

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2009 BUDGET ESTIMATES



MILITARY PERSONNEL, ARMY

JUSTIFICATION BOOK

VOLUME I – ACTIVE FORCES

FEBRUARY 2008

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

	ACTUAL FY 2007	ESTIMATE FY 2008	ESTIMATE FY 2009
DIRECT BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$8,143,728	\$8,830,107	\$9,842,378
PAY AND ALLOWANCES OF ENLISTED	\$18,711,449	\$19,755,274	\$22,425,482
PAY AND ALLOWANCES OF CADETS	\$57,318	\$56,113	\$61,496
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,558,962	\$1,431,240	\$1,864,593
PERMANENT CHANGE OF STATION TRAVEL	\$1,109,507	\$1,175,533	\$1,928,138
OTHER MILITARY PERSONNEL COSTS	\$280,476	\$286,749	\$401,730
TOTAL DIRECT BASELINE PROGRAM	\$29,861,440	\$31,535,016	\$36,523,817
REIMBURSABLE BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$117,308	\$197,513	\$124,449
PAY AND ALLOWANCES OF ENLISTED	\$79,352	\$77,907	\$82,147
PAY AND ALLOWANCES OF CADETS	\$0	\$0	\$0
SUBSISTENCE OF ENLISTED PERSONNEL	\$24,327	\$37,206	\$38,655
PERMANENT CHANGE OF STATION TRAVEL	\$0	\$2,472	\$2,569
OTHER MILITARY PERSONNEL COSTS	\$0	\$0	\$0
TOTAL REIMBURSABLE BASELINE PROGRAM	\$220,987	\$315,098	\$247,820
TOTAL BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$8,261,036	\$9,027,620	\$9,966,827
PAY AND ALLOWANCES OF ENLISTED	\$18,790,801	\$19,833,181	\$22,507,629
PAY AND ALLOWANCES OF CADETS	\$57,318	\$56,113	\$61,496
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,583,289	\$1,468,446	\$1,903,248
PERMANENT CHANGE OF STATION TRAVEL	\$1,109,507	\$1,178,005	\$1,930,707
OTHER MILITARY PERSONNEL COSTS	\$280,476	\$286,749	\$401,730
TOTAL BASELINE PROGRAM	\$30,082,427	\$31,850,114	\$36,771,637
SUPPLEMENTAL FUNDING			
PAY AND ALLOWANCES OF OFFICERS	\$1,467,786	\$0	\$0
PAY AND ALLOWANCES OF ENLISTED	\$3,835,388	\$0	\$0
PAY AND ALLOWANCES OF CADETS	\$0	\$0	\$0
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,040,792	\$0	\$0
PERMANENT CHANGE OF STATION TRAVEL	\$411,164	\$0	\$0
OTHER MILITARY PERSONNEL COSTS	\$329,140	\$0	\$0
TOTAL MAIN SUPPLEMENTAL	\$7,084,270	\$0	\$0
SUPPLEMENTAL FOR BASELINE (BAH)			
PAY AND ALLOWANCES OF OFFICERS	\$31,560	\$0	\$0
PAY AND ALLOWANCES OF ENLISTED	\$311,520	\$0	\$0
TOTAL SUPPLEMENTAL FOR BASELINE (BAH)	\$343,080	\$0	\$0
TITLE IX/Division L of the Consolidated Appropriations Act, 2008			
PAY AND ALLOWANCES OF OFFICERS	\$1,054,618	\$17,756	\$0
PAY AND ALLOWANCES OF ENLISTED	\$2,194,990	\$71,304	\$0
PAY AND ALLOWANCES OF CADETS	\$0	\$0	\$0

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SUBSISTENCE OF ENLISTED PERSONNEL	\$846,402	\$506,745	\$0
PERMANENT CHANGE OF STATION TRAVEL	\$0	\$0	\$0
OTHER MILITARY PERSONNEL COSTS	\$250,700	\$186,695	\$0
TOTAL TITLE IX/Division L of the Consolidated Appropriations Act, 2008	\$4,346,710	\$782,500	\$0
TOTAL DIRECT PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$10,697,692	\$8,847,863	\$9,842,378
PAY AND ALLOWANCES OF ENLISTED	\$25,053,347	\$19,826,578	\$22,425,482
PAY AND ALLOWANCES OF CADETS	\$57,318	\$56,113	\$61,496
SUBSISTENCE OF ENLISTED PERSONNEL	\$3,446,156	\$1,937,985	\$1,864,593
PERMANENT CHANGE OF STATION TRAVEL	\$1,520,671	\$1,175,533	\$1,928,138
OTHER MILITARY PERSONNEL COSTS	\$860,316	\$473,444	\$401,730
TOTAL DIRECT PROGRAM	\$41,635,500	\$32,317,516	\$36,523,817
TOTAL PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$10,815,000	\$9,045,376	\$9,966,827
PAY AND ALLOWANCES OF ENLISTED	\$25,132,699	\$19,904,485	\$22,507,629
PAY AND ALLOWANCES OF CADETS	\$57,318	\$56,113	\$61,496
SUBSISTENCE OF ENLISTED PERSONNEL	\$3,470,483	\$1,975,191	\$1,903,248
PERMANENT CHANGE OF STATION TRAVEL	\$1,520,671	\$1,178,005	\$1,930,707
OTHER MILITARY PERSONNEL COSTS	\$860,316	\$473,444	\$401,730
TOTAL PROGRAM	\$41,856,487	\$32,632,614	\$36,771,637
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$2,915,391	\$3,132,436	\$2,902,192
TOTAL MILITARY PERSONNEL PROGRAM COST	\$44,771,878	\$35,765,050	\$39,673,829

MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION

INTRODUCTION

The Military Personnel, Army (MPA) appropriation provides pay and benefits for both Active Component Soldiers and Reserve Component Soldiers activated for current contingencies. The appropriation plays a critical role in National Military Strategy by enabling the Army to meet its manning objectives (having the right number of high quality Soldiers in the appropriate grades and skills to satisfy force structure requirements) while maintaining the All-Volunteer Force. In addition to manning force structure requirements, the appropriation provides for Soldiers in a variety of individual accounts (trainees, transients, cadets, holdees, and students - known as TTHS).

For the last six years the Army has played a critical role in meeting the needs of the Nation, not only in Iraq and Afghanistan, but around the world and at home (civil works, responding to natural disasters, and securing our borders). This tempo has stretched the Army's human and economic resources and created an out of balance condition. This condition manifests itself in several areas, including:

- (1) The insufficient supply of forces needed to sustain current and anticipated demands.
- (2) An unacceptable amount of dwell time between deployments.
- (3) A Reserve Component that continues to perform an operational role for which they were neither designed nor resourced.

In order to regain balance and mitigate near-term risk, the Chief of Staff of the Army identified four key imperatives; *Sustain, Prepare, Reset, and Transform*. The MPA appropriation plays a direct role with respect to two of these imperatives. First, it *Sustains* Soldiers and Families by providing good pay and benefits as well as quality of life programs such as improved housing and educational opportunities. It also sustains compelling needs of the Army by funding recruiting and retention incentives required to meet end strength objectives of the All-Volunteer Force, while maintaining recruit quality standards. Second, it supports Army *Transformation* objectives, a primary goal of which is to grow the size of the Army as quickly as possible. This action will help bring balance by increasing capacity to provide sufficient forces for the full range and duration of current operations and future contingencies. Increasing the size of the Army will also reduce stress on the force by increasing dwell time at home station.

It should be noted that the FY 2009 budget request does not include estimates in support of Global War on Terrorism (GWOT) requirements; however, the FY 2008 column includes amounts enacted in the recent "Bridge" supplemental appropriation (\$782.5 million), and the FY 2007 column reflects actual execution (both base program and GWOT). As necessary, the Army will seek separate appropriations to finance incremental military personnel costs above the baseline budget for on-going military operations.

Management Characteristics of MPA

MPA is a centrally managed, single-year, appropriation that funds Soldier pay and allowances, recruiting and retention incentives, subsistence, permanent change of station (PCS) costs, life insurance coverage, 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. Other factors, such as overseas military stationing, percentage of married personnel, propensity to enlist, and new personnel policies heavily influence requirements.

MILITARY PERSONNEL, ARMY
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INTRODUCTION

End Strength

The President announced in January 2007 that the United States would strengthen the military for the war against terror by increasing the overall strength of the Army and Marine Corps. Under this plan, active duty Army end strength will increase by a total of 65,000 from the FY 2007 President's Budget request of 482,400 to an end state of 547,400. The FY 2009 budget request supports a strength profile that attains 547,400 in FY 2012; however, to relieve stress on the Force, the Army is growing as rapidly as possible and will request supplemental funding as necessary to support accelerated end strength objectives. The budgeted end strength profile is as follows:

Active Army End Strength (in thousands)	FY07	FY08	FY09	FY10	FY11	FY12
Funded in the Base Budget	482.4	489.4	532.4	539.4	546.4	547.4
Funded in the Supplemental ¹	36.0	36.0	-	-	-	-
End Strength Plan ²	522.0 ³	525.4	532.4	539.4	546.4	547.4

NOTES:

1. Active Component overstrength rolls into the base budget in FY 2009.
2. Represents planning figures. Army is striving to increase end strength as rapidly as possible.
3. Represents actual FY 2007 end strength.

Other Budget Drivers

- The 2008 and 2009 military pay raises effective on January 1 are 3.5% and 3.4% respectively.
- The nominal cost percentages used to calculate payments to the military retired pay trust fund is 26.5% in FY 2007, 29% in FY 2008 and 29.2% in FY 2009.
- The rates for subsistence (indexed to the annual changes in the US Department of Agriculture food plan) effective 1 January are 5.2% in 2008 and 3.4% in 2009.
- Basic Allowance for Housing (BAH) growth is 6.9% in FY 2008 (budgeted for only 3.9% in previous request), and 4.9% in FY 2009.

The Permanent Change of Station (PCS) program increases by \$319.7 million between FY 2008 and FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time the PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy creates a one-time funding increase in FY 2009.

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INTRODUCTION

The Residential Communities Initiative (RCI) program is a highly successful Army initiative to leverage private capital to alleviate housing shortages, rapidly improve the condition of existing housing, and eliminate inadequate family housing. This initiative is fully funded in FY 2009. This program focuses on developing and managing communities and embraces comprehensive planning and execution, as opposed to piecemeal projects.

By the end of FY 2008, the Army will have transitioned to privatized operations for the complete inventory of Family housing at 38 installations with a projected end state of 80,100 homes. The following installations are funded through FY 2009: Carson, Hood, Lewis, Meade, Hamilton, Bragg, Campbell, Irwin, Stewart, Polk, Eustis, Detrick, Shafter, Walter Reed Medical Center, Picatinney Arsenal, Schofield Barracks, Hunter Army Airfield, Moffet Field, Presidio of Monterey, Leonard Wood, Drum, Sam Houston, Carlisle Barracks, Monmouth, Benning, Knox, Rucker, Leavenworth, Gordon, Redstone Arsenal, McPherson, Riley, White Sands Missile Range, Belvoir, Lee, West Point, Bliss, Dix and Fort Jackson. This initiative is programmed to increase significantly in FY 2009, expanding to include: Huachuca, Yuma Proving Grounds, Richardson, Sill, McAlester AAP, Wainwright, Greely, Aberdeen Proving Ground and AP Hill.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2009 budget formulation, the military personnel budget estimates were reduced by over \$300 million in FY 2007 - FY 2011 for historical unexpended/unobligated balances. These reductions were based on the methodology used by the Government Accountability Office. The FY 2008/FY 2009 Military Personnel, Army budget estimates, were reduced by \$140 million/\$143.9 million respectively as a result. In addition to the funding reductions, the Service Components and the Defense Finance and Accounting Service have been directed to work together to:

- develop the lowest, achievable percentage level of unobligated/unexpended balances
- develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances,
- add the necessary personnel resources to improve execution data collection, and
- closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's five year availability.

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Previously, the military personnel accounts were required to pay the accrued costs, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts were created to show the cost of these payments. Beginning in FY 2006, the appropriations requested for the military personnel accounts excluded funding to make the retiree health accrual payments. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

MILITARY PERSONNEL, ARMY
SECTION 2
PERFORMANCE MEASURES AND EVALUATION SUMMARY

IN ACCORDANCE WITH THE PRESIDENT'S MANAGEMENT AGENDA, BUDGET AND PERFORMANCE INTEGRATION INITIATIVE, THIS PROGRAM HAS BEEN ASSESSED USING THE PROGRAM ASSESSMENT RATING TOOL (PART). REMARKS REGARDING PROGRAM PERFORMANCE AND PLANS FOR PERFORMANCE IMPROVEMENT CAN BE LOCATED AT EXPECTMORE.GOV.

Activity: Active Military Personnel

Activity Goal: Maintain the correct 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 and support infrastructure, which includes pay, allowances, individual clothing, subsistence, and permanent changes of station.

PERFORMANCE MEASURES:

	<u>FY 2007 Actual</u>	<u>FY 2008 Planned</u>	<u>FY 2009 Planned</u>
Average Strength	587,032¹	491,086	528,268
End Strength	522,017	489,400	532,400
Authorized End Strength	512,400	525,400	

The pending FY 2008 NDAA Section 403 authorizes a continuation of the FY08 Base Army end-strength of 525,400 in FY 2009 plus 22,000 for a total of 547,400.

Recruiting

1. Numeric goals	80,000	81,600²	80,000
Actual	80,407		

- Total United States Army Recruiting Command Recruiting mission is compared to actual accessions for the fiscal year. The percent goal accomplished is the measurement.

Narrative: Despite facing numerous economic, political, and social challenges to maintaining an all-volunteer force, the Army achieved 101% of its recruiting mission (80.4K to 80K) in FY2007. The success of the recruiting program is due to an increase in the trained recruiting force, a desirable bonus and incentive structure, and changes to policy that allow the Soldier more choice in their enlistment package. Highlights of the bonus and incentive program include the Quick Ship Bonus, the 2 year enlistment option, a \$2K referral bonus, and several different education benefits. The Army expects FY08 and FY09 to continue to be difficult recruiting environments and has added several new incentive programs to the bonus and incentive portfolio. The Active First and Army Advantage Fund are among the new programs that will begin in FY 2008 and help the Army continue to attract high quality recruits.

2. Quality goals

a. HSDG percent (Tier I)	90%	90%	90%
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MILITARY PERSONNEL, ARMY
SECTION 2
PERFORMANCE MEASURES AND EVALUATION SUMMARY

Actual	79%		
b. Test Score Category I-IIIa percent	60%	60%	60%
Actual	60.8%		

a. The percent Tier 1 High School Degree Graduate (HSDG) is the measure, which is a measure of educational achievement – Total number of Tier 1 (HSDG) non-prior service accessions + Delayed Entry Program (DEP) is compared to total number of non-prior service accessions + DEP for the fiscal year. (DOD target is 90%)

Narrative: Quality goals serve as a screening mechanism; the Army does not directly resource to quality levels. Recruiting efforts focus on high school degree graduates and graduating seniors who are Cat I-IIIa.

b. The percent of Cat I-IIIa is the measure – Total number of non-prior service accessions + DEP who scored at or above 50th percentile (Cat I-IIIa) is compared to total number of non-prior service accessions + DEP for the fiscal year. (DOD target is 60%. Cat I-IIIa – scores at or above 50 on the Armed Forces Qualification Test (measure of aptitude). Cat IV – percentages are not shown as the Services historically have no difficulty meeting the 4% limitation.)

Narrative: Quality goals serve as a screening mechanism; the Army does not directly resource to quality levels. Recruiting efforts focus on high school degree graduates and graduating seniors who are Cat I-IIIa. The implementation of upgraded Armed Services Vocational Aptitude Battery norms may impact quality achievement in the future as enlistment standards will increase.

¹ Average strength includes Reserve Component Soldiers mobilized for contingencies.

² Recruiting mission is comprised of an 80K USAREC mission and 1.6K for Active First. Active First is a new National Guard program that brings new recruits into the active Army for a period of 30, 36 or 48 months with a commitment to finish up their tours in the National Guard.

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

	ACTUAL FY 2007		ESTIMATE FY 2008		ESTIMATE FY 2009	
	AVERAGE STRENGTH	END STRENGTH 30 SEP 2007	AVERAGE STRENGTH	END STRENGTH 30 SEP 2008	AVERAGE STRENGTH	END STRENGTH 30 SEP 2009
DIRECT BASELINE PROGRAM						
OFFICER	95,830	83,743	82,154	81,157	84,943	85,052
ENLISTED	485,298	432,218	403,369	402,609	437,446	441,342
CADET	4,255	4,407	4,029	4,100	4,320	4,447
TOTAL DIRECT BASELINE PROGRAM	585,383	520,368	489,552	487,866	526,709	530,841
REIMBURSABLE BASELINE PROGRAM						
OFFICER	758	758	741	741	752	752
ENLISTED	891	891	793	793	807	807
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	1,649	1,649	1,534	1,534	1,559	1,559
BASELINE PROGRAM						
OFFICER	96,588	84,501	82,895	81,898	85,695	85,804
ENLISTED	486,189	433,109	404,162	403,402	438,253	442,149
CADET	4,255	4,407	4,029	4,100	4,320	4,447
TOTAL BASELINE PROGRAM	587,032	522,017	491,086	489,400	528,268	532,400
SUPPLEMENTAL FUNDED RESERVE MOBILIZATION ¹						
OFFICER	12,400	0	0	0	0	0
ENLISTED	57,580	0	0	0	0	0
TOTAL SUPPLEMENTAL	69,980	0	0	0	0	0
PROGRAM						
OFFICER	96,588	84,501	82,895	81,898	85,695	85,804
ENLISTED	486,189	433,109	404,162	403,402	438,253	442,149
CADET	4,255	4,407	4,029	4,100	4,320	4,447
TOTAL PROGRAM	587,032	522,017	491,086	489,400	528,268	532,400

1/ FY 2007 average strength includes 12,400 Officer and 57,580 Enlisted mobilized reserve component personnel in support of OEF/OIF.

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

	ACTUAL FY 2007		ESTIMATE FY 2008		ESTIMATE FY 2009	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	11	0	10	0	12	0
LT GENERAL	52	0	44	0	49	0
MAJ GENERAL	91	2	99	2	94	2
BG GENERAL	154	4	150	4	154	4
COLONEL	4,034	35	3,312	34	3,992	35
LT COLONEL	9,136	94	8,495	92	9,328	93
MAJOR	15,347	187	15,972	182	15,048	185
CAPTAIN	25,284	274	25,170	268	25,317	272
1ST LIEUTENANT	6,832	141	7,200	138	7,842	140
2ND LIEUTENANT	9,716	3	7,973	3	9,827	3
SUBTOTAL COMMISSIONED OFFICERS	70,657	740	68,425	723	71,663	734
WARRANT OFFICERS						
WARRANT OFF (W-5)	449	1	481	1	533	1
WARRANT OFF (W-4)	2,365	4	2,026	4	2,290	4
WARRANT OFF (W-3)	3,346	6	3,504	6	3,284	6
WARRANT OFF (W-2)	4,472	6	5,067	6	4,857	6
WARRANT OFF (W-1)	3,212	1	2,395	1	3,177	1
SUBTOTAL WARRANT OFFICERS	13,844	18	13,473	18	14,141	18
SUBTOTAL OFFICER	84,501	758	81,898	741	85,804	752
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,495	23	3,066	17	3,393	17
1ST SGT/MASTER SGT	11,420	45	10,550	41	11,604	41
PLATOON SGT/SFC	38,950	158	35,910	140	39,515	143
STAFF SGT	60,825	190	56,942	170	62,202	173
SERGEANT	81,020	191	76,247	171	82,669	174
CPL/SPECIALIST	118,421	158	112,343	141	123,971	144
PRIVATE 1ST CLASS	63,512	110	55,529	98	61,218	100
PRIVATE E2	34,245	13	32,200	12	33,029	12
PRIVATE E1	21,221	3	20,615	3	24,548	3
SUBTOTAL ENLISTED PERSONNEL	433,109	891	403,402	793	442,149	807
CADET	4,407	0	4,100	0	4,447	0
TOTAL END STRENGTH	522,017	1,649	489,400	1,534	532,400	1,559

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
MONTHLY END STRENGTHS BY PAY GRADE

	OCT	NOV	DEC	JAN	FEB	ACTUAL FY 2007		MAY	JUN	JUL	AUG	SEP
						MAR	APR					
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	12	12	12	13	14	14	12	12	12	12	11	11
LT GENERAL	48	48	52	49	48	48	48	51	50	50	53	52
MAJ GENERAL	94	96	94	96	96	96	96	94	93	95	93	91
BG GENERAL	153	162	150	149	150	150	153	153	154	153	154	154
COLONEL	3,896	3,897	3,878	3,868	3,937	3,987	4,041	4,069	4,032	4,042	4,040	4,034
LT COLONEL	9,370	9,387	9,442	9,420	9,498	9,568	9,608	9,621	9,680	9,543	9,367	9,136
MAJOR	14,502	14,765	14,982	15,226	15,497	15,584	15,565	15,517	15,442	15,445	15,434	15,347
CAPTAIN	24,780	24,533	23,995	23,463	23,654	23,637	23,554	23,270	23,343	25,331	25,202	25,284
1ST LIEUTENANT	6,856	8,966	9,118	9,371	8,927	9,167	9,024	8,903	8,817	7,008	7,061	6,832
2ND LIEUTENANT	8,998	6,781	6,807	7,126	6,975	6,567	6,867	8,607	9,270	8,998	9,620	9,716
SUBTOTAL COMMISSIONED OFFICERS	68,709	68,647	68,530	68,781	68,796	68,818	68,968	70,297	70,893	70,677	71,035	70,657
WARRANT OFFICERS												
WARRANT OFF (W-5)	437	442	447	447	450	455	458	455	454	455	458	449
WARRANT OFF (W-4)	1,936	2,019	2,084	2,124	2,190	2,249	2,302	2,359	2,345	2,346	2,359	2,365
WARRANT OFF (W-3)	3,286	3,272	3,290	3,292	3,303	3,317	3,343	3,352	3,313	3,331	3,336	3,346
WARRANT OFF (W-2)	4,634	4,591	4,506	4,419	4,393	4,397	4,376	4,357	4,450	4,461	4,446	4,472
WARRANT OFF (W-1)	2,714	2,708	2,867	2,888	2,874	2,983	3,039	3,062	3,122	3,128	3,165	3,212
SUBTOTAL WARRANT OFFICERS	13,007	13,032	13,194	13,170	13,210	13,401	13,518	13,585	13,684	13,721	13,764	13,844
SUBTOTAL OFFICER	81,716	81,679	81,724	81,951	82,006	82,219	82,486	83,882	84,577	84,398	84,799	84,501
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,415	3,424	3,431	3,464	3,542	3,576	3,603	3,644	3,607	3,573	3,533	3,495
1ST SGT/MASTER SGT	11,243	11,316	11,296	11,304	11,417	11,483	11,488	11,335	11,294	11,280	11,381	11,420
PLATOON SGT/SFC	38,445	38,278	38,362	38,148	38,519	38,274	38,817	38,649	38,873	38,786	38,699	38,950
STAFF SGT	59,856	59,897	59,720	60,040	60,082	60,577	60,039	60,499	60,594	60,788	60,642	60,825
SERGEANT	80,994	80,490	80,082	81,322	79,634	80,495	80,907	80,810	80,793	80,675	80,726	81,020
CPL/SPECIALIST	112,884	113,324	112,861	111,921	113,078	112,072	112,204	112,223	113,447	114,967	117,097	118,421
PRIVATE 1ST CLASS	57,341	57,980	56,625	57,931	58,246	58,422	58,375	58,799	59,817	61,763	63,720	63,512
PRIVATE E2	33,694	33,181	34,172	36,301	37,982	37,488	37,223	37,425	34,778	35,357	34,256	34,245
PRIVATE E1	23,238	23,681	19,894	20,693	18,572	18,212	17,160	16,989	19,057	18,910	20,202	21,221
SUBTOTAL ENLISTED PERSONNEL	421,110	421,571	416,443	421,124	421,072	420,599	419,816	420,373	422,260	426,099	430,256	433,109
CADET	4,332	4,325	4,298	4,281	4,272	4,264	4,254	3,204	3,187	4,417	4,416	4,407
TOTAL END STRENGTH	507,158	507,575	502,465	507,356	507,350	507,082	506,556	507,459	510,024	514,914	519,471	522,017

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
MONTHLY END STRENGTHS BY PAY GRADE

	ESTIMATE FY 2008											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	11	11	11	12	12	11	11	12	11	11	11	10
LT GENERAL	45	47	47	49	48	48	50	48	43	43	43	44
MAJ GENERAL	98	98	93	94	95	95	95	98	103	103	102	99
BG GENERAL	151	150	153	151	151	152	150	148	149	148	149	150
COLONEL	3,332	3,332	3,334	3,331	3,331	3,331	3,331	3,331	3,331	3,332	3,332	3,312
LT COLONEL	8,548	8,548	8,548	8,548	8,548	8,548	8,548	8,548	8,548	8,548	8,548	8,495
MAJOR	16,097	16,151	16,189	16,213	16,260	16,330	16,407	16,427	16,334	16,271	16,188	15,972
CAPTAIN	24,960	24,950	24,940	24,890	24,756	24,818	24,940	24,531	24,317	24,089	25,112	25,170
1ST LIEUTENANT	7,437	9,372	9,130	9,083	9,017	8,991	8,964	8,363	9,085	9,256	8,521	7,200
2ND LIEUTENANT	8,036	5,917	6,164	6,384	6,441	6,144	6,006	7,001	7,639	7,445	6,989	7,973
SUBTOTAL COMMISSIONED OFFICERS	68,715	68,576	68,609	68,755	68,659	68,468	68,502	68,507	69,560	69,246	68,995	68,425
WARRANT OFFICERS												
WARRANT OFF (W-5)	485	485	485	485	485	485	485	485	485	485	485	481
WARRANT OFF (W-4)	2,041	2,041	2,041	2,041	2,041	2,041	2,041	2,041	2,041	2,041	2,041	2,026
WARRANT OFF (W-3)	3,530	3,530	3,530	3,530	3,530	3,530	3,530	3,530	3,530	3,530	3,530	3,504
WARRANT OFF (W-2)	5,172	5,143	5,155	5,141	5,032	4,995	4,979	4,978	5,201	5,162	5,151	5,067
WARRANT OFF (W-1)	2,357	2,374	2,373	2,368	2,436	2,484	2,509	2,532	2,326	2,347	2,357	2,395
SUBTOTAL WARRANT OFFICERS	13,585	13,573	13,584	13,565	13,524	13,535	13,544	13,566	13,583	13,565	13,564	13,473
SUBTOTAL OFFICER	82,300	82,149	82,193	82,320	82,183	82,003	82,046	82,073	83,143	82,811	82,559	81,898
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,084	3,086	3,109	3,149	3,173	3,187	3,185	3,146	3,104	3,056	3,056	3,066
1ST SGT/MASTER SGT	10,509	10,518	10,563	10,596	10,569	10,549	10,538	10,463	10,423	10,506	10,558	10,550
PLATOON SGT/SFC	35,854	35,843	35,841	35,837	35,829	35,823	35,819	35,847	35,884	35,913	35,891	35,910
STAFF SGT	56,877	56,829	56,811	56,830	56,809	56,787	56,789	56,832	56,854	56,915	56,948	56,942
SERGEANT	76,121	76,104	76,072	76,094	76,058	76,007	76,013	76,071	76,063	76,156	76,190	76,247
CPL/SPECIALIST	111,262	111,299	111,140	111,441	111,788	112,409	113,035	113,594	113,808	112,905	112,438	112,343
PRIVATE 1ST CLASS	55,583	55,665	54,000	54,734	56,258	55,857	56,243	55,902	54,024	55,134	55,091	55,529
PRIVATE E2	32,443	32,543	33,248	33,467	32,993	33,128	33,061	32,970	31,763	31,950	31,967	32,200
PRIVATE E1	22,797	23,009	19,766	19,971	19,748	19,780	19,142	18,569	20,859	20,764	20,513	20,615
SUBTOTAL ENLISTED PERSONNEL	404,530	404,896	400,550	402,119	403,225	403,527	403,825	403,394	402,782	403,299	402,652	403,402
CADET	4,000	3,990	3,988	3,980	3,959	3,946	3,942	2,900	4,124	4,066	4,046	4,100
TOTAL END STRENGTH FUNDED IN BASELINE	490,830	491,035	486,731	488,419	489,367	489,476	489,813	488,367	490,049	490,176	489,257	489,400

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
MONTHLY END STRENGTHS BY PAY GRADE

	ESTIMATE FY 2009											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	12	12	12	13	14	11	11	12	12	12	12	12
LT GENERAL	48	46	52	49	48	48	50	48	48	48	47	49
MAJ GENERAL	94	93	94	96	96	95	96	99	99	98	97	94
BG GENERAL	153	157	150	149	150	154	151	149	149	150	152	154
COLONEL	3,990	3,992	3,984	3,981	3,977	3,981	3,986	4,006	4,026	4,016	4,005	3,992
LT COLONEL	9,551	9,618	9,633	9,619	9,650	9,708	9,792	9,799	9,768	9,727	9,528	9,328
MAJOR	14,661	14,837	15,018	15,215	15,411	15,616	15,477	15,397	15,389	15,230	15,163	15,048
CAPTAIN	25,002	25,004	24,591	24,139	23,986	23,890	23,911	23,510	23,351	24,710	25,318	25,317
1ST LIEUTENANT	7,267	9,372	9,600	9,818	9,624	9,853	9,956	9,987	9,899	8,400	7,955	7,842
2ND LIEUTENANT	9,537	7,088	7,167	7,466	7,520	7,007	6,944	8,713	9,425	9,600	9,467	9,827
SUBTOTAL COMMISSIONED OFFICERS	70,315	70,219	70,301	70,545	70,476	70,363	70,374	71,720	72,166	71,991	71,744	71,663
WARRANT OFFICERS												
WARRANT OFF (W-5)	499	505	514	513	511	516	521	526	528	531	535	533
WARRANT OFF (W-4)	2,326	2,332	2,346	2,335	2,336	2,337	2,342	2,344	2,330	2,321	2,304	2,290
WARRANT OFF (W-3)	3,282	3,287	3,305	3,298	3,306	3,312	3,315	3,319	3,309	3,301	3,293	3,284
WARRANT OFF (W-2)	4,648	4,636	4,643	4,650	4,664	4,696	4,717	4,729	4,774	4,793	4,828	4,857
WARRANT OFF (W-1)	3,041	3,033	3,038	3,042	3,051	3,072	3,086	3,094	3,123	3,136	3,158	3,177
SUBTOTAL WARRANT OFFICERS	13,796	13,793	13,846	13,838	13,868	13,933	13,981	14,012	14,064	14,082	14,118	14,141
SUBTOTAL OFFICER	84,111	84,012	84,147	84,383	84,344	84,296	84,355	85,732	86,230	86,073	85,862	85,804
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,457	3,459	3,491	3,515	3,530	3,547	3,546	3,517	3,477	3,427	3,393	3,393
1ST SGT/MASTER SGT	11,536	11,552	11,613	11,582	11,572	11,557	11,560	11,532	11,549	11,661	11,683	11,604
PLATOON SGT/SFC	39,386	39,326	39,427	39,330	39,323	39,342	39,351	39,460	39,612	39,653	39,532	39,515
STAFF SGT	61,998	61,928	62,051	61,964	61,944	61,924	61,928	62,167	62,326	62,357	62,294	62,202
SERGEANT	81,886	81,886	81,969	81,876	81,885	81,838	81,893	82,703	82,754	82,826	82,749	82,669
CPL/SPECIALIST	119,352	119,307	118,589	120,272	121,108	122,733	123,630	123,638	124,114	123,556	124,172	123,971
PRIVATE 1ST CLASS	59,159	59,213	57,767	59,472	61,044	60,513	60,162	59,657	59,295	60,945	61,047	61,218
PRIVATE E2	34,819	34,808	36,759	36,722	36,471	36,776	35,967	35,819	33,369	33,631	33,129	33,029
PRIVATE E1	24,871	24,877	20,124	20,319	18,931	18,341	18,723	18,226	21,934	22,203	23,524	24,548
SUBTOTAL ENLISTED PERSONNEL	436,464	436,356	431,790	435,052	435,808	436,571	436,760	436,719	438,430	440,259	441,523	442,149
CADET	4,419	4,410	4,370	4,361	4,340	4,332	4,327	3,313	4,584	4,485	4,456	4,447
TOTAL END STRENGTH FUNDED IN BASELINE	524,994	524,778	520,307	523,796	524,492	525,199	525,442	525,764	529,244	530,817	531,841	532,400

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

	ACTUAL FY 2007		ESTIMATE FY 2008		ESTIMATE FY 2009	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	12	0	11	0	12	0
LT GENERAL	50	0	46	0	49	0
MAJ GENERAL	105	2	99	2	97	2
BG GENERAL	172	4	154	4	155	4
COLONEL	4,782	35	3,396	34	4,049	35
LT COLONEL	12,037	94	8,694	92	9,776	93
MAJOR	18,598	187	16,371	182	15,415	185
CAPTAIN	27,116	274	24,896	268	24,534	272
1ST LIEUTENANT	10,311	141	8,867	138	9,228	140
2ND LIEUTENANT	8,660	3	6,811	3	8,406	3
SUBTOTAL COMMISSIONED OFFICERS	81,843	740	69,345	723	71,721	734
WARRANT OFFICERS						
WARRANT OFF (W-5)	515	1	487	1	522	1
WARRANT OFF (W-4)	2,586	4	2,028	4	2,335	4
WARRANT OFF (W-3)	3,673	6	3,527	6	3,307	6
WARRANT OFF (W-2)	4,866	6	5,102	6	4,725	6
WARRANT OFF (W-1)	3,105	1	2,406	1	3,085	1
SUBTOTAL WARRANT OFFICERS	14,745	18	13,550	18	13,974	18
SUBTOTAL OFFICER	96,588	758	82,895	741	85,695	752
ENLISTED PERSONNEL						
SERGEANT MAJOR	4,319	23	3,149	17	3,509	17
1ST SGT/MASTER SGT	14,812	45	10,598	41	11,656	41
PLATOON SGT/SFC	45,839	158	36,026	140	39,554	143
STAFF SGT	71,501	190	57,072	170	62,281	173
SERGEANT	97,326	191	76,227	171	82,475	174
CPL/SPECIALIST	133,884	158	112,575	141	122,224	144
PRIVATE 1ST CLASS	62,053	110	55,339	98	59,987	100
PRIVATE E2	36,075	13	32,611	12	35,161	12
PRIVATE E1	20,380	3	20,565	3	21,406	3
SUBTOTAL ENLISTED PERSONNEL	486,189	891	404,162	793	438,253	807
CADET	4,255	0	4,029	0	4,320	0
TOTAL AVERAGE STRENGTH	587,032	1,649	491,086	1,534	528,268	1,559

