

DEPARTMENT OF THE NAVY  
FISCAL YEAR (FY) 2024  
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES  
MARCH 2023

Military Personnel, Navy

The estimated cost of this report for the Department of the Navy (DON) is \$26,420.

The estimated total cost for supporting the DON budget justification material is approximately \$3,031,705 during the 2023 fiscal year. This includes \$197,379 in supplies and \$2,834,326 in labor.

## **Department of Defense Appropriations Act, 2024**

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### **Military Personnel, Navy**

For pay, allowances, individual clothing, subsistence, interest on deposits, gratuities, permanent change of station travel (including all expenses thereof for organizational movements), and expenses of temporary duty travel between permanent duty stations, for members of the Navy on active duty (except members of the Reserve provided for elsewhere); and for payments pursuant to section 156 of Public Law 97-377, as amended (42 U.S.C. 402 note), and to the Department of Defense Military Retirement Fund, \$38,020,388,000.

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## **Table of Contents**

<u>SECTION 1 - SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM</u>	1
<u>SECTION 2 - INTRODUCTION</u>	5
PERFORMANCE MEASURES AND EVALUATION SUMMARY (PB-30Y)	8
<u>SECTION 3 - SUMMARY CHARTS</u>	9
PERSONNEL SUMMARIES (PB-30B)	10
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY (PB-30J)	21
ANALYSIS OF APPROPRIATION CHANGES (PB-30K)	25
<u>SECTION 4 - DETAIL OF MILITARY PERSONNEL ENTITLEMENTS</u>	28
SCHEDULE OF INCREASES DECREASES SUMMARY (PB-30O)	29
PAY AND ALLOWANCES OF OFFICERS (BA1)	36
PAY AND ALLOWANCES OF ENLISTED PERSONNEL (BA2)	77
PAY AND ALLOWANCES OF CADETS/MIDSHIPMEN (BA3)	112
SUBSISTENCE OF ENLISTED PERSONNEL (BA4)	116
PERMANENT CHANGE OF STATION TRAVEL (BA5)	121
OTHER MILITARY PERSONNEL COSTS (BA6)	139
<u>SECTION 5 - SPECIAL ANALYSIS</u>	156
NAVY MILITARY PERSONNEL, MILPERS ASSIGNED OUTSIDE DoD (PB-30Q)	157
NAVY MILITARY PERSONNEL, REIMBURSABLE PROGRAM (PB-30R)	158
NAVY MILITARY PERSONNEL, RESERVE OFFICER TRAINING CANDIDATES ENROLLMENT (PB-30S)	159
NAVY MILITARY PERSONNEL, RESERVE OFFICER CANDIDATES PROGRAM (PB-30T)	160
NAVY MILITARY PERSONNEL, MONTHLY END STRENGTHS BY PAY GRADE (PB-30Z)	161

## Section 1

### Summary of Requirements by Budget Program

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
**ACTIVE FORCES**  
(In Thousands of Dollars)

	FY 2022 Actual	FY 2023 Enacted	FY 2024 Estimate
<b>DIRECT BASELINE PROGRAM</b>			
Pay and Allowances of Officers	9,421,964	9,991,016	10,254,119
Pay and Allowances of Enlisted Personnel	22,722,863	23,949,266	24,942,647
Pay and Allowances of Cadets / Midshipmen	93,956	102,772	110,242
Subsistence of Enlisted Personnel	1,414,187	1,495,761	1,605,932
Permanent Change of Station Travel	1,072,768	940,600	988,378
Other Military Personnel Costs	92,349	106,955	119,070
Total Baseline Program Funding	<b>\$ 34,818,087</b>	<b>\$ 36,586,370</b>	<b>\$ 38,020,388</b>
<b>REIMBURSABLE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	288,472	317,340	317,639
Pay and Allowances of Enlisted Personnel	133,953	133,759	147,355
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel	4,567	4,865	5,240
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Reimbursable Baseline Program Funding	<b>\$ 426,992</b>	<b>\$ 455,964</b>	<b>\$ 470,234</b>
<b>TOTAL BASELINE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	9,710,436	10,308,356	10,571,758
Pay and Allowances of Enlisted Personnel	22,856,816	24,083,025	25,090,002
Pay and Allowances of Cadets / Midshipmen	93,956	102,772	110,242
Subsistence of Enlisted Personnel	1,418,754	1,500,626	1,611,172
Permanent Change of Station Travel	1,072,768	940,600	988,378
Other Military Personnel Costs	92,349	106,955	119,070
Total Baseline Program Funding	<b>\$ 35,245,079</b>	<b>\$ 37,042,334</b>	<b>\$ 38,490,622</b>

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
**ACTIVE FORCES**  
**(In Thousands of Dollars)**

	FY 2022 Actual	FY 2023 Enacted	FY 2024 Estimate
<b>Additional Afghanistan Supplemental</b>			
Pay and Allowances of Officers	631		
Pay and Allowances of Enlisted Personnel			
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel			
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Afghanistan Supplemental Funding	<b>\$ 631</b>		
<b>Red Hill Supplemental</b>			
Pay and Allowances of Officers	6,141		
Pay and Allowances of Enlisted Personnel	30,677		
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel			
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Red Hill Funding	<b>\$ 36,818</b>		
<b>Ukraine Supplementals</b>			
Pay and Allowances of Officers	769	1,386	
Pay and Allowances of Enlisted Personnel		462	
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel			
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Ukraine Funding	<b>\$ 769</b>	<b>\$ 1,848</b>	
<b>TOTAL PROGRAM FUNDING</b>			
Pay and Allowances of Officers	9,717,977	10,309,742	10,571,758
Pay and Allowances of Enlisted Personnel	22,887,493	24,083,487	25,090,002
Pay and Allowances of Cadets / Midshipmen	93,956	102,772	110,242
Subsistence of Enlisted Personnel	1,418,754	1,500,626	1,611,172
Permanent Change of Station Travel	1,072,768	940,600	988,378
Other Military Personnel Costs	92,349	106,955	119,070
Total Baseline Program Funding	<b>\$ 35,283,297</b>	<b>\$ 37,044,182</b>	<b>\$ 38,490,622</b>



**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
**ACTIVE FORCES**  
(In Thousands of Dollars)

	FY 2022 Actual	FY 2023 Enacted	FY 2024 Estimate
Medicare-Eligible Retiree Health Fund Contribution, Navy	\$ 1,884,329	\$ 1,986,120	\$ 2,175,657
<b>TOTAL MILITARY PERSONNEL PROGRAM COST</b>	<b>\$ 37,167,626</b>	<b>\$ 39,028,454</b>	<b>\$ 40,666,279</b>
<b>Memo Entry: Overseas Operating Costs</b>			
Pay and Allowances of Officers	\$ 81,482	\$ 42,375	\$ 39,917
Pay and Allowances of Enlisted Personnel	\$ 131,747	\$ 74,281	\$ 74,847
Subsistence of Enlisted Personnel	\$ 27,271	\$ 16,634	\$ 19,457
Permanent Change of Station Travel	\$ 32,289	\$ 17,926	\$ 21,406
Other Military Personnel Costs	\$ 10,742	\$ 5,947	\$ 9,253
<b>TOTAL OVERSEAS OPERATING COSTS</b>	<b>\$ 283,531</b>	<b>\$ 157,163</b>	<b>\$ 164,880</b>

Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Base budget totals \$164,880K.

## Section 2

### Introduction

**MILITARY PERSONNEL, NAVY**  
**INTRODUCTION - ARMED FORCES**

The Military Personnel, Navy (MPN) appropriation provides financial resources necessary to compensate active military personnel. This book contains budget data for pay and allowances of officers, enlisted, midshipmen, subsistence of enlisted personnel, permanent change of station (PCS) travel, and other military personnel costs.

Faced with a challenging recruiting environment, the Navy increased enlistment bonuses in FY 2022 and will continue to do so as necessary. Retention has also been difficult with a strong national economy, so bonuses and incentives to retain our current naval force is a priority. To attract the most talented and diverse workforce, the Navy continues to evaluate its compensation package and admission requirements, and how it reaches potential recruits through advertising and career events. We strive to maintain the optimal mix of personnel with the right skills and experience to support the fleet.

The FY 2024 Military Personnel, Navy budget request supports an end strength of 347,000 sailors. While this is a decrease from the FY 2023 enacted strength, it represents growth of more than 5,000 from the projected FY 2023 end strength. The growth in FY 2024 strength will require the Navy to focus on both recruiting and retention programs in FY 2024, as mentioned previously. The requested end strength balances the force structure requirement with the number of expected active duty sailors we can access and retain.

Additionally, a detailed analysis of permanent change of station (PCS) fund management processes was conducted during the FY 2024 Budget Review. Historically, PCS moves have been a significant contributor to undisbursed balances – accounting for more than 25 percent of the annual unexpended balances within the military personnel appropriations. To improve the efficiency of PCS fund management, the Department has identified long-term financial process improvements that will help eliminate unresolved weaknesses in current PCS systems, cost estimating processes, and accounting reconciliation efforts. Addressing PCS issues is a top reform priority, but implementation of longer-term automated solutions through integrated pay and personnel systems is still a few years off for most Components.

## SUMMARY OF ECONOMIC ASSUMPTIONS

### FISCAL YEAR 2022

- a. The \$35,283,293 funding supported an end strength of 344,441 with an average strength of 348,521.
- b. Retired pay accrual percentage was 35.1 percent of the basic pay for full-time active duty and 25.7 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 2.7 percent across the board, effective 1 January 2022.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.7 percent effective 1 October 2021.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was 4.9 percent for both officers and enlisted personnel, effective 1 October 2021.
- f. The non-pay inflation rate was 6.7 percent.

### FISCAL YEAR 2023

- a. The \$37,341,627 estimated funding supported an end strength of 341,736 with an average strength of 343,465.
- b. Retired pay accrual percentage was 36.9 percent of the basic pay for full-time active duty and 24.5 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 4.6 percent across the board, effective 1 January 2023.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 11.9 percent effective 1 October 2022.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was . percent for both officers and enlisted personnel, effective 1 October 2022.
- f. The non-pay inflation rate was 4.5 percent.

### FISCAL YEAR 2024

- a. The \$38,490,622 funding supported an end strength of 347,000 with an average strength of 346,154.
- b. Retired pay accrual percentage was 30.0 percent of the basic pay for full-time active duty and 23.1 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 5.2 percent across the board, effective 1 January 2024.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 6.9 percent effective 1 October 2023.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was . percent for both officers and enlisted personnel, effective 1 October 2023.
- f. The non-pay inflation rate was 2.4 percent.

## MILITARY PERSONNEL, NAVY PERFORMANCE MEASURES AND EVALUATION SUMMARY

Activity: Active Military Personnel

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

Description of Activity: The Active Military Personnel appropriations provide resources necessary to compensate military personnel required to man approved force structure and support infrastructure, which include pay, allowances, individual clothing, subsistence, and permanent change of station.

### PERFORMANCE MEASURES:

	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
Average Strength	348,521	343,465	346,154
End Strength	344,441	341,736	347,000
Authorization End Strength	346,920	354,000	

### Recruiting

	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
1. Numeric goals - Active Enlisted			
Accession Goal	33,400	31,700	39,500
Accessions Attained	33,526		
New Contract Objective (NCO)	38,327	39,823	42,660
New Contracts Attained (NCA)	24,207		

### Note:

NCO and NCA includes contracts for the New Accession Training program because Active Duty recruiters work this mission.

	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
2. Quality Goals			
- HSDG percent	95.0	95.0	95.0
Actual	97.0		
- Test Score Category I-IIIa percent	60.0	60.0	60.0
Actual	65.0		

a. High School Diploma Graduate (HSDG) percent measures the number of non-prior service accessions who meet Tier I (HSDG) educational criteria relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 90% because these recruits generally have lower first-term attrition than do Tier II (alternate High School Credential or High School Graduate) and Tier III (Non-High School Graduate) recruits.

b. Test Score Category I-IIIa (CAT I-IIIa) percent measures the number of non-prior service accessions who score at or above the 50th percentile on the Armed Forces Qualification Test (AFQT) relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 60% because CAT I-IIIa recruits are generally better able to meet the challenges associated with the highly technical Navy of the 21st Century than are those who score lower on the AFQT. Navy does currently assess CAT IV recruits.

## Section 3

### Summary Charts

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF MILITARY PERSONNEL STRENGTH-ACTIVE FORCES**

	FY 2022 Actual		FY 2023 Planned		FY 2024 Planned	
	Average Strength	End Strength 30-Sep-22	Average Strength	End Strength 30-Sep-23	Average Strength	End Strength 30-Sep-24
Direct Baseline Program						
Officers	55,682	55,550	55,650	55,605	55,921	55,419
Enlisted	284,260	282,354	278,626	279,527	282,491	284,988
Academy (Cadets/Midshipmen)	4,315	4,376	4,285	4,410	4,303	4,350
Total Direct Baseline Program	344,257	342,280	338,561	339,542	342,715	344,757
Reimbursable Baseline Program						
Officers	999	999	1,024	1,047	1,069	1,087
Enlisted	1,161	1,162	1,158	1,147	1,153	1,156
Total Reimbursable Baseline Program	2,160	2,161	2,182	2,194	2,222	2,243
Baseline Program						
Officers	56,681	56,549	56,674	56,652	56,990	56,506
Enlisted	285,421	283,516	279,784	280,674	283,644	286,144
Academy (Cadets/Midshipmen)	4,315	4,376	4,285	4,410	4,303	4,350
Total Baseline Program	346,417	344,441	340,743	341,736	344,937	347,000
Overseas Operations Costs Program (OOC)						
Officers	519		577		258	
Enlisted	1,585		2,145		959	
Total OOC Program	2,104		2,722		1,217	
Program						
Officers	57,200	56,549	57,251	56,652	57,248	56,506
Enlisted	287,006	283,516	281,929	280,674	284,603	286,144
Academy (Cadets/Midshipmen)	4,315	4,376	4,285	4,410	4,303	4,350
Total Program	348,521	344,441	343,465	341,736	346,154	347,000

The Navy is required to document the number of Reserve and National Guard members who have performed operational support duty for the Navy for 1) a period greater than 1,825 consecutive days, or 2) cumulatively for 1,825 days out of the previous 2,190 days.

	FY 2022 Actual	FY 2023 Projected	FY 2024 Projected
Navy Reserve	39	27	12

These totals are part of the end strength figures that are displayed throughout the justification material.

**MILITARY PERSONNEL, NAVY  
END STRENGTH BY GRADE - ACTIVE FORCES  
TOTAL PROGRAM**

	FY 2022		FY 2023		FY 2024	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	10		10		10	
0-9 Vice Admiral	35	1	32	1	32	1
0-8 Rear Admiral (UH)	67	1	64	1	64	1
0-7 Rear Admiral (LH)	104	2	127	2	117	2
0-6 Captain	3,252	57	3,291	61	3,262	63
0-5 Commander	6,770	121	6,785	125	6,715	129
0-4 Lieutenant Commander	10,817	191	10,859	201	10,950	211
0-3 Lieutenant	18,968	335	18,549	343	18,285	352
0-2 Lieutenant (JG)	7,263	128	7,768	144	7,794	150
0-1 Ensign	7,253	128	7,121	132	7,220	139
TOTAL	54,539	964	54,606	1,010	54,449	1,048
Warrant Officers						
W-5 Warrant Officer	85	2	87	2	87	2
W-4 Warrant Officer	474	8	513	9	514	10
W-3 Warrant Officer	750	13	803	15	791	15
W-2 Warrant Officer	681	12	622	11	644	12
W-1 Warrant Officer	20		21		21	
TOTAL	2,010	35	2,046	37	2,057	39
Total Officer Personnel	56,549	999	56,652	1,047	56,506	1,087
E-9 Master Chief Petty Officer	2,764	11	2,830	12	2,986	12
E-8 Senior Chief Petty Officer	7,244	30	7,235	30	7,242	29
E-7 Chief Petty Officer	22,877	94	23,125	95	23,493	95
E-6 1st Class Petty Officer	51,190	210	51,743	211	50,840	205
E-5 2nd Class Petty Officer	70,408	289	75,727	309	74,636	302
E-4 3rd Class Petty Officer	54,016	221	52,354	214	53,502	216
E-3 Seaman	50,089	205	43,131	176	48,164	195
E-2 Seaman Apprentice	13,341	55	14,226	58	12,942	52
E-1 Seaman Recruit	11,587	47	10,303	42	12,339	50
Total Enlisted	283,516	1,162	280,674	1,147	286,144	1,156
Total Officer and Enlisted	340,065	2,161	337,326	2,194	342,650	2,243
Midshipmen	4,376		4,410		4,350	
TOTAL END STRENGTH	344,441	2,161	341,736	2,194	347,000	2,243



**MILITARY PERSONNEL, NAVY**  
**AVERAGE STRENGTH BY GRADE - ACTIVE FORCES**  
**TOTAL PROGRAM**

	FY 2022		FY 2023		FY 2024	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	10		10		10	
0-9 Vice Admiral	35	1	32	1	32	1
0-8 Rear Admiral (UH)	68	1	66	1	66	1
0-7 Rear Admiral (LH)	110	2	120	2	127	2
0-6 Captain	3,309	58	3,248	59	3,291	62
0-5 Commander	6,899	121	6,871	123	6,848	127
0-4 Lieutenant Commander	10,976	191	10,991	196	11,028	206
0-3 Lieutenant	19,243	335	18,725	339	18,767	348
0-2 Lieutenant (JG)	7,450	128	7,866	136	7,854	147
0-1 Ensign	7,088	128	7,261	130	7,152	136
TOTAL	55,188	965	55,190	987	55,175	1,030
Warrant Officers						
W-5 Warrant Officer	83	2	86	2	85	2
W-4 Warrant Officer	474	8	498	9	501	10
W-3 Warrant Officer	766	13	808	14	816	15
W-2 Warrant Officer	673	11	648	12	650	12
W-1 Warrant Officer	16		21		21	
TOTAL	2,012	34	2,061	37	2,073	39
Total Officer Personnel	57,200	999	57,251	1,024	57,248	1,069
E-9 Master Chief Petty Officer	2,803	11	2,772	12	2,933	12
E-8 Senior Chief Petty Officer	7,235	30	7,219	30	7,242	30
E-7 Chief Petty Officer	22,792	93	22,830	95	23,221	95
E-6 1st Class Petty Officer	52,661	209	53,119	211	52,363	208
E-5 2nd Class Petty Officer	72,458	289	73,377	299	75,916	306
E-4 3rd Class Petty Officer	54,563	222	53,571	218	54,289	215
E-3 Seaman	49,348	201	45,587	191	44,475	186
E-2 Seaman Apprentice	14,811	62	13,202	57	13,120	55
E-1 Seaman Recruit	10,335	44	10,252	45	11,044	46
Total Enlisted	287,006	1,161	281,929	1,158	284,603	1,153
Total Officer and Enlisted	344,206	2,160	339,180	2,182	341,851	2,222
Midshipmen	4,315		4,285		4,303	
TOTAL AVERAGE STRENGTH	348,521	2,160	343,465	2,182	346,154	2,222

**MILITARY PERSONNEL, NAVY  
ACTIVE DUTY STRENGTH BY MONTHS**

	FY 2022 Actual				FY 2023 Estimate				FY 2024 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
September	56,044	287,179	4,454	347,677	56,549	283,516	4,376	344,441	56,652	280,674	4,410	341,736
October	56,066	286,156	4,445	346,667	56,417	281,878	4,370	342,665	56,577	279,729	4,404	340,710
November	55,923	287,051	4,435	347,409	56,153	279,772	4,363	340,288	56,488	281,022	4,400	341,910
December	56,013	286,494	4,414	346,921	56,027	277,839	4,350	338,216	56,350	280,387	4,387	341,124
January	56,009	286,804	4,403	347,216	55,939	278,587	4,338	338,864	56,335	281,861	4,375	342,571
February	55,850	286,202	4,391	346,443	55,778	278,565	4,331	338,674	56,221	282,552	4,365	343,138
March	55,781	284,777	4,388	344,946	55,679	278,354	4,326	338,359	56,146	283,031	4,359	343,536
April	55,787	282,999	4,382	343,168	55,702	277,883	4,319	337,904	56,049	283,717	4,352	344,118
May	56,930	281,703	3,280	341,913	56,920	277,583	3,298	337,801	57,328	284,412	3,296	345,036
June	57,116	282,553	4,436	344,105	56,979	278,587	4,462	340,028	57,375	284,876	4,459	346,710
July	56,958	283,759	4,411	345,128	56,818	279,903	4,445	341,166	57,146	285,552	4,444	347,142
August	56,899	285,184	4,386	346,469	56,816	280,135	4,419	341,370	57,051	285,990	4,419	347,460
September	56,549	283,516	4,376	344,441	56,652	280,674	4,410	341,736	56,506	286,144	4,350	347,000
<b>Average Strength</b>	<b>56,303</b>	<b>284,919</b>	<b>4,315</b>	<b>345,537</b>	<b>56,319</b>	<b>279,264</b>	<b>4,285</b>	<b>339,868</b>	<b>56,636</b>	<b>283,045</b>	<b>4,303</b>	<b>343,984</b>
<u>Active Duty for Operation Support (ADOS)</u>	Officer	FY 2022 Enlisted	Cadet	Total	Officer	FY 2023 Enlisted	Cadet	Total	Officer	FY 2024 Enlisted	Cadet	Total
<b>Average Strength</b>	353	403		756	352	468		820	343	322		665
Dollars in Millions	78.7	46.6		125.3	91.0	58.2		149.1	92.9	45.0		137.9
<u>Selected Reserve 12304b Authority</u>												
<b>Average Strength</b>	6	61		67	2	52		54	11	277		288
Dollars in Millions	1.0	4.9		5.9	0.3	4.3		4.7	2.3	29.1		31.4
<u>COVID</u>												
<b>Average Strength</b>	19	38		57	1	0		1				
Dollars in Millions	2.8	2.2		5.0	0.5	0		0.5				
<u>OOB - Mobilized Reserve</u>												
<b>Average Strength</b>	519	1,585		2,104	577	2,145		2,722	258	959		1,217
Dollars in Millions	92.6	168.5		261.1	108.9	235.6		344.5	50.6	114.3		164.9
<b>Total Average Strength</b>	<b>57,200</b>	<b>287,006</b>	<b>4,315</b>	<b>348,521</b>	<b>57,251</b>	<b>281,929</b>	<b>4,285</b>	<b>343,465</b>	<b>57,248</b>	<b>284,603</b>	<b>4,303</b>	<b>346,154</b>

**Selected Reserve 12304b Authority:** Provides Expeditionary, Medical, Maintenance, and ISR support by Navy Reserve Sailors to various Combatant Commanders and the United States Marine Corps. Support augments Active Component capabilities to fulfill enduring requirements. Activated Sailors will be placed on orders for a period no longer than 365 days.

**Strength in the FY 2024 President's Budget Baseline Request**

	FY 2023 Estimate				FY 2024 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
<b>End Strength</b>	56,652	280,674	4,410	341,736	56,506	286,144	4,350	347,000
<b>Average Strength</b>	57,251	281,929	4,285	343,465	57,248	284,603	4,303	346,154

**Overseas Operations Costs.** This justification material includes Overseas Operations Costs (OOC) noted by Memo Entry throughout the book. Displays are for actuals in FY 2022, the current estimate in FY 2023, and budget requests for FY 2024. OOC funding is included in the base budget. OOC requirements support the following missions:

- Operating Enduring Sentinel (OES) - denies terrorist safe-havens in Afghanistan by using over-the-horizon capabilities instead of in-country military presence.
- Operation Inherent Resolve (OIR) - supports urgent warfighting readiness and requirements driven by acceleration of the campaign against the Islamic State of Iraq and Syria (ISIS).
- European Deterrence Initiative (EDI) – supports assurance to NATO alliances and bolsters the security and capacity of partners.
- Enduring Theater Requirements and Related Missions – includes security cooperation, counterterrorism, and other related activities to protect U.S interests and allow flexibility to achieve U.S. national security objectives.

In this justification material, FY 2022 includes \$2 , K in OOC Actuals. FY 2023 includes \$344,536K as the OOC Current Estimate, and FY 2024 includes \$164,880K for the OOC Budget Estimate.

## **FY2024 12304b Requested Levels: 288 Work-Years**

### **10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands**

Introduction: The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. § 12304b, which provides the Secretary of the Navy the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY2024, the Navy plans to utilize 12304b in support of preplanned and base funded missions identified by the Combatant Commanders. The Navy may use authority granted in 10 U.S.C. § 12301(d) for Sailors volunteering to support any of these missions.

### **CFLSW (VR) Squadron Deployment FY24 \$3.5M (36 work years)**

Title 10 USC 12304b funds for SELRES VR (C-40 and C-130) detachment mobilizations to support COCOM requirements through the GFMAP. Mobilizations are required to meet deployment manning for consistent OCONUS presence at NAF Atsugi, NAS Sigonella, and NAS Bahrain. OCO definition and mission eligibility requirements are subject to Congressional modification each budget cycle. Uncertainty of OCO funding and mission eligibility under future OCO guidance warrants 12304b funding. Enables RC sourcing in support of, at a minimum, 1 C-40 and 1 C-130, at each OCONUS location. Mobilization (12304b) funding for 6 SELRES Officers and 30 SELRES Enlisted for 12 months.

### **HM Squadron Deployments FY24 \$1.2M (13 work-years)**

Title 10 USC 12304b funding for SELRES HM mobilizations to support COCOM requirements through the GFMAP. HM squadrons support an enduring OCONUS mine countermeasure and heavy vertical lift detachment in Korea and Bahrain. In order to adequately man a three aircraft (MH-53E) detachment, 13 mobilizations are required for deployment in FY24. OCO definition and mission eligibility requirements are subject to Congressional modification each budget cycle. Uncertainty of OCO funding and mission eligibility under future OCO guidance warrants 12304b funding. Funding enables RC sourcing of HM expeditionary GFM requirements. Mobilization (12304b) funding to support 2 SELRES officer and 11 SELRES Enlisted for 12 months.

**VRM Squadron Deployment FY24 \$1M (9 work-years)**

Title 10 USC 12304b funds for SELRES VRM (CMV-22) detachment mobilizations to support COCOM requirements through the GFMAR. Mobilizations are required to meet deployment manning each detachment. OCO definition and mission eligibility requirements are subject to Congressional modification each budget cycle. Uncertainty of OCO funding and mission eligibility under future OCO guidance warrants 12304b funding. Enables RC sourcing in support of GFMAR deployments associated with CVNs/CVWs. Mobilization (12304b) funding for 4 SELRES Officers and 5 SELRES Enlisted for 12 months.

**HSM-60 Squadron Deployment FY24 \$0.6M (6 work-years)**

Title 10 USC 12304b funds for SELRES HSM detachment mobilizations to support COCOM requirements through the GFMAR. Mobilizations are required to meet deployment manning for a two aircraft (MH-60R) detachment. OCO definition and mission eligibility requirements are subject to Congressional modification each budget cycle. Uncertainty of OCO funding and mission eligibility under future OCO guidance warrants 12304b funding. Enables RC sourcing of HSM expeditionary GFM requirements. Mobilization (12304b) funding for 2 SELRES Officers and 6 SELRES Enlisted for 9 months.

**RS 1 MARFORRES Program FY24 \$2.8M (24 work years)**

Augments 24 SELRES to support GFMAR requirements in support of the USMC deployments. Mobilization (12304b) funding for 4 SELRES Officers and 20 SELRES Enlisted personnel for 12 months.

**Naval Expeditionary Logistics Force FY24 \$7.9M (72 work years)**

Continue to provide sufficient warfare-qualified officer and enlisted personnel to meet Combatant Commander (CCDR) enduring GFM and operational plan (OPLAN) contingency requirements. Mobilization (12304b) funding is for two rotations of 4 SELRES Officers and 39 SELRES Enlisted personnel from NECC Expeditionary Logistics RC Battalions for 10 months.

**Maritime Expeditionary Security USCG Port Security Unit Support FY24 \$0.8M (6 work years)**

Continue to provide sufficient warfare-qualified personnel to meet Combatant Commander (CCDR) enduring Force Protection requirements. Mobilization (12304b) funding provides two rotations of 1 SELRES Officer and 2 SELRES Enlisted Maritime Expeditionary Security Force personnel for 12 months to augment USCG Port Security Units tasked to provide maritime security, shoreline security and seaward surveillance of all watercraft within JTF GTMO JOA.

**NSWG-11 Maritime Mobility Special Operator FY24 \$0.2M (2 work years)**

SELRES Special Warfare Combat Crewmen (SWCC) to a deploying Special Operations Combatant Craft Element tasked to execute Naval Special Warfare Group FOUR's support to Chief of Naval Operations Guidance Key Operating Problem 2a. Mobilization (12304b) funding for 2 SELRES Enlisted for 12 months.

**NSWG-11 Deployed Task Element West FY24 \$1.8M (16 work years)**

Fields a deployed 1.0 presence of SELRES Special Operations Task Element (TE) to forward deployed Combatant Commander supporting pre-planned mission requirements tasked by the GFMAP to SOF, with a six-month training/six-month down range requirement. Mobilization (12304b) funding for 2 SELRES Officers and 14 SELRES Enlisted for 12 months.

**NSWG-11 Deployed UAS Elements FY24 \$5.2M (48 work years)**

SELRES at a 1.0 presence, deployed in support of Global Competition EXORD. Provides Unmanned Aerial Systems (UAS) support to deployed NSW forces to advance global competition imperatives, with a six-month training/six-month down range requirement. Mobilization (12304b) funding for 4 SELRES Officers and 44 SELRES Enlisted for 12 months.

**NSW RC Task Force Elements FY24 \$2M (16 work years)**

Fields two 4 SELRES elements that provide critical CONUS and OCONUS capabilities to NSW-led operational Special Operations Task Force (SOTF) staffs directly supporting Combatant Commander (CCDR) Integrated Deterrence objectives and SECDEF validated requirements in support of Global Competition EXORD, with a six-month training/six-month down range requirement. Mobilization (12304b) funding for 4 SELRES Officers and 12 SELRES Enlisted for 12 months.

**NSW RC Sea-based Support to SOF \$4.4M (40 work years)** Consists of up to 40 SELRES man-years (4xO/36xE). ISO critical and essential billets to Sea-based support to SOF, enduring mission to support directly supporting Combatant Commander (CCDR) tasking per SECDEF validated Integrated Deterrence requirements in support of Global Competition EXORD. Mobilization (12304b) funding for 4 Officers and 36 Enlisted for 12 months.

