

DEPARTMENT OF THE ARMY

FISCAL YEAR (FY) 2016 PRESIDENT'S BUDGET SUBMISSION



**MILITARY PERSONNEL, ARMY
JUSTIFICATION BOOK
FEBRUARY 2015**

**The estimated cost of this report for the Department of Defense is approximately \$49,611 for Fiscal Year 2016.
This includes \$680 in expenses and \$48,931 in labor.**

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SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

**MILITARY PERSONNEL, ARMY
SECTION 1
M-1 EXHIBIT
(IN THOUSANDS OF DOLLARS)**

Military Personnel, Army			FY 2014	FY 2015	FY 2015	FY 2015	FY 2016
			(Base & OCO)	Base Enacted	OCO Enacted	Total Enacted	Base
Budget Activity 01: Pay and Allowances of Officers							
2010A	5	Basic Pay	7,554,706	6,707,995	711,552	7,419,547	6,926,625
2010A	10	Retired Pay Accrual	2,409,980	2,152,711	191,560	2,344,271	2,172,454
2010A	25	Basic Allowance for Housing	2,384,864	2,153,320	225,573	2,378,893	2,231,910
2010A	30	Basic Allowance for Subsistence	308,196	278,089	27,449	305,538	293,794
2010A	35	Incentive Pays	93,890	86,965	3,149	90,114	81,079
2010A	40	Special Pays	422,782	368,700	21,655	390,355	365,582
2010A	45	Allowances	289,137	263,436	14,347	277,783	261,520
2010A	50	Separation Pay	107,270	96,435	226,460	322,895	210,860
2010A	55	Social Security Tax	576,893	509,981	54,342	564,323	527,824
Total Budget Activity 01			14,147,719	12,617,632	1,476,087	14,093,719	13,071,648
Budget Activity 02: Pay and Allowances of Enlisted							
2010A	60	Basic Pay	14,166,054	12,909,039	537,827	13,446,866	12,668,528
2010A	65	Retired Pay Accrual	4,523,530	4,151,718	125,232	4,276,950	3,973,957
2010A	80	Basic Allowance for Housing	5,267,312	4,876,538	245,458	5,121,996	4,811,937
2010A	85	Incentive Pays	99,899	98,095	1,329	99,424	92,964
2010A	90	Special Pays	622,204	413,801	79,762	493,563	435,630
2010A	95	Allowances	974,614	879,508	71,977	951,485	849,699
2010A	100	Separation Pay	496,355	359,889	115,727	475,616	445,315
2010A	105	Social Security Tax	1,078,274	987,541	41,121	1,028,662	969,143
Total Budget Activity 02			27,228,242	24,676,129	1,218,433	25,894,562	24,247,173
Budget Activity 03: Pay and Allowances of Cadets							
2010A	110	Academy Cadets	77,959	79,161	-	79,161	80,323
Total Budget Activity 03			77,959	79,161	-	79,161	80,323
Budget Activity 04: Subsistence of Enlisted Personnel							
2010A	115	Basic Allowance for Subsistence	1,507,816	1,279,646	103,820	1,383,466	1,304,526
2010A	120	Subsistence-in-Kind	776,393	521,528	213,377	734,905	514,155
2010A	121	Family Subsistence Supplementary Allowance	908	884	-	884	893
Total Budget Activity 04			2,285,117	1,802,058	317,197	2,119,255	1,819,574

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M-1 EXHIBIT
(IN THOUSANDS OF DOLLARS)

			FY 2014	FY 2015	FY 2015	FY 2015	FY 2016
			(Base & OCO)	Base Enacted	OCO Enacted	Total Enacted	Base
Budget Activity 05: Permanent Change of Station Travel							
2010A	125	Accession Travel	143,198	137,081	3,860	140,941	167,226
2010A	130	Training Travel	138,143	143,325	4,778	148,103	143,955
2010A	135	Operational Travel	418,178	405,136	53,145	458,281	401,690
2010A	140	Rotational Travel	782,116	745,713	32,391	778,104	714,937
2010A	145	Separation Travel	296,442	299,238	8,064	307,302	304,443
2010A	150	Travel of Organized Units	3,770	4,013	114	4,127	4,235
2010A	155	Non-Temporary Storage	11,476	11,980	-	11,980	11,333
2010A	160	Temporary Lodging Expense	40,581	39,305	-	39,305	39,186
Total Budget Activity 05			1,833,904	1,785,791	102,352	1,888,143	1,787,005
Budget Activity 06: Other Military Personnel Costs							
2010A	170	Apprehension of Military Deserters	692	704	-	704	717
2010A	175	Interest on Uniformed Services Savings Deposits	5,826	1,338	1,986	3,324	1,301
2010A	180	Death Gratuities	51,818	40,500	3,300	43,800	39,000
2010A	185	Unemployment Comp	349,917	210,586	129,381	339,967	201,052
2010A	195	Amortization of Education Benefits	-	-	-	-	4,620
2010A	200	Adoption Expenses	609	612	-	612	589
2010A	210	Mass Tran Subsidy	5,053	4,896	-	4,896	4,814
2010A	212	Reserve Income Replacement Program	6	-	-	-	-
2010A	215	Partial Dislocation Allowance	148	109	-	109	105
2010A	216	SGLI Extra Hazard Payments	12,992	-	5,366	5,366	-
2010A	217	Reserve Officer Training Corps (ROTC)	109,278	120,140	-	120,140	111,929
2010A	218	Junior ROTC	54,373	45,825	-	45,825	28,140
2010A	219	Traumatic Injury Protection Coverage (T-SGLI)	7,826	-	5,868	5,868	-
2010A	221	Stop-Loss Retroactive Payments	-	-	-	-	-
2010A	228	Preventive Health Allowance Demonstration Project	-	-	-	-	-
Total Budget Activity 06			598,538	424,710	145,901	570,611	392,267
Total Military Personnel, Army			46,171,479	41,385,481	3,259,970	44,645,451	41,397,990
Less Reimbursable			285,140	269,352	-	269,352	267,242
Total Direct - Military Personnel, Army			45,886,339	41,116,129	3,259,970	44,376,099	41,130,748

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

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

	ACTUAL FY 2014	ENACTED FY 2015*	ESTIMATE FY 2016
DIRECT BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$12,516,054	\$12,436,833	\$12,891,734
PAY AND ALLOWANCES OF ENLISTED	\$24,260,549	\$24,595,421	\$24,166,940
PAY AND ALLOWANCES OF CADETS	\$77,959	\$79,161	\$80,323
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,768,060	\$1,794,213	\$1,812,479
PERMANENT CHANGE OF STATION TRAVEL	\$1,653,411	\$1,785,791	\$1,787,005
OTHER MILITARY PERSONNEL COSTS	\$397,625	\$424,710	\$392,267
TOTAL DIRECT BASELINE PROGRAM	\$40,673,658	\$41,116,129	\$41,130,748
REIMBURSABLE BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$183,469	\$180,799	\$179,914
PAY AND ALLOWANCES OF ENLISTED	\$80,627	\$80,708	\$80,233
SUBSISTENCE OF ENLISTED PERSONNEL	\$21,044	\$7,845	\$7,095
PERMANENT CHANGE OF STATION TRAVEL	\$0	\$0	\$0
OTHER MILITARY PERSONNEL COSTS	\$0	\$0	\$0
TOTAL REIMBURSABLE BASELINE PROGRAM	\$285,140	\$269,352	\$275,140
TOTAL BASELINE PROGRAM			
PAY AND ALLOWANCES OF OFFICERS	\$12,699,523	\$12,617,632	\$13,071,648
PAY AND ALLOWANCES OF ENLISTED	\$24,341,176	\$24,676,129	\$24,247,173
PAY AND ALLOWANCES OF CADETS	\$77,959	\$79,161	\$80,323
SUBSISTENCE OF ENLISTED PERSONNEL	\$1,789,104	\$1,802,058	\$1,819,574
PERMANENT CHANGE OF STATION TRAVEL	\$1,653,411	\$1,785,791	\$1,787,005
OTHER MILITARY PERSONNEL COSTS	\$397,625	\$424,710	\$392,267
TOTAL BASELINE PROGRAM	\$40,958,798	\$41,385,481	\$41,397,990

* Reflects the FY 2015 MPA Enacted Amounts

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SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(IN THOUSANDS OF DOLLARS)**

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM (CONTINUED)

	ACTUAL FY 2014	ENACTED FY 2015*	ESTIMATE FY 2016
OCO FUNDING-FY2014(P.L.113-76);FY2015(P.L.113-235)			
PAY AND ALLOWANCES OF OFFICERS	\$1,448,196	\$1,476,087	\$0
PAY AND ALLOWANCES OF ENLISTED	\$2,887,066	\$1,218,433	\$0
PAY AND ALLOWANCES OF CADETS	\$0	\$0	\$0
SUBSISTENCE OF ENLISTED PERSONNEL	\$496,013	\$317,197	\$0
PERMANENT CHANGE OF STATION TRAVEL	\$180,493	\$102,352	\$0
OTHER MILITARY PERSONNEL COSTS	\$200,913	\$145,901	\$0
TOTAL OCO FUNDING-FY2014(P.L.113-76);FY2015(P.L.113-235)	\$5,212,681	\$3,259,970	\$0
TOTAL PROGRAM FUNDING			
PAY AND ALLOWANCES OF OFFICERS	\$14,147,719	\$14,093,719	\$13,071,648
PAY AND ALLOWANCES OF ENLISTED	\$27,228,242	\$25,894,562	\$24,247,173
PAY AND ALLOWANCES OF CADETS	\$77,959	\$79,161	\$80,323
SUBSISTENCE OF ENLISTED PERSONNEL	\$2,285,117	\$2,119,255	\$1,819,574
PERMANENT CHANGE OF STATION TRAVEL	\$1,833,904	\$1,888,143	\$1,787,005
OTHER MILITARY PERSONNEL COSTS	\$598,538	\$570,611	\$392,267
TOTAL PROGRAM FUNDING	\$46,171,479	\$44,645,451	\$41,397,991
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$2,109,308	\$2,046,867	\$1,785,207
TOTAL MILITARY PERSONNEL PROGRAM COST	\$48,280,787	\$46,692,318	\$43,183,198

* Reflects the FY 2015 MPA Enacted Amounts

SECTION 2
INTRODUCTION

**MILITARY PERSONNEL, ARMY
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INTRODUCTION**

INTRODUCTION

The Army continues to operate at a high tempo in support of wartime requirements while at the same time working to get smaller to help restore balance between end strength, readiness, and modernization accounts. As the force becomes smaller, the Army remains focused on the Chief of Staff's five strategic priorities:

- Develop adaptive Army leaders for a complex world
- Build a globally responsive and regionally engaged Army
- Provide a ready and modern Army
- Strengthen our commitment to our Army profession
- Maintain our premier All-Volunteer Army

The Military Personnel, Army (MPA) appropriation budget request directly supports these strategic priorities and sustains the All-Volunteer force of 475,000 end strength and their families. MPA provides pay and benefits for both Active Component (AC) Soldiers and Reserve Component (RC) 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 including Cadets and TTHS (trainees, transients, holdees, and students).

It should be noted that data for FY 2014 in this justification material reflects execution (in both base program and full Overseas Contingency Operations [OCO], to include RC Soldiers on active duty). FY 2015 data contained in the detailed exhibits display the base program and OCO requests for AC strength above 490,000 Soldiers (over-strength) in order to provide a full view of AC requirements. The FY 2016 data displayed includes the baseline funding only.

Management Characteristics of MPA

MPA is a centrally managed, single-year appropriation that funds a variety of requirements, to include Soldier pay and allowances, recruiting and retention incentives, subsistence-in-kind (food rations), permanent change of station (PCS) costs, death gratuity and unemployment compensation benefits, and ROTC and West Point Cadet stipends. Entitlements are set by statute, with the biggest cost driver being the average number of Soldiers on active duty (including mobilized Reserve Soldiers to support the war). Other factors, such as overseas military stationing, force levels in named contingency operations and other emerging missions directed by the secretary of defense, Soldier dependent status, propensity to enlist, and new personnel policies heavily influence requirements.

There is minimal discretionary spending within the MPA appropriation. A vast majority of expenditures in MPA are mandated by law and are dictated by the size of the force. Due to the inherently rigid nature of MPA spending, small deviations from funding requirements can pose significant challenges within the appropriation, especially if funding changes materialize within the year of execution.

In an effort to improve management controls, the Military Personnel Division is working closely with functional counterparts in the Army Staff to improve the linkage between budget requests, policies and the dynamic environment impacting the appropriation. A key focus will continue to be on the Permanent Change of

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Station (PCS) program. In FY 2010, the Army elevated its PCS program to a Department level material weakness. While the implementation of the Integrated Personnel Pay System – Army (IPPS-A) should ultimately provide a full scale systems solution to the material weakness, the Army has developed an interim solution to obligate PCS orders when issued, to develop more accurate cost projections, and to reconcile obligations with disbursements. This solution was implemented beginning in FY 2014 and the Army has accreted that the material weakness is now cleared.

End Strength

Active Component Baseline Force

With AC end strength reaching below 490,000 in FY 2015, the FY 2016 request will fund all AC man-years in the baseline request.

Personnel Categories by Year

Due to the complexity of AC and RC strength funding and decisions that have shifted various categories of personnel between the Base and OCO submissions, the following table displays the funding source for major categories of personnel by year:

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Average Strength

			FY 2014 Actuals				FY 2015 Budgeted				FY 2016 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
BASE	AC	Base	94,407	396,099	4,419	494,925	91,341	394,148	4,386	489,875	93,779	384,190	4,375	482,344
		Mobilization	217	578	-	795	273	734	-	1,007	262	746	-	1,008
	RC	ADOS	520	667	-	1,187	491	566	-	1,057	185	271	-	456
		RC Total	737	1,245	-	1,982	764	1,300	-	2,064	447	1,017	-	1,464
	Base Total		95,144	397,344	4,419	496,907	92,105	395,448	4,386	491,939	94,226	385,207	4,375	483,808
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
OCO	AC	Above 490	4,513	20,190	-	24,703	4,480	2,128	-	6,608	-	-	-	-
		TEAM	-	3,000	-	3,000	-	-	-	-	-	-	-	-
		AC Total	4,513	23,190	-	27,703	4,480	2,128	-	6,608	-	-	-	-
	RC	RC on Active Duty	5,607	20,460	-	26,067	4,055	14,794	-	18,849	-	-	-	-
	OCO Total		10,120	43,650	-	53,770	8,535	16,922	-	25,457	-	-	-	-
BASE and OCO	AC Total		98,920	419,289	4,419	522,628	95,821	396,276	4,386	496,483	93,779	384,190	4,375	482,344
	RC Total		6,344	21,705	-	28,049	4,819	16,094	-	20,913	447	1,017	-	1,464
	Total		105,264	440,994	4,419	550,677	100,640	412,370	4,386	517,396	94,226	385,207	4,375	483,808

End Strength

			FY 2014 Actuals				FY 2015 Budgeted				FY 2016 Budgeted			
			Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
Base	AC	Base	91,341	394,265	4,394	490,000	94,994	390,581	4,425	490,000	92,461	378,027	4,512	475,000
		TEAM	-	-	-	-	-	-	-	-	-	-	-	-
		Base Total	91,341	394,265	4,394	490,000	94,994	390,581	4,425	490,000	92,461	378,027	4,512	475,000
OCO	AC	Above 490	5,956	9,254	-	15,210	-	-	-	-	-	-	-	-
		TEAM	-	3,000	-	3,000	-	-	-	-	-	-	-	-
		OCO Total	5,956	12,254	-	18,210	-	-	-	-	-	-	-	-
Base and OCO Total			97,297	406,519	4,394	508,210	94,994	390,581	4,425	490,000	92,461	378,027	4,512	475,000

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DWELL Time Assessment

Senate Armed Services Committee (SASC) Reporting Requirement

Section 401 in the FY13 NDAA states:

“Additionally, for each of fiscal years 2014 through 2017, the Committee directs the Secretary of Defense to include with the budget submission an assessment of whether requested reductions in active-duty end strength are reversible within 1 year, including through increased use of the reserve components, if demand assumptions prove incorrect and additional active forces are needed during that fiscal year.”

The Army assesses that reductions in active duty strength are not reversible within one year. The lead-time necessary to allow a quality transition for separating Soldiers is such that in FY15, the Army will have already notified those individuals identified for separation in FY16. That amount of lead time is difficult to reduce. The ability of the Army to increase accessions and reduce losses of enough magnitude to recoup the previous year's reduction is not feasible. The cost of such actions would severely impact the balance of personnel, readiness, and modernization that the Army strives to achieve in the current fiscal environment. More importantly, as the Army reduces the number of senior NCOs and officers, it takes longer than one year to replace that knowledge and experience. Sufficient Reserve Component forces may not be available due to their concurrent reductions in force.

Dwell Time Assessment

The Active Component (AC) of the Army measures individual dwell as the median ratio of time spent deployed (Boots On Ground, or BOG) to time spent not deployed (dwell) measured at the start of the subsequent deployment. This median ratio is simply referred to as "BOG : Dwell". The AC goal for individual dwell is a median ratio of 1:2.0, meaning at least half of the Soldiers who deploy on a second or subsequent deployment will have a BOG : Dwell ratio of 1:2.0 or better.

The AC Army achieved its 1:2.0 individual BOG : Dwell goal in second-quarter of FY 2012 and has met the goal every quarter since. FY 2014 finished with a median ratio of 1:3.18.

For the Reserve Components (RC), the goal for individual BOG : Dwell is 1:4.0. The Army National Guard achieved the goal for the second time in 3rd Quarter, FY14 (first time was in FY13), and they finished FY14 at 1:3.96. ARNG continues to hover at 1:4, while the United States Army Reserve achieved the 1:4 goal in 3rd Quarter, FY14 and finished FY14 at 1:4.23.

Other Budget Drivers

Active Component Grade Plate

In recognition of growth in senior grades over the past decade, the Army initiated a comprehensive review of its entire Active Component grade plate. The intent of this effort was to restructure organizations to better support the ability to man the force while freeing up resources for other Army priorities. The primary focus of this effort sought to reduce the field grade to company grade and senior to junior enlisted ratios. This effort included structure within both the Joint and Defense communities. Additionally, the Army initiated several efforts to reduce overhead in its general officer headquarters. The consolidated effects of these

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efforts will improve manning throughout the force by reducing requirements without presenting increasing risk. Using these efforts, the Army will be able to achieve a 5.9% grade plate reduction by FY 2019.

Inflationary Rates Include:

Pay Raise

- The FY 2014 request includes a 1.0% military pay raise, effective 1 January 2014 (1.18% over the FY)
- The FY 2015 request includes a 1.0% military pay raise, effective 1 January 2015 (1.00% over the FY)
- The FY 2016 request includes a 1.3% military pay raise, effective 1 January 2016 (1.23% over the FY)

Basic Allowance for Subsistence (indexed to the annual changes in the US Department of the Agriculture food plan)

- The rate for subsistence, effective 1 January 2014, is 1.5% (1.40% over the FY)
- The rate for subsistence, effective 1 January 2015, is 2.9% (2.55% over the FY)
- The rate for subsistence, effective 1 January 2016, is 3.4% (3.28% over the FY)

Basic Allowance for Housing

- Basic Allowance for Housing growth, effective 1 January 2014, is 7.0% (6.20% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2015, is 1.4% (2.80% over the FY)
- Basic Allowance for Housing growth, effective 1 January 2016, is 1.2% (1.25% over the FY)

The Basic Allowance for Housing (BAH) Fiscal Year 2016 average inflation rate is 1.25%. The January 1, 2015 and January 1, 2016 average BAH inflation rate assumptions are respectively, 1.4% and 1.2% on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA provided a 1% out-of-pocket reduction and renter's insurance (approximately 1% of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4% out-of-pocket (5% cumulative) is reached. However, it should be noted that this 1.5% average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by pay grade and dependency status in every military housing area.

Retired Pay Accrual

- Retired Pay Accrual as a percentage of Basic Pay is 32.4% for full-time and 24.5% for part-time Soldiers in FY 2014
- Retired Pay Accrual as a percentage of Basic Pay is 32.2% for full-time and 22.5% for part-time Soldiers in FY 2015
- Retired Pay Accrual as a percentage of Basic Pay is 31.4% for full-time and 23.0% for part-time Soldiers in FY 2016

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Foreign Currency Fluctuation

Foreign currency adjustments drive rate increases above normal inflation in Overseas Housing and Overseas Station Allowances. The FY 2014 column in the justification material reflects obligations based on actual foreign currency exchange rates while the FY 2015 and FY 2016 columns reflect the following budgetary exchange rate assumptions:

Country	Monetary Unit	FY 2015 Rate	FY 2016 Rate
Denmark	Krone	5.5515	5.5515
European Community	Euro	0.7452	0.7457
Iceland	Krona	122.9550	120.4896
Japan	Yen	103.9439	97.0535
Norway	Krone	5.9595	5.8685
Singapore	Dollar	1.2949	1.2842
South Korea	Won	1,167.5295	1,101.5154
Turkey	Lira	1.7464	2.0832
United Kingdom	Pound	0.6363	0.6289

General Inflation

- General inflation is 1.5% in FY 2014.
- General inflation is 1.4% in FY 2015.
- General inflation is 1.6% in FY 2016.

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

Cost Savings and Efficiencies in the Army's Permanent Change of Station Program:

The Army has taken a number of steps to introduce efficiencies in both the budget and execution of PCS moves. One such efficiency is the Department's efforts related to the Defense Personal Property System (DPS). DPS was developed to streamline the overall move process for the service member, and the

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bidding process for the contractors. Since the inception of DPS, the Army has been able to realize an overall rate savings of approximately 10% related to the movement of household goods, and have been reflected as lower move rates in the budget request.

In the FY 2014 DoD Appropriation bill, the House Committee on Appropriations report directed the DoDIG to review the PCS program for potential cost savings and efficiencies and submit a report no later than 180 days after enactment. DoDIG report (No. DODIG-2014-076) concluded that potential savings and efficiencies could be achieved within the PCS program by implementing service specific and department level controls / recommendations.

Department of Army Deputy Chief of Staff (Logistics) was identified as the lead to address the following potential opportunities for efficiencies:

1. Develop quality control and operating procedures to review Non-Temporary Storage (NTS) for validity and where an entitlement no longer exists from Government to convert NTS bills to reflect service member responsibility.
2. Implement controls such that enable the Army to track and recoup any overpayment made to a service member who exceeds their maximum U.S. Household Goods (HHG) weight entitlement.
3. Establish policy requiring the use of cost effective methods to ship / store domestic HHG weighing 1,000 pounds or less.

The Army is currently in the process of implementing all of the DoDIG recommendations. The Army plans to implement corrective action to DoDIG recommendations as an interim solution until all personal property shipments including non-temporary storage, and direct procurement method shipments are fully incorporated into DPS in FY 2017.

12304B: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands

FY2016 Requested Levels: 1,008 Man-Years; \$96.4M

Introduction:

The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. §12304b, which provides the Secretary of the Army the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY2015, the Army plans to utilize 12304b in support of pre-planned and base funded missions identified by Combatant Commanders. The Army will use authority granted in 10 U.S.C. §12301(d) for Soldiers volunteering to support of any of these missions.

MILITARY PERSONNEL, ARMY
SECTION 2
INTRODUCTION

NORTHCOM – Air Defense

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

NORTHCOM – CBRNE Support

Funds the Chemical, Biological, Radiological, Nuclear, Explosives (CBRNE) mission for the Defense CBRNE Response Force (DCRF) and Command and Control CBRNE Response Elements (C2CRE) missions. Soldiers will be on “prepare to deploy” orders and will be the leading element necessary to activate additional Soldiers in response to CBRNE emergencies.

AFRICOM – Counterterrorism Partnerships

The counterterrorism partnership supports relationships of peace, security, and cooperation among partner nations. During engagement activities, partner nations will perform a variety of activities, such as: Joint Planning Assistance Teams (JPAT), Mobile Training Teams (MTT), Civil-Military Support Elements (CMSE), Military Information Support Teams (MIST), Joint Combined Exchange Training (JCET), International Military Education and Training, and Senior Leader Engagement to gain perspective and build regional cooperation. Activated Soldiers will be placed on orders for a period not more than 365 days.

CENTCOM and EUCOM – Peace Keeping Support

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

SOUTHCOM – Stability Operations

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

AFRICOM, CENTCOM, EUCOM, SOUTHCOM PACOM and SOCOM – Theater Security Cooperation

Provide U.S. military advisers and mentors to build a military that is professional, apolitical, subordinate to civilian leadership, and respectful of human rights. The operation focuses on mission sets: disaster response and humanitarian assistance, counter narcoterrorism, search and rescue by land and sea, defense of the nation, support of national law and building partner capabilities to promote regional cooperation and security.

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

Activity: Active Military Personnel

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

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

PERFORMANCE MEASURES:

Strength

	<u>FY 2014 Actual</u>	<u>FY 2015 Planned</u>	<u>FY 2016 Planned</u>
(1) Average Strength	550,677	498,547	483,808
(2) End Strength	508,210	490,000	475,000
(3) Authorized End Strength	510,000		

Narrative:

- (1) Average strength includes base- and OCO-funded Active Component (AC) Soldiers and Reserve Component (RC) Soldiers on active duty for operational support (ADOS). In addition, the FY 2014 average strength includes 26,067 OCO funded RC Soldiers mobilized in support of Operation Enduring Freedom (OEF).
- (2) End strength displays AC Soldiers only. The FY 2014 end strength includes 3,000 Soldiers associated with TEAM. Additionally, FY 2014 includes 15,210 AC end strength funded in the OCO request associated with overstrength above 490,000.
- (3) Authorized end strength is based on the FY 2014 National Defense Authorizations Act (NDAA).

Recruiting

	<u>FY 2014 Actual</u>	<u>FY 2015 Planned</u>	<u>FY 2016 Planned</u>
1. Numeric goals	57,000	60,000	66,500
Actual	57,101		

Narrative: Narrative: The Active Army's recruiting program was successful in FY2014, exceeding its planned accession mission by 100.18%. The Army entered FY2015 with an entry pool of 16.5K, the lowest since FY2009. Improving economic conditions, reduced incentives, and tightened policy restrictions are proving to be significant challenges to meeting mission goals. The Army expects to accomplish its FY2015 mission, but face significant challenges in FY2016 due to a lower entry pool and a more competitive recruiting environment.

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

2. Quality goals	<u>FY 2014 Actual</u>	<u>FY 2015 Planned</u>	<u>FY2016 Planned</u>
a. HSDG percent (Tier I)			
Actual (includes TOPS)	93.87%	> 90%	> 90%
Actual Tier I (w/o TOPS)	99.02%		
b. Test Score Category I-III A			
Percent – Standard	60.00%	> 60%	> 60%
Actual	61.70%		

- a. The percent Tier 1 High School Diploma Graduate (HSDG) is the measure of educational achievement – Total number of Tier 1 (HSDG) non-prior service accessions + Future Soldier Training Program (FSTP) is compared to total number of non-prior service accessions + FSTP for the fiscal year. (DOD target is 90%).
- b. Tier One Performance Screen (TOPS) is a program that was designed to determine an applicant's susceptibility for attrition. Currently, United States Army Recruiting Command (USAREC) utilizes the TOPS program to assess non-High School Diploma Graduates (HSDG) who complete a program of secondary education in compliance with the education laws of the State in which the applicant resides (per the National Defense Authorization Act for Fiscal Year 2012). USAREC processes Non-HSDG applicants provided they score in the top 50th percentile on the Armed Service's Vocational Aptitude Battery (ASVAB) test and pass two non-cognitive personality tests: (1) the Tailored Adaptive Personality Assessment Screen (TAPAS) and (2) the Assessment of Individual Motivation (AIM).

Narrative: Quality goals serve as a screening mechanism; the Army does not directly resource to quality levels. Recruiting efforts focus on high school diploma graduates and graduating seniors who are Category (CAT) I-III A. Nationally, the decline in high school graduation rates and increasing obesity levels have challenged the Army to strategically deal with the changing societal norms.

- c. The percent of CAT I-III A is the measure of the total number of non-prior service accessions + FSTP who scored at or above 50th percentile. (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 diploma 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. In FY 2014, the Army fully met its goal for test category I-III A and achieved execution of 61.70%.

SECTION 3
SUMMARY TABLES

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

	ACTUAL FY 2014 ^{/3}		ESTIMATE FY 2015		ESTIMATE FY 2016	
	AVERAGE STRENGTH ^{/1}	END STRENGTH 30 SEP 2014 ^{/2}	AVERAGE STRENGTH ^{/1}	END STRENGTH 30 SEP 2015 ^{/2}	AVERAGE STRENGTH ^{/1}	END STRENGTH 30 SEP 2016 ^{/2}
DIRECT BASELINE PROGRAM						
OFFICER	94,612	90,809	91,595	94,486	93,736	91,971
ENLISTED	396,753	393,674	394,883	390,016	384,664	377,483
CADET	4,419	4,394	4,386	4,425	4,375	4,512
TOTAL DIRECT BASELINE PROGRAM	495,784	488,877	490,864	488,927	482,775	473,966
REIMBURSABLE BASELINE PROGRAM						
OFFICER	532	532	508	508	490	490
ENLISTED	591	591	565	565	544	544
CADET	0	0	0	0	0	0
TOTAL REIMBURSABLE BASELINE PROGRAM	1,123	1,123	1,073	1,073	1,034	1,034
BASELINE PROGRAM						
OFFICER	95,144	91,341	92,105	94,994	94,226	92,461
ENLISTED	397,344	394,265	395,448	390,581	385,207	378,027
CADET	4,419	4,394	4,386	4,425	4,375	4,512
TOTAL BASELINE PROGRAM	496,907	490,000	491,939	490,000	483,808	475,000
OVERSEAS CONTINGENCY OPERATIONS^{/3}						
OFFICER	10,120	5,956	4,480	-	-	-
ENLISTED	43,650	12,254	2,128	-	-	-
TOTAL SUPPLEMENTAL	52,907	18,210	6,608	-	-	-
PROGRAM						
OFFICER	105,264	97,297	96,585	94,994	94,226	92,461
ENLISTED	440,994	406,519	397,576	390,581	385,207	378,027
CADET	4,419	4,394	4,386	4,425	4,375	4,512
TOTAL PROGRAM	550,677	508,210	498,547	490,000	483,808	475,000

/1 Direct baseline average strength includes base Reserve Component Soldiers on active duty man-years.

/2 End strength is only reported for the Active Component

/3 Figures listed are for both OCO funded man-years for Active Component Soldiers above 490k and OCO funded Reserve Component Soldiers on active duty orders. Please see detail chart on page 7 of introduction for component and mission breakout.

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

	ACTUAL FY 2014		PROJECTED FY 2015		ESTIMATE FY 2016	
	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED	30 SEPT	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	13	-	13	-	13	-
LT GENERAL	48	-	48	-	48	-
MAJ GENERAL	113	1	113	1	113	1
BG GENERAL	137	1	137	1	137	1
COLONEL	4,258	35	4,214	33	4,066	32
LT COLONEL	9,688	175	9,513	167	9,090	161
MAJOR	17,322	246	16,399	235	16,108	226
CAPTAIN	29,202	41	29,169	39	28,866	38
1ST LIEUTENANT	12,722	13	12,140	12	11,406	12
2ND LIEUTENANT	8,324	2	7,943	2	7,463	2
SUBTOTAL COMMISSIONED OFFICERS	81,827	514	79,689	490	77,310	473
WARRANT OFFICERS						
WARRANT OFF (W-5)	656	-	637	-	593	-
WARRANT OFF (W-4)	2,223	5	2,097	5	2,030	5
WARRANT OFF (W-3)	4,029	6	4,245	6	4,276	6
WARRANT OFF (W-2)	6,568	7	6,328	7	6,272	6
WARRANT OFF (W-1)	1,984	-	1,998	-	1,980	-
SUBTOTAL WARRANT OFFICERS	15,470	18	15,305	18	15,151	17
SUBTOTAL OFFICER	97,297	532	94,994	508	92,461	490
ENLISTED PERSONNEL						
SERGEANT MAJOR	3,594	20	3,397	19	3,374	18
1ST SGT/MASTER SGT	11,964	29	11,281	28	10,906	27
PLATOON SGT/SFC	39,334	92	36,770	88	36,107	85
STAFF SGT	60,475	176	58,961	168	56,268	162
SERGEANT	74,392	155	70,561	148	71,946	142
CPL/SPECIALIST	118,406	115	121,305	110	103,901	106
PRIVATE 1ST CLASS	53,096	4	48,840	4	52,561	4
PRIVATE E2	26,786	-	23,088	-	24,847	-
PRIVATE E1	17,473	-	16,378	-	18,119	-
SUBTOTAL ENLISTED PERSONNEL	406,519	591	390,581	565	378,027	544
CADET	4,394	-	4,425	-	4,512	-
TOTAL END STRENGTH	508,210	1,123	490,000	1,073	475,000	1,034

FY 2014 includes 3,000 OCO-funded end strength associated with Temporary End Strength Medical (TEAM) and 15,210 OCO-funded end strength associated non-enduring strength.
FY 2015 and FY 2016 includes no OCO-funded end strength for non-enduring strength and no end strength for TEAM.

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

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

	ACTUAL FY 2014		ESTIMATE FY 2015		ESTIMATE FY 2016	
	FY 2014	REIMB INCLUDED	FY 2015	REIMB INCLUDED	FY 2016	REIMB INCLUDED
OFFICER						
COMMISSIONED OFFICERS						
GENERAL	13	-	11	-	12	-
LT GENERAL	52	-	53	-	50	-
MAJ GENERAL	139	1	129	1	119	1
BG GENERAL	168	1	163	1	141	1
COLONEL	4,902	35	4,446	33	4,128	32
LT COLONEL	11,456	175	9,891	167	9,422	161
MAJOR	18,403	246	16,841	235	16,167	226
CAPTAIN	30,824	41	29,281	39	29,314	38
1ST LIEUTENANT	14,896	13	13,238	12	12,686	12
2ND LIEUTENANT	7,732	2	7,068	2	6,781	7
SUBTOTAL COMMISSIONED OFFICERS	88,585	514	81,121	491	78,820	473
WARRANT OFFICERS						
WARRANT OFF (W-5)	737	0	677	-	666	-
WARRANT OFF (W-4)	2,484	5	2,187	5	2,098	5
WARRANT OFF (W-3)	4,241	6	4,195	6	4,296	6
WARRANT OFF (W-2)	7,112	7	6,423	7	6,348	6
WARRANT OFF (W-1)	2,105	27	1,982	0	1,998	-
SUBTOTAL WARRANT OFFICERS	16,679	18	15,464	18	15,406	17
SUBTOTAL OFFICER	105,264	532	96,585	508	94,226	490
ENLISTED PERSONNEL						
SERGEANT MAJOR	4,005	20	3,507	19	3,411	18
1ST SGT/MASTER SGT	13,577	29	11,774	28	11,050	27
PLATOON SGT/SFC	42,993	92	38,032	88	36,401	85
STAFF SGT	65,947	176	60,342	168	57,230	162
SERGEANT	82,858	155	73,498	148	72,453	143
CPL/SPECIALIST	130,201	115	117,952	110	112,543	106
PRIVATE 1ST CLASS	55,460	4	50,887	4	50,688	4
PRIVATE E2	26,905	-	24,032	-	23,938	-
PRIVATE E1	19,048	-	17,552	-	17,493	-
SUBTOTAL ENLISTED PERSONNEL	440,994	591	397,576	564	385,207	544
CADET	4,419	0	4,386	0	4,375	0
TOTAL AVERAGE STRENGTH	550,677	1,123	498,547	1,072	483,808	1,034

*Note – FY 2014 Average Strength contains 6,344 and 21,705 Man-Years for Reserve Officers and Enlisted personnel on active duty, respectively.
FY 2015 Average Strength contains 764 and 1,300 Man-Years for Reserve Officers and Enlisted personnel on active duty, respectively.
FY 2016 Average Strength contains 447 and 1,017 Man-Years for Reserve Officers and Enlisted personnel on active duty, respectively.