MILITARY PERSONNEL, ARMY
SECTION 3
PERSONNEL SUMMARIES
ACTIVE DUTY STRENGTHS BY MONTH

	ACTUAL FY 2007				ESTIMATE FY 2008				ESTIMATE FY 2009			
	OFF	ENL	CAD	TOTAL	OFF	ENL	CAD	TOTAL	OFF	ENL	CAD	TOTAL
SEPTEMBER	81,708	419,353	4,341	505,402	84,501	433,109	4,407	522,017	81,898	403,402	4,100	489,400
OCTOBER	81,716	421,110	4,332	507,158	82,300	404,530	4,000	490,830	84,111	436,464	4,419	524,994
NOVEMBER	81,679	421,571	4,325	507,575	82,149	404,896	3,990	491,035	84,012	436,356	4,410	524,778
DECEMBER	81,724	416,443	4,298	502,465	82,193	400,550	3,988	486,731	84,147	431,790	4,370	520,307
JANUARY	81,951	421,124	4,281	507,356	82,320	402,119	3,980	488,419	84,383	435,052	4,361	523,796
FEBRUARY	82,006	421,072	4,272	507,350	82,183	403,225	3,959	489,367	84,344	435,808	4,340	524,492
MARCH	82,219	420,599	4,264	507,082	82,003	403,527	3,946	489,476	84,296	436,571	4,332	525,199
APRIL	82,486	419,816	4,254	506,556	82,046	403,825	3,942	489,813	84,355	436,760	4,327	525,442
MAY	83,882	420,373	3,204	507,459	82,073	403,394	2,900	488,367	85,732	436,719	3,313	525,764
JUNE	84,577	422,260	3,187	510,024	83,143	402,782	4,124	490,049	86,230	438,430	4,584	529,244
JULY	84,398	426,099	4,417	514,914	82,811	403,299	4,066	490,176	86,073	440,259	4,485	530,817
AUGUST	84,799	430,256	4,416	519,471	82,559	402,652	4,046	489,257	85,862	441,523	4,456	531,841
SEPTEMBER	84,501	433,109	4,407	522,017	81,898	403,402	4,100	489,400	85,804	442,149	4,447	532,400
AVERAGE STRENGTH	96,588	486,189	4,255	587,032	82,895	404,162	4,029	491,086	85,695	438,253	4,320	528,268
(TTAD MANYRS INCL)	318	716	0	1,034	323	407	0	730	323	407	0	730
TTAD \$	\$29,427	\$41,591	0	\$71,018	\$26,130	\$23,449	0	\$49,579	\$26,609	\$23,773	0	\$50,382
(CONTINGENCY MANYRS INCLUDED) ¹	111	604	0	715	489	752	0	1,241	489	752	0	1,241
CONTINGENCY \$	\$13,573	\$36,716	0	\$50,289	\$36,382	\$25,338	0	\$61,720	\$36,715	\$26,710	0	\$63,425
MOBILIZED WORKYEARS	12,400	57,580	0	69,980	0	0	0	0	0	0	0	0

1/ Contingency workyears are for contingencies other than Operation Enduring Freedom and Operation Iraqi Freedom

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

PERSONNEL TYPE - OFFICER	ACTUAL FY 2007	FY 2008	FY 2009
Beginning Strength	81,708	84,501	81,898
GAINS			
SERVICE ACADEMIES	983	1,036	1,069
ROTC	2,803	2,382	2,458
OFFICER CANDIDATE SCHOOL	1,922	1,760	1,817
VOLUNTARY ACTIVE DUTY	290	-	-
DIRECT APPOINTMENTS	-	-	-
WARRANT OFFICER PROGRAMS	1,731	1,553	1,603
OTHER GAINS (Medical & JAG) ¹	1,863	1,864	4,326
TOTAL OFFICER GAINS	9,592	8,595	11,273
LOSSES			
EXPIRATION OF CONTRACT	5,725	6,158	6,203
DISABILITY	-	-	-
NON-DISABILITY	56	60	61
15 YEAR RETIREMENT	-	-	-
VOLUNTARY SEPARATION - VSI	-	-	-
VOLUNTARY SEPARATION - SSB	-	-	-
INVOLUNTARY SEPARATION OF RESERVE	-	-	-
INVOLUNTARY SEPARATION OF REGULAR	325	350	352
REDUCTION-IN-FORCE	-	-	-
ATTRITION	305	328	330
OTHER LOSSES / Adjustment ²	388	4,302	420
TOTAL OFFICER LOSSES	6,799	11,198	7,367
Ending Strength	84,501	81,898	85,804

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

PERSONNEL TYPE - ENLISTED	ACTUAL FY 2007	FY 2008	FY 2009
Beginning Strength	419,353	433,109	403,402
GAINS			
MALES (NPS)	53,242	57,660	56,324
FEMALES (NPS)	10,399	14,415	14,081
PRIOR SERVICE ENLISTMENTS	18,143	8,700	9,300
IMMEDIATE REENLISTMENT	69,113	64,202	66,325
RESERVE COMPONENTS	-	-	-
RETURNED TO MILITARY CONTROL	3,415	3,055	2,990
OTHER GAINS ³	472	-	33,276
TOTAL ENLISTED GAINS	154,784	148,032	182,295
LOSSES			
ESTIMATED TERMINATION OF SERVICE	23,846	30,966	29,870
NORMAL EARLY RELEASE	-	-	-
PROGRAMMED EARLY RELEASE	6	-	-
VOLUNTARY SEPARATION - VSI	-	-	-
VOLUNTARY SEPARATION - SSB	-	-	-
TO COMMISSIONED OFFICER AND WARRANT OFFICER	3,653	3,313	3,420
REENLISTMENT	27,307	25,139	26,243
RETIREMENT	7,739	7,450	7,690
15 YEAR RETIREMENT	-	-	-
DROPPED FROM ROLLS	5,742	3,956	3,887
ATTRITION ADVERSE CAUSES	12,463	15,699	14,306
OTHER ATTRITION	18,466	18,877	18,052
RESERVE COMPONENTS/IMMEDIATE REENLISTMENT ⁴	69,113	97,478	66,325
TOTAL ENLISTED LOSSES	141,028	177,739	143,549
Ending Strength	433,109	403,402	442,149

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

PERSONNEL TYPE - CADET	ACTUAL FY 2007	FY 2008	FY 2009
Beginning Strength	4,341	4,407	4,100
GAINS			
ENTERING CADETS ⁵	1,311	1,350	1,739
TOTAL CADET GAINS	1,311	1,350	1,739
LOSSES			
ATTRITION ⁶	262	621	323
GRADUATES	983	1,036	1,069
TOTAL CADET LOSSES	1,245	1,657	1,392
Ending Strength	4,407	4,100	4,447

¹ Other gains increased by 2,537 in FY 2009 to restore overstrength excluded from FY 2008 end strength.

² Other losses increased by 2,537 in FY 2008 to account for overstrength excluded from the base FY 2008 end strength.

³ Other gains increased by 33,236 in FY 2009 to restore overstrength excluded from FY 2008 base budget end strength.

⁴ Reserve Components/Immediate Reenlistment increased by 33,236 in FY 2008 to account for overstrength excluded from base FY 2008 endstrength.

⁵ Entering Cadets increased by 389 in FY 2009 to restore overstrength excluded from the FY 2008 base end strength.

⁶ Attrition increased by 389 in FY 2008 to account for overstrength excluded from FY 2008 base end strength.

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. BASIC PAY	5,925,421	13,081,661	19,007,082	5,143,242	10,928,389	16,071,631	5,490,045	12,288,160	17,778,205
2. RETIRED PAY ACCRUAL	1,575,434	3,477,629	5,053,063	1,489,739	3,169,233	4,658,972	1,603,046	3,588,132	5,191,178
3. BASIC ALLOWANCE FOR HOUSING									
WITH DEPENDENTS - DOMESTIC	1,163,128	3,263,868	4,426,996	953,181	2,853,202	3,806,383	1,212,561	3,149,760	4,362,321
WITHOUT DEPENDENTS - DOMESTIC	306,903	569,556	876,459	273,874	384,666	658,540	363,075	425,962	789,037
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	317	12,610	12,927	306	12,387	12,693	304	14,025	14,329
SUBSTANDARD HOUSING - DOMESTIC	34	32	66	0	31	31	0	36	36
BAH DIFFERENTIAL - DOMESTIC	208	9,306	9,514	0	9,239	9,239	221	10,468	10,689
WITH DEPENDENTS - OVERSEAS	111,399	221,036	332,435	65,169	106,231	171,400	35,910	113,760	149,670
WITHOUT DEPENDENTS - OVERSEAS	59,262	59,646	118,908	50,913	28,238	79,151	21,090	30,240	51,330
TOTAL BASIC ALLOWANCE FOR HOUSING	1,641,251	4,136,054	5,777,305	1,343,443	3,393,994	4,737,437	1,633,161	3,744,251	5,377,412
4. SUBSISTENCE									
BASIC ALLOWANCE FOR SUBSISTENCE	194,280	0	194,280	199,280	0	199,280	213,805	0	213,805
WHEN AUTHORIZED TO MESS SEPARATELY	0	1,537,750	1,537,750	0	1,021,383	1,021,383	0	1,338,185	1,338,185
WHEN RATIONS IN KIND ARE NOT AVAILABLE	0	8	8	0	0	0	0	0	0
LESS COLLECTIONS	0	(191,835)	(191,835)	0	(202,127)	(202,127)	0	(207,784)	(207,784)
AUGMENTATION OF COMMUTED RATION SUBSISTENCE IN KIND	0	0	0	0	0	0	0	0	0
SUBSISTENCE IN MESSSES	0	1,744,609	1,744,609	0	1,052,673	1,052,673	0	657,868	657,868
OPERATIONAL RATIONS	0	375,316	375,316	0	89,618	89,618	0	100,958	100,958
AUGMENTATION RATIONS/OTHER PROGRAMS	0	4,070	4,070	0	13,019	13,019	0	13,383	13,383
SUBTOTAL SUBSISTENCE IN KIND	0	2,123,995	2,123,995	0	1,155,310	1,155,310	0	772,209	772,209
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	0	565	565	0	625	625	0	638	638
TOTAL SUBSISTENCE	194,280	3,470,483	3,664,763	199,280	1,975,191	2,174,471	213,805	1,903,248	2,117,053
5. INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER									
FLYING DUTY	87,080	10,701	97,781	87,867	7,653	95,520	93,923	7,829	101,752
PARACHUTE JUMPING	12,040	119,444	131,484	10,667	75,429	86,096	10,705	77,205	87,910
EXPERIMENTAL STRESS	14	86	100	22	88	110	29	90	119
DEMOLITION DUTY	595	5,264	5,859	606	5,390	5,996	580	5,514	6,094
MILITARY FIREFIGHTERS	0	599	599	0	601	601	0	601	601
CHEMICAL MUNITIONS	1,935	168	2,103	27	172	199	27	176	203
TOXIC PESTICIDES	9	48	57	9	49	58	9	50	59
TOXIC FUEL/WASTE	0	8	8	0	8	8	0	8	8
TOTAL INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER	101,673	136,318	237,991	99,198	89,390	188,588	105,273	91,473	196,746
6. SPECIAL PAYS									
SPECIAL PAY									
MEDICAL PAY	175,367	0	175,367	160,362	0	160,362	160,482	0	160,482

MILITARY PERSONNEL, ARMY
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DENTAL PAY	33,878	0	33,878	29,877	0	29,877	29,877	0	29,877
NURSE PAY	4,006	0	4,006	10,415	0	10,415	11,310	0	11,310
OPTOMETRISTS PAY	165	0	165	836	0	836	836	0	836
VETERINARIANS PAY	540	0	540	1,169	0	1,169	1,169	0	1,169
DIPLOMATE PAY FOR PSYCHOLOGISTS	165	0	165	174	0	174	174	0	174
KOREA ASSIGNMENT	0	1,355	1,355	0	1,387	1,387	0	1,419	1,419
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	54	0	54	50	0	50	54	0	54
PHARMACY PAY	1,865	0	1,865	1,560	0	1,560	1,560	0	1,560
DIVING DUTY PAY	231	2,007	2,238	179	2,055	2,234	179	2,102	2,281
BOARD CERTIFIED PAY NON-PHYSICIAN	3,499	0	3,499	1,614	0	1,614	1,614	0	1,614
HEALTH CARE									
HOSTILE FIRE PAY	56,894	384,631	441,525	4,744	16,275	21,019	4,744	16,277	21,021
SEA DUTY PAY	438	755	1,193	617	773	1,390	617	792	1,409
HARDSHIP DUTY PAY	43,288	263,416	306,704	0	0	0	7,560	45,000	52,560
OVERSEAS EXTENSION PAY	0	31	31	0	32	32	0	33	33
FOREIGN LANGUAGE PROFICIENCY PAY	9,545	21,532	31,077	0	0	0	14,750	26,304	41,054
JUDGE ADVOCATE CONTINUATION PAY	4,774	0	4,774	3,110	0	3,110	3,110	0	3,110
OTHER SPECIAL PAY	270,325	2	270,327	0	2	2	77,142	2	77,144
SUBTOTAL SPECIAL PAY	605,034	673,729	1,278,763	214,707	20,524	235,231	315,178	91,929	407,107
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	0	102,015	102,015	0	87,577	87,577	0	87,577	87,577
REENLISTMENT BONUS	0	566,070	566,070	0	175,563	175,563	0	339,030	339,030
ENLISTMENT BONUS									
NEW PAYMENTS	0	328,731	328,731	0	75,889	75,889	0	164,507	164,507
RESIDUAL NEW	0	116,541	116,541	0	93,981	93,981	0	114,689	114,689
ANNIVERSARY	0	27,422	27,422	0	44,288	44,288	0	35,665	35,665
SUBTOTAL ENLISTMENT BONUS	0	472,694	472,694	0	214,158	214,158	0	314,861	314,861
LOAN REPAYMENT PROGRAM	0	36,551	36,551	0	54,293	54,293	0	61,064	61,064
EDUCATION BENEFITS (COLLEGE FUND)	0	44,304	44,304	0	77,831	77,831	0	80,966	80,966
TOTAL SPECIAL PAYS	605,034	1,895,363	2,500,397	214,707	629,946	844,653	315,178	975,427	1,290,605
7. ALLOWANCE									
OVERSEAS STATION ALLOWANCES									
COST OF LIVING	176,272	491,871	668,143	87,304	206,691	293,995	88,865	210,983	299,848
TEMPORARY LODGING	12,975	22,806	35,781	9,042	15,711	24,753	9,023	15,250	24,273
SUBTOTAL OVERSEAS STATION ALLOWANCES	189,247	514,677	703,924	96,346	222,402	318,748	97,888	226,233	324,121
CLOTHING ALLOWANCES									
INITIAL ISSUE	0	190,678	190,678	0	99,200	99,200	0	103,418	103,418
INITIAL MILITARY ALLOWANCE	3,325	0	3,325	3,259	0	3,259	3,370	0	3,370
ADDITIONAL MILITARY ALLOWANCE	2,106	0	2,106	2,063	0	2,063	2,134	0	2,134
MAINTENANCE ALLOWANCES	0	127,308	127,308	0	195,257	195,257	0	202,217	202,217
CIVILIAN CLOTHING ALLOWANCE	348	0	348	341	0	341	365	0	365
SUPPLEMENTARY ALLOWANCES	0	13,070	13,070	0	10,276	10,276	0	10,418	10,418
OTHER ALLOWANCES	0	2,480	2,480	0	909	909	0	930	930
SUBTOTAL CLOTHING ALLOWANCES	5,779	333,536	339,315	5,663	305,642	311,305	5,869	316,983	322,852
FAMILY SEPARATION ALLOWANCES									
PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	235	1,821	2,056	774	1,884	2,658	826	1,942	2,768
PCS W/DEPENDENTS NOT AUTHORIZED	6,184	42,908	49,092	6,059	43,938	49,997	6,266	44,949	51,215
TEMPORARY DUTY >30 DAYS W/DEP	54,236	256,370	310,606	12,183	36,138	48,321	12,599	36,969	49,568

MILITARY PERSONNEL, ARMY
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SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

NOT NEAR TD STATION										
SUBTOTAL FAMILY SEPARATION ALLOWANCES	60,655	301,099	361,754	19,016	81,960	100,976	19,691	83,860	103,551	
CONUS, COST-OF-LIVING ALLOWANCE	10,377	42,614	52,991	6,808	18,408	25,216	6,961	18,821	25,782	
TOTAL ALLOWANCE	266,058	1,191,926	1,457,984	127,833	628,412	756,245	130,409	645,897	776,306	
8. SEPARATION PAY										
LUMP SUM TERMINAL LEAVE PAYMENTS	16,977	58,540	75,517	17,182	60,589	77,771	18,379	62,407	80,786	
AUTHORIZED DONATIONS	0	0	0	0	0	0	0	0	0	
SEVERANCE PAY, DISABILITY	11,861	118,555	130,416	11,985	121,400	133,385	13,457	124,192	137,649	
SEVERANCE PAY, FAILURE OF PROMOTION	0	0	0	0	0	0	0	0	0	
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	183	13,402	13,585	189	13,724	13,913	202	14,040	14,242	
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	1,347	9,948	11,295	1,363	10,187	11,550	1,458	10,421	11,879	
VOLUNTARY SEPARATION INCENTIVE (VSI)	22,148	6,443	28,591	22,190	6,010	28,200	21,093	5,607	26,700	
SPECIAL SEPARATION BENEFIT (SSB)	0	25	25	0	25	25	0	25	25	
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY	0	0	0	0	0	0	0	0	0	
\$30,000 LUMP SUM BONUS	1,762	16,763	18,525	1,820	17,165	18,985	1,882	17,560	19,442	
TOTAL SEPARATION PAY	54,278	223,676	277,954	54,729	229,100	283,829	56,471	234,252	290,723	
9. SOCIAL SECURITY TAX PAYMENTS	451,571	990,072	1,441,643	373,205	836,021	1,209,226	419,439	940,037	1,359,476	
10. PERMANENT CHANGE OF STATION TRAVEL										
ACCESSION TRAVEL	32,390	186,801	219,191	27,979	163,382	191,361	42,955	224,209	267,164	
TRAINING TRAVEL	83,037	25,606	108,643	69,054	21,225	90,279	89,526	27,904	117,430	
OPERATIONAL TRAVEL	93,827	197,755	291,582	67,783	138,836	206,619	122,216	250,515	372,731	
ROTATIONAL TRAVEL TO/FROM OVERSEAS	183,372	455,577	638,949	135,877	329,881	465,758	235,409	573,723	809,132	
SEPARATION TRAVEL	38,756	138,247	177,003	38,002	127,056	165,058	52,440	199,289	251,729	
ORGANIZED UNIT TRAVEL	2,643	18,497	21,140	348	7,266	7,614	3,471	24,897	28,368	
NONTEMPORARY STORAGE OF HOUSEHOLD GOODS (HHG)	6,160	13,664	19,824	4,849	11,599	16,448	8,384	18,593	26,977	
TEMPORARY LODGING EXPENSE	14,741	29,598	44,339	11,634	23,234	34,868	19,049	38,127	57,176	
TOTAL PERMANENT CHANGE OF STATION TRAVEL	454,926	1,065,745	1,520,671	355,526	822,479	1,178,005	573,450	1,357,257	1,930,707	
11. OTHER MILITARY PERSONNEL COSTS										
APPREHENSION	0	1,433	1,433	0	845	845	0	1,059	1,059	
DESERTERS, ABSENTEES, ESCAPED PRISONERS										
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	6,321	17,815	24,136	164	484	648	167	490	657	
DEATH GRATUITIES	33,331	101,060	134,391	11,924	53,785	65,709	7,725	41,375	49,100	
UNEMPLOYMENT COMPENSATION BENEFITS	0	296,647	296,647	0	85,171	85,171	0	172,666	172,666	
RESERVE INCOME REPLACEMENT PROGRAM		8,128	8,128	0	0	0	0	0	0	

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SPECIAL COMPENSATION FOR SEVERELY DISABLED	0	0	0	0	0	0	0	0	0	0
ADOPTION EXPENSES	973	158	1,131	353	117	470	1,181	417	1,598	
AMORTIZATION OF EDUCATION BENEFITS	0	2,184	2,184	0	2,184	2,184	0	3,108	3,108	
PARTIAL DISLOCATION ALLOWANCE	75	957	1,032	480	1,804	2,284	496	2,159	2,655	
MASS TRANSIT SUBSIDY	1,483	5,933	7,416	1,445	5,779	7,224	1,485	5,943	7,428	
ROTC	78,356	0	78,356	111,567	0	111,567	123,602	0	123,602	
JROTC	30,710	0	30,710	33,747	0	33,747	39,857	0	39,857	
SGLI EXTRA HAZARD PAYMENTS	50,521	215,031	265,552	30,235	120,940	151,175	0	0	0	
SGLI TRAUMATIC INJURY PAYMENTS	1,840	7,360	9,200	2,484	9,936	12,420	0	0	0	
TOTAL OTHER MILITARY PERSONNEL COSTS	203,610	656,706	860,316	192,399	281,045	473,444	174,513	227,217	401,730	
12. CADET										
ACADEMY CADETS	57,318	0	57,318	56,113	0	56,113	61,496	0	61,496	
TOTAL CADET	57,318	0	57,318	56,113	0	56,113	61,496	0	61,496	
SUBTOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	11,530,854	30,325,633	41,856,487	9,649,414	22,983,200	32,632,614	10,776,286	25,995,351	36,771,637	
13. LESS REIMBURSABLES										
BASIC PAY	(102,758)	(72,394)	(175,152)	(129,133)	(52,863)	(181,996)	(79,864)	(55,222)	(135,086)	
RETIRE PAY ACCRUAL	(5,559)	(2,705)	(8,264)	(35,253)	(14,431)	(49,684)	(23,161)	(16,014)	(39,175)	
BASIC ALLOWANCE FOR HOUSING	(5,133)	(2,765)	(7,898)	(21,539)	(6,338)	(27,877)	(14,271)	(6,470)	(20,741)	
BASIC ALLOWANCE FOR SUBSISTENCE	(734)	(973)	(1,707)	(1,709)	0	(1,709)	(1,043)	0	(1,043)	
SUBSISTENCE IN KIND	0	(23,354)	(23,354)	0	(37,206)	(37,206)	0	(38,655)	(38,655)	
INCENTIVE PAY FOR HAZARDOUS DUTY	(1,521)	(373)	(1,894)	0	0	0	0	0	0	
CLOTHING ALLOWANCES	0	(330)	(330)	0	(219)	(219)	0	(217)	(217)	
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	(1,603)	(785)	(2,388)	(9,879)	(4,056)	(13,935)	(6,110)	(4,224)	(10,334)	
ACCESSION TRAVEL	0	0	0	0	(150)	(150)	0	(176)	(176)	
OPERATIONAL TRAVEL	0	0	0	(119)	0	(119)	(125)	0	(125)	
ROTATIONAL TRAVEL TO/FROM OVERSEAS	0	0	0	(3)	(1,437)	(1,440)	(3)	(1,429)	(1,432)	
SEPARATION TRAVEL	0	0	0	0	(594)	(594)	0	(662)	(662)	
NONTEMPORARY STORAGE OF HOUSEHOLD GOODS (HHG)	0	0	0	0	(108)	(108)	0	(111)	(111)	
TEMPORARY LODGING EXPENSE	0	0	0	(61)	0	(61)	(63)	0	(63)	
UNEMPLOYMENT COMPENSATION BENEFITS	0	0	0	0	0	0	0	0	0	
TOTAL LESS REIMBURSABLES	(117,308)	(103,679)	(220,987)	(197,696)	(117,402)	(315,098)	(124,640)	(123,180)	(247,820)	
TOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	11,413,546	30,221,954	41,635,500	9,451,718	22,865,798	32,317,516	10,651,646	25,872,171	36,523,817	

MILITARY PERSONNEL, ARMY
SECTION 3
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2008 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	SUPPLEMENTAL BRIDGE	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2008 REVISED
PAY AND ALLOWANCES OF OFFICERS								
BASIC PAY	\$5,007,898	\$6,211	0	\$5,014,109	0	\$5,014,109	0	\$5,014,109
RETIRED PAY ACCRUAL	\$1,454,486	0	0	\$1,454,486	0	\$1,454,486	0	\$1,454,486
INCENTIVE PAY FOR HAZARDOUS DUTY	\$99,510	0	0	\$99,510	(\$312)	\$99,198	0	\$99,198
SPECIAL PAY ¹	\$232,463	(\$17,756)	0	\$214,707	0	\$214,707	0	\$214,707
BASIC ALLOWANCE FOR HOUSING	\$1,267,098	0	\$17,756	\$1,284,854	\$37,050	\$1,321,904	0	\$1,321,904
BASIC ALLOWANCE FOR SUBSISTENCE	\$195,791	0	0	\$195,791	\$1,780	\$197,571	0	\$197,571
OVERSEAS STATION ALLOWANCES	\$96,346	0	0	\$96,346	0	\$96,346	0	\$96,346
CLOTHING ALLOWANCES	\$5,231	0	0	\$5,231	\$432	\$5,663	0	\$5,663
FAMILY SEPARATION ALLOWANCES	\$34,811	0	0	\$34,811	(\$15,795)	\$19,016	0	\$19,016
SEPARATION PAYMENTS	\$77,884	0	0	\$77,884	(\$23,155)	\$54,729	0	\$54,729
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	\$363,326	0	0	\$363,326	0	\$363,326	0	\$363,326
CONUS COST OF LIVING ALLOWANCE REIMBURSABLES	\$6,808 \$197,513	0 0	0 0	\$6,808 \$197,513	0 0	\$6,808 \$197,513	0 0	\$6,808 \$197,513
TOTAL OBLIGATIONS	\$9,039,165	(\$11,545)	\$17,756	\$9,045,376	0	\$9,045,376	0	\$9,045,376
LESS REIMBURSABLES	\$197,513	0	0	\$197,513	0	\$197,513	0	\$197,513
TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS	\$8,841,652	(\$11,545)	\$17,756	\$8,847,863	0	\$8,847,863	0	\$8,847,863
PAY AND ALLOWANCES OF ENLISTED								
BASIC PAY	\$10,806,737	\$68,789	0	\$10,875,526	0	\$10,875,526	0	\$10,875,526
RETIRED PAY ACCRUAL	\$3,134,853	\$19,949	0	\$3,154,802	0	\$3,154,802	0	\$3,154,802
INCENTIVE PAY FOR HAZARDOUS DUTY	\$95,106	0	0	\$95,106	(\$5,716)	\$89,390	0	\$89,390
SPECIAL PAY ¹	\$90,914	(\$71,304)	0	\$19,610	\$914	\$20,524	0	\$20,524
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	\$87,577	0	0	\$87,577	0	\$87,577	0	\$87,577
REENLISTMENT BONUS	\$175,563	0	0	\$175,563	0	\$175,563	0	\$175,563
ENLISTMENT BONUS	\$214,158	0	0	\$214,158	0	\$214,158	0	\$214,158
BASIC ALLOWANCE FOR HOUSING	\$3,353,856	(\$75,000)	\$71,304	\$3,350,160	\$37,496	\$3,387,656	0	\$3,387,656
LOAN REPAYMENT PROGRAM	\$54,293	0	0	\$54,293	0	\$54,293	0	\$54,293
OVERSEAS STATION ALLOWANCES	\$222,402	0	0	\$222,402	0	\$222,402	0	\$222,402
CLOTHING ALLOWANCES	\$310,930	0	0	\$310,930	(\$5,507)	\$305,423	0	\$305,423
FAMILY SEPARATION ALLOWANCES	\$81,961	0	0	\$81,961	(\$1)	\$81,960	0	\$81,960
SEPARATION PAYMENTS	\$256,285	0	0	\$256,285	(\$27,185)	\$229,100	0	\$229,100
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	\$826,703	\$5,262	0	\$831,965	0	\$831,965	0	\$831,965
CONUS COST OF LIVING ALLOWANCE EDUCATION BENEFITS	\$18,408 \$77,832	0 0	0 0	\$18,408 \$77,832	0 0	\$18,408 \$77,831	0 0	\$18,408 \$77,831
REIMBURSABLES	\$77,907	0	0	\$77,907	0	\$77,907	0	\$77,907
TOTAL OBLIGATIONS	\$19,885,485	(\$52,304)	\$71,304	\$19,904,485	0	\$19,904,485	0	\$19,904,485
LESS REIMBURSABLES	\$77,907	0	0	\$77,907	0	\$77,907	0	\$77,907
TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS	\$19,807,578	(\$52,304)	\$71,304	\$19,826,578	0	\$19,826,578	0	\$19,826,578

MILITARY PERSONNEL, ARMY
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ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2008 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	SUPPLEMENTAL BRIDGE	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2008 REVISED
PAY AND ALLOWANCES OF CADETS								
ACADEMY CADETS	\$56,113	0	0	\$56,113	0	\$56,113	0	\$56,113
TOTAL OBLIGATIONS	\$56,113	0	0	\$56,113	0	\$56,113	0	\$56,113
TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS	\$56,113	0	0	\$56,113	0	\$56,113	0	\$56,113
SUBSISTENCE OF ENLISTED PERSONNEL								
BASIC ALLOWANCE FOR SUBSISTENCE	\$819,256	0	0	\$819,256	0	\$819,256	0	\$819,256
SUBSISTENCE IN KIND	\$611,359	0	\$506,745	\$1,118,104	0	\$1,118,104	0	\$1,118,104
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	\$625	0	0	\$625	0	\$625	0	\$625
REIMBURSABLES	\$37,206	0	0	\$37,206	0	\$37,206	0	\$37,206
TOTAL OBLIGATIONS	\$1,468,446	0	\$506,745	\$1,975,191	0	\$1,975,191	0	\$1,975,191
LESS REIMBURSABLES	\$37,206	0	0	\$37,206	0	\$37,206	0	\$37,206
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS	\$1,431,240	0	\$506,745	\$1,937,985	0	\$1,937,985	0	\$1,937,985
PERMANENT CHANGE OF STATION TRAVEL								
ACCESSION TRAVEL	\$233,865	(\$4,930)	0	\$228,935	(\$37,724)	\$191,211	0	\$191,211
TRAINING TRAVEL	\$77,168	(\$9,242)	0	\$67,926	\$22,353	\$90,279	0	\$90,279
OPERATIONAL TRAVEL	\$253,410	(\$9,695)	0	\$243,715	(\$37,215)	\$206,500	0	\$206,500
ROTATIONAL TRAVEL TO/FROM OVERSEAS	\$419,029	0	0	\$419,029	\$45,289	\$464,318	0	\$464,318
SEPARATION TRAVEL	\$142,742	0	0	\$142,742	\$21,722	\$164,464	0	\$164,464
ORGANIZED UNIT TRAVEL	\$10,429	0	0	\$10,429	(\$2,815)	\$7,614	0	\$7,614
NONTEMPORARY STORAGE OF HOUSEHOLD GOODS (HHG)	\$22,921	(\$248)	0	\$22,673	(\$6,333)	\$16,340	0	\$16,340
TEMPORARY LODGING EXPENSE REIMBURSABLES	\$40,969	(\$885)	0	\$40,084	(\$5,277)	\$34,807	0	\$34,807
TOTAL OBLIGATIONS	\$1,203,005	(\$25,000)	0	\$1,178,005	0	\$1,178,005	0	\$1,178,005
LESS REIMBURSABLES	\$2,472	0	0	\$2,472	0	\$2,472	0	\$2,472
TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS	\$1,200,533	(\$25,000)	0	\$1,175,533	0	\$1,175,533	0	\$1,175,533
OTHER MILITARY PERSONNEL COSTS								
APPREHENSION	\$845	0	0	\$845	0	\$845	0	\$845
DESERTERS, ABSENTEES, ESCAPED PRISONERS								
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	\$4,367	0	0	\$4,367	(\$3,719)	\$648	0	\$648
DEATH GRATUITIES	\$42,609	0	\$23,100	\$65,709	0	\$65,709	0	\$65,709
UNEMPLOYMENT COMPENSATION BENEFITS	\$85,172	0	0	\$85,172	(\$1)	\$85,171	0	\$85,171
ADOPTION EXPENSES	\$470	0	0	\$470	0	\$470	0	\$470
AMORTIZATION OF EDUCATION BENEFITS	\$2,184	0	0	\$2,184	0	\$2,184	0	\$2,184
PARTIAL DISLOCATION ALLOWANCE	\$2,284	0	0	\$2,284	0	\$2,284	0	\$2,284
MASS TRANSIT SUBSIDY	\$7,224	0	0	\$7,224	0	\$7,224	0	\$7,224
ROTC	\$111,567	0	0	\$111,567	0	\$111,567	0	\$111,567

MILITARY PERSONNEL, ARMY
SECTION 3
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2008 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	SUPPLEMENTAL BRIDGE	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2008 REVISED
JROTC	\$30,027	0	0	\$30,027	\$3,720	\$33,747	0	\$33,747
SGLI EXTRA HAZARD PAYMENTS	0	0	\$163,595	\$163,595	(\$12,420)	\$151,175	0	\$151,175
SGLI TRAUMATIC INJURY PAYMENTS	0	0	0	0	\$12,420	\$12,420	0	\$12,420
TOTAL OBLIGATIONS	\$286,749	0	\$186,695	\$473,444	0	\$473,444	0	\$473,444
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	\$286,749	0	\$186,695	\$473,444	0	\$473,444	0	\$473,444
TOTAL DIRECT OBLIGATIONS	\$31,623,865	(\$88,849)	\$782,500	\$32,317,516	0	\$32,317,516	0	\$32,317,516

1/ Hardship Duty pay and Foreign Language Proficiency Pay have been decreased because consideration of funding was deferred to the GWOT appropriations.

