1,983	-	2,616
		ADOS	816	620	-	1,436	382	317	-	699	383	317	-	700
		Southwest Border Support	398	2,378	-	2,776	387	2,313	-	2,700	358	2,142	-	2,500
		RC Total	1,578	4,755	-	6,333	1,402	4,614	-	6,016	1,374	4,442	-	5,816
	Base Total	94,386	363,034	4,381	461,801	93,663	353,501	4,394	451,558	93,449	347,171	4,383	445,003	
Overseas Operations Costs	RC	Enduring Support	5,376	20,032	-	25,408	5,777	19,598	-	25,375	3,230	12,900	-	16,130
		Non-enduring Support	231	694	-	925	213	637	-	850	213	637	-	850
		Overseas Operations Costs Total	5,607	20,726	-	26,333	5,990	20,235	-	26,225	3,443	13,537	-	16,980
BASE and Overseas Operations Cost	AC Total		92,808	358,279	4,381	455,468	92,261	348,887	4,394	445,542	92,075	342,729	4,383	439,187
	RC Total		7,185	25,481	-	32,666	7,392	24,849	-	32,241	4,817	17,979	-	22,796
	Total		99,993	383,760	4,381	488,134	99,653	373,736	4,394	477,783	96,892	360,708	4,383	461,983
End Strength														
			FY2023 Actuals				FY2024 Revised				FY2025 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
Base	AC	Base	92,570	356,471	4,510	453,551	92,267	346,927	4,506	443,700	92,256	345,551	4,493	442,300

Primary Budget Drivers

Inflationary rate adjustments include:

Pay Raise

- 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)
- Military Pay Raise, effective 1 January 2025 is 4.5% (4.68% over the FY)

Basic Allowance for Subsistence

- 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 1.7% (4.08% over the FY)
- Basic Allowance for Subsistence inflation, effective 1 January 2025, is 3.4% (2.98% over the FY)

Basic Allowance for Housing

- 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 4.5% (5.85% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2025, is 3.9% (4.05% over the FY)

The January 1, 2023 BAH inflation rate assumption is 9.9 percent on-average, reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2025 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.

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The January 1, 2025 BAH inflation rate assumption is 3.9 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2025.

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 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
- Retired Pay Accrual as a percentage of Basic Pay is 26.6% for full-time and 21.5% for part-time Soldiers in FY 2025

Foreign Currency Fluctuation

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2023 column in the justification material reflects obligations based on actual foreign currency exchange rates. The FY 2024 and FY 2025 is based on the latest foreign currency exchange rates assumptions. The budget request reflects the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY 2023 Execution Rates	FY 2024 Budget Rates	FY 2025 Budget Rates
Denmark	Krone	6.9802	7.2883	6.8950
European Community	Euro	0.9381	0.9798	0.9249
Iceland	Krona	131.3927	142.4565	136.0931
Japan	Yen	127.7660	139.1635	145.7323
Norway	Krone	9.3864	10.0785	10.6839
Singapore	Dollar	1.3750	1.3833	1.3517
South Korea	Won	1,259.1031	1,343.5392	1,314.2081
Turkey	Lira	15.7532	18.4686	26.7796
United Kingdom	Pound	0.7922	0.8502	0.7978

General Inflation

- General inflation is 4.6% in FY 2023
- General inflation is 2.7% in FY 2024
- General inflation is 2.2% in FY 2025

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 2025, 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 2025 Requested Levels: 2,615 man-years; \$294.2 million [Traditional Base Operations]

NORTHCOM – Air Defense and Continuity of Operations (125 man-years; \$14.1 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; \$46.4 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; \$19.1 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; \$111.1 million)

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

SOUTHCOM – Stability Operations (241 man-years; \$27.1 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; \$70.6 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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FY2025 Requested Levels: 10,979 man-years; \$1,295.1 million [Overseas Operations Costs]

USCENTCOM - Operation Spartan Shield (OSS) (6,553 man-years; \$773.1 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 (2,549 man-years; \$300.8 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 (75 man-years; \$8.8 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) (507 man-years; \$59.7 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) (1,044 man-years; \$123.1 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) (251 man-years; \$29.6 million)

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

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

Activity: Active Military Personnel

Activity Goal: Maintain the correct number of Active Military Personnel to execute National Strategy.

Description of Activity: The Active Military Personnel appropriation provides resources necessary to compensate military personnel required to man approved force structure. Costs include pay, allowances, individual clothing, subsistence, and permanent changes of station.

PERFORMANCE MEASURES:

Section I. Strength

	<u>FY 2023 Actual</u>	<u>FY 2024 Updated</u>	<u>FY 2025 Request</u>
(1) Average Strength			
a. Active Component	455,468	445,542	439,187
b. Reserve Component on Active Duty	<u>32,666</u>	<u>32,241</u>	<u>22,796</u>
Total	488,134	477,783	461,983
(2) End Strength	453,551	443,700	442,300
(3) Authorized End Strength	452,000	445,000	

Narrative:

- Average strength includes Active Component (AC) Soldiers as well as mobilized Reserve Component (RC) Soldiers on active duty supporting Overseas Operations
- End strength displays AC Soldiers only.
- Authorized end strength is based on the National Defense Authorizations Act (NDAA) for FY 2023 and FY 2024

Section II. Recruiting

	<u>FY 2023 Actual</u>	<u>FY 2024 Updated</u>	<u>FY 2025 Request</u>
1. Numeric goals	65,500	55,000	60,700
Actual (projected)	50,181		

Narrative: In FY 2023, the Army is achieved 50,181 accessions. The Army entered FY 2024 with a delayed entry pool (DEP) of 4,500. In FY 2024, the accession mission is 55,000 with a DEP goal of 5,000.

	<u>FY 2023 Actual</u>	<u>FY 2024 Updated</u>	<u>FY 2025 Request</u>
2. Quality goals			
• HSDG percent (Tier I)			
Percent – Standard	> 90.00%	> 90.00%	> 90.00%
Actual	94.60%		
• Test Score Category I-III A			
Percent – Standard	60.00%	> 60.00%	> 60.00%
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 2022, the Army launched the Future Soldier Preparatory Course (FSPC) in Fort Jackson, SC to help young Americans qualify physically and academically for military service. The success of FSPC has helped prospective Soldiers overcome barriers to enlistment and set conditions for a path to successful service. In FY 2024, 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 50th percentile. (Army target is 60%. CAT I-III – scores at or above 50 on the Armed Forces Qualification Test (measure of aptitude). CAT IV – percentages are not shown as the services historically have no difficulty meeting the 4% limitation.)

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 (PCS) Reconciliation Process:** The Army implemented improvements to the PCS program that enable us to identify and account for each PCS order individually. This tracking system enables the Army to better account for execution and more accurately forecast future year moves and expenditures. Additionally, the Army regularly conducts reconciliation reviews to settle aged transactions. This process helps to refine execution data and minimize 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 recruit fails to meet his/her 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.

SECTION 3
SUMMARY TABLES

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	AVERAGE STRENGTH	END STRENGTH 30 SEP 2023 ¹³	AVERAGE STRENGTH	END STRENGTH 30 SEP 2024 ¹³	AVERAGE STRENGTH	END STRENGTH 30 SEP 2025 ¹³
DIRECT BASELINE PROGRAM						
OFFICER	93,684	91,868	92,961	91,565	92,389	91,196
ENLISTED	362,626	356,063	353,093	346,519	344,621	343,001
CADET	4,381	4,510	4,394	4,506	4,383	4,493
TOTAL DIRECT BASELINE PROGRAM	460,691	452,441	450,448	442,590	441,393	438,690
REIMBURSABLE BASELINE PROGRAM ¹¹						
OFFICER	702	702	702	702	1,060	1,060
ENLISTED	408	408	408	408	2,550	2,550
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	1,110	1,110	1,110	1,110	3,610	3,610
BASELINE PROGRAM ¹²						
OFFICER	94,386	92,570	93,663	92,267	93,449	92,256
ENLISTED	363,034	356,471	353,501	346,927	347,171	345,551
CADET	4,381	4,510	4,394	4,506	4,383	4,493
TOTAL BASELINE PROGRAM	461,801	453,551	451,558	443,700	445,003	442,300
OVERSEAS OPERATIONS						
OFFICER	5,607	0	5,990	0	3,443	0
ENLISTED	20,726	0	20,235	0	13,537	0
CADET	0	0	0	0	0	0
TOTAL OVERSEAS OPERATIONS	26,333	0	26,225	0	16,980	0
PROGRAM						
OFFICER	99,993	92,570	99,653	92,267	96,892	92,256
ENLISTED	383,760	356,471	373,736	346,927	360,708	345,551
CADET	4,381	4,510	4,394	4,506	4,383	4,493
TOTAL PROGRAM	488,134	453,551	477,783	443,700	461,983	442,300

¹¹ The FY 2025 Reimbursable request include 2,500 man-years in support of Southwest Border (SWB) protection. The request assumes full reimbursement of the SWB requirement the Department of Homeland Security.

¹² Baseline average strength includes Reserve Component (RC) on Active-Duty Operational Support (ADOS) man-years for Administrative and Operational ADOS supporting base missions.

¹³ End strength is only reported for the Active Component

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.

	FY 2023	FY 2024	FY 2025
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)**

	ACTUAL FY 2023		ESTIMATE FY 2024		ESTIMATE FY 2025	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	15	0	15	0	15	0
LIEUTENANT GENERAL	44	1	43	1	43	1
MAJOR GENERAL	95	3	94	3	94	3
BRIGADIER GENERAL	113	5	112	5	112	5
COLONEL	3,654	93	3,623	93	3,606	98
LIEUTENANT COLONEL	8,695	150	8,516	150	8,570	223
MAJOR	15,967	173	15,534	173	15,153	281
CAPTAIN	26,755	190	27,296	190	27,649	233
1ST LIEUTENANT	12,302	45	13,163	45	12,925	108
2ND LIEUTENANT	9,483	0	7,978	0	7,834	5
SUBTOTAL COMMISSIONED OFFICERS	77,123	660	76,374	660	76,001	957
WARRANT OFFICERS						
WARRANT OFFICER (W-5)	557	1	559	1	546	1
WARRANT OFFICER (W-4)	1,754	16	1,702	16	1,659	31
WARRANT OFFICER (W-3)	3,162	19	3,183	19	3,261	39
WARRANT OFFICER (W-2)	5,909	6	6,218	6	6,420	29
WARRANT OFFICER (W-1)	4,065	0	4,231	0	4,369	3
SUBTOTAL WARRANT OFFICERS	15,447	42	15,893	42	16,255	103
SUBTOTAL OFFICER	92,570	702	92,267	702	92,256	1,060
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,479	19	3,513	19	3,492	27
1ST SERGEANT/MASTER SERGEANT	10,266	30	10,208	30	10,319	75
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,343	121	36,330	121	35,841	577
STAFF SERGEANT	58,119	86	58,938	86	56,985	528
SERGEANT	68,326	100	69,629	100	67,394	830
CORPORAL/SPECIALIST	103,848	50	94,230	50	92,760	404
PRIVATE FIRST CLASS	44,068	2	35,271	2	33,431	97
PRIVATE E2	20,287	0	20,243	0	24,176	10
PRIVATE E1	11,735	0	18,565	0	21,153	2
SUBTOTAL ENLISTED PERSONNEL	356,471	408	346,927	408	345,551	2,550
CADET	4,510	0	4,506	0	4,493	0
TOTAL END STRENGTH	453,551	1,110	443,700	1,110	442,300	3,610

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

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED	30 SEP	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	15	0	14	0	14	0
LIEUTENANT GENERAL	44	1	43	1	43	1
MAJOR GENERAL	125	3	111	3	108	3
BRIGADIER GENERAL	154	5	142	5	132	5
COLONEL	3,991	93	4,027	93	3,814	98
LIEUTENANT COLONEL	9,446	150	9,451	150	9,641	223
MAJOR	17,590	173	17,502	173	16,450	281
CAPTAIN	28,832	190	28,886	190	28,072	233
1ST LIEUTENANT	14,957	45	14,784	45	13,997	108
2ND LIEUTENANT	8,319	0	7,944	0	7,711	5
SUBTOTAL COMMISSIONED OFFICERS	83,473	660	82,904	660	79,982	957
WARRANT OFFICERS						
WARRANT OFFICER (W-5)	596	1	588	1	576	1
WARRANT OFFICER (W-4)	1,956	16	1,942	16	1,829	31
WARRANT OFFICER (W-3)	3,532	19	3,518	19	3,511	39
WARRANT OFFICER (W-2)	6,364	6	6,494	6	6,634	29
WARRANT OFFICER (W-1)	4,072	0	4,207	0	4,360	3
SUBTOTAL WARRANT OFFICERS	16,520	42	16,749	42	16,910	103
SUBTOTAL OFFICER	99,993	702	99,653	702	96,892	1,060
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,826	19	3,783	19	3,664	27
1ST SERGEANT/MASTER SERGEANT	11,971	30	11,667	30	11,439	75
PLATOON SERGEANT/SERGEANT 1ST CLASS	39,254	121	38,598	121	38,406	577
STAFF SERGEANT	63,318	86	62,374	86	61,041	528
SERGEANT	77,350	100	75,760	100	73,467	830
CORPORAL/SPECIALIST	113,211	50	107,492	50	97,402	404
PRIVATE FIRST CLASS	44,110	2	41,978	2	33,933	97
PRIVATE E2	19,230	0	19,115	0	23,541	10
PRIVATE E1	11,490	0	12,969	0	17,815	2
SUBTOTAL ENLISTED PERSONNEL	383,760	408	373,736	408	360,708	2,550
CADET	4,381	0	4,394	0	4,383	0
TOTAL AVERAGE STRENGTH	488,134	1,110	477,783	1,110	461,983	3,610

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: 32,666 in FY 2023, 32,241 in FY 2024 and 22,796 in FY2025.

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

Monthly End Strengths ¹	FY 2023				FY 2024				FY 2025			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	93,661	367,585	4,379	465,625	92,570	356,471	4,510	453,551	92,267	346,927	4,506	443,700
October	93,278	365,440	4,365	463,083	92,384	355,446	4,501	452,331	92,156	345,981	4,492	442,628
November	93,049	363,319	4,355	460,723	92,184	354,208	4,493	450,885	92,003	345,175	4,483	441,661
December	92,622	358,864	4,329	455,815	91,741	349,872	4,463	446,077	91,653	340,766	4,453	436,872
January	92,366	360,322	4,333	457,021	91,880	350,744	4,455	447,079	91,638	342,558	4,445	438,641
February	92,090	359,024	4,315	455,429	92,056	349,613	4,442	446,111	91,602	342,267	4,431	438,300
March	91,969	356,578	4,293	452,840	91,979	347,512	4,415	443,906	91,484	341,019	4,402	436,904
April	92,212	355,480	4,289	451,981	91,796	345,446	4,402	441,645	91,311	339,421	4,389	435,122
May	93,670	354,212	3,357	451,239	92,480	344,786	3,410	440,676	92,534	339,730	3,397	435,661
June	93,474	353,729	4,575	451,778	92,535	344,509	4,566	441,610	92,954	340,962	4,557	438,473
July	93,109	354,979	4,544	452,632	93,036	345,960	4,549	443,545	92,810	343,552	4,537	440,898
August	92,776	355,368	4,530	452,674	92,695	346,858	4,523	444,076	92,503	345,054	4,510	442,068
September	92,570	356,471	4,510	453,551	92,267	346,927	4,506	443,700	92,256	345,551	4,493	442,300

SUMMARY OF AVERAGE STRENGTH

	FY 2023				FY 2024				FY 2025			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
BASE Active Component (AC)	92,808	358,279	4,381	455,468	92,261	348,887	4,394	445,542	92,075	342,729	4,383	439,187
BASE Active Duty for Operational Support (RC)												
Administrative and Operational	816	620	-	1,436	382	317	-	699	383	317	-	700
12304B Contingency	364	1,757	-	2,121	633	1,984	-	2,617	633	1,983	-	2,616
Southwest Border Support	398	2,378	-	2,776	387	2,313	-	2,700	358	2,142	-	2,500
Total	1,578	4,755	-	6,333	1,402	4,614	-	6,016	1,374	4,442	-	5,816
BASE Total - Average Strength	94,386	363,034	4,381	461,801	93,663	353,501	4,394	451,558	93,449	347,171	4,383	445,003
Overseas Operations	5,607	20,726	-	26,333	5,990	20,235	-	26,225	3,443	13,537	-	16,980
Total Average Strength	99,993	383,760	4,381	488,134	99,653	373,736	4,394	477,783	96,892	360,708	4,383	461,983

Pay and Allowances ² ADOS and RC Mobilization (\$M)

	FY 2023				FY 2024				FY 2025			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative and Operational	\$133.3	\$53.2	\$0.0	\$186.5	\$63.5	\$27.7	\$0.0	\$91.2	\$67.1	\$29.3	\$0.0	\$96.4
12304B Contingency	\$59.1	\$150.1	\$0.0	\$209.2	\$105.0	\$173.2	\$0.0	\$278.2	\$111.1	\$183.1	\$0.0	\$294.2
Southwest Border Support	\$63.4	\$199.1	\$0.0	\$262.4	\$69.9	\$206.3	\$0.0	\$276.2	\$70.3	\$213.7	\$0.0	\$284.0
Overseas Operations	\$852.5	\$1,779.1	\$0.0	\$2,631.7	\$902.2	\$1,726.9	\$0.0	\$2,629.1	\$700.2	\$1,202.7	\$0.0	\$1,902.9
Total ADOS/RC Mobilization	\$1,108.3	\$2,181.5	\$0.0	\$3,289.8	\$1,140.6	\$2,134.1	\$0.0	\$3,274.7	\$948.7	\$1,628.8	\$0.0	\$2,577.5

¹ Monthly end strengths (ES) only include Active Component Soldiers. The FY 2023 monthly ES reflect actuals through September 2023. FY 2024 and FY 2025 reflect projections as of October 2023.

² Includes dollars for basic pay, retired pay accrual, FICA, basic allowance for housing, and basic allowance for subsistence

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

OFFICER	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Beginning Strength	93,661	92,570	92,267
Gains:			
Service Academies	927	1,007	1,000
ROTC	2,294	3,100	3,100
Officer Candidate School	635	630	630
Warrant Officer Programs	1,173	1,812	1,811
Other Gains (Medical & JAG)	1,600	1,517	1,640
Total Officer Gains	6,629	8,066	8,181
Losses:			
Expiration of Contract	7,650	8,288	8,112
15 Year Retirement	0	0	0
Involuntary Separation of Regular	70	81	80
Total Officer Losses	7,720	8,369	8,192
End Strength	92,570	92,267	92,256

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

ENLISTED	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Beginning Strength	367,585	356,471	346,927
Gains:			
Males (NPS)	37,898	38,148	45,450
Females (NPS)	7,283	7,680	8,000
Prior Service Enlistments	5,000	5,000	5,000
Reenlistment (IMM)	51,110	50,976	47,639
Returned to Military Control	219	185	180
Other Gains	14	0	0
Total Enlisted Gains	101,524	101,989	106,269
Losses:			
Estimated Termination of Service	25,287	24,404	20,864
To Commissioned Officer and Warrant Officer	1,808	2,442	2,441
Reenlistment	51,110	50,976	47,639
Retirement	5,671	5,118	4,816
15 Year Retirement	0	0	0
Dropped from Rolls	273	242	237
Attrition Adverse Causes	11,404	11,430	11,820
Other Attrition	17,085	16,921	19,828
Total Enlisted Losses	112,638	111,533	107,645
End Strength	356,471	346,927	345,551

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

CADET	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Beginning Strength	4,379	4,510	4,506
Entering Cadets	1,222	1,169	1,168
Losses:			
Attrition	110	193	201
Graduates	981	980	980
	<hr/>	<hr/>	<hr/>
Total Cadet Losses	1,091	1,173	1,181
End Strength	4,510	4,506	4,493

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay									
Basic Pay	8,778,607	15,517,452	24,296,059	9,116,535	15,997,931	25,114,466	9,262,233	16,139,943	25,402,176
2. Retired Pay Accrual									
Retired Pay Accrual	3,146,757	5,578,113	8,724,870	2,649,973	4,719,014	7,368,987	2,436,679	4,246,221	6,682,900
3. Thrift Savings Plan (TSP) Matching									
Thrift Savings Plan (TSP) Matching	97,023	214,147	311,170	101,942	265,615	367,557	141,799	280,621	422,420
4. Basic Allowance for Housing									
With Dependents - Domestic	1,798,931	4,357,816	6,156,747	1,914,204	4,508,817	6,423,021	1,929,408	4,531,731	6,461,139
Without Dependents - Domestic	679,891	989,041	1,668,932	716,804	1,022,594	1,739,398	732,304	1,023,385	1,755,689
Partial Allowance for Bachelors - Domestic	255	10,928	11,183	266	11,206	11,472	273	11,321	11,594
BAH Differential - Domestic	115	2,166	2,281	121	2,232	2,353	125	2,281	2,406
With Dependents - Overseas	104,541	123,030	227,571	107,536	123,178	230,714	109,026	122,167	231,193
Without Dependents - Overseas	60,432	55,738	116,170	61,895	55,769	117,664	63,202	55,317	118,519
TOTAL BASIC ALLOWANCE FOR HOUSING	2,644,165	5,538,719	8,182,884	2,800,826	5,723,796	8,524,622	2,834,338	5,746,202	8,580,540
5. Subsistence									
Basic Allowance for Subsistence	363,174	0	363,174	377,472	0	377,472	377,950	0	377,950
When Authorized to Mess Separately	0	1,936,903	1,936,903	0	1,945,583	1,945,583	0	1,916,459	1,916,459
Less Collections	0	(395,490)	(395,490)	0	(422,375)	(422,375)	0	(421,219)	(421,219)
Subsistence in Kind									
Subsistence in Messes	0	547,138	547,138	0	526,324	526,324	0	552,126	552,126
Operational Rations	0	258,176	258,176	0	299,042	299,042	0	313,639	313,639
Augmentation Rations/Other Programs	0	2,311	2,311	0	2,316	2,316	0	2,320	2,320
SUBTOTAL SUBSISTENCE IN KIND	0	807,625	807,625	0	827,682	827,682	0	868,085	868,085
TOTAL SUBSISTENCE	363,174	2,349,038	2,712,212	377,472	2,350,890	2,728,362	377,950	2,363,325	2,741,275
6. Incentive Pay, Hazardous Duty and Aviation Career									
Flying Duty	77,258	8,843	86,101	76,103	8,988	85,091	74,659	8,471	83,130
Parachute Jumping	12,689	64,105	76,794	12,880	63,766	76,646	12,811	62,589	75,400
Experimental Stress	1,000	259	1,259	1,027	258	1,285	1,025	253	1,278
Demolition Duty	2,067	12,050	14,117	2,094	11,986	14,080	2,082	11,752	13,834
Chemical Munitions	3,319	96	3,415	3,408	96	3,504	3,401	94	3,495
Toxic Pesticides	0	2	2	0	2	2	0	2	2
Toxic Fuel/Waste	0	16	16	0	16	16	0	15	15
TOTAL INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER	96,333	85,371	181,704	95,512	85,112	180,624	93,978	83,176	177,154