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

Monthly End Strengths ^{1/}	FY 2014				FY 2015				FY 2016			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
September	98,634	428,923	4,488	532,043	97,297	406,519	4,394	508,210	94,994	390,581	4,425	490,000
October	98,591	427,438	4,477	530,506	96,995	404,606	4,381	505,982	94,862	388,308	4,414	487,584
November	98,340	425,715	4,472	528,527	97,006	401,881	4,374	503,261	94,776	389,008	4,407	488,191
December	97,939	420,597	4,437	522,973	96,759	396,819	4,349	497,927	94,117	382,895	4,381	481,393
January	97,872	420,701	4,428	523,001	96,469	395,573	4,334	496,376	93,709	384,025	4,366	482,100
February	97,681	419,591	4,413	521,685	96,220	395,386	4,321	495,927	93,614	384,792	4,353	482,759
March	97,544	417,839	4,403	519,786	95,962	396,566	4,315	496,843	92,939	384,957	4,347	482,243
April	97,399	416,782	4,395	518,576	94,801	394,098	4,307	493,206	92,535	384,483	4,339	481,357
May	98,809	414,637	3,307	516,753	95,623	392,646	3,282	491,551	93,541	383,554	3,307	480,402
June	99,198	411,343	3,260	513,801	95,928	392,225	4,498	492,651	94,107	382,706	4,548	481,361
July	98,673	408,996	4,438	512,107	95,759	388,951	4,444	489,154	93,869	381,383	4,494	479,746
August	98,141	407,452	4,409	510,002	95,478	390,060	4,440	489,978	93,526	379,618	4,490	477,634
September	97,297	406,519	4,394	508,210	94,994	390,581	4,425	490,000	92,461	378,027	4,512	475,000

Active Duty for Operational Support (ADOS) and RC Mobilization ^{2/}	Active Duty for Operational Support (ADOS) Strength FY 2014				FY 2015				FY 2016			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative-ADOS	520	667	-	1,187	491	566	-	1,057	185	271	-	456
Contingency-ADOS / 12302 Mobilization ^{3/}	168	488	-	656	-	-	-	-	-	-	-	-
12304B - Mobilization	49	90	-	139	273	734	-	1,007	262	746	-	1,008
Total ADOS and RC Mobilization	737	1,245	-	1,982	764	1,300	-	2,064	447	1,017	-	1,464
Average Strength [BASE]												

ADOS and RC Mobilization (\$M)

RC Mobilization Dollars	FY 2014				FY 2015				FY 2016			
	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL	OFF	ENL	CADET	TOTAL
Administrative-ADOS	\$78.1	\$57.2	\$0.0	\$135.3	\$79.8	\$41.7	\$0.0	\$121.5	\$27.6	\$20.8	\$0.0	\$48.4
Contingency-ADOS	\$22.3	\$36.3	\$0.0	\$58.6	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
12304b Mobilization	\$5.2	\$5.8	\$0.0	\$11.0	\$38.0	\$45.8	\$0.0	\$83.8	\$39.1	\$57.3		\$96.4
Total BASE ADOS/RC Mobilization	\$105.6	\$99.3	\$0.0	\$204.9	\$117.8	\$87.5	\$0.0	\$205.3	\$66.7	\$78.1	\$0.0	\$144.8

^{1/} The FY 2014 end strengths reflects projected execution updated to YTD actuals; The FY 2015 end strengths reflect the man-years submitted in the FY 2105 President's Budget. FY 2016 end strength projections reflect the most current Army manpower plan as of July 2014.

^{2/} Active Duty Operational Support (ADOS) represents manyears for Administrative-ADOS (a program managed by the Army G-1 in which Reserve Component Soldiers backfill a valid AC billet that the Human Resources Command does not plan to fill) and manyears for Operational-ADOS (where a RC Soldier supports an AC mission beyond the unit's normal mission.

^{3/} Contingency-ADOS and 12304B- Mobilization includes manyears for National Capitol Region-Integrated Air Defense System (NCR-IADS) (formerly known as Operation Noble Eagle (ONE)), Joint Forge and Joint Guardian as well as other non-enduring missions.

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

	ACTUAL FY 2014	ESTIMATE FY 2015	ESTIMATE FY 2016
OFFICERS			
BEGINNING STRENGTH	98,634	97,297	94,994
GAINS			
SERVICE ACADEMIES	1,178	1,080	1,078
ROTC	2,350	3,541	2,948
OFFICER CANDIDATE SCHOOL	1,822	2,746	2,286
WARRANT OFFICER PROGRAMS	1,032	865	974
OTHER GAINS (MEDICAL & JAG)	1,478	1,677	1,723
TOTAL OFFICER GAINS	7,860	9,909	9,009
LOSSES			
EXPIRATION OF CONTRACT	6,854	6,141	7,195
NON-DISABILITY	10	14	13
INVOLUNTARY SEPARATION OF REGULAR	412	3,270	1,859
15 YEAR RETIREMENT	178	493	311
ATTRITION	140	165	152
OTHER LOSSES	1,603	2,129	2,012
TOTAL OFFICER LOSSES	9,197	12,212	11,542
END STRENGTH	97,297	94,994	92,461
ENLISTED			
BEGINNING STRENGTH	428,923	406,519	390,581
GAINS			
MALES (NPS)	46,652	49,517	55,094
FEMALES (NPS)	8,969	9,432	10,494
PRIOR SERVICE ENLISTMENTS	3,371	1,000	1,665
REENLISTMENT (IMM)	65,585	55,257	54,779
RETURNED TO MILITARY CONTROL	879	978	896
OTHER GAINS	72	-	935
TOTAL ENLISTED GAINS	125,528	116,184	123,863

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

	ACTUAL FY 2014	ESTIMATE FY 2015	ESTIMATE FY 2016
LOSSES			
ESTIMATED TERMINATION OF SERVICE	34,175	31,116	31,506
PROGRAMMED EARLY RELEASE	5,556	5,059	5,122
TO COMMISSIONED OFFICER AND WARRANT OFFICER	1,032	865	974
REENLISTMENT	65,585	55,257	54,779
RETIREMENT	7,050	6,500	6,403
INVOLUNTARY SEPARATION OF REGULAR	2,254	2,095	1,861
15 YEAR RETIREMENT	80	874	303
DROPPED FROM ROLLS	1,323	1,240	1,152
ATTRITION ADVERSE CAUSES	3,375	3,073	3,111
OTHER ATTRITION	27,502	28,611	31,206
TOTAL ENLISTED LOSSES	147,932	134,690	136,417
END STRENGTH	406,519	390,581	378,027
CADET			
BEGINNING STRENGTH	4,488	4,394	4,425
GAINS			
ENTERING CADETS	1,299	1,308	1,361
TOTAL CADET GAINS	1,299	1,308	1,361
LOSSES			
ATTRITION	215	197	196
GRADUATES	1,178	1,080	1,078
TOTAL CADET LOSSES	1,393	1,277	1,274
END STRENGTH	4,394	4,425	4,512
TOTAL END STRENGTH	508,210	490,000	475,000

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. BASIC PAY	7,554,707	14,166,054	21,720,761	6,707,995	12,909,039	19,617,034	6,926,625	12,668,528	19,595,153
2. RETIRED PAY ACCRUAL	2,409,980	4,523,530	6,933,510	2,152,711	4,151,718	6,304,429	2,172,454	3,973,957	6,146,411
3. BASIC ALLOWANCE FOR HOUSING									
WITH DEPENDENTS - DOMESTIC	1,680,376	4,465,080	6,145,456	1,485,513	4,131,429	5,616,942	1,570,938	4,079,821	5,650,759
WITHOUT DEPENDENTS - DOMESTIC	491,753	545,608	1,037,361	466,537	507,761	974,298	461,808	498,952	960,760
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	243	11,853	12,096	232	11,111	11,343	228	11,115	11,343
SUBSTANDARD HOUSING - DOMESTIC	0	0	0	0	0	0	0	0	0
BAH DIFFERENTIAL - DOMESTIC	128	7,170	7,298	115	6,630	6,745	112	6,594	6,706
WITH DEPENDENTS - OVERSEAS	139,846	180,707	320,553	132,214	167,202	299,416	130,703	164,160	294,863
WITHOUT DEPENDENTS - OVERSEAS	72,518	56,894	129,412	68,710	52,405	121,115	68,121	51,295	119,416
TOTAL BASIC ALLOWANCE FOR HOUSING	2,384,864	5,267,312	7,652,176	2,153,320	4,876,538	7,029,858	2,231,910	4,811,937	7,043,847
4. SUBSISTENCE									
BASIC ALLOWANCE FOR SUBSISTENCE	308,196	0	308,196	278,089	0	278,089	293,794	0	293,794
WHEN AUTHORIZED TO MESS SEPARATELY	0	1,849,774	1,849,774	0	1,607,729	1,607,729	0	1,639,772	1,639,772
WHEN RATIONS IN KIND ARE NOT AVAILABLE	0	0	0	0	0	0	0	0	0
LESS COLLECTIONS	0	(341,958)	(341,958)	0	(328,083)	(328,083)	0	(335,246)	(335,246)
AUGMENTATION OF COMMUTED RATION	0	0	0	0	0	0	0	0	0
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSSES	0	526,159	526,159	0	414,215	414,215	0	408,211	408,211
OPERATIONAL RATIONS	0	247,420	247,420	0	104,306	104,306	0	102,829	102,829
AUGMENTATION RATIONS/OTHER PROGRAMS	0	2,814	2,814	0	3,007	3,007	0	3,115	3,115
SUBTOTAL SUBSISTENCE IN KIND	0	776,393	776,393	0	521,528	521,528	0	514,155	514,155
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	0	908	908	0	884	884	0	893	893
TOTAL SUBSISTENCE	308,196	2,285,117	2,593,313	278,089	1,802,058	2,080,147	293,794	1,819,574	2,113,368
5. INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER									
FLYING DUTY	78,084	10,125	88,209	71,660	9,940	81,600	66,810	9,423	76,233
PARACHUTE JUMPING	13,645	74,383	88,028	13,278	73,042	86,320	12,379	69,218	81,597
EXPERIMENTAL STRESS	51	97	130	27	95	122	25	90	115
DEMOLITION DUTY	2,104	15,261	17,365	1,995	14,985	16,980	1,860	14,202	16,062

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
MILITARY FIREFIGHTERS	0	0	0	0	0	0	0	0	0
CHEMICAL MUNITIONS	6	26	32	5	26	31	5	24	29
TOXIC PESTICIDES	0	5	5	0	5	5	0	5	5
TOXIC FUEL/WASTE	0	2	2	0	2	2	0	2	2
TOTAL INCENTIVE PAY, HAZARDOUS DUTY, AND AVIATION CAREER	93,890	99,899	193,789	86,965	98,095	185,060	81,079	92,964	174,043
6. SPECIAL PAYS									
SPECIAL PAY									
MEDICAL PAY	208,061	0	208,061	202,602	0	202,602	201,551	0	201,551
DENTAL PAY	46,361	0	46,361	47,181	0	47,181	47,048	0	47,048
NURSE PAY	36,909	0	36,909	31,920	0	31,920	31,790	0	31,790
OPTOMETRISTS PAY	5,138	0	5,138	1,068	0	1,068	1,041	0	1,041
VETERINARIANS PAY	4,285	0	4,285	4,268	0	4,268	4,313	0	4,313
DIPLOMATE PAY FOR PSYCHOLOGISTS	2,318	0	2,318	2,325	0	2,325	2,350	0	2,350
KOREA ASSIGNMENT	0	9,490	9,490	0	9,218	9,218	0	8,735	39,260
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER	58	0	58	60	0	60	60	0	60
PHARMACY PAY	2,301	0	2,301	2,271	0	2,271	2,274	0	2,274
DIVING DUTY PAY	276	1,296	1,572	312	1,251	1,653	308	1,186	1,579
BOARD CERTIFIED PAY NON-PHYSICIAN HEALTH CARE	15,679	0	15,679	17,211	0	17,211	16,340	0	16,340
HOSTILE FIRE PAY	25,830	115,981	142,561	12,266	13,519	21,844	12,089	12,809	21,165
SEA DUTY PAY	368	714	1,082	419	626	1,117	413	594	1,075
HARDSHIP DUTY PAY	14,575	58,917	74,202	5,670	14,348	20,938	5,591	13,598	20,058
OVERSEAS EXTENSION PAY	0	36	36	0	34	37	0	32	35
FOREIGN LANGUAGE PROFICIENCY PAY	9,642	26,906	36,548	11,192	25,381	38,797	11,036	24,052	37,195
JUDGE ADVOCATE CONTINUATION PAY	17,448	0	17,448	15,538	0	15,538	15,320	0	15,320
OTHER SPECIAL PAY	22,789	46,353	37,231	6,784	31,580	6,786	6,645	29,924	6,647
SUBTOTAL SPECIAL PAY	412,038	259,693	671,731	361,087	95,959	457,046	358,169	90,932	449,101
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	0	113,241	113,241	0	110,291	110,291	0	104,521	104,521
REENLISTMENT BONUS	0	128,171	128,448	0	129,421	129,421	0	123,565	123,565
ENLISTMENT BONUS									
NEW PAYMENTS	0	14,633	14,633	0	11,402	11,402	0	55,083	55,083
RESIDUAL NEW	0	0	0	0	0	0	0	0	0

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ANNIVERSARY	0	47,250	47,250	0	11,140	11,140	0	10,250	10,250
RECRUITING	0	662	662	0	561	561	0	505	505
SUBTOTAL ENLISTMENT BONUS	0	62,545	62,545	0	23,103	23,103	0	65,838	65,838
OFFICER BONUS - OTHER THAN MEDICAL	10,744	0	10,744	7,613	0	7,613	7,413	0	7,413
LOAN REPAYMENT PROGRAM	0	56,001	56,001	0	52,825	52,825	0	48,688	48,688
EDUCATION BENEFITS (COLLEGE FUND)	0	0	0	0	0	0	0	0	0
TOTAL SPECIAL PAYS	422,782	619,651	1,042,433	368,700	411,599	780,299	365,582	433,544	799,126
7. ALLOWANCE									
OVERSEAS STATION ALLOWANCES									
COST OF LIVING	203,450	489,622	693,072	197,633	466,840	672,473	197,037	445,276	650,118
TEMPORARY LODGING	28,538	50,663	79,201	24,172	50,142	66,314	23,905	47,905	64,005
SUBTOTAL OVERSEAS STATION ALLOWANCES	231,988	540,285	772,273	221,805	516,982	738,787	220,942	493,181	714,123
CLOTHING ALLOWANCES									
INITIAL ISSUE	0	94,369	94,369	0	97,502	97,502	0	113,019	113,019
INITIAL MILITARY ALLOWANCE	4,164	0	4,164	3,704	0	3,704	3,606	0	3,606
ADDITIONAL MILITARY ALLOWANCE	294	0	294	456	0	456	444	0	444
MAINTENANCE ALLOWANCES	0	158,119	158,119	0	157,069	157,069	0	142,386	142,386
CIVILIAN CLOTHING ALLOWANCE	402	0	402	306	0	306	304	0	304
SUPPLEMENTARY ALLOWANCES	0	6,524	6,524	0	6,303	6,303	0	4,621	4,621
OTHER ALLOWANCES	0	15,983	15,983	0	2,100	2,100	0	2,100	2,100
SUBTOTAL CLOTHING ALLOWANCES	4,860	274,995	279,855	4,466	262,974	267,440	4,354	262,126	266,480
FAMILY SEPARATION ALLOWANCES									
PCS W/DEPENDENTS NOT AUTHORIZED;GVMT QTR NOT AVAIL	0	0	0	0	0	0	0	0	0
PCS W/DEPENDENTS NOT AUTHORIZED	6,208	38,772	44,980	7,005	37,662	51,015	6,821	35,922	48,527
TEMPORARY DUTY >30 DAYS W/DEP NOT NEAR TD STATION	38,652	105,863	144,515	26,438	56,388	76,478	25,743	53,205	73,164
SUBTOTAL FAMILY SEPARATION ALLOWANCES	44,860	144,635	189,495	33,443	94,050	127,493	32,564	89,127	121,691
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	0	2,553	2,553	0	2,202	2,202	0	2,086	2,086
CONUS, COST-OF-LIVING ALLOWANCE	7,429	14,699	22,128	3,722	5,502	9,224	3,660	5,265	8,925
TOTAL ALLOWANCE	289,137	977,167	1,266,304	263,436	881,710	1,145,146	261,520	851,785	1,113,305

8. SEPARATION PAY

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
LUMP SUM TERMINAL LEAVE PAYMENTS	37,923	111,927	149,850	36,587	92,659	131,346	33,720	107,665	141,385
AUTHORIZED DONATIONS	0	0	0	0	0	0	0	0	0
SEVERANCE PAY, DISABILITY	7,052	182,027	189,079	6,685	141,020	150,205	6,564	145,629	152,144
SEVERANCE PAY, FAILURE OF PROMOTION	0	0	0	0	0	0	0	0	0
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	0	32,278	32,278	0	28,787	28,787	0	33,450	33,450
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	25,985	87,929	113,914	31,513	25,261	52,174	118,779	74,255	193,034
VOLUNTARY SEPARATION INCENTIVE (VSI)	18,087	4,213	22,300	15,898	3,703	19,601	16,894	3,914	20,845
SPECIAL SEPARATION BENEFIT (SSB)	0	0	0	0	0	0	0	0	0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY	13,703	4,317	18,020	0	0	0	29,151	16,813	45,964
\$30,000 LUMP SUM BONUS	4,520	73,664	78,184	5,752	68,459	74,211	5,764	63,589	69,353
TOTAL SEPARATION PAY	107,270	496,355	603,625	96,435	359,889	456,324	210,860	445,315	656,175
9. SOCIAL SECURITY TAX PAYMENTS	576,893	1,078,274	1,655,167	509,981	987,541	1,497,522	527,824	969,143	1,496,967
10. PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	23,293	122,995	146,288	21,306	118,743	140,049	27,180	143,661	170,841
TRAINING TRAVEL	124,995	17,505	142,500	127,852	19,948	147,800	128,433	20,040	148,473
OPERATIONAL TRAVEL	146,405	289,384	435,789	140,914	281,313	422,227	140,613	278,042	418,655
ROTATIONAL TRAVEL TO/FROM OVERSEAS	218,109	586,870	804,979	207,933	559,594	767,527	199,301	536,409	735,710
SEPARATION TRAVEL	63,582	236,976	300,558	89,843	214,310	304,153	80,830	228,239	309,069
ORGANIZED UNIT TRAVEL	1,201	2,589	3,790	1,263	2,772	4,035	1,350	2,907	4,257
TOTAL PERMANENT CHANGE OF STATION TRAVEL	577,585	1,256,319	1,833,904	589,111	1,196,680	1,785,791	577,707	1,209,298	1,787,005
11. OTHER MILITARY PERSONNEL COSTS									
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	0	692	692	0	704	704	0	717	717
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	3,146	2,680	5,826	709	629	1,338	692	609	1,301
DEATH GRATUITIES	6,736	45,082	51,818	5,200	35,300	40,500	5,100	33,900	39,000
UNEMPLOYMENT COMPENSATION BENEFITS	0	349,917	349,917	0	210,586	210,586	0	201,052	201,052
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	275	334	609	281	331	612	272	317	589
AMORTIZATION OF EDUCATION BENEFITS	0	0	0	0	0	0	0	4,620	4,620
PARTIAL DISLOCATION ALLOWANCE	26	122	148	15	94	109	14	91	105
MASS TRANSIT SUBSIDY	4,011	1,042	5,053	3,935	961	4,896	3,875	939	4,814

PB-30J SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
STOP-LOSS SPECIAL COMPENSATION	0	0	0	0	0	0	0	0	0
RESERVE INCOME REPLACEMENT PROGRAM(RIRP)	6	0	6	0	0	0	0	0	0
ROTC	109,278	0	109,278	120,140	0	120,140	111,929	0	111,929
JROTC	54,373	0	54,373	45,825	0	45,825	28,140	0	28,140
PREVENTIVE HEALTH ALLOWANCE	0	0	0	0	0	0	0	0	0
SGLI EXTRA HAZARD PAYMENTS	2,735	10,257	12,992	0	0	0	0	0	0
SGLI TRAUMATIC INJURY PAYMENTS	1,566	6,260	7,826	0	0	0	0	0	0
TOTAL OTHER MILITARY PERSONNEL COSTS	182,152	416,386	598,538	176,105	248,605	424,710	150,022	242,245	392,267
12. CADET									
ACADEMY CADETS	77,959	0	77,959	79,161	0	79,161	80,323	0	80,323
TOTAL CADET	77,959	0	77,959	79,161	0	79,161	80,323	0	80,323
SUBTOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	14,985,415	31,186,064	46,171,479	13,462,009	27,923,472	41,385,481	13,879,700	27,518,290	41,397,990
13. LESS REIMBURSABLES									
BASIC PAY	(99,969)	(44,915)	(144,884)	(98,894)	(45,139)	(144,033)	(98,385)	(44,906)	(143,291)
RETIRED PAY ACCRUAL	(32,389)	(14,552)	(46,941)	(31,844)	(14,535)	(46,379)	(31,582)	(14,415)	(45,997)
BASIC ALLOWANCE FOR HOUSING	(29,772)	(14,398)	(44,170)	(28,291)	(14,214)	(42,505)	(28,126)	(14,131)	(42,257)
BASIC ALLOWANCE FOR SUBSISTENCE	(3,925)	(10,394)	(14,319)	(4,390)	(7,845)	(12,235)	(4,537)	(7,095)	(11,632)
SUBSISTENCE IN KIND	0	(10,650)	(10,650)	0	0	0	0	0	0
INCENTIVE PAY FOR HAZARDOUS DUTY	(9,766)	(3,324)	(13,090)	(9,816)	(3,368)	(13,184)	(9,759)	(3,348)	(13,107)
CLOTHING ALLOWANCES	0	0	0	0	0	0	0	0	0
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	(7,648)	(3,438)	(11,086)	(7,564)	(3,452)	(11,016)	(7,525)	(3,433)	(10,958)
DEFENSE HEALTH PROGRAM ACCRUAL	0	0	0	0	0	0	0	0	0
ACCESSION TRAVEL	0	0	0	0	0	0	0	0	0
OPERATIONAL TRAVEL	0	0	0	0	0	0	0	0	0
ROTATIONAL TRAVEL TO/FROM OVERSEAS	0	0	0	0	0	0	0	0	0
SEPARATION TRAVEL	0	0	0	0	0	0	0	0	0
UNEMPLOYMENT COMPENSATION BENEFITS	0	0	0	0	0	0	0	0	0
TOTAL LESS REIMBURSABLES	(183,469)	(101,671)	(285,140)	(180,799)	(88,553)	(269,352)	(179,914)	(87,328)	(267,242)
TOTAL, ALL MILITARY PERSONNEL APPROPRIATION REQUEST	14,801,946	31,084,393	45,886,339	13,281,210	27,834,919	41,116,129	13,699,786	27,430,962	41,130,748

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

	FY 2015 PRESIDENTS BUDGET*	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2015 REVISED
PAY AND ALLOWANCES OF OFFICERS									
BASIC PAY	6,616,665	0	0	0	6,616,665	0	6,616,665	-7,564	6,609,101
RETIRED PAY ACCRUAL	2,063,903	0	0	0	2,063,903	0	2,063,903	56,964	2,120,867
INCENTIVE PAY FOR HAZARDOUS DUTY	88,887	0	0	0	88,887	0	88,887	-11,738	77,149
SPECIAL PAY	367,450	-2,000	0	0	365,450	0	365,450	-4,363	361,087
OFFICER BONUS - OTHER THAN MEDICAL	10,557	0	0	0	10,557	0	10,557	-2,944	7,613
BASIC ALLOWANCE FOR HOUSING	2,163,015	0	0	0	2,163,015	0	2,163,015	-37,986	2,125,029
BASIC ALLOWANCE FOR SUBSISTENCE	274,712	0	0	0	274,712	0	274,712	-1,013	273,699
OVERSEAS STATION ALLOWANCES	176,764	0	0	0	176,764	0	176,764	45,041	221,805
CLOTHING ALLOWANCES	4,620	0	0	0	4,620	0	4,620	-154	4,466
FAMILY SEPARATION ALLOWANCES	26,950	0	0	0	26,950	0	26,950	6,493	33,443
SEPARATION PAYMENTS	99,489	0	0	0	99,489	0	99,489	-3,054	96,435
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	503,516	0	0	0	503,516	0	503,516	-1,099	502,417
CONUS COST OF LIVING ALLOWANCE	4,060	0	0	0	4,060	0	4,060	-338	3,722
REIMBURSABLES	180,799	0	0	0	180,799	0	180,799	0	180,799
TOTAL OBLIGATIONS	12,581,387	-2,000	0	0	12,579,387	0	12,579,387	38,245	12,617,632
LESS REIMBURSABLES	180,799	0	0	0	180,799	0	180,799	0	180,799
TOTAL PAY AND ALLOWANCES OF OFFICERS DIRECT OBLIGATIONS	12,400,588	-2,000	0	0	12,398,588	0	12,398,588	38,245	12,436,833
PAY AND ALLOWANCES OF ENLISTED									
BASIC PAY	12,974,734	0	0	0	12,974,734	0	12,974,734	-110,834	12,863,900
RETIRED PAY ACCRUAL	4,055,766	0	0	0	4,055,766	0	4,055,766	81,417	4,137,183
INCENTIVE PAY FOR HAZARDOUS DUTY	101,383	0	0	0	101,383	0	101,383	-6,656	94,727
SPECIAL PAY	101,373	0	0	0	101,373	0	101,373	-5,414	95,959
SPECIAL DUTY ASSIGNMENT PAY (SDAP)	120,887	0	0	0	120,887	0	120,887	-10,596	110,291
REENLISTMENT BONUS	148,448	-19,000	0	0	129,448	0	129,448	-27	129,421
ENLISTMENT BONUS	41,177	0	0	0	41,177	0	41,177	-18,074	23,103
BASIC ALLOWANCE FOR HOUSING	4,856,377	0	0	0	4,856,377	0	4,856,377	5,947	4,862,324
AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED	5,462	0	0	0	5,462	0	5,462	-3,260	2,202
LOAN REPAYMENT PROGRAM	45,375	0	0	0	45,375	0	45,375	7,450	52,825
OVERSEAS STATION ALLOWANCES	463,353	0	0	0	463,353	0	463,353	53,629	516,982
CLOTHING ALLOWANCES	299,961	0	0	0	299,961	0	299,961	-36,987	262,974
FAMILY SEPARATION ALLOWANCES	99,644	-5,000	0	0	94,644	0	94,644	-594	94,050
SEPARATION PAYMENTS	320,346	0	0	0	320,346	0	320,346	39,543	359,889
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	992,566	0	0	0	992,566	0	992,566	-8,477	984,089
CONUS COST OF LIVING ALLOWANCE	6,046	0	0	0	6,046	0	6,046	-544	5,502
EDUCATION BENEFITS	0	0	0	0	0	0	0	0	0

PB-30K ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

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

	FY 2015 PRESIDENTS BUDGET*	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2015 REVISED
REIMBURSABLES	80,708	0	0	0	80,708	0	80,708	0	80,708
TOTAL OBLIGATIONS	24,713,606	-24,000	0	0	24,689,606	0	24,689,606	-13,477	24,676,129
LESS REIMBURSABLES	80,708	0	0	0	80,708	0	80,708	0	80,708
TOTAL PAY AND ALLOWANCES OF ENLISTED DIRECT OBLIGATIONS	24,632,898	-24,000	0	0	24,608,898	0	24,608,898	-13,477	24,595,421
PAY AND ALLOWANCES OF CADETS									
ACADEMY CADETS	79,236	0	0	0	79,236	0	79,236	-75	79,161
TOTAL OBLIGATIONS	79,236	0	0	0	79,236	0	79,236	-75	79,161
TOTAL PAY AND ALLOWANCES OF CADETS DIRECT OBLIGATIONS	79,236	0	0	0	79,236	0	79,236	-75	79,161
SUBSISTENCE OF ENLISTED PERSONNEL									
BASIC ALLOWANCE FOR SUBSISTENCE	1,276,998	0	0	0	1,276,998	0	1,276,998	-5,197	1,271,801
SUBSISTENCE IN KIND	595,165	-46,210	0	0	548,955	0	548,955	-27,427	521,528
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	1,316	0	0	0	1,316	0	1,316	-432	884
REIMBURSABLES	7,845	0	0	0	7,845	0	7,845	0	7,845
TOTAL OBLIGATIONS	1,881,324	-46,210	0	0	1,835,114	0	1,835,114	-33,056	1,802,058
LESS REIMBURSABLES	7,845	0	0	0	7,845	0	7,845	0	7,845
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL DIRECT OBLIGATIONS	1,873,479	-46,210	0	0	1,827,269	0	1,827,269	-33,056	1,794,213
PERMANENT CHANGE OF STATION TRAVEL									
ACCESSION TRAVEL	145,063	-1,000	0	0	144,063	0	144,063	-4,014	140,049
TRAINING TRAVEL	149,064	0	0	0	149,064	0	149,064	-1,264	147,800
OPERATIONAL TRAVEL	427,227	-15,000	0	0	412,227	0	412,227	10,000	422,227
ROTATIONAL TRAVEL TO/FROM OVERSEAS	780,131	0	0	0	780,131	0	780,131	-12,604	767,527
SEPARATION TRAVEL	297,329	0	0	0	297,329	0	297,329	6,824	304,153
ORGANIZED UNIT TRAVEL	4,064	0	0	0	4,064	0	4,064	-29	4,035
TOTAL OBLIGATIONS	1,802,878	-16,000	0	0	1,786,878	0	1,786,878	-1,087	1,785,791
TOTAL PERMANENT CHANGE OF STATION TRAVEL DIRECT OBLIGATIONS	1,802,878	-16,000	0	0	1,786,878	0	1,786,878	-1,087	1,785,791

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

	FY 2015 PRESIDENTS BUDGET*	CONGRES- SIONAL ACTION	TITLE IX	PROPOSED REAPPRO- PRIATION	AVAILABLE APPN	INTERNAL REALIGN / REPROG	SUBTOTAL	PROPOSED DD 1415 ACTIONS	FY 2015 REVISED
OTHER MILITARY PERSONNEL COSTS									
APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS	1,033	0	0	0	1,033	0	1,033	-329	704
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	1,338	0	0	0	1,338	0	1,338	0	1,338
DEATH GRATUITIES	51,700	-9,000	0	0	42,700	0	42,700	-2,200	40,500
UNEMPLOYMENT COMPENSATION BENEFITS	222,586	-12,000	0	0	210,586	0	210,586	0	210,586
ADOPTION EXPENSES	578	0	0	0	578	0	578	34	612
PARTIAL DISLOCATION ALLOWANCE	164	0	0	0	164	0	164	-55	109
MASS TRANSIT SUBSIDY	5,070	0	0	0	5,070	0	5,070	-174	4,896
ROTC	101,068	0	0	0	101,068	0	101,068	19,072	120,140
JROTC	52,723	0	0	0	52,723	0	52,723	-6,898	45,825
TOTAL OBLIGATIONS	436,260	-21,000	0	0	415,260	0	415,260	9,450	424,710
TOTAL OTHER MILITARY PERSONNEL COSTS DIRECT OBLIGATIONS	436,260	-21,000	0	0	415,260	0	415,260	9,450	424,710
TOTAL DIRECT OBLIGATIONS	41,225,339	-109,210	0	0	41,116,129	0	41,116,129	0	41,116,129

*The FY 2015 estimates reflect current projections based on the most recent level of execution; however, the potential reprogramming amount has not been approved by the Office of Management and Budget, and could be revised before an Omnibus Reprogramming is submitted to Congress.