**MILITARY PERSONNEL, NAVY**  
**GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES**  
**OFFICERS**

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
<b>Begin Strength</b>	<b>56,044</b>	<b>56,549</b>	<b>56,652</b>
<b>Gains</b>			
Naval Academy	807	751	790
Reserve Officer Training Corps	802	738	772
Senior ROTC	747	678	712
Scholarship	55	60	60
Health Professions Scholarships	401	403	402
Reserve Officer Candidates			
Other Enlisted Commissioning Programs	1,703	1,772	1,754
Voluntary Active Duty	23	53	48
Direct Appointments	415	393	297
Warrant Officer Programs	229	242	194
Other	56	46	57
Gain Adjustment	173	10	11
<b>Total Gains</b>	<b>4,609</b>	<b>4,408</b>	<b>4,325</b>
<b>Losses</b>			
Expiration of Contract / Obligation			
Normal Early Release			
Retirement	2,048	2,195	2,257
Disability			
Non-disability	2,048	2,195	2,257
TERA			
Voluntary Separation - VSI			
Voluntary Separation - SSB			
Involuntary Separation - Reserve Officers			
Involuntary Separation - Regular Officers	118	117	105
Attrition	1,786	1,855	1,729
Other	104	94	91
Loss Adjustment	48	44	289
<b>Total Losses</b>	<b>4,104</b>	<b>4,305</b>	<b>4,471</b>
<b>End Strength</b>	<b>56,549</b>	<b>56,652</b>	<b>56,506</b>

**MILITARY PERSONNEL, NAVY**  
**GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES**  
**ENLISTED**

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
<b>Begin Strength</b>	<b>287,179</b>	<b>283,516</b>	<b>280,674</b>
<b>Gains</b>			
Non-prior Service Enlistments	33,280	31,289	39,100
Male	25,500	23,702	27,388
Female	7,780	7,587	11,712
Prior Service Enlistments	246	411	400
National Call to Service			
Reenlistments	41,417	42,161	45,372
Reserve Recall	10	20	25
Officer Candidate Programs	1,539	1,737	1,583
Returned from Dropped Rolls	481	671	670
Gain Adjustment	8	133	
<b>Total Gains</b>	<b>76,981</b>	<b>76,422</b>	<b>87,150</b>
<b>Losses</b>			
Expiration of Term of Service (ETS)	15,287	15,121	15,066
Normal Early Release			
Programmed Early Release			
Separations - VSP			
Separations - SSB			
To Commissioned Officer	1,703	1,772	1,754
To Warrant Officer	229	242	194
Reenlistment	41,417	42,161	45,372
Retirement	5,419	5,029	4,863
TERA			
Other			
Dropped from Rolls (Deserters)	84	23	22
Attrition (Adverse Causes)	5,631	4,543	4,026
Attrition (Other)	10,224	10,373	10,383
Reserve Components			
Other Losses			
Loss Adjustment	650		
<b>Total Losses</b>	<b>80,644</b>	<b>79,264</b>	<b>81,680</b>
<b>End Strength</b>	<b>283,516</b>	<b>280,674</b>	<b>286,144</b>



**MILITARY PERSONNEL, NAVY**  
**GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES**  
**CADETS/MIDSHIPMEN**

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
<b>Begin Strength</b>	<b>4,454</b>	<b>4,376</b>	<b>4,410</b>
<b>Gains</b>			
Entering Midshipmen	1,175	1,180	1,180
Re-Admit Midshipmen			
<b>Total Gains</b>	<b>1,175</b>	<b>1,180</b>	<b>1,180</b>
<b>Losses</b>			
Attrition	167	124	178
Death			
Graduates	1,086	1,022	1,062
<b>Total Losses</b>	<b>1,253</b>	<b>1,146</b>	<b>1,240</b>
<b>End Strength</b>	<b>4,376</b>	<b>4,410</b>	<b>4,350</b>

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
(\$ in Thousands)

	FY 2022			FY 2023			FY 2024		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	\$ 4,939,202	\$ 11,096,766	\$ 16,035,968	\$ 5,129,317	\$ 11,433,014	\$ 16,562,331	\$ 5,396,209	\$ 12,128,900	\$ 17,525,109
2. Retired Pay Accrual	\$ 1,724,286	\$ 3,885,815	\$ 5,610,101	\$ 1,880,471	\$ 4,203,616	\$ 6,084,087	\$ 1,614,147	\$ 3,633,621	\$ 5,247,768
3. Thrift Savings Plan (TSP)	\$ 64,815	\$ 137,767	\$ 202,582	\$ 76,292	\$ 162,161	\$ 238,453	\$ 80,484	\$ 184,961	\$ 265,445
4. Basic Allowance for Housing	\$ 1,699,529	\$ 5,109,761	\$ 6,809,290	\$ 1,896,294	\$ 5,622,079	\$ 7,518,373	\$ 2,033,804	\$ 6,172,591	\$ 8,206,395
A. With Dependents - Domestic	\$ 1,060,672	\$ 3,213,149	\$ 4,273,821	\$ 1,181,805	\$ 3,535,307	\$ 4,717,112	\$ 1,277,539	\$ 3,893,919	\$ 5,171,458
B. Without Dependents - Domestic	\$ 512,253	\$ 1,556,197	\$ 2,068,450	\$ 576,527	\$ 1,707,621	\$ 2,284,148	\$ 614,899	\$ 1,884,967	\$ 2,499,866
C. Substandard Family Housing - Domestic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Partial - Domestic	\$ 57	\$ 7,094	\$ 7,151	\$ 58	\$ 6,718	\$ 6,776	\$ 56	\$ 6,740	\$ 6,796
E. With Dependents - Overseas	\$ 75,512	\$ 160,578	\$ 236,090	\$ 82,002	\$ 179,131	\$ 261,133	\$ 84,142	\$ 185,262	\$ 269,404
F. Without Dependents - Overseas	\$ 51,035	\$ 172,743	\$ 223,778	\$ 55,902	\$ 193,302	\$ 249,204	\$ 57,168	\$ 201,703	\$ 258,871
5. Subsistence	\$ 190,480	\$ 1,418,754	\$ 1,609,234	\$ 208,737	\$ 1,515,097	\$ 1,723,834	\$ 219,578	\$ 1,611,172	\$ 1,830,750
A. Basic Allowance for Subsistence	\$ 190,480	\$ 932,275	\$ 1,122,755	\$ 208,737	\$ 1,003,199	\$ 1,211,936	\$ 219,578	\$ 1,074,172	\$ 1,293,750
1. Authorized to Mess Separately	\$ 190,480	\$ 931,089	\$ 1,121,569	\$ 208,737	\$ 1,000,658	\$ 1,209,395	\$ 219,578	\$ 1,071,488	\$ 1,291,066
2. Leave Rations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3. Rations-In-Kind Not Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4. BAS II	\$ -	\$ 1,186	\$ 1,186	\$ -	\$ 2,541	\$ 2,541	\$ -	\$ 2,684	\$ 2,684
5. Augmentation for Separate Meals	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6. Partial BAS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B. Subsistence-In-Kind	\$ -	\$ 486,479	\$ 486,479	\$ -	\$ 511,893	\$ 511,893	\$ -	\$ 536,995	\$ 536,995
1. Subsistence in Messes	\$ -	\$ 457,900	\$ 457,900	\$ -	\$ 483,532	\$ 483,532	\$ -	\$ 507,162	\$ 507,162
2. Special Rations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3. Operational Rations	\$ -	\$ 2,634	\$ 2,634	\$ -	\$ 2,893	\$ 2,893	\$ -	\$ 3,043	\$ 3,043
4. Augmentation Rations & Other Programs	\$ -	\$ 53,340	\$ 53,340	\$ -	\$ 55,548	\$ 55,548	\$ -	\$ 58,434	\$ 58,434
5. SIK Cash Collections	\$ -	\$ (27,395)	\$ (27,395)	\$ -	\$ (30,080)	\$ (30,080)	\$ -	\$ (31,644)	\$ (31,644)
C. FSSA	\$ -	\$ -	\$ -	\$ -	\$ 5	\$ 5	\$ -	\$ 5	\$ 5
6. Incentive Pay Hazardous Duty and Aviation Career	\$ 150,096	\$ 108,875	\$ 258,971	\$ 161,285	\$ 115,652	\$ 276,937	\$ 172,751	\$ 114,539	\$ 287,290
A. Flying Duty Pay	\$ 110,645	\$ 19,381	\$ 130,026	\$ 121,470	\$ 17,214	\$ 138,684	\$ 129,272	\$ 15,590	\$ 144,862
1. Aviation Career Officers	\$ 72,158	\$ -	\$ 72,158	\$ 78,188	\$ -	\$ 78,188	\$ 79,611	\$ -	\$ 79,611
2. Crew Members	\$ 54	\$ 9	\$ 63	\$ 78	\$ 60	\$ 138	\$ 78	\$ 60	\$ 138
3. Noncrew Member	\$ 4	\$ 63	\$ 67	\$ 13	\$ 58	\$ 71	\$ 13	\$ 58	\$ 71
4. Aviation Continuation Pay	\$ 38,429	\$ -	\$ 38,429	\$ 43,191	\$ -	\$ 43,191	\$ 49,570	\$ -	\$ 49,570
5. Career Enlisted Flyer Pay	\$ -	\$ 19,309	\$ 19,309	\$ -	\$ 17,096	\$ 17,096	\$ -	\$ 15,472	\$ 15,472
B. Submarine Duty Pay	\$ 29,849	\$ 55,529	\$ 85,378	\$ 29,509	\$ 61,888	\$ 91,397	\$ 33,104	\$ 61,135	\$ 94,239
C. Parachute Jumping Pay	\$ 1,186	\$ 4,042	\$ 5,228	\$ 1,271	\$ 4,145	\$ 5,416	\$ 1,289	\$ 4,185	\$ 5,474
D. Demolition Pay	\$ 1,138	\$ 5,413	\$ 6,551	\$ 1,238	\$ 5,490	\$ 6,728	\$ 1,287	\$ 5,580	\$ 6,867

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
(\$ in Thousands)

	FY 2022			FY 2023			FY 2024		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
E. Naval Special Warfare Skill Incentive Pay (SKIP)	\$ 6,677	\$ 15,831	\$ 22,508	\$ 7,196	\$ 16,677	\$ 23,873	\$ 7,196	\$ 17,809	\$ 25,005
F. Other Pays	\$ 601	\$ 8,679	\$ 9,280	\$ 601	\$ 10,238	\$ 10,839	\$ 603	\$ 10,240	\$ 10,843
7. Special Pays	\$ 429,378	\$ 1,065,139	\$ 1,494,517	\$ 460,452	\$ 1,292,925	\$ 1,753,377	\$ 478,722	\$ 1,339,912	\$ 1,818,634
A. Medical Pay	\$ 168,000	\$ -	\$ 168,000	\$ 172,200	\$ -	\$ 172,200	\$ 176,845	\$ -	\$ 176,845
B. Dental Pay	\$ 47,643	\$ -	\$ 47,643	\$ 51,172	\$ -	\$ 51,172	\$ 51,876	\$ -	\$ 51,876
C. Optometrists Pay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Pharmacy Pay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
E. Nurse Pay	\$ 19,379	\$ -	\$ 19,379	\$ 21,104	\$ -	\$ 21,104	\$ 21,957	\$ -	\$ 21,957
F. Non-Physician Pay	\$ 16,007	\$ -	\$ 16,007	\$ 16,495	\$ -	\$ 16,495	\$ 18,155	\$ -	\$ 18,155
G. Personal Money Allowance General & Flag Officers	\$ 44	\$ 2	\$ 46	\$ 44	\$ 2	\$ 46	\$ 44	\$ 2	\$ 46
H. Nuclear Officer Incentive Pay	\$ 86,067	\$ -	\$ 86,067	\$ 91,460	\$ -	\$ 91,460	\$ 91,660	\$ -	\$ 91,660
I. Nuclear Accession Bonus	\$ -	\$ 2,385	\$ 2,385	\$ -	\$ 3,750	\$ 3,750	\$ -	\$ 3,750	\$ 3,750
J. Scientific/Engineering Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
K. Responsibility Pay	\$ 752	\$ -	\$ 752	\$ 986	\$ -	\$ 986	\$ 992	\$ -	\$ 992
L. Sea and Foreign Duty Total	\$ 37,613	\$ 311,362	\$ 348,975	\$ 33,571	\$ 305,492	\$ 339,063	\$ 34,096	\$ 313,551	\$ 347,647
1. Sea Duty	\$ 34,846	\$ 272,702	\$ 307,548	\$ 30,245	\$ 273,865	\$ 304,110	\$ 30,717	\$ 281,107	\$ 311,824
2. Duty at Certain Places	\$ 2,767	\$ 37,128	\$ 39,895	\$ 3,326	\$ 30,125	\$ 33,451	\$ 3,379	\$ 30,922	\$ 34,301
3. Overseas Extension Pay	\$ -	\$ 1,532	\$ 1,532	\$ -	\$ 1,502	\$ 1,502	\$ -	\$ 1,522	\$ 1,522
M. Diving Duty Pay	\$ 2,716	\$ 8,798	\$ 11,514	\$ 2,803	\$ 9,163	\$ 11,966	\$ 2,817	\$ 9,296	\$ 12,113
N. Foreign Language Proficiency Pay	\$ 2,618	\$ 9,690	\$ 12,308	\$ 3,325	\$ 13,723	\$ 17,048	\$ 3,762	\$ 14,065	\$ 17,827
O. Imminent Danger Pay	\$ 807	\$ 2,835	\$ 3,642	\$ 807	\$ 2,781	\$ 3,588	\$ 813	\$ 2,816	\$ 3,629
P. Hardship Duty Pay	\$ 2,263	\$ 11,925	\$ 14,188	\$ 2,268	\$ 10,945	\$ 13,213	\$ 2,283	\$ 11,094	\$ 13,377
Q. Judge Advocate Continuation Pay	\$ 2,204	\$ -	\$ 2,204	\$ 4,880	\$ -	\$ 4,880	\$ 5,540	\$ -	\$ 5,540
R. Special Warfare Officer Pay	\$ 5,130	\$ -	\$ 5,130	\$ 6,627	\$ -	\$ 6,627	\$ 6,927	\$ -	\$ 6,927
S. Surface Warfare Officer	\$ 22,370	\$ -	\$ 22,370	\$ 32,950	\$ -	\$ 32,950	\$ 37,500	\$ -	\$ 37,500
T. Critical Skill Retention Bonus	\$ 15,685	\$ 28,747	\$ 44,432	\$ 19,247	\$ 43,662	\$ 62,909	\$ 22,942	\$ 45,437	\$ 68,379
U. Conversion to Military Occupational Specialty	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
V. New Officers in Critical Skills Accession Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
W. Transfer Between Armed Forces Incentive Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
X. Combat-Related Injury Rehabilitation Bonus	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ 400	\$ -	\$ 400	\$ 400
Y. Reenlistment Bonus	\$ -	\$ 322,791	\$ 322,791	\$ -	\$ 363,492	\$ 363,492	\$ -	\$ 397,812	\$ 397,812
1. Regular	\$ -	\$ 159,883	\$ 159,883	\$ -	\$ 194,595	\$ 194,595	\$ -	\$ 216,823	\$ 216,823
2. Selective	\$ -	\$ 162,908	\$ 162,908	\$ -	\$ 168,897	\$ 168,897	\$ -	\$ 180,989	\$ 180,989
Z. Special Duty Assignment Pay	\$ -	\$ 105,481	\$ 105,481	\$ -	\$ 104,844	\$ 104,844	\$ -	\$ 105,200	\$ 105,200
AA. Enlistment Bonus	\$ -	\$ 230,060	\$ 230,060	\$ -	\$ 374,369	\$ 374,369	\$ -	\$ 374,369	\$ 374,369
BB. Education Benefits	\$ -	\$ -	\$ -	\$ -	\$ 2,800	\$ 2,800	\$ -	\$ 7,700	\$ 7,700

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
(\$ in Thousands)

	FY 2022			FY 2023			FY 2024		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
CC. Loan Repayment Program	\$ -	\$ 3,137	\$ 3,137	\$ -	\$ 4,994	\$ 4,994	\$ -	\$ 4,994	\$ 4,994
DD. Assignment Incentive Pay	\$ 43	\$ 27,926	\$ 27,969	\$ -	\$ 52,508	\$ 52,508	\$ -	\$ 49,426	\$ 49,426
EE. Other Special Pay	\$ 37	\$ -	\$ 37	\$ 513	\$ -	\$ 513	\$ 513	\$ -	\$ 513
8. Continuation Pay (CP)	\$ 3,251	\$ 6,117	\$ 9,368	\$ 3,826	\$ 7,200	\$ 11,026	\$ 4,510	\$ 8,475	\$ 12,985
9. Allowances	\$ 105,057	\$ 495,832	\$ 600,889	\$ 112,097	\$ 448,534	\$ 560,631	\$ 116,422	\$ 464,554	\$ 580,976
A. Uniform or Clothing Allowances	\$ 2,580	\$ 195,110	\$ 197,690	\$ 2,587	\$ 203,123	\$ 205,710	\$ 2,605	\$ 210,880	\$ 213,485
1. Initial Issue	\$ 1,743	\$ 75,779	\$ 77,522	\$ 1,750	\$ 73,261	\$ 75,011	\$ 1,763	\$ 91,979	\$ 93,742
a. Military	\$ 1,620	\$ 75,152	\$ 76,772	\$ 1,621	\$ 72,664	\$ 74,285	\$ 1,630	\$ 91,359	\$ 92,989
b. Civilian	\$ 123	\$ 627	\$ 750	\$ 129	\$ 597	\$ 726	\$ 133	\$ 620	\$ 753
2. Additional	\$ 837	\$ -	\$ 837	\$ 837	\$ -	\$ 837	\$ 842	\$ -	\$ 842
3. Basic Maintenance	\$ -	\$ 25,421	\$ 25,421	\$ -	\$ 27,645	\$ 27,645	\$ -	\$ 25,273	\$ 25,273
4. Standard Maintenance	\$ -	\$ 80,430	\$ 80,430	\$ -	\$ 87,449	\$ 87,449	\$ -	\$ 79,943	\$ 79,943
5. Special	\$ -	\$ 11,875	\$ 11,875	\$ -	\$ 13,274	\$ 13,274	\$ -	\$ 12,134	\$ 12,134
6. Supplementary	\$ -	\$ 1,605	\$ 1,605	\$ -	\$ 1,494	\$ 1,494	\$ -	\$ 1,551	\$ 1,551
7. Civilian Clothing Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8. Task Force Uniform	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B. Station Allowances Overseas	\$ 91,995	\$ 247,404	\$ 339,399	\$ 99,318	\$ 188,861	\$ 288,179	\$ 103,611	\$ 197,054	\$ 300,665
1. Cost-of-Living	\$ 70,068	\$ 183,710	\$ 253,778	\$ 72,124	\$ 141,848	\$ 213,972	\$ 75,766	\$ 148,933	\$ 224,699
2. Temporary Lodging	\$ 21,927	\$ 63,694	\$ 85,621	\$ 27,194	\$ 47,013	\$ 74,207	\$ 27,845	\$ 48,121	\$ 75,966
C. Family Separation Allowance	\$ 9,363	\$ 50,811	\$ 60,174	\$ 9,846	\$ 52,266	\$ 62,112	\$ 9,846	\$ 52,764	\$ 62,610
1. On PCS No Government Quarters	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2. On PCS Dependent Not Authorized	\$ 1,854	\$ 10,758	\$ 12,612	\$ 2,253	\$ 13,827	\$ 16,080	\$ 2,253	\$ 13,959	\$ 16,212
3. Afloat	\$ 2,334	\$ 15,387	\$ 17,721	\$ 3,393	\$ 20,562	\$ 23,955	\$ 3,393	\$ 20,757	\$ 24,150
4. On TDY	\$ 5,175	\$ 24,666	\$ 29,841	\$ 4,200	\$ 17,877	\$ 22,077	\$ 4,200	\$ 18,048	\$ 22,248
D. Basic Needs	\$ -	\$ -	\$ -	\$ -	\$ 2,478	\$ 2,478	\$ -	\$ 1,967	\$ 1,967
E. Spec Comp for Asst w/ Act of Daily Living (SCAADL)	\$ 90	\$ 385	\$ 475	\$ 90	\$ 384	\$ 474	\$ 90	\$ 384	\$ 474
F. CONUS COLA	\$ 1,029	\$ 2,122	\$ 3,151	\$ 256	\$ 1,422	\$ 1,678	\$ 270	\$ 1,505	\$ 1,775
10. Separation Payments	\$ 36,655	\$ 139,652	\$ 176,307	\$ 39,751	\$ 123,335	\$ 163,086	\$ 43,046	\$ 114,504	\$ 157,550
A. Terminal Leave Pay	\$ 26,981	\$ 94,661	\$ 121,642	\$ 29,221	\$ 76,967	\$ 106,188	\$ 31,584	\$ 71,310	\$ 102,894
B. Severance Pay Disability	\$ 1,725	\$ 22,881	\$ 24,606	\$ 1,946	\$ 24,767	\$ 26,713	\$ 2,123	\$ 23,007	\$ 25,130
C. Severance Pay Nonpromotion	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
D. Severance Pay Invol Half (5%)	\$ -	\$ 2,657	\$ 2,657	\$ -	\$ 2,600	\$ 2,600	\$ -	\$ 2,423	\$ 2,423
E. Severance Pay Invol Full (10%)	\$ 7,949	\$ 18,653	\$ 26,602	\$ 8,584	\$ 18,301	\$ 26,885	\$ 9,339	\$ 17,012	\$ 26,351
F. Severance Pay VSI	\$ -	\$ 800	\$ 800	\$ -	\$ 700	\$ 700	\$ -	\$ 752	\$ 752
G. Severance Pay VSP	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
H. 15-Year Temporary Early Retirement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
I. \$30000 Lump Sum Bonus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
11. Social Security Tax Payment	\$ 375,228	\$ 841,769	\$ 1,216,997	\$ 391,841	\$ 874,626	\$ 1,266,467	\$ 412,085	\$ 927,945	\$ 1,340,030

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY**  
(\$ in Thousands)

	FY 2022			FY 2023			FY 2024		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
12. Permanent Change of Station Travel	\$ 384,293	\$ 688,475	\$ 1,072,768	\$ 353,749	\$ 618,995	\$ 972,744	\$ 358,483	\$ 629,895	\$ 988,378
13. Other Military Personnel Costs	\$ 39,282	\$ 53,067	\$ 92,349	\$ 43,376	\$ 62,672	\$ 106,048	\$ 43,166	\$ 75,904	\$ 119,070
A. Apprehension of Deserters	\$ -	\$ 84	\$ 84	\$ -	\$ 83	\$ 83	\$ -	\$ 84	\$ 84
B. Interest on Uniformed Services Savings Deposit	\$ 205	\$ 308	\$ 513	\$ 202	\$ 302	\$ 504	\$ 204	\$ 306	\$ 510
C. Death Gratuities	\$ 2,043	\$ 18,156	\$ 20,199	\$ 2,100	\$ 17,800	\$ 19,900	\$ 2,100	\$ 18,100	\$ 20,200
D. Unemployment Compensation	\$ -	\$ 28,118	\$ 28,118	\$ -	\$ 38,527	\$ 38,527	\$ -	\$ 50,854	\$ 50,854
E. Survivor Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
F. SGLI/T-SGLI	\$ 512	\$ 1,714	\$ 2,226	\$ 1,052	\$ 3,522	\$ 4,574	\$ 1,152	\$ 3,858	\$ 5,010
G. Education Benefits	\$ -	\$ 1,631	\$ 1,631	\$ -	\$ 543	\$ 543	\$ -	\$ 752	\$ 752
H. Adoption Expenses	\$ 66	\$ 92	\$ 158	\$ 65	\$ 90	\$ 155	\$ 66	\$ 91	\$ 157
I. Transportation Subsidy	\$ 793	\$ 1,851	\$ 2,644	\$ 753	\$ 1,757	\$ 2,510	\$ 775	\$ 1,810	\$ 2,585
J. Partial Dislocation Allowance	\$ 8	\$ 46	\$ 54	\$ 8	\$ 48	\$ 56	\$ 8	\$ 50	\$ 58
K. Senior ROTC (Non-Scholarship)	\$ 1,306	\$ -	\$ 1,306	\$ 2,062	\$ -	\$ 2,062	\$ 1,923	\$ -	\$ 1,923
L. Senior ROTC (Scholarship)	\$ 18,887	\$ -	\$ 18,887	\$ 20,582	\$ -	\$ 20,582	\$ 20,403	\$ -	\$ 20,403
M. Junior ROTC	\$ 15,462	\$ -	\$ 15,462	\$ 16,552	\$ -	\$ 16,552	\$ 16,534	\$ -	\$ 16,534
N. Reserve Income Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
O. Canceled Accounts	\$ -	\$ 1,067	\$ 1,067	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
P. Preventive Health Allowance Demonstration Project	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
14. Cadets	\$ 93,956	\$ -	\$ 93,956	\$ 104,233	\$ -	\$ 104,233	\$ 110,242	\$ -	\$ 110,242
Military Personnel Appropriation Total	\$ 10,235,508	\$ 25,047,789	\$ 35,283,297	\$ 10,861,721	\$ 26,479,906	\$ 37,341,627	\$ 11,083,649	\$ 27,406,973	\$ 38,490,622
15. Less Reimbursables	\$ 288,472	\$ 138,520	\$ 426,992	\$ 306,175	\$ 149,789	\$ 455,964	\$ 317,639	\$ 152,595	\$ 470,234
Military Personnel Appropriation Total Direct	\$ 9,947,036	\$ 24,909,269	\$ 34,856,305	\$ 10,555,546	\$ 26,330,117	\$ 36,885,663	\$ 10,766,010	\$ 27,254,378	\$ 38,020,388

**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**

	FY 2023 President's Budget	Congressional Action	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Action	FY 2023 Current Estimate
<b>Pay and Allowances of Officers</b>							
Basic Pay	\$ 5,159,618	\$ (33,506)	\$ 5,126,112	\$ 0	\$ 5,126,112	\$ 3,205	\$ 5,129,317
Retired Pay Accrual	\$ 1,896,069	\$ (12,364)	\$ 1,883,705	\$ 0	\$ 1,883,705	\$ (3,234)	\$ 1,880,471
Thrift Saving Plan	\$ 66,077	\$ 0	\$ 66,077	\$ 0	\$ 66,077	\$ 10,215	\$ 76,292
Continuation Pay	\$ 4,641	\$ 0	\$ 4,641	\$ (611)	\$ 4,030	\$ (204)	\$ 3,826
Incentive Pay	\$ 160,679	\$ 0	\$ 160,679	\$ 0	\$ 160,679	\$ 606	\$ 161,285
Special Pay	\$ 468,428	\$ 1,386	\$ 469,814	\$ (9,362)	\$ 460,452	\$ 0	\$ 460,452
Basic Allowance for Housing	\$ 1,762,103	\$ 101,150	\$ 1,863,253	\$ 0	\$ 1,863,253	\$ 33,041	\$ 1,896,294
Basic Allowance for Subsistence	\$ 197,763	\$ 11,000	\$ 208,763	\$ (26)	\$ 208,737	\$ 0	\$ 208,737
Station Allowances Overseas	\$ 110,449	\$ (29,519)	\$ 80,930	\$ 0	\$ 80,930	\$ 18,388	\$ 99,318
CONUS Cost of Living Allowances	\$ 2,391	\$ 0	\$ 2,391	\$ 0	\$ 2,391	\$ (2,135)	\$ 256
Uniform Allowances	\$ 2,320	\$ 0	\$ 2,320	\$ 0	\$ 2,320	\$ 267	\$ 2,587
Family Separation Allowances	\$ 8,169	\$ 0	\$ 8,169	\$ 0	\$ 8,169	\$ 1,677	\$ 9,846
Aid and Attend Allow for Catastroph Injured	\$ 70	\$ 0	\$ 70	\$ 0	\$ 70	\$ 20	\$ 90
Separation Payments	\$ 58,370	\$ (16,871)	\$ 41,499	\$ 0	\$ 41,499	\$ (1,748)	\$ 39,751
Social Security Tax-Employer's	\$ 393,882	\$ (2,563)	\$ 391,319	\$ 0	\$ 391,319	\$ 522	\$ 391,841
<b>Total Obligations</b>	<b>\$ 10,291,029</b>	<b>\$ 18,713</b>	<b>\$ 10,309,742</b>	<b>\$ (9,999)</b>	<b>\$ 10,299,743</b>	<b>\$ 60,620</b>	<b>\$ 10,360,363</b>
Less Reimbursements	\$ 317,340	\$ 0	\$ 317,340	\$ (9,999)	\$ 307,341	\$ (1,166)	\$ 306,175
<b>Total Direct Obligations</b>	<b>\$ 9,973,689</b>	<b>\$ 18,713</b>	<b>\$ 9,992,402</b>	<b>\$ 0</b>	<b>\$ 9,992,402</b>	<b>\$ 61,786</b>	<b>\$ 10,054,188</b>
<b>Pay and Allowances of Enlisted</b>							
Basic Pay	\$ 11,631,707	\$ (189,886)	\$ 11,441,821	\$ 0	\$ 11,441,821	\$ (8,807)	\$ 11,433,014
Retired Pay Accrual	\$ 4,283,545	\$ (70,068)	\$ 4,213,477	\$ 0	\$ 4,213,477	\$ (9,861)	\$ 4,203,616
Thrift Savings Plan	\$ 183,647	\$ (15,000)	\$ 168,647	\$ 0	\$ 168,647	\$ (6,486)	\$ 162,161
Continuation Pay	\$ 10,932	\$ 0	\$ 10,932	\$ 0	\$ 10,932	\$ (3,732)	\$ 7,200
Incentive Pay	\$ 118,029	\$ 0	\$ 118,029	\$ 0	\$ 118,029	\$ (2,377)	\$ 115,652
Special Pay	\$ 446,058	\$ 462	\$ 446,520	\$ 0	\$ 446,520	\$ (4,094)	\$ 442,426
Special Duty Assignment Pay	\$ 104,801	\$ 0	\$ 104,801	\$ 0	\$ 104,801	\$ 43	\$ 104,844
Reenlistment Bonus	\$ 360,322	\$ 0	\$ 360,322	\$ 0	\$ 360,322	\$ 3,170	\$ 363,492
Enlistment Bonus	\$ 159,397	\$ 0	\$ 159,397	\$ 0	\$ 159,397	\$ 214,972	\$ 374,369
Navy College Fund	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,800	\$ 2,800
Loan Repayment Program	\$ 4,099	\$ 0	\$ 4,099	\$ 0	\$ 4,099	\$ 895	\$ 4,994
Basic Allowance for Housing	\$ 5,368,651	\$ 229,585	\$ 5,598,236	\$ 9,999	\$ 5,608,235	\$ 13,844	\$ 5,622,079
Station Allowances Overseas	\$ 295,963	\$ (83,808)	\$ 212,155	\$ 0	\$ 212,155	\$ (23,294)	\$ 188,861
CONUS Cost of Living Allowances	\$ 3,628	\$ 0	\$ 3,628	\$ 0	\$ 3,628	\$ (2,206)	\$ 1,422
Clothing Allowances	\$ 200,648	\$ 0	\$ 200,648	\$ 0	\$ 200,648	\$ 2,475	\$ 203,123
Family Separation Allowances	\$ 46,095	\$ 0	\$ 46,095	\$ 0	\$ 46,095	\$ 6,171	\$ 52,266
Aid and Attend Allow for Catastroph Injured	\$ 224	\$ 0	\$ 224	\$ 0	\$ 224	\$ 160	\$ 384
Separation Payments	\$ 116,937	\$ 0	\$ 116,937	\$ 0	\$ 116,937	\$ 6,398	\$ 123,335
Social Security Tax-Employer's Contribution	\$ 889,825	\$ (14,526)	\$ 875,299	\$ 0	\$ 875,299	\$ (673)	\$ 874,626
Basic Needs Allowance	\$	\$ 2,220	\$ 2,220	\$ 0	\$ 2,220	\$ 258	\$ 2,478
<b>Total Obligations</b>	<b>\$ 24,224,508</b>	<b>\$ (141,021)</b>	<b>\$ 24,083,487</b>	<b>\$ 9,999</b>	<b>\$ 24,093,486</b>	<b>\$ 189,656</b>	<b>\$ 24,283,142</b>
Less Reimbursements	\$ 133,759	\$ 0	\$ 133,759	\$ 9,999	\$ 143,758	\$ 1,052	\$ 144,810
<b>Total Direct Obligations</b>	<b>\$ 24,090,749</b>	<b>\$ (141,021)</b>	<b>\$ 23,949,728</b>	<b>\$ 0</b>	<b>\$ 23,949,728</b>	<b>\$ 188,604</b>	<b>\$ 24,138,332</b>

**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**

	FY 2023 President's Budget	Congressional Action	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Action	FY 2023 Current Estimate
<b>Pay and Allowances for Midshipmen</b>							
Academy Midshipmen	\$ 102,772	\$ 0	\$ 102,772	\$ 907	\$ 103,679	\$ 554	\$ 104,233
<b>Total Obligations</b>	<b>\$ 102,772</b>	<b>\$ 0</b>	<b>\$ 102,772</b>	<b>\$ 907</b>	<b>\$ 103,679</b>	<b>\$ 554</b>	<b>\$ 104,233</b>
Less Reimbursements	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
<b>Total Direct Obligations</b>	<b>\$ 102,772</b>	<b>\$ 0</b>	<b>\$ 102,772</b>	<b>\$ 907</b>	<b>\$ 103,679</b>	<b>\$ 554</b>	<b>\$ 104,233</b>
<b>Subsistence of Enlisted Personnel</b>							
Basic Allow for Subsistence	\$ 979,326	\$ 57,200	\$ 1,036,526	\$ (9,885)	\$ 1,026,641	\$ (23,442)	\$ 1,003,199
Subsistence-in-Kind	\$ 464,095	\$ 0	\$ 464,095		\$ 464,095	\$ 47,798	\$ 511,893
FSSA	\$ 5	\$ 0	\$ 5	\$ 0	\$ 5	\$ 0	\$ 5
<b>Total Obligations</b>	<b>\$ 1,443,426</b>	<b>\$ 57,200</b>	<b>\$ 1,500,626</b>	<b>\$ (9,885)</b>	<b>\$ 1,490,741</b>	<b>\$ 24,356</b>	<b>\$ 1,515,097</b>
Less Reimbursements	\$ 4,865	\$ 0	\$ 4,865	\$ 114	\$ 4,979	\$ 0	\$ 4,979
<b>Total Direct Obligations</b>	<b>\$ 1,438,561</b>	<b>\$ 57,200</b>	<b>\$ 1,495,761</b>	<b>\$ (9,999)</b>	<b>\$ 1,485,762</b>	<b>\$ 24,356</b>	<b>\$ 1,510,118</b>
<b>Permanent Change of Station Travel</b>							
Accession Travel	\$ 96,540	\$ 0	\$ 96,540	\$ 0	\$ 96,540	\$ (14,358)	\$ 82,182
Training Travel	\$ 105,554	\$ 0	\$ 105,554	\$ 0	\$ 105,554	\$ 0	\$ 105,554
Operational Travel	\$ 267,386	\$ 4,300	\$ 271,686	\$ 0	\$ 271,686	\$ (4,445)	\$ 267,241
Rotational Travel	\$ 227,005	\$ 0	\$ 227,005	\$ 9,999	\$ 237,004	\$ 49,578	\$ 286,582
Separation Travel	\$ 135,929	\$ 0	\$ 135,929	\$ 0	\$ 135,929	\$ (16,886)	\$ 119,043
Travel of Organized Units	\$ 30,867	\$ 0	\$ 30,867	\$ 0	\$ 30,867	\$ 0	\$ 30,867
Non-Temporary Storage	\$ 15,647	\$ 0	\$ 15,647	\$ 0	\$ 15,647	\$ 0	\$ 15,647
IPCOT/OTEIP	\$ 6,659	\$ 0	\$ 6,659	\$ 0	\$ 6,659	\$ (306)	\$ 6,353
Temporary Lodging Expense	\$ 20,926	\$ 19,800	\$ 40,726	\$ 0	\$ 40,726	\$ (4,001)	\$ 36,725
DPPS	\$ 9,987	\$ 0	\$ 9,987	\$ 0	\$ 9,987	\$ 12,413	\$ 22,400
Spousal Licensure	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 150	\$ 150
<b>Total Obligations</b>	<b>\$ 916,500</b>	<b>\$ 24,100</b>	<b>\$ 940,600</b>	<b>\$ 9,999</b>	<b>\$ 950,599</b>	<b>\$ 22,145</b>	<b>\$ 972,744</b>
Less Reimbursements	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
<b>Total Direct Obligations</b>	<b>\$ 916,500</b>	<b>\$ 24,100</b>	<b>\$ 940,600</b>	<b>\$ 9,999</b>	<b>\$ 950,599</b>	<b>\$ 22,145</b>	<b>\$ 972,744</b>

**MILITARY PERSONNEL, NAVY**  
**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**

	FY 2023 President's Budget	Congressional Action	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Action	FY 2023 Current Estimate
<b>Other Personnel Costs</b>							
Apprehension of Military Deserters	\$ 55	\$ 0	\$ 55	\$ 28	\$ 83	\$ 0	\$ 83
Absentees & Escaped Military Prisoners	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Interest on Uniform Svcs Savings (MIA)	\$ 664	\$ 0	\$ 664	\$ (160)	\$ 504	\$ 0	\$ 504
Death Gratuities	\$ 21,200	\$ 0	\$ 21,200	\$ (1,300)	\$ 19,900	\$ 0	\$ 19,900
Unemployment Compensation	\$ 38,528	\$ 0	\$ 38,528	\$ (1)	\$ 38,527	\$ 0	\$ 38,527
Reserve Income Replacement	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
SGLI	\$ 3,805	\$ 0	\$ 3,805	\$ 769	\$ 4,574	\$ 0	\$ 4,574
Education Benefits	\$ 543	\$ 0	\$ 543	\$ 0	\$ 543	\$ 0	\$ 543
Transportation Subsidy	\$ 3,168	\$ 0	\$ 3,168	\$ (658)	\$ 2,510	\$ 0	\$ 2,510
Adoption Expenses	\$ 126	\$ 0	\$ 126	\$ 29	\$ 155	\$ 0	\$ 155
Partial Dislocation Allowance	\$ 16	\$ 0	\$ 16	\$ 40	\$ 56	\$ 0	\$ 56
TSP	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Senior ROTC	\$ 2,089	\$ 0	\$ 2,089	\$ (27)	\$ 2,062	\$ 0	\$ 2,062
Scholarship ROTC	\$ 20,837	\$ 0	\$ 20,837	\$ (255)	\$ 20,582	\$ 0	\$ 20,582
JROTC	\$ 15,924	\$ 0	\$ 15,924	\$ 628	\$ 16,552	\$ 0	\$ 16,552
Preventive Health Allowance Demonstration	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Stop-Loss Retroactive Pay	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
<b>Total Obligations</b>	<b>\$ 106,955</b>	<b>\$ 0</b>	<b>\$ 106,955</b>	<b>\$ (907)</b>	<b>\$ 106,048</b>	<b>\$ 0</b>	<b>\$ 106,048</b>
Less Reimbursements	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
<b>Total Direct Obligations</b>	<b>\$ 106,955</b>	<b>\$ 0</b>	<b>\$ 106,955</b>	<b>\$ (907)</b>	<b>\$ 106,048</b>	<b>\$ 0</b>	<b>\$ 106,048</b>
<b>Total MPN Obligations</b>	<b>\$ 37,085,190</b>	<b>\$ (41,008)</b>	<b>\$ 37,044,182</b>	<b>\$ 114</b>	<b>\$ 37,044,296</b>	<b>\$ 297,331</b>	<b>\$ 37,341,627</b>
Less Reimbursements	\$ 455,964	\$ 0	\$ 455,964	\$ 114	\$ 456,078	\$ (114)	\$ 455,964
<b>Total Direct MPN Obligations</b>	<b>\$ 36,629,226</b>	<b>\$ (41,008)</b>	<b>\$ 36,588,218</b>	<b>\$ 0</b>	<b>\$ 36,588,218</b>	<b>\$ 297,445</b>	<b>\$ 36,885,663</b>



