

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2010 BUDGET ESTIMATES



MILITARY PERSONNEL, ARMY

JUSTIFICATION BOOK

VOLUME I – ACTIVE FORCES

MAY 2009

**DEPARTMENT OF THE ARMY
JUSTIFICATION OF EXHIBITS**

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MILITARY PERSONNEL, ARMY
SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

	ACTUAL FY 2008	ESTIMATE FY 2009	ESTIMATE FY 2010
DIRECT BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$9,170,971	\$9,830,074	\$11,123,717
PAY AND ALLOWANCES OF ENLISTED	\$20,287,875	\$22,436,205	\$25,706,987
PAY AND ALLOWANCES OF CADETS	\$60,407	\$61,496	\$73,317
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,624,543	\$1,864,593	\$2,266,204
PERMANENT CHANGE OF STATION TRAVEL	\$1,288,425	\$1,860,638	\$1,654,261
OTHER MILITARY PERSONNEL COSTS	\$237,333	\$401,730	\$487,962
TOTAL DIRECT BASELINE PROGRAM	\$32,669,554	\$36,454,736	\$41,312,448
REIMBURSABLE BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$119,435	\$124,449	\$124,449
PAY AND ALLOWANCES OF ENLISTED	\$58,797	\$82,147	\$82,147
SUBSISTENCE OF ENLISTED PERSONNEL	\$2,776	\$38,655	\$38,655
PERMANENT CHANGE OF STATION TRAVEL	0	\$2,569	0
OTHER MILITARY PERSONNEL COSTS	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	\$181,008	\$247,820	\$245,251
TOTAL BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$9,290,406	\$9,954,523	\$11,248,166
PAY AND ALLOWANCES OF ENLISTED	\$20,346,672	\$22,518,352	\$25,789,134
PAY AND ALLOWANCES OF CADETS	\$60,407	\$61,496	\$73,317
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,627,319	\$1,903,248	\$2,304,859
PERMANENT CHANGE OF STATION TRAVEL	\$1,288,425	\$1,863,207	\$1,654,261
OTHER MILITARY PERSONNEL COSTS	\$237,333	\$401,730	\$487,962
TOTAL BASELINE PROGRAM	\$32,850,562	\$36,702,556	\$41,557,699

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SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

	ACTUAL FY 2008	ESTIMATE FY 2009	ESTIMATE FY 2010
MAIN SUPPLEMENTAL			
PAY AND ALLOWANCES OF OFFICERS	\$2,364,500	0	0
PAY AND ALLOWANCES OF ENLISTED	\$7,006,541	0	0
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,353,433	0	0
PERMANENT CHANGE OF STATION TRAVEL	\$317,528	0	0
OTHER MILITARY PERSONNEL COSTS	\$336,465	0	0
TOTAL MAIN SUPPLEMENTAL	\$11,378,467	0	0
BRIDGE			
PAY AND ALLOWANCES OF OFFICERS	\$17,756	0	0
PAY AND ALLOWANCES OF ENLISTED	\$71,304	0	0
SUBSISTENCE OF ENLISTED PERSONNEL	\$506,745	\$639,000	0
OTHER MILITARY PERSONNEL COSTS	\$186,695	\$200,000	0
TOTAL BRIDGE	\$782,500	\$839,000	0
TOTAL PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$11,672,662	\$9,954,523	\$11,248,166
PAY AND ALLOWANCES OF ENLISTED	\$27,424,517	\$22,518,352	\$25,789,134
PAY AND ALLOWANCES OF CADETS	\$60,407	\$61,496	\$73,317
SUBSISTENCE OF ENLISTED PERSONNEL	\$3,487,497	\$2,542,248	\$2,304,859
PERMANENT CHANGE OF STATION TRAVEL	\$1,605,953	\$1,863,207	\$1,654,261
OTHER MILITARY PERSONNEL COSTS	\$760,493	\$601,730	\$487,962
TOTAL PROGRAM	\$45,011,529	\$37,541,556	\$41,557,699
PROPOSED REAPPROPRIATION			
PAY AND ALLOWANCES OF OFFICERS	0	\$130,387	0
PAY AND ALLOWANCES OF ENLISTED	0	\$264,513	0
SUBSISTENCE OF ENLISTED PERSONNEL	0	0	0
PERMANENT CHANGE OF STATION TRAVEL	0	0	0
OTHER MILITARY PERSONNEL COSTS	0	0	0
TOTAL PROPOSED REAPPROPRIATION	0	\$394,900	0
GRAND TOTAL PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$11,672,662	\$10,084,910	\$11,248,166
PAY AND ALLOWANCES OF ENLISTED	\$27,424,517	\$22,782,865	\$25,789,134
PAY AND ALLOWANCES OF CADETS	\$60,407	\$61,496	\$73,317
SUBSISTENCE OF ENLISTED PERSONNEL	\$3,487,497	\$2,542,248	\$2,304,859
PERMANENT CHANGE OF STATION TRAVEL	\$1,605,953	\$1,863,207	\$1,654,261
OTHER MILITARY PERSONNEL COSTS	\$760,493	\$601,730	\$487,962
TOTAL GRAND TOTAL PROGRAM	\$45,011,529	\$37,936,456	\$41,557,699
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$3,132,436	\$2,902,192	\$3,064,066
TOTAL MILITARY PERSONNEL PROGRAM COST	\$48,143,965	\$40,838,648	\$44,621,765

The following legislative proposals are included in the above estimate and are submitted for FY 2010:
AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED - \$.842 million.

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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 seven 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). While this tempo has stretched the Army's human and economic resources thin, the FY 2010 budget request fully supports growth of Active Component end strength to the objective of 547,400 soldiers, an increase of 15,000 above the FY 2009 request. Growth will help the Army regain balance and mitigate near-term risk. The Chief of Staff of the Army identified four key imperatives the drive departmental priorities: *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 has helped 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 has reduced stress on the force by increasing dwell time at home station.

It should be noted that the FY 2008 column reflects actual execution (both base program and overseas contingency operations (OCO)), the FY 2009 column contains \$839 million for the bridge supplemental and \$349.4 million of funding requested for reappropriation, while the FY 2010 column only reflects base funding.

Management Characteristics of MPA

MPA is a centrally managed, single-year, appropriation that funds Soldier pay and allowances, recruiting and retention incentives, subsistence-in-kind (food rations), permanent change of station (PCS) costs, death gratuity and unemployment compensation benefits, and ROTC and West Point cadet stipends. Entitlements are set by statute, with the biggest cost driver being the average number of Soldiers on active duty. Other factors, such as overseas military stationing, percentage of married personnel, propensity to enlist, and new personnel policies heavily influence requirements.

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. Under the original plan, the Army would have reached 547,400 in FY 2012; however, to relieve stress on the Force, the Army is growing as rapidly as possible and anticipates reaching its accelerated strength goals by the end of FY 2009. The Army will request supplemental funding as

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necessary to support accelerated end strength objectives in FY 2009 and has fully funded the accelerated end strength in FY2010. The budgeted end strength profile is as follows:

Active Army End Strength (in thousands)	FY08	FY09	FY10	FY11
Funded in the Base Budget	489.4	532.4	547.4	547.4
Funded in the Supplemental	54.2	15.0	-	-
GTA End Strength Plan	525.4	532.4	539.4	546.4
Accelerated End Strength Plan	543.6	547.4	547.4	547.4

Shaping the Force

The Army has experienced tremendous success in accelerating the growth of the force to reach the objective 547.4K active component end strength, arriving at this level in January 2009, well ahead of FY 2012 as initially planned. Increasing the size of the Army enhances combat capability, improves soldier dwell time between deployments, and helps reduce the need for stop loss.

Now that the Army has attained its end strength target, several decisions have been made to keep the force within its funded and legislated end strength level. The Army has reduced the FY 2009 and 2010 accession missions by approximately 15K soldiers. We have also reduced retention missions in both years by approximately 10K soldiers. This budget includes adjustments that eliminate most waivers for single soldiers to live off-post, hereby reducing housing and subsistence allowances. We have also reduced our request for retention bonuses and enlistment bonuses. While it has no impact on the total MPA budget, the Army has also cut back on advertising and reduced the number of Active Duty military members serving as recruiters and returned these military personnel to positions in the operational force.

Other Budget Drivers

Since the FY 2009 President's Budget was submitted, revised economic assumptions have increased the FY 2009 estimates for the following: Basic pay (from 3.4% budgeted to 3.9% enacted); retired pay accrual (from 29.2% to 29.4% for full-time and from 19.1% to 21.1% part-time); social security tax employer's contribution (pay raise increase); basic allowance for housing (from 4.9% to 6.5%); and basic allowance for subsistence (from 3.4% to 10%). These increases are not reflected in the FY 2009 column of this budget since control totals are limited to the FY 2009 appropriated amount. Reprogramming actions requiring Congressional approval may be required.

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INTRODUCTION

Rate and Inflation Assumption ^{1/} rate effective 1 January				
	President's Budget FY 2009	Revised FY 2009	Delta	FY 2010
Pay Raise ^{1/}	3.4%	3.9%	0.5%	2.9%
Retired Pay Accrual	29.2%	29.4%	0.2%	32.3%
Basic Allowance for Housing	4.9%	6.5%	1.6%	6.5%
Basic Allowance for Subsistence ^{1/}	3.4%	10%	6.6%	5%

The PCS program decreases by \$206.4 million between FY 2009 and FY 2010 due to the one-time funding increase in FY 2009 required to implement the 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.

Recruiting and retention programs increase ~\$262 million between FY 2009 to FY 2010. The Army has fully funded recruiting and retention in the base request. Additional funds to support the recruiting and retention mission had previously been requested in supplemental budgets. The Army realizes that relying on supplemental requests subjects the recruiting and retention to boom and bust cycles that ignore the value of recruiters and advertising on youth attitudes and propensity for the long term and ignores the close relationship between investments in recruiting resources and high-quality enlistments. The Army seeks to avoid adverse effects on personnel quantity and quality that can take many years to reverse.

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 2010. This program focuses on developing and managing communities and embraces comprehensive planning and execution, as opposed to piecemeal projects. By the end of FY 2010, the Army will have transitioned to privatized operations for the complete inventory of Family housing at 53 installations with a projected end state of 80,100 homes. The following installations are funded through FY 2010: Carson, Hood, Lewis, Meade, Hamilton, Bragg, Campbell, Irwin, Stewart, Polk, Eustis, Story, Detrick, Shafter, Walter Reed Medical Center, Stewart, Irwin, Camp Parks, Campbell, Hamilton, 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, Wainwright, Greely, Richardson, Aberdeen Proving Grounds, Riley, White Sands Missile Range, Belvoir, Lee, AP Hill, West Point, Bliss, Dix, Fort Jackson, Sill, McAllister, Huachuca, and Yuma.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2010 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 2009 - FY 2011, the Military Personnel, Army budget estimates, were reduced by \$143.9, \$148.0 and \$151.9 million respectively as a result. In addition to the funding reductions, the Service Components and the Defense Finance and Accounting Service have been working 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

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INTRODUCTION

- 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.

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SECTION 2
PERFORMANCE MEASURES AND EVALUATION SUMMARY

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 2008 Actual</u>	<u>FY 2009 Planned</u>	<u>FY 2010 Planned</u>
Average Strength¹	608,016	528,217	549,018
End Strength	543,645	547,400²	547,400
Recruiting			
1. Numeric goals	78,000	65,000³	65,000³
Actual	80,517		

- 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 exceeded its recruiting mission in FY 2008 (100.6%). 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 allows the Soldier more choice in their enlistment package. This success has accelerated the growth of the force, allowing the Army to reach 547.4K active component strength in January 2009, well ahead of 2012 as initially planned. This acceleration enhances combat capability, improves Soldier dwell time between deployments, and helps reduce the need for stop loss. Now that the Army has attained its strength target, several decisions have been made to keep the force within the funded and legislated level. The Army has reduced the FY 2009 and 2010 accession missions by approximately 15K Soldiers. We have also reduced retention missions in both years by approximately 10K Soldiers

	<u>FY 2008 Actual</u>	<u>FY 2009 Planned</u>	<u>FY 2010 Planned</u>
2. Quality goals			
a. HSDG percent (Tier I)	90%	90%	90%
Actual	82.82%		
b. Test Score Category I-III A			
percent	60%	60%	60%
Actual	61.99%		

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PERFORMANCE MEASURES AND EVALUATION SUMMARY

- 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-III A. Nationally, the decline in high school graduation rates and increasing obesity levels have challenged the Army to strategically deal with the changing societal norms. In order to counteract the lifestyle changes, the Army has implemented programs such as the “Army Prep School” (APS). The APS is a school that allows incoming Soldiers to earn their GED certificate before they begin Basic Combat Training (BCT). The Army is also using the Assessment of Recruit Motivation and Strength (ARMS) test to allow for the removal of barriers to enlistment for those physically able to serve.

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

Narrative: Quality goals serve as a screening mechanism; the Army does not directly resource to quality levels. Recruiting efforts focus on high school degree graduates and graduating seniors who are Cat I-III A. 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 and active duty for operational support (ADOS).

² Authorized end strength in FY 2009 is 532,400.

³ Recruiting goal reduced from previous PART submission in FY 2009 President’s Budget request.

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SECTION 3
PERSONNEL SUMMARIES
SUMMARY OF MILITARY PERSONNEL STRENGTH

	ACTUAL FY 2008*		ESTIMATE FY 2009**		ESTIMATE FY 2010	
	AVERAGE STRENGTH	END STRENGTH 30 SEP 2008	AVERAGE STRENGTH	END STRENGTH 30 SEP 2009	AVERAGE STRENGTH	END STRENGTH 30 SEP 2010
DIRECT BASELINE PROGRAM						
OFFICER	98,351	86,583	84,943	89,216	90,383	91,029
ENLISTED	503,912	451,053	437,446	452,154	452,712	450,327
CADET	4,219	4,475	4,269	4,471	4,364	4,485
TOTAL DIRECT BASELINE PROGRAM	606,482	542,111	526,658	545,841	547,459	545,841
REIMBURSABLE BASELINE PROGRAM						
OFFICER	741	741	752	752	752	752
ENLISTED	793	793	807	807	807	807
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	1,534	1,534	1,559	1,559	1,559	1,559
BASELINE PROGRAM						
OFFICER	99,092	87,324	85,695	89,968	91,135	91,781
ENLISTED	504,705	451,846	438,253	452,961	453,519	451,134
CADET	4,219	4,475	4,269	4,471	4,364	4,485
TOTAL BASELINE PROGRAM	608,016	543,645	528,217	547,400	549,018	547,400
SUPPLEMENTAL						
OFFICER	12,716	0	0	0	0	0
ENLISTED	60,606	0	0	0	0	0
TOTAL SUPPLEMENTAL	73,322	0	0	0	0	0
PROGRAM						
OFFICER	99,092	87,324	85,695	89,968	91,135	91,781
ENLISTED	504,705	451,846	438,253	452,961	453,519	451,134
CADET	4,219	4,475	4,269	4,471	4,364	4,485
TOTAL PROGRAM	608,016	543,645	528,217	547,400	549,018	547,400

*As of September 30, 2008 6,714 Active Army Soldiers were in a Stop Loss status (7,034 on average for FY 2008). As of March 31, 2009, 6,420 Active Army Soldiers were in a Stop Loss status.

** FY2009 End strength above includes strength funded in the FY 2009 Overseas Contingency Operations Request. The FY 2009 President's Budget baseline funded 85,695 Officers, 438,253 Enlisted and 4,320 Cadets for a total end strength of 532,400.

The Army is required to document the number of Reserve and National Guard members who have performed operational support duty for the Army for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days (and thereby exceed the threshold

	FY 2008 Actuals	FY 2009 Projected	FY 2010 Projected
Army Reserve	153	179	152
Army National Guard	299	459	560

These totals are not part of the end strength figures that are displayed throughout the justification material.

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PERSONNEL SUMMARIES
END STRENGTHS BY GRADE (TOTAL PROGRAM)

	ACTUAL FY 2008		ESTIMATE FY 2009*		ESTIMATE FY 2010	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	12	0	12	0	12	0
LT GENERAL	53	0	52	0	52	0
MAJ GENERAL	83	2	82	2	82	2
BG GENERAL	163	4	161	4	161	4
COLONEL	4,185	34	4,278	35	4,290	35
LT COLONEL	9,347	92	9,417	93	9,592	93
MAJOR	15,323	182	16,484	185	17,939	185
CAPTAIN	25,886	268	25,957	272	25,713	272
1ST LIEUTENANT	7,501	138	7,828	140	7,943	140
2ND LIEUTENANT	10,097	3	10,537	3	10,692	3
SUBTOTAL COMMISSIONED OFFICERS	72,650	723	74,808	734	76,476	734
WARRANT OFFICERS						
WARRANT OFF (W-5)	484	1	517	1	539	1
WARRANT OFF (W-4)	2,502	4	2,514	4	2,503	4
WARRANT OFF (W-3)	3,429	6	3,527	6	3,572	6
WARRANT OFF (W-2)	5,025	6	5,468	6	5,525	6
WARRANT OFF (W-1)	3,234	1	3,134	1	3,166	1
SUBTOTAL WARRANT OFFICERS	14,674	18	15,160	18	15,305	18
SUBTOTAL OFFICER	87,324	741	89,968	752	91,781	752
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,555	17	3,535	17	3,492	17
1ST SGT/MASTER SGT	11,895	41	12,017	41	12,239	41
PLATOON SGT/SFC	39,936	140	40,650	143	41,218	143
STAFF SGT	64,236	170	66,452	173	65,239	173
SERGEANT	84,516	171	84,933	174	84,113	174
CPL/SPECIALIST	126,726	141	133,793	144	146,670	144
PRIVATE 1ST CLASS	63,130	98	60,405	100	52,695	100
PRIVATE E2	35,063	12	32,379	12	26,501	12
PRIVATE E1	22,789	3	18,797	3	18,967	3
SUBTOTAL ENLISTED PERSONNEL	451,846	793	452,961	807	451,134	807
CADET	4,475	0	4,471	0	4,485	0
TOTAL END STRENGTH	543,645	1,534	547,400	1,559	547,400	1,559

* FY2009 End strength above includes strength funded in the FY 2009 Overseas Contingency Operation Request. The FY 2009 President's Budget baseline funded 85,695 Officers, 438,253 Enlisted and 4,320 Cadets for a total end strength of 532,400.

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PERSONNEL SUMMARIES
AVERAGE STRENGTHS BY GRADE (TOTAL PROGRAM)

	ACTUAL FY 2008		ESTIMATE FY 2009		ESTIMATE FY 2010	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	11	0	12	0	12	0
LT GENERAL	57	0	49	0	53	0
MAJ GENERAL	117	2	97	2	92	2
BG GENERAL	190	4	155	4	155	4
COLONEL	5,009	34	4,049	35	4,330	35
LT COLONEL	11,996	92	9,776	93	9,645	93
MAJOR	18,817	182	15,415	185	17,069	185
CAPTAIN	27,782	268	24,534	272	25,670	272
1ST LIEUTENANT	10,320	138	9,228	140	9,482	140
2ND LIEUTENANT	9,276	3	8,406	3	9,350	3
SUBTOTAL COMMISSIONED OFFICERS	83,575	723	71,721	734	75,858	734
WARRANT OFFICERS						
WARRANT OFF (W-5)	536	1	522	1	541	1
WARRANT OFF (W-4)	2,809	4	2,335	4	2,530	4
WARRANT OFF (W-3)	3,730	6	3,307	6	3,563	6
WARRANT OFF (W-2)	5,045	6	4,725	6	5,495	6
WARRANT OFF (W-1)	3,397	1	3,085	1	3,148	1
SUBTOTAL WARRANT OFFICERS	15,517	18	13,974	18	15,277	18
SUBTOTAL OFFICER	99,092	741	85,695	752	91,135	752
ENLISTED PERSONNEL						
SERGEANT MAJOR	4,316	17	3,509	17	3,530	17
1ST SGT/MASTER SGT	14,944	41	11,656	41	12,295	41
PLATOON SGT/SFC	46,215	140	39,554	143	41,261	143
STAFF SGT	75,188	170	62,281	173	66,782	173
SERGEANT	99,483	171	82,475	174	85,347	174
CPL/SPECIALIST	142,729	141	122,224	144	140,840	144
PRIVATE 1ST CLASS	66,455	98	59,987	100	56,943	100
PRIVATE E2	35,519	12	35,161	12	29,696	12
PRIVATE E1	19,856	3	21,406	3	16,825	3
SUBTOTAL ENLISTED PERSONNEL	504,705	793	438,253	807	453,519	807
CADET	4,219	0	4,269	0	4,364	0
TOTAL AVERAGE STRENGTH	608,016	1,534	528,217	1,559	549,018	1,559

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

	ACTUAL FY 2008				ESTIMATE FY 2009				ESTIMATE FY 2010			
	OFF	ENL	CAD	TOTAL	OFF	ENL	CAD	TOTAL	OFF	ENL	CAD	TOTAL
SEPTEMBER	84,501	433,109	4,407	522,017	87,324	451,846	4,475	543,645	89,968	452,961	4,471	547,400
OCTOBER	84,698	433,300	4,390	522,388	87,737	453,646	4,466	545,849	89,938	458,201	4,460	552,599
NOVEMBER	84,723	433,544	4,381	522,648	87,680	453,140	4,459	545,279	89,870	456,360	4,457	550,687
DECEMBER	84,781	428,929	4,358	518,068	87,736	450,387	4,442	542,565	89,850	451,701	4,430	545,981
JANUARY	84,955	434,210	4,347	523,512	88,021	455,303	4,417	547,741	90,178	453,087	4,413	547,678
FEBRUARY*	85,074	435,153	4,335	524,562	88,093	456,651	4,409	549,153	90,149	451,993	4,408	546,550
MARCH	85,277	433,428	4,332	523,037	88,204	457,127	4,403	549,734	90,211	450,153	4,402	544,766
APRIL	85,275	435,081	4,325	524,681	88,323	455,544	4,395	548,262	90,328	449,518	4,394	544,240
MAY	86,028	436,145	3,309	525,482	89,494	454,078	3,389	546,961	91,481	449,225	3,388	544,094
JUNE	87,784	439,190	4,552	531,526	90,258	455,004	4,564	549,826	92,166	449,758	4,563	546,487
JULY	87,662	445,952	4,514	538,128	90,204	455,883	4,498	550,585	92,076	452,070	4,497	548,643
AUGUST	87,436	449,184	4,491	541,111	90,148	456,832	4,486	551,466	91,890	451,429	4,485	547,804
SEPTEMBER	87,324	451,846	4,475	543,645	89,968	452,961	4,471	547,400	91,781	451,134	4,485	547,400
AVERAGE STRENGTH	99,092	504,705	4,219	608,016	85,695	438,253	4,269	528,217	91,135	453,519	4,364	549,018
(TTAD MANYRS INCL)	391	1,235	0	1,626	323	407	0	730	320	718	0	1,038
TTAD \$	\$45,928	\$67,518	0	\$113,446	\$26,609	\$23,773	0	\$50,382	\$39,134	\$44,011	0	\$83,145
(CONTINGENCY MANYRS INCLUDED)	64	467	0	531	489	752	0	1,241	65	468	0	533
CONTINGENCY \$	\$9,336	\$28,254	0	\$37,590	\$36,715	\$26,710	0	\$63,425	\$7,949	\$28,687	0	\$36,636
MOBILIZED MANYEARS	11,568	58,795	0	70,363	0	0	0	0	0	0	0	0

The FY 2009 column contains 15,000 over strength and 20,095 average strength not in the FY 2009 President's Budget baseline request.

Strength funded in the FY 2009 President's Budget baseline request

End Strength: 532,400

Average Strength: 528,217

* Actuals through February 2009.

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

PERSONNEL TYPE - OFFICER	ACTUAL FY 2008	ESTIMATE FY 2009	ESTIMATE FY 2010
Beginning Strength	84,501	87,324	89,968
GAINS			
SERVICE ACADEMIES	976	964	1,000
ROTC	2,397	2,403	2,415
OFFICER CANDIDATE SCHOOL	1,781	2,153	2,135
VOLUNTARY ACTIVE DUTY	0	0	0
DIRECT APPOINTMENTS	0	0	0
WARRANT OFFICER PROGRAMS	1,676	1,567	1,235
OTHER GAINS (Medical & JAG)	1,987	1,928	1,696
TOTAL OFFICER GAINS	8,817	9,016	8,481
LOSSES			
EXPIRATION OF CONTRACT	5,039	5,377	5,633
DISABILITY	0	0	0
NON-DISABILITY	40	42	43
15 YEAR RETIREMENT	0	0	0
VOLUNTARY SEPARATION - VSI	0	0	0
VOLUNTARY SEPARATION - SSB	0	0	0
INVOLUNTARY SEPARATION OF RESERVE	0	0	0
	235	245	255
INVOLUNTARY SEPARATION OF REGULAR			
REDUCTION-IN-FORCE	0	0	0
ATTRITION	394	410	427
OTHER LOSSES	286	298	310
TOTAL OFFICER LOSSES	5,994	6,372	6,668
Ending Strength	87,324	89,968	91,781

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

PERSONNEL TYPE - ENLISTED	FY 2008	FY 2009	FY 2010
Beginning Strength	433,109	451,846	452,961
GAINS			
MALES (NPS)	55,613	50,609	44,595
FEMALES (NPS)	10,722	10,906	11,149
PRIOR SERVICE ENLISTMENTS	17,375	5,952	6,500
REENLISTMENT (IMM)	72,886	78,078	68,884
RESERVE COMPONENTS	0	0	0
RETURNED TO MILITARY CONTROL	3,394	2,860	2,990
OTHER GAINS	419	190	0
GAIN ADJUSTMENT	0	0	0
TOTAL ENLISTED GAINS	160,409	148,595	134,118
LOSSES			
ESTIMATED TERMINATION OF SERVICE	20,747	20,381	22,567
NORMAL EARLY RELEASE	0	0	0
PROGRAMMED EARLY RELEASE	4	1	0
VOLUNTARY SEPARATION - VSI	0	0	0
VOLUNTARY SEPARATION - SSB	0	0	0
TO COMMISSIONED OFFICER AND WARRANT OFFICER	3,457	3,720	3,370
REENLISTMENT	28,119	29,606	24,572
RETIREMENT	6,889	5,723	5,660
15 YEAR RETIREMENT	0	0	0
DROPPED FROM ROLLS	4,866	3,336	3,811
ATTRITION ADVERSE CAUSES	12,637	13,132	10,945
OTHER ATTRITION	19,966	20,415	19,777
RESERVE COMPONENTS/ IMM	44,987	51,166	45,243
TOTAL ENLISTED LOSSES	141,672	147,480	135,945
Ending Strength	451,846	452,961	451,134
PERSONNEL TYPE - CADET	FY 2008	FY 2009	FY 2010
Beginning Strength	4407	4,475	4,471
GAINS			
ENTERING CADETS	1,297	1,223	1,272
TOTAL CADET GAINS	1,297	1,223	1,272
LOSSES			
ATTRITION	253	263	258
GRADUATES	976	964	1,000
TOTAL CADET LOSSES	1,229	1,227	1,258
Ending Strength	4,475	4,471	4,485