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

	BA1	BA2	BA3	BA4	BA5	BA6	Total
FY 2015 Direct Program	13,231,764	24,777,669	79,161	1,803,537	1,836,410	424,710	42,153,251
Increases:							
Price Increases:							
Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	17,431	33,567	138				51,136
Basic Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	67,979	130,908	538				199,425
Retired Pay Accrual increase due to the annualization of the 1% pay raise, effective 1 January 2015	5,473	10,540					16,013
Retired Pay Accrual increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	21,345	41,106					62,451
Basic Allowance for Housing increase due to the housing cost growth of 1.4% in FY 2015	7,716	16,634					24,350
Basic Allowance for Housing increase due to the housing cost growth of 1.2% in FY 2016	19,841	42,774					62,615
Basic Allowance for Subsistence increase due to the annualization of the 2.9% subsistence inflation rate, effective 1 January 2015	2,063			11,521			13,584
Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 January 2016	7,257			40,524			47,781
Overseas Station Allowance - COLA increase due to the annualization of the 1% pay raise, effective 1 January 2015	634	1,154					1,788
Overseas Station Allowance - COLA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	1,900	3,463					5,363
Overseas Station Allowance - COLA increase due to changes in foreign currency fluctuation	2,191	5,374					7,565
Clothing increase due to rate changes	6	3,954					3,960
Separation Pay increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	409	1,142					1,551
Separation Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	1,826	3,426					5,252
CONUS COLA increase due to pay raise	44	61					105
FICA increase due to the annualization of the 1% pay raise, effective 1 January 2015	1,201	2,568	10				3,779
FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	4,684	10,015	41				14,740
Enlistment Bonus increase due to rate changes		665					665
Cadet Ration rate increase in subsistence in 2016			630				630
Subsistence in Messes increase due to dining facility cost inflation				13,424			13,424
Operational Rations increase due to manufacturer price inflation				2,172			2,172
Unitized Group Rations-Heat and Serve increase due to manufacturer price inflation				391			391
Unitized Group Rations (A) increase due to manufacturer price inflation				725			725
Other Rations increase due to annual eligibility cost				92			92
Augmentation Rations increase due to higher medical facility contract meal price and KATUSA price inflation				137			137
Member travel increase due to cost inflation					5,807		5,807
Dependent travel increase due to cost inflation					1,595		1,595
Household goods shipment increase due to cost inflation					15,901		15,901
Dislocation allowance increase due to annualization of 2015 and 2016 pay raise					1,648		1,648
Trailer allowance increase due to cost inflation					4		4
Privately owned vehicle increase due to cost inflation					211		211
Port handling increase due to cost inflation					11		11
Non-temporary storage increase due to cost inflation					230		230
Temporary lodging expense increase due to cost inflation					772		772
Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change						13	13
Interest on Uniformed Services Savings Deposits increase due to rate change						12	12
Education Benefit increase due to revised amortization payment amounts						4,620	4,620
Adoption Expenses increase due to anticipated increase in average costs driven by inflation						11	11
Partial Dislocation Allowance increase due to annualization of pay raise inflation						1	1
ROTC increase due to pay raise, inflation to Cadet clothing and Cadet subsistence						1,133	1,133
Mass Transit Subsidy increase due to change in monthly benefit amount						90	90
Total Price Increases:	162,000	307,351	1,357	68,986	26,179	5,880	571,753

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

	BA1	BA2	BA3	BA4	BA5	BA6	Total
Program Increases:							
Increase in direct resources due to a decrease in reimbursable requirements	887	475					1,362
Retired Pay Accrual increase due to shifts in grade structure							-
Officer Bonus - Other Than Medical increase due to changes in the number of Soldiers expected to receive pay							-
Enlistment Bonus increase due to changes in the number of Soldiers expected to receive pay		42,070					42,070
Increase in direct resources due to a decrease in reimbursable requirements				750			750
Basic Allowance for Subsistence increase due to decreased collections				3,476			3,476
Total Program Increases:	887	42,545	-	4,226	-	-	47,658
Decreases:							
Price Decreases:							
Retired Pay Accrual decrease due to the Normal Cost Percentage (NCP) rate decrease to 31.4% in FY 2016	(47,753)	(96,409)					(144,162)
Basic Allowance for Subsistence decrease due to increased collections resulting from annualized rate adjustments				(10,639)			(10,639)
Unemployment Benefits decrease due lower cost per claim						(6,683)	(6,683)
JROTC decrease due to clothing and subsistence inflation						(17,383)	(17,383)
Total Price Decreases:	(47,753)	(96,409)	-	(10,639)	-	(24,066)	(178,867)
Program Decreases:							
Basic Pay decrease due to man-year reduction	(171,899)	(402,989)					
Basic Pay decrease due to shifts in grade structure	(22,002)	(46,208)					
Retired Pay Accrual decrease due to man-year reduction	(55,114)	(129,518)					
Retired Pay Accrual decrease due to shifts in grade structure	(7,054)	(14,851)					
Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(5,886)	(5,131)					
Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(2,917)	(5,027)					
Officer Bonus - Other Than Medical decrease due to changes in the number of Soldiers expected to receive pay	(200)						
Basic Allowance for Housing decrease due to man-year reduction	(50,291)	(110,227)					
Basic Allowance for Housing decrease due to shifts in grade structure	(3,353)	(27,930)					
Basic Allowance for Subsistence decrease due to man-year reduction	(7,127)						
Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(5,588)	(33,792)					
Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(118)	(4,802)					
Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(879)	(4,923)					
Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(109,563)	(28,277)					
CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(106)	(298)					
FICA decrease due to man-year reduction	(11,584)	(30,829)					
FICA decrease due to shifts in grade structure	(1,483)	(3,535)					
Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay		(4,137)					(4,137)
Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	-	(5,770)					(5,770)
Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	-	(5,856)					(5,856)
Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	-	(116)					
Basic Pay decrease due to decreasing man-years				(137)			
Cadet Ration rate decrease in subsistence decreasing man-years				(49)			
FICA decreasing due to decreasing man-years				(10)			

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

Program Decreases (Continued):	BA1	BA2	BA3	BA4	BA5	BA6	Total
Basic Allowance for Subsistence decrease due to number of personnel estimated to receive benefit				(29,326)			
Subsistence in Messes decrease due to number of personnel estimated to receive benefit				(19,428)			
Operational Rations decrease due to number of personnel estimated to receive benefit				(3,119)			
Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit				(561)			
Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit				(1,040)			
Other Rations decrease due to number of personnel estimated to receive benefit				(137)			
Family Subsistence Supplemental Allowance decrease due to number of personnel estimated to receive benefit				(20)			
Member travel decrease due to change in move requirements				-	(5,394)		
Dependent travel decrease due to change in move requirements					(3,543)		
Household goods shipment decrease due to change in move requirements					(55,261)		
Dislocation allowance decrease due to change in move requirements					(8,143)		
Port handling decrease due to change in move requirements					(35)		
Non-temporary storage decrease due to change in move requirements					(1,016)		
Temporary lodging expense increase due to change in move requirements					(2,192)		
Death Gratuities decrease due to lower number of non-combat deaths						(49)	(49)
Unemployment Benefits decrease due to lower projected number of separations in FY16						(1,500)	(1,500)
Adoption Expenses decrease due to program utilization						(2,851)	(2,851)
Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit						(34)	
ROTC decrease due to reduction of ROTC SLRP contracts						(5)	
JROTC decrease due number of program participants						(9,344)	
Mass Transit Subsidy decrease due to anticipated number of Soldiers receiving benefit						(302)	
Total Program Decreases:	(455,164)	(864,216)	(196)	(53,631)	(75,584)	(14,085)	(1,462,876)
FY 2016 Direct Program - Includes Overseas Contingency Operations funding for Active Component non-enduring strength	12,891,734	24,166,940	80,322	1,812,479	1,787,005	392,439	41,130,919
FY 2016 Base Funded Direct Program	12,891,734	24,166,940	80,322	1,812,479	1,787,005	392,439	41,130,919

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

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

Pay and Allowances of Officers

FY 2015 Direct Program		13,231,764
Increases:		
Price Increases:		
a. Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	17,431	
b. Basic Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	67,979	
c. Retired Pay Accrual increase due to the annualization of the 1% pay raise, effective 1 January 2015	5,473	
d. Retired Pay Accrual increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	21,345	
e. Basic Allowance for Housing increase due to the housing cost growth of 1.4% in FY 2015	7,716	
f. Basic Allowance for Housing increase due to the housing cost growth of 1.2% in FY 2016	19,841	
g. Basic Allowance for Subsistence increase due to the annualization of the 2.9% subsistence inflation rate, effective 1 Jan. 2015	2,063	
h. Basic Allowance for Subsistence increase due to the annualization of the 3.4% subsistence inflation rate, effective 1 Jan. 2016	7,257	
i. Overseas Station Allowance - COLA increase due to the annualization of the 1% pay raise, effective 1 January 2015	634	
j. Overseas Station Allowance - COLA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	1,900	
k. Overseas Station Allowance - COLA increase due to changes in foreign currency fluctuation	2,191	
l. Clothing increase due to rate changes	6	
m. Separation Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	409	
n. Separation Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	1,826	
o. CONUS COLA increase due to pay raise	44	
p. FICA increase due to the annualization of the 1% pay raise, effective 1 January 2015	1,201	
q. FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	4,684	
Total Price Increases:		162,000
Program Increases:		
a. Increase in direct resources due to a decrease in reimbursable requirements	887	
Total Program Increases:		887

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

Decreases:

Price Decreases:

a. Retired Pay Accrual decrease due to the Normal Cost Percentage (NCP) rate decrease to 31.4% in FY 2016 (47,753)

Total Price Decreases:

(47,753)

Decreases:

Program Decreases:

a. Basic Pay decrease due to man-year reduction (171,899)
b. Basic Pay decrease due to shifts in grade structure (22,002)
c. Retired Pay Accrual decrease due to man-year reduction (55,114)
d. Retired Pay Accrual decrease due to shifts in grade structure (7,054)
e. Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay (5,886)
f. Special Pay decrease due to changes in the number of Soldiers expected to receive pay (2,917)
g. Officer Bonus - Other Than Medical decrease due to changes in the number of Soldiers expected to receive pay (200)
h. Basic Allowance for Housing decrease due to man-year reduction (50,291)
i. Basic Allowance for Housing decrease due to shifts in grade structure (3,353)
j. Basic Allowance for Subsistence decrease due to man-year reduction (7,127)
k. Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance (5,588)
l. Clothing decrease due to changes in the number of Soldiers expected to receive allowance (118)
m. Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance (879)
n. Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance (109,562)
o. CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance (106)
p. FICA decrease due to man-year reduction (11,584)
q. FICA decrease due to shifts in grade structure (1,483)

Total Program Decreases:

(455,164)

FY 2016 Direct Program

12,891,734

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

ESTIMATE FY 2016	\$6,926,625
ESTIMATE FY 2015	\$6,707,995
ACTUAL FY 2014	\$7,554,707

PROJECT: BASIC PAY - OFFICER

PART I - PURPOSE AND SCOPE

The funds requested 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 under provisions of 10 U.S.C. 12301, 12302 and 12304b.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic pay is determined by multiplying the projected average number of personnel by grade by the estimated average annual rate, including length of service increments, for each grade.

The FY 2015 basic pay budget request contains \$327.1 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

The FY 2016 rates were built by applying inflation assumptions to FY 2014 active component rates. The basic pay rates reflect a 1.0% pay raise, effective 1 January 2015 and 1.3% effective 1 January 2016.

There is a -\$108.5 million decrease in the officer basic pay requirement between FY 2015 and FY 2016. This change is due to:

- (1) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2015: +\$17.4 million
- (2) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$68.0 million
- (3) Program decrease due to decline in total officer man-years: -\$171.9 million
- (4) Program decrease due to shifts in officer grade structure: -\$22.0 million

Detailed cost computations are provided by the following table:

PB-30X BASIC PAY

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - OFFICER									
OFFICER- ACTIVE DUTY									
GENERAL	13	\$181,050	2,353	11	\$181,501	1,997	12	\$184,637	2,216
LIEUTENANT GENERAL	52	\$181,050	9,415	53	\$181,501	9,620	50	\$184,637	9,232
MAJOR GENERAL	139	\$168,935	23,482	129	\$172,132	22,205	119	\$174,092	20,717
BRIGADIER GENERAL	168	\$146,696	24,645	163	\$149,589	24,383	141	\$151,156	21,313
COLONEL	4,902	\$124,503	610,315	4,446	\$126,829	563,882	4,128	\$128,342	529,797
LIEUTENANT COLONEL	11,456	\$100,817	1,154,964	9,891	\$102,567	1,014,488	9,422	\$103,817	978,16
MAJOR	18,403	\$84,232	1,550,132	16,841	\$85,788	1,444,763	16,167	\$86,868	1,404,396
CAPTAIN	30,824	\$67,479	2,079,982	29,281	\$68,554	2,007,333	29,316	\$69,423	2,035,194
1ST LIEUTENANT	14,896	\$50,938	758,766	13,238	\$51,694	684,325	12,686	\$52,350	664,109
2ND LIEUTENANT	7,732	\$37,363	288,890	7,068	\$38,041	268,876	6,781	\$38,481	260,940
SUBTOTAL OFFICER- ACTIVE DUTY	88,585		6,502,944	81,121		6,041,872	78,821		5,926,075
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	737	\$97,909	72,159	677	\$99,691	67,491	665	\$101,134	67,254
WARRANT OFFICER (W-4)	2,484	\$80,660	200,358	2,187	\$81,983	179,297	2,099	\$82,941	174,094
WARRANT OFFICER (W-3)	4,241	\$66,485	281,964	4,195	\$67,823	284,519	4,296	\$68,677	295,037
WARRANT OFFICER (W-2)	7,112	\$55,703	396,159	6,423	\$56,814	364,918	6,347	\$57,530	365,145
WARRANT OFFICER (W-1)	2,105	\$48,039	101,123	1,982	\$48,950	97,019	1,998	\$49,560	99,020
SUBTOTAL OFFICER- WARRANT ACTIVE	16,679		1,051,763	15,464		993,244	15,405		1,000,550
TOTAL BASIC PAY - OFFICER	105,264		7,554,707	96,585		7,035,116	94,226		6,926,625
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				4,480		327,121			
BASELINE REQUEST				92,105		6,707,995	94,226		6,926,625

PB-30X BASIC PAY

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

ESTIMATE FY 2016	\$2,172,454
ESTIMATE FY 2015	\$2,152,711
ACTUAL FY 2014	\$2,409,980

PROJECT: RETIRED PAY ACCRUAL - OFFICER

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Retired Pay Accrual (RPA) budget estimate is a product of the Department of Defense Retirement Board of Actuary approved Normal Cost Percentage (NCP) and the total amount of basic pay expected to be paid during the fiscal year to members of the Active Army. The approved NCP rates for FY 2015 are 32.2% (Active Component full-time) and 22.5% (Reserve Component part-time). The approved NCP rates for FY 2016 are 31.4% (Active Component full-time) and 23.0% (Reserve Component part-time).

The FY 2016 Retired Pay Accrual (RPA) budget request contains \$102.8 million, respectively, associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$83.2 million decrease in the RPA requirement between FY 2015 and FY 2016. This change is due to:

- (1) Price increase due to the annualization of the 1.0% pay raise effective 1 January 2015: +\$5.5 million
- (2) Price increase due to the annualization of the 1.3% pay raise effective 1 January 2016: +\$21.3 million
- (3) Price decrease due to the Active Component RPA NCP rate change from 32.2% in FY 2015 to 31.4% in FY 2016: -\$47.8 million
- (4) Program decrease due to reduction in officer man-years: -\$ 55.1 million
- (5) Program decrease due to shifts in officer grade structure: -\$7.1 million

Detailed cost computations are provided by the following table:

PB-30X RETIRED PAY ACCRUAL (RPA)

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
RETIRED PAY ACCRUAL - OFFICER									
OFFICER RETIRED PAY ACCRUAL	98,920	\$23,138	2,288,847	95,821	\$23,389	2,241,193	93,779	\$23,072	2,163,640
OFFICER RETIRED PAY ACCRUAL-RC ONLY	6,344	\$19,094	121,133	764	\$22,056	16,851	447	\$19,718	8,814
TOTAL RETIRED PAY ACCRUAL - OFFICER	105,264		2,409,980	96,585		2,258,044	94,226		2,172,454
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				4,480		105,333			
BASELINE REQUEST				92,105		2,152,711	94,226		2,172,454

MILITARY PERSONNEL, ARMY
SECTION 4
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER

ESTIMATE FY 2016	\$81,079
ESTIMATE FY 2015	\$86,965
ACTUAL FY 2014	\$93,890

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:

Flight Crew Member/Non-Crew Member (Non-rated) - Paid to officers assigned to a position that requires at least four hours of flight each month. Non-crew members perform duties directly related to the in-flight mission of the aircraft, e.g., ground liaison officers, aviation maintenance technicians, or aero medical physician's assistants. The duties performed by crew members are essential to the mission of the aircraft, e.g., aerial observers and airborne electrical equipment sensor operators. (37 U.S.C. 301a)

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

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

Parachute Jumping - Paid to officers assigned to a permanent parachute position or airborne unit which requires parachute jumping as an essential part of military duty, while undergoing related training, or performing short-term parachute duty. Continuous payment of parachute duty pay requires at least one parachute jump every three months. Payment is \$150 per month for regular jumps. Members who perform parachute jumping at high altitudes with low openings (HALO) as an essential part of duty are entitled to \$225 per month. (37 U.S.C. 301 (a) (3))

Experimental Stress (Inside Observer or Test Subject Duty) - Paid to officers serving in duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low (altitude) pressure chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. Payment is \$150 per month. (37 U.S.C. 301 (a) (5), (6), (7))

Demolition Duty Pay - Paid to officers performing duties involving demolition of explosives as a primary part of duty. Demolition Duty pay is also given to soldiers who are training for such duty. Payment is \$150 per month. (37 U.S.C. 301 (a) (4))

Chemical Munitions - Paid to officers 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. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

PB-30X INCENTIVE PAY

**MILITARY PERSONNEL, ARMY
SECTION 4
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER**

Toxic Pesticides - Paid to officers for duty involving exposure to toxic fuels and laboratory work that utilizes live dangerous viruses or bacteria. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a -\$5.9 million decrease in officer incentive pays from FY 2015 to FY 2016. This change is primarily attributed to the decline in total officer man-years as it relates to the Army drawdown efforts.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER									
FLYING DUTY - OFFICER									
CREW (NON-RATED)	49	\$2,775	135	47	\$2,775	131	44	\$2,775	122
NONCREW MEMBER	80	\$1,800	144	77	\$1,800	138	72	\$1,800	129
AVIATION CONTINUATION PAY	536	\$17,000	9,110	531	\$17,000	9,023	524	\$17,000	8,904
CREW (RATED)									
CREW (RATED)									
COMMISSIONED OFFICER CREW 125	815	\$1,500	1,223	621	\$1,500	932	579	\$1,500	869
COMMISSIONED OFFICER CREW 156	415	\$1,874	778	323	\$1,874	606	301	\$1,874	565
COMMISSIONED OFFICER CREW 188	395	\$2,256	891	318	\$2,256	718	297	\$2,256	670
COMMISSIONED OFFICER CREW 206	576	\$2,473	1,424	460	\$2,473	1,138	429	\$2,473	1,061
COMMISSIONED OFFICER CREW 250	3009	\$3,000	9027	2,734	\$3,000	8,201	2,543	\$3,000	7,646

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INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER**

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY – OFFICER (CONT.)									
COMMISSIONED OFFICER CREW 385	55	\$4,620	255	47	\$4,620	216	44	\$4,620	201
COMMISSIONED OFFICER CREW 495	69	\$5,940	410	63	\$5,940	374	59	\$5,940	348
COMMISSIONED OFFICER CREW 585	92	\$7,020	646	85	\$7,020	598	79	\$7,020	558
COMMISSIONED OFFICER CREW 650	1,713	\$7,800	13,362	1,544	\$7,800	12,044	1,440	\$7,800	11,229
COMMISSIONED OFFICER CREW 840	1,033	\$10,080	10,409	958	\$10,080	9,657	893	\$10,080	9,003
WARRANT OFFICER CREW 125	803	\$1,500	1,205	623	\$1,500	934	580	\$1,500	870
WARRANT OFFICER CREW 156	450	\$1,872	843	352	\$1,872	659	328	\$1,872	614
WARRANT OFFICER CREW 188	367	\$2,256	828	264	\$2,256	596	246	\$2,256	556
WARRANT OFFICER CREW 206	869	\$2,472	2,148	692	\$2,472	1,711	645	\$2,472	1,595
WARRANT OFFICER CREW 650	1,782	\$7,800	13,902	1,483	\$7,800	11,567	1,383	\$7,800	10,784
WARRANT OFFICER CREW 840	1,125	\$10,080	11,344	1,180	\$10,080	11,890	1,100	\$10,080	11,085
SUBTOTAL CREW (RATED)	22,948		68,695	11,747		61,840	10,952		57,655
SUBTOTAL FLYING DUTY - OFFICER	23,612		78,084	12,433		71,660	11,591		66,810
PARACHUTE JUMPING - OFFICER									
PARACHUTE JUMPING (REGULAR)	7,148	\$1,800	12,866	6,968	\$1,800	12,543	6,497	\$1,800	11,694
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	289	\$2,700	779	272	\$2,700	735	254	\$2,700	685
SUBTOTAL PARACHUTE JUMPING - OFFICER	7,436		13,645	7,241		13,278	6,750		12,379
INSIDE OBSERVER OR TEST SUBJECT DUTY	28	\$1,800	52	15	\$1,800	27	14	\$1,800	25
DEMOLITION DUTY	1,169	\$1,800	2,104	1,108	\$1,800	1,995	1,033	\$1,800	1,860
CHEMICAL MUNITIONS PAY	3	\$1,800	6	3	\$1,800	5	3	\$1,800	5
TOXIC PESTICIDES	0	0	0	0	0	0	0	0	0
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICER	20,997		93,890	22,282		86,965	19,393		81,079

PB-30X INCENTIVE PAY

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SPECIAL PAY - OFFICER**

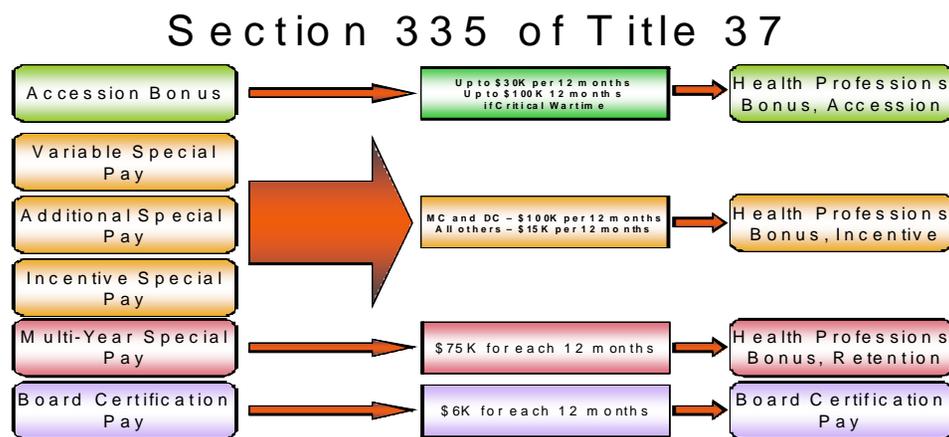
ESTIMATE FY 2016	\$358,169
ESTIMATE FY 2015	\$361,087
ACTUAL FY 2014	\$415,485

Project: Special Pay - Officer

PART I - PURPOSE AND SCOPE

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

Special pay for health professionals on active duty are authorized under provisions of Title 37 U.S.C. 301 through 355 of the FY 2008 National Defense Authorization Act (NDAA) (P.L. 110-181) and policies of the Office of the Assistant Secretary of Defense for Health Affairs (OSD(HA)) and the Undersecretary of Defense. New policies under Title 37 U.S.C. 335 will restructure health professions officer special pays by standardizing and consolidating health professions officer special pay categories from six to four pay categories. Additionally, the new structure will allow payment of all four health professional pay categories to health professions officers not previously authorized to receive special pays. These health specialties include physician assistants, licensed clinical psychologists, and licensed clinical social workers. The chart below illustrates the re-structure of the health professions officer special pay category.



PB-30X SPECIAL PAY

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Health professions officer special pays will transition to the new structure as authorized in FY 2008 National Defense Authorization Act in phases. Currently only Veterinarian, Physician Assistant, General Dentist, Social Work and Clinical Psychologist have fully converted to the new structure. Full implementation of the new health professions officer special pay will be complete by 2018.

Medical Special Pay

(1) Critical Wartime Skills Accession Bonus (CWSAB) - Equal annual payment for critically short wartime specialties. Bonus will not exceed \$400,000 with a four-year active duty agreement.

(2) Variable Special Pay (VSP) - Monthly pay authorized for all physicians based on years of creditable service. Payment ranges from \$1,200 to \$12,000 per year.

(3) Additional Special Pay (ASP) - Lump sum annual payment for physicians not in an internship or initial residency training who execute an agreement to remain on active duty for at least one year. Payment is \$15,000 per year.

(4) Incentive Special Pay (ISP) - Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payable to physicians who execute an agreement to remain on active duty for at least one year. Payment will not exceed \$100,000 per year on a single-year contract.

(5) Multi-year Special Pay (MSP) - Bonus designed to retain quality health professionals. Paid to physicians who execute an agreement to remain on active duty for two to four years. Bonus will not exceed \$75,000 per year on a multi-year contract.

(6) Board Certification Pay (BCP) - Monthly payment to physicians who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

Dental Special Pay

(7) Accession Bonus (AB) - Equal annual payment to dentists for a written agreement to accept commission and remain on active duty for a minimum of four years. Payment will not exceed \$200,000.

(8) Critical Wartime Skills Accession Bonus (CWSAB) - Equal annual payment for critically short wartime specialties. Bonus will not exceed \$400,000 with a 4-year active duty agreement.

(9) Variable Special Pay (VSP) - Monthly pay authorized for all dentists based on years of creditable service. Payment ranges from \$3,000 to \$12,000 per year.

(10) Additional Special Pay (ASP) - Lump sum annual payment to dentists who execute an agreement to remain on active duty for at least one year. Payment ranges from \$10,000 to \$15,000 per year based on years of creditable service.

(11) Incentive Special Pay (ISP) - Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payable to dentists who execute an agreement to remain on active duty for at least one year. Payment will not exceed \$100,000 per year on a single-year contract.

(12) Multi-Year Special Pay (MSP) - Bonus designed to retain quality health professionals. Payable to dentists who execute an agreement to remain on active duty for two to four years. Bonus will not exceed \$75,000 per year on a multi-year contract.

(13) Board Certification Pay (BCP) - Monthly payment to dentists who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

Nurse Special Pay

(14) Accession Bonus (AB) - Lump sum bonus payable to licensed registered nurses who execute a written agreement to accept commission and remain on

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active duty for a minimum of four years. Bonus amount is \$30,000.

(15) Incentive Pay (IP) - Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payable to Certified Registered Nurse Anesthetist (CRNA) and specialty trained nurses to include Psychiatric, Preoperative, OB/GYN, Midwife, Emergency Medicine, Critical Care, and Nurse Practitioners who execute a written agreement to remain on active duty for a period of not less than 12 months. Payment may not exceed \$15,000 per year on a single-year contract.

(16) Retention Bonus (RB) - Bonus designed to retain quality health professionals. Payable to Certified Registered Nurse Anesthetist (CRNA) and specialty trained nurses including Psychiatric, Preoperative, OB/GYN, Midwife, Emergency Medicine, Critical Care, and Nurse Practitioners who execute a one to four-year active duty agreement. Bonus will not exceed \$75,000 per year on a multi-year contract.

(17) Board Certification Pay (BCP) - Monthly payment to nurses who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Payment is \$6,000 per year.

Optometrists Special Pay

(18) Incentive Pay (IP) - Monthly incentive payable to all optometrists. Payment is \$1,200 per year.

(19) Retention Bonus (RB) - Bonus designed to retain quality health professionals. Payable to optometrists who execute a two-year active duty agreement. Bonus will not exceed \$75,000 per year on a multi-year contract.

(20) Board Certification Pay (BCP) - Monthly payment to optometrists who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. Officers receive \$6,000 per year.

Veterinarians Special Pay

(21) Accession Bonus (AB) - Equal annual payments to veterinarians who execute a four-year active duty agreement. Payment is \$5,000 per year.

(22) Incentive Pay (IP) - Monthly incentive payable to all veterinarians designed to recognize the higher education and training level required for health professions officer specialists. Payment will not exceed \$15,000 per year on a single-year contract.

(23) Retention Bonus (RB) - Bonus designed to retain quality health professionals. Payable to veterinarian who execute a two- to four-year active duty agreement. Bonus will not exceed \$75,000 per year on a multi-year contract.

(24) Board Certification Pay (BCP) - Monthly payment to veterinarians who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

Psychologist Special Pay

(25) Accession Bonus (AB) - Equal annual payments to clinical psychologists who execute a four-year active duty agreement. Payment is \$15,000 per year.

(26) Incentive Pay (IP) - Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payment will not exceed \$15,000 per year on a single-year contract.

(27) Retention Bonus (RB) - Bonus designed to retain quality health professionals. Payable to clinical psychologists who execute a two to four-year active duty service agreement. Bonus will not exceed \$75,000 per year on multi-year contract.

(28) Board Certification Pay (BCP) - Monthly payment to clinical psychologists who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

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Pharmacy Special Pay

- (29) Accession Bonus (AB)** - Lump sum bonus payable to pharmacists who execute a four-year active duty agreement. Bonus amount is \$30,000.
- (30) Retention Bonus (RB)** - Bonus designed to retain quality health professionals. Payable to pharmacists who execute a two-year active duty service agreement. Bonus will not exceed \$75,000 per year on a multi-year contract.
- (31) Board Certification Pay (BCP)** - Monthly payment to pharmacists who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

Physician Assistant Special Pay

- (32) Accession Bonus (AB)** - Equal annual payments to physician assistants who execute a four-year active duty agreement. Payment is \$15,000 per year.
- (33) Incentive Pay (IP)** - Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payment will not exceed \$15,000 per year on a single-year contract.
- (34) Retention Bonus (RB)** - Bonus designed to retain quality health professionals. Payable to physician assistants who execute a two to four year active duty service agreement. Bonus will not exceed \$75,000 per year on a multi-year contract.
- (35) Board Certification Pay (BCP)** - Monthly payment to physician assistants who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

Social Work Special Pay

- (36) Accession Bonus (AB)** - Equal annual payments to clinical social workers who execute a four-year active duty agreement. Payment is \$8,000 per year.
- (37) Incentive Pay (IP)** - Incentive designed to recognize the higher education and training level required for health professions officer specialists. Payment will not exceed \$15,000 per year on a single-year contract. .
- (38) Retention Bonus (RB)** - Bonus designed to retain quality health professionals. Payable to clinical social workers who execute a two to four year active duty service agreement. Bonus will not exceed \$75,000 per year on a multi-year contract.
- (39) Board Certification Pay (BCP)** - Monthly payment to clinical social workers who become certified or recertified as having successfully met specified post-graduate education, training, and experience requirements. Officers receive \$6,000 per year.

Personal Allowance, General Officers

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

Diving Duty Pay

(41) A monthly amount not to exceed \$240 per month for periods during which they (1) are assigned by orders to the duty of diving, (2) are required to maintain proficiency as a diver by frequent and regular dives, and (3) actually perform diving duty (37 U.S.C. 304).

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SPECIAL PAY - OFFICER

Hostile Fire Pay

(42) 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).

Sea Duty Pay

(43) Officers who are entitled to basic pay are also entitled to special pay while on sea duty at a monthly rate not to exceed \$750. The term "sea duty" refers to duty performed by a member (1) while assigned to a ship, and while serving on a ship the primary mission of which is accomplished while underway; or (2) while assigned to a ship, and while serving on a ship the primary mission of which is normally accomplished while in port, but only while the ship is away from its home port for 30 or more consecutive days. Additionally, the member entitled to career sea pay who has served 36 consecutive months of sea duty is entitled to a career sea pay premium of \$100 per month for the 37th month and each consecutive month of sea duty served (37 U.S.C. 305a).

Hardship Duty Pay

(44) 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 three sources: hardship duty (location), hardship duty (mission), and hardship duty (involuntary extension).

Foreign Language Proficiency Pay (FLPP)

(45) Monthly incentive paid to all military personnel who qualify for and maintain the required proficiency in designated foreign languages. The monthly rate may not exceed \$500 per individual for a single foreign language or \$1,000 for any combination of languages (37 U.S.C. 316).

Judge Advocate Continuation Pay (JACP)

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

Assignment Incentive Pay (AIP) - Monthly incentive paid to officers in designated assignment locations as determined by the Army. Monthly payments should not exceed \$3,000 (37 U.S.C. 307).

(47) Korea AIP - offered to officer personnel who extend beyond a 12-month tour in Korea. Payment is \$300 per month for an extension of 24 unaccompanied-months or 36-accompanied-months.

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

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a -\$2.9 million decrease from FY 2015 to FY 2016. This change is mostly attributed to cost stemming from the rescission of contract renegotiations for Medical Special pays.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - OFFICER									
MEDICAL PAY									
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	26	\$64,000	1,646	25	\$64,000	1,600	25	\$64,000	1,600
VARIABLE SPECIAL PAY (VSP)	4,268	\$7,983	34,073	4,130	\$7,983	32,970	3,927	\$7,983	31,348
ADDITIONAL SPECIAL PAY (ASP)	3,528	\$15,000	52,915	3,430	\$15,000	51,450	3,430	\$15,000	51,450
INCENTIVE SPECIAL PAY (IP)	3,368	\$22,000	74,102	3,300	\$22,000	72,600	3,325	\$22,000	73,150
MULTI-YEAR SPECIAL PAY (MSP)	1,651	\$22,000	36,316	1,601	\$22,000	35,222	1,601	\$22,000	35,222
BOARD CERTIFIED PAY (BCP)	1,502	\$6,000	9,010	1,460	\$6,000	8,760	1,464	\$6,000	8,781
SUBTOTAL MEDICAL PAY	14,342		208,061	13,946		202,602	13,771		201,551
DENTAL PAY									
ACCESSION BONUS (AB)	44	\$37,500	1,639	40	\$37,500	1,500	36	\$37,500	1,367
CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	15	\$75,000	1,093	15	\$75,000	1,125	15	\$75,000	1,125
VARIABLE SPECIAL PAY (VSP)	1,034	\$8,715	9,014	1,065	\$8,715	9,281	1,065	\$8,715	9,281
ADDITIONAL SPECIAL PAY (ASP)	926	\$15,000	13,883	953	\$15,000	14,295	953	\$15,000	14,297
INCENTIVE SPECIAL PAY (IP)	77	\$40,000	3,069	75	\$40,000	3,000	75	\$40,000	3,000
MULTI-YEAR SPECIAL PAY (MSP)	456	\$35,247	16,089	465	\$35,247	16,390	465	\$35,247	16,390
BOARD CERTIFIED PAY (BCP)	262	\$6,000	1,573	265	\$6,000	1,590	265	\$6,000	1,590
SUBTOTAL DENTAL PAY	2,814		46,361	2,878		47,181	2,874		47,048
									PB-30X SPECIAL PAY

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SPECIAL PAY - OFFICER**

SPECIAL PAY – OFFICER (CONT.)	ESTIMATE FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
NURSE PAY									
ACCESSION BONUS (AB)	30	\$30,000	894	26	\$30,000	780	25	\$30,000	750
INCENTIVE SPECIAL PAY (IP)	283	\$20,000	5,663	244	\$20,000	4,880	244	\$20,000	4,880
MULTI-YEAR SPECIAL PAY (MSP)	561	\$50,000	28,027	485	\$50,000	24,250	483	\$50,000	24,151
BOARD CERTIFIED PAY (BCP)	387	\$6,000	2,325	335	\$6,000	2,010	335	\$6,000	2,010
SUBTOTAL NURSE PAY	1,261		36,909	1,090		31,920	1,087		31,790
OPTOMETRISTS PAY									
VARIABLE SPECIAL PAY (VSP)	698	\$1,200	838	145	\$1,200	174	145	\$1,200	174
MULTI-YEAR SPECIAL PAY (MSP)	616	\$6,000	3,694	128	\$6,000	768	127	\$6,000	763
BOARD CERTIFIED PAY (BCP)	101	\$6,000	606	21	\$6,000	126	17	\$6,000	104
SUBTOTAL OPTOMETRISTS PAY	1,415		5,138	294		1,068	290		1,041
VETERINARIANS PAY									
ACCESSION BONUS (AB)	5	\$5,000	25	5	\$5,000	25	5	\$5,000	25
INCENTIVE SPECIAL PAY (IP)	466	\$5,000	2,332	458	\$5,000	2,290	458	\$5,000	2,290
MULTI-YEAR SPECIAL PAY (MSP)	119	\$5,000	596	117	\$5,000	585	117	\$5,000	585
BOARD CERTIFIED PAY (BCP)	222	\$6,000	1,332	228	\$6,000	1,368	236	\$6,000	1,413
SUBTOTAL VETERINARIANS PAY	813		4,285	808		4,268	816		4,313
PSYCHOLOGIST									
ACCESSION BONUS (AB)	3	\$15,000	45	3	\$15,000	45	4	\$15,000	60
INCENTIVE SPECIAL PAY (IP)	254	\$5,000	1,270	254	\$5,000	1,270	254	\$5,000	1,270
MULTI-YEAR SPECIAL PAY (MSP)	46	\$20,000	920	46	\$20,000	920	46	\$20,000	920
BOARD CERTIFIED PAY (BCP)	14	\$6,000	84	15	\$6,000	90	16	\$6,000	96
SUBTOTAL PSYCHOLOGIST	317		2,318	318		2,325	320		2,346
PHARMACY PAY									
ACCESSION BONUS (AB)	11	\$30,000	330	10	\$30,000	300	10	\$30,000	303
MULTI-YEAR SPECIAL PAY (MSP)	318	\$6,000	1,905	318	\$6,000	1,905	318	\$6,000	1,905
BOARD CERTIFIED PAY (BCP)	4	\$15,000	66	4	\$15,000	66	4	\$15,000	66
SUBTOTAL PHARMACY PAY	333		2,301	332		2,271	332		2,274

PB-30X SPECIAL PAY

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

	ESTIMATE FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY – OFFICER (CONT.)									
PHYSICIAN ASSISTANT									
ACCESSION BONUS (AB)	5	\$15,000	71	5	\$15,000	75	5	\$15,000	75
INCENTIVE SPECIAL PAY (IP)	765	\$5,000	3,826	803	\$5,000	4,015	742	\$5,000	3,710
MULTI-YEAR SPECIAL PAY (MSP)	285	\$20,000	5,699	285	\$20,000	5,700	275	\$20,000	5,500
BOARD CERTIFIED PAY (BCP)	765	\$6,000	4,592	803	\$6,000	4,818	742	\$6,000	4,452
SUBTOTAL PHYSICIAN ASSISTANT	1,820		14,189	1,896		14,608	1,764		13,737
SOCIAL WORK									
ACCESSION BONUS (AB)	2	\$7,500	17	1	\$7,500	8	1	\$7,500	8
INCENTIVE SPECIAL PAY (IP)	0	\$5,000	0	0		0	0	\$5,000	0
MULTI-YEAR SPECIAL PAY (MSP)	0	\$15,000	0	127	\$15,000	1,905	127	\$15,000	1,905
BOARD CERTIFIED PAY (BCP)	246	\$6,000	1,473	115	\$6,000	690	115	\$6,000	690
SUBTOTAL SOCIAL WORK	248		1,491	243		2,603	243		2,603
SUBTOTAL MEDICAL SPECIAL PAY	23,362		321,052	21,805		308,846	21,497		306,706
PERSONAL MONEY ALLOWANCES FOR GENERAL/FLAG OFFICER									
CHAIRMAN, JCS	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
CHIEF OF STAFF	1	\$4,000	4	1	\$4,000	4	1	\$4,000	4
SENIOR MEMBER, STAFF COMM OF UN	0	\$2,700	0	0	\$2,700	0	0	\$2,700	0
GENERAL	11	\$2,200	24	12	\$2,200	25	11	\$2,200	25
LIEUTENANT GENERAL	52	\$500	26	55	\$500	27	56	\$500	28
SUBTOTAL PMA GENERAL/FLAG OFFICER	65		58	68		60	66		60
DIVING DUTY PAY	106	\$2.613	276	119	\$2.622	312	117	\$2.622	308
HOSTILE FIRE PAY	9.567	\$2.700	25.830	4.543	\$2.700	12.266	4.478	\$2.700	12.089
SEA DUTY PAY	77	\$4.792	368	155	\$2.702	419	153	\$2.702	413
HARDSHIP DUTY PAY	8.097	\$1.800	14.575	3.150	\$1.800	5.670	3.106	\$1.800	5.591
FOREIGN LANGUAGE PROFICIENCY PAY	5.792	\$1.665	9.642	6.741	\$1.660	11.192	6.647	\$1.660	11.036
JUDGE ADVOCATE CONTINUATION PAY	618	\$28.220	17.448	551	\$28.220	15.538	543	\$28.220	15.320
ASSIGNMENT INCENTIVE PAY									
KOREA ASSIGNMENT INCENTIVE PAY	1,316	\$3,600	4,737	1,498	\$3,600	5,393	1,469	\$3,600	5,290
OTHER ASSIGNMENT INCENTIVE PAY	133	\$9,155	1,222	156	\$8,941	1,391	152	\$8,941	1,355
DEPLOYMENT EXTENSION INCENTIVE PAY	2,812	\$5,985	16,830	0		0	0		0
SUBTOTAL ASSIGNMENT INCENTIVE PAY	4,261		22,788	1,654		6,784	1,621		6,645
TOTAL SPECIAL PAY - OFFICER	51,945		412,038	38,784		361,087	38,228		358,169

PB-30X SPECIAL PAY

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

ESTIMATE FY 2016	\$7,413
ESTIMATE FY 2015	\$7,613
ACTUAL FY 2014	\$10,744

PROJECT: OFFICER BONUS - OTHER THAN MEDICAL

PART I - PURPOSE AND SCOPE

Critical Skills Accession Bonus (CSAB) / Critical Skills Retention Bonus (CSRB) - Provisions are authorized under U.S.C. 37, Section 324 and 355, and allow services to pay critical skills bonuses to officers and warrant officers who accept a commission in the armed forces or agree to remain on active duty and serve in a designated critical officer skill. The amount of an accession bonus may not exceed \$60,000. Retention bonuses may not exceed a total of more than \$200,000 in a career.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Officer Bonus-Other Than Medical requirements decreased by -\$0.2 million from FY 2015 to FY 2016. This change is due to a slight decline in the number of Warrant Officers who are eligible to receive the Special Forces CSRB.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BONUS - OTHER THAN MEDICAL									
WARRANT OFFICER CSRB	517	\$20,775	10,744	366	\$20,775	7,613	357	\$20,775	7,413
TOTAL OFFICER BONUS - OTHER THAN MEDICAL	517		10,744	366		7,613	357		7,413

PB-30X BONUS - OTHER THAN MEDICAL

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

ESTIMATE FY 2016	\$2,231,910
ESTIMATE FY 2015	\$2,153,320
ACTUAL FY 2014	\$2,384,864

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICER

PART I - PURPOSE AND SCOPE

In the FY 1998 National Defense Authorization Act (NDAA), Congress approved the payment of a Basic Allowance for Housing (BAH) to service members. BAH provides members a monthly allowance for housing, and consist of BAH-Domestic, BAH Differential, Partial BAH, and Overseas Housing Allowance (OHA). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). In accordance with the Joint Federal Travel Regulation (JTFR), Chapter 10, BAH also includes Family Separation Housing (FSH) allowance, which is included in the without dependent housing allowance sections. Payment to service members is authorized by Title 37 U.S.C. 403.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2016 BAH rates were built by applying inflation assumptions to projected execution rates from FY 2014.