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
FY 2008 Direct Program	\$ 8,847,863	\$ 19,826,578	\$56,113	\$1,937,985	\$1,175,533	\$473,444	\$32,317,516
Increases:							
Pricing Increases:							
Basic Pay - Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008	46,437	103,938	279				150,654
Basic Pay FY 2009 3.4% pay raise effective 1 Jan 2009	135,369	302,993	820				439,182
Retired Pay Accrual (RPA) - Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008.	15,410	32,976					48,386
Retired Pay Accrual (RPA) - Annualization of FY 2009 3.4% pay raise effective 1 Jan 2009.	37,336	96,942					134,278
Retired Pay Accrual (RPA) - Increase in RPA due to change in Nominal Cost Percentage (NCP) from 29% in FY 2008 to 29.2% in FY 2009.	10,241	21,657					31,898
FICA-Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008.	9,825	8,502	21				18,348
FICA- FY 2009 3.4% pay raise effective 1 Jan 2009.	23,803	24,996	60				48,859
Basic Allowance for Housing rates (Housing Cost Growth) - due to 1 January 2008 6.9% and 1 January 2009 4.9% inflation.	73,750	181,704					255,454
Basic Allowance Subsistence rates increased due to the annualization of the January 1, 2008 (5.2%) and the January 1, 2009 (3.4%) USDA food cost indexes.	7,794			49,393			57,187
Overseas Station Allowance Increase due to pay rate increase .	3,158	6,786					9,944
Family Separation Allowance rate increased based on January 1, 2008/2009 housing cost growth of 6.9% and 4.9% respectively.	52	104					52
Separation payments-Disability and Lump Sum Terminal Leave. Increase due to pay raise.	1,172	15,799					16,971
Increases in other allowances to include Clothing, Incentive Pay, and Special Pay.	18	2,475					2,493
Due to a rate increase in CONUS COLA resulted in a price increase.	230	606					836
Increase in rate for Overseas Station (TLA).		327					327
Cost growth for cadet subsistence rate from \$6.95 in FY 2008 to \$7.20 in FY 2009			194				194
Subsistence-in-Mess rates increased for trainees and non-trainee Soldiers receiving meals in dining facilities due to inflation increases associated with the running of the dining facilities.				28,391			28,391
Operational rations' rate increases are based on expected changes in ration manufacturers' future prices.				4,310			4,310

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Family Subsistence Supplemental Allowance rate increase due to an expected increase in the annual eligibility cost of this benefit based on a 2.8% inflation rate.				18			18
Member Travel rate change (2.0%)					7,156		7,156
Dependent Travel rate change (2.0%)					1,833		1,833
Household Goods - Land/Sea rate change (5.0%) due to implementation of Families First.					53,082		53,082
Annualization of Dislocation Allowance (DLA) FY 2008 3.5% pay raise effective 1 January 2008					602		602
Dislocation Allowance (DLA) FY 2009 3.4% new pay raise effective 1 January 2009					3,451		3,451
Trailer Allowance rate change (2.0%)					76		76
POV rate change (2.0%)					2,001		2,001
Port Handling rate change (2.0%)					236		236
Non-Temporary Storage rate change (2.0%)					478		478
Temporary Lodging Expense (TLE) rate change (2.0%)					1,107		1,107
Increase in rates for Apprehension of Deserters.						79	79
Increase in rates for Unemployment Benefits.						3,399	3,399
Increase in rates for Partial DLA.						91	91
Increase in rates for Sr ROTC Non-Scholarship.						1,347	1,347
Increase in rates for Sr ROTC Scholarship.						2,831	2,831
Increase in rates for Jr ROTC.						767	767
Total Pricing Increases	\$364,595	\$799,805	\$1,374	\$82,112	\$70,022	\$8,514	\$1,326,422
Program Increases							
Basic Pay Increase due to inclusion of overstrength in the FY 2009 column (overstrength costs were previously accounted for in the Supplemental requests) and the Army's growth in Endstrength.	164,997	948,122					1,113,119
Basic Pay increase due to a decrease in the reimbursable program.	49,269	2,359					51,628

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Retired Pay Accrual (RPA) increase due to the inclusion of overstrength in the FY 2009 column (overstrength costs were previously accounted for in the Supplemental requests) and the Army's growth in Endstrength.	50,320	264,158					314,478
Retired Pay Accrual (RPA) increase due to the decrease in the Reimbursable program.	12,092	1,583					13,675
FICA - increase due to the inclusion of overstrength in the FY 2009 column (overstrength costs were previously accounted for in the Supplemental requests) and the Army's growth in Endstrength.	12,606	64,393					76,999
FICA - increase due to the reduction in the reimbursable program	3,769	5,957					9,726
Incentive Pay (increase in number paid) due to Army growth and overstrength personnel.	6,070						6,070
Projection of number of Nurse increase resulted in an increase in accession pay.	895						895
Increase in the number of Soldiers (Medical Pay) receiving additional special pay.	120						120
Basic Allowance for Housing Percent Received Change.	223,236						223,236
Basic Allowance for Housing Grade Structure Change.		2,866					2,866
Basic Allowance for Housing Workyear Change.		293,466					293,466
Increase in program for BAS due to Army growth and overstrength personnel.	6,731						6,731
Increase in BAS direct program due to a reduction in the reimbursement program.	666						666
Increase in Family Separation Allowance - PCS due to Army growth and overstrength projections.	207						207
Family Separation Allowance.	416	1,796					2,212
Separation payments-Lump Sum Terminal Leave.	1,667						1,667
Special Pay increased due to the Hardship Duty Pay & Foreign Language Proficiency Pay-FY 08 funding was deferred to GWOT supplemental; FY 09 amounts remained in base funding.	77,145						77,145
Increase in Special Pay for Hardship Duty and FLLP for FY09.	22,310						22,310

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Clothing Allowance increase in number paid.	194	8,866					9,060
Incentive Pay increase in number paid (Parachute Jump).		2,115					2,115
Education Benefit - MGIB increase in number paid.		536					536
Loan Repayment Program increase in number paid.		6,772					6,772
Army College Fund increase in number paid.		2,598					2,598
Reenlistment Bonus increase in number paid (Initial Payments).		134,811					134,811
Critical Skills Retention Bonus increase in number paid		31,143					31,143
Enlistment Bonus increase in number paid.		100,703					100,703
Special Pay increased due to the Hardship Duty Pay & Foreign Language Proficiency Pay-FY 08 funding was deferred to GWOT supplemental; FY 09 amounts remained in base funding.		71,375					71,375
Increase to Cadet Workyears			3059				3,059
Increase in subsistence associated with Cadet workyear increase			715				715
Increase in FICA associated with Cadet workyear increase			237				237
Program increase caused by an increase in the number of Soldiers budgeted to receive BAS due to the Grow the Force initiative as well as overstrength rolling into the base.				267,409			267,409
Increases in the number of Soldiers' consuming augmentation rations, especially catered meals for training, as the Army increases its end strength.				7,039			7,039
Increase in augmentation rations				364			364
Member Travel increase in the number of moves.					138,215		138,215
Dependent Travel increase in the number of moves.					37,222		37,222
Household Goods - Land/Sea increase in the number of moves.					352,716		352,716
Dislocation Allowance increase in personnel receiving.					77,814		77,814
Trailer Allowance increase in personnel receiving.					1,167		1,167
POV increase in the number of moves.					39,687		39,687
Port Handling increase in the number of moves.					4,515		4,515
Non-Temporary Storage increase in the number of moves.					10,048		10,048
Temporary Lodging Expense (TLE) increase in number of moves.					21,199		21,199

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Increase in the number of Apprehension of Deserter payments.						135	135
Increase in the number of personnel receiving interest from Soldier's Deposits program.						9	9
Increase in program fully funds FY09 Unemployment Compensation.						84,096	84,096
Increase in the number of personnel receiving Adoption benefits.						1,128	1,128
Increase in the number of personnel receiving partial DLA.						280	280
Increase in Education benefit includes estimated payments for benefits and interest accumulation throughout FY08.						924	924
Increase in the number of cadets enrolled in the Sr ROTC Non-Scholarship program.						6,985	6,985
Increase in the number of cadets enrolled in the Sr ROTC Scholarship program.						872	872
Increase in the number of cadets enrolled in the Jr ROTC Scholarship.						5,343	5,343
Increase in the number of personnel receiving Mass Transit Benefit.						204	204
Total Program Increases	\$632,710	\$1,943,619	\$4,011	\$274,812	\$682,583	\$99,976	\$3,637,711
Total Increases	\$ 997,305	\$ 2,743,424	\$ 5,385	\$ 356,924	\$ 752,605	\$ 08,490	\$ 4,964,133
Decreases:							
Pricing Decreases							
Increase in the rate at which collections from BAS of 2.8% based on USDA food cost index, for single Soldiers results in a pricing decrease for BAS because the collections line reduces the total cost of BAS.						(5,616)	(5,616)
Total Pricing Decreases	-	-	-	(5,616)	-	-	(5,616)
Program Decreases							
Due to decrease in number of Soldiers in Overseas Station Allowance (TLA) program.	(217)	(3,282)					(3,499)
Change in VSI Payment required (26.7M for FY09). The Officers portion is limited to 20% of overall total thus resulting in a decrease from FY08.	(1,097)	(403)					(1,500)

MILITARY PERSONNEL, ARMY
SECTION 3
SCHEDULE OF INCREASES AND DECREASES
SCHEDULE OF INCREASES AND DECREASES - SUMMARY

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Decrease in Overseas Station Allowance (COLA) is due to decrease in number of Soldiers. These decreases are calculated based on rank.	(1,399)						(1,399)
Decrease in number of Soldiers collecting CONUS COLA.	(77)	(193)					(270)
Decrease in number of personnel receiving Basic Allowance for Housing .		(127,917)					(127,917)
Reenlistment Bonus decrease in number paid (Anniversary Payments).		(2,481)					(2,481)
Separation Pay decrease in number paid.		(11,050)					(11,050)
Reduction in subsistence associated operational rations.			(2)				(2)
Decrease caused by an increase in the BAS collections from single Soldiers' pay based on the increased utilization of the dining facilities.				(41)			(41)
Decrease in Subsistence in Mess due to receipt of GWOT "Bridge" funding in FY 2008.				(423,196)			(423,196)
Decrease in number of Soldiers expected to apply for Family Subsistence Supplemental Allowance benefits.				(5)			(5)
Decrease in other rations				(9)			(9)
Increase in reimbursable Program for FY09 creates a decrease in the Direct Program for FY08				(1,449)			(1,449)
Decrease in Death Gratuity program reflects inclusion GWOT "Bridge" funding in the FY 2008 column.						(16,609)	(16,609)
Extra Hazard Soldiers Life Group Insurance (SGLI) payments to the Department of Veterans Affairs (VA) are a GWOT cost. Program decrease reflects receipt of FY08 GWOT "Bridge."						(151,175)	(151,175)
Traumatic SGLI payments to VA are GWOT costs. Program decrease reflects receipt of FY08 GWOT "Bridge."						(12,420)	(12,420)
Total Program Decreases	\$ (2,790)	\$ (144,520)	\$ (2)	\$ 24,700	\$ -	\$ (180,204)	\$ (752,216)
Total Decreases	\$ (2,790)	\$ (144,520)	\$ (2)	\$ (430,316)	\$ -	\$ (180,204)	\$ (757,832)
FY 2009 Direct Program	\$ 9,842,378	\$ 22,425,482	\$ 61,496	\$ 1,864,593	\$1,928,138	\$ 401,730	\$ 36,523,817

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SCHEDULE OF INCREASES AND DECREASES - OFFICERS

Pay and Allowances of Officers

FY 2008 Direct Program \$ 8,847,863

Increases:

Pricing Increases:

a. Basic Pay - Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008	46,437
b. Basic Pay - FY 2009 3.4% pay raise effective 1 Jan 2009	135,369
c. Retired Pay Accrual (RPA) - Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008.	15,410
d. Retired Pay Accrual (RPA) - FY 2009 3.4% pay raise effective 1 Jan 2009.	37,336
e. Retired Pay Accrual (RPA) - Increase in RPA due to change in Nominal Cost Percentage (NCP) from 29% in FY 2008 to 29.2% in FY 2009.	10,241
f. FICA - Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008.	9,825
g. FICA - FY 2009 3.4% pay raise effective 1 Jan 2009.	23,803
h. Basic Allowance for Housing rates (Housing Cost Growth) - FY 2008 6.9% inflation and FY 2009 4.9% inflation.	73,750
i. Increase in the rate for Basic Allowance for Subsistence (BAS) of 3.4% effective 1 Jan 2009.	7,794
j. Overseas Station Allowance Increase due to pay rate increase .	3,158
k. Rate increase for Family Separation Allowance.	52
l. Separation payments-Disability and Lump Sum Terminal Leave. Increase due to pay raise.	1,172
m. Increases in other allowances to include Clothing, Incentive Pay, and Special Pay.	18
n. Rate increase in CONUS COLA.	230

Total Pricing Increases \$ 364,595

Program Increases:

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SCHEDULE OF INCREASES AND DECREASES - OFFICERS

a. Basic Pay Increase due to inclusion of overstrength in the FY 2009 column (overstrength costs were previously accounted for in the Supplemental requests) and the Army's growth in End strength.	164,997		
b. Basic Pay increase in due to a decrease in the reimbursable program.	49,269		
c. Retired Pay Accrual (RPA) increase due to the inclusion of overstrength in the FY 2009 column (overstrength costs were previously accounted for in the Supplemental requests) and the Army's growth in End strength.	50,320		
d. Retired Pay Accrual (RPA) increase due to the decrease in the Reimbursable program.	12,092		
e. FICA - increase due to the inclusion of overstrength in the FY 2009 column (overstrength costs were previously accounted for in the Supplemental requests) and the Army's growth in End strength.	12,606		
f. FICA - increase due to the reduction in the reimbursable program.	3,769		
g. Incentive Pay (increase in number paid) due to Army growth and overstrength personnel.	6,070		
h. Projection of number of Nurse increase resulted in an increase in accession pay.	895		
i. Increase in the number of soldiers receiving additional medical special pay.	120		
j. Increase in number receiving Basic Allowance for Housing.	223,236		
k. Increase in program for BAS due to GTF and overstrength personnel.	6,731		
l. Increase in BAS direct program due to a reduction in the reimbursement program.	666		
m. Increase in Family Separation Allowance - PCS due to GTF and overstrength projections.	207		
n. Family Separation Allowance.	416		
o. Separation payments-Lump Sum Terminal Leave.	1,667		
p. Increase in Special Pay under "other special pay" are based on number of projected Bonus' that will be received along with Personal Money Allowance increase of 3.	77,145		
q. Increase in Special Pay for Hardship Duty and FLPP for FY09.	22,310		
r. Increase in Clothing Allowance for Officers is due to an increase in soldiers.	194		
Total Program Increases		\$	632,710
Total Increases		\$	997,305

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
SCHEDULE OF INCREASES AND DECREASES - OFFICERS

Decreases:

Pricing Decreases:

a. None.

-

Total Pricing Decreases

\$ -

Program Decreases:

a. Decrease in number of soldiers in Overseas Station Allowance (TLA) program.

(217)

b. Change in VSI Payment Change required (\$26.7M for FY09).

(1,097)

The Officers portion is limited to 20% of overall total thus resulting in a decrease from FY08.

c. Decrease in Overseas Station Allowance (COLA) is due to decrease in number of soldiers. These decreases are calculated based on rank.

(1,399)

d. Decrease in number of soldiers collecting CONUS COLA.

(77)

Total Program Decreases

\$ (2,790)

Total Decreases

\$ (2,790)

FY 2009 Direct Program

\$ 9,842,378

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

ESTIMATE FY 2009	\$5,490,045
ESTIMATE FY 2008	\$5,143,242
ACTUAL FY 2007	\$5,925,421

Project: BASIC PAY - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested will provide for the basic compensation and length of service pay increments of officers on active duty under provisions of 37 U.S.C. 201, 203, 204, 205, and 1009. Funds also provide for the compensation of officers of the reserve components who have entered active duty as members of the active component of the Army.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic compensation is determined by multiplying the projected average number of personnel by grade by the estimated average annual compensation, including length of service increments, for each grade. The FY 2008 military basic pay reflects a 3.5% across-the-board pay raise effective 1 January 2008. The FY 2009 basic pay reflects a 3.4% pay raise.

The FY 2008 and 2009 Basic Pay rates were built by applying inflation assumptions to the actual Active Component rates from FY 2007. Reserve Component Soldiers often have a longer time-in-grade than their Active Component counterparts; therefore pay rates in the FY 2007 column are higher than the basis from which the FY 2008 and FY 2009 rates are calculated.

The net change in the basic pay requirement is +\$346.8 million between FY 2008 and FY 2009. This increase is due to the annualized pay raise, growth in permanent end strength and the inclusion of active component overstrength, which has previously been funded through Supplemental requests.

The change is based on -

- (1) Annualization of the 1 Jan 2008, 3.5 percent pay raise: +\$46.4 million.
- (2) FY 2009 3.4 percent pay raise effective 1 Jan 2009: +\$135.4 million.
- (3) Program increase due to growth in permanent end strength and inclusion of Active Component overstrength in the base budget: +\$165 million.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - OFFICER									
OFFICER- ACTIVE DUTY									
GENERAL	12	\$164,167	1,970	11	\$169,545	1,865	12	\$175,333	2,104
LIEUTENANT GENERAL	50	\$158,400	7,920	46	\$163,609	7,526	49	\$169,224	8,292
MAJOR GENERAL	105	\$140,619	14,765	99	\$145,242	14,379	97	\$150,216	14,571
BRIGADIER GENERAL	172	\$122,901	21,139	154	\$126,877	19,539	155	\$131,213	20,338
COLONEL	4,782	\$104,186	498,219	3,396	\$107,352	364,566	4,049	\$111,029	449,555
LIEUTENANT COLONEL	12,037	\$84,960	1,022,665	8,694	\$87,312	759,093	9,776	\$90,303	882,799
MAJOR	18,598	\$71,592	1,331,468	16,371	\$73,563	1,204,305	15,415	\$76,083	1,172,819
CAPTAIN	27,116	\$56,528	1,532,822	24,896	\$57,836	1,439,894	24,534	\$59,817	1,467,556
1ST LIEUTENANT	10,311	\$43,211	445,552	8,867	\$43,407	384,887	9,228	\$44,893	414,276
2ND LIEUTENANT	8,660	\$33,093	286,583	6,811	\$33,835	230,449	8,406	\$34,994	294,157
SUBTOTAL OFFICER- ACTIVE DUTY	81,843		5,163,103	69,345		4,426,503	71,721		4,726,467
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	515	\$79,996	41,198	487	\$82,326	40,093	522	\$85,144	44,445
WARRANT OFFICER (W-4)	2,586	\$67,191	173,755	2,028	\$68,977	139,886	2,335	\$71,340	166,579
WARRANT OFFICER (W-3)	3,673	\$55,909	205,353	3,527	\$57,425	202,539	3,307	\$59,392	196,410
WARRANT OFFICER (W-2)	4,866	\$45,111	219,509	5,102	\$46,339	236,422	4,725	\$47,926	226,451
WARRANT OFFICER (W-1)	3,105	\$39,453	122,503	2,406	\$40,648	97,799	3,085	\$42,040	129,693
SUBTOTAL OFFICER- WARRANT ACTIVE	14,745		762,318	13,550		716,739	13,974		763,578
TOTAL BASIC PAY - OFFICER	96,588		5,925,421	82,895		5,143,242	85,695		5,490,045

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

ESTIMATE FY 2009 \$1,603,046
ESTIMATE FY 2008 \$1,489,739
ACTUAL FY 2007 \$1,575,434

Project: RETIRED PAY ACCRUAL - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C 1466.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budget estimates are derived as a product of the Department of Defense Retirement Board of Actuary approved full-time Normal Cost Percentage (NCP) (29.0 percent for FY 2008 and 29.2 percent for FY 2009) and the total amount of the basic pay expected to be paid during the fiscal year to members of the Active Army.

The net change in the retired pay accrual requirement is +\$113.3 million between FY 2008 and FY 2009. This increase is based on -

- (1) Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008: +\$13.8 million.
- (2) Annualization of FY 2009 3.4% pay raise effective 1 Jan 2009: +38.9 million.
- (3) Change in Nominal Cost Percentage (NCP) from 29% in FY 2008 to 29.2%: \$10.2 million.
- (4) Program increase due to the inclusion of overstrength in the FY 2009 column and the Army's growth in Endstrength: +\$50.3 million.

Detailed cost computations are provided in the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER RETIRED PAY ACCRUAL	96,588	\$16,311	1,575,434	82,895	\$17,971	1,489,739	85,695	\$18,706	1,603,046

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PAY AND ALLOWANCES OF OFFICERS
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

ESTIMATE FY 2009	\$105,273
ESTIMATE FY 2008	\$99,198
ACTUAL FY 2007	\$101,673

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. 301 for these types of duty:

Aviation Career Incentive Pay (ACIP) - Financial incentive for members to serve as military aviators throughout their military career as prescribed by the Aviation Career Incentive Act of 1974. Last rate changes made by FY 1998 NDAA (to establish \$840 rate level) and by FY 1999 NDAA to facilitate payments of ACIP to Warrant Officers. Payments range from \$125 to \$840 per month determined by years of aviation service. (37U.S.C.301(a))

Aviation Continuation Pay (ACP) is a financial incentive to retain qualified experienced aviators. The FY 2000 NDAA gave the services the discretion to pay aviators up to \$25,000 annually.

Flight Crew Member/Non-crew member (Non-rated Officers) - assigned to a position that requires at least four hours of aerial 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. (a) (1), (2)).

Parachute - assigned to a permanent parachute position or airborne unit which requires parachute jumping as an essential part of military duty, or while undergoing airborne-type training, or performing short-term parachute duty. Continuous payment of hazardous duty pay for parachute duty requires at least one parachute jump every three months. (37 U.S.C.301 (a) (3)) Payment is \$150 per month for regular jumps.

High Altitude Low Opening Jump Pay - assigned to duty involving parachute jumping from at least 2,500 feet. The service member must also be required by orders to engage in military free-fall jumps from an aircraft in flight and perform the specified minimum jumps to be entitled to a monthly rate of \$225 a month.(37 U.S.C.301 (a) (3)).

Demolition - duty involving demolition of explosives as a primary duty including training for such duty. Payment is \$150 monthly (37 U.S.C.301 (a) (4)).

Toxic Pesticides - for duty involving exposure toxic fuels and laboratory work that utilizes live dangerous viruses or bacteria. It is paid at a monthly rate of \$150 (37 U.S.C.301 (a) (9),(10)).

Experimental Stress - serving as a human test subject in thermal stress experiments at Natick Laboratories, Natick, MA. The tests conducted include development of equipment (mostly clothing) and physiological testing. Also low pressure, high altitude chamber training is conducted at the US Army Aero medical Center; Fort Rucker, AL. and the Armed Forces Institute of Pathology; Washington, DC. It is paid in a monthly amount of \$150.

Chemical Munitions - this is a peacetime hazardous incentive pay for members of the uniformed services whose primary duties require the routine physical handling of chemical munitions or chemical surety material. Routine physical handling must be incident to manufacturing, maintenance, storage, testing,

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INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

laboratory analysis, transportation, surveillance, assembly, disassembly, demilitarization, or disposal of chemical munitions or chemical surety material. This incentive pay is not authorized for individuals who handle the individual components of binary munitions, dilute solutions of toxic chemicals, riot control agents, chemical defoliants, herbicides, smoke, flame and incendiaries, or industrial chemicals.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The projected average number of payments is based on the total spaces where each type of pay is authorized to meet force structure requirements. The compensation for aviation service (rated officers) is obtained by multiplying the projected average number of personnel authorized for this type of pay by rates established in 37 U.S.C. 301a for years of aviation service or years of officer service to include a specified number of years in jobs which justify flying. The compensation for all other types of incentive pay is arrived at by multiplying the projected number of each type by the statutory rate.

The net change in incentive pays is +\$6 million between FY 2008 and FY2009. The increase is due to the inclusion of overstrength in the base budget (previously funded through supplemental requests) and the Army's growth.

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	55	\$2,775	154	20	\$2,775	56	55	\$2,775	154
NONCREW MEMBER	109	\$1,800	197	49	\$1,800	88	167	\$1,800	301
AVIATION CONTINUATION PAY	1,906	\$12,000	22,870	2,136	\$12,000	25,633	2,209	\$12,000	26,506
CREW (RATED)									
COMMISSIONED OFFICER CREW 125	595	\$1,500	893	409	\$1,500	614	397	\$1,500	596
COMMISSIONED OFFICER CREW 156	331	\$1,874	621	255	\$1,874	478	256	\$1,874	480
COMMISSIONED OFFICER CREW 188	380	\$2,256	858	260	\$2,256	586	255	\$2,256	576
COMMISSIONED OFFICER CREW 206	603	\$2,473	1,490	503	\$2,473	1,244	499	\$2,473	1,235
COMMISSIONED OFFICER CREW 250	15	\$3,000	44	34	\$3,000	103	38	\$3,000	114
COMMISSIONED OFFICER CREW 385	49	\$4,620	227	18	\$4,620	85	21	\$4,620	97
COMMISSIONED OFFICER CREW 495	70	\$5,940	417	61	\$5,940	362	71	\$5,940	422
COMMISSIONED OFFICER CREW 585	65	\$7,020	458	72	\$7,020	502	63	\$7,020	445
COMMISSIONED OFFICER CREW 650	1,618	\$7,800	12,619	1,582	\$7,800	12,343	1,492	\$7,800	11,636
COMMISSIONED OFFICER CREW 840	1,149	\$10,080	11,580	1,259	\$10,080	12,687	1,389	\$10,080	14,000
WARRANT OFFICER CREW 125	1,083	\$1,500	1,624	1,000	\$1,500	1,500	1,048	\$1,500	1,572
WARRANT OFFICER CREW 156	460	\$1,872	861	534	\$1,872	1,000	519	\$1,872	971
WARRANT OFFICER CREW 188	486	\$2,256	1,096	430	\$2,256	970	488	\$2,256	1,100
WARRANT OFFICER CREW 206	1,026	\$2,472	2,536	943	\$2,472	2,332	955	\$2,472	2,360
WARRANT OFFICER CREW 650	1,774	\$7,800	13,838	1,611	\$7,800	12,562	2,038	\$7,800	15,900
WARRANT OFFICER CREW 840	1,458	\$10,080	14,697	1,461	\$10,080	14,722	1,534	\$10,080	15,458
SUBTOTAL CREW (RATED)	11,162		63,859	10,432		62,090	11,063		66,962
SUBTOTAL FLYING DUTY - OFFICER	13,232		87,080	12,637		87,867	13,494		93,923
PARACHUTE JUMPING - OFFICER									

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INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARACHUTE JUMPING (REGULAR)	6,338	\$1,800	11,409	5,582	\$1,800	10,048	5,592	\$1,800	10,065
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	234	\$2,700	631	229	\$2,700	619	237	\$2,700	640
SUBTOTAL PARACHUTE JUMPING - OFFICER	6,572		12,040	5,811		10,667	5,829		10,705
INSIDE OBSERVER OR TEST SUBJECT DUTY	8	\$1,800	14	12	\$1,800	22	16	\$1,800	29
DEMOLITION DUTY	331	\$1,800	595	337	\$1,800	606	322	\$1,800	580
CHEMICAL MUNITIONS PAY	1,075	\$1,800	1,935	15	\$1,800	27	15	\$1,800	27
TOXIC PESTICIDES	5	\$1,800	9	5	\$1,800	9	5	\$1,800	9
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	21,223		101,673	18,817		99,198	19,681		105,273

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SPECIAL PAY - OFFICER

ESTIMATE FY 2009	\$315,178
ESTIMATE FY 2008	\$214,707
ACTUAL FY 2007	\$605,034

Project: SPECIAL PAY - OFFICER

PART I - PURPOSE AND SCOPE

Funds requested in this account are authorized to provide monetary incentives for the procurement and retention of officers assigned as physicians, dentists, nurses, psychologists, non-physician health care providers, veterinarians, optometrists, 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 also account covers special pays authorized for officers, who are assigned sea duty and those who are on duty subject to hostile fire or imminent danger.

Special Pay for Physicians - (37 U.S.C. 302):

- (1) Variable Special Pay - paid monthly as an automatic entitlement to all medical corps officers on active duty. The annual rate of pay is based upon the number of years of creditable service for special pay. The annual amounts range from \$1,200 to \$12,000. (37 U.S.C. 302(a))
- (2) Board Certified Pay - paid on a monthly basis to medical corps officers who are currently certified by an American medical or osteopathic examining board. The annual rate payable is determined by the number of years of creditable service for special pay. The annual amounts range from \$2,500 to \$6,000. (37 U.S.C. 302(a))
- (3) Additional Special Pay - paid as a lump sum bonus to medical corps officers who are not undergoing internship or initial residency training and who execute an agreement to remain on active duty for one year. The annual payment for all recipients is \$15,000. (37 U.S.C. 302(a))
- (4) Incentive Special Pay (ISP)/Medical Incentive Pay - paid as a lump sum bonus to administratively eligible medical officers who are fully qualified in Department of Army (DA) selected specialty categories and who execute an agreement to remain on active duty for a period of not less than 12 months. Payment amounts range from \$12,000 to \$50,000. (37 U.S.C. 302(b))
- (5) Multi-year Special Pay - Authorized by the FY 1991 DOD Authorization Act (PL 101-510). Officers must be either unobligated for medical education and training or must have at least eight years of creditable service. The annual amounts range from \$12,000 to \$50,000. (37 U.S.C. 302(d))

Dentist Pay -

These payments are authorized by 37 U.S.C. 302b, 302h, and 311 and are intended to provide monetary incentives for the procurement and retention of dental officers. A dentist may qualify for the following special pays:

- (1) Variable Special Pay - paid monthly as an automatic entitlement to all dental corps officers on active duty. The annual rate of pay is based on the number of years of creditable service for special pay. The annual rate ranges from \$3,000 to \$12,000. (37 U.S.C. 302(b))

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SPECIAL PAY - OFFICER

- (2) Board Certified Pay - paid on a monthly basis to dental corps officers who are currently certified by an American dental association specialty examining board or who have been awarded board certification equivalency by the Surgeon General. The annual rate is based on the number of years of creditable service for special pay. The annual rate ranges from \$2,500 to \$6,000. (37 U.S.C. 302(b))
- (3) Additional Special Pay - paid as a lump sum bonus to dental corps officers who are not undergoing internship of initial residency training, who have a minimum of three years of creditable service for special pay, and who execute an agreement to remain on active duty for one year. The rate of pay is based on the number of years of creditable service for special pay. The payment amount ranges from \$4,000 to \$15,000. (37 U.S.C. 302(b))
- (4) Multi-year Retention Bonus - the FY 1998 DOD Authorization Act (PL 105-85) authorized the use of a retention bonus for dental officers who execute a written agreement to remain on active duty for two, three, or four years after completion of any other active duty service commitment. Eligibility criteria require that a dental corps officer must be below the pay grade of O-7; have at least eight years of creditable service or have completed any active duty service commitment incurred for dental education and training; and have completed initial residency training . The payment amount ranges from \$6,000 to \$50,000. (37 U.S.C. 302(e))
- (5) Accession Bonus - paid to an individual who is a graduate of an accredited dental school and who executes an agreement to remain on active duty as a commissioned officer for a period of not less than four years. The amount of the accession bonus may not exceed \$30,000. (37 U.S.C. 302(h))

Nurses Pay

- (1) Nurse Anesthetists are authorized to receive a special pay of \$15,000 per individual for one year and requires a written agreement to remain on active duty for a period of not less than 12 months. A nurse anesthetist can receive a payment of \$50,000 for multi year obligations. The Army is actively recruiting for the Nurse Corps and anticipates a substantial increase in FY 2008. (37 U.S.C. 302 (d) and 302(e))
- (2) Accession bonus up to \$30,000 per individual requires acceptance of a commission as an officer combined with an agreement to remain on active duty for four years.

Diplomat Pay for Psychologists and Board Certified Pay for Non-physician Health Care Providers

Paid on a monthly basis to an officer who is designated a psychologist and has been awarded a diploma as a Diplomat in Psychology, or an officer who is a health care provider based on the DoD definition approved by the Assistant Secretary of Defense (Health Affairs (ASD(HA))) in coordination with the Services, has a post baccalaureate degree in the officer's clinical specialty, and has obtained advance level (past entry level) certification by an approved professional board in the officer's specialty. The annual amounts range from \$2,000 to \$5,000 and are based on years of creditable service. Eligible specialties and boards are determined by the ASD(HA) in coordination with the Services. 37 U.S.C. 302 (c)

Optometrist Pay

- (1) Special Pay - a monthly pay of \$100 to officers on active duty designated as optometrists. (37 U.S.C. 302 (a))
- (2) Retention Pay - An annual payment of \$6,000 per year of contract for designated officers who agree to remain on active duty as an optometrist for a period of 12 months. (37 U.S.C. 302 (a))

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Pharmacy Pay

Pharmacy Special Pay - payable to active duty officers designated as pharmacists who agree to remain on active duty for a period of one year or more. (37 U.S.C. 302 (i))

Pharmacy Accession Bonus - allows payment for an accession bonus to individuals graduating from an accredited pharmacy school who execute an agreement to remain on active duty at least four years. The amount of the one-time accession bonus may not exceed \$30,000. (37 U.S.C. 302 (j))

Veterinarians

These payments are authorized by 37 U.S.C. 303 and are intended to provide monetary incentives for the accession and retention of veterinary officers. These officers are authorized \$100 per month of active duty. The National Defense Authorization Act for Fiscal Year 2000 (PL 106-65), Section 616, amended 37 U.S.C. 303, adding a special pay entitlement for Veterinary Corps officers who are board certified as a Diplomat. The Diplomat Pay annual award, paid in equal monthly amounts, is based on creditable service as a Veterinary Corps officer on active duty. The annual range of the special is from \$2,000 to \$5,000.

Judge Advocate Continuation Pay (JACP) - The FY 2000 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)

Personal Allowance, General Officers - an officer is entitled to a personal money allowance of (1) \$500 a 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).

Diving Duty Pay - a monthly amount not to exceed \$200 a 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 304)

Sea Duty Pay - The term "sea duty" means 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 . The range of rates for warrant officers and officers is \$130 to \$410 per month.(37 U.S.C. 305a).

Foreign Language Proficiency Pay (FLPP) - this pay is a monthly monetary incentive that is paid to all military personnel who qualify for and maintain the required proficiency in designated foreign languages. The monthly rate may not exceed \$500.00 per individual for a single foreign language or \$1,000 for any combination of more than one language. (37 U.S.C. 316)

Hostile Fire Pay - paid to officers on duty subject to hostile fire or imminent danger. Paid at the rate of \$225 per month. (37 U.S.C. 310)

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SPECIAL PAY - OFFICER

Hardship Duty Pay - 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 \$750 per individual. (37 U.S.C. 305)

PART II - JUSTIFICATION OF FUNDS REQUESTED

The projected average number of personnel is based on the total spaces where each type of pay is authorized to meet force structure requirements. Funding requirements are based on the estimated number of officers eligible for each type of payment and rate of payment.