## Section 4

### Detail of Military Personnel Entitlements

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>FY 2023 Direct Program</b>	<b>10,054,188</b>	<b>24,138,332</b>	<b>104,233</b>	<b>1,510,118</b>	<b>972,744</b>	<b>106,048</b>	<b>36,885,663</b>
<b>INCREASES</b>							
<b>Pricing Increases</b>	<b>515,462</b>	<b>1,245,263</b>	<b>5,297</b>	<b>101,269</b>	<b>22,711</b>	<b>6,236</b>	<b>1,896,238</b>
<b>Inflation Rate</b>	<b>10,853</b>		<b>1,719</b>	<b>101,269</b>			<b>113,841</b>
Basic Allowance for Subsistence			1,719				1,719
Change in BDFA Rate				25,144			25,144
BAS Growth Rate of 5.2%	10,853			76,125			86,978
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>6,706</b>		<b>6,706</b>
PCS: Accession Travel					436		436
PCS: Operational Travel					1,813		1,813
PCS: Rotational Travel					2,155		2,155
PCS: Separation Travel					519		519
PCS: Training Travel					1,332		1,332
PCS: Travel of Organized Units					68		68
In-Place Consecutive Overseas Tour (IPCOT)					31		31
Temporary Lodging Expense					352		352
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>11,521</b>		<b>11,521</b>
PCS: Accession Travel					1,033		1,033
PCS: Operational Travel					3,647		3,647
PCS: Rotational Travel					2,908		2,908
PCS: Separation Travel					1,958		1,958
PCS: Training Travel					888		888
PCS: Travel of Organized Units					438		438
In-Place Consecutive Overseas Tour (IPCOT)					76		76
Overseas Tour Extension Incentives Program (OTEIP)					46		46
Temporary Lodging Expense					527		527
<b>BAH Rates</b>	<b>124,639</b>	<b>370,679</b>					<b>495,318</b>
BAH Overseas	3,313	8,937					12,250
Domestic Housing Rate Growth of 6.9%	121,326	361,742					483,068
<b>Separation Payments</b>	<b>2,009</b>	<b>6,192</b>					<b>8,201</b>
Lump Sum Terminal Leave Payments		3,886					3,886
Separation Pay - Lump sum Leave Payment(Officer)	1,477						1,477
Severance Pay, Disability - Officer	99						99
Severance Pay, Disability (Enl)		1,251					1,251
Severance Pay Invol - Full Pay (10%)	433						433
Severance Pay		1,055					1,055
<b>Unemployment Benefits</b>						<b>5,654</b>	<b>5,654</b>
Unemployment Compensation						5,654	5,654
<b>Station Allowances, Overseas</b>	<b>4,294</b>						<b>4,294</b>
Station Allowances - Cost Of Living	3,642						3,642
Station Allowances - Temporary Lodging	652						652
<b>CONUS Cost Of Living Allowance (COLA)</b>	<b>13</b>	<b>72</b>					<b>85</b>
CONUS COLA		72					72
CONUS Cost Of Living (COLA)	13						13
<b>Reenlistment Bonus</b>		<b>26,284</b>					<b>26,284</b>
Reenlistment Bonus		26,284					26,284
<b>Station Allowance, Overseas</b>		<b>8,292</b>					<b>8,292</b>
Overseas Station Allowance (Enl)		7,163					7,163
Temporary Lodging (Enl)		1,129					1,129
<b>Clothing Allowance</b>		<b>4,876</b>					<b>4,876</b>

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Enlisted Civilian Clothing		14					14
Supplementary Clothing (Enl)		36					36
Initial Military		1,745					1,745
Replacement Allowances (Basic)		663					663
Replacement Allowances (Std)		2,100					2,100
Replacement Allowances (Special)		318					318
<b>Incentive Pay For Hazardous Duty</b>	<b>1,430</b>	<b>407</b>					<b>1,837</b>
AvB Anniversary Payments	221						221
Submarine Pay for Officers	1,209						1,209
Submarine Pay		407					407
<b>Special Pay</b>	<b>6,961</b>	<b>3,540</b>					<b>10,501</b>
Career Sea Pay	304						304
Career Sea Pay (Enlisted)		2,737					2,737
Foreign Language Proficiency Pay (Enl)		3					3
Enlisted Supervisor Retention Pay CSRB		800					800
Medical Pay	4,079						4,079
Dental Pay	618						618
Nurse Pay	653						653
Non Physicians Pay	1,307						1,307
<b>Senior ROTC (Scholarship Program)</b>						<b>185</b>	<b>185</b>
Pay & Allowances						90	90
Uniform						79	79
Uniforms						13	13
Subsistence of Reserve Officer Candidates						3	3
<b>Uniform Allowance</b>	<b>3</b>						<b>3</b>
Civilian	3						3
<b>Cadets/Midshipmen</b>					<b>13</b>		<b>13</b>
PCS: Accession Travel					12		12
PCS: Separation Travel					1		1
<b>Continuation Pay</b>	<b>194</b>	<b>364</b>					<b>558</b>
Continuation Pay	194	364					558
<b>Mass Transportation</b>						<b>39</b>	<b>39</b>
National Capital Region						23	23
Outside National Capital Region						16	16
<b>Senior ROTC (Non-Scholarship Program)</b>						<b>25</b>	<b>25</b>
Pay & Allowances						4	4
Uniform						13	13
Uniforms						8	8
<b>Junior ROTC</b>						<b>331</b>	<b>331</b>
Uniforms						331	331
<b>Annualization of FY 2023 Pay Raise 4.6% (Effective 1 January 2023)</b>	<b>78,298</b>	<b>180,478</b>	<b>787</b>		<b>1,018</b>		<b>260,581</b>
Basic Pay	54,156	124,847	732				179,735
RPA	19,999	46,080					66,079
FICA	4,143	9,551	55				13,749
Dislocation Allowance					1,018		1,018
<b>Partial Dislocation Allowance</b>						<b>2</b>	<b>2</b>
Partial Dislocation Allowance						2	2
<b>Increase due to Pay Raise of 5.2% (Effective 1 January 2024)</b>	<b>277,745</b>	<b>640,210</b>	<b>2,791</b>		<b>3,453</b>		<b>924,199</b>
Basic Pay	192,107	442,871	2,595				637,573
RPA	70,942	163,459					234,401
FICA	14,696	33,880	196				48,772
Dislocation Allowance					3,453		3,453

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>Increases due to Reimbursables</b>	<b>9,023</b>	<b>3,730</b>					<b>12,753</b>
Basic Allowance for Subsistence	1,980						1,980
Retired Pay Accrual	7,043	3,730					10,773
<b>Educational Benefits</b>		<b>139</b>					<b>139</b>
Navy College First		139					139
<b>Program Increases</b>	<b>62,875</b>	<b>431,348</b>	<b>712</b>	<b>23,826</b>	<b>42,767</b>	<b>7,961</b>	<b>569,489</b>
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>18,104</b>		<b>18,104</b>
PCS: Accession Travel					4,772		4,772
PCS: Operational Travel					2,154		2,154
PCS: Separation Travel					5,736		5,736
PCS: Training Travel					3,972		3,972
PCS: Travel of Organized Units					23		23
Temporary Lodging Expense					1,447		1,447
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>24,663</b>		<b>24,663</b>
PCS: Accession Travel					14,503		14,503
PCS: Operational Travel					4,661		4,661
PCS: Separation Travel					386		386
PCS: Training Travel					2,341		2,341
In-Place Consecutive Overseas Tour (IPCOT)					26		26
Overseas Tour Extension Incentives Program (OTEIP)					32		32
Temporary Lodging Expense					2,176		2,176
Defense Personal Property System (DPPS)					538		538
<b>Separation Payments</b>	<b>1,286</b>	<b>52</b>					<b>1,338</b>
Separation Pay - Lump sum Leave Payment(Officer)	886						886
Severance Pay, Disability - Officer	78						78
Severance Pay Invol - Full Pay (10%)	322						322
Voluntary Separation (Enl)		52					52
<b>Pay grade Mix</b>	<b>34,450</b>	<b>357,096</b>					<b>391,546</b>
BAH Domestic	14,222	174,238					188,460
BAH Overseas	171	5,595					5,766
Basic Pay	8,078	4,546					12,624
RPA	2,423	1,364					3,787
FICA	613	348					961
Increase in FICA Work Years		8,733					8,733
Increase in Basic Pay Work Years		113,974					113,974
Increase in RPA Full Time Work Years	8,943	48,298					57,241
<b>Work Years</b>				<b>3,036</b>			<b>3,036</b>
Change in SIK Operational Rations				150			150
Change in SIK Other Messing				2,886			2,886
<b>Strength Related</b>			<b>487</b>	<b>20,790</b>			<b>21,277</b>
BAS			150				150
Change in BAS Work Years				20,790			20,790
Increase in FICA Work Years			24				24
Increase in Basic Pay Work Years			313				313
<b>Unemployment Benefits</b>						<b>6,673</b>	<b>6,673</b>
Unemployment Compensation						6,673	6,673
<b>CONUS Cost Of Living Allowance (COLA)</b>	<b>1</b>	<b>11</b>					<b>12</b>
CONUS COLA		11					11
CONUS Cost Of Living (COLA)	1						1
<b>Reenlistment Bonus</b>		<b>18,491</b>					<b>18,491</b>
Reenlistment Bonus		18,491					18,491
<b>Clothing Allowance</b>		<b>16,980</b>					<b>16,980</b>

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Enlisted Civilian Clothing		9					9
Supplementary Clothing (Enl)		21					21
Initial Military		16,950					16,950
<b>Incentive Pay For Hazardous Duty</b>	<b>10,037</b>	<b>1,264</b>					<b>11,301</b>
Naval Special Warfare Skill Incentive Pay (SKIP)		1,132					1,132
AvIP - Commissioned Officers	1,424						1,424
AvB Anniversary Payments	6,158						6,158
Submarine Pay for Officers	2,386						2,386
Parachute Jumping (Officer)	18						18
Demolition Duty (Officer)	49						49
Parachute Jumping (Enl)		40					40
Demolition Duty (Enl)		90					90
Flight Deck Duty	2						2
Duty Inside HiLo Chamber (Enl)		2					2
<b>Special Pay</b>	<b>12,404</b>	<b>8,113</b>					<b>20,517</b>
Responsibility Pay	6						6
Career Sea Pay	168						168
Premium Sea Pay	53						53
Foreign Language Proficiency Pay	440						440
Judge Advocate Continuation Pay	1,136						1,136
Career Sea Pay (Enlisted)		4,505					4,505
Premium Sea Pay (Enlisted)		797					797
Overseas Extension Pay (Enl)		20					20
Imminent Danger Pay (Enl)		35					35
Foreign Language Proficiency Pay (Enl)		339					339
SPECWAR Officer Continuation Pay	300						300
NSW Officer CSRB	675						675
Nuclear Officer Incentive Pay	816						816
EOD CSRB - Anniversary Payments	17						17
Hardship Duty Pay	9						9
SWO CSRB (Post DH)	1,338						1,338
Enlisted Supervisor Retention Pay CSRB		2,135					2,135
HDP Tempo (Enl)		60					60
SWO CSRB (Junior)	1,620						1,620
Medical Pay	566						566
Dental Pay	86						86
Nurse Pay	200						200
Non Physicians Pay	353						353
Diving Duty Pay	14						14
EOD CSRB - Initial Payments	45						45
Diving Duty Pay (Enl)		133					133
Imminent Danger Pay	6						6
Hardship Duty Pay - Tempo	6						6
HDP Location (Enl)		89					89
<b>Family Separation Allowance</b>		<b>498</b>					<b>498</b>
FSA - R (On PCS With Dependents Not Authorized)		132					132
FSA - S (Onboard > 30 days)		195					195
FSA - T (TDY > 30 days)		171					171
<b>Special Duty Assignment Pay And Proficiency Pay</b>		<b>371</b>					<b>371</b>
SDAP		326					326
Recruiter		45					45
<b>Education Benefits (Amortization Payments)</b>						<b>209</b>	<b>209</b>

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Unfunded liability						209	209
<b>Senior ROTC (Scholarship Program)</b>						<b>230</b>	<b>230</b>
Pay & Allowances						117	117
Uniforms						113	113
<b>Uniform Allowance</b>	<b>15</b>						<b>15</b>
Civilian	1						1
Initial	9						9
Additional	5						5
<b>Thrift Savings Plan</b>	<b>4,192</b>	<b>22,800</b>					<b>26,992</b>
Thrift Savings Plan - Officers	4,192						4,192
Thrift Savings Plan - Enlisted		22,800					22,800
<b>Continuation Pay</b>	<b>490</b>	<b>911</b>					<b>1,401</b>
Continuation Pay	490	911					1,401
<b>Service Group Life Insurance (SGLI)</b>						<b>436</b>	<b>436</b>
SGLI Premium						436	436
<b>Nuclear Accession Bonus</b>			<b>225</b>				<b>225</b>
Nuclear Accession Bonus			225				225
<b>Interest On Uniformed Services Savings Deposit</b>						<b>6</b>	<b>6</b>
Interest						6	6
<b>Mass Transportation</b>						<b>36</b>	<b>36</b>
National Capital Region						18	18
Outside National Capital Region						18	18
<b>Senior ROTC (Non-Scholarship Program)</b>						<b>68</b>	<b>68</b>
Pay & Allowances						68	68
<b>Educational Benefits</b>		<b>4,761</b>					<b>4,761</b>
Navy College First		4,761					4,761
<b>Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners</b>						<b>1</b>	<b>1</b>
Apprehension						1	1
<b>Death Gratuities</b>						<b>300</b>	<b>300</b>
Death Gratuities						300	300
<b>Adoption Expenses</b>						<b>2</b>	<b>2</b>
Adoption Expenses						2	2
<b>INCREASES Total</b>	<b>578,337</b>	<b>1,676,611</b>	<b>6,009</b>	<b>125,095</b>	<b>65,478</b>	<b>14,197</b>	<b>2,465,727</b>
<b>DECREASES</b>							
<b>Pricing Decreases</b>	<b>-368,150</b>	<b>-812,992</b>		<b>-279</b>			<b>-1,181,421</b>
<b>Inflation Rate</b>	<b>-346,616</b>	<b>-806,427</b>					<b>-1,153,043</b>
RPA Full Time Rate growth of -6.9%	-346,616	-806,427					-1,153,043
<b>Incentive Pay For Hazardous Duty</b>	<b>-1</b>	<b>-3</b>					<b>-4</b>
Flying Duty - Career		-3					-3
AvIP - Commissioned Officers	-1						-1
<b>Special Pay</b>	<b>-1,095</b>	<b>-255</b>					<b>-1,350</b>
Foreign Language Proficiency Pay	-3						-3
Judge Advocate Continuation Pay	-476						-476
Special Warfare SOCOM CSRB		-134					-134
Nuclear Officer Incentive Pay	-616						-616
EOD CSRB		-121					-121
<b>Special Duty Assignment Pay And Proficiency Pay</b>		<b>-1</b>					<b>-1</b>
Recruiter		-1					-1
<b>Decreases due to Reimbursables</b>	<b>-20,438</b>	<b>-6,306</b>		<b>-279</b>			<b>-27,023</b>
Basic Pay	-11,908	-4,685					-16,593
Basic Allowance for Subsistence				-226			-226

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Basic Allowance for Housing (Domestic)	-5,078	-1,262					-6,340
SS Tax-Employer Contribution	-3,452	-359					-3,811
Subsistence-in-kind				-53			-53
<b>Program Decreases</b>	<b>-10,256</b>	<b>-59,304</b>		<b>-29,002</b>	<b>-49,844</b>	<b>-1,175</b>	<b>-149,581</b>
<b>Permanent Change of Station (PCS) Travel - Officer</b>					<b>-22,062</b>		<b>-22,062</b>
PCS: Rotational Travel					-22,035		-22,035
In-Place Consecutive Overseas Tour (IPCOT)					-27		-27
<b>Permanent Change of Station (PCS) Travel - Enlisted</b>					<b>-27,780</b>		<b>-27,780</b>
PCS: Rotational Travel					-27,739		-27,739
PCS: Travel of Organized Units					-41		-41
<b>Separation Payments</b>		<b>-15,075</b>					<b>-15,075</b>
Lump Sum Terminal Leave Payments		-9,543					-9,543
Severance Pay, Disability (Enl)		-3,011					-3,011
Severance Pay		-2,521					-2,521
<b>Work Years</b>				<b>-29,002</b>			<b>-29,002</b>
Change in SIK Work Years				-1,514			-1,514
Change in BAS Collections				-25,924			-25,924
Change in SIK Cash Collections				-1,564			-1,564
<b>Strength Related</b>	<b>-10,255</b>	<b>-12,794</b>					<b>-23,049</b>
BAH Domestic	-1,444						-1,444
BAH Overseas	-78						-78
BAS	-12						-12
Decrease in RPA Full Time Work Years	-8,509	-12,794					-21,303
Decrease in Basic Pay Work Years	-197						-197
Decrease in FICA Work Years	-15						-15
<b>Station Allowances, Overseas</b>	<b>-1</b>						<b>-1</b>
Station Allowances - Temporary Lodging	-1						-1
<b>Reenlistment Bonus</b>		<b>-10,455</b>					<b>-10,455</b>
Reenlistment Bonus		-10,455					-10,455
<b>Station Allowance, Overseas</b>		<b>-99</b>					<b>-99</b>
Overseas Station Allowance (Enl)		-78					-78
Temporary Lodging (Enl)		-21					-21
<b>Clothing Allowance</b>		<b>-14,099</b>					<b>-14,099</b>
Replacement Allowances (Basic)		-3,035					-3,035
Replacement Allowances (Std)		-9,606					-9,606
Replacement Allowances (Special)		-1,458					-1,458
<b>Incentive Pay For Hazardous Duty</b>		<b>-2,781</b>					<b>-2,781</b>
Flying Duty - Career		-1,621					-1,621
Submarine Pay		-1,160					-1,160
<b>Special Pay</b>		<b>-3,987</b>					<b>-3,987</b>
Special Warfare SOCOM CSRB		-696					-696
EOD CSRB		-209					-209
Assignment Incentive Pay (Enl)		-3,082					-3,082
<b>Special Duty Assignment Pay And Proficiency Pay</b>		<b>-14</b>					<b>-14</b>
SDAP		-7					-7
Recruiter		-7					-7
<b>Senior ROTC (Scholarship Program)</b>						<b>-594</b>	<b>-594</b>
Stipend						-466	-466
Uniform						-106	-106
Subsistence of Reserve Officer Candidates						-22	-22
<b>Cadets/Midshipmen</b>					<b>-2</b>		<b>-2</b>
PCS: Separation Travel					-2		-2

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
<b>Senior ROTC (Non-Scholarship Program)</b>						<b>-232</b>	<b>-232</b>
Stipend						-11	-11
Uniform						-96	-96
Uniforms						-125	-125
<b>Junior ROTC</b>						<b>-349</b>	<b>-349</b>
Uniforms						-349	-349
<b>DECREASES Total</b>	<b>-378,406</b>	<b>-872,296</b>		<b>-29,281</b>	<b>-49,844</b>	<b>-1,175</b>	<b>-1,331,002</b>
<b>FY 2024 Direct Program</b>	<b>10,254,119</b>	<b>24,942,647</b>	<b>110,242</b>	<b>1,605,932</b>	<b>988,378</b>	<b>119,070</b>	<b>38,020,388</b>



Budget Activity 1

Pay and Allowances of Officers

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF OFFICERS**  
(In Thousands of Dollars)

Total FY 2023 Direct Program			Amount 10,054,188
Increases			
Pricing Increases			
Strength Related			491,535
Annualization of FY 2023 Pay Raise 4.6% (Effective 1 January 2023)		78,298	
Basic Pay	54,156		
RPA	19,999		
FICA	4,143		
Increase due to Pay Raise of 5.2% (Effective 1 January 2024)		277,745	
Basic Pay	192,107		
RPA	70,942		
FICA	14,696		
Inflation Rate		10,853	
BAS Growth Rate of 5.2%	10,853		
BAH Rates		124,639	
Domestic Housing Rate Growth of 6.9%	121,326		
BAH Overseas	3,313		
Other Pricing Increases			14,904
Incentive Pay For Hazardous Duty-Officer		1,430	
Special Pay-Officer		6,961	
AvB Anniversary Payments	221		
Submarine Pay for Officers	1,209		
Medical Pay	4,079		
Dental Pay	618		
Nurse Pay	653		
Non Physicians Pay	1,307		

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF OFFICERS**  
(In Thousands of Dollars)

	Career Sea Pay	304		
Continuation Pay			194	
	Continuation Pay	194		
Station Allowances, Overseas-Officer			4,294	
	Station Allowances - Cost Of Living	3,642		
	Station Allowances - Temporary Lodging	652		
CONUS Cost Of Living Allowance (COLA)-Officer			13	
	CONUS Cost Of Living (COLA)	13		
Uniform Allowance-Officer			3	
	Civilian	3		
Separation Payments-Officer			2,009	
	Separation Pay - Lump sum Leave Payment(Officer)	1,477		
	Severance Pay, Disability - Officer	99		
	Severance Pay Invol - Full Pay (10%)	433		
			9,023	9,023
Increases due to Reimbursables				
	Retired Pay Accrual	7,043		
	Basic Allowance for Subsistence	1,980		
	Total Pricing Increases			515,462
Program Increases				
Strength Related				34,450
Pay grade Mix			11,114	
	Basic Pay	8,078		
	RPA	2,423		
	FICA	613		
			23,336	
	Increase in RPA Full Time Work Years	8,943		
	BAH Domestic	14,222		

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF OFFICERS**  
(In Thousands of Dollars)

	BAH Overseas	171		
Other Program Increases				28,425
Thrift Savings Plan - Officer			4,192	
	Thrift Savings Plan - Officers	4,192		
Incentive Pay For Hazardous Duty-Officer			10,037	
	AvIP - Commissioned Officers	1,424		
	AvB Anniversary Payments	6,158		
	Submarine Pay for Officers	2,386		
	Parachute Jumping (Officer)	18		
	Demolition Duty (Officer)	49		
	Flight Deck Duty	2		
Special Pay-Officer			12,404	
	Medical Pay	566		
	Dental Pay	86		
	Nurse Pay	200		
	Non Physicians Pay	353		
	Responsibility Pay	6		
	Diving Duty Pay	14		
	Nuclear Officer Incentive Pay	816		
	Career Sea Pay	168		
	Premium Sea Pay	53		
	Imminent Danger Pay	6		
	Foreign Language Proficiency Pay	440		
	Judge Advocate Continuation Pay	1,136		
	Hardship Duty Pay	9		
	Hardship Duty Pay - Tempo	6		
	SWO CSRB (Post DH)	1,338		
	SWO Department Head Retention Bonus	4,550		
	SWO CSRB (Junior)	1,620		
	SPECWAR Officer Continuation Pay	300		
	EOD CSRB - Initial Payments	45		
	EOD CSRB - Anniversary Payments	17		
	NSW Officer CSRB	675		
Continuation Pay			490	
	Continuation Pay	490		
CONUS Cost Of Living Allowance (COLA)-Officer			1	
	CONUS Cost Of Living (COLA)	1		
Uniform Allowance-Officer			15	
	Initial	9		
	Additional	5		
	Civilian	1		
Separation Payments-Officer			1,286	
	Separation Pay - Lump sum Leave Payment(Officer)	886		
	Severance Pay, Disability - Officer	78		
	Severance Pay Invol - Full Pay (10%)	322		
	Total Program Increases			62,875

Total Increases

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF OFFICERS**  
(In Thousands of Dollars)

Decreases				
Pricing Decreases				
Strength Related			-346,616	
Inflation Rate			-346,616	
RPA Full Time Rate growth of -6.9%	-346,616			
Other Pricing Decreases				-1,096
Incentive Pay For Hazardous Duty-Officer			-1	
Special Pay-Officer			-1,095	
	AvIP - Commissioned Officers	-1		
	Nuclear Officer Incentive Pay	-616		
	Foreign Language Proficiency Pay	-3		
	Judge Advocate Continuation Pay	-476		
Decreases due to Reimbursables			-20,438	-20,438
	Basic Pay	-11,908		
	Basic Allowance for Housing (Domestic)	-5,078		
	SS Tax-Employer Contribution	-3,452		
	Total Pricing Decreases			-368,150
Program Decreases				-10,255
Strength Related			-10,255	
	Decrease in Basic Pay Work Years	-197		
	Decrease in RPA Full Time Work Years	-8,509		
	Decrease in FICA Work Years	-15		
	BAS	-12		
	BAH Domestic	-1,444		
	BAH Overseas	-78		
Other Program Decreases				-1
Station Allowances, Overseas-Officer			-1	
	Station Allowances - Temporary Lodging	-1		
	Total Program Decreases			-10,256
Total Decreases				-378,406
Total FY 2024 Direct Program				10,254,119

(In Thousands Of Dollars)

Project: Basic Pay - Officer	FY 2024 Estimate	\$ 5,396,209
	FY 2023 Estimate	\$ 5,129,317
	FY 2022 Actual	\$ 4,939,202

Part I - Purpose And Scope

Funds requested to provide basic compensation for officers on active duty according to rank and length of service under provisions of Title 37 U.S.C. 201, 203, 204, 205, 1009. The estimate excludes those officers on active duty at the seat of government and at headquarters responsible for reserve affairs (Title 10 U.S.C. 12301) and those officers of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing and training of the reserve components (Title 10 U.S.C. 12301).

Career Intermission Program - PL 110-417 Sec 533 authorizes the armed forces in the Department of Defense (DoD) to establish a program under which officer and enlisted members may be temporarily released from active duty with a corresponding appointment/enlistment in the Inactive Ready Reserves (IRR) for

Part II - Justification Of Funds Requested

FY 2022 is based on end strength of 56,549 and 57,200 workyears. FY 2023 is based on end strength of 56,652 and 57,251 workyears. FY 2024 is based on end strength of 56,506 and 57,248 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2022 includes a 2.7% across the board pay raise effective 1 January 2022. FY 2023 includes a 4.6% across the board pay raise effective 1 January 2023. FY 2024 includes a 5.2% across the board pay raise effective 1 January 2024.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Officer									
O-10 Admiral	10	202,600.00	2,026	10	210,000.00	2,100	10	220,425.00	2,204
O-9 Vice Admiral	35	202,600.00	7,091	32	210,000.00	6,720	32	220,425.00	7,054
O-8 Rear Admiral (UH)	68	202,600.00	13,777	66	210,000.00	13,860	66	220,425.00	14,548
O-7 Rear Admiral (LH)	110	175,947.31	19,354	120	183,205.14	21,985	127	192,457.00	24,442
O-6 Captain	3,309	148,251.46	490,564	3,248	154,366.83	501,383	3,291	162,162.35	533,676
O-5 Commander	6,899	118,991.45	820,922	6,871	123,899.85	851,316	6,848	130,156.79	891,314
O-4 Lieutenant Commander	10,976	100,417.61	1,102,184	10,991	104,559.84	1,149,217	11,028	109,840.11	1,211,317
O-3 Lieutenant	19,243	79,446.40	1,528,787	18,725	82,723.56	1,548,999	18,767	86,901.10	1,630,873
O-2 Lieutenant (JG)	7,450	60,953.40	454,103	7,866	63,467.73	499,237	7,854	66,672.85	523,649
O-1 Ensign	7,088	45,974.03	325,864	7,261	47,870.46	347,587	7,152	50,287.92	359,659
W-5 Warrant Officer 5	83	120,862.09	10,032	86	125,847.65	10,823	85	132,202.96	11,237
W-4 Warrant Officer 4	474	103,316.05	48,972	498	107,577.84	53,574	501	113,010.52	56,618
W-3 Warrant Officer 3	766	86,608.61	66,342	808	90,181.22	72,866	816	94,735.37	77,304
W-2 Warrant Officer 2	673	71,697.16	48,252	648	74,654.67	48,376	650	78,424.73	50,976
W-1 Warrant Officer 1	16	58,250.22	932	21	60,653.04	1,274	21	63,716.02	1,338
Total Basic Pay - Officer	57,200		4,939,202	57,251		5,129,317	57,248		5,396,209
Memo Entry: Overseas Operations Costs			47,885			49,869			23,414

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Officer

FY 2024 Estimate	\$	1,614,147
FY 2023 Estimate	\$	1,880,471
FY 2022 Actual	\$	1,724,286

Part I - Purpose And Scope

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Additionally, funds are budgeted to support military retirement reform which changes the current retirement system from 40% of the average of high 3 years of monthly base pay to 50% of average of high 3 with COLA adjustments using modified Consumer Price Index.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

(a) the total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

(b) Beginning in FY 2008, Title V, section 581 of the 2007 NDAA directs the Department of Defense to contribute at the part-time rate for Reserve Component sailors who are mobilized or on active duty for special work. The full time RPA % in FY 2022 is 35.1% and 36.9% in FY 2023 and 30% in FY 2024. The part-time RPA % in FY 2022 is 25.7% and 24.5% in FY 2023 and 23.1% in FY 2024.

Cost computations are as follows:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	56,303	30,280.94	\$ 1,704,908	56,319	32,954.00	\$ 1,855,936	56,636	28,213.05	\$ 1,597,874
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	897	21,603.49	\$ 19,378	932	26,324.92	\$ 24,535	612	26,590.45	\$ 16,273
Total Retired Pay Accrual -Officer	57,200		\$ 1,724,286	57,251		\$ 1,880,471	57,248		\$ 1,614,147
Memo Entry: Overseas Operations Costs		\$ 12,305			\$ 12,218			\$ 5,409	

(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - Matching Contributions

FY 2024 Estimate	\$80,484
FY 2023 Estimate	\$76,292
FY 2022 Actual	\$64,815

### Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

### Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>Number</u>	<u>FY 2022</u> <u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>FY 2023</u> <u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>FY 2024</u> <u>Rate</u>	<u>Amount</u>
<b><u>TSP Matching contributions</u></b>									
Thrift Savings Plan - Officer	0		\$64,815	0		\$76,292	0		\$80,484
<b>Total TSP Matching Contributions</b>	0		\$64,815	0		\$76,292	0		\$80,484

Memo Entry: Overseas Operations Costs	\$138	\$155	\$71
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(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty-Officer

FY 2024 Estimate	\$	172,751
FY 2023 Estimate	\$	161,285
FY 2022 Actual	\$	150,096

Part I - Purpose And Scope

Funds requested provide payment to officers for the following types of duty:

- (1) Aviation Incentive Pay (AvIP) (37 U.S.C. 334a) - Financial incentive for members to serve as military aviators throughout a military career. Monthly payment is determined by years of aviation service. FY2023 NDAA increased the maximum monthly amount from \$1,000 to \$1,500.
- (2 and 3) Aviation Bonus (AvB) (37 U.S.C. 334b) -Financial incentive to retain qualified, experienced aviators who have completed their Active Duty Service Obligation (ADSO) to remain on active duty for a specified period of additional service. First authorized by FY 1990 NDAA. FY 2000 NDAA provided the Services the discretion to pay AvB to aviators in other than critically short aviation subspecialties; FY2023 NDAA increased the maximum amount from \$35,000 to \$50,000 for each 12-month period of obligated service.
- (4) Flying Duty Crew Members (37 U.S.C. 351(a) (2)) -For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$150 to \$250 per month, determined by grade.
- (5) Flying Duty Non-Crew Members (37 U.S.C. 351(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments other than as crew members. Payment is a flat \$150 per month.
- (6) Submarine duty (37 U.S.C. 352) -Duty involving frequent and regular performance of operational submarine duty, restricted to members who hold or are in training for submarine duty designator and remain in the submarine service on a career basis. The Secretary of the Navy may set submarine pay rates within a cap of \$1,000 per month.
- (7) Parachute jumping (37 U.S.C. 351(a) (2)) -Duty involving parachute jumping as an essential part of military duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which receive \$225 per month.
- (8) Duty inside a high or low pressure chamber (37 U.S.C. 351(a)(2)) - Duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.
- (9) Demolition Duty (37 U.S.C. 351(a)(2)) - Duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (10) Naval Special Warfare Skill Incentive Pay (SkIP). The Navy transitioned NSW Officers, special Warfare Operators and Special Warfare Boats Operators from Hazardous Duty Incentive Pay (HDIP) for parachute, dive and demolition.
- (11) Flight Deck Duty (37 U.S.C. 351(a)(2)) - Duty involving participation in flight operations on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (12) Toxic Material Pay (37 U.S.C. 351(a)(2)) - Duty involving exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (13) Visit, Board, Search and Seizure (VBSS) (37 U.S.C. 351(a)(2)) - Maritime Interdiction Operations - for the performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is \$150 per month.