The FY 2015 BAH budget request contains \$104.7 million associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$26.2 million decrease in the officer BAH requirement between FY 2015 and FY 2016. This change is due to:

- (1) Price increase due to the 1.4% housing cost growth rate increase, effective 1 January 2015: +\$7.7 million
- (2) Price increase due to the 1.2% housing cost growth rate increase, effective 1 January 2016: +\$19.8 million
- (3) Program decrease due to decline in total officer man-years: -\$50.3 million
- (4) Program decrease due to a shift in officer grade structure: -\$3.4 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - OFFICER									
WITH DEPENDENTS - DOMESTIC									
OFFICER- ACTIVE DUTY									
GENERAL	7	\$31,188	218	6	\$32,061	200	6	\$32,462	207
LIEUTENANT GENERAL	25	\$30,790	774	26	\$31,652	809	24	\$32,048	774
MAJOR GENERAL	119	\$31,206	3,708	111	\$32,080	3,549	102	\$32,481	3,329
BRIGADIER GENERAL	145	\$31,203	4,512	141	\$32,077	4,529	123	\$32,478	3,982
COLONEL	4,128	\$31,229	128,924	3,765	\$32,103	120,866	3,503	\$32,504	113,879
LIEUTENANT COLONEL	9,288	\$29,740	276,210	8,060	\$30,573	246,424	7,695	\$30,955	238,206
MAJOR	14,072	\$26,507	373,013	12,948	\$27,249	352,808	12,457	\$27,590	343,684
CAPTAIN	19,756	\$22,692	448,302	18,869	\$23,328	440,158	18,932	\$23,619	447,160
1ST LIEUTENANT	6,228	\$19,526	121,599	5,565	\$20,072	111,694	5,344	\$20,323	108,614
2ND LIEUTENANT	1,967	\$17,948	35,312	1,808	\$18,450	33,362	1,739	\$18,681	32,477
SUBTOTAL OFFICER- ACTIVE DUTY	55,735		1,392,572	51,298		1,314,399	49,926		1,292,313
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	631	\$25,205	15,894	583	\$25,910	15,101	574	\$26,234	15,067
WARRANT OFFICER (W-4)	2,069	\$23,709	49,054	1,832	\$24,372	44,639	1,761	\$24,677	43,455
WARRANT OFFICER (W-3)	3,466	\$22,376	77,566	3,447	\$23,003	79,281	3,537	\$23,290	82,380
WARRANT OFFICER (W-2)	5,633	\$20,607	116,079	5,114	\$21,184	108,341	5,066	\$21,449	108,650
WARRANT OFFICER (W-1)	1,620	\$18,034	29,211	1,533	\$18,539	28,429	1,549	\$18,771	29,072
SUBTOTAL OFFICER- WARRANT ACTIVE	13,419		287,804	12,509		275,791	12,487		278,625
SUBTOTAL WITH DEPENDENTS - DOMESTIC	69,154		1,680,376	63,806		1,590,190	62,413		1,570,938
WITHOUT DEPENDENTS - 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	6	\$23,865	154	6	\$24,533	147	6	\$24,840	138
BRIGADIER GENERAL	5	\$18,441	98	5	\$18,957	98	4	\$19,194	86
COLONEL	349	\$26,800	9,350	318	\$27,551	8,765	296	\$27,895	8,259
LIEUTENANT COLONEL	1,072	\$25,404	27,237	930	\$26,115	24,299	888	\$26,441	23,489
MAJOR	2,722	\$22,735	61,892	2,505	\$23,371	58,539	2,410	\$23,663	57,026

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CAPTAIN	8,999	\$18,716	168,422	8,595	\$19,240	165,363	8,624	\$19,481	167,993
1ST LIEUTENANT	7,642	\$16,258	124,250	6,829	\$16,713	114,127	6,558	\$16,922	110,982
2ND LIEUTENANT	4,720	\$14,424	68,073	4,337	\$14,828	64,313	4,170	\$15,013	62,607
SUBTOTAL OFFICER- ACTIVE DUTY	25,516		459,476	23,525		435,652	22,957		430,580
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	51	\$23,482	1,197	47	\$24,139	1,137	46	\$24,441	1,134
WARRANT OFFICER (W-4)	176	\$20,230	3,567	156	\$20,797	3,246	150	\$21,057	3,160
WARRANT OFFICER (W-3)	375	\$18,886	7,087	373	\$19,414	7,244	383	\$19,657	7,527
WARRANT OFFICER (W-2)	877	\$17,735	15,554	796	\$18,231	14,517	789	\$18,459	14,558
WARRANT OFFICER (W-1)	364	\$13,399	4,872	344	\$13,774	4,741	348	\$13,946	4,848
SUBTOTAL OFFICER- WARRANT ACTIVE	1,843		32,277	1,717		30,884	1,716		31,228
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	27,359		491,753	25,242		466,537	24,672		461,808
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	0	0	0	0	0	0	0	0	0
COLONEL	2	\$1,313	3	2	\$1,350	3	2	\$1,367	3
LIEUTENANT COLONEL	15	\$555	8	13	\$570	8	13	\$577	7
MAJOR	52	\$393	21	48	\$404	19	46	\$409	19
CAPTAIN	234	\$281	66	223	\$289	64	224	\$292	66
1ST LIEUTENANT	169	\$224	38	151	\$231	35	145	\$234	34
2ND LIEUTENANT	588	\$160	94	540	\$165	89	520	\$167	87
SUBTOTAL OFFICER- ACTIVE DUTY	1,061		230	978		218	950		215
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	1	\$305	1	1	\$314	1	1	\$318	1
WARRANT OFFICER (W-4)	3	\$346	1	3	\$356	1	2	\$360	1
WARRANT OFFICER (W-3)	8	\$278	2	8	\$286	2	8	\$289	2
WARRANT OFFICER (W-2)	33	\$196	6	30	\$201	6	29	\$204	6
WARRANT OFFICER (W-1)	19	\$168	3	18	\$172	3	18	\$174	3
SUBTOTAL OFFICER- WARRANT ACTIVE	63		13	58		13	58		13

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	1,123		243	1,037		232	1,008		228
BAH DIFFERENTIAL - DOMESTIC	49	\$2,587	128	43	\$2,587	115	41	\$2,660	112
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	1	52,874	53	1	54,355	55	0	0	0
BRIGADIER GENERAL	2	\$42,118	84	1	\$43,297	43	1	\$43,838	44
COLONEL	171	\$49,565	8,498	156	\$50,953	7,967	146	\$51,590	7,506
LIEUTENANT COLONEL	547	\$46,514	25,459	475	\$47,816	22,714	454	\$48,414	21,956
MAJOR	739	\$41,914	30,974	680	\$43,087	29,296	654	\$43,626	28,538
CAPTAIN	965	\$36,612	35,322	921	\$37,637	34,680	925	\$38,107	35,232
1ST LIEUTENANT	311	\$32,792	10,204	280	\$33,710	9,431	269	\$34,132	9,171
2ND LIEUTENANT	63	\$34,624	2,191	58	\$35,594	2,070	56	\$36,038	2,015
SUBTOTAL OFFICER- ACTIVE DUTY	2,799		112,785	2,573		106,256	2,504		104,463
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	23	\$42,139	974	21	\$43,319	925	21	\$43,860	923
WARRANT OFFICER (W-4)	120	\$38,921	4,681	106	\$40,011	4,259	102	\$40,511	4,147
WARRANT OFFICER (W-3)	213	\$37,410	7,950	211	\$38,458	8,126	217	\$38,938	8,444
WARRANT OFFICER (W-2)	334	\$33,617	11,236	303	\$34,558	10,487	301	\$34,990	10,517
WARRANT OFFICER (W-1)	68	\$32,780	2,220	64	\$33,698	2,161	65	\$34,119	2,210
SUBTOTAL OFFICER- WARRANT ACTIVE	758		27,061	707		25,959	706		26,240
SUBTOTAL WITH DEPENDENTS - OVERSEAS	3,557		139,846	3,280		132,214	3,209		130,703
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

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
COLONEL	45	\$40,015	1,795	41	\$41,135	1,683	38	\$41,650	1,585
LIEUTENANT COLONEL	185	\$37,746	6,999	161	\$38,803	6,244	154	\$39,288	6,036
MAJOR	327	\$35,166	11,498	301	\$36,150	10,875	289	\$36,602	10,594
CAPTAIN	766	\$30,459	23,342	732	\$31,312	22,918	734	\$31,703	23,283
1ST LIEUTENANT	557	\$26,742	14,907	497	\$27,491	13,666	478	\$27,835	13,316
2ND LIEUTENANT	181	\$27,551	4,977	166	\$28,323	4,702	161	\$28,677	4,599
SUBTOTAL OFFICER- ACTIVE DUTY	2,062		63,518	1,898		60,088	1,855		59,412
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	13	\$40,822	518	12	\$41,965	492	12	\$42,490	491
WARRANT OFFICER (W-4)	44	\$32,691	1,425	39	\$33,606	1,297	37	\$34,027	1,263
WARRANT OFFICER (W-3)	75	\$31,968	2,402	75	\$32,863	2,455	77	\$33,274	2,550
WARRANT OFFICER (W-2)	131	\$29,207	3,828	119	\$30,024	3,573	118	\$30,400	3,583
WARRANT OFFICER (W-1)	27	\$30,358	827	26	\$31,208	805	26	\$31,598	823
SUBTOTAL OFFICER- WARRANT ACTIVE	290		9,000	270		8,622	269		8,709
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	2,351		72,518	2,167		68,710	2,124		68,121
TOTAL BASIC ALLOWANCE FOR HOUSING - OFFICER	103,594		2,384,864	95,576		2,257,997	93,467		2,231,910
ACTIVE COMPONENT FUNDED IN OCO				3,905		104,677			
BASELINE REQUEST				91,671		2,153,320	93,467		2,231,910

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

ESTIMATE FY 2016	\$293,794
ESTIMATE FY 2015	\$278,089
ACTUAL FY 2014	\$308,196

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICER

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Subsistence allowance costs are calculated by multiplying the projected average number eligible for the allowance by the annual statutory rate.

The FY 2015 officer BAS budget request contains \$13.5 million associated with Active Component end strength funded in Overseas Contingency Operations (OCO).

The FY 2015 BAS inflation rate is 2.9%, effective 1 January 2015. The FY 2016 BAS inflation rate is 3.4%, effective 1 January 2016. The FY 2015 and FY 2016 BAS yearly composite rates are \$3,019.14 and \$3,118.05, respectively.

There is a +\$2.3 million increase in the BAS requirement between FY 2015 and FY 2016. The change is due to:

- (1) Price increase due to the annualization of the 2.9% subsistence rate increase, effective 1 January 2015: +\$2.1 million
- (2) Price increase due to the annualization of the 3.4% subsistence rate increase, effective 1 January 2016: +\$7.3 million
- (3) Program decrease due to decline in total officer man-years: -\$7.1 million

Detailed cost computations are provided by the following table:

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

	ESTIMATE FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OFFICER BASIC ALLOWANCE FOR SUBSISTENCE	104,688	2,944	308,196	96,585	3,019	291,600	94,226	3,118	293,794
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				4,480		13,511			
BASELINE REQUEST				92,105		278,089	94,226		293,794

PB-30X BASIC ALLOWANCE FOR SUBSISTENCE (BAS)

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

ESTIMATE FY 2016	\$220,942
ESTIMATE FY 2015	\$221,805
ACTUAL FY 2014	\$231,988

PROJECT: OVERSEAS STATION ALLOWANCES - OFFICER

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Overseas Station Allowance (OSA) includes Cost of Living Allowance (COLA) and Temporary Lodging Allowances (TLA). The funding request is determined by multiplying the projected number of personnel eligible for each type of allowance by an estimated average rate. The FY 2016 OSA rates were built by applying basic pay inflation to FY 2014 Active Component rates, excluding foreign currency fluctuation.

The methodology for Overseas COLA (OCOLA) indices will change beginning in FY 2015. To better align OCOLA with actual meal consumption, the Department will use the most recent data reported by Services members for meals eaten at home, on base, and on the local economy. The utilization of this data is expected to generate savings while more accurately compensating members for actual expenditures.

There is a -\$0.9 million decrease in officer OSA between FY 2015 and FY 2016. This change is due to:

- (1) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2015: +\$0.6 million
- (2) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$1.9 million
- (3) Price increase due to projected changes in value of the U.S. dollar based on a 5-year historical model: +\$2.2 million
- (4) Program decrease due to the decline in total officer man-years as it relates to the Army's drawdown efforts : -\$5.6 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - OFFICER									
COST OF LIVING									
OFFICER- ACTIVE DUTY									
GENERAL	3	\$14,694	41	2	\$14,039	35	3	\$14,367	37
LIEUTENANT GENERAL	4	\$16,103	62	3	\$15,483	53	3	\$15,844	51
MAJOR GENERAL	16	\$16,517	260	17	\$15,381	268	17	\$15,739	263
BRIGADIER GENERAL	20	\$15,953	315	18	\$15,140	275	18	\$15,493	278
COLONEL	772	\$17,104	13,196	760	\$16,327	12,402	734	\$16,708	12,271
LIEUTENANT COLONEL	2,000	\$16,804	33,612	1,970	\$16,055	31,623	1,895	\$16,430	31,141
MAJOR	2,926	\$14,497	42,416	3,038	\$13,814	41,974	2,905	\$14,136	41,060
CAPTAIN	4,284	\$11,822	50,645	4,496	\$11,279	50,708	4,383	\$11,542	50,591
1ST LIEUTENANT	2,227	\$9,935	22,122	2,142	\$9,520	20,392	2,119	\$9,742	20,643
2ND LIEUTENANT	796	\$7,801	6,210	806	\$7,410	5,973	750	\$7,583	5,688
SUBTOTAL OFFICER- ACTIVE DUTY	13,048		168,879	13,253		163,702	12,827		162,022
OFFICER- WARRANT ACTIVE									
WARRANT OFFICER (W-5)	111	\$14,475	1,606	116	\$13,802	1,605	116	\$14,124	1,645
WARRANT OFFICER (W-4)	434	\$13,862	6,022	422	\$13,271	5,600	419	\$13,580	5,688
WARRANT OFFICER (W-3)	798	\$12,458	9,946	850	\$11,875	10,094	884	\$12,152	10,741
WARRANT OFFICER (W-2)	1,285	\$11,074	14,228	1,322	\$10,600	14,015	1,314	\$10,847	14,258
WARRANT OFFICER (W-1)	301	\$9,192	2,769	303	\$8,626	2,618	304	\$8,828	2,682
SUBTOTAL OFFICER- WARRANT ACTIVE	2,929		34,571	3,014		33,931	3,038		35,015
SUBTOTAL COST OF LIVING	15,977		203,450	16,267		197,633	15,865		197,037
TEMPORARY LODGING	4,505	\$6,335	28,538	4,293	\$5,630	24,172	4,204	\$5,686	23,905
TOTAL OVERSEAS STATION ALLOWANCES - OFFICER	20,482		231,988	\$20,560		221,805	20,069		220,942

PB-30X OVERSEAS STATION ALLOWANCE

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

ESTIMATE FY 2016	\$3,660
ESTIMATE FY 2015	\$3,722
ACTUAL FY 2014	\$7,429

Project: CONUS Cost of Living Allowance - OFFICER

PART I - PURPOSE AND SCOPE

Continental United States (CONUS) Cost of Living Allowance (COLA) provides payment to Soldiers to high cost Military Housing Areas (MHA) inside the United States. A high cost area is defined as a locality where the cost of living exceeds the average cost of living by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense and cannot be less than eight percent of the national cost of living average. The current threshold is 108% of the national cost of living average. Payment to Soldiers is authorized under the provisions of Title 37 U.S.C. 403b.

The following locations receive CONUS COLA as of January 2015:

<p>CALIFORNIA OAKLAND SAN FRANCISCO MARIN/SONOMA BRIDGEPORT SAN BERNARDINO SANTA CLARA COUNTY</p> <p>CONNECTICUT NEW HAVEN / FAIRFIELD</p> <p>FLORIDA FLORIDA KEYS MIAMI / FT LAUDERDALE</p>	<p>ILLINOIS CHICAGO</p> <p>MASSACHUSETTS BOSTON PLYMOUTH ESSEX COUNTY</p> <p>MICHIGAN DETROIT</p> <p>NEW JERSEY ATLANTIC CITY CAMDEN</p>	<p>NEW YORK LONG ISLAND NEW YORK CITY WESTCHESTER COUNTY STATEN ISLAND</p> <p>PENNSYLVANIA PHILADELPHIA</p> <p>WASHINGTON YAKIMA PORT ANGELES</p>
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**MILITARY PERSONNEL, ARMY
SECTION 4
PAY AND ALLOWANCES OF OFFICERS
CONUS COST OF LIVING ALLOWANCE - OFFICER
(IN THOUSANDS OF DOLLARS)**

PART II - JUSTIFICATION OF FUNDS REQUESTED

The CONUS COLA budget estimate is a product of the projected number of personnel eligible to receive the allowance and the average annual COLA rate.

There is a -\$0.1 million decrease in CONUS COLA between FY 2015 and FY 2016 due to the decline in officer man-years due to Army's drawdown efforts.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	2,640	\$2,814	7,429	1,142	\$3,260	3,722	1,109	\$3,300	3,660

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

ESTIMATE FY 2016	\$4,354
ESTIMATE FY 2015	\$4,466
ACTUAL FY 2014	\$4,860

PROJECT: CLOTHING ALLOWANCES - OFFICER

PART I - PURPOSE AND SCOPE

The requested funds will provide for the initial payment and additional allowance for purchases of required uniforms under provisions of 37 U.S.C. 415 and 416. In addition to any other clothing allowance authorized, an officer directed by competent authority to dress in civilian clothing more than half the time when performing official duty, as a military requirement, may be authorized a civilian clothing allowance. Civilian clothing allowance for officers is authorized only if the permanent duty station is outside the United States in accordance with 37 U.S.C. 419.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for uniform and clothing purchases are developed by multiplying the projected number eligible for each type of allowance by the applicable statutory rate. The statutory rates for initial and additional clothing allowances are \$400 and \$200, respectively. The civilian clothing allowance rate is a composite rate based on the weighted averages of three civilian clothing payment levels. The three payment rates are: (1) permanent duty initial payment, \$989; (2) permanent duty annual replacement and temporary duty of at least 15 days in a 30-day period, \$330; and (3) temporary duty of at least 30 days in a 36-day period \$660. The FY 2016 civilian clothing rate is increased by general inflation.

There is an overall -\$0.1 million decrease in clothing allowance from FY 2015 to FY 2016.

Detailed computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - OFFICER									
INITIAL MILITARY ALLOWANCE	10,410	\$400	4,164	9,260	\$400	3,704	9,015	\$400	3,606
ADDITIONAL MILITARY ALLOWANCE	1,470	\$200	294	2,280	\$200	456	2,220	\$200	444
CIVILIAN CLOTHING ALLOWANCE	514	\$782	402	385	\$795	306	376	\$808	304
TOTAL CLOTHING ALLOWANCES - OFFICER	12,394		4,860	11,925		4,466	11,611		4,354

PB-30X CLOTHING ALLOWANCE

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

ESTIMATE FY 2016	\$32,564
ESTIMATE FY 2015	\$33,443
ACTUAL FY 2014	\$44,860

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICER

PART I - PURPOSE AND SCOPE

Family Separation Allowances (FSA) is authorized in accordance with 37 U.S.C. 427. It provides compensation for added expense incurred due to an enforced family separation. FSA is payable to qualified members serving inside or outside the United States. Payment is \$250 per month. There are two types of FSA payments:

Family Separation Allowance - Restricted (FSA-R) - FSA-R is payable when a member with dependents makes a permanent change of station move, and travel of dependents to the duty station is not authorized and dependents do not reside at or near the duty station.

Family Separation Allowance - Temporary Duty (FSA-T) - FSA-T is payable when a member with dependents is on temporary duty (TDY) travel continuously for more than 30 days, and dependents do not reside near the TDY location.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Family Separation allowance (FSA) requirements are determined by multiplying the estimated number of personnel eligible for each type of allowance by the statutory rate applicable.

The FSA budget estimate is a product of the estimated number of personnel for each type of family separation allowance and the applicable statutory rate. The FY 2016 takers for FSA were forecasted based on FY 2014 base-level execution.

There is a -\$0.9 million decrease in FSA between FY 2015 and FY 2016. This change is primarily attributed to the decline in total officer man-years as it relates to the Army's drawdown efforts.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - OFFICER									
FAMILY SEPARATION ALLOWANCE – RESTRICTED	2,069	\$3,000	6,208	2,335	\$3,000	7,005	2,046	\$3,000	6,137
FAMILY SEPARATION ALLOWANCE – TEMPORARY	12,884	\$3,000	38,652	8,813	\$3,000	26,438	8,809	\$3,000	26,427
TOTAL FAMILY SEPARATION ALLOWANCES - OFFICER	14,953		44,860	11,148		33,443	10,855		32,564

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

ESTIMATE FY 2016	\$210,860
ESTIMATE FY 2015	\$96,435
ACTUAL FY 2014	\$107,270

PROJECT: SEPARATION PAYMENTS - OFFICER

PART I - PURPOSE AND SCOPE

Funds requested provide for:

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

Severance Pay, Disability and Severance Pay, Failure to Promotion - Payments made to officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from service for a physical disability under provisions in 10 U.S.C. 1212. Failure to promotion severance pay is pay to officers not eligible for retirement under any provision of the law on the date of elimination by promotion list passover under provisions in 10 U.S.C. 637 (a).

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

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

Voluntary Separation Incentive (VSI) Trust Fund - The FY 1992 National Defense Authorization Act approved two voluntary separation pay programs to use during the force drawdown. The programs apply to both officers and enlisted soldiers who have more than six and less than 20 years of service. The first, voluntary separation incentive (VSI) is an annuity that makes annual payments for twice the number of years served for soldiers who voluntarily leave active duty under the provision of 10 U.S.C. 1175. The second program, special separation benefits (SSB), provides a lump sum of one and a half times involuntary separation pay (50% more) for soldiers who voluntarily leave active duty. VSI and SSB have been used to reduce involuntary separations. The authority to use VSI/SSB was reinstated for use from 31 December 2012 to 31 December 2018 by the FY 2012 National Defense Authorization Act.

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

PB-30X SEPARATION PAYMENTS- PURPOSE/SCOPE & JUSTIFICATION

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

within the Military Personnel appropriation to fund all early retirement payments up front to cover the entire initial period. This is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use the early retirement program was reinstated for use from 31 December 2012 to 31 December 2018 by the FY 2012 National Defense Authorization Act.

\$30,000 Lump Sum Bonus - Paid to Officers who entered the uniform services on or after August 1, 1986 who choose 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. Payment is authorized by the FY 2000 National Defense Authorization Act.

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.

The FY 2015 separation pay budget request contains \$221.8 million associated with Active Component end strength funded in Overseas Contingency Operations.

There is a -\$107.4 million decrease in the officer separation pay requirement between FY 2015 and FY 2016. This change is due to:

- (1) Price increase due to annualization of the 1.0% pay raise, effective 1 January 2015: +\$0.4 million
- (2) Price increase due to annualization of the 1.3% pay raise, effective 1 January 2016: +\$1.8 million
- (3) Program decrease due to projected reductions for involuntary full and temporary early retirement authority (TERA) requirements from FY 2015 to FY 2016: - \$109.6 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014				ENACTED FY 2015				ESTIMATE FY 2016			
	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	9	52	\$13,333	120	6	52	\$26,293	168	5	52	\$26,616	146
LIEUTENANT GENERAL	26	41	\$14,885	387	18	41	\$20,793	377	16	41	\$21,049	329
MAJOR GENERAL	316	31	\$1,646	520	16	31	\$14,842	235	14	31	\$15,025	205
BRIGADIER GENERAL	14	31	\$12,786	179	13	31	\$12,725	165	11	31	\$12,882	145
COLONEL	849	18	\$9,183	7,796	604	18	\$6,511	3,931	573	18	\$6,591	3,774
LIEUTENANT COLONEL	1,102	19	\$5,681	6,261	1,238	19	\$5,216	6,455	1,165	19	\$5,280	6,149
MAJOR	1,178	24	\$4,986	5,873	1,244	24	\$5,621	6,995	1,163	25	\$5,690	6,620
CAPTAIN	2,754	16	\$2,705	7,450	2,590	16	\$3,017	7,813	2,230	15	\$3,054	6,810
1ST LIEUTENANT	1015	18	\$2,680	2,720	986	18	\$2,773	2,734	942	18	\$2,807	2,645
2ND LIEUTENANT	92	23	\$2,652	221	58	23	\$2,679	156	50	21	\$2,712	135
SUBTOTAL OFFICER- ACTIVE DUTY	7,355			31,527	6,773			29,029	6,168			26,958
OFFICER- WARRANT ACTIVE												
WARRANT OFFICER (W-5)	92	16	\$5,174	476	90	16	\$4,289	386	78	16	\$4,332	337
WARRANT OFFICER (W-4)	478	29	\$6,113	2,922	534	29	\$6,770	3,616	485	29	\$6,838	3,326
WARRANT OFFICER (W-3)	317	20	\$3,801	1,205	293	20	\$3,967	1,163	252	20	\$4,006	1,013
WARRANT OFFICER (W-2)	439	27	\$3,838	1,685	534	27	\$4,194	2,238	459	27	\$4,236	1,950
WARRANT OFFICER (W-1)	33	27	\$3,273	107	43	27	\$3,617	155	37	27	\$3,653	136
SUBTOTAL OFFICER- WARRANT ACTIVE	1,359			6,396	1,494			7,558	1,312			6,762
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	8,714			37,923	8,267			36,587	7,480			33,720
SEVERANCE PAY, DISABILITY	77		\$91,584	7,052	67		\$100,072	6,685	65		\$101,303	6,564
SEVERANCE PAY, FAILURE OF PROMOTION												
SEPARATION PAY - INVOL HALF PAY (5%)												
SEPARATION PAY - INVOL FULL PAY (10%)	412		\$63,070	25,985	3,270		\$63,473	207,558	1,859		\$64,254	118,779

PB-30X SEPARATION PAYMENTS

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

	ACTUAL FY 2014				ESTIMATE FY 2015				ESTIMATE FY 2016			
	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT	AVG NUMBER	AVG DAYS	RATE	AMOUNT
SEPARATION PAYMENTS – OFFICER (CONT.)												
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				18,087				15,898				16,894
SPECIAL SEPARATION BENEFIT (SSB)	0	0	0	0	0	0	0	0	0	0	0	0
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY	148		92,588	13,703	493		\$92,690	45,707	311		\$93,830	29,151
\$30,000 LUMP SUM BONUS				4,520				5,752				5,764
TOTAL SEPARATION PAYMENTS - OFFICER	9,351			107,270	12,097			318,187	9,704			210,860
ACTIVE COMPONENT STRENGTH FUNDED IN OCO					3,271			221,752				
BASELINE REQUEST					8,826			96,435	9,704			210,860

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

ESTIMATE FY 2016	\$527,824
ESTIMATE FY 2015	\$509,981
ACTUAL FY 2014	\$576,893

**PROJECT: SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-OFFICER
PART I - PURPOSE AND SCOPE**

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Calendar Year	OASDI Base	Medicare Base
2014	\$117,000	No upper limit
2015	\$119,100	No upper limit
2016	\$123,600	No upper limit

Because the pay of senior Officers (Colonels and General Officers) is above the maximum cap on the OASDI contributions, the ratio of FICA to basic pay is slightly under the anticipated rate of 7.65%.

The FY 2015 FICA tax budget request contains \$25.0 million associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$7.2 million decrease in the FICA requirement between FY 2015 and FY 2016. This change is due to:

- (1) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2015: +\$1.2 million
- (2) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$4.7 million
- (3) Program decrease due to decline in total officer man-years: -\$11.6 million
- (4) Program decrease due to shift in officer grade structure: -\$1.5 million

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

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	105,264	\$5,480	576,893	96,585	\$5,539	535,006	94,226	\$5,602	527,824
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				4,480		25,025			
BASELINE REQUEST				92,105		509,981	94,226		527,824

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

Pay and Allowances of Enlisted

FY 2015 Direct Program

24,777,669

Increases:

Price Increases:

a.	Basic Pay increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	33,567
b.	Basic Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	130,908
c.	Retired Pay Accrual increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	10,540
d.	Retired Pay Accrual increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	41,105
e.	Enlistment Bonus increase due to rate changes	665
f.	Basic Allowance for Housing increase due to the housing cost growth of 1.4%, effective 1 January 2015	16,634
g.	Basic Allowance for Housing increase due to the housing cost growth of 1.2%, effective 1 January 2016	42,773
h.	Overseas Station Allowance increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	1,154
i.	Overseas Station Allowance increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	3,463
j.	Overseas Station Allowance - COLA increase due to projected changes in value of the U.S. dollar	5,374
k.	CONUS COLA increase due to pay raise	61
l.	Clothing increase due to rate changes	3,954
m.	Separation Pay increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	1,142
n.	Separation Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	3,426
o.	FICA increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	2,568
p.	FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	10,015

Total Price Increases:

307,351

Program Increases:

a.	Enlistment Bonus increase due to changes in the number of Soldiers expected to receive pay	42,070
b.	Increase in direct resources due to a decrease in reimbursable requirements	475

Total Program Increases:

42,545

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

Decreases:

Price Decreases:

a.	Retired Pay Accrual decrease due to the Normal Cost Percentage rate decrease of 31.4%, effective 1 October 2015	(96,409)
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Total Price Decreases:

(96,409)

Program Decreases:

a.	Basic Pay decrease due to man-year reduction	(402,989)
b.	Basic Pay decrease due to shifts in grade structure	(46,208)
c.	Retired Pay Accrual decrease due to man-year reduction	(129,518)
d.	Retired Pay Accrual decrease due to shifts in grade structure	(14,851)
e.	Incentive Pay decrease due to changes in the number of Soldiers expected to receive pay	(5,131)
f.	Special Pay decrease due to changes in the number of Soldiers expected to receive pay	(5,027)
g.	Special Duty Assignment Pay decrease due to changes in the number of Soldiers expected to receive pay	(5,770)
h.	Reenlistment Bonus decrease due to changes in the number of Soldiers expected to receive pay	(5,856)
i.	Loan Repayment Program decrease due to changes in the number of Soldiers expected to receive pay	(4,137)
j.	Basic Allowance for Housing decrease due to man-year reduction	(110,227)
k.	Basic Allowance for Housing decrease due to shifts in grade structure	(27,930)
l.	Overseas Station Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(33,792)
m.	Clothing decrease due to changes in the number of Soldiers expected to receive allowance	(4,802)
n.	Family Separation Allowance decrease due to changes in the number of Soldiers expected to receive allowance	(4,923)
o.	Separation Pay decrease due to changes in the number of Soldiers expected to receive allowance	(28,277)
p.	CONUS COLA decrease due to changes in the number of Soldiers expected to receive allowance	(298)
q.	FICA decrease due to man-year reduction	(30,829)
r.	FICA decrease due to shifts in grade structure	(3,535)
s.	Aid and Attendance Allowance for the Catastrophically Injured increase due to allowance utilization	(116)

Total Program Decreases:

(864,216)

FY 2016 Direct Program

24,166,940

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

ESTIMATE FY 2016	\$12,668,528
ESTIMATE FY 2015	\$12,909,039
ACTUAL FY 2014	\$14,166,054

PROJECT: BASIC PAY - ENLISTED

PART I - PURPOSE AND SCOPE

Basic pay provides compensation and length of service pay increments for active component enlisted personnel under provisions of 37 U.S.C. 201, 203, 205, and 1009. Basic pay also provides compensation of reserve component enlisted personnel on active duty status under provisions of 10 U.S.C. 12301, 12302 and 12304b.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The basic pay budget estimate is a product of the projected average number of enlisted personnel and the average annual basic pay rate for each grade.