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. BASIC PAY	6,280,406	14,007,467	20,287,873	5,490,045	12,288,160	17,778,205	6,117,039	13,502,642	19,619,681
2. RETIRED PAY ACCRUAL	1,741,451	3,864,061	5,605,512	1,603,046	3,588,132	5,191,178	1,975,804	4,361,354	6,337,158
3. BASIC ALLOWANCE FOR HOUSING									
WITH DEPENDENTS - DOMESTIC	1,258,994	3,725,483	4,984,477	1,212,561	3,149,792	4,362,353	1,251,683	3,729,680	4,981,363
WITHOUT DEPENDENTS - DOMESTIC	345,174	624,874	970,048	363,075	425,966	789,041	348,374	475,813	824,187
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	293	12,461	12,754	304	14,025	14,329	348	14,009	14,357
SUBSTANDARD HOUSING - DOMESTIC	0	0	0	0	0	0	0	0	0
BAH DIFFERENTIAL - DOMESTIC	197	9,781	9,978	221	10,468	10,689	225	12,063	12,288
WITH DEPENDENTS - OVERSEAS	103,394	177,593	280,987	81,701	200,210	281,911	92,788	162,822	255,610
WITHOUT DEPENDENTS - OVERSEAS	70,559	82,138	152,697	47,983	53,221	101,204	65,253	74,588	139,841
TOTAL BASIC ALLOWANCE FOR HOUSING	1,778,611	4,632,330	6,410,941	1,705,845	3,853,682	5,559,527	1,758,671	4,468,975	6,227,646
4. SUBSISTENCE									
BASIC ALLOWANCE FOR SUBSISTENCE	238,004	0	238,004	213,805	0	213,805	257,783	0	257,783
WHEN AUTHORIZED TO MESS SEPARATELY	0	1,671,109	1,671,109	0	1,338,185	1,338,185	0	1,746,342	1,746,342
WHEN RATIONS IN KIND ARE NOT AVAILABLE	0	0	0	0	0	0	0	0	0
LESS COLLECTIONS	0	(196,096)	(196,096)	0	(369,658)	(369,658)	0	(390,412)	(390,412)
AUGMENTATION OF COMMUTED RATION	0	0	0	0	0	0	0	0	0
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSSES	0	1,521,957	1,521,957	0	1,425,487	1,425,487	0	859,241	859,241
OPERATIONAL RATIONS	0	486,980	486,980	0	130,759	130,759	0	78,818	78,818
AUGMENTATION RATIONS/OTHER PROGRAMS	0	2,870	2,870	0	16,837	16,837	0	10,149	10,149
SUBTOTAL SUBSISTENCE IN KIND	0	2,011,807	2,011,807	0	1,573,083	1,573,083	0	948,208	948,208
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	0	677	677	0	638	638	0	721	721
TOTAL SUBSISTENCE	238,004	3,487,497	3,725,501	213,805	2,542,248	2,756,053	257,783	2,304,859	2,562,642
5. INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER									
FLYING DUTY	77,855	8,692	86,547	93,923	7,829	101,752	83,781	8,794	92,575
PARACHUTE JUMPING	17,108	174,960	192,068	10,705	77,205	87,910	10,184	78,182	88,366
EXPERIMENTAL STRESS	18	95	113	29	90	119	23	90	113
DEMOLITION DUTY	818	7,158	7,976	580	5,514	6,094	585	19,946	20,531
MILITARY FIREFIGHTERS	0	0	0	0	0	0	0	0	0
CHEMICAL MUNITIONS	22	158	180	27	176	203	27	176	203
TOXIC PESTICIDES	13,603	169	13,772	9	50	59	13	70	83
TOXIC FUEL/WASTE	0	10	10	0	8	8	0	10	10
TOTAL INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER	109,424	191,242	300,666	105,273	90,872	196,145	94,613	107,268	201,881
6. SPECIAL PAYS									
SPECIAL PAY									
MEDICAL PAY	178,847	0	178,847	160,482	0	160,482	170,187	0	170,187

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
DENTAL PAY	36,054	0	36,054	29,877	0	29,877	35,476	0	35,476
NURSE PAY	9,690	0	9,690	11,310	0	11,310	11,100	0	11,100
OPTOMETRISTS PAY	11,720	0	11,720	836	0	836	858	0	858
VETERINARIANS PAY	510	0	510	1,169	0	1,169	1,180	0	1,180
DIPLOMATE PAY FOR PSYCHOLOGISTS	142	0	142	174	0	174	175	0	175
KOREA ASSIGNMENT	0	1,488	1,488	0	1,419	1,419	0	16,897	16,897
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	58	0	58	53	0	53	54	0	54
PHARMACY PAY	578	0	578	1,560	0	1,560	1,509	0	1,509
DIVING DUTY PAY	256	1,990	2,246	179	2,102	2,281	278	1,792	2,070
BOARD CERTIFIED PAY NON- PHYSICIAN HEALTH CARE	4,845	0	4,845	1,615	0	1,615	1,729	0	1,729
HOSTILE FIRE PAY	67,338	422,104	489,442	0	0	0	4,790	16,374	21,164
SEA DUTY PAY	436	758	1,194	617	792	1,409	556	801	1,357
HARDSHIP DUTY PAY	50,995	294,340	345,335	0	0	0	7,560	45,000	52,560
OVERSEAS EXTENSION PAY	0	923	923	0	33	33	0	35	35
FOREIGN LANGUAGE PROFICIENCY PAY	10,335	23,172	33,507	14,750	26,304	41,054	11,422	25,237	36,659
JUDGE ADVOCATE CONTINUATION PAY	11,483	0	11,483	3,110	0	3,110	10,457	0	10,457
OTHER SPECIAL PAY	12,398	2	12,400	0	72,002	72,002	0	0	0
SUBTOTAL SPECIAL PAY	395,685	744,777	1,140,462	225,732	102,652	328,384	257,331	106,138	636,469
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	0	108,509	108,509	0	88,178	88,178	0	70,712	70,712
REENLISTMENT BONUS	0	734,471	734,471	0	339,030	339,030	0	444,432	444,432
ENLISTMENT BONUS									
NEW PAYMENTS	0	143,753	143,753	0	91,836	91,836	0	89,417	89,417
RESIDUAL NEW	0	165,044	165,044	0	106,822	106,822	0	131,788	131,788
ANNIVERSARY	0	113,516	113,516	0	116,203	116,203	0	229,101	229,101
SUBTOTAL ENLISTMENT BONUS	0	422,313	422,313	0	314,861	314,861	0	450,306	450,306
OFFICER BONUS - OTHER THAN MEDICAL	297,500	0	297,500	77,142	0	77,142	77,290	0	77,290
LOAN REPAYMENT PROGRAM	0	60,053	60,053	0	68,000	68,000	0	72,000	72,000
EDUCATION BENEFITS (COLLEGE FUND)	0	76,736	76,736	0	74,030	74,030	0	91,494	91,494
TOTAL SPECIAL PAYS	693,185	2,146,859	2,840,044	302,874	986,751	1,289,625	334,621	1,235,028	1,569,703
7. ALLOWANCE									
OVERSEAS STATION ALLOWANCES									
COST OF LIVING	180,542	490,523	671,065	146,568	366,065	512,633	143,252	363,824	507,076
TEMPORARY LODGING	21,103	35,151	56,254	9,023	15,250	24,273	9,666	15,751	25,417
SUBTOTAL OVERSEAS STATION ALLOWANCES	201,645	525,674	727,319	155,591	381,315	536,906	152,918	379,575	532,493
CLOTHING ALLOWANCES									
INITIAL ISSUE	0	118,617	118,617	0	118,045	118,045	0	114,997	114,997
INITIAL MILITARY ALLOWANCE	2,062	0	2,062	2,200	0	2,200	2,200	0	2,200
ADDITIONAL MILITARY ALLOWANCE	3,261	0	3,261	3,300	0	3,300	2,654	0	2,654
MAINTENANCE ALLOWANCES	0	187,024	187,024	0	183,851	183,851	0	179,103	179,103
CIVILIAN CLOTHING ALLOWANCE	362	0	362	369	0	369	377	0	377

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUPPLEMENTARY ALLOWANCES	0	12,616	12,616	0	12,764	12,764	0	62,534	62,534
OTHER ALLOWANCES	0	1,340	1,340	0	2,323	2,323	0	2,266	2,266
SUBTOTAL CLOTHING ALLOWANCES	5,685	319,597	325,282	5,869	316,983	322,852	5,231	358,900	364,131
FAMILY SEPARATION ALLOWANCES									
PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	339	1,351	1,690	826	1,942	2,768	1,753	1,983	3,736
PCS W/DEPENDENTS NOT AUTHORIZED	5,736	41,550	47,286	6,266	44,949	51,215	6,630	45,902	52,532
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	56,541	278,611	335,152	12,599	36,969	49,568	13,817	37,754	51,571
SUBTOTAL FAMILY SEPARATION ALLOWANCES	62,616	321,512	384,128	19,691	83,860	103,551	22,200	85,639	107,839
AID AND ATTENDANCE ALLOWANCE								842	842
CONUS, COST-OF-LIVING ALLOWANCE	9,516	32,639	42,155	6,961	18,821	25,782	7,191	19,442	26,633
TOTAL ALLOWANCE	279,462	1,199,422	1,478,884	188,112	800,979	989,091	187,540	844,398	1,031,938
8. SEPARATION PAY									
LUMP SUM TERMINAL LEAVE PAYMENTS	15,895	53,380	69,275	18,379	62,407	80,786	19,772	63,172	82,944
AUTHORIZED DONATIONS	0	0	0	0	0	0	0	0	0
SEVERANCE PAY, DISABILITY	6,869	98,957	105,826	13,457	124,192	137,649	11,236	125,155	136,391
SEVERANCE PAY, FAILURE OF PROMOTION	15	0	15	0	0	0	0	0	0
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	348	11,469	11,817	202	14,040	14,242	221	14,198	14,419
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	1,251	6,941	8,192	1,458	10,421	11,879	1,569	10,538	12,107
VOLUNTARY SEPARATION INCENTIVE (VSI)	22,190	5,996	28,186	21,093	5,607	26,700	21,093	5,607	26,700
SPECIAL SEPARATION BENEFIT (SSB)	1,652	0	1,652	0	25	25	0	26	26
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY	0	0	0	0	0	0	0	0	0
\$30,000 LUMP SUM BONUS	25,093	144,655	169,748	1,882	17,560	19,442	2,002	17,766	19,768
TOTAL SEPARATION PAY	73,313	321,398	394,711	56,471	234,252	290,723	55,893	236,462	292,355
9. RC RETURNED FOR DISABILITY (HIGH 36MTHS AVG)	0	0	0	0	0	0	0	0	0
10. SOCIAL SECURITY TAX PAYMENTS	478,806	1,061,738	1,540,544	419,439	940,037	1,359,476	466,202	1,032,953	1,499,155
11. PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	39,862	197,690	237,552	41,617	212,390	254,007	42,915	189,446	232,361
TRAINING TRAVEL	98,637	24,565	123,202	109,163	18,951	128,114	105,916	11,305	117,221
OPERATIONAL TRAVEL	117,533	288,913	406,446	166,794	266,961	433,755	131,931	253,452	385,383
ROTATIONAL TRAVEL TO/FROM OVERSEAS	196,520	440,468	636,988	281,491	555,621	837,112	233,929	471,724	705,653
SEPARATION TRAVEL	40,651	148,794	189,445	42,924	153,526	196,450	44,595	156,197	200,792
ORGANIZED UNIT TRAVEL	2,575	9,745	12,320	2,388	11,381	13,769	2,786	10,065	12,851
TOTAL PERMANENT CHANGE OF	495,778	1,110,175	1,605,953	644,377	1,218,830	1,863,207	562,072	1,092,189	1,654,261

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

STATION TRAVEL	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
12. OTHER MILITARY PERSONNEL COSTS									
APPREHENSION	0	1,762	1,762	0	1,433	1,433	0	1,452	1,452
DESSERTERS, ABSENTEES, ESCAPED PRISONERS									
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	6,680	6,565	13,245	167	490	657	164	484	648
DEATH GRATUITIES	11,000	91,800	102,800	13,725	62,475	76,200	7,600	37,900	45,500
UNEMPLOYMENT COMPENSATION BENEFITS	0	237,401	237,401	0	197,666	197,666	0	180,493	180,493
SURVIVOR BENEFITS	0	0	0	0	0	0	0	0	0
SPECIAL COMPENSATION FOR SEVERELY DISABLED	0	0	0	0	0	0	0	0	0
ADOPTION EXPENSES	187	165	352	280	200	480	198	66	264
AMORTIZATION OF EDUCATION BENEFITS	0	1,193	1,193	0	3,108	3,108	0	45,288	45,288
PARTIAL DISLOCATION ALLOWANCE	60	460	520	66	489	555	55	271	326
MASS TRANSIT SUBSIDY	6,275	401	6,676	7,682	490	8,172	6,285	399	6,684
MOBILIZATION FOR ONE/OEF	404	0	404	0	0	0	0	0	0
ROTC	87,333	0	87,333	123,602	0	123,602	143,586	0	143,586
JROTC	31,839	0	31,839	39,857	0	39,857	63,721	0	63,721
SGLI EXTRA HAZARD PAYMENTS	48,872	206,411	255,283	25,929	103,717	129,646	0	0	0
SGLI TRAUMATIC INJURY PAYMENTS	4,337	17,348	21,685	4,070	16,284	20,354	0	0	0
TOTAL OTHER MILITARY PERSONNEL COSTS	196,987	563,506	760,493	215,378	386,352	601,730	221,609	266,353	487,962
13. CADET									
ACADEMY CADETS	60,407	0	60,407	61,496	0	61,496	73,317	0	73,317
TOTAL CADET	60,407	0	60,407	61,496	0	61,496	73,317	0	73,317
SUBTOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	12,425,834	32,585,695	45,011,529	11,006,161	26,930,295	37,936,456	12,105,164	29,452,535	41,557,699
14. LESS REIMBURSABLES									
BASIC PAY	(71,327)	(36,920)	(108,247)	(79,864)	(55,222)	(135,086)	(79,864)	(55,222)	(135,086)
RETIRED PAY ACCRUAL	(18,190)	(7,957)	(26,147)	(23,161)	(16,014)	(39,175)	(23,161)	(16,014)	(39,175)
BASIC ALLOWANCE FOR HOUSING	(15,371)	(9,407)	(24,778)	(14,271)	(6,470)	(20,741)	(14,271)	(6,470)	(20,741)
BASIC ALLOWANCE FOR SUBSISTENCE	(3,207)	(2,776)	(5,983)	(1,043)	0	(1,043)	(1,043)	0	(1,043)
SUBSISTENCE IN KIND	0	0	0	0	(38,655)	(38,655)	0	(38,655)	(38,655)
INCENTIVE PAY FOR HAZARDOUS DUTY	(5,680)	(2,027)	(7,707)	0	0	0	0	0	0
CLOTHING ALLOWANCES	0	0	0	0	(217)	(217)	0	(217)	(217)
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	(5,660)	(2,486)	(8,146)	(6,110)	(4,224)	(10,334)	(6,110)	(4,224)	(10,334)
DEFENSE HEALTH PROGRAM ACCRUAL	0	0	0	0	0	0	0	0	0
ACCESSION TRAVEL	0	0	0	0	(176)	(176)	0	0	0
OPERATIONAL TRAVEL	0	0	0	(188)	0	(188)	0	0	0
ROTATIONAL TRAVEL TO/FROM	0	0	0	(3)	(1,429)	(1,432)	0	0	0

MILITARY PERSONNEL, ARMY
SECTION 3
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
OVERSEAS									
SEPARATION TRAVEL	0	0	0	0	(773)	(773)	0	0	0
UNEMPLOYMENT COMPENSATION	0	0	0	0	0	0	0	0	0
BENEFITS									
TOTAL LESS REIMBURSABLES	(119,435)	(61,573)	(181,008)	(124,640)	(123,180)	(247,820)	(124,449)	(120,802)	(245,251)
TOTAL, ALL MILITARY PERSONNEL									
APPROPRIATION REQUEST	12,306,399	32,524,122	44,830,521	10,881,521	26,807,115	37,688,636	11,980,715	29,331,733	41,312,448

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

	FY 2009 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	BRIDGE	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2009 REVISED
PAY AND ALLOWANCES OF OFFICERS									
BASIC PAY	\$5,410,181	0	0	0	\$5,410,181	0	\$5,410,181	0	\$5,410,181
RETIRED PAY ACCRUAL	\$1,579,885	0	0	0	\$1,579,885	0	\$1,579,885	0	\$1,579,885
INCENTIVE PAY FOR HAZARDOUS DUTY	\$105,273	0	0	0	\$105,273	0	\$105,273	0	\$105,273
SPECIAL PAY	\$315,178	(\$12,304)	0	0	\$302,874	(\$77,142)	\$225,732	0	\$225,732
OFFICER BONUS - OTHER THAN MEDICAL	0	0	0	0	0	\$77,142	\$77,142	0	\$77,142
BASIC ALLOWANCE FOR HOUSING	\$1,618,890	0	0	\$72,684	\$1,691,574	0	\$1,691,574	0	\$1,691,574
BASIC ALLOWANCE FOR SUBSISTENCE	\$212,762	0	0	0	\$212,762	0	\$212,762	0	\$212,762
OVERSEAS STATION ALLOWANCES	\$97,888	0	0	\$57,703	\$155,591	0	\$155,591	0	\$155,591
CLOTHING ALLOWANCES	\$5,869	0	0	0	\$5,869	0	\$5,869	0	\$5,869
FAMILY SEPARATION ALLOWANCES	\$19,691	0	0	0	\$19,691	0	\$19,691	0	\$19,691
SEPARATION PAYMENTS	\$56,471	0	0	0	\$56,471	0	\$56,471	0	\$56,471
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	\$413,329	0	0	0	\$413,329	0	\$413,329	0	\$413,329
CONUS COST OF LIVING ALLOWANCE REIMBURSABLES	\$6,961	0	0	0	\$6,961	0	\$6,961	0	\$6,961
	\$124,449	0	0	0	\$124,449	0	\$124,449	0	\$124,449
TOTAL OBLIGATIONS	\$9,966,827	(\$12,304)	0	\$130,387	\$10,084,910	0	\$10,084,910	0	\$10,084,910
LESS REIMBURSABLES	\$124,449	0	0	0	\$124,449	0	\$124,449	0	\$124,449
TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS	\$9,842,378	(\$12,304)	0	\$130,387	\$9,960,461	0	\$9,960,461	0	\$9,960,461
PAY AND ALLOWANCES OF ENLISTED									
BASIC PAY	\$12,232,938	0	0	0	\$12,232,938	0	\$12,232,938	0	\$12,232,938
RETIRED PAY ACCRUAL	\$3,572,118	0	0	0	\$3,572,118	0	\$3,572,118	0	\$3,572,118
INCENTIVE PAY FOR HAZARDOUS DUTY	\$91,473	0	0	0	\$91,473	(\$601)	\$90,872	0	\$90,872
SPECIAL PAY	\$91,929	\$10,723	0	0	\$102,652	0	\$102,652	0	\$102,652
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	\$87,577	0	0	0	\$87,577	\$601	\$88,178	0	\$88,178
REENLISTMENT BONUS	\$339,030	0	0	0	\$339,030	0	\$339,030	0	\$339,030
ENLISTMENT BONUS	\$314,861	0	0	0	\$314,861	0	\$314,861	0	\$314,861
BASIC ALLOWANCE FOR HOUSING	\$3,737,781	0	0	\$109,431	\$3,847,212	0	\$3,847,212	0	\$3,847,212
LOAN REPAYMENT PROGRAM	\$61,064	0	0	0	\$61,064	\$6,936	\$68,000	0	\$68,000
OVERSEAS STATION ALLOWANCES	\$226,233	0	0	\$155,082	\$381,315	0	\$381,315	0	\$381,315
CLOTHING ALLOWANCES	\$316,766	0	0	0	\$316,766	0	\$316,766	0	\$316,766
FAMILY SEPARATION ALLOWANCES	\$83,860	0	0	0	\$83,860	0	\$83,860	0	\$83,860
SEPARATION PAYMENTS	\$234,252	0	0	0	\$234,252	0	\$234,252	0	\$234,252
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	\$935,813	0	0	0	\$935,813	0	\$935,813	0	\$935,813
CONUS COST OF LIVING ALLOWANCE	\$18,821	0	0	0	\$18,821	0	\$18,821	0	\$18,821
EDUCATION BENEFITS	\$80,966	0	0	0	\$80,966	(\$6,936)	\$74,030	0	\$74,030
REIMBURSABLES	\$82,147	0	0	0	\$82,147	0	\$82,147	0	\$82,147
TOTAL OBLIGATIONS	\$22,507,629	\$10,723	0	\$264,513	\$22,782,865	0	\$22,782,865	0	\$22,782,865

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

	FY 2009 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	BRIDGE	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2009 REVISED
LESS REIMBURSABLES	\$82,147	0	0	0	\$82,147	0	\$82,147	0	\$82,147
TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS	\$22,425,482	\$10,723	0	\$264,513	\$22,700,718	0	\$22,700,718	0	\$22,700,718
PAY AND ALLOWANCES OF CADETS									
ACADEMY CADETS	\$61,496	0	0	0	\$61,496	0	\$61,496	0	\$61,496
TOTAL OBLIGATIONS	\$61,496	0	0	0	\$61,496	0	\$61,496	0	\$61,496
TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS	\$61,496	0	0	0	\$61,496	0	\$61,496	0	\$61,496
SUBSISTENCE OF ENLISTED PERSONNEL									
BASIC ALLOWANCE FOR SUBSISTENCE	\$1,130,401	0	0	0	\$1,130,401	(\$161,874)	\$968,527	0	\$968,527
SUBSISTENCE IN KIND	\$733,554	0	\$639,000	0	\$1,372,554	\$161,874	\$1,534,428	0	\$1,534,428
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	\$638	0	0	0	\$638	0	\$638	0	\$638
REIMBURSABLES	\$38,655	0	0	0	\$38,655	0	\$38,655	0	\$38,655
TOTAL OBLIGATIONS	\$1,903,248	0	\$639,000	0	\$2,542,248	0	\$2,542,248	0	\$2,542,248
LESS REIMBURSABLES	\$38,655	0	0	0	\$38,655	0	\$38,655	0	\$38,655
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS	\$1,864,593	0	\$639,000	0	\$2,503,593	0	\$2,503,593	0	\$2,503,593
PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	\$266,988	(\$5,000)	0	0	\$261,988	(\$8,157)	\$253,831	0	\$253,831
TRAINING TRAVEL	\$117,430	(\$7,500)	0	0	\$109,930	\$18,184	\$128,114	0	\$128,114
OPERATIONAL TRAVEL	\$372,606	(\$12,500)	0	0	\$360,106	\$73,461	\$433,567	0	\$433,567
ROTATIONAL TRAVEL TO/FROM OVERSEAS	\$807,700	(\$25,000)	0	0	\$782,700	\$52,980	\$835,680	0	\$835,680
SEPARATION TRAVEL	\$251,067	(\$17,500)	0	0	\$233,567	(\$37,890)	\$195,677	0	\$195,677
ORGANIZED UNIT TRAVEL	\$28,368	0	0	0	\$28,368	(\$14,599)	\$13,769	0	\$13,769
NONTEMPORARY STORAGE OF HOUSEHOLD GOODS (HHG)	\$26,866	0	0	0	\$26,866	(\$26,866)	0	0	0
TEMPORARY LODGING EXPENSE	\$57,113	0	0	0	\$57,113	(\$57,113)	0	0	0
REIMBURSABLES	\$2,569	0	0	0	\$2,569	0	\$2,569	0	\$2,569
TOTAL OBLIGATIONS	\$1,930,707	(\$67,500)	0	0	\$1,863,207	0	\$1,863,207	0	\$1,863,207
LESS REIMBURSABLES	\$2,569	0	0	0	\$2,569	0	\$2,569	0	\$2,569
TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS	\$1,928,138	(\$67,500)	0	0	\$1,860,638	0	\$1,860,638	0	\$1,860,638
OTHER MILITARY PERSONNEL COSTS									
APPREHENSION	\$1,059	0	0	0	\$1,059	\$374	\$1,433	0	\$1,433

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

	FY 2009 PRESIDENTS BUDGET	CONGRES- SIONAL ACTION	BRIDGE	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2009 REVISED
DESERTERS, ABSENTEES, ESCAPED PRISONERS									
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	\$657	0	0	0	\$657	0	\$657	0	\$657
DEATH GRATUITIES	\$49,100	0	\$25,000	0	\$74,100	\$2,100	\$76,200	0	\$76,200
UNEMPLOYMENT COMPENSATION BENEFITS	\$172,666	0	\$25,000	0	\$197,666	0	\$197,666	0	\$197,666
ADOPTION EXPENSES	\$1,598	0	0	0	\$1,598	(\$1,118)	\$480	0	\$480
AMORTIZATION OF EDUCATION BENEFITS	\$3,108	0	0	0	\$3,108	0	\$3,108	0	\$3,108
PARTIAL DISLOCATION ALLOWANCE	\$2,655	0	0	0	\$2,655	(\$2,100)	\$555	0	\$555
MASS TRANSIT SUBSIDY	\$7,428	0	0	0	\$7,428	\$744	\$8,172	0	\$8,172
ROTC	\$123,602	0	0	0	\$123,602	0	\$123,602	0	\$123,602
JROTC	\$39,857	0	0	0	\$39,857	0	\$39,857	0	\$39,857
SGLI EXTRA HAZARD PAYMENTS	0	0	\$129,646	0	\$129,646	0	\$129,646	0	\$129,646
SGLI TRAUMATIC INJURY PAYMENTS	0	0	\$20,354	0	\$20,354	0	\$20,354	0	\$20,354
TOTAL OBLIGATIONS	\$401,730	0	\$200,000	0	\$601,730	0	\$601,730	0	\$601,730
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	\$401,730	0	\$200,000	0	\$601,730	0	\$601,730	0	\$601,730
TOTAL DIRECT OBLIGATIONS	\$36,523,817	(\$69,081)	\$839,000	\$394,900	\$37,688,636	0	\$37,688,636	0	\$37,688,636

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

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
FY 2009 Direct Program	9,960,461	22,700,718	61,496	2,503,593	1,860,638	601,730	37,688,636
Increases:							
Pricing Increases:							
Base Pay - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009.	57,808	127,604	471				185,883
Base Pay - Annualization of FY 2010 2.9% pay raise effective 1 Jan 2010.	130,213	287,431	1,062				418,706
Base Pay - FY09 column rates being priced at the PB 09 submission (3.4 %)	111,163	226,053					337,216
Retired Pay Accrual (RPA) - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009.	25,241	70,887					96,128
Retired Pay Accrual (RPA) - Annualization of FY 2010 2.9% pay raise effective 1 Jan 2010.	56,856	159,674					216,530
Retired Pay Accrual (RPA) - Change in nominal cost percentage from 29.2% to 32.3%.	177,394	391,577					568,971
Retired Pay Accrual - Increase due to the FY09 column being priced at the PB09 submission rate (29.2%).	11,504	26,096					37,600
Apparent pricing increase is cause by shift in mix of CSRB/CSAB from lower level bonuses to higher level bonuses. Individual rates for CID, MI, and SOF are not changing.	5,773						5,773
Increase in rate for soldiers receiving Lump Sum Reenlistment Bonus due to bonus cost.		29,123					29,123
Increase in rate for soldiers receiving Critical Skills Retention Bonuses as the Army restores balance between the base and supplemental funding requests (these funds were previously requested in supplementals).		1,105					1,105
Education Benefit increase due to the Office of Actuary updated the normal cost per capita rates.		25,144					25,144
Basic Allowance for Housing rates (Housing Cost Growth) - Annualization of FY 2009 6.5% inflation effective 1 Jan 2009.	27,321	69,429					96,750
Basic Allowance for Housing rates (Housing Cost Growth) - Annualization of Fy 2010 6.5% inflation effective 1 Jan 2010.	49,977	127,003					176,980
BAH - FY09 column rates being priced at the PB 09 submission (4.9 %)	35,768	83,404					119,172
Basic Allowance for Subsistence (BAS) rates increased due to annualization of the 10% increase in the USDA food cost index effective January 1, 2009 and 5% increase effective January 1, 2010	26,182		7,112	177,120			210,414
Overseas Station Allowance/TLA Increase due to pay rate increase .	4,918	12,789					17,707
Increase in rate for CONUS COLA due to increase Military Housing location cost.	237	641					878
Increase in inflation for Clothing	8	6,401					6,409
Increase in inflation rate for Family Separation Pay	321	39					360
Separation payments increase in Disability and Lump Sum Terminal Leave due to pay raise.	1,784	5,487					7,271
FICA - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009.	6,191	18,500	19				24,710
FICA - Annualization of FY 2010 2.9% pay raise effective 1 Jan 2010.	13,946	41,671	43				55,660
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.				35,200			35,200
Price Increase for Operational Ration/Unitized Group Ration Rates due to changes in ration manufacturers' future prices.				18,687			18,687
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.				20			20
Member Travel price increase driven by cost inflation.					8,562		8,562
Dependent Travel price increase driven by cost inflation.					2,032		2,032
Household Good Shipments price increase driven by cost inflation.					9,386		9,386
International Government Bill of Lading price increase driven by cost inflation.					2,430		2,430
Dislocation Allowance price increase driven by cost inflation.					4,977		4,977
Trailer Allowance price increase driven by cost inflation.					6		6
Privately Owned Vehicle price increase driven by cost inflation.					140		140
Port Handling Cost price increase driven by cost inflation.					17		17
Non-temporary Storage price increase driven by cost inflation.					249		249
Temporary Lodging Expense price increase driven by cost inflation.					1,045		1,045
Increase in rates for Unemployment benefits.						3,547	3,547
Increase in rates for Sr ROTC Non-Scholarship.						6,344	6,344
Increase in rates for Sr ROTC -Scholarship to meet commission mission requirements from 4300 to 5100 by FY 10						4,953	4,953
Increase in rates for uniforms and subsistence for Jr. ROTC.						4,386	4,386
Total Pricing Increases	742,605	1,710,062	8,707	231,027	28,845	19,231	2,740,476
Program Increases							
Basic Pay increase due to fully funding active component strength in the base budget.	327,810	428,043	2,388				758,241
Basic Pay increase due to Grade Structure Change due to Army Growth.		145,351					145,351