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays									
Special Pay									
Medical Pay	208,746	0	208,746	227,283	0	227,283	231,627	0	231,627
Dental Pay	38,139	0	38,139	41,526	0	41,526	42,319	0	42,319
Nurse Pay	27,601	0	27,601	30,051	0	30,051	30,623	0	30,623
Optometrists Pay	1,184	0	1,184	1,289	0	1,289	1,313	0	1,313
Veterinarians Pay	4,076	0	4,076	4,438	0	4,438	4,523	0	4,523
Diplomate Pay for Psychologists	8,338	0	8,338	9,078	0	9,078	9,251	0	9,251
Assignment Incentive Pay	11,357	36,915	48,272	11,264	43,486	54,750	11,246	42,723	53,969
Personal Money Allowances for General/Flag Officer	60	0	60	54	0	54	54	0	54
Pharmacy Pay	3,814	0	3,814	4,153	0	4,153	4,232	0	4,232
Physician Assistant	17,687	0	17,687	19,259	0	19,259	19,626	0	19,626
Social Work	2,785	0	2,785	3,032	0	3,032	3,090	0	3,090
Diving Duty Pay	354	1,395	1,749	351	1,568	1,919	351	1,541	1,892
Board Certified Pay Non-Physician Health Care	2,271	0	2,271	2,473	0	2,473	2,520	0	2,520
Hostile Fire Pay	2,976	16,138	19,114	2,580	12,144	14,724	2,898	14,248	17,146
Sea Duty Pay	246	447	693	244	464	708	243	494	737
Hardship Duty Pay	8,918	38,782	47,700	8,304	39,734	48,038	7,597	38,070	45,667
Foreign Language Proficiency Pay	13,286	31,601	44,887	13,169	35,850	49,019	13,120	35,118	48,238
Judge Advocate Continuation Pay	5,954	0	5,954	5,909	0	5,909	5,897	0	5,897
Other Special Pay	0	2	2	0	2	2	0	2	2
Continuation Pay	18,772	17,177	35,949	20,163	21,485	41,648	26,021	22,489	48,510
SUBTOTAL SPECIAL PAY	376,564	142,457	519,021	404,620	154,733	559,353	416,551	154,685	571,236
Special Duty Assignment Pay (SDAP)	0	109,104	109,104	0	112,430	112,430	0	110,517	110,517
Reenlistment Bonus	0	477,794	477,794	0	510,703	510,703	0	389,716	389,716
Enlistment Bonus									
New Payments	0	183,361	183,361	0	241,624	241,624	0	161,500	161,500
Anniversary	0	136,738	136,738	0	166,837	166,837	0	205,081	205,081
SUBTOTAL ENLISTMENT BONUS	0	320,099	320,099	0	408,461	408,461	0	366,581	366,581
Officer Bonus - Other than Medical	4,250	0	4,250	4,025	0	4,025	4,025	0	4,025
Loan Repayment Program	0	8,966	8,966	0	11,200	11,200	0	11,200	11,200
Aid and Attendance for Catastrophically Injured	0	4,471	4,471	0	4,612	4,612	0	4,531	4,531
TOTAL SPECIAL PAYS	380,814	1,062,891	1,443,705	408,645	1,202,139	1,610,784	420,576	1,037,230	1,457,806

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
8. Allowance									
Overseas Station Allowances									
Cost of Living	126,867	291,473	418,340	124,491	282,729	407,220	126,391	278,284	404,675
Temporary Lodging	24,710	28,256	52,966	25,804	28,905	54,709	26,957	29,722	56,679
SUBTOTAL OVERSEAS STATION ALLOWANCES	151,577	319,729	471,306	150,295	311,634	461,929	153,348	308,006	461,354
Clothing Allowances									
Initial Issue	0	145,063	145,063	0	146,355	146,355	0	164,512	164,512
Initial Military Allowance	3,895	0	3,895	3,226	0	3,226	3,272	0	3,272
Additional Military Allowance	336	0	336	831	0	831	619	0	619
Maintenance Allowances	0	109,902	109,902	0	106,819	106,819	0	106,666	106,666
Civilian Clothing Allowance	305	0	305	311	0	311	317	0	317
Supplementary Allowances	0	7,897	7,897	0	7,897	7,897	0	7,897	7,897
Other Allowances	0	5,622	5,622	0	5,622	5,622	0	5,622	5,622
SUBTOTAL CLOTHING ALLOWANCES	4,536	268,484	273,020	4,368	266,693	271,061	4,208	284,697	288,905
Family Separation Allowances									
FSA - Restricted	3,578	12,735	16,313	5,332	13,250	18,582	5,321	13,018	18,339
FSA - Temporary	15,801	58,802	74,603	19,400	60,840	80,240	15,806	65,051	80,857
SUBTOTAL FAMILY SEPARATION ALLOWANCES	19,379	71,537	90,916	24,732	74,090	98,822	21,127	78,069	99,196
Basic Needs Allowance Payments	0	0	0	0	5,126	5,126	1,878	131,147	133,025
CONUS, Cost-of-Living Allowance	5,650	8,641	14,291	7,144	9,483	16,627	5,567	7,367	12,934
TOTAL ALLOWANCE	181,142	668,391	849,533	186,539	667,026	853,565	186,128	809,286	995,414
9. Separation Pay									
Lump Sum Terminal Leave Payments	44,130	156,111	200,241	53,631	162,422	216,053	53,754	167,218	220,972
Severance Pay, Disability	13,360	139,456	152,816	15,955	142,189	158,144	16,219	146,574	162,793
Separation Pay - Involuntary Half Pay (5%)	0	12,659	12,659	0	13,184	13,184	0	13,638	13,638
Separation Pay - Involuntary Full Pay (10%)	7,408	5,379	12,787	8,659	6,857	15,516	8,956	7,092	16,048
Voluntary Separation Incentive (VSI)	4,395	1,158	5,553	4,538	945	5,483	2,686	714	3,400
TOTAL SEPARATION PAY	69,293	314,763	384,056	82,783	325,597	408,380	81,615	335,236	416,851

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
10. Social Security Tax Payments									
Social Security Tax Employer Contribution	669,558	1,183,277	1,852,835	696,658	1,223,842	1,920,500	707,778	1,234,706	1,942,484
11. Permanent Change of Station Travel									
Accession Travel	23,598	115,797	139,395	19,198	113,867	133,065	20,798	136,835	157,633
Training Travel	152,960	35,152	188,112	171,063	36,703	207,766	172,017	36,804	208,821
Operational Travel	210,759	389,731	600,490	278,177	409,659	687,836	280,328	410,291	690,619
Rotational Travel To/From Overseas	219,087	416,615	635,702	265,882	432,001	697,883	268,946	427,854	696,800
Separation Travel	85,735	207,853	293,588	67,990	169,846	237,836	70,906	163,045	233,951
Organized Unit Travel	804	1,526	2,330	143	256	399	155	269	424
Non-Temporary Storage	7,633	6,672	14,305	7,659	5,731	13,390	7,368	5,541	12,909
Temporary Lodging Expense	53,926	76,798	130,724	59,035	73,862	132,897	56,394	70,895	127,289
TOTAL PERMANENT CHANGE OF STATION TRAVEL	754,502	1,250,144	2,004,646	869,147	1,241,925	2,111,072	876,912	1,251,534	2,128,446
12. Other Military Personnel Costs									
Apprehension Deserters, Absentees, Escaped Prisoners	0	130	130	0	108	108	0	108	108
Interest on Uniformed Services Savings Deposits	1,077	1,281	2,358	965	1,164	2,129	942	1,242	2,184
Death Gratuities	8,571	34,629	43,200	6,600	37,500	44,100	6,600	37,500	44,100
Unemployment Compensation Benefits	0	54,449	54,449	0	56,200	56,200	0	58,540	58,540
Adoption Expenses	229	297	526	234	297	531	239	298	537
Partial Dislocation Allowance	228	670	898	238	686	924	248	705	953
Mass Transit Subsidy	1,752	3,176	4,928	1,993	3,400	5,393	3,041	4,629	7,670
ROTC	76,956	0	76,956	104,684	0	104,684	105,500	0	105,500
JROTC	31,210	0	31,210	24,660	0	24,660	34,660	0	34,660
SGLI Extra Hazard Payments	887	2,779	3,666	748	2,381	3,129	710	2,412	3,122
SGLI Traumatic Injury Payments	100	400	500	100	300	400	100	300	400
TOTAL OTHER MILITARY PERSONNEL COSTS	121,010	97,811	218,821	140,222	102,036	242,258	152,040	105,734	257,774
13. Cadet									
Academy Cadets	102,457	0	102,457	108,442	0	108,442	112,681	0	112,681
SUBTOTAL MILITARY PERSONNEL APPROPRIATION	17,404,835	33,860,117	51,264,952	17,634,696	33,904,923	51,539,619	17,684,707	33,633,214	51,317,921

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
14. Less Reimbursables									
Basic Pay	(153,658)	(39,219)	(192,877)	(152,997)	(35,684)	(188,681)	(204,001)	(168,287)	(372,288)
Retired Pay Accrual	(53,934)	(13,799)	(67,733)	(45,900)	(10,705)	(56,605)	(50,910)	(39,001)	(89,911)
Basic Allowance for Housing	(37,519)	(10,896)	(48,415)	(33,627)	(9,349)	(42,976)	(53,434)	(62,227)	(115,661)
Basic Allowance for Subsistence	(6,174)	(9,826)	(16,000)	(5,871)	(3,300)	(9,171)	(7,552)	(16,931)	(24,483)
Incentive Pay for Hazardous Duty	(1,865)	(726)	(2,591)	(1,774)	(248)	(2,022)	(1,858)	(360)	(2,218)
Social Security Tax Employer Contribution	(11,755)	(2,905)	(14,660)	(11,704)	(2,730)	(14,434)	(15,605)	(12,875)	(28,480)
	0	0	0	0	0	0	(806)	(4,177)	(4,983)
TOTAL LESS REIMBURSABLES	(264,905)	(77,371)	(342,276)	(251,873)	(62,016)	(313,889)	(334,166)	(303,858)	(638,024)
TOTAL DIRECT PROGRAM	17,139,930	33,782,746	50,922,676	17,382,823	33,842,907	51,225,730	17,350,541	33,329,356	50,679,897

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

	FY 2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2024 REVISED
PAY AND ALLOWANCES OF OFFICERS							
BASIC PAY	9,125,119	0	9,125,119	-8,584	9,116,535	0	9,116,535
RETIRED PAY ACCRUAL	2,689,228	0	2,689,228	-39,255	2,649,973	0	2,649,973
INCENTIVE PAY FOR HAZARDOUS DUTY	99,364	0	99,364	-3,852	95,512	0	95,512
SPECIAL PAY	372,166	0	372,166	0	372,166	32,454	404,620
OFFICER BONUS - OTHER THAN MEDICAL	8,000	0	8,000	-3,975	4,025	0	4,025
BASIC ALLOWANCE FOR HOUSING	2,736,833	0	2,736,833	17,481	2,754,314	46,512	2,800,826
BASIC ALLOWANCE FOR SUBSISTENCE	381,692	0	381,692	-4,220	377,472	0	377,472
BASIC NEEDS ALLOWANCE PAYMENTS	185	0	185	-185	0	0	0
OVERSEAS STATION ALLOWANCES	124,128	0	124,128	26,167	150,295	0	150,295
CLOTHING ALLOWANCES	5,575	0	5,575	-1,207	4,368	0	4,368
FAMILY SEPARATION ALLOWANCES	18,853	0	18,853	5,879	24,732	0	24,732
SEPARATION PAYMENTS	73,610	0	73,610	9,173	82,783	0	82,783
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	695,596	0	695,596	1,062	696,658	0	696,658
CONUS COST OF LIVING ALLOWANCE	6,636	0	6,636	508	7,144	0	7,144
OFFICER-TSP MATCHING	100,934	0	100,934	1,008	101,942	0	101,942
TOTAL OBLIGATIONS	16,437,919	0	16,437,919	0	16,437,919	78,966	16,516,885
LESS REIMBURSABLES	251,873	0	251,873	0	251,873	0	251,873
TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS	16,186,046	0	16,186,046	0	16,186,046	78,966	16,265,012

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

	FY 2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2024 REVISED
PAY AND ALLOWANCES OF ENLISTED							
BASIC PAY	15,838,264	0	15,838,264	0	15,838,264	159,667	15,997,931
RETIRED PAY ACCRUAL	4,679,458	0	4,679,458	0	4,679,458	39,556	4,719,014
INCENTIVE PAY FOR HAZARDOUS DUTY	83,975	0	83,975	1,137	85,112	0	85,112
SPECIAL PAY	136,040	0	136,040	18,693	154,733	0	154,733
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	110,441	0	110,441	1,989	112,430	0	112,430
REENLISTMENT BONUS	425,703	0	425,703	29,637	455,340	55,363	510,703
ENLISTMENT BONUS	438,098	0	438,098	-29,637	408,461	0	408,461
BASIC ALLOWANCE FOR HOUSING	5,544,896	0	5,544,896	0	5,544,896	178,900	5,723,796
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	1,841	0	1,841	2,771	4,612	0	4,612
LOAN REPAYMENT PROGRAM	8,607	0	8,607	2,593	11,200	0	11,200
BASIC NEEDS ALLOWANCE PAYMENTS	4,941	0	4,941	185	5,126	0	5,126
OVERSEAS STATION ALLOWANCES	274,854	0	274,854	21,474	296,328	15,306	311,634
CLOTHING ALLOWANCES	282,321	0	282,321	-15,628	266,693	0	266,693
FAMILY SEPARATION ALLOWANCES	75,086	0	75,086	-996	74,090	0	74,090
SEPARATION PAYMENTS	314,443	0	314,443	0	314,443	11,154	325,597
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	1,211,627	0	1,211,627	0	1,211,627	12,215	1,223,842
CONUS COST OF LIVING ALLOWANCE	11,307	0	11,307	-1,824	9,483	0	9,483
ENLISTED-TSP MATCHING	296,009	0	296,009	-30,394	265,615	0	265,615
TOTAL OBLIGATIONS	29,737,911	0	29,737,911	0	29,737,911	472,161	30,210,072
LESS REIMBURSABLES	58,716	0	58,716	0	58,716	0	58,716
TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS	29,679,195	0	29,679,195	0	29,679,195	472,161	30,151,356
PAY AND ALLOWANCES OF CADETS							
ACADEMY CADETS	107,478	0	107,478	0	107,478	964	108,442
TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS	107,478	0	107,478	0	107,478	964	108,442

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

	FY 2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2024 REVISED
SUBSISTENCE OF ENLISTED PERSONNEL							
BASIC ALLOWANCE FOR SUBSISTENCE	1,542,267	0	1,542,267	-19,059	1,523,208	0	1,523,208
SUBSISTENCE IN KIND	790,328	0	790,328	19,059	809,387	18,295	827,682
TOTAL OBLIGATIONS	2,332,595	0	2,332,595	0	2,332,595	18,295	2,350,890
LESS REIMBURSABLES	3,300	0	3,300	0	3,300	0	3,300
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS	2,329,295	0	2,329,295	0	2,329,295	18,295	2,347,590
PERMANENT CHANGE OF STATION TRAVEL							
ACCESSION TRAVEL	131,529	0	131,529	0	131,529	1,536	133,065
TRAINING TRAVEL	167,460	0	167,460	0	167,460	40,306	207,766
OPERATIONAL TRAVEL	441,015	0	441,015	33,482	474,497	213,339	687,836
ROTATIONAL TRAVEL TO/FROM OVERSEAS	678,526	0	678,526	0	678,526	19,357	697,883
SEPARATION TRAVEL	231,136	0	231,136	0	231,136	6,700	237,836
ORGANIZED UNIT TRAVEL	5,181	0	5,181	-4,782	399	0	399
NON-TEMPORARY STORAGE	14,740	0	14,740	-1,350	13,390	0	13,390
TEMPORARY LODGING EXPENSE	160,247	0	160,247	-27,350	132,897	0	132,897
TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS	1,829,834	0	1,829,834	0	1,829,834	281,238	2,111,072

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

	FY 2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPN	INTERNAL REALIGN/ REPROGRAM	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2024 REVISED ¹
OTHER MILITARY PERSONNEL COSTS							
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	86	0	86	22	108	0	108
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	1,977	0	1,977	152	2,129	0	2,129
DEATH GRATUITIES	34,400	0	34,400	0	34,400	9,700	44,100
UNEMPLOYMENT COMPENSATION BENEFITS	57,231	0	57,231	-1,031	56,200	0	56,200
ADOPTION EXPENSES	231	0	231	300	531	0	531
PARTIAL DISLOCATION ALLOWANCE	300	0	300	624	924	0	924
MASS TRANSIT SUBSIDY	4,631	0	4,631	262	4,893	500	5,393
ROTC	104,684	0	104,684	0	104,684	0	104,684
JROTC	24,660	0	24,660	0	24,660	0	24,660
SGLI EXTRA HAZARD PAYMENTS	3,358	0	3,358	-229	3,129	0	3,129
SGLI TRAUMATIC INJURY PAYMENTS	500	0	500	-100	400	0	400
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	232,058	0	232,058	0	232,058	10,200	242,258
TOTAL DIRECT OBLIGATIONS	50,363,906	0	50,363,906	0	50,363,906	861,824	51,225,730
FY 2024 DIRECT PROGRAM CR ADJUSTMENT²	50,363,906	-855,626	49,508,280	0	49,508,280	1,717,450	51,225,730

¹ Overseas Operations Costs (OOC) are those financed with former Overseas Contingency Operations (OCO) funding. FY 2024 includes a \$ 3,005,403 thousand OOC budget estimate.

² A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes funding under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law 118-22). The "Appropriation" column on this exhibit reflects the annualized level provided by the continuing resolution and the "FY 2024 Revised" column on this exhibit represents the latest service estimate of projected requirements.

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
FY2024 Direct Program	16,265,012	30,151,356	108,442	2,347,590	2,111,072	242,258	51,225,730
Increases Pricing:							
Basic Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	112,195	196,772	917	0	0	0	309,884
Basic Pay increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	291,274	510,850	2,380	0	0	0	804,504
Retired Pay Accrual increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	32,323	59,294	0	0	0	0	91,617
Retired Pay Accrual increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	83,916	153,938	0	0	0	0	237,854
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 4.5% housing inflation rates, effective 1 January 2024	28,071	59,764	0	0	0	0	87,835
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2025	72,988	155,385	0	0	0	0	228,373
Basic Allowance for Housing increase due to foreign currency exchange rates	6,003	4,458	0	0	0	0	10,461
Basic Allowance for Subsistence increase due to the annualization of the 1.7% subsistence inflation rate, effective 1 January 2024	1,562	0	137	24,112	0	0	25,811
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2025	9,374	0	825	45,634	0	0	55,833
Overseas Station Allowance - COLA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	1,750	1,360	0	0	0	0	3,110
Overseas Station Allowance - COLA increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	5,249	4,078	0	0	0	0	9,327
Clothing increase due to rate changes	7	5,837	0	0	0	0	5,844
Separation Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	872	3,727	0	0	0	0	4,599
Separation Pay increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	2,617	11,181	0	0	0	0	13,798
CONUS COLA increase due to pay raise	249	357	0	0	0	0	606
FICA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	8,460	15,053	69	0	0	0	23,582
FICA increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	21,962	39,080	179	0	0	0	61,221
Subsistence in Messes increase due to manufacturer price inflation in support of the Kiosk requirement	0	0	0	12,973	0	0	12,973
Subsistence in Messes increase due to manufacturer price inflation	0	0	0	8,878	0	0	8,878
Operational Rations increase due to manufacturer price inflation	0	0	0	4,870	0	0	4,870
Unitized Group Rations-Heat and Serve increase due to number of personnel estimated to receive benefit	0	0	0	903	0	0	903
Unitized Group Rations (A) increase due to manufacturer price inflation	0	0	0	836	0	0	836
Other Rations increase due to annual eligibility cost	0	0	0	144	0	0	144
Accession travel increase due to change in projected execution rates	0	0	0	0	7,246	0	7,246
Training travel increase due to change in projected execution rates	0	0	0	0	12,000	0	12,000
Operational travel increase due to change in projected execution rates	0	0	0	0	38,528	0	38,528
Rotational travel increase due to change in projected execution rates	0	0	0	0	34,711	0	34,711

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
Separation travel increase due to change in projected execution rates	0	0	0	0	11,683	0	11,683
Unit travel increase due to change in projected execution rates	0	0	0	0	25	0	25
Interest on Uniformed Services Savings Deposits increase due to rate change	0	0	0	0	0	98	98
Unemployment Benefits increase due to annualized basic pay inflation	0	0	0	0	0	2,614	2,614
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	0	0	0	0	0	11	11
Partial Dislocation Allowance increase due to annualized basic pay inflation	0	0	0	0	0	42	42
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	0	0	0	0	0	198	198
Mass Transit Subsidy increase due to change in inflation rate	0	0	0	0	0	187	187
Total Increases Pricing	678,872	1,221,134	4,507	98,350	104,193	3,150	2,110,206
Increases Program:							
TSP Matching increase due to changes in the number of Soldiers expected to receive pay	39,857	15,006	0	0	0	0	54,863
Special Pay increase due to changes in the number of Soldiers expected to receive pay	6,073	0	0	0	0	0	6,073
Continuation Pay increase due to changes in the number of Soldiers expected to receive pay	5,858	1,004	0	0	0	0	6,862
Basic Needs Allowance increases in the numbers of Soldiers expected to receive pay	1,878	0	0	0	0	0	1,878
Enlistment Bonus increase due to changes in the number of Soldiers expected to receive pay	0	2,222	0	0	0	0	2,222
Clothing increase due to changes in the number of Soldiers expected to receive allowance	0	12,167	0	0	0	0	12,167
Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	0	3,978	0	0	0	0	3,978
Basic Needs Allowance increase due to changes in number of Soldiers expected to receive pay	0	126,021	0	0	0	0	126,021
Subsistence in Messes increase due to the number of personnel estimated to receive benefit in support of the Kiosk requirement	0	0	0	12,027	0	0	12,027
Accession travel increase due to change in number of moves	0	0	0	0	18,190	0	18,190
ROTC increase due to change in number of program participants	0	0	0	0	0	618	618
JROTC increase due to change in number of program participants	0	0	0	0	0	10,000	10,000
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	0	0	0	0	0	2,090	2,090
Total Increases Program	53,666	160,398	0	12,027	18,190	12,708	256,989
Total Increases	732,538	1,381,532	4,507	110,377	122,383	15,858	2,367,195
Decreases Pricing:							
Retired Pay Accrual decrease due to changes in the Normal Cost Percentage rate	(254,605)	(519,183)	0	0	0	0	(773,788)
Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	(3,547)	(8,555)	0	0	0	0	(12,102)
Enlistment Bonus decrease due to rate changes	0	(44,102)	0	0	0	0	(44,102)
Total Decreases Pricing	(258,152)	(571,840)	0	0	0	0	(829,992)

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
Decreases Program:							
Basic Pay decrease due to man-year reduction	(252,584)	(557,669)	(175)	0	0	0	(810,428)
Basic Pay decrease due to shifts in grade structure	(5,187)	(7,940)	0	0	0	0	(13,127)
Retired Pay Accrual decrease due to man-year reduction	(73,421)	(164,499)	0	0	0	0	(237,920)
Retired Pay Accrual decrease due to shifts in grade structure	(1,508)	(2,342)	0	0	0	0	(3,850)
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,534)	(1,936)	0	0	0	0	(3,470)
Basic Allowance for Housing decrease due to man-year reduction	(71,996)	(194,877)	0	0	0	0	(266,873)
Basic Allowance for Housing decrease due to shifts in grade structure	(1,556)	(2,324)	0	0	0	0	(3,880)
Basic Allowance for Subsistence decrease due to man-year reduction	(10,458)	0	(80)	(97,713)	0	0	(108,251)
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(399)	(512)	0	0	0	0	(911)
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	0	(1,052)	0	0	0	0	(1,052)
Clothing decrease due to changes in the of Soldiers expected to receive allowance	(167)	0	0	0	0	0	(167)
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(3,603)	0	0	0	0	0	(3,603)
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	0	(1,913)	0	0	0	0	(1,913)
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(4,658)	(5,268)	0	0	0	0	(9,926)
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(1,825)	(2,474)	0	0	0	0	(4,299)
FICA decrease due to man-year reduction	(18,913)	(42,662)	(13)	0	0	0	(61,588)
FICA decrease due to shifts in grade structure	(388)	(607)	0	0	0	0	(995)
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	0	(120,987)	0	0	0	0	(120,987)
Decrease in direct resources due to an increase in reimbursable requirements	(82,293)	(228,211)	0	(13,631)	0	0	(324,135)
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	0	(81)	0	0	0	0	(81)
Operational Rations decrease due to number of personnel estimated to receive benefit	0	0	0	(164)	0	0	(164)
Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit	0	0	0	(31)	0	0	(31)
Other Rations decrease due to number of personnel estimated to receive benefit	0	0	0	(5)	0	0	(5)
Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit	0	0	0	(29)	0	0	(29)
Training travel decrease due to change in number of moves	0	0	0	0	(11,811)	0	(11,811)
Operational travel decrease due to change in number of moves	0	0	0	0	(39,038)	0	(39,038)
Rotational travel decrease due to change in number of moves	0	0	0	0	(38,602)	0	(38,602)
Separation travel decrease due to change in number of moves	0	0	0	0	(15,558)	0	(15,558)
Interest on Uniformed Services Savings Deposits change due to decrease program utilization	0	0	0	0	0	(43)	(43)