Part II - Justification Of Funds Requested

Hazardous duty pay is computed using the average number of officers eligible for each type of payment. Average rates for Flight Pay are based on statutory rates categorized by years of aviation/commissioned service. Aviation Bonus (AvB) contracts are computed with current Navy rates not to exceed FY2023 NDAA maximum of \$50,000 per year; current rates for ADHRB (Aviation Department Head Retention Bonus) are a maximum of \$35,000 per year for pilots and \$15,000 for naval flight officers (NFOs); current rates for ACRB (Aviation Command Retention Bonus) are \$100,000 with an initial payment of \$34,000 and two anniversary payments of \$33,000. Average rates for submarine duty are based on statutory rates by pay grade within each longevity step. All other hazardous duty is computed at the statutory or average rate per annum for each workyear.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) AvIP - Commissioned Officers									
Baseline (2) years	1,793	1,500.00	2,689	1,983	1,500.00	2,975	2,026	1,500.00	3,039
Baseline (2-3) years	878	1,872.00	1,643	957	1,872.00	1,792	978	1,872.00	1,831
Baseline (3-4) years	960	2,256.00	2,165	922	2,256.00	2,080	942	2,256.00	2,125
Baseline (4-6) years	1,553	2,472.00	3,838	1,674	2,472.00	4,138	1,710	2,472.00	4,227
Baseline (6-14) years	3,237	7,800.00	25,247	3,262	7,800.00	25,444	3,303	7,800.00	25,763
Baseline (14-22) years	813	10,080.00	8,192	1,101	10,080.00	11,098	758	10,080.00	7,641
Milestone (> 10) years	2,154	12,000.00	25,850	2,262	12,000.00	27,144	2,649	12,000.00	31,788
Baseline (> 22) years	167	7,020.00	1,172	77	7,020.00	541	77	7,020.00	541
Milestone (> 22) years	41	8,400.00	344	182	8,400.00	1,528	145	8,400.00	1,219
Baseline (> 23) years	52	5,940.00	309	95	5,940.00	564	97	5,940.00	576
Milestone (> 24) years	83	5,400.00	448	84	5,400.00	454	83	5,400.00	448
Baseline (> 24) years	48	4,620.00	222	82	4,620.00	379	81	4,620.00	374
Baseline (> 25) years	13	3,000.00	39	18	3,000.00	51	13	3,000.00	39
Total - (1)	11,790		72,158	12,699		78,188	12,862		79,611
(2) AvB Initial Payments									
ADHRB	304	25,795.85	7,849	350	26,651.00	9,328	350	26,651.00	9,328
ACRB	62	34,000.00	2,112	102	34,000.00	3,468	102	34,000.00	3,468
Total - (2)	366		9,961	452		12,796	452		12,796
(3) AvB Anniversary Payments									
ADHRB	927	24,612.50	22,804	936	26,408.00	24,718	1,125	26,645.00	29,976
ACRB	172	33,006.00	5,664	172	33,006.00	5,677	206	33,000.00	6,798
Total - (3)	1,098		28,468	1,108		30,395	1,331		36,774
Total (2)-(3)	1,465		38,429	1,560		43,191	1,783		49,570
(4) Flying Duty Crew Members	23	2,347.61	54	35	2,228.57	78	35	2,228.57	78
(5) Flying Duty Non-Crew Members	2	1,800.00	4	7	1,800.00	13	7	1,800.00	13
(6) Submarine Pay for Officers									
O-10 Admiral									
O-9 Vice Admiral									
O-8 Rear Admiral (UH)									
O-7 Rear Admiral (LH)							1	4,260.00	4
O-6 Captain	150	11,400.00	1,710	143	11,400.00	1,630	150	11,400.00	1,710
O-5 Commander	322	11,400.00	3,672	288	11,400.00	3,283	310	11,800.00	3,658
O-4 Lieutenant Commander	622	10,200.00	6,349	595	10,200.00	6,069	636	10,400.00	6,614
O-3 Lieutenant	1,191	9,600.00	11,431	1,239	9,600.00	11,894	1,366	10,100.00	13,797
O-2 Lieutenant (JG)	875	4,200.00	3,673	888	4,200.00	3,730	910	4,600.00	4,186
O-1 Ensign	834	3,300.00	2,751	776	3,300.00	2,561	841	3,300.00	2,775
W-5 Warrant Officer 5	2	5,700.00	11	3	5,700.00	17	3	5,700.00	17
W-4 Warrant Officer 4	15	5,700.00	86	12	5,700.00	68	15	5,700.00	86
W-3 Warrant Officer 3	14	5,700.00	80	24	5,700.00	137	24	5,700.00	137
W-2 Warrant Officer 2	15	5,700.00	86	21	5,700.00	120	21	5,700.00	120
W-1 Warrant Officer 1			0			0	0		

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Submarine Pay for Officers	4,040		29,849	3,989		29,509	4,277		33,104
(7) Parachute Jumping (Officer)									
Parachute Jumping	496	2,390.52	1,186	500	2,542.00	1,271	507	2,542.00	1,289
Total - (7)	496		1,186	500		1,271	507		1,289
(8) Duty inside a high/low pressure chamber									
Hi/Lo Pressure Chamber	8	1,800.00	14	8	1,800.00	14	8	1,800.00	14
Total - (8)	8		14	8		14	8	1,800.00	14
(9) Demolition Duty (Officer)									
Demolition Duty	632	1,800.00	1,138	688	1,800.00	1,238	715	1,800.00	1,287
Total - (9)	632		1,138	688		1,238	715		1,287
(10)Naval Special Warfare Skill Incentive Pay (SKIP)	931	7,171.60	6,677	975	7,380.00	7,196	975	7,380.00	7,196
(11)Flight Deck Duty	321	1,800.00	578	321	1,800.00	578	322	1,800.00	580
(12)Toxic Material Pay	2	1,800.00	4	2	1,800.00	4	2	1,800.00	4
(13) Visit, Board, Search and Seizure									
Visit	3	1,800.00	5	3	1,800.00	5	3	1,800.00	5
Total - (13)	3		5	3		5	3		5
Total Incentive Pay For Hazardous Duty-Officer	19,712		150,096	20,787		161,285	21,496		172,751
Memo Entry: Overseas Operations Costs			208			213			99

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Aviation Bonus (AvB)**  
**(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	1,043	\$ 27,039	328	\$ 8,514	185	\$ 4,841	7	\$ 163	1	\$ 25				
FY 2022 Initial Anniversary			328	\$ 9,187	242	\$ 6,545	242	\$ 6,545	270	\$ 7,196				
FY 2023 Initial Anniversary	419	\$ 11,390	452	\$ 12,694	452	\$ 12,694	270	\$ 7,196	270	\$ 7,196	270	\$ 7,196		
FY 2024 Initial Anniversary			452	\$ 12,796	452	\$ 12,694	452	\$ 12,694	452	\$ 12,694	270	\$ 7,196	270	\$ 7,196
FY 2025 Initial Anniversary					452	\$ 12,796	452	\$ 12,694	452	\$ 12,694	452	\$ 12,694	270	\$ 7,196
FY 2026 Initial Anniversary							452	\$ 12,796	452	\$ 12,796	452	\$ 12,694	452	\$ 12,694
FY 2027 Initial Anniversary											452	\$ 12,796	452	\$ 12,694
FY 2028 Initial Anniversary													452	\$ 12,796
Initial Payments	419	11,390	452	12,796	452	12,796	452	12,796	452	12,796	452	12,796	452	12,796
Anniversary Payments	1,043	27,039	1,108	30,395	1,331	36,774	1,423	39,292	1,445	39,805	1,444	39,780	1,444	39,780
Total	1,462	38,429	1,560	43,191	1,783	49,570	1,875	52,088	1,897	52,601	1,896	52,576	1,896	52,576

(In Thousands Of Dollars)

Program Aviation Bonus - Business Case Analysis

FY 2024 Estimate	\$	49,570
FY 2023 Estimate	\$	43,191
FY 2022 Actual	\$	38,429

#### Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

#### Part II - Justification of Funds Requested

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

In addition to offering the aviation bonus, the “Service” is also providing the following non-monetary incentives to maximize combat readiness now and in the future: choice of follow-on orders, a Master’s degree, etc.

#### Business Case Analysis (BCA)

The Active Component (AC) Aviation Bonus (AvB) consists of the AC Aviation Department Head Retention Bonus (ADHRB) and the AC Aviation Command Retention Bonus (ACRB). Aforementioned NDAA increased the maximum rate for the AvB.

The AC ACRB program has been restructured from \$18/yr for 2 years to \$20k/yr for 5 years and obligates Commanding Officers to complete at least one Post-Commander Command (PCC) assignment.

#### Aircraft Personnel Manning Levels (ADHRB)

	FY 2022	FY 2023	FY 2024
Jet	80%	77%	75%
Prop	87%	78%	77%
Helo	93%	97%	92%

#### Aircraft Personnel Manning Levels (ACRB)

	FY 2022	FY 2023	FY 2024
Jet	15%	30%	35%
Prop	41%	56%	61%
Helo	60%	75%	80%

(In Thousands Of Dollars)

Program: Aviation Bonus – Business Case Analysis

FY 2024 Estimate	\$	49,570
FY 2023 Estimate	\$	43,191
FY 2022 Estimate	\$	38,429

#### Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

#### Part II - Justification of Funds Requested

The aviation bonus program authorized in title 37 §334(b) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

In addition to offering the aviation bonus, the “Service” is also providing the following non-monetary incentives to maximize combat readiness now and in the future: choice of follow-on orders, a Master’s degree, etc.

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
ADHRB Aircraft Type category:									
Helo	525	24,786.00	\$ 13,022	553	24,880.00	\$ 13,768	592	24,172.30	\$ 14,310
Tacair	463	27,924.00	\$ 12,936	480	28,875.00	\$ 13,860	555	30,414.41	\$ 16,880
Prop	242	19,390.00	\$ 4,695	258	24,900.00	\$ 6,418	328	24,737.80	\$ 8,114
ADHRB Total	<b>1,231</b>		<b>\$ 30,653</b>	<b>1,291</b>		<b>\$ 34,046</b>	<b>1,475</b>		<b>\$ 39,304</b>
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
ACRB Command Type category:									
Helo	93	33,387.22	\$ 3,117	98	33,800.00	\$ 3,308	109	33,256.88	\$ 3,625
Tacair	99	33,387.22	\$ 3,293	97	34,190.00	\$ 3,312	101	33,207.92	\$ 3,354
Prop	41	33,387.22	\$ 1,366	74	34,180.00	\$ 2,526	98	33,530.61	\$ 3,286
ACRB Total	<b>233</b>	<b>0.00</b>	<b>\$ 7,776</b>	<b>269</b>		<b>\$ 9,145</b>	<b>308</b>		<b>\$ 10,266</b>
AvB Total	1,464		\$ 38,429	1,560		\$ 43,191	1,783		\$ 49,570

NOTE: AvB is a combination of ADHRB and ACRB. ADHRB: Aviation Department Head Retention Bonus. ACRB: Aviation Command Retention Bonus. AvB: Aviation Bonus

(In Thousands Of Dollars)

Project: Special Pay-Officer

FY 2024 Estimate	\$	478,722
FY 2023 Estimate	\$	460,452
FY 2022 Actual	\$	429,378

Part I - Purpose And Scope

(1) Physicians pay (37 U.S.C. 335):

- (a) Critical Skills Accession Bonus (37 U.S.C. 335 (a)(2)) - a bonus payable to medical corps officers in a specialty designated by regulations as a critically short wartime specialty and who executes a written agreement to accept a commission and remain on active duty for a minimum of four years. Maximum payment authorized by law is up to \$200,000 per year.
- (b) Medical incentive pay (37 U.S.C. 335 (b)) - for medical corps officers, 0-6 and below, who meet certain criteria, and who agree to remain on active duty for a period of one year and who are not undergoing medical or osteopathic internship, initial residency, subspecialty or fellowship training. Maximum payment authorized by law is up to \$200,000 per year.
- (c) Medical Retention Bonus (37 U.S.C 335 (b)) – a multi-year bonus paid in annual payments which varies with length of bonus agreement, and specialty, paid to medical corps officers who execute a written agree to remain on active duty for a period of not less than two years and who are not undergoing medical or osteopathic internship, or initial residency. Maximum payment authorized by law is up to \$200,000 per year.
- (d) Board certified pay (37 U.S.C. 335 (c)) - a monthly payment which varies with length of creditable service paid to medical corps officers who become certified or re-certified as having successfully met specified post-graduate education, training and experience requirements in a medical or osteopathic specialty. Maximum payment allowable by law is up to \$15,000 for each 12-month period the officer remains certified in the designated health profession specialty or skill.

(2) Dentists pay:

- (a) Accession bonus (37 U.S.C. 335(a)(2)) - a bonus payable to dental corps officers in a specialty designated by regulations as a critically short wartime specialty and who executes a written agreement to accept a commission and remain on active duty for a minimum of four years. Maximum payment authorized by law is up to \$200,000 per year.
- (b) Dental Incentive Special Pay (ISP) (37 U.S.C 335(b)) - for dental corps officers who meets certain criteria and who execute a written agreement to remain on active duty for one year may be paid incentive special pay. Maximum payment authorized by law is up to \$200,000 per year.
- (c) Dental Critical Skills Retention Bonus (CSRB) (37 U.S.C. 335(a)(2)) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Maximum payment authorized by law is \$200,000 per year.
- (d) Board certified pay (37 U.S.C. 335(c)) - a monthly payment which varies with length of creditable service paid to dental corps officers who attain board certification or board certification equivalency requirements. Maximum payment allowable by law is up to \$15,000 for each 12-month period the officer remains certified in the designated health profession specialty or skill.

(3) Nurse pay (37 U.S.C. 335(a)(1) and 335(b)) :

- (a) Accession bonus - a bonus paid to a member who is a registered nurse and who agrees to accept a commission as an officer and remain on active duty for a period of not less than three years.
- (b) Incentive Pay - for nurse corps officers who serve in certain specialties and who execute a written agreement to remain on active duty for one year may be paid incentive special pay.
- (c) Nurse Retention Bonus (37 U.S.C 335 (b)) - a multi-year bonus paid in annual payments which varies with length of bonus agreement, and specialty, paid to nurse corps officers who execute a written agree to remain on active duty for a period of not less than two years.
- (d) Nurse Board certified pay (37 U.S.C. 302(b)) - A monthly payment paid to nurse corps officers who are board certified by a nationally recognized board.

(4) Medical Service Corps:

- (a) Health Profession Officer Accession Bonus - a bonus paid to a member who agrees to accept a commission as an MSC officer and remain on active duty for a period of not less than three years.
- (b) Health Profession Officer Incentive Pay - for MSC officers who serve in certain specialties and who execute a written agreement to remain on active duty for one year and who are fully privileged and practicing in a specialty designated by ASD(HA). may be paid incentive special pay.
- (c) Health Profession Officer Retention Bonus - a multi-year bonus paid in annual payments which varies with length of bonus agreement, and specialty, paid to MSC officers who execute a written agree to remain on active duty for a period of not less than two years.
- (d) Health Profession Officer Board Certified Pay - Paid monthly to MSC officers who are health care providers and board certified by a nationally recognized board.

- (5) Personal money allowances (37 U.S.C. 414) - paid to flag officers on active duty who are serving as Chairman, Joint Chiefs of Staff, Vice Admirals, senior members of the military staff committee of the United Nations, Admiral, or Chief of Naval Operations.
- (6) Special allowances (37 U.S.C. 414(b)) - paid to officers on active duty serving as Commandant of Midshipmen, U. S. Naval Academy; Superintendent, Naval Post Graduate School; President, Naval War College; Superintendent, U. S. Naval Academy, or Director of Naval Intelligence.
- (7) Save Pay (37 U.S.C. 907) - stipulates that a Warrant Officer who accepts an appointment as a commissioned officer in a pay grade above W-4 be paid the greater of:
- (a) the pay and allowance to which he is entitled as such commissioned officer;
  - (b) the pay and allowances to which he would be entitled if he were in the last warrant officer grade he held before his appointment as such a commissioned officer; or
  - (c) in the case of an officer who was formerly an enlisted member, the pay and allowances to which he would be entitled if he were in the last enlisted grade he held before his appointment as an officer.
- (8) Responsibility pay (37 U.S.C. 352) - an amount which varies by pay grade, payable to officers on active duty serving in Secretary of the Navy designated positions of unusual responsibility which are of a critical nature to the Navy.
- (9) Diving duty pay (37 U.S.C. 353(a)) - a monthly amount not to exceed \$240, paid to officers on active duty assigned to diving duty. Recipients of diving duty pay are required to maintain proficiency as divers and must actually perform diving duty.
- (10) Nuclear Officer Incentive Pay (37 U.S.C. 333 (a)(1),(2),(b)):
- (a) an annual bonus not to exceed \$75,000 paid to officers below the pay grade of O-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and agree to remain on active duty for a period of three or more years after the expiration of their minimum service obligation.
  - (b) a bonus not to exceed \$2,000 paid to officers who complete nuclear power training.
  - (c) an annual bonus not to exceed \$22,000 (\$14,000 for LDOs) paid to officers below the pay grade of O-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and who continue on active duty after completion of other existing service contracts.
- (11) Sea pay (37 U.S.C. 352) :
- (a) Career sea pay (CSP) - a variable amount paid monthly that ranges from \$50 to \$750 to officers on active duty who are permanently or temporarily serving on a ship, the primary mission of which is accomplished while underway, or while serving as a member of the off crew of a two-crewed submarine; or when serving on a ship, the primary mission of which is accomplished while in port. CSP is earned only during a period that the ship is away from its homeport for 30 consecutive days or more. The FY 2001 National Defense Authorization Act enhanced CSP which increases existing sea pay rates in order to restore incentive values of sea pay and expands CSP to officers with less than three years of sea duty if they are assigned to qualifying sea duty.
- (12) Premium sea pay - \$200 per month paid to officers who are entitled to CSP who have served more than 36 consecutive months on sea duty payable on the 37th consecutive month.
- (13) Imminent danger pay (37 U.S.C. 351(a)(3)) - Prior to Dec. 31, 2011, members eligible for IDP were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Now service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.
- (14) Foreign language proficiency pay (37 U.S.C. 353(b)) - a monthly payment made to qualified officers whose military specialty requires proficiency in a foreign language not to exceed \$12,000 per one-year certification period. The FY05 NDAA increased the monthly cap from \$300 to \$1,000 per month for members entitled to basic pay and a one-time bonus not to exceed \$6,000 for Reserve component members who fulfill a 12 month certification period.
- (15) Judge advocate continuation pay (JACP) (37 U.S.C. 321) - authorizes up to \$60,000 per uniformed judge advocate. The Navy plan consists of three phases: (1) \$30,000 payment at augmentation with three years obligated service; (2) \$15,000 payment upon promotion to O4 (2 years obligated service); and (3) \$15,000 payment upon reaching 10 years of active commissioned service as a JAG (2 years obligates service).
- (16) Hardship Duty Pay (HDP) (37 U.S.C. 352) - paid to members at specified duty locations and special missions effective January 2001, not to exceed \$5,000 monthly.
- (17) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 352) - paid to both Active Component (AC) and Reserve Component (RC) members for a deployment tempo that requires the member to perform duties in an operational environment for extended periods. Personnel who are deployed beyond 220 consecutive days become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.
- (18) Hardship Duty Pay - Restriction of Movement (HDP-ROM) - paid to members who are ordered by their Commanding Officer (CO) to ROM for self-monitoring due to exposure or suspected exposure to COVID-19 and are directed to do so at a facility that is neither provided by the U.S. Government nor is their personal residence at the member's permanent duty station. Authorized payment of \$100 per day up to a maximum of \$1,500 per month.
- (19) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 352) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2003 NDAA. The monthly statutory maximum payable is \$5,000.
- (20) Submarine Support Incentive Pay (37 U.S.C. 355) - financial incentive to retain the most experienced submarine officers past 20 years of service. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of commissioned service.
- (21) Surface Warfare Officer Lieutenant Commander Bonus (SWO LRB) (37 U.S.C. 332) - replaces the SWO LCDR CSRB; a financial incentive to address skill-specific retention problems; may be payable to eligible SWO LCDRs who qualify based on criteria established by the Navy and who execute written agreements to remain on Active duty for minimum of 3-year service obligations. SWO LRB is contingent upon the successful completion of YCS-12 through the completion of YCS-15.
- (22) Surface Warfare Officer Department Head Retention Bonus (SWO DHRB) (37 U.S.C. 332) - may be payable to eligible SWO lieutenants junior grade (LTJG) and lieutenants (LT) who qualify based on certain criteria established by the Navy and who execute written agreements to remain on Active Duty for minimum of 3-year service obligations. SWO LTJGs and LTs are eligible for DHRB for service obligations through the completion of their DH tours or from the completion of years of YCS-5 through completion of YCS-10, whichever is later.
- (23) Surface Warfare Officer Senior Officer Retention Bonus (SWO SORB) - may be payable to eligible designated SWO officers who have served or are completing a commander (O-5/CDR) milestone tour, who qualify based on criteria established by the Navy and who execute written agreements to remain on Active Duty for minimum of 4-year service obligations; SWO Senior Officers are eligible for service obligations through the completion of 23 YCS



(24) Special Warfare Officer Continuation Pay (37 U.S.C. 332(a)(3)) - financial incentive focused on improving retention of junior and mid-grade SEAL officers.

(25 - 26) EOD CSRB (37 U.S.C. 355(a)) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(27) Special Warfare Critical Skills Accession Bonus (CSAB) (37 U.S.C. 332(a)(1)) - broad authority that gives service secretaries authority to offer up to \$60,000 to an individual who agrees to accept a commission and serve on active duty in a designated critical skill for the period specified in the agreement. First authorized by the FY 2002 NDAA.

(28) Naval Special Warfare Officer Critical Skills Retention Bonus (37 U.S.C. 332(a)(3)) - financial incentive to retain Chief Warrant Officers with specific designators who have completed at least 20 years of active service; payment structure includes three Phases. Phase One encompasses 20 to 24 YOS, under which a Member has the opportunity to receive up to \$90,000 in total; Phase Two encompasses 24 to 26 YOS, under which a Member has the opportunity to receive up to \$50,000 in total; Phase Three encompasses 26 to 30 YOS, under which a Member has the opportunity to receive up to \$40,000 in total.

(29) Combat-related Injury Rehabilitation Pay (37 U.S.C. 328) - Monthly special pay to a member of the armed forces who, while in the line of duty, incurs a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and is evacuated from theater of the combat operation or combat zone for medical treatment. Payment terminates at the end of the first month during which any of the following occurs: (1) the member is paid a benefit under the traumatic injury rider of the Service members' Group Life Insurance Program; (2) the member receives notification of the eligibility of the member for a benefit under T-SGLI and a period of 30 days expires after the date of such notification; (3) the member is no longer hospitalized in a military treatment facility or a facility under the auspices of the military health care system.

(30) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system. Members of the Uniformed Services who are covered by this Blended Retirement System are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

Special pay for Medical Officers is computed by multiplying the rates by the projected number of eligible members. Costs for career sea pay are based on average rates and grade distribution experienced in FY 2022. Other special pays are computed by applying statutory or average rates to the average number of personnel programmed to be eligible.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Medical Pay									
Critical Skills Accession Bonus	2	100,000.00	200	5	100,000.00	500	5	120,000.00	600
Medical Incentive Pay	3,848	32,276.51	124,200	3,720	34,327.96	127,700	3,730	34,301.61	127,945
Medical Retention Bonus	745	42,483.00	31,650	720	44,444.44	32,000	725	44,551.72	32,300
Medical Board Certification	2,010	5,945.27	11,950	2,000	6,000.00	12,000	2,000	8,000.00	16,000
Total - (1)	6,605		168,000	6,445		172,200	6,460		176,845
(2) Dental Pay									
Critical Skills Accession Bonus	0	90,000.00	0	5	94,000.00	470	5	98,000.00	490
Dental Incentive Pay	1,206	22,885.57	27,600	1,150	24,913.04	28,650	1,150	24,913.04	28,650
Dental Retention Bonus	472	38,782.00	18,305	475	42,736.84	20,300	477	42,767.30	20,400
Dental Board Certification	290	6,000.00	1,738	292	6,000.00	1,752	292	8,000.00	2,336
Total - (2)	1,968		47,643	1,922		51,172	1,924		51,876
(3) Nurse Pay									
Accession Bonus	50	27,395.00	1,370	81	29,012.35	2,350	81	29,012.35	2,350
Nurse Incentive Pay	150	14,017.00	2,103	142	15,000.00	2,130	145	15,000.00	2,175
Nurse Retention Bonus	485	29,196.00	14,160	480	30,833.33	14,800	485	30,927.84	15,000
Nurse Board Certified Pay	322	5,421.00	1,746	304	6,000.00	1,824	304	8,000.00	2,432
Total - (3)	1,007		19,379	1,007		21,104	1,015		21,957
(4) Non Physicians Pay									
Health Professions Officer Accession Bonus	3	30,000.00	90	3	30,000.00	90	3	30,000.00	90
Health Professions Officer Incentive Pay	630	4,381.00	2,760	600	4,458.33	2,675	605	4,446.28	2,690
Health Professions Officer Retention Bonus	421	21,247.00	8,945	435	22,183.91	9,650	450	22,077.78	9,935
Health Professions Officer Board Certification Pay	705	5,974.00	4,212	680	6,000.00	4,080	680	8,000.00	5,440
Total - (4)	1,759		16,007	1,718		16,495	1,738		18,155
Total (1)-(4)	11,339		251,029	11,092		260,971	11,137		268,833
(5) Personal Money Allowance									
O-10 Admiral	6	4,000.00	24	6	4,000.00	24	6	4,000.00	24
O-9 Vice Admiral	9	2,200.00	20	9	2,200.00	20	9	2,200.00	20
O-8 Rear Admiral (UH)									
O-7 Rear Admiral (LH)									
O-6 Captain									
O-5 Commander									
O-4 Lieutenant Commander									
O-3 Lieutenant									
O-2 Lieutenant (JG)									
O-1 Ensign									
W-5 Warrant Officer 5									
W-4 Warrant Officer 4									
W-3 Warrant Officer 3									
W-2 Warrant Officer 2									
W-1 Warrant Officer 1									
Total Personal Money Allowance	15		44	15		44	15		44
(6)Special Allowances	0		0	0		0	0		0
(7)Save Pay	7	1,777.38	12	7	1,850.86	13	7	1,908.24	13
(8)Responsibility Pay	548	1,372.80	752	548	1,800.00	986	551	1,800.00	992
(9)Diving Duty Pay	1,004	2,705.40	2,716	1,010	2,775.00	2,803	1,015	2,775.00	2,817
(10) Nuclear Officer Incentive Pay									
Initial Payments	2,341	11,980.78	28,047	2,155	16,294.66	35,115	2,558	16,927.29	43,300
Anniversary Payments	1,365	42,505.49	58,020	1,394	40,419.66	56,345	1,240	39,000.00	48,360

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total - (10)	3,706		86,067	3,549		91,460	3,798		91,660
(11) Career Sea Pay									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	215	5,314.77	1,143	181	5,368.37	972	184	5,422.06	998
O-5 Commander	899	4,426.53	3,979	765	4,467.61	3,418	770	4,512.29	3,474
O-4 Lieutenant Commander	1,810	3,633.83	6,577	1,549	3,669.45	5,684	1,574	3,706.15	5,833
O-3 Lieutenant	3,745	2,458.51	9,207	3,119	2,483.25	7,745	3,140	2,508.08	7,875
O-2 Lieutenant (JG)	3,000	1,742.59	5,228	2,710	1,759.80	4,769	2,711	1,777.40	4,819
O-1 Ensign	2,124	1,733.10	3,681	1,862	1,749.06	3,257	1,835	1,766.55	3,242
W-5 Warrant Officer 5	3	8,677.00	26	3	8,763.77	26	3	8,851.41	27
W-4 Warrant Officer 4	77	7,980.75	615	69	8,049.40	555	70	8,129.89	569
W-3 Warrant Officer 3	254	7,724.82	1,962	231	7,778.85	1,797	233	7,856.64	1,831
W-2 Warrant Officer 2	385	6,306.52	2,428	318	6,359.94	2,022	319	6,423.54	2,049
W-1 Warrant Officer 1			0			0			0
Total Career Sea Pay	12,512		34,846	10,807		30,245	10,839		30,717
(12)Premium Sea Pay	1,153	2,400.00	2,767	1,386	2,400.00	3,326	1,408	2,400.00	3,379
(13)Imminent Danger Pay	299	2,700.00	807	299	2,700.00	807	301	2,700.00	813
(14)Foreign Language Proficiency Pay	421	6,219.36	2,618	461	7,212.58	3,325	522	7,206.90	3,762
(15)Judge Advocate Continuation Pay	73	30,191.52	2,204	128	38,125.00	4,880	161	34,409.94	5,540
(16) Hardship Duty Pay									
Location - 150	0		0	0		0	0		0
Location - 100	1,267	1,200.00	1,520	1,267	1,200.00	1,520	1,274	1,200.00	1,529
Location - 50	192	600.00	115	213	600.00	128	214	600	128
Mission	1	1,800.00	2	1	1,800.00	2	1	1,800.00	2
Total - (16)	1,460		1,637	1,481		1,650	1,489		1,659
(17)Hardship Duty Pay - Tempo	104	5,940.00	618	104	5,940.00	618	105	5,940.00	624
(18)Hardship Duty Pay – Restriction of Movement (ROM)	0		8	0		0			
(19)SOCOM Assignment Incentive Pay	9	4,833.33	43	0		0			
(20) Submarine Support Incentive Pay									
Initial Payments	0		0	10	20,000.00	200	10	20,000.00	200
Anniversary Payments	1	25,000.00	25	15	20,000.00	300	15	20,000.00	300
Total - (20)	1		25	25		500	25		500
(21) SWO LRB									
Initial Payments	237	22,000.00	5,214	200	22,000.00	4,400	245	22,000.00	5,390
Anniversary Payments	359	12,000.00	4,308	455	12,000.00	5,460	484	12,000.00	5,808
Total - (21)	596		9,522	655		9,860	729		11,198
(22) SWO Department Head Retention Bonus									
Initial Payments	161	10,000.00	1,610	451	10,000.00	4,510	525	10,000.00	5,250
Anniversary Payments	1,384	15,000.00	20,760	1,896	15,000.00	28,440	2,150	15,000.00	32,250
Total - (22)	1,545		22,370	2,347		32,950	2,675		37,500
(23) SWO SORB									
Initial Payments	118	12,000.00	1,416	136	12,000.00	1,632	135	12,000.00	1,620
Anniversary Payments	0		0	135	12,000.00	1,620	271	12,000.00	3,252
Total - (23)	118		1,416	271		3,252	406		4,872

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total (21)-(23)	2,259		33,308	3,273		46,062	3,810		53,570
(24) SPECWAR Officer Continuation Pay									
Initial Payments	62	33,564.52	2,081	74	37,500.00	2,775	82	37,500.00	3,075
Anniversarv Pavments	224	11.401.79	2.554	269	11.979.00	3.222	269	11.979.00	3.222
Total - (24)	286		4,635	343		5,997	351		6,297
(25) EOD CSRB - Initial Payments									
Initial Pay \$25	0		0	0		0	0		0
Initial Pay \$20	14	20,000.00	280	23	20,000.00	460	23	20,000.00	460
Initial Pay \$22	9	22,000.00	198	16	22,000.00	352	16	22,000.00	352
Initial Pay \$15	0		0	0		0	3	15,000.00	45
Total - (25)	23		478	39		812	42		857
(26) EOD CSRB - Anniversary Payments									
Anniversary Pay \$25	0		0	0		0	0		0
Anniversary Pay \$20	45	20,000.00	900	66	20,000.00	1,320	67	20,000.00	1,340
Anniversary Pay \$15	0		0	1	15,000.00	15	0		0
Anniversarv Pay \$12	32	12,000.00	384	27	12,000.00	324	28	12,000.00	336
Total - (26)	77		1,284	94		1,659	95		1,676
Total (25)-(26)	100		1,762	133		2,471	137		2,533
(27)SPECWAR CSAB	11	45,000.00	495	14	45,000.00	630	14	45,000.00	630
(28) NSW Officer CSRB									
Initial Payments	27	44,037.04	1,189	34	50,000.00	1,700	44	50,000.00	2,200
Anniversarv Payments	83	21.638.55	1.796	90	21.827.00	1.964	98	21.827.00	2.139
Total - (28)	110		2,985	124		3,664	142		4,339
Total (24)-(28)	507		9,877	614		12,762	644		13,799
(29)Combat Injury	0		0	0		0			
(30)Continuation Pay	225	14,448.89	3,251	254	15,064.96	3,826	285	15,825.74	4,510
Total Special Pay-Officer	35,417		429,378	34,799		460,452	35,827		478,722
Memo Entry: Overseas Operations Costs			818			854			320

**MILITARY PERSONNEL, NAVY  
CRITICAL SKILLS MULTI YEAR RETENTION BONUS  
NUCLEAR OFFICER INCENTIVE PAY  
(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	1,365	\$ 58,020	1,070	\$ 40,660	430	\$ 16,770	378	\$ 14,742	211	\$ 8,440	20	\$ 780		
FY 2022 Initial Anniversary	2,341	\$ 28,047	324	\$ 15,685	380	\$ 14,820	270	\$ 10,530	110	\$ 4,400	150	\$ 5,850	20	\$ 780
FY 2023 Initial Anniversary			2,155	\$ 35,115	430	\$ 16,770	415	\$ 16,185	110	\$ 4,400	250	\$ 9,750	150	\$ 5,850
FY 2024 Initial Anniversary					2,558	\$ 43,300	430	\$ 16,770	599	\$ 26,405	305	\$ 11,895	250	\$ 9,750
FY 2025 Initial Anniversary							2,105	\$ 33,633	392	\$ 17,165	415	\$ 16,185	305	\$ 11,895
FY 2026 Initial Anniversary									2,169	\$ 32,425	445	\$ 17,800	415	\$ 16,185
FY 2027 Initial Anniversary											2,015	\$ 30,975	445	\$ 17,800
FY 2028 Initial Anniversary													2,030	\$ 31,238
Initial Payments	2,341	28,047	2,155	35,115	2,558	43,300	2,105	33,633	2,169	32,425	2,015	30,975	2,030	31,238
Anniversary Payments	1,365	58,020	1,394	56,345	1,240	48,360	1,493	58,227	1,422	60,810	1,585	62,260	1,585	62,260
Total	3,706	86,067	3,549	91,460	3,798	91,660	3,598	91,860	3,591	93,235	3,600	93,235	3,615	93,498

**MILITARY PERSONNEL, NAVY  
CRITICAL SKILLS MULTI YEAR RETENTION BONUS  
SUBMARINE SUPPORT INCENTIVE PAY  
(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	1	\$ 25												
FY 2022 Initial Anniversary			15	\$ 300	5	\$ 100								
FY 2023 Initial Anniversary			10	\$ 200	10	\$ 200	5	\$ 100						
FY 2024 Initial Anniversary					10	\$ 200	10	\$ 200	5	\$ 100				
FY 2025 Initial Anniversary							11	\$ 220	11	\$ 220	6	\$ 120		
FY 2026 Initial Anniversary									11	\$ 220	11	\$ 220	6	\$ 120
FY 2027 Initial Anniversary											11	\$ 220	11	\$ 220
FY 2028 Initial Anniversary													11	\$ 220
Initial Payments	0	0	10	200	10	200	11	220	11	220	11	220	11	220
Anniversary Payments	1	25	15	300	15	300	15	300	16	320	17	340	17	340
Total	1	25	25	500	25	500	26	520	27	540	28	560	28	560

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**SURFACE WARFARE OFFICER LIEUTENANT COMMANDER RETENTION BONUS (SWO LRB)**  
(In Thousands of Dollars)

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	359	\$ 4,308	205	\$ 2,460										
FY 2022 Initial Anniversary	237	\$ 5,214	250	\$ 3,000	250	\$ 3,000								
FY 2023 Initial Anniversary			200	\$ 4,400	234	\$ 2,808	234	\$ 2,808						
FY 2024 Initial Anniversary					245	\$ 5,390	265	\$ 3,180	265	\$ 3,180				
FY 2025 Initial Anniversary							247	\$ 5,434	234	\$ 2,808	234	\$ 2,808		
FY 2026 Initial Anniversary									249	\$ 5,478			271	\$ 3,252
FY 2027 Initial Anniversary											252	\$ 5,544	244	\$ 2,928
FY 2028 Initial Anniversary													257	\$ 5,654
Initial Payments	237	5,214	200	4,400	245	5,390	247	5,434	249	5,478	252	5,544	257	5,654
Anniversary Payments	359	4,308	455	5,460	484	5,808	499	5,988	499	5,988	505	6,060	515	6,180
Total	596	9,522	655	9,860	729	11,198	746	11,422	748	11,466	757	11,604	772	11,834

**MILITARY PERSONNEL, NAVY  
CRITICAL SKILLS MULTI YEAR RETENTION BONUS  
SURFACE WARFARE OFFICER DEPARTMENT HEAD RETENTION BONUS (SWO DHRB)  
(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	1,384	20,760	1,396	20,940	1,199	17,985	750	11,250	302	4,530	150	2,250		
FY 2022 Initial Anniversary	161	1,610	500	7,500	500	7,500	500	7,500	500	7,500	318	4,770	200	3,000
FY 2023 Initial Anniversary			451	4,510	451	6,765	451	6,765	451	6,765	400	6,000	315	4,725
FY 2024 Initial Anniversary					525	5,250	525	7,875	525	7,875	500	7,500	500	7,500
FY 2025 Initial Anniversary							472	4,720	471	7,065	450	6,750	450	6,750
FY 2026 Initial Anniversary									481	4,810	481	7,215	470	7,050
FY 2027 Initial Anniversary											451	4,510	450	6,750
FY 2028 Initial Anniversary													400	4,000
Initial Payments	161	1,610	451	4,510	525	5,250	472	4,720	481	4,810	451	4,510	400	4,000
Anniversary Payments	1,384	20,760	1,896	28,440	2,150	32,250	2,226	33,390	2,249	33,735	2,299	34,485	2,385	35,775
Total	1,545	22,370	2,347	32,950	2,675	37,500	2,698	38,110	2,730	38,545	2,750	38,995	2,785	39,775



**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**SURFACE WARFARE OFFICER SENIOR OFFICER RETENTION BONUS (SWO SORB)**  
(In Thousands of Dollars)