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

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Retired Pay Accrual (RPA) increase due to fully funding active component strength in the base budget.	101,763	124,988					226,751
Incentive Pay due to policy change increase in number paid for Demolition Duty.		16,396					16,396
Special Pay increase in Hardship Duty & Hostile Fire due to Congress deferred funding to Overseas Contingency Operations (OCO).		61,374					61,374
Increase in special pays driven by increases in Dental special pay, Judge Advocate Continuation pay, and Board Certified Non-physician Health Care provider pay.	31,599						31,599
Special Pay increase in Korea Assignment Incentive Pay to initiate the Korean Tour Normalization program.		20,616					20,616
Reenlistment Bonus increase in number paid (Initial Lump Sum Payments) due to restoring balance between base and supplemental funding.		60,117					60,117
Reenlistment Bonus increase in number paid (Critical Skills Retention Bonus) due to restoring balance between base and supplemental funding.		15,057					15,057
Enlistment Bonus increase in number paid due to restoring balance between base and supplemental funding.		192,664					192,664
Loan Repayment Program increase in number paid due to Army Growth.		4,000					4,000
Basic Allowance for Housing increase due to fully funding active component strength in the base budget.		156,417					156,417
Basic Allowance for Housing percent receiving due to Army Growth.		127,540					127,540
Basic Allowance for Housing Grade Structure Change due to Army Growth.		51,500					51,500
BAS increase caused by Army Growth to reflect full funding of active component endstrength in the base budget.	17,796		541	231,037			249,374
Clothing increase in number paid due to Army Growth.		35,516					35,516
Family Separation increase in number paid for PCS w/Dependents & Temporary Duty due to Army Growth.	2,188	1,740					3,928
Special Pay increase in Aid and Attendance Allowance - a new program initiative.		842					842
Increase in the number of Soldiers receiving \$30K Lump Sum Pay		206					206
FICA increase due to fully funding active component strength in the base budget.	26,626	32,745	185				59,556
Increases in the number of Soldiers' operational rations, especially catered meals for training, as the Army increases to reflect full funding of active component endstrength in the base budget.				174,705			174,705
Increases in the number of Unitized Rations (Group A)				2,669			2,669
Increase direct funding due to a decrease in the reimbursable PCS program.					2,569		2,569
Increase in the number of Apprehension of personnel						19	19
Increase in Unemployment Comp						42,180	42,180
Increase in ROTC Scholarship						26,121	26,121
Increase in the number schools approved to operate a Jr ROTC program.						19,478	19,478
Total Program Increases	507,782	1,475,114	3,114	408,411	2,569	87,798	2,484,788
Total Increases	1,250,387	3,185,176	11,821	639,438	31,414	107,029	5,225,264
Decreases:							
Pricing Decreases							
Special Pays decrease in rate for the Korean Tour Normalization due to length of duty tours.		(5,138)					(5,138)
Enlistment Bonus decrease in rate due to the accession mission reduced from 80K to 71K.		(57,219)					(57,219)
A rate increase for collections decreases the total cost of BAS.				(22,658)			(22,658)
Total Pricing Decreases	-	(62,357)	-	(22,658)	-	-	(85,015)
Program Decreases							
Program decrease in Incentive Pay driven by reductions in aviation incentive pay and aviation continuation pay.	(10,660)						(10,660)
Decrease in number of Warrant Officer critical skills retention bonuses.	(5,625)						(5,625)
Special Pay decrease in number paid for Foreign Language Proficiency Pay and Diving duty Pay		(1,377)					(1,377)
Special Pay decrease in number paid for Stop Loss due to funding included in FY 10 OCO request.		(71,988)					(71,988)
Special Duty Assignment Pay decrease in number paid due to funding included in FY 10 OCO request.		(17,466)					(17,466)
Education Benefits decrease in the number paid to soldiers receiving the Army College Funds.		(7,679)					(7,679)
Decrease in Basic Allowance for Housing caused by percentage of Soldiers receiving BAH.	(60,240)						(60,240)
Overseas Station Allowance decrease in number paid of COLA	(7,591)	(14,529)					(22,120)
CONUS Cola Pay decrease in number paid due to reduced Military Housing counties participant.	(7)	(20)					(27)

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

	BA1	BA2	BA3	BA4	BA5	BA6	TOTAL
Decrease in number of Officers receiving initial clothing allowance.	(646)						(646)
Program decrease in Separation Pay in number of Officers paid.	(2,362)						(2,362)
Decrease in the number of Soldiers receiving Terminal Leave Pay		(1,315)					(1,315)
Decrease in the number of Soldiers receiving Severance Pay		(1,119)					(1,119)
Decrease in the number of Soldiers receiving Involuntary Pay		(1,057)					(1,057)
Decrease in the number of members budgeted to utilize Subsistence in Mess. (FY2009 column included 639 million of supplemental funding)				(854,169)			(854,169)
Member Travel program reduction driven primarily by the inclusion of the one-time change in the PCS obligation policy.					(49,004)		(49,004)
Dependent Travel program reduction driven by the inclusion of the one-time change in the PCS obligation policy.					(13,705)		(13,705)
Household Good Shipments program reduction driven by the inclusion of the one-time change in the PCS obligation policy.					(122,079)		(122,079)
International Government Bill of Lading program reduction driven by the inclusion of the one-time change in the PCS obligation policy.					(15,601)		(15,601)
Dislocation Allowance program reduction driven by the inclusion of the one-time change in the PCS obligation policy.					(29,315)		(29,315)
Trailer Allowance program reduction driven by the inclusion of the one-time change in the PCS obligation policy.					(24)		(24)
Privately Owned Vehicle program reduction driven by the inclusion of the one-time change in the PCS obligation policy.					(32)		(32)
Port Handling Cost program reduction driven by the inclusion of the one-time change in the PCS obligation policy.					(155)		(155)
Non-temporary Storage program reduction driven by the inclusion of the one-time change in the PCS obligation policy.					(1,326)		(1,326)
Temporary Lodging Expense program reduction driven by the inclusion of the one-time change in the PCS obligation policy.					(6,550)		(6,550)
Decrease in the number of personnel receiving payments from the Soldiers Savings Deposit Program.						(9)	(9)
Decrease in the number of Death Gratuity benefits due to the inclusion of the FY 2009 bridge funding.						(30,700)	(30,700)
Decrease in unemployment compensation due to the inclusion of the FY 2009 bridge supplemental in the FY 2009 column.						(20,720)	(20,720)
Decrease in the number of personnel applying for Adoption benefit.						(216)	(216)
Program decrease in SGLI Extra Hazard funding due to the inclusion of the FY 2009 bridge funding.						(129,646)	(129,646)
Program decrease in TSGLI due to the inclusion of the FY 2009 bridge funding.						(20,354)	(20,354)
Decrease in the number of personnel receiving Partial Dislocation Allowance.						(229)	(229)
Decrease in the number of cadets enrolled in Sr. ROTC Non-Scholarship Program.						(17,434)	(17,434)
Decrease in the number of personnel receiving Mass Transit benefit.						(1,488)	(1,488)
Total Program Decreases	(87,131)	(116,550)	-	(854,169)	(237,791)	(220,796)	(1,516,437)
Total Decreases	(87,131)	(178,907)	-	(876,827)	(237,791)	(220,796)	(1,601,452)
FY 2010 Direct Program	11,123,717	25,706,987	73,317	2,266,204	1,654,261	487,962	41,312,448

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

Pay and Allowances of Officers

FY 2009 Direct Program

9,960,461

Increases:

Pricing Increases:

a. Base Pay - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009	57,808
b. Base Pay - Annualization of FY 2010 2.9% pay raise effective 1 Jan 2010	130,213
c. Base Pay - FY09 column rates being priced at the PB 09 submission (3.4 %)	111,163
d. Retired Pay Accrual (RPA) - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009.	25,241
e. Retired Pay Accrual (RPA) - Annualization of FY 2010 2.9% pay raise effective 1 Jan 2010.	56,856
f. Retired Pay Accrual (RPA) - Change in nominal cost percentage from 29.4% to 32.3%.	177,394
g. Retired Pay Accrual - Increase due to the FY09 column being priced at the PB09 submission rate (29.2%).	11,504
i. Apparent pricing increase is cause by shift in mix of CSRB/CSAB from lower level bonuses to higher level bonuses. Individual rates for CID, MI, and SOF are not changing.	5,773
j. Basic Allowance for Housing rates (Housing Cost Growth) - Annualization of FY 2009 6.5% inflation effective 1 Jan 2009.	27,321
k. Basic Allowance for Housing rates (Housing Cost Growth) - Annualization of Fy 2010 6.5% inflation effective 1 Jan 2010.	49,977
l. BAH - FY09 column rates being priced at the PB 09 submission (4.9 %)	35,768
m. BAS price increase due to the annualization of the 10% FY 2009 USDA Food Index and the anticipated 5% FY 2010 rate.	26,182
n. Overseas Station Allowance and TLA Increase due to pay rate increase.	4,918
o. CONUS Cost-of-living-allowance (COLA) rate increase due to pay raise.	237
p. Increase in civilian clothing allowance rate driving by a rate change in Civilian Clothing Allowance	8
q. Rate increase for Family Separation Allowance.	321
r. Increase in Separation payments rates due to pay raise.	1,784
s. FICA - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009.	6,191
t. FICA - Annualization of FY 2010 2.9% pay raise effective 1 Jan 2010.	13,946

Total Pricing Increases

742,605

Program Increases:

a. Basic Pay increase - Fully funding active component strength in the base budget.	327,810
b. Retired Pay Accrual (RPA) - Fully funding active component strength in the base budget.	101,763
c. Increase in special pays driven by increases in Dental Special pay, Judge Advocate Continuation pay, and Board Certified Non-Physician Health Care provider pay.	31,599
d. Increase in BAS program due to growth in Army endstrength.	17,796
e. Increase in Family Separation Allowance.	2,188
f. FICA - Fully funding active component strength in the base budget.	26,626

Total Program Increases

507,782

Total Increases

1,250,387

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

ESTIMATE FY 2010	\$6,117,039
ESTIMATE FY 2009	\$5,490,045
ACTUAL FY 2008	\$6,280,406

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

Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted).

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 2010 military basic pay rates reflect a 2.9% across-the-board pay raise effective 1 January 2010.

The FY 2010 Basic Pay rates were built by applying inflation assumptions to the estimated Active Component rates for FY 2008. Reserve Component Soldiers often have a longer time-in-grade than their Active Component counterparts; therefore pay rates in the FY 2008 column are higher than the basis from which the FY 2010 rates are calculated.

The net change in the basic pay requirement is +\$627.0 million between FY 2009 and FY 2010. This increase is due to the annualized pay raise and growth in permanent end strength.

The change is based on -

- (1) Annualization of the 1 Jan 2009, 3.9 percent pay raise: +\$57.8 million.
- (2) FY 2010 2.9 percent pay raise effective 1 Jan 2010: +\$130.2 million.
- (3) Price increase due to the FY 09 column rates being priced at the PB 09 submission (3.4 percent): +\$111.2 million.
- (4) Program increase due to growth in permanent end strength: +\$327.8 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 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - OFFICER									
OFFICER- ACTIVE DUTY									
GENERAL	11	\$178,182	1,960	12	\$175,333	2,104	12	\$191,500	2,298
LIEUTENANT GENERAL	57	\$168,544	9,607	49	\$169,224	8,292	53	\$180,660	9,575
MAJOR GENERAL	117	\$147,120	17,213	97	\$150,216	14,571	92	\$157,728	14,511
BRIGADIER GENERAL	190	\$127,658	24,255	155	\$131,213	20,338	155	\$138,019	21,393
COLONEL	5,009	\$107,905	540,494	4,049	\$111,029	449,555	4,330	\$116,598	504,868
LIEUTENANT COLONEL	11,996	\$87,922	1,054,716	9,776	\$90,303	882,799	9,645	\$94,825	914,589
MAJOR	18,817	\$73,793	1,388,555	15,415	\$76,083	1,172,819	17,069	\$79,588	1,358,492
CAPTAIN	27,782	\$58,307	1,619,888	24,534	\$59,817	1,467,556	25,670	\$62,615	1,607,315
1ST LIEUTENANT	10,320	\$44,676	461,061	9,228	\$44,893	414,276	9,482	\$47,259	448,106
2ND LIEUTENANT	9,276	\$34,402	319,116	8,406	\$34,994	294,157	9,350	\$37,019	346,129
SUBTOTAL OFFICER- ACTIVE DUTY	83,575		5,436,865	71,721		4,726,467	75,858		5,227,276
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	536	\$86,125	46,163	522	\$85,144	44,445	541	\$92,948	50,285
WARRANT OFFICER (W-4)	2,809	\$70,587	198,278	2,335	\$71,340	166,579	2,530	\$76,010	192,305
WARRANT OFFICER (W-3)	3,730	\$58,353	217,656	3,307	\$59,392	196,410	3,563	\$62,860	223,971
WARRANT OFFICER (W-2)	5,045	\$47,361	238,934	4,725	\$47,926	226,451	5,495	\$51,031	280,418
WARRANT OFFICER (W-1)	3,397	\$41,952	142,510	3,085	\$42,040	129,693	3,148	\$45,357	142,784
SUBTOTAL OFFICER- WARRANT ACTIVE	15,517		843,541	13,974		763,578	15,277		889,763
TOTAL BASIC PAY - OFFICER	99,092		6,280,406	85,695		5,490,045	91,135		6,117,039

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

ESTIMATE FY 2010	\$1,975,804
ESTIMATE FY 2009	\$1,603,046
ACTUAL FY 2008	\$1,741,451

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

Costs in the FY 2009 column of this submission are understated due to an increase in retired pay accrual rates (from 29.2% to 29.4% for full-time and from 19.1% to 21.1% part-time) based on revised actuarial estimates.

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% for FY 2008, 29.4% for FY 2009 and 32.3% for FY 2010) 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 +\$372.8 million between FY 2009 and FY 2010. This increase is based on -

- (1) Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009: +\$25.2 million.
- (2) Annualization of FY 2010 2.9% pay raise effective 1 Jan 2010: +\$56.9 million.
- (3) Change in nominal cost percentage from 29.4% to 32.3%: +\$177.4 million.
- (4) Pricing Increase due to the FY09 columns being priced at the PB09 submission rate (29.2%): +\$11.5 million
- (5) Program increase due to the Army's growth in Endstrength: +\$101.8 million.

Detailed cost computations are provided in the following table:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACTIVE COMPONENT									
RETIRED PAY ACCRUAL – FULL TIME	87,069	\$18,140	1,579,415	84,883	\$18,745	1,591,091	90.750	\$21,697	1,969,031
RESERVE COMPONENT									
RETIRED PAY ACCRUAL – PART TIME	12,023	\$13,477	162,036	812	\$14,723	11,955	385	\$17,591	6,773
TOTAL RETIRED PAY ACCRUAL - OFFICER	99,092		1,741,451	85,695		1,603,046	91,135		1,975,804

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

ESTIMATE FY 2010	\$94,613
ESTIMATE FY 2009	\$105,273
ACTUAL FY 2008	\$109,424

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,

MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
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 -\$10.6 million between FY 2009 and FY2010. The decrease is driven by a reduction in the number of payments being made for aviation continuation pay (-\$6.6 million), aviation career incentive pay (-\$3.5 million) and HALO pay (-\$.5 million).

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	68	\$2,775	188	55	\$2,775	154	60	\$2,775	166
NONCREW MEMBER	104	\$1,800	188	167	\$1,800	301	115	\$1,800	207
AVIATION CONTINUATION PAY	1,448	\$12,000	17,376	2,209	\$12,000	26,506	1,665	\$12,000	19,980
CREW (RATED)									
COMMISSIONED OFFICER CREW 125	545	\$1,500	818	397	\$1,500	596	373	\$1,500	560
COMMISSIONED OFFICER CREW 156	294	\$1,874	551	256	\$1,874	480	242	\$1,874	454
COMMISSIONED OFFICER CREW 188	315	\$2,256	710	255	\$2,256	576	240	\$2,256	541
COMMISSIONED OFFICER CREW 206	645	\$2,473	1,594	499	\$2,473	1,235	470	\$2,473	1,162
COMMISSIONED OFFICER CREW 250	16	\$3,000	48	38	\$3,000	114	36	\$3,000	107
COMMISSIONED OFFICER CREW 385	56	\$4,620	260	21	\$4,620	97	20	\$4,620	91
COMMISSIONED OFFICER CREW 495	57	\$5,940	337	71	\$5,940	422	67	\$5,940	397
COMMISSIONED OFFICER CREW 585	63	\$7,020	441	63	\$7,020	445	60	\$7,020	418
COMMISSIONED OFFICER CREW 650	1,475	\$7,800	11,502	1,492	\$7,800	11,636	1,414	\$7,800	11,030
COMMISSIONED OFFICER CREW 840	1,041	\$10,080	10,494	1,389	\$10,080	14,000	1,320	\$10,080	13,303
WARRANT OFFICER CREW 125	1,048	\$1,500	1,572	1,048	\$1,500	1,572	985	\$1,500	1,477
WARRANT OFFICER CREW 156	483	\$1,872	905	519	\$1,872	971	488	\$1,872	913
WARRANT OFFICER CREW 188	425	\$2,256	958	488	\$2,256	1,100	470	\$2,256	1,061
WARRANT OFFICER CREW 206	973	\$2,472	2,406	955	\$2,472	2,360	897	\$2,472	2,218
WARRANT OFFICER CREW 650	1,819	\$7,800	14,186	2,038	\$7,800	15,900	1,927	\$7,800	15,030
WARRANT OFFICER CREW 840	1,322	\$10,080	13,321	1,534	\$10,080	15,458	1,455	\$10,080	14,666
SUBTOTAL CREW (RATED)	10,577		60,103	11,063		66,962	10,464		63,428
SUBTOTAL FLYING DUTY - OFFICER	12,197		77,855	13,494		93,923	12,304		83,781
PARACHUTE JUMPING - OFFICER									
PARACHUTE JUMPING (REGULAR)	9,127	\$1,800	16,429	5,592	\$1,800	10,065	5,592	\$1,800	10,065
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	251	\$2,700	679	237	\$2,700	640	44	\$2,700	119
SUBTOTAL PARACHUTE JUMPING - OFFICER	9,378		17,108	5,829		10,705	5,636		10,184
INSIDE OBSERVER OR TEST SUBJECT DUTY	10	\$1,800	18	16	\$1,800	29	13	\$1,800	23
DEMOLITION DUTY	454	\$1,800	818	322	\$1,800	580	325	\$1,800	585
CHEMICAL MUNITIONS PAY	12	\$1,800	22	15	\$1,800	27	15	\$1,800	27
TOXIC PESTICIDES	7,557	\$1,800	13,603	5	\$1,800	9	7	\$1,800	13
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	29,608		109,424	19,681		105,273	18,300		94,613

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

ESTIMATE FY 2010	\$257,331
ESTIMATE FY 2009	\$225,732
ACTUAL FY 2008	\$395,685

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 account also 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 accession 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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PAY AND ALLOWANCES OF OFFICERS
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))

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

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)

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

Hardship Duty Pay - Authorized in (37 U.S.C. 305) and paid to officers performing duty in a location that is designated by the Secretary of Defense as hardship duty. The monthly rate may not exceed \$1,500 per individual from all three sources, hardship duty (location), hardship duty (mission) and hardship duty (involuntary extension).

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 net programming change in special pays is +\$31.6 million between FY 2009 and FY 2010 primarily due to an increase in Judge Advocate Continuation payments. This increase is to maintain mid-level officers (Majors) in this critically short specialty.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
MEDICAL VARIABLE SPECIAL PAY	4,352	\$7,656	33,317	4,351	\$7,983	34,734	4,462	\$7,983	35,624
MEDICAL ADDITIONAL SPECIAL PAY	2,921	\$15,000	43,809	2,380	\$15,000	35,700	2,464	\$15,000	36,958
MEDICAL BOARD CERTIFIED PAY	2,562	\$3,660	9,376	2,476	\$3,791	9,387	3,236	\$3,791	12,266
MEDICAL INCENTIVE PAY	2,917	\$22,000	64,169	2,885	\$22,000	63,470	2,951	\$22,000	64,913
MEDICAL MULTI-YEAR SPECIAL PAY	1,281	\$22,000	28,176	1,090	\$15,771	17,191	1,295	\$15,771	20,426
SUBTOTAL MEDICAL PAY	14,033		178,847	13,182		160,482	14,408		170,187
DENTAL PAY									
DENTAL VARIABLE SPECIAL PAY	943	\$6,636	6,259	1,097	\$8,090	8,875	1,097	\$8,090	8,875
DENTAL ADDITIONAL SPECIAL PAY	482	\$15,000	7,233	917	\$11,674	10,705	1,384	\$11,674	16,154
DENTAL BOARD CERTIFIED PAY	306	\$5,076	1,552	418	\$5,436	2,272	418	\$5,436	2,272
DENTAL ACCESSION BONUS	72	\$30,000	2,173	25	\$30,000	750	30	\$30,000	900
DENTAL MULTIYEAR RETENTION BONUS	1,256	\$15,000	18,837	485	\$15,000	7,275	485	\$15,000	7,275
SUBTOTAL DENTAL PAY	3,059		36,054	2,942		29,877	3,414		35,476
NURSE PAY									
NURSE ACCESSION PAY	21	\$30,000	640	180	\$30,000	5,400	180	\$30,000	5,400
NURSE ANESTHESIST PAY	485	\$18,643	9,050	317	\$18,643	5,910	306	\$18,643	5,700
SUBTOTAL NURSE PAY	506		9,690	497		11,310	486		11,100
OPTOMETRISTS PAY									
OPTOMETRIST SPECIAL PAY	9,222	\$1,200	11,066	127	\$1,200	152	130	\$1,200	156
OPTOMETRIST RETENTION PAY	109	\$6,000	654	114	\$6,000	684	117	\$6,000	702
SUBTOTAL OPTOMETRISTS PAY	9,331		11,720	241		836	247		858
VETERINARIANS PAY									
VETERINARIANS PAY	425	\$1,200	510	414	\$1,200	497	420	\$1,200	504
VETERINARIANS BOARD CERTIFIED SPECIAL PAY	0	\$3,500	0	192	\$3,500	672	193	\$3,500	676
SUBTOTAL VETERINARIANS PAY	425		510	606		1,169	613		1,180
DIPLOMATE PAY FOR PSYCHOLOGISTS	37	\$3,792	142	48	\$3,625	174	48	\$3,625	175
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	4	1	\$4,000	4
SENIOR MEMBER, STAFF COMMITTEE OF UNITED NATIONS	0	\$2,700	0	0	\$2,700	0	0	\$2,700	0
GENERAL	12	\$2,200	26	10	\$2,200	23	11	\$2,200	24

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
LIEUTENANT GENERAL	56	\$500	28	52	\$500	26	52	\$500	26
SUBTOTAL PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	69		58	63		53	64		54
PHARMACY PAY									
PHARMACY SPECIAL PAY	0	\$8,000	0	135	\$8,000	1,080	129	\$8,000	1,029
PHARMACY ACCESSION BONUS	19	\$30,000	578	16	\$30,000	480	16	\$30,000	480
SUBTOTAL PHARMACY PAY	19		578	151		1,560	145		1,509
DIVING DUTY PAY	99	\$2,592	256	68	\$2,642	179	105	\$2,642	278
BOARD CERTIFIED NON-PHYSICIAN HEALTH CARE PROVIDER	1,904	\$2,544	4,845	660	\$2,446	1,615	707	\$2,446	1,729
HOSTILE FIRE PAY	24,940	\$2,700	67,338	0	\$2,700	0	1,774	\$2,700	4,790
SEA DUTY PAY	79	\$5,496	436	104	\$5,912	617	94	\$5,912	556
HARDSHIP DUTY PAY	28,331	\$1,800	50,995	0	\$1,800	0	4,200	\$1,800	7,560
FOREIGN LANGUAGE PROFICIENCY PAY	2,692	\$3,839	10,335	3,842	\$3,839	14,750	2,975	\$3,839	11,422
JUDGE ADVOCATE CONTINUATION PAY	537	\$21,400	11,483	145	\$21,400	3,110	489	\$21,400	10,457
OTHER SPECIAL PAY	0	0	12,398	0	0	0	0	0	0
TOTAL SPECIAL PAY - OFFICER	86,061		395,685	22,549		225,732	29,769		257,331

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

ESTIMATE FY 2010	\$77,290
ESTIMATE FY 2009	\$77,142
ACTUAL FY 2008	\$297,500

Project: OFFICER BONUS - OTHER THAN MEDICAL

PART I - PURPOSE AND SCOPE

The Officer/Warrant Officer critical skills retention bonus (CSRB) program is authorized under U.S.C. 37, Section 323. The Officer CSRB is a \$30,000 bonus available to regular-Army captains who agree to remain on active duty beyond their initial active-duty service obligations. The bonus is part of a "menu of incentives" targeting officers willing to remain on active duty an additional three years. The other incentives include graduate school, military schooling, branch or functional area transfer, or post of choice.

The Warrant Officer Critical Skills Accession Bonus (CSAB) is authorized under U.S.C. 37, Section 324. The Secretary concerned shall designate the critical officer skills for the purposes of this section. The amount of an accession bonus under payable may not exceed \$60,000.

PART II - JUSTIFICATION OF FUNDS REQUESTED

From FY 2009 to FY 2010 the non-medical Officer retention and accession program remains relatively constant with a +\$.148 million increase in the Warrant Officer CSRB/CSAB lines. The increase is a net effect of a +\$5.8 million price increase caused by a shift in the mix of CSRB/CSAB from lower level bonuses to higher level bonuses, and a program decrease of -\$5.6 due to a reduction in the number of Warrant Officers Critical Skill Retention Bonuses. Funding is included for Criminal Investigation, Military Intelligence and Special Operations accession bonuses, as well as, Field Artillery, Military Intelligence and Special Operations Critical Skills Retention bonuses. Rates range from \$20K for CID, MI and SOF accession bonuses to \$150K for SOF CSRB.

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BONUS - OTHER THAN MEDICAL									
OFFICER CSRB	8,268	\$30,000	248,045	2,000	\$30,000	60,000	2,000	\$30,000	60,000
WARRANT OFFICER CSRB	1,846	\$26,784	49,455	640	\$26,784	17,142	430	\$40,209	17,290
TOTAL OFFICER BONUS - OTHER THAN MEDICAL	10,114		297,500	2,640		77,142	2,430		77,290

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

ESTIMATE FY 2010	\$1,758,671
ESTIMATE FY 2009	\$1,705,845
ACTUAL FY 2008	\$1,778,611

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. The BAH inflation rate for FY 2009 and FY 2010 is 6.5%.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Costs in the FY 2009 column of this submission are understated due to an increase in basic allowance for housing rates (from 4.9% budgeted to 6.5%) based on revised housing survey data. The FY 2009 column contains \$72.7 million of the requested \$394.9 million cancellation and re-appropriation to MPA.

The FY 2010 rates were built by applying inflation assumptions to actual active component rates from FY 2008.

The net change in the Basic Allowance for Housing between FY 2009 and FY 2010 is +\$52.8 million. This increase is mainly due to:

- 1) The FY 2009 6.5% annualized housing cost growth of +\$27.3 million.
- 2) The FY 2010 6.5% annualized housing cost growth of +\$50.0 million.
- 3) An increase of +\$35.8 million due to FY 2009 budgeted versus actual inflation rates, 4.9% and 6.5% respectively. The FY 2009 cost computation reflects the estimated inflation rate. This results in an additional pricing increase beyond inflation rate changes.
- 4) A program decrease of -\$60.3 million due to the change in assumptions for grade structure, total manyear, and number of BAH receivers from the PB 2009 position to the current PB 2010 position.