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
Unemployment Benefits decrease due to fewer projected number of active duty separations	0	0	0	0	0	(274)	(274)
Adoption Expenses decrease due to program utilization	0	0	0	0	0	(5)	(5)
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	0	0	0	0	0	(13)	(13)
SGLI Extra Hazard Payments decrease due to decreased takers	0	0	0	0	0	(7)	(7)
Total Decreases Program	(530,490)	(1,335,354)	(268)	(111,573)	(105,009)	(342)	(2,083,036)
Total Decreases	(788,642)	(1,907,194)	(268)	(111,573)	(105,009)	(342)	(2,913,028)
FY2025 Direct Program	16,208,908	29,625,694	112,681	2,346,394	2,128,446	257,774	50,679,897

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)**

FY2024 Direct Program		16,265,012
Increases Pricing:		
Basic Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	112,195	
Basic Pay increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	291,274	
Retired Pay Accrual increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	32,323	
Retired Pay Accrual increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	83,916	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 4.5% housing inflation rates, effective 1 January 2024	28,071	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2025	72,988	
Basic Allowance for Housing increase due to foreign currency exchange rates	6,003	
Basic Allowance for Subsistence increase due to the annualization of the 1.7% subsistence inflation rate, effective 1 January 2024	1,562	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2025	9,374	
Overseas Station Allowance - COLA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	1,750	
Overseas Station Allowance - COLA increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	5,249	
Clothing increase due to rate changes	7	
Separation Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	872	
Separation Pay increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	2,617	
CONUS COLA increase due to pay raise	249	
FICA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	8,460	
FICA increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	21,962	
Total Increases Pricing		678,872
Increases Program:		
TSP Matching increase due to changes in the number of Soldiers expected to receive pay	39,857	
Special Pay increase due to changes in the number of Soldiers expected to receive pay	6,073	
Continuation Pay increase due to changes in the number of Soldiers expected to receive pay	5,858	
Basic Needs Allowance increases in the numbers of Soldiers expected to receive pay	1,878	
Total Increases Program		53,666
Total Increases		732,538
Decreases Pricing:		
Retired Pay Accrual decrease due to changes in the Normal Cost Percentage rate	(254,605)	
Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	(3,547)	
Total Decreases Pricing		(258,152)
Decreases Program:		
Basic Pay decrease due to man-year reduction	(252,584)	
Basic Pay decrease due to shifts in grade structure	(5,187)	

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

Retired Pay Accrual decrease due to man-year reduction	(73,421)	
Retired Pay Accrual decrease due to shifts in grade structure	(1,508)	
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,534)	
Basic Allowance for Housing decrease due to man-year reduction	(71,996)	
Basic Allowance for Housing decrease due to shifts in grade structure	(1,556)	
Basic Allowance for Subsistence decrease due to man-year reduction	(10,458)	
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(399)	
Clothing decrease due to changes in the of Soldiers expected to receive allowance	(167)	
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(3,603)	
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(4,658)	
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(1,825)	
FICA decrease due to man-year reduction	(18,913)	
FICA decrease due to shifts in grade structure	(388)	
Decrease in direct resources due to an increase in reimbursable requirements	(82,293)	
Total Decreases Program		(530,490)
Total Decreases		(788,642)
FY2025 Direct Program		16,208,908

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

ESTIMATE FY 2025	\$9,262,233
ESTIMATE FY 2024	\$9,116,535
ACTUAL FY 2023	\$8,778,607

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 2025 rates were built by applying inflation assumptions to FY 2023 average basic pay rates. The basic pay rates reflect a 5.2% pay raise, effective 1 January 2024 and a 4.5% pay raise, effective 1 January 2025.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$510.2 million in actuals. FY 2024 includes \$551.3 million in updated projections. FY 2025 includes \$423.6 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The basic pay exhibit includes \$39.1 million in FY 2025 for SWB support.

There is a +\$145.7 million increase in basic pay requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$112.2 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$291.3 million
- (3) Program decrease due to changes in grade structure: -\$5.2 million
- (4) Program decrease due to man-year reduction: -\$252.6 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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC PAY - OFFICER									
OFFICER- ACTIVE DUTY									
GENERAL	15	\$210,000	3,150	14	\$220,372	3,085	14	\$226,643	3,173
LIEUTENANT GENERAL	44	\$210,000	9,240	43	\$220,372	9,476	43	\$226,643	9,746
MAJOR GENERAL	125	\$208,520	26,065	111	\$220,568	24,483	108	\$230,407	24,884
BRIGADIER GENERAL	154	\$184,084	28,349	142	\$191,303	27,165	132	\$199,902	26,387
COLONEL	3,991	\$160,137	639,105	4,027	\$166,673	671,191	3,814	\$174,359	665,007
LIEUTENANT COLONEL	9,446	\$128,086	1,209,905	9,451	\$133,327	1,260,074	9,641	\$139,640	1,346,267
MAJOR	17,590	\$107,084	1,883,611	17,502	\$111,469	1,950,927	16,450	\$116,530	1,916,912
CAPTAIN	28,832	\$83,078	2,395,306	28,886	\$86,467	2,497,679	28,072	\$90,337	2,535,949
1ST LIEUTENANT	14,957	\$61,913	926,040	14,784	\$64,378	951,768	13,997	\$67,236	941,106
2ND LIEUTENANT	8,319	\$46,892	390,097	7,944	\$48,782	387,528	7,711	\$51,037	393,548
SUBTOTAL OFFICER- ACTIVE DUTY	83,473		7,516,081	82,904		7,783,376	79,982		7,862,979
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	596	\$125,824	74,991	588	\$130,937	76,991	576	\$137,033	78,931
WARRANT OFFICER (W-4)	1,956	\$105,514	206,386	1,942	\$109,796	213,224	1,829	\$114,898	210,148
WARRANT OFFICER (W-3)	3,532	\$87,594	309,381	3,518	\$91,190	320,805	3,511	\$95,379	334,877
WARRANT OFFICER (W-2)	6,364	\$69,827	444,381	6,494	\$72,705	472,144	6,634	\$76,010	504,250
WARRANT OFFICER (W-1)	4,072	\$57,122	232,601	4,207	\$59,424	249,995	4,360	\$62,167	271,048
SUBTOTAL OFFICER- WARRANT ACTIVE	16,520		1,262,526	16,749		1,333,159	16,910		1,399,254
TOTAL BASIC PAY - OFFICER	99,993		8,778,607	99,653		9,116,535	96,892		9,262,233

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

ESTIMATE FY 2025	\$2,436,679
ESTIMATE FY 2024	\$2,649,973
ACTUAL FY 2023	\$3,146,757

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 2024 are 30.0% (Active Component (AC) full-time) and 23.1% (Reserve Component (RC) part-time). The rates for FY 2025 are 26.6% for (AC full-time) and 21.5% (RC part-time).

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$118.6 million in actuals. FY 2024 includes \$127.4 million in updated projections. FY 2025 includes \$96.7 million in budgeted request. The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The retired pay accrual exhibit includes \$8.4 million in FY 2025 for SWB support.

There is a -\$213.3 million decrease in the RPA requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$32.3 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$83.9 million
- (3) Price decrease due to reduction in the Normal Cost Percentage (NCP) AC full-time rates, from 30.0% to 26.6%, and RC part-time rate, from 23.1% to 21.5%: -\$254.6 million
- (4) Program decrease due to changes in grade structure: -\$1.5 million
- (5) Program decrease due to man-year reduction: -\$73.4 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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
RETIRED PAY ACCRUAL- OFFICER									
OFFICER RETIRED PAY ACCRUAL	92,808	\$32,105	2,979,568	92,261	\$26,879	2,479,872	92,075	\$25,224	2,322,540
OFFICER RETIRED PAY ACCRUAL-RC ONLY	7,185	\$23,269	167,189	7,392	\$23,011	170,101	4,817	\$23,695	114,139
TOTAL RETIRED PAY ACCRUAL- OFFICER	99,993		3,146,757	99,653		2,649,973	96,892		2,436,679

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

ESTIMATE FY 2025	\$141,799
ESTIMATE FY 2024	\$101,942
ACTUAL FY 2023	\$97,023

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 +\$39.9 million increase in the TSP Matching requirement between FY 2024 and FY 2025. This change in requirement is based on basic pay raise along with increased participation assumptions as more Soldiers enter the blended retirement system (BRS) program in early implementation years.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT	<u>ESTIMATE FY 2025</u> AMOUNT
OFF TSP MATCHING	97,023	101,942	141,799

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

ESTIMATE FY 2025	\$93,978
ESTIMATE FY 2024	\$95,512
ACTUAL FY 2023	\$96,333

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

PART I - PURPOSE AND SCOPE

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

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

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

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

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

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$7.9 million in actuals. FY 2024 includes \$3.3 million in updated projections. FY 2025 includes \$5.9 million in budgeted request.

There is a -\$1.5 million decrease in the requirement between FY 2024 and FY 2025 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 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	1,431	\$2,296	3,285	1,470	\$2,296	3,374	1,467	\$2,296	3,368
NONCREW MEMBER	51	\$1,800	91	52	\$1,800	93	52	\$1,800	93
OFFICER AVIATION BONUS (AvB)	254	\$90,000	22,830	278	\$90,000	25,000	278	\$90,000	25,000
AVIATION INCENTIVE PAY (AvIP)									
COMMISSIONED OFFICER CREW 125	436	\$1,500	654	407	\$1,500	611	395	\$1,500	592
COMMISSIONED OFFICER CREW 156	234	\$1,872	438	218	\$1,872	409	212	\$1,872	397
COMMISSIONED OFFICER CREW 188	854	\$2,256	1,927	797	\$2,256	1,798	773	\$2,256	1,744
COMMISSIONED OFFICER CREW 206	586	\$2,400	1,406	547	\$2,400	1,312	530	\$2,400	1,272
COMMISSIONED OFFICER CREW 250	149	\$2,472	369	139	\$2,472	344	135	\$2,472	334
COMMISSIONED OFFICER CREW 385	9	\$4,620	43	9	\$4,620	40	8	\$4,620	38
COMMISSIONED OFFICER CREW 495	1,060	\$7,020	7,438	989	\$7,020	6,940	959	\$7,020	6,731
COMMISSIONED OFFICER CREW 585	25	\$7,800	193	23	\$7,800	180	22	\$7,800	174
COMMISSIONED OFFICER CREW 650	70	\$3,000	211	66	\$3,000	197	64	\$3,000	191
COMMISSIONED OFFICER CREW 840	989	\$10,080	9,970	923	\$10,080	9,303	895	\$10,080	9,022
WARRANT OFFICER CREW 125	116	\$5,940	688	108	\$5,940	642	105	\$5,940	623
WARRANT OFFICER CREW 156	237	\$1,872	444	221	\$1,872	414	215	\$1,872	402
WARRANT OFFICER CREW 188	276	\$2,256	622	257	\$2,256	580	250	\$2,256	563
WARRANT OFFICER CREW 206	570	\$2,400	1,369	532	\$2,400	1,277	516	\$2,400	1,238
WARRANT OFFICER CREW 650	5,879	\$2,472	14,533	5,486	\$2,472	13,561	5,320	\$2,472	13,152
WARRANT OFFICER CREW 840	1,378	\$7,800	10,747	1,286	\$7,800	10,028	1,247	\$7,800	9,725
SUBTOTAL AvIP	12,868		51,052	12,008		47,636	11,646		46,198
SUBTOTAL FLYING DUTY - OFFICER	14,604		77,258	13,808		76,103	13,443		74,659
PARACHUTE JUMPING - OFFICER									
PARACHUTE JUMPING (REGULAR)	6,527	\$1,800	11,748	6,619	\$1,800	11,914	6,582	\$1,800	11,847
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	349	\$2,700	941	358	\$2,700	966	357	\$2,700	964
SUBTOTAL PARACHUTE JUMPING - OFFICER	6,876		12,689	6,977		12,880	6,939		12,811
INSIDE OBSERVER OR TEST SUBJECT DUTY	556	\$1,800	1,000	571	\$1,800	1,027	569	\$1,800	1,025
DEMOLITION DUTY	1,148	\$1,800	2,067	1,163	\$1,800	2,094	1,157	\$1,800	2,082
CHEMICAL MUNITIONS PAY	1,844	\$1,800	3,319	1,893	\$1,800	3,408	1,889	\$1,800	3,401
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	25,028		96,333	24,412		95,512	23,997		93,978

**MILITARY PERSONNEL, ARMY
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INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER
(IN THOUSANDS OF DOLLARS)**

ESTIMATE FY 2025	\$25,000
ESTIMATE FY 2024	\$25,000
ACTUAL FY 2023	\$22,830

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.

<u>Competitive Category:</u>	Manning Levels		
	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</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
- 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.

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

- 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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</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>
Aircraft Type Category									
Prop	29	\$90,000	2,586	31	\$90,000	3,425	38	\$90,000	3,425
Rotary Wing	<u>225</u>	<u>\$90,000</u>	<u>20,244</u>	<u>246</u>	<u>\$90,000</u>	<u>21,575</u>	<u>240</u>	<u>\$90,000</u>	<u>21,575</u>
Total	254		22,830	278		25,000	278		25,000

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

ESTIMATE FY 2025	\$416,551
ESTIMATE FY 2024	\$404,620
ACTUAL FY 2023	\$376,564

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))

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SPECIAL PAY - OFFICER

(6) Critical Wartime Skills Accession Bonus (CWSAB) – Equal annual payments for designated critical short wartime specialties with a written agreement to accept a commission and remain on active duty for a minimum of one year. Bonus will not exceed \$200,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(2))

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

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

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

Nurse Special Pay

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

(11) Critically Short Wartime Specialty Accession Bonus (CSWSAB) - Equal annual payments for designated critical short wartime specialties with a written agreement to accept a commission and remain on active duty for a minimum of one year. Bonus will not exceed \$200,000 per year with a multi-year active duty agreement. (37 U.S.C. 335(a)(2))

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

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

(14) Incentive Pay (IP) - Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$50,000 per year. (37 U.S.C.335(b))¹⁶

Optometrists Special Pay

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

(16) Incentive Pay (IP) – Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$50,000 per year. (37 U.S.C. 335(b))

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

Veterinarians Special Pay

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

(19) Incentive Special Pay (IP) - Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$50,000 per year. (37 U.S.C. 335(b))

(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))

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(24) Incentive Pay (IP) - Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$50,000 per year. (37 U.S.C. 335(b))

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

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

Pharmacy Special Pay

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

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

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

Physician Assistant Special Pay

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

(31) Incentive Pay (IP) - Monthly incentive payment designed to recognize the higher education and training level required for health professions officer specialists. Payable to designated specialties who execute an agreement to remain on active duty for at least one year. Payments will not exceed \$50,000 per year. (37 U.S.C. 335(b))

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

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

Social Work Special Pay

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

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

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

Other Health Professions Officer Specialties (not designated above)

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

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

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

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

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

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

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

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

Assignment Pay or Special Duty Pay - Payments are authorized under 37 U.S.C. 352 for 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.

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$8.8 million in actuals. FY 2024 includes \$11.6 million in updated projections. FY 2025 includes \$8.0 million in budgeted request.

There is a +\$11.9 million increase in the special pay program between FY 2024 and FY 2025. The requirement change is due to:

(1) Program increase in continuation pay (CP) due to a change in the Army's policy to offer a higher CP multiplier to Soldiers in critically-skilled MOSs with less than 95% fill rates: +\$5.9 million

(2) Program increase in medical special pays due to higher anticipated usage for benefits as a result of the full implementation of rate cap increases for healthcare special pays and bonuses authorized in the FY 2021 National Defense Authorization Act (NDAA): +\$6.0 million

Detailed cost computations are provided by the following table:

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SPECIAL PAY - OFFICER
(IN THOUSANDS OF DOLLARS)**

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	66	\$72,000	4,720	49	\$104,605	5,140	50	\$104,605	5,238
INCENTIVE PAY (IP)	3,201	\$47,788	152,967	3,177	\$52,428	166,550	3,237	\$52,428	169,734
RETENTION BONUS (RB)	1,149	\$31,672	36,406	805	\$49,212	39,638	821	\$49,212	40,395
BOARD CERTIFICATION PAY (BCP)	2,442	\$6,000	14,653	1,994	\$8,000	15,955	2,033	\$8,000	16,260
SUBTOTAL MEDICAL PAY	6,858		208,746	6,025		227,283	6,141		231,627
DENTAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	26	\$75,000	1,944	23	\$90,625	2,117	24	\$90,625	2,157
INCENTIVE PAY (IP)	704	\$26,284	18,511	767	\$26,284	20,155	781	\$26,284	20,540
BOARD CERTIFICATION PAY (BCP)	296	\$6,000	1,775	242	\$8,000	1,933	246	\$8,000	1,970
RETENTION BONUS (RB)	480	\$33,160	15,909	315	\$55,000	17,321	321	\$55,000	17,652
SUBTOTAL DENTAL PAY	1,506		38,139	1,347		41,526	1,372		42,319
NURSE PAY									
ACCESSION BONUS (AB)	69	\$30,000	2,072	42	\$53,704	2,255	43	\$53,704	2,297
NURSE INCENTIVE SPECIAL PAY (NISP)	170	\$15,000	2,552	185	\$15,000	2,779	189	\$15,000	2,832
RETENTION BONUS (RB)	859	\$22,750	19,550	616	\$34,545	21,286	628	\$34,545	21,692
BOARD CERTIFICATION PAY (BCP)	571	\$6,000	3,427	466	\$8,000	3,731	475	\$8,000	3,802
SUBTOTAL NURSE PAY	1,669		27,601	1,309		30,051	1,335		30,623
OPTOMETRISTS PAY									
INCENTIVE PAY (IP)	87	\$1,200	104	631	\$1,200	757	643	\$1,200	771
BOARD CERTIFICATION PAY (BCP)	64	\$6,000	385	52	\$8,000	419	53	\$8,000	427
RETENTION BONUS (RB)	70	\$10,000	695	11	\$10,000	113	12	\$10,000	115
SUBTOTAL OPTOMETRISTS PAY	221		1,184	694		1,289	708		1,313
VETERINARIANS PAY									
ACCESSION BONUS (AB)	15	\$20,000	296	16	\$20,000	322	16	\$20,000	328
INCENTIVE PAY (IP)	373	\$5,000	1,864	406	\$5,000	2,030	414	\$5,000	2,069
RETENTION BONUS (RB)	111	\$4,677	519	121	\$4,677	565	123	\$4,677	576
BOARD CERTIFICATION PAY (BCP)	233	\$6,000	1,397	190	\$8,000	1,521	194	\$8,000	1,550
SUBTOTAL VETERINARIANS PAY	732		4,076	733		4,438	747		4,523

PB-30X SPECIAL PAY

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
PSYCHOLOGIST									
ACCESSION BONUS (AB)	65	\$15,000	976	18	\$60,000	1,063	18	\$60,000	1,083
INCENTIVE PAY (IP)	162	\$5,000	810	176	\$5,000	882	180	\$5,000	899
RETENTION BONUS (RB)	376	\$16,991	6,392	174	\$40,000	6,959	177	\$40,000	7,092
BOARD CERTIFICATION PAY (BCP)	27	\$6,000	160	22	\$8,000	174	22	\$8,000	177
SUBTOTAL PSYCHOLOGIST	630		8,338	390		9,078	397		9,251
PHARMACY PAY									
ACCESSION BONUS (AB)	8	\$30,000	244	9	\$30,000	266	9	\$30,000	271
RETENTION BONUS (RB)	217	\$15,000	3,262	237	\$15,000	3,552	241	\$15,000	3,620
BOARD CERTIFICATION PAY (BCP)	51	\$6,000	308	42	\$8,000	335	43	\$8,000	341
SUBTOTAL PHARMACY PAY	276		3,814	288		4,153	293		4,232
PHYSICIAN ASSISTANT									
ACCESSION BONUS (AB)	11	\$60,000	666	12	\$60,000	725	12	\$60,000	739
INCENTIVE PAY (IP)	615	\$5,000	3,077	670	\$5,000	3,351	683	\$5,000	3,415
RETENTION BONUS (RB)	533	\$17,000	9,062	282	\$35,000	9,867	287	\$35,000	10,055
BOARD CERTIFICATION PAY (BCP)	814	\$6,000	4,882	665	\$8,000	5,316	677	\$8,000	5,417
SUBTOTAL PHYSICIAN ASSISTANT	1,973		17,687	1,629		19,259	1,659		19,626
SOCIAL WORK									
ACCESSION BONUS (AB)	7	\$30,000	222	8	\$30,000	242	8	\$30,000	247
RETENTION BONUS (RB)	194	\$8,245	1,598	174	\$10,000	1,740	177	\$10,000	1,773
BOARD CERTIFICATION PAY (BCP)	161	\$6,000	965	131	\$8,000	1,050	134	\$8,000	1,070
SUBTOTAL SOCIAL WORK	362		2,785	313		3,032	319		3,090
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER									
CHIEF OF STAFF	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
GENERAL	15	\$2,200	33	13	\$2,200	29	13	\$2,200	29
LIEUTENANT GENERAL	46	\$500	23	42	\$500	21	42	\$500	21
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	62		60	56		54	56		54

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SPECIAL PAY - OFFICER									
DIVING DUTY PAY	140	\$2,535	354	138	\$2,535	351	138	\$2,535	351
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	328	\$6,920	2,271	271	\$9,110	2,473	277	\$9,110	2,520
HOSTILE FIRE PAY	1,102	\$2,700	2,976	956	\$2,700	2,580	1,073	\$2,700	2,898
SEA DUTY PAY	70	\$3,508	246	70	\$3,508	244	69	\$3,508	243
HARDSHIP DUTY PAY	5,945	\$1,500	8,918	5,536	\$1,500	8,304	5,065	\$1,500	7,597
FOREIGN LANGUAGE PROFICIENCY PAY	4,357	\$3,049	13,286	4,319	\$3,049	13,169	4,303	\$3,049	13,120
JUDGE ADVOCATE CONTINUATION PAY	764	\$7,791	5,954	758	\$7,791	5,909	757	\$7,791	5,897
OFFICER ASSIGNMENT INCENTIVE PAY	1,606	\$7,070	11,357	1,593	\$7,070	11,264	1,591	\$7,070	11,246
OFFICER CONTINUATION PAY			18,772			20,163			26,021
TOTAL SPECIAL PAY - OFFICER	28,601		376,564	26,425		404,620	26,300		416,551

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

ESTIMATE FY 2025	\$4,025
ESTIMATE FY 2024	\$4,025
ACTUAL FY 2023	\$4,250

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

Officer Accession and Retention bonuses are currently being offered to MOS's with an aggregate strength at or below 90% for the previous 90 days or is projected to be at or below 90% in the next 180 days. Examples of MOS's that are 90% or below are 180A (Special Forces Warrant Officer), 170A (Cyber Warfare Technician Warrant Officer) and 140A (Command and Control Systems Integrator Warrant Officer).

There is no change in the Officer Bonus - Other Than Medical requirement from FY 2024 to FY 2025.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER ACCESSION AND RETENTION BONUS	85	\$50,000	4,250	81	\$50,000	4,025	81	\$50,000	4,025

PB-30X BONUS - OTHER THAN MEDICAL

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

ESTIMATE FY 2025	\$2,834,338
ESTIMATE FY 2024	\$2,800,826
ACTUAL FY 2023	\$2,644,165

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 2025 rates were built by applying inflation assumptions to the FY 2023 average BAH rates. The BAH rates reflect a 4.5% housing rate increase, effective 1 January 2024 and 3.9% increase, effective 1 January 2025.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$165.3 million in actuals. FY 2024 includes \$160.3 million in updated projections. FY 2025 includes \$131.8 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The basic allowance for housing exhibit includes \$17.6 million in FY 2025 for SWB support.