The FY 2007 Other Special Pay amount reflects several incentives for which there are no codes currently created because the Defense Joint Military Pay System (DJMS) coding is insufficient to discretely capture all the new programs that have been added in recent years. As a consequence, multiple incentives are captured in the same code, which passes data incorrectly to the accounting system. These include: Officer Assignment Incentive pays, Officer Critical Skills Retention Bonus (\$160 million), Warrant Officer Critical Skills Retention Bonus (\$6.954 million), and Officer Critical Skills Accession Bonus. The Army is in the process of creating these codes for FY 2008 and FY 2009 execution.

The net change in special pays is +\$100.5 million between FY 2008 and FY 2009 primarily due to +\$77.1 million in Other Special Pay for Officer Critical Skills Accession Bonus' that will be paid in FY 2009 and \$22.3 million for Congressional action that deferred consideration of FY 2008 Hardship Duty Pay and Foreign Language Proficiency Pay to the GWOT supplemental appropriation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
MEDICAL VARIABLE SPECIAL PAY	4,768	\$7,983	38,065	4,351	\$7,983	34,734	4,351	\$7,983	34,734
MEDICAL ADDITIONAL SPECIAL PAY	3,147	\$15,000	47,198	2,372	\$15,000	35,580	2,380	\$15,000	35,700
MEDICAL BOARD CERTIFIED PAY	2,993	\$3,791	11,345	2,476	\$3,791	9,387	2,476	\$3,791	9,387
MEDICAL INCENTIVE PAY	2,652	\$22,000	58,351	2,885	\$22,000	63,470	2,885	\$22,000	63,470
MEDICAL MULTI-YEAR SPECIAL PAY	1,294	\$15,771	20,408	1,090	\$15,771	17,191	1,090	\$15,771	17,191
SUBTOTAL MEDICAL PAY	14,854		175,367	13,174		160,362	13,182		160,482
DENTAL PAY									
DENTAL VARIABLE SPECIAL PAY	777	\$8,090	6,287	1,097	\$8,090	8,875	1,097	\$8,090	8,875
DENTAL ADDITIONAL SPECIAL PAY	651	\$11,674	7,596	917	\$11,674	10,705	917	\$11,674	10,705
DENTAL BOARD CERTIFIED PAY	297	\$5,436	1,613	418	\$5,436	2,272	418	\$5,436	2,272
DENTAL ACCESSION BONUS	81	\$30,000	2,428	25	\$30,000	750	25	\$30,000	750
DENTAL MULTIYEAR RETENTION BONUS	1,064	\$15,000	15,954	485	\$15,000	7,275	485	\$15,000	7,275
SUBTOTAL DENTAL PAY	2,870		33,878	2,942		29,877	2,942		29,877
NURSE PAY									
NURSE ACCESSION PAY	12	\$30,000	348	180	\$30,000	5,400	180	\$30,000	5,400
NURSE ANESTHESIST PAY	196	\$18,643	3,658	269	\$18,643	5,015	317	\$18,643	5,910
SUBTOTAL NURSE PAY	208		4,006	449		10,415	497		11,310
OPTOMETRISTS PAY									

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SPECIAL PAY - OFFICER

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPTOMETRIST SPECIAL PAY	37	\$1,200	44	127	\$1,200	152	127	\$1,200	152
OPTOMETRIST RETENTION PAY	20	\$6,000	121	114	\$6,000	684	114	\$6,000	684
SUBTOTAL OPTOMETRISTS PAY	57		165	241		836	241		836
VETERINARIANS PAY									
VETERINARIANS PAY	425	\$1,200	510	414	\$1,200	497	414	\$1,200	497
VETERINARIANS BOARD CERTIFIED SPECIAL PAY	9	\$3,500	30	192	\$3,500	672	192	\$3,500	672
SUBTOTAL VETERINARIANS PAY	434		540	606		1,169	606		1,169
DIPLOMATE PAY FOR PSYCHOLOGISTS	46	\$3,625	165	48	\$3,625	174	48	\$3,625	174
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER									
CHAIRMAN, JCS	0	\$4,000	0	0	\$4,000	0	0	\$4,000	0
CHIEF OF STAFF	1	\$4,000	4	1	\$4,000	5	1	\$4,000	5
SENIOR MEMBER, STAFF COMMITTEE OF UNITED NATIONS	1	\$2,700	3	1	\$2,700	3	1	\$2,700	3
GENERAL	10	\$2,200	22	9	\$2,200	20	10	\$2,200	23
LIEUTENANT GENERAL	50	\$500	25	44	\$500	22	46	\$500	23
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	62		54	55		50	58		54
PHARMACY PAY									
PHARMACY SPECIAL PAY	171	\$8,000	1,365	135	\$8,000	1,080	135	\$8,000	1,080
PHARMACY ACCESSION BONUS	17	\$30,000	500	16	\$30,000	480	16	\$30,000	480
SUBTOTAL PHARMACY PAY	188		1,865	151		1,560	151		1,560
DIVING DUTY PAY	87	\$2,642	231	68	\$2,642	179	68	\$2,642	179
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	1,430	\$2,446	3,499	660	\$2,446	1,614	660	\$2,446	1,614
HOSTILE FIRE PAY	21,072	\$2,700	56,894	1,757	\$2,700	4,744	1,757	\$2,700	4,744
SEA DUTY PAY	74	\$5,912	438	104	\$5,912	617	104	\$5,912	617
HARDSHIP DUTY PAY	28,859	\$1,500	43,288	0	0	0	5,040	\$1,500	7,560
FOREIGN LANGUAGE PROFICIENCY PAY	2,486	\$3,839	9,545	0	0	0	3,842	\$3,839	14,750
JUDGE ADVOCATE CONTINUATION PAY	223	\$21,400	4,774	145	\$21,400	3,110	145	\$21,400	3,110
OTHER SPECIAL PAY	0	0	270,325	0	0	0	0	0	77,142
TOTAL SPECIAL PAY - OFFICER	72,950		605,034	20,400		214,707	29,341		315,178

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BASIC ALLOWANCE FOR HOUSING - OFFICER

ESTIMATE FY 2009	\$1,633,161
ESTIMATE FY 2008	\$1,343,443
ACTUAL FY 2007	\$1,641,251

Project: BASIC ALLOWANCE FOR HOUSING - OFFICER

PART I - PURPOSE AND SCOPE

Congress approved in the FY 1998 National Defense Authorization Act the payment of a Basic Allowance for Housing (BAH) to service members. The Overseas Housing Allowance (OHA) payment, formerly located in overseas station allowances moved into this section by a change in law. The continental United States, Alaska, and Hawaii BAH is termed BAH Domestic, while the overseas housing allowance is called BAH Overseas. Payment to service members is authorized by revisions to 37 U.S.C. 403. BAH inflation rate for FY 2008 is 6.9 percent and FY 2009 is 4.9 percent.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2009 rates were built by applying inflation assumptions to actual active component rates from FY 2007.

The net change in the Basic Allowance for Housing is +\$296.8 million between FY 2008 and FY 2009. This increase is due to the annualized housing cost growth (FY 2008--6.9% and FY 2009--4.9%), growth in permanent end strength, and inclusion of active component overstrength heretofore funded through supplemental requests. The main cost driver is domestic housing as shown below.

FY 2008 housing cost growth was originally estimated at 3.9%; however, it is currently 6.9%. This change in the inflation rate combined with the change in the number, dependency status and grade structure of Officers creates a \$207.5 million shortfall as reflected at the bottom of the exhibit.

Main cost driver ---

Domestic housing (+\$259 million):

- (1) The FY 2009 housing cost growth is +\$43.0 million and the annualization of the 1 Jan 2009, 4.9% cost growth is +\$19.8 million for a total of +\$62.8 million.
- 2) Increase in percent receiving: +\$174.8 million of which -\$16.6 million is due to grade structure changes and +\$32.2 million is due to workyear changes.

Included in FY 2009 BAH domestic totals are \$210.4 million dollars for the Residential Communities Initiative (RCI).

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	3	\$25,000	75	3	\$27,243	69	3	\$28,578	79
LIEUTENANT GENERAL	19	\$26,526	504	16	\$28,449	466	17	\$29,843	521
MAJOR GENERAL	78	\$25,846	2,016	62	\$27,408	1,702	61	\$28,751	1,749
BRIGADIER GENERAL	131	\$25,519	3,343	105	\$27,297	2,876	106	\$28,634	3,036
COLONEL	3,840	\$24,766	95,103	2,588	\$26,648	68,965	3,086	\$27,953	86,255
LIEUTENANT COLONEL	9,367	\$23,383	219,031	6,431	\$25,176	161,916	7,232	\$26,410	190,989
MAJOR	13,782	\$20,273	279,401	11,658	\$21,533	251,033	10,977	\$22,588	247,956
CAPTAIN	16,061	\$17,269	277,356	17,299	\$18,158	314,122	17,048	\$19,048	324,723
1ST LIEUTENANT	4,304	\$15,148	65,199	3,931	\$15,588	61,274	4,091	\$16,352	66,893
2ND LIEUTENANT	2,881	\$13,822	39,822	2,681	\$14,580	39,088	3,309	\$15,295	50,606
SUBTOTAL OFFICER- ACTIVE DUTY	50,466		981,850	44,775		901,511	45,929		972,807
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	450	\$18,944	8,525	406	\$20,173	8,198	436	\$21,161	9,217
WARRANT OFFICER (W-4)	2,153	\$17,309	37,267	1,607	\$18,339	29,479	1,851	\$19,238	35,605
WARRANT OFFICER (W-3)	2,972	\$16,694	49,616	2,771	\$17,689	49,016	2,598	\$18,556	48,211
WARRANT OFFICER (W-2)	3,544	\$15,470	54,825	3,632	\$16,388	59,525	3,364	\$17,191	57,827
WARRANT OFFICER (W-1)	2,282	\$13,604	31,045	1,713	\$14,402	24,667	2,196	\$15,107	33,179
SUBTOTAL OFFICER- WARRANT ACTIVE	11,401		181,278	10,130		170,885	10,444		184,039
SUBTOTAL WITH DEPENDENTS - DOMESTIC	61,867		1,163,128	54,904		1,072,396	56,373		1,156,846

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
WITHOUT DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	-	-	-	-	-	-	-	-	-
LIEUTENANT GENERAL	-	-	-	-	-	-	-	-	-
MAJOR GENERAL	4	\$24,750	99	3	\$27,759	96	3	\$29,119	99
BRIGADIER GENERAL	6	\$24,500	147	4	\$21,851	90	4	\$22,922	95
COLONEL	370	\$21,832	8,078	229	\$23,587	5,398	273	\$24,743	6,751
LIEUTENANT COLONEL	1,172	\$19,840	23,252	717	\$21,861	15,668	806	\$22,932	18,481
MAJOR	2,566	\$17,830	45,753	2,089	\$19,013	39,714	1,967	\$19,945	39,227
CAPTAIN	7,745	\$14,541	112,619	8,741	\$15,239	133,204	8,614	\$15,986	137,699
1ST LIEUTENANT	4,495	\$12,321	55,383	4,831	\$12,809	61,888	5,028	\$13,437	67,564
2ND LIEUTENANT	3,607	\$11,058	39,886	3,396	\$11,663	39,603	4,191	\$12,235	51,272
SUBTOTAL OFFICER- ACTIVE DUTY	19,965		285,217	20,009		295,661	20,885		321,188
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	37	\$18,541	686	32	\$20,345	658	35	\$21,342	739
WARRANT OFFICER (W-4)	170	\$15,618	2,655	119	\$16,514	1,963	137	\$17,323	2,371
WARRANT OFFICER (W-3)	291	\$14,900	4,336	248	\$15,678	3,894	233	\$16,446	3,830
WARRANT OFFICER (W-2)	670	\$13,345	8,941	679	\$14,125	9,590	629	\$14,817	9,317
WARRANT OFFICER (W-1)	549	\$9,231	5,068	406	\$9,686	3,932	521	\$10,161	5,289
SUBTOTAL OFFICER- WARRANT ACTIVE	1,717		21,686	1,484		20,037	1,554		21,546
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	21,682		306,903	21,494		315,698	22,439		342,734
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	-	-	-	-	-	-	-	-	-
LIEUTENANT GENERAL	-	-	-	-	-	-	-	-	-
MAJOR GENERAL	-	-	-	-	-	-	-	-	-
BRIGADIER GENERAL	-	-	-	-	-	-	-	-	-
COLONEL	4	\$500	2	2	\$487	1	2	\$511	1

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
LIEUTENANT COLONEL	36	\$389	14	21	\$419	9	24	\$439	10
MAJOR	67	\$313	21	44	\$335	15	42	\$352	15
CAPTAIN	180	\$289	52	187	\$315	59	184	\$331	61
1ST LIEUTENANT	176	\$222	39	179	\$241	43	186	\$252	47
2ND LIEUTENANT	1,057	\$166	175	1,043	\$176	184	1,287	\$185	238
SUBTOTAL OFFICER- ACTIVE DUTY	1,520		303	1,476		311	1,725		372
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	-	-	-	-	-	-	-	-	-
WARRANT OFFICER (W-4)	6	\$333	2	5	\$321	2	6	\$337	2
WARRANT OFFICER (W-3)	8	\$250	2	7	\$273	2	6	\$287	2
WARRANT OFFICER (W-2)	31	\$194	6	30	\$203	6	28	\$212	6
WARRANT OFFICER (W-1)	23	\$174	4	17	\$179	3	22	\$187	4
SUBTOTAL OFFICER- WARRANT ACTIVE	68		14	59		13	62		14
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	1,588		317	1,535		324	1,787		386
BAH DIFFERENTIAL - DOMESTIC	105	\$1,981	208	6	\$2,100	225	6	\$2,202	254
WITH DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	-	-	-	-	-	-	-	-	-
LIEUTENANT GENERAL	-	-	-	-	-	-	-	-	-
MAJOR GENERAL	-	-	-	-	-	-	-	-	-
BRIGADIER GENERAL	-	-	-	-	-	-	-	-	-
COLONEL	131	\$43,221	5,662	115	\$34,192	3,941	137	\$34,192	4,699
LIEUTENANT COLONEL	531	\$37,154	19,729	472	\$31,418	14,832	531	\$31,418	16,678
MAJOR	712	\$35,867	25,537	769	\$29,518	22,697	724	\$29,518	21,372
CAPTAIN	932	\$31,082	28,968	1,276	\$24,623	31,418	1,257	\$24,623	30,961
1ST LIEUTENANT	233	\$25,622	5,970	299	\$21,350	6,389	311	\$21,350	6,649

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
2ND LIEUTENANT	86	\$31,860	2,740	111	\$22,336	2,471	137	\$22,336	3,049
SUBTOTAL OFFICER- ACTIVE DUTY	2,625		88,606	3,042		81,748	3,098		83,408
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	17	\$44,882	763	25	\$27,851	684	26	\$27,851	733
WARRANT OFFICER (W-4)	133	\$35,376	4,705	133	\$27,004	3,580	153	\$27,004	4,121
WARRANT OFFICER (W-3)	185	\$34,659	6,412	229	\$25,466	5,829	215	\$25,466	5,466
WARRANT OFFICER (W-2)	234	\$33,171	7,762	326	\$23,652	7,709	302	\$23,652	7,139
WARRANT OFFICER (W-1)	73	\$43,164	3,151	85	\$25,665	2,179	109	\$25,665	2,793
SUBTOTAL OFFICER- WARRANT ACTIVE	642		22,793	797		19,981	804		20,252
SUBTOTAL WITH DEPENDENTS - OVERSEAS	3,267		111,399	3,839		101,729	3,902		103,660
WITHOUT DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	-	-	-	-	-	-	-	-	-
LIEUTENANT GENERAL	-	-	-	-	-	-	-	-	-
MAJOR GENERAL	-	-	-	-	-	-	-	-	-
BRIGADIER GENERAL	-	-	-	-	-	-	-	-	-
COLONEL	24	\$29,375	705	18	\$27,684	492	137	\$27,684	587
LIEUTENANT COLONEL	103	\$27,650	2,848	84	\$25,577	2,153	531	\$25,577	2,421
MAJOR	240	\$27,113	6,507	240	\$24,457	5,876	724	\$24,457	5,533
CAPTAIN	1,108	\$22,748	25,205	1,356	\$20,374	27,620	1,257	\$20,374	27,219
1ST LIEUTENANT	631	\$20,994	13,247	788	\$18,778	14,794	311	\$18,778	15,397
2ND LIEUTENANT	273	\$21,231	5,796	273	\$19,022	5,194	137	\$19,022	6,410
SUBTOTAL OFFICER- ACTIVE DUTY	2,379		54,308	2,759		56,129	3,098		57,567
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	6	\$26,000	156	5	\$26,128	131	26	\$26,128	141
WARRANT OFFICER (W-4)	28	\$23,214	650	24	\$20,395	498	153	\$20,395	573
WARRANT OFFICER (W-3)	41	\$24,415	1,001	42	\$21,766	915	215	\$21,766	858
WARRANT OFFICER (W-2)	98	\$22,643	2,219	111	\$20,062	2,226	302	\$20,062	2,062
WARRANT OFFICER (W-1)	37	\$25,081	928	29	\$22,297	650	109	\$22,297	833

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
SUBTOTAL OFFICER- WARRANT ACTIVE	210		4,954	212		4,420	804		4,467
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,589		59,262	2,970		60,549	3,902		62,034
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	91,098		1,641,217	84,748		1,550,921	88,409		1,665,914
Estimated Amount to be Reprogrammed During Execution-Based on Revised Estimates ¹						\$207,478			
TOTAL FUNDED						\$1,343,443			

1/ Housing growth rate from 3.9% to 6.9%, numbers receiving BAH, dependency status and grade structure.

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

ESTIMATE FY 2009	\$213,805
ESTIMATE FY 2008	\$199,280
ACTUAL FY 2007	\$194,280

Project: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested will provide for subsistence allowance authorized by 37 U.S.C. 402 and P.L. 96-343. All officers, regardless of dependency status and pay grade, are paid a monthly Basic Allowance for Subsistence (BAS) at the same rate.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Subsistence allowance costs are obtained by multiplying the projected average number eligible for the allowance by the annual statutory rate. Basic Allowance for Subsistence inflation rates are 5.2 percent effective 1 January 2008 and 3.4 percent effective 1 January 2009.

The FY 2009 rates were built by applying inflation assumptions to actual active component rates from FY 2007.

The net change in the basic allowance for subsistence requirement is +\$15.2 million between FY 2008 and FY 2009. This increase is due to the growth in permanent end strength and inclusion of active component overstrength in the base budget effective in FY 2009.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	96,588	\$2,011	194,280	82,895	\$2,404	199,280	85,695	\$2,495	213,805

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

ESTIMATE FY 2009	\$97,888
ESTIMATE FY 2008	\$96,346
ACTUAL FY 2007	\$189,247

Project: OVERSEAS STATION ALLOWANCES - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested will provide payment of per diem allowance to officers on duty outside the United States considering all elements of the cost of living, including quarters, subsistence, and other necessary incidental expenses as prescribed by joint travel regulations and authorized under provisions of 37 U.S.C. 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The total Overseas Station Allowance includes Cost of Living Allowance (COLA) and Temporary Lodging Allowances. Overseas station allowance (OSA) payments are determined by multiplying the projected number of personnel eligible for each type of allowance by an estimated average rate.

The net change in the station allowance overseas requirement between FY 2008 and FY 2009 is +\$1.5 million, mainly COLA. The increase is primarily due to a 3.5 percent pay raise effective 1 Jan 2008, and 3.4 percent pay raise effective 1 Jan 2009.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	4	\$17,292	67	2	\$14,649	33	2	\$15,150	34
LIEUTENANT GENERAL	6	\$15,373	96	4	\$13,023	47	4	\$13,469	48
MAJOR GENERAL	15	\$14,501	213	9	\$12,284	105	8	\$12,705	107
BRIGADIER GENERAL	29	\$14,800	423	17	\$12,537	210	16	\$12,967	213
COLONEL	711	\$15,698	11,155	415	\$13,298	5,525	409	\$13,753	5,624
LIEUTENANT COLONEL	1,990	\$14,818	29,494	1,164	\$12,553	14,608	1,145	\$12,983	14,869
MAJOR	3,024	\$12,253	37,047	1,768	\$10,380	18,349	1,740	\$10,735	18,677
CAPTAIN	5,303	\$9,347	49,569	3,101	\$7,918	24,550	3,051	\$8,190	24,989
1ST LIEUTENANT	1,866	\$7,664	14,299	1,091	\$6,493	7,082	1,073	\$6,715	7,208
2ND LIEUTENANT	987	\$6,296	6,216	577	\$5,333	3,079	568	\$5,516	3,134
SUBTOTAL OFFICER- ACTIVE DUTY	13,935		148,579	8,148		73,588	8,016		74,903
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	69	\$12,864	888	40	\$10,897	440	40	\$11,271	448
WARRANT OFFICER (W-4)	503	\$11,294	5,684	294	\$9,567	2,815	290	\$9,895	2,866
WARRANT OFFICER (W-3)	763	\$10,301	7,857	446	\$8,727	3,891	439	\$9,025	3,961
WARRANT OFFICER (W-2)	1,061	\$8,720	9,250	620	\$7,387	4,582	610	\$7,640	4,663
WARRANT OFFICER (W-1)	525	\$7,649	4,014	307	\$6,479	1,988	302	\$6,701	2,024
SUBTOTAL OFFICER- WARRANT ACTIVE	2,921		27,693	1,707		13,716	1,681		13,962
SUBTOTAL COST OF LIVING	16,856		176,272	9,855		87,304	9,697		88,865
TEMPORARY LODGING	3,056	\$4,246	12,975	2,084	\$4,339	9,042	2,034	\$4,435	9,023
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	19,912		189,247	11,939		96,346	11,731		97,888

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

ESTIMATE FY 2009	\$6,961
ESTIMATE FY 2008	\$6,808
ACTUAL FY 2007	\$10,377

Project: CONUS COST OF LIVING ALLOWANCE - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested will provide payment of cost of living allowance (COLA) to soldiers who are assigned to high cost areas in the continental United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The current established threshold is 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation level) times the difference between the COLA index for the individual's high cost area and the threshold percentage. (37 U.S.C. 403b),FY 1995 DOD Authorization Act .

PART II - JUSTIFICATION OF FUNDS REQUESTED

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated average rate.

The net change for CONUS COLA is +\$.153 million between FY 2008 and FY 2009. The increase is primarily due to a 3.3 percent increase in COLA rates, (+\$.223 million) a function of pay increases and a reduction in number paid (-\$.070 million).

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	5,119	\$2,027	10,377	6,292	\$1,082	6,808	6,221	\$1,119	6,961

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

ESTIMATE FY 2009 \$5,869
ESTIMATE FY 2008 \$5,663
ACTUAL FY 2007 \$5,779

Project: CLOTHING ALLOWANCES - OFFICER

PART I - PURPOSE AND SCOPE

The requested funds will provide for the initial payment and supplemental allowance for purchases of required uniforms under provisions of 37 U.S.C. 415 and 416. Also included are funds for civilian clothing allowance for officers assigned to a permanent duty station outside the United States who are required to wear civilian clothing in the performance of official duty in accordance with 37 U.S.C. 419.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimated number of payments is based on the projected gains into the Army and the anticipated overseas requirements where individuals are required to wear civilian clothing in the performance of official duty. Allowances for uniform and clothing purchases are developed by multiplying the projected number eligible for each type of allowance by the applicable rate.

Allowances for Uniform Clothing have increased slightly due to the growth in permanent end strength and the inclusion of overstrength heretofore funded through supplemental requests.

Detailed computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	8,313	\$400	3,325	8,148	\$400	3,259	8,425	\$400	3,370
ADDITIONAL MILITARY ALLOWANCE	10,530	\$200	2,106	10,315	\$200	2,063	10,670	\$200	2,134
CIVILIAN CLOTHING ALLOWANCE	386	\$903	348	378	\$903	341	391	\$934	365
TOTAL CLOTHING ALLOWANCES - OFFICER	19,229		5,779	18,841		5,663	19,486		5,869

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

ESTIMATE FY 2009	\$19,691
ESTIMATE FY 2008	\$19,016
ACTUAL FY 2007	\$60,655

Project: FAMILY SEPARATION ALLOWANCES - OFFICER

PART I - PURPOSE AND SCOPE

The funds are to provide family separation payments to officers, with dependents, who are on duty outside the Continental United States or in Alaska for added separation expenses (37 U.S.C. 427). Two types of funds are provided:

FSA I - When travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for the family and one overseas for member. Payment is made at the monthly quarter allowance rate authorized for a member of the same grade without dependents.

FSA II - When a member with dependents makes a permanent change of station, is on temporary duty travel, or on board ship for 30 days or more, either in CONUS or overseas, and the travel of dependents to the duty station is not authorized and dependents do not reside at or near the duty station.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation are determined by multiplying the estimated number of personnel eligible for each type of family separation allowance by the statutory rate applicable.

The net change in the Family Separation Allowances (FSA) is +\$.675 million between FY 2008 and FY 2009. The increase is primarily due to:

(1) Increase in rate FSA I: \$52 thousand.

(2) A net increase due to growth in personnel and in changes of station related to deployments of +\$623 thousand as follows:

Increase in FSA II (PCS): +\$207 thousand; increase in FSA II (TDY): +\$416 thousand

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL									
OFFICER- ACTIVE DUTY									
COLONEL	0	0	0	6	\$21,833	131	6	\$23,333	140
LIEUTENANT COLONEL	0	0	0	0	0	0	0	0	0
MAJOR	1	\$15,000	15	6	\$17,833	107	6	\$19,000	114
CAPTAIN	9	\$14,333	129	9	\$14,222	128	9	\$15,222	137
1ST LIEUTENANT	1	\$8,000	8	1	\$12,000	12	1	\$13,000	13
2ND LIEUTENANT	5	\$10,600	53	5	\$11,000	55	5	\$11,800	59
SUBTOTAL OFFICER- ACTIVE DUTY	16		205	27		433	27		463
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-4)	1	\$15,000	15	6	\$15,667	94	6	\$16,667	100
WARRANT OFFICER (W-3)	0	0	0	9	\$14,889	134	9	\$15,889	143
WARRANT OFFICER (W-2)	1	\$15,000	15	5	\$13,400	67	5	\$14,200	71
WARRANT OFFICER (W-1)	0	0	0	5	\$9,200	46	5	\$9,800	49
SUBTOTAL OFFICER- WARRANT ACTIVE	2		30	25		341	25		363
SUBTOTAL PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	18		235	52		774	52		826
PCS W/DEPENDENTS NOT AUTHORIZED	2,061	\$3,000	6,184	2,020	\$3,000	6,059	2,089	\$3,000	6,266
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	18,079	\$3,000	54,236	4,061	\$3,000	12,183	4,200	\$3,000	12,599
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	20,158		60,655	6,133		19,016	6,341		19,691

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

ESTIMATE FY 2009	\$56,471
ESTIMATE FY 2008	\$54,729
ACTUAL FY 2007	\$54,278

Project: SEPARATION PAYMENTS - OFFICER

PART I - PURPOSE AND SCOPE

Funds requested provide:

- (1) Lump sum terminal leave payments- for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701.
- (2) Severance pay - to officers who are involuntarily discharged or released from active duty, including severance pay to officers not eligible for retirement under any provision of the law on the date of elimination by promotion list passover under provisions of 10 U.S.C. 637 (a); disability severance pay paid to a member separated from the service for a physical disability under provisions 10 U.S.C. 1212.
- (3) Voluntary Separation Pay - for payment of an annuity to officers voluntarily separating from active duty during drawdown provisions of 10 U.S.C. 1175. Leave payments will not exceed the career total of 60 days.
- (4) \$30,000 Lump sum bonus - Authorized by the FY 2000 National Defense Authorization Act; provides service members who entered the uniform services on or after August 1, 1986 the option to retire under pre - 1986 military plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one time \$30,000 lump sum bonus and remain under redux retirement plan.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Separation payments are computed by multiplying the projected number eligible for each type of payment by the estimated average payment applicable. Leave payments will not exceed the career total of 60 days.

Severance pay for failure of promotion, for separation for cause, and for disability severance pay is 10 percent of the product of (a) years of active service and (b) 12 times the monthly basic pay to which the member was entitled at the time of discharge or release from active duty.

The Special Separation Bonus (SSB) amount is based on annual base pay times 15 percent times years of service.

The VSI (annuity) is a product of annual base pay times 2.5 percent times years of service and is paid for twice the number of years served, without any cost of living adjustments. VSI payments for FY 2009 was reduced by -\$1.1 million.

The net change in separation pay is +\$1.7 million. The change is primarily due to:

- (1) A net increase in program changes of \$570K associated with an increase in disability severance pays with an off-set decrease in VSI payments from FY2008 to FY2009.
- (2) Price increase of \$1.172 million based on basic pay rate increases.

Detailed cost computations are provided by the following table:

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

SEPARATION PAYMENTS - OFFICER	ACTUAL FY 2007				ESTIMATE FY 2008				ESTIMATE FY 2009			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
LUMP SUM TERMINAL LEAVE PAYMENTS												
OFFICER- ACTIVE DUTY												
GENERAL	1	60.00	\$28,000	28	1	60.00	\$29,000	29	1	60.00	\$30,000	30
LIEUTENANT GENERAL	11	56.00	\$24,545	270	11	56.00	\$24,818	273	11	56.00	\$26,545	292
MAJOR GENERAL	9	29.00	\$18,222	164	9	29.00	\$18,444	166	9	29.00	\$19,778	178
BRIGADIER GENERAL	17	21.00	\$11,235	191	17	21.00	\$11,353	193	17	21.00	\$12,118	206
COLONEL	641	15.00	\$7,123	4,566	628	15.00	\$7,358	4,621	650	15.00	\$7,605	4,943
LIEUTENANT COLONEL	957	10.00	\$3,934	3,765	938	10.00	\$4,063	3,811	970	10.00	\$4,202	4,076
MAJOR	507	10.00	\$3,266	1,656	497	10.00	\$3,372	1,676	514	10.00	\$3,488	1,793
CAPTAIN	1,332	1.00	\$3,206	4,271	1,305	1.00	\$3,312	4,322	1,350	1.00	\$3,424	4,623
1ST LIEUTENANT	20	21.00	\$4,050	81	20	21.00	\$4,100	82	20	21.00	\$4,400	88
2ND LIEUTENANT	3	20.00	\$3,667	11	3	20.00	\$3,667	11	3	20.00	\$4,000	12
SUBTOTAL OFFICER- ACTIVE DUTY	3,498			15,003	3,429			15,184	3,545			16,241
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	67	16.00	\$5,746	385	66	16.00	\$5,909	390	68	16.00	\$6,132	417
WARRANT OFFICER (W-4)	248	11.00	\$3,206	795	243	11.00	\$3,313	805	251	11.00	\$3,430	861
WARRANT OFFICER (W-3)	298	9.00	\$2,352	701	292	9.00	\$2,428	709	302	9.00	\$2,513	759
WARRANT OFFICER (W-2)	39	11.00	\$2,308	90	38	11.00	\$2,395	91	40	11.00	\$2,450	98
WARRANT OFFICER (W-1)	2	14.00	\$1,500	3	2	14.00	\$1,500	3	2	14.00	\$1,500	3
SUBTOTAL OFFICER- WARRANT ACTIVE	654			1,974	641			1,998	663			2,138
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	4,152			16,977	4,070			17,182	4,208			18,379
SEVERANCE PAY, DISABILITY	185		\$64,114	11,861	181		\$66,215	11,985	196		\$68,658	13,457
SEVERANCE PAY, FAILURE OF PROMOTION				0				0				0
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	5		\$36,600	183	5		\$37,800	189	5		\$40,400	202
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	151		\$8,921	1,347	148		\$9,209	1,363	153		\$9,529	1,458
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				22,148				22,190				21,093
\$30,000 LUMP SUM BONUS				1,762				1,820				1,882
TOTAL SEPARATION PAYMENTS - OFFICER	4,493			54,278	4,404			54,729	4,562			56,471

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

ESTIMATE FY 2009	\$419,439
ESTIMATE FY 2008	\$373,205
ACTUAL FY 2007	\$451,571

Project: SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-OFFICER

PART I - PURPOSE AND SCOPE

The funds requested provide for employer's tax to the Social Security Administration as required by the Federal Insurance Contribution Act (FICA) under provisions 26 U.S.C. 3101 and 3111 and P.L." Social Security amendment".

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FICA tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percent. The old age, survivor, and disability insurance (OASDI) rate is 6.2% and the Hospital Insurance (HI) rate is 1.45%. The maximum amounts of earnings per individual on which tax is payable are:

Calendar Year	OASDI Base	Medicare Base
2008	\$102,300	No upper limit
2009	\$106,800	No upper limit

Because the pay of Senior Officers (Colonels and General Officer) is above the maximum cap on the OASDI contributions, the ratio of FICA to Basic Pay is slightly under the anticipated 7.65%.

The net change in the FICA requirement is +\$46.2 million between FY 2008 and FY 2009. This increase is due to -

- (1) Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008: +\$8.8 million.
- (2) FY 2009 3.4% pay raise effective 1 Jan 2009: +\$24.8 million.
- (3) Program increase due to the growth of permanent end strength and the inclusion of Active Component overstrength in the FY 2009 base budget: +\$12.6 million.