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary														
FY 2022 Initial Anniversary	118	\$ 1,416	135	\$ 1,620	135	\$ 1,620	135	\$ 1,620						
FY 2023 Initial Anniversary			136	\$ 1,632	136	\$ 1,632	136	\$ 1,632	136	\$ 1,632				
FY 2024 Initial Anniversary					135	\$ 1,620	135	\$ 1,620	135	\$ 1,620	135	\$ 1,620		
FY 2025 Initial Anniversary							135	\$ 1,620	135	\$ 1,620	135	\$ 1,620	135	\$ 1,620
FY 2026 Initial Anniversary									135	\$ 1,620	135	\$ 1,620	135	\$ 1,620
FY 2027 Initial Anniversary											136	\$ 1,632	136	\$ 1,632
FY 2028 Initial Anniversary													135	\$ 1,620
Initial Payments	118	1,416	136	1,632	135	1,620	135	1,620	135	1,620	136	1,632	135	1,620
Anniversary Payments	0	0	135	1,620	271	3,252	406	4,872	406	4,872	405	4,860	406	4,872
Total	118	1,416	271	3,252	406	4,872	541	6,492	541	6,492	541	6,492	541	6,492

**MILITARY PERSONNEL, NAVY  
CRITICAL SKILLS MULTI YEAR RETENTION BONUS  
SPECIAL WARFARE OFFICER CONTINUATION PAY  
(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	224	\$ 2,554	204	\$ 2,529	135	\$ 1,135	97	\$ 1,050						
FY 2022 Initial Anniversary	62	\$ 2,081	65	\$ 693	65	\$ 693	65	\$ 693	64	\$ 665				
FY 2023 Initial Anniversary			74	\$ 2,775	69	\$ 1,394	61	\$ 626	61	\$ 626	37	\$ 842		
FY 2024 Initial Anniversary					82	\$ 3,075	89	\$ 843	89	\$ 843	89	\$ 843	47	\$ 820
FY 2025 Initial Anniversary							89	\$ 3,772	93	\$ 772	93	\$ 772	93	\$ 772
FY 2026 Initial Anniversary									92	\$ 3,557	62	\$ 700	62	\$ 700
FY 2027 Initial Anniversary											90	\$ 3,440	79	\$ 865
FY 2028 Initial Anniversary													92	\$ 3,572
Initial Payments	62	2,081	74	2,775	82	3,075	89	3,772	92	3,557	90	3,440	92	3,572
Anniversary Payments	224	2,554	269	3,222	269	3,222	312	3,212	307	2,906	281	3,157	281	3,157
Total	286	4,635	343	5,997	351	6,297	401	6,984	399	6,463	371	6,597	373	6,729

**MILITARY PERSONNEL, NAVY  
CRITICAL SKILLS MULTI YEAR RETENTION BONUS  
EXPLOSIVE ORDNANCE DISPOSAL  
(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	77	\$ 1,284	60	\$ 1,075	22	\$ 440								
FY 2022 Initial Anniversary	23	\$ 478	34	\$ 584	34	\$ 584	22	\$ 440						
FY 2023 Initial Anniversary			39	\$ 812	39	\$ 652	39	\$ 652	22	\$ 440				
FY 2024 Initial Anniversary					42	\$ 857	42	\$ 697	40	\$ 662	22	\$ 440		
FY 2025 Initial Anniversary							39	\$ 812	42	\$ 697	42	\$ 697	23	\$ 460
FY 2026 Initial Anniversary									43	\$ 879	43	\$ 709	43	\$ 709
FY 2027 Initial Anniversary											40	\$ 837	43	\$ 709
FY 2028 Initial Anniversary													43	\$ 879
Initial Payments	23	478	39	812	42	857	39	812	43	879	40	837	43	879
Anniversary Payments	77	1,284	94	1,659	95	1,676	103	1,789	104	1,799	107	1,846	109	1,878
Total	100	1,762	133	2,471	137	2,533	142	2,601	147	2,678	147	2,683	152	2,757

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**NAVAL SPECIAL WARFARE CRITICAL SKILLS RETENTION BONUS**  
(In Thousands of Dollars)

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	83	\$ 1,796	59	\$ 1,189	29	\$ 586								
FY 2022 Initial Anniversary	27	\$ 1,189	31	\$ 775	31	\$ 775	31	\$ 775	30	\$ 723				
FY 2023 Initial Anniversary			34	\$ 1,700	38	\$ 778	38	\$ 778	38	\$ 778	15	\$ 282		
FY 2024 Initial Anniversary					44	\$ 2,200	37	\$ 725	37	\$ 725	37	\$ 725	12	\$ 89
FY 2025 Initial Anniversary							42	\$ 2,153	36	\$ 825	36	\$ 825	36	\$ 825
FY 2026 Initial Anniversary									30	\$ 1,587	40	\$ 1,000	40	\$ 1,000
FY 2027 Initial Anniversary											37	\$ 1,952	47	\$ 1,175
FY 2028 Initial Anniversary													31	\$ 1,791
Initial Payments	27	1,189	34	1,700	44	2,200	42	2,153	30	1,587	37	1,952	31	1,791
Anniversary Payments	83	1,796	90	1,964	98	2,139	106	2,278	141	3,051	128	2,832	135	3,089
Total	110	2,985	124	3,664	142	4,339	148	4,431	171	4,638	165	4,784	166	4,880

(In Thousands Of Dollars)

Project: Basic Allowance For Housing

FY 2024 Estimate	\$2,033,804
FY 2023 Estimate	\$1,896,294
FY 2022 Actual	\$1,699,529

Part I - Purpose And Scope

Congress approved the payment of a Basic Allowance for Housing (BAH) to service members in the FY 1998 National Defense Authorization Act. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include projected fiscal year rate increases of 3.7% for FY 2022, 11.9% for FY 2023 and 6.9% for FY 2024. However, future housing rate adjustments may result as contractor-generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Calendar Year 2022 average inflation rate is 3.6 percent. The January 1, 2023 and January 1, 2024 average BAH inflation rate assumption are respectively, 14.6 percent and 4.3 percent on-average.

BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing marketing survey process and will be implemented by grade and dependency status.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Officers with Dependents									
O-10 Admiral	8	42,218.54	338	8	47,242.54	378	8	50,502.28	404
O-9 Vice Admiral	35	41,755.03	1,461	32	46,723.88	1,495	32	49,947.83	1,598
O-8 Rear Admiral (UH)	64	40,676.74	2,603	62	45,517.28	2,822	63	48,657.97	3,065
O-7 Rear Admiral (LH)	98	39,828.26	3,903	107	44,567.82	4,769	114	47,643.00	5,431
O-6 Captain	2,812	38,736.10	108,926	2,760	43,345.69	119,634	2,828	46,336.55	131,040
O-5 Commander	5,629	37,417.29	210,622	5,606	41,869.95	234,723	5,640	44,758.97	252,441
O-4 Lieutenant Commander	8,004	34,358.32	275,004	8,013	38,446.96	308,075	8,119	41,099.80	333,689
O-3 Lieutenant	9,669	31,056.30	300,283	9,410	34,752.00	327,016	9,522	37,149.89	353,741
O-2 Lieutenant (JG)	2,275	28,445.36	64,713	2,402	31,830.35	76,457	2,417	34,026.65	82,242
O-1 Ensign	1,520	27,445.42	41,717	1,557	30,711.43	47,818	1,549	32,830.52	50,854
Total BAH Domestic - Officers with Dependents	30,114		1,009,570	29,957		1,123,187	30,292		1,214,505
(2) BAH Differential	3	2,666.67	8	3	2,776.92	8	4	2,917.15	12
(3) BAH Domestic - Warrant Officers with Dependents									
W-5 Warrant Officer 5	77	32,412.08	2,496	80	36,269.11	2,902	79	38,771.68	3,063
W-4 Warrant Officer 4	412	31,783.64	13,095	432	35,565.90	15,364	435	38,019.95	16,539
W-3 Warrant Officer 3	624	30,636.66	19,117	658	34,282.42	22,558	665	36,647.91	24,371
W-2 Warrant Officer 2	537	29,913.69	16,064	517	33,473.42	17,306	518	35,783.08	18,536
W-1 Warrant Officer 1	12	26,815.46	322	16	30,006.50	480	16	32,076.95	513
Total BAH Domestic - Warrant Officers with Dependents	1,662		51,094	1,703		58,610	1,713		63,022
Total (1)-(3)	31,779		1,060,672	31,663		1,181,805	32,009		1,277,539

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) BAH Domestic - Officers without Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral	1	38,815.75	39	1	42,522.00	43	1	45,456.02	45
O-8 Rear Admiral (UH)	3	38,070.21	114	3	42,522.00	128	3	45,456.02	136
O-7 Rear Admiral (LH)	3	31,764.71	95	3	35,544.71	107	3	37,997.29	114
O-6 Captain	207	33,198.94	6,872	205	37,149.62	7,616	207	39,712.94	8,221
O-5 Commander	587	31,401.59	18,433	584	35,138.38	20,521	582	37,562.93	21,862
O-4 Lieutenant Commander	1,790	30,723.42	54,995	1,793	34,379.50	61,642	1,799	36,751.69	66,116
O-3 Lieutenant	7,506	28,101.00	210,926	7,304	31,445.02	229,674	7,321	33,614.72	246,093
O-2 Lieutenant (JG)	4,344	24,544.85	106,623	4,586	27,465.69	125,958	4,579	29,360.82	134,443
O-1 Ensign	4,912	22,349.09	109,779	5,032	25,008.64	125,843	4,956	26,734.23	132,495
Total BAH Domestic - Officers without Dependents	19,353		507,876	19,511		571,532	19,451		609,525
(5) BAH Domestic - Warrant Officers without Dependents									
W-5 Warrant Officer 5	6	31,014.88	186	6	34,705.66	208	6	37,100.35	223
W-4 Warrant Officer 4	28	29,194.13	817	29	32,668.24	947	29	34,922.34	1,013
W-3 Warrant Officer 3	56	27,910.30	1,563	59	31,231.62	1,843	60	33,386.60	2,003
W-2 Warrant Officer 2	62	27,006.83	1,674	60	30,220.65	1,813	60	32,305.87	1,938
W-1 Warrant Officer 1	5	27,388.91	137	6	30,648.19	184	6	32,762.91	197
Total BAH Domestic - Warrant Officers without Dependents	157		4,377	160		4,995	161		5,374
Total (4)-(5)	19,510		512,253	19,671		576,527	19,612		614,899
(6) Officer Partial BAH									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	2	287.00	1	2	287.00	1	2	287.00	1
O-5 Commander	1	428.20	0	1	428.20	0	1	428.20	0
O-4 Lieutenant Commander	14	320.64	4	14	320.64	4	14	320.64	4
O-3 Lieutenant	69	266.16	18	67	266.16	18	67	266.16	18
O-2 Lieutenant (JG)	40	213.15	9	42	213.15	9	38	213.15	8
O-1 Ensign	159	157.58	25	162	157.58	26	160	157.58	25
Total Officer Partial BAH	285		57	288		58	282		56
(7) Warrant Officer Partial BAH									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2	1	281.00	0			0	1	281.00	0
W-1 Warrant Officer 1			0			0			0
Total Warrant Officer Partial BAH	1		0	0		0	1		0
Total (6)-(7)	286		57	288		58	283		56

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(8) BAH - Inadequate Family Housing (Officers)									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain			0			0			0
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
Total BAH - Inadequate Family Housing (Officers)	0		0	0		0	0		0
(9) BAH - Warrant Officers Inadequate Family Housing									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total BAH - Warrant Officers Inadequate Family Housing	0		0	0		0	0		0
Total - Domestic	51,575		1,572,982	51,622		1,758,390	51,904		1,892,494
(10) BAH Overseas - Officers with Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)	5	57,367.30	287	4	62,657.54	251	4	64,161.33	257
O-6 Captain	140	45,537.63	6,375	137	49,736.97	6,814	139	50,930.66	7,079
O-5 Commander	365	42,380.34	15,469	363	46,288.52	16,803	362	47,399.45	17,159
O-4 Lieutenant Commander	574	38,485.89	22,091	575	42,034.95	24,170	577	43,043.78	24,836
O-3 Lieutenant	596	35,646.25	21,245	580	38,933.44	22,581	581	39,867.85	23,163
O-2 Lieutenant (JG)	96	36,724.94	3,526	102	40,111.61	4,091	102	41,074.29	4,190
O-1 Ensign	58	43,869.41	2,544	59	47,914.92	2,827	58	49,064.88	2,846
Total BAH Overseas - Officers with Dependents	1,834		71,537	1,820		77,537	1,823		79,530
(11) BAH Overseas - Warrant Officers With Dependents									
W-5 Warrant Officer 5	2	44,876.58	90	2	49,014.97	98	2	50,191.33	100
W-4 Warrant Officer 4	26	35,418.45	921	28	38,684.63	1,083	28	39,613.07	1,109
W-3 Warrant Officer 3	51	35,939.56	1,833	54	39,253.80	2,120	55	40,195.89	2,211
W-2 Warrant Officer 2	35	32,305.42	1,131	33	35,284.53	1,164	33	36,131.36	1,192
W-1 Warrant Officer 1			0			0			0
Total BAH Overseas - Warrant Officers With Dependents	114		3,975	117		4,465	118		4,612
Total (10)-(11)	1,948		75,512	1,937		82,002	1,941		84,142

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(12) BAH Overseas - Officers without Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	17	33,372.03	567	18	36,449.50	656	18	37,324.29	672
O-5 Commander	72	35,012.09	2,521	72	38,240.80	2,753	72	39,158.58	2,819
O-4 Lieutenant Commander	257	31,096.48	7,992	258	33,964.10	8,763	258	34,779.24	8,973
O-3 Lieutenant	826	27,554.92	22,760	804	30,097.28	24,198	806	30,819.61	24,841
O-2 Lieutenant (JG)	375	25,646.08	9,617	396	28,011.09	11,092	395	28,683.36	11,330
O-1 Ensign	283	24,892.89	7,045	289	27,188.43	7,857	285	27,840.95	7,935
Total BAH Overseas - Officers without Dependents	1,830		50,502	1,837		55,319	1,834		56,570
(13) BAH Overseas - Warrant Officers Without Dependents									
W-5 Warrant Officer 5	1	25,064.84	25	1	27,376.25	27	1	28,033.28	28
W-4 Warrant Officer 4	3	37,486.57	112	3	40,943.47	123	3	41,926.11	126
W-3 Warrant Officer 3	6	29,889.94	179	6	32,646.30	196	6	33,429.81	201
W-2 Warrant Officer 2	8	27,124.91	217	8	29,626.29	237	8	30,337.32	243
W-1 Warrant Officer 1			0			0			0
Total BAH Overseas - Warrant Officers Without Dependents	18		533	18		583	18		598
Total (12)-(13)	1,848		51,035	1,855		55,902	1,852		57,168
Total - Overseas	3,796		126,547	3,792		137,904	3,793		141,310
Total Basic Allowance For Housing	55,371		1,699,529	55,414		1,896,294	55,697		2,033,804
Memo Entry: Overseas Operations Costs			13,996			15,695			7,479



(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence-Officer

FY 2024 Estimate	\$	219,578
FY 2023 Estimate	\$	208,737
FY 2022 Actual	\$	190,480

Part I - Purpose And Scope

Funds requested will provide for a cash allowance, payable by law to officers at all times, to reimburse them for the expense of subsisting themselves (37 U.S.C. 402).

Part II - Justification Of Funds Requested

Basic Allowance for Subsistence (BAS) is computed by multiplying the total officer workyear average by an annual fiscal year rate using the statutory rate of \$280.29 per month effective 1 January 2022, \$311.68 per month effective 1 January 2023 and \$322.28 per month effective 1 January 2024.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance For Subsistence - Officer Basic Allowance For Subsistence	57,200	3,330.07	190,480	57,251	3,645.99	208,737	57,248	3,835.56	219,578
Total - (1)	57,200		190,480	57,251		208,737	57,248		219,578
Total Basic Allowance For Subsistence-Officer	57,200		190,480	57,251		208,737	57,248		219,578
Memo Entry: Overseas Operations Costs			1,575			1,730			874

(In Thousands Of Dollars)

Project: Station Allowances, Overseas-Officer

FY 2024 Estimate	\$	103,611
FY 2023 Estimate	\$	99,318
FY 2022 Actual	\$	91,995

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 405 and the Joint Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for cost of living allowance (COLA) are based on actual experience and adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Station Allowances - Cost Of Living	8,329	8,412.53	70,068	6,919	10,423.99	72,124	6,919	10,950.40	75,766
(2)Station Allowances - Temporary Lodging	15,861	1,382.45	21,927	15,875	1,712.99	27,194	15,874	1,754.11	27,845
Total Station Allowances, Overseas-Officer	24,190		91,995	22,794		99,318	22,793		103,611
Memo Entry: Overseas Operations Costs			410			439			182

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA)-Officer

FY 2024 Estimate	\$	270
FY 2023 Estimate	\$	256
FY 2022 Actual	\$	1,029

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to officers who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHAs) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage (37 U.S.C. 403b).

Part II - Justification Of Funds Requested

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

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost Of Living (COLA)									
CONUS COLA	1,716	599.65	1,029	410	624.44	256	412	655.98	270
Total - (1)	1,716		1,029	410		256	412		270
Total CONUS Cost Of Living Allowance (COLA)-Officer	1,716		1,029	410		256	412		270
Memo Entry: Overseas Operations Costs			27			28			13

(In Thousands Of Dollars)

Project: Uniform Allowance-Officer

FY 2024 Estimate	\$	2,605
FY 2023 Estimate	\$	2,587
FY 2022 Actual	\$	2,580

Part I - Purpose And Scope

Funds requested will provide for payment of an initial clothing allowance (U.S.C.415 and 416) to officers upon commissioning and an active clothing allowance to reserves upon entry or reentry on active duty for a period of 90 days or more. Additionally, a Special Initial Clothing Allowance is paid to Chief Warrant Officers upon commissioning into the Flying Chief Warrant Officer Pilot Program. Civilian clothing allowances are authorized by 37 U.S.C. 419.

Part II - Justification Of Funds Requested

Uniform allowances are determined by multiplying the planned number of members eligible as reflected in the strength plans by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Reserves	3	400.00	1	3	400.00	1	3	400.00	1
Regular	4,048	400.00	1,619	4,049	400.00	1,620	4,072	400.00	1,629
CWO Pilot Program	0		0	0		0	0		0
Total - (1)	4,051		1,620	4,052		1,621	4,075		1,630
(2)Additional	4,185	200.00	837	4,186	200.00	837	4,210	200.00	842
(3)Civilian	210	584.39	123	211	610.69	129	212	625.35	133
Total Uniform Allowance-Officer	8,446		2,580	8,449		2,587	8,497		2,605
Memo Entry: Overseas Operations Costs			7			7			3

(In Thousands Of Dollars)

Project: Family Separation Allowance-Officer

FY 2024 Estimate	\$	9,846
FY 2023 Estimate	\$	9,846
FY 2022 Actual	\$	9,363

Part I - Purpose And Scope

Funds requested provide an allowance to officers with dependents for added separation expenses when the requirements listed below are met (37 U.S.C. 427):

- (1) movement of dependents to the permanent duty station or a place near the station is not authorized at government expense under the Joint Travel Regulations and the member's dependents do not reside at or near that station
- (2) member is on duty on board a ship away from the home port of the ship for a continuous period of more than 30 days
- (3) member is on temporary duty or temporary additional duty away from their permanent station for a continuous period of more than 30 days and the member's dependents do not reside at or near the member's temporary additional duty station

Family separation allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	618	3,000.00	1,854	751	3,000.00	2,253	751	3,000.00	2,253
(2)FSA - S (Onboard> 30 days)	778	3,000.00	2,334	1,131	3,000.00	3,393	1,131	3,000.00	3,393
(3)FSA - T (TDY> 30 days)	1,725	3,000.00	5,175	1,400	3,000.00	4,200	1,400	3,000.00	4,200
Total Family Separation Allowance-Officer	3,121		9,363	3,282		9,846	3,282		9,846
Memo Entry: Overseas Operations Costs			567			588			262

Project: Special Compensation for Assistance with Activities of Daily Living - Officer

(In Thousands of Dollars)

FY 2024 Estimate	\$90
FY 2023 Estimate	\$90
FY 2022 Actual	\$90

Part I - Purpose And Scope

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

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

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured. The detailed computations are provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	14	6,400.00	90	14	6,400.00	90	14	6,400.00	90
Total Special Compensation for Assistance with Activities of Daily Living - Officer	14		90	14		90	14		90

(In Thousands Of Dollars)

Project: Separation Payments-Officer

FY 2024 Estimate	\$	43,046
FY 2023 Estimate	\$	39,751
FY 2022 Actual	\$	36,654

Part I - Purpose And Scope

- Funds requested provide:
- (1) Lump sum terminal leave payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701.
  - (2) Severance pay disability for members on active duty and temporary disability retired list that are separated for physical reasons under the provisions of 10 U.S.C. 1212.
  - (3) Involuntary - half severance pay (5% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members not fully qualified for retention and are denied reenlistment or continuation.
- Involuntary - full severance pay (10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members involuntarily separated from active duty but who are fully qualified for retention, but are denied reenlistment or continuation.
- (4) Voluntary- Force shaping separation incentives for military members in selected over manned skills:
    - a. a lump sum payment for members who have at least six years of service
    - b. an annuity and lump sum payment to members who have at least fifteen years

Special Separation Benefits ((SSB) 10 U.S.C. 1174a) pays members a lump-sum amount equal to 15% of their annual basic pay multiplied by their years of service.

Voluntary Separation Incentive ((VSI) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service.

- (5) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for FY12, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY1993, which authorizes the Military Departments to retire active service military members up to five years before completion of twenty years of service.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2022 includes a 2.7% pay raise effective 1 January 2022, FY2023 includes a 4.6% pay raise effective 1 January 2023, and FY2024 includes a 5.2% pay raise effective 1 January 2024.

Computation of fund requirements is provided in the following table:

	FY 2022				FY 2023				FY 2024			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Separation Pay - Lump sum Leave Payment(Officer)												
Flag Officers	36	48	24,705.47	889	29	48	25,726.89	746	41	48	27,026.10	1,108
O-6 Captain	441	28	11,464.02	5,056	454	28	11,937.99	5,420	508	28	12,540.86	6,371
O-5 Commander	627	26	8,447.69	5,297	655	26	8,796.95	5,762	683	26	9,241.20	6,312
O-4 Lieutenant Commander	953	26	7,146.78	6,811	1,014	26	7,442.26	7,546	1,011	26	7,818.09	7,904
O-3 Lieutenant	1,430	23	5,025.96	7,187	1,491	23	5,233.75	7,804	1,466	23	5,498.05	8,060
O-2 Lieutenant (JG)	85	52	8,670.54	737	74	52	9,029.02	668	57	52	9,484.99	541
O-1 Ensign	18	65	8,131.64	146	18	65	8,467.84	152	18	65	8,895.47	160
W-5 Warrant Officer 5	13	29	9,570.92	124	18	29	9,966.62	179	18	29	10,469.93	188
W-4 Warrant Officer 4	86	18	4,993.42	429	124	18	5,199.86	645	109	18	5,462.45	595
W-3 Warrant Officer 3	63	20	4,633.44	292	60	20	4,825.00	290	67	20	5,068.66	340
W-2 Warrant Officer 2	3	23	4,421.93	13	2	23	4,605.00	9	1	23	4,837.55	5
W-1 Warrant Officer 1				0				0				0
Total Separation Pay - Lump sum Leave Payment(Officer)	3,755			26,981	3,939			29,221	3,979			31,584
(2) Severance Pay, Disability - Officer												
Severance Pay	24		71,884.50	1,725	26		74,856.49	1,946	27		78,636.74	2,123
Total - (2)	24			1,725	26			1,946	27			2,123
(3) Severance Pay Invol - Full Pay (10%)												
Invol - Full Pay (10%)	81		98,129.87	7,949	84		102,186.96	8,584	87		107,347.40	9,339
Invol - Half Pay (5%)	0			0	0			0	2		0.00	0
Total - (3)	81			7,949	84			8,584	89			9,339
(4) Voluntary Separations												
Targeted Separation Incentive	0			0	0			0	0			0
VSI	0			0	0			0	0			0
VSI Trust Fund	0			0	0			0	0			0
Total - (4)	0			0	0			0	0			0
(5)TERA	0			0	0			0	0			0
Total Separation Payments-Officer	3,860			36,655	4,049			39,751	4,095			43,046
Memo Entry: Overseas Operations Costs				79				0				0



(In Thousands Of Dollars)

Project: Social Security Tax-Officer

FY 2024 Estimate	\$	412,085
FY 2023 Estimate	\$	391,841
FY 2022 Actual	\$	375,228

Part I - Purpose And Scope

Funds requested represent the government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101, 3111, and P.L. 98-21 "Social Security Amendment of 1983".

Part II - Justification Of Funds Requested

Social Security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Income (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% HI. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings for OASDI are as follows:

Calendar year 2022 - 7.65% on first \$147,000  
Calendar year 2023 - 7.65% on first \$160,200  
Calendar year 2024 - 7.65% on first \$165,300

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	57,200	6,559.93	375,228	57,251	6,844.27	391,841	57,248	7,198.24	412,085
Total Social Security Tax-Officer	57,200		375,228	57,251		391,841	57,248		412,085

Memo Entry: Overseas Operations Costs	3,467	3,815	1,791
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Total Officer Programs Pay & Allowances (BA1)

Total Obligations	9,717,975	10,360,363	10,571,758
Less Reimbursables	\$ 288,472	\$ 306,175	\$ 317,639
Total Direct Obligations	\$ 9,429,503	\$ 10,054,188	\$ 10,254,119

Memo Entry: Overseas Operations Costs (BA1)	81,482	85,611	39,917
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## Budget Activity 2

### Pay and Allowances of Enlisted Personnel

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF ENLISTED**  
(In Thousands of Dollars)

Total FY 2023 Direct Program				Amount
				24,138,332
Increases				
Pricing Increases				
Strength Related			1,191,367	
Annualization of FY 2023 Pay Raise 4.6% (Effective 1 January 2023)			180,478	
Basic Pay		124,847		
RPA		46,080		
FICA		9,551		
Increase due to Pay Raise of 5.2% (Effective 1 January 2024)			640,210	
Basic Pay		442,871		
RPA		163,459		
FICA		33,880		
Inflation Rate			0	
BAH Rates			370,679	
Domestic Housing Rate Growth of 6.9%		361,742		
BAH Overseas		8,937		
Other Pricing Increases				50,166
Incentive Pay For Hazardous Duty - Enlisted			407	
Submarine Pay		407		
Special Pay - Enlisted			3,540	
Career Sea Pay (Enlisted)		2,737		
Foreign Language Proficiency Pay (Enl)		3		
Enlisted Supervisor Retention Pay CSRB		800		
Continuation Pay			364	
Continuation Pay		364		
Reenlistment Bonus - Enlisted			26,284	
Reenlistment Bonus		3,737		
Reenlistment Bonus		22,547		
Educational Benefits - Enlisted			139	
Navy College First		139		
Station Allowance, Overseas - Enlisted			8,292	
Overseas Station Allowance (Enl)		7,163		
Temporary Lodging (Enl)		1,129		
CONUS Cost Of Living Allowance (COLA) - Enlisted			72	
CONUS COLA		72		
Clothing Allowance - Enlisted			4,876	
Initial Military		1,745		
Enlisted Civilian Clothing		14		
Replacement Allowances (Basic)		663		
Replacement Allowances (Std)		2,100		
Replacement Allowances (Special)		318		
Supplementary Clothing (Enl)		36		
Separation Payments - Enlisted			6,192	
Lump Sum Terminal Leave Payments		3,886		
Severance Pay, Disability (Enl)		1,251		

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF ENLISTED**  
(In Thousands of Dollars)

	Severance Pay	924		
	Severance Pay	131		
Increases due to Reimbursables			3,730	3,730
	Retired Pay Accrual	3,730		
	Total Pricing Increases			1,245,263
Program Increases				
Strength Related				357,096
Pay grade Mix			6,258	
	Basic Pay	4,546		
	RPA	1,364		
	FICA	348		
			350,838	
	Increase in Basic Pay Work Years	113,974		
	Increase in RPA Full Time Work Years	48,298		
	Increase in FICA Work Years	8,733		
	BAH Domestic	174,238		
	BAH Overseas	5,595		
Other Program Increases				74,252
Thrift Savings Plan - Enlisted			22,800	
	Thrift Savings Plan - Enlisted	22,800		
Incentive Pay For Hazardous Duty - Enlisted			1,264	
	Parachute Jumping (Enl)	40		
	Duty Inside HiLo Chamber (Enl)	2		
	Demolition Duty (Enl)	90		
	Naval Special Warfare Skill Incentive Pay (SKIP)	1,132		
Special Pay - Enlisted			8,113	
	Career Sea Pay (Enlisted)	4,505		
	Premium Sea Pay (Enlisted)	797		
	HDP Location (Enl)	89		
	HDP Tempo (Enl)	60		
	Diving Duty Pay (Enl)	133		
	Overseas Extension Pay (Enl)	20		
	Imminent Danger Pay (Enl)	35		
	Foreign Language Proficiency Pay (Enl)	339		
	Enlisted Supervisor Retention Pay CSRB	2,135		
Continuation Pay			911	
	Continuation Pay	911		
Special Duty Assignment Pay And Proficiency Pay - Enlisted			371	
	SDAP	276		
	SDAP	25		
	SDAP	25		
	Recruiter	45		
Reenlistment Bonus - Enlisted			18,491	
	Reenlistment Bonus	18,491		
Educational Benefits - Enlisted			4,761	
	Navy College First	4,761		
CONUS Cost Of Living Allowance (COLA) - Enlisted			11	
	CONUS COLA	11		
Clothing Allowance - Enlisted			16,980	

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF ENLISTED**  
(In Thousands of Dollars)

	Initial Military	16,950		
	Enlisted Civilian Clothing	9		
	Supplementary Clothing (Enl)	21		
Family Separation Allowance - Enlisted			498	
	FSA - R (On PCS With Dependents Not Authorized)	132		
	FSA - S (Onboard > 30 days)	195		
	FSA - T (TDY > 30 days)	171		
Separation Payments - Enlisted			52	
	Voluntary Separation (Enl)	52		
	Total Program Increases			431,348
Total Increases				1,676,611
Decreases				
Pricing Decreases				
Strength Related				-806,427
Inflation Rate			-806,427	
RPA Full Time Rate growth of -6.9%		-806,427		
Other Pricing Decreases				-259
Incentive Pay For Hazardous Duty - Enlisted			-3	
Special Pay - Enlisted	Flying Duty - Career	-3		
			-255	
	EOD CSRB	-121		
	Special Warfare SOCOM CSRB	-134		
Special Duty Assignment Pay And Proficiency Pay - Enlisted			-1	
	Recruiter	-1		
Decreases due to Reimbursables			-6,306	-6,306
	Basic Pay	-4,685		
	Basic Allowance for Housing (Domestic)	-1,262		
	SS Tax-Employer Contribution	-359		
	Total Pricing Decreases			-812,992
Program Decreases				
Strength Related				-12,794
	Decrease in RPA Full Time Work Years	-12,794	-12,794	
	BAH Domestic	0		
	BAH Overseas	0		
Other Program Decreases				-46,510
Incentive Pay For Hazardous Duty - Enlisted			-2,781	
	Flying Duty - Career	-1,621		
	Submarine Pay	-1,160		
Special Pay - Enlisted			-3,987	
	Assignment Incentive Pay (Enl)	-3,082		
	EOD CSRB	-209		
	Special Warfare SOCOM CSRB	-696		
Special Duty Assignment Pay And Proficiency Pay - Enlisted			-14	
	SDAP	-4		

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PAY AND ALLOWANCES OF ENLISTED**  
(In Thousands of Dollars)

	SDAP	-2		
	SDAP	-1		
	Recruiter	-2		
	Recruiter	-5		
Reenlistment Bonus - Enlisted			-10,455	
	Reenlistment Bonus	-10,455		
Station Allowance, Overseas - Enlisted			-99	
	Overseas Station Allowance (Enl)	-78		
	Temporary Lodging (Enl)	-21		
Clothing Allowance - Enlisted			-14,099	
	Replacement Allowances (Basic)	-3,035		
	Replacement Allowances (Std)	-9,606		
	Replacement Allowances (Special)	-1,458		
Separation Payments - Enlisted			-15,075	
	Lump Sum Terminal Leave Payments	-9,543		
	Severance Pay, Disability (Enl)	-3,011		
	Severance Pay	-2,213		
	Severance Pay	-308		
	Total Program Decreases		-59,304	
Total Decreases				-872,296
Total FY 2024 Direct Program				24,942,647

(In Thousands Of Dollars)

Project: Basic Pay - Enlisted

FY 2024 Estimate	\$12,128,900
FY 2023 Estimate	\$11,433,014
FY 2022 Actual	\$11,096,766

Part I - Purpose And Scope

Funds requested provide for basic compensation (37 USC 204, 205, 1009) of enlisted personnel on active duty, according to pay grade and length of service increments. The estimate excludes those enlisted members of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing or training the reserve components (10 USC 12310).

Navy Career Intermission Program (CIP) - Originally authorized by the FY2009 NDAA (PL 110-417 Sec 533) and most recently updated by the FY2016 NDAA (PL 114-92 Sec 523); allows the military services to establish programs in which officer and enlisted members may be temporarily transferred from the active component and into the Inactive Ready Reserves (IRR) for periods up to 3 years, returning to active duty at the end of the inactive duty period. During this period the members retain full health care benefits and base privileges while receiving stipends paid two times per month, each payment being one thirtieth of the monthly basic pay to which they would be otherwise entitled based on grade and years of service at the time of separation from active duty.

Part II - Justification Of Funds Requested

FY 2022 is based on end strength of 283,516 and 287,006 workyears. FY 2023 is based on end strength of 280,674 and 281,929 workyears. FY 2024 is based on end strength of 286,144 and 284,603 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2022 includes a 2.7% across the board pay raise effective 1 January 2022. FY 2023 includes a 4.6% across the board pay raise effective 1 January 2023. FY 2024 includes a 5.2% across the board pay raise effective 1 January 2024

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Enlisted									
E-9 Master Chief Petty Officer	2,803	88,797.17	248,898	2,772	92,460.05	256,299	2,933	97,129.28	284,880
E-8 Senior Chief Petty Officer	7,235	70,274.49	508,436	7,219	73,173.31	528,238	7,242	76,868.56	556,682
E-7 Chief Petty Officer	22,792	59,986.78	1,367,219	22,830	62,461.23	1,425,990	23,221	65,615.52	1,523,658
E-6 1st Class Petty Officer	52,661	48,612.98	2,560,008	53,119	50,618.27	2,688,792	52,363	53,174.49	2,784,376
E-5 2nd Class Petty Officer	72,458	38,504.47	2,789,957	73,377	40,092.78	2,941,888	75,916	42,117.47	3,197,390
E-4 3rd Class Petty Officer	54,563	31,722.54	1,730,877	53,571	33,031.09	1,769,509	54,289	34,699.16	1,883,783
E-3 Seaman	49,348	26,459.70	1,305,733	45,587	27,551.16	1,255,975	44,475	28,942.49	1,287,217
E-2 Seaman Apprentice	14,811	24,863.12	368,248	13,202	25,888.72	341,783	13,120	27,196.10	356,813
E-1 Seaman Recruit	10,335	21,034.37	217,390	10,252	21,902.04	224,540	11,044	23,008.09	254,101
Total Basic Pay - Enlisted	287,006		11,096,766	281,929		11,433,014	284,603		12,128,900
Memo Entry: Overseas Operations Costs			67,839			84,848			39,858

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Enlisted

FY 2024 Estimate	\$3,633,621
FY 2023 Estimate	\$4,203,616
FY 2022 Actual	\$3,885,815

Part I - Purpose And Scope

10 USC 1461 requires a fund (Department of Defense Military Retirement Fund), administered by the Secretary of the Treasury, to accumulate funds on an actuarially sound basis, liabilities of the DoD under military retirement and survivor benefit programs. The amounts paid into the Fund are paid from funds available for the pay of members of the armed forces under the jurisdiction of the Service Secretaries. The DoD Board of Actuaries determines the amount required to be deposited in the Fund each year.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

- (a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- (b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 35.1% for FY 2022, 36.9% for FY 2023, and 30% for FY 2024. The part-time RPA is 25.7% for FY 2022, 24.5% for FY 2023 and 23.1% for FY 2024.