There is a +\$33.5 million increase in the BAH program between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the housing cost growth of 4.5% housing inflation rates, effective 1 January 2024: +\$28.1 million
- (2) Price increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2025: +\$73.0 million
- (3) Price increase due to foreign currency exchange rates: +\$6.0 million
- (4) Program decrease due to changes in grade structure: -\$1.6 million
- (5) Program decrease due to man-year reduction: -\$72.0 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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	8	\$37,880	321	8	\$40,096	317	8	\$41,720	331
LIEUTENANT GENERAL	29	\$36,680	1,056	28	\$38,826	1,092	28	\$40,399	1,139
MAJOR GENERAL	79	\$36,515	2,898	75	\$38,651	2,914	76	\$40,216	3,040
BRIGADIER GENERAL	102	\$38,162	3,875	99	\$40,395	3,989	98	\$42,031	4,117
COLONEL	3,494	\$37,080	129,576	3,561	\$39,249	139,762	3,282	\$40,838	134,021
LIEUTENANT COLONEL	8,169	\$35,731	291,891	8,253	\$37,822	312,132	8,553	\$39,353	336,601
MAJOR	13,750	\$32,205	442,812	13,730	\$34,095	468,132	12,650	\$35,476	448,784
CAPTAIN	15,726	\$27,724	435,988	15,766	\$29,346	462,683	15,252	\$30,534	465,707
1ST LIEUTENANT	4,196	\$24,589	103,178	4,178	\$26,028	108,739	4,057	\$27,082	109,874
2ND LIEUTENANT	1,732	\$23,332	40,405	1,663	\$24,697	41,075	1,635	\$25,697	42,016
SUBTOTAL OFFICER- ACTIVE DUTY	47,285		1,452,000	47,361		1,540,835	45,639		1,545,630
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	613	\$30,730	18,844	606	\$32,528	19,722	567	\$33,845	19,206
WARRANT OFFICER (W-4)	1,948	\$29,044	56,585	1,980	\$30,743	60,880	1,752	\$31,988	56,042
WARRANT OFFICER (W-3)	3,062	\$27,956	85,600	3,072	\$29,592	90,911	3,023	\$30,790	93,069
WARRANT OFFICER (W-2)	4,726	\$26,080	123,249	4,831	\$27,605	133,369	4,926	\$28,723	141,487
WARRANT OFFICER (W-1)	2,691	\$23,283	62,653	2,779	\$24,645	68,487	2,885	\$25,644	73,974
SUBTOTAL OFFICER- WARRANT ACTIVE	13,040		346,931	13,268		373,369	13,153		383,778
SUBTOTAL WITH DEPENDENTS - DOMESTIC	60,325		1,798,931	60,629		1,914,204	58,792		1,929,408

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITHOUT DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	0	\$0	0	0	\$0	0	0	\$0	0
LIEUTENANT GENERAL	0	\$36,900	3	0	\$39,059	0	0	\$40,641	0
MAJOR GENERAL	1	\$39,078	40	1	\$41,364	43	1	\$43,039	45
BRIGADIER GENERAL	2	\$32,112	54	2	\$33,991	59	2	\$35,367	58
COLONEL	296	\$32,744	9,700	303	\$34,660	10,493	277	\$36,063	9,975
LIEUTENANT COLONEL	945	\$30,466	28,805	952	\$32,248	30,714	982	\$33,554	32,938
MAJOR	2,565	\$28,794	73,861	2,554	\$30,479	77,845	2,391	\$31,713	75,819
CAPTAIN	10,345	\$23,999	248,267	10,351	\$25,403	262,952	10,261	\$26,432	271,223
1ST LIEUTENANT	8,332	\$20,793	173,244	8,319	\$22,009	183,100	8,139	\$22,900	186,383
2ND LIEUTENANT	5,139	\$18,616	95,672	4,936	\$19,705	97,257	4,852	\$20,503	99,486
SUBTOTAL OFFICER- ACTIVE DUTY	27,625		629,646	27,418		662,463	26,905		675,927
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	64	\$28,277	1,821	64	\$29,931	1,907	59	\$31,143	1,828
WARRANT OFFICER (W-4)	214	\$27,014	5,786	220	\$28,594	6,278	190	\$29,752	5,643
WARRANT OFFICER (W-3)	339	\$25,119	8,521	342	\$26,589	9,084	333	\$27,665	9,219
WARRANT OFFICER (W-2)	889	\$22,624	20,113	908	\$23,948	21,751	927	\$24,918	23,111
WARRANT OFFICER (W-1)	799	\$17,535	14,004	825	\$18,561	15,321	858	\$19,312	16,576
SUBTOTAL OFFICER- WARRANT ACTIVE	2,305		50,245	2,359		54,341	2,367		56,377
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	29,930		679,891	29,777		716,804	29,272		732,304

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
OFFICER- ACTIVE DUTY									
COLONEL	2	\$475	1	2	\$503	1	2	\$523	1
LIEUTENANT COLONEL	8	\$396	3	10	\$419	4	9	\$436	4
MAJOR	47	\$320	15	47	\$339	16	45	\$353	16
CAPTAIN	271	\$266	72	270	\$282	76	270	\$293	79
1ST LIEUTENANT	205	\$210	43	203	\$222	45	199	\$231	46
2ND LIEUTENANT	654	\$159	104	621	\$169	105	617	\$175	108
SUBTOTAL OFFICER- ACTIVE DUTY	1,187		238	1,153		247	1,142		254
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-4)	3	\$302	1	3	\$320	1	3	\$333	1
WARRANT OFFICER (W-3)	8	\$248	2	8	\$263	2	7	\$274	2
WARRANT OFFICER (W-2)	37	\$191	7	40	\$202	8	38	\$210	8
WARRANT OFFICER (W-1)	42	\$166	7	46	\$175	8	43	\$185	8
SUBTOTAL OFFICER- WARRANT ACTIVE	90		17	97		19	91		19
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	1,277		255	1,250		266	1,233		273
BAH DIFFERENTIAL	36	\$3,221	115	35	\$3,409	121	35	\$3,547	125

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
MAJOR GENERAL	1	\$25,656	24	1	\$26,387	23	1	\$27,211	24
COLONEL	175	\$41,752	7,302	177	\$43,085	7,610	167	\$44,290	7,389
LIEUTENANT COLONEL	536	\$39,847	21,373	535	\$41,060	21,987	541	\$42,388	22,931
MAJOR	814	\$35,339	28,762	807	\$36,421	29,382	770	\$37,482	28,861
CAPTAIN	698	\$31,486	21,971	698	\$32,430	22,641	691	\$33,331	23,045
1ST LIEUTENANT	148	\$29,804	4,421	148	\$30,672	4,527	143	\$31,584	4,508
2ND LIEUTENANT	53	\$31,593	1,683	51	\$32,493	1,663	50	\$33,508	1,682
SUBTOTAL OFFICER- ACTIVE DUTY	2,425		85,536	2,417		87,833	2,363		88,440
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	18	\$37,734	674	18	\$38,819	684	17	\$40,054	699
WARRANT OFFICER (W-4)	89	\$35,419	3,157	88	\$36,511	3,214	84	\$37,633	3,163
WARRANT OFFICER (W-3)	146	\$34,493	5,030	144	\$35,510	5,125	146	\$36,645	5,354
WARRANT OFFICER (W-2)	244	\$29,921	7,297	248	\$30,873	7,646	256	\$31,693	8,111
WARRANT OFFICER (W-1)	102	\$27,887	2,847	106	\$28,682	3,034	110	\$29,578	3,259
SUBTOTAL OFFICER- WARRANT ACTIVE	599		19,005	604		19,703	613		20,586
SUBTOTAL WITH DEPENDENTS - OVERSEAS	3,024		104,541	3,021		107,536	2,976		109,026

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITHOUT DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
COLONEL	34	\$35,249	1,192	34	\$36,347	1,236	33	\$37,376	1,215
LIEUTENANT COLONEL	120	\$32,268	3,886	120	\$33,244	3,996	121	\$34,309	4,166
MAJOR	268	\$30,425	8,155	265	\$31,331	8,305	256	\$32,254	8,248
CAPTAIN	722	\$27,068	19,541	722	\$27,854	20,100	723	\$28,705	20,740
1ST LIEUTENANT	609	\$26,548	16,158	608	\$27,308	16,612	595	\$28,161	16,761
2ND LIEUTENANT	201	\$26,853	5,409	193	\$27,618	5,342	190	\$28,481	5,403
SUBTOTAL OFFICER- ACTIVE DUTY	1,954		54,341	1,942		55,591	1,918		56,533
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	7	\$33,734	222	6	\$34,753	225	6	\$36,135	226
WARRANT OFFICER (W-4)	24	\$30,739	728	23	\$31,612	733	23	\$32,631	739
WARRANT OFFICER (W-3)	40	\$30,100	1,218	40	\$31,011	1,242	41	\$31,964	1,295
WARRANT OFFICER (W-2)	113	\$26,844	3,020	114	\$27,609	3,143	119	\$28,471	3,378
WARRANT OFFICER (W-1)	38	\$23,946	903	39	\$24,627	961	41	\$25,385	1,031
SUBTOTAL OFFICER- WARRANT ACTIVE	222		6,091	222		6,304	230		6,669
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,176		60,432	2,164		61,895	2,148		63,202
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	96,768		2,644,165	96,876		2,800,826	94,456		2,834,338

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

ESTIMATE FY 2025	\$377,950
ESTIMATE FY 2024	\$377,472
ACTUAL FY 2023	\$363,174

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 rates reflect a 1.70% rate increase, effective 1 January 2024 and 3.4% rate increase, effective 1 January 2025. The FY 2024 and FY 2025 BAS yearly composite rates are \$3,787.86 and \$3,900.73, respectively.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$19.7 million in actuals. FY 2024 includes \$21.0 million in updated projections. FY 2025 includes \$16.0 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The basic allowance for subsistence exhibit includes \$1.4 million in FY 2025 for SWB support.

There is a +\$0.5 million increase in the program requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 1.7% subsistence inflation rate, effective 1 January 2024: +\$1.6 million
- (2) Price increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2025: +\$9.4 million
- (3) Program decrease due to man-year reduction: -\$10.5 million

Detailed cost computations are provided by the following table:

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

OFFICER BASIC ALLOWANCE FOR
SUBSISTENCE

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
	99,993	\$3,632	363,174	99,653	\$3,788	377,472	96,892	\$3,901	377,950

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

ESTIMATE FY 2025	\$153,348
ESTIMATE FY 2024	\$150,295
ACTUAL FY 2023	\$151,577

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 2025 OSA rates were built by applying basic pay raise inflation to FY 2023 rates.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$57.0 thousand in actuals. FY 2024 includes \$13.0 thousand in updated projections. FY 2025 includes \$15.0 thousand in budgeted request.

There is a +\$3.1 million increase in the OSA requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$1.8 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$5.2 million
- (3) Price decrease due to foreign currency exchange rates: -\$3.5 million
- (4) Program decrease due to a reduction in overall Officer strength: -\$0.4 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 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	5	\$6,310	31	5	\$6,228	29	5	\$6,329	29
LIEUTENANT GENERAL	6	\$7,896	47	6	\$7,794	45	6	\$8,107	47
MAJOR GENERAL	25	\$7,047	174	24	\$6,959	164	24	\$7,059	166
BRIGADIER GENERAL	25	\$7,560	189	24	\$7,461	182	24	\$7,607	184
COLONEL	869	\$8,018	6,964	865	\$7,914	6,847	851	\$8,059	6,860
LIEUTENANT COLONEL	2,252	\$8,097	18,233	2,232	\$7,992	17,842	2,223	\$8,137	18,087
MAJOR	3,845	\$7,294	28,046	3,794	\$7,199	27,314	3,703	\$7,330	27,140
CAPTAIN	5,354	\$5,753	30,799	5,348	\$5,679	30,370	5,396	\$5,782	31,202
1ST LIEUTENANT	2,794	\$5,276	14,740	2,795	\$5,207	14,553	2,739	\$5,302	14,523
2ND LIEUTENANT	1,248	\$4,189	5,226	1,198	\$4,135	4,955	1,175	\$4,210	4,947
SUBTOTAL OFFICER- ACTIVE DUTY	16,423		104,449	16,291		102,301	16,146		103,185
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	109	\$7,482	816	108	\$7,385	795	107	\$7,532	806
WARRANT OFFICER (W-4)	461	\$7,493	3,452	450	\$7,396	3,331	442	\$7,530	3,328
WARRANT OFFICER (W-3)	825	\$6,698	5,523	812	\$6,611	5,367	832	\$6,731	5,600
WARRANT OFFICER (W-2)	1,556	\$5,834	9,079	1,575	\$5,759	9,068	1,641	\$5,863	9,623
WARRANT OFFICER (W-1)	734	\$4,833	3,548	761	\$4,770	3,629	793	\$4,856	3,849
SUBTOTAL OFFICER- WARRANT ACTIVE	3,685		22,418	3,706		22,190	3,815		23,206
SUBTOTAL COST OF LIVING	20,108		126,867	19,997		124,491	19,961		126,391
TEMPORARY LODGING	1,146	\$21,558	24,710	1,139	\$22,646	25,804	1,137	\$23,705	26,957
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	21,254		151,577	21,136		150,295	21,098		153,348

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

ESTIMATE FY 2025	\$5,567
ESTIMATE FY 2024	\$7,144
ACTUAL FY 2023	\$5,650

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 2024:

Military Housing Areas:

Military Housing Areas	
CALIFORNIA Oakland Marin/Sonoma Los Angeles San Francisco Santa Clara County	New York Long Island New York City Staten Island Westchester County Oregon Portland

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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$2.8 million in actuals. FY 2024 includes \$4.5 million in updated projections. FY 2025 includes \$1.7 million in budgeted request.

There is a -\$1.6 million decrease in the program requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the pay raise: +\$0.2 million
- (2) Program decrease due to number of Soldiers expected to receive CONUS COLA: -\$1.8 million

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

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	1,759	\$3,212	5,650	2,117	\$3,374	7,144	1,576	\$3,532	5,567

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

ESTIMATE FY 2025	\$4,208
ESTIMATE FY 2024	\$4,368
ACTUAL FY 2023	\$4,536

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 2024 civilian clothing rates are (1) permanent duty initial payment, \$1,200.24; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$401.04; and (3) temporary duty of at least 30 days in a 36-day period \$800.28. The FY 2025 civilian clothing rates are increased by general inflation.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$364.0 million in actuals. FY 2024 includes \$497.0 thousand in updated projections. FY 2025 includes \$274.0 thousand in budgeted request.

There is a -\$160.0 thousand decrease in the program requirement between FY 2024 and FY 2025. The total requirement change is due:

- (1) Price increase due to a change in the civilian clothing rate driven by general inflation: +\$7.0 thousand
- (2) Program decrease due to a reduction in overall Officer strength offset by a slight increase in the number of projected Officer accessions from 8,100 in FY 2024 to 8,200 in FY 2025: -\$167.0 thousand

Detailed computations are provided by the following table:

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	9,738	\$400	3,895	8,065	\$400	3,226	8,180	\$400	3,272
ADDITIONAL MILITARY ALLOWANCE	1,680	\$200	336	4,155	\$200	831	3,095	\$200	619
CIVILIAN CLOTHING ALLOWANCE	436	\$700	305	433	\$719	311	431	\$735	317
TOTAL CLOTHING ALLOWANCES - OFFICER	11,854		4,536	12,653		4,368	11,706		4,208

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

ESTIMATE FY 2025	\$21,127
ESTIMATE FY 2024	\$24,732
ACTUAL FY 2023	\$19,379

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 2025 takers for FSA were forecasted based on FY 2023 execution.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$9.3 million in actuals. FY 2024 includes \$8.0 million in updated projections. FY 2025 includes \$8.5 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The family separation allowance exhibit includes \$0.8 million in FY 2025 for SWB support.

There is a -\$3.6 million decrease in Family Separation allowance between FY 2024 and FY 2025 due to a reduction in the number of Soldiers expected to receive allowance supporting OOC missions.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
FSA - RESTRICTED	1,193	\$3,000	3,578	1,777	\$3,000	5,332	1,774	\$3,000	5,321
FSA - TEMPORARY	5,267	\$3,000	15,801	6,467	\$3,000	19,400	5,269	\$3,000	15,806
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	6,460		19,379	8,244		24,732	7,043		21,127

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

ESTIMATE FY 2025	\$1,878
ESTIMATE FY 2024	\$0
ACTUAL FY 2023	\$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 for members that do not exceed the Basic Needs Allowance (BNA) threshold as a calculated percentage of members Gross Household Income (GHI) to the Federal Poverty Guidelines (FPG). The request below funds a BNA for all members that do not meet a minimum GHI threshold of 200% of the FPG.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The component estimate for the Basic Needs Allowance was calculated using the relative populations of members by grade and proportionate demographic/location characteristics for each household.

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.

There is a +\$1.9 million increase in BNA between FY 2024 and FY 2025. This program increase is due to change in the FPG threshold from 150 to 200 percent.

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
	AMOUNT	AMOUNT	AMOUNT
BASIC NEEDS ALLOWANCE PAYMENTS - OFFICER	0	0	1,878

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

ESTIMATE FY 2025	\$81,615
ESTIMATE FY 2024	\$82,783
ACTUAL FY 2023	\$69,293

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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$4.0 million in actuals. FY 2024 includes \$4.9 million in updated projections. FY 2025 includes \$1.6 million in budgeted request.

There is a -\$1.2 million decrease in the separation pay requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$0.9 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$2.6 million
- (3) Program decrease due to a change in projected Officer losses expected to receive a separation payment: -\$4.7 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 2023</u>				<u>ESTIMATE FY 2024</u>				<u>ESTIMATE FY 2025</u>			
	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>
SEPARATION PAYMENTS - OFFICER												
LUMP SUM TERMINAL LEAVE												
OFFICER- ACTIVE DUTY												
LIEUTENANT GENERAL	14	44	\$25,228	353	12	44	\$26,502	327	12	44	\$27,741	326
MAJOR GENERAL	6	89	\$47,062	268	8	89	\$49,439	389	8	89	\$51,750	390
BRIGADIER GENERAL	8	40	\$18,304	146	16	40	\$19,228	302	15	40	\$20,127	303
COLONEL	650	27	\$11,331	7,367	691	27	\$11,903	8,220	661	27	\$12,460	8,239
LIEUTENANT COLONEL	926	24	\$8,343	7,726	1,067	24	\$8,765	9,349	1,021	24	\$9,174	9,371
MAJOR	988	22	\$6,200	6,123	1,244	22	\$6,513	8,099	1,191	22	\$6,817	8,118
CAPTAIN	2,637	21	\$4,791	12,634	3,194	21	\$5,033	16,073	3,058	21	\$5,268	16,109
1ST LIEUTENANT	687	21	\$3,847	2,642	727	21	\$4,041	2,939	696	21	\$4,230	2,946
2ND LIEUTENANT	92	22	\$3,149	291	94	22	\$3,308	312	90	22	\$3,462	313
SUBTOTAL OFFICER- ACTIVE DUTY	6,008			37,550	7,053			46,010	6,752			46,115
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	97	27	\$9,285	903	123	27	\$9,754	1,201	118	27	\$10,210	1,204
WARRANT OFFICER (W-4)	362	23	\$6,428	2,329	380	23	\$6,753	2,566	364	23	\$7,068	2,572
WARRANT OFFICER (W-3)	402	23	\$5,420	2,178	446	23	\$5,693	2,537	427	23	\$5,960	2,543
WARRANT OFFICER (W-2)	227	25	\$4,600	1,043	261	25	\$4,832	1,260	250	25	\$5,058	1,263
WARRANT OFFICER (W-1)	31	37	\$4,133	127	13	37	\$4,342	57	13	37	\$4,545	57
SUBTOTAL OFFICER- WARRANT ACTIVE	1,119			6,580	1,223			7,621	1,172			7,639
SUBTOTAL LUMP SUM TERMINAL LEAVE	7,127			44,130	8,276			53,631	7,924			53,754
SEVERANCE PAY, DISABILITY	122		\$109,487	13,360	147		\$108,540	15,955	143		\$113,614	16,219
INVOLUNTARY FULL PAY (10%)	70		\$106,380	7,408	81		\$106,603	8,659	80		\$111,586	8,956
VOLUNTARY SEPARATION INCENTIVE (VSI)				4,395				4,538				2,686
TOTAL SEPARATION PAYMENTS - OFFICER	7,319			69,293	8,504			82,783	8,147			81,615

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

ESTIMATE FY 2025	\$707,778
ESTIMATE FY 2024	\$696,658
ACTUAL FY 2023	\$669,558

PROJECT: SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-OFFICER

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Calendar Year	OASDI Base	Medicare Base
2023	\$160,200	No upper limit
2024	\$168,600	No upper limit
2025	\$174,900	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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$38.7 million in actuals. FY 2024 includes \$42.2 million in updated projections. FY 2025 includes \$32.3 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The social security tax employer contribution exhibit includes \$3.0 million in FY 2025 for SWB support.

There is a +\$11.1 million increase in the program requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$8.5 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$22.0 million
- (3) Program decrease due to change in grade structure: -\$0.4 million

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

(4) Program decrease due to man-year reduction: -\$19.0 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	99,993	\$6,696	669,558	99,653	\$6,991	696,658	96,892	\$7,305	707,778

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

FY2024 Direct Program		30,151,356
Increases Pricing:		
Basic Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	196,772	
Basic Pay increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	510,850	
Retired Pay Accrual increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	59,294	
Retired Pay Accrual increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	153,938	
Basic Allowance for Housing increase due to foreign currency exchange rates	4,458	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 4.5% housing inflation rates, effective 1 January 2024	59,764	
Basic Allowance for Housing increase due to the annualization of the housing cost growth of 3.9% housing inflation rates, effective 1 January 2025	155,385	
Overseas Station Allowance - COLA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	1,360	
Overseas Station Allowance - COLA increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	4,078	
CONUS COLA increase due to pay raise	357	
Clothing increase due to rate changes	5,837	
Separation Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	3,727	
Separation Pay increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	11,181	
FICA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	15,053	
FICA increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	39,080	
Total Increases Pricing		1,221,134
Increases Program:		
Enlistment Bonus increase due to changes in the number of Soldiers expected to receive pay	2,222	
Clothing increase due to changes in the number of Soldiers expected to receive allowance	12,167	
Family Separation Allowance increase due to changes in the number of Soldiers expected to receive allowance	3,978	
TSP Matching increase due to changes in the number of Soldiers expected to receive pay	15,006	
Continuation Pay increase due to changes in the number of Soldiers expected to receive pay	1,004	
Basic Needs Allowance increase due to changes in number of Soldiers expected to receive pay	126,021	
Total Increases Program		160,398
Total Increases		1,381,532
Decreases Pricing:		
Retired Pay Accrual decrease due to changes in the Normal Cost Percentage rate	(519,183)	
Enlistment Bonus decrease due to rate changes	(44,102)	
Overseas Station Allowance - COLA decrease due to foreign currency exchange rates	(8,555)	
Total Decreases Pricing		(571,840)
Decreases Program:		
Basic Pay decrease due to man-year reduction	(557,669)	

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

Basic Pay decrease due to shifts in grade structure	(7,940)	
Retired Pay Accrual decrease due to man-year reduction	(164,499)	
Retired Pay Accrual decrease due to shifts in grade structure	(2,342)	
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,936)	
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,052)	
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	(1,913)	
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(120,987)	
Basic Allowance for Housing decrease due to man-year reduction	(194,877)	
Basic Allowance for Housing decrease due to shifts in grade structure	(2,324)	
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(512)	
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(5,268)	
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(2,474)	
FICA decrease due to man-year reduction	(42,662)	
FICA decrease due to shifts in grade structure	(607)	
Decrease in direct resources due to an increase in reimbursable requirements	(228,211)	
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	(81)	
Total Decreases Program		(1,335,354)
Total Decreases		(1,907,194)
FY2025 Direct Program		29,625,694

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

ESTIMATE FY 2025	\$16,139,943
ESTIMATE FY 2024	\$15,997,931
ACTUAL FY 2023	\$15,517,452

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 2025 rates were built by applying inflation assumptions to FY 2023 average basic pay rates. The basic pay rates reflect a 5.2% pay raise, effective 1 January 2024 and a 4.5% pay raise, effective 1 January 2025.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$916.7 million in actuals. FY 2024 includes \$923.2 million in updated projections. FY 2025 includes \$623.6 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The basic pay exhibit includes \$115.3 million in FY 2025 for SWB support.