Detailed cost computations are provided by the following table:

SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
	96,588	\$4,675	451,571	82,895	\$4,502	373,205	85,695	\$4,895	419,439

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED

Pay and Allowances of Enlisted Personnel

FY 2008 Direct Program \$ 19,826,578

Increases:

Pricing Increases:

a. Basic Pay - Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008.	103,938
b. Basic Pay - FY 2009 3.4% pay raise effective 1 Jan 2009.	302,993
c. Retired Pay Accrual (RPA) - Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008.	32,976
d. Retired Pay Accrual (RPA) - FY 2009 3.4% pay raise effective 1 Jan 2009.	96,942
e. Retired Pay Accrual (RPA) - Increase in RPA due to change in Nominal Cost Percentage (NCP) from 29% in FY 2008 to 29.2% in FY 2009.	21,657
f. FICA - Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008.	8,502
g. FICA - FY 2009 3.4% pay raise effective 1 Jan 2009.	24,996
h. Overseas Station Allowances increase for Annualization of 1 Jan 2008 and 1 Jan FY 2009 pay raise.	6,786
i. Separation pay increase for Annualization of 1 Jan 2008 and 1 Jan 2009 pay raise.	15,799
j. Basic Allowance for Housing rates (Housing Cost Growth) - Annualization of the Army FY 2008 6.9% inflation effective 1 Jan 2008 and 4.9% effective 1 Jan 2009.	181,704
k. Increase in rate for Family Separation.	104
l. Increase in rate for Clothing.	2,475
m. Increase in rate for Overseas Station (Temporary Lodging Allowance).	327
n. Increase in rate for CONUS COLA.	606

Total Pricing Increases \$ 799,805

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED

Program Increases:

a. Basic Pay increase due to inclusion of over strength in the FY 2009 column (over strength costs were previously accounted for in the Supplemental requests) and the Army's growth in End strength.	948,122
b. Basic Pay increase due to a decrease in the reimbursable program.	2,359
c. Retired Pay Accrual (RPA) increase due to the inclusion of over strength in the FY 2009 column (over strength costs were previously accounted for in the Supplemental requests) and the Army's growth in End strength.	264,158
d. Retired Pay Accrual (RPA) increase due to the decrease in the Reimbursable program.	1,583
e. FICA increase due to the inclusion of over strength in the FY 2009 column (over strength costs were previously accounted for in the Supplemental requests) and the Army's growth in End strength.	64,393
f. FICA increase due to the reduction in the reimbursable program.	5,957
g. Basic Allowance for Housing Grade Structure Change.	2,866
h. Basic Allowance for Housing Man-year Change due to Army growth & over strength personnel.	293,466
i. Incentive Pay increase in number paid (Parachute Jump).	2,115
j. Family Separation increase in number paid (PCS & TDY).	1,796
k. Education Benefit - MGIB increase in number paid.	536
l. Loan Repayment Program increase in number paid.	6,772
m. Army College Fund increase in number paid.	2,598
n. Reenlistment Bonus increase in number paid (Initial Payments).	134,811
o. Critical Skills Retention Bonus increase in number paid	31,143
p. Enlistment Bonus increase in number paid.	100,703
q. Special Pay increased due to the Hardship Duty Pay & Foreign Language Proficiency Pay FY 08 funding was deferred to the GWOT supplemental, and in FY 09 the amounts for these programs remained in the base funding.	71,375
r. Clothing increase in number paid for Initial Allowances and Standard Maintenance.	8,866

Total Program Increases

\$ 1,943,619

Total Increases

\$ 2,743,424

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED

Decreases:

Pricing Decreases:

Total Pricing Decreases

\$ -

Program Decreases:

- | | |
|---|-----------|
| a. Change in the number of personnel receiving Basic Allowance for Housing. | (127,917) |
| b. Overseas Station Allowances decrease in number paid. | (3,282) |
| c. Decrease in number paid for CONUS COLA. | (193) |
| d. Reenlistment Bonus decrease in number paid (Anniversary Payments). | (2,481) |
| e. Separation Pay decrease in number paid. | (10,647) |

Total Program Decreases

\$ (144,520)

Total Decreases

\$ (144,520)

FY 2009 Direct Program

\$ 22,425,482

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

ESTIMATE FY 2009	\$12,288,160
ESTIMATE FY 2008	\$10,928,389
ACTUAL FY 2007	\$13,081,661

Project: BASIC PAY - ENLISTED

PART I - PURPOSE AND SCOPE

The funds requested provide for the basic compensation and length of service pay increments of enlisted personnel on active duty under provisions of 37 U.S.C. 201, 203, 205, and 1009. Funds also provide for the compensation of Enlisted personnel of the Reserve Components who have entered active duty as members of the Active Component of the Army.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The basic compensation is determined by multiplying the projected average number of personnel by grade by the estimated average annual compensation, including length of service increments, for each grade. The FY 2008 military basic pay reflects a 3.5% across-the-board pay raise effective 1 January 2008. The FY 2009 basic pay reflects a 3.4% pay raise.

The FY 2008 and 2009 Basic Pay rates were built by applying inflation assumptions to the actual Active Component rates from FY 2007. Because Reserve Component Soldiers often have a longer time-in-grade than their Active Component counterparts, the pay rates in the FY 2007 column are higher than the basis from which the FY 2008 and FY 2009 rates are calculated.

The net change in the basic pay requirement is +\$1,359.7 million between FY 2008 and FY 2009. The change is based on --

- (1) Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008: +\$89.1 million.
- (2) Annualization of FY 2009 3.4% pay raise effective 1 Jan 2009: +\$317.8 million.
- (3) Program increase due to growth in permanent end strength and inclusion of Active Component overstrength in the base budget: +\$952.8 million.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - ENLISTED									
SERGEANT MAJOR	4,319	\$62,386	269,443	3,149	\$64,040	201,661	3,509	\$66,233	232,413
1ST SERGEANT/MASTER SERGEANT	14,812	\$50,218	743,827	10,598	\$51,138	541,957	11,656	\$52,889	616,474
PLATOON SERGEANT/SERGEANT 1ST CLASS	45,839	\$42,428	1,944,855	36,026	\$43,389	1,563,146	39,554	\$44,875	1,775,005
STAFF SERGEANT	71,501	\$33,872	2,421,877	57,072	\$34,779	1,984,931	62,281	\$35,971	2,240,286
SERGEANT	97,326	\$27,521	2,678,501	76,227	\$28,187	2,148,611	82,475	\$29,152	2,404,344
CORPORAL/SPECIALIST	133,884	\$22,340	2,990,959	112,575	\$22,939	2,582,390	122,224	\$23,725	2,899,760
PRIVATE FIRST CLASS	62,053	\$18,328	1,137,327	55,339	\$18,867	1,044,082	59,987	\$19,513	1,170,540
PRIVATE E2	36,075	\$16,785	605,529	32,611	\$17,310	564,488	35,161	\$17,903	629,472
PRIVATE E1	20,380	\$14,197	289,343	20,565	\$14,448	297,123	21,406	\$14,943	319,866
TOTAL BASIC PAY - ENLISTED	486,189		13,081,661	404,162		10,928,389	438,253		12,288,160

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

ESTIMATE FY 2009	\$3,588,132
ESTIMATE FY 2008	\$3,169,233
ACTUAL FY 2007	\$3,477,629

Project: RETIRED PAY ACCRUAL - ENLISTED

PART I - PURPOSE AND SCOPE

The funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budget estimates are derived as a product of the Department of Defense Retirement Board of Actuary approved full-time Normal Cost Percentage (NCP) (29.0 percent for FY 2008 and 29.2 percent for FY 2009) and the total amount of the basic pay expected to be paid during the fiscal year to members of the Active Army.

The net change in the retired pay accrual requirement is +\$418.9 million between FY 2008 and FY 2009. The change is based on --

- (1) Annualization of the 1 Jan 2008, 3.5% pay raise: +\$28.5 million.
- (2) Annualization of the 1 Jan 2009, 3.4% pay raise: +\$101.4 million.
- (3) Change in NCP from 29% in FY 2008 to 29.2% in FY 2009: \$21.7 million.
- (4) Program increase due to growth in permanent end strength and inclusion of Active Component overstrength in the base budget: +\$267.3 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTED RETIRED PAY ACCRUAL	486,189	\$7,153	3,477,629	404,162	\$7,841	3,169,233	438,253	\$8,187	3,588,132

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

ESTIMATE FY 2009	\$91,473
ESTIMATE FY 2008	\$89,390
ACTUAL FY 2007	\$136,318

Project: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

PART I - PURPOSE AND SCOPE

The funds requested will provide for pay to enlisted personnel for performance of hazardous duty required by competent authority under the provisions of 37 U.S.C. 301 and 301C. This includes:

Crew Member - 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.

Non-Crew Member - assigned to a position which requires at least four hours of aerial flight each month. The duties are directly related to in-flight missions of the aircraft that crew members do perform. The members perform duties as aircraft maintenance personnel, aerial photographers, helicopter weapons systems repairmen, and medical personnel.

Parachute - assigned to a permanent parachute position or airborne unit which requires parachute jumping as an essential part of military duty, or while undergoing airborne type training, or performing short-term parachute duty. Continuous payment of hazardous duty pay for parachute duty requires at least one parachute jump every three months. Pay for periods of short-term parachute duty is prorated based on the duration of the period such duty is required.

High Altitude Low Opening (HALO) Jump Pay - assigned to a permanent military position which requires parachute jumping from at least 2,500 feet with a planned delay between exit and opening as an essential part of military duties, or while undergoing military free-fall type training at the US Army John F. Kennedy Special Warfare School. Soldiers must be graduates of the US Army military free-fall course under the proponency of the Commander, US Army JFK Special Warfare School or undergoing training for such designation. They must also be required by competent orders to engage in military free-fall parachute jumping from an aircraft in aerial flight and perform the specified minimum number of jumps to be entitled to pay. Proficiency requirements will remain the same as static line requirements.

Demolition of Explosives - assigned to a position which requires the member as his primary duty to demolish, by use of objects, obstacles, or explosives; or recover and render harmless, by disarming or demolition, explosives which failed to function as intended or which have become a potential hazard. Demolition pay is limited to those serving in specialty 55D (EOD Specialists).

Experimental Stress - serves as a human test subject in thermal stress experiments at Natick Laboratories; Natick, MA. The tests conducted include development of equipment (mostly clothing) and physiological testing. Also, low pressure, high altitude chamber training is conducted at the US Army Aero medical Center; Fort Rucker, Alabama.

Toxic Fuel - 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.

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

Toxic Pesticides Exposure - for duty performed while assigned to entomology, pest control, pest management, or preventive medicine functions for a period of 30 consecutive days or more that requires a member to perform in any calendar month a fumigation task utilizing phosphate, sulfuryl fluoride, hydrogen cyanide, methyl bromide, or a fumigant of comparable high acute toxicity and hazard potential.

Chemical Munitions Handlers - this is a peacetime hazardous duty incentive pay for members of the uniformed services whose primary duties require the 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. This incentive pay is not authorized for individuals who handle the individual components of binary munitions, diluted solutions of toxic chemicals, riot control agents, chemical defoliants, herbicides, smoke, flame and incendiaries, or industrial chemicals.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The projected average number of payments is based on the total spaces where each type of pay is authorized to meet force structure requirements. The compensation for hazardous duty incentive pay is computed by multiplying the projected average number of each type by the statutory rate.

The net change in the incentive pay requirement totals +\$2.1 million between FY 2008 and FY 2009. This increase is due to the number of soldiers receiving Parachute Jump (Regular) Pay.

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED									
CREW									
SERGEANT MAJOR	5	\$2,880	13	3	\$2,880	9	3	\$2,880	9
1ST SERGEANT/MASTER SERGEANT	47	\$2,880	134	32	\$2,880	93	33	\$2,880	95
PLATOON SERGEANT/SERGEANT 1ST CLASS	307	\$2,880	883	216	\$2,880	621	221	\$2,880	636
STAFF SERGEANT	965	\$2,580	2,489	678	\$2,580	1,749	693	\$2,580	1,789
SERGEANT	1,220	\$2,280	2,781	834	\$2,280	1,901	853	\$2,280	1,945
CORPORAL/SPECIALIST	1,418	\$1,980	2,807	997	\$1,980	1,974	1,020	\$1,980	2,019
PRIVATE FIRST CLASS	307	\$1,800	552	216	\$1,800	388	221	\$1,800	397
PRIVATE E2	4	\$1,800	8	3	\$1,800	5	3	\$1,800	5
PRIVATE E1	3	\$1,800	6	2	\$1,800	4	2	\$1,800	4
SUBTOTAL CREW	4,276		9,673	2,981		6,744	3,049		6,899
NONCREW MEMBER	571	\$1,800	1,028	505	\$1,800	909	517	\$1,800	930
SUBTOTAL FLYING DUTY - ENLISTED	4,847		10,701	3,486		7,653	3,566		7,829
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	64,468	\$1,800	116,042	40,408	\$1,800	72,735	41,437	\$1,800	74,586
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	1,260	\$2,700	3,402	998	\$2,700	2,694	970	\$2,700	2,619
SUBTOTAL PARACHUTE JUMPING - ENLISTED	65,728		119,444	41,406		75,429	42,407		77,205
INSIDE OBSERVER OR TEST SUBJECT DUTY	48	\$1,800	86	49	\$1,800	88	50	\$1,800	90
DEMOLITION DUTY	2,924	\$1,800	5,264	2,994	\$1,800	5,390	3,063	\$1,800	5,514
MILITARY FIREFIGHTERS	333	\$1,800	599	334	\$1,800	601	334	\$1,800	601
CHEMICAL MUNITIONS PAY	93	\$1,800	168	96	\$1,800	172	98	\$1,800	176
TOXIC PESTICIDES	27	\$1,800	48	27	\$1,800	49	28	\$1,800	50
TOXIC FUEL	4	\$1,800	8	4	\$1,800	8	4	\$1,800	8
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	74,004		136,318	48,396		89,390	49,550		91,473

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

ESTIMATE FY 2009	\$91,929
ESTIMATE FY 2008	\$20,524
ACTUAL FY 2007	\$673,729

Project: SPECIAL PAY - ENLISTED

PART I - PURPOSE AND SCOPE

The funds requested will provide for Special Pay to enlisted personnel while on duty outside the contiguous 48 states and the District of Columbia, or while on sea duty. Special Pay is paid at rates varying from \$8.00-\$22.50 per month. Rates depend on grade and places designated by the Secretary of Defense under the provisions of 37 U.S.C. 305.

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 - in addition to other pay and allowances authorized, the SMA and the SEA are entitled to a personal money allowance of \$2,000 a year while serving in this capacity. The SEA is authorized an increased in base pay per Public Law 90-200(1967) and authorized a personnel allowance per Public Law 106-398(2000).

Diving Duty Pay - under regulations prescribed by the Secretary of the Defense, enlisted personnel who are entitled to basic pay are entitled to special pay at a rate of not more than \$200 a 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 304). Enlisted Dive personnel are assigned to a position in a diving detachment, which supports marine or special operation units. Duties of marine diving detachments include underwater construction (construction of piers and pipelines), harbor clearance, and ship salvage. Special Forces (combat) diving operations include infiltration and exfiltration, combat surface swimming, search and recovery, target attack, harassment and interdiction, and reconnaissance operations.

Sea Duty Pay - Army members who are entitled to basic pay are also entitled, while on sea duty, to special pay at rates which vary with grade and years of sea duty. The range of rates for enlisted personnel \$130 to \$410 per month. The term "sea duty" means 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. 305a). Individuals who are affected by career sea pay are generally assigned to either: Fort Eustis, Virginia; Hawaii; Panama; or the Azores.

Foreign Language Proficiency Pay (FLPP) - this pay is authorized under the provisions of 37 U.S.C. 316. FLPP is a monthly monetary incentive that is paid to all military personnel who qualify for and maintain the required proficiency in designated foreign languages. The monthly rate may not exceed \$500.00 per month for a single language or \$1,000 per month for any combination of more than one language.

Hostile Fire Pay - paid to personnel on duty subject to hostile fire or imminent danger (37 U.S.C. 310). Paid at the rate of \$225 per month.

Hardship Duty Pay - paid to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty. The monthly rate may not exceed \$750.00 per individual.

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

Overseas Extension Incentives Pay - special payments paid to enlisted personnel who extend their tour of service overseas under provisions of 37 U.S.C. 314.

Korea Assignment Program - is a one-year assignment incentive pay program for Soldiers stationed in Korea to promote stability, predictability and improve readiness in Korea while reducing personnel turbulence Army-wide. The monthly rate may not exceed \$400.00 per individual.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The projected average number of payments is based on the total spaces where each type of pay is authorized to meet force structure requirements. Multiplying the projected number eligible for each type of pay by the statutory rate develops the compensation for each type of Special Pay.

The net change in the Special pay requirement totals +\$71.3 million between FY 2008 and FY 2009 and is due to the Congressional action that deferred consideration of the FY 2008 Hardship Duty Pay and Foreign Language Proficiency Pay to the GWOT supplemental appropriations.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED									
KOREA ASSIGNMENT INCENTIVE PAY	289	\$4,692	1,355	296	\$4,692	1,387	302	\$4,692	1,419
DIVING DUTY PAY	821	\$2,446	2,007	840	\$2,446	2,055	859	\$2,446	2,102
HOSTILE FIRE PAY	142,456	\$2,700	384,631	6,028	\$2,700	16,275	6,029	\$2,700	16,277
SEA DUTY PAY	340	\$2,221	755	348	\$2,221	773	357	\$2,221	792
HARDSHIP DUTY PAY	175,611	\$1,500	263,416	0	\$1,500	0	30,000	\$1,500	45,000
OVERSEAS EXTENSION PAY	16	\$1,955	31	16	\$1,955	32	17	\$1,955	33
FOREIGN LANGUAGE PROFICIENCY PAY	5,358	\$4,019	21,532	0	\$4,019	0	6,545	\$4,019	26,304
OTHER SPECIAL PAY									
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
OTHER SPECIAL PAY	0	0	0	0	0	0	0	0	0
SUBTOTAL OTHER SPECIAL PAY	1		2	1		2	1		2
TOTAL SPECIAL PAY - ENLISTED	324,892		673,729	7,529		20,524	44,110		91,929

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

ESTIMATE FY 2009	\$87,577
ESTIMATE FY 2008	\$87,577
ACTUAL FY 2007	\$102,015

Project: SPECIAL DUTY ASSIGNMENT PAY (SDAP)

PART I - PURPOSE AND SCOPE

The Special Duty Assignment Pay (SDAP) program is authorized under provisions of 37 U.S.C. 307 as amended, by PL-98-525. SDAP is a monthly monetary incentive that is paid to enlisted members who qualify for and serve in designated special duty assignments. The 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

These funds are utilized to ensure readiness by compensating and influencing specially designated soldiers, recruiters, retention NCOs, drill sergeants, and Special Forces who perform demanding duties which require special training and extraordinary effort for satisfactory performance.

There is no change in the Special Duty Assignment Pay requirements between FY 2008 and FY 2009.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	8,109	\$5,400	43,788	6,960	\$5,400	37,586	6,960	\$5,400	37,585
SD 5 (\$375.00)	3,170	\$4,500	14,264	2,722	\$4,500	12,247	2,722	\$4,500	12,247
SD 4 (\$300.00)	12,178	\$3,600	43,840	10,456	\$3,600	37,640	10,456	\$3,600	37,640
SD 3 (\$225.00)	46	\$2,700	123	39	\$2,700	104	39	\$2,700	105
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	23,503		102,015	20,177		87,577	20,177		87,577

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

ESTIMATE FY 2009	\$339,030
ESTIMATE FY 2008	\$175,563
ACTUAL FY 2007	\$566,070

Project: REENLISTMENT BONUS

PART I - PURPOSE AND SCOPE

The purpose of the retention program is to maintain a quality force by retaining good Soldiers. Retention bonus programs increase the number of reenlistments in critical skills characterized by current or projected strength levels to adequately man the force. The programs help draw people from overage skills to shortage skills through the bonus extension and retraining program.

The Selective Reenlistment Bonus (SRB) program is authorized under U.S.C 37, Section 308. Under the law, a member of a uniformed service with at least 17 months of continuous active duty but not more than 18 years of active duty, is qualified in a critical skill and reenlists at least three years may be paid a bonus. The bonus will not exceed six months of the base pay multiplied by the additional obligated service (not to exceed eight years) up to a maximum of \$90,000. Army policy has set the maximum SRB allowed to be paid at \$40,000 and a maximum of 16 years of service.

The Critical Skills Retention Bonus (CSRB) program is authorized under U.S.C 37, Section 323. Under the law, a member of a uniformed service who is qualified in a critical skill and reenlists for a period of at least one year may be paid a bonus. The member may receive multiple bonuses under this provision; however, the total amount may not exceed \$200,000. OSD policy has set the maximum at \$150,000 for an eight year reenlistment for Special Operations Soldiers beyond 20 years of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The SRB program is a key component in Military Occupational Specialty (MOS)/force alignment initiatives. The focus of the SRB program is to reenlist sufficient specialists and sergeants to overcome or prevent present and future shortfalls in sergeant and staff sergeant manning. Shortfalls in these grades have a direct negative impact on the combat and operational readiness of Army units.

For shortage skills, we continually evaluate 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 constrains promotion opportunity, constrains reclassification of soldiers into these skills, restricts fully qualified prior service personnel from enlisting in these 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.

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

The following are the Army's most critically imbalanced skills as of January 2008 (restricted to MOS with authorizations in at least four grade cells):

<u>MOS</u>	<u>Title</u>
11B	INFANTRYMAN
11C	INDIRECT FIRE INFANTRYMAN
13D	FIELD ARTILLERY AUTOMATED TACTICAL DATA SYSTEMS SPECIALIST
13F	FIRE SUPPORT SPECIALIST
13R	FIELD ARTILLERY (FA) FIREFINDER RADAR OPERATOR
14E	PATRIOT FIRE CONTROL ENHANCED OPERATOR/MAINTAINER
14J	AIR DEFENSE COMMAND, CONTROL, COMMUNICATIONS, COMPUTERS AND INTELLIGENCE TACTICAL OPERATIONS CENTER ENHANCED OPERATOR/MAINTAINER
14T	PATRIOT LAUNCHING STATION ENHANCED OPERATOR/MAINTAINER
18B	SPECIAL FORCES WEAPONS SERGEANT
18C	SPECIAL FORCES ENGINEER SERGEANT
18D	SPECIAL FORCES MEDICAL SERGEANT
18E	SPECIAL FORCES COMMUNICATIONS SERGEANT
18F	SPECIAL FORCES ASSISTANT OPERATIONS AND INTELLIGENCE SERGEANT
19D	CAVALRY SCOUT
21C	BRIDGE CREWMEMBER
21D	DIVER
21E	CONSTRUCTION EQUIPMENT OPERATOR
21J	GENERAL CONSTRUCTION EQUIPMENT OPERATOR
21K	PLUMBER
21P	PRIME POWER PRODUCTION SPECIALIST
21R	INTERIOR ELECTRICIAN
21U	TOPOGRAPHIC ANALYST

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

MOS Title

21W CARPENTRY AND MASONRY SPECIALIST
25B INFORMATION TECHNOLOGY SPECIALIST
25C RADIO OPERATOR-MAINTAINER
25D TELECOMMUNICATIONS OPERATOR-MAINTAINER
25P MICROWAVE SYSTEMS OPERATOR-MAINTAINER
25Q MULTICHANNEL TRANSMISSION SYS OPERATOR-MAINTAINER
25S SATELLITE COMMUNICATION SYSTEMS OPERATOR-MAINTAINER
25U SIGNAL SUPPORT SYSTEMS SPECIALIST
27D PARALEGAL SPECIALIST
31B MILITARY POLICE
31D CID SPECIAL AGENT
31E INTERNMENT/RESETTLEMENT SPECIALIST
33W MILITARY INTELLIGENCE (MI) SYSTEMS MAINTAINER/INTEGRATOR
37F PSYCHOLOGICAL OPERATIONS SPECIALIST
38B CIVIL AFFAIRS SPECIALIST
45G FIRE CONTROL REPAIRER
46Q PUBLIC AFFAIRS SPECIALIST
46R PUBLIC AFFAIRS BROADCAST SPECIALIST
56M CHAPLAIN ASSISTANT
63B WHEELED VEHICLE MECHANIC
63J QUARTERMASTER AND CHEMICAL EQUIPMENT REPAIRER
68K MEDICAL LABORATORY SPECIALIST
68S PREVENTIVE MEDICINE SPECIALIST
68T ANIMAL CARE SPECIALIST

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

68W HEALTH CARE SPECIALIST

79R RECRUITER

88M MOTOR TRANSPORT OPERATOR

89B AMMUNITION SPECIALIST

89D EXPLOSIVE ORDNANCE DISPOSAL (EOD) SPECIALIST 92F PETROLEUM SUPPLY SPECIALIST

92R PARACHUTE RIGGER

92Y UNIT SUPPLY SPECIALIST

94A LAND COMBAT ELECTRONIC MISSILE SYSTEM REPAIRER

94E RADIO AND COMMUNICATIONS SECURITY (COMSEC) REPAIRER

94F SPECIAL ELECTRONIC DEVICES REPAIRER

94H TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) MAINTENANCE SUPPORT SPECIALIST

94M RADAR REPAIRER

94S PATRIOT SYSTEM REPAIRER

94T AVENGER SYSTEM REPAIRER

94Y INTEGRATED FAMILY OF TEST EQUIPMENT (IFTE) OPERATOR AND MAINTAINER

96B INTELLIGENCE ANALYST

96D IMAGERY ANALYST

96H COMMON GROUND STATIONS (CGS) OPERATOR

96U UNMANNED AERIAL VEHICLE (UAV) OPERATOR

97B COUNTERINTELLIGENCE AGENT

97E HUMAN INTELLIGENCE COLLECTOR

98C SIGNALS INTELLIGENCE ANALYST

98G CRYPTOLOGIC COMMUNICATIONS INTERCEPTOR/LOCATOR

98Y SIGNALS COLLECTOR/ANALYST

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

As of FY 2005, all SRB payments are paid as lump sum, and the Anniversary payments represent contracts entered into prior to FY 2005. Retention is a key component of the Chief's *Sustainment* Imperative. Funding will allow the active component to meet end strength objectives. For FY 2008 and FY 2009, the Army's retention mission is 65,000 and 64,000 respectively.

The net change in the SRB pay requirement is +\$163.4 million between FY 2008 and FY 2009. These changes are based on -

- (1) Increase in the number of soldiers receiving Lump Sum payments as the Army right sizes the base request to reflect payments previously reflected in GWOT: +\$134.8 million.
- (2) Decrease in the number of soldiers receiving Anniversary payments: -\$2.5 million.
- (3) Increase in the number of soldiers receiving Critical Skills Retention Bonuses as the Army right sizes the base request to reflect payments previously requested in GWOT: +\$31.1 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
REENLISTMENT BONUS									
INITIAL PAYMENTS	35,533	\$12,400	440,608	12,211	\$13,500	164,853	22,197	\$13,500	299,655
ANNIVERSARY PAYMENTS	90,520	\$1,043	94,412	3,078	\$1,043	3,210	699	\$1,043	729
CSRB INITIAL PAYMENTS	406	\$76,400	31,050	102	\$73,450	7,500	526	\$73,450	38,646
TOTAL REENLISTMENT BONUS	126,459		566,070	15,391		175,563	23,422		339,030

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

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount												
FY 2007														
Initial Payments	35,533	440,608												
Anniversary Payments	90,520	94,412												
FY 2008														
Initial Payments			12,211	164,853										
Anniversary Payments			3,078	3,210										
FY 2009														
Initial Payments					22,197	299,655								
Anniversary Payments					699	729								
FY 2010														
Initial Payments							23,190	313,068						
Anniversary Payments							-	-						
FY 2011														
Initial Payments									23,931	323,072				
Anniversary Payments									-	-				
FY 2012														
Initial Payments											24,688	333,292		
Anniversary Payments											-	-		
FY 2013														
Initial Payments													24,843	335,386
Anniversary Payments													-	-
TOTAL														
Initial Payments	35,533	440,608	12,211	164,853	22,197	299,655	23,190	313,068	23,931	323,072	24,688	333,292	24,843	335,386
Anniversary Payments	90,520	94,412	3,078	3,210	699	729	-	-	-	-	-	-	-	-
SRB	126,053	535,020	15,289	168,063	22,896	300,384	23,190	313,068	23,931	323,072	24,688	333,292	24,843	335,386

** As of FY 2005, all SRB payments are paid as lump sum. Anniversary payments represent contracts entered into prior to FY 2005.

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

ESTIMATE FY 2009	\$314,861
ESTIMATE FY 2008	\$214,158
ACTUAL FY 2007	\$472,694

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 enlistees. The payment is authorized by 37 U.S.C. 309, which allows up to \$40,000 for an enlistment. The Army pays up to \$10,000 at the first permanent duty station after successful completion of basic and skill training, then equal periodic payments, if required. Army is paying the \$40,000 bonus to recruits who select a critical MOS and are willing to ship to training within 30 days.

New Payments - payments are made to individuals who enter active duty and complete skill training during the same fiscal year.

Residual Payments - payments are made to individuals who entered active duty in the previous fiscal year. An average of four months elapses before a Soldier completes skill training and payments are authorized.

Anniversary Payments - by Army policy, up to \$10,000 may be paid initially in lump sum. Remaining amounts above \$10,000 are 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 different levels (amounts) of the enlistment bonus based upon the criticality of the MOS and length of the enlistment contract. Bonuses compliment the top reasons (pay, tuition for college) for considering enlistment in the Army according to youth polls.

The program is tied to a level commensurate with the programmed recruiting mission of 80,000. These funding levels are critical to attaining Army quality goals during periods of low unemployment and low propensity for youths to enlist. The Enlistment Bonus program is designed to channel applicants into critical MOS training seats at the required time to accomplish accession requirements.

Recruiting incentives are key contributors to the Chief's *Sustaining* imperative. Resourcing bonus programs will allow active components to meet end strength objectives and achieve Army standards for recruit quality.

The net change in the Enlistment Bonuses requirement totals +\$100.7 million between FY 2008 and FY 2009. These changes are based on -

- (1) Increase in the number of soldiers receiving new payments: +\$88.6 million.
- (2) Increase in the number of soldiers receiving Residual payments: +\$20.7 million.

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

(3) Decrease in the number of soldiers receiving Anniversary payments: -\$8.6 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTMENT BONUS									
NEW PAYMENTS	36,200	\$9,081	328,731	7,939	\$9,559	75,889	17,210	\$9,559	164,507
RESIDUAL NEW PAYMENTS	12,296	\$9,478	116,541	9,420	\$9,977	93,981	11,495	\$9,977	114,689
ANNIVERSARY (INCREMENTAL) PAYMENTS	8,852	\$3,098	27,422	13,577	\$3,262	44,288	10,933	\$3,262	35,665
TOTAL ENLISTMENT BONUS	57,348		472,694	30,936		214,158	39,638		314,861

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

	FY 2007		FY 2008		FY 2009		FY 2010		FY 2011		FY 2012		FY 2013	
	Number	Amount												
FY 2007														
Initial Payments	48,496	445,272												
Anniversary Payments	8,852	27,422												
FY 2008														
Initial Payments			17,359	169,870										
Anniversary Payments			13,577	44,288										
FY 2009														
Initial Payments					28,705	279,196								
Anniversary Payments					10,933	35,665								
FY 2010														
Initial Payments							34,579	285,396						
Anniversary Payments							13,301	35,781						
FY 2011														
Initial Payments									35,391	291,338				
Anniversary Payments									13,340	35,885				
FY 2012														
Initial Payments											34,991	288,050		
Anniversary Payments											13,340	35,885		
FY 2013														
Initial Payments													35,266	290,311
Anniversary Payments													13,340	35,885

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

TOTAL														
Initial Payments	48,496	445,272	17,359	169,870	28,705	279,196	34,579	285,396	35,391	291,338	34,991	288,050	35,266	290,311
Anniversary Payments	8,852	27,422	13,577	44,288	10,933	35,665	13,301	35,781	13,340	35,885	13,340	35,885	13,340	35,885
EB	57,348	472,694	30,936	214,158	39,638	314,861	47,880	321,177	48,731	327,223	48,331	323,935	48,606	326,196

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
EDUCATION BENEFITS

ESTIMATE FY 2009	\$80,966
ESTIMATE FY 2008	\$77,831
ACTUAL FY 2007	\$44,304

Project: EDUCATION BENEFITS

PART I - PURPOSE AND SCOPE

The Army College Fund (ACF) is governed by Title 38 U.S.C., Chapter 30. The ACF is used to attract high quality high school diploma graduates into designated Army skills which are difficult to fill with qualified enlistees. The program will fund additional and supplemental benefit payments above a basic benefit (the Montgomery GI Bill) to be budgeted by the Department of Veteran Affairs (DVA). This program is budgeted on an accrual basis by the DOD. The DOD Board of Actuaries establishes per capita normal costs and amortization rates for each fiscal year. Funds are for the payment to the Department of Defense (DOD) Educational Benefits Trust Fund. Actual benefit payments to individuals will be made by the DVA from funds transferred from the Trust Fund account.

PART II - JUSTIFICATION OF FUNDS REQUESTED

All individuals entering active duty after July 1, 1985 (including those in the Delayed Entry Program) are eligible to receive additional and supplemental educational assistance at the discretion of the Secretary of Defense. Basic eligibility to qualify for these educational benefits is contingent upon the soldier electing to participate in the basic program - the Montgomery GI Bill. Exceptions to eligibility are those who have received a commission from a Service academy or completed a ROTC Scholarship Program.

The ACF Program is designed to attract highly qualified individuals among the 200 plus initial entry military occupational specialties (MOS). Offering an ACF, especially at the higher levels, allows the Army to channel applicants into critical MOSs and support readiness. It also compliments one of the top reasons -- tuition for college -- for considering enlisting in the Army according to youth polls.

The program is tied to a level commensurate with the programmed recruiting mission. These funding levels are critical to attaining Army quality goals during periods of low unemployment and low propensity for youths to enlist. It has become increasingly difficult to recruit sufficient Soldiers to sustain a quality force. In P.L. 107-103, Congress increased the amount of the basic GI Bill benefit paid by Veterans Affairs and now the basic benefit increases annually with the Consumer Price Index.

The Educational Benefits college fund increased \$2.6 million and the MGIB transferability program increased by \$.537 million between FY 2008 and FY 2009 due to a projected increase in the number of soldiers eligible.