The FY 2015 basic pay budget request contains \$44.2 million associated with Active Component strength funded in Overseas Contingency Operations (OCO).

The FY 2016 rates were built by applying inflation assumptions to FY 2014 Active Component rates. The basic pay rates reflect a 1.0% pay raise, effective 1 January 2015 and 1.3% pay raise, effective 1 January 2016.

There is a -\$284.7 million change in the enlisted basic pay requirement between FY 2015 and FY 2016. This decrease is due to:

- (1) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2015: +\$33.6 million
- (2) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$130.9 million
- (3) Program decrease due to a decline in total enlisted man-years: -\$403.0 million
- (4) Program decrease due to a shift in enlisted grade structure: -\$46.2 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC PAY - ENLISTED									
SERGEANT MAJOR	4,005	75,945	304,158	3,507	77,134	270,509	3,411	78,150	266,571
1ST SERGEANT/MASTER SERGEANT	13,577	59,311	805,268	11,774	60,162	708,348	11,050	60,938	673,365
PLATOON SERGEANT/SERGEANT 1ST CLASS	42,993	49,952	2,147,605	38,032	50,756	1,930,369	36,401	51,423	1,871,847
STAFF SERGEANT	65,947	40,405	2,664,617	60,342	41,152	2,483,190	57,230	41,696	2,386,244
SERGEANT	82,858	32,833	2,720,453	73,498	33,450	2,458,522	72,453	33,892	2,455,561
CORPORAL/SPECIALIST	130,201	26,349	3,430,619	117,952	26,810	3,162,302	112,543	27,164	3,057,134
PRIVATE FIRST CLASS	55,460	21,761	1,206,846	50,887	22,139	1,126,602	50,688	22,431	1,136,986
PRIVATE E2	26,905	20,408	549,089	24,032	20,782	499,424	23,938	21,056	504,043
PRIVATE E1	19,048	17,713	337,399	17,552	17,889	313,984	17,493	18,109	316,777
TOTAL BASIC PAY - ENLISTED	440,994		14,166,054	397,576		12,953,250	385,207		12,668,528
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				2,128		44,211			
BASELINE REQUEST				395,448		12,909,039	385,207		12,668,528

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

ESTIMATE FY 2016	\$3,973,957
ESTIMATE FY 2015	\$4,151,718
ACTUAL FY 2014	\$4,523,530

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

PART I - PURPOSE AND SCOPE

Retired Pay Accrual provides payment to the Department of Defense Military Retirement Fund in accordance with 10 U.S.C. 74.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Retired Pay Accrual (RPA) budget estimate is a product of the Department of Defense Retirement Board of Actuary approved Normal Cost Percentage (NCP) and the total amount of basic pay expected to be paid during the fiscal year to members of the Active Army. The approved NCP rates for FY 2015 are 32.2% (Active Component full-time) and 22.5% (Reserve Component part-time). The rates for FY 2016 are 31.4% for (Active Component full-time) and 23.0% (Reserve Component part-time).

The FY 2015 RPA budget request contains \$11.4 million associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$189.1 million change in the RPA requirement between FY 2015 and FY 2016. This decrease is due to:

- (1) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2015: +\$10.5 million
- (2) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$41.1 million
- (3) Price decrease due to the Active Component RPA NCP rate change from 32.2% in FY 2015 to 31.4% in FY 2016: -\$96.4 million
- (4) Program decrease due to a decline in total enlisted man-years: -\$129.5 million
- (5) Program decrease due to a shift in enlisted grade structure: -\$14.8 million

Detailed cost computations are provided in the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
RETIRED PAY ACCRUAL - ENLISTED									
ENLISTED RETIRED PAY ACCRUAL	419,289	\$10,329	4,330,648	396,276	\$10,484	4,154,369	384,190	\$10,320	3,964,669
ENLISTED RETIRED PAY ACCRUAL-RC ONLY	21,705	\$8,887	192,882	1,300	\$8,731	11,585	1,017	\$9,133	9,288
TOTAL RETIRED PAY ACCRUAL - ENLISTED	440,994		4,523,530	397,576		4,165,954	385,207		3,973,957
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				2,128		14,236			
BASELINE REQUEST				395,448		4,151,718	385,207		3,973,957

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

ESTIMATE FY 2016	\$92,964
ESTIMATE FY 2015	\$98,095
ACTUAL FY 2014	\$99,899

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

PART I - PURPOSE AND SCOPE

Incentive pays provide pay to enlisted personnel for performance of hazardous duty under the provisions of 37 U.S.C. 301.

Flying Duty (Crew) - Paid to enlisted members assigned to a position which requires at least four hours of aerial flight each month. The duties are essential to the operation of aircraft in-flight, or the duties are required to complete specific missions of the aircraft. The members perform duties as crew chiefs, medical airmen, firefighter crash rescue specialists, airborne electronic system operators, and air observers.

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

Parachute Jumping - Paid to enlisted members assigned to a permanent parachute position or airborne unit which requires parachute jumping as an essential part of military duty, while undergoing related training, or performing short-term parachute duty. Continuous payment of parachute duty pay requires at least one parachute jump every three months. Payment is \$150 per month for regular jumps. Members who perform parachute jumping at high altitudes with low openings (HALO) as an essential part of duty are entitled to \$225 per month. (37 U.S.C. 301 (a) (3))

Experimental Stress (Inside Observer or Test Subject Duty) - Paid to enlisted members serving in duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low (altitude) pressure chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. Payment is \$150 per month. (37 U.S.C. 301 (a) (5), (6), (7))

Demolition Duty - Paid to enlisted personnel training and performing duties involving demolition of explosives as a primary part of duty. Payment is \$150 per month. (37 U.S.C. 301 (a) (4))

Chemical Munitions - Paid to enlisted members whose primary duties require routine physical handling of chemical munitions or chemical surety material. Routine physical handling must be incident to manufacturing, maintenance, storage, testing, laboratory analysis, transportation, surveillance, assembly, disassembly, demilitarization, or disposal of chemical munitions or chemical surety material. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

Toxic Pesticides - Paid to enlisted members for duty involving exposure to toxic fuels and laboratory work that utilizes live dangerous viruses or bacteria. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

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

Toxic Fuel - Paid to enlisted members assigned to a position on a Propellant Draining Kit (PDK) Team that requires handling and maintaining the propellants unsymmetrical dimethyl hydrazine and inhibited red-fuming nitric acid used in the Lance missile system. Payment is \$150 per month. (37 U.S.C. 301 (a) (9), (10))

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a -\$5.1 million change in the enlisted incentive pay requirement between FY 2015 and FY 2016. This change is based on program decreases due to the decline in enlisted man-years associated with the Army drawdown.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED									
FLYING DUTY - ENLISTED CREW									
SERGEANT MAJOR	25	\$2,880	72	24	\$2,880	70	23	\$2,880	67
1ST SERGEANT/MASTER SERGEANT	126	\$2,880	364	124	\$2,880	357	118	\$2,880	339
PLATOON SERGEANT/SERGEANT 1ST CLASS	433	\$2,880	1,246	425	\$2,880	1,223	403	\$2,880	1,160
STAFF SERGEANT	853	\$2,580	2,201	838	\$2,580	2,163	794	\$2,580	2,049
SERGEANT	1,303	\$2,280	2,971	1,279	\$2,280	2,917	1,213	\$2,280	2,765
CORPORAL/SPECIALIST	1,182	\$1,980	2,340	1,160	\$1,980	2,297	1,099	\$1,980	2,177
PRIVATE FIRST CLASS	228	\$1,800	410	223	\$1,800	402	212	\$1,800	381
PRIVATE E2	15	\$1,800	27	14	\$1,800	26	14	\$1,800	25
PRIVATE E1	3	\$1,800	5	3	\$1,800	5	3	\$1,800	5
SUBTOTAL CREW	4,168		9,636	4,090		9,460	3,879		8,968
NONCREW MEMBER	272	\$1,800	489	267	\$1,800	480	253	\$1,800	455
SUBTOTAL FLYING DUTY - ENLISTED	4,440		10,125	4,357		9,940	4,132		9,423
PARACHUTE JUMPING - ENLISTED									
PARACHUTE JUMPING (REGULAR)	38,694	\$1,800	69,649	37,997	\$1,800	68,394	36,007	\$1,800	64,813
PARACHUTE JUMPING (HIGH ALTITUDE/LOW OPENING)	1,753	\$2,700	4,734	1,721	\$2,700	4,648	1,631	\$2,700	4,405
SUBTOTAL PARACHUTE JUMPING - ENLISTED	40,447		74,383	39,718		73,042	37,638		69,218
INSIDE OBSERVER OR TEST SUBJECT DUTY	54	\$1,800	97	53	\$1,800	95	50	\$1,800	90
DEMOLITION DUTY	8,478	\$1,800	15,261	8,325	\$1,800	14,985	7,890	\$1,800	14,202
CHEMICAL MUNITIONS PAY	14	\$1,800	26	14	\$1,800	26	13	\$1,800	24
TOXIC PESTICIDES	3	\$1,800	5	3	\$1,800	5	3	\$1,800	5
TOXIC FUEL	1	\$1,800	2	1	\$1,800	2	1	\$1,800	2
TOTAL INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	53,437		99,899	52,471		98,095	49,727		92,964

PB-30X INCENTIVE PAY FOR HAZARDOUS DUTY

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

ESTIMATE FY 2016	\$90,932
ESTIMATE FY 2015	\$95,959
ACTUAL FY 2014	\$259,693

PROJECT: SPECIAL PAY - ENLISTED

PART I - PURPOSE AND SCOPE

Assignment Incentive Pay (AIP) - Paid to enlisted personnel in designated assignment locations and skills under provisions of 37 U.S.C. 307 (a).

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

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

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

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

Diving Duty Pay - Paid to enlisted personnel 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). Payment is up to \$340 per month.

Hostile Fire Pay - Paid to enlisted personnel on duty subject to hostile fire or imminent danger (37 U.S.C. 310). Payment is \$225 per month.

Sea Duty Pay - Paid to enlisted members who are assigned to duty to a ship, ship-based staff or ship-based aviation unit under general provisions outlined in the DOD FMR, Volume 7A, Chapter 18. Payment is up to \$750 per month. Members who serve more than 36 consecutive months of sea duty are entitled to a career sea pay premium of \$100 per month (37 U.S.C. 305a).

Hardship Duty Pay - Paid to enlisted personnel performing a designed hardship mission and/or when assigned to a designed location. The monthly rate may not

PB-30X SPECIAL PAY

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

exceed \$1,500 per individual from all three types of hardship duty pay (location, mission and involuntary extension) (37 U.S.C. 305a).

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

Foreign Language Proficiency Pay (FLPP) - Paid to enlisted personnel who qualify for and maintain the required proficiency in designated foreign languages under the provisions of 37 U.S.C. 316. The monthly rate may not exceed \$500 a single language or \$1,000 for any combination of languages.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a -\$5.0 million change in the enlisted special pay requirement between FY 2015 and FY 2016. This change is based on program decreases due to the decline in enlisted man-years associated with the Army drawdown.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL PAY - ENLISTED									
ASSIGNMENT INCENTIVE PAY									
KOREA ASSIGNMENT INCENTIVE PAY	2,636	\$3,600	9,490	2,561	\$3,600	9,220	2,426	\$3,600	8,734
OTHER ASSIGNMENT INCENTIVE PAY	8,214	\$3,890	31,952	8,118	\$3,890	31,578	7,693	\$3,890	29,927
DEPLOYMENT EXTENSION	1,507	\$6,000	9,042	0	\$0	0	0	\$0	0
STABILIZATION PAY	2,976	\$1,800	5,357	0	\$0	0	0	\$0	0
DEPLOYMENT EXTENSION INCENTIVE PAY	15,333		55,841	10,679		40,798	10,119		38,660
SUBTOTAL ASSIGNMENT INCENTIVE PAY									
DIVING DUTY PAY	513	\$2,528	1,297	495	\$2,528	1,251	469	\$2,528	1,186
HOSTILE FIRE PAY	42,956	\$2,700	115,981	5,007	\$2,700	13,519	4,744	\$2,700	12,809
SEA DUTY PAY	530	\$1,346	713	465	\$1,346	626	441	\$1,346	594
HARDSHIP DUTY PAY	32,732	\$1,800	58,918	7,971	\$1,800	14,348	7,554	\$1,800	13,598
OVERSEAS EXTENSION PAY	18	\$2,000	36	17	\$2,000	34	16	\$2,000	32
FOREIGN LANGUAGE PROFICIENCY PAY	17,528	\$1,535	26,905	16,535	\$1,535	25,381	15,669	\$1,535	24,052
SERGEANT MAJOR PERSONAL MONETARY ALLOWANCE	1	\$2,000	2	1	\$2,000	2	1	\$2,000	2
TOTAL SPECIAL PAY - ENLISTED	109,611		259,693	41,170		95,959	39,014		90,932

PB-30X SPECIAL PAY

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

ESTIMATE FY 2016	\$104,521
ESTIMATE FY 2015	\$110,291
ACTUAL FY 2014	\$113,241

PROJECT: SPECIAL DUTY ASSIGNMENT PAY (SDAP)

PART I - PURPOSE AND SCOPE

Special Duty Assignment Pay (SDAP) provides monetary incentives to enlisted members who qualify for and serve in designated special duty assignments. These funds are utilized for recruiters, guidance counselors, retention NCOs, drill sergeants, and specially designated personnel who have extremely demanding duties requiring extraordinary effort for satisfactory performance, and/or an unusual level of responsibility. SDAP is authorized under provisions of 37 U.S.C. 307.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The SDAP program was re-structured during FY 2014. This re-structure adjusted several SDAP categories downward while completely terminating other categories. For example, SDAP for drill sergeants was reduced from SD-5 to SD-4, production recruiters were reduced from SD-6 to SD-4, and Warrior Transition Unit Cadre was reduced from SD-5 to SD-3. SDAP for staff recruiters and career counselors was terminated. The re-structuring generated a savings of ~\$14.0 million in FY 2014. The FY2015 and FY2016 requests reflect a full year of execution under the re-structured SDAP program.

There is a -\$5.8 million change in the SDAP requirement from FY 2015 to FY 2016. This change is based on program decreases due to the decline in enlisted man-years associated with the Army drawdown.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SPECIAL DUTY ASSIGNMENT PAY (SDAP)									
SD 6 (\$450.00)	3,080	\$5,400	16,632	3,000	\$5,400	16,200	2,843	\$5,400	15,351
SD 5 (\$375.00)	20,190	\$4,500	90,856	19,664	\$4,500	88,488	18,636	\$4,500	83,860
SD 4 (\$300.00)	1,316	\$3,600	4,739	1,282	\$3,600	4,615	1,215	\$3,600	4,374
SD 3 (\$225.00)	376	\$2,700	1,014	366	\$2,700	988	347	\$2,700	936
TOTAL SPECIAL DUTY ASSIGNMENT PAY (SDAP)	24,962		113,241	24,312		110,291	23,041		104,521

PB-30X REENLISTMENT BONUS

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

ESTIMATE FY 2016	\$123,565
ESTIMATE FY 2015	\$129,421
ACTUAL FY 2014	\$128,171

PROJECT: REENLISTMENT BONUS

PART I - PURPOSE AND SCOPE

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

Selective Retention Bonus (SRB) - Authorized under U.S.C. 37, Section 331. Under the law, an enlisted member of the armed forces who reenlists, voluntarily extends an enlistment, or otherwise agrees to serve for a specified period in a designated career field, skill, or unit of an armed force or under other conditions of service in an armed force may be paid a bonus. Army policy has set the maximum SRB payment allowed, of \$100,000 for Soldiers with a maximum of 14 years of service.

Critical Skills Retention Bonus (CSRB) - Authorized under U.S.C. 37, Section 355. Under the law, a member of a uniformed service who is qualified in a critical skill and commits to a period of at least one year may be paid a bonus. The CSRB currently targets retirement eligible Soldiers with 16-23 years of service and will only be paid out to 25 years of service. Under the law, members may not receive a total of more than \$200,000. The Army currently limits CSRB payments to a maximum of \$150,000.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

For shortage skills, the Army continually evaluates the retention programs and offer bonuses where appropriate. Other adjustments to align the force include reclassification of soldiers into shortage skills and increasing promotion opportunities to soldiers in shortage skills. In overage skills, the Army restricts reenlistment opportunity, offer reclassification out of the overage skills, and does not permit retention beyond the Retention Control Point (RCP). The Army will

PB-30X REENLISTMENT BONUS

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

continue to focus and apply management initiatives to develop an optimal force structure that supports end strength requirements.

There is a -\$5.9 million change in the re-enlistment bonus requirement from FY 2015 to FY 2016. This change is based program decreases due to a reduction in the active Army's total retention requirement in FY 2016.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
REENLISTMENT BONUS									
SELECTIVE RETENTION BONUS	16,089	\$7,073	113,794	16,245	\$7,073	114,904	15,510	\$7,073	109,313
CRITICAL SKILLS RETENTION BONUS	141	\$102,213	14,377	142	\$102,213	14,517	136	\$102,213	17,020
TOTAL REENLISTMENT BONUS	15,833		128,171	16,387		129,421	15,646		123,565

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

ESTIMATE FY 2016	\$65,838
ESTIMATE FY 2015	\$23,103
ACTUAL FY 2014	\$62,545

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. The Army also has the authority to pay up to \$40,000 (not to exceed a total enlistment bonus of this amount) to recruits who select a critical MOS and are willing to ship to training within 30 days.

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

Anniversary Payments - Army policy authorizes up to \$10,000 to be paid initially in lump sum. Soldiers receiving bonuses above \$10,000 are paid anniversary payments paid in equal installments on the Soldier's anniversary date over the remaining years of his contract. These payments are contractual obligations paid in the year earned.

Army Recruiting Initiatives -

(1) TSP Matching Contribution: Pilot program offered to Soldiers as an enlistment incentive from April 1, 2006 to December 31, 2008. Though the program has been discontinued, Soldiers who accepted the TSP Matching incentive during the pilot will continue to receive contribution payments throughout the first enlistment term.

(2) Army Advantage Fund (AAF): Pilot program that offered qualified recruits in select cities a down payment for home ownership or seed money to start their own business. The AAF was offered during 2008 and 2009 and provides those enlisting in the active Army up to \$40,000 for a five-plus year enlistment. Soldiers are eligible to receive funds only after leaving active duty.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The enlistment bonus program is designed to attract highly qualified individuals. The Army offers various levels of the enlistment bonus based upon the criticality of the MOS and length of the enlistment contract. Bonuses complement the top reasons (pay, tuition for college, etc.) for considering enlistment in the Army according to youth polls. The program is driven primarily by the programmed recruiting mission and the propensity to enlist. Funding levels are critical to attaining Army quality goals. The enlistment bonus program is designed to channel applicants into critical MOS training seats at the required time to accomplish

PB-30X ENLISTMENT BONUS

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

accession requirements. Resourcing bonus programs will allow the active component to meet end strength objectives and achieve Army standards for recruit quality.

There is a +\$42.7 million change in the enlistment bonus (EB) requirement between FY 2015 and FY 2016. This increase is based on:

- (1) Price increase in new EB payments due to rate changes driven by basic pay raise: +\$0.6 million
- (2) Program increase in new EB payments due to a change in the accession mission from 57,000 recruits in FY 2015 to 66,588 in FY 2016: +\$42.1 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ENLISTMENT BONUS									
NEW PAYMENTS	1,292	\$11,323	14,633	997	\$11,436	11,402	4,758	\$11,576	55,083
ANNIVERSARY PAYMENTS	12,910	\$3,660	47,250	4,456	\$2,500	11,140	4,100	\$2,500	10,250
ARMY RECRUITING INITIATIVES			662			561			505
TOTAL ENLISTMENT BONUS	14,202		62,545	5,453		23,103	8,858		65,838

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

	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (Anniversary)	12,910	47,250	4,114	10,438	2,875	7,187	1,771	4,427	872	2,181	-	-	-	-
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
FY 2014														
Initial Payments	1,292	14,633												
Anniversary Payments			342	702	341	852	345	862	340	850	340	850		
FY 2015														
Initial Payments			997	11,402										
Anniversary Payments					884	2,211	288	720	284	710	284	710	340	850
FY 2016														
Initial Payments					4,758	55,083								
Anniversary Payments							1,902	4,756	1,287	3,217	1,086	2,715	810	2,025
FY 2017														
Initial Payments							28,298	279,218						
Anniversary Payments									1,782	4,455	1,470	3,674	936	2,340
FY 2018														
Initial Payments									3,364	35,437				
Anniversary Payments											1,594	3,985	1,199	2,998
FY 2019														
Initial Payments											3,052	32,150		
Anniversary Payments													1,488	3,721
FY 2020														
Initial Payments													3,056	31,186
Anniversary Payments														
TOTAL														
Initial Payments	1,292	14,633	997	11,402	4,758	55,083	28,298	298,059	3,364	35,437	3,052	32,150	3,056	31,186
Anniversary Payments	12,910	47,250	4,456	11,140	4,100	10,250	4,306	10,765	4,565	11,413	4,774	11,934	4,774	11,934
EB	14,202	61,883	5,453	22,545	8,858	65,333	32,604	289,983	7,930	46,850	7,826	44,084	7,829	44,120

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

ESTIMATE FY 2016	\$48,688
ESTIMATE FY 2015	\$52,825
ACTUAL FY 2014	\$56,001

PROJECT: LOAN REPAYMENT PROGRAM

PART I - PURPOSE AND SCOPE

The Loan Repayment Program (LRP) is authorized by PL 99-145, Section 71(a) (1). Guidelines for the LRP are contained in 10 U.S.C. 2171. The LRP pays for federal student loans guaranteed under the Higher Education Act and any loan incurred for educational purposes. The LRP is an enlistment incentive designed to increase the quality of enlistments and attract recruits into designated Army skills which are difficult to fill with qualified enlistees. The LRP repays \$1,500 or one-third of the qualified loan whichever is greater, for every year of service up to a maximum of \$65,000. The loan is repaid in three annual installments, which begin one year after the Soldier graduates.

PART II - JUSTIFICATION OF FUNDS REQUESTED

LRP is an effective tool for providing access to the college market. LRP is paid to enlisted Soldiers, as well as to Soldiers who complete Officer Candidate School (OCS) and Warrant Officer Flight Training (WOFT).

There is a -\$4.1 million change in the LRP requirement between FY 2015 and FY 2016. As of FY 2015, the entire LRP program has been terminated and no new contracts will be issued. The FY 2014 execution includes new payments for Cryptologic Linguists and residual payments for Soldiers who joined the force prior to the scale-back of the program. The FY 2015 and FY2016 requests include only residual payments for prior year contracts.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014		ESTIMATE FY 2015		ESTIMATE FY 2016	
	AVERAGE	AMOUNT	AVERAGE	AMOUNT	AVERAGE	AMOUNT
STUDENT LOAN REPAYMENT PROGRAM	NUMBER		NUMBER		NUMBER	
ENLISTED	3,179	54,041	3,076	52,297	2,864	48,688
OFFICER (OCS/WOFT)	115	1,960	31	528	0	0
TOTAL STUDENT LOAN REPAYMENT	3,294	56,001	3,107	52,825	2,864	48,688

PB-30X LOAN REPAYMENT PROGRAM

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

ESTIMATE FY 2016	\$4,811,937
ESTIMATE FY 2015	\$4,876,538
ACTUAL FY 2014	\$5,267,312

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

PART I - PURPOSE AND SCOPE

Basic Allowance for Housing (BAH) provides enlisted members a monthly allowance for housing and consists of BAH-Domestic, BAH Differential, Partial BAH, and Overseas Housing Allowance (OHA). BAH combines housing payments formerly provided by Basic Allowances for Quarters (BAQ) and Variable Housing Allowance (VHA). In accordance with the Joint Federal Travel Regulation (JTFR), Chapter 10, BAH also includes Family Separation Housing (FSH) allowance, which is integrated in the without dependent housing allowance sections. Payment to service members is authorized under provisions of 37 U.S.C. 403.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The BAH budget estimate is a product of the average number of enlisted Soldiers projected to receive BAH and estimated average annual rate for each grade and BAH category.

The FY 2015 BAH budget request contains \$14.1 million associated with Active Component strength funded in Overseas Contingency Operations (OCO).

The FY 2016 rates were built by applying inflation assumptions to the FY 2014 Active Component BAH rates. The BAH rates reflect a 1.4% housing rate increase, effective 1 January 2015 and 1.2% increase, effective 1 January 2016.

There is a -\$78.7 million change in the enlisted BAH requirement between FY 2015 and FY 2016. This decrease is based on:

- (1) Price increase due to the annualization of the housing cost growth of 1.4%, effective 1 January 2015: +\$16.6 million
- (2) Price increase due to the annualization of the housing cost growth of 1.2%, effective 1 January 2016: +\$42.8 million
- (3) Program decrease due to a decline in total enlisted man-years: -\$110.2 million
- (4) Program decrease due to a shift in enlisted grade structure: -\$27.9 million

Detailed cost computations are provided by the following table:

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING - ENLISTED									
WITH DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	3,388	\$23,217	78,659	2,983	\$23,867	71,194	2,928	\$24,165	70,747
1ST SERGEANT/MASTER SERGEANT	11,476	\$21,638	248,322	10,006	\$22,244	222,581	9,475	\$22,522	213,387
PLATOON SERGEANT/SERGEANT 1ST CLASS	35,542	\$20,158	716,448	31,612	\$20,722	655,064	30,525	\$20,981	640,439
STAFF SERGEANT	52,196	\$19,108	997,373	48,021	\$19,643	943,285	45,949	\$19,889	913,874
SERGEANT	58,297	\$16,976	989,643	51,995	\$17,451	907,373	51,711	\$17,669	913,704
CORPORAL/SPECIALIST	67,400	\$15,535	1,047,076	61,392	\$15,970	980,454	59,099	\$16,170	955,619
PRIVATE FIRST CLASS	16,611	\$15,532	258,016	15,325	\$15,967	244,701	15,401	\$16,167	248,984
PRIVATE E2	5,466	\$15,390	84,116	4,909	\$15,821	77,657	4,933	\$16,018	79,019
PRIVATE E1	2,853	\$15,922	45,429	2,644	\$16,368	43,268	2,658	\$16,572	44,049
SUBTOTAL WITH DEPENDENTS - DOMESTIC	253,229		4,465,082	228,886		4,145,577	222,677		4,079,821
WITHOUT DEPENDENTS - DOMESTIC									
SERGEANT MAJOR	342	\$19,268	6,588	301	\$19,808	5,962	295	\$20,055	5,925
1ST SERGEANT/MASTER SERGEANT	1,251	\$17,888	22,374	1,091	\$18,389	20,055	1,033	\$18,619	19,227
PLATOON SERGEANT/SERGEANT 1ST CLASS	4,526	\$16,083	72,788	4,025	\$16,533	66,551	3,887	\$16,740	65,066
STAFF SERGEANT	9,473	\$15,351	145,419	8,715	\$15,781	137,533	8,339	\$15,978	133,245
SERGEANT	7,496	\$14,406	107,989	6,686	\$14,809	99,012	6,649	\$14,995	99,703
CORPORAL/SPECIALIST	12,220	\$12,223	149,369	11,131	\$12,565	139,865	10,715	\$12,722	136,322
PRIVATE FIRST CLASS	2,411	\$12,321	29,709	2,225	\$12,666	28,176	2,236	\$12,824	28,669
PRIVATE E2	612	\$12,494	7,648	550	\$12,844	7,060	552	\$13,004	7,184
PRIVATE E1	316	\$11,776	3,724	293	\$12,106	3,547	295	\$12,257	3,611
SUBTOTAL WITHOUT DEPENDENTS - DOMESTIC	38,648		545,608	35,016		507,761	34,001		498,952

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING – ENL (CONTINUED)									
PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC									
SERGEANT MAJOR	3	\$221	1	3	\$227	1	3	\$230	1
1ST SERGEANT/MASTER SERGEANT	19	\$195	4	16	\$200	3	15	\$203	3
PLATOON SERGEANT/SERGEANT 1ST CLASS	78	\$167	13	70	\$172	12	67	\$174	12
STAFF SERGEANT	647	\$121	79	595	\$125	74	569	\$126	72
SERGEANT	11,659	\$105	1,222	10,398	\$108	1,121	10,342	\$109	1,129
CORPORAL/SPECIALIST	44,901	\$98	4,381	40,899	\$100	4,102	39,371	\$102	3,998
PRIVATE FIRST CLASS	33,999	\$94	3,187	31,366	\$96	3,023	31,521	\$98	3,076
PRIVATE E2	19,786	\$87	1,712	17,769	\$89	1,580	17,857	\$90	1,608
PRIVATE E1	15,127	\$83	1,254	14,015	\$85	1,195	14,092	\$86	1,216
SUBTOTAL PARTIAL ALLOWANCE FOR BACHELORS - DOMESTIC	126,218		11,853	115,131		11,111	113,837		11,115
BAH DIFFERENTIAL - DOMESTIC	2,619	\$2,737	7,170	2,364	\$2,814	6,630	2,322	\$2,849	6,594
WITH DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	92	\$38,200	3,508	81	\$39,269	3,175	79	\$39,760	3,155
1ST SERGEANT/MASTER SERGEANT	399	\$36,904	14,736	348	\$37,937	13,208	330	\$38,412	12,663
PLATOON SERGEANT/SERGEANT 1ST CLASS	1,190	\$35,672	42,450	1,058	\$36,671	38,815	1,022	\$37,129	37,948
STAFF SERGEANT	1,210	\$35,053	42,401	1,113	\$36,034	40,101	1,065	\$36,484	38,851
SERGEANT	1,272	\$32,817	41,732	1,134	\$33,736	38,263	1,128	\$34,157	38,530
CORPORAL/SPECIALIST	959	\$31,647	30,342	873	\$32,533	28,411	841	\$32,939	27,692
PRIVATE FIRST CLASS	160	\$28,488	4,569	148	\$29,286	4,333	149	\$29,652	4,409
PRIVATE E2	31	\$27,967	855	27	\$28,750	789	28	\$29,109	803
PRIVATE E1	5	\$23,647	112	4	\$24,309	107	4	\$24,613	109
SUBTOTAL WITH DEPENDENTS - OVERSEAS	5,317		180,705	4,788		167,202	4,645		164,160

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
BASIC ALLOWANCE FOR HOUSING – ENL (CONTINUED)									
WITHOUT DEPENDENTS - OVERSEAS									
SERGEANT MAJOR	92	\$33,209	3,069	81	\$34,139	2,777	80	\$34,565	2,760
1ST SERGEANT/MASTER SERGEANT	231	\$32,037	7,389	201	\$32,934	6,623	190	\$33,345	6,349
PLATOON SERGEANT/SERGEANT 1ST CLASS	657	\$30,283	19,893	584	\$31,131	18,188	564	\$31,520	17,782
STAFF SERGEANT	433	\$28,512	12,357	399	\$29,310	11,687	382	\$29,676	11,322
SERGEANT	314	\$26,597	8,343	280	\$27,341	7,649	278	\$27,683	7,703
CORPORAL/SPECIALIST	200	\$24,586	4,906	182	\$25,274	4,594	175	\$25,590	4,478
PRIVATE FIRST CLASS	35	\$22,303	781	32	\$22,928	741	32	\$23,214	754
PRIVATE E2	6	\$21,590	131	5	\$22,194	122	5	\$22,472	123
PRIVATE E1	2	\$16,366	25	1	\$16,824	24	1	\$17,035	24
SUBTOTAL WITHOUT DEPENDENTS - OVERSEAS	1,969		56,894	1,766		52,405	1,709		51,295
TOTAL BASIC ALLOWANCE FOR HOUSING - ENLISTED	428,000		5,267,312	387,951		4,890,686	379,192		4,811,937
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				2.128		14,148			
BASELINE REQUEST				386,784		4,876,538	379,192		4,811,937

PB-30X BASIC ALLOWANCE FOR HOUSING (BAH)

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

ESTIMATE FY 2016	\$493,181
ESTIMATE FY 2015	\$516,982
ACTUAL FY 2014	\$540,285

PROJECT: OVERSEAS STATION ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The OSA request includes COLA and Temporary Lodging Allowances (TLA). OSA payments are determined by multiplying the projected number of personnel eligible for each type of allowance by the estimated average rate. The FY 2016 OSA rates were built by applying basic pay raise inflation to FY 2014 Active Component rates, excluding foreign currency fluctuation.

Beginning in FY 2015 the methodology for setting the Overseas COLA (OCOLA) indices will change. To better align OCOLA with actual meal consumption, the Department will use the most recent data reported by Services members for meals eaten at home, on base, and on the local economy. The utilization of this data is expected to generate savings while more accurately compensating members for actual expenditures. The enlisted OCOLA annual savings is expected to be \$22.0 million in FY 2015 and FY 2016.

There is a -\$23.8 million change in the enlisted OSA requirement between FY 2015 and FY 2016. This decrease is based on:

- (1) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2015: +\$1.1 million
- (2) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$3.5 million
- (3) Price increase due to projected changes in value of the U.S. dollar based on a 5-year historical model: +\$5.4 million
- (4) Program decrease due to the decline in enlisted man-years associated with the Army drawdown: -\$33.8 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OVERSEAS STATION ALLOWANCES - ENLISTED									
COST OF LIVING									
SERGEANT MAJOR	618	\$12,275	7,587	599	\$11,837	7,093	564	\$12,092	6,825
1ST SERGEANT/MASTER SERGEANT	1,996	\$11,118	22,194	1,946	\$10,722	20,869	1,787	\$10,953	19,573
PLATOON SERGEANT/SERGEANT 1ST CLASS	6,260	\$10,196	63,825	6,175	\$9,833	60,719	5,686	\$10,045	57,113
STAFF SERGEANT	9,586	\$8,864	84,966	9,611	\$8,548	82,153	8,848	\$8,733	77,268
SERGEANT	14,902	\$7,639	113,835	14,634	\$7,367	107,807	13,962	\$7,526	105,078
CORPORAL/SPECIALIST	20,025	\$6,113	122,412	19,359	\$5,895	114,119	18,497	\$6,022	111,390
PRIVATE FIRST CLASS	12,469	\$4,275	53,305	13,621	\$4,123	56,158	11,681	\$4,212	49,201
PRIVATE E2	5,021	\$3,661	18,382	4,524	\$3,531	15,973	4,374	\$3,607	15,776
PRIVATE E1	838	\$3,718	3,116	544	\$3,586	1,949	833	\$3,663	3,052
SUBTOTAL COST OF LIVING	71,715		489,622	71,013		466,840	66,232		445,276
TEMPORARY LODGING	7,555	\$6,706	50,663	7,403	\$6,773	50,142	6,987	\$6,856	47,905
TOTAL OVERSEAS STATION ALLOWANCES - ENLISTED	79,270		540,285	78,416		516,982	73,219		493,181

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

ESTIMATE FY 2016	\$5,265
ESTIMATE FY 2015	\$5,502
ACTUAL FY 2014	\$14,699

Project: CONUS Cost of Living Allowance - Enlisted

PART I - PURPOSE AND SCOPE

Continental United States (CONUS) Cost of Living Allowance (COLA) provides payment to Soldiers to high cost Military Housing Areas (MHA) inside the United States. A high cost area is defined as a locality where the cost of living exceeds the average cost of living by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense and cannot be less than eight percent of the national cost of living average. The current threshold is 108% of the national cost of living average. Payment to Soldiers is authorized under the provisions of Title 37 U.S.C. 403b.