There is a +\$142.0 million increase in the basic pay program between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$196.8 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$510.8 million
- (3) Program decrease due to man-year reduction: -\$557.7 million
- (4) Program decrease due to changes in grade structure: -\$7.9 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC PAY - ENLISTED									
SERGEANT MAJOR	3,826	\$91,974	351,892	3,783	\$97,333	368,211	3,664	\$101,739	372,770
1ST SERGEANT/MASTER SERGEANT	11,971	\$72,986	873,715	11,667	\$77,240	901,155	11,439	\$80,719	923,349
PLATOON SERGEANT/SERGEANT 1ST CLASS	39,254	\$62,184	2,440,963	38,598	\$65,813	2,540,246	38,406	\$68,911	2,646,598
STAFF SERGEANT	63,318	\$48,715	3,084,551	62,374	\$51,562	3,216,098	61,041	\$53,933	3,292,113
SERGEANT	77,350	\$39,811	3,079,406	75,760	\$42,126	3,191,495	73,467	\$44,060	3,236,938
CORPORAL/SPECIALIST	113,211	\$33,313	3,771,450	107,492	\$35,259	3,790,052	97,402	\$36,830	3,587,305
PRIVATE FIRST CLASS	44,110	\$26,824	1,183,199	41,978	\$28,391	1,191,807	33,933	\$29,717	1,008,390
PRIVATE E2	19,230	\$25,507	490,498	19,115	\$26,795	512,178	23,541	\$28,048	660,270
PRIVATE E1	11,490	\$21,043	241,780	12,969	\$22,106	286,689	17,815	\$23,138	412,210
TOTAL BASIC PAY - ENLISTED	383,760		15,517,452	373,736		15,997,931	360,708		16,139,943

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

ESTIMATE FY 2025	\$4,246,221
ESTIMATE FY 2024	\$4,719,014
ACTUAL FY 2023	\$5,578,113

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 2024 are 30.0% (Active Component (AC) full-time) and 23.1% (Reserve Component (RC) part-time). The rates for FY 2025 are 26.6% for (AC full-time) and 21.5% (RC part-time).

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$214.8 million in actuals. FY 2024 includes \$224.1 million in updated projections. FY 2025 includes \$142.2 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The retired pay exhibit includes \$24.8 million in FY 2025 for SWB support.

There is a -\$472.8 million decrease in the RPA requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$59.3 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$153.9 million
- (3) Price decrease due to a reduction in the Normal Cost Percentage (NCP) AC full-time rates, from 30.0% to 26.6%, and RC part-time rates, from 23.1% to 21.5%: -\$519.2 million
- (4) Program decrease due to man-year reduction: -\$164.5 million
- (5) Program decrease due to changes in grade structure: -\$2.3 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
RETIRED PAY ACCRUAL - ENLISTED									
ENLISTED RETIRED PAY ACCRUAL	358,279	\$14,796	5,301,100	348,887	\$12,755	4,449,963	342,729	\$11,811	4,048,066
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	25,481	\$10,871	277,013	24,849	\$10,827	269,051	17,979	\$11,021	198,155
TOTAL RETIRED PAY ACCRUAL - ENLISTED	383,760		5,578,113	373,736		4,719,014	360,708		4,246,221

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

ESTIMATE FY 2025	\$280,621
ESTIMATE FY 2024	\$265,615
ACTUAL FY 2023	\$214,147

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 +\$15.0 million increase in the enlisted TSP Matching requirement between FY 2024 and FY 2025. This change in requirement is based on basic pay raise along with increased participation assumptions as more Soldiers enter the blended retirement system (BRS) program in early implementation years.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT	<u>ESTIMATE FY 2025</u> AMOUNT
ENL TSP MATCHING	214,147	265,615	280,621

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

ESTIMATE FY 2025	\$83,176
ESTIMATE FY 2024	\$85,112
ACTUAL FY 2023	\$85,371

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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$1.2 million in actuals. FY 2024 includes \$1.2 million in updated projections. FY 2025 includes \$0.6 million in budgeted request.

There is a -\$1.9 million decrease in the program requirement between FY 2024 and FY 2025 primarily due to a reduction in overall enlisted man-years.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED									
CREW	3,985	\$2,150	8,568	4,054	\$2,150	8,716	3,815	\$2,150	8,202
NONCREW MEMBER	153	\$1,800	275	151	\$1,800	272	149	\$1,800	269
SUBTOTAL FLYING DUTY - ENLISTED	4,138		8,843	4,205		8,988	3,964		8,471
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	32,739	\$1,800	58,930	32,566	\$1,800	58,618	31,962	\$1,800	57,531
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	1,917	\$2,700	5,175	1,907	\$2,700	5,148	1,873	\$2,700	5,058
SUBTOTAL PARACHUTE JUMPING - ENLISTED	34,656		64,105	34,473		63,766	33,835		62,589
INSIDE OBSERVER OR TEST SUBJECT DUTY	144	\$1,800	259	143	\$1,800	258	141	\$1,800	253
DEMOLITION DUTY	6,694	\$1,800	12,050	6,659	\$1,800	11,986	6,529	\$1,800	11,752
CHEMICAL MUNITIONS PAY	53	\$1,800	96	53	\$1,800	96	52	\$1,800	94
TOXIC PESTICIDES	1	\$1,800	2	1	\$1,800	2	1	\$1,800	2
TOXIC FUEL	9	\$1,800	16	9	\$1,800	16	8	\$1,800	15
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	45,695		85,371	45,543		85,112	44,530		83,176

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

ESTIMATE FY 2025	\$154,685
ESTIMATE FY 2024	\$154,733
ACTUAL FY 2023	\$142,457

PROJECT: SPECIAL PAY - ENLISTED

PART I - PURPOSE AND SCOPE

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

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

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

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

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

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

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

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

PB-30X SPECIAL PAY

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

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

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

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

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

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

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$38.9 million in actuals. FY 2024 includes \$36.2 million in updated projections. FY 2025 includes \$36.0 million in budgeted request.

There is a -\$48.0 thousand decrease in the special pay program between FY 2024 and FY 2025. The total requirement change is due to:

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

(1) Program increase in continuation pay (CP) due to a change in the Army's policy to offer a higher CP multiplier to Soldiers in critically-skilled MOSs with less than 95% fill rates: +\$1,004.0 thousand

(2) Program decrease in overall special pays due to reduction in enlisted man-years: -\$1,052.0 thousand

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SPECIAL PAY - ENLISTED									
ENLISTED ASSIGNMENT INCENTIVE PAY	7,995	\$4,617	36,915	9,451	\$4,601	43,486	9,286	\$4,601	42,723
DIVING DUTY PAY	565	\$2,468	1,395	635	\$2,468	1,568	624	\$2,468	1,541
HOSTILE FIRE PAY	5,977	\$2,700	16,138	4,498	\$2,700	12,144	5,277	\$2,700	14,248
SEA DUTY PAY	206	\$2,169	447	214	\$2,169	464	228	\$2,169	494
HARDSHIP DUTY PAY	21,546	\$1,800	38,782	22,074	\$1,800	39,734	21,150	\$1,800	38,070
FOREIGN LANGUAGE PROFICIENCY PAY	10,848	\$2,913	31,601	12,307	\$2,913	35,850	12,056	\$2,913	35,118
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
ENLISTED CONTINUATION PAY			17,177			21,485			22,489
TOTAL SPECIAL PAY - ENLISTED	47,138		142,457	49,180		154,733	48,622		154,685

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

ESTIMATE FY 2025	\$110,517
ESTIMATE FY 2024	\$112,430
ACTUAL FY 2023	\$109,104

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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$0.8 million in actuals. FY 2024 includes \$1.6 million in updated projections. FY 2025 includes \$0.4 million in budgeted request.

There is a -\$1.9 million decrease in the program requirement between FY 2024 and FY 2025 primarily due to reduction in overall enlisted man-years.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	1	\$5,400	6	1	\$5,400	6	1	\$5,400	6
SD 5 (\$375.00)	10,386	\$4,500	46,735	10,702	\$4,500	48,160	10,520	\$4,500	47,340
SD 4 (\$300.00)	17,109	\$3,600	61,594	17,631	\$3,600	63,471	17,331	\$3,600	62,392
SD 3 (\$225.00)	285	\$2,700	769	294	\$2,700	793	289	\$2,700	779
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	27,781		109,104	28,628		112,430	28,141		110,517

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

ESTIMATE FY 2025	\$389,716
ESTIMATE FY 2024	\$510,703
ACTUAL FY 2023	\$477,794

PROJECT: REENLISTMENT BONUS

PART I - PURPOSE AND SCOPE

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

Selective Retention Bonus (SRB) - Authorized under U.S.C 37, Section 331 (a) (3). Under the law, an enlisted member of the armed forces who reenlists, voluntarily extends an enlistment, or otherwise agrees to serve for a specified period in a designated career field, skill, or unit of an armed force or under other conditions of service in an armed force may be paid a bonus not to exceed \$30,000 per year of active service. Army policy has set the maximum SRB payment allowed at \$90,000.

Critical Skills Retention Bonus (CSRB) - Authorized under U.S.C 37, Section 331 (a) (3). Under the law, a member of a uniformed service who is qualified in a critical skill and commits to a period of at least one year may be paid a bonus. The CSRB currently targets retirement eligible Soldiers with 19-23 years of service and will only be paid out to 25 years of service. Under the law, members may not receive a total of more than \$30,000 per year of active service. The Army currently limits CSRB payments to a maximum of \$125,000.

Soldier may not receive SRB and CSRB payments for the same period of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The SRB program is a key component in Military Occupational Specialty (MOS)/force alignment initiatives and is critical to proper manning requirements of the Army. Today's Soldiers possess a wealth of skills and combat experience, and retaining these Soldiers is essential to the quality of the force as well as meeting our manpower needs. The SRB program targets Soldiers based on specialty and number of years of service, allocating the most generous bonuses to specialties and grades which are experiencing the greatest shortages and are the most difficult to retain. Given the current environment of fluctuating end strength, to ensure no adverse effects on manning, the SRB program will continue to offer incentives for continued service to Soldiers serving in critical skills that would offset adverse impacts.

For shortage skills, the Army continually evaluates the retention programs and offer bonuses where appropriate. Other adjustments to align the force include reclassification of soldiers into shortage skills and increasing promotion opportunities to Soldiers in shortage skills. In overage skills, the Army restricts reenlistment opportunity, offer reclassification out of the overage skills, and does not permit retention beyond the Retention Control Point (RCP). The Army will continue to focus and apply management initiatives to develop an optimal force structure that supports end strength requirements.

PB-30X REENLISTMENT BONUS

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

The Army does not anticipate using CSRB in FY 2024 and FY 2025. Instead, authorities provided under SRB will be utilized to write retention bonus contracts that are similar in nature to CSRB. However, the Army plans to maintain the CSRB authority to incentivize certain critical skills in the future.

There is a -\$121.0 million decrease in the re-enlistment bonus (RB) requirement between FY 2024 and FY 2025. The Army currently projects a smaller reenlistment target population in FY 2025 reducing the overall number of bonus payments.

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SELECTIVE RETENTION BONUS	26,189	\$18,244	477,794	23,100	\$22,108	510,703	17,628	\$22,108	389,716

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

ESTIMATE FY 2025	\$366,581
ESTIMATE FY 2024	\$408,461
ACTUAL FY 2023	\$320,099

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 -\$41.9 million decrease in the enlistment bonus (EB) requirement between FY 2024 and FY 2025. This change is based on a decrease in the number of Soldiers receiving initial bonuses. While there is an increase in the accession mission from FY 2024 (55,000) to FY 2025 (60,700), the Army's new bonus payments are projected to decrease as we continue to focus efforts on allocating EB to high priority critical skilled MOS's.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTMENT BONUS									
NEW PAYMENTS	16,834	\$10,892	183,361	27,818	\$8,686	241,624	19,000	\$8,500	161,500
ANNIVERSARY PAYMENTS	28,547	\$4,790	136,738	29,280	\$5,698	166,837	43,111	\$4,757	205,081
TOTAL ENLISTMENT BONUS	45,381		320,099	57,098		408,461	62,111		366,581

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

	FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Number	Amount												
Prior Obligations (Anniversary)	28,547	136,738	9,746	55,531	5,173	24,609	1,192	5,670	0	0	0	0	0	0
FY 2023														
Initial Payments	16,834	183,361	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary Payments			19,534	111,306	16,382	77,931	2,214	10,530	671	3,185	193	910	0	0
FY 2024														
Initial Payments			27,818	241,624	0	0	0	0	0	0	0	0	0	0
Anniversary Payments					21,556	102,541	5,108	30,300	1,243	5,915	478	2,275	191	910
FY 2025														
Initial Payments					19,000	161,500	0	0	0	0	0	0	0	0
Anniversary Payments							8,514	34,500	2,869	13,650	1,243	5,915	478	2,275
FY 2026														
Initial Payments							19,000	161,500	0	0	0	0	0	0
Anniversary Payments									4,782	22,750	2,869	13,650	1,243	5,915
FY 2027														
Initial Payments									19,000	161,500	0	0	0	0
Anniversary Payments											4,782	22,750	2,869	13,650
FY 2028														
Initial Payments											19,000	161,500	0	0
Anniversary Payments													4,784	22,750
FY 2029														
Initial Payments														19,000 161,500
Total Initial Payments	16,834	183,361	27,818	241,624	19,000	161,500								
Total Anniversary Payments	28,547	136,738	29,280	166,837	43,111	205,081	17,028	81,000	9,565	45,500	9,565	45,500	9,565	45,500
Total	45,381	320,099	57,098	408,461	62,111	366,581	36,028	242,500	28,565	207,000	28,565	207,000	28,565	207,000

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

ESTIMATE FY 2025	\$11,200
ESTIMATE FY 2024	\$11,200
ACTUAL FY 2023	\$8,966

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). MOSs that are eligible for LRP include, but are not limited to, 11X (Infantry), 18X (Special Forces), 35W (Military Intelligence), 68W (Combat Medic).

There is a no change in the LRP requirement from FY 2024 to FY 2025.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2023		ESTIMATE FY 2024		ESTIMATE FY 2025	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM	527	8,366	659	11,200	659	11,200

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

ESTIMATE FY 2025	\$5,746,202
ESTIMATE FY 2024	\$5,723,796
ACTUAL FY 2023	\$5,538,719

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 2025 rates were built by applying inflation assumptions to the FY 2023 average BAH rates. The BAH rates reflect a 4.5% housing rate increase, effective 1 January 2024 and 3.9% increase, effective 1 January 2025.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$468.7 million in actuals. FY 2024 includes \$398.5 million in updated projections. FY 2025 includes \$314.6 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The basic allowance for housing exhibit includes \$48.4 million in FY 2025 for SWB support.

There is a +\$22.4 million increase in the BAH program between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 4.5% housing cost inflation, effective 1 January 2024: +\$59.8 million
- (2) Price increase due to the annualization of the 3.9% housing cost inflation, effective 1 January 2025: +\$155.4 million
- (3) Price increase due to foreign currency exchange rates: +\$4.5 million
- (4) Program decrease due to man-year reduction: -\$194.9 million
- (5) Program decrease due to changes in grade structure: -\$2.4 million

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

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITH DEPENDENTS- DOMESTIC									
SERGEANT MAJOR	3,395	\$28,019	95,119	3,358	\$29,658	99,591	3,131	\$30,859	96,622
1ST SERGEANT/MASTER SERGEANT	11,000	\$27,010	297,105	10,717	\$28,590	306,388	10,022	\$29,748	298,138
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,241	\$25,820	935,740	35,655	\$27,330	974,452	35,759	\$28,437	1,016,877
STAFF SERGEANT	45,811	\$24,589	1,126,438	45,217	\$26,027	1,176,868	43,580	\$27,082	1,180,243
SERGEANT	39,603	\$22,026	872,288	38,902	\$23,315	907,004	37,671	\$24,259	913,867
CORPORAL/SPECIALIST	38,052	\$20,022	761,868	36,185	\$21,193	766,876	33,812	\$22,052	745,630
PRIVATE FIRST CLASS	8,902	\$20,301	180,717	8,423	\$21,489	181,012	6,817	\$22,359	152,413
PRIVATE E2	2,947	\$21,493	63,333	2,923	\$22,750	66,488	3,595	\$23,671	85,091
PRIVATE E1	1,154	\$21,842	25,208	1,304	\$23,119	30,138	1,781	\$24,056	42,850
SUBTOTAL WITH DEPENDENTS- DOMESTIC	187,105		4,357,816	182,684		4,508,817	176,168		4,531,731
WITHOUT DEPENDENTS- DOMESTIC									
SERGEANT MAJOR	399	\$24,654	9,833	395	\$26,096	10,300	373	\$27,153	10,137
1ST SERGEANT/MASTER SERGEANT	1,354	\$23,602	31,965	1,320	\$24,983	32,976	1,245	\$25,995	32,360
PLATOON SERGEANT/SERGEANT 1ST CLASS	6,034	\$21,319	128,647	5,938	\$22,566	134,004	5,934	\$23,480	139,326
STAFF SERGEANT	16,002	\$20,106	321,734	15,790	\$21,282	336,047	15,297	\$22,144	338,747
SERGEANT	13,496	\$19,551	263,856	13,246	\$20,695	274,133	12,793	\$21,533	275,472
CORPORAL/SPECIALIST	11,540	\$17,134	197,728	10,974	\$18,136	199,026	10,205	\$18,870	192,571
PRIVATE FIRST CLASS	1,387	\$19,394	26,907	1,314	\$20,529	26,979	1,062	\$21,360	22,691
PRIVATE E2	193	\$31,290	6,032	191	\$33,121	6,332	235	\$34,462	8,105
PRIVATE E1	87	\$26,925	2,339	98	\$28,500	2,797	134	\$29,654	3,976
SUBTOTAL WITHOUT DEPENDENTS- DOMESTIC	50,492		989,041	49,266		1,022,594	47,278		1,023,385

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
SERGEANT MAJOR	4	\$223	1	4	\$236	1	4	\$246	1
1ST SERGEANT/MASTER SERGEANT	16	\$184	3	15	\$194	3	15	\$202	3
PLATOON SERGEANT/SERGEANT 1ST CLASS	68	\$146	10	71	\$154	11	68	\$161	11
STAFF SERGEANT	1,008	\$118	119	992	\$125	124	969	\$130	126
SERGEANT	14,788	\$104	1,538	14,555	\$110	1,601	14,104	\$115	1,622
CORPORAL/SPECIALIST	47,722	\$97	4,629	45,233	\$103	4,659	42,411	\$107	4,538
PRIVATE FIRST CLASS	29,830	\$94	2,804	28,374	\$99	2,809	22,961	\$103	2,365
PRIVATE E2	14,512	\$86	1,248	14,396	\$91	1,310	17,642	\$95	1,676
PRIVATE E1	6,940	\$83	576	7,818	\$88	688	10,758	\$91	979
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	114,888		10,928	111,458		11,206	108,932		11,321
BAH DIFFERENTIAL	621	\$3,490	2,166	604	\$3,694	2,232	593	\$3,844	2,281
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	91	\$35,967	3,277	90	\$36,838	3,317	85	\$37,366	3,188
1ST SERGEANT/MASTER SERGEANT	338	\$32,959	11,151	330	\$33,721	11,115	321	\$34,180	10,966
PLATOON SERGEANT/SERGEANT 1ST CLASS	990	\$32,082	31,767	973	\$32,935	32,046	979	\$33,632	32,924
STAFF SERGEANT	1,084	\$30,332	32,868	1,068	\$31,076	33,190	1,036	\$31,557	32,693
SERGEANT	1,076	\$26,480	28,483	1,055	\$27,025	28,519	1,029	\$27,413	28,219
CORPORAL/SPECIALIST	567	\$24,202	13,714	538	\$24,672	13,273	506	\$25,007	12,648
PRIVATE FIRST CLASS	66	\$23,135	1,536	63	\$23,577	1,478	51	\$23,912	1,222
PRIVATE E2	8	\$24,211	204	8	\$24,674	206	10	\$25,024	259
PRIVATE E1	1	\$24,891	30	1	\$25,367	34	2	\$25,726	48
SUBTOTAL WITH DEPENDENTS - OVERSEAS	4,221		123,030	4,126		123,178	4,019		122,167

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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITHOUT DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	48	\$30,131	1,445	47	\$30,787	1,459	46	\$31,148	1,432
1ST SERGEANT/MASTER SERGEANT	154	\$27,738	4,279	150	\$28,358	4,263	147	\$28,731	4,236
PLATOON SERGEANT/SERGEANT 1ST CLASS	529	\$27,795	14,710	520	\$28,415	14,785	519	\$28,900	14,994
STAFF SERGEANT	625	\$26,825	16,771	616	\$27,426	16,893	602	\$27,817	16,752
SERGEANT	513	\$24,873	12,750	503	\$25,394	12,766	490	\$25,773	12,622
CORPORAL/SPECIALIST	227	\$22,546	5,112	215	\$22,994	4,950	201	\$23,312	4,695
PRIVATE FIRST CLASS	26	\$21,986	571	25	\$22,406	550	20	\$22,724	454
PRIVATE E2	3	\$25,244	88	3	\$25,727	89	4	\$26,092	112
PRIVATE E1	1	\$20,944	12	1	\$21,345	14	1	\$21,648	20
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,126		55,738	2,080		55,769	2,030		55,317
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	359,453		5,538,719	350,218		5,723,796	339,020		5,746,202

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

ESTIMATE FY 2025	\$308,006
ESTIMATE FY 2024	\$311,634
ACTUAL FY 2023	\$319,729

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 2025 OSA rates were built by applying basic pay raise inflation to FY 2023 rates.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$0.1 million in actuals. FY 2024 includes \$0.1 million in updated projections. FY 2025 includes \$0.1 million in budgeted request.

There is a -\$3.6 million decrease in the OSA program between FY 2024 and FY 2025. The total requirement increase is based on:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$1.4 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$4.1 million
- (3) Price decrease due to COLA foreign currency exchange rates: -\$8.6 million
- (4) Program decrease due to changes in the number of Soldiers expected to receive allowance based on overall decline in enlisted strength: -\$0.5 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	798	\$6,270	5,004	790	\$6,258	4,941	783	\$6,356	4,975
1ST SERGEANT/MASTER SERGEANT	2,319	\$5,814	13,482	2,263	\$5,803	13,131	2,288	\$5,892	13,481
PLATOON SERGEANT/SERGEANT 1ST CLASS	7,636	\$5,325	40,663	7,512	\$5,314	39,917	7,462	\$5,379	40,138
STAFF SERGEANT	11,953	\$4,570	54,623	11,768	\$4,561	53,675	11,625	\$4,632	53,846
SERGEANT	19,793	\$3,672	72,679	19,444	\$3,665	71,263	19,057	\$3,722	70,931
CORPORAL/SPECIALIST	25,597	\$2,896	74,128	24,298	\$2,891	70,245	22,910	\$2,935	67,240
PRIVATE FIRST CLASS	10,321	\$2,297	23,708	9,753	\$2,292	22,353	7,944	\$2,328	18,494
PRIVATE E2	2,922	\$2,202	6,434	2,893	\$2,198	6,358	3,583	\$2,232	7,997
PRIVATE E1	461	\$1,630	752	520	\$1,627	846	715	\$1,652	1,182
SUBTOTAL COST OF LIVING	81,800		291,473	79,241		282,729	76,367		278,284
TEMPORARY LODGING	1,405	\$20,116	28,256	1,368	\$21,132	28,905	1,344	\$22,120	29,722
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	83,205		319,729	80,609		311,634	77,711		308,006

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

ESTIMATE FY 2025	\$7,367
ESTIMATE FY 2024	\$9,483
ACTUAL FY 2023	\$8,641

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 2024:

Military Housing Areas

Military Housing Areas	
CALIFORNIA	New York
Oakland	Long Island
Marin/Sonoma	New York City
Los Angeles	Staten Island
San Francisco	Westchester County
Santa Clara County	
	Oregon
	Portland

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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$5.2 million in actuals. FY 2024 includes \$7.6 million in updated projections. FY 2025 includes \$3.6 million in budgeted request.