Included in FY 2010 BAH domestic totals is \$226.4 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 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	2	\$27,000	54	3	\$28,000	84	2	\$31,000	62
LIEUTENANT GENERAL	24	\$26,958	647	21	\$28,857	606	22	\$30,909	680
MAJOR GENERAL	81	\$27,284	2,210	70	\$27,514	1,926	63	\$30,286	1,908
BRIGADIER GENERAL	141	\$26,709	3,766	117	\$28,974	3,390	112	\$30,536	3,420
COLONEL	3,914	\$25,987	101,712	3,520	\$27,555	96,995	3,370	\$29,343	98,885
LIEUTENANT COLONEL	9,216	\$24,703	227,665	8,232	\$25,980	213,864	7,338	\$27,710	203,336
MAJOR	13,892	\$21,510	298,812	12,358	\$22,443	277,353	12,528	\$23,966	300,241
CAPTAIN	16,402	\$18,370	301,299	15,728	\$19,026	299,244	14,837	\$20,314	301,394
1ST LIEUTENANT	4,436	\$16,038	71,144	3,783	\$16,437	62,180	3,750	\$17,451	65,442
2ND LIEUTENANT	3,208	\$14,747	47,309	3,063	\$15,415	47,217	3,187	\$16,454	52,438
SUBTOTAL OFFICER- ACTIVE DUTY	51,316		1,054,618	46,895		1,002,859	45,209		1,027,806
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	448	\$20,270	9,081	487	\$21,491	10,466	451	\$22,863	10,311
WARRANT OFFICER (W-4)	2,267	\$18,903	42,853	2,047	\$19,863	40,660	2,034	\$21,122	42,963
WARRANT OFFICER (W-3)	2,989	\$18,130	54,190	2,875	\$19,070	54,826	2,856	\$20,337	58,083
WARRANT OFFICER (W-2)	3,656	\$16,596	60,676	3,785	\$17,423	65,945	3,970	\$18,533	73,577
WARRANT OFFICER (W-1)	2,482	\$15,139	37,576	2,381	\$15,878	37,805	2,303	\$16,910	38,943
SUBTOTAL OFFICER- WARRANT ACTIVE	11,842		204,376	11,575		209,702	11,614		223,877
SUBTOTAL WITH DEPENDENTS - DOMESTIC	63,158		1,258,994	58,470		1,212,561	56,823		1,251,683
WITHOUT DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	1	\$12,000	12	0	0	0	1	\$11,000	11
MAJOR GENERAL	4	\$24,250	97	5	\$26,200	131	2	\$29,000	58
BRIGADIER GENERAL	8	\$27,500	220	3	\$34,667	104	5	\$30,600	153
COLONEL	397	\$22,937	9,106	373	\$22,003	8,207	297	\$26,279	7,805
LIEUTENANT COLONEL	1,152	\$21,099	24,306	1,106	\$20,254	22,401	794	\$24,207	19,220
MAJOR	2,596	\$18,773	48,734	2,772	\$17,306	47,971	2,190	\$20,950	45,881
CAPTAIN	8,237	\$15,534	127,956	8,869	\$15,322	135,890	7,714	\$17,142	132,237
1ST LIEUTENANT	4,704	\$13,245	62,306	5,694	\$12,437	70,816	4,442	\$14,348	63,732
2ND LIEUTENANT	3,941	\$11,822	46,589	4,585	\$11,368	52,123	3,938	\$13,149	51,779
SUBTOTAL OFFICER- ACTIVE DUTY	21,040		319,326	23,407		337,643	19,383		320,876
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	41	\$19,317	792	46	\$18,978	873	38	\$22,132	841
WARRANT OFFICER (W-4)	194	\$17,804	3,454	178	\$15,719	2,798	162	\$20,093	3,255
WARRANT OFFICER (W-3)	309	\$15,851	4,898	319	\$14,172	4,521	274	\$17,595	4,821
WARRANT OFFICER (W-2)	700	\$14,416	10,091	872	\$12,611	10,997	739	\$16,020	11,839
WARRANT OFFICER (W-1)	583	\$11,343	6,613	580	\$10,764	6,243	536	\$12,578	6,742

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBTOTAL OFFICER- WARRANT ACTIVE	1,827		25,848	1,995		25,432	1,749		27,498
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	22,867		345,174	25,402		363,075	21,132		348,374
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	0	0	0	0	0	0	0	0	0
MAJOR GENERAL	0	0	0	0	0	0	0	0	0
BRIGADIER GENERAL	1	0	0	0	0	0	0	0	0
COLONEL	5	\$400	2	3	\$333	1	5	\$400	2
LIEUTENANT COLONEL	18	\$389	7	23	\$435	10	17	\$471	8
MAJOR	47	\$319	15	43	\$349	15	50	\$340	17
CAPTAIN	192	\$266	51	175	\$280	49	197	\$305	60
1ST LIEUTENANT	142	\$211	30	175	\$223	39	159	\$239	38
2ND LIEUTENANT	1,101	\$158	174	1,059	\$167	177	1,169	\$178	208
SUBTOTAL OFFICER- ACTIVE DUTY	1,506		279	1,478		291	1,597		333
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-4)	4	\$250	1	4	\$500	2	4	\$250	1
WARRANT OFFICER (W-3)	13	\$231	3	8	\$250	2	13	\$231	3
WARRANT OFFICER (W-2)	30	\$200	6	25	\$200	5	35	\$200	7
WARRANT OFFICER (W-1)	22	\$182	4	25	\$160	4	21	\$190	4
SUBTOTAL OFFICER- WARRANT ACTIVE	69		14	62		13	73		15
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	1,575		293	1,540		304	1,670		348
SUBSTANDARD HOUSING - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	0	0	0	0	0	0	0	0	0
MAJOR GENERAL	0	0	0	0	0	0	0	0	0
BRIGADIER GENERAL	0	0	0	0	0	0	0	0	0
COLONEL	0	0	0	0	0	0	0	0	0
LIEUTENANT COLONEL	0	0	0	0	0	0	0	0	0
MAJOR	0	0	0	0	0	0	0	0	0
CAPTAIN	0	0	0	0	0	0	0	0	0
1ST LIEUTENANT	0	0	0	0	0	0	0	0	0
2ND LIEUTENANT	0	0	0	0	0	0	0	0	0
SUBTOTAL OFFICER- ACTIVE DUTY	0		0	0		0	0		0
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-4)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-3)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-2)	0	0	0	0	0	0	0	0	0
WARRANT OFFICER (W-1)	0	0	0	0	0	0	0	0	0

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBTOTAL OFFICER- WARRANT ACTIVE	0		0	0		0	0		0
SUBTOTAL SUBSTANDARD HOUSING - DOMESTIC	0		0	0		0	0		0
BAH DIFFERENTIAL - DOMESTIC	91	\$2,165	197	97	\$2,278	221	94	\$2,394	225
WITH DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	0	0	0	0	0	0	0	0	0
MAJOR GENERAL	0	0	0	0	0	0	0	0	0
BRIGADIER GENERAL	1	\$26,000	26	0	0	0	1	\$22,000	22
COLONEL	126	\$46,460	5,854	91	\$45,582	4,148	125	\$39,176	4,897
LIEUTENANT COLONEL	481	\$41,179	19,807	375	\$39,173	14,690	475	\$36,402	17,291
MAJOR	619	\$38,730	23,974	507	\$36,322	18,415	660	\$31,658	20,894
CAPTAIN	781	\$33,124	25,870	648	\$32,790	21,248	800	\$29,863	23,890
1ST LIEUTENANT	187	\$29,358	5,490	143	\$29,643	4,239	210	\$25,924	5,444
2ND LIEUTENANT	71	\$34,887	2,477	64	\$32,703	2,093	75	\$31,000	2,325
SUBTOTAL OFFICER- ACTIVE DUTY	2,266		83,498	1,828		64,833	2,346		74,763
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	21	\$34,857	732	16	\$36,125	578	23	\$29,304	674
WARRANT OFFICER (W-4)	126	\$35,389	4,459	91	\$36,923	3,360	126	\$27,095	3,414
WARRANT OFFICER (W-3)	163	\$32,589	5,312	137	\$35,190	4,821	168	\$27,869	4,682
WARRANT OFFICER (W-2)	225	\$30,498	6,862	180	\$31,889	5,740	262	\$26,286	6,887
WARRANT OFFICER (W-1)	80	\$31,638	2,531	66	\$35,894	2,369	76	\$31,158	2,368
SUBTOTAL OFFICER- WARRANT ACTIVE	615		19,896	490		16,868	655		18,025
SUBTOTAL WITH DEPENDENTS - OVERSEAS	2,881		103,394	2,318		81,701	3,001		92,788
WITHOUT DEPENDENTS - OVERSEAS									
OFFICER- ACTIVE DUTY									
GENERAL	0	0	0	0	0	0	0	0	0
LIEUTENANT GENERAL	0	0	0	0	0	0	0	0	0
MAJOR GENERAL	0	0	0	0	0	0	0	0	0
BRIGADIER GENERAL	0	0	0	0	0	0	0	0	0
COLONEL	49	\$34,837	1,707	18	\$29,556	532	49	\$29,143	1,428
LIEUTENANT COLONEL	147	\$35,333	5,194	77	\$29,636	2,282	145	\$31,269	4,534
MAJOR	296	\$31,291	9,262	196	\$26,633	5,220	316	\$25,544	8,072
CAPTAIN	1,029	\$26,386	27,151	896	\$22,871	20,492	1,055	\$23,768	25,075
1ST LIEUTENANT	579	\$23,283	13,481	541	\$20,464	11,071	648	\$20,630	13,368
2ND LIEUTENANT	230	\$22,978	5,285	205	\$21,210	4,348	244	\$20,324	4,959
SUBTOTAL OFFICER- ACTIVE DUTY	2,330		62,080	1,933		43,945	2,457		57,436
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	7	\$35,857	251	5	\$24,000	120	8	\$28,875	231
WARRANT OFFICER (W-4)	53	\$28,151	1,492	20	\$24,250	485	53	\$21,547	1,142
WARRANT OFFICER (W-3)	63	\$28,825	1,816	34	\$24,353	828	65	\$24,615	1,600
WARRANT OFFICER (W-2)	143	\$24,818	3,549	84	\$21,310	1,790	167	\$21,329	3,562

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
WARRANT OFFICER (W-1)	55	\$24,927	1,371	36	\$22,639	815	52	\$24,654	1,282
SUBTOTAL OFFICER- WARRANT ACTIVE	321		8,479	179		4,038	345		7,817
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,651		70,559	2,112		47,983	2,802		65,253
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	93,223		1,778,611	89,939		1,705,845	85,522		1,758,671

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

ESTIMATE FY 2010	\$257,783
ESTIMATE FY 2009	\$213,805
ACTUAL FY 2008	\$238,004

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

Costs in the FY 2009 column of this submission are understated due to an increase in basic allowance for subsistence rates (from 3.4% budgeted to 10%) based on an increase in the US Department of Agriculture Cost of Food Index.

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 10 percent effective 1 January 2009 and 5 percent effective 1 January 2010. The FY composite annual rates are \$2,495 for FY 2009 and \$2,777 for FY 2010.

The net change in the basic allowance for subsistence requirement is +\$43.98 million between FY 2009 and FY 2010 due to growth in Army end strength (+\$17.8 million) and price inflation (+\$26.2 million).

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	99,092	\$2,402	238,004	85,695	\$2,495	213,805	91,135	\$2,829	257,783

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

ESTIMATE FY 2010	\$152,918
ESTIMATE FY 2009	\$155,591
ACTUAL FY 2008	\$201,645

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 (TLA). 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 2009 and FY 2010 is -\$2.7 million. The FY 2009 column contains \$57.7 million of the requested \$394.9 million cancellation and re-appropriation to MPA. This change is the net of:

- (1) Pricing increase of +\$4.9 million due to rate changes.
- (2) Program decrease of -\$7.6 million based on the net of a decrease in the anticipated number of members drawing OSA (-\$8.0 million) and a slight increase in the number of members drawing TLA (+\$.4 million).

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	4	\$19,199	80	4	\$16,226	64	4	\$16,778	63
LIEUTENANT GENERAL	7	\$17,963	130	7	\$15,182	106	7	\$15,698	103
MAJOR GENERAL	16	\$15,979	262	17	\$13,504	226	16	\$13,963	220
BRIGADIER GENERAL	30	\$15,123	450	28	\$12,781	356	26	\$13,216	348
COLONEL	738	\$17,417	12,850	711	\$14,720	10,467	672	\$15,221	10,231
LIEUTENANT COLONEL	1,978	\$15,603	30,858	1,900	\$13,187	25,060	1,796	\$13,635	24,490
MAJOR	3,084	\$12,501	38,548	2,996	\$10,565	31,655	2,832	\$10,924	30,942
CAPTAIN	5,153	\$9,323	48,040	4,868	\$7,879	38,354	4,601	\$8,147	37,487
1ST LIEUTENANT	1,776	\$7,863	13,965	1,817	\$6,645	12,071	1,717	\$6,871	11,800
2ND LIEUTENANT	941	\$6,318	5,946	844	\$5,340	4,508	798	\$5,521	4,406
SUBTOTAL OFFICER- ACTIVE DUTY	13,727		151,129	13,192		122,867	12,469		120,090
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	56	\$16,800	939	54	\$14,199	769	51	\$14,681	752
WARRANT OFFICER (W-4)	544	\$11,744	6,387	520	\$9,926	5,162	491	\$10,263	5,042
WARRANT OFFICER (W-3)	734	\$10,622	7,797	708	\$8,977	6,358	670	\$9,282	6,216
WARRANT OFFICER (W-2)	1,186	\$8,663	10,272	1,110	\$7,321	8,128	1,049	\$7,570	7,944
WARRANT OFFICER (W-1)	530	\$7,587	4,018	512	\$6,412	3,284	484	\$6,630	3,208
SUBTOTAL OFFICER- WARRANT ACTIVE	3,050		29,413	2,904		23,701	2,745		23,162
SUBTOTAL COST OF LIVING	16,777		180,542	16,096		146,568	15,214		143,252
TEMPORARY LODGING	4,864	\$4,339	21,103	2,034	\$4,435	9,023	2,133	\$4,532	9,666
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	21,641		201,645	18,130		155,591	17,347		152,918

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

ESTIMATE FY 2010	\$7,191
ESTIMATE FY 2009	\$6,961
ACTUAL FY 2008	\$9,516

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 Cost-of-living-Allowance (COLA) payments are determined by multiplying the projected number of personnel eligible by an estimated average rate.

The net change for CONUS COLA is +\$.230 million between FY 2009 and FY 2010. The increase is due to an increase COLA rates, (+\$.237 million) offset by a slight decrease in the number of receivers -\$.007 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	8,795	\$1,082	9,516	6,221	\$1,119	6,961	6,215	\$1,157	7,191

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

ESTIMATE FY 2010	\$5,231
ESTIMATE FY 2009	\$5,869
ACTUAL FY 2008	\$5,685

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 decrease by -\$0.638 million from FY 2009 to FY 2010. This decrease is driven by a price change of +\$0.008 million due to a rate change in Civilian Clothing Allowance, and a program decrease of -\$0.646 caused by a decrease in the supplemental allowance.

Detailed computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	5,155	\$400	2,062	5,500	\$400	2,200	5,500	\$400	2,200
ADDITIONAL MILITARY ALLOWANCE	16,305	\$200	3,261	16,500	\$200	3,300	13,270	\$200	2,654
CIVILIAN CLOTHING ALLOWANCE	401	\$903	362	401	\$921	369	401	\$939	377
TOTAL CLOTHING ALLOWANCES - OFFICER	21,861		5,685	22,401		5,869	19,171		5,231

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

ESTIMATE FY 2010	\$22,200
ESTIMATE FY 2009	\$19,691
ACTUAL FY 2008	\$62,616

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 +\$2.5 million between FY 2009 and FY 2010. The increase is primarily due to:

- (1) A price increase of +\$0.3 million due to FSA rate increases.
- (2) A program increase of +\$2.2 million caused by an increased number of FSA I and FSA II recipients.

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 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	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	2	\$21,000	42	4	\$23,000	92
LIEUTENANT COLONEL	0	0	0	4	\$18,750	75	7	\$23,857	167
MAJOR	5	\$17,600	88	9	\$17,333	156	17	\$20,353	346
CAPTAIN	6	\$16,000	96	12	\$14,750	177	23	\$17,130	394
1ST LIEUTENANT	0	0	0	7	\$12,143	85	13	\$14,385	187
2ND LIEUTENANT	3	\$12,333	37	6	\$10,500	63	11	\$12,636	139
SUBTOTAL OFFICER- ACTIVE DUTY	14		221	40		598	75		1,325
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	0	0	8	1	\$14,000	14	1	\$31,000	31
WARRANT OFFICER (W-4)	1	\$19,000	19	2	\$18,000	36	3	\$23,000	69
WARRANT OFFICER (W-3)	2	\$19,000	38	5	\$14,800	74	7	\$20,571	144
WARRANT OFFICER (W-2)	2	\$13,000	26	4	\$12,750	51	4	\$17,250	69
WARRANT OFFICER (W-1)	2	\$13,500	27	6	\$8,833	53	7	\$16,429	115
SUBTOTAL OFFICER- WARRANT ACTIVE	7		118	18		228	22		428
SUBTOTAL PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	21		339	58		826	97		1,753
PCS W/DEPENDENTS NOT AUTHORIZED	1,912	\$3,000	5,736	2,089	\$3,000	6,266	2,210	\$3,000	6,630
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	18,847	\$3,000	56,541	4,200	\$3,000	12,599	4,606	\$3,000	13,817
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	20,780		62,616	6,347		19,691	6,913		22,200

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

ESTIMATE FY 2010	\$55,893
ESTIMATE FY 2009	\$56,471
ACTUAL FY 2008	\$73,313

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.

From FY 2009 to FY 2010 Separation payments are anticipated to decline by -\$578 million. This decrease is primarily caused by the following factors:

- (1) An increase of +\$1.784 is due to pricing changes in involuntary separation pay and the \$30,000 Lump Sum Bonus.
- (2) Program decrease of -\$2.362 million cause by a decrease in the number of soldiers.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2008				ESTIMATE FY 2009				ESTIMATE FY 2010			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
SEPARATION PAYMENTS - OFFICER												
LUMP SUM TERMINAL LEAVE PAYMENTS												
OFFICER- ACTIVE DUTY												
GENERAL	4	28.00	\$14,000	56	2	15.35	\$7,500	15	2	28.00	\$8,000	16
LIEUTENANT GENERAL	19	21.00	\$9,842	187	38	16.27	\$7,474	284	40	21.00	\$7,625	305
MAJOR GENERAL	57	12.00	\$3,491	199	34	6.48	\$3,912	133	36	12.00	\$3,972	143
BRIGADIER GENERAL	43	12.00	\$3,070	132	32	12.02	\$7,094	227	34	12.00	\$7,176	244
COLONEL	926	20.00	\$4,121	3,816	478	13.30	\$7,460	3,566	497	20.00	\$7,718	3,836
LIEUTENANT COLONEL	1,452	14.00	\$2,314	3,360	887	10.04	\$4,552	4,038	923	14.00	\$4,706	4,344
MAJOR	1,234	12.00	\$1,757	2,168	686	9.45	\$3,538	2,427	713	12.00	\$3,662	2,611
CAPTAIN	3,783	10.00	\$1,093	4,133	2,385	7.18	\$2,239	5,339	2,482	10.00	\$2,315	5,745
1ST LIEUTENANT	399	11.00	\$965	385	250	7.99	\$1,960	490	260	11.00	\$2,027	527
2ND LIEUTENANT	94	14.00	\$926	87	49	12.26	\$2,286	112	52	14.00	\$2,327	121
SUBTOTAL OFFICER- ACTIVE DUTY	8,011			14,523	4,841			16,631	5,039			17,892
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	107	16.00	\$2,710	290	71	11.78	\$4,676	332	73	16.00	\$4,890	357
WARRANT OFFICER (W-4)	341	9.00	\$1,235	421	204	7.19	\$2,775	566	212	9.00	\$2,873	609
WARRANT OFFICER (W-3)	378	8.00	\$934	353	221	6.35	\$1,982	438	230	8.00	\$2,048	471
WARRANT OFFICER (W-2)	181	14.00	\$1,309	237	130	10.87	\$2,585	336	135	14.00	\$2,674	361
WARRANT OFFICER (W-1)	40	22.00	\$1,775	71	32	14.21	\$2,375	76	34	22.00	\$2,412	82
SUBTOTAL OFFICER- WARRANT ACTIVE	1,047			1,372	658			1,748	684			1,880
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	9,058			15,895	5,499			18,379	5,723			19,772
SEVERANCE PAY, DISABILITY	147		\$46,728	6,869	256		\$52,566	13,457	224		\$50,161	11,236
SEVERANCE PAY, FAILURE OF PROMOTION				15				0				0
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	12		\$29,000	348	8		\$25,250	202	8		\$27,625	221
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	20		\$62,550	1,251	18		\$81,000	1,458	23		\$68,217	1,569
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				22,190				21,093				21,093
SPECIAL SEPARATION BENEFIT (SSB)				1,652				0				0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY				0				0				0

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

	ACTUAL FY 2008				ESTIMATE FY 2009				ESTIMATE FY 2010			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
\$30,000 LUMP SUM BONUS				25,093				1,882				2,002
TOTAL SEPARATION PAYMENTS - OFFICER	9,237			73,313	5,781			56,471	5,978			55,893

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

ESTIMATE FY 2010	\$466,202
ESTIMATE FY 2009	\$419,439
ACTUAL FY 2008	\$478,806

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

Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted).

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	\$102,000	No upper limit
2009	\$106,800	No upper limit
2010	\$111,600	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 +\$46.8 million between FY 2009 and FY 2010. This increase is due to -

- (1) Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009: +\$6.2 million.
- (2) FY 2010 2.9% pay raise effective 1 Jan 2010: +\$14.0 million.
- (3) Program increase due to the growth of permanent end strength: +\$26.6 million.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	99,092	\$4,832	478,806	85,695	\$4,895	419,439	91,135	\$5,116	466,202

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

Pay and Allowances of Enlisted Personnel

FY 2009 Direct Program

22,700,718

Increases:

Pricing Increases:

a. Basic Pay - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009.	127,604	
b. Basic Pay - FY 2010 2.9% pay raise effective 1 Jan 2010.	287,431	
c. Basic Pay - Increase due to the FY09 column being priced at the PB09 submission rate (3.4%)	226,053	
d. Retired Pay Accrual (RPA) - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009.	70,887	
e. Retired Pay Accrual (RPA) - FY 2010 2.9% pay raise effective 1 Jan 2010.	159,674	
f. Retired Pay Accrual - Increase in RPA due to change in Nominal Cost Percentage from 29.4% in FY 2009 to 32.3% in FY 2010.	391,578	
g. Retired Pay Accrual - Increase due to the FY09 column being priced at the PB09 submission rate (29.2%).	26,097	
h. Increase in rate for soldiers receiving Lump Sum Reenlistment Bonus due to bonus cost.	29,123	
i. Increase in rate for soldiers receiving Critical Skills Retention Bonuses as the Army restores balance between the base and supplemental funding requests (these funds were previously requested in supplementals).	1,105	
j. Education Benefit increase due to the Office of Actuary updated the normal cost per capita rates.	25,144	
k. Basic Allowance for Housing rates (Housing Cost Growth) - Annualization of FY 2009 6.5% inflation effective 1 Jan 2009.	69,429	
l. Basic Allowance for Housing rates (Housing Cost Growth) - Annualization of Fy 2010 6.5% inflation effective 1 Jan 2010.	127,003	
m. BAH - FY09 column rates being priced at the PB 09 submission (4.9 %)	83,405	
n. Overseas Station Allowances - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009.	3,438	
o. Overseas Station Allowances - FY 2010 2.9% pay raise effective 1 Jan 2010.	7,745	
p. Increase in inflation rate for Overseas Station Allowance.	1,606	
q. Increase in rate for CONUS COLA due to increase Military Housing location cost.	641	
r. Increase in inflation rate for Clothing	6,401	
s. Increase in inflation rate for Family Separation Pay	39	
t. Separation Pay increase due to increase in inflation rate	5,487	
u. FICA - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009.	18,500	
v. FICA - Annualization of the FY 2010 2.9% pay raise effective 1 Jan 2010.	41,671	
Total Pricing Increases		1,710,062

Program Increases:

a. Basic Pay increase due to fully funding active component strength in the base budget.	428,043
b. Basic Pay increase due to Grade Structure Change due to Army Growth.	145,352
c. Retired Pay Accrual (RPA) increase due to fully funding active component strength in the base budget.	124,988
d. Incentive Pay due to policy change increase in number paid for Demolition Duty.	16,396
e. Special Pay increase in Hardship Duty & Hostile Fire due to Congress deferred funding to Overseas Contingency Operations (OCO).	61,374

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

Pay and Allowances of Enlisted Personnel

f. Special Pay increase in Korea Assignment Incentive Pay to initiate the Korean Tour Normalization program.	20,616	
g. Reenlistment Bonus increase in number paid (Initial Lump Sum Payments) due to restoring balance between base and supplemental funding.		60,117
h. Reenlistment Bonus increase in number paid (Critical Skills Retention Bonus) due to restoring balance between base and supplemental funding.	15,057	
i. Enlistment Bonus increase in number paid due to restoring balance between base and supplemental funding.	192,664	
j. Loan Repayment Program increase in number paid due to Army Growth.	4,000	
k. Basic Allowance for Housing increase due to fully funding active component strength in the base budget.	156,417	
l. Basic Allowance for Housing percent receiving due to Army Growth.	127,540	
m. Basic Allowance for Housing Grade Structure Change due to Army Growth.	51,500	
n. Clothing increase in number paid due to sustainment/replacement cost for Improved Physical Fitness Uniform and additional clothing bag items required during deployment that were previously funded by the Operation and Maintenance appropriation.		35,516
o. Family Separation increase in number paid for PCS w/Dependents & Temporary Duty due to Army Growth.	1,740	
p. Special Pay increase in Aid and Attendance Allowance - a new program initiative.	842	
q. Increase in the number of Soldiers receiving \$30K Lump Sum Pay	206	
r. FICA increase due to fully funding active component strength in the base budget.	32,745	
Total Program Increases		1,475,114
Total Increases		3,185,176
Decreases:		
Pricing Decreases:		
a. Special Pays decrease in rate for the Korean Tour Normalization due to length of duty tours.	(5,138)	
b. Enlistment Bonus decrease in rate due to the accession mission reduced from 80K to 71K.	(57,219)	
Total Pricing Decreases		(62,357)
Program Decreases:		
a. Special Pay decrease in number paid for Foreign Language Proficiency Pay and Diving duty Pay	(1,377)	
b. Special Pay decrease in number paid for Stop Loss due to funding included in FY 10 OCO request.	(71,988)	
c. Special Duty Assignment Pay decrease in number paid due to funding included in FY 10 OCO request.	(17,466)	
d. Education Benefits decrease in the number paid to soldiers receiving the Army College Funds.	(7,679)	
e. Overseas Station Allowance decrease in number paid for COLA.	(14,529)	
f. CONUS Cola Pay decrease in number paid due to reduced Military Housing counties participant.	(20)	
g. Decrease in the number of Soldiers receiving Terminal Leave Pay	(1,315)	
h. Decrease in the number of Soldiers receiving Severance Pay	(1,119)	
i. Decrease in the number of Soldiers receiving Involuntary Pay	(1,057)	
Total Program Decreases		(116,550)
Total Decreases		(178,907)
FY 2010 Direct Program		25,706,987

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

ESTIMATE FY 2010	\$13,502,642
ESTIMATE FY 2009	\$12,288,160
ACTUAL FY 2008	\$14,007,467

Project: BASIC PAY - ENLISTED

PART I - PURPOSE AND SCOPE

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

Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted).

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 2010 military basic pay reflects a 2.9% raise effective 1 January.

The FY 2010 Basic Pay rates were built by applying inflation assumptions to the estimated Active Component rates from FY 2008. Because Reserve Component Soldiers often have a longer time-in-grade than their Active Component counterparts, the pay rates in the FY 2008 column (which include mobilized reservists) are higher than the basis from which the FY 2010 rates are calculated.

The net change in the basic pay requirement is +\$1,214.5 million between FY 2009 and FY 2010. The change is based on --

- (1) Annualization of the 3.9% FY 2009 pay raise effective 1 Jan 2009: +\$127.6 million.
- (2) Annualization of the 2.9% FY 2010 pay raise effective 1 Jan 2010: +\$287.4 million.
- (3) Price increase due to the FY 09 column rates being priced at the PB 09 submission (3.4 percent): +\$226.1 million.
- (4) Program increase due to fully funding active component strength in the base budget: +\$428.0 million.
- (5) Program increase due to a change in grade structure: +\$145.4 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 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - ENLISTED									
SERGEANT MAJOR	4,316	\$64,712	279,296	3,509	\$66,233	232,413	3,530	\$69,622	245,764
1ST SERGEANT/MASTER SERGEANT	14,944	\$51,828	774,523	11,656	\$52,889	616,474	12,295	\$55,387	680,986
PLATOON SERGEANT/SERGEANT 1ST CLASS	46,215	\$44,032	2,034,927	39,554	\$44,875	1,775,005	41,261	\$47,311	1,952,094
STAFF SERGEANT	75,188	\$34,938	2,626,947	62,281	\$35,971	2,240,286	66,782	\$37,654	2,514,642
SERGEANT	99,483	\$28,571	2,842,346	82,475	\$29,152	2,404,344	85,347	\$30,709	2,620,936
CORPORAL/SPECIALIST	142,729	\$23,092	3,295,927	122,224	\$23,725	2,899,760	140,840	\$24,912	3,508,632
PRIVATE FIRST CLASS	66,455	\$18,908	1,256,547	59,987	\$19,513	1,170,540	56,943	\$20,442	1,164,030
PRIVATE E2	35,519	\$17,238	612,272	35,161	\$17,903	629,472	29,696	\$18,666	554,291
PRIVATE E1	19,856	\$14,337	284,682	21,406	\$14,943	319,866	16,825	\$15,528	261,267
TOTAL BASIC PAY - ENLISTED	504,705		14,007,467	438,253		12,288,160	453,519		13,502,642

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

ESTIMATE FY 2010	\$4,361,354
ESTIMATE FY 2009	\$3,588,132
ACTUAL FY 2008	\$3,864,061

Project: RETIRED PAY ACCRUAL - ENLISTED

PART I - PURPOSE AND SCOPE

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

Costs in the FY 2009 column of this submission are understated due to an increase in retired pay accrual rates (from 29.2% to 29.4% for full-time and from 19.1% to 21.1% part-time) based on revised actuarial estimates.