Cost computations are as follows:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	284,919	13,561.29	\$ 3,863,869	279,264	14,942.47	\$ 4,172,894	283,045	12,773.99	\$ 3,615,614
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	2,087	10,515.74	\$ 21,946	2,665	11,527.85	\$ 30,722	1,558	11,557.77	\$ 18,007
Total Retired Pay Accrual -Enlisted	287,006		\$ 3,885,815	281,929		\$ 4,203,616	284,603		\$ 3,633,621
Memo Entry: Overseas Operations Costs			17,436			20,787			9,208



(In Thousands Of Dollars)

Program: Thrift Savings Plan (TSP) - Matching Contributions	FY 2024 Estimate	\$184,961
	FY 2023 Estimate	\$162,161
	FY 2022 Actual	\$137,767

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	FY 2022			FY 2023			FY 2024		
	Number	Rate		Number	Rate		Number	Rate	
Thrift Savings Plan - Enlisted	0		\$137,767	0		\$162,161	0		\$184,961
<b>Total TSP Matching Contributions</b>	0		\$137,767	0		\$162,161	0		\$184,961
Memo Entry: Overseas Operations Costs			\$256			\$81			\$37

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty - Enlisted

FY 2024 Estimate	\$114,539
FY 2023 Estimate	\$115,652
FY 2022 Actual	\$108,875

#### Part I - Purpose And Scope

Funds requested provide for pay to enlisted personnel for the following types of duty (37 U.S.C. Chapter 5):

- (1) Career Enlisted Flyer Incentive Pay (CEFIP) (37 U.S.C. 353(a)) - Financial incentive to serve throughout a military career as an enlisted flyer. Monthly maximum rates range from \$150 to \$600 depending on years of aviation service.
- (2) Flying Duty Crew Members Pay (37 U.S.C. 351(a) (2)) - For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than career aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$125 to \$250 per month, determined by grade.
- (3) Flying Duty Non-Crew Members Pay (37 U.S.C. 351(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments as other than crew members. Payment is a flat \$150 per month.
- (4) Submarine Duty Incentive Pay (SUBPAY) (37 U.S.C. 352) - Additional pay to increase Navy's ability to attract and retain volunteers for submarine duty and to compensate for the more than normally arduous character of such duty. SECNAV may set SUBPAY rates within a statutory cap of \$5,000 per month. Currently, Navy SUBPAY rates range from \$90 to \$600 per month.
- (5) Parachute Duty Pay (37 U.S.C. 351(a) (2)) - For performance of hazardous duty involving jumping and to attract members to volunteer for, and to continue performing, parachute duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which is \$225 per month.
- (6) Toxic Material Exposure Duty Pay (37 U.S.C. 351(a)(2)) - For hazardous duty involving frequent and regular exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (7) Pressure Chamber Duty Pay (37 U.S.C. 351(a)(2)) - For hazardous duty serving as human test subject in low/high pressure, acceleration/deceleration, or thermal stress chambers. Also intended to attract volunteers. Payment is a flat \$150 per month.
- (8) Demolition Duty Pay (37 U.S.C. 351(a)(2)) - For duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (9) Naval Special Warfare Skill Incentive Pay (SKIP). The Navy transitioned NSW Officers, special Warfare Operators and Special Warfare Boats Operators from Hazardous Duty Incentive Pay (HDIP) for parachute, dive, and demolition pays to SKIP Effective June 1st, 2019.
- (10) Flight Deck Duty Pay (37 U.S.C. 351(a)(2)) - For more than normally dangerous duty involving participation in flight deck duty on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (11) Visit, Board, Search and Seizure (VBSS) - Maritime Interdiction Operations (37 U.S.C. 351(a)(2)) - For performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.

#### Part II - Justification Of Funds Requested

Hazardous duty pay is computed on the basis of the average number of enlisted personnel who are eligible for payment. Average rates for submarine duty are those prescribed by law, based on average years of service by pay grade. Rates for flying duty crewmembers are prescribed by pay grade and years of service dates. All other hazardous duty is computed at the statutory or average rate per annum for each workyear.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Flying Duty - Career									
2 or less	841	1,800.00	1,513	765	1,800.00	1,377	1,109	1,800.00	1,996
Over 2 yrs	991	2,400.00	2,378	900	2,400.00	2,160	739	2,400.00	1,774
Over 4 yrs	749	3,000.00	2,246	713	3,000.00	2,139	478	3,000.00	1,434
Over 6 yrs	870	3,900.00	3,394	869	3,900.00	3,389	489	3,900.00	1,907
Over 10 yrs	607	5,100.00	3,095	585	5,100.00	2,984	602	5,100.00	3,071
Over 14 yrs	446	6,000.00	2,678	510	6,000.00	3,060	278	6,000.00	1,668
Over 18 yrs	556	7,200.00	4,004	276	7,200.00	1,987	503	7,200.00	3,622
Total - (1)	5,060		19,309	4,618		17,096	4,198		15,472
(2) Flying Duty - Non Career	3	3,000.00	9	20	3,000.00	60	20	3,000.00	60
(3)Non-Crew (HDIP)	35	1,800.00	63	32	1,800.00	58	32	1,800.00	58
(4) Submarine Pay									
E-9 Master Chief Petty Officer	164	7,200.00	1,181	180	7,200.00	1,296	250	1,020.00	255
E-8 Senior Chief Petty Officer	566	6,120.00	3,464	600	6,120.00	3,672	540	1,140.00	616
E-7 Chief Petty Officer	1,733	5,340.00	9,254	1,700	5,340.00	9,078	1,780	1,180.00	2,100
E-6 1st Class Petty Officer	3,479	5,040.00	17,534	3,980	5,040.00	20,059	3,700	1,725.00	6,383
E-5 2nd Class Petty Officer	4,295	3,216.00	13,812	5,160	3,214.30	16,586	5,100	3,214.30	16,393
E-4 3rd Class Petty Officer	3,123	1,728.00	5,396	3,750	1,725.00	6,469	3,950	5,040.00	19,908
E-3 Seaman	2,023	1,176.00	2,379	1,805	1,180.00	2,130	1,690	5,340.00	9,025
E-2 Seaman Apprentice	850	1,140.00	969	567	1,140.00	646	590	6,120.00	3,611
E-1 Seaman Recruit	291	1,020.00	297	325	1,020.00	332	170	7,200.00	1,224
Submarine Pay - Students	1,151	1,080.00	1,243	1,500	1,080.00	1,620	1,500	1,080.00	1,620
Total - (4)	17,674		55,529	19,567		61,888	19,270		61,135
(5)Parachute Jumping (Enl)	1,676	2,411.43	4,042	1,535	2,700.00	4,145	1,550	2,700.00	4,185
(6)Toxic Material Pay (Enl)	6	1,800.00	11	6	1,800.00	11	6	1,800.00	11
(7)Duty Inside HiLo Chamber (Enl)	78	1,800.00	140	78	1,800.00	140	79	1,800.00	142
(8)Demolition Duty (Enl)	3,007	1,800.00	5,413	3,050	1,800.00	5,490	3,100	1,800.00	5,580
(9)Naval Special Warfare Skill Incentive Pay (SkIP)	2,445	6,474.81	15,831	2,725	6,120.00	16,677	2,910	6,120.00	17,809
(10)Flight Deck Duty (Enl)	4,734	1,800.00	8,521	5,600	1,800.00	10,080	5,600	1,800.00	10,080
(11) Visit, Board, Search and Seizure									
Visit	4	1,800.00	7	4	1,800.00	7	4	1,800.00	7
Total - (11)	4		7	4		7	4		7
Total Incentive Pay For Hazardous Duty - Enlisted	34,722		108,875	37,235		115,652	36,769		114,539
Memo Entry: Overseas Operations Costs			100			116			59

(In Thousands Of Dollars)

Project: Special Pay - Enlisted

FY 2024 Estimate	\$449,837
FY 2023 Estimate	\$442,426
FY 2022 Actual	\$403,670

#### Part I - Purpose And Scope

Funds requested provide for special pay to enlisted personnel as follows:

(1) Career Sea Pay (37 U.S.C. 352) - A variable amount (up to \$750 monthly) paid to active duty enlisted service members assigned to sea duty; defined as duty performed while permanently or temporarily serving on a ship whose primary mission is accomplished underway or while serving as a member of the off-crew of a two-crew submarine. It's intended to improve retention of members in sea service skills and recognition of the greater-than-normal rigors of sea duty.

(2) Career Sea Pay Premium (37 U.S.C. 352) - Paid in addition to Career Sea Pay for unusually long periods of continuous sea duty. An enlisted member entitled to Career Sea Pay, who has served 36 consecutive months of sea duty, becomes entitled to sea pay premium for the 37th and consecutive months. The current sea pay premium rate is \$200 per month.

(3 - 4) Hardship Duty Pay (37 U.S.C. 352) - Additional compensation paid for performing specific missions at specific locations as designated by the SECDEF. The monthly max rate payable in law is \$1,500; current monthly rates being paid are \$50, \$100 and \$150.

(5) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 352) - Additional compensation paid to both Active Component (AC) and Reserve Component (RC) members for extended operational deployments. Personnel who are deployed beyond 220 consecutive days on an operational deployment become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.

(6) Hardship Duty Pay - Restriction of Movement (HDP-ROM) - paid to members who are ordered by their Commanding Officer (CO) to ROM for self-monitoring due to exposure or suspected exposure to COVID-19 and are directed to do so at a facility that is neither provided by the U.S. Government nor is their personal residence at the member's permanent duty station. Authorized payment of \$100 per day up to a maximum of \$1,500 per month.

(7) Diving Duty Pay (37 U.S.C. 353(a)) - Paid to members who are assigned to diving duties and are required to maintain proficiency as a diver. Enlisted members are paid at a rate of not more than \$340 a month.

(8) Overseas Tour Extension Incentive Pay (37 U.S.C. 352) - Paid to members in certain critical skill classifications serving at prescribed OCONUS locations, who upon completion of their tour of duty, execute an agreement to extend that tour for a period of not less than one year. The member is then entitled to special pay in either monthly installments, not to exceed \$80 per month or an annual bonus not to exceed \$2,000 per year.

(9) Nuclear Officer Accession Bonus (37 U.S.C. 333(a)(1)) - A bonus paid to an individual upon acceptance for officer naval nuclear power training who agrees to participate in a program of training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants.

(10) Hostile Fire / Imminent Danger Pay (IDP) (37 U.S.C. 351) - Special pay for members subject to hostile fire, explosion of hostile mines and those on duty in foreign areas who, because of their role/visibility as a service member, are subject to the threat of physical harm or imminent danger on the basis of civil insurrection, civil war, terrorism or wartime conditions. Service members receive \$7.50 for each day serving in the IDP area, up to a maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.

(11) Foreign Language Proficiency Bonus (37 U.S.C. 353(b)) - A bonus paid to members to become proficient or increase their proficiency in languages identified on the DoD Strategic Language List. Unless waived, certification of proficiency must be verified annually. The bonus paid may not exceed \$12,000 per one year certification period or paid in installments during the certification period.

(12) Personal Money Allowance (37 U.S.C. 414c) - Allowance paid to the Master Chief Petty Officer of the Navy to defray expenses incurred in connection with official duties, \$2,000 a year.

(13A) Assignment Incentive Pay (AIP) (37 U.S.C. 352) - An incentive paid to encourage enlisted members to volunteer for difficult to fill jobs or less desirable geographic locations. The monthly statutory maximum payable is \$5,000.

(13B) Detailing Marketplace Incentive Pay (DMIP) - part of the Detailing Marketplace Assignment Policy (DMAP) is a program designed to provide monetary incentives to journeyman Sailors in sea-intensive ratings who opt to serve an additional three-year minimum at sea following an initial four-year tour. This pay is disbursed monthly throughout the entire three-year period and is currently \$200 - \$800 per month depending on location and sea duty type.

(13C) Bahrain AIP (37 U.S.C. 352) - a limited program for enlisted continuity billets in Bahrain authorized by OSD 5 Jan 2006. Payment is a flat rate of \$1,000 per month.

(13D) GTMO First Assignment (37 U.S.C. 352) (AIP) Financial incentive to address assignments to Detainee Operations Detachment, Guantanamo Bay, Cuba (UIC 40403) Effective March 01, 2007, sailors assigned to 12 month PCS tours as their first permanent duty assignment receive AIP

(13E) Sea Duty Incentive Pay (SDIP) (37 U.S.C. 352) - A financial incentive pay program for certain sailors to voluntarily remain on sea duty past their prescribed sea tour or curtail their shore duty to return early to sea duty. The monthly statutory maximum payable is \$5,000.

(13F) NSWDC AIP (37 U.S.C. 352) - The Naval Special Warfare Development Group (NSWDG) AIP program was established on February 9, 2007. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDC billet for an additional 12 months from the date of the

(13G) NSWDC CS AIP (37 U.S.C. 352) - The Naval Special Warfare Development Group (NSWDG) Combat Support AIP program was established on April 5, 2012. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDC CS billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDC CS billet at completion of the required training receive AIP at \$500 per month. EOD personnel who have been assigned to a designated NSWDC CS billet for less than 3 years receive AIP at \$500 per month and those assigned to a designated NSWDC billet for 3 years or more receive AIP at \$750 per month.

- (14) Seabee Underwater Construction Technician Master Diver RB (37 U.S.C. 331) - The bonus will be paid in a lump sum installment in accordance with section 331 of title 37, U.S.C., and Department of Defense (DoD) policy. The Navy is authorized to offer a Seabee UCT Master Diver (B18A NEC) Retention Bonuses to eligible E-7 through E-9 who qualify based on criteria established by the Navy and who execute a written agreement to remain on Active Duty for 3 to 5 year service obligations. Qualified Master Divers (B18A NEC) with at least 20 years of service may be offered a bonus up to \$15,000 per year for 3-year contracts. \$17,500 per year for 4-year contracts, and \$20,000 per year for 5-year contracts.
- (15) Explosive Ordnance Disposal (EOD) CSRB (37 U.S.C. 355(a)) - Retention incentive used to address critical EOD military skill retention. Payable to an enlisted member who reenlists or voluntarily extends for a period of at least one year. Maximum \$200,000 in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- (16) Enlisted Supervisor Retention Pay CSRB (37 U.S.C. 355(a)) - Retention incentive used to address critical military skill retention. Payable to an enlisted member who reenlists or voluntarily extends for a period of at least one year. Maximum \$200,000 in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- (17) Special Warfare SOCOM CSRB (37 U.S.C. 332(a)(3)) - Financial incentive to address skill-specific retention problems. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 30 years of active duty. Included is Naval Special Warfare Senior Enlisted and Chief Warrant Officer Critical Skills Retention Bonus to eligible service members. Payment structure includes three Phases; Phase One encompasses 20 to 24 YOS, under which a Member has the opportunity to receive up to \$90,000 in total; Phase Two encompasses 24 to
- (18) Combat-related Injury Rehabilitation Pay (37 U.S.C. 328) - Monthly special pay to a member of the armed forces who, while in the line of duty, incurs a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and is evacuated from theater of the combat operation or combat zone for medical treatment. Payment terminates at the end of the first month during which any of the following occurs: (1) the member is paid a benefit under the traumatic injury rider of the Service members' Group Life Insurance Program; (2) the member receives notification of the eligibility of the member for a benefit under T-SGLI and a period of 30 days expires after the date of such notification; (3) the member is no longer hospitalized in a military treatment facility or a facility under the auspices of the military health care system. The amount of the special pay is \$430.
- (19) Continuation Pay - The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system. Members of the Uniformed Services who are covered by this Blended Retirement System are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

Special pay is computed by applying statutory rates to the average number of personnel who are eligible for payment.

Part II - Justification Of Funds Requested

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Career Sea Pay (Enlisted)									
E-9 Master Chief Petty Officer	559	7,972.45	4,457	552	8,052.17	4,445	587	8,132.69	4,774
E-8 Senior Chief Petty Officer	1,776	7,657.49	13,600	1,765	7,734.07	13,651	1,781	7,811.41	13,912
E-7 Chief Petty Officer	6,197	6,663.52	41,294	6,202	6,730.15	41,740	6,337	6,797.46	43,076
E-6 1st Class Petty Officer	13,622	5,027.79	68,489	13,703	5,078.06	69,585	13,600	5,128.85	69,752
E-5 2nd Class Petty Officer	23,716	3,191.26	75,684	23,943	3,223.17	77,172	24,929	3,255.40	81,154
E-4 3rd Class Petty Officer	24,762	1,995.76	49,419	24,258	2,015.72	48,897	24,641	2,035.88	50,166
E-3 Seaman	19,593	775.16	15,188	18,086	782.91	14,160	17,655	790.74	13,961
E-2 Seaman Apprentice	5,815	620.64	3,609	5,184	626.85	3,250	5,152	633.12	3,262
E-1 Seaman Recruit	1,606	599.27	962	1,594	605.26	965	1,717	611.31	1,050
Total Career Sea Pay (Enlisted)	97,646		272,702	95,287		273,865	96,399		281,107
(2)Premium Sea Pay (Enlisted)	15,470	2,400.00	37,128	12,552	2,400.00	30,125	12,884	2,400.00	30,922
Total (1)-(2)	113,116		309,830	107,839		303,990	109,283		312,029
(3)HDP Mission (Enl)	3	1,800.00	5	3	1,800.00	5	3	1,800.00	5
(4) HDP Location (Enl)									
Location #1	0		0	0		0	0		0
Location #2	5,289	1,200.00	6,347	5,184	1,200.00	6,221	5,254	1,200.00	6,305
Location #3	719	600.00	431	705	600.00	423	714	600	428
Total - (4)	6,008		6,778	5,889		6,644	5,968		6,733
Total (3)-(4)	6,011		6,783	5,892		6,649	5,971		6,738

(5)HDP Tempo (Enl)	Number 731	Rate 6,000.00	Amount 4,386	Number 716	Rate 6,000.00	Amount 4,296	Number 726	Rate 6,000.00	Amount 4,356
(6)Hardship Duty Pay – Restriction of Movement (ROM)	42	18,000.00	756	0		0			
(7)Diving Duty Pay (Enl)	3,278	2,683.98	8,798	3,450	2,656.00	9,163	3,500	2,656.00	9,296
(8)Overseas Extension Pay (Enl)	766	2,000.00	1,532	751	2,000.00	1,502	761	2,000.00	1,522
(9)Nuclear Accession Bonus (Enl)	159	15,000.00	2,385	250	15,000.00	3,750	250	15,000.00	3,750
(10)Imminent Danger Pay (Enl)	1,050	2,700.00	2,835	1,030	2,700.00	2,781	1,043	2,700.00	2,816
(11)Foreign Language Proficiency Pay (Enl)	1,655	5,854.89	9,690	2,227	6,162.10	13,723	2,282	6,163.45	14,065
(12)Personal Money Allowance (PMA)	1	2,000.00	2	1	2,000.00	2	1	2,000.00	2
(13) Assignment Incentive Pay (Enl)									
A. Assignment Incentive Pay	999	4,782.03	4,779	1,482	9,539.02	14,137	1,119	9,539.02	10,674
B. DMIP	0		0	715	6,600.00	4,719	2,140	6,600.00	14,124
C. Bahrain AIP	0		0	0		0	0		0
D. GTMO First Assignment	0		0	0		0	0		0
E. SDIP	1,096	16,964.42	18,593	2,117	12,500.00	26,463	1,436	12,500.00	17,950
F. NSWDG AIP	0		0	471	11,511.00	5,422	458	11,511.00	5,272
G. NSWDG CS AIP	445	10,224.04	4,554	274	6,448.00	1,767	218	6,448.00	1,406
Total - (13)	2,541		27,926	5,059		52,508	5,371		49,426
(14)Seabee UCT Master Diver Retention Bonus				4	100,000.00	400	4	100,000.00	400
(15) EOD CSRB									
Initial	0		0	44	107,272.00	4,720	42	104,523.00	4,390
Anniversary	0		0	0		0	0		0
Total - (15)	0		0	44		4,720	42		4,390
(16) Enlisted Supervisor Retention Pay CSRB									
Initial	363	34,177.40	12,406	420	38,110.00	16,006	456	39,239.04	17,893
Anniversary	1,909	6,703.17	12,796	1,394	9,796.00	13,656	1,466	10,030.00	14,704
Total - (16)	2,272		25,202	1,814		29,662	1,922		32,597
(17)Special Warfare SOCOM CSRB	72	49,236.11	3,545	92	100,870.00	9,280	85	99,411.00	8,450
(18)Combat Injury	0		0						
(19)Continuation Pay	734	8,333.79	6,117	830	8,675.18	7,200	930	9,113.28	8,475
Total Special Pay - Enlisted	131,694		403,670	129,169		442,426	131,241		449,837
Memo Entry: Overseas Operations Costs			1,859			2,317			1,018

**MILITARY PERSONNEL, NAVY**  
**CRITICAL SKILLS MULTI YEAR RETENTION BONUS**  
**Explosive Ordnance Disposal (EOD)**  
**(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary														
FY 2022 Initial Anniversary	0	0												
FY 2023 Initial Anniversary			44	4,720										
FY 2024 Initial Anniversary					42	4,390								
FY 2025 Initial Anniversary							37	3,900						
FY 2026 Initial Anniversary									38	3,950				
FY 2027 Initial Anniversary											41	4,280		
FY 2028 Initial Anniversary													42	4,366
Initial Payments	0	0	44	4,720	42	4,390	37	3,900	38	3,950	41	4,280	42	4,366
Anniversary Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	44	4,720	42	4,390	37	3,900	38	3,950	41	4,280	0	0

**MILITARY PERSONNEL, NAVY  
ENLISTED SUPERVISOR RETENTION PAY  
(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	1,909	\$ 12,796	1,048	\$ 9,945	700	\$ 6,479	312	\$ 2,748	76	\$ 622				
FY 2022 Initial Anniversary	363	\$ 12,406	346	\$ 3,711	346	\$ 3,583	322	\$ 3,071	208	\$ 1,664	104	\$ 768		
FY 2023 Initial Anniversary			420	\$ 16,006	420	\$ 4,642	420	\$ 4,482	391	\$ 3,841	252	\$ 2,081	126	\$ 960
FY 2024 Initial Anniversary					456	\$ 17,893	456	\$ 5,189	456	\$ 5,010	424	\$ 4,294	274	\$ 2,326
FY 2025 Initial Anniversary							426	\$ 17,233	426	\$ 4,998	426	\$ 4,825	396	\$ 4,136
FY 2026 Initial Anniversary									417	\$ 17,371	417	\$ 5,038	417	\$ 4,864
FY 2027 Initial Anniversary											415	\$ 17,796	415	\$ 5,161
FY 2028 Initial Anniversary													416	\$ 18,395
Initial Payments	363	12,406	420	16,006	456	17,893	426	17,233	417	17,371	415	17,796	416	18,395
Anniversary Payments	1,909	12,796	1,394	13,656	1,466	14,704	1,510	15,490	1,557	16,135	1,623	17,006	1,628	17,447
Total	2,272	25,202	1,814	29,662	1,922	32,597	1,936	32,723	1,974	33,506	2,038	34,802	2,044	35,842



(In Thousands Of Dollars)

Project: Special Duty Assignment Pay And Proficiency Pay - Enlisted

FY 2024 Estimate	\$105,200
FY 2023 Estimate	\$104,844
FY 2022 Actual	\$105,481

Part I - Purpose And Scope

Special duty assignment pay ( SDAP) - 37 U.S.C. 352 provides for payments to enlisted personnel to obtain a sufficient number of qualified volunteers to sustain adequate manning levels in designated special duty assignments.

Part II - Justification Of Funds Requested

The estimate is based on the average number of personnel required in the following skills:

USNS shipboard personnel	Air traffic controllers	ASW/Air intercept ctrl/supervisors	FMF HM
Personnel Resource Development Office	Air/Surface Rescue Swimmer	ASW/ASUW tact air ctrl (ASTAC)	Attache
JCS Comm Unit	TACAMO and C130 Flt Engineers	Harbor pilots	Independent duty hospital corpsmen
Joint Special Operations Personnel	Tactical CI/HUMINT Analyst	SEAL/SWCC	Acoustic intelligence specialist
JCU billets	LCAC Operator & Supp	Divers	Sub Anav
DTRA/OSIA	LCAC Engineers	EOD Technician	SLBM Tech
White House Communication Personnel	Gas Turbine, Diesel, and Stream Plant Inspectors	NSW Parachute Ranger	Sub CCC
White House Support Command	NDT Examiner	DCS Courier	Sub LAN Admin
Ceremonial Guard	AEGIS Combat Syst maintenance supp	TIO Operator/Analysts	Underwater Construction personnel
Command Master Chiefs/Chief of the Boat	Shipboard Tactical data system technician	Recruiters	Nuclear propulsion plant operators/supervisor
White House Situation Room	C-9 Crew Chief	Recruit Command personnel	Mobile Utility Support Equipment Op.
NSW IT/ET Support	3MC	Ship Eng. Plant MGR	SWF/MA Security Forces

Career recruiters are Navy's professional sales force of proven recruiters, responsible for the training and supervision of fleet sailors assigned to recruiting duty.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
SD-7 (\$525)	2	6,300.00	13	50	6,300.00	315	50	6,300.00	315
SD-6 (\$450)	10,143	5,400.00	54,774	9,892	5,400.00	53,417	9,947	5,400.00	53,711
SD-5 (\$375)	3,397	4,500.00	15,285	3,412	4,500.00	15,354	3,412	4,500.00	15,354
SD-4 (\$300)	2,355	3,600.00	8,479	2,637	3,600.00	9,493	2,645	3,600.00	9,522
SD-3 (\$225)	2,515	2,700.00	6,789	2,166	2,700.00	5,848	2,166	2,700.00	5,848
SD-2 (\$150)	9,704	1,800.00	17,468	9,985	1,800.00	17,973	9,988	1,800.00	17,978
SD-1 (\$75)	2,970	900.00	2,673	2,715	900.00	2,444	2,746	900.00	2,471
Total - (1)	31,086		105,481	30,857		104,844	30,954		105,200
Total Special Duty Assignment Pay And Proficiency Pay - Enlisted	31,086		105,481	30,857		104,844	30,954		105,200

(In Thousands Of Dollars)

Project: Reenlistment Bonus - Enlisted

FY 2024 Estimate	\$397,812
FY 2023 Estimate	\$363,492
FY 2022 Actual	\$322,791

Part I - Purpose And Scope

Reenlistment Bonus (37 U.S.C. 308) - provides a bonus to enlisted personnel who reenlist in a skill characterized by inadequate manning, low retention, and high replacement costs payable to an individual with between twenty-one months and sixteen years active service. Payment is based on monthly basic pay times a specified award level (not to exceed 10) times the number of additional years of obligated service (not to exceed 6). Obligated service in excess of eighteen years is not used in the computation. The maximum payment is \$90,000. While there is authority for \$90,000 payment, the Navy has no plans of making a payment of this amount.

Part II - Justification Of Funds Requested

Twenty most undermanned critical skills:

Aviation Boatswain's Mate (Launching & Recovery Equipment, Fuels, Aircraft Handling) (ABE, ABF, ABH)	Information Systems Technician (IT)
Aviation Structural Mechanic (AM)	Intelligence Specialist (IS)
Aviation Ordnanceman (AO)	Navy Diver (ND)
Boatswain's Mate (BM)	Nuclear Program (EM, ET, MM)
Cryptologic Technician Interpretive, Maintenance (CTI, CTM)	Operations Specialist (OS)
Cryptologic Technician Network, Collection (CTN, CTR)	SeaBees (CB)
Explosive Ordnance Disposal (EOD)	Special Operations (SO)
Fire Controlman (FC)	Special Operations Boat (SB)
Fire Control Technician (FT)	Sonar Technician Surface (STG)
Hospital Corpsman (HM)	Sonar Technician Submarine (STS)

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Reenlistment Bonus									
Initial Payment	9,757	16,386.53	159,883	8,270	23,530.26	194,595	9,041	23,982.14	216,823
Anniversary	46,044	3,538.09	162,908	44,331	3,809.91	168,897	41,910	4,318.51	180,989
Distribution	0		0	0		0	0		0
Total - (1)	55,801		322,791	52,601		363,492	50,951		397,812
Total Reenlistment Bonus - Enlisted	55,801		322,791	52,601		363,492	50,951		397,812

**MILITARY PERSONNEL, NAVY  
SELECTIVE REENLISTMENT BONUS  
(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	46,044	\$ 162,908	35,551	\$ 126,935	23,595	\$ 84,560	12,173	\$ 44,260	5,036	\$ 17,367				
FY 2022 Initial Anniversary	9,757	\$ 159,883	8,780	\$ 41,962	11,023	\$ 52,875	7,755	\$ 34,528	5,454	\$ 24,861	3,879	\$ 16,399		
FY 2023 Initial Anniversary			8,270	\$ 194,595	7,292	\$ 43,554	8,056	\$ 46,105	7,563	\$ 42,653	5,319	\$ 3,072	3,783	\$ 20,263
FY 2024 Initial Anniversary					9,041	\$ 216,823	10,294	\$ 55,344	10,153	\$ 53,791	9,532	\$ 49,770	6,704	\$ 35,838
FY 2025 Initial Anniversary							11,946	\$ 250,638	11,654	\$ 60,702	11,494	\$ 59,002	10,791	\$ 54,588
FY 2026 Initial Anniversary									10,805	\$ 245,896	10,541	\$ 59,555	10,396	\$ 5,789
FY 2027 Initial Anniversary											10,527	\$ 248,240	10,270	\$ 60,122
FY 2028 Initial Anniversary													10,644	\$ 244,662
Initial Payments	9,757	159,883	8,270	194,595	9,041	216,823	11,946	250,638	10,805	245,896	10,527	248,240	10,644	244,662
Anniversary Payments	46,044	162,908	44,331	168,897	41,910	180,989	38,278	180,237	39,860	199,374	40,765	187,798	41,944	176,600
Total	55,801	322,791	52,601	363,492	50,951	397,812	50,224	430,875	50,665	445,270	51,292	436,038	52,588	421,262

(In Thousands Of Dollars)

Project: Enlistment Bonus - Enlisted

FY 2024 Estimate	374,369
FY 2023 Estimate	374,369
FY 2022 Actual	230,060

Part I - Purpose And Scope

Funds requested provide for an enlistment bonus (37 U.S.C. 309) - payable to a member who enlists for a minimum of four years in a designated skill and/or a specified accession month. Payments to Sailors occur when the job training is complete. Average longest training time is 24 months after graduating boot camp.

Part II - Justification Of Funds Requested

The bonus is payable upon completion of training. Training pipelines that are completed in the same year the member began active duty are paid as "new pay". Those that are completed in a future year are paid as "residual pay". The enlistment bonus will further enhance recruiting efforts to enlist personnel to serve in skill areas designated as critical.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Enlistment Bonus									
New Pay	6,781	16,449.93	111,547	14,971	16,656.05	249,358	14,971	16,656.05	249,358
Residuals	9,651	12,279.87	118,513	8,176	15,290.00	125,011	8,176	15,290.00	125,011
Total - (1)	16,432		230,060	23,147		374,369	23,147		374,369
Total Enlistment Bonus - Enlisted	16,432		230,060	23,147		374,369	23,147		374,369

**MILITARY PERSONNEL, NAVY  
ENLISTMENT BONUS  
(In Thousands of Dollars)**

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2021 and previous Anniversary	9,651	\$ 118,513												
FY 2022 Initial Anniversary	6,781	\$ 111,547	8,176	\$ 125,011										
FY 2023 Initial Anniversary			14,971	\$ 249,358	8,176	\$ 125,011								
FY 2024 Initial Anniversary					14,971	\$ 249,358	8,176	\$ 125,011						
FY 2025 Initial Anniversary							10,619	\$ 77,007	8,176	\$ 125,011				
FY 2026 Initial Anniversary									11,893	\$ 92,899	8,176	\$ 125,011		
FY 2027 Initial Anniversary											13,281	\$ 106,555	8,176	\$ 125,011
FY 2028 Initial Anniversary													14,987	\$ 122,096
Initial Payments	6,781	111,547	14,971	249,358	14,971	249,358	10,619	77,007	11,893	92,899	13,281	106,555	14,987	122,096
Anniversary Payments	9,651	118,513	8,176	125,011	8,176	125,011	8,176	125,011	8,176	125,011	8,176	125,011	8,176	125,011
Total	16,432	230,060	23,147	374,369	23,147	374,369	18,795	202,018	20,069	217,910	21,457	231,566	23,163	247,107

(In Thousands Of Dollars)

Project: Loan Repayment Program

FY 2024 Estimate	\$4,994
FY 2023 Estimate	\$4,994
FY 2022 Actual	\$3,137

Part I - Purpose And Scope

The Loan Repayment Program (LRP) is authorized by 10 U.S.C. 2171; Education loan repayment program: enlisted members on active duty in specified military specialties. The LRP is one of several Navy enlistment education incentive programs designed to pay federally guaranteed student loans, repaying qualified loans in good standing up to a maximum ceiling of \$65,000.

Part II - Justification Of Funds Requested

The LRP is a major enlistment incentive program to attract recruits that have some college.