There is a -\$2.1 million decrease in the program requirement between FY 2024 and FY 2025. The total requirement change is due to:

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

(1) Price increase due to the annualization of the 5.2% and 4.5% pay raise, effective 1 January 2024 and 2025 respectively: +\$0.4 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: -\$2.5 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	4,611	\$1,874	8,641	4,861	\$1,951	9,483	3,594	\$2,050	7,367

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

ESTIMATE FY 2025	\$284,697
ESTIMATE FY 2024	\$266,693
ACTUAL FY 2023	\$268,484

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 2025 rates are based on FY 2024 clothing rates increased by general inflation.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$3.9 million in actuals. FY 2024 includes \$3.1 million in updated projections. FY 2025 includes \$1.4 million in budgeted request.

There is a +\$18.0 million increase in the clothing allowance requirement between FY 2024 and FY 2025. 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: +\$5.8 million

(2) Program increase due to a change in overall strength levels and projected number of enlisted accessions from 55,000 in FY 2024 to 60,700 in FY 2025:
+\$12.2 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	44,932	\$1,799	80,843	44,370	\$1,895	84,096	51,024	\$1,937	98,835
ARMY, FEMALE	7,867	\$2,172	17,084	7,830	\$2,270	17,771	9,004	\$2,320	20,886
SUBTOTAL MILITARY	52,799		97,927	52,200		101,867	60,028		119,721
INITIAL CIVILIAN ISSUE	3,071	\$1,172	3,599	2,829	\$1,200	3,396	2,781	\$1,227	3,411
SUBTOTAL INITIAL ISSUE	55,870		101,526	55,029		105,263	62,809		123,132
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	102,190	\$362	37,007	91,658	\$381	34,928	90,315	\$389	35,173
BASIC MAINTENANCE, FEMALE	17,673	\$369	6,530	15,851	\$389	6,164	15,619	\$397	6,207
SUBTOTAL BASIC ALLOWANCE	119,863		43,537	107,509		41,092	105,934		41,380
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	180,574	\$517	93,418	166,786	\$544	90,795	162,965	\$556	90,667
STANDARD MAINTENANCE, FEMALE	31,229	\$528	16,484	28,845	\$556	16,024	28,180	\$568	15,999
SUBTOTAL STANDARD ALLOWANCE	211,803		109,902	195,631		106,819	191,145		106,666
SUBTOTAL MAINTENANCE ALLOWANCES	331,666		153,439	303,140		147,911	297,079		148,046
SUPPLEMENTARY ALLOWANCE			7,897			7,897			7,897
OTHER ALLOWANCES									
KATUSA			567			567			567
REPLACEMENT DURING FIRST 6 MONTHS			3,325			3,325			3,325
ARMY DIRECT ORDER			1,730			1,730			1,730
SUBTOTAL OTHER ALLOWANCES	0		5,622	0		5,622	0		5,622
TOTAL CLOTHING ALLOWANCES - ENLISTED	387,536		268,484	358,169		266,693	359,888		284,697

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

ESTIMATE FY 2025	\$78,069
ESTIMATE FY 2024	\$74,090
ACTUAL FY 2023	\$71,537

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 2025 takers for FSA were forecasted based on FY 2023 execution levels.

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$28.4 million in actuals. FY 2024 includes \$29.3 million in updated projections. FY 2025 includes \$28.8 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The family separation allowance exhibit includes \$4.2 million in FY 2025 for SWB support.

There is a +\$4.0 million program increase in the FSA requirement between FY 2024 and FY 2025 is due to the inclusion of SWB.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - ENLISTED									
FSA - RESTRICTED	4,245	\$3,000	12,735	4,417	\$3,000	13,250	4,339	\$3,000	13,018
FSA - TEMPORARY DUTY	19,601	\$3,000	58,802	20,280	\$3,000	60,840	21,684	\$3,000	65,051
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	23,846		71,537	24,697		74,090	26,023		78,069

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

ESTIMATE FY 2025	\$131,147
ESTIMATE FY 2024	\$5,126
ACTUAL FY 2023	\$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 for members that do not exceed the Basic Needs Allowance (BNA) threshold as a calculated percentage of members Gross Household Income (GHI) to the Federal Poverty Guidelines (FPG). The request below funds a BNA for all members that do not meet a minimum GHI threshold of 200% of the FPG.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The component estimate for the Basic Needs Allowance was calculated using the relative populations of members by grade and proportionate demographic/location characteristics for each household.

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.

There is a +\$126.0 million program increase in the Basic Need Allowance program from FY 2024 and FY 2025 due to a change in the FPG threshold from 150 to 200 percent.

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT	<u>ESTIMATE FY 2025</u> AMOUNT
BASIC NEEDS ALLOWANCE PAYMENTS	0	5,126	131,147

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

ESTIMATE FY 2025	\$4,531
ESTIMATE FY 2024	\$4,612
ACTUAL FY 2023	\$4,471

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 -\$81.0 thousand decrease in the aid and attendance for catastrophically injured allowance between FY 2024 and FY 2025 due to slight change in utilization associated with a reduction in overall enlisted man-years.

The detailed computations are provided in the following table:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW- CATASTROPHICALLY INJURED	2,892	\$1,546	4,471	2,983	\$1,546	4,612	2,931	\$1,546	4,531

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

ESTIMATE FY 2025	\$335,236
ESTIMATE FY 2024	\$325,597
ACTUAL FY 2023	\$314,763

PROJECT: SEPARATION PAYMENTS - ENLISTED

PART I - PURPOSE AND SCOPE

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

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

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

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

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

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

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$5.4 million in actuals. FY 2024 includes \$4.1 million in updated projections. FY 2025 includes \$2.4 million in budgeted request.

There is a +\$9.6 million increase in the separation pay requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$3.7 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$11.2 million
- (3) Program decrease due to a change in the total number of enlisted separations projected from 60,700 in FY 2024 to 60,000 in FY 2025: -\$5.3 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2023</u>				<u>ESTIMATE FY 2024</u>				<u>ESTIMATE FY 2025</u>			
	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVG NUMBER</u>	<u>AVG DAYS</u>	<u>RATE</u>	<u>AMOUNT</u>
SEPARATION PAYMENTS - ENLISTED												
LUMP SUM TERMINAL LEAVE												
SERGEANT MAJOR	513	21	\$5,717	2,933	577	21	\$5,548	3,202	568	21	\$5,807	3,296
1ST SERGEANT/MASTER SERGEANT	1,247	21	\$4,342	5,415	1,622	20	\$4,380	7,105	1,595	21	\$4,585	7,315
PLATOON SERGEANT/SERGEANT 1ST CLASS	11,070	25	\$1,824	20,192	5,417	25	\$4,003	21,683	5,328	25	\$4,190	22,323
STAFF SERGEANT	7,572	28	\$3,724	28,198	8,023	28	\$3,538	28,384	7,891	28	\$3,703	29,222
SERGEANT	12,191	24	\$2,563	31,245	12,663	25	\$2,483	31,442	12,455	24	\$2,599	32,370
CORPORAL/SPECIALIST	23,350	23	\$2,091	48,824	23,455	24	\$2,172	50,945	23,075	23	\$2,273	52,449
PRIVATE FIRST CLASS	4,248	26	\$2,074	8,811	4,273	27	\$2,209	9,440	4,202	26	\$2,313	9,720
PRIVATE E2	2,832	22	\$1,520	4,305	2,944	23	\$1,619	4,766	2,895	22	\$1,695	4,907
PRIVATE E1	4,095	24	\$1,511	6,188	4,170	25	\$1,308	5,455	4,102	24	\$1,369	5,616
SUBTOTAL LUMP SUM TERMINAL LEAVE	67,118			156,111	63,144			162,422	62,111			167,218
SEVERANCE PAY - DISABILITY	3,338		\$41,780	139,456	3,240		\$43,890	142,189	3,190		\$45,942	146,574
INVOLUNTARY HALF PAY (5%)	504		\$25,097	12,659	491		\$26,833	13,184	486		\$28,087	13,638
INVOLUNTARY FULL PAY (10%)	140		\$38,411	5,379	136		\$50,264	6,857	135		\$52,614	7,092
VOLUNTARY SEPARATION INCENTIVE (VSI)				1,158				945				714
TOTAL SEPARATION PAYMENTS - ENLISTED	71,100			314,763	67,011			325,597	65,922			335,236

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

ESTIMATE FY 2025	\$1,234,706
ESTIMATE FY 2024	\$1,223,842
ACTUAL FY 2023	\$1,183,277

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
2023	\$160,200	No upper limit
2024	\$168,600	No upper limit
2025	\$174,900	No upper limit

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$69.7 million in actuals. FY 2024 includes \$70.6 million in updated projections. FY 2025 includes \$47.7 million in budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The social security tax employer contribution exhibit includes \$8.8 million in FY 2025 for SWB support.

There is a +\$10.9 million increase in the FICA requirement between FY 2024 and FY 2025. The total requirement change is based on:

- (1) Price increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: +\$15.1 million
- (2) Price increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: +\$39.1 million
- (3) Program decrease due to man-year reduction: -\$42.7 million
- (4) Program decrease due to changes in grade structure: -\$0.6 million

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

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	383,760	\$3,083	1,183,277	373,736	\$3,275	1,223,842	360,708	\$3,423	1,234,706

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

FY2024 Direct Program		108,442
Increases Pricing:		
Basic Pay increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	917	
Basic Pay increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	2,380	
Basic Allowance for Subsistence increase due to the annualization of the 1.7% subsistence inflation rate, effective 1 January 2024	137	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2025	825	
FICA increase due to the annualization of the 5.2% pay raise, effective 1 January 2024	69	
FICA increase due to the annualization of the 4.5% pay raise, effective 1 January 2025	179	
Total Increases Pricing		4,507
Total Increases		4,507
Decreases Program:		
Basic Pay decrease due to man-year reduction	(175)	
Basic Allowance for Subsistence decrease due to man-year reduction	(80)	
FICA decrease due to man-year reduction	(13)	
Total Decreases Program		(268)
Total Decreases		(268)
FY2025 Direct Program		112,681

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

ESTIMATE FY 2025	\$112,681
ESTIMATE FY 2024	\$108,442
ACTUAL FY 2023	\$102,457

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
2023	15.00	21.00
2024	15.35	21.35
2025	15.80	22.10

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

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

There is a +\$4.2 million increase in the program requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase in basic pay and FICA due to annualization of the 5.2% pay raise, effective 1 January 2024: +\$1.0 million
- (2) Price increase in basic pay and FICA due to annualization of the 4.5% pay raise, effective 1 January 2025: +\$2.6 million
- (3) Price increase in subsistence of 1.7%, effective 1 January 2024: +\$0.1 million
- (4) Price increase in subsistence of 3.4%, effective 1 January 2025: +\$0.8 million
- (5) Program decrease in basic pay, subsistence and FICA due to man-years reduction: -\$0.3 million

Detailed cost computations are provided by the following table:

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ACADEMY CADETS									
BASIC PAY	4,393	\$15,023	65,995	4,454	\$15,871	70,691	4,443	\$16,613	73,813
SUBSISTENCE (COMMUTED RATIONS)	4,393	\$7,148	31,399	4,454	\$7,278	32,416	4,443	\$7,494	33,298
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,381	\$1,156	5,063	4,394	\$1,214	5,335	4,383	\$1,271	5,570
TOTAL ACADEMY CADETS			102,457			108,442			112,681

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

FY2024 Direct Program		2,347,590
Increases Pricing:		
Basic Allowance for Subsistence increase due to the annualization of the 1.7% subsistence inflation rate, effective 1 January 2024	24,112	
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2025	45,634	
Subsistence in Messes increase due to manufacturer price inflation in support of the Kiosk requirement	12,973	
Subsistence in Messes increase due to manufacturer price inflation	8,878	
Operational Rations increase due to manufacturer price inflation	4,870	
Unitized Group Rations-Heat and Serve increase due to number of personnel estimated to receive benefit	903	
Unitized Group Rations (A) increase due to manufacturer price inflation	836	
Other Rations increase due to annual eligibility cost	144	
Total Increases Pricing		98,350
Increases Program:		
Subsistence in Messes increase due to the number of personnel estimated to receive benefit in support of the Kiosk requirement	12,027	
Total Increases Program		12,027
Total Increases		110,377
Decreases Program:		
Basic Allowance for Subsistence decrease due to man-year reduction	(97,713)	
Operational Rations decrease due to number of personnel estimated to receive benefit	(164)	
Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit	(31)	
Other Rations decrease due to number of personnel estimated to receive benefit	(5)	
Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit	(29)	
Decrease in direct resources due to an increase in reimbursable requirements	(13,631)	
Total Decreases Program		(111,573)
Total Decreases		(111,573)
FY2025 Direct Program		2,346,394

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

ESTIMATE FY 2025	\$2,363,325
ESTIMATE FY 2024	\$2,350,890
ACTUAL FY 2023	\$2,349,038

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.

Basic Allowance for Subsistence II (BAS2) is an amount equal to twice the monthly rate of basic allowance for subsistence paid to enlisted members IAW 37 USC Section 402(d) that reside in barracks when no adequate food storage or preparation facilities are in the barracks, and there is no Government messing facility serving those barracks that is capable of making meals available to those occupants.

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

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$205.3 million in OOC projected actions. FY 2024 includes \$206.4 million in OOC updated projections. FY 2025 includes \$219.4 million in OOC budgeted request.

The budget tables also include the full Southwest Border (SWB) support requirement in FY 2025. The basic allowance for subsistence exhibit includes \$12.1 million in FY 2025 for SWB support.

There is a +\$12.4 million change in the Subsistence for Enlisted Personnel funding from FY 2024 to FY 2025. The total requirement change is due to the following:

Basic Allowance for Subsistence

There is a -\$28.0 million decrease to the BAS requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the annualization of the 1.7% rate change, effective 1 January 2024: +\$24.1 million
- (2) Price increase due to the annualization of the 3.4% rate change, effective 1 January 2025: +\$45.6 million
- (3) Program decrease due to man-year reduction: -\$97.7 million

Subsistence in Kind

There is a +\$40.4 million increase to the Subsistence in Kind requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase in Subsistence in Messes due to inflation associated with food costs supporting the food service platform (kiosks): +\$12.9 million
- (2) Price increase in Subsistence in Messes, Operational Rations and Unit Group Rations due to inflation associated with food costs: +\$15.7 million
- (3) Program increase in Subsistence in Messes is driven by the implementation of the renovated fixed facility kiosks designed to fill food service requirements by providing fresh Grab-N-Go prepackaged healthy food alternatives to enhance the quality of life with limited manpower and a smaller footprint: +\$12.0 million
- (4) Program decrease in Operational Rations and Unit Group Rations due to a reduction in man-years: -\$0.2 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBSISTENCE OF ENLISTED PERSONNEL									
BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED									
WHEN AUTHORIZED TO MESS SEPARATELY	362,869	\$5,294	1,921,021	350,747	\$5,500	1,929,083	335,370	\$5,664	1,899,468
BASIC ALLOWANCE FOR SUBSISTENCE II	1,500	\$10,588	15,882	1,500	\$11,000	16,500	1,500	\$11,328	16,991
COLLECTIONS AT DISCOUNT MEAL RATE	-83,995	\$4,709	-395,490	-86,199	\$4,900	-422,375	-83,476	\$5,046	-421,219
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	280,374		1,541,413	266,048		1,523,208	253,394		1,495,240
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES	76,558	\$7,147	547,138	71,641	\$7,234	518,250	74,678	\$7,393	552,126
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	13,251	\$13,702	181,570	16,148	\$13,717	221,505	16,137	\$14,018	226,211
UNITIZED GROUP RATIONS-HEAT AND SERVE	4,334	\$10,217	44,278	4,122	\$9,960	41,085	4,119	\$10,179	41,930
UNITIZED GROUP RATIONS (A)	2,813	\$10,524	29,608	3,215	\$11,826	38,024	3,213	\$12,086	38,831
OTHER RATION PACKAGES	162	\$16,767	2,720	500	\$13,060	6,529	500	\$13,347	6,667
SUBTOTAL OPERATIONAL RATIONS	20,561		258,176	23,986		307,116	23,968		313,639
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			927			929			931
MEALS FURNISHED BY MEDICAL FACILITIES			1,384			1,387			1,389
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS			2,311			2,316			2,320
SUBTOTAL SUBSISTENCE IN KIND	97,119		807,625	95,627		827,682	98,646		868,085
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	377,493		2,349,038	385,660		2,350,890	352,040		2,363,325

PB-30X ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

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

FY2024 Direct Program		2,111,072
Increases Pricing:		
Accession travel increase due to change in projected execution rates	7,246	
Training travel increase due to change in projected execution rates	12,000	
Operational travel increase due to change in projected execution rates	38,528	
Rotational travel increase due to change in projected execution rates	34,711	
Separation travel increase due to change in projected execution rates	11,683	
Unit travel increase due to change in projected execution rates	25	
Total Increases Pricing		104,193
Increases Program:		
Accession travel increase due to change in number of moves	18,190	
Total Increases Program		18,190
Total Increases		122,383
Decreases Program:		
Training travel decrease due to change in number of moves	(11,811)	
Operational travel decrease due to change in number of moves	(39,038)	
Rotational travel decrease due to change in number of moves	(38,602)	
Separation travel decrease due to change in number of moves	(15,558)	
Total Decreases Program		(105,009)
Total Decreases		(105,009)
FY2025 Direct Program		2,128,446

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	66,845	139,395	60,036	133,065	67,768	157,633
TRAINING TRAVEL	13,683	188,112	12,613	207,766	11,930	208,821
OPERATIONAL TRAVEL	40,641	600,490	40,756	687,836	38,602	690,619
ROTATIONAL TRAVEL TO/FROM OVERSEAS	41,715	635,702	40,763	697,883	38,565	696,800
SEPARATION TRAVEL	51,938	293,588	38,217	237,836	35,679	233,951
ORGANIZED UNIT TRAVEL	1,615	2,330	253	399	253	424
NON-TEMPORARY STORAGE	11,661	14,305	10,304	13,390	10,178	12,909
TEMPORARY LODGING EXPENSE	50,708	130,724	49,241	132,897	47,172	127,289
TOTAL OBLIGATIONS	278,806	2,004,646	252,183	2,111,072	250,147	2,128,446

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

	<u>ACTUAL FY 2023</u>		<u>ESTIMATE FY 2024</u>		<u>ESTIMATE FY 2025</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	216,437	224,344	192,638	207,421	192,797	208,640
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	73,357	97,561	68,682	92,337	65,957	88,223
TRANSPORTATION OF HHG						
LAND SHIPMENT	137,437	1,228,597	127,209	1,237,019	120,887	1,236,895
PET EXPENSE						
PET EXPENSE	0	0	132,171	97,769	131,872	125,086
DISLOCATION ALLOWANCE						
DISLOCATION ALLOWANCE	79,725	248,180	81,231	269,639	77,789	270,367
TRAILER ALLOWANCE						
TRAILER ALLOWANCE	282	96	3	1	0	0
TRANSPORTATION OF POVS						
TRANSPORTATION OF POVS	21,793	60,839	20,966	60,599	19,940	59,037
NON-TEMPORARY STORAGE						
NON-TEMPORARY STORAGE	11,661	14,305	10,304	13,390	10,178	12,909
TEMPORARY LODGING EXPENSE						
TEMPORARY LODGING EXPENSE	50,708	130,724	49,241	132,897	47,172	127,289
TOTAL DIRECT		<u>2,004,646</u>		<u>2,111,072</u>		<u>2,128,446</u>

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

PROJECT: PERMANENT CHANGE OF STATION TRAVEL

PART I - PURPOSE AND SCOPE

These funds are for expenses incident to Permanent Change of Station (PCS) as authorized under Title 37, Chapter 7. Appropriated funds for this program will be used to pay for costs associated with travel of military personnel (and eligible family members) either individually or as part of organized units moves. Also included are all authorized Temporary Duty Travel directly related to an integral part of PCS movement of individuals or organizational units. Funding requirements for PCS represents approximately 4% of total Military Pay requirement and includes six travel categories: Accessions, Training, Operational, Rotational, Separations and Organized Unit. The number of moves in a given year has two primary drivers: prescribed end strength and mission requirements.

PCS Entitlements include:

- 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
- Pet Expense (effective 1 January 2024)
- Childcare Travel Reimbursement (effective 1 October 2024)

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 2025 PCS budget request is based on historical execution trends and move projections based on Human Resource Command (HRC) requirements. Additionally, the FY 2025 budgeted rates for household good shipments are adjusted by the general inflation rate of 2.2% and dislocation allowance are adjusted by the basic pay inflation of 4.5%.

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 \$86.9 million in FY 2024 and \$88.8 million in FY 2025 in support of TCOP requirements. Funding for TCOP support the following requirements:

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

- Temporary Lodging Expense (TLE). The TCOP initiative increases TLE by \$78.6 million in FY 2024 and \$80.1 million in FY 2025. 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 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 \$8.3 million in FY 2024 and \$8.7 million in FY 2025. Funds are used to address the high cost of PCS move-related expenses by increasing the DLA rate for E1-E4s by \$500.

In accordance with Section 624 of the FY 2023 National Defense Authorization Act (NDAA), effective 1 January 2024 Service members are authorized reimbursement for costs related to the relocation of a household pet due to PCS move. The PCS budget submission includes an additional \$97.8 million in FY 2024 and \$125.1 million in FY 2025.

In accordance with Section 627 of the FY 2023 NDAA, effective 1 October 2024 Service members are authorized reimbursement for travel and transportation expenses incurred by a childcare attendance during a PCS move when care is not available at a military child development center at the new station within 30 days of the member's report date. The PCS budget submission includes \$32.2 million in FY 2025.

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

ESTIMATE FY 2025	\$166,244
ESTIMATE FY 2024	\$140,808
ACTUAL FY 2023	\$150,082

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 2024 and FY 2025 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2024 includes \$5.8 million (\$4.9 million for Temporary Lodging Expense (TLE) and \$0.9 million for Dislocation Allowance (DLA)). FY 2025 includes \$5.9 million (\$5.0 million for TLE and \$0.9 million for DLA).

The Accession PCS move request includes funds in FY 2024 and FY 2025 for Pet Expense. FY 2024 includes \$7.0 million. FY 2025 includes \$10.4 million. The Accession PCS move request includes funds in FY 2025 for Child Care Expenses. FY 2025 includes \$2.7 million.

There is a +\$25.4 million increase in the Accession PCS program between FY 2024 to FY 2025. The total requirement change is due to:

(1) Price increase due to a change in household goods shipment rates driven by general inflation (2.2%) and dislocation allowance rates driven by pay raise (4.5%): +\$7.2 million

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

(2) Program increase due to a change in the projected number of Enlisted accessions from 55,000 in FY 2024 to 60,700 in FY 2025: +\$18.2 million

The following table provides detailed cost computations:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
OFFICER									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	11,366	\$434	4,933	8,059	\$427	3,441	8,173	\$427	3,490
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	1,667	\$378	630	1,210	\$372	450	1,228	\$372	457
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	4,382	\$3,268	14,319	3,329	\$3,300	10,986	3,376	\$3,521	11,886
ACCESSION TVL, OFFICER- PET EXPENSE	0	\$0	0	5,317	\$259	1,377	5,397	\$345	1,862
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	2,000	\$1,214	2,428	1,514	\$1,254	1,899	1,535	\$1,313	2,016
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLES	670	\$1,144	766	509	\$1,155	588	517	\$1,180	610
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			95			68			69
ACCESSION TVL, OFFICER- TEMPORARY LODGING	3,589	\$917	3,291	2,297	\$912	2,095	2,330	\$912	2,125
SUBTOTAL OFFICER			26,462			20,904			22,515
ENLISTED									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	54,098	\$1,210	65,458	50,808	\$1,190	60,462	58,429	\$1,190	69,530
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	4,769	\$934	4,454	4,292	\$919	3,944	4,936	\$919	4,536
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	4,152	\$7,423	30,824	3,908	\$7,497	29,297	4,494	\$8,172	36,724
ACCESSION TVL, ENLISTED- PET EXPENSE	0	\$0	0	33,639	\$166	5,584	38,563	\$222	8,561
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	3,827	\$3,299	12,624	3,596	\$3,412	12,268	4,135	\$3,571	14,767
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	624	\$3,907	2,437	586	\$3,945	2,312	674	\$4,032	2,717
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			73			64			74
ACCESSION TVL, ENLISTED- TEMPORARY LODGING	2,296	\$3,148	7,228	1,762	\$3,131	5,516	2,026	\$3,131	6,343
SUBTOTAL ENLISTED			123,098			119,447			143,252
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,381	\$378	522	1,169	\$391	457	1,166	\$409	477
TOTAL ACCESSION TRAVEL			150,082			140,808			166,244

PB-30X ACCESSION TRAVEL

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

ESTIMATE FY 2025	\$224,417
ESTIMATE FY 2024	\$224,228
ACTUAL FY 2023	\$206,186

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 2024 and FY 2025 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2024 includes \$10.4 million (\$10.0 million for Temporary Lodging Expense (TLE) and \$0.4 million for Dislocation Allowance (DLA)). FY 2025 includes \$10.6 million (\$10.2 million for TLE and \$0.4 million for DLA).