Budget estimates are derived as a product of the Department of Defense Retirement Board of Actuary approved full-time Normal Cost Percentage (NCP) (29.4% for FY 2009 and 32.3 percent for FY 2010) and the total amount of 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 +\$773.2 million between FY 2009 and FY 2010. The change is based on --

- (1) Annualization of the 1 Jan 2009, 3.9% pay raise: +\$70.9 million.
- (2) Annualization of the 1 Jan 2010, 2.9% pay raise: +\$159.7 million.
- (3) Increase in the Normal Cost Percentage (NCP) from 29.4% to 32.3%: +\$391.6 million
- (4) Price increase due to the FY09 column rates being priced at the PB09 submission (29.2%): +\$26.0 million.
- (5) Program increase due to fully funding active component strength in the base budget: +\$125.0 million.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ACTIVE COMPONENT									
RETIRED PAY ACCRUAL – FULL TIME	445,455	\$7,870	3,505,575	437,094	\$8,191	3,580,311	452,333	\$9,621	4,351,791
RESERVE COMPONENT									
RETIRED PAY ACCRUAL – PART TIME	59,250	\$6,050	358,486	1,159	\$6,748	7,821	1,186	\$8,063	9,563
TOTAL RETIRED PAY ACCRUAL - ENLISTED	504,705		3,864,061	438,253		3,588,132	453,519		4,361,354

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

ESTIMATE FY 2010	\$107,268
ESTIMATE FY 2009	\$90,872
ACTUAL FY 2008	\$191,242

Project: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

PART I - PURPOSE AND SCOPE

Funds requested will provide 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. Beginning in FY 2010 the Army Combat Engineer Enlisted Soldiers, Special Forces, and Master Breachers Soldiers will be assigned to demolition billets and performing hazardous duty as their primary duty to neutralize and execute Explosive Ordnance Disposal (EOD) tasks. Demolition pay is limited to those serving in EOD.

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.

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

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.

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, sulfuric 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 +\$16.4 million between FY 2009 and FY 2010. This increase in Demolition Pay provides for Combat Engineers, Special Forces, and the Master Breachers now performing explosive ordnance disposal tasks.

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 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED									
CREW									
SERGEANT MAJOR	20	\$2,880	59	3	\$2,880	9	3	\$2,880	10
1ST SERGEANT/MASTER SERGEANT	76	\$2,880	218	33	\$2,880	95	38	\$2,880	109
PLATOON SERGEANT/SERGEANT 1ST CLASS	339	\$2,880	975	221	\$2,880	636	252	\$2,880	726
STAFF SERGEANT	708	\$2,580	1,827	693	\$2,580	1,789	793	\$2,580	2,045
SERGEANT	1,117	\$2,280	2,547	853	\$2,280	1,945	975	\$2,280	2,223
CORPORAL/SPECIALIST	995	\$1,980	1,970	1,020	\$1,980	2,019	1,166	\$1,980	2,308
PRIVATE FIRST CLASS	184	\$1,800	331	221	\$1,800	397	252	\$1,800	454
PRIVATE E2	10	\$1,800	18	3	\$1,800	5	3	\$1,800	5
PRIVATE E1	3	\$1,800	6	2	\$1,800	4	3	\$1,800	5
SUBTOTAL CREW	3,452		7,951	3,049		6,899	3,485		7,885
NONCREW MEMBER	412	\$1,800	741	517	\$1,800	930	505	\$1,800	909
SUBTOTAL FLYING DUTY - ENLISTED	3,864		8,692	3,566		7,829	3,990		8,794
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	95,166	\$1,800	171,298	41,437	\$1,800	74,586	41,979	\$1,800	75,563
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	1,356	\$2,700	3,662	970	\$2,700	2,619	970	\$2,700	2,619
SUBTOTAL PARACHUTE JUMPING - ENLISTED	96,522		174,960	42,407		77,205	42,949		78,182
INSIDE OBSERVER OR TEST SUBJECT DUTY	53	\$1,800	95	50	\$1,800	90	50	\$1,800	90
DEMOLITION DUTY	3,977	\$1,800	7,158	3,063	\$1,800	5,514	11,081	\$1,800	19,946
MILITARY FIREFIGHTERS	0	0	0	0	0	0	0	0	0
CHEMICAL MUNITIONS PAY	88	\$1,800	158	98	\$1,800	176	98	\$1,800	176
TOXIC PESTICIDES	94	\$1,800	169	28	\$1,800	50	39	\$1,800	70
TOXIC FUEL	6	\$1,800	10	4	\$1,800	8	6	\$1,800	10
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	104,604		191,242	49,216		90,872	58,213		107,268

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

ESTIMATE FY 2010	\$106,980
ESTIMATE FY 2009	\$102,652
ACTUAL FY 2008	\$744,777

Project: SPECIAL PAY - ENLISTED

PART I - PURPOSE AND SCOPE

Funds requested will provide 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 \$340 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 \$350 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 - Authorized by Title 37, Section 305 and 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 \$1,500 per individual from all three types of hardship duty pay (location, mission and involuntary extension).

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 to three-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 \$300.00 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.

On 30 September 2008, the FY09 Defense Appropriation bill was approved appropriating \$72M to the Secretary of Defense to be made available to the secretaries of the military departments to provide special pay during Fiscal Year 2009 to members who at any time during Fiscal Year 2009 had their enlistment period extended, or whose eligibility for retirement was suspended under Stop Loss authority. Funding for the Stop Loss is provided under the entitlement of Other Special Pay.

Beginning in FY 2010 the Korea Assignment Incentive pay will launch the Korea Tour Normalization program which includes changing tour lengths of accompanied soldiers from 24 months to 36 months for Pyeongtaek, Osan, Daegu, Chinhae and Seoul and from 12 months to 24 months for Uijongbu and Dongducheon. The Army is offering Assignment Incentive Pay (AIP) to these accompanied Soldiers that opt to extend their tours for an additional 12 months or 24 months depending on location. AIP will be paid at \$300 per month. Single Soldiers that opt to extend their 12 month tour to either 24 months or 36 months will also receive AIP at \$300 per month. Currently, AIP is budgeted at \$1.7M and is projected to increase \$15.1M in FY10. Korea Tour Normalization also includes increasing the number of authorized Command Sponsored (CSP) families to 3530 in FY10 from a current authorized level of only 1429. This increase in authorized CSP families is projected to cause an increase in Overseas Housing Allowance (OHA), Overseas Cost of Living Allowance (OCOLA) and Permanent Change of Station (PCS) costs in FY10. These cost increases will be offset somewhat by the Basic Allowance for Housing (BAH) and Family Separation Allowance (FSA) that will not be paid to Soldiers who now have their families with them in Korea as Command Sponsored.

The net change in the Special pay requirement totals +\$3.5 million between FY 2009 and FY 2010. These changes are based on -

- (1) Decrease in the number of soldiers receiving Foreign Language Proficiency Pay and Diving Duty pay: -\$1.4 million.
- (2) Decrease due to change in rate for soldiers receiving Korea Assignment Incentive Pay for the Korea Tour Normalization initiative: -\$5.1 million.
- (3) Increase in the number of Soldiers receiving Hostile Fire and Hardship Duty (HF/HD) Pay is due to FY 09 HF/HD were deferred by Congress to Overseas Contingency Operations (OCO) consideration: +\$61.3 million.
- (4) Increase in the number of soldiers receiving Korea Assignment incentive Pay for the Korea Tour Normalization initiative: +\$20.6
- (5) Decrease in Other Special Pay - (Stop Loss): Funding required for FY 10 Stop Loss payments will be included in the FY 10 OCO request: -\$71.9

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

Detailed cost computations are provided by the following table.

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED									
KOREA ASSIGNMENT INCENTIVE PAY	317	\$4,692	1,488	302	\$4,692	1,419	4,694	\$3,600	16,897
DIVING DUTY PAY	814	\$2,446	1,990	859	\$2,446	2,102	710	\$2,525	1,792
HOSTILE FIRE PAY	156,335	\$2,700	422,104	0	\$2,700	0	6,064	\$2,700	16,374
SEA DUTY PAY	341	\$2,221	758	357	\$2,221	792	351	\$2,281	801
HARDSHIP DUTY PAY	163,522	\$1,800	294,340	0	\$1,800	0	25,000	\$1,800	45,000
OVERSEAS EXTENSION PAY	472	\$1,955	923	17	\$1,955	33	18	\$1,955	35
FOREIGN LANGUAGE PROFICIENCY PAY	6,684	\$3,467	23,172	7,587	\$3,467	26,304	7,279	\$3,467	25,237
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	12,000	\$6,000	72,000	117	\$7,200	842
SUBTOTAL OTHER SPECIAL PAY	1		2	12,001		72,002	118		844
TOTAL SPECIAL PAY - ENLISTED	328,486		744,777	21,123		102,652	44,234		106,980

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

ESTIMATE FY 2010 \$70,712
ESTIMATE FY 2009 \$88,178
ACTUAL FY 2008 \$108,509

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

The net change in Special Duty Assignment pay requirements totals -\$17.5 million between FY 2009 and FY 2010. Special Duty Assignment Pay decrease in number paid due to funding included in FY 10 OCO request.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	8,625	\$5,400	46,576	7,008	\$5,400	37,843	5,620	\$5,400	30,349
SD 5 (\$375.00)	3,370	\$4,500	15,164	2,740	\$4,500	12,331	2,197	\$4,500	9,887
SD 4 (\$300.00)	12,953	\$3,600	46,631	10,527	\$3,600	37,898	8,442	\$3,600	30,391
SD 3 (\$225.00)	51	\$2,700	138	39	\$2,700	106	31	\$2,700	85
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	24,999		108,509	20,314		88,178	16,290		70,712

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

ESTIMATE FY 2010	\$444,432
ESTIMATE FY 2009	\$339,030
ACTUAL FY 2008	\$734,471

Project: REENLISTMENT BONUS

PART I - PURPOSE AND SCOPE

The Army Retention Program is one of the tools the Army uses to shape the force. The program is designed to retain the right Soldier with the right skills at the right time. The program allows the Army to foster an environment that encourages high quality, career-minded Soldiers to stay with the Army team. The retention program encourages Soldiers to continue their service with the Army whether on Active Duty or in the Reserve Component.

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 20 years of active duty who is qualified in a critical skill and reenlists for 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 CSRB is currently targeted to retirement eligible Soldiers with between 19-25 years of service and select Soldiers with between 6-14 years of service. For members of the Special Operations Forces (SOF) community, the CSRB is offered up to a maximum of \$150K for 6 years while select (non-SOF) skills are offered up to \$100K for six years.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The SRB program is a key component in Military Occupational Specialty (MOS)/force alignment initiatives. The SRB program is critical to properly manning the Army. Today's Soldiers possess a wealth of skills and combat experience, and retaining these Soldiers is essential to the quality of the force as well as meeting our manpower needs. The SRB program targets Soldiers based on specialty and number of years of service, allocating the most generous bonuses to specialties and grades which are experiencing the greatest shortages and are the most difficult to retain.

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.

The following are the Army's most critically imbalanced skills as of March 2009 (restricted to MOS with authorizations in at least four grade cells):

Shortage MOS

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
REENLISTMENT BONUS

MOS Title

11B INFANTRYMAN
11C INDIRECT FIRE INFANTRYMAN
13B CANNON CREWMEMBER
13D FIELD ARTILLERY AUTOMATED TACTICAL DATA SYSTEMS SPECIALIST
13F FIRE SUPPORT SPECIALIST
13M MLRS/HIMARS CREWMEMBER
13R FIELD ARTILLERY (FA) FIREFINDER RADAR OPERATOR
13S FIELD ARTILLERY SURVEYOR
14J AIR DEFENSE COMMAND, CONTROL, COMMUNICATIONS, COMPUTERS AND INTELLIGENCE TACTICAL OPERATIONS CENTER ENHANCED OPERATOR/MAINTAINER
14S AIR AND MISSILE DEFENSE (AMD) CREWMEMBER
15B AIRCRAFT POWERPLANT REPAIRER
15J OH-58D/ARH ARMNT/ELECTRICIAN/AVN SYS REPR
15Q AIR TRAFFIC CONTROLLER
19D CAVALRY SCOUT
19K M1 ARMOR CREWMAN
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
21B COMBAT ENGINEER
21C BRIDGE CREWMEMBER
21D DIVER
21E CONSTRUCTION EQUIPMENT OPERATOR
21P PRIME POWER PRODUCTION SPECIALIST
21Y GEOSPATIAL ENGINEER
25B INFORMATION TECHNOLOGY SPECIALIST
25L CABLE SYS INST-MNT
25N NODAL NETWORK SYSTEM OPERATOR-MAINTAINER
25P MICROWAVE SYSTEMS OPERATOR-MAINTAINER
25Q MULTICHANNEL TRANSMISSION SYS OPERATOR-MAINTAINER
25R VISUAL INFORMATION EQUIP OPER/MAINT
25S SATELLITE COMMUNICATION SYSTEMS OPERATOR-MAINTAINER

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REENLISTMENT BONUS

25U SIGNAL SUPPORT SYSTEMS SPECIALIST
25V COMBAT DOCUMENTATION/PRODUCTION SPECIALIST
27D PARALEGAL SPECIALIST
31B MILITARY POLICE
31E INTERNMENT/RESETTLEMENT SPECIALIST
35F INTELLIGENCE ANALYST
35H COMMON GROUND STATION (CGS) ANALYST
35L COUNTERINTELLIGENCE AGENT
35M HUMAN INTELLIGENCE COLLECTOR
35N SIGINT ANALYST
35P CRYPTO LINGUIST
35S SIGNALS COLLECTOR/ANALYST
37F PSYCHOLOGICAL OPERATIONS SPECIALIST
38B CIVIL AFFAIRS SPECIALIST
42R ARMY BAND PERSON WITH ASI 9B, 9N, 9T, AND 9U ONLY
45G FIRE CONTROL REPAIRER
46Q PUBLIC AFFAIRS SPECIALIST
46R PUBLIC AFFAIRS BROADCAST SPECIALIST
51C ACQUISITION, LOGISTICS & TECHNOLOGY NCO
56M CHAPLAIN ASSISTANT
63B WHEELED VEHICLE MECHANIC
63H TRACK VEHICLE REPAIRER
63J QUARTERMASTER AND CHEMICAL EQUIPMENT REPAIRER
63M BRADLEY FIGHTING VEHICLE SYSTEM MAINTAINER
68S PREVENTIVE MEDICINE SPECIALIST
68T ANIMAL CARE SPECIALIST
68W HEALTH CARE SPECIALIST
74D CHEMICAL, BIOLOGICAL, RADIOLOGICAL, NUCLEAR (CBRN) SPECIALIST
79R RECRUITER
88M MOTOR TRANSPORT OPERATOR
88N TRANSPORTATION MANAGEMENT COORDINATOR
89A AMMUNITION STOCK CONTROL AND ACCOUNTING SPECIALIST
89D EXPLOSIVE ORDNANCE DISPOSAL (EOD) SPECIALIST 92F PETROLEUM SUPPLY SPECIALIST
92F PETROLEUM SUPPLY SPECIALIST
92G FOOD SERVICE SPECIALIST

MILITARY PERSONNEL, ARMY
SECTION 4
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REENLISTMENT BONUS

92R PARACHUTE RIGGER
92W WATER TREATMENT SPECIALIST
94A LAND COMBAT ELECTRONIC MISSILE SYSTEM REPAIRER
94D AIR TRAFFIC CONTROL EQUIPMENT REPAIRER
94E RADIO AND COMMUNICATIONS SECURITY (COMSEC) REPAIRER
94H TEST, MEASUREMENT, AND DIAGNOSTIC EQUIPMENT (TMDE) MAINTENANCE SUPPORT SPECIALIST
94S PATRIOT SYSTEM REPAIRER
94Y INTEGRATED FAMILY OF TEST EQUIPMENT (IFTE) OPERATOR AND MAINTAINER

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.

The Army has experienced tremendous success in accelerating the growth of the force to reach the objective 547.4K active component end strength, arriving at this level in January 2009, well ahead of FY 2012 as initially planned. Because of this success, we have reduced retention missions in both years - for FY 2009 and FY 2010, the Army's retention mission is 55,000 and 54,600 respectively. While the net change in base to base programs is addressed below, when the total FY 2009 program (both base and the FY 2009 Overseas Contingency Operations) is compared to FY10 the actual changes is a \$182M decrease from \$626M in FY 2009 to \$444M in FY 2010.

The net change in the SRB pay requirement is +\$105.4 million between FY 2009 and FY 2010. These changes are based on -

- (1) Increase in the number of soldiers receiving Lump Sum payments as the Army restores balance between the base and supplemental funding requests (these funds were previously requested in supplementals): +\$60.1 million.
- (2) Increase in the number of soldiers receiving Critical Skills Retention Bonuses as the Army restores balance between the base and supplemental funding requests (these funds were previously requested in supplementals): +\$15.0 million.
- (3) Increase in rate for soldiers receiving Lump Sum payments : +\$29.2 million.
- (4) Increase in rate for Critical Skills Retention Bonuses: +\$1.1 million.

Detailed cost computations are provided by the following table:

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PAY AND ALLOWANCES OF ENLISTED PERSONNEL
REENLISTMENT BONUS

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
REENLISTMENT BONUS									
INITIAL PAYMENTS	47,123	\$13,600	640,872	22,033	\$13,600	299,655	26,507	\$14,700	389,646
ANNIVERSARY PAYMENTS	43,032	\$1,043	44,882	699	\$1,043	729	0	0	0
CSRB INITIAL PAYMENTS	663	\$73,450	48,717	526	\$73,450	38,646	731	\$74,962	54,786
TOTAL REENLISTMENT BONUS	90,818		734,471	23,258		339,030	27,238		444,432

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

ESTIMATE FY 2010	\$450,306
ESTIMATE FY 2009	\$314,861
ACTUAL FY 2008	\$422,313

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 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 driven primarily by the programmed recruiting mission and is influenced heavily by national unemployment rates and the propensity to enlist. Funding levels are critical to attaining Army quality goals. The Enlistment Bonus program is designed to channel applicants into critical MOS training seats at the required time to accomplish accession requirements.

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

The FY 2008 column matches the obligations as of 30 September 08; however, it excludes \$50M executed after 30 Sep 08 associated with funding provided by prior approval reprogramming action FY 09-05 PA.

The net change in the Enlistment Bonuses requirement totals +\$135.4 million between FY 2009 and FY 2010. These changes are based on

(1) Decrease in Enlistment Bonus rate - Accession mission was reduced from 80K to 71K: -\$57.2 million.

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ENLISTMENT BONUS

(2) Increase in the number of soldiers receiving Initial, Residual, and Anniversary payments as the Army restores balance between base and supplemental funding requests (these funds were previously requested in supplemental funding requests): +\$192.6 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTMENT BONUS									
NEW PAYMENTS	16,451	\$8,738	143,753	10,803	\$8,501	91,836	18,204	\$4,912	89,417
RESIDUAL NEW PAYMENTS	18,958	\$8,706	165,044	12,225	\$8,738	106,822	15,503	\$8,501	131,788
ANNIVERSARY (INCREMENTAL) PAYMENTS	45,902	\$2,473	113,516	40,687	\$2,856	116,203	76,088	\$3,011	229,101
TOTAL ENLISTMENT BONUS	81,311		422,313	63,715		314,861	109,795		450,306

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

ESTIMATE FY 2010	\$91,494
ESTIMATE FY 2009	\$74,030
ACTUAL FY 2008	\$76,736

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 net change in the Educational Benefit college fund increased by +\$17.5 million from FY 2009 to FY 2010. This increase is driven by the DoD Board of Actuaries, the Office of the Actuary updated the normal cost per capita rates and amortization payments used to determine the Department's Education Benefits contribution to the DoD Education Benefits Fund. Also, beginning in FY 2010 the legislative changes for the MGIB transferrability - Post 9/11 GI Bill resources will be transferred to the Veterans Administration appropriation.

- (1) Program decrease due to the number of soldiers receiving Army College Funds: -\$7.6 million.
- (2) Price increase due to the Office of the Actuary updated the normal cost per capita rates: +\$25.1

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SECTION 4
PAY AND ALLOWANCES OF ENLISTED PERSONNEL
EDUCATION BENEFITS

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
EDUCATION BENEFITS									
TWO YEAR COMMITMENT	338	\$1,345	454	198	\$1,447	286	183	\$2,201	402
THREE YEAR COMMITMENT	3,981	\$4,703	18,722	3,896	\$5,026	19,582	4,116	\$6,706	27,604
FOUR YEAR COMMITMENT	4,520	\$6,818	30,814	3,943	\$6,950	27,401	3,997	\$9,662	38,622
FIVE YEAR COMMITMENT	1,904	\$8,173	15,561	1,208	\$8,124	9,817	1,222	\$11,329	13,840
SIX YEAR COMMITMENT	1,305	\$7,633	9,961	1,001	\$7,798	7,807	987	\$11,147	11,005
NATIONAL CALL TO SERVICE	0	\$3,434	0	3	\$7,358	21	3	\$7,358	21
MGIB TRANSFERABILITY	393	\$3,117	1,224	1,900	\$4,798	9,116	0	0	0
TOTAL EDUCATION BENEFITS	12,441		76,736	12,149		74,030	10,508		91,494

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

ESTIMATE FY 2010	\$72,000
ESTIMATE FY 2009	\$68,000
ACTUAL FY 2008	\$60,053

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 +\$4.0 million between FY 2009 and FY 2010 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 2008		ESTIMATE FY 2009		ESTIMATE FY 2010	
	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT	AVERAGE NUMBER	AMOUNT
LOAN REPAYMENT PROGRAM	11,106	60,053	11,282	68,000	11,414	72,000

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

ESTIMATE FY 2010	\$4,468,975
ESTIMATE FY 2009	\$3,853,682
ACTUAL FY 2008	\$4,632,330

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. The BAH inflation rate for FY 2009 and FY 2010 is 6.5%.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Costs in the FY 2009 column of this submission are understated due to an increase in basic allowance for housing rates (from 4.9% budgeted to 6.5%) based on revised housing survey data. The FY 2009 column contains \$109.4 million of the requested \$394.9 million cancellation and re-appropriation to MPA.

The FY 2010 rates were built by applying inflation assumptions to actual active component rates from FY 2008.

The net change in the Basic Allowance for Housing between FY 2009 and FY 2010 is +\$615.3 million. This increase is based on:

- (1) The annualization of the FY 2009, 6.5% housing cost growth of +\$69.4 million.
- (2) The annualization of the FY 2010, 6.5% housing cost growth of +\$127.0 million.
- (3) An increase of +\$83.4 million is due to the FY 2009 budgeted versus actual inflation rates, 4.9% and 6.5% respectively. The FY 2009 cost computation reflects the estimated inflation rate. This results in an additional pricing increase beyond the inflation rate changes.
- (4) An increase of +\$156.4 million is due to the Army growth in many years.
- (5) An increase of +\$51.5 million is due to grade structure changes.
- (6) An increase of +\$127.6 million is due to the Army growth for percent receiving.

Included in FY 2010 BAH domestic totals is \$226.4 million dollars for the Residential Communities Initiative (RCI).

Detailed cost computations are provided by the following table:

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BASIC ALLOWANCE FOR HOUSING - ENLISTED

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITH DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	3,491	\$18,494	64,561	2,743	\$19,283	52,892	2,954	\$19,841	58,609
1ST SERGEANT/MASTER SERGEANT	12,178	\$17,295	210,617	9,235	\$17,924	165,529	10,429	\$18,482	192,753
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,690	\$16,261	596,611	29,963	\$17,024	510,079	33,736	\$17,661	595,812
STAFF SERGEANT	55,092	\$15,401	848,467	44,064	\$16,046	707,057	49,648	\$16,964	842,232
SERGEANT	59,897	\$13,444	805,284	47,974	\$13,994	671,324	51,690	\$14,881	769,224
CORPORAL/SPECIALIST	65,024	\$12,333	801,965	52,348	\$12,935	677,139	62,252	\$14,309	890,748
PRIVATE FIRST CLASS	20,341	\$12,032	244,735	17,405	\$12,589	219,108	18,101	\$13,027	235,800
PRIVATE E2	8,645	\$12,232	105,747	7,568	\$12,918	97,765	7,877	\$12,597	99,224
PRIVATE E1	3,870	\$12,273	47,496	3,781	\$12,933	48,899	3,752	\$12,068	45,278
SUBTOTAL WITH DEPENDENTS - DOMESTIC	265,228		3,725,483	215,081		3,149,792	240,439		3,729,680
WITHOUT DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	337	\$16,199	5,459	263	\$15,297	4,023	263	\$17,392	4,574
1ST SERGEANT/MASTER SERGEANT	1,253	\$15,015	18,814	901	\$13,770	12,407	926	\$15,975	14,793
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,281	\$13,382	57,288	3,643	\$12,210	44,482	3,663	\$14,438	52,888
STAFF SERGEANT	11,164	\$12,445	138,936	8,183	\$11,938	97,686	9,332	\$13,567	126,607
SERGEANT	15,343	\$11,585	177,741	12,055	\$11,087	133,657	10,821	\$12,769	138,169
CORPORAL/SPECIALIST	16,967	\$10,147	172,158	10,264	\$9,900	101,610	9,122	\$11,849	108,086
PRIVATE FIRST CLASS	3,835	\$10,120	38,811	2,277	\$8,860	20,175	1,819	\$10,926	19,875
PRIVATE E2	1,027	\$10,939	11,234	978	\$7,999	7,823	623	\$11,644	7,254
PRIVATE E1	385	\$11,514	4,433	546	\$7,515	4,103	312	\$11,433	3,567
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	54,592		624,874	39,110		425,966	36,881		475,813
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
SERGEANT MAJOR	9	\$222	2	12	\$250	3	9	\$222	2
1ST SERGEANT/MASTER SERGEANT	21	\$190	4	25	\$200	5	22	\$227	5
PLATOON SERGEANT/SERGEANT 1ST CLASS	106	\$142	15	113	\$150	17	111	\$153	17
STAFF SERGEANT	1,018	\$119	121	1,001	\$125	125	1,061	\$132	140
SERGEANT	13,400	\$104	1,399	12,842	\$110	1,418	13,599	\$117	1,587
CORPORAL/SPECIALIST	46,972	\$97	4,566	50,294	\$103	5,167	52,261	\$113	5,925
PRIVATE FIRST CLASS	36,215	\$94	3,389	37,747	\$99	3,733	34,156	\$102	3,474
PRIVATE E2	21,882	\$86	1,890	24,196	\$91	2,207	20,461	\$89	1,822
PRIVATE E1	12,986	\$83	1,075	15,451	\$87	1,350	12,724	\$82	1,037
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	132,609		12,461	141,681		14,025	134,404		14,009
SUBSTANDARD HOUSING - DOMESTIC									
SERGEANT MAJOR	0	0	0	0	0	0	0	0	0
1ST SERGEANT/MASTER SERGEANT	0	0	0	0	0	0	0	0	0
PLATOON SERGEANT/SERGEANT 1ST CLASS	0	0	0	0	0	0	0	0	0

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
STAFF SERGEANT	0	0	0	0	0	0	0	0	0
SERGEANT	0	0	0	0	0	0	0	0	0
CORPORAL/SPECIALIST	0	0	0	0	0	0	0	0	0
PRIVATE FIRST CLASS	0	0	0	0	0	0	0	0	0
PRIVATE E2	0	0	0	0	0	0	0	0	0
PRIVATE E1	0	0	0	0	0	0	0	0	0
SUBTOTAL SUBSTANDARD HOUSING - DOMESTIC	0		0	0		0	0		0
BAH DIFFERENTIAL - DOMESTIC	3,490	\$2,803	9,781	4,198	\$2,494	10,468	3,755	\$3,213	12,063
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	93	\$34,312	3,191	116	\$39,388	4,569	91	\$32,495	2,957
1ST SERGEANT/MASTER SERGEANT	393	\$31,555	12,401	486	\$34,319	16,679	417	\$26,803	11,177
PLATOON SERGEANT/SERGEANT 1ST CLASS	1,182	\$31,134	36,800	1,403	\$31,980	44,868	1,238	\$26,763	33,132
STAFF SERGEANT	1,618	\$28,608	46,287	1,994	\$26,256	52,354	1,687	\$25,047	42,254
SERGEANT	1,631	\$26,711	43,565	2,012	\$23,129	46,535	1,655	\$23,507	38,904
CORPORAL/SPECIALIST	1,199	\$23,163	27,773	1,489	\$19,001	28,292	1,334	\$21,262	28,364
PRIVATE FIRST CLASS	275	\$21,847	6,008	320	\$17,800	5,696	260	\$18,635	4,845
PRIVATE E2	54	\$22,722	1,227	51	\$18,118	924	51	\$18,235	930
PRIVATE E1	15	\$22,733	341	14	\$20,929	293	14	\$18,500	259
SUBTOTAL WITH DEPENDENTS - OVERSEAS	6,460		177,593	7,885		200,210	6,747		162,822
WITHOUT DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	75	\$29,587	2,219	28	\$26,036	729	74	\$25,122	1,859
1ST SERGEANT/MASTER SERGEANT	252	\$28,294	7,130	106	\$21,755	2,306	268	\$23,978	6,426
PLATOON SERGEANT/SERGEANT 1ST CLASS	802	\$26,324	21,112	445	\$20,611	9,172	840	\$22,629	19,008
STAFF SERGEANT	908	\$25,243	22,921	711	\$20,122	14,307	947	\$22,094	20,923
SERGEANT	873	\$23,881	20,848	1,028	\$19,030	19,563	886	\$21,012	18,617
CORPORAL/SPECIALIST	326	\$19,798	6,454	385	\$15,374	5,919	363	\$18,160	6,592
PRIVATE FIRST CLASS	62	\$20,161	1,250	65	\$15,385	1,000	59	\$17,085	1,008
PRIVATE E2	9	\$16,667	150	14	\$12,429	174	8	\$14,250	114
PRIVATE E1	3	\$18,000	54	5	\$10,200	51	3	\$13,667	41
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	3,310		82,138	2,787		53,221	3,448		74,588
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	465,689		4,632,330	410,742		3,853,682	425,674		4,468,975

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

ESTIMATE FY 2010	\$379,575
ESTIMATE FY 2009	\$381,315
ACTUAL FY 2008	\$525,674

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 Allowances include 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. The FY 2009 column contains \$155.1 million of the requested \$394.9 million cancellation and re-appropriation to MPA.