Detailed cost computations are provided by the following table:

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SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
EDUCATION BENEFITS

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
EDUCATION BENEFITS									
TWO YEAR COMMITMENT	262	\$1,204	315	291	\$1,345	392	283	\$1,447	410
THREE YEAR COMMITMENT	1,942	\$3,239	6,290	1,662	\$4,703	7,815	1,630	\$5,026	8,191
FOUR YEAR COMMITMENT	4,648	\$5,395	25,075	4,570	\$6,818	31,156	4,698	\$6,950	32,654
FIVE YEAR COMMITMENT	542	\$6,969	3,777	574	\$8,173	4,693	605	\$8,124	4,919
SIX YEAR COMMITMENT	1,031	\$7,283	7,509	1,222	\$7,633	9,330	1,254	\$7,798	9,779
NATIONAL CALL TO SERVICE	293	\$3,187	935	6	\$3,434	21	7	\$7,358	52
MGIB TRANSFERABILITY	203	\$1,987	403	7,836	\$3,117	24,424	5,537	\$4,508	24,961
TOTAL EDUCATION BENEFITS	8,921		44,304	16,161		77,831	16,485		80,966

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

ESTIMATE FY 2009	\$61,064
ESTIMATE FY 2008	\$54,293
ACTUAL FY 2007	\$36,551

Project: LOAN REPAYMENT PROGRAM

PART I - PURPOSE AND SCOPE

The Loan Repayment Program (LRP) is authorized by PL 99-145, Section 2171. Guidelines for the LRP are contained in Chapter 109, Title 10, United States Code. The LRP pays for federal student loans guaranteed by the Department of Education under the Higher Education Act of 1965 up to a maximum of \$65,000. The LRP is an enlistment incentive designed to increase Test Score Category I-III A 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

According to the Institution of Education Sciences, US Department of Education (table 25-3), nearly 70% of high school seniors plan to attend a four-year college and are applying for loans in increasing numbers. Conversely, the College Board has determined that 50% of all students entering four-year colleges are not enrolled after two years, primarily due to financial reasons.

The Loan Repayment Program (LRP) is an effective tool for providing access to the college market, especially that segment that has opted out at a point prior to graduation due to financial constraints.

The LRP increased by +\$6.8 million between FY 2008 and FY 2009 due to a projected increase in the number of soldiers participating in the program.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007		ESTIMATE FY 2008		ESTIMATE FY 2009	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM	7,323	36,551	11,106	54,293	11,282	61,064

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

ESTIMATE FY 2009	\$3,744,251
ESTIMATE FY 2008	\$3,393,994
ACTUAL FY 2007	\$4,136,054

Project: BASIC ALLOWANCE FOR HOUSING - ENLISTED

PART I - PURPOSE AND SCOPE

Congress approved in the FY 1998 National Defense Authorization Act the payment of a basic allowance for housing (BAH) to service members. The overseas housing allowance (OHA) payment, formerly located in overseas station allowances, moved into this section by a change in law. The continental United States, Alaska and Hawaii are included in BAH Domestic, while the overseas housing allowance is called BAH Overseas. Payment to service members is authorized by revisions to 37 U.S.C. 403.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2009 rates were built by applying inflation assumptions to actual active component rates from FY 2007.

The net change in the Basic Allowance for Housing is +\$348.9 million between FY 2008 and FY 2009. This increase is due to the annualized housing cost growth (FY 2008--6.9% and FY 2009--4.9%), growth in permanent end strength and inclusion of active component overstrength in what was heretofore funded in GWOT requests.

FY 2008 housing cost growth was originally estimated at 3.9%; however, it is currently 6.9%. This change in the inflation rate combined with changes in the number, dependency status and grade structure of personnel creates a \$7.5 million shortfall as reflected at the bottom of the exhibit.

The change is based on --

- (1) Annualization of the 1 Jan 2008, 6.9% housing cost growth: +\$57.8 million.
- (2) The FY 2009, 4.9% housing cost growth: +\$123.9 million.
- (3) Increase in Grade Structure change: +\$2.8 million.
- (4) Increase in total man-year change: +\$293.5 million.
- (5) Decrease in percent receiving: -\$129.1 million.

Included in FY 2009 BAH domestic totals are \$786.8 million dollars for the Residential Communities Initiative (RCI).

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITH DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	3,330	\$17,880	59,540	2,465	\$18,539	45,704	2,747	\$19,447	53,424
1ST SERGEANT/MASTER SERGEANT	11,522	\$16,689	192,286	8,376	\$17,302	144,918	9,212	\$18,150	167,195
PLATOON SERGEANT/SERGEANT 1ST CLASS	34,686	\$15,542	539,076	27,650	\$16,178	447,339	30,358	\$16,971	515,213
STAFF SERGEANT	50,537	\$14,702	742,970	40,875	\$15,263	623,872	44,606	\$16,011	714,173
SERGEANT	55,674	\$12,970	722,066	44,165	\$13,527	597,437	47,785	\$14,190	678,081
CORPORAL/SPECIALIST	56,674	\$11,782	667,726	48,475	\$12,388	600,532	52,630	\$12,995	683,953
PRIVATE FIRST CLASS	17,193	\$11,924	205,007	15,354	\$12,676	194,628	16,644	\$13,297	221,313
PRIVATE E2	7,971	\$11,552	92,084	7,218	\$12,096	87,309	7,782	\$12,689	98,749
PRIVATE E1	3,681	\$11,712	43,113	3,693	\$12,250	45,233	3,844	\$12,850	49,390
SUBTOTAL WITH DEPENDENTS - DOMESTIC	241,268		3,263,868	198,272		2,786,973	215,608		3,181,492
WITHOUT DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	317	\$15,366	4,871	220	\$15,807	3,476	245	\$16,581	4,063
1ST SERGEANT/MASTER SERGEANT	1,140	\$14,261	16,257	744	\$14,594	10,862	819	\$15,309	12,532
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,013	\$12,663	50,818	2,992	\$13,039	39,011	3,285	\$13,678	44,930
STAFF SERGEANT	9,655	\$11,520	111,224	7,273	\$11,851	86,193	7,937	\$12,431	98,669
SERGEANT	15,743	\$11,028	173,607	10,413	\$11,422	118,946	11,267	\$11,982	135,001
CORPORAL/SPECIALIST	17,130	\$9,767	167,308	8,835	\$10,200	90,115	9,592	\$10,699	102,633
PRIVATE FIRST CLASS	3,208	\$9,851	31,601	1,745	\$10,270	17,921	1,891	\$10,774	20,378
PRIVATE E2	978	\$9,979	9,759	668	\$10,453	6,987	721	\$10,966	7,902
PRIVATE E1	402	\$10,226	4,111	358	\$10,598	3,795	373	\$11,118	4,144
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	52,586		569,556	33,249		377,306	36,130		430,252
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
SERGEANT MAJOR	13	\$231	3	9	\$237	2	10	\$249	3
	35	\$200	7		\$200	4	24	\$210	5
1ST SERGEANT/MASTER SERGEANT				21					
PLATOON SERGEANT/SERGEANT 1ST CLASS	138	\$145	20	94	\$152	14	103	\$160	17
	1,025	\$121	124		\$126		947	\$132	
STAFF SERGEANT				868		109			125
SERGEANT	12,430	\$106	1,317		\$111		12,201	\$116	

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

				11,277		1,249			1,418
CORPORAL/SPECIALIST	45,757	\$99	4,523	43,909	\$103	4,537	47,672	\$108	5,167
PRIVATE FIRST CLASS	35,602	\$96	3,410	33,045	\$99	3,283	35,820	\$104	3,733
PRIVATE E2	23,134	\$88	2,028	21,287	\$92	1,952	22,951	\$96	2,207
PRIVATE E1	13,932	\$85	1,178	14,074	\$88	1,237	14,649	\$92	1,350
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	132,066		12,610	124,583		12,387	134,378		14,024
SUBSTANDARD HOUSING - DOMESTIC									
SERGEANT MAJOR	-	-	-	-	-	-	-	-	-
	2	\$3,500	7	2	\$3,000	7	2	\$5,000	8
1ST SERGEANT/MASTER SERGEANT PLATOON SERGEANT/SERGEANT 1ST CLASS	4	\$2,500	10	3	\$3,500	11	4	\$3,500	12
STAFF SERGEANT	15	\$1,000	15	5	\$3,000	14	5	\$2,909	16
SERGEANT	-	-	-	-	-	-	-	-	-
CORPORAL/SPECIALIST	-	-	-	-	-	-	-	-	-
PRIVATE FIRST CLASS	-	-	-	-	-	-	-	-	-
PRIVATE E2	-	-	-	-	-	-	-	-	-
PRIVATE E1	-	-	-	-	-	-	-	-	-
SUBTOTAL SUBSTANDARD HOUSING - DOMESTIC	21		32	10		31	10		36
BAH DIFFERENTIAL - DOMESTIC	3,959	\$2,351	9,306	366	\$2,449	9,239	397	\$2,569	10,469
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	175	\$29,509	5,164	144	\$26,328	3,783	160	\$26,328	4,215
1ST SERGEANT/MASTER SERGEANT PLATOON SERGEANT/SERGEANT 1ST CLASS	690	\$26,630	18,375	572	\$24,469	13,992	629	\$24,469	15,388
STAFF SERGEANT	1,878	\$25,999	48,826	1,581	\$23,842	37,702	1,736	\$23,842	41,395
SERGEANT	2,484	\$22,915	56,922	2,038	\$21,719	44,261	2,224	\$21,719	48,301
CORPORAL/SPECIALIST	2,562	\$20,330	52,085	1,979	\$20,055	39,680	2,141	\$20,055	42,932
PRIVATE FIRST CLASS	1,924	\$16,687	32,105	1,336	\$17,994	24,042	1,451	\$17,994	26,103
PRIVATE E2	356	\$17,514	6,235	298	\$16,289	4,847	323	\$16,289	5,254
PRIVATE E1	58	\$17,741	1,029	49	\$16,073	791	53	\$16,073	853
PRIVATE E1	15	\$19,667	295	15	\$17,583	261	15	\$17,583	271

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

SUBTOTAL WITH DEPENDENTS - OVERSEAS	10,142		221,036	8,011		169,359	8,732		184,713
WITHOUT DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	32	\$26,781	857	26	\$23,842	618	29	\$23,842	689
1ST SERGEANT/MASTER SERGEANT	105	\$24,390	2,561	92	\$21,507	1,982	101	\$21,507	2,180
PLATOON SERGEANT/SERGEANT 1ST CLASS	441	\$23,075	10,176	386	\$20,465	7,902	424	\$20,465	8,676
STAFF SERGEANT	723	\$21,544	15,576	646	\$19,198	12,401	705	\$19,198	13,532
SERGEANT	1,110	\$19,656	21,818	954	\$17,925	17,100	1,032	\$17,925	18,502
CORPORAL/SPECIALIST	489	\$14,599	7,139	336	\$15,355	5,156	365	\$15,355	5,598
PRIVATE FIRST CLASS	92	\$13,500	1,242	64	\$13,735	873	69	\$13,735	946
PRIVATE E2	14	\$15,643	219	9	\$16,472	153	10	\$16,472	165
PRIVATE E1	3	\$19,333	58	3	\$16,442	47	3	\$16,442	48
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	3,009		59,646	2,516		46,232	2,738		50,337
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	443,051		\$4,136,054	\$367,006		\$3,401,528	397,992		\$3,871,323
Estimated Amount to be Reprogrammed During Execution-Based on revised Estimates¹						\$7,534			
TOTAL FUNDED						\$3,393,994			

1/ Housing growth rate from 3.9% to 6.9%, numbers receiving BAH, dependency status and grade structure.

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

ESTIMATE FY 2009	\$226,233
ESTIMATE FY 2008	\$222,402
ACTUAL FY 2007	\$514,677

Project: OVERSEAS STATION ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

The funds requested will provide payment of a per diem allowance to enlisted personnel stationed outside the United States or in Hawaii or Alaska. 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The total Overseas Station Allowance includes Cost of Living and Temporary Lodging Allowances. Overseas Station Allowance (OSA) payments are determined by multiplying the projected number of personnel eligible for each type of allowance by the estimated average rate.

Fluctuations in currency exchange rates have a direct impact on Overseas Station Allowance. This has been especially true in the case of Germany. The estimates for overseas station allowances are based on rates of exchange of 0.7905 Euro/\$1 US.

The military pay raise is 3.5% in FY 2008 and 3.4% in FY 2009.

The net change in the Overseas Station Allowance requirements increased by +\$3.8 million between FY 2008 and FY 2009. These changes are based on -

- (1) Annualization of the 1 Jan 2008, 3.5% pay-raise: +\$1.8 million.
- (2) The 1 Jan 2009, 3.4 percent pay raise: +\$5.1 million.
- (3) Decrease in original number receiving OSA: -\$3.4 million
- (4) Inflation rate change amount: +\$0.3 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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	707	\$11,137	7,870	377	\$9,245	3,488	372	\$9,562	3,561
1ST SERGEANT/MASTER SERGEANT	2,394	\$9,680	23,170	1,209	\$8,039	9,723	1,194	\$8,314	9,924
PLATOON SERGEANT/SERGEANT 1ST CLASS	7,710	\$8,752	67,482	3,902	\$7,270	28,370	3,850	\$7,519	28,951
STAFF SERGEANT	12,604	\$7,341	92,528	6,510	\$6,097	39,693	6,423	\$6,306	40,503
SERGEANT	19,760	\$5,795	114,512	10,100	\$4,813	48,611	9,968	\$4,978	49,620
CORPORAL/SPECIALIST	26,020	\$4,270	111,105	14,122	\$3,547	50,092	13,944	\$3,668	51,148
PRIVATE FIRST CLASS	15,507	\$3,408	52,847	7,168	\$2,831	20,293	7,078	\$2,928	20,723
PRIVATE E2	5,894	\$3,149	18,561	2,004	\$2,616	5,243	1,978	\$2,705	5,350
PRIVATE E1	1,225	\$3,099	3,796	458	\$2,574	1,178	452	\$2,662	1,203
SUBTOTAL COST OF LIVING	91,821		491,871	45,850		206,691	45,259		210,983
TEMPORARY LODGING	5,203	\$4,383	22,806	3,507	\$4,480	15,711	3,331	\$4,578	15,250
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	97,024		514,677	49,357		222,402	48,590		226,233

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

ESTIMATE FY 2009	\$18,821
ESTIMATE FY 2008	\$18,408
ACTUAL FY 2007	\$42,614

Project: CONUS COST OF LIVING ALLOWANCE - ENLISTED

PART I - PURPOSE AND SCOPE

The funds requested will provide payment of a Cost of Living Allowance (COLA) to soldiers who are assigned to high cost areas in the Continental United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense but cannot be less than eight percent. The current established threshold is 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation level) multiplied by the difference between the COLA index for the individual's high cost area and the threshold percentage. Payment to service members is authorized under the provisions of Title 37 U.S.C. 4036.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

The net change in the CONUS COLA requirements totals +\$0.4 million between FY 2008 and FY 2009. This increase is due to +\$0.6 million for the inflation rate change and -\$0.2 million decrease for the number of soldiers receiving a CONUS Cola allowance.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	28,072	\$1,518	42,614	11,785	\$1,562	18,408	11,661	\$1,614	18,821

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

ESTIMATE FY 2009	\$316,983
ESTIMATE FY 2008	\$305,642
ACTUAL FY 2007	\$333,536

Project: CLOTHING ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

The 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:

- (1) Initial Clothing Allowance when authorized by Component orders.
- (2) For cash payment of the Clothing Basic Maintenance Allowance authorized from the sixth month of entrance on duty through the thirty-sixth month and/or cash payment of the Standard Maintenance Allowance authorized from the thirty-seventh month through the completion of the enlistment.
- (3) For cost of Issue-In-Kind KATUSA (Korean Augmentees to United States Army). Korean soldiers are assigned to U.S. Combat units in the Republic of Korea (ROK) and assists in providing better integration of American and ROK forces. The KATUSA program is administered IAW 8th U.S. Army Regulation 600-2; ROK personnel with the U.S. Army. KATUSA is authorized a MPA funded clothing issue IAW CTA 50-900; Clothing and Individual equipment.
- (4) Supplementary Clothing Allowances for personnel assigned to special organizations or details where the nature of the duties to be performed requires additional items of individual clothing not required for the majority of enlisted personnel.
- (5) Excludes replacement of clothing lost, damaged or destroyed.

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 rate.

The net change in the enlisted clothing allowance or in-kind issue requirement increased by +\$11.3 million between FY 2008 and FY 2009. These changes are based on:

- (1) Standard Maintenance Allowance increased by +\$6.9 million.
- (2) Initial Allowance increased by +\$1.9 million
- (3) Supplementary allowance increased by +\$0.1 million.
- (4) Inflation rate increased by: +\$2.4 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	110,284	\$1,337	147,450	57,909	\$1,330	77,019	59,734	\$1,359	81,178
ARMY, FEMALE	27,371	\$1,609	44,040	14,477	\$1,622	23,482	14,218	\$1,658	23,573
ARMY RESERVE W/PARTIAL CLOTHING ALLOWANCE	74	\$500	37	0		0	0		0
NATIONAL GUARD W/PARTIAL CLOTHING ALLOWANCE	66	\$500	33	0		0	0		0
LESS SAVINGS ON DEFERRED CLOTHING ISSUE			(3,958)			(4,071)			(4,158)
ADVANCE FUNDING FOR NEW CLOTHING ITEMS			0			0			0
LIQUIDATION OF PRIOR YEAR ADVANCES			0			0			0
SUBTOTAL MILITARY	137,795		187,602	72,386		96,430	73,952		100,593
INITIAL CIVILIAN ISSUE	3,491	\$881	3,076	3,071	\$902	2,770	3,064	\$922	2,825
SUBTOTAL INITIAL ISSUE	141,286		190,678	75,457		99,200	77,016		103,418
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	96,080	\$371	35,646	137,415	\$371	50,981	139,205	\$371	51,645
BASIC MAINTENANCE, FEMALE	26,631	\$239	6,365	28,014	\$432	12,102	26,757	\$432	11,559
SUBTOTAL BASIC ALLOWANCE	122,711		42,011	165,429		63,083	165,962		63,204
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	134,765	\$529	71,291	207,499	\$529	109,767	218,406	\$529	115,537
STANDARD MAINTENANCE, FEMALE	22,626	\$619	14,006	36,199	\$619	22,407	37,926	\$619	23,476
SUBTOTAL STANDARD ALLOWANCE	157,391		85,297	243,698		132,174	256,332		139,013
SUBTOTAL MAINTENANCE ALLOWANCES	280,102		127,308	409,127		195,257	422,294		202,217
SUPPLEMENTARY ALLOWANCE			13,070			10,276			10,418
OTHER ALLOWANCES									
KATUSA	890	\$478	425	889	\$488	434	889	\$499	444
REPLACEMENT DURING FIRST 6 MONTHS	42,181	\$11	464	43,181	\$11	475	44,181	\$11	486
CHARGE SALES			1,591			0			0
SUBTOTAL OTHER ALLOWANCES	43,071		2,480	44,070		909	45,070		930
TOTAL CLOTHING ALLOWANCES - ENLISTED	464,459		333,536	528,654		305,642	544,380		316,983

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

ESTIMATE FY 2009	\$83,860
ESTIMATE FY 2008	\$81,960
ACTUAL FY 2007	\$301,099

Project: FAMILY SEPARATION ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

The funds requested are to provide for Family Separation Allowance (FSA) payments to enlisted personnel with dependents on duty outside the United States or in Alaska for added separation expenses under two circumstances:

- (1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for the member's family and one overseas for the member. Payment is made at the monthly quarter's allowance rate authorized for a member of the same grade without dependents.
- (2) When a member with dependents makes a Permanent Change of Station (PCS) or is on Temporary Duty (TDY) travel, or on board ship for thirty days or more either in CONUS or overseas and the travel of dependents to the member's duty station is not authorized and dependents do not reside at or near duty station. The payment is \$250 per month for both FSA-PCS and FSA-TDY (37 U.S.C. 427).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimated number of payments is based on historical performance and programmed requirements for overseas stationing. Allowances for family separation payments are determined by multiplying the estimated number of personnel for each type of family separation allowance by the applicable statutory rate.

The net change in the family separation allowance requirement increased by +\$1.9 million between FY 2008 and FY 2009. These changes are based on -

- (1) FSA-II increased by +\$1.8 million due to a change in the numbers of families receiving separation payments for PCS and TDY.
- (2) Inflation rate increased by +\$0.1 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - ENLISTED									
PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL									
SERGEANT MAJOR	5	\$14,800	74	5	\$15,400	77	5	\$15,800	79
1ST SERGEANT/MASTER SERGEANT	3	\$13,333	40	3	\$13,667	41	3	\$14,333	43
PLATOON SERGEANT/SERGEANT 1ST CLASS	32	\$12,781	409	32	\$13,219	423	31	\$14,065	436
STAFF SERGEANT	25	\$11,600	290	25	\$12,000	300	24	\$12,875	309
SERGEANT	31	\$10,968	340	31	\$11,355	352	30	\$12,100	363
CORPORAL/SPECIALIST	68	\$9,824	668	67	\$10,313	691	66	\$10,788	712
SUBTOTAL PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	164		1,821	163		1,884	159		1,942
PCS W/DEPENDENTS NOT AUTHORIZED	14,303	\$3,000	42,908	14,646	\$3,000	43,938	14,983	\$3,000	44,949
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	85,457	\$3,000	256,370	12,046	\$3,000	36,138	12,323	\$3,000	36,969
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	99,924		301,099	26,855		81,960	27,465		83,860

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

ESTIMATE FY 2009	\$234,252
ESTIMATE FY 2008	\$229,100
ACTUAL FY 2007	\$223,676

Project: SEPARATION PAYMENTS - ENLISTED

PART I - PURPOSE AND SCOPE

Accrued Leave Payments - members are authorized 30 days of ordinary leave annually. They may accumulate a maximum of no more than 120 days unused leave at the beginning of any fiscal year. Upon retirement or separation, members are paid for unused accrued leave at the rate of basic pay to which entitled at time of release. Effective 10 February 1976, a member cannot be paid for more than 60 days of accrued leave during his military career. This limitation does not include payments for accrued leave made before that date (37 U.S.C. 501).

Severance Pay - Disability - Disability Severance Pay is authorized to 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).

Severance Pay - Non Disability - Commencing in FY 1991, non-disability severance pay is authorized to members on active duty who are involuntarily separated from service, are not eligible for retirement pay, and meet minimum time-in-service requirements under the provision of 10 U.S.C. 1048.

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 extended from 30 Sep 1990 to 30 Sep 2001 by the FY 1999 National Defense Authorization Act. The Army reached its steady state end strength at the end of FY 1999 and will not offer VSI and SSB to any new takers after FY 1999.

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 the product of 2.5 percent times years of service times basic pay times 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 in the Military Personnel Appropriation to cover the entire initial period, which is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use the early retirement program was extended from 1 Oct 1999 to 1 Oct 2001 by the FY 1999 National Defense Authorization Act; however, the Army, having reached steady state end strength at the end of FY 1999, has not offered early retirement to any new takers since FY 1999.

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

The FY 2005 National Defense Authorization Act (NDAA), Section 641, Subsection (c) of Section 1407 of Title 10, United States Code, requires the computation of high-36 month average retirement pay for reserve component members, retired for disability while on active duty or dying while on active duty, to be similar to the active component.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Severance payments are determined by multiplying the projected number eligible for each type of payment by the estimated average payment applicable. Leave payments will not exceed a career total of 60 days.

Severance pay for failure of promotion, for separation for cause, and for disability severance pay is 10 percent of the product of (a) years of active service and (b) 12 times the monthly basic pay to which the member was entitled at the time of discharge or release from active duty.

The Special Separation Bonus (SSB) amount is based on the annual base pay times 15 percent times years of service.

The VSI (annuity) is a product of annual base pay times 2.5 percent times years of service and is paid for twice the number of years served, without any cost of living adjustments.

The FY 2008 military basic pay reflects a 3.5% across-the-board pay raise effective 1 January 2008. The FY 2009 basic pay reflects a 3.4% pay raise. The net change in Separation pay is +\$5.2 million between FY 2008 and FY 2009.

The change is based on --

- (1) Annualization of the 3.5% pay raise effective 1 Jan 2008: +\$5.8 million.
- (2) Annualization of the 1 Jan 2009, 3.4% pay raise: +\$10.0 million.
- (3) Decrease in the numbers of soldiers receiving Terminal Leave Pay: -\$8.6 million.
- (4) Increase in the number of soldiers receiving \$30K Lump Sum pay: +\$0.3 million
- (5) Decrease in the number of soldiers receiving Voluntary Separation pay: -\$0.4 million
- (6) Decrease in the number of soldiers receiving Involuntary Pay: -\$1.9 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007				ESTIMATE FY 2008				ESTIMATE FY 2009			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
SEPARATION PAYMENTS - ENLISTED												
LUMP SUM TERMINAL LEAVE PAYMENTS												
SERGEANT MAJOR	356	13.00	\$2,624	934	208	10.20	\$2,447	509	143	10.20	\$2,937	420
1ST SERGEANT/MASTER SERGEANT	1,352	12.00	\$1,890	2,555	671	12.20	\$2,355	1,580	519	12.20	\$2,825	1,466
PLATOON SERGEANT/SERGEANT 1ST CLASS	3,080	12.00	\$1,573	4,846	1,853	16.30	\$2,642	4,895	1,481	16.30	\$3,176	4,704
STAFF SERGEANT	3,638	17.00	\$1,814	6,600	4,113	19.30	\$2,517	10,354	3,939	19.30	\$3,026	11,918
SERGEANT	11,039	15.00	\$1,320	14,573	8,277	17.30	\$1,799	14,893	7,212	17.30	\$2,163	15,598
CORPORAL/SPECIALIST	17,140	14.00	\$1,008	17,276	13,410	17.20	\$1,461	19,591	11,375	17.20	\$1,754	19,954
PRIVATE FIRST CLASS	4,901	14.00	\$903	4,428	2,849	17.20	\$1,208	3,441	2,243	17.20	\$1,451	3,254
PRIVATE E2	3,716	13.00	\$725	2,695	1,903	16.60	\$1,037	1,974	1,630	16.60	\$1,246	2,031
PRIVATE E1	5,898	16.00	\$786	4,633	3,110	20.60	\$1,078	3,352	2,363	20.60	\$1,296	3,062
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	51,120			58,540	36,394			60,589	30,905			62,407
AUTHORIZED DONATIONS				0				0				0
SEVERANCE PAY, DISABILITY	4,065		\$29,165	118,555	4,021		\$30,191	121,400	3,994		\$31,095	124,192
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	793		\$16,900	13,402	799		\$17,176	13,724	736		\$19,076	14,040
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	385		\$25,839	9,948	652		\$15,624	10,187	651		\$16,008	10,421
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				6,443				6,010				5,607
SPECIAL SEPARATION BENEFIT (SSB)				25				25				25
\$30,000 LUMP SUM BONUS				16,763				17,165				17,560
TOTAL SEPARATION PAYMENTS - ENLISTED	56,363			223,676	41,866			229,100	36,286			234,252

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

ESTIMATE FY 2009	\$940,037
ESTIMATE FY 2008	\$836,021
ACTUAL FY 2007	\$990,072

Project: SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED

PART I - PURPOSE AND SCOPE

The 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
2008	\$102,300	No upper limit
2009	\$106,800	No upper limit

The net change in the FICA requirement is +\$104 million between FY 2008 and FY 2009. The change is based on --

- (1) Annualization of FY 2008 3.5% pay raise effective 1 Jan 2008: +\$7.3 million.
- (2) FY 2009 3.4% pay raise effective 1 Jan 2009: +\$26.2 million.
- (3) Program increase due to growth in permanent end strength and inclusion of Active Component overstrength in the base budget: +\$70.5 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED									
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	486,189	\$2,036	990,072	404,162	\$2,069	836,021	438,253	\$2,145	940,037
NON-JUDICIAL FINES AND FORFEITURES			0			0			0
TOTAL SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED	486,189		990,072	404,162		836,021	438,253		940,037

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF CADETS
SCHEDULE OF INCREASES AND DECREASES - CADETS

Pay and Allowance of Cadets

FY 2008 Direct Program \$ 56,113

Increases:

Pricing Increases:

a. Annualization of FY 2008 Pay Raise (3.5%) effective 1 Jan 2008	279
a. Annualization of FY 2009 Pay Raise (3.4%) effective 1 Jan 2009	820
c. Cost growth for subsistence rate from \$6.95 in FY 2008 to \$7.20 in FY 2009	194
d. Increase in FICA associated with the FY 2008 Pay Raise of 3.5% effective 1 Jan 2008.	21
e. Increase in FICA associated with the FY 2009 Pay Raise of 3.4% effective 1 Jan 2009.	60

Total Pricing Increases \$ 1,374

Program Increases:

a. Increase to Cadet MYRs	3,059
b. Increase in subsistence associated with Cadet MYR increase	715
c. Increase in FICA associated with Cadet MYR increase	237

Total Program Increases \$ 4,011

Total Increases \$ 5,385

Decreases:

Pricing Decreases:

Total Pricing Decreases \$ -

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF CADETS
SCHEDULE OF INCREASES AND DECREASES - CADETS

Program Decreases:		
a. Reduction in subsistence associated operational rations.	(2)	
Total Program Decreases		\$ (2)
Total Decreases		\$ (2)
FY 2009 Direct Program		\$ 61,496

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

ESTIMATE FY 2009	\$61,496
ESTIMATE FY 2008	\$56,113
ACTUAL FY 2007	\$57,318

Project: ACADEMY CADETS

PART I - PURPOSE AND SCOPE

The Army expects to be at war for the foreseeable future. While the end-strengths of the Navy and Air Force are holding steady or decreasing, Army end-strength is increasing. The Military Academy is a steady and constant source of new officer accessions for the Army. The Secretary must have in place the requisite legal authorities that allow him to adjust its officer accession plan quickly to respond to changing force structure requirements and the operational environment.

The funds requested provide for basic pay and allowances of Academy Cadets and commuted ration allowance under the provisions of 37 U.S.C. 201, 203, and 422. The budget also includes the employer's share of the Federal Insurance Contribution Act (FICA) tax.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Section 203(c) of Title 37 U.S.C. was amended by Sec 612 of the FY 2001 National Defense Authorization Act. This amendment, effective 1 October 2001, set the basic pay rate of the 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."

The basic pay funding requirement is determined by applying annual rates to the projected man-years. For commuted rations the yearly rates are calculated using the average daily rate X 365. Daily rates are \$6.60, \$6.95 and \$7.20 for FY 2007 thru FY 2009. The Army is planning to increase the size of the Cadet Corp in FY 2009 based on the pending authority in NDAA 2008, Section 525. Repeal of Post 2007-2008 Academic year prohibition strength limit at the United States Military Academy. Increased accessions from the USMA is a key contributor to the growth of the Officer Corp in support of the Army's increased endstrength.

The cadet funding requirements change by +\$5.4 million from FY 2008 to FY 2009. The change is a result of:

- (1) Authorized FY 2009 3.4% pay raise and annualization of FY 2008 pay raise: +\$1.1 million
- (2) Increase in pay due to growth of the Cadet Corps: +\$3.1 million
- (3) Increase in subsistence due to growth in the Cadet Corp and price increases: +\$.9 million
- (4) Increase in FICA due to growth in the Cadet Corp and pay raise: +\$.3 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACADEMY CADETS									
CADET BASIC PAY	4,288	\$10,261	44,000	4,032	\$10,622	42,828	4,320	\$10,876	46,986
SUBSISTENCE (COMMUTED RATIONS)	4,288	\$2,327	9,978	4,032	\$2,482	10,009	4,320	\$2,527	10,916
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,255	\$785	3,340	4,029	\$813	3,276	4,320	\$832	3,594
TOTAL ACADEMY CADETS			57,318			56,113			61,496

MILITARY PERSONNEL, ARMY
SECTION 4
SUBSISTENCE OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED SUBSISTENCE

MILITARY PERSONNEL, Army
Schedule of Increases and Decreases
(Amount in thousands of dollars)

Subsistence of Enlisted Personnel

FY 2008 Direct Program \$1,937,985

Increases:

Pricing Increases:

- | | |
|--|--------|
| a. Basic Allowance Subsistence rates increased due to the annualization of the 5.2% 1 January 2008 and the 3.4% 1 January 2009 USDA food cost indexes. | 49,393 |
| b. Subsistence-in-Mess rates increased for trainees and non-trainee Soldiers receiving meals in dining facilities due to inflation increases associated with the running of the dining facilities. | 28,391 |
| c. Operational Ration Rates increased due to changes in ration manufacturers' future prices. | 4,310 |
| d. Family Subsistence Supplemental Allowance rate increased due to an expected increase in the annual eligibility cost of this benefit based on a 2.8% inflation rate. | 18 |

Total Pricing Increases \$ 82,112

Program Increases:

- | | |
|--|---------|
| a. BAS increase caused by Army Growth and inclusion of Active Component overstrength in the base budget. | 267,409 |
| b. Increases in the number of Soldiers' consuming augmentation rations, especially catered meals for training, as the Army increases end strength. | 7,039 |
| c. Increase in augmentation rations due to Army growth and overstrength rolling into base budget. | 364 |
| d. Increase in Subsistence in Mess due to Army growth and overstrength rolling into base budget. | 83,549 |

Total Program Increases \$ 358,361

Total Increases \$ 440,473

MILITARY PERSONNEL, ARMY
SECTION 4
SUBSISTENCE OF ENLISTED PERSONNEL
SCHEDULE OF INCREASES AND DECREASES - ENLISTED SUBSISTENCE

Decreases:

Pricing Decreases:

a. A rate increase of 2.8% for collections decreases the total cost of BAS.	(5,616)	
Total Pricing Decreases		\$ (5,616)

Program Decreases:

a. Decrease caused by an increase in the BAS collections from single Soldiers' pay based on the increased utilization of the dining facilities.	(41)	
b. Decrease in Subsistence in Mess due to inclusion of GWOT "Bridge" funding in the FY2008 column.	(506,745)	
c. Decrease in number of Soldiers expected to apply for Family Subsistence Supplemental Allowance benefits.	(5)	
d. Decrease in other rations	(9)	
e. Increase in the Reimbursable Program for FY 2009 creates a decrease in the Direct Program for FY 2009.	(1,449)	
Total Program Decreases		\$ (508,249)

Total Decreases		\$ (513,865)
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FY 2009 Direct Program		\$1,864,593
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MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

ESTIMATE FY 2009	\$1,903,248
ESTIMATE FY 2008	\$1,975,191
ACTUAL FY 2007	\$3,470,483

Project: SUBSISTENCE OF ENLISTED PERSONNEL

PART I - PURPOSE AND SCOPE

The funds requested for this budget activity are for the payment of authorized Basic Allowances for Subsistence (BAS) Subsistence-in-Kind (SIK), and Family Subsistence Supplemental Allowance (FSSA). Basic Allowance for Subsistence in this account is for the active duty enlisted Soldier. Subsistence-in-Kind includes the cost of procuring subsistence for garrison 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 Basic Allowance for Subsistence.