Fund requirements for this incentive program are provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Navy College Loan Repayment (Enl)	220	14,259.09	3,137	350	14,267.72	4,994	350	14,267.72	4,994
Total Loan Repayment Program	220		3,137	350		4,994	350		4,994

(In Thousands Of Dollars)

Project: Basic Allowance For Housing - Enlisted

FY 2024 Estimate	\$6,172,591
FY 2023 Estimate	\$5,622,079
FY 2022 Actual	\$5,109,761

Part I - Purpose And Scope

Congress approved the payment of a Basic Allowance for Housing (BAH) to service members in the FY 1998 National Defense Authorization Act. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to Service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include projected fiscal year rate increases of 3.7% for FY 2022, 11.9% for FY 2023 and 6.9% for FY 2024. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Calendar Year 2022 average inflation rate is 3.6 percent. The January 1, 2023 and January 1, 2024 average BAH inflation rate assumption are respectively, 14.6 percent and 4.3 percent on-average. BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing marketing survey process and will be implemented by grade and dependency status.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Enlisted with Dependents									
E-9 Master Chief Petty Officer	2,416	30,454.06	73,577	2,389	34,078.09	81,413	2,549	36,429.48	92,859
E-8 Senior Chief Petty Officer	6,116	29,487.57	180,346	6,102	32,996.59	201,345	6,172	35,273.36	217,707
E-7 Chief Petty Officer	18,018	28,999.11	522,506	17,798	32,450.00	577,545	18,506	34,689.05	641,956
E-6 1st Class Petty Officer	35,034	28,128.87	985,467	34,789	31,476.21	1,095,026	35,120	33,648.06	1,181,720
E-5 2nd Class Petty Officer	30,404	25,400.84	772,287	30,265	28,423.54	860,238	32,114	30,384.76	975,776
E-4 3rd Class Petty Officer	15,674	24,356.96	381,771	15,139	27,255.44	412,620	15,722	29,136.06	458,077
E-3 Seaman	9,828	24,375.56	239,563	9,079	27,276.25	247,641	8,930	29,158.31	260,384
E-2 Seaman Apprentice	1,665	23,476.28	39,088	1,484	26,269.96	38,985	1,487	28,082.58	41,759
E-1 Seaman Recruit	781	22,302.18	17,418	775	24,956.14	19,341	842	26,678.11	22,463
Total BAH Domestic - Enlisted with Dependents	119,936		3,212,023	117,820		3,534,154	121,442		3,892,701
(2) BAH Differential (ENL)	351	3,207.98	1,126	345	3,340.61	1,153	347	3,509.31	1,218
Total (1)-(2)	120,287		3,213,149	118,165		3,535,307	121,789		3,893,919
(3) BAH Domestic - Enlisted without Dependents									
E-9 Master Chief Petty Officer	221	27,524.89	6,083	219	30,800.35	6,745	231	32,925.58	7,606
E-8 Senior Chief Petty Officer	626	27,174.12	17,011	625	30,407.84	19,005	627	32,505.98	20,381
E-7 Chief Petty Officer	2,991	25,495.49	76,257	2,996	28,529.45	85,474	3,047	30,497.99	92,927
E-6 1st Class Petty Officer	13,160	23,802.81	313,245	13,024	26,635.34	346,899	13,086	28,473.18	372,600
E-5 2nd Class Petty Officer	32,101	21,963.90	705,063	32,008	24,577.60	786,680	33,633	26,273.46	883,655
E-4 3rd Class Petty Officer	16,669	18,400.50	306,718	16,116	20,590.16	331,831	16,585	22,010.88	365,050
E-3 Seaman	6,199	18,249.23	113,127	5,477	20,420.89	111,845	5,587	21,829.93	121,964
E-2 Seaman Apprentice	732	19,419.40	14,215	652	21,730.31	14,168	648	23,229.70	15,053
E-1 Seaman Recruit	272	16,463.24	4,478	270	18,422.37	4,974	291	19,693.51	5,731
Total BAH Domestic - Enlisted without Dependents	72,971		1,556,197	71,387		1,707,621	73,735		1,884,967

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) BAH Domestic Partial (Enlisted)									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer	5	183.60	1	5	183.60	1	5	183.60	1
E-7 Chief Petty Officer	28	144.00	4	28	144.00	4	29	144.00	4
E-6 1st Class Petty Officer	194	118.80	23	196	118.80	23	193	118.80	23
E-5 2nd Class Petty Officer	3,218	104.40	336	3,259	104.40	340	3,366	104.40	351
E-4 3rd Class Petty Officer	20,597	97.20	2,002	20,223	97.20	1,966	20,494	97.20	1,992
E-3 Seaman	31,386	93.64	2,939	28,994	93.64	2,715	28,287	93.64	2,649
E-2 Seaman Apprentice	12,153	86.40	1,050	10,833	86.40	936	10,765	86.40	930
E-1 Seaman Recruit	8,925	82.80	739	8,853	82.80	733	9,537	82.80	790
Total BAH Domestic Partial (Enlisted)	76,506		7,094	72,391		6,718	72,676		6,740
(5) BAH Domestic Inadequate (Enl)									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer			0			0			0
E-7 Chief Petty Officer			0			0			0
E-6 1st Class Petty Officer			0			0			0
E-5 2nd Class Petty Officer			0			0			0
E-4 3rd Class Petty Officer			0			0			0
E-3 Seaman			0			0			0
E-2 Seaman Apprentice			0			0			0
E-1 Seaman Recruit			0			0			0
Total BAH Domestic Inadequate (Enl)	0		0	0		0	0		0
Total (3)-(5)	149,477		1,563,291	143,778		1,714,339	146,411		1,891,707
Total - Domestic	269,764		4,776,440	261,943		5,249,646	268,200		5,785,626
(6) BAH Overseas - Enlisted with Dependents									
E-9 Master Chief Petty Officer	89	36,179.78	3,220	88	40,181.60	3,536	93	41,145.96	3,827
E-8 Senior Chief Petty Officer	313	33,776.36	10,572	312	37,512.34	11,704	313	38,412.64	12,023
E-7 Chief Petty Officer	990	33,238.38	32,906	992	36,914.85	36,620	1,009	37,800.81	38,141
E-6 1st Class Petty Officer	1,789	32,643.38	58,399	1,805	36,254.04	65,439	1,779	37,124.14	66,044
E-5 2nd Class Petty Officer	1,377	32,225.85	44,375	1,394	35,790.33	49,892	1,443	36,649.30	52,885
E-4 3rd Class Petty Officer	270	33,251.85	8,978	265	36,929.81	9,786	269	37,816.13	10,173
E-3 Seaman	62	31,967.74	1,982	57	35,503.67	2,024	56	36,355.76	2,036
E-2 Seaman Apprentice	5	29,200.00	146	4	32,429.79	130	4	33,208.11	133
E-1 Seaman Recruit			0			0			0
Total BAH Overseas - Enlisted with Dependents	4,895		160,578	4,917		179,131	4,966		185,262



	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(7) BAH Overseas - Enlisted without Dependents									
E-9 Master Chief Petty Officer	16	23,437.50	375	16	26,029.91	416	17	26,654.62	453
E-8 Senior Chief Petty Officer	58	29,603.45	1,717	58	32,877.87	1,907	58	33,666.94	1,953
E-7 Chief Petty Officer	322	28,664.60	9,230	323	31,835.17	10,283	328	32,599.22	10,693
E-6 1st Class Petty Officer	1,544	27,821.24	42,956	1,557	30,898.53	48,109	1,535	31,640.09	48,568
E-5 2nd Class Petty Officer	3,942	25,918.57	102,171	3,992	28,785.41	114,911	4,130	29,476.26	121,737
E-4 3rd Class Petty Officer	603	24,626.87	14,850	592	27,350.83	16,192	600	28,007.25	16,804
E-3 Seaman	64	21,593.75	1,382	59	23,982.22	1,415	58	24,557.79	1,424
E-2 Seaman Apprentice	3	20,666.67	62	3	22,952.60	69	3	23,503.46	71
E-1 Seaman Recruit			0			0			0
Total BAH Overseas - Enlisted without Dependents	6,552		172,743	6,600		193,302	6,729		201,703
Total (6)-(7)	11,447		333,321	11,517		372,433	11,695		386,965
Total - Overseas	11,447		333,321	11,517		372,433	11,695		386,965
Total Basic Allowance For Housing - Enlisted	281,211		5,109,761	273,460		5,622,079	279,895		6,172,591
Memo Entry: Overseas Operations Costs			36,591			42,147			20,258

(In Thousands Of Dollars)

Project: Station Allowance, Overseas - Enlisted

FY 2024 Estimate	\$197,054
FY 2023 Estimate	\$188,861
FY 2022 Actual	\$247,404

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 403 and the Joint Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for Cost of Living Allowance (COLA) are based on actual experience and adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Overseas Station Allowance (Enl) COLA	40,139	4,576.85	183,710	25,012	5,671.18	141,848	24,999	5,957.57	148,933
Total - (1)	40,139		183,710	25,012		141,848	24,999		148,933
(2) Temporary Lodging (Enl) Temporary Lodging	53,505	1,190.43	63,694	31,872	1,475.07	47,013	31,858	1,510.47	48,121
Total - (2)	53,505		63,694	31,872		47,013	31,858		48,121
Total Station Allowance, Overseas - Enlisted	93,644		247,404	56,884		188,861	56,857		197,054
Memo Entry: Overseas Operations Costs			457			573			234

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA) - Enlisted	FY 2024 Estimate	\$1,505
	FY 2023 Estimate	\$1,422
	FY 2022 Actual	\$2,122

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to sailors who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage (37 U.S.C. 403b).

Part II - Justification Of Funds Requested

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

Detailed cost computations are provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)CONUS COLA	2,322	913.87	2,122	1,494	951.65	1,422	1,505	999.71	1,505
Total CONUS Cost Of Living Allowance (COLA) - Enlisted	2,322		2,122	1,494		1,422	1,505		1,505
Memo Entry: Overseas Operations Costs			126			144			66

(In Thousands Of Dollars)

Project: Clothing Allowance - Enlisted

FY 2024 Estimate	\$210,880
FY 2023 Estimate	\$203,123
FY 2022 Actual	\$195,110

Part I - Purpose And Scope

Funds requested will provide enlisted personnel with prescribed clothing as authorized by the Secretary of Defense under provisions of (37 U.S.C. 418). Included are:

(1 - 2) Initial clothing upon enlistment, advancement to chief petty officer (pay grade E-7) and civilian clothing allowance when authorized by competent orders.

(3 - 5) Basic maintenance allowance is payable to members upon completion of six months active duty and accrues during the remainder of the first three years of continuous service. Standard or special maintenance allowance is payable to a member upon completion of 36 months of active duty and continues during the remainder of continuous service.

(6) Supplementary clothing allowances are payable to members assigned to special duty where additional items of clothing are required.

(7) Up-Front Purchases - to be used for stocking of new items.

Part II - Justification Of Funds Requested

Initial clothing allowances are based on planned numbers of accessions by type of accession at rates prescribed by the Secretary of Defense. Clothing maintenance allowances are computed based on past experience for number of members entitled and rates prescribed by the Secretary of Defense. Supplementary clothing allowances are based on numbers planned for assignment to qualifying special duties multiplied by the rates prescribed by the Secretary of Defense.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Military									
Male	25,500	1,976.56	50,402	23,702	2,039.31	48,336	27,388	2,088.25	57,193
Female	7,780	2,138.88	16,640	7,587	2,203.04	16,714	11,712	2,255.91	26,421
Prior Service	246	1,883.25	463	411	1,941.39	798	400	1,987.98	795
OCS Newport	1,045	1,984.74	2,074	900	2,107.98	1,897	761	2,158.53	1,643
On Advancement E7	4,603	1,155.05	5,317	3,746	1,240.00	4,645	3,959	1,269.76	5,027
Navy Unit Bands	221	1,158.94	256	221	1,237.96	274	221	1,267.67	280
Total - (1)	39,395		75,152	36,567		72,664	44,441		91,359
(2)Enlisted Civilian Clothing	1,060	591.53	627	987	605.00	597	1,000	619.52	620
Total (1)-(2)	40,455		75,779	37,554		73,261	45,441		91,979
(3) Replacement Allowances (Basic)									
Male	59,814	327.60	19,595	60,820	352.80	21,457	54,296	361.27	19,616
Female	17,983	324.00	5,826	18,285	338.40	6,188	16,324	346.52	5,657
Total - (3)	77,797		25,421	79,105		27,645	70,620		25,273
(4) Replacement Allowances (Std)									
Male	137,422	468.00	64,313	139,734	504.00	70,426	124,745	516.10	64,381
Female	34,705	464.40	16,117	35,289	482.40	17,023	31,504	493.98	15,562
Total - (4)	172,127		80,430	175,023		87,449	156,249		79,943

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5) Replacement Allowances (Special)									
Male	17,162	619.20	10,627	17,450	684.00	11,936	15,578	700.42	10,911
Female	2,343	532.80	1,248	2,382	561.60	1,338	2,126	575.08	1,223
Total - (5)	19,505		11,875	19,832		13,274	17,704		12,134
Total (3)-(5)	269,429		117,726	273,960		128,368	244,573		117,350
(6)Supplementary Clothing (Enl)	7,295	220.00	1,605	6,793	220.00	1,494	6,885	225.28	1,551
(7)Up-Front Purchases	0		0	0		0	0		0
Total Clothing Allowance - Enlisted	317,179		195,110	318,307		203,123	296,899		210,880
Memo Entry: Overseas Operations Costs			423			522			238

(In Thousands of Dollars)

\$52,764  
\$52,266  
\$50,811

Funds requested provide an allowance to enlisted members with dependents (37 U.S.C. 427) for added separation expenses when the requirements listed below are met:

- Part II - Justification Of Funds Requested

Computation of fund requirements is provided in the following table:

Memo Entry: Overseas Operations Costs	1,355	1,677	748
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Program: Basic Needs Allowance

Estimate FY 2024	\$ 1,967
Estimate FY 2023	\$ 2,478
Estimate FY 2022	-

#### Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold to be raised to 150 percent of the Federal Poverty Guidelines no later than January 1, 2024.

#### Part II - Justification of Funds Requested

Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center. The budget provides increases to pay and allowances, which should make less members eligible. The component estimate for the Basic Needs Allowance was calculated using the relative populations of E1-E4.

Members are not eligible for the allowance:

- (1) That are without dependents.
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

	<u>FY 2022</u>			<u>FY 2023</u>			<u>FY 2024</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<u>Basic Needs Allowance</u>									
Officer/Enlisted	--	--	--	--	--	2,478	--	--	1,967
Total						2,478			1,967

(In Thousands of Dollars)				
Project: Special Compensation for Assistance with Activities of Daily Living - Enlisted				
			FY 2024 Estimate	\$384
			FY 2023 Estimate	\$384
			FY 2022 Actual	\$384

Part I - Purpose And Scope

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

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

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The detailed computations are provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	60	6,416.67	385	60	6,400.00	384	60	6,400.00	384
Total Special Compensation for Assistance with Activities of Daily Living - Enlisted	60		385	60		384	60		384



(In Thousands Of Dollars)

Project: Separation Payments - Enlisted

FY 2024 Estimate	\$114,504
FY 2023 Estimate	\$123,335
FY 2022 Actual	\$139,652

Part I - Purpose And Scope

Funds requested will provide for the following separation payments:

- (1) Lump Sum Terminal Leave Payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C 701. Funding request includes a legislative proposal to allow service members to sell back leave in conjunction with reenlistment, not just within three months prior to expiration of active service.
- (2) Severance Pay Disability - Payment to members separated (not retired) for physical disability under provisions of 10 U.S.C. 1212.
- (3) Involuntary - Half Severance Pay is 5% of the product of member years active service plus functions of years based on full months and 12 times monthly basic pay is authorized to members involuntary separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.  
  
Involuntary - Full Severance Pay is 10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members involuntarily separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.
- (4) Voluntary - Force shaping separation incentives for military members in selected over manned skills:
  - a. a lump sum payment for members who have at least six years of service.
  - b. an annuity and lump sum payment to members who have at least fifteen years of service.  
Voluntary Separation Incentive ((VSD) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service.
- (5) Discharge Gratuity donation not to exceed \$25, to member separated with a dishonorable, bad conduct, or undesirable discharge for reasons of security, unfitness etc., under provisions of (10 U.S.C. 771a).
- (6) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for Fiscal Year (FY) 2012, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY 1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2022 includes a 2.7% pay raise effective 1 January 2022, FY2023 includes a 4.6% pay raise effective 1 January 2023, and FY2024 includes a 5.2% pay raise effective 1 January 2024.

Computation of fund requirements is provided in the following table:

	FY 2022				FY 2023				FY 2024			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Lump Sum Terminal Leave Payments												
E-9 Master Chief Petty Officer	499	22	5,377.98	2,684	453	22	5,600.33	2,537	388	22	5,883.15	2,283
E-8 Senior Chief Petty Officer	1,339	25	4,841.92	6,483	821	25	5,042.10	4,140	789	25	5,296.73	4,179
E-7 Chief Petty Officer	2,669	27	4,363.49	11,646	2,054	27	4,543.89	9,333	2,278	27	4,773.36	10,874
E-6 1st Class Petty Officer	6,384	20	2,645.64	16,890	5,859	20	2,755.02	16,142	4,807	20	2,894.15	13,912
E-5 2nd Class Petty Officer	12,137	19	2,009.11	24,385	9,426	19	2,092.17	19,721	8,192	19	2,197.82	18,005
E-4 3rd Class Petty Officer	8,105	23	1,976.37	16,018	6,362	23	2,058.08	13,094	5,548	23	2,162.01	11,995
E-3 Seaman	5,551	29	2,066.30	11,470	3,855	29	2,151.73	8,295	3,126	29	2,260.39	7,066
E-2 Seaman Apprentice	1,902	25	1,710.80	3,254	1,125	25	1,781.53	2,004	869	25	1,871.50	1,626
E-1 Seaman Recruit	1,085	29	1,687.77	1,831	968	29	1,757.55	1,701	742	29	1,846.31	1,370
Total Lump Sum Terminal Leave Payments	39,671	0		94,661	30,923	0		76,967	26,739	0		71,310
(2) Severance Pay, Disability (Enl)												
Severance Pay	507		45,131.01	22,881	527		46,996.90	24,767	466		49,370.24	23,007
Total - (2)	507			22,881	527			24,767	466			23,007
(3) Severance Pay												
Invol - Full Pay	415		44,946.23	18,653	391		46,804.49	18,301	346		49,168.12	17,012
Invol - Half Pay	132		20,132.12	2,657	124		20,964.46	2,600	110		22,023.17	2,423
Total - (3)	547			21,310	515			20,901	456			19,435
(4) Voluntary Separation (Enl)												
VSP	0			0	0			0	0			0
VSI Trust Fund	0			800	0			700	0			752
Total - (4)	0			800	0			700	0			752
(5) Discharge Gratuity	0			0	0			0	0			0
(6) TERA	0			0	0			0	0			0
Total Separation Payments - Enlisted	40,725			139,652	31,965			123,335	27,661			114,504
Memo Entry: Overseas Operations Costs				115				163				74

(In Thousands Of Dollars)

Project: Educational Benefits - Enlisted

FY 2024 Estimate	\$7,700
FY 2023 Estimate	\$2,800
FY 2022 Actual	\$0

Part I - Purpose And Scope

Navy College First - 10 U.S.C. 511, established to increase the number of, and the level of the qualifications of, persons entering the armed forces by encouraging recruits to pursue higher education before entry into the active service.

Part II - Justification Of Funds Requested

The FY 2004 National Defense Authorization Act (NDAA) authorized the implementation of the Navy's College First Program.

The Baccalaureate Degree Completion Program (BDCP), authorized under the College First Authority, is a collegiate program which provides a financial incentive to college students to complete baccalaureate degree requirements and obtain a commission as an unrestricted line (URL) or Information Warfare (IW) officer in selected communities upon successful completion of Officer Candidate School (OCS). Applicants for this program do not need to have completed a baccalaureate degree; applicants must be currently enrolled or accepted for transfer to a regionally-accredited four year college or university that does not have an established Naval Reserve Officer Training Corps (NROTC) unit or NROTC cross-town agreement. Applicants must also have an approved degree completion plan prior to enlistment. BDCP candidates receive full pay and allowances (except clothing) at the rate of E-4, but must pay for tuition, books and other school related expenses; members may be eligible for meritorious advancements (maximum advancement to E-6 paygrade) based on specific criteria.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Navy College First Baccalaureate Degree Completion Program (BDCP)				50	56,000.00	2,800	131	58,800.00	7,700
Total Educational Benefits - Enlisted	0		0	50		2,800	131		7,700

(In Thousands Of Dollars)

Project: Social Security Tax - Employer's Share - Enlisted

FY 2024 Estimate	\$927,945
FY 2023 Estimate	\$874,626
FY 2022 Actual	\$841,769

Part I - Purpose And Scope

Funds requested represent the government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101, 3111, and P.L. 98-21 "Social Security Amendment of 1983".

Part II - Justification Of Funds Requested

Social security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Income (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% medical contribution. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings for OASDI are as follows:

Calendar year 2022 - 7.65% on first \$147,000  
Calendar year 2023 - 7.65% on first \$160,200  
Calendar year 2024 - 7.65% on first \$165,300

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	287,006	2,932.93	841,769	281,929	3,102.29	874,626	284,603	3,260.49	927,945
Total Social Security Tax - Employer's Share - Enlisted	287,006		841,769	281,929		874,626	284,603		927,945

Memo Entry: Overseas Operations Costs	5,190	6,491	3,048
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Total Enlisted Programs Pay & Allowances (BA2)

Total Obligations	22,887,495	24,283,142	25,090,002
Less Reimbursables	\$ 133,953	\$ 144,810	\$ 147,355
Total Direct Obligations	\$ 22,753,542	\$ 24,138,332	\$ 24,942,647

Memo Entry: Overseas Operations Costs (BA2)	131,747	159,866	74,846
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## Budget Activity 3

### Pay and Allowances of Cadets/Midshipmen

**MILITARY PERSONNEL, NAVY  
SCHEDULE OF INCREASES AND DECREASES**

**Midshipmen  
(In Thousands of Dollars)**

Total FY 2023 Direct Program			Amount 104,233
Increases			
Pricing Increases			
Strength Related			5,297
Annualization of FY 2023 Pay Raise 4.6% (Effective 1 January 2023)		787	
Basic Pay	732		
FICA	55		
Increase due to Pay Raise of 5.2% (Effective 1 January 2024)		2,791	
Basic Pay	2,595		
FICA	196		
Inflation Rate		1,719	
Basic Allowance For Subsistence	1,719		
Other Pricing Increases			0
Increases due to Reimbursables			0
Total Pricing Increases			5,297
Program Increases			
Strength Related			487
Increase in Basic Pay Work Years	313	487	
Increase in FICA Work Years	24		
BAS	150		
Other Program Increases			225
Nuclear Accession Bonus		225	
Nuclear Accession Bonus	225		
Total Program Increases			712
Total Increases			6,009

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Midshipmen**  
**(In Thousands of Dollars)**

	Amount
Total FY 2023 Direct Program	104,233
<b>Decreases</b>	
Pricing Decreases	
Strength Related	0
Inflation Rate	0
Other Pricing Decreases	0
Decreases due to Reimbursables	0
Total Pricing Decreases	0
Program Decreases	
Strength Related	0
Other Program Decreases	0
Total Program Decreases	0
Total Decreases	0
Total FY 2024 Direct Program	110,242

(In Thousands Of Dollars)

Project: Midshipmen	FY 2024 Estimate	\$110,242
	FY 2023 Estimate	\$104,233
	FY 2022 Actual	\$93,956

Part I - Purpose and Scope

Funds requested are to provide for basic pay under the provisions of 37 U.S.C. 203(c)(1); commuted rations allowance under the provisions of 37 U.S.C. 422; employer's contribution of FICA as provided by the Federal Insurance Contribution Act (26 U.S.C. 3101 and 3111); and nuclear accession bonus (37 U.S.C. 312b).

Part II - Justification Of Funds Requested

Funds required are determined by applying statutory rates to the projected workyears. Funding has been provided to link midshipmen pay to 35 percent of Ensign (0-1) pay, as authorized by section 612 of the FY 2001 National Defense Authorization Act. Provision is made for a work year average of 4,315 in FY2022, 4,285 in FY2023, and 4,303 in FY2024. Funding also provides for Submarine and Surface Nuclear Accession Bonuses

Subsistence rates are \$18.00 per day effective January 2022, \$20.00 per day effective January 2023, and \$20.70 per day effective January 2024.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Cadet/Midshipmen Basic Pay	4,373	14,551.80	63,635	4,343	15,153.43	65,811	4,363	15,918.68	69,453
Total - (1)	4,373		63,635	4,343		65,811	4,363		69,453
(2)Subsistence Allowance	3,552	6,488.12	23,046	4,343	7,116.00	30,905	4,363	7,511.80	32,774
(3)Social Security Tax - Employer's contribution	4,315	1,133.26	4,890	4,285	1,159.24	4,967	4,303	1,217.78	5,240
(4)Nuclear Accession Bonus	159	15,000.00	2,385	170	15,000.00	2,550	185	15,000.00	2,775
Total Pay and Allowances of Midshipmen			93,956			104,233			110,242



Budget Activity 4

Subsistence of Enlisted Personnel

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Subsistence of Enlisted Personnel**  
**(In Thousands of Dollars)**

Total FY 2023 Direct Program				Amount
				1,510,118
Increases				
Pricing Increases				
Strength Related			101,269	
Inflation Rate			101,269	
BAS Growth Rate of 5.2%	76,125			
Change in BDFA Rate	25,144			
Increases due to Reimbursables			0	
	Total Pricing Increases		101,269	
Program Increases				
Strength Related			23,826	
Change in BAS Work Years	20,790	20,790		
Work Years		3,036		
Change in SIK Operational Rations	150			
Change in SIK Other Messing	2,886			
	Total Program Increases		23,826	
Total Increases				125,095

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Subsistence of Enlisted Personnel**  
**(In Thousands of Dollars)**

Decreases				
Pricing Decreases				
Strength Related			0	
Inflation Rate			0	
Decreases due to Reimbursables			-279	-279
	Basic Allowance for Subsistence	-226		
	Subsistence-in-kind	-53		
	Total Pricing Decreases			-279
Program Decreases				
Strength Related				-29,002
Work Years			-29,002	
Change in BAS Collections		-25,924		
Change in SIK Work Years		-1,514		
Change in SIK Cash Collections		-1,564		
	Total Program Decreases			-29,002
Total Decreases				-29,281
Total FY 2024 Direct Program				\$ 1,605,932

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence

FY 2024 Estimate	\$1,611,172
FY 2023 Estimate	\$1,515,097
FY 2022 Actual	\$1,418,754

#### Part I - Purpose And Scope

The funds requested will provide all military members entitled to basic pay to have a continuous entitlement to Basic Allowance for Subsistence (BAS), as stipulated by law (Title 37 U.S.C. section 402) except when they are:

- (a) attending basic military training (boot camp) (those members in BMT will be provided government messing at no cost),
- (b) in excess leave status,
- (c) in an absent without leave status, unless the absence is excused as unavoidable, (Title 37U.S.C. section 503)

#### Subsistence-in-Kind

The funds requested will provide for Subsistence-In-Kind furnished active duty enlisted personnel ( 37 U.S.C), (10 U.S.C. 6081a), (10 U.S.C.6087). Funds are included for testing of new food items, for the replacement of emergency rations, and the rotation of operational rations. The additional cost of subsisting submarine enlisted personnel is included in supplemental allowances to identify the cost which is in excess of that required for surface ships. Funds to cover losses of subsistence inventories are also included.

#### Family Subsistence Supplemental Allowance (FSSA)

Members of the armed forces with dependents who qualify for food stamps using highest income eligibility standards under section 5(c) of the Food and Nutrition Act of 2008 (7 U.S.C. 2014(c)) are entitled to receive supplemental subsistence allowance. Special pays and the value of either the member's Basic Allowance for Housing (BAH) or the "in-kind" benefit for members residing in military housing must be included as income in determining eligibility. (37 U.S.C. 402(a)) places limitation on eligibility for supplemental subsistence allowances to members serving outside of the United States and associated territory: After September 30, 2016 a member is eligible for supplemental subsistence allowance under this section only if the member is serving outside the United States, the Commonwealth of Puerto Rico, the United States Virgin Islands or Guam. The supplemental subsistence allowance may not exceed \$1,100 per month.

#### Part II - Justification Of Funds Requested

Funds requested will provide all enlisted military members a BAS payment, except when they are attending basic military training (boot camp), or in a non-pay status. (37 U.S.C. 402) The monthly rate of basic allowance for subsistence to be in effect for an enlisted member for a year (beginning on January 1 of that year) shall be equal to the sum of the monthly rate of basic allowance for subsistence that was in effect for an enlisted member for the preceding year; plus the product of the monthly rate in effect the preceding year and the percentage increase in the monthly cost of a liberal food plan for a male in the United States who is between 20 and 50 years of age over the preceding fiscal year, as determined by the Secretary of Agriculture each October 1.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance for Subsistence									
When Authorized to Mess Separately	280,816	4,822.32	1,354,185	276,089	5,293.98	1,461,610	279,820	5,569.23	1,558,382
When Rations-In-Kind Not Available	0		0	0		0	0		0
BAS II	123	9,644.64	1,186	240	10,587.96	2,541	241	11,138.46	2,684
Augmentation of Commuted Rations	0		0	0		0	0		0
Less Collections	0		(423,096)	0		(460,952)	0		(486,894)
Total Basic Allowance for Subsistence	280,939		932,275	276,329		1,003,199	280,061		1,074,172
(2) Subsistence-In-Kind									
Trainee/Non-Pay Status	6,067	7,012.69	42,546	5,600	7,035.71	39,400	4,542	7,401.57	33,618
Members Taking Meals In Mess	71,159	5,836.98	415,354	69,298	6,409.01	444,132	70,235	6,742.28	473,544
Total - (2)	77,226		457,900	74,898		483,532	74,777		507,162
(3) Operational Rations									
MREs	0		2,230	0		2,449	0		2,576
Unitized Rations	0		404	0		444	0		467
Other Package Operational Rations	0		0	0		0	0		0
Total - (3)	0		2,634	0		2,893	0		3,043

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Augmentation Rations/Other Programs									
Augmentation Rations	0		0	0		0	0		0
Other Regionalization	0		0	0		0	0		0
Other Messing	0		53,340	0		55,548	0		58,434
Total - (4)	0		53,340	0		55,548	0		58,434
(5) Less Cash Collections	0		(27,395)	0		(30,080)	0		(31,644)
(6) Family Subsistence Supplemental Allowance	0		0	0		5	0		5
Total (2)-(5)	77,226		486,479	74,898		511,893	74,777		536,995
Total Basic Allowance for Subsistence	358,165		1,418,754	351,227		1,515,097	354,838		1,611,172
Memo Entry: Overseas Operations Costs			27,271			40,211			19,458
<u>Total Basic Allowance for Subsistence (BA4)</u>									
Total Obligations			1,418,754			1,515,097			1,611,172
Less Reimbursable Obligations			4,567			4,979			5,240
Total Direct Obligations			1,414,187			1,510,118			1,605,932
Memo Entry: Overseas Operations Costs			27,271			40,211			19,458

Budget Activity 5

Permanent Change of Station

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PERMANENT CHANGE OF STATION TRAVEL**  
(In Thousands of Dollars)

Total FY 2023 Direct Program		Amount 972,744
Increases		
Pricing Increases		
Annualization of FY 2023 Pay Raise 4.6% (Effective 1 January 2023)		1,018
Dislocation Allowance	1,018	
Increase due to Pay Raise of 5.2% (Effective 1 January 2024)		3,453
Dislocation Allowance	3,453	
Permanent Change of Station (PCS) Travel - Officer		6,706
PCS: Accession Travel	436	
PCS: Training Travel	1,332	
PCS: Operational Travel	1,813	
PCS: Rotational Travel	2,155	
PCS: Separation Travel	519	
PCS: Travel of Organized Units	68	
Temporary Lodging Expense	352	
In-Place Consecutive Overseas Tour (IPCOT)	31	
Permanent Change of Station (PCS) Travel - Enlisted		11,521
PCS: Accession Travel	1,033	
PCS: Training Travel	888	
PCS: Operational Travel	3,647	
PCS: Rotational Travel	2,908	
PCS: Separation Travel	1,958	
PCS: Travel of Organized Units	438	
Temporary Lodging Expense	527	
In-Place Consecutive Overseas Tour (IPCOT)	76	
Overseas Tour Extension Incentives Program (OTEIP)	46	

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PERMANENT CHANGE OF STATION TRAVEL**  
(In Thousands of Dollars)

Cadets/Midshipmen			13	
PCS: Accession Travel		12		
PCS: Separation Travel		1		
Increases due to Reimbursables				0
	Total Pricing Increases			22,711
Program Increases				
Permanent Change of Station (PCS) Travel - Officer			18,104	
PCS: Accession Travel		4,772		
PCS: Training Travel		3,972		
PCS: Operational Travel		2,154		
PCS: Separation Travel		5,736		
PCS: Travel of Organized Units		23		
Temporary Lodging Expense		1,447		
Permanent Change of Station (PCS) Travel - Enlisted			24,663	
PCS: Accession Travel		14,503		
PCS: Training Travel		2,341		
PCS: Operational Travel		4,661		
PCS: Separation Travel		386		
Temporary Lodging Expense		2,176		
In-Place Consecutive Overseas Tour (IPCOT)		26		
Overseas Tour Extension Incentives Program (OTEIP)		32		
Defense Personal Property System (DPPS)		538		
Cadets/Midshipmen				0
	Total Program Increases			42,767
Total Increases				65,478



**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**PERMANENT CHANGE OF STATION TRAVEL**  
(In Thousands of Dollars)

Decreases				
Pricing Decreases				
Permanent Change of Station (PCS) Travel - Officer			0	
Permanent Change of Station (PCS) Travel - Enlisted			0	
Cadets/Midshipmen			0	
Decreases due to Reimbursables				0
	Total Pricing Decreases			0
Program Decreases				
Permanent Change of Station (PCS) Travel - Officer			-22,062	
PCS: Rotational Travel		-22,035		
In-Place Consecutive Overseas Tour (IPCOT)		-27		
Permanent Change of Station (PCS) Travel - Enlisted			-27,780	
PCS: Rotational Travel		-27,739		
PCS: Travel of Organized Units		-41		
Cadets/Midshipmen			-2	
PCS: Separation Travel		-2		
	Total Program Decreases			-49,844
Total Decreases				-49,844
Total FY 2024 Direct Program				988,378

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF MOVE REQUIREMENTS**  
(In Thousands of Dollars)

	FY 2022		FY 2023		FY 2024	
	No. Moves	Amount	No. Moves	Amount	No. Moves	Amount
(1) Accession Travel	53,520	87,697	41,987	85,592	45,700	106,969
(2) Training Travel	13,794	101,623	14,119	111,773	14,927	121,602
(3) Operational Travel	37,282	349,792	29,036	307,615	29,806	324,226
(4) Rotational Travel	29,516	373,246	22,900	312,650	17,819	271,175
(5) Separation Travel	55,780	136,844	43,693	123,660	39,314	132,261
(6) Travel of Organized Units	4,105	23,566	6,015	31,454	6,157	32,145
Total Obligations		1,072,768		972,744		988,378
Less Reimbursables						
Total Direct Obligations	\$	1,072,768	\$	972,744	\$	988,378

**MILITARY PERSONNEL, NAVY**  
**SUMMARY OF MOVE REQUIREMENTS BY TYPES OF COST**  
(In Thousands of Dollars)

	FY 2022		FY 2023		FY 2024	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1)Travel of Military Members						
(A) Mileage and Per Diem	178,885	\$ 174,742	145,461	\$ 149,166	141,748	\$ 148,908
(B) MAC	15,074	\$ 25,860	12,257	\$ 22,075	11,944	\$ 22,037
(C) Commercial Air	39	\$ 20	32	\$ 17	31	\$ 17
Total (1)	193,998	\$ 200,622	157,750	\$ 171,258	153,723	\$ 170,962
(2)Travel of Dependents						
(A) Mileage	51,589	\$ 55,074	42,723	\$ 46,956	40,120	\$ 44,572
(B) MAC	5,195	\$ 12,150	4,302	\$ 10,359	4,040	\$ 9,833
(C) Commercial Air	177	\$ 693	146	\$ 591	137	\$ 561
Total (2)	56,961	\$ 67,917	47,171	\$ 57,906	44,297	\$ 54,966
(3)Transportation of Household Goods						
(A) M Tons – MSC	406	\$ 58	355	\$ 52	379	\$ 54
(B) S Tons – MAC	3,205	\$ 34,522	2,801	\$ 30,620	2,993	\$ 32,130
(C) Household Goods Land	56,286	\$ 280,997	49,183	\$ 249,237	52,550	\$ 261,529
(D) ITGBL	14,234	\$ 199,633	12,438	\$ 177,069	13,289	\$ 185,802
(E) Commercial Air	7,020	\$ 65,963	6,134	\$ 58,507	6,554	\$ 61,393
Total (3)	81,151	\$ 581,173	70,911	\$ 515,485	75,765	\$ 540,908
(4)Dislocation Allowance	47,289	\$ 102,334	39,081	\$ 88,560	36,642	\$ 87,269
(5)Trailer Allowance	85	\$ 21	89	\$ 23	93	\$ 24
(6)Global POV	17,041	\$ 70,440	13,528	\$ 58,238	10,881	\$ 47,751
(7)DPPS		\$ 11,718		\$ 22,400		\$ 22,938
(8)Non-Temporary Storage		\$ 21,101		\$ 15,647		\$ 15,647
(9)Temporary Lodging Expense	17,781	\$ 13,589	45,929	\$ 36,725	50,352	\$ 41,227
(10)IPCOT / OTEIP	1,563	\$ 3,703	2,537	\$ 6,353	2,553	\$ 6,537
(11)Spousal Licensure	400	\$ 150	400	\$ 150	400	\$ 150
Total - Obligations	416,269	\$ 1,072,768	377,396	\$ 972,744	374,706	\$ 988,378
Less Reimbursables						
Total Direct Obligations		\$ 1,072,768		\$ 972,744		\$ 988,378

(In Thousands of Dollars)

Project: Accession Travel

FY 2024 Estimate	\$106,969
FY 2023 Estimate	\$85,592
FY 2022 Actual	\$87,697

Part I - Purpose And Scope

(A) Officers. Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies or ROTC/NROTC, Reserve and national Guard officers called or recalled to extended active duty from home or a point to where orders were received to first permanent duty station or training school of 20 weeks or more duration and (2) officers or warrant officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of 20 weeks or more duration. (Includes officers appointed from enlisted status upon graduation from Officer Candidate School (OCS), Officer Training School (OTS), or basic flying training.)