Fluctuations in currency exchange rates have a direct impact on Overseas Station Allowances. This has been especially true in the case of Germany. The estimates for overseas station allowances are based on rates of exchange of 0.7532 Euro/\$1 US.

The FY 2010 military basic pay reflects a 2.9% pay raise effective 1 January.

The net change in the Overseas Station Allowances is -\$1.7 million between FY 2009 and FY 2010. These changes are based on -

- (1) Annualization of the 1 Jan 2009, 3.4% pay-raise: +\$3.4 million.
- (2) The 1 Jan 2010, 2.9% pay raise: +\$7.7 million.
- (3) Inflation rate change amount: +\$1.6 million.
- (4) Program decrease due to the number of soldiers receiving Overseas Station Allowance COLA: -\$14.4

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 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	644	\$11,341	7,298	729	\$8,478	6,178	611	\$8,640	5,276
1ST SERGEANT/MASTER SERGEANT	2,305	\$9,879	22,776	2,333	\$7,381	17,219	2,275	\$7,522	17,111
PLATOON SERGEANT/SERGEANT 1ST CLASS	7,490	\$8,990	67,337	7,479	\$6,716	50,231	7,335	\$6,843	50,191
STAFF SERGEANT	12,400	\$7,635	94,674	12,312	\$5,708	70,275	12,057	\$5,817	70,137
SERGEANT	18,408	\$6,143	113,079	18,732	\$4,596	86,093	17,510	\$4,683	81,998
CORPORAL/SPECIALIST	26,702	\$4,476	119,520	26,475	\$3,352	88,744	27,898	\$3,416	95,301
PRIVATE FIRST CLASS	13,448	\$3,492	46,962	13,920	\$2,583	35,955	11,781	\$2,632	31,008
PRIVATE E2	4,981	\$3,045	15,168	4,095	\$2,267	9,283	4,485	\$2,310	10,361
PRIVATE E1	1,183	\$3,135	3,709	887	\$2,354	2,087	1,018	\$2,399	2,441
SUBTOTAL COST OF LIVING	87,561		490,523	86,962		366,065	84,970		363,824
TEMPORARY LODGING	7,846	\$4,480	35,151	3,629	\$4,202	15,250	3,366	\$4,679	15,751
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	95,407		525,674	90,591		381,315	88,336		379,575

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

ESTIMATE FY 2010	\$19,442
ESTIMATE FY 2009	\$18,821
ACTUAL FY 2008	\$32,639

Project: CONUS COST OF LIVING ALLOWANCE - ENLISTED

PART I - PURPOSE AND SCOPE

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 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 +\$0.621 million between FY 2009 and FY 2010. This increase is due to the combined effects of:

- (1) A price increase of +\$0.641 caused by an inflation rate change.
- (2) A program decrease of -\$0.020 million due to a decrease in number paid due to a reduced Military Housing counties participant.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	20,896	\$1,562	32,639	11,661	\$1,614	18,821	11,649	\$1,669	19,442

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

ESTIMATE FY 2010	\$358,900
ESTIMATE FY 2009	\$316,983
ACTUAL FY 2008	\$319,597

Project: CLOTHING ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

Funds requested will provide for payment to enlisted personnel for prescribed clothing authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418 including:

- (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 assist 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 are authorized an MPA funded clothing issue IAW CTA 50-900; 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. Beginning in FY 2010, additional funds were added to support the sustainment/replacement cost for the Improved Physical Fitness Uniform (IPFU) and additional clothing bag items required during deployment that were previously funded by the Operation and Maintenance appropriation as Organizational Clothing and Individual Equipment (OCIE).
- (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 requirement increase by +\$41.9 million between FY 2009 and FY 2010. These changes are based on:

- (1) Program increases of +\$35.5 million caused by: Basic and Standard Maintenance Allowance decreased of -\$4.7 million, Initial Allowance decrease of -\$2.3 million, Supplementary allowance increase of +\$42.5 million.
- (2) Inflation rate increased by: +\$6.4 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 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	91,243	\$972	88,676	67,538	\$1,359	91,802	64,378	\$1,389	89,432
ARMY, FEMALE	21,810	\$1,385	30,204	16,144	\$1,699	27,421	15,389	\$1,736	26,713
ARMY RESERVE W/PARTIAL CLOTHING ALLOWANCE	0		0	0		0	0		0
NATIONAL GUARD W/PARTIAL CLOTHING ALLOWANCE	0		0	0		0	0		0
LESS SAVINGS ON DEFERRED CLOTHING ISSUE			(3,585)			(4,158)			(4,051)
ADVANCE FUNDING FOR NEW CLOTHING ITEMS			0			0			0
LIQUIDATION OF PRIOR YEAR ADVANCES			0			0			0
SUBTOTAL MILITARY	113,053		115,295	83,682		115,065	79,767		112,094
INITIAL CIVILIAN ISSUE	3,089	\$1,075	3,322	3,232	\$922	2,980	3,081	\$942	2,903
SUBTOTAL INITIAL ISSUE	116,142		118,617	86,914		118,045	82,848		114,997
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	87,915	\$544	47,807	121,221	\$379	45,963	115,550	\$388	44,776
BASIC MAINTENANCE, FEMALE	15,100	\$589	8,901	20,821	\$442	9,193	19,847	\$451	8,955
SUBTOTAL BASIC ALLOWANCE	103,015		56,708	142,042		55,156	135,397		53,731
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	147,977	\$752	111,256	204,037	\$541	110,310	194,491	\$553	107,462
STANDARD MAINTENANCE, FEMALE	21,077	\$904	19,060	29,062	\$633	18,385	27,702	\$647	17,910
SUBTOTAL STANDARD ALLOWANCE	169,054		130,316	233,099		128,695	222,193		125,372
SUBTOTAL MAINTENANCE ALLOWANCES	272,069		187,024	375,141		183,851	357,590		179,103
SUPPLEMENTARY ALLOWANCE			12,616			12,764			62,534
OTHER ALLOWANCES									
KATUSA	789	\$76	60	508	\$500	254	485	\$511	248
REPLACEMENT DURING FIRST 6 MONTHS	38,182	\$11	420	43,231	\$11	484	41,256	\$11	474
CHARGE SALES			860			1,585			1,544
SUBTOTAL OTHER ALLOWANCES	38,971		1,340	43,739		2,323	41,741		2,266
TOTAL CLOTHING ALLOWANCES - ENLISTED	427,182		319,597	505,794		316,983	482,179		358,900

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

ESTIMATE FY 2010	\$85,639
ESTIMATE FY 2009	\$83,860
ACTUAL FY 2008	\$321,512

Project: FAMILY SEPARATION ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

Funds requested provide for Family Separation Allowance (FSA) payments to enlisted personnel with dependents who are on duty outside the United States or in Alaska 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 +\$1.8 million between FY 2009 and FY 2010 due to:

- (1) A price increase of +\$0.039 million due to rate inflation.
- (2) A program increase of +\$1.740 million due to an increase in number of Soldiers paid for PCS with Dependents & Temporary Duty due to Army Growth.

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 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	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	3	\$18,333	55	4	\$19,750	79	4	\$20,000	80
1ST SERGEANT/MASTER SERGEANT	2	\$15,000	30	2	\$21,500	43	2	\$22,500	45
PLATOON SERGEANT/SERGEANT 1ST CLASS	21	\$14,524	305	29	\$15,034	436	29	\$15,379	446
STAFF SERGEANT	15	\$14,467	217	21	\$14,714	309	21	\$15,000	315
SERGEANT	19	\$13,368	254	26	\$13,962	363	26	\$14,269	371
CORPORAL/SPECIALIST	45	\$10,889	490	63	\$11,302	712	63	\$11,524	726
SUBTOTAL PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	105		1,351	145		1,942	145		1,983
PCS W/DEPENDENTS NOT AUTHORIZED	13,850	\$3,000	41,550	14,983	\$3,000	44,949	15,301	\$3,000	45,902
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	92,870	\$3,000	278,611	12,323	\$3,000	36,969	12,585	\$3,000	37,754
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	106,825		321,512	27,451		83,860	28,031		85,639

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

ESTIMATE FY 2010 \$842,000
ESTIMATE FY 2009 \$0
ACTUAL FY 2008 \$0

Project: AID AND ATTENDANCE ALLOWANCE FOR CATASTROPHICALLY INJURED

PART I - PURPOSE AND SCOPE

The requested funds will provide for an aid and attendance allowance to catastrophically injured Service members who require regular aid and attendance during and after hospitalization as a result of injuries sustained in combat or in a combat-related event. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured Service members. The allowance will be paid by the Secretary until the catastrophically injured Service member is medically retired through the expedited disability evaluation system and transitioned to veteran status. At that time, the aid and attendance allowance will cease for that member. This allowance is included in the FY 2010 omnibus package of legislative proposals, as a new section (section 439) in Title 37.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,800 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The net change in the Special Monthly Compensation requirements totals +\$0.8 million between FY 2009 and FY 2010. This increase is due to new program initiative.

The detailed computations are provided in the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL MONTHLY COMPENSATION	0	0	0	0	0	0	117	\$7,200	842

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

ESTIMATE FY 2010	\$236,462
ESTIMATE FY 2009	\$234,252
ACTUAL FY 2008	\$321,398

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 2010 military basic pay reflects a 2.9% pay raise effective 1 January. The net change in Separation pay is +\$2.2 million between FY 2009 and FY 2010. This increase is based on --

- (1) A price increase of +\$5.5 million due to inflation rate changes.
- (2) Increase in the number of Soldiers receiving \$30K Lump Sum pay: +\$0.2 million
- (3) Decrease in the numbers of Soldiers receiving Terminal Leave Pay: -\$1.3 million.
- (4) Decrease in the number of Soldiers receiving Severance pay: -\$1.1 million
- (5) Decrease in the number of Soldiers receiving Involuntary Pay: -\$1.1 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 2008				ESTIMATE FY 2009				ESTIMATE FY 2010			
	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	144	17.00	\$5,007	721	42	14.00	\$5,190	218	41	15.00	\$5,390	221
1ST SERGEANT/MASTER SERGEANT	473	26.00	\$4,220	1,996	85	22.00	\$4,329	368	83	23.00	\$4,494	373
PLATOON SERGEANT/SERGEANT 1ST CLASS	2,142	15.00	\$2,475	5,302	567	13.00	\$2,563	1,453	555	13.00	\$2,650	1,471
STAFF SERGEANT	4,778	10.00	\$1,594	7,616	2,847	8.00	\$1,756	4,999	2,787	9.00	\$1,816	5,061
SERGEANT	9,699	8.00	\$1,261	12,230	12,500	7.00	\$1,311	16,386	12,238	7.00	\$1,355	16,587
CORPORAL/SPECIALIST	14,552	8.00	\$1,031	15,004	19,802	7.00	\$1,075	21,286	19,384	7.00	\$1,111	21,545
PRIVATE FIRST CLASS	3,950	8.00	\$908	3,587	6,416	7.00	\$948	6,080	6,281	7.00	\$980	6,155
PRIVATE E2	3,306	7.00	\$725	2,397	5,451	6.00	\$755	4,115	5,336	6.00	\$781	4,165
PRIVATE E1	5,548	9.00	\$816	4,527	8,950	8.00	\$838	7,502	8,762	8.00	\$867	7,594
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	44,592			53,380	56,660			62,407	55,467			63,172
AUTHORIZED DONATIONS				0				0				0
SEVERANCE PAY, DISABILITY	4,021		\$24,610	98,957	3,994		\$31,095	124,192	3,958		\$31,621	125,155
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	799		\$14,354	11,469	736		\$19,076	14,040	689		\$20,607	14,198
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	652		\$10,646	6,941	651		\$16,008	10,421	641		\$16,440	10,538
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				5,996				5,607				5,607
SPECIAL SEPARATION BENEFIT (SSB)				0				25				26
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY				0				0				0
\$30,000 LUMP SUM BONUS				144,655				17,560				17,766
TOTAL SEPARATION PAYMENTS - ENLISTED	50,064			321,398	62,041			234,252	60,755			236,462

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

ESTIMATE FY 2010	\$1,032,953
ESTIMATE FY 2009	\$940,037
ACTUAL FY 2008	\$1,061,738

Project: SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Costs in the FY 2009 column of this submission are understated due to an increase in the pay raise effective January 1, 2009 (from 3.4% budgeted to 3.9% enacted).

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	\$102,000	No upper limit
2009	\$106,800	No upper limit
2010	\$111,600	No upper limit

The net change in the FICA requirement is +\$92.9 million between FY 2009 and FY 2010. This increase is based on -

- (1) Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009: +\$18.5 million.
- (2) FY 2010 2.9% pay raise effective 1 Jan 2010: +\$41.7 million.
- (3) Program increase due to fully funding the active component strength in the base budget: +\$32.7 million.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED									
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	504,705	\$2,104	1,061,738	438,253	\$2,145	940,037	453,519	\$2,278	1,032,953
NON-JUDICIAL FINES AND FORFEITURES			0			0			0
TOTAL SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED	504,705		1,061,738	438,253		940,037	453,519		1,032,953

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

Pay and Allowance of Cadets

FY 2009 Direct Program **\$61,496**

Increases:

Pricing Increases:

- | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--|
| a. Annualization of the FY 2009 Pay Raise (3.9%) | 471 | |
| b. Annualization of the FY 2010 Pay Raise (2.9%) | 1,062 | |
| c. Cost growth for the subsistence rate driven by a change in calculation methodology that links cadet ration rates to the USDA Food Cost Index in the same manner as traditional Basic Allowance for Subsistence. | 7,112 | |
| d. FICA - Annualization of FY 2009 3.9% pay raise effective 1 Jan 2009. | 19 | |
| e. FICA - Annualization of FY 2010 2.9% pay raise effective 1 Jan 2010. | 43 | |

Total Pricing Increases \$8,707

Program Increases:

- | | | |
|---------------------------------------------------------------|-------|--|
| a. Increase due to an increase in Cadet MYRs (219) | 2,388 | |
| b. Increase in subsistence associated with Cadet MYR increase | 541 | |
| c. Increase in FICA associated with Cadet MYR increase | 185 | |

Total Program Increases \$3,114

Total Increases \$11,821

Decreases:

Pricing Decreases:

Total Pricing Decreases \$0

Program Decreases:

Total Program Decreases \$0

Total Decreases \$0

FY 2010 Direct Program **\$73,317**

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

ESTIMATE FY 2010	\$73,317
ESTIMATE FY 2009	\$61,496
ACTUAL FY 2008	\$60,407

Project: ACADEMY CADETS

PART I - PURPOSE AND SCOPE

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." Requirements are determined by multiplying estimated annual rates and statutory rates by the projected man-years. The FY 2000 National Defense Authorization Act (NDAA) (Sec. 531) requires cadet strength limitations to be measured annually as of the day before graduation versus the end of the fiscal year.

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. 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 +\$11.821 million from FY 2009 to FY 2010. The change is a result of:

- (1) Annualization of the FY 2009 3.9% pay raise: +\$0.471 million
- (2) Annualization of the FY 2010 2.9% pay raise: +\$1.062 million
- (3) Increase in basic pay due to manyear growth of the Cadet Corps: +\$2.388 million
- (4) Increase in subsistence pricing due to a change in Cadet ration rates that tie reimbursement rates to the USDA Food Cost Index in the same manner as traditional basic allowance for subsistence: +\$7.112 million
- (5) Increase in rations due to manyear growth in the Cadet Corps: +\$0.541 million
- (6) Increase in FICA due to pay raise: +\$0.062 million (+\$0.019 million for annualization of FY 2009 3.9% pay raise effective 1 Jan 2009, and +\$0.043 million for annualization of FY 2010 2.9% pay raise effective 1 Jan 2010.)

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

(7) Increase in FICA associated with Cadet MYR increase: +\$0.185 million.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACADEMY CADETS									
CADET BASIC PAY	4,305	\$10,605	45,654	4,329	\$10,903	47,199	4,424	\$11,555	51,120
SUBSISTENCE (COMMUTED RATIONS)	4,305	\$2,632	11,330	4,329	\$2,468	10,686	4,424	\$4,145	18,339
SUBSISTENCE (OPERATIONAL RATIONS)			0			0			0
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,219	\$811	3,423	4,269	\$846	3,611	4,364	\$884	3,858
TOTAL ACADEMY CADETS			60,407			61,496			73,317

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE
SCHEDULE OF INCREASES AND DECREASES

Subsistence of Enlisted Personnel

FY 2009 Direct Program		\$2,503,593
Increases:		
Pricing Increases:		
a. Basic Allowance for Subsistence (BAS) rates increased due to annualization of a 10% increase in the USDA food cost index effective January 1, 2009 and a 5% increase effective January 1, 2010.	177,120	
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.	35,200	
c. Price Increase for Operational Ration/Unitized Group Ration Rates due to changes in ration manufacturers' future prices.	18,687	
d. Family Subsistence Supplemental Allowance rate increased due to an expected increase in the annual eligibility cost of this benefit based on a 3.4% inflation rate.	20	
Total Pricing Increases		\$231,027
Program Increases:		
a. BAS increase caused by Army Growth to reflect full funding of active component endstrength in the base budget.	231,037	
b. Increases in the number of Soldiers' operational rations, especially catered meals for training, as the Army increases to reflect full funding of active component endstrength in the base budget.	174,705	
c. Increases in the number of Unitized Rations (Group A)	2,669	
Total Program Increases		\$408,411
Total Increases		\$639,438
Decreases:		
Pricing Decreases:		
a. A rate increase for collections decreases the total cost of BAS.	(22,658)	
Total Pricing Decreases		(22,658)
Program Decreases:		
a. Decrease in the number of members budgeted to utilize Subsistence in Mess. (FY2009 column included 639 million of supplemental funding)	(854,169)	
Total Program Decreases		(854,169)
Total Decreases		(876,827)
FY 2010 Direct Program		\$2,266,204

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

ESTIMATE FY 2010	\$2,304,859
ESTIMATE FY 2009	\$2,542,248
ACTUAL FY 2008	\$3,487,497

Project: SUBSISTENCE OF ENLISTED PERSONNEL

PART I - PURPOSE AND SCOPE

As authorized by Title 10 U.S.C., Chapter 435, Section 4651(c) 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.

Basic Allowance for Subsistence is a cash allowance to Soldiers to defray a portion of the cost of subsistence based on the authority in Title 37, Section 402. 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.

Subsistence-In-Kind (SIK)/Subsistence-in-Messes is the cost of bulk food 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 food used in preparing meals.

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.

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.

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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Costs in FY 2009 column of this submission are understated due to an increase in basic allowance for subsistence rates (from 3.4% budgeted to 10%) based on an increase in the US Department of Agriculture Cost of Food Index.

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

The change for Subsistence from FY 2009 to 2010 is -\$237 million. The change is based on the net of -

- (1) Price increase due to 10% annualized rate change effective January 1, 2009 and 5% annualized rate change effective January 1, 2010: +\$177.1 million
- (2) Price increase in subsistence in messes: +\$35.2 million.
- (3) Price increase in operational and unitized rations: +18.6 million
- (4) Price increase in family subsistence supplemental allowance: +\$.02 million.
- (5) Program increase in BAS is due to growth as the Army fully funds active component endstrength in the base budget. +\$231 million.
- (6) Program increase in operational rations as the Army fully funds active component endstrength in the base budget. +174.7 million.
- (7) Program increase in Unitized Rations (Group A) +2.6 million.
- (8) Increase in collection rate in BAS drives a decrease in the BAS requirement: -\$22.6
- (9) Program decrease in subsistence in messes driven primarily by the inclusion of FY 2009 bridge supplemental in the FY 2009 column: -\$854 million.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	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	478,894	\$3,490	1,671,109	352,325	\$3,798	1,338,185	433,097	\$4,032	1,746,342
WHEN RATIONS IN KIND ARE NOT AVAILABLE		0	0		0	0		0	0
COLLECTIONS AT DISCOUNT MEAL RATE	(64,943)	\$3,020	(196,096)	(112,217)	\$3,294	(369,658)	(111,639)	\$3,497	(390,412)
AUGMENTATION OF COMMUTED RATION ALLOWANCE		0	0		0	0		0	0
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	413,951		1,475,013	240,108		968,527	321,458		1,355,930
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES									
SUBSISTENCE IN MESSES	471,462	\$3,228	1,521,936	406,886	\$3,503	1,425,487	231,025	\$3,719	859,241
MEALS CATERED FROM HOST NATIONS	7	\$2,937	21	0	\$2,997	0	0	\$3,081	0
TRAINING									
SUBTOTAL SUBSISTENCE IN MESSES	471,469		1,521,957	406,886		1,425,487	231,025		859,241
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	20,980	\$10,437	218,974	8,869	\$10,395	92,197	5,036	\$11,036	55,574
UNITIZED GROUP RATIONS-HEAT AND SERVE	8,709	\$6,009	52,329	1,412	\$6,352	8,967	802	\$6,744	5,405
UNITIZED GROUP RATIONS (A)	43,677	\$4,732	206,681	3,757	\$5,003	18,797	2,133	\$5,311	11,330
OTHER RATION PACKAGES	821	\$10,959	8,996	941	\$11,475	10,798	540	\$12,049	6,509
SUBTOTAL OPERATIONAL RATIONS	74,187		486,980	14,979		130,759	8,511		78,818
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			1,032			4,393			2,648
MEALS FURNISHED UNDER CONTRACT			485			11,973			7,217
MEALS FURNISHED BY MEDICAL FACILITIES			1,353			471			284
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS	0		2,870	0		16,837	0		10,149
SUBTOTAL SUBSISTENCE IN KIND	545,656		2,011,807	421,865		1,573,083	239,536		948,208
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	275	\$2,461	677	252	\$2,532	638	277	\$2,603	721
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	959,882		3,487,497	662,225		2,542,248	561,271		2,304,859

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

Permanent Change of Station Travel

FY 2009 Direct Program

1,860,638

Increases:

Pricing Increases:

a. Member Travel price increase driven by cost inflation.	8,562
b. Dependent Travel price increase driven by cost inflation.	2,032
c. Household Good Shipments price increase driven by cost inflation.	9,386
d. International Government Bill of Lading price increase driven by cost inflation.	2,430
e. Dislocation Allowance price increase driven by the annualization of payraise in FY 2009 and FY2010.	4,977
f. Trailer Allowance price increase driven by cost inflation.	6
g. Privately Owned Vehicle price increase driven by cost inflation.	140
h. Port Handling Cost price increase driven by cost inflation.	17
i. Non-temporary Storage price increase driven by cost inflation.	249
j. Temporary Lodging Expense price increase driven by cost inflation.	1,045
Total Pricing Increases	28,845

Program Increases:

a. Increase direct funding due to a decrease in the reimbursable PCS program.	2,569
Total Program Increases	2,569

Total Increases

31,414

Decreases:

Pricing Decreases:

Total Pricing Decreases

-

Program Decreases:

a. Member Travel program reduction driven primarily by the inclusion of the one-time change in the PCS obligation policy.	(49,004)
b. Dependent Travel program reduction driven by the inclusion of the one-time change in the PCS obligation policy.	(13,705)
c. Household Good Shipments program reduction driven by the inclusion of the one-time change in the PCS obligation	(122,079)
d. International Government Bill of Lading program reduction driven by the inclusion of the one-time change in the PCS obligation policy.	(15,601)
e. Dislocation Allowance program reduction driven by the inclusion of the one-time change in the PCS obligation policy.	(29,315)
f. Trailer Allowance program reduction driven by the inclusion of the one-time change in the PCS obligation policy.	(24)
g. Privately Owned Vehicle program reduction driven by the inclusion of the one-time change in the PCS obligation policy.	(32)
h. Port Handling Cost program reduction driven by the inclusion of the one-time change in the PCS obligation policy.	(155)
i. Non-temporary Storage program reduction driven by the inclusion of the one-time change in the PCS obligation policy.	(1,326)
j. Temporary Lodging Expense program reduction driven by the inclusion of the one-time change in the PCS obligation	(6,550)
Total Program Decreases	(237,791)

Total Decreases

(237,791)

FY 2010 Direct Program

1,654,261

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

	ACTUAL FY 2008		ESTIMATE FY 2009		ESTIMATE FY 2010	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	93,910	\$237,552	97,952	\$254,007	86,963	\$232,361
TRAINING TRAVEL	13,672	\$123,202	12,758	\$128,114	10,546	\$117,221
OPERATIONAL TRAVEL	34,725	\$406,446	34,274	\$433,755	30,463	\$385,383
ROTATIONAL TRAVEL TO/FROM OVERSEAS	42,203	\$636,988	52,942	\$837,112	43,005	\$705,653
SEPARATION TRAVEL	83,797	\$189,445	83,748	\$196,450	83,656	\$200,792
ORGANIZED UNIT TRAVEL	8,318	\$12,320	9,109	\$13,769	8,200	\$12,851
TOTAL OBLIGATIONS	276,625	\$1,605,953	290,783	\$1,863,207	262,833	\$1,654,261
LESS: REIMBURSABLE		0		\$2,569		0
TOTAL DIRECT	276,625	\$1,605,953	290,783	\$1,860,638	262,833	\$1,654,261

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

	ACTUAL FY 2008		ESTIMATE FY 2009		ESTIMATE FY 2010	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	276,625	\$293,782	290,783	\$336,049	262,833	\$297,980
AMC	0	0	0	0	0	0
COMMERCIAL AIR	36,791	\$13,853	44,494	\$17,101	37,203	\$14,728
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	155,571	\$81,405	174,111	\$94,294	150,909	\$82,985
AMC	0	0	0	0	0	0
COMMERCIAL AIR	5,685	\$2,052	7,088	\$2,606	5,917	\$2,243
TRANSPORTATION OF HHG						
LAND SHIPMENT	135,441	\$913,379	144,546	\$1,059,600	131,228	\$946,907
ITGBL SHIPMENT	260,559	\$73,498	321,051	\$92,504	265,292	\$79,333
DISLOCATION ALLOWANCE	91,707	\$173,184	99,675	\$198,167	85,259	\$173,829
TRAILER ALLOWANCE	404	\$177	432	\$198	386	\$180
TRANSPORTATION OF POVS	5,024	\$8,736	5,063	\$9,016	5,065	\$9,124
PORT HANDLING (HHG)	978	\$617	1,249	\$852	1,058	\$714
NON-TEMPORARY STORAGE		\$8,362		\$10,001		\$8,924
TEMPORARY LODGING EXPENSE		\$36,908		\$42,819		\$37,314
TOTAL OBLIGATIONS		\$1,605,953		\$1,863,207		\$1,654,261
LESS: REIMBURSABLE		0		\$2,569		0
TOTAL DIRECT		\$1,605,953		\$1,860,638		\$1,654,261

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

Budget Activity: PERMANENT CHANGE OF STATION TRAVEL

PART I - PURPOSE AND SCOPE

These funds are for expenses incident to Permanent Change of Station (PCS) as authorized under Title 37, Chapter 7, Section 404 for travel of military personnel either individually or as part of organized units.

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.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Permanent Change of Station (PCS) program supports the Army's Chief of Staff imperatives:

1. Sustain - refers to sustaining the all-volunteer force through quality of life and service programs such the Full Replacement Value initiative of the Defense Personal Property Program which continues in FY 2010.
2. Prepare - continues to prepare Soldiers for success in the current conflict by enabling training at the right time and place.
3. Reset - refers to bringing Soldiers and units back to a capability that allows them to begin preparing for their next missions quickly and efficiently.
4. Transform - the Army is growing in order to provide and sustain sufficient forces for the full range and duration of current operations and future contingencies. This growth will allow us to revitalize and balance our force, reduce deployment periods, increase dwell time.