PART II - JUSTIFICATION OF FUNDS REQUESTED

This budget activity includes the Basic Allowance for Subsistence (BAS), Subsistence-In-Kind (SIK) and Family Subsistence Supplemental Allowance (FSSA) paid to the enlisted Soldier.

Basic Allowance for Subsistence is a cash allowance to Soldiers to defray a portion of the cost of subsistence based on the delegation of authority in Title 10 U.S.C., Chapter 435, Section 4651(c). BAS is paid under the following conditions; (1) when authorized to mess separately, (2) while on authorized leave, and (3) when subsistence-in-kind is not available. All enlisted Soldiers are paid their full BAS entitlement, but single Soldiers who reside on Army installations with dining facilities have a portion of their BAS collected from their pay and are directed to subsist in Army dining facilities. Since FY 2002 rate changes have been tied to the annual USDA food cost index. All enlisted members (except recruits and holdees) are entitled to BAS. The change for BAS from FY 08 to FY 09 is \$311 million.

The change is based on -

- (1) Annualized price change associated with a 5.2% BAS rate change effective January 1, 2008 and the 3.4% increase effective January 1, 2009. (increase of \$43.7 million in FY 2009)
- (2) Growth of the Army and inclusion of Active Component overstrength in the base budget. (increase \$267.4 million)

Subsistence-In-Kind (SIK)/Subsistence-in-Messes is the cost of bulk subsistence for dining facilities. SIK garrison dining facility budget requirements are dependent on the number of personnel authorized to subsist without cost in dining facilities with consideration for a portion of eligible diners who skip meals (participation rate), and the cost of subsistence used in preparing meals (food cost). The change in Subsistence in Mess from FY 2008 to FY 2009 attributable to inclusion of GWOT "Bridge" funding in the FY2008 column. (decrease of \$395 million)

The change is based on the net of:

- (1) Program decrease due to the inclusion of the "Bridge" GWOT funding request in the FY 2008 column. (\$506.7 million)

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

- (2) Program increase associated with growth of the Army and overstrength rolling into the base budget. (\$83.6 million)
- (3) Price increase (\$28.3 million) associated with an anticipated 4.5% in inflation costs for food in the Dining facilities.

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. SIK funds the cost of operational rations for both officers and enlisted soldiers. The number of active duty Soldiers, the type of operational rations served, and the length of training events determine costs for operational rations. The change for Operational Rations from FY2008 to FY 2009 is \$18.3 million.

The change is based on -

- (1) FY 2008 Operational Rations program increased (\$11.3 million) due to the growth of the Army and overstrength rolling into the base budget.
- (2) Price increase of (\$7 million) associated with an anticipated 4.5% in inflation cost for food.

Augmentation Rations include contract meals, KATUSA (Korean Augmentation to U.S. Army) rations and Host Nation support meals. Contract 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 ration provided, determine costs for augmentation rations. The change for Augmentation Rations between FY 2008 and FY 2009 is \$.4 million

The change is associated with the growth of the Army and overstrength rolling into base budget.

Family Subsistence Supplemental Allowance (FSSA) is pursuant to Section 402a of Title 37, United States Code and began 1 May 2001. The program is designed to provide members who are eligible for food stamps a supplemental allowance not to exceed \$500 a month. The FSSA is voluntary, and the member must reapply whenever there is a significant change in household income or number of people living in the household. The change in Family Subsistence Supplemental Allowance is estimated at \$13K

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	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	460,994	\$3,336	1,537,750	292,700	\$3,490	1,021,383	369,332	\$3,623	1,338,185
WHEN RATIONS IN KIND ARE NOT AVAILABLE		0	8		0	0		0	0
COLLECTIONS AT DISCOUNT MEAL RATE	(67,643)	\$2,836	(191,835)	(69,317)	\$2,916	(202,127)	(69,331)	\$2,997	(207,784)
AUGMENTATION OF COMMUTED RATION ALLOWANCE		0	0		0	0		0	0
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	393,351		1,345,923	223,383		819,256	300,001		1,130,401
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSSES									
SUBSISTENCE IN MESSSES	372,223	\$4,687	1,744,609	327,426	\$3,215	1,052,673	195,794	\$3,360	657,868
MEALS CATERED FROM HOST NATIONS	0	\$2,840	0	0	\$2,920	0	0	\$3,051	0
TRAINING									
SUBTOTAL SUBSISTENCE IN MESSSES	372,223		1,744,609	327,426		1,052,673	195,794		657,868
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	29,903	\$8,035	240,272	8,746	\$8,263	72,268	9,575	\$8,635	82,676
UNITIZED GROUP RATIONS-HEAT AND SERVE	3,350	\$4,449	14,904	2,499	\$4,574	11,429	2,395	\$4,780	11,447
UNITIZED GROUP RATIONS (A)	25,681	\$4,208	108,067	1,249	\$4,326	5,405	1,395	\$4,521	6,305
OTHER RATION PACKAGES	1,366	\$8,841	12,073	57	\$9,088	516	56	\$9,497	530
SUBTOTAL OPERATIONAL RATIONS	60,300		375,316	12,551		89,618	13,421		100,958
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			2,146			2,328			2,393
MEALS FURNISHED UNDER CONTRACT			1,924			8,729			8,973
MEALS FURNISHED BY MEDICAL FACILITIES			0			1,962			2,017
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS	0		4,070	0		13,019	0		13,383
SUBTOTAL SUBSISTENCE IN KIND	432,523		2,123,995	339,977		1,155,310	209,215		772,209
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	236	\$2,395	565	254	\$2,462	625	252	\$2,531	638
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	826,110		3,470,483	563,614		1,975,191	509,468		1,903,248

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
SCHEDULE OF INCREASES AND DECREASES - PCS

Permanent Change of Station Travel

FY 2008 Direct Program \$ 1,175,533

Increases:

Pricing Increases:

a. Member Travel rate change (2.0%).	7,156
b. Dependent Travel rate change (2.0%).	1,833
c. Household Goods - Land/Sea rate change (5.0%) due to implementation of Families First.	53,082
d. Annualization of Dislocation Allowance (DLA) FY 2008 3.5% pay raise effective 1 Jan 2008.	602
e. Dislocation Allowance (DLA) FY 2009 3.4% new pay raise effective 1 Jan 2009.	3,451
f. Trailer Allowance rate change (2.0%).	76
g. POV rate change (2.0%).	2,001
h. Port Handling rate change (2.0%).	236
i. Non-Temporary Storage rate change (2.0%).	478
j. Temporary Lodging Expense (TLE) rate change (2.0%).	1,107

Total Pricing Increases \$ 70,022

Program Increases: Increased moves described below are due to - PCS obligation policy, increased strength previously funded in GWOT and growth of Army endstrength.

a. Member Travel increase in the number of moves.	138,215
b. Dependent Travel increase in the number of moves.	37,222
c. Household Goods - Land/Sea increase in the number of moves.	

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
SCHEDULE OF INCREASES AND DECREASES - PCS

	352,716		
d. Dislocation Allowance increase in personnel receiving.	77,814		
e. Trailer Allowance increase in personnel receiving.	1,167		
f. POV increase in the number of moves.	39,687		
g. Port Handling increase in the number of moves.	4,515		
h. Non-Temporary Storage increase in the number of moves.	10,048		
i. Temporary Lodging Expense (TLE) increase in the number of moves.	21,199		
	Total Program Increases	\$	682,583
Total Increases		\$	752,605
Decreases:			
Pricing Decreases:			
	Total Pricing Decreases	-	\$ -
Program Decreases:			
	Total Program Decreases	-	\$ -
Total Decreases		\$	-
FY 2009 Direct Program		\$	1,928,138

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

	ACTUAL FY 2007		ESTIMATE FY 2008		ESTIMATE FY 2009	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	91,285	\$219,191	77,267	\$191,361	104,984	\$267,164
TRAINING TRAVEL	12,743	\$108,643	9,980	\$90,279	12,758	\$117,430
OPERATIONAL TRAVEL	29,558	\$291,582	19,374	\$206,619	34,274	\$372,731
ROTATIONAL TRAVEL TO/FROM OVERSEAS	45,019	\$638,949	31,167	\$465,758	52,942	\$809,132
SEPARATION TRAVEL	80,555	\$177,003	69,868	\$165,058	106,354	\$251,729
ORGANIZED UNIT TRAVEL	7,627	\$21,140	1,342	\$7,614	9,109	\$28,368
NONTEMPORARY STORAGE OF HOUSEHOLD GOODS (HHG)		\$19,824		\$16,448		\$26,977
TEMPORARY LODGING EXPENSE		\$44,339		\$34,868		\$57,176
TOTAL OBLIGATIONS	266,787	\$1,520,671	208,998	\$1,178,005	320,421¹	\$1,930,707
LESS: REIMBURSABLE		0		\$2,472		\$2,569
TOTAL DIRECT	266,787	\$1,520,671	208,998	\$1,175,533	320,421	\$1,928,138

1/ Increase in FY 2009 includes a one-time increase for the Permanent Change in Station obligation policy.

MILITARY PERSONNEL, ARMY
SECTION 4
PERMANENT CHANGE OF STATION TRAVEL
PCS - SUMMARY OF REQUIREMENTS BY TYPES OF COST

	ACTUAL FY 2007		ESTIMATE FY 2008		ESTIMATE FY 2009	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	266,787	\$301,741	208,998	\$234,323	320,421	\$369,866
AMC	2,101	\$1,180	1,500	\$859	2,478	\$1,447
COMMERCIAL AIR	52,624	\$19,363	39,078	\$14,614	62,379	\$23,848
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	153,596	\$77,866	111,158	\$57,728	180,829	\$94,920
AMC	4	\$2	4	\$2	4	\$2
COMMERCIAL AIR	10,356	\$3,666	7,561	\$2,728	12,467	\$4,588
TRANSPORTATION OF HHG						
LAND SHIPMENT	124,366	\$767,738	92,340	\$604,262	144,013	\$1,004,682
ITGBL SHIPMENT	35,649	\$10,711	29,906	\$9,564	44,909	\$15,010
DISLOCATION ALLOWANCE	95,989	\$177,963	68,945	\$130,773	110,576	\$212,646
TRAILER ALLOWANCE	9,081	\$3,368	7,367	\$2,783	10,440	\$4,027
TRANSPORTATION OF POVS	32,433	\$83,455	24,032	\$61,727	38,857	\$103,441
PORT HANDLING (HHG)	36,090	\$9,455	30,223	\$7,326	46,207	\$12,077
NON-TEMPORARY STORAGE		\$19,824		\$16,448		\$26,977
TEMPORARY LODGING EXPENSE		\$44,339		\$34,868		\$57,176
TOTAL OBLIGATIONS		\$1,520,671		\$1,178,005		\$1,930,707
LESS: REIMBURSABLE		0		\$2,472		\$2,569
TOTAL DIRECT		\$1,520,671		\$1,175,533		\$1,928,138

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

Budget Activity: PERMANENT CHANGE OF STATION TRAVEL

PART I - PURPOSE AND SCOPE

The Permanent Change of Station (PCS) program supports the Army's focus of winning the Global War on Terrorism, accelerating transformation to a modular structure, and sustaining the all-volunteer force. Winning the Global War on Terrorism requires Soldier growth and the rebalancing of Army forces into modular units. Sustaining the all-volunteer force requires quality of life and service programs such the Full Replacement Value initiative of the Family First program. The movement of Soldiers and their family members to assignments dictated by mission requirements is a key component of the Army's objective to provide combatant commanders with fully capable units manned by well-led, well-trained and well-supported Soldiers.

The FY 2009 PCS program is impacted by several key factors that will increase certain costs. These include an increase to Army permanent end strength from 489,400 in FY 2008 to 532,400 (+43,000) in FY 2009 (impacts the number of accession, operational, and training moves); Base Realignment and Closure (BRAC) action (impacts the number of operational and unit moves); continuation of Full Replacement Value, one of the initiatives under the "Families First" program; the implementation of a new DoD obligation policy in FY 2009 (requires obligations to be posted when the PCS orders are cut); and the use of rates recently developed from 24 months of execution data comprising 200 reported PCS sub-elements. On the average, the Army moves close to one half of its force within the fiscal year. The 43,000 overstrength potentially equates to an additional, maximum 21,500 moves spread across all six PCS categories. The execution of the BRAC initiative represents another 11,000 unit and approximately 2,000 operational moves occurring in FY 2009. Continuing Full Replacement Value (FRV) reimbursement for property lost or damaged beyond repair in conjunction with a PCS move is an added cost of approximately \$89 million (reflected in the Household Goods rates). Full Replacement Value is reflected in the Household Goods Land Shipment and International Government Bill of Lading estimates as 8% and 5% rate increases for FY 2008 and FY 2009, respectively. The new obligation policy requires the Services to record obligations earlier than past practice. This one-time shift is reflected in the FY 2009 estimates. In FY 2010 the number of PCS moves will return to pre-FY 2008 numbers.

Entitlements for PCS include:

- Mileage and monetary allowances in lieu of transportation for members and dependents
- Transportation by common carrier to include military airlift for members and dependents.
- Transportation of Household Goods (HHG) and baggage by common carrier, Air Mobility Command (AMC) and the Surface Deployment and Distribution Command (SDDC). Examples include cost of packing, crating, handling and temporary storage.
- Transportation and storage in lieu of transportation of Privately Owned Vehicles (POV) (includes Full Service, Partial Service, Hardlift, Home Port Relocation and POV Storage).
- Port handling charges for HHG, baggage, and POVs.
- Transportation of trailers.

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

- Non-temporary storage of HHG.
- Dislocation Allowances.
- Temporary Lodging Expenses.
- Pet Quarantine Fees

The total number of moves is driven by the commitment to station 25 percent of the force overseas and by mandated end strength. All personnel overseas serve prescribed tour lengths as directed by Senate Report 99-176, 1986 DOD Appropriation Bill and House of Representatives Report 99-81, Authorization Bill. Congressional language in these reports establishes 36 month accompanied and 24 month unaccompanied tour lengths unless the assigned duty area is designated a hardship area by the Service Secretary.

- The overseas rotational moves funded in FY 2009 account for 17 percent of the Army's total moves program and 42 percent of total PCS costs.
- Accessions and separations moves comprise 66 percent of total moves and 28 percent of the dollar requirement.
- The remaining move/dollar requirements consist of operational, training and unit moves which equal 18 percent of total moves and 28 percent of dollar requirements. These moves are essential to maintain requisite levels of training, force readiness, quality of life, unit integrity, and support BRAC actions.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2009 budget estimate increased by \$752.6 million from FY 2008 to FY 2009 is the net direct amount based on:

1. Increase in the number of moves (Grow The Army and new Obligation Policy) yields a \$707.2 million increase in Member and Dependent travel, Household Goods (Full Replacement Value initiative), Dislocation Allowance, Trailer Allowance, Privately Owned Vehicles (POVs), Port Handling, Non-Temporary Storage and Temporary Lodging Expense costs. The Full Replacement Value initiative creates a 8% inflation factor in FY 2008 and a 5% inflation factor in FY 2009 for the shipment of household goods.
2. 2.0% inflation rate generates costs of +\$45.4 million.
3. Annualized new pay raise of 3.5%, effective January 1, 2008, across-the-board with selective increases for certain warrant officers and mid-grade senior enlisted personnel increases Dislocation Allowance costs by +\$0.6M.
Authorized pay raise of 3.4%, effective January 1, 2009 increases Dislocation Allowance costs by +\$3.5 million.

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

ESTIMATE FY 2009	\$267,164
ESTIMATE FY 2008	\$191,361
ACTUAL FY 2007	\$219,191

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 academy cadets upon entry into the academy; and (2) individuals who travel to the academies 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 manpower levels through FY 2009.

The following table provides detailed cost computations:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
OFFICER									
MEMBER TRAVEL									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	8,233	\$1,147	9,445	6,858	\$1,169	8,017	10,366	\$1,192	12,360
ACCESSION TVL, OFFICER- MEM TVL AMC	253	\$561	142	211	\$573	121	319	\$583	186
ACCESSION TVL, OFFICER- MEM TVL COMMERCIAL AIR	387	\$354	137	322	\$360	116	487	\$368	179
SUBTOTAL MEMBER TRAVEL			9,724			8,254			12,725
DEPENDENT TRAVEL									
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	1,981	\$375	743	1,650	\$382	631	2,494	\$390	972
ACCESSION TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
ACCESSION TVL, OFFICER- DEP TVL COMMERCIAL AIR	37	\$351	13	31	\$355	11	47	\$362	17
SUBTOTAL DEPENDENT TRAVEL			756			642			989
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	7,410	\$2,173	16,101	6,032	\$2,347	14,156	8,858	\$2,464	21,825
ACCESSION TVL, OFFICER- INTL GOVT BILL OF LADING	371	\$1,671	620	302	\$1,805	545	443	\$1,896	840
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			16,721			14,701			22,665
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	1,950	\$1,497	2,919	1,624	\$1,526	2,478	2,455	\$1,556	3,820
ACCESSION TVL, OFFICER- TRAILER ALLOWANCE	33	\$333	11	25	\$360	9	38	\$368	14
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLE	885	\$1,679	1,486	737	\$1,711	1,261	1,114	\$1,746	1,945
ACCESSION TVL, OFFICER- PORT HANDLING COST HHG	5	\$600	3	4	\$750	3	5	\$800	4
SUBTOTAL OFFICER			31,620			27,348			42,162
ENLISTED									
MEMBER TRAVEL									
ACCESSION TVL, ENLISTED- MEM TVL	81,719	\$1,115	91,078	69,336	\$1,136	78,745	93,296	\$1,158	108,076

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MILEAGE									
ACCESSION TVL, ENLISTED- MEM TVL AMC	100	\$560	56	85	\$565	48	114	\$579	66
ACCESSION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	9,186	\$354	3,252	7,794	\$361	2,812	10,487	\$368	3,859
SUBTOTAL MEMBER TRAVEL			94,386			81,605			112,001
DEPENDENT TRAVEL									
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	15,583	\$590	9,194	13,222	\$601	7,949	17,791	\$613	10,910
ACCESSION TVL, ENLISTED- DEP TVL AMC	2	\$500	1	2	\$500	1	2	\$500	1
ACCESSION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	271	\$354	96	230	\$361	83	309	\$369	114
SUBTOTAL DEPENDENT TRAVEL			9,291			8,033			11,025
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	25,182	\$2,173	54,720	20,879	\$2,347	49,004	27,296	\$2,464	67,257
ACCESSION TVL, ENLISTED- INTL GOVT BILL OF LADING	621	\$1,672	1,038	515	\$1,806	930	673	\$1,896	1,276
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			55,758			49,934			68,533
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	14,302	\$1,520	21,743	12,135	\$1,549	18,799	16,328	\$1,580	25,801
ACCESSION TVL, ENLISTED- TRAILER ALLOWANCE	147	\$367	54	125	\$376	47	168	\$381	64
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	3,108	\$1,679	5,218	2,637	\$1,768	4,661	3,548	\$1,795	6,368
ACCESSION TVL, ENLISTED- PORT HANDLING COST HHG	585	\$600	351	496	\$611	303	668	\$624	417
SUBTOTAL ENLISTED			186,801			163,382			224,209
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,333	\$578	770	1,073	\$588	631	1,322	\$600	793
TOTAL ACCESSION TRAVEL			219,191			191,361			267,164

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

ESTIMATE FY 2009	\$117,430
ESTIMATE FY 2008	\$90,279
ACTUAL FY 2007	\$108,643

Project: TRAINING TRAVEL

PART I - PURPOSE AND SCOPE

Officers. This program element funds CONUS PCS movements for officers and warrant officers: (1) from current permanent duty station to formal service or civilian schools, including technical schools, pilot training, factory training, and other approved courses of instruction of 20 weeks duration or more; and (2) to next CONUS permanent duty station upon completion of school or when eliminated from school prior to completion. This account excludes academy graduates, Officer Candidate School graduates, Reserve Officer Training Corps graduates, and others (chargeable as Accession travel) and those officers and warrant officers who are moving into and out of a training seat from/to an overseas location (chargeable as Rotational travel).

Enlisted. This program element funds PCS movements of: (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, aircraft maintenance training, factory training, and other approved courses of instruction, of 20 weeks duration or more; (2) enlisted school graduates and those eliminated from school to their next CONUS permanent 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 those soldiers moving in or out of a training seat to or from an overseas location (chargeable as Rotational travel).

PART II - JUSTIFICATION OF FUNDS REQUESTED

These funding requirements result from officer and enlisted personnel attending military, other federal government, and civilian training programs.

Training is required to maintain the requisite skill levels/educational levels required by an Army that is capable of responding to strategic obligations in the evolving international environment. Training moves support the requirement to shape the force for tomorrow and the Army's duty to prepare soldiers to perform their required mission.

The following table provides detailed cost computations:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
TRAINING TRAVEL									
OFFICER									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	8,450	\$756	6,387	6,618	\$770	5,097	8,420	\$785	6,608
TRAINING TVL, OFFICER- DEP TVL MILEAGE	4,492	\$697	3,130	3,518	\$710	2,498	4,476	\$724	3,239
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	7,605	\$7,260	55,215	5,975	\$7,841	46,850	7,378	\$8,233	60,740
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	7,007	\$2,524	17,689	5,488	\$2,572	14,117	6,982	\$2,621	18,302
TRAINING TVL, OFFICER- TRAILER ALLOWANCE	1,678	\$367	616	1,314	\$374	492	1,672	\$381	637
SUBTOTAL OFFICER			83,037			69,054			89,526
ENLISTED									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	4,293	\$969	4,161	3,362	\$988	3,321	4,338	\$1,006	4,366
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	1,737	\$835	1,451	1,360	\$851	1,158	1,755	\$867	1,522
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	2,155	\$7,260	15,645	1,693	\$7,841	13,275	2,120	\$8,233	17,453
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	2,069	\$2,059	4,260	1,620	\$2,099	3,400	2,091	\$2,138	4,470
TRAINING TVL, ENLISTED- TRAILER ALLOWANCE	243	\$366	89	190	\$374	71	246	\$378	93
SUBTOTAL ENLISTED			25,606			21,225			27,904
TOTAL TRAINING TRAVEL			108,643			90,279			117,430

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

ESTIMATE FY 2009	\$372,731
ESTIMATE FY 2008	\$206,619
ACTUAL FY 2007	\$291,582

Project: OPERATIONAL TRAVEL

PART I - PURPOSE AND SCOPE

Officers. This program element covers PCS movements of: (1) officers and warrant officers to and from permanent duty stations located within the United States; (2) officers and warrant officers to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances, and privately owned vehicles of officers and warrant officers who are interned, missing, or captured provided no transoceanic travel is involved.

Enlisted. This program element covers PCS movements of: (1) enlisted personnel to and from permanent duty stations located within the United States; (2) enlisted personnel to and from permanent duty stations within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances, and privately owned vehicles of enlisted personnel who are interned, missing, or captured provided no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Operational moves are critical to the Army's ability to maintain readiness throughout the force. They are necessary to maintain units at required personnel readiness levels; support activations and inactivations; fill joint duty positions mandated under the Goldwater-Nichols DOD Reorganization Act of 1986; correct imbalances of skill and grade; support humanitarian, compassionate, and joint domicile needs; assign personnel to key positions in response to unprogrammed/unanticipated requirements, support Base Realignment and Closure actions and to fill high priority units.

The following table provides detailed cost computations:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	7,854	\$920	7,224	5,231	\$937	4,903	9,254	\$956	8,847
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	9,039	\$461	4,167	6,020	\$470	2,828	10,650	\$479	5,103
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	7,069	\$9,141	64,617	4,846	\$9,872	47,838	8,327	\$10,366	86,319
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	7,854	\$2,262	17,762	5,231	\$2,327	12,175	9,254	\$2,364	21,877
OPERATIONAL TVL, OFFICER- TRAILER ALLOWANCE	155	\$368	57	103	\$379	39	183	\$383	70
SUBTOTAL OFFICER			93,827			67,783			122,216
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	21,704	\$970	21,056	14,143	\$993	14,048	25,020	\$1,013	25,349
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	34,242	\$449	15,378	22,314	\$458	10,212	39,474	\$467	18,426
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	13,526	\$9,140	123,630	9,071	\$9,872	89,548	15,587	\$10,366	161,580
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	21,704	\$1,664	36,120	14,143	\$1,696	23,985	25,020	\$1,730	43,278
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	4,280	\$367	1,571	2,789	\$374	1,043	4,934	\$381	1,882
SUBTOTAL ENLISTED			197,755			138,836			250,515
TOTAL OPERATIONAL TRAVEL			291,582			206,619			372,731

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

ESTIMATE FY 2009	\$809,132
ESTIMATE FY 2008	\$465,758
ACTUAL FY 2007	\$638,949

Project: ROTATIONAL TRAVEL TO/FROM OVERSEAS

PART I - PURPOSE AND SCOPE

Officers. This program element covers PCS movements of officers and warrant officers: (1) from permanent duty stations in CONUS to permanent duty stations overseas; (2) from permanent duty stations overseas to permanent duty stations in CONUS; (3) from permanent duty stations in one overseas area to permanent duty stations in another overseas area, but only when transoceanic travel is involved; and (4) dependents, household goods, personal effects, trailer allowance, and privately owned vehicles of officers and warrant officers who are interned, missing, or captured, but only when transoceanic travel is involved.

Enlisted. This program element covers PCS movements of enlisted personnel: (1) from permanent duty stations in CONUS to permanent duty stations overseas; (2) from permanent duty stations overseas to permanent duty stations in CONUS; (3) from permanent duty stations overseas to permanent duty stations in another overseas area, but only when transoceanic travel is involved; and (4) dependents, household goods, personal effects, trailer allowances, and privately owned vehicles of enlisted personnel who are interned, missing, or captured, but only when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are driven by the commitment to station an appropriate number of the force overseas in support of the National Military Strategy. The number of moves required is determined by overseas end strength and the average time actually served overseas, less the number of overwater accession, separation, and unit moves.

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
OFFICER									
MEMBER TRAVEL									
ROTATIONAL TVL, OFFICER- MEM TVL MILEAGE	8,820	\$4,130	36,427	6,233	\$4,209	26,234	10,588	\$4,293	45,451
ROTATIONAL TVL, OFFICER- MEM TVL AMC	20	\$550	11	14	\$571	8	24	\$583	14
ROTATIONAL TVL, OFFICER- MEM TVL COMMERCIAL AIR	5,821	\$374	2,177	4,114	\$381	1,568	6,988	\$389	2,716
SUBTOTAL MEMBER TRAVEL			38,615			27,810			48,181
DEPENDENT TRAVEL									
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	10,841	\$790	8,566	7,662	\$805	6,169	13,014	\$821	10,688
ROTATIONAL TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- DEP TVL COMMERCIAL AIR	3,223	\$354	1,141	2,278	\$361	822	3,869	\$368	1,424
SUBTOTAL DEPENDENT TRAVEL			9,707			6,991			12,112
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	7,938	\$11,216	89,035	5,599	\$12,113	67,820	9,238	\$12,719	117,501
ROTATIONAL TVL, OFFICER- INTL GOVT BILL OF LADING	5,954	\$461	2,746	4,201	\$498	2,092	6,929	\$523	3,624
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			91,781			69,912			121,125
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,345	\$2,493	23,294	6,604	\$2,540	16,776	11,218	\$2,591	29,065
ROTATIONAL TVL, OFFICER- TRAILER ALLOWANCE	172	\$366	63	126	\$381	48	206	\$398	82
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLE	4,646	\$2,937	13,646	3,284	\$2,992	9,827	5,577	\$3,053	17,026
ROTATIONAL TVL, OFFICER- PORT HANDLING COST HHG	7,938	\$789	6,266	5,610	\$804	4,513	9,529	\$820	7,818
SUBTOTAL OFFICER			183,372			135,877			235,409
ENLISTED									
MEMBER TRAVEL									

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	36,199	\$2,593	93,862	24,934	\$2,693	67,159	42,354	\$2,725	115,421
ROTATIONAL TVL, ENLISTED- MEM TVL AMC	1,724	\$562	969	1,187	\$573	680	2,017	\$584	1,178
ROTATIONAL TVL, ENLISTED- MEM TVL COMMERCIAL AIR	30,869	\$374	11,545	21,262	\$381	8,103	36,118	\$389	14,040
SUBTOTAL MEMBER TRAVEL			106,376			75,942			130,639
DEPENDENT TRAVEL									
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	57,194	\$481	27,492	39,395	\$494	19,448	66,919	\$502	33,582
ROTATIONAL TVL, ENLISTED- DEP TVL AMC	2	\$500	1	2	\$500	1	2	\$500	1
ROTATIONAL TVL, ENLISTED- DEP TVL COMMERCIAL AIR	5,062	\$354	1,792	3,487	\$361	1,258	5,923	\$368	2,179
SUBTOTAL DEPENDENT TRAVEL			29,285			20,707			35,762
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	18,859	\$11,216	211,522	12,964	\$12,113	157,029	21,645	\$12,719	275,297
ROTATIONAL TVL, ENLISTED- INTL GOVT BILL OF LADING	14,144	\$203	2,869	9,726	\$219	2,130	16,043	\$230	3,690
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			214,391			159,159			278,987
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	30,269	\$1,692	51,210	20,849	\$1,724	35,943	35,416	\$1,758	62,277
ROTATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	177	\$571	101	122	\$582	71	202	\$594	120
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLE	18,404	\$2,937	54,054	12,677	\$2,993	37,940	21,533	\$3,053	65,736
ROTATIONAL TVL, ENLISTED- PORT HANDLING COST HHG	203	\$788	160	140	\$850	119	233	\$867	202
SUBTOTAL ENLISTED			455,577			329,881			573,723
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			638,949			465,758			809,132

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

ESTIMATE FY 2009	\$251,729
ESTIMATE FY 2008	\$165,058
ACTUAL FY 2007	\$177,003

Project: SEPARATION TRAVEL

PART I - PURPOSE AND SCOPE

Officers. This program element covers PCS movements of officers and warrant officers upon separation 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 authorized by law.

Enlisted. This program element covers PCS movements of enlisted personnel upon separation from the service from last permanent duty station to their home of record, point of entry into service, or to their home of selection when authorized by law.

Cadets. Covers PCS movements of cadets separated from the academy to their home of record or point of entry into service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Separations are based on projected personnel losses.

Detailed cost computations are provided in the following table:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TRAVEL									
OFFICER									
MEMBER TRAVEL									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	6,826	\$475	3,240	6,271	\$484	3,033	8,489	\$493	4,188
SEPARATION TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
SEPARATION TVL, OFFICER- MEM TVL COMMERCIAL AIR	1,768	\$354	626	1,624	\$361	586	2,199	\$368	809
SUBTOTAL MEMBER TRAVEL			3,866			3,619			4,997
DEPENDENT TRAVEL									
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,458	\$647	943	1,339	\$659	883	1,813	\$672	1,219
SEPARATION TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
SEPARATION TVL, OFFICER- DEP TVL COMMERCIAL AIR	266	\$353	94	244	\$361	88	331	\$369	122
SUBTOTAL DEPENDENT TRAVEL			1,037			971			1,341
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	6,689	\$4,476	29,942	6,143	\$4,834	29,696	8,078	\$5,076	41,006
SEPARATION TVL, OFFICER- INTL GOVT BILL OF LADING	5,017	\$236	1,186	4,609	\$255	1,176	6,060	\$268	1,624
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			31,128			30,872			42,630
SEPARATION TVL, OFFICER- TRAILER ALLOWANCE	946	\$367	347	869	\$374	325	1,176	\$382	449
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLE	867	\$1,679	1,456	796	\$1,712	1,363	1,078	\$1,746	1,882
SEPARATION TVL, OFFICER- PORT HANDLING COST HHG	6,689	\$97	647	6,145	\$99	606	8,319	\$100	836
SUBTOTAL OFFICER			38,481			37,756			52,135
ENLISTED									
MEMBER TRAVEL									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	73,508	\$348	25,591	63,403	\$355	22,492	97,629	\$362	35,327
SEPARATION TVL, ENLISTED- MEM TVL AMC	4	\$500	2	3	\$667	2	4	\$750	3

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	4,593	\$354	1,626	3,962	\$361	1,429	6,100	\$368	2,245
SUBTOTAL MEMBER TRAVEL			27,219			23,923			37,575
DEPENDENT TRAVEL									
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	15,783	\$366	5,772	13,613	\$373	5,073	20,962	\$380	7,968
SEPARATION TVL, ENLISTED- DEP TVL AMC	0		0	0		0	0		0
SEPARATION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	1,497	\$354	530	1,291	\$361	466	1,988	\$368	732
SUBTOTAL DEPENDENT TRAVEL			6,302			5,539			8,700
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	20,670	\$4,476	92,514	17,822	\$4,834	86,150	26,657	\$5,076	135,309
SEPARATION TVL, ENLISTED- INTL GOVT BILL OF LADING	9,542	\$236	2,252	10,553	\$255	2,691	14,761	\$268	3,956
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			94,766			88,841			139,265
SEPARATION TVL, ENLISTED- TRAILER ALLOWANCE	918	\$367	337	792	\$374	296	1,219	\$381	465
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	4,523	\$1,679	7,595	3,901	\$1,711	6,675	6,007	\$1,745	10,484
SEPARATION TVL, ENLISTED- PORT HANDLING COST HHG	20,670	\$98	2,028	17,828	\$100	1,782	27,453	\$102	2,800
SUBTOTAL ENLISTED			138,247			127,056			199,289
SEPARATION TVL, CADET- MEM TVL MILEAGE	221	\$1,244	275	194	\$1,268	246	236	\$1,292	305
TOTAL SEPARATION TRAVEL			177,003			165,058			251,729

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

ESTIMATE FY 2009	\$28,368
ESTIMATE FY 2008	\$7,614
ACTUAL FY 2007	\$21,140

Project: ORGANIZED UNIT TRAVEL

PART I - PURPOSE AND SCOPE

Officers. This program element covers PCS movements (CONUS or overseas) of: (1) officers and warrant officers directed to move as members of an organized unit movement; and (2) officer and warrant officer fillers and replacements directed to move as part of the unit move.

Enlisted. This program element covers PCS movements (CONUS or overseas) of: (1) enlisted personnel directed to move as members of an organized unit movement; and (2) enlisted fillers and replacements directed to move as part of the unit move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Unit moves are required to support changes in force structure that necessitate realignment of forces to correct imbalances of support/command/control units, and to maintain unit tactical integrity. Costs are based on point-to-point unit moves. The increase in the number of moves and estimated costs from FY 2008 to FY 2009 is due to the implementation of the Base Realignment and Closure (BRAC) initiative.