The Training PCS move request includes funds in FY 2024 and FY 2025 for Pet Expense. FY 2024 includes \$11.1 million and FY 2025 includes \$14.0 million.

The Training PCS move request includes funds in FY 2025 for Child Care Expense. FY 2025 includes \$3.6 million.

There is a +\$0.2 million increase in the Training PCS program between FY 2024 to FY 2025. The total requirement change is due to:

- (1) Price increase due to a change in household goods shipment rates driven by general inflation (2.2%) and dislocation allowance rates driven by pay raise (4.5%): +\$12.0 million
- (2) Program decrease due to a change in the projected number of training moves driven by a reduction in the overall Active Component strength from FY 2024 to FY 2025: -\$11.8 million

The following table provides detailed cost computations:

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
TRAINING TRAVEL									
OFFICER									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	11,197	\$807	9,036	11,257	\$793	8,927	10,666	\$793	8,458
TRAINING TVL, OFFICER- DEP TVL MILEAGE	5,523	\$995	5,495	5,544	\$979	5,428	5,253	\$979	5,143
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	6,915	\$15,075	104,248	7,265	\$15,224	110,596	6,883	\$16,010	110,192
TRAINING TVL, OFFICER- PET EXPENSE	0	\$0	0	7,427	\$1,236	9,180	7,037	\$1,648	11,597
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	9,948	\$3,436	34,181	10,406	\$3,549	36,932	9,859	\$3,715	36,627
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			536			529			501
TRAINING TVL, OFFICER- TEMPORARY LODGING	6,499	\$2,152	13,985	6,023	\$2,137	12,872	5,707	\$2,137	12,195
SUBTOTAL OFFICER			167,481			184,464			184,713
ENLISTED									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	2,486	\$1,280	3,182	1,356	\$1,259	1,707	1,264	\$1,259	1,591
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	5,553	\$351	1,949	5,543	\$346	1,918	5,251	\$346	1,817
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	5,088	\$4,451	22,647	5,345	\$4,495	24,027	5,064	\$4,721	23,905
TRAINING TVL, ENLISTED- PET EXPENSE	0	\$0	0	7,427	\$255	1,894	7,038	\$340	2,393
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	7,563	\$975	7,374	7,093	\$1,009	7,157	6,722	\$1,056	7,098
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			25			25			24
TRAINING TVL, ENLISTED- TEMPORARY LODGING	4,654	\$758	3,528	4,037	\$752	3,036	3,824	\$752	2,876
SUBTOTAL ENLISTED			38,705			39,764			39,704
TOTAL TRAINING TRAVEL			206,186			224,228			224,417

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

ESTIMATE FY 2025	\$750,552
ESTIMATE FY 2024	\$751,062
ACTUAL FY 2023	\$653,238

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 2023 projected actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$3.9 million in OOC actuals. FY 2024 includes \$4.3 million in OOC updated projections. FY 2025 includes \$4.0 million in OOC budgeted request.

Additionally, the Operational PCS move request includes funds in FY 2024 and FY 2025 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2024 includes \$35.2 million (+\$31.3 million for Temporary Lodging Expense (TLE) and \$3.9 million for Dislocation Allowance (DLA)). FY 2025 includes \$36.0 million (\$31.9 million for TLE and \$4.1 million for DLA).

The Operational PCS move request includes funds in FY 2024 and FY 2025 for Pet Expense. FY 2024 includes \$36.6 million and FY 2025 includes \$48.7 million.

The Operational PCS move request includes funds in FY 2025 for Child Care Expense. FY 2025 includes \$11.7 million.

There is a -\$0.5 million decrease in the Operational PCS program between FY 2024 to FY 2025. The total requirement change is due to:

- (1) Price increase due to a change in household goods shipment rates driven by general inflation (2.2%) and dislocation allowance rates driven by pay raise (4.5%): +\$38.5 million
- (2) Program decrease due to a change in the projected number of operational moves driven by a reduction in the overall Active Component strength from FY 2024 to FY 2025: -\$39.0 million

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

The following table provides detailed cost computations:

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	9,490	\$1,145	10,866	11,286	\$1,126	12,708	10,744	\$1,126	12,098
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,430	\$1,486	9,555	7,642	\$1,461	11,165	7,275	\$1,461	10,629
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	7,204	\$20,976	151,103	8,966	\$21,183	189,930	8,536	\$22,212	189,596
OPERATIONAL TVL, OFFICER- PET EXPENSE	0	\$0	0	7,449	\$1,897	14,131	7,090	\$2,530	17,937
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,494	\$4,619	39,235	10,531	\$4,771	50,243	10,024	\$4,995	50,068
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			435			605			576
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING	4,988	\$3,523	17,574	6,848	\$3,499	23,961	6,519	\$3,499	22,811
SUBTOTAL OFFICER			228,768			302,743			303,715
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	31,151	\$1,172	36,509	29,470	\$1,152	33,949	27,858	\$1,152	32,092
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	20,949	\$1,178	24,678	19,776	\$1,158	22,901	18,694	\$1,158	21,648
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	20,036	\$12,672	253,902	19,784	\$12,798	253,202	18,703	\$13,476	252,039
OPERATIONAL TVL, ENLISTED- PET EXPENSE	0	\$0	0	19,446	\$1,130	21,974	18,390	\$1,506	27,696
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	23,885	\$3,121	74,546	24,057	\$3,227	77,632	22,740	\$3,378	76,816
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	282	\$340	96	3	\$334	1	0	\$334	0
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			174			161			153
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING	11,898	\$2,905	34,565	13,335	\$2,887	38,499	12,606	\$2,887	36,393
SUBTOTAL ENLISTED			424,470			448,319			446,837
TOTAL OPERATIONAL TRAVEL			653,238			751,062			750,552

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

ESTIMATE FY 2025	\$749,940
ESTIMATE FY 2024	\$753,831
ACTUAL FY 2023	\$694,959

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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$1.1 million in OOC actuals. FY 2024 includes \$0.9 million in OOC updated projections. FY 2025 includes \$1.1 million in OOC budgeted request.

Additionally, the Rotational PCS move request includes funds in FY 2024 and FY 2025 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2024 includes \$35.3 million (\$32.2 for Temporary Lodging Expense (TLE) and \$3.1 million for Dislocation Allowance (DLA)). FY 2025 includes \$36.1 million (\$32.8 million for TLE and \$3.2 million for DLA).

The Rotational PCS move request includes funds in FY 2024 and FY 2025 for Pet Expense. FY 2024 includes \$32.6 million and FY 2025 includes \$43.5 million.

The Rotational PCS move request includes funds in FY 2025 for Child Care Expense. FY 2025 includes \$10.5 million.

There is a -\$3.9 million decrease in the Rotational PCS program between FY 2024 to FY 2025. The total requirement change is due to:

(1) Price increase due to a change in household goods shipment rates driven by general inflation (2.2%) and dislocation allowance rates driven by pay raise (4.5%): +\$34.7 million

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

(2) Program decrease due to a change in the projected number of rotational moves driven by a reduction in the overall Active Component strength from FY 2024 to FY 2025: -\$38.6 million

The following table provides detailed cost computations:

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
OFFICER									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	7,612	\$2,546	19,380	8,372	\$2,504	20,964	8,021	\$2,504	20,085
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	4,133	\$3,108	12,846	4,544	\$3,056	13,885	4,353	\$3,056	13,303
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	7,273	\$19,711	143,367	8,367	\$19,906	166,558	8,016	\$20,913	167,641
ROTATIONAL TVL, OFFICER- PET EXPENSE	0	\$0	0	5,527	\$2,412	13,332	5,294	\$3,217	17,030
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	6,003	\$4,823	28,952	6,875	\$4,982	34,253	6,587	\$5,215	34,350
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLES	3,763	\$3,864	14,542	4,329	\$3,902	16,890	4,147	\$3,988	16,537
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			4,910			5,281			5,060
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING	4,394	\$4,327	19,013	4,677	\$4,298	20,102	4,481	\$4,298	19,258
SUBTOTAL OFFICER			243,010			291,265			293,264
ENLISTED									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	34,103	\$1,521	51,871	32,391	\$1,496	48,457	30,544	\$1,496	45,694
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	14,184	\$1,872	26,553	13,460	\$1,841	24,779	12,693	\$1,841	23,367
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	32,494	\$7,931	257,713	32,267	\$8,009	258,424	30,427	\$8,394	255,405
ROTATIONAL TVL, ENLISTED- PET EXPENSE	0	\$0	0	21,388	\$882	18,864	20,168	\$1,176	23,718
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	17,299	\$2,789	48,248	17,044	\$2,884	49,156	16,072	\$3,019	48,521
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLES	11,858	\$2,718	32,230	11,774	\$2,745	32,321	11,101	\$2,806	31,149
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			4,047			3,765			3,550
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING	11,851	\$2,640	31,287	10,225	\$2,621	26,800	9,642	\$2,621	25,272
SUBTOTAL ENLISTED			451,949			462,566			456,676
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			694,959			753,831			749,940

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

ESTIMATE FY 2025	\$236,848
ESTIMATE FY 2024	\$240,723
ACTUAL FY 2023	\$297,568

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.

The Separation PCS move request includes funds in FY 2024 and FY 2025 for Pet Expense. FY 2024 includes \$11.6 million and FY 2025 includes \$15.4 million.

The Separation PCS move request includes funds in FY 2025 for Child Care Expense. FY 2025 includes \$3.7 million.

There is a -\$3.9 million decrease in the Separation PCS program between FY 2024 to FY 2025. The total requirement change is due to:

(1) Price increase due to a change in household goods shipment rates driven by general inflation (2.2%) and dislocation allowance rates driven by pay raise (4.5%): +\$11.7 million

(2) Program decrease due to a change in the projected number of separation moves driven by a reduction in the overall Active Component strength from FY 2024 to FY 2025: -\$15.6 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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
SEPARATION TRAVEL									
OFFICER									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	11,480	\$256	2,939	8,282	\$252	2,087	8,187	\$252	2,063
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	3,798	\$773	2,936	2,241	\$760	1,703	2,214	\$760	1,683
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	12,005	\$6,505	78,090	9,033	\$6,570	59,346	8,927	\$6,853	61,176
SEPARATION TVL, OFFICER- PET EXPENSE	0	\$0	0	5,467	\$644	3,521	5,407	\$858	4,639
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLES	957	\$1,622	1,552	722	\$1,638	1,183	713	\$1,674	1,194
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			1,647			1,174			1,160
SUBTOTAL OFFICER			87,164			69,014			71,915
ENLISTED									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	38,781	\$498	19,313	28,763	\$490	14,094	26,312	\$490	12,893
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	5,805	\$1,441	8,365	4,339	\$1,417	6,148	3,969	\$1,417	5,624
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	36,979	\$4,621	170,880	28,800	\$4,667	134,410	26,315	\$4,867	128,075
SEPARATION TVL, ENLISTED- PET EXPENSE	0	\$0	0	18,969	\$416	7,891	17,374	\$554	9,625
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLES	3,915	\$2,374	9,295	3,045	\$2,398	7,303	2,787	\$2,450	6,828
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			2,333			1,713			1,737
SUBTOTAL ENLISTED			210,186			171,559			164,782
SEPARATION TVL, CADET- MEM TVL MILEAGE	1,677	\$130	218	1,172	\$128	150	1,180	\$128	151
TOTAL SEPARATION TRAVEL			297,568			240,723			236,848

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

ESTIMATE FY 2025	\$445
ESTIMATE FY 2024	\$420
ACTUAL FY 2023	\$2,613

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 2024 and FY 2025 in support of the Secretary of Defense's Taking Care of People Initiative. FY 2024 includes \$164.0 thousand (\$143.0 thousand for TLE and \$21.0 thousand for DLA). FY 2025 includes \$167.0 thousand (\$145.0 thousand for TLE and \$22.0 thousand for DLA).

The Unit PCS move request includes funds in FY 2024 and FY 2025 for Pet Expense. FY 2024 includes \$21.0 thousand and FY 2025 includes \$28.0 thousand.

The Unit PCS move request includes funds in FY 2025 for Child Care Expense. FY 2025 includes \$7.0 thousand.

There is a +\$25.0 thousand price increase in the Unit PCS program between FY 2024 to FY 2025. This change is based on projected rate increases due to a change in household goods shipment rates driven by general inflation (2.2%) and dislocation allowance rates driven by pay raise (4.5%).

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 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>AVERAGE NUMBER</u>	<u>RATE</u>	<u>AMOUNT</u>
ORGANIZED UNIT TRAVEL									
OFFICER									
ORGANIZED UNIT TVL, OFFICER- MEM TVL MILEAGE	552	\$58	32	88	\$57	5	88	\$57	5
ORGANIZED UNIT TVL, OFFICER- DEP TVL MILEAGE	309	\$97	30	53	\$95	5	53	\$95	5
ORGANIZED UNIT TVL, OFFICER- HHG LAND SHIPMENT	346	\$1,487	514	56	\$1,501	84	56	\$1,607	90
ORGANIZED UNIT TVL, OFFICER- PET EXPENSE	0	\$0	0	55	\$201	11	56	\$268	15
ORGANIZED UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	462	\$493	228	75	\$510	38	75	\$533	40
ORGANIZED UNIT TVL, OFFICER- NONTEMP STORAGE HHG			10			2			2
ORGANIZED UNIT TVL, OFFICER- TEMPORARY LODGING	237	\$266	63	19	\$262	5	19	\$262	5
SUBTOTAL OFFICER			877			150			162
ENLISTED									
ORGANIZED UNIT TVL, ENLISTED- MEM TVL MILEAGE	1,063	\$80	85	165	\$79	13	165	\$79	13
ORGANIZED UNIT TVL, ENLISTED- DEP TVL MILEAGE	237	\$295	70	38	\$291	11	38	\$291	11
ORGANIZED UNIT TVL, ENLISTED- HHG LAND SHIPMENT	563	\$1,760	990	89	\$1,777	159	90	\$1,854	166
ORGANIZED UNIT TVL, ENLISTED- PET EXPENSE	0	\$0	0	60	\$168	10	58	\$224	13
ORGANIZED UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	244	\$1,492	364	40	\$1,543	61	40	\$1,615	64
ORGANIZED UNIT TVL, ENLISTED- PRIVATELY OWNED VEHICLES	6	\$2,775	17	1	\$2,802	2	1	\$2,864	2
ORGANIZED UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			20			3			3
ORGANIZED UNIT TVL, ENLISTED- TEMPORARY LODGING	302	\$630	190	18	\$620	11	18	\$620	11
SUBTOTAL ENLISTED			1,736			270			283
TOTAL ORGANIZED UNIT TRAVEL			2,613			420			445

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

FY2024 Direct Program		242,258
Increases Pricing:		
Interest on Uniformed Services Savings Deposits increase due to rate change	98	
Unemployment Benefits increase due to annualized basic pay inflation	2,614	
Adoption Expenses increase due to anticipated increase in average costs driven by inflation	11	
Partial Dislocation Allowance increase due to annualized basic pay inflation	42	
ROTC increase due to inflation rate change in pay raise, Cadet clothing and subsistence	198	
Mass Transit Subsidy increase due to change in inflation rate	187	
Total Increases Pricing		3,150
Increases Program:		
ROTC increase due to change in number of program participants	618	
JROTC increase due to change in number of program participants	10,000	
Mass Transit Subsidy increase due to slight increase in number of Soldiers receiving benefit	2,090	
Total Increases Program		12,708
Total Increases		15,858
Decreases Program:		
Interest on Uniformed Services Savings Deposits change due to decrease program utilization	(43)	
Unemployment Benefits decrease due to fewer projected number of active duty separations	(274)	
Adoption Expenses decrease due to program utilization	(5)	
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	(13)	
SGLI Extra Hazard Payments decrease due to decreased takers	(7)	
Total Decreases Program		(342)
Total Decreases		(342)
FY2025 Direct Program		257,774

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

ESTIMATE FY 2025	\$108
ESTIMATE FY 2024	\$108
ACTUAL FY 2023	\$130

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 travel days and general inflation.

There is no change in the program from FY 2024 to FY 2025.

The following table provides cost estimates:

	<u>ACTUAL FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT	<u>ESTIMATE FY 2025</u> AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	130	108	108

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

ESTIMATE FY 2025	\$2,184
ESTIMATE FY 2024	\$2,129
ACTUAL FY 2023	\$2,358

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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$2.2 million in actuals. FY 2024 includes \$2.0 million in updated projections. FY 2025 includes \$2.0 million in budgeted request.

There is a +\$55.0 thousand increase in Interest Uniform Services Savings Deposit program between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase in the average rate based on basic pay inflation of 4.5%, effective 1 January 2025: +\$98.0 thousand
- (2) Program decrease based on anticipated number of participants supporting overseas operations: -\$43.0 thousand

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	2,493	\$432	1,077	2,126	\$454	965	1,983	\$475	942
INTEREST ON SAVINGS, ENLISTED	3,790	\$338	1,281	3,279	\$355	1,164	3,348	\$371	1,242
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	6,283		2,358	5,405		2,129	5,331		2,184

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

ESTIMATE FY 2025	\$44,100
ESTIMATE FY 2024	\$44,100
ACTUAL FY 2023	\$43,200

PROJECT: DEATH GRATUITIES

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$0.0 million in actuals. FY 2024 includes \$0.1 million in updated projections. FY 2025 includes \$0.1 million in budgeted request.

There is no change in the program from FY 2024 to FY 2025.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	86	\$100,000	8,571	66	\$100,000	6,600	66	\$100,000	6,600
DEATH GRATUITIES, ENLISTED	346	\$100,000	34,629	375	\$100,000	37,500	375	\$100,000	37,500
TOTAL DEATH GRATUITIES	432		43,200	441		44,100	441		44,100

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

ESTIMATE FY 2025	\$58,540
ESTIMATE FY 2024	\$56,200
ACTUAL FY 2023	\$54,449

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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$16.5 million in actuals. FY 2024 includes \$13.0 million in updated projections. FY 2025 includes \$18.2 million in budgeted request.

There is a +\$2.3 million increase in the Unemployment Compensation Benefits between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase in the average rate based on basic pay inflation of 4.5% effective 1 January 2025: +\$2.6 million
- (2) Program decrease based on a reduction in the number of projected losses eligible to receive payments as well as the anticipated national unemployment rate: -\$0.3 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	11,607	\$4,691	54,449	11,404	\$4,928	56,200	11,348	\$5,159	58,540

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

ESTIMATE FY 2025	\$0
ESTIMATE FY 2024	\$0
ACTUAL FY 2023	\$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 2025 request is based on the approved DoD Board of Actuaries estimates for amortization payments. At this time 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:

	ACTUAL FY 2023 AMOUNT	ESTIMATE FY 2024 AMOUNT	ESTIMATE FY 2025 AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	0	0	0

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

ESTIMATE FY 2025	\$537
ESTIMATE FY 2024	\$531
ACTUAL FY 2023	\$526

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 2023. The FY 2024 and FY 2025 average rates are adjusted for general inflation.

There is a +\$6.0 thousand increase in the Adoption Expenses program requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to a change in average costs driven by general inflation of 2.2% effective 1 October 2024: +\$11.0 thousand
- (2) Program decrease based on a reduction in the overall average strength from FY 2024 to FY 2025: -\$5.0 thousand

Detailed cost computations are provided by the following table:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	81	\$2,843	229	80	\$2,920	234	80	\$2,984	239
ADOPTION EXPENSE, ENLISTED	110	\$2,691	297	107	\$2,764	297	106	\$2,824	298
TOTAL ADOPTION EXPENSES	191		526	187		531	186		537

PB-30X ADOPTION EXPENSES

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

ESTIMATE FY 2025	\$953
ESTIMATE FY 2024	\$924
ACTUAL FY 2023	\$898

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 2024 the partial DLA payment rate is \$924.40. 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 +\$29.0 thousand increase in the Partial Dislocation Allowance program requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase in the average rate based on basic pay inflation of 4.5% effective 1 January 2025: +\$42.0 thousand
- (2) Program decrease based on a reduction in the overall average strength from FY 2024 to FY 2025: -\$13.0 thousand

Detailed cost computations are provided in the following table:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	262	\$869	228	261	\$913	238	259	\$956	248
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	771	\$869	670	751	\$913	686	737	\$956	705
TOTAL PARTIAL DISLOCATION ALLOWANCE	1,033		898	1,012		924	996		953

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

ESTIMATE FY 2025	\$3,122
ESTIMATE FY 2024	\$3,129
ACTUAL FY 2023	\$3,666

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 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$3.8 million in actuals. FY 2024 includes \$3.1 million in updated projections. FY 2025 includes \$3.1 million in budgeted request.

There is a -\$7.0 thousand program decrease in the SGLI Extra Hazard requirement from FY2024 to FY2025 based on the anticipated number of participants supporting overseas operations.

The following table provides cost estimates:

	<u>ACTUAL FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT	<u>ESTIMATE FY 2025</u> AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	887	748	710
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	2,779	2,381	2,412
TOTALSGLI EXTRA HAZARD PAYMENTS	3,666	3,129	3,122

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

ESTIMATE FY 2025	\$400
ESTIMATE FY 2024	\$400
ACTUAL FY 2023	\$500

PROJECT: SGLI TRAUMATIC INJURY PAYMENTS

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

All SGLI Traumatic Injury (T-SGLI) Payments are associated with Overseas Operation Costs (OOC).

The budget tables include Overseas Operations Costs (OOC) requirements for FY 2023 actuals, FY 2024 updated projections and FY 2025 budget request. FY 2023 includes \$0.5 million in actuals. FY 2024 includes \$0.4 million in updated projections. FY 2025 includes \$0.4 million in budgeted request.

There is no change in the program from FY 2024 to FY 2025.