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

Major changes in the PCS program are driven by:

- A decline in number of moves in all PCS categories. This reduction is the net of several actions. The reduction (-27.9K) is driven primarily by the impact of the obligation policy in FY 2009 that "pulled" PCS moves from FY 2010 to FY 2009. The decrease is offset by fully funding active component end strength in the base budget in FY2010 (15k growth from 532.4k to 547.4k).
- Rates increase from FY09 to FY10 based on general inflation assumptions of 1.5% and the annualization of the FY 2009 3.9% payraise and the 2.9% FY 2010 pay raise.

Detailed cost computations are provided in the following tables.

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

ESTIMATE FY 2010	\$232,361
ESTIMATE FY 2009	\$254,007
ACTUAL FY 2008	\$237,552

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 2011. The net change in the Accession program is \$21.6 million from FY 2009 to FY 2010. This changes is driven primarily by:

1. A decrease in program due to the inclusion of the one-time PCS obligation policy in FY 2009: -\$25.5 million
2. An increase in rates based on an inflation assumptions of 1.5%: +3.8 million

The following table provides detailed cost computations:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
OFFICER									
MEMBER TRAVEL									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	8,903	\$1,068	9,508	9,015	\$1,088	9,810	9,126	\$1,110	10,130
ACCESSION TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
ACCESSION TVL, OFFICER- MEM TVL COMMERCIAL AIR	87	\$356	31	88	\$364	32	90	\$367	33
SUBTOTAL MEMBER TRAVEL			9,539			9,842			10,163
DEPENDENT TRAVEL									
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	2,475	\$382	946	2,506	\$389	976	2,550	\$395	1,007
ACCESSION TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
ACCESSION TVL, OFFICER- DEP TVL COMMERCIAL AIR	56	\$357	20	56	\$357	20	57	\$368	21
SUBTOTAL DEPENDENT TRAVEL			966			996			1,028
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	9,292	\$2,347	21,808	9,328	\$2,464	22,984	9,536	\$2,489	23,734
ACCESSION TVL, OFFICER- INTL GOVT BILL OF LADING	1,052	\$1,804	1,898	1,065	\$1,839	1,958	1,083	\$1,867	2,022
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			23,706			24,942			25,756
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	2,608	\$1,526	3,980	2,593	\$1,584	4,107	2,595	\$1,634	4,241
ACCESSION TVL, OFFICER- TRAILER ALLOWANCE	10	\$300	3	10	\$400	4	10	\$400	4
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLE	7	\$1,714	12	7	\$1,857	13	8	\$1,625	13
ACCESSION TVL, OFFICER- PORT HANDLING COST HHG	1	\$1,000	1	1	\$1,000	1	1	\$1,000	1
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			251			259			267
ACCESSION TVL, OFFICER- TEMPORARY LODGING			781			806			832

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBTOTAL OFFICER			39,239			40,970			42,305
ENLISTED									
MEMBER TRAVEL									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	83,710	\$1,055	88,294	87,615	\$1,075	94,169	76,614	\$1,096	83,995
ACCESSION TVL, ENLISTED- MEM TVL AMC	0		0	0		0	0		0
ACCESSION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	5,334	\$361	1,926	5,583	\$368	2,054	4,906	\$373	1,832
SUBTOTAL MEMBER TRAVEL			90,220			96,223			85,827
DEPENDENT TRAVEL									
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	15,291	\$601	9,190	16,004	\$612	9,801	14,064	\$622	8,742
ACCESSION TVL, ENLISTED- DEP TVL AMC	0		0	0		0	0		0
ACCESSION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	86	\$360	31	90	\$367	33	79	\$367	29
SUBTOTAL DEPENDENT TRAVEL			9,221			9,834			8,771
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	28,873	\$2,347	67,765	29,960	\$2,464	73,823	26,456	\$2,489	65,849
ACCESSION TVL, ENLISTED- INTL GOVT BILL OF LADING	2,860	\$1,806	5,165	2,993	\$1,840	5,508	2,630	\$1,868	4,913
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			72,930			79,331			70,762
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	13,512	\$1,549	20,930	13,882	\$1,608	22,323	12,004	\$1,659	19,911
ACCESSION TVL, ENLISTED- TRAILER ALLOWANCE	53	\$377	20	55	\$382	21	48	\$396	19
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	7	\$1,857	13	7	\$1,857	13	7	\$1,714	12
ACCESSION TVL, ENLISTED- PORT HANDLING COST HHG	15	\$600	9	16	\$625	10	14	\$643	9
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			552			588			525
ACCESSION TVL, ENLISTED- TEMPORARY LODGING			3,795			4,047			3,610
SUBTOTAL ENLISTED			197,690			212,390			189,446

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,297	\$480	623	1,322	\$489	647	1,223	\$499	610
TOTAL ACCESSION TRAVEL			237,552			254,007			232,361

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

ESTIMATE FY 2010	\$117,221
ESTIMATE FY 2009	\$128,114
ACTUAL FY 2008	\$123,202

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 net change in training PCS is -\$10.9 million. This decrease is the net of:

1. Program decrease caused by the inclusion of the obligation policy change in FY 2009: -\$12.6 million
2. Price increase driven by cost inflation of 1.5%: +\$1.7 million

The following table provides detailed cost computations:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
TRAINING TRAVEL									
OFFICER									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	7,864	\$986	7,754	8,420	\$1,005	8,460	8,009	\$1,025	8,209
TRAINING TVL, OFFICER- DEP TVL MILEAGE	4,635	\$710	3,291	4,962	\$724	3,590	4,744	\$734	3,484
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	8,443	\$7,841	66,198	8,960	\$8,233	73,772	8,608	\$8,315	71,576
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	7,117	\$2,572	18,305	7,481	\$2,670	19,972	7,036	\$2,754	19,377
TRAINING TVL, OFFICER- TRAILER ALLOWANCE	7	\$429	3	7	\$429	3	7	\$429	3
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			205			223			217
TRAINING TVL, OFFICER- TEMPORARY LODGING			2,881			3,143			3,050
SUBTOTAL OFFICER			98,637			109,163			105,916
ENLISTED									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	5,808	\$565	3,282	4,338	\$576	2,498	2,537	\$587	1,490
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	1,474	\$851	1,254	1,101	\$867	955	647	\$881	570
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	1,989	\$7,844	15,601	1,473	\$8,234	12,128	870	\$8,315	7,234
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	1,709	\$2,099	3,588	1,253	\$2,180	2,731	725	\$2,247	1,629
TRAINING TVL, ENLISTED- TRAILER ALLOWANCE	17	\$353	6	13	\$385	5	8	\$375	3
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			90			68			41
TRAINING TVL, ENLISTED- TEMPORARY LODGING			744			566			338
SUBTOTAL ENLISTED			24,565			18,951			11,305
TOTAL TRAINING TRAVEL			123,202			128,114			117,221

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

ESTIMATE FY 2010	\$385,383
ESTIMATE FY 2009	\$433,755
ACTUAL FY 2008	\$406,446

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 a high level of 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 and finally, these moves continue to play a major role in the successful accomplishment Base Realignment and Closure (BRAC) actions and support the human resource needs of high priority units.

The net change in operational PCS is -\$48.4 million. This decrease is the net of:

1. Program decrease is caused by the inclusion of the obligation policy change in FY 2009: -\$54.1 million
2. Price increase driven by the impact of a 1.5% inflation rate: +\$5.7 million.

The following table provides detailed cost computations:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	6,743	\$1,323	8,918	9,254	\$1,348	12,471	7,176	\$1,375	9,864
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	9,880	\$470	4,644	13,560	\$479	6,494	10,567	\$486	5,137
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	8,214	\$9,873	81,093	11,175	\$10,365	115,834	8,752	\$10,469	91,623
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,193	\$2,327	19,064	11,243	\$2,371	26,661	8,762	\$2,407	21,088
OPERATIONAL TVL, OFFICER- TRAILER ALLOWANCE	8	\$375	3	10	\$400	4	7	\$429	3
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			294			411			325
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING			3,517			4,919			3,891
SUBTOTAL OFFICER			117,533			166,794			131,931
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	27,982	\$1,045	29,240	25,020	\$1,065	26,642	23,287	\$1,086	25,294
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	34,250	\$458	15,686	30,624	\$467	14,292	28,645	\$474	13,569
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	19,336	\$9,872	190,886	17,138	\$10,366	177,644	16,110	\$10,469	168,655
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	25,831	\$1,696	43,809	22,674	\$1,760	39,916	20,869	\$1,816	37,896
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	11	\$364	4	10	\$400	4	7	\$429	3
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			416			379			360

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING			8,872			8,084			7,675
SUBTOTAL ENLISTED			288,913			266,961			253,452
TOTAL OPERATIONAL TRAVEL			406,446			433,755			385,383

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

ESTIMATE FY 2010	\$705,653
ESTIMATE FY 2009	\$837,112
ACTUAL FY 2008	\$636,988

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 and the ARFORGEN cycle. 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.

The net change in rotational PCS is -\$144.3 million. This decrease is the net of:

1. Program decrease caused by the inclusion of the obligation policy change in FY 2009: -\$154.8 million
2. Price increase resulting from the Impact of a 1.5% inflation rate: +\$10.5 million

The following table provides detailed cost computations:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	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	7,614	\$4,563	34,744	10,588	\$4,650	49,233	8,545	\$4,788	40,915
ROTATIONAL TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- MEM TVL COMMERCIAL AIR	6,228	\$381	2,373	8,661	\$388	3,362	7,024	\$398	2,794
SUBTOTAL MEMBER TRAVEL			37,117			52,595			43,709
DEPENDENT TRAVEL									
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	15,633	\$805	12,584	21,739	\$820	17,832	17,632	\$840	14,819
ROTATIONAL TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- DEP TVL COMMERCIAL AIR	1,778	\$361	642	2,472	\$368	909	2,005	\$377	756
SUBTOTAL DEPENDENT TRAVEL			13,226			18,741			15,575
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	8,214	\$12,113	99,499	11,323	\$12,718	144,010	9,316	\$12,847	119,678
ROTATIONAL TVL, OFFICER- INTL GOVT BILL OF LADING	34,862	\$498	17,361	48,479	\$507	24,601	39,319	\$520	20,444
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			116,860			168,611			140,122
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,253	\$2,540	20,964	11,267	\$2,637	29,706	9,077	\$2,720	24,686
ROTATIONAL TVL, OFFICER- TRAILER ALLOWANCE	0		0	0		0	0		0
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLE	57	\$2,965	169	79	\$3,038	240	64	\$3,109	199
ROTATIONAL TVL, OFFICER- PORT HANDLING COST HHG	651	\$803	523	905	\$819	741	734	\$839	616
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			2,281			3,233			2,686
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING			5,380			7,624			6,336

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBTOTAL OFFICER			196,520			281,491			233,929
ENLISTED									
MEMBER TRAVEL									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	34,589	\$2,334	80,740	42,354	\$2,379	100,743	34,460	\$2,482	85,532
ROTATIONAL TVL, ENLISTED- MEM TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, ENLISTED- MEM TVL COMMERCIAL AIR	22,358	\$381	8,518	27,377	\$388	10,629	22,385	\$403	9,024
SUBTOTAL MEMBER TRAVEL			89,258			111,372			94,556
DEPENDENT TRAVEL									
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	51,918	\$494	25,647	63,573	\$503	32,002	51,981	\$523	27,170
ROTATIONAL TVL, ENLISTED- DEP TVL AMC	0		0	0		0	0		0
ROTATIONAL TVL, ENLISTED- DEP TVL COMMERCIAL AIR	3,133	\$361	1,131	3,836	\$368	1,411	3,136	\$382	1,198
SUBTOTAL DEPENDENT TRAVEL			26,778			33,413			28,368
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	18,609	\$12,113	225,414	22,588	\$12,718	287,285	18,987	\$12,846	243,907
ROTATIONAL TVL, ENLISTED- INTL GOVT BILL OF LADING	207,819	\$219	45,512	254,472	\$223	56,788	208,072	\$232	48,213
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			270,926			344,073			292,120
ROTATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	23,390	\$1,724	40,325	28,117	\$1,790	50,316	23,142	\$1,846	42,718
ROTATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	125	\$584	73	154	\$591	91	126	\$619	78
ROTATIONAL TVL, ENLISTED- PRIVATELY OWNED VEHICLE	53	\$2,981	158	65	\$3,046	198	53	\$3,170	168
ROTATIONAL TVL, ENLISTED- PORT HANDLING COST HHG	71	\$845	60	87	\$862	75	71	\$887	63
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			2,076			2,590			2,198
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING			10,814			13,493			11,455

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBTOTAL ENLISTED			440,468			555,621			471,724
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			636,988			837,112			705,653

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

ESTIMATE FY 2010	\$200,792
ESTIMATE FY 2009	\$196,450
ACTUAL FY 2008	\$189,445

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 actual personnel losses. Specifically, FY10 increases are primarily the result of the rate increases for enlisted member separations and associated costs of household good shipments and mileage payments.

The net change in separation PCS is +4.3 million. This increase is the net of:

1. Program increase caused by the inclusion of the obligation policy change in FY 2009: +1.3 million
2. Price increase driven by cost inflation of 1.5%: +3.1 million

Detailed cost computations are provided in the following table:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TRAVEL									
OFFICER									
MEMBER TRAVEL									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	6,543	\$728	4,763	6,669	\$742	4,947	6,795	\$757	5,142
SEPARATION TVL, OFFICER- MEM TVL AMC	0		0	0		0	0		0
SEPARATION TVL, OFFICER- MEM TVL COMMERCIAL AIR	342	\$363	124	349	\$367	128	357	\$373	133
SUBTOTAL MEMBER TRAVEL			4,887			5,075			5,275
DEPENDENT TRAVEL									
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,669	\$659	1,100	1,701	\$671	1,142	1,741	\$682	1,187
SEPARATION TVL, OFFICER- DEP TVL AMC	0		0	0		0	0		0
SEPARATION TVL, OFFICER- DEP TVL COMMERCIAL AIR	180	\$361	65	183	\$366	67	188	\$372	70
SUBTOTAL DEPENDENT TRAVEL			1,165			1,209			1,257
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	6,423	\$4,834	31,047	6,489	\$5,076	32,937	6,678	\$5,126	34,232
SEPARATION TVL, OFFICER- INTL GOVT BILL OF LADING	5,120	\$255	1,306	5,219	\$260	1,356	5,344	\$264	1,409
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			32,353			34,293			35,641
SEPARATION TVL, OFFICER- TRAILER ALLOWANCE	5	\$400	2	5	\$400	2	5	\$400	2
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLE	793	\$1,711	1,357	808	\$1,745	1,410	827	\$1,771	1,465
SEPARATION TVL, OFFICER- PORT HANDLING COST HHG	77	\$104	8	77	\$104	8	76	\$105	8
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			727			755			785
SUBTOTAL OFFICER			40,499			42,752			44,433
ENLISTED									
MEMBER TRAVEL									

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	77,042	\$322	24,831	76,843	\$328	25,238	76,644	\$335	25,677
SEPARATION TVL, ENLISTED- MEM TVL AMC	0		0	0		0	0		0
SEPARATION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	2,442	\$361	881	2,436	\$368	896	2,441	\$374	912
SUBTOTAL MEMBER TRAVEL			25,712			26,134			26,589
DEPENDENT TRAVEL									
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	17,888	\$373	6,672	17,841	\$380	6,781	17,884	\$386	6,899
SEPARATION TVL, ENLISTED- DEP TVL AMC	0		0	0		0	0		0
SEPARATION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	452	\$361	163	451	\$368	166	452	\$374	169
SUBTOTAL DEPENDENT TRAVEL			6,835			6,947			7,068
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	21,811	\$4,834	105,436	21,565	\$5,076	109,457	21,723	\$5,126	111,361
SEPARATION TVL, ENLISTED- INTL GOVT BILL OF LADING	8,846	\$255	2,256	8,823	\$260	2,293	8,844	\$264	2,332
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			107,692			111,750			113,693
SEPARATION TVL, ENLISTED- TRAILER ALLOWANCE	168	\$375	63	168	\$381	64	168	\$387	65
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	4,107	\$1,711	7,027	4,097	\$1,743	7,142	4,106	\$1,770	7,267
SEPARATION TVL, ENLISTED- PORT HANDLING COST HHG	163	\$98	16	163	\$104	17	162	\$105	17
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			1,449			1,472			1,498
SUBTOTAL ENLISTED			148,794			153,526			156,197
SEPARATION TVL, CADET- MEM TVL MILEAGE	212	\$717	152	236	\$729	172	217	\$747	162
TOTAL SEPARATION TRAVEL			189,445			196,450			200,792

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

ESTIMATE FY 2010	\$12,851
ESTIMATE FY 2009	\$13,769
ACTUAL FY 2008	\$12,320

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 net change in organized unit move PCS is -\$0.9 million. This decrease is the net of:

1. Program decrease caused by the inclusion of the obligation policy change in FY 2009: -\$1.1 million
2. Price increase driven by cost inflation of 1.5%: +\$0.2 million

The following table provides detailed cost computations:

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ORGANIZED UNIT TRAVEL									
OFFICER									
ORG UNIT TVL, OFFICER- MEM TVL MILEAGE	1,218	\$184	224	1,093	\$187	204	1,250	\$191	239
ORG UNIT TVL, OFFICER- DEP TVL MILEAGE	75	\$1,147	86	67	\$1,164	78	77	\$1,182	91
ORG UNIT TVL, OFFICER- HHG LAND SHIPMENT	849	\$2,038	1,730	755	\$2,140	1,616	872	\$2,162	1,885
ORG UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	209	\$2,411	504	184	\$2,505	461	208	\$2,587	538
ORG UNIT TVL, OFFICER- TRAILER ALLOWANCE	0		0	0		0	0		0
ORG UNIT TVL, OFFICER- NONTEMP STORAGE HHG			9			9			10
ORG UNIT TVL, OFFICER- TEMPORARY LODGING			22			20			23
SUBTOTAL OFFICER			2,575			2,388			2,786
ENLISTED									
ORG UNIT TVL, ENLISTED- MEM TVL MILEAGE	7,100	\$100	709	8,016	\$102	815	6,950	\$104	721
ORG UNIT TVL, ENLISTED- DEP TVL MILEAGE	383	\$796	305	433	\$811	351	377	\$822	310
ORG UNIT TVL, ENLISTED- HHG LAND SHIPMENT	3,388	\$2,037	6,902	3,792	\$2,139	8,110	3,320	\$2,161	7,173
ORG UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	885	\$1,938	1,715	981	\$2,012	1,974	841	\$2,075	1,745
ORG UNIT TVL, ENLISTED- TRAILER ALLOWANCE	0		0	0		0	0		0
ORG UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			12			14			12
ORG UNIT TVL, ENLISTED- TEMPORARY LODGING			102			117			104
SUBTOTAL ENLISTED			9,745			11,381			10,065
TOTAL ORGANIZED UNIT TRAVEL			12,320			13,769			12,851

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

Other Military Personnel Costs

FY 2009 Direct Program **\$601,730**

Increases:

Pricing Increases:

a. Increase in rates for Unemployment benefits.	3,547	
b. Increase in rates for Sr ROTC Non-Scholarship.	6,344	
c. Increase in rates for Sr ROTC -Scholarship to meet commission mission requirements from 4300 to 5100 by FY 2010	4,953	
d. Increase in rates for uniforms and subsistence for Jr. ROTC.	4,386	
Total Pricing Increases		\$19,231

Program Increases:

a. Increase in the number of Apprehension of personnel	19	
b. Increase in Amortization of Education Benefits	42,180	
c. Increase in ROTC Scholarship	26,121	
d. Increase in the number schools approved to operate a Jr ROTC program.	19,478	
Total Program Increases		\$87,798

Total Increases \$107,029

Decreases:

Pricing Decreases:

a. None	0	
Total Pricing Decreases		0

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

Other Military Personnel Costs

Program Decreases:

a. Decrease in the number of personnel receiving payments from the Soldiers Savings Deposit Program.	(9)
b. Decrease in the number of Death Gratuity benefits due to the inclusion of the FY 2009 bridge funding.	(30,700)
c. Decrease in unemployment compensation due to the inclusion of the FY 2009 bridge supplemental in the FY 2009 column.	(20,720)
d. Decrease in the number of personnel applying for Adoption benefit.	(216)
e. Decrease in the number of personnel receiving Partial Dislocation Allowance.	(229)
f. Program decrease in SGLI Extra Hazard funding due to the inclusion of the FY 2009 bridge funding.	(129,646)
g. Program decrease in TSGLI due to the inclusion of the FY 2009 bridge funding.	(20,354)
h. Decrease in the number of cadets enrolled in Sr. ROTC Non-Scholarship Program.	(17,434)
i. Decrease in the number of personnel receiving Mass Transit benefit.	(1,488)
Total Program Decreases	(\$220,796)

Total Decreases (\$220,796)

FY 2010 Direct Program \$487,962

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

ESTIMATE FY 2010	\$1,452
ESTIMATE FY 2009	\$1,433
ACTUAL FY 2008	\$1,762

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

The programmed funding is based on the historical number of deserters per 1,000 Enlisted Soldiers. The cost estimates are based on factors developed from current expenditures and the FY 2009 Standard Per Diem amount of \$109 per day for three days of travel plus a \$75 reward (\$327 + \$75 = \$402 rate).

The net change from FY 2009 and FY 2010 is \$19 thousand based on the growth in the Enlisted force.

The following table provides cost estimates:

	ACTUAL FY 2008 AMOUNT	ESTIMATE FY 2009 AMOUNT	ESTIMATE FY 2010 AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	1,762	1,433	1,452

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

ESTIMATE FY 2010 \$648
ESTIMATE FY 2009 \$657
ACTUAL FY 2008 \$13,245

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 redeploys. Any Soldier serving in an area that has been designated a combat zone or in an area designated in direct support of a combat zone for at least 30 days or at least 1 day in each of 3 consecutive months is eligible to enroll in the SDP.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount budgeted in FY 2009 to FY 2010 is based on anticipated participation in base contingencies such as Joint Guardian and Joint Forge. FY 2008 includes execution for both Operation Enduring Freedom and Operation Iraqi Freedom, which are funded in the war supplemental request.

The net change in program from FY 2009 to FY 2010 is -\$9K. This is due to a decrease in the number of personnel in support of small contingencies.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	22,644	\$295	6,680	566	\$295	167	556	\$295	164
INTEREST ON SAVINGS, ENLISTED	42,630	\$154	6,565	3,182	\$154	490	3,143	\$154	484
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	65,274		13,245	3,748		657	3,699		648

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

ESTIMATE FY 2010 \$45,500
ESTIMATE FY 2009 \$76,200
ACTUAL FY 2008 \$102,800

Project: DEATH GRATUITIES

PART I - PURPOSE AND SCOPE

Death Gratuity is payable under sections 1475 through 1477 of Title 10 U.S.C in the amount \$100,000 per death to beneficiaries of military personnel who die under certain conditions. The death must have occurred: 1.) While on active duty or while traveling to or from duty; 2.) During the 120-day period following the date of discharge or release, under honorable conditions, from active duty (including retirement for either a service connected disability or completed length of service); 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. The FY 2008 actual execution includes both non-combat and combat deaths, which are funded in the war supplemental request.

The net change from FY 2009 to 2010 is -\$30.7 million. This is caused by the inclusion of the FY 2009 bridge supplemental in the FY 2009 column.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	110	\$100,000	11,000	134	\$100,000	13,425	73	\$100,000	7,300
DEATH GRATUITIES, ENLISTED	918	\$100,000	91,800	625	\$100,000	62,475	379	\$100,000	37,900
DEATH GRATUITIES, CADET	0	\$100,000	0	3	\$100,000	300	3	\$100,000	300
TOTAL DEATH GRATUITIES	1,028		102,800	762		76,200	455		45,500

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

ESTIMATE FY 2010	\$180,493
ESTIMATE FY 2009	\$197,666
ACTUAL FY 2008	\$237,401

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 additional 13 weeks has been extended by the Emergency Unemployment Compensation Act of 2008 (P.L. 110-252).

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 net change in program between FY 2009 and FY 2010 is -\$17.2 million. This is due to:

- (1) Pricing increase of +\$3.5 million due to the 1 January 2010, 3.4% payraise
- (2) Program decrease of -\$20.7 million due to the inclusion of the FY 2009 bridge supplemental in the FY 2009 column.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	43,728	\$5,429	237,401	35,693	\$5,538	197,666	31,951	\$5,649	180,493

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
MOBILIZATION FOR ONE/OEF

ESTIMATE FY 2010 0
ESTIMATE FY 2009 0
ACTUAL FY 2008 \$404

Project: RESERVE INCOME REPLACEMENT PROGRAM

PART I - PURPOSE AND SCOPE

The Reserve Income Replacement Program (RIRP) was developed to provide specific payments to eligible members of the National Guard and Reserve who are involuntary serving on active duty (the term active duty includes full-time National Guard duty) and who are experiencing a monthly active duty income differential of more than \$50.00, as determined by the member's Service Secretary. An active duty income differential is the difference between the average monthly civilian earned income of the member before mobilization and the member's total monthly military compensation while involuntarily mobilized, when the member's average monthly civilian income exceeds the total monthly military compensation.

RIRP is effective as of August 1, 2006, and authorized in 37 USC sec 910 (enacted in Public Law 109-163, 119 Stat. 3292, Jan 6, 2006-National Defense Authorization Act for Fiscal Year 2006). Income replacement payments will be made only for full months of qualifying involuntary active duty performed from August 2006 through December 2008. The first RIRP payments for eligible service members occurred in September 2006, for duty performed in August 2006 (the first full month authorized for payments). RIRP payments will be made to an eligible member on a monthly basis. RIRP payments may not exceed \$3,000 per month.

PART II - JUSTIFICATION OF FUNDS REQUESTED

RIRP is an entitlement that must be paid to all eligible service members. To be eligible for RIRP payments, the member must be currently serving on active duty in an **involuntarily** status and have: Completed 18 consecutive months of active duty, or completed 24 months of active duty during the previous 60 months, or been involuntarily mobilized for 180 days or more within six months of the previous involuntary period of active duty of more than 180 days.

There are no base costs associated with this program; all funds are requested in the war supplemental request.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008	ESTIMATE FY 2009	ESTIMATE FY 2010
RESERVE INCOME REPLACEMENT PROGRAM	AMOUNT 404	AMOUNT 0	AMOUNT 0

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

ESTIMATE FY 2010	\$45,288
ESTIMATE FY 2009	\$3,108
ACTUAL FY 2008	\$1,193

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). FY 2010 costs are estimated based upon FY 2009 Board of Actuaries' projected payments into the DoD Education Benefits Fund.

The net change between FY 2009 and FY 2010 is \$42M. Increase is due to anticipated participation levels for Reserve Components supporting contingency operations, impact of Post 9/11 GI Bill, normal cost per capita rates and amortization payment amounts approved by DoD Education Board Actuaries.

The following table provides cost estimates:

	ACTUAL FY 2008 AMOUNT	ESTIMATE FY 2009 AMOUNT	ESTIMATE FY 2010 AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	1,193	3,108	45,288

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

ESTIMATE FY 2010	\$264
ESTIMATE FY 2009	\$480
ACTUAL FY 2008	\$352

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.

The net change in program between FY 2009 and FY 2010 is -\$216 thousands. This change is due to a review of the number of adoptions occurring.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	94	\$2,000	187	140	\$2,000	280	99	\$2,000	198
ADOPTION EXPENSE, ENLISTED	83	\$2,000	165	100	\$2,000	200	33	\$2,000	66
TOTAL ADOPTION EXPENSES	177		352	240		480	132		264

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

ESTIMATE FY 2010 \$326
ESTIMATE FY 2009 \$555
ACTUAL FY 2008 \$520

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, effective 1 January 2008 Partial DLA rate is \$617.33. 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.

The change between FY 2009 and FY 2010 is a program decrease of -\$229K. The decrease in costs between FY 2009 and FY 2010 is attributed to the scheduled Residential Community Initiative (RCI) projects for FY 2009. Detailed cost computations are provided in the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	97	\$617	60	103	\$639	66	86	\$639	55
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	746	\$617	460	765	\$639	489	424	\$639	271
TOTAL PARTIAL DISLOCATION ALLOWANCE	843		520	868		555	510		326

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

ESTIMATE FY 2010	0
ESTIMATE FY 2009	\$129,646
ACTUAL FY 2008	\$255,283

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 Tramatic 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

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 premium reimbursement for mobilized Soldiers. The FY 2008 column matches the obligations as of 30 Sep 08 based on the estimated fourth quarter bill from the Department of Veteran's Affairs. The actual bill paid to the VA was \$202.3M was for SGLI claims and \$51.5M to Soldiers for reimbursement of SGLI premiums.