The following locations receive CONUS COLA:

<p>CALIFORNIA OAKLAND SAN FRANCISCO MARIN/SONOMA BRIDGEPORT SAN BERNARDINO SANTA CLARA COUNTY</p> <p>CONNECTICUT NEW HAVEN / FAIRFIELD</p> <p>FLORIDA FLORIDA KEYS MIAMI / FT LAUDERDALE</p>	<p>ILLINOIS CHICAGO</p> <p>MASSACHUSETTS BOSTON PLYMOUTH ESSEX COUNTY</p> <p>MICHIGAN DETROIT</p> <p>NEW JERSEY ATLANTIC CITY CAMDEN</p>	<p>NEW YORK LONG ISLAND NEW YORK CITY WESTCHESTER COUNTY STATEN ISLAND</p> <p>PENNSYLVANIA PHILADELPHIA</p> <p>WASHINGTON YAKIMA PORT ANGELES</p>
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PART II - JUSTIFICATION OF FUNDS REQUESTED

The CONUS COLA budget estimate is a product of the projected number of personnel eligible to receive the allowance and the average annual COLA rate.

There is a -\$0.2 million decrease in CONUS COLA between FY 2015 and FY 2016. This decrease is based on:

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

(1) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2015 and 1.3% pay raise, effective 1 January 2016: +\$0.1 million

(2) Program decrease due to the reduction in the number of Soldiers expected to receive this allowance: -\$0.3 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CONUS, COST-OF-LIVING ALLOWANCE	5,826	\$2,523	14,699	2,158	\$2,549	5,502	2,041	\$2,580	5,265

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

ESTIMATE FY 2016	\$262,126
ESTIMATE FY 2015	\$262,974
ACTUAL FY 2014	\$274,995

PROJECT: CLOTHING ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

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

Initial Issue - Provided to enlisted members upon initial enlistment or upon other special qualification for entitlement to a prescribed outfitting of uniforms. The initial issue may be an in-kind issue or a combination of in kind issue and cash payment. An additional civilian clothing allowance is authorized to enlisted members who are required to wear civilian clothing to perform duties.

Maintenance Allowances:

Basic Allowance - Provides for continued replacement and maintenance of unique military items that would normally require replacement during the first three years of active duty.

Standard Allowance - Provides for continued replacement and maintenance of unique military items that would normally require replacement after completion of three years of active duty.

Supplementary Allowances - Provided to enlisted 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.

Other Allowances:

Korean Augmentees to United States Army (KATUSA) - Korean soldiers are assigned to U.S. Combat units in the Republic of Korea (ROK) and assist in providing better integration of American and ROK forces. KATUSA Soldiers are provided a clothing issue.

Replacement During First Six Months - Issue in Kind exchanges and alterations within the first six months of active duty including personal clothing and footwear (clothing bag items only). Exchanges based on misfit (weight loss/gain), footwear incompatibility, or item damage incident to service or due to intensive training.

Charges Sales - Provides funds to cover emergency needs of enlisted members to purchase clothing items needed for health and welfare.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for uniform and clothing purchases are calculated by multiplying the projected number eligible for each type of allowance by the applicable rate in accordance with DOD Financial Management Regulation (FMR), Volume 7A, Chapter 29. The FY2016 civilian clothing rates are increased by general inflation.

PB-30X CLOTHING ALLOWANCE

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

There is a -\$0.8 million change in the enlisted clothing allowance requirement between FY 2015 and FY 2016. This decrease is based on:

- (1) Price increase due a change in the general inflation rate from 1.4% in FY 2015 to 1.6% in FY 2016: +\$4.0 million
- (2) Program decrease due to a reduction in the number of Soldiers expected to receive basic and standard clothing allowances. This decrease is primarily due to the decline in enlisted man-years associated with the Army drawdown: -\$4.8 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
CLOTHING ALLOWANCES - ENLISTED									
INITIAL ISSUE									
MILITARY									
ARMY, MALE	49,415	\$1,567	77,434	49,477	\$1,584	78,372	56,762	\$1,609	91,352
ARMY, FEMALE	7,600	\$1,798	13,665	8,731	\$1,821	15,900	10,016	\$1,850	18,528
SUBTOTAL MILITARY	57,015		91,099	58,208		94,272	66,778		109,880
INITIAL CIVILIAN ISSUE	3,306	\$989	3,270	3,211	\$1,006	3,230	3,071	\$1,022	3,139
SUBTOTAL INITIAL ISSUE	60,321		94,369	61,419		97,502	69,849		113,019
MAINTENANCE ALLOWANCES									
BASIC ALLOWANCE									
BASIC MAINTENANCE, MALE	110,268	\$306	33,742	109,108	\$306	33,387	97,385	\$311	30,277
BASIC MAINTENANCE, FEMALE	18,155	\$328	5,955	19,256	\$324	6,239	17,170	\$329	5,652
SUBTOTAL BASIC ALLOWANCE	128,423		39,697	128,364		39,626	114,555		35,929
STANDARD ALLOWANCE									
STANDARD MAINTENANCE, MALE	229,292	\$439	100,659	226,711	\$436	98,846	202,476	\$443	89,610
STANDARD MAINTENANCE, FEMALE	37,955	\$468	17,763	40,080	\$464	18,597	35,706	\$472	16,847
SUBTOTAL STANDARD ALLOWANCE	267,247		118,422	266,791		117,443	238,182		106,457
SUBTOTAL MAINTENANCE ALLOWANCES	395,670		158,119	395,155		157,069	352,737		142,386
SUPPLEMENTARY ALLOWANCE			6,524			6,303			4,621
OTHER ALLOWANCES									
KATUSA			2,100			2,100			2,100
ARMY DIRECT ORDER			12,883			0			0
CHARGE SALES			1,000			0			0
SUBTOTAL OTHER ALLOWANCES			15,983			2,100			2,100
TOTAL CLOTHING ALLOWANCES - ENLISTED	455,991		274,995	456,574		262,974	422,586		262,126

PB-30X CLOTHING ALLOWANCE

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

ESTIMATE FY 2016	\$89,127
ESTIMATE FY 2015	\$94,050
ACTUAL FY 2014	\$144,635

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

PART I - PURPOSE AND SCOPE

Family Separation Allowance (FSA) authorized in accordance with 37 U.S.C. 427. It provides compensation for added expenses incurred due to an enforced family separation. FSA is payable to qualified members serving inside or outside the United States. Payment is \$250 per month. There are two types of FSA payments:

Family Separation Allowance - Restricted (FSA-R) - FSA-R is payable when a member with dependents makes a permanent change of station move, and travel of dependents to the duty station is not authorized and dependents do not reside at or near the duty station.

Family Separation Allowance - Temporary Duty (FSA-T) - FSA-T is payable when a member with dependents is on temporary duty (TDY) travel continuously for more than 30 days, and dependents do not reside near the TDY location.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FSA budget estimate is a product of the estimated number of personnel for each type of family separation allowance and the applicable statutory rate. The FY 2016 takers for FSA were forecasted based on FY 2014 base-level execution.

There is a -\$4.9 million change in the enlisted FSA requirement between FY 2015 and FY 2016. This change is based on program decreases due to the decline in enlisted man-years associated with the Army drawdown.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
FAMILY SEPARATION ALLOWANCES - ENLISTED									
FAMILY SEPARATION ALLOWANCE - RESTRICTED	12,924	\$3,000	38,772	12,554	\$3,000	37,662	11,974	\$3,000	35,922
FAMILY SEPARATION ALLOWANCE - TEMPORARY DUTY	35,288	\$3,000	105,863	18,796	\$3,000	56,388	17,735	\$3,000	53,205
TOTAL FAMILY SEPARATION ALLOWANCES - ENLISTED	48,212		144,635	31,350		94,050	29,709		89,127
							PB-30X FAMILY SEPARATION ALLOWANCE		

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

ESTIMATE FY 2016	\$2,086
ESTIMATE FY 2015	\$2,202
ACTUAL FY 2014	\$2,553

**PROJECT: AID AND ATTENDANCE FOR CATASTROPHICALLY INJURED
PART I - PURPOSE AND SCOPE**

Aid and Attendance for Catastrophically Injured provides payment to injured service members who require aid and attendance during and after hospitalization as a result of injuries sustained in combat or in a combat-related event. The allowance is intended to be used to compensate designated caregivers for the dedicated time and assistance they provide to catastrophically injured service members. The allowance will be paid by the Secretary until the injured service member is medically retired through the expedited disability evaluation system and transitioned to veteran status. At that time, the allowance will cease for that member. Payments are authorized for all Soldiers who incur catastrophic injury or illness in the line of duty. Payment is up to \$2,983 per month.

This allowance is authorized under provisions of 37 U.S.C. 439, (Section 603 of FY 2010 NDAA, P.L. 111-87).

PART II - JUSTIFICATION OF FUNDS REQUESTED

Entitlement for special monthly compensation is based on a physician's certification that the injured service member requires the aid and assistance of another person to perform personal functions required in everyday living.

There is a -\$0.1 million change in the aid and attendance for catastrophically injured allowance between FY 2015 and FY 2016. This change is based on a program decrease due to a decline in the number of Soldiers deployed to support contingency operations.

The detailed computations are provided in the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
AID & ATTENDANCE ALLOW- CATASTROPHICALLY INJURED	732	\$3,489	2,553	631	\$3,489	2,202	598	\$3,489	2,086

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

ESTIMATE FY 2016	\$445,315
ESTIMATE FY 2015	\$359,889
ACTUAL FY 2014	\$496,355

PROJECT: SEPARATION PAYMENTS - ENLISTED

PART I - PURPOSE AND SCOPE

Funds requested provide for:

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

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

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

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

Voluntary Separation Incentive (VSI) Trust Fund and Special Separation Benefits (SSB) - The FY 1992 National Defense Authorization Act approved two voluntary separation pay programs to use during the force drawdown. The programs apply to both officers and enlisted soldiers who have more than six and less than 20 years of service. The first, voluntary separation incentive (VSI) is an annuity that makes annual payments for twice the number of years served for soldiers who voluntarily leave active duty under the provision of 10 U.S.C. 1175. The second program, special separation benefits (SSB), provides a lump sum of one and a half times involuntary separation pay (50% more) for soldiers who voluntarily leave active duty. VSI and SSB have been used to reduce involuntary separations. The authority to use VSI/SSB was reinstated for use from 31 December 2012 to 31 December 2018 by the FY 2012 National Defense Authorization Act.

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

PB-30X SEPARATION PAYMENTS- PURPOSE/SCOPE & JUSTIFICATION

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

a sub account within the Military Personnel Appropriation to fund all early retirement payments up front to cover the entire initial period, which is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use the early retirement program was reinstated for use from 31 December 2012 to 31 December 2018 by the FY 2012 National Defense Authorization Act.

\$30,000 Lump Sum Bonus - Paid to enlisted members who entered the uniform services on or after August 1, 1986 who choose 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. Payment is authorized by the FY 2000 National Defense Authorization Act.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The FY 2015 separation pay budget request contains \$109.1 million associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$23.7 million change in the enlisted separation pay requirement between FY 2015 and FY 2016. This decrease is based on:

- (1) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2015: +\$1.2 million
- (2) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$3.4 million
- (3) Program decrease due to reductions for involuntary full and temporary early retirement authority (TERA) requirements from FY 2015 to FY 2016: -\$28.3 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014				ESTIMATE FY 2015				ESTIMATE FY 2016			
	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	437	16	\$3,352	1,465	358	16	\$3,388	1,213	411	16	\$3,428	1,409
1ST SERGEANT/MASTER SERGEANT	1,436	15	\$2,653	3,809	1,177	15	\$2,680	3,154	1,352	15	\$2,711	3,665
PLATOON SERGEANT/SERGEANT 1ST CLASS	3,980	19	\$2,635	10,488	3,264	19	\$2,661	8,685	3,747	19	\$2,693	10,091
STAFF SERGEANT	7,645	23	\$2,534	19,372	6,268	23	\$2,559	16,040	7,193	23	\$2,591	18,638
SERGEANT	13,335	19	\$1,803	24,043	10,932	19	\$1,821	19,908	12,552	19	\$1,843	23,133
CORPORAL/SPECIALIST	26,771	17	\$1,269	33,972	21,943	17	\$1,281	28,109	25,202	17	\$1,296	32,662
PRIVATE FIRST CLASS	5,122	24	\$1,535	7,863	4,201	24	\$1,550	6,511	4,822	24	\$1,569	7,565
PRIVATE E2	3,549	22	\$1,243	4,411	2,911	22	\$1,255	3,653	3,342	22	\$1,270	4,244
PRIVATE E1	5,972	22	\$1,089	6,504	4,896	22	\$1,100	5,386	5,623	22	\$1,113	6,258
SUBTOTAL LUMP SUM TERMINAL LEAVE PAYMENTS	68,247			111,927	55,950			92,659	64,243			107,665
SEVERANCE PAY, DISABILITY	5,237		\$34,758	182,027	4,017		\$35,106	141,020	4,098		\$35,537	145,629
SEPARATION PAY - INVOLUNTARY HALF PAY (5%)	2,014		\$16,027	32,278	1,779		\$16,182	28,787	2,042		\$16,381	33,450
SEPARATION PAY - INVOLUNTARY FULL PAY (10%)	2,254		\$39,010	87,929	2,194		\$39,409	86,452	1,861		\$39,901	74,255
VOLUNTARY SEPARATION INCENTIVE (THRU DEC 31,1992)				4,213				3,703				3,914
15 YEAR TEMPORARY EARLY RETIREMENT AUTHORITY	80		\$54,292	4,317	874		\$54,835	47,944	303		\$55,507	16,813
\$30,000 LUMP SUM BONUS				73,664				68,459				63,589
TOTAL SEPARATION PAYMENTS - ENLISTED	77,832			496,355	64,815			469,024	72,547			445,315
ACTIVE COMPONENT STRENGTH FUNDED IN OCO BASELINE REQUEST					2,427			109,135				445,315
					62,388			359,889	72,547			445,315

PB-30X SEPARATION PAYMENTS

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

ESTIMATE FY 2016	\$969,143
ESTIMATE FY 2015	\$987,541
ACTUAL FY 2014	\$1,078,274

PROJECT: SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Calendar year	OASDI Base	Medicare Base
2014	\$117,000	No upper limit
2015	\$119,100	No upper limit
2016	\$123,600	No upper limit

The FY 2015 FICA tax budget request contains \$3.4 million associated with Active Component strength funded in Overseas Contingency Operations (OCO).

There is a -\$21.8 million change in the enlisted FICA requirement between FY 2015 and FY 2016. This decrease is based on:

- (1) Price increase due to the annualization of the 1.0% pay raise, effective 1 January 2015: +\$2.5 million
- (2) Price increase due to the annualization of the 1.3% pay raise, effective 1 January 2016: +\$10.0 million
- (3) Program decrease due to a decline in total enlisted man-years: -\$30.8 million
- (4) Program decrease due to a shift in enlisted grade structure: -\$3.5 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE			AVERAGE			AVERAGE		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED									
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	440,994	\$2,445	1,078,274	397,576	\$2,492	990,923	385,208	\$2,516	969,143
TOTAL SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION-ENLISTED	440,994		1,078,274	397,576		990,923	385,207		969,143
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				2,128		3,382			
BASELINE REQUEST				395,448		987,541	385,207		969,143

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

FY2015 Direct Program		79,161
Increases:		
Price Increases		
a.	Basic Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	138
b.	Basic Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	538
c.	Cadet Ration rate increase in subsistence in 2016	630
d.	FICA increase due to the annualization of the 1% pay raise, effective 1 January 2015	10
e.	FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	41
Total Price Increases		1,357
Decreases:		
Program Decreases		
a.	Basic Pay decrease due to decreasing man-years	(137)
b.	Cadet Ration rate decrease in subsistence decreasing man-years	(49)
c.	FICA decreasing due to decreasing man-years	(10)
Total Program Decreases		(196)
FY2016 Direct Program		80,322

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

ESTIMATE FY 2016 \$80,323
ESTIMATE FY 2015 \$79,161
ACTUAL FY 2014 \$77,959

Project: Academy Cadets

PART I - PURPOSE AND SCOPE

The funds requested provide for United States Military Academy (USMA) Cadets basic pay and allowances, rations, and the employer's share of the Federal Insurance Contribution Act (FICA) tax under the provisions of Title 37 U.S.C. Sections 201, 203, and 422.

Title 37 U.S.C. Section 203 (c) sets the basic pay rate of a Cadet to be "at the monthly rate equal to 35 percent of the basic pay of a commissioned officer in the pay grade O-1 with less than two years of service." Requirements are determined by multiplying estimated annual rates and statutory rates by the projected man-years.

The FY 2009 National Defense Authorization Act Section 540 (a) authorizes USMA to have a strength of 4,400 Cadets as measured on the day before the last day of the academic year.

Title 10 U.S.C. Section 4344 states the "Secretary of the Army may permit not more than 60 persons at any one time from foreign countries to receive instruction at the Academy. A person receiving instruction under this section is entitled to the pay and allowances of a Cadet appointed from the United States, and from the same appropriations."

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirement Calculation:

The basic pay funding requirement is determined by applying the annual statutory rate to the projected man-years.

For Cadet rations, the yearly rates are calculated using the Cadet daily annualized ration rates multiplied by 365 days. The daily subsistence rates used in this request are provided in the following table:

Calendar Year 2014 - \$11.85 (1 Jan - 31 Dec)	FY 2014 Annualized Rate - \$11.81 per day
Calendar Year 2015 - \$12.20 (1 Jan - 31 Dec)	FY 2015 Annualized Rate - \$12.11 per day
Calendar Year 2016 - \$12.60 (1 Jan - 31 Dec)	FY 2016 Annualized Rate - \$12.60 per day

The FICA tax is calculated based on the Old Age, Survivor, and Disability Insurance (OASDI) rate of 6.2% and the Hospital Insurance (HI) rate of 1.45% for a combined 7.65% of basic pay. The number of takers in the Social Security budget line does not include foreign Cadets since they are exempt from FICA taxation.

PB-30X CADETS

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

Funding Requirement Changes from FY 2015 to FY 2016:

The Academy Cadets funding requirement changes by +\$1.2 million from FY 2015 to FY 2016. This change is a net result of the following factors:

Increases:

- (1) Price increase in basic pay due to pay inflation is +\$0.7 million from FY 2015 to FY 2016. The increase is a result of:
 - (a) Annualization of the 1.0% pay raise, effective 1 January 2015: +\$0.2 million
 - (b) Annualization of the 1.3% pay raise, effective 1 January 2016: +\$0.5 million
- (2) Price increase in subsistence due to Cadet ration rate inflation from \$12.20 to \$12.60: +\$0.6 million
- (3) Price increase in FICA due to an increase in the Cadet basic pay rate: +\$0.1 million

Decreases:

- (1) Program decrease in basic pay, subsistence, and FICA as a result of man-year reduction: -\$0.2 million

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACADEMY CADETS									
BASIC PAY	4,472	\$11,927	\$53,337	4,444	\$12,453	\$55,340	4,433	\$12,606	\$55,879
SUBSISTENCE (COMMUTED RATIONS)	4,472	\$4,571	\$20,461	4,444	\$4,420	\$19,643	4,433	\$4,563	\$20,225
SOCIAL SECURITY TAX - EMPLOYER'S CONTRIBUTION	4,419	\$942	\$4,161	4,386	\$953	\$4,178	4,375	\$964	\$4,219
TOTAL ACADEMY CADETS			\$77,959			\$79,161			\$80,323

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

Subsistence of Enlisted Personnel

FY 2015 Direct Program

1,803,537

Increases:

Price Increases:

a. Basic Allowance for Subsistence increase due to the annualization of the 2.9% rate adjustment, effective 1 January 2014	11,521
b. Basic Allowance for Subsistence increase due to the annualization of the 3.4% rate adjustment, effective 1 January 2015	40,524
c. Subsistence in Messes increase due to dining facility cost inflation	13,424
d. Operational Rations increase due to manufacturer price inflation	2,172
e. Unitized Group Rations-Heat and Serve increase due to manufacturer price inflation	391
f. Unitized Group Rations (A) increase due to manufacturer price inflation	725
g. Other Rations increase due to annual eligibility cost	92
h. Augmentation Rations increase due to food price inflation	137

Total Price Increases

68,986

Program Increases:

a. Basic Allowance for Subsistence increase due to decreased collections offset	3,476
b. Increase in direct resources due to a decrease in reimbursable requirements	750

Total Program Increases

4,226

Decreases

Price Decreases:

a. Basic Allowance for Subsistence decrease due to increased rate for collections offset after the application of annualized inflation assumptions	(10,639)
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Total Price Decreases

(10,639)

Program Decreases:

a. Basic Allowance for Subsistence decrease due to lower enlisted average strength projections after incorporation of the current Army drawdown plan	(29,325)
b. Subsistence in Messes decrease due to lower projected enlisted average strength after inclusion of the current Army drawdown plan	(19,428)
c. Operational Rations decrease due to lower forecasted enlisted average strength as a result of Army drawdown efforts	(3,119)
d. Unitized Group Rations-Heat and Serve decrease due to lower overall strength levels expected from current Army drawdown efforts	(561)
e. Unitized Group Rations (A) decrease due to lower overall strength levels forecasted after updating assumptions to include current Army drawdown efforts	(1,040)
f. Other Rations decrease due to lower overall strength levels projected from current Army drawdown efforts	(137)
g. Family Subsistence Supplemental Allowance decrease due to number of personnel estimated to receive benefit	(20)

Total Program Decreases

(53,631)

FY 2016 Direct Program

1,812,479

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

ESTIMATE FY 2016	\$1,819,574
ESTIMATE FY 2015	\$1,802,058
ACTUAL FY 2014	\$2,285,117

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). BAS in this account is for the active duty enlisted Soldier. SIK 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 BAS.

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 SIK 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, Korean Augmentation to U.S. Army (KATUSA) rations, and host nation support meals. Contracted meals are furnished by commercial facilities when the payment of BAS would create an individual hardship and/or the costs for establishing a government mess facility are prohibitive. The number of authorized recipients and the type of augmentation 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; as of August 2009 this allowance is not to exceed \$1,100 per month (ref P.L. 106-398 sec 603 of the FY 10 NDAA). 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.

PB-30X ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE- PURPOSE/SCOPE & JUSTIFICATION

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2015 Subsistence of Enlisted Personnel budget request contains \$9.3 million, in Overseas Contingency Operation (OCO) requirements associated with Active Component strength above 490,000.

The change in Subsistence of Enlisted Personnel from FY 2015 to FY 2016 is +\$8.1 million. This increase is based on the following changes to Basic Allowance for Subsistence, Subsistence in Kind, and Family Supplemental Subsistence Allowance

Basic Allowance for Subsistence

Basic Allowance for Subsistence figures displayed for FY 2014 reflects projected execution to include expenses associated with OEF. Basic Allowance for Subsistence (BAS) takers are directly related to the total enlisted strength levels and adjusted to exclude Soldiers in training who do not receive BAS. Statutory rate inflation is based on budget guidance. The change in BAS from FY 2015 to FY 2016 is +\$15.4 million.

Price increases:

- 1) BAS increase due to 2.9% rate change effective January 1, 2015: +\$11.5 million
- 2) BAS increase due to 3.4% rate change effective January 1, 2016: +\$40.5 million

Price decreases:

- 1) BAS requirement decrease due to increased collection rates: -\$10.7 million.

Program increase:

- 1) BAS increase due to decreased collections associated with lower strength levels: +\$3.5 million.

Program decreases:

- 1) BAS decrease due to lower strength levels: -\$29.3 million.

Subsistence in Kind

Subsistence in Kind data in FY 2014 reflects actual execution to include expenses associated with OEF. FY 2015 and FY 2016 data reflect the projected base requirements during peace time operations for subsistence in messes and operational rations. These accounts are closely tied to inflation factors similar to those impacting BAS. The change in Subsistence in Kind from FY 2015 to FY 2016 is -\$7.3 million.

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

Price increases:

- 1) Subsistence in Messes increase due to dining facility cost inflation: +\$13.4 million
- 2) Operational rations (MREs) increase due to manufacturer price inflation: +\$2.2 million
- 3) Unitized Group Rations - Heat and Serve increase due to manufacturer price inflation: +\$0.4 million
- 4) Unitized Group Rations (A) increase due to manufacturer price inflation: +\$0.7 million
- 5) Other rations increase due to price inflation: +\$0.1 million
- 6) Augmentation Ration increase due to number of personnel estimated to receive benefit: +\$0.1 million

Program decreases:

- 1) Subsistence in Mess decrease due to reduced enlisted strength: -\$19.4 million
- 2) Operational Rations decrease due to number of personnel estimated to receive benefit: -\$3.1 million
- 3) Unitized Group Rations-Heat and Serve decrease due to number of personnel estimated to receive benefit: -\$0.6 million
- 4) Unitized Group Rations (A) decrease due to number of personnel estimated to receive benefit: -\$1.0 million
- 5) Other rations decrease due to number of personnel estimated to receive benefit: -\$0.1 million

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	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	432,695	\$4,275	1,849,774	368,859	\$4,384	1,617,053	362,170	\$4,528	1,639,772
COLLECTIONS AT DISCOUNT MEAL RATE	-89,721	\$3,811	-341,958	-83,937	\$3,909	-328,083	-83,048	\$4,037	-335,246
SUBTOTAL BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED	342,974		1,507,816	284,922		1,288,970	279,122		1,304,526
SUBSISTENCE IN KIND									
SUBSISTENCE IN MESSES	127,682	\$4,121	526,159	97,684	\$4,240	414,215	93,103	\$4,385	408,211
SUBTOTAL SUBSISTENCE IN MESSES	127,682		526,159	97,684		414,215	93,103		408,211
OPERATIONAL RATIONS									
OPERATIONAL RATIONS -MEALS READY-TO-EAT (MRE)	17,425	\$9,121	158,935	7,139	\$9,386	67,002	6,806	\$9,705	66,055
UNITIZED GROUP RATIONS-HEAT AND SERVE	4,082	\$7,015	28,636	1,672	\$7,219	12,072	1,595	\$7,464	11,902
UNITIZED GROUP RATIONS (A)	8,691	\$6,106	53,074	3,561	\$6,284	22,375	3,395	\$6,497	22,060
OTHER RATION PACKAGES	739	\$9,165	6,775	303	\$9,431	2,857	288	\$9,752	2,812
SUBTOTAL OPERATIONAL RATIONS	30,937		247,420	12,675		104,306	12,085		102,829
AUGMENTATION RATIONS/OTHER PROGRAMS									
AUGMENTATION RATIONS			24			24			25
MEALS FURNISHED UNDER CONTRACT			0			0			0
MEALS FURNISHED BY MEDICAL FACILITIES			2,790			2,984			3,115
SUBTOTAL AUGMENTATION RATIONS/OTHER PROGRAMS			2,814			3,007			3,115
SUBTOTAL SUBSISTENCE IN KIND	158,619		776,393	110,369		521,528	105,181		514,155
FAMILY SUBSISTENCE SUPPLEMENTAL ALLOWANCE	121	\$7,187	908	120	\$7,395	884	117	\$7,647	893
TOTAL SUBSISTENCE OF ENLISTED PERSONNEL	501,429		2,285,117	395,281		1,811,382	384,426		1,819,574
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				2,127		9,324			
BASELINE REQUEST				393,154		1,802,058	384,426		1,819,574

PB-30X ENLISTED BASIC ALLOWANCE FOR SUBSISTENCE

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

FY2015 Direct Program		1,836,410
Increases:		
Price Increases		
	Member travel increase due to cost inflation	5,807
	Dependent travel increase due to cost inflation	1,595
	Household goods shipment increase due to cost inflation	15,901
	Dislocation allowance increase due to annualization of 2014 and 2015 pay raise	1,648
	Trailer allowance increase due to cost inflation	4
	Privately owned vehicle increase due to cost inflation	211
	Port handling increase due to cost inflation	11
	Non-temporary storage increase due to cost inflation	230
	Temporary lodging expense increase due to cost inflation	772
Total Increases Pricing		26,179
Decreases:		
Program Decreases		
	Member travel decrease due to change in move requirements	(5,394)
	Dependent travel decrease due to change in move requirements	(3,543)
	Household goods shipment decrease due to change in move requirements	(55,261)
	Dislocation allowance decrease due to change in move requirements	(8,143)
	Port handling decrease due to change in move requirements	(35)
	Non-temporary storage decrease due to change in move requirements	(1,016)
	Temporary lodging expense increase due to change in move requirements	(2,192)
Total Decreases Program		(75,584)
FY 2016 Direct Program		1,787,005

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

PART I - PURPOSE AND SCOPE

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

Funding requirements for PCS represent approximately 4% of total Military Pay requirement and includes six travel categories: Accessions Training, Operations, Rotations, Separations and Organized Unit. The number of moves in a given year has 2 drivers: prescribed end strength and mission requirements.

PCS Entitlements include:

- Dislocation Allowance
- Global POV Storage
- Non-temporary Storage
- Port Handling Charges
- Trailer Allowances
- Transportation of Household Goods
- Transportation of POVs
- Travel of Military Members and Dependents
- Temporary Lodging Expense
- Monetary Allowance in Lieu of Transportation
- Pet Quarantine Fees

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Permanent Change of Station (PCS) program supports the dynamic requirements of a transforming Army. The PCS program plays an integral role as the Army strives to restore balance to the force to improve dwell time, ensure that Soldiers are in the proper place at the right time, and meet the demands of current operations and future contingencies. The Army Force Generation (ARFORGEN) cycle is also a major driver within every element of the PCS program as the requirements of the Reset/Training Force Pool, Ready Force Pool, and Available Force Pool have significant impacts on yearly PCS requirements.

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

Cost Savings and Efficiencies in the Army's Permanent Change of Station Program:

The Army has taken a number of steps to introduce efficiencies in both the budget and execution of PCS moves. One such efficiency is the Department's efforts related to the Defense Personal Property System (DPS). DPS was developed to streamline the overall move process for the service member, and the bidding process for the contractors. Since the inception of DPS, the Army has been able to realize an overall rate savings of approximately 10% related to the movement of household goods, and have been reflected as lower move rates in the budget request.

In the FY 2014 DoD Appropriation bill, the House Committee on Appropriations report directed the DoDIG to review the PCS program for potential cost savings and efficiencies and submit a report no later than 180 days after enactment. DoDIG report (No. DODIG-2014-076) concluded that potential savings and efficiencies could be achieved within the PCS program by implementing service specific and department level controls / recommendations.

Department of Army Deputy Chief of Staff (Logistics) was identified as the lead to address the following potential opportunities for efficiencies:

1. Develop quality control and operating procedures to review Non-Temporary Storage (NTS) for validity and where an entitlement no longer exists from Government to convert NTS bills to reflect service member responsibility.
2. Implement controls such that enable the Army to track and recoup any overpayment made to a service member who exceeds their maximum U.S. Household Goods (HHG) weight entitlement.
3. Establish policy requiring the use of cost effective methods to ship / store domestic HHG weighing 1,000 pounds or less.

The Army is currently in the process of implementing all of the DoDIG recommendations. The Army plans to implement corrective action to DoDIG recommendations as an interim solution until all personal property shipments including non-temporary storage, and direct procurement method shipments are fully incorporated into DPS in FY 2017.

The general inflation assumption is 1.6% in FY 2016.

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

	ACTUAL FY 2014		ESTIMATE FY 2015		ESTIMATE FY 2016	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
ACCESSION TRAVEL	66,299	\$146,288	64,699	\$144,334	75,058	\$170,840
TRAINING TRAVEL	14,743	\$142,500	15,574	\$151,993	14,984	\$148,473
OPERATIONAL TRAVEL	40,780	\$435,789	40,666	\$433,863	38,106	\$418,655
ROTATIONAL TRAVEL TO/FROM OVERSEAS	50,904	\$804,979	49,882	\$789,374	45,726	\$735,710
SEPARATION TRAVEL	88,943	\$300,558	84,895	\$312,696	89,742	\$309,069
ORGANIZED UNIT TRAVEL	5,766	\$3,790	6,252	\$4,150	6,295	\$4,257
TOTAL OBLIGATIONS	267,435	\$1,833,904	261,969	\$1,836,410	269,912	\$1,787,005
ACTIVE COMPONENT STRENGTH FUNDED IN OCO			7,213	\$50,618		
BASELINE REQUEST			254,756	\$1,785,791	269,912	\$1,787,005

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

	ACTUAL FY 2014		ESTIMATE FY 2015		ESTIMATE FY 2016	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
TRAVEL OF MILITARY MEMBER						
MILEAGE AND PER DIEM	267,435	\$295,891	261,969	\$294,294	269,912	\$295,432
AMC	0	\$0	0	\$0	0	\$0
COMMERCIAL AIR	15,665	\$20,026	15,148	\$19,948	15,944	\$19,224
TRAVEL OF DEPENDENTS						
MILEAGE AND PER DIEM	133,714	\$85,824	110,738	\$85,159	112,355	\$83,324
AMC	0	\$0	0	\$0	0	\$0
COMMERCIAL AIR	2,164	\$2,353	2,124	\$2,324	2,099	\$2,211
TRANSPORTATION OF HHG						
LAND SHIPMENT	224,826	\$1,103,551	222,443	\$1,110,193	224,551	\$1,075,209
ITGBL SHIPMENT	128,077	\$87,506	126,664	\$86,937	86,867	\$82,559
DISLOCATION ALLOWANCE	123,315	\$174,871	122,481	\$172,955	117,905	\$166,460
TRAILER ALLOWANCE	538	\$195	509	\$193	530	\$197
TRANSPORTATION OF POVS	14,013	\$10,970	13,445	\$11,084	13,649	\$11,295
PORT HANDLING (HHG)	1,624	\$660	1,470	\$598	1,467	\$574
NON-TEMPORARY STORAGE		\$11,476		\$12,119		\$11,333
TEMPORARY LODGING EXPENSE		\$40,581		\$40,606		\$39,186
TOTAL OBLIGATIONS		\$1,833,903		\$1,836,410		\$1,787,005
LESS: REIMBURSABLE		\$0		\$0		\$0
TOTAL DIRECT		\$1,833,904		\$1,836,410		\$1,787,005
ACTIVE COMPONENT STRENGTH FUNDED IN OCO				\$50,618		
BASELINE REQUEST		\$1,833,904		\$1,785,791		\$1,787,005

PB-30X PCS - SUMMARY OF REQUIREMENTS BY TYPES OF COST

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

ESTIMATE FY 2016	\$170,841
ESTIMATE FY 2015	\$144,334
ACTUAL FY 2014	\$146,288

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 academy but fail to pass the entrance physical examinations and are required to return home.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Accession estimates are based upon the officer, enlisted and cadet gains necessary to meet the Army's planned strength levels and fulfillment of on-going war and peacetime requirements. Planned accession moves are directly related to the Army's Accession Mission.

The net change in accession travel is +\$26.5 million from FY 2015 to FY 2016. This change is composed of:

1. Price increase of +\$3.0 million driven by general inflation of 1.6%
2. Program increase of +\$23.5 million driven by an increase in officer and enlisted move requirements as a result of the Army's increased accession mission.