The following table provides detailed cost computations:

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

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ORGANIZED UNIT TRAVEL									
OFFICER									
ORG UNIT TVL, OFFICER- MEM TVL MILEAGE	900	\$356	320	112	\$357	40	1,093	\$370	404
ORG UNIT TVL, OFFICER- DEP TVL MILEAGE	108	\$1,148	124	13	\$1,231	16	125	\$1,256	157
ORG UNIT TVL, OFFICER- HHG LAND SHIPMENT	882	\$2,037	1,797	109	\$2,211	241	1,040	\$2,311	2,403
ORG UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	167	\$2,407	402	21	\$2,429	51	203	\$2,498	507
ORG UNIT TVL, OFFICER- TRAILER ALLOWANCE	0		0	0		0	0		0
SUBTOTAL OFFICER			2,643			348			3,471
ENLISTED									
ORG UNIT TVL, ENLISTED- MEM TVL MILEAGE	6,727	\$283	1,905	1,230	\$290	357	8,016	\$296	2,371
ORG UNIT TVL, ENLISTED- DEP TVL MILEAGE	1,138	\$796	906	1,052	\$820	863	1,356	\$836	1,134
ORG UNIT TVL, ENLISTED- HHG LAND SHIPMENT	6,381	\$2,037	13,000	1,207	\$2,200	2,655	7,789	\$2,310	17,992
ORG UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	1,322	\$1,939	2,564	1,230	\$2,479	3,049	1,609	\$2,019	3,249
ORG UNIT TVL, ENLISTED- TRAILER ALLOWANCE	332	\$367	122	912	\$375	342	396	\$381	151
SUBTOTAL ENLISTED			18,497			7,266			24,897
TOTAL ORGANIZED UNIT TRAVEL			21,140			7,614			28,368

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
SCHEDULE OF INCREASES AND DECREASES - OMPC

MILITARY PERSONNEL, ARMY
Schedule of Increases and Decreases
(Amount in thousands of dollars)

Other Military Personnel Costs

FY 2008 Direct Program 473,444

Increases:

Pricing Increases:

a. Increase in rates for Apprehension of Deserters.	79
b. Increase in rates for Unemployment Benefits.	3,399
d. Increase in rates for Partial DLA.	91
e. Increase in rates for Sr ROTC Non-Scholarship.	1,347
f. Increase in rates for Sr ROTC Scholarship.	2,831
g. Increase in rates for Jr ROTC.	767

Total Pricing Increases

8,514

Program Increases:

a. Increase in the number of Apprehension of Deserter payments.	135
b. Increase in the number of personnel receiving interest from Soldier's Deposits program.	9
d. Increase in program fully funds FY 2009 Unemployment Compensation.	84,096
e. Increase in the number of personnel receiving Adoption benefits.	1,128
f. Increase in the number of personnel receiving partial DLA.	280
g. Increase in Education benefit includes estimated payments for benefits and interest accumulation throughout FY 2008.	924
h. Increase in the number of cadets enrolled in the Sr ROTC Non-Scholarship program.	6,985

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
SCHEDULE OF INCREASES AND DECREASES - OMPC

	i. Increase in the number of cadets enrolled in the Sr ROTC Scholarship program.	872	
	j. Increase in the number of cadets enrolled in the Jr ROTC Scholarship.	5,343	
	k. Increase in the number of personnel receiving Mass Transit Benefit.	204	
	Total Program Increases		99,976
Total Increases			108,490
Decreases:			
Pricing Decreases:			
	Total Pricing Decreases		-
Program Decreases:			
	a. Decrease in Death Gratuity program reflects inclusion GWOT "Bridge" funding in the FY 2008 column.	(16,609)	
	b. Extra Hazard Soldiers Life Group Insurance (SGLI) payments to the Department of Veterans Affairs (VA) are a GWOT cost. Decrease in Program reflects inclusion of GWOT "Bridge" funding in the FY 2008 column.	(151,175)	
	c. Traumatic SGLI payments to VA are GWOT costs. Decrease in Program reflects inclusion of GWOT "Bridge" funding in the FY 2008 column.	(12,420)	
	Total Program Decreases		(180,204)
Total Decreases			(180,204)
FY 2009 Direct Program			401,730

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

ESTIMATE FY 2009	\$1,059
ESTIMATE FY 2008	\$845
ACTUAL FY 2007	\$1,433

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 includes: 1.) The 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.) Payment of a gratuity 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.) Under such regulations as the Secretary concerned may prescribe, expenses 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 Army, Navy, or Air Force pursuant to Presidential proclamation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Since inception of the war Army has experienced an increase in deserters. FY 2007 the number of deserters increased by 42% over FY 2006. We anticipate this rate of deserters will continue in FY 2009. Cost estimates are based on factors developed from current expenditures and the FY 2008 Standard Per Diem amount of \$109 per day for three days of travel plus a \$75 reward (\$327 + \$75 = \$402 rate).

The following table provides cost estimates:

	AVERAGE NUMBER	RATE	ACTUAL FY 2007 AMOUNT	AVERAGE NUMBER	RATE	ESTIMATE FY 2008 AMOUNT	AVERAGE NUMBER	RATE	ESTIMATE FY 2009 AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	3,852	\$372	1,433	2,102	\$402	845	2,634	\$402	1,059

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

ESTIMATE FY 2009	\$657
ESTIMATE FY 2008	\$648
ACTUAL FY 2007	\$24,136

Project: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS

PART I - PURPOSE AND SCOPE

These funds pay interest on savings deposits of \$5.00 or more for overseas members of the uniformed services who participate in temporary duty in support of contingency operations as designated by FMR 7000-14R, Volume 7A, Chapter 10, Figure 10-1, including Iraq and Afghanistan. As authorized by Title 10, U.S.C., Section 1035, service members are permitted to deposit up to \$10,000 of their monthly unallotted pays into the savings program while they are enrolled in the Savings Deposit Program (SDP). Interest is paid at the rate of 10 percent per annum, compounded quarterly (calendar quarter). Public Law limits interest payments in the SDP at \$10,000 regardless of the total amount in the SDP account (includes contributions and interest earned). Interest will accrue up to 90 days after the Service Member 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 1 day in each of 3 consecutive months is eligible to enroll in the SDP.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount budgeted is based on current experience in relation to the number of Army participants. The funds pay interest on savings accounts for members deployed in support of contingency operations. Funding for SDP in support of Operation Enduring Freedom, Operation Iraqi Freedom, Joint Forge, and Joint Guard will be requested in the war supplemental budget request.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	21,427	\$295	6,321	556	\$295	164	566	\$295	167
INTEREST ON SAVINGS, ENLISTED	115,682	\$154	17,815	3,143	\$154	484	3,182	\$154	490
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	137,109		24,136	3,699		648	3,748		657

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

ESTIMATE FY 2009 \$49,100
ESTIMATE FY 2008 \$65,709
ACTUAL FY 2007 \$134,391

Project: DEATH GRATUITIES

PART I - PURPOSE AND SCOPE

Death Gratuities is payable under sections 1475 through 1477 of Title 10 U.S.C in the amount \$100,000 per death are paid 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); or 3.) While traveling to or from or while at a place for final acceptance or for entry into active duty in the military service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements are based on peacetime mortality rates as applied against programmed man-years of personnel and the statutory gratuity payment. In accordance with FY 2006 NDAA, P.L. 109-13 the death gratuity payment is \$100,000. FY 2007 peacetime deaths (non-war related) were 447.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	331	\$100,000	33,116	116	\$100,000	11,620	74	\$100,000	7,425
DEATH GRATUITIES, ENLISTED	1,011	\$100,000	101,060	538	\$100,000	53,785	414	\$100,000	41,375
DEATH GRATUITIES, CADET	2	\$100,000	215	3	\$100,000	304	3	\$100,000	300
TOTAL DEATH GRATUITIES	1,344		134,391	657		65,709	491		49,100

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

ESTIMATE FY 2009 \$172,666
ESTIMATE FY 2008 \$85,171
ACTUAL FY 2007 \$304,775

Project: UNEMPLOYMENT COMPENSATION BENEFITS

PART I - PURPOSE AND SCOPE

Funds are to pay unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in Paragraph (1) of Section 8521(a) of Title 5, United States Code. The Department of Labor is the executive agent for the program; however, program administration is accomplished by each state. 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, because of medical disqualification, hardship, personal disorders or ineptitude, and who served continuously for 365 days or more is also eligible.

The Emergency Unemployment Compensation Act of 1991 (P.L. 102-164) extended unemployment compensation benefits for former military personnel up to 26 weeks with a one-week waiting period. The law also reduced the amount of active duty days required in a reserve status from 180 continuous days to 90 continuous days to be considered as "federal service" for claim purposes. The Job Creation and Worker Assistance Act of 2002 (P.L. 107-147) extended unemployment compensations benefits an additional 13 weeks for workers who had exhausted the original 26 weeks of benefits. The Temporary Extended Unemployment Compensation (TEUC) Act of 2002 (P.L. 108-1) extends the unemployment compensations benefits an additional 5 months for workers who had exhausted the original 26 weeks and the TEUC of 13 weeks.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimated unemployment benefit payments are based on programmed separations from the Army and average monthly benefit amounts of compensation actually disbursed. In addition, the Army's cost projections have incorporated U.S. Department of Labor's estimates and projected economic assumptions. The FY 2008 unemployment cost reflects a shortfall that the Army will address during execution. This shortfall was created when a legislative proposal that would have returned unemployment benefits to pre-1991 levels was withdrawn late in FY 2008 budget cycle. Army fully funded unemployment compensation benefits in FY 2009.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	55,750	\$5,321	296,647	15,688	\$5,429	85,171	31,178	\$5,538	172,666

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

ESTIMATE FY 2009	\$3,108
ESTIMATE FY 2008	\$2,184
ACTUAL FY 2007	\$2,184

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 qualifying men and women who might not otherwise be able to afford such an education. In addition, this program promotes and assists the All-Volunteer Force program and the Total Force Concept of the Armed Forces by providing educational assistance based upon service on active duty and in the Selected Reserve and National Guard to aid in recruitment and retention of highly qualified personnel for both active and reserve component.

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

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), is equal to the actual total normal cost for the preceding month. Under Title 10 U.S.C. Sec 2006 (f)(3), Sec 2006 (f)(4), and Sec 2006 (g)(2) an amortization methodology and schedule to liquidate any unfunded liability or surplus in the Fund, also based on the most recent actuarial valuation. The cost estimates reflects the Board of Actuaries' projected payments into the DoD Education Benefits Fund. FY 2009 funds support both the Post Vietnam Era Voluntary and Involuntary Separatees and the unfunded liability payment.

The following table provides cost estimates:

	ACTUAL FY 2007 AMOUNT	ESTIMATE FY 2008 AMOUNT	ESTIMATE FY 2009 AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	2,184	2,184	3,108

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

ESTIMATE FY 2009	\$1,598
ESTIMATE FY 2008	\$470
ACTUAL FY 2007	\$1,131

Project: ADOPTION EXPENSES

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA, 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The authorized amount payable is \$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. In FY 2007 adoption expenses increased by 125% over FY 2006 due to an increase in the number of adoptions.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	487	\$2,000	973	177	\$2,000	353	591	\$2,000	1,181
ADOPTION EXPENSE, ENLISTED	79	\$2,000	158	59	\$2,000	117	209	\$2,000	417
TOTAL ADOPTION EXPENSES	566		1,131	236		470	800		1,598

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

ESTIMATE FY 2009 \$2,655
ESTIMATE FY 2008 \$2,284
ACTUAL FY 2007 \$1,032

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 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. The Partial Dislocation Allowance rate is in conjunction with the authorized average percentage increase in the basic pay rates.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As directed by the Joint Federal Travel Regulation, the FY 2007 Partial DLA rate is \$596.45. Slight rate increases are projected in accordance with approved pay raise increases. Cost estimates are based on an estimated number of participants and rate data.

Detailed cost computations are provided in the following table:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	126	\$596	75	778	\$617	480	776	\$639	496
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	1,604	\$596	957	2,924	\$617	1,804	3,379	\$639	2,159
TOTAL PARTIAL DISLOCATION ALLOWANCE	1,730		1,032	3,702		2,284	4,155		2,655

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

ESTIMATE FY 2009	0
ESTIMATE FY 2008	\$151,175
ACTUAL FY 2007	\$265,552

Project: SGLI EXTRA HAZARD PAYMENTS

PART I - PURPOSE AND SCOPE

Section 1969 of Title 38 U.S.C., provides that there will be an annual assessment of the costs of the extra hazards of duty when actual mortality exceeds peacetime mortality. Each year the Department of Veteran Affairs (VA) actuaries perform a study of peacetime mortality, based upon the most recent three years of service member 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 to the member of the armed services in an amount equal to the deduction made for the first \$150,000 of the SGLI coverage and the monthly premium of \$1.00 for Traumatic Injury Protection under the SGLI program held by the member while serving in the theater of operations for Operation Enduring Freedom (OEF) or Operation Iraqi Freedom (OIF). This change became effective on February 1, 2006.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funds are required for SGLI Extra Hazard payments to the Department of Veterans Affairs to cover an increase in the number of SGLI death claims and SGLI/TSGLI premium reimbursement for mobilized Soldiers. In FY 2007 \$219.4M in SGLI Extra Hazard payments were made to VA and SGLI/TSGLI premium reimbursement was \$46.1M. The FY 2008 column reflects funding received in the GWOT "Bridge".

The following table provides cost estimates:

	ACTUAL FY 2007 AMOUNT	ESTIMATE FY 2008 AMOUNT	ESTIMATE FY 2009 AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	50,521	30,235	0
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	215,031	120,940	0
TOTAL SGLI EXTRA HAZARD PAYMENTS	265,552	151,175	0

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

ESTIMATE FY 2009 0
ESTIMATE FY 2008 \$12,420
ACTUAL FY 2007 \$9,200

Project: SGLI TRAUMATIC INJURY PAYMENTS

PART I - PURPOSE AND SCOPE

Every member who has SGLI also has TSGLI effective December 1, 2005. This coverage applies to active duty members, reservists, funeral honors duty and one-day muster duty.

This benefit is also provided retroactively for members who incur severe losses as a result of a traumatic injury between October 7, 2001 and December 1, 2005 if the loss was the direct result of injuries incurred in Operations Enduring Freedom or Iraqi Freedom.

The Military Services are required to submit to the Department of Veterans Affairs payments for the T-SGLI program, which 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

This traumatic injury protection, available under the Service Members' Group Life Insurance (SGLI) plan, provides financial assistance to eligible Soldiers and their families, which is vital during their extensive recovery and rehabilitation process. Due to the strong financial position of the TSGLI fund, payments were not required until the second quarter in FY 2007. Total payments made to the VA were \$9.2M. Total execution for FY 2007 was \$4M retroactive and \$5.2M prospective. The FY 2008 column reflects funding received in the GWOT "Bridge".

The following table provides cost estimates:

	ACTUAL FY 2007 AMOUNT	ESTIMATE FY 2008 AMOUNT	ESTIMATE FY 2009 AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	1,840	2,484	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	7,360	9,936	0
TOTAL SGLI TRAUMATIC INJURY PAYMENTS	9,200	12,420	0

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ESTIMATE FY 2009	\$123,602
ESTIMATE FY 2008	\$111,567
ACTUAL FY 2007	\$78,356

Project: ROTC

PART I - PURPOSE AND SCOPE

Provides for Senior ROTC cadets' pay and allowances as part of the Army's officer accession requirements. Funds scholarship and non-scholarship cadet pay, stipends, subsistence, and uniforms. The increase in the number of cadets and program funding from FY08 to FY09 reflects the Army's initiative to increase the percentage of commissions for scholarship cadets from 60% to 80%. The offering of more scholarships is expected to increase Senior ROTC enrollment in order to meet anticipated, additional mission requirements.

Senior ROTC Non-Scholarship Program

The funds requested provide military personnel costs for non-scholarship students enrolled in the Reserve Officers Training Corps (ROTC) Senior program authorized by 10 U.S.C. 2101-2111. Provides for Senior ROTC cadets' pay and allowances, subsistence allowance (for Military Science (MS) III and IV students only), uniforms and subsistence while attending summer training, field training and professional development training. Provides for Basic Pay (BP), as authorized by Public Law (PL) 106-398, Section 612, equivalent to 35% of the BP for a Second Lieutenant (Pay Grade 01 under 2 years) while attending summer field training programs. Provides monthly subsistence allowances (stipends) of \$450 for MS III and \$500 for MS IV students in accordance with the provisions of 37 U.S.C. 209. Provides for costs of uniform clothing authorized by 10 U.S.C. 2109-2110. Provides for the cost of subsistence issued as rations to enlisted personnel including emergency and operational rations authorized by 10 U.S.C. 2109-2110.

Cadet Troop Leader Training (CTL) - Each tour consists of 21 days training with an Active Army unit or 14 days training with a Reserve Component unit (average tour is 19 days).

Professional Development Training (PDT) - Includes Airborne, Air Assault, Northern Warfare, and Jungle Warfare Training for periods up to 21 days. Training emphasizes improvement of cadet skills, confidence and readiness in a cost-effective manner with challenging programs that influence cadet enrollment, motivation, and retention.

Practical Field Training (PFT) - Two days training (field exercises/command post exercises) to train, test and validate all ROTC cadets in specific military skills before reporting to their first duty stations. Funds provide for cadet rations and travel (contract bus) to and from tactical training sites.

Senior ROTC Scholarship Program

The funds requested provide the same benefit payments as those for non-scholarship recipients, with the addition of monthly subsistence allowances (stipends) of \$300 for MS I and \$350 for MS II students in accordance with the provisions of 37 U.S.C. 209. Public Law 109-163 section 644 authorizes a bonus payment to nurses enrolled in the Senior ROTC program not to exceed \$5,000 per accession.

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

PART II - JUSTIFICATION OF FUNDS REQUESTED

The ROTC program has a net change of \$12 million from FY 2008 to FY 2009. The change is based on-

- (1) A program increase to support the *Sustainment* Imperative, allowing the active component to meet end strength objectives: +\$9.5 million.
- (2) Pricing increase due primarily to growth in stipends for scholarship and non-scholarship participants: +\$2.5 million.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ROTC	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC NON-SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)									
BASIC CAMP	1,229	\$868	1,067	1,313	\$885	1,162	3,413	\$921	3,143
ADVANCED CAMP	2,771	\$1,023	2,835	2,795	\$1,043	2,915	4,041	\$1,085	4,384
CADET TROOP LEADER	654	\$816	534	1,417	\$749	1,061	4,249	\$832	3,535
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	4,654		4,436	5,525		5,138	11,703		11,062
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	11,565	\$315	3,643	11,561	\$321	3,711	11,793	\$333	3,927
ADVANCED COURSE	3,867	\$315	1,218	3,941	\$321	1,265	4,021	\$333	1,339
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	15,432		4,861	15,502		4,976	15,814		5,266
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	1,092	\$851	929	1,562	\$868	1,356	2,624	\$902	2,367
BASIC COURSE, FEMALE	101	\$881	89	324	\$917	297	361	\$953	344
ADVANCED COURSE, MALE	546	\$1,305	713	589	\$1,331	784	853	\$1,385	1,182
ADVANCED COURSE, FEMALE	37	\$1,324	49	40	\$1,350	54	211	\$1,404	296
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,776		1,780	2,515		2,491	4,049		4,189
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	709	\$3,305	2,344	457	\$3,371	1,539	452	\$3,505	1,584
ADVANCED	1,780	\$4,494	8,000	2,853	\$4,584	13,076	2,849	\$4,676	13,320
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	2,489		10,344	3,310		14,615	3,301		14,904
SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)									
BASIC CAMP	0	\$243	0	0	\$248	0	0	\$253	0
ADVANCED CAMP	0	\$226	0	0	\$231	0	0	\$236	0
PROFESSIONAL DEVELOPMENT	0	\$252	0	0	\$257	0	0	\$263	0
CADET TROOP LEADER TRAINING	0	\$151	0	0	\$154	0	0	\$157	0
PRACTICAL FIELD TRAINING	12,202	\$104	1,269	12,283	\$106	1,302	13,259	\$108	1,432
SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)	12,202		1,269	12,283		1,302	13,259		1,432
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	36,553		22,690	39,135		28,522	48,126		36,853
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH									
ADVANCED CAMP	1,848	\$1,023	1,891	2,781	\$1,043	2,901	3,993	\$1,085	4,332
CADET TROOP LEADER	436	\$816	356	1,683	\$832	1,400	2,679	\$866	2,320
ROTC NURSE BONUS	0	0	0	796	\$5,000	3,982	750	\$5,000	3,750

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	2,284		2,247	4,783		8,283	6,972		10,402
BASIC	4,618	\$783	3,616	4,979	\$799	3,978	5,795	\$831	4,816
ADVANCED	6,258	\$783	4,900	6,875	\$799	5,493	5,613	\$831	4,664
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	10,876		8,516	11,854		9,471	11,408		9,480
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	421	\$916	386	686	\$934	641	674	\$972	655
BASIC COURSE, FEMALE	46	\$957	44	90	\$976	88	99	\$1,016	101
ADVANCED COURSE, MALE	277	\$1,994	552	719	\$2,034	1,463	705	\$2,116	1,492
ADVANCED COURSE, FEMALE	19	\$2,030	39	112	\$2,071	232	144	\$2,153	311
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	763		1,021	1,607		2,424	1,622		2,559
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	4,622	\$3,224	14,900	5,541	\$3,288	18,220	5,552	\$3,354	18,621
ADVANCED	6,262	\$4,503	28,200	9,517	\$4,593	43,712	9,353	\$4,777	44,678
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	10,884		43,100	15,058		61,932	14,905		63,299
SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING									
BASIC CAMP	0	\$53	0	0	\$54	0	0	\$55	0
ADVANCED CAMP	0	\$220	0	0	\$225	0	0	\$229	0
PROFESSIONAL DEVELOPMENT	0	\$252	0	0	\$257	0	0	\$263	0
CADET TROOP LEADER TRAINING	0	\$252	0	0	\$257	0	0	\$263	0
PRACTICAL FIELD TRAINING	7,519	\$104	782	8,821	\$106	935	9,343	\$108	1,009
SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING	7,519		782	8,821		935	9,343		1,009
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	32,326		55,666	42,123		83,045	44,250		86,749
TOTAL ROTC	68,879		78,356	81,258		111,567	92,376		123,602

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
RESERVE OFFICER TRAINING CORPS (ROTC) ENROLLMENT

	<u>FY 2007 Estimate</u>			<u>FY 2008 Estimate</u>			<u>FY 2009 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
Senior ROTC (Excluding Scholarship Program)									
First Year	6,602	6,370	6,138	11,193	10,997	10,800	10,781	10,741	10,700
Second Year	2,588	3,276	3,964	3,967	4,084	4,200	3,576	3,938	4,300
Total Basic ROTC	9,190	9,646	10,102	15,160	15,080	15,000	14,357	14,679	15,000
Third Year	2,588	2,532	2,476	2,033	1,667	1,300	789	1,045	1,300
Fourth Year	2,857	2,699	2,541	1,460	1,180	900	845	898	950
Total Advance ROTC	5,445	5,231	5,017	3,493	2,847	2,200	1,634	1,942	2,250
Total Senior ROTC Enrollment	14,635	14,877	15,119	18,653	17,927	17,200	15,991	16,621	17,250
Scholarship Program									
First Year	2,069	2,151	2,232	2,860	2,830	2,800	3,272	3,086	2,900
Second Year	2,181	2,270	2,358	3,879	3,690	3,500	4,655	4,278	3,900
Total Basic ROTC	4,250	4,420	4,590	6,739	6,520	6,300	7,927	7,364	6,800
Third Year	3,031	3,069	3,107	4,301	4,251	4,200	5,768	5,334	4,900
Fourth Year	3,044	2,930	2,816	3,814	3,757	3,700	4,429	4,090	3,750
Total Advance ROTC	6,075	5,999	5,923	8,115	8,008	7,900	10,197	9,424	8,650
Total Scholarship Enrollment	10,325	10,419	10,513	14,854	14,527	14,200	18,124	16,787	15,450
Total Enrollment									
First Year	8,671	8,521	8,370	14,053	13,827	13,600	14,053	13,827	13,600
Second Year	4,769	5,546	6,322	7,846	7,773	7,700	8,231	8,216	8,200
Total Basic ROTC	13,440	14,066	14,692	21,899	21,600	21,300	22,284	22,042	21,800
Third Year	5,619	5,601	5,583	6,334	5,917	5,500	6,557	6,379	6,200
Fourth Year	5,901	5,629	5,357	5,274	4,937	4,600	5,274	4,987	4,700
Total Advance ROTC	11,520	11,230	10,940	11,608	10,854	10,100	11,831	11,366	10,900
Total ROTC Enrollment	24,960	25,296	25,632	33,507	32,454	31,400	34,115	33,408	32,700
Completed ROTC and Commissioned:		4,088				4,300		4,500	
Completed ROTC Commission Deferred:		106				1,618		1,879	

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
RESERVE OFFICER CANDIDATES (ROTC) PROGRAM

Number of schools and the civilian and military personnel associated with the ROTC program as follows:

	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>
Schools	273	273	273
Civilian Personnel (End Strength)	498	541	525
Military Personnel (End Strength)	1373	1377	1354

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
JROTC

ESTIMATE FY 2009 \$39,857
ESTIMATE FY 2008 \$33,747
ACTUAL FY 2007 \$30,710

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. This program provides funds for the issue-in-kind uniforms and subsistence for students enrolled in the JROTC program at secondary education institutions as provided for in 10 U.S.C. 2031. In FY 2008 and FY 2009 these funds support 1,645 JROTC units in high school in the United States, Europe, Korea, and Japan.

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 communities. MPA funds provide core-level resources to operate the Army's JROTC program in CONUS and OCONUS locations as mandated by the U.S. Congress. It funds costs of cadet issue-in-kind uniforms, accoutrements, meals at summer camp and laundry/alterations. Without these resources, the Army could not continue its JROTC program, which has strong public support.

Expenses are incurred for Junior Reserve Officer Training Corps members as follows:

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	262,921	\$101	26,555	285,466	\$103	29,403	330,733	\$105	34,727
SUBSISTENCE OF JROTC CADETS - SUMMER CAMP									
FIELD RATIONS	19,310	\$142	2,742	19,772	\$145	2,867	22,845	\$148	3,381
OPERATIONAL RATIONS	15,700	\$90	1,413	16,054	\$92	1,477	18,606	\$94	1,749
SUBTOTAL SUBSISTENCE OF JROTC CADETS - SUMMER CAMP	35,010		4,155	35,826		4,344	41,451		5,130
TOTAL JROTC	297,931		30,710	321,292		33,747	372,184		39,857

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

ESTIMATE FY 2009 \$7,428
ESTIMATE FY 2008 \$7,224
ACTUAL FY 2007 \$7,416

Project: MASS TRANSIT SUBSIDY

PART I - PURPOSE AND SCOPE

Executive Order 13150 entitled, "Federal Workforce Transportation," Section One, dated April 21, 2000, directed Federal Agencies to implement a transportation fringe program that offers qualified Federal employees the option to exclude from taxable wages or receive direct compensation, consistent with Section 132 of Title 26, U.S.C., for employee commuting costs incurred through the use of mass transportation and vanpools, not to exceed the maximum level allowed by law (26 U.S.C. 132 (f) (2)). The intent of the program is to reduce Federal employees' contribution to traffic congestion and air pollution and to expand their commuting alternatives by encouraging the use of mass transportation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on an estimated number of Military participants in the National Capital Region (NCR) and qualified CONUS locations (Non-NCR) and rate data. Effective January 1, 2008, the maximum monthly amount for mass transit benefits increased from \$110 to \$115 per month.

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	1,123	\$1,320	1,483	1,047	\$1,380	1,445	1,076	\$1,380	1,485
MASS TRANSIT SUBSIDY, ENLISTED	4,495	\$1,320	5,933	4,188	\$1,380	5,779	4,307	\$1,380	5,943
TOTAL MASS TRANSIT SUBSIDY	5,618		7,416	5,235		7,224	5,383		7,428

MILITARY PERSONNEL, ARMY
SECTION 5
REIMBURSABLE INTRODUCTION
REIMBURSEMENTS

REIMBURSEMENTS

Introduction

The Defense Working Capital Funds (DWCF) were established 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

Estimated manpower reflects the number of work years for each business area. The FY 2009 reimbursable estimate was reduced by \$67 million from FY 2008 levels. This reduction was to bring budgeted levels in line with expected execution levels.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 5
MILITARY PERSONNEL ASSIGNED OUTSIDE OF DOD
SCHEDULE OF MILITARY ASSIGNED OUTSIDE DOD

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
NON-REIMBURSABLE SOURCE									
CONGRESSIONAL FELLOWS	4	0	4	4	0	4	4	0	4
DRUG ENFORCEMENT AGENCY	3	6	9	2	6	8	1	2	3
DENTAL HYGIENE PROGRAM	0	0	0	0	0	0	0	0	0
DEPARTMENT OF ENERGY	12	0	12	8	0	8	6	0	6
DEPARTMENT OF JUSTICE	3	0	3	2	0	2	0	0	0
DEPARTMENT OF STATE	17	1	18	15	1	16	8	1	9
FBI	0	0	0	0	0	0	0	0	0
FEMA	0	0	0	0	0	0	0	0	0
LAW ENFORCEMENT SUPPORT OFFICE	0	0	0	0	0	0	0	0	0
MILITARY OBSERVERS	0	0	0	0	0	0	0	0	0
OFFICE OF NATIONAL DRUG CONTROL POLICY	3	0	3	3	0	3	2	0	2
NSC	1	0	1	0	0	0	0	0	0
PRESIDENTIAL CON PROGRAM	0	0	0	0	0	0	0	0	0
SSC FELLOWSHIP	0	0	0	0	0	0	0	0	0
TRAINING WITH INDUSTRY	75	0	75	75	0	75	75	0	75
WHITE HOUSE COMMUNICATIONS AGENCY	0	0	0	0	0	0	0	0	0
WHITE HOUSE FELLOWS	0	0	0	0	0	0	0	0	0
WHITE HOUSE MILITARY OFFICE	15	3	18	10	1	11	3	1	4
WHITE HOUSE SERVICES AGENCY	0	0	0	0	0	0	0	0	0
TOTAL NON-REIMBURSABLE SOURCE	133	10	143	119	8	127	99	4	103
REIMBURSABLE SOURCE									
AIRFORCE SECURITY MISSION	0	0	0	0	0	0	0	0	0
CLASSIFIED ACTIVITIES	0	0	0	0	0	0	0	0	0
DEPARTMENT OF STATE	0	0	0	0	0	0	0	0	0
FBI	0	0	0	0	0	0	0	0	0
LAW ENFORCEMENT SUPPORT OFFICE	0	0	0	0	0	0	0	0	0
NASA	5	0	5	5	0	5	5	0	5
OTHER AGENCIES	0	0	0	0	0	0	0	0	0
SELECTIVE SERVICE SYSTEM	1	0	1	1	0	1	1	0	1
WHITE HOUSE COMMUNICATIONS AGENCY	0	35	35	0	35	35	0	35	35
TOTAL REIMBURSABLE SOURCE	6	35	41	6	35	41	6	35	41
TOTAL OUTSIDE DOD	139	45	184	125	43	168	105	39	144

MILITARY PERSONNEL, ARMY
SECTION 5
MILITARY PERSONNEL ASSIGNED OUTSIDE OF DOD
SCHEDULE OF MILITARY ASSIGNED INSIDE DOD

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
NON-DOD FUNCTIONS									
FOREIGN MILITARY SALES	265	177	442	265	181	446	265	181	446
PERSONNEL FORCE INNOVATION (PFI)	0	0	0	0	0	0	0	0	0
TOTAL NON-DOD FUNCTIONS	265	177	442	265	181	446	265	181	446
DOD FUNCTIONS									
DECA	4	0	4	4	0	4	4	0	4
INDUSTRIAL OPERATIONS	20	5	25	20	5	25	20	4	24
DFAS	14	99	113	0	0	0	0	0	0
DISA	9	26	35	11	26	37	11	26	37
DLA	125	60	185	125	60	185	125	60	185
OTHER	234	380	614	229	377	606	240	392	632
SUPPLY MGMT	6	5	11	6	5	11	6	5	11
TRANSCOM	75	104	179	75	104	179	75	104	179
TOTAL DOD FUNCTIONS	487	679	1,166	470	577	1,047	481	591	1,072
TOTAL INSIDE DOD	752	856	1,608	735	758	1,493	746	772	1,518
TOTAL REIMBURSABLE	758	891	1,649	741	793	1,534	752	807	1,559
TOTAL NON-REIMBURSABLE	133	10	143	119	8	127	99	4	103
GRAND TOTAL	891	901	1,792	860	801	1,661	851	811	1,662

MILITARY PERSONNEL, ARMY
SECTION 5
REIMBURSABLE PROGRAM

	ACTUAL FY 2007			ESTIMATE FY 2008			ESTIMATE FY 2009		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUBSISTENCE	\$734	\$24,327	\$25,061	\$1,709	\$37,206	\$38,915	\$1,043	\$38,655	\$39,698
MEDICAL									
MERHC LEVEL OF EFFORT	\$70,620	\$55,207	\$125,827	\$59,449	\$46,351	\$105,800	\$59,449	\$46,351	\$105,800
OTHER NON-STRENGTH									
OTHER MILITARY PERSONNEL COSTS	0	0	0	0	0	0	0	0	0
STRENGTH RELATED									
BASIC PAY	\$32,138	\$17,187	\$49,325	\$69,684	\$6,512	\$76,196	\$20,415	\$8,871	\$29,286
RETIRED PAY ACCRUAL	\$5,559	\$2,705	\$8,264	\$35,253	\$14,431	\$49,684	\$23,161	\$16,014	\$39,175
INCENTIVE PAY	\$1,521	0	\$1,521	0	0	0	0	0	0
ALLOWANCE	\$6,736	\$4,253	\$10,989	\$31,418	\$10,613	\$42,031	\$20,381	\$10,911	\$31,292
PERMANENT CHANGE OF STATION TRAVEL	0	0	0	\$183	\$2,289	\$2,472	\$191	\$2,378	\$2,569
TOTAL STRENGTH RELATED	\$116,574	\$79,352	\$195,926	\$195,987	\$80,196	\$276,183	\$123,597	\$84,525	\$208,122
TOTAL PROGRAM	\$117,308	\$103,679	\$220,987	\$197,696	\$117,402	\$315,098	\$124,640	\$123,180	\$247,820