There are no base costs associated with this program and the FY 2009 column reflects funding approved in the bridge supplemental.

The following table provides cost estimates:

	ACTUAL FY 2008 AMOUNT	ESTIMATE FY 2009 AMOUNT	ESTIMATE FY 2010 AMOUNT
SGLI EXTRA HAZARD PAYMENTS			
SGLI EXTRA HAZARD PAYMENTS, OFFICER	48,872	25,929	0
SGLI EXTRA HAZARD PAYMENTS, ENLISTED	206,411	103,717	0
TOTAL SGLI EXTRA HAZARD PAYMENTS	255,283	129,646	0

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

ESTIMATE FY 2010	0
ESTIMATE FY 2009	\$20,354
ACTUAL FY 2008	\$21,685

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.

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. In FY 2008 \$16.6 million for prospective and \$5.1 million for retro T-SGLI claim payments were made to the VA.

There are no base costs associated with this program; all funds are requested in the war supplemental. The FY 2009 column contains funding provided in the FY 2009 bridge supplemental.

The following table provides cost estimates:

	ACTUAL FY 2008 AMOUNT	ESTIMATE FY 2009 AMOUNT	ESTIMATE FY 2010 AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	4,337	4,070	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	17,348	16,284	0
TOTAL SGLI TRAUMATIC INJURY PAYMENTS	21,685	20,354	0

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ESTIMATE FY 2010	\$143,586
ESTIMATE FY 2009	\$123,602
ACTUAL FY 2008	\$87,333

Project: ROTC

PART I - PURPOSE AND SCOPE

The Senior Reserve Officer Training Corps (Sr. ROTC) provides funds for students enrolled in Sr. ROTC as part of the Army's officer accession requirements. Sr. ROTC funds scholarship and non-scholarship cadets pay and allowances, uniforms (issue-in-kind & commutation-in-lieu), and subsistence while attending practical field training.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Senior ROTC Non-Scholarship Program

The funds requested provide military personnel costs for non-scholarship students enrolled in the Sr. ROTC 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), bonuses, uniforms and subsistence while attending practical field training. Provides for cadets pay which is 35% of a Second Lieutenant's daily pay plus 7.65% for FICA while attending summer field training programs. Provides monthly subsistence allowances (stipends) of \$300 for MS I, \$350 for MS II, \$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 bonus paid to nurse cadets upon graduation and commissioning. Provides for cost of language bonus paid to cadets upon graduation and commissioning. 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 provided for non-scholarship recipients.

The Sr. ROTC program has a net change of +\$20.0 million from FY 2009 to FY 2010. This change is based on

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

- (1) Program decrease in non-scholarship -\$17.4 million as the Army shifts from non scholarship to scholarship.
- (2) Pricing increase in non scholarship +\$6.3 million driven by a increase in the price for authorized field training.
- (3) Program increase in the scholarship program +\$26.1 million as the Army shifts from non scholarship to scholarship.
- 4) Price increase of +\$5.0 million in scholarship program driven by increase for authorized field training.

Detailed cost computations are provided by the following table:

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

ROTC	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC NON-SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)									
BASIC CAMP	1,313	\$885	1,162	3,413	\$921	3,143	3,569	\$2,575	9,189
ADVANCED CAMP	2,795	\$1,043	2,915	4,041	\$1,085	4,384	287	\$2,504	718
CADET TROOP LEADER	1,417	\$749	1,061	4,249	\$832	3,535	867	\$971	842
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	5,525		5,138	11,703		11,062	4,723		10,749
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	11,561	\$321	3,711	17,769	\$221	3,927	11,575	\$226	2,616
ADVANCED COURSE	3,941	\$321	1,265	6,059	\$221	1,339	372	\$226	84
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	15,502		4,976	23,828		5,266	11,947		2,700
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	1,798	\$754	1,356	2,959	\$800	2,367	1,708	\$848	1,448
BASIC COURSE, FEMALE	390	\$761	297	426	\$807	344	157	\$855	134
ADVANCED COURSE, MALE	1,153	\$680	784	1,639	\$721	1,182	1,247	\$764	953
ADVANCED COURSE, FEMALE	89	\$700	62	399	\$742	296	112	\$786	88
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	3,430		2,499	5,423		4,189	3,224		2,623
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	463	\$3,325	1,539	476	\$3,325	1,584	1,532	\$3,325	5,094
ADVANCED	3,450	\$4,631	15,975	2,876	\$4,631	13,320	800	\$4,631	3,705
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	3,913		17,514	3,352		14,904	2,332		8,799
SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)									
BASIC CAMP	0	\$248	0	0	0	0	0	0	0
ADVANCED CAMP	0	\$231	0	0	0	0	0	0	0
PROFESSIONAL DEVELOPMENT	0	\$257	0	0	0	0	0	0	0
CADET TROOP LEADER TRAINING	0	\$154	0	0	0	0	0	0	0
PRACTICAL FIELD TRAINING	12,283	\$106	1,302	13,259	\$108	1,432	8,109	\$110	892
SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)	12,283		1,302	13,259		1,432	8,109		892
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	40,653		31,429	57,565		36,853	30,335		25,763
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH									
ADVANCED CAMP	2,781	\$1,043	2,901	3,993	\$1,085	4,332	7,902	\$2,456	19,408
CADET TROOP LEADER	2,047	\$684	1,400	3,200	\$725	2,320	522	\$768	401
ROTC NURSE BONUS	796	\$5,000	3,982	750	\$5,000	3,750	170	\$5,000	850

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
ROTC

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH	5,624		8,283	7,943		10,402	8,594		20,659
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	4,979	\$799	3,978	22,194	\$217	4,816	11,482	\$226	2,595
ADVANCED	6,875	\$799	5,493	21,493	\$217	4,664	11,102	\$226	2,509
SUBTOTAL SENIOR ROTC SCHOLARSHIP, CADET CLOTHING	11,854		9,471	43,687		9,480	22,584		5,104
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	782	\$820	641	783	\$836	655	591	\$854	505
BASIC COURSE, FEMALE	98	\$902	88	110	\$920	101	92	\$939	86
ADVANCED COURSE, MALE	1,938	\$755	1,463	1,938	\$770	1,492	342	\$786	269
ADVANCED COURSE, FEMALE	312	\$743	232	410	\$758	311	41	\$773	32
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	3,130		2,424	3,241		2,559	1,066		892
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	5,541	\$3,288	18,220	5,552	\$3,354	18,621	11,492	\$3,088	35,488
ADVANCED	3,608	\$4,593	16,571	9,353	\$4,777	44,678	11,614	\$4,515	52,437
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	9,149		34,791	14,905		63,299	23,106		87,925
SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING									
BASIC CAMP	0	0	0	0	0	0	0	0	0
ADVANCED CAMP	0	0	0	0	0	0	0	0	0
PROFESSIONAL DEVELOPMENT	0	0	0	0	0	0	0	0	0
CADET TROOP LEADER TRAINING	0	0	0	0	0	0	0	0	0
PRACTICAL FIELD TRAINING	8,821	\$106	935	9,343	\$108	1,009	29,482	\$110	3,243
SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING	8,821		935	9,343		1,009	29,482		3,243
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	38,578		55,904	79,119		86,749	84,832		117,823
TOTAL ROTC	79,231		87,333	136,684		123,602	115,167		143,586

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
JROTC

ESTIMATE FY 2010	\$63,721
ESTIMATE FY 2009	\$39,857
ACTUAL FY 2008	\$31,839

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. MPA funds provide core -level resources to operate the Army's JROTC program in CONUS and OCONUS locations as mandated by Congress. This program provides funds for the issue-in-kind uniforms, laundry/alterations and subsistence for students enrolled in the JROTC program at secondary education institutions as provided for in 10 U.S.C. 2031.

PART II - JUSTIFICATION OF FUNDS REQUESTED

JROTC remains one of the most successful Army programs enhancing our ability to have a positive presence and foster citizenship programs in our high schools and communities. Currently there are 265 schools waiting to join the JROTC program. Our goal is to increase school programs from 1,645 to 1,910 by activating all of these schools from FY 2010 thru FY 2012.

The net change in program between FY 2009 and FY 2010 is +\$23.9 million. This change is driven by :

- (1) Price increases of +\$4.386M
- (2) Program increase of \$19.478M due to initial start-up costs associated with uniforms and laundry/alteration for all 265 schools.

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

MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
JROTC

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	282,194	\$103	29,066	330,733	\$105	34,727	532,531	\$113	60,176
SUBSISTENCE OF JROTC CADETS - SUMMER CAMP									
FIELD RATIONS	24,113	\$115	2,773	29,400	\$115	3,381	29,790	\$119	3,545
OPERATIONAL RATIONS	0	\$92	0	18,606	\$94	1,749	0	0	0
SUBTOTAL SUBSISTENCE OF JROTC CADETS - SUMMER CAMP	24,113		2,773	48,006		5,130	29,790		3,545
TOTAL JROTC	306,307		31,839	378,739		39,857	562,321		63,721

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

ESTIMATE FY 2010 \$6,684
ESTIMATE FY 2009 \$8,172
ACTUAL FY 2008 \$6,676

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 1 March 2009 the American Recovery and Reinvestment Act of 2009 raised the mass transit benefit amount to \$230 per month. The net change between FY 2009 and FY 2010 is -\$1.5 million. This is due to a decrease in the number of recipients receiving the benefit.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	4,547	\$1,380	6,275	5,567	\$1,380	7,682	4,554	\$1,380	6,285
MASS TRANSIT SUBSIDY, ENLISTED	291	\$1,380	401	355	\$1,380	490	289	\$1,380	399
TOTAL MASS TRANSIT SUBSIDY	4,838		6,676	5,922		8,172	4,843		6,684

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 2010 reimbursable estimate was reduced by \$2.6 million from FY 2009 levels. This reduction was to bring budgeted levels in line with expected execution levels. Reimbursable estimates remain constant from FY 2010 to FY 2011.

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 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	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	4	7	3	4	7	3	4	7
DENTAL HYGIENE PROGRAM	0	0	0	0	0	0	0	0	0
DEPARTMENT OF ENERGY	12	0	12	12	0	12	12	0	12
DEPARTMENT OF JUSTICE	5	0	5	5	0	5	5	0	5
DEPARTMENT OF STATE	18	0	18	18	0	18	18	0	18
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	3	0	3
NSC	5	0	5	4	0	4	3	0	3
PRESIDENTIAL CON PROGRAM	0	0	0	0	0	0	0	0	0
SSC FELLOWSHIP	38	0	38	38	0	38	38	0	38
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	2	0	2	2	0	2	2	0	2
WHITE HOUSE MILITARY OFFICE	15	2	17	15	2	17	15	2	17
WHITE HOUSE SERVICES AGENCY	0	0	0	0	0	0	0	0	0
TOTAL NON-REIMBURSABLE SOURCE	180	6	186	179	6	185	178	6	184
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	4	0	4	4	0	4	4	0	4
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	5	35	40	5	35	40	5	35	40
TOTAL OUTSIDE DOD	185	41	226	184	41	225	183	41	224

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

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
NON-DOD FUNCTIONS									
FOREIGN MILITARY SALES	265	182	447	265	182	447	265	182	447
PERSONNEL FORCE INNOVATION (PFI)	0	0	0	0	0	0	0	0	0
TOTAL NON-DOD FUNCTIONS	265	182	447	265	182	447	265	182	447
DOD FUNCTIONS									
DECA	4	0	4	4	0	4	4	0	4
INDUSTRIAL OPERATIONS	20	5	25	20	6	26	20	6	26
DFAS	0	0	0	0	0	0	0	0	0
DISA	11	26	37	11	26	37	11	26	37
DLA	125	60	185	125	60	185	125	60	185
OTHER	229	377	606	240	392	632	240	392	632
SUPPLY MGMT	7	4	11	7	4	11	7	4	11
TRANSCOM	75	104	179	75	104	179	75	104	179
TOTAL DOD FUNCTIONS	471	576	1,047	482	592	1,074	482	592	1,074
TOTAL INSIDE DOD	736	758	1,494	747	774	1,521	747	774	1,521
TOTAL REIMBURSABLE	741	793	1,534	752	809	1,561	752	809	1,561
TOTAL NON-REIMBURSABLE	180	6	186	179	6	185	178	6	184
GRAND TOTAL	921	799	1,720	931	815	1,746	930	815	1,745

MILITARY PERSONNEL, ARMY
SECTION 5
REIMBURSABLE PROGRAM

	ACTUAL FY 2008			ESTIMATE FY 2009			ESTIMATE FY 2010		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUBSISTENCE	\$3,207	\$2,776	\$5,983	\$1,043	\$38,655	\$39,698	\$1,043	\$38,655	\$39,698
MEDICAL									
DEFENSE HEALTH PROGRAM	0	0	0	0	0	0	0	0	0
OTHER NON-STRENGTH									
OTHER MILITARY PERSONNEL COSTS	0	0	0	0	0	0	0	0	0
STRENGTH RELATED									
BASIC PAY	\$71,327	\$36,920	\$108,247	\$79,864	\$55,222	\$135,086	\$79,864	\$55,222	\$135,086
RETIRED PAY ACCRUAL	\$18,190	\$7,957	\$26,147	\$23,161	\$16,014	\$39,175	\$23,161	\$16,014	\$39,175
INCENTIVE PAY	\$5,680	0	\$5,680	0	0	0	0	0	0
ALLOWANCE	\$21,031	\$13,920	\$34,951	\$20,381	\$10,911	\$31,292	\$20,381	\$10,911	\$31,292
PERMANENT CHANGE OF STATION TRAVEL	0	0	0	\$191	\$2,378	\$2,569	0	0	0
TOTAL STRENGTH RELATED	\$116,228	\$58,797	\$175,025	\$123,597	\$84,525	\$208,122	\$123,406	\$82,147	\$205,553
TOTAL PROGRAM	\$119,435	\$61,573	\$181,008	\$124,640	\$123,180	\$247,820	\$124,449	\$120,802	\$245,251

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

	<u>FY 2008</u>			<u>FY 2009</u>			<u>FY 2010</u>		
	<u>Estimate</u>			<u>Estimate</u>			<u>Estimate</u>		
Senior ROTC (Excluding Scholarship Program)	<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>
MS I	7,295	7,101	6,907	9,390	8,809	8,288	9,390	8,809	8,288
MS II	3,917	4,011	4,101	2,740	2,752	2,764	2,740	2,752	2,764
Total Basic ROTC	11,212	11,112	11,008	12,130	11,561	11,052	12,130	11,561	11,052
MS III	2,410	2,430	2,450	268	207	146	280	216	152
MS IV	3,320	3,062	2804	706	557	408	312	183	54
Total Advance ROTC	5,730	5,492	5,254	974	764	554	592	399	206
Total Senior ROTC Enrollment	16,942	16,604	16,262	13,104	12,325	11,606	12,722	11,960	11,258
Scholarship Program									
MS I	2,409	2,355	2,300	5,651	5,747	5,843	5,651	5,747	5,843
MS II	3,092	3,042	2,992	5,607	5,747	5,887	5,607	5,747	5,887
Total Basic ROTC	5,501	5,397	5,292	11,258	11,494	11,730	11,258	11,494	11,730
MS III	3,389	3,339	3,289	5,490	5,478	5,466	5,760	5,747	5,734
MS IV	1,704	1,652	1,600	5,059	4,737	4,415	5,733	5,368	5,003
Total Advance ROTC	5,093	4,991	4,889	10,549	10,215	9,881	11,493	11,115	10,737
Total Scholarship Enrollment	10,594	10,388	10,181	21,807	21,709	21,611	22,751	22,609	22,467
Total Enrollment									
MS I	9,704	9,456	9,207	15,041	14,556	14,131	15,041	14,556	14,131
MS II	7,009	7,053	7,093	8,347	8,499	8,651	8,347	8,499	8,651
Total Basic ROTC	16,713	16,509	16,300	23,388	23,055	22,782	23,388	23,055	22,782
MS III	5,799	5,769	5,739	5,758	5,685	5,612	6,040	5,963	5,886
MS IV	5,024	4,714	4,404	5,765	5,294	4,823	6,045	5,551	5,057
Total Advance ROTC	10,823	10,483	10,143	11,523	10,979	10,435	12,085	11,514	10,943
Total ROTC Enrollment	27,536	26,992	26,443	34,911	34,034	33,217	35,473	34,569	33,725
Completed ROTC and Commissioned:									
			4,317		4,626			5,100	
Completed ROTC Commission Deferred:									
			1,618		1,879			1,879	

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

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

	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>
Schools	273	273	273
Civilian Personnel (End Strength)	769	783	783
Military Personnel (End Strength)	1,551	1,528	1,528

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

	ACTUAL FY 2008											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	11	11	11	11	11	11	11	11	12	10	12	12
LT GENERAL	52	53	54	56	55	53	53	53	54	58	54	53
MAJ GENERAL	92	92	92	90	89	90	92	95	95	89	84	83
BG GENERAL	151	155	154	155	155	153	150	151	153	163	163	163
COLONEL	4,084	4,130	4,126	4,145	4,187	4,231	4,277	4,283	4,272	4,258	4,223	4,185
LT COLONEL	9,127	9,253	9,331	9,365	9,408	9,450	9,527	9,596	9,613	9,585	9,531	9,347
MAJOR	15,436	15,514	15,614	15,764	15,906	15,939	15,816	15,706	15,733	15,602	15,460	15,323
CAPTAIN	25,006	24,942	24,589	24,157	24,330	24,418	24,283	23,859	23,778	25,957	25,912	25,886
1ST LIEUTENANT	6,862	9,098	9,182	9,457	9,107	9,118	9,355	9,536	9,606	7,691	7,597	7,501
2ND LIEUTENANT	9,944	7,493	7,573	7,649	7,677	7,614	7,408	8,331	9,929	9,658	9,799	10,097
SUBTOTAL COMMISSIONED OFFICERS	70,765	70,741	70,726	70,849	70,925	71,077	70,972	71,621	73,245	73,071	72,835	72,650
WARRANT OFFICERS												
WARRANT OFF (W-5)	456	463	466	467	468	472	475	475	477	481	487	484
WARRANT OFF (W-4)	2,382	2,405	2,428	2,439	2,459	2,491	2,499	2,513	2,531	2,528	2,517	2,502
WARRANT OFF (W-3)	3,369	3,384	3,391	3,414	3,422	3,417	3,434	3,462	3,425	3,427	3,423	3,429
WARRANT OFF (W-2)	4,493	4,472	4,499	4,518	4,494	4,585	4,657	4,733	4,866	4,931	4,969	5,025
WARRANT OFF (W-1)	3,233	3,258	3,271	3,268	3,306	3,235	3,238	3,224	3,240	3,224	3,205	3,234
SUBTOTAL WARRANT OFFICERS	13,933	13,982	14,055	14,106	14,149	14,200	14,303	14,407	14,539	14,591	14,601	14,674
SUBTOTAL OFFICER	84,698	84,723	84,781	84,955	85,074	85,277	85,275	86,028	87,784	87,662	87,436	87,324
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,580	3,604	3,629	3,633	3,610	3,577	3,556	3,568	3,534	3,500	3,496	3,555
1ST SGT/MASTER SGT	11,498	11,540	11,601	11,562	11,612	11,658	11,683	11,660	11,680	11,794	11,865	11,895
PLATOON SGT/SFC	39,119	39,172	39,350	39,336	39,247	39,324	39,182	39,325	39,611	39,717	39,672	39,936
STAFF SGT	61,332	61,917	62,135	62,305	63,389	63,618	63,719	64,393	64,488	64,416	64,277	64,236
SERGEANT	81,674	82,189	82,435	82,466	82,704	82,891	82,788	83,461	83,358	84,015	83,695	84,516
CPL/SPECIALIST	118,117	118,408	117,439	118,689	118,976	119,528	121,503	121,524	123,257	123,925	126,667	126,726
PRIVATE 1ST CLASS	63,616	63,617	62,174	63,747	62,845	61,209	60,579	60,431	60,985	62,588	62,719	63,130
PRIVATE E2	33,037	32,647	32,880	33,926	35,234	35,696	35,640	35,040	33,442	35,813	35,434	35,063
PRIVATE E1	21,327	20,450	17,286	18,546	17,536	15,927	16,431	16,743	18,835	20,184	21,359	22,789
SUBTOTAL ENLISTED PERSONNEL	433,300	433,544	428,929	434,210	435,153	433,428	435,081	436,145	439,190	445,952	449,184	451,846
CADET	4,390	4,381	4,358	4,347	4,335	4,332	4,325	3,309	4,552	4,514	4,491	4,475
TOTAL END STRENGTH	522,388	522,648	518,068	523,512	524,562	523,037	524,681	525,482	531,526	538,128	541,111	543,645

MILITARY PERSONNEL, ARMY
SECTION 5
STRENGTHS
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	13	12	12	12	11	11	11	12	10	12	12
LT GENERAL	53	54	53	53	53	53	53	53	53	56	53	52
MAJ GENERAL	90	93	91	90	91	90	93	94	93	86	83	82
BG GENERAL	153	155	152	151	152	153	151	150	150	157	160	161
COLONEL	4,214	4,212	4,222	4,221	4,240	4,275	4,326	4,344	4,341	4,342	4,322	4,278
LT COLONEL	9,364	9,456	9,478	9,516	9,525	9,559	9,600	9,618	9,595	9,567	9,608	9,417
MAJOR	15,130	15,234	15,357	15,529	15,700	15,891	16,025	15,954	15,966	16,149	16,235	16,484
CAPTAIN	25,969	26,054	25,681	25,288	25,599	25,262	24,880	24,639	26,931	26,603	26,247	25,957
1ST LIEUTENANT	7,634	9,695	9,821	9,950	10,013	9,808	10,158	10,465	8,864	8,039	7,993	7,828
2ND LIEUTENANT	10,333	7,943	8,053	8,434	7,878	8,190	8,044	9,143	9,162	10,095	10,310	10,537
SUBTOTAL COMMISSIONED OFFICERS	72,952	72,909	72,920	73,244	73,263	73,292	73,341	74,471	75,167	75,104	75,023	74,808
WARRANT OFFICERS												
WARRANT OFF (W-5)	490	495	502	507	509	513	516	518	520	521	523	517
WARRANT OFF (W-4)	2,492	2,486	2,500	2,490	2,487	2,500	2,514	2,520	2,532	2,528	2,517	2,514
WARRANT OFF (W-3)	3,452	3,458	3,474	3,472	3,481	3,491	3,503	3,517	3,518	3,520	3,523	3,527
WARRANT OFF (W-2)	5,075	5,125	5,195	5,208	5,310	5,345	5,371	5,383	5,417	5,423	5,443	5,468
WARRANT OFF (W-1)	3,276	3,207	3,145	3,100	3,043	3,063	3,078	3,085	3,104	3,108	3,119	3,134
SUBTOTAL WARRANT OFFICERS	14,785	14,771	14,816	14,777	14,830	14,912	14,982	15,023	15,091	15,100	15,125	15,160
SUBTOTAL OFFICER	87,737	87,680	87,736	88,021	88,093	88,204	88,323	89,494	90,258	90,204	90,148	89,968
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,637	3,701	3,748	3,718	3,738	3,743	3,727	3,705	3,680	3,640	3,605	3,535
1ST SGT/MASTER SGT	12,001	12,104	12,134	12,092	12,021	12,046	12,009	11,960	11,976	11,876	12,189	12,017
PLATOON SGT/SFC	40,304	40,675	40,367	40,722	40,641	40,302	40,786	40,943	40,814	40,707	41,079	40,650
STAFF SGT	64,951	65,928	66,284	66,525	66,379	66,771	66,346	66,578	66,807	66,551	67,121	66,452
SERGEANT	85,701	85,575	85,997	86,074	85,636	85,199	85,529	85,741	85,793	85,806	86,197	84,933
CPL/SPECIALIST	125,592	124,993	124,644	125,540	127,306	129,590	131,122	132,022	133,217	134,236	133,897	133,793
PRIVATE 1ST CLASS	62,730	62,211	61,013	62,988	63,147	62,302	61,233	59,929	59,465	60,911	60,979	60,405
PRIVATE E2	35,979	35,965	36,646	38,438	39,219	38,260	37,306	36,390	35,103	34,132	33,290	32,379
PRIVATE E1	22,751	21,988	19,554	19,206	18,564	18,914	17,486	16,810	18,149	18,024	18,475	18,797
SUBTOTAL ENLISTED PERSONNEL	453,646	453,140	450,387	455,303	456,651	457,127	455,544	454,078	455,004	455,883	456,832	452,961
CADET	4,466	4,459	4,442	4,417	4,409	4,403	4,395	3,389	4,564	4,498	4,486	4,471
TOTAL END STRENGTH	545,849	545,279	542,565	547,741	549,153	549,734	548,262	546,961	549,826	550,585	551,466	547,400

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

	ESTIMATE FY 2010											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	12	13	12	12	12	11	11	11	12	10	12	12
LT GENERAL	53	53	53	53	53	53	53	53	53	56	53	52
MAJ GENERAL	90	91	91	91	91	90	93	94	93	86	83	82
BG GENERAL	153	152	152	152	152	153	151	150	150	157	160	161
COLONEL	4,279	4,312	4,323	4,300	4,294	4,294	4,301	4,365	4,345	4,320	4,294	4,290
LT COLONEL	9,384	9,437	9,449	9,480	9,534	9,606	9,716	9,704	9,741	9,736	9,679	9,592
MAJOR	16,617	16,765	16,929	16,787	16,631	16,501	16,731	17,021	17,425	17,595	17,773	17,939
CAPTAIN	25,692	25,530	25,462	25,529	25,736	26,059	25,650	24,973	24,780	25,868	26,139	25,713
1ST LIEUTENANT	7,856	10,095	9,967	10,036	10,322	9,911	10,232	10,568	9,946	8,390	8,028	7,943
2ND LIEUTENANT	10,633	8,271	8,172	8,507	8,121	8,276	8,102	9,232	10,281	10,535	10,355	10,692
SUBTOTAL COMMISSIONED OFFICERS	74,769	74,719	74,610	74,947	74,946	74,954	75,040	76,171	76,826	76,753	76,576	76,476
WARRANT OFFICERS												
WARRANT OFF (W-5)	524	530	540	540	538	543	546	550	548	547	547	539
WARRANT OFF (W-4)	2,507	2,512	2,530	2,517	2,513	2,522	2,525	2,534	2,541	2,535	2,521	2,503
WARRANT OFF (W-3)	3,535	3,537	3,557	3,552	3,557	3,565	3,570	3,577	3,577	3,575	3,572	3,572
WARRANT OFF (W-2)	5,469	5,449	5,475	5,481	5,464	5,484	5,497	5,498	5,514	5,509	5,514	5,525
WARRANT OFF (W-1)	3,134	3,123	3,138	3,141	3,131	3,143	3,150	3,151	3,160	3,157	3,160	3,166
SUBTOTAL WARRANT OFFICERS	15,169	15,151	15,240	15,231	15,203	15,257	15,288	15,310	15,340	15,323	15,314	15,305
SUBTOTAL OFFICER	89,938	89,870	89,850	90,178	90,149	90,211	90,328	91,481	92,166	92,076	91,890	91,781
ENLISTED PERSONNEL												
SERGEANT MAJOR	3,540	3,520	3,505	3,502	3,501	3,501	3,499	3,495	3,550	3,517	3,500	3,492
1ST SGT/MASTER SGT	12,179	12,199	12,270	12,287	12,289	12,287	12,268	12,242	12,124	12,210	12,270	12,239
PLATOON SGT/SFC	41,145	41,084	41,175	41,085	41,057	40,999	40,983	41,119	41,317	41,272	41,231	41,218
STAFF SGT	66,789	66,708	66,730	66,609	66,540	66,449	66,364	66,525	66,759	66,705	66,060	65,239
SERGEANT	85,361	85,405	85,440	85,221	85,144	84,968	84,865	84,838	84,837	84,683	84,411	84,113
CPL/SPECIALIST	136,409	136,815	136,332	138,016	139,453	140,626	142,226	142,918	143,186	144,047	145,284	146,670
PRIVATE 1ST CLASS	60,619	59,457	58,061	58,703	58,469	57,320	56,052	54,891	53,904	54,430	53,709	52,695
PRIVATE E2	32,112	31,717	31,712	30,999	30,109	29,560	29,317	28,902	27,547	27,733	26,956	26,501
PRIVATE E1	20,047	19,455	16,476	16,665	15,431	14,443	13,944	14,295	16,534	17,473	18,008	18,967
SUBTOTAL ENLISTED PERSONNEL	458,201	456,360	451,701	453,087	451,993	450,153	449,518	449,225	449,758	452,070	451,429	451,134
CADET	4,460	4,457	4,430	4,413	4,408	4,402	4,394	3,388	4,563	4,497	4,485	4,485
TOTAL END STRENGTH	552,599	550,687	545,981	547,678	546,550	544,766	544,240	544,094	546,487	548,643	547,804	547,400