The following table provides detailed cost computations:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL									
OFFICER MEMBER TRAVEL									
ACCESSION TVL, OFFICER- MEM TVL MILEAGE	6,700	\$1,048	\$7,021	6,263	\$1,063	\$6,655	6,834	\$1,080	\$7,378
ACCESSION TVL, OFFICER- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ACCESSION TVL, OFFICER- MEM TVL COMMERCIAL AIR	41	\$308	\$13	39	\$312	\$12	42	\$317	\$13
SUBTOTAL MEMBER TRAVEL			\$7,034			\$6,667			\$7,392
DEPENDENT TRAVEL									
ACCESSION TVL, OFFICER- DEP TVL MILEAGE	1,001	\$737	\$738	936	\$748	\$700	1,021	\$760	\$776
ACCESSION TVL, OFFICER- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ACCESSION TVL, OFFICER- DEP TVL COMMERCIAL AIR	11	\$172	\$2	11	\$174	\$2	12	\$177	\$2
SUBTOTAL DEPENDENT TRAVEL			\$740			\$701			\$778
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, OFFICER- HHG LAND SHIPMENT	6,700	\$1,581	\$10,596	6,263	\$1,604	\$10,043	6,834	\$1,629	\$11,135
ACCESSION TVL, OFFICER- INTL GOVT BILL OF LADING	5,503	\$117	\$646	5,144	\$119	\$613	5,613	\$121	\$679
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$11,242			\$10,660			\$11,827
ACCESSION TVL, OFFICER- DISLOCATION ALLOWANCE	2,328	\$1,353	\$3,149	2,176	\$1,366	\$2,973	2,374	\$1,383	\$3,283
ACCESSION TVL, OFFICER- TRAILER ALLOWANCE	5	\$301	\$2	4	\$306	\$1	5	\$310	\$1
ACCESSION TVL, OFFICER- PRIVATELY OWNED VEHICLE	9	\$604	\$5	9	\$612	\$5	9	\$622	\$6
ACCESSION TVL, OFFICER- PORT HANDLING COST HHG	588	\$76	\$45	550	\$78	\$43	600	\$79	\$47
ACCESSION TVL, OFFICER- NONTEMP STORAGE HHG			\$55			\$53			\$58
ACCESSION TVL, OFFICER- TEMPORARY LODGING			\$272			\$258			\$286
SUBTOTAL OFFICER			\$ 22,544			\$ 21,357			\$ 23,665

PB-30X ACCESSION TRAVEL

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL - ENLISTED MEMBER TRAVEL									
ACCESSION TVL, ENLISTED- MEM TVL MILEAGE	58,300	\$849	\$49,508	57,155	\$861	\$49,215	66,938	\$875	\$58,562
ACCESSION TVL, ENLISTED- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ACCESSION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	4,528	\$333	\$1,507	4439	\$337	\$1,498	5273	\$343	\$1,808
SUBTOTAL MEMBER TRAVEL			\$51,015			\$50,713			\$60,369
DEPENDENT TRAVEL									
ACCESSION TVL, ENLISTED- DEP TVL MILEAGE	10,101	\$602	\$6,084	9,902	\$611	\$6,047	11,762	\$620	\$7,298
ACCESSION TVL, ENLISTED- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ACCESSION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	57	\$231	\$13	56	\$235	\$13	66	\$238	\$16
SUBTOTAL DEPENDENT TRAVEL			\$6,097			\$6,061			\$7,314
TRANSPORTATION OF HOUSEHOLD GOODS									
ACCESSION TVL, ENLISTED- HHG LAND SHIPMENT	55,617	\$890	\$49,523	54,525	\$903	\$49,231	64,761	\$917	\$59,408
ACCESSION TVL, ENLISTED- INTL GOVT BILL OF LADING	47,674	\$73	\$3,488	46,737	\$74	\$3,468	55,511	\$75	\$4,185
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$53,011			\$52,698			\$63,593
ACCESSION TVL, ENLISTED- DISLOCATION ALLOWANCE	14,587	\$692	\$10,091	14,301	\$699	\$9,992	16,749	\$707	\$11,847
ACCESSION TVL, ENLISTED- TRAILER ALLOWANCE	21	\$357	\$8	20	\$362	\$7	24	\$368	\$9
ACCESSION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	7	\$720	\$5	7	\$730	\$5	8	\$742	\$6
ACCESSION TVL, ENLISTED- PORT HANDLING COST HHG	42	\$88	\$4	41	\$89	\$4	49	\$91	\$4
ACCESSION TVL, ENLISTED- NONTEMP STORAGE HHG			\$66			\$65			\$78
ACCESSION TVL, ENLISTED- TEMPORARY LODGING			\$2,698			\$2,682			\$3,191
SUBTOTAL ENLISTED			\$122,995			\$122,228			\$146,411

PB-30X ACCESSION TRAVEL

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ACCESSION TRAVEL - CADET									
ACCESSION TVL, CADET- MEM TVL MILEAGE	1,299	\$577	\$749	1,277	\$577	\$749	1,279	\$587	\$765
TOTAL ACCESSION TRAVEL			\$146,288			\$144,334			\$170,841
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$4,285			
BASELINE REQUEST- ACCESSION TRAVEL						\$140,049			\$170,841

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

ESTIMATE FY 2016	\$148,473
ESTIMATE FY 2015	\$151,993
ACTUAL FY 2014	\$142,500

Project: Training Travel

PART I - PURPOSE AND SCOPE

Officers. Covers PCS movements of (1) officers and warrant officers from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flight training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; and (2) officer and warrant officer school graduates and eliminates from school to their next permanent CONUS duty station. Excluded are: academy graduates, Officer Candidate School (OCS) or Reserve Officer Training Corps (ROTC) graduates, flight training graduates and other officers funded with Accession Travel.

Enlisted. Covers PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flight training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more; (2) enlisted school graduates and eliminates 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Training travel requirements support officer and enlisted personnel attending military, federal government and civilian training programs. Training is a critical component necessary to develop and maintain skill sets needed to fill the requirements of an agile Army prepared to respond to worldwide conflicts.

The net change in training travel is -\$3.5 million from FY 2015 to FY 2016. This change is composed of:

1. Price increase of +\$2.5 million, driven by general inflation of 1.6%.
2. Program decrease of -\$6.0 million driven by a reduction in officer and enlisted FY 2016 training move requirements.

The following table provides detailed cost computations:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
TRAINING TRAVEL									
OFFICER									
TRAINING TVL, OFFICER- MEM TVL MILEAGE	12,470	\$909	\$11,341	12,947	\$922	\$11,939	12,456	\$937	\$11,671
TRAINING TVL, OFFICER- DEP TVL MILEAGE	8,464	\$482	\$4,079	8,788	\$489	\$4,294	8,455	\$496	\$4,197
TRAINING TVL, OFFICER- HHG LAND SHIPMENT	12,470	\$6,403	\$79,841	12,947	\$6,492	\$84,055	12,456	\$6,596	\$82,165
TRAINING TVL, OFFICER- DISLOCATION ALLOWANCE	12,212	\$2,097	\$25,605	12,680	\$2,118	\$26,851	12,199	\$2,144	\$26,151
TRAINING TVL, OFFICER- TRAILER ALLOWANCE	7	\$581	\$4	7	\$589	\$4	7	\$599	\$4
TRAINING TVL, OFFICER- NONTEMP STORAGE HHG			\$450			\$474			\$463
TRAINING TVL, OFFICER- TEMPORARY LODGING			\$3,675			\$3,869			\$3,782
SUBTOTAL OFFICER			\$124,995			\$131,486			\$128,433
ENLISTED									
TRAINING TVL, ENLISTED- MEM TVL MILEAGE	2,273	\$1,009	\$2,293	2,627	\$1,023	\$2,687	2,528	\$1,039	\$2,627
TRAINING TVL, ENLISTED- DEP TVL MILEAGE	1,434	\$755	\$1,082	1,658	\$765	\$1,269	1,595	\$778	\$1,240
TRAINING TVL, ENLISTED- HHG LAND SHIPMENT	2,273	\$5,117	\$11,630	2,627	\$5,188	\$13,632	2,528	\$5,271	\$13,328
TRAINING TVL, ENLISTED- DISLOCATION ALLOWANCE	858	\$2,631	\$2,257	992	\$2,657	\$2,635	954	\$2,690	\$2,567
TRAINING TVL, ENLISTED- TRAILER ALLOWANCE	4	\$2,712	\$11	4	\$2,750	\$12	4	\$2,794	\$12
TRAINING TVL, ENLISTED- NONTEMP STORAGE HHG			\$9			\$10			\$10
TRAINING TVL, ENLISTED- TEMPORARY LODGING			\$223			\$262			\$256
SUBTOTAL ENLISTED			\$17,505			\$20,507			\$20,040
TOTAL TRAINING TRAVEL			\$142,500			\$151,993			\$148,473
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$4,193			
BASELINE REQUEST						\$147,800			\$148,473

PB-30X TRAINING TRAVEL

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

ESTIMATE FY 2016	\$418,655
ESTIMATE FY 2015	\$433,863
ACTUAL FY 2014	\$435,789

Project: Operational Travel

PART I - PURPOSE AND SCOPE

Officers. Covers PCS movements of (1) officers, and warrant officers to and from permanent duty stations located in CONUS; (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 and privately owned vehicles of officers and warrant officers who are interned, missing, or captured when no transoceanic travel is involved.

Enlisted. Covers PCS movements of (1) enlisted personnel to and from permanent duty stations located in CONUS; (2) enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects and privately owned vehicles of enlisted personnel who are interned, missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Operational moves are critical to the Army's ability to maintain a high level of readiness throughout the force and directly impact the ability to execute strategic placement of Soldiers to meet operational requirements.

The net change in the operational travel is -\$15.2 million from FY 2015 to FY 2016. This change is composed of:

1. Price increase of +\$7.4 million driven by general inflation of 1.6%.
2. Program decrease of -\$22.6 million is primarily driven by an overall reduction in operational moves from FY 2015 to FY 2016. The moves displayed for FY 2016 reflect the most critical moves necessary to backfill shortages and maintain proper manning levels, tactical competencies, and individual technical proficiencies for deploying units. Army requirements are also driven by Brigade Combat Team (BCT) reorganization and all drawdown efforts. As BCT reorganization efforts have reduced, the Army expects fewer operational move requirements in FY 2016.

The following table provides detailed cost computations:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
OPERATIONAL TRAVEL									
OFFICER									
OPERATIONAL TVL, OFFICER- MEM TVL MILEAGE	8,701	\$1,419	\$12,350	7,846	\$1,439	\$11,292	8,074	\$1,462	\$11,805
OPERATIONAL TVL, OFFICER- DEP TVL MILEAGE	6,677	\$821	\$5,480	6,021	\$832	\$5,011	6,195	\$846	\$5,239
OPERATIONAL TVL, OFFICER- HHG LAND SHIPMENT	8,701	\$11,848	\$103,088	7,846	\$12,014	\$94,263	8,074	\$12,206	\$98,546
OPERATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	8,701	\$2,414	\$21,004	7,846	\$2,438	\$19,130	8,074	\$2,468	\$19,926
OPERATIONAL TVL, OFFICER- TRAILER ALLOWANCE	5	\$998	\$5	5	\$1,012	\$5	5	\$1,028	\$5
OPERATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			\$497			\$454			\$475
OPERATIONAL TVL, OFFICER- TEMPORARY LODGING			\$3,981			\$3,640			\$3,805
SUBTOTAL OFFICER			\$146,405			\$133,795			\$139,801
ENLISTED									
OPERATIONAL TVL, ENLISTED- MEM TVL MILEAGE	32,079	\$821	\$26,345	32,820	\$833	\$27,331	30,032	\$846	\$25,410
OPERATIONAL TVL, ENLISTED- DEP TVL MILEAGE	20,229	\$445	\$9,006	20,696	\$451	\$9,343	18,938	\$459	\$8,686
OPERATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	32,079	\$6,426	\$206,135	32,820	\$6,516	\$213,847	30,032	\$6,620	\$198,816
OPERATIONAL TVL, ENLISTED- DISLOCATION ALLOWANCE	32,079	\$1,084	\$34,760	32,820	\$1,094	\$35,918	30,032	\$1,108	\$33,271
OPERATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	8	\$602	\$5	8	\$610	\$5	7	\$620	\$4
OPERATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			\$225			\$234			\$217
OPERATIONAL TVL, ENLISTED- TEMPORARY LODGING			\$12,908			\$13,391			\$12,450
SUBTOTAL ENLISTED			\$289,384			\$300,068			\$278,854

PB-30X OPERATIONAL TRAVEL

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
TOTAL OPERATIONAL TRAVEL			\$435,789			\$433,863			\$418,655
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$11,636			
BASELINE REQUEST						\$422,227			\$418,655

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

ESTIMATE FY 2016	\$735,710
ESTIMATE FY 2015	\$789,374
ACTUAL FY 2014	\$804,979

Project: Rotational Travel to/from Overseas

PART I - PURPOSE AND SCOPE

Officers. Covers PCS movements of (1) officers and warrant officers from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations overseas or training of 20 weeks or more duration, to permanent duty stations in CONUS; (3) officers and warrant officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, missing or captured when transoceanic travel is involved.

Enlisted. Covers PCS movements of (1) enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas or training of 20 weeks or more duration to permanent duty stations in CONUS; (3) enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, and privately owned vehicles of enlisted personnel who are interned, missing, or captured when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are critical to the Army's ability to maintain a high level of readiness throughout the force. Rotational moves play an integral role in establishing proper balance across all Army installations throughout the globe. Rotational moves are directly impacted by overseas strength requirements and the length of overseas tours for Soldiers and their families.

The net change in rotational travel is -\$53.7 million from FY 2015 to FY 2016. This change is composed of:

1. Price increase of +\$13.1 million driven by general inflation of 1.6%.
2. Program decrease of -\$66.8 million driven by an overall reduction in rotational moves from FY 2015 to FY 2016. The moves displayed for FY 2016 correlate with the Army's latest move projections and focus on the most critical moves necessary to backfill shortages, maintain proper manning levels, tactical competencies, and individual technical proficiencies for deploying units. Army requirements are also driven by Brigade Combat Team (BCT) reorganization and all drawdown efforts. As BCT reorganization efforts peaked in FY 2014, the Army expects fewer rotational move requirements in FY 2016 to and from overseas locations.

The following table provides detailed cost computations:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	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	9,400	\$4,371	\$41,088	8,102	\$4,432	\$35,910	7,510	\$4,503	\$33,821
ROTATIONAL TVL, OFFICER- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, OFFICER- MEM TVL COMMERCIAL AIR	1,299	\$2,309	\$2,999	1,120	\$2,341	\$2,622	1,038	\$2,378	\$2,469
SUBTOTAL MEMBER TRAVEL			\$44,087			\$38,532			\$36,290
DEPENDENT TRAVEL									
ROTATIONAL TVL, OFFICER- DEP TVL MILEAGE	5,224	\$2,736	\$14,295	4,503	\$2,775	\$12,494	4,174	\$2,819	\$11,767
ROTATIONAL TVL, OFFICER- DEP TVL AMC	-	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, OFFICER- DEP TVL COMMERCIAL AIR	340	\$1,899	\$646	293	\$1,926	\$565	272	\$1,957	\$532
SUBTOTAL DEPENDENT TRAVEL			\$14,941			\$13,058			\$12,299
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, OFFICER- HHG LAND SHIPMENT	9,400	\$11,488	\$107,989	8,102	\$11,649	\$94,381	7,510	\$11,836	\$88,891
ROTATIONAL TVL, OFFICER- INTL GOVT BILL OF LADING	9,400	\$2,048	\$19,250	8,102	\$2,077	\$16,824	7,510	\$2,110	\$15,845
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$127,239			\$111,205			\$104,736
ROTATIONAL TVL, OFFICER- DISLOCATION ALLOWANCE	9,400	\$2,525	\$23,738	8,101	\$2,551	\$20,662	7,510	\$2,582	\$19,389
ROTATIONAL TVL, OFFICER- TRAILER ALLOWANCE	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, OFFICER- PRIVATELY OWNED VEHICLE	81	\$2,355	\$191	70	\$2,388	\$166	65	\$2,426	\$157
ROTATIONAL TVL, OFFICER- PORT HANDLING COST HHG	821	\$604	\$496	708	\$612	\$433	656	\$622	\$408
ROTATIONAL TVL, OFFICER- NONTEMP STORAGE HHG			\$2,762			\$2,414			\$2,273
ROTATIONAL TVL, OFFICER- TEMPORARY LODGING			\$4,655			\$4,069			\$3,832
SUBTOTAL OFFICER			\$218,109			\$190,538			\$179,384

PB-30X ROTATIONAL TRAVEL- PURPOSE/SCOPE & JUSTIFICATION

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTATIONAL TRAVEL TO/FROM OVERSEAS									
ENLISTED									
MEMBER TRAVEL									
ROTATIONAL TVL, ENLISTED- MEM TVL MILEAGE	41,504	\$2,446	\$101,537	41,781	\$2,481	\$103,645	38,216	\$2,520	\$96,319
ROTATIONAL TVL, ENLISTED- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, ENL- MEM TVL COMMERCIAL AIR	4,718	\$2,982	\$14,071	4,750	\$3,024	\$14,364	4,345	\$3,073	\$13,349
SUBTOTAL MEMBER TRAVEL			\$115,608			\$118,008			\$109,668
DEPENDENT TRAVEL									
ROTATIONAL TVL, ENLISTED- DEP TVL MILEAGE	20,824	\$1,738	\$36,194	20,963	\$1,762	\$36,945	19,174	\$1,791	\$34,334
ROTATIONAL TVL, ENLISTED- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ROTATIONAL TVL, ENL- DEP TVL COMMERCIAL AIR	703	\$1,918	\$1,349	708	\$1,945	\$1,378	648	\$1,976	\$1,280
SUBTOTAL DEPENDENT TRAVEL			\$37,543			\$38,322			\$35,614
TRANSPORTATION OF HOUSEHOLD GOODS									
ROTATIONAL TVL, ENLISTED- HHG LAND SHIPMENT	41,504	\$7,373	\$305,996	41,781	\$7,476	\$312,346	38,216	\$7,595	\$290,270
ROTATIONAL TVL, ENL- INTL GOVT BILL OF LADING	41,504	\$1,406	\$58,352	41,781	\$1,426	\$59,564	38,216	\$1,448	\$55,354
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$364,348			\$371,910			\$345,623
ROTATIONAL TVL, ENL- DISLOCATION ALLOWANCE	41,504	\$1,291	\$53,589	41,781	\$1,304	\$54,486	38,216	\$1,320	\$50,450
ROTATIONAL TVL, ENLISTED- TRAILER ALLOWANCE	140	\$577	\$81	141	\$585	\$83	129	\$595	\$77
ROTATIONAL TVL, ENL- PRIVATELY OWNED VEHICLE	62	\$2,905	\$180	63	\$2,946	\$184	57	\$2,993	\$171
ROTATIONAL TVL, ENL- PORT HANDLING COST HHG	105	\$720	\$76	106	\$730	\$77	97	\$742	\$72
ROTATIONAL TVL, ENLISTED- NONTEMP STORAGE HHG			\$3,292			\$3,360			\$3,123
ROTATIONAL TVL, ENLISTED- TEMPORARY LODGING			\$12,153			\$12,405			\$11,528
SUBTOTAL ENLISTED			\$586,869			\$598,836			\$556,326
TOTAL ROTATIONAL TRAVEL TO/FROM OVERSEAS			\$804,978			\$789,374			\$735,710
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$21,847			
BASELINE REQUEST						\$767,527			\$735,710

PB-30X ROTATIONAL TRAVEL- PURPOSE/SCOPE & JUSTIFICATION

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

ESTIMATE FY 2016	\$309,069
ESTIMATE FY 2015	\$312,696
ACTUAL FY 2014	\$300,558

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

Separation moves are a product of the Army's efforts to maintain a balanced force. In addition to normal attrition, separation moves are in part based upon the Army's planned strength levels to fulfill on-going wartime and peacetime requirements.

The net change in the separations program is -\$3.6 million from FY 2015 to FY 2016. This change is composed of:

1. Price increase of +\$.06 million driven by general inflation of 1.6%.
2. Program decrease of -\$3.6 million driven by a decrease in officer and enlisted move requirements as the Army continues its drawdown efforts.

Detailed cost computations are provided in the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TRAVEL									
OFFICER									
MEMBER TRAVEL									
SEPARATION TVL, OFFICER- MEM TVL MILEAGE	8,192	\$968	\$7,932	11,741	\$982	\$11,527	9,391	\$997	\$9,368
SEPARATION TVL, OFFICER- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
SEPARATION TVL, OFFICER- MEM TVL COMMERCIAL AIR	392	\$544	\$213	561	\$551	\$309	449	\$560	\$252
SUBTOTAL MEMBER TRAVEL			\$8,145			\$11,837			\$9,619
DEPENDENT TRAVEL									
SEPARATION TVL, OFFICER- DEP TVL MILEAGE	1,969	\$741	\$1,460	2,822	\$752	\$2,121	2,257	\$764	\$1,724
SEPARATION TVL, OFFICER- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
SEPARATION TVL, OFFICER- DEP TVL COMMERCIAL AIR	195	\$457	\$89	280	\$464	\$130	224	\$471	\$105
SUBTOTAL DEPENDENT TRAVEL			\$1,549			\$2,251			\$1,829
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, OFFICER- HHG LAND SHIPMENT	7,509	\$6,355	\$47,724	10,762	\$6,444	\$69,350	8,308	\$6,547	\$54,393
SEPARATION TVL, OFFICER- INTL GOVT BILL OF LADING	6,051	\$341	\$2,066	8,672	\$346	\$3,003	6,937	\$352	\$2,440
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$49,790			\$72,353			\$56,834
SEPARATION TVL, OFFICER- TRAILER ALLOWANCE	7	\$339	\$2	10	\$344	\$3	8	\$349	\$3
SEPARATION TVL, OFFICER- PRIVATELY OWNED VEHICLE	1,453	\$1,155	\$1,677	2,082	\$1,171	\$2,437	1,665	\$1,189	\$1,981
SEPARATION TVL, OFFICER- PORT HANDLING COST HHG	15	\$782	\$12	22	\$793	\$17	17	\$806	\$14
SEPARATION TVL, OFFICER- NONTEMP STORAGE HHG			\$2,336			\$3,395			\$2,759
SUBTOTAL OFFICER			\$63,511			\$92,294			\$73,039

PB-30X SEPARATION TRAVEL

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
SEPARATION TRAVEL									
ENLISTED MEMBER TRAVEL									
SEPARATION TVL, ENLISTED- MEM TVL MILEAGE	79,478	\$445	\$35,376	71,875	\$451	\$32,440	79,080	\$459	\$36,263
SEPARATION TVL, ENLISTED- MEM TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
SEPARATION TVL, ENLISTED- MEM TVL COMMERCIAL AIR	4,687	\$261	\$1,223	4,239	\$265	\$1,122	4,797	\$269	\$1,290
SUBTOTAL MEMBER TRAVEL			\$36,599			\$33,561			\$37,553
DEPENDENT TRAVEL									
SEPARATION TVL, ENLISTED- DEP TVL MILEAGE	36,292	\$200	\$7,253	32,820	\$203	\$6,651	37,146	\$206	\$7,648
SEPARATION TVL, ENLISTED- DEP TVL AMC	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
SEPARATION TVL, ENLISTED- DEP TVL COMMERCIAL AIR	857	\$296	\$254	775	\$300	\$233	878	\$305	\$268
SUBTOTAL DEPENDENT TRAVEL			\$7,507			\$6,884			\$7,916
TRANSPORTATION OF HOUSEHOLD GOODS									
SEPARATION TVL, ENLISTED- HHG LAND SHIPMENT	43,883	\$4,065	\$178,370	39,685	\$4,122	\$163,563	40,711	\$4,188	\$170,478
SEPARATION TVL, ENLISTED- INTL GOVT BILL OF LADING	17,945	\$206	\$3,704	16,228	\$209	\$3,397	18,367	\$213	\$3,906
SUBTOTAL TRANSPORTATION OF HOUSEHOLD GOODS			\$182,074			\$166,960			\$174,384
SEPARATION TVL, ENLISTED- TRAILER ALLOWANCE	342	\$226	\$77	309	\$229	\$71	340	\$233	\$79
SEPARATION TVL, ENLISTED- PRIVATELY OWNED VEHICLE	12,401	\$719	\$8,912	11,215	\$729	\$8,172	11,844	\$740	\$8,768
SEPARATION TVL, ENLISTED- PORT HANDLING COST HHG	53	\$500	\$27	48	\$507	\$24	55	\$515	\$28
SEPARATION TVL, ENLISTED- NONTEMP STORAGE HHG			\$1,780			\$4,657			\$7,228
SUBTOTAL ENLISTED			\$236,976			\$220,330			\$235,957
SEPARATION TVL, CADET- MEM TVL MILEAGE	1,273	\$55	\$71	1,280	\$56	\$72	1,271	\$57	\$73
TOTAL SEPARATION TRAVEL			\$300,558			\$312,696			\$309,069
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$8,542			
BASELINE REQUEST						\$304,154			\$309,069

PB-30X SEPARATION TRAVEL

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

ESTIMATE FY 2016	\$4,257
ESTIMATE FY 2015	\$4,150
ACTUAL FY 2014	\$3,790

Project: Organized Unit Travel

PART I - PURPOSE AND SCOPE

Officers. Covers PCS movements 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. Covers PCS movements 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

Organized Unit Travel is required to support changes in force structure that realign the forces to correct imbalances of support/command/control units and to maintain unit tactical integrity.

The net change in the organized unit travel is +\$0.1 driven by general inflation, and slight increases to officer and enlisted move requirements.

The following table provides detailed cost computations:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ORGANIZED UNIT TRAVEL									
OFFICER									
ORG UNIT TVL, OFFICER- MEM TVL MILEAGE	709	\$147	\$104	758	\$149	\$113	775	\$151	\$117
ORG UNIT TVL, OFFICER- DEP TVL MILEAGE	48	\$444	\$21	52	\$450	\$23	53	\$457	\$24
ORG UNIT TVL, OFFICER- HHG LAND SHIPMENT	596	\$1,523	\$908	637	\$1,544	\$983	651	\$1,569	\$1,022
ORG UNIT TVL, OFFICER- DISLOCATION ALLOWANCE	135	\$1,214	\$164	144	\$1,226	\$177	148	\$1,241	\$183
ORG UNIT TVL, OFFICER- TRAILER ALLOWANCE	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
ORG UNIT TVL, OFFICER- NONTEMP STORAGE HHG			\$1			\$1			\$1
ORG UNIT TVL, OFFICER- TEMPORARY LODGING			\$3			\$3			\$3
SUBTOTAL OFFICER			\$1,201			\$1,300			\$1,350
ENLISTED									
ORG UNIT TVL, ENLISTED- MEM TVL MILEAGE	5,057	\$35	\$176	5,495	\$35	\$194	5,520	\$36	\$198
ORG UNIT TVL, ENLISTED- DEP TVL MILEAGE	1,451	\$91	\$132	1,577	\$93	\$146	1,584	\$94	\$149
ORG UNIT TVL, ENLISTED- HHG LAND SHIPMENT	4,094	\$428	\$1,751	4,448	\$434	\$1,929	4,469	\$441	\$1,969
ORG UNIT TVL, ENLISTED- DISLOCATION ALLOWANCE	1,511	\$340	\$514	1,642	\$344	\$564	1,649	\$348	\$574
ORG UNIT TVL, ENLISTED- TRAILER ALLOWANCE	0	\$0	\$0	0-	\$0	\$0	0-	\$0	\$0
ORG UNIT TVL, ENLISTED- NONTEMP STORAGE HHG			\$3			\$3			\$3
ORG UNIT TVL, ENLISTED- TEMPORARY LODGING			\$13			\$15			\$15
SUBTOTAL ENLISTED			\$2,589			\$2,850			\$2,907
TOTAL ORGANIZED UNIT TRAVEL			\$3,790			\$4,150			\$4,257
ACTIVE COMPONENT REQUEST FUNDED IN OCO						\$116			
BASELINE REQUEST						\$4,034			\$4,257

PB-30X UNIT TRAVEL

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

Other Military Personnel Costs FY2015 Direct Program		436,260
Increases		
Price Increases:		
a. Apprehension of Deserters, Absentees, and Escaped Prisoners increase due to rate change	13	
b. Interest on Uniformed Services Savings Deposits increase due to rate change	12	
c. Education Benefit increase due to revised amortization payment amounts	4,620	
d. Adoption Expenses increase due to anticipated increase in average costs driven by inflation	11	
e. Partial Dislocation Allowance increase due to annualization of pay raise inflation	1	
f. ROTC increase due to pay raise, inflation to Cadet clothing and Cadet subsistence	1,133	
g. Mass Transit Subsidy increase due to change in monthly benefit amount	90	
Total Price Increases		5,880
Decreases:		
Price Decreases		
a. Unemployment Benefits decrease due lower cost per claim	(6,683)	
b. JROTC decrease due to clothing and subsistence inflation	(17,383)	
Total Price Decreases		(24,066)
Program Decreases		
a. Interest on Uniformed Services Savings Deposits change due to decreased program utilization	(49)	
b. Death Gratuities decrease due to lower number of non-combat deaths	(1,500)	
c. Unemployment Benefits decrease due to lower projected number of separations in FY16	(2,851)	
d. Adoption Expenses decrease due to program utilization	(34)	
e. Partial Dislocation Allowance decrease due to anticipated number of Soldiers receiving benefit	(5)	
f. ROTC decrease due to reduction of ROTC SLRP contracts	(9,344)	
g. JROTC decrease due number of program participants	(302)	
h. Mass Transit Subsidy decrease due to anticipated number of Soldiers receiving benefit	(172)	
Total Program Decreases		(14,257)
FY 2016 Base Funded Direct Program		392,267

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

ESTIMATE FY 2016	\$717
ESTIMATE FY 2015	\$704
ACTUAL FY 2014	\$692

**PROJECT: APPREHENSION DESERTERS, ABSENTEES, ESCAPED PRISONERS
PART I - PURPOSE AND SCOPE**

The funds requested provide for expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners and for their delivery to the control of the Department of Defense. Expenses are authorized by 10 U.S.C. section 956 "Deserters, Prisoners, Members Absent without Leave: Expenses and Rewards". Expenses include: 1) Payment of rewards, in an amount not to exceed \$75, for the apprehension of any such person; 2) Expenses of prisoners confined in nonmilitary facilities; 3) 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) 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 military pursuant to Presidential proclamation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funds requested are based on historical execution, a standard per diem rate for three travel days, and a \$75 reward.

There is a +\$13 thousand change from FY 2015 to FY 2016 due to the projected increases to the standard per diem rate.

The following table provides cost estimates:

	ACTUAL FY 2014 AMOUNT	ESTIMATE FY 2015 AMOUNT	ESTIMATE FY 2016 AMOUNT
APPREHENSION OF MIL DESERTERS, AWOL, PRISONERS	692	704	717

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

ESTIMATE FY 2016	\$1,301
ESTIMATE FY 2015	\$1,338
ACTUAL FY 2014	\$5,826

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS

PART I - PURPOSE AND SCOPE

These funds pay interest on savings deposits of \$5 or more for overseas members of uniform services who participate in temporary duty in support of contingency operations. As authorized by Title 10, U.S.C., Section 1035, this program allows members to deposit up to \$10,000 of their allotted pays into the Savings Deposit Program (SDP) and be reimbursed up to 10% interest on all deposits. Interest will accrue up to 90 days after the Soldier redeploys. Any Soldier serving in an area that has been designated a combat zone or in an area designated in direct support of a combat zone for at least 30 days or at least one day in each of three consecutive months is eligible to enroll in the SDP.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funds requested pay interest on savings accounts for members deployed in support of contingency operations. The FY 2014 column includes execution for Operation Enduring Freedom, which is funded in the Overseas Contingency Operations request.

The net change from FY 2015 to FY 2016 is -\$37 thousand. The change is a result of:

- (1) Program decrease of -\$49 thousand driven by slight decrease in projected contingency deployments.
- (2) Price increase of +\$12 thousand due to the application of basic pay inflation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS									
INTEREST ON SAVINGS, OFFICER	4,240	\$742	3,146	947	\$749	709	912	\$759	692
INTEREST ON SAVINGS, ENLISTED	5,537	\$484	2,680	1,286	\$489	629	1,230	\$495	609
TOTAL INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSITS	9,777		5,826	2,233		1,338	2,142		1,301

PB-30X INTEREST ON SOLDIERS' DEPOSITS

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

ESTIMATE FY 2016	\$39,000
ESTIMATE FY 2015	\$40,500
ACTUAL FY 2014	\$51,818

PROJECT: DEATH GRATUITIES

PART I - PURPOSE AND SCOPE

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

FY 2015 and FY 2016 projections only include non-combat related death gratuity payments; combat related payments are included in the Overseas Contingency Operations request.

There is a -\$1.5 million program decrease as the Army expects fewer non-combat deaths during the drawdown to 475,000 end strength in FY 2016.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
DEATH GRATUITIES, OFFICER	67	\$100,000	6,736	52	\$100,000	5,200	51	\$100,000	5,100
DEATH GRATUITIES, ENLISTED	451	\$100,000	45,082	353	\$100,000	35,300	339	\$100,000	33,900
DEATH GRATUITIES, CADET	0	\$100,000	0	0	\$100,000	0	0	\$100,000	0
TOTAL DEATH GRATUITIES	518		51,818	405		40,500	390		39,000

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

ESTIMATE FY 2016	\$201,052
ESTIMATE FY 2015	\$210,586
ACTUAL FY 2014	\$349,917

PROJECT: UNEMPLOYMENT COMPENSATION BENEFITS

PART I - PURPOSE AND SCOPE

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

The Emergency Unemployment Compensation Act of 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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimated unemployment benefit payments are based on programmed separations from the Army and average quarterly payments for unemployment compensation. In addition, the Army's cost projections have incorporated U.S. Bureau of Labor Statistics data and projected economic assumptions from the Congressional Budget Office. The base projections displayed in the FY 2015 and FY 2016 are for the Active Component only. Reserve Component claims are contained in the Overseas Contingency Operations request.

The net change from FY 2015 to FY 2016 is -\$9.5 million. This change is a result of:

- (1) Price decrease of -\$6.7 million due to lower rates per claim stemming from anticipated economic improvements.
- (2) Program decrease of -\$2.8 million due to fewer planned active duty separations from FY 2015 to FY 2016.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
UNEMPLOYMENT COMPENSATION BENEFITS	93,137	\$3,757	349,917	56,931	\$3,699	210,586	56,160	\$3,580	201,052

PB-30X UNEMPLOYMENT BENEFITS

**MILITARY PERSONNEL, ARMY
SECTION 4
OTHER MILITARY PERSONNEL COSTS
RESERVE INCOME REPLACEMENT PROGRAM (RIRP)**

ESTIMATE FY 2016	0
ESTIMATE FY 2015	0
ACTUAL FY 2014	\$6

Project: Reserve Income Replacement Program (RIRP)

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 involuntarily serving on active duty (the term active duty includes full-time National Guard duty) and who are experiencing an active duty income differential of more than \$50 per month, 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 U.S.C. 910. Income replacement payments will be made only for full months of qualifying involuntary active duty performed from August 2006 through December 2013. RIRP payments will be made to an eligible member on a monthly basis. RIRP payments may not exceed \$3,000 per month.

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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

There are no base costs associated with this program. All funds are requested in the Overseas Contingency Operations request, as this program only supports Reserve Component Mobilization associated with Operation Enduring Freedom. The RIRP was terminated on December 31, 2013 and there are no payments associated with this program.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014 AMOUNT	ESTIMATE FY 2015 AMOUNT	ESTIMATE FY 2016 AMOUNT
RESERVE INCOME REPLACEMENT PROGRAM (RIRP)	6	0	0

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

ESTIMATE FY 2016	\$4,620
ESTIMATE FY 2015	\$0
ACTUAL FY 2014	\$0

PROJECT: AMORTIZATION OF EDUCATION BENEFITS

PART I - PURPOSE AND SCOPE

This program is governed by Title 38 U.S.C. Chapter 30. Funds provide educational assistance for readjustment into civilian life after separation from active military service. The program supports higher education to former Service members who might not otherwise be able to afford such an education. In addition, this program promotes and assists the All-Volunteer Force program and the Total Force Concept of the Armed Forces by providing educational assistance based upon service on active duty and in the Selected Reserve and National Guard to aid in recruitment and retention of highly qualified personnel for both active and reserve component.