(B) Enlisted. Covers PCS movements of: enlistees, reenlistees, and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more duration; and recalled enlisted reservists from home to first permanent duty station or training

(C) Midshipmen. Covers PCS movements of (1) individuals selected as academy midshipmen upon entry into the academies and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

Part II - Justification of Funds Requested

PCS moves for members entering active duty. Accession moves are directly related to the number of personnel entering or returning to active naval service. The planned number of personnel to be accessed is determined by the number of personnel who are expected to separate from active naval service and by planned increases or decreases in personnel strength in a given fiscal year. Average rates are based on statistical data, ratios and percentages that have been generated from actual PCS moves during prior accounting periods adjusted for projected cost increases/decreases.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,453	1,282.84	5,712	4,506	1,340.57	6,041	4,325	1,372.74	5,937
(2) Travel of Dependents	1,219	1,307.67	1,594	1,233	1,366.52	1,685	1,183	1,399.31	1,655
(3) Transportation of Household Goods									
(A) Land/ITGBL	1,154	6,109.37	7,050	1,566	6,384.29	9,998	2,808	6,537.52	18,357
(B) Overseas			6,628			7,442			4,634
Total (3)	1,154		13,678	1,566		17,440	2,808		22,991
(4) Dislocation Allowance	1,476	2,727.55	4,026	1,663	2,840.32	4,723	1,596	2,983.76	4,762
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	88	2,705.71	238	99	2,827.46	280	95	2,895.32	275
(B) Partial Service	19	6,789.07	129	21	7,094.58	149	20	7,264.85	145
Total (6)	107		367	120		429	115		420
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			246			183			183
(9) Temporary Lodging Expense	1,238	352.97	437	3,202	368.85	1,181	3,507	377.71	1,325
Total - Officer	9,647		26,060	12,290		31,682	13,534		37,273
Enlisted									
(1) Travel of Military Member	47,892	812.09	38,893	36,301	848.64	30,806	40,195	869.01	34,930
(2) Travel of Dependents	3,218	747.40	2,405	2,439	781.03	1,905	2,701	799.77	2,160

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,991	3,612.02	10,804	2,708	3,774.56	10,222	6,291	3,865.15	24,316
(B) Overseas			7,414			7,930			4,943
Total (3)	2,991		18,218	2,708		18,152	6,291		29,259
(4) Dislocation Allowance	239	2,160.42	516	182	2,249.74	409	201	2,363.35	475
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	12	2,705.71	32	9	2,827.46	25	10	2,895.32	29
(B) Partial Service	5	6,789.07	34	4	7,094.58	28	4	7,264.85	29
Total (6)	17		66	13		53	14		58
(7) Cargo Operations ((HHG), M. TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			370			274			274
(9) Temporary Lodging Expense	1,771	370.31	656	4,579	386.97	1,772	5,019	396.26	1,989
Total - Enlisted	56,128		61,124	46,222		53,371	54,421		69,145
Midshipmen									
(1) Travel of Military Member									
Midshipmen	1,175	436.70	513	1,180	456.36	539	1,180	467.31	551
Total - Midshipmen	1,175		513	1,180		539	1,180		551
Total PCS: Accession Travel	66,950		87,697	59,692		85,592	69,135		106,969
Memo Entry: Overseas Operations Costs			17,584			23,774			11,371

(In Thousands of Dollars)

Project: Training Travel

FY 2024 Estimate \$121,602  
FY 2023 Estimate \$111,773  
FY 2022 Actual \$101,623

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of: (1) officers and warrant officers from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; (2) and officer and warrant officer school graduates and eliminates from school to their next permanent CONUS duty station (excludes academy graduates, OCS, NROTC graduates and others chargeable to accession travel).

(B) Enlisted. Covers PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other courses of instruction, or 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

Estimates are based on planned training input for officer and enlisted personnel, necessary to maintain needed skill levels and educational requirements.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,414	1,808.70	7,984	4,518	1,890.10	8,539	4,777	1,935.46	9,246
(2) Travel of Dependents	1,854	1,762.39	3,267	1,898	1,841.70	3,496	2,006	1,885.90	3,783
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,642	11,125.64	40,520	3,727	11,626.29	43,331	3,941	11,905.32	46,919
(B) Overseas			301			260			502
Total (3)	3,642		40,821	3,727		43,591	3,941		47,421
(4) Dislocation Allowance	2,931	2,474.53	7,253	3,000	2,576.84	7,731	3,171	2,706.97	8,584
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	32	2,705.71	87	33	2,827.46	93	35	2,895.32	101
(B) Partial Service	9	6,789.07	61	9	7,094.58	64	10	7,264.85	73
Total (6)	41		148	42		157	45		174
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			317			235			235
(9) Temporary Lodging Expense	846	984.97	833	2,188	1,029.29	2,252	2,398	1,054.00	2,527
Total - Officer	13,728		60,623	15,373		66,001	16,338		71,970
Enlisted									
(1) Travel of Military Member	9,380	1,715.79	16,094	9,601	1,793.00	17,215	10,150	1,836.03	18,636
(2) Travel of Dependents	1,295	1,567.70	2,030	1,326	1,638.25	2,172	1,402	1,677.57	2,352
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,739	6,011.89	16,467	2,803	6,282.43	17,610	2,964	6,433.21	19,068
(B) Overseas			587			675			582
Total (3)	2,739		17,054	2,803		18,285	2,964		19,650

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	1,829	2,212.76	4,047	1,872	2,304.24	4,314	1,979	2,420.61	4,790
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	18	2,705.71	49	19	2,827.46	54	20	2,895.32	58
(B) Partial Service			0			0			0
Total (6)	18		49	19		54	20		58
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			476			353			353
(9) Temporary Lodging Expense	916	1,364.96	1,250	2,369	1,426.38	3,379	2,597	1,460.62	3,793
Total - Enlisted	16,177		41,000	17,990		45,772	19,112		49,632
Total PCS: Training Travel	29,905		101,623	33,363		111,773	35,450		121,602

Project: Operational Travel

(In Thousands of Dollars)

FY 2024 Estimate	\$324,226
FY 2023 Estimate	\$307,615
FY 2022 Actual	\$349,792

Part I - Purpose And Scope

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

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

Part II - Justification of Funds Requested

Operational moves are PCS moves for individuals going from one duty station to another without transoceanic travel (e.g., CONUS to CONUS or European to European). Operational moves also include individuals reassigned within a given theater resulting from force structure changes. Operational moves are used to balance grade and skill inventories with vacancies. Average rates are based on statistical data that have been generated from actual PCS moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	7,456	1,541.75	11,495	5,807	1,611.12	9,356	5,961	1,649.79	9,834
(2) Travel of Dependents	4,786	1,390.42	6,655	3,728	1,452.99	5,417	3,826	1,487.86	5,693
(3) Transportation of Household Goods									
(A) Land/ITGBL	5,741	12,952.84	74,362	4,472	13,535.72	60,532	4,590	13,860.58	63,620
(B) Overseas			1,708			970			744
Total (3)	5,741		76,070	4,472		61,502	4,590		64,364
(4) Dislocation Allowance	6,056	2,498.50	15,131	4,717	2,601.79	12,273	4,842	2,733.18	13,234
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	68	2,705.71	184	53	2,827.46	150	54	2,895.32	156
(B) Partial Service	22	6,789.07	149	17	7,094.58	121	17	7,264.85	124
Total (6)	90		333	70		271	71		280
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			1,076			798			798
(9) Temporary Lodging Expense	2,716	862.54	2,343	7,024	901.35	6,331	7,700	922.99	7,107
Total - Officer	26,845		113,103	25,818		95,948	26,990		101,310



	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted									
(1) Travel of Military Member	29,826	1,366.85	40,768	23,229	1,428.36	33,179	23,845	1,462.64	34,877
(2) Travel of Dependents	11,790	1,193.62	14,073	9,182	1,247.33	11,453	9,426	1,277.27	12,040
(3) Transportation of Household Goods									
(A) Land/ITGBL	17,105	7,643.24	130,738	13,322	7,987.18	106,405	13,675	8,178.87	111,846
(B) Overseas			2,932			2,094			1,947
Total (3)	17,105		133,670	13,322		108,499	13,675		113,793
(4) Dislocation Allowance	15,663	1,924.61	30,145	12,199	2,004.19	24,449	12,522	2,105.40	26,364
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	238	2,705.71	644	185	2,827.46	523	190	2,895.32	550
(B) Partial Service	58	6,789.07	394	45	7,094.58	319	47	7,264.85	341
Total (6)	296		1,038	230		842	237		891
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			1,613			1,196			1,196
(9) Temporary Lodging Expense	3,362	1,045.25	3,514	8,696	1,092.29	9,499	9,537	1,118.50	10,667
Total - Enlisted	78,042		224,821	66,858		189,117	69,242		199,828
Total PCS: Operational Travel	104,887		337,924	92,676		285,065	96,232		301,138
(10)Defense Personal Property System (DPPS)			11,718			22,400			22,938
(11)Spousal Licensure	400	375.00	150	400	375.00	150	400	375.00	150
Total PCS: Operational Travel w/ DPPS and Spousal Licensure	105,287		349,792	93,076		307,615	96,632		324,226
Memo Entry: Overseas Operations Costs			1,576			3,282			0

Project: Rotational Travel

(In Thousands of Dollars)

FY 2024 Estimate	\$271,175
FY 2023 Estimate	\$312,650
FY 2022 Actual	\$373,246

Part I - Purpose And Scope

(A) 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 to permanent duty stations in CONUS, or training of 20 weeks or more duration; (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, mission or captured when transoceanic travel is involved.

(B) 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 to permanent duty stations in CONUS, or training of 20 weeks or more duration; (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 officers and warrant officers who are interned, mission or captured when transoceanic travel is involved.

Part II - Justification of Funds Requested

Rotational travel moves are moves for personnel going from CONUS to an overseas assignment, or returning from an overseas assignment to CONUS. Rotational moves are a function of overseas strength in accompanied (long tour) areas and in unaccompanied (short tour) areas. Average rates are based on statistical data that have been generated from actual moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	8,560	1,691.11	14,476	6,641	1,767.21	11,736	5,168	1,809.62	9,352
(2) Travel of Dependents	5,488	1,754.91	9,631	4,258	1,833.89	7,809	3,313	1,877.90	6,221
(3) Transportation of Household Goods									
(A) Land/ITGBL	8,472	6,957.67	58,945	6,573	7,270.76	47,791	5,115	7,445.26	38,083
(B) Overseas			18,586			12,885			14,414
Total (3)	8,472		77,531	6,573		60,676	5,115		52,497
(4) Dislocation Allowance	6,735	2,497.66	16,822	5,225	2,600.91	13,590	4,066	2,732.26	11,109
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	5,163	3,321.85	17,151	4,006	3,471.34	13,906	3,117	3,554.65	11,080
(B) Partial Service	1,425	7,405.22	10,552	1,105	7,738.45	8,551	860	7,924.18	6,815
Total (6)	6,588		27,703	5,111		22,457	3,977		17,895
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			4,227			3,135			3,135
(9) Temporary Lodging Expense	1,096	1,604.32	1,758	2,834	1,676.51	4,751	3,107	1,716.75	5,334

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(10) In-Place Consecutive Overseas Tour (IPCOT)	237	2,767.04	656	442	2,891.56	1,278	433	2,960.96	1,282
Total - Officer	37,176		152,804	31,084		125,432	25,179		106,825
Enlisted									
(1) Travel of Military Member	20,956	1,106.11	23,180	16,259	1,155.88	18,793	12,651	1,183.62	14,974
(2) Travel of Dependents	9,426	1,403.99	13,234	7,313	1,467.17	10,729	5,691	1,502.38	8,550
(3) Transportation of Household Goods									
(A) Land/TTGBL	20,746	3,724.84	77,276	16,096	3,892.46	62,653	12,525	3,985.87	49,923
(B) Overseas			36,712			31,165			35,148
Total (3)	20,746		113,988	16,096		93,818	12,525		85,071
(4) Dislocation Allowance	11,418	1,955.49	22,328	8,859	2,036.34	18,040	6,893	2,139.18	14,745
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	6,628	3,321.85	22,017	5,143	3,471.34	17,853	4,002	3,554.65	14,226
(B) Partial Service	1,846	7,405.22	13,670	1,432	7,738.45	11,081	1,114	7,924.18	8,828
Total (6)	8,474		35,687	6,575		28,934	5,116		23,054
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			6,341			4,701			4,701
(9) Temporary Lodging Expense	3,878	680.03	2,637	10,030	710.63	7,128	10,994	727.69	8,000
(10) In-Place Consecutive Overseas Tour (IPCOT)	657	2,765.23	1,817	1,085	2,889.67	3,135	1,094	2,959.02	3,237
(11) Overseas Tour Extension Incentives Program (OTEIP)	669	1,837.91	1,230	1,010	1,920.62	1,940	1,026	1,966.71	2,018
Total - Enlisted	76,224		220,442	67,227		187,218	55,990		164,350
Total PCS: Rotational Travel	113,400		373,246	98,311		312,650	81,169		271,175

(In Thousands of Dollars)

Project: Separation Travel

FY 2024 Estimate	\$132,261
FY 2023 Estimate	\$123,660
FY 2022 Actual	\$136,844

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of (1) officers and warrant officers upon release or separation from the Service from last permanent duty station to home of record or point of entry into service, or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances, and personal effects of officers and warrant officers who are deceased.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel upon release or separation from the Service from last permanent duty station to home of record or point of entry into service or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances and personal effects of enlisted personnel who are deceased.

(C) Cadets and Midshipmen. Covers PCS movement of eliminated academy cadets/midshipmen to home of record or point of entry into service.

Part II - Justification of Funds Requested

Estimates are based on planned personnel losses.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,104	817.82	3,356	4,305	854.62	3,679	4,471	875.14	3,913
(2) Travel of Dependents	1,969	866.34	1,706	2,066	905.33	1,870	2,145	927.06	1,989
(3) Transportation of Household Goods									
(A) Land/ITGBL	1,941	5,881.19	11,415	2,522	6,145.85	15,500	3,639	6,293.35	22,902
(B) Overseas			7,338			5,202			3,661
Total (3)	1,941		18,753	2,522		20,702	3,639		26,563
(4) Dislocation Allowance	1	2,051.54	2	1	2,136.36	2	1	2,244.25	2
(5) Trailer Allowance	85	243.07	21	89	254.01	23	93	260.10	24
(6) Global POV									
(A) Full Service	136	2,705.71	368	142	2,827.46	401	148	2,895.32	429
(B) Partial Service	26	6,789.07	177	28	7,094.58	199	29	7,264.85	211
Total (6)	162		545	170		600	177		640
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			2,491			1,847			1,847
Total - Officer	8,262		26,874	9,153		28,723	10,526		34,978
Enlisted									
(1) Travel of Military Member	51,510	713.23	36,738	39,264	745.32	29,264	34,725	763.21	26,502
(2) Travel of Dependents	13,645	900.60	12,289	10,401	941.13	9,789	9,199	963.71	8,865

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Transportation of Household Goods									
(A) Land/ITGBL	13,872	2,909.12	40,355	13,096	3,040.03	39,812	16,095	3,112.99	50,104
(B) Overseas			13,357			10,515			6,510
Total (3)	13,872		53,712	13,096		50,327	16,095		56,614
(4) Dislocation Allowance	50	1,840.04	92	38	1,916.11	73	34	2,012.87	68
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	720	2,705.71	1,948	549	2,827.46	1,552	486	2,895.32	1,407
(B) Partial Service	204	6,789.07	1,385	156	7,094.58	1,107	138	7,264.85	1,003
Total (6)	924		3,333	705		2,659	624		2,410
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			3,736			2,770			2,770
Total - Enlisted	80,001		109,900	63,504		94,882	60,677		97,229
Midshipmen									
(1) Travel of Military Member									
Midshipmen	166	423.93	70	124	443.01	55	118	453.64	54
Total - Midshipmen	166		70	124		55	118		54
Total PCS: Separation Travel	88,429		136,844	72,781		123,660	71,321		132,261
Memo Entry: Overseas Operations Costs			13,129			17,751			10,035

Project: Travel Of Organized Units

(In Thousands of Dollars)

FY 2024 Estimate	\$32,145
FY 2023 Estimate	\$31,454
FY 2022 Actual	\$23,566

Part I - Purpose And Scope

(A) Officer. 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.

(B) 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 forces to correct imbalances of support, command and/or control units and to maintain unit tactical integrity.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	321	452.49	145	470	472.85	222	481	484.20	233
(2) Travel of Dependents	240	479.43	115	352	501.00	176	360	513.30	185
(3) Transportation of Household Goods									
(A) Land/ITGBL	279	5,227.57	1,458	408	5,462.81	2,229	418	5,593.92	2,338
(B) Overseas			1,650			1,435			1,361
Total (3)	279		3,108	408		3,664	418		3,699
(4) Dislocation Allowance	207	2,579.24	534	303	2,685.87	814	311	2,821.51	877
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	25	2,705.71	68	37	2,827.46	105	38	2,895.32	110
(B) Partial Service	8	6,789.07	54	11	7,094.58	78	12	7,264.85	87
Total (6)	33		122	48		183	50		197
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			83			62			62
(9) Temporary Lodging Expense	204	313.76	64	527	327.88	173	578	335.75	194
Total - Officer	1,284		4,171	2,108		5,294	2,198		5,447
Enlisted									
(1) Travel of Military Member	3,784	316.54	1,198	5,545	330.79	1,834	5,676	338.72	1,923
(2) Travel of Dependents	2,030	451.98	918	2,975	472.32	1,405	3,045	483.66	1,473
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,469	3,558.08	8,785	3,617	3,718.19	13,449	3,703	3,807.43	14,099
(B) Overseas			5,785			5,379			4,886
Total (3)	2,469		14,570	3,617		18,828	3,703		18,985

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	684	2,103.04	1,438	1,022	2,096.27	2,142	1,026	2,202.13	2,259
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	227	2,705.71	614	332	2,827.46	939	340	2,895.32	984
(B) Partial Service	64	6,789.07	435	93	7,094.48	660	95	7,264.85	690
Total (6)	291		1,049	425		1,599	435		1,674
(7) Cargo Operations ((HHG), M, TONS)									
(A) Cargo Operations ((HHG)			0			0			0
(8) Non-Temporary Storage			125			93			93
(9) Temporary Lodging Expense	1,754	55.32	97	4,480	57.81	259	4,915	59.20	291
Total - Enlisted	11,012		19,395	18,064		26,160	18,800		26,698
Total PCS: Travel of Organized Units	12,296		23,566	20,172		31,454	20,998		32,145
<u>Total PCS Travel (BA5)</u>									
Total Obligations			\$1,072,768			\$972,744			\$988,378
Less Reimbursable Obligations									
Total Direct Obligations			\$1,072,768			\$972,744			\$988,378
Memo Entry: Overseas Operations Costs (BA5)			\$32,289			\$44,807			\$21,406

Budget Activity 6

Other Military Personnel Costs



**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Other Military Personnel Costs**  
**(In Thousands of Dollars)**

FY 2021		Amount	
Total FY 2023 Direct Program		106,048	
Increases			
Pricing Increases			
Unemployment Benefits	Unemployment Compensation	5,654	5,654
Mass Transportation	National Capital Region	23	39
	Outside National Capital Region	16	
Partial Dislocation Allowance	Partial Dislocation Allowance	2	2
Senior ROTC (Non-Scholarship Program)	Uniform	13	25
	Uniforms	8	
	Pay & Allowances	4	
Senior ROTC (Scholarship Program)	Uniform	79	185
	Uniforms	13	
	Pay & Allowances	90	
	Subsistence of Reserve Officer Candidates	3	
Junior ROTC	Uniforms	331	331
Increases due to Reimbursables			0
	Total Pricing Increases		6,236
Program Increases			
Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	Apprehension	1	1
Interest On Uniformed Services Savings Deposit	Interest	6	6
Death Gratuities	Death Gratuities	300	300
Unemployment Benefits	Unemployment Compensation	6,673	6,673
Education Benefits (Amortization Payments)	Unfunded liability	209	209

**MILITARY PERSONNEL, NAVY**  
**SCHEDULE OF INCREASES AND DECREASES**  
**Other Military Personnel Costs**  
**(In Thousands of Dollars)**

Adoption Expenses			2	
	Adoption Expenses		2	
Mass Transportation				36
	National Capital Region		18	
	Outside National Capital Region		18	
Service Group Life Insurance (SGLI)				436
	SGLI Premium		436	
Senior ROTC (Non-Scholarship Program)				68
	Pay & Allowances		68	
Senior ROTC (Scholarship Program)				230
	Uniforms		113	
	Pay & Allowances		117	
	Total Program Increases			7,961
Total Increases				14,197
Decreases				
Pricing Decreases				
Decreases due to Reimbursables				0
	Total Pricing Decreases			0
Program Decreases				
Senior ROTC (Non-Scholarship Program)				-232
	Stipend		-11	
	Uniform		-96	
	Uniforms		-125	
Senior ROTC (Scholarship Program)				-594
	Stipend		-466	
	Uniform		-106	
	Subsistence of Reserve Officer Candidates		-22	
Junior ROTC				-349
	Uniforms		-349	
	Total Program Decreases			-1,175
Total Decreases				-1,175
Total FY 2024 Direct Program				119,070

(In Thousands of Dollars)

Project: Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners

FY 2024 Estimate	\$84
FY 2023 Estimate	\$83
FY 2022 Actual	\$84

Part I - Purpose And Scope

Funds requested provide for expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners; and for their delivery to military control, including the cost of subsistence furnished during the period an enlisted member is detained in civil confinement for safekeeping when so requested by military authority; costs of rewards and reimbursement for expenses incurred; and cost of transportation, lodging and subsistence of a guard sent in pursuit of an absentee member.

Part II - Justification of Funds Requested

Prior year costs are utilized as the basis for developing estimates. Estimates reflect rewards of \$50.00 for apprehension and \$75.00 for apprehension and return to military control. Estimates also reflect financial responsibility for guard/escort travel in connection with the member's further return to permanent duty station.

The following estimates are provided:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Apprehension	0		84	0		83	0		84
Total Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	0		84	0		83	0		84

(In Thousands Of Dollars)

Project: Interest On Uniformed Services Savings Deposit

FY 2024 Estimate \$510  
FY 2023 Estimate \$504  
FY 2022 Actual \$512

Part I - Purpose And Scope

Funds requested will provide payment of interest for service members participating in the Servicemen's Savings Deposit Program under the provisions of P.L. 8-586, 10 U.S.C. 1035 and DOD FMR 7A, Ch 51.

The Servicemen's Savings Deposit Program was reinstated for participants in Operation Freedom's Sentinel, Operation Inherent Resolve and Operation New Dawn. This program allows members to deposit up to \$10,000 of their allotted pays into the savings program and be reimbursed up to 10% interest on all deposits.

Part II - Justification Of Funds Requested

The following estimates are provided:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Interest	0		513	0		504	0		510
Total Interest On Uniformed Services Savings Deposit	0		513	0		504	0		510

(In Thousands of Dollars)

Project: Death Gratuities

FY 2024 Estimate	\$20,200
FY 2023 Estimate	\$19,900
FY 2022 Actual	\$20,199

Part I - Purpose and Scope

Funds requested will provide for payment of death gratuities to beneficiaries of military personnel pursuant to 10 U.S.C. 1475-1480 as amended by H.R. 1281, dated March 22,1991. Section 643 of the National Defense Authorization Act for Fiscal Year 2005 indexed the value of death gratuity payments to annual increases in basic pay. 38 U.S.C. 1967 authorizes a new \$150,000 Combat Addition to SGLI beginning September 1, 2005. The FY 2006 National Defense Authorization Act increased death gratuity benefits for all personnel to \$100,000 per death.

Part II - Justification of Funds Requested

Fund requirements are based on actual experience as to the number of deaths, multiplied by the death gratuity payment.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Death Gratuities									
Officer	18	99,333.33	1,788	18	100,000.00	1,800	18	100,000.00	1,800
Enlisted	182	99,758.24	18,156	178	100,000.00	17,800	181	100,000.00	18,100
Cadets/Midshipmen	3	85,000.00	255	3	100,000.00	300	3	100,000.00	300
Total Death Gratuities	203		20,199	199		19,900	202		20,200

(In Thousands Of Dollars)

Project: Unemployment Benefits

FY 2024 Estimate	\$50,854
FY 2023 Estimate	\$38,527
FY 2022 Actual	\$28,118

Part I - Purpose And Scope

Funds requested are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in paragraph (1) of section 8521(a) of Title 5, United States Code as amended by Section 301, P.L. 102-164. Generally, eligibility is defined as active service in the armed forces where upon an individual was discharged under honorable conditions and had completed their first full term of active service; or was discharged before completing their first term under an early release program, because of hardship, for medical reasons, or for personality disorders, or inaptitude (but only if the service was continuous for 365 days or more).

The number of individuals eligible for unemployment benefits payable in a benefit year is based on estimated losses, factored to exclude retirements for other than honorable conditions as defined by section 8521(a) of Title 5, U.S. Code, as amended.

Part II - Justification Of Funds Requested

Computation of funds requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Unemployment Compensation	2,996	9,385.13	28,118	4,012	9,603.01	38,527	4,618	11,012.13	50,854
Total Unemployment Benefits	2,996		28,118	4,012		38,527	4,618		50,854
Memo Entry: Overseas Operations Costs			8,516			9,468			4,243

(In Thousands of Dollars)			
Project: Education Benefits (Amortization Payments)		FY 2024 Estimate	\$752
		FY 2023 Estimate	\$543
		FY 2022 Actual	\$1,631

Part I - Purpose And Scope

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. Title 38 U.S.C. Chapter 30 section 3011 governs this program. The program funds additional and supplemental benefit payments above the basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals are made by the Veterans Administration from funds transferred from the trust account.

Part II - Justification of Funds Requested

Public Law 101-510 allows service members who were on active duty 30 September 1990 and involuntarily separated after 3 February 1991, the opportunity to enroll in the Montgomery G. I. Bill. The FY 1998 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery G. I. Bill as a result of changes in the law. The services will be required to make additional contributions to the DOD educational benefits fund.

The following estimate is provided:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Involuntary Separatees	0		0	0		0	0		0
(2)Unfunded liability	0		1,631	0		543	0		752
Total Education Benefits (Amortization Payments)	0		1,631	0		543	0		752

(In Thousands Of Dollars)

Project: Adoption Expenses

FY 2024 Estimate	\$157
FY 2023 Estimate	\$155
FY 2022 Actual	\$158

Part I - Purpose And Scope

Funds requested will provide reimbursement for qualifying adoption expenses under the provisions of Title 10 U.S.C. Chapter 53, Section 1052.

All active duty individuals who initiate adoption proceedings are eligible to receive reimbursement for expenses related to the adoption of children less than 18 years of age. Reimbursement, which is made only after the adoption is final, is limited to not more than \$2,000 to a member of the armed forces or, to two such members who are spouses of each other, for expenses incurred in the adoption of a child. A maximum of not more than \$5,000 in any calendar year may be paid to any member or two such members who are spouses.

Part II - Justification Of Funds Requested

The following estimate is provided:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Adoption Expenses	0		158	0		155	0		157
Total Adoption Expenses	0		158	0		155	0		157



(In Thousands Of Dollars)

Project: Mass Transportation

FY 2024 Estimate \$2,585  
FY 2023 Estimate \$2,510  
FY 2022 Actual \$2,644

Part I - Purpose And Scope

Executive Order 13150 on federal workforce transportation, dated April 21, 2000, requires that by no later than October 1, 2000, federal agencies shall implement a transit pass fringe benefit program for qualified federal employees in the National Capital Region (NCR). Washington Headquarters Service (WHS) has been designated to run the within NCR transit pass program for DOD and has been working closely with the Department of Transportation to ensure that costs will be identified to the major command level. In addition, funding is being provided for a transit pass fringe program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

Part II - Justification Of Funds Requested

Under this program, participating employees will receive, in addition to their current compensation, "transit passes" in amounts equal to personal commuting costs.

Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. The monthly cap for Mass Transportation Benefits is \$300 beginning 1 January 2023. Future monthly increases will be based upon the application of the IRS inflation adjustment factor to the existing monthly rate, but is subject to publication of revisions to the IRS Code each year.

Computation of fund requirements is provided in the following table.

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)National Capital Region	473	3,360.00	1,589	388	3,540.00	1,374	393	3,600.00	1,415
(2)Outside National Capital Region	314	3,360.00	1,055	321	3,540.00	1,136	325	3,600.00	1,170
Total Mass Transportation	787		2,644	709		2,510	718		2,585

(In Thousands Of Dollars)

Project: Partial Dislocation Allowance

FY 2024 Estimate \$58  
FY 2023 Estimate \$56  
FY 2022 Actual \$54

Part I - Purpose And Scope

Section 634 of the FY 2002 National Defense Authorization Act provided for a new element of compensations for certain members. This partial dislocation allowance is paid to a member ordered to occupy or vacate Government family-type quarters due to privatization, renovation or any other reason for the convenience of the Government other than a permanent change of station (PCS) move. Members are not entitled to the allowance for local moves from government quarters upon separation/retirement, change in family size/status or due to member's misconduct.

Part II - Justification Of Funds Requested

JTR 050508 outlines the Partial DLA requirements and states that participating members will receive a one-time payment when they receive orders to vacate government family style quarters. The FY 2002 NDAA section 1009 specifies that the rate increases shall be indexed to the annual increases in basic pay. Effective January 1, 2022, the partial DLA payment was set at \$840.07. Effective Jan 1, 2023 the partial DLA payment is set at \$878.71.

The following estimate is provided:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Partial Dislocation Allowance									
Officer	10	834.55	8	9	869.05	8	9	912.94	8
Enlisted	55	834.55	46	55	869.05	48	55	912.94	50
Cadets/Midshipmen			0			0			0
Total Partial Dislocation Allowance	65		54	64		56	64		58

(In Thousands Of Dollars)

Project: Service Group Life Insurance (SGLI)

FY 2024 Estimate	\$5,010
FY 2023 Estimate	\$4,574
FY 2022 Actual	\$2,226

Part I: Purpose and Scope

The Servicemembers' Group Life Insurance (SGLI) program is a low cost group life insurance for Servicemembers on active duty. These payments are required, under section 1969(b) of title 38, United States Code, when actual mortality rates exceed peacetime mortality rates. The Traumatic Servicemembers' Group Life Insurance (T-SGLI ) provides automatic traumatic injury coverage to all Servicemembers covered under the SGLI program.

Funding is for SGLI/T-SGLI insurance premiums that the Department of Defense pays on behalf of Servicemembers.

Part II - Justification Of Funds Requested

The funds are required to make extra hazard payment to the Department of Veterans Affairs to finance the increased number of SGLI death claims. Funds are also required to make benefit payments to military personnel who incur a traumatic injury in support of Operation Enduring Freedom (OEF) and Operation Freedom's Sentinel (OFS). Section 606 of the FY 2007 National Defense Authorization Act directs the Department to pay the full premium for coverage under Servicemembers' Group Life Insurance program during service in OEF/OFS. Public Law 117-209 increased SGLI maximum coverage from \$400,000 to \$500,000; this increase is scheduled to be effective 1 March 2023. SGLI premium rates are 6 cents per thousand dollars of coverage.

The following estimate is provided:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)SGLI Extra Hazard Payment	0		0	0		0	0		0
(2)SGLI Premium	0		2,226	0		4,574	0		5,010
(3)Traumatic Service Group Life Insurance (T-SGLI)	0		0	0		0	0		0
Total Service Group Life Insurance (SGLI)	0		2,226	0		4,574	0		5,010
Memo Entry: Overseas Operations Costs			2,226			4,574			5,010

Project: Senior ROTC (Non-Scholarship Program)

FY 2024 Estimate	\$1,923
FY 2023 Estimate	\$2,062
FY 2022 Actual	\$1,306

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Senior program authorized by 10 U.S.C., 2101-2111. Designated applicants perform summer training at a Naval installation and receive indoctrination in various Naval Science courses to enable them to enter the NROTC program in the fall. Active duty training costs vary between years due to the length of training and location of sites at which training is performed.

NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Stipend - to provide an allowance of \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science MS III and MS IV courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide for uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu - to provide for commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen.

Part II - Justification of Funds Requested

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while performing Active Duty Training, etc.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	0		0	0		0	0		0
MS II	0		0	0		0	0		0
MS III	72	3,220.00	232	140	3,220.00	451	139	3,220.00	448
MS IV	66	3,680.00	243	113	3,680.00	416	111	3,680.00	408
Total - (1)	138		475	253		867	250		856

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform									
Non-Military Schools	1,232	334.90	413	1,735	342.27	594	1,469	349.11	513
New Uniform Issues	0		0	0		0	0		0
Field Training	85	334.90	28	128	342.27	44	121	349.11	42
Field Training new issue juniors	0		0	0		0	0		0
Total - (2)	1,317		441	1,863		638	1,590		555
(3) Uniforms									
Military School uniforms	0		0	0		0	0		0
Juniors	52	1,249.34	65	57	1,276.83	73	49	1,302.36	64
Freshmen/Sophomores	180	1,249.34	225	254	1,276.83	324	166	1,302.36	216
Total - (3)	232		290	311		397	215		280
(4) Pay & Allowances									
NROTC	2,438	41.04	100	3,584	44.57	160	3,456	45.82	158
Designated Applicants	0		0	0		0	1,620	45.82	74
Total - (4)	2,438		100	3,584		160	5,076		232
(5) Subsistence of Reserve Officer Candidates									
NROTC	0		0	0		0	0		0
Designated Applicants	0		0	0		0	0		0
Total - (5)	0		0	0		0	0		0
(6) SROTC Foreign Language SPB									
NROTC	0		0	0		0	0		0
Total - (6)	0		0	0		0	0		0
Total Senior ROTC (Non-Scholarship Program)	4,125		1,306	6,011		2,062	7,131		1,923

(In Thousands Of Dollars)

Project: Senior ROTC (Scholarship Program)

FY 2024 Estimate	\$20,403
FY 2023 Estimate	\$20,582
FY 2022 Actual	\$18,887

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Scholarship program authorized by 10 U.S.C. 2101-2111. During the fiscal year, scholarships