The following table provides cost estimates:

	<u>ACTUAL FY 2023</u> AMOUNT	<u>ESTIMATE FY 2024</u> AMOUNT	<u>ESTIMATE FY 2025</u> AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	100	100	100
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	400	300	300
TOTALSGLI TRAUMATIC INJURY PAYMENTS	500	400	400

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ESTIMATE FY 2025	\$105,500
ESTIMATE FY 2024	\$104,684
ACTUAL FY 2023	\$76,956

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 +\$0.8 million increase in the program requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to the average of the stipend rate in practical field training: +\$0.2 million
- (2) Program increase due to a change in the number of participants: +\$0.6 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC NON-SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)									
BASIC CAMP	1,330	\$1,100	1,463	2,187	\$2,176	4,758	1,913	\$2,176	4,162
ADVANCED CAMP	1,799	\$1,553	2,794	1,111	\$1,611	1,790	1,917	\$1,611	3,088
CADET TROOP LEADER	1,107	\$964	1,067	6,268	\$964	6,042	5,356	\$964	5,163
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	4,236		5,324	9,566		12,590	9,186		12,413
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	9,859	\$220	2,169	13,090	\$200	2,618	12,450	\$200	2,490
ADVANCED COURSE	4,109	\$220	904	3,245	\$200	649	4,005	\$200	801
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	13,968		3,073	16,335		3,267	16,455		3,291
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	733	\$748	548	1,148	\$748	859	1,242	\$748	929
BASIC COURSE, FEMALE	210	\$673	141	247	\$673	166	308	\$673	207
ADVANCED COURSE, MALE	655	\$734	481	845	\$734	620	861	\$734	632
ADVANCED COURSE, FEMALE	131	\$700	92	207	\$700	145	210	\$700	147
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,729		1,262	2,447		1,790	2,621		1,915
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	736	\$3,990	2,937	315	\$3,991	1,257	371	\$3,991	1,480
ADVANCED	2,770	\$3,990	11,052	3,404	\$3,990	13,582	3,781	\$3,990	15,086
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	3,506		13,989	3,719		14,839	4,152		16,566
PRACTICAL FIELD TRAINING	12,933	\$149	1,927	13,148	\$115	1,512	13,107	\$122	1,599
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	36,372		25,575	45,215		33,998	45,521		35,784

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH									
BASIC CAMP	1,036	\$1,124	1,165	809	\$2,000	1,618	809	\$2,000	1,618
ADVANCED CAMP	4,194	\$1,553	6,513	4,814	\$1,610	7,751	4,960	\$1,610	7,986
CADET TROOP LEADER	206	\$964	199	2,655	\$967	2,567	2,573	\$967	2,488
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH	5,436		7,877	8,278		11,936	8,342		12,092
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	3,432	\$220	755	3,015	\$200	603	3,315	\$200	663
ADVANCED	6,395	\$220	1,407	9,755	\$200	1,951	9,725	\$200	1,945
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	9,827		2,162	12,770		2,554	13,040		2,608
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	707	\$747	528	552	\$747	412	622	\$747	465
BASIC COURSE, FEMALE	200	\$676	135	81	\$676	55	114	\$676	77
ADVANCED COURSE, MALE	576	\$769	443	938	\$769	721	1,155	\$769	888
ADVANCED COURSE, FEMALE	119	\$722	86	154	\$722	111	186	\$722	134
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,602		1,192	1,725		1,299	2,077		1,564
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	3,403	\$3,990	13,578	3,624	\$3,990	14,460	3,283	\$3,990	13,099
ADVANCED	6,320	\$3,990	25,217	9,660	\$3,990	38,543	9,630	\$3,990	38,424
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	9,723		38,795	13,284		53,003	12,913		51,523
PRACTICAL FIELD TRAINING	9,094	\$149	1,355	16,470	\$115	1,894	15,811	\$122	1,929
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	35,682		51,381	52,527		70,686	52,183		69,716
TOTAL ROTC	72,054		76,956	97,742		104,684	97,704		105,500

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

ESTIMATE FY 2025	\$34,660
ESTIMATE FY 2024	\$24,660
ACTUAL FY 2023	\$31,210

PROJECT: JROTC

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a +\$10.0 million increase in the program requirement between FY 2024 and FY 2025. This change is due to a program increase resulting from the expansion of the JROTC program from 1,707 to 1,744 schools.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	247,866	\$115	28,505	194,330	\$115	22,348	257,357	\$115	29,596
FIELD RATIONS	26,786	\$101	2,705	22,891	\$101	2,312	50,139	\$101	5,064
TOTAL JROTC	274,652		31,210	217,221		24,660	307,496		34,660

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

ESTIMATE FY 2025	\$7,670
ESTIMATE FY 2024	\$5,393
ACTUAL FY 2023	\$4,928

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 \$315 per month.

There is a +\$2.3 million increase in the Mass Transit Subsidy program requirement between FY 2024 and FY 2025. The total requirement change is due to:

- (1) Price increase due to changes in the average rate based on general inflation of 2.2% effective 1 October 2024: +\$0.2 million
- (2) Program increase due to a change in number of servicemembers returning to in-person work environment from FY 2024 to FY 2025: +\$2.1 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	1,417	\$1,236	1,752	1,569	\$1,270	1,993	2,343	\$1,298	3,041
MASS TRANSIT SUBSIDY, ENLISTED	1,981	\$1,603	3,176	2,066	\$1,646	3,400	2,750	\$1,683	4,629
TOTAL MASS TRANSIT SUBSIDY	3,398		4,928	3,635		5,393	5,093		7,670

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 +\$324.1 million from FY 2024 to FY 2025 driven by:

- (1) an increase due to inflationary adjustments associated with pay raise, and basic allowances for subsistence and housing: +\$20.7 million
- (2) an increase in the Defense Health Program reimbursement: +\$4.4 million
- (3) the inclusion of the southwest border protection reimbursement from the Department of Homeland Security: +\$284.0 million
- (4) the migration of U.S. Army Europe and Africa (USAREUR-AF) and U.S. Army Pacific's (USARPAC) Acquisition and Cross-Servicing Agreement (ACSA) meal requirements into the reimbursable program: +\$15.0 million

Detailed cost computations are provided by the following table:

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
MEDICAL									
Defense Health Program	\$132,080	\$33,020	\$165,100	\$132,559	\$33,141	\$165,700	\$136,080	\$34,020	\$170,100
Southwest Border Protection									
Basic Pay	\$0	\$0	\$0	\$0	\$0	\$0	\$39,105	\$115,309	\$154,414
Retired Pay Accrual	\$0	\$0	\$0	\$0	\$0	\$0	\$8,408	\$24,792	\$33,200
Incentive Pay	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Subsistence	\$0	\$0	\$0	\$0	\$0	\$0	\$1,401	\$12,132	\$13,533
Basic Allowance for Housing	\$0	\$0	\$0	\$0	\$0	\$0	\$17,595	\$48,430	\$66,025
Family Separation Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$806	\$4,177	\$4,983
Social Security Tax	\$0	\$0	\$0	\$0	\$0	\$0	\$2,991	\$8,822	\$11,813
Total Southwest Border Protection	\$0	\$0	\$0	\$0	\$0	\$0	\$70,306	\$213,662	\$283,968
OTHER STRENGTH RELATED									
Basic Pay	\$77,045	\$21,076	\$98,121	\$76,106	\$17,475	\$93,581	\$85,963	\$34,286	\$120,249
Retired Pay Accrual	\$25,664	\$7,104	\$32,768	\$22,833	\$5,242	\$28,075	\$21,506	\$9,237	\$30,743
Incentive Pay	\$935	\$594	\$1,529	\$841	\$116	\$957	\$900	\$224	\$1,124
Subsistence	\$3,095	\$8,069	\$11,164	\$2,781	\$1,536	\$4,317	\$2,979	\$2,989	\$5,968
Basic Allowance for Housing	\$20,192	\$5,991	\$26,183	\$10,931	\$3,169	\$14,100	\$9,856	\$6,817	\$16,673
Social Security Tax	\$5,894	\$1,517	\$7,411	\$5,822	\$1,337	\$7,159	\$6,576	\$2,623	\$9,199
Total Other Strength Related	\$132,825	\$44,351	\$177,176	\$119,314	\$28,875	\$148,189	\$127,780	\$56,176	\$183,956
TOTAL PROGRAM	\$264,905	\$77,371	\$342,276	\$251,873	\$62,016	\$313,889	\$334,166	\$303,858	\$638,024

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

	<u>ACTUAL FY 2023</u>			<u>ESTIMATE FY 2024</u>			<u>ESTIMATE FY 2025</u>		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
ASSIGNED OUTSIDE DOD									
NON-REIMBURSABLE PERSONNEL									
DRUG ENFORCEMENT AGENCY	1	4	5	1	4	5	1	4	5
DENTAL HYGIENE PROGRAM	0	8	8	0	8	8	0	8	8
DEPARTMENT OF ENERGY	13	0	13	13	0	13	13	0	13
DEPARTMENT OF JUSTICE	7	0	7	7	0	7	7	0	7
DEPARTMENT OF STATE	33	0	33	33	0	33	33	0	33
OFFICE OF NATIONAL DRUG CONTROL POLICY	2	0	2	2	0	2	2	0	2
NSC	6	0	6	6	0	6	6	0	6
SSC FELLOWSHIP	2	0	2	2	0	2	2	0	2
TRAINING WITH INDUSTRY	3	0	3	3	0	3	3	0	3
WHITE HOUSE MILITARY OFFICE	32	17	49	32	17	49	32	17	49
SUB-TOTAL NON-REIMBURSABLE PERSONNEL	99	29	128	99	29	128	99	29	128
REIMBURSABLE PERSONNEL									
NASA	3	0	3	3	0	3	3	0	3
SUB-TOTAL REIMBURSABLE PERSONNEL	3	0	3	3	0	3	3	0	3
TOTAL ASSIGNED OUTSIDE DOD	102	29	131	102	29	131	102	29	131

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
FOREIGN MILITARY SALES	36	59	95	36	59	95	36	59	95
SUB-TOTAL REIMBURSABLE PERSONNEL	36	59	95	36	59	95	36	59	95
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	36	59	95	36	59	95	36	59	95
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
INDUSTRIAL OPERATIONS	42	98	140	42	98	140	42	98	140
SUPPLY MGMT	7	17	24	7	17	24	7	17	24
TRANSCOM	100	45	145	100	45	145	100	45	145
DECA	5	0	5	5	0	5	5	0	5
DFAS	3	28	31	3	28	31	3	28	31
DISA	46	21	67	46	21	67	46	21	67
DLA	69	48	117	69	48	117	69	48	117
USACE - Civil Works	365	75	440	365	75	440	365	75	440
JIEDDO	10	1	11	10	1	11	10	1	11
NAVY	16	16	32	16	16	32	16	16	32
OTHER	0	0	0	0	0	0	358	2,142	2,500
SUB-TOTAL REIMBURSABLE PERSONNEL	663	349	1,012	663	349	1,012	1,021	2,491	3,512
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS	663	349	1,012	663	349	1,012	1,021	2,491	3,512
TOTAL REIMBURSABLE PERSONNEL	702	408	1,110	702	408	1,110	1,060	2,550	3,610
TOTAL NON-REIMBURSABLE PERSONNEL	99	29	128	99	29	128	99	29	128
GRAND TOTAL	801	437	1,238	801	437	1,238	1,159	2,579	3,738

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

	ACTUAL FY 2023			ESTIMATE FY 2024			ESTIMATE FY 2025		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Non-Scholarship Students									
MS I	6,101	7,065	8,029	6,101	7,067	8,033	6,103	7,069	8,035
MS II	4,521	5,060	5,599	4,521	5,315	6,108	4,573	5,376	6,178
Total Basic Course	10,622	12,125	13,628	10,622	12,382	14,141	10,676	12,445	14,213
MS III	2,556	2,756	2,956	2,556	2,663	2,769	2,492	2,596	2,700
MS IV	3,599	3,482	3,365	3,599	3,126	2,653	3,235	2,810	2,385
Total Advanced Course	6,155	6,238	6,321	6,155	5,789	5,422	5,727	5,406	5,085
Total Non-Scholarship Students	16,777	18,363	19,949	16,777	18,170	19,563	16,403	17,851	19,298
Scholarship Students									
MS I	663	863	1,063	663	878	1,092	663	878	1,092
MS II	2,311	2,636	2,960	2,311	2,649	2,986	2,309	2,646	2,983
Total Basic Course	2,974	3,499	4,023	2,974	3,526	4,078	2,972	3,524	4,075
MS III	3,421	3,569	3,717	3,421	3,632	3,843	3,485	3,700	3,915
MS IV	4,047	4,318	4,589	4,047	4,206	4,365	4,077	4,237	4,397
Total Advanced Course	7,468	7,887	8,306	7,468	7,838	8,208	7,562	7,937	8,312
Total Scholarship Students	10,442	11,386	12,329	10,442	11,364	12,286	10,534	11,461	12,387
Total Enrollment									
MS I	6,764	7,928	9,092	6,764	7,945	9,125	6,766	7,947	9,127
MS II	6,832	7,696	8,559	6,832	7,963	9,094	6,882	8,022	9,161
Total Basic Course	13,596	15,624	17,651	13,596	15,908	18,219	13,648	15,968	18,288
MS III	5,977	6,325	6,673	5,977	6,295	6,612	5,977	6,296	6,615
MS IV	7,646	7,800	7,954	7,646	7,332	7,018	7,312	7,047	6,782
Total Advanced Course	13,623	14,125	14,627	13,623	13,627	13,630	13,289	13,343	13,397
Total Enrollment	27,219	29,749	32,278	27,219	29,534	31,849	26,937	29,311	31,685
Completed ROTC and Commissioned			5,873			5,667			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 2023</u>	<u>ESTIMATE FY 2024</u>	<u>ESTIMATE FY 2025</u>
Schools	274	274	274
Civilian Personnel	1,286	1,287	1,289
Military Personnel (End Strength)	2,017	2,018	2,026

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

	ACTUAL FY 2023											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	16	15	14	13	13	13	14	14	16	16	16	15
LIEUTENANT GENERAL	47	45	44	43	43	42	43	44	46	45	44	44
MAJOR GENERAL	104	96	97	97	98	101	101	99	103	100	98	95
BRIGADIER GENERAL	117	114	115	115	113	111	109	113	119	121	115	113
COLONEL	3,770	3,734	3,718	3,758	3,736	3,730	3,766	3,773	3,741	3,698	3,675	3,654
LIEUTENANT COLONEL	8,852	8,742	8,727	8,610	8,597	8,626	8,703	8,755	8,680	8,648	8,747	8,695
MAJOR	16,101	15,982	15,948	15,841	15,781	15,786	15,872	16,010	16,077	16,244	16,034	15,967
CAPTAIN	26,810	27,149	26,869	26,846	26,579	26,330	26,126	27,874	27,466	27,150	26,893	26,755
1ST LIEUTENANT	12,291	13,715	13,598	13,943	14,385	14,593	15,025	12,846	12,782	13,686	13,710	12,302
2ND LIEUTENANT	10,039	7,798	7,845	7,606	7,237	7,076	6,759	8,232	9,108	8,050	8,035	9,483
SUBTOTAL COMMISSIONED OFFICERS	78,147	77,390	76,975	76,872	76,582	76,408	76,518	77,760	78,138	77,758	77,367	77,123
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	581	565	563	561	558	562	568	577	563	566	564	557
WARRANT OFFICER (W-4)	1,802	1,755	1,761	1,751	1,748	1,733	1,745	1,760	1,781	1,774	1,754	1,754
WARRANT OFFICER (W-3)	3,293	3,195	3,201	3,196	3,191	3,192	3,209	3,226	3,209	3,180	3,171	3,162
WARRANT OFFICER (W-2)	6,015	6,009	5,998	5,917	5,931	5,968	6,026	6,129	5,973	5,953	5,917	5,909
WARRANT OFFICER (W-1)	3,440	4,134	4,126	4,071	4,080	4,106	4,146	4,217	3,810	3,878	4,003	4,065
SUBTOTAL WARRANT OFFICERS	15,131	15,658	15,649	15,496	15,508	15,561	15,694	15,909	15,336	15,351	15,409	15,447
SUBTOTAL OFFICER	93,278	93,048	92,624	92,368	92,090	91,969	92,212	93,669	93,474	93,109	92,776	92,570
ENLISTED												
SERGEANT MAJOR	3,483	3,606	3,635	3,636	3,637	3,624	3,617	3,624	3,451	3,544	3,501	3,479
1ST SERGEANT/MASTER SERGEANT	11,312	11,429	11,333	11,258	11,163	11,090	11,088	10,993	10,682	10,618	10,441	10,266
PLATOON SERGEANT/SERGEANT 1ST CLASS	37,170	36,951	37,772	37,790	37,826	37,585	37,486	37,215	35,914	36,527	36,167	36,343
STAFF SERGEANT	58,187	59,531	60,051	60,113	60,107	59,597	59,342	58,756	59,326	58,934	58,468	58,119
SERGEANT	70,365	70,369	71,902	72,036	72,127	71,718	71,779	71,262	69,853	70,197	69,412	68,326
CORPORAL/SPECIALIST	110,145	105,838	100,729	100,120	98,552	98,444	99,119	99,408	102,714	102,655	104,919	103,848
PRIVATE FIRST CLASS	47,570	45,136	44,416	44,029	43,008	40,980	41,250	40,542	42,173	41,880	42,235	44,068
PRIVATE E2	15,595	18,042	18,447	18,815	19,091	19,197	18,799	18,972	21,350	21,987	21,131	20,287
PRIVATE E1	11,613	12,416	10,579	12,524	13,512	14,341	13,001	13,441	8,266	8,637	9,094	11,735
SUBTOTAL ENLISTED PERSONNEL	365,440	363,318	358,864	360,321	359,023	356,576	355,481	354,213	353,729	354,979	355,368	356,471
CADET	4,365	4,355	4,329	4,333	4,315	4,293	4,289	3,357	4,575	4,544	4,530	4,510
TOTAL END STRENGTH	463,083	460,721	455,817	457,022	455,428	452,838	451,982	451,239	451,778	452,632	452,674	453,551

**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
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	14	14	14	13	13	13	14	13	14	15	15	15
LIEUTENANT GENERAL	44	44	43	43	43	42	43	43	44	42	42	43
MAJOR GENERAL	94	94	95	95	97	100	100	97	92	93	95	94
BRIGADIER GENERAL	112	112	112	113	111	110	108	110	113	113	111	112
COLONEL	3,698	3,720	3,698	3,757	3,752	3,747	3,766	3,742	3,739	3,705	3,677	3,623
LIEUTENANT COLONEL	8,676	8,672	8,657	8,583	8,610	8,641	8,678	8,658	8,628	8,595	8,569	8,516
MAJOR	15,824	15,794	15,750	15,730	15,743	15,751	15,764	15,767	15,869	15,756	15,650	15,534
CAPTAIN	26,926	26,924	26,648	26,725	26,582	26,339	26,016	27,523	27,116	27,441	27,483	27,296
1ST LIEUTENANT	13,175	13,583	13,474	13,864	14,373	14,583	14,947	12,671	12,560	13,506	13,383	13,163
2ND LIEUTENANT	8,410	7,723	7,773	7,562	7,232	7,072	6,724	8,120	8,602	7,944	7,843	7,978
SUBTOTAL COMMISSIONED OFFICERS	76,973	76,680	76,264	76,485	76,556	76,398	76,160	76,744	76,777	77,210	76,868	76,374
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	549	553	552	553	552	557	561	565	563	568	566	559
WARRANT OFFICER (W-4)	1,729	1,735	1,727	1,726	1,731	1,717	1,723	1,724	1,730	1,717	1,704	1,702
WARRANT OFFICER (W-3)	3,127	3,131	3,137	3,149	3,159	3,161	3,164	3,155	3,181	3,186	3,184	3,183
WARRANT OFFICER (W-2)	5,954	6,001	5,986	5,931	5,985	6,038	6,064	6,124	6,119	6,161	6,172	6,218
WARRANT OFFICER (W-1)	4,052	4,084	4,074	4,036	4,073	4,109	4,127	4,168	4,164	4,193	4,201	4,231
SUBTOTAL WARRANT OFFICERS	15,411	15,504	15,476	15,395	15,500	15,582	15,639	15,736	15,757	15,825	15,827	15,893
SUBTOTAL OFFICER	92,384	92,184	91,740	91,880	92,056	91,980	91,799	92,480	92,534	93,035	92,695	92,267
ENLISTED												
SERGEANT MAJOR	3,477	3,516	3,521	3,532	3,535	3,533	3,534	3,552	3,559	3,581	3,558	3,513
1ST SERGEANT/MASTER SERGEANT	11,222	11,091	11,012	10,917	10,835	10,767	10,717	10,651	10,548	10,396	10,310	10,208
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,723	36,006	35,996	36,655	36,683	36,565	36,546	36,622	36,758	36,899	36,817	36,330
STAFF SERGEANT	58,331	58,064	58,103	58,250	58,288	58,140	58,102	58,171	58,328	58,526	58,514	58,938
SERGEANT	68,822	68,654	68,609	69,800	69,942	69,763	69,862	69,999	70,228	70,510	69,966	69,629
CORPORAL/SPECIALIST	103,695	102,872	100,853	98,198	96,828	96,389	95,934	95,079	93,927	92,648	93,507	94,230
PRIVATE FIRST CLASS	44,484	45,477	44,216	44,088	42,789	41,016	39,376	38,519	37,500	37,345	36,197	35,271
PRIVATE E2	20,014	18,005	18,584	18,601	19,002	18,958	18,371	18,649	17,632	19,312	20,068	20,243
PRIVATE E1	9,678	10,523	8,979	10,704	11,711	12,381	13,003	13,545	16,028	16,743	17,920	18,565
SUBTOTAL ENLISTED PERSONNEL	355,446	354,208	349,873	350,745	349,613	347,512	345,445	344,787	344,508	345,960	346,857	346,927
CADET	4,501	4,493	4,463	4,455	4,442	4,415	4,402	3,410	4,566	4,549	4,523	4,506
TOTAL END STRENGTH	452,331	450,885	446,076	447,080	446,111	443,907	441,646	440,677	441,608	443,544	444,075	443,700

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

	ESTIMATE FY 2025											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	14	14	14	13	13	13	14	13	14	15	15	15
LIEUTENANT GENERAL	44	44	43	43	43	42	43	43	44	42	42	43
MAJOR GENERAL	94	94	95	95	97	100	100	97	92	93	95	94
BRIGADIER GENERAL	112	112	112	113	111	110	108	110	113	113	111	112
COLONEL	3,654	3,659	3,642	3,648	3,647	3,671	3,693	3,679	3,688	3,666	3,646	3,606
LIEUTENANT COLONEL	8,502	8,529	8,521	8,527	8,555	8,620	8,668	8,667	8,678	8,664	8,634	8,570
MAJOR	15,483	15,440	15,412	15,392	15,402	15,371	15,370	15,389	15,406	15,316	15,243	15,153
CAPTAIN	27,105	27,001	26,831	26,820	26,661	26,473	26,192	28,031	27,798	27,744	27,578	27,649
1ST LIEUTENANT	12,950	13,461	13,302	13,623	14,021	14,167	14,485	12,389	12,411	13,178	13,166	12,925
2ND LIEUTENANT	8,267	7,653	7,674	7,431	7,054	6,870	6,516	7,939	8,501	7,751	7,716	7,834
SUBTOTAL COMMISSIONED OFFICERS	76,225	76,007	75,646	75,705	75,604	75,437	75,189	76,357	76,745	76,582	76,246	76,001
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	558	560	558	557	555	555	556	556	552	553	549	546
WARRANT OFFICER (W-4)	1,701	1,702	1,704	1,703	1,703	1,688	1,696	1,694	1,691	1,681	1,666	1,659
WARRANT OFFICER (W-3)	3,190	3,197	3,208	3,223	3,237	3,246	3,261	3,268	3,272	3,259	3,266	3,261
WARRANT OFFICER (W-2)	6,238	6,270	6,270	6,218	6,249	6,283	6,315	6,342	6,362	6,387	6,412	6,420
WARRANT OFFICER (W-1)	4,246	4,267	4,267	4,232	4,253	4,276	4,297	4,316	4,330	4,347	4,363	4,369
SUBTOTAL WARRANT OFFICERS	15,933	15,996	16,007	15,933	15,997	16,048	16,125	16,176	16,207	16,227	16,256	16,255
SUBTOTAL OFFICER	92,158	92,003	91,653	91,638	91,601	91,485	91,314	92,533	92,952	92,809	92,502	92,256
ENLISTED												
SERGEANT MAJOR	3,502	3,500	3,503	3,498	3,499	3,496	3,485	3,500	3,506	3,529	3,506	3,492
1ST SERGEANT/MASTER SERGEANT	11,212	11,158	11,107	11,027	10,971	10,921	10,880	10,798	10,715	10,581	10,475	10,319
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,360	36,324	36,396	36,352	36,352	36,136	35,899	35,668	35,841	35,983	35,897	35,841
STAFF SERGEANT	57,798	57,771	57,876	58,066	57,752	57,664	57,575	57,461	56,865	57,089	57,020	56,985
SERGEANT	68,918	68,957	69,043	69,046	69,080	68,444	67,909	67,244	66,573	67,514	67,543	67,394
CORPORAL/SPECIALIST	93,641	92,291	90,122	90,015	89,930	90,682	91,381	92,438	93,675	92,341	92,338	92,760
PRIVATE FIRST CLASS	34,665	34,705	33,714	34,080	33,570	32,612	31,821	31,834	32,051	33,014	33,467	33,431
PRIVATE E2	20,482	21,069	22,519	23,496	24,612	25,040	25,331	25,182	23,221	24,261	24,307	24,176
PRIVATE E1	19,401	19,400	16,486	16,978	16,500	16,023	15,139	15,605	18,516	19,239	20,501	21,153
SUBTOTAL ENLISTED PERSONNEL	345,979	345,175	340,766	342,558	342,266	341,018	339,420	339,730	340,963	343,551	345,054	345,551
CADET	4,492	4,483	4,453	4,445	4,431	4,402	4,389	3,397	4,557	4,537	4,510	4,493
TOTAL END STRENGTH	442,629	441,661	436,872	438,641	438,298	436,905	435,123	435,660	438,472	440,897	442,066	442,300