Under Title 10 U.S.C. Sec 2006 (g)(1) the payment amount is based upon the most recent actuarial valuation of educational programs described in Sec 2006 (b)(1). Under Title 10 U.S.C. payments are made to the Department of Defense Education Benefits Fund, which is a trust fund.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2015 and FY 2016 requests are based on the approved DoD Board of Actuary estimates for amortization payments.

Price increase of +\$4.6 million due to DoD Board of Actuary estimate for this program from FY 2015 to FY 2016.
The following table provides cost estimates:

	ACTUAL FY 2014 AMOUNT	ESTIMATE FY 2015 AMOUNT	ESTIMATE FY 2016 AMOUNT
AMORTIZATION OF EDUCATION BENEFITS	0	0	4,620

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

ESTIMATE FY 2016	\$589
ESTIMATE FY 2015	\$612
ACTUAL FY 2014	\$609

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.

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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funding request for adoption expenses is based on an average number of adoptions and the average payment per adoption in FY 2014, adjusted for general inflation.

The net change from FY 2015 to FY 2016 is -\$23 thousand. The change is a result of:

- (1) Program decrease of -\$34 thousand as the Army expects fewer adoptions during the drawdown to 475,000 end strength in FY 2016.
- (2) Price increase of +\$11 thousand due to anticipated general inflation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ADOPTION EXPENSES									
ADOPTION EXPENSE, OFFICER	153	\$1,800	275	152	\$1,843	281	146	\$1,869	272
ADOPTION EXPENSE, ENLISTED	220	\$1,515	334	215	\$1,541	331	202	\$1,570	317
TOTAL ADOPTION EXPENSES	373		609	367		612	348		589

PB-30X ADOPTION EXPENSES

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

ESTIMATE FY 2016	\$105
ESTIMATE FY 2015	\$109
ACTUAL FY 2014	\$148

PROJECT: PARTIAL DISLOCATION ALLOWANCE

PART I - PURPOSE AND SCOPE

Section 636 of the FY 2002 National Defense Authorization Act (P.L. 107-107) authorizes Partial Dislocation Allowance (DLA) for members of the uniformed service who have been ordered to vacate family housing provided by the United States due to privatization, renovation, or any other reason other than PCS.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As directed by the Joint Federal Travel Regulation, effective 1 January 2014, the partial DLA payment rate is \$702. Rate increases are projected in accordance with approved pay raise rates. Cost estimates are based on the estimated number of Soldiers who have been ordered to vacate family housing due to privatization or renovation and the partial DLA rate.

The net change from FY 2015 and FY 2016 is -\$4 thousand. This change is the result of:

- (1) Program decrease of -\$5 thousand as the Army expects fewer Soldiers ordered to vacate housing due to privatization or renovation during the drawdown to 475,000 end strength in FY 2016.
- (2) Price increase of +\$1 thousand due to annualization of pay raise inflation.

Detailed cost computations are provided in the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
PARTIAL DISLOCATION ALLOWANCE									
PARTIAL DISLOCATION ALLOWANCE, OFFICER	37	\$700	26	21	\$707	15	20	\$714	14
PARTIAL DISLOCATION ALLOWANCE, ENLISTED	174	\$700	122	133	\$707	94	127	\$714	91
TOTAL PARTIAL DISLOCATION ALLOWANCE	211		148	154		109	147		105

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

ESTIMATE FY 2016	\$0
ESTIMATE FY 2015	\$0
ACTUAL FY 2014	\$7,826

PROJECT: SGLI TRAUMATIC INJURY PAYMENTS

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2014 column reflects year-end execution projections to be funded in the Overseas Contingency Operations request. There are no base costs associated with this program.

The following table provides cost estimates:

	ACTUAL FY 2014 AMOUNT	ESTIMATE FY 2015 AMOUNT	ESTIMATE FY 2016 AMOUNT
SGLI TRAUMATIC INJURY PAYMENTS			
SGLI TRAUMATIC INJURY PAYMENTS, OFFICER	1,566	0	0
SGLI TRAUMATIC INJURY PAYMENTS, ENLISTED	6,260	0	0
TOTALSGLI TRAUMATIC INJURY PAYMENTS	7,826	0	0

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

ESTIMATE FY 2016	\$111,929
ESTIMATE FY 2015	\$120,140
ACTUAL FY 2014	\$109,278

PROJECT: ROTC

PART I - PURPOSE AND SCOPE

Senior Reserve Officer Training Corps (ROTC) provides for the military personnel cost of students enrolled in the Senior ROTC non-scholarship and scholarship programs in accordance with provisions of 37 U.S.C. 209. These military personnel costs include pay and allowances, stipends, bonuses, subsistence, and uniforms.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Army is making a conscious effort to decrease the ROTC Scholarship program and increase the ROTC Non-Scholarship program for Cadets. This is a continuation of Army efforts to control ROTC operations and maintenance costs and to better increase the efficiency of overall ROTC spending. The net change from FY 2015 to FY 2016 is -\$8.2 million. The change is the result of:

Senior ROTC Non-Scholarship program: -\$3.0 million:

- (1) Program decrease of -\$4.4 million from FY 2015 to FY 2016 driven by a reduction in ROTC Student Loan Repayment Program (SLRP) payments to Non-scholarship students. The Army will not offer any new SLRP contracts in FY 2015 but will continue to make payments on prior year contracts.
- (2) Program increase of +\$1.0 million.
- (3) Price increase of +\$0.4 million due to inflation associated with stipends, clothing, and subsistence.

Senior ROTC Scholarship program: -\$5.2 million:

- (1) Program decrease of -\$5.9 million.
- (2) Price increase of +\$0.7 million due to inflation associated with stipends, clothing, and subsistence.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC NON-SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)									
BASIC CAMP	2,442	\$2,874	7,018	2,397	\$2,903	6,958	2,507	\$2,932	7,350
ADVANCED CAMP	5,580	\$1,268	7,075	5,477	\$1,281	7,016	5,732	\$1,293	7,411
CADET TROOP LEADER	1,527	\$1,071	1,635	1,498	\$1,082	1,621	1,567	\$1,093	1,713
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING)	9,549		15,728	9,372		15,595	9,806		16,474
ROTC STUDENT LOAN REPAYMENT PROGRAM	1,724	\$9,524	16,420	1,491	\$9,524	14,202	945	\$9,524	8,998
UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)									
BASIC COURSE	10,276	\$105	1,079	10,065	\$107	1,077	10,523	\$109	1,147
ADVANCED COURSE	4,895	\$105	514	4,794	\$107	513	5,018	\$109	547
SUBTOTAL UNIFORMS, ISSUE-IN-KIND (NONSCHOLARSHIP)	15,171		1,593	14,859		1,590	15,541		1,694
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	1,403	\$640	898	1,378	\$651	897	1,442	\$663	956
BASIC COURSE, FEMALE	325	\$637	207	319	\$648	207	333	\$660	220
ADVANCED COURSE, MALE	202	\$515	104	198	\$524	104	208	\$534	111
ADVANCED COURSE, FEMALE	53	\$662	35	51	\$673	34	54	\$686	37
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,983		1,244	1,946		1,242	2,037		1,324
SENIOR ROTC NONSCHOLARSHIP STIPEND									
BASIC	435	\$3,325	1,446	427	\$3,358	1,434	447	\$3,392	1,515
ADVANCED	3,676	\$4,539	16,686	3,609	\$4,584	16,545	3,775	\$4,630	17,478
SUBTOTAL SENIOR ROTC NONSCHOLARSHIP STIPEND	4,111		18,132	4,036		17,979	4,222		18,993
SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)									
BASIC CAMP	1,264	\$72	91	1,243	\$74	92	1,286	\$77	99
ADVANCED CAMP	4,125	\$72	297	4,068	\$74	301	4,221	\$77	325
PROFESSIONAL DEVELOPMENT	778	\$72	56	757	\$74	56	792	\$77	61
CADET TROOP LEADER TRAINING	694	\$72	50	689	\$74	51	714	\$77	55
PRACTICAL FIELD TRAINING	13,819	\$72	995	13,581	\$74	1,005	14,117	\$77	1,087
SUBTOTAL SUBSISTENCE OF SENIOR ROTC CADETS (NONSCHOLARSHIP)	20,680		1,489	20,338		1,505	21,130		1,627
SUBTOTAL ROTC NON-SCHOLARSHIP PROGRAM	53,218		54,606	52,042		52,113	53,681		49,110

PB-30X ROTC- PURPOSE/SCOPE & JUSTIFICATION

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
ROTC									
ROTC SCHOLARSHIP PROGRAM									
PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH									
BASIC CAMP	434	\$1,211	525	535	\$1,223	654	489	\$1,235	604
ADVANCED CAMP	2,722	\$1,354	3,685	3,350	\$1,368	4,583	3,062	\$1,381	4,228
CADET TROOP LEADER	728	\$1,080	786	896	\$1,091	977	819	\$1,102	902
ROTC NURSE BONUS	0	\$0	0	0	\$0	0	0	\$0	0
SUBTOTAL PAY AND ALLOWANCES (AUTHORIZED FIELD TRAINING) SCH	3,884		4,996	4,781		6,214	4,370		5,734
SENIOR ROTC SCHOLARSHIP, CADET CLOTHING									
BASIC	5,991	\$111	665	7,372	\$113	833	6,739	\$115	775
ADVANCED	8,757	\$111	972	10,779	\$113	1,218	9,852	\$115	1,133
SUBTOTAL SENIOR ROTC SCH, CADET CLOTHING	14,748		1,637	18,151		2,051	16,591		1,908
UNIFORMS, COMMUTATION-IN-LIEU									
BASIC COURSE, MALE	501	\$649	325	617	\$660	407	562	\$673	378
BASIC COURSE, FEMALE	63	\$638	40	77	\$649	50	71	\$661	47
ADVANCED COURSE, MALE	498	\$617	307	612	\$627	384	559	\$639	357
ADVANCED COURSE, FEMALE	66	\$609	40	81	\$619	50	73	\$631	46
SUBTOTAL UNIFORMS, COMMUTATION-IN-LIEU	1,128		712	1,387		891	1,265		828
SENIOR ROTC SCHOLARSHIP STIPEND									
BASIC	4,520	\$3,085	13,943	5,564	\$3,116	17,337	5,083	\$3,147	15,996
ADVANCED	7,203	\$4,484	32,297	8,867	\$4,529	40,157	8,101	\$4,574	37,052
SUBTOTAL SENIOR ROTC SCHOLARSHIP STIPEND	11,723		46,240	14,431		57,494	13,184		53,048
SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING									
BASIC CAMP	444	\$72	32	541	\$74	40	481	\$77	37
ADVANCED CAMP	1,847	\$72	133	2,284	\$74	169	2,078	\$77	160
PROFESSIONAL DEVELOPMENT	389	\$72	28	486	\$74	36	442	\$77	34
CADET TROOP LEADER TRAINING	333	\$72	24	405	\$74	30	377	\$77	29
PRACTICAL FIELD TRAINING	12,083	\$72	870	14,892	\$74	1,102	13,519	\$77	1,041
SUBTOTAL SUBSISTENCE OF SCHOLARSHIP CADETS TRAINING	15,096		1,087	18,608		1,377	16,897		1,301
SUBTOTAL ROTC SCHOLARSHIP PROGRAM	46,579		54,672	57,358		68,027	52,307		62,819
TOTAL ROTC	99,797		109,278	109,400		120,140	105,988		111,929

PB-30X ROTC- PURPOSE/SCOPE & JUSTIFICATION

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

ESTIMATE FY 2016	\$28,140
ESTIMATE FY 2015	\$45,825
ACTUAL FY 2014	\$54,373

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 uniforms, laundry/alterations and subsistence for students enrolled in the JROTC program at secondary education institutions as provided for in 10 U.S.C. 2031.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The JROTC program began transitioning from the green Class A uniforms to the blue Army Service uniforms in FY 2013. This uniform transition is projected to be complete in FY 2015.

The number JROTC programs is projected to decrease through attrition and the Army does not intend to open any new JROTC programs in FY 2016.

The total change in JROTC between FY 2015 and FY 2016 is -\$17.7 million. This change is the result of:

- (1) Program decrease of -\$0.3 million due to anticipated school closures and attrition.
- (2) Price decrease of -\$17.4 million primarily due to the completion of the JROTC uniform transition.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
JROTC									
UNIFORMS, ISSUE-IN-KIND (JUNIOR ROTC)	338,562	\$146	49,430	279,584	\$149	41,658	278,128	\$86	23,919
SUBSISTENCE OF JROTC CADETS - SUMMER CAMP									
FIELD RATIONS	34,326	\$144	4,943	28,347	\$147	4,167	27,770	\$152	4,221
SUBTOTAL SUBSISTENCE OF JROTC CADETS - SUMMER CAMP	34,326		4,943	28,347		4,167	27,770		4,221
TOTAL JROTC	372,888		54,373	307,931		45,825	305,898		28,140

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

ESTIMATE FY 2016	\$4,814
ESTIMATE FY 2015	\$4,896
ACTUAL FY 2014	\$5,053

PROJECT: MASS TRANSIT SUBSIDY

PART I - PURPOSE AND SCOPE

Mass transit subsidy, authorized under Executive Order 13150, dated April 21, 2000, directed federal agencies to implement a transportation program that offers qualified employees the option to exclude commuting costs incurred through the use of mass transportation and vanpools from taxable wages or receive direct compensation. The subsidy level should not exceed the maximum level allowed by law under 26 U.S.C. 132 (f) (2). The intent of this program is to reduce federal employees' contribution to traffic congestion and air pollution and to expand commuting alternatives by encouraging the use of mass transportation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on an estimated number of military participants in the National Capital Region (NCR) and qualified CONUS locations (Non-NCR). Effective 1 January 2014, the maximum monthly rate for mass transit subsidy was decreased from \$245 to \$130 per month. This rate will be the new maximum claim unless raised by law. The FY 2016 average rate increase is due to anticipated increase in transportation costs due to inflation.

There is a -\$82 thousand change from FY 2015 to FY 2016. The change is driven by:

- (1) Program decrease of -\$172 thousand due to fewer Soldiers to receive benefit as the Army draws down to 475,000 end strength.
- (2) Price increase of +\$90 thousand due to anticipated increase in costs due to inflation.

Detailed cost computations are provided by the following table:

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT	AVERAGE NUMBER	RATE	AMOUNT
MASS TRANSIT SUBSIDY									
MASS TRANSIT SUBSIDY, OFFICER	3,148	\$1,274	4,011	3,069	\$1,282	3,935	2,967	\$1,306	3,875
MASS TRANSIT SUBSIDY, ENLISTED	818	\$1,274	1,042	750	\$1,282	961	719	\$1,306	939
TOTAL MASS TRANSIT SUBSIDY	3,966		5,053	3,819		4,896	3,686		4,814

PB-30X MASS TRANSIT SUBSIDY

SECTION 5
SPECIAL ANALYSIS

**MILITARY PERSONNEL, ARMY
SECTION 5
REIMBURSABLE INTRODUCTION**

REIMBURSABLE INTRODUCTION

Introduction

The Defense Working Capital Funds (DWCF) are established under the authority of Title 10 U.S.C. and consist of activity groups that are managed by DoD Components for providing goods and services, on a reimbursable basis, to other activities with the DoD and to non-DoD activities when authorized, in order to expand the use of business-like financial management practices. DWCF was initiated to improve the tools available to managers of the support establishment by collecting all costs related to goods and services, including military costs. Prior to the DWCF, activities did not pay for the cost of military support. Reimbursements requested are for the cost of base pay and entitlements for military personnel assigned to DWCF activities and other agencies.

Justification of Funds Requested

Reimbursable has an overall program decrease of -\$2.1 million from FY 2015 to FY 2016 as the Army expects fewer reimbursements during the drawdown to 475,000 end strength in FY 2016, offset by a slight increase in the Defense Health Program bill for care provided in Military Treatment Facilities.

Detailed cost computations are provided by the following table:

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
ASSIGNED OUTSIDE DOD									
NON-REIMBURSABLE PERSONNEL									
CONGRESSIONAL FELLOWS	4	0	4	4	0	4	4	0	4
DRUG ENFORCEMENT AGENCY	3	5	8	3	8	11	3	8	11
DEPARTMENT OF ENERGY	11	0	11	12	0	12	12	0	12
DEPARTMENT OF JUSTICE	3	0	3	7	0	7	7	0	7
DEPARTMENT OF STATE	28	0	28	32	0	32	32	0	32
OFFICE OF NATIONAL DRUG CONTROL POLICY	2	0	2	3	0	3	3	0	3
NSC	5	0	5	4	0	4	3	0	3
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 FELLOWS	2	0	2	2	0	2	2	0	2
WHITE HOUSE MILITARY OFFICE	16	7	23	21	10	31	21	10	31
SUB-TOTAL NON-REIMBURSABLE PERSONNEL	187	12	199	201	18	219	201	18	219
REIMBURSABLE PERSONNEL									
NASA	4	0	4	4	0	4	3	0	3
SELECTIVE SERVICE SYSTEM	0	0	0	0	0	0	1	0	1
WHITE HOUSE COMMUNICATIONS AGENCY	0	0	0	0	0	0	0	35	35
OTHER AGENCIES	3	0	3	3	0	3	0	0	0
SUB-TOTAL REIMBURSABLE PERSONNEL	7	0	7	7	0	7	4	35	39
TOTAL ASSIGNED OUTSIDE DOD	194	12	206	208	18	226	208	18	226
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
FOREIGN MILITARY SALES	49	28	77	49	28	77	49	28	77
SUB-TOTAL REIMBURSABLE PERSONNEL	49	28	77	49	28	77	49	28	77
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	49	28	77	49	28	77	49	28	77
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS									
REIMBURSABLE PERSONNEL									
INDUSTRIAL OPERATIONS	22	4	26	21	4	25	20	4	24
SUPPLY MGMT	0	3	3	0	3	3	0	3	3
TRANSCOM	101	61	162	96	58	154	92	56	148
DECA	4	0	4	4	0	4	4	0	4
DFAS	10	92	102	9	88	97	9	84	93
DISA	14	22	36	13	21	34	13	20	33
DLA	141	134	275	134	128	261	128	123	251

PB-30Q MILITARY PERSONNEL ASSIGNED OUTSIDE DOD

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
OTHER	184	247	431	182	235	410	168	226	394
SUB-TOTAL REIMBURSABLE PERSONNEL	476	563	1,039	459	537	989	434	516	950
TOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS	476	563	1,039	459	537	989	434	516	950
TOTAL REIMBURSABLE	532	591	1,123	508	565	1,073	490	544	1,034
TOTAL NON-REIMBURSABLE	187	12	199	201	18	219	201	18	219
GRAND TOTAL	719	603	1,322	709	583	1,292	691	562	1,253

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

	ACTUAL FY 2014			ESTIMATE FY 2015			ESTIMATE FY 2016		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
SUBSISTENCE	\$2,071	\$17,955	\$20,026	\$2,536	\$4,756	\$7,292	\$2,701	\$4,032	\$6,733
MEDICAL									
DEFENSE HEALTH PROGRAM	\$92,677	\$61,785	\$154,462	\$92,678	\$61,785	\$154,463	\$92,956	\$61,971	\$154,927
STRENGTH RELATED									
BASIC PAY	\$49,675	\$12,270	\$61,945	\$48,527	\$12,444	\$60,971	\$48,070	\$12,151	\$60,221
RETIRED PAY ACCRUAL	\$16,097	\$3,975	\$20,072	\$15,627	\$4,008	\$19,635	\$15,096	\$3,816	\$18,912
INCENTIVE PAY ALLOWANCE	\$4,205	\$853	\$5,058	\$4,255	\$897	\$5,152	\$4,182	\$869	\$5,051
SOCIAL SECURITY TAX	\$14,944	\$3,894	\$18,838	\$13,464	\$3,710	\$17,174	\$13,253	\$3,596	\$16,849
TOTAL STRENGTH RELATED	\$88,721	\$21,931	\$110,652	\$85,586	\$22,011	\$107,597	\$84,280	\$21,361	\$105,641
TOTAL PROGRAM	\$183,469	\$101,671	\$285,140	\$180,799	\$88,553	\$269,352	\$179,914	\$87,328	\$267,242

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

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

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>
Schools	275	275	275
Civilian Personnel	1,402	1,402	1,402
Military Personnel (End Strength)	1,770	1,770	1,770

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

	FY 2014			FY 2015			FY 2016		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Non-Scholarship Students	23,895	25,454	27,012	23,707	25,203	26,699	23,421	24,900	26,378
MS I	12,035	12,795	13,555	11,220	11,929	12,637	11,006	11,701	12,395
MS II	6,255	6,650	7,045	6,822	7,252	7,682	6,764	7,191	7,618
Basic Course	18,290	19,445	20,600	18,042	19,181	20,319	17,770	18,892	20,013
MS III	2,623	2,789	2,954	3,242	3,447	3,651	3,101	3,297	3,492
MS IV	2,982	3,220	3,458	2,423	2,576	2,729	2,550	2,712	2,873
Adv Course	5,605	6,009	6,412	5,665	6,023	6,380	5,651	6,008	6,365

	FY 2014			FY 2015			FY 2016		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Scholarship Students	12,058	12,769	13,480	11,315	12,030	12,744	10,812	11,495	12,177
MS I	1,944	2,066	2,188	1,631	1,734	1,836	1,638	1,742	1,845
MS II	3,088	3,283	3,478	2,743	2,917	3,090	2,585	2,749	2,912
Basic Course	5,032	5,349	5,666	4,374	4,650	4,926	4,223	4,490	4,757
MS III	3,516	3,738	3,960	3,146	3,345	3,544	3,107	3,303	3,499
MS IV	3,510	3,682	3,854	3,795	4,035	4,274	3,482	3,702	3,921
Adv Course	7,026	7,420	7,814	6,941	7,380	7,818	6,589	7,005	7,420

	FY 2014			FY 2015			FY 2016		
	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END	BEGIN	AVERAGE	END
Total Enrollment	35,953	38,223	40,492	35,022	37,233	39,443	34,233	36,394	38,555
MS I	13,979	14,861	15,743	12,851	13,662	14,473	12,644	13,442	14,240
MS II	9,343	9,933	10,523	9,565	10,169	10,772	9,349	9,940	10,530
Basic Course	23,322	24,794	26,266	22,416	23,831	25,245	21,993	23,382	24,770
MS III	6,139	6,527	6,914	6,388	6,792	7,195	6,208	6,600	6,991
MS IV	6,492	6,902	7,312	6,218	6,611	7,003	6,032	6,413	6,794
Adv Course	12,631	13,429	14,226	12,606	13,402	14,198	12,240	13,013	13,785
Completed ROTC and Commissioned:			5,350			5,350			5,065

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

	ACTUAL FY 2014											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	13	12	12	12	12	12	11	11	11	11	13	13
LIEUTENANT GENERAL	48	48	49	48	48	48	50	48	49	51	50	48
MAJOR GENERAL	113	115	114	117	117	116	115	116	114	116	112	113
BRIGADIER GENERAL	141	139	138	137	139	140	142	142	141	142	141	137
COLONEL	4,377	4,397	4,405	4,430	4,457	4,492	4,525	4,503	4,517	4,417	4,394	4,258
LIEUTENANT COLONEL	10,282	10,327	10,361	10,391	10,438	10,493	10,522	10,492	10,379	10,143	9,975	9,688
MAJOR	17,214	17,007	16,918	16,827	16,733	16,720	16,732	16,841	17,122	17,239	17,344	17,322
CAPTAIN	28,275	28,298	28,199	28,123	28,212	28,204	28,197	29,920	29,662	29,580	29,291	29,202
1ST LIEUTENANT	13,348	15,387	15,222	15,320	15,118	14,974	15,086	13,379	13,286	13,159	13,044	12,722
2ND LIEUTENANT	9,065	6,900	6,970	6,991	6,916	6,861	6,476	7,727	8,334	8,232	8,227	8,324
SUBTOTAL COMMISSIONED OFFICERS	82,876	82,630	82,388	82,396	82,190	82,060	81,856	83,179	83,615	83,090	82,591	81,827
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	685	689	681	684	682	671	671	665	665	666	664	656
WARRANT OFFICER (W-4)	2,335	2,334	2,224	2,224	2,229	2,226	2,233	2,245	2,247	2,243	2,244	2,233
WARRANT OFFICER (W-3)	3,939	3,954	3,940	3,953	3,970	3,986	4,010	4,016	4,017	4,034	4,031	4,029
WARRANT OFFICER (W-2)	6,727	6,702	6,658	6,571	6,584	6,606	6,608	6,641	6,624	6,557	6,578	6,568
WARRANT OFFICER (W-1)	2,029	2,031	2,048	2,044	2,026	1,995	2,021	2,063	2,030	2,083	2,033	1,984
SUBTOTAL WARRANT OFFICERS	15,715	15,715	15,551	15,476	15,491	15,484	15,543	15,630	15,583	15,583	15,550	15,470
SUBTOTAL OFFICER	98,591	98,340	97,939	97,872	97,681	97,544	97,399	98,809	99,198	98,673	98,141	97,297
ENLISTED												
SERGEANT MAJOR	3,726	3,713	3,720	3,705	3,712	3,695	3,687	3,705	3,712	3,701	3,662	3,594
1ST SERGEANT/MASTER SERGEANT	12,189	12,234	12,380	12,403	12,358	12,420	12,409	12,423	12,495	12,310	12,084	11,964
PLATOON SERGEANT/SERGEANT 1ST CLASS	40,075	39,823	39,952	40,031	40,110	40,122	40,074	40,168	40,331	40,016	39,761	39,334
STAFF SERGEANT	61,813	61,649	61,709	61,606	61,486	61,415	61,438	61,508	61,090	60,913	60,555	60,475
SERGEANT	77,418	77,465	77,677	77,532	77,305	76,715	76,539	76,551	75,883	75,195	74,672	74,392
CORPORAL/SPECIALIST	127,959	127,117	123,626	122,782	122,293	121,728	121,691	120,393	119,408	118,481	118,349	118,406
PRIVATE FIRST CLASS	56,513	56,133	54,823	55,344	55,317	54,817	54,771	54,290	53,158	53,602	53,513	54,095
PRIVATE E2	26,859	26,931	27,251	27,672	28,052	28,397	28,464	27,903	27,036	27,257	26,916	26,786
PRIVATE E1	20,886	20,650	19,459	19,626	18,958	18,530	17,709	17,696	18,230	17,521	17,940	17,473
SUBTOTAL ENLISTED PERSONNEL	427,438	425,715	420,597	420,701	419,591	417,839	416,782	414,637	411,343	408,996	407,452	406,519
CADET	4,477	4,472	4,437	4,428	4,413	4,403	4,395	3,307	3,260	4,438	4,409	4,394
TOTAL END STRENGTH	530,506	528,527	522,973	523,001	521,685	519,786	518,576	516,753	513,801	512,107	510,002	508,210

PB-30Z MONTHLY END STRENGTHS BY PAY GRADE

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

	ESTIMATE FY 2015											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	13	12	12	12	12	12	11	11	11	11	13	13
LIEUTENANT GENERAL	49	47	49	47	47	47	49	47	48	50	49	48
MAJOR GENERAL	114	114	113	116	115	114	112	114	112	113	110	113
BRIGADIER GENERAL	134	137	137	135	137	138	139	139	139	138	139	137
COLONEL	4,257	4,265	4,243	4,280	4,298	4,321	4,344	4,326	4,326	4,315	4,294	4,214
LIEUTENANT COLONEL	9,660	9,653	9,670	9,652	9,676	9,685	9,725	9,737	9,771	9,688	9,614	9,513
MAJOR	17,231	17,172	17,091	16,808	16,802	16,876	16,855	16,350	16,452	16,436	16,426	16,399
CAPTAIN	29,190	29,422	29,371	29,409	29,360	29,185	28,085	30,136	29,707	29,669	29,452	29,169
1ST LIEUTENANT	12,270	14,284	14,104	14,125	14,023	13,880	14,078	12,285	12,280	12,286	12,279	12,140
2ND LIEUTENANT	8,639	6,405	6,458	6,445	6,415	6,360	6,043	7,095	7,703	7,686	7,745	7,943
SUBTOTAL COMMISSIONED OFFICERS	81,557	81,511	81,248	81,029	80,885	80,618	79,441	80,240	80,549	80,392	80,121	79,689
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	661	661	665	661	656	656	656	654	651	646	643	637
WARRANT OFFICER (W-4)	2,223	2,219	2,218	2,202	2,160	2,156	2,151	2,145	2,140	2,129	2,116	2,097
WARRANT OFFICER (W-3)	4,140	4,161	4,179	4,185	4,183	4,194	4,209	4,225	4,236	4,241	4,243	4,245
WARRANT OFFICER (W-2)	6,395	6,425	6,422	6,378	6,336	6,337	6,342	6,355	6,348	6,347	6,350	6,328
WARRANT OFFICER (W-1)	2,019	2,028	2,027	2,014	2,000	2,001	2,002	2,006	2,004	2,004	2,005	1,998
SUBTOTAL WARRANT OFFICERS	15,438	15,494	15,511	15,440	15,335	15,344	15,360	15,385	15,379	15,367	15,357	15,305
SUBTOTAL OFFICER	96,995	97,006	96,759	96,469	96,220	95,962	94,801	95,623	95,928	95,759	95,478	94,994
ENLISTED												
SERGEANT MAJOR	3,541	3,503	3,487	3,476	3,478	3,466	3,456	3,477	3,477	3,480	3,459	3,397
1ST SERGEANT/MASTER SERGEANT	11,887	11,814	11,723	11,512	11,495	11,478	11,548	11,614	11,681	11,587	11,469	11,281
PLATOON SERGEANT/SERGEANT 1ST CLASS	39,009	38,631	38,478	38,117	37,927	37,817	37,509	37,634	37,695	37,587	37,124	36,770
STAFF SERGEANT	60,669	60,526	60,151	60,307	60,382	60,261	60,194	60,266	60,288	59,521	59,231	58,961
SERGEANT	74,026	73,946	73,629	73,076	73,152	72,982	72,659	72,706	72,459	72,490	71,458	70,561
CORPORAL/SPECIALIST	117,430	117,441	116,441	117,749	117,951	118,656	119,741	119,109	118,418	118,636	120,025	121,305
PRIVATE FIRST CLASS	52,884	52,811	51,100	50,236	50,052	50,552	48,954	48,324	48,528	47,122	48,032	48,840
PRIVATE E2	26,226	24,965	24,157	23,748	23,660	23,897	23,142	22,844	22,941	22,276	22,706	23,088
PRIVATE E1	18,934	18,244	17,653	17,352	17,289	17,457	16,895	16,672	16,768	16,252	16,556	16,378
SUBTOTAL ENLISTED PERSONNEL	404,606	401,881	396,819	395,573	395,386	396,566	394,098	392,646	392,225	388,951	390,060	390,581
CADET	4,381	4,374	4,349	4,334	4,321	4,315	4,307	3,282	4,498	4,444	4,440	4,425
TOTAL END STRENGTH	505,982	503,261	497,927	496,376	495,927	496,843	493,206	491,551	492,651	489,154	489,978	490,000

PB-30Z MONTHLY END STRENGTHS BY PAY GRADE

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

	ESTIMATE FY 2016											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
OFFICER												
COMMISSIONED OFFICERS												
GENERAL	13	12	12	12	12	12	11	11	11	11	13	13
LIEUTENANT GENERAL	49	47	49	47	47	47	49	47	48	50	49	48
MAJOR GENERAL	114	114	113	116	115	114	112	114	112	113	110	113
BRIGADIER GENERAL	134	137	137	136	137	138	139	139	139	138	139	137
COLONEL	4,189	4,189	4,023	4,035	4,060	4,083	4,127	4,105	4,131	4,109	4,095	4,066
LIEUTENANT COLONEL	9,492	9,511	9,383	9,393	9,408	9,413	9,413	9,411	9,331	9,198	9,160	9,090
MAJOR	16,275	16,228	15,950	15,904	15,898	15,881	15,920	15,944	16,222	16,215	16,164	16,108
CAPTAIN	29,225	29,212	29,206	28,867	28,890	28,843	28,386	29,440	29,729	29,730	29,547	28,866
1ST LIEUTENANT	11,773	13,768	13,603	13,625	13,556	13,098	13,315	12,008	11,670	11,632	11,562	11,406
2ND LIEUTENANT	8,289	6,174	6,229	6,218	6,201	6,002	5,716	6,935	7,321	7,277	7,292	7,463
SUBTOTAL COMMISSIONED OFFICERS	79,553	79,553	78,705	78,353	78,324	77,631	77,188	78,154	78,714	78,472	78,130	77,310
WARRANT OFFICERS												
WARRANT OFFICER (W-5)	641	649	655	655	655	659	664	665	667	667	667	593
WARRANT OFFICER (W-4)	2,096	2,103	2,112	2,107	2,068	2,074	2,079	2,083	2,086	2,084	2,080	2,030
WARRANT OFFICER (W-3)	4,250	4,258	4,273	4,277	4,272	4,280	4,293	4,307	4,314	4,318	4,318	4,276
WARRANT OFFICER (W-2)	6,325	6,365	6,363	6,321	6,305	6,305	6,317	6,333	6,328	6,329	6,331	6,272
WARRANT OFFICER (W-1)	1,997	2,009	2,009	1,996	1,990	1,990	1,994	1,999	1,998	1,998	1,999	1,980
SUBTOTAL WARRANT OFFICERS	15,309	15,384	15,412	15,356	15,290	15,308	15,347	15,387	15,393	15,396	15,395	15,151
SUBTOTAL OFFICER	94,862	94,776	94,117	93,709	93,614	92,939	92,535	93,541	94,107	93,869	93,526	92,461
ENLISTED												
SERGEANT MAJOR	3,381	3,380	3,387	3,380	3,383	3,380	3,362	3,382	3,386	3,394	3,376	3,374
1ST SERGEANT/MASTER SERGEANT	11,095	10,978	11,016	10,984	10,982	10,973	10,911	10,966	11,054	10,981	10,941	10,906
PLATOON SERGEANT/SERGEANT 1ST CLASS	36,394	36,359	36,497	36,342	36,360	36,311	36,004	36,111	36,313	36,354	36,182	36,107
STAFF SERGEANT	58,306	57,750	58,002	57,727	57,705	56,674	55,992	56,079	56,265	56,279	56,178	56,268
SERGEANT	72,708	72,666	72,882	72,695	72,739	72,637	71,483	71,532	71,717	71,769	71,695	71,946
CORPORAL/SPECIALIST	118,236	117,519	114,481	113,838	112,578	112,196	113,263	111,208	108,787	106,891	105,336	103,901
PRIVATE FIRST CLASS	48,503	49,696	47,646	48,983	50,074	51,033	51,408	51,852	52,351	52,643	52,751	52,561
PRIVATE E2	22,929	23,492	22,524	23,156	23,672	24,124	24,302	24,512	24,748	24,886	24,937	24,847
PRIVATE E1	16,756	17,168	16,460	16,920	17,299	17,629	17,758	17,912	18,085	18,186	18,222	18,117
SUBTOTAL ENLISTED PERSONNEL	388,308	389,008	382,895	384,025	384,792	384,957	384,483	383,554	382,706	381,383	379,618	378,027
CADET	4,414	4,407	4,381	4,366	4,353	4,347	4,339	3,307	4,548	4,494	4,490	4,512
TOTAL END STRENGTH	487,584	488,191	481,393	482,100	482,759	482,243	481,357	480,402	481,361	479,746	477,634	475,000

PB-30Z MONTHLY END STRENGTHS BY PAY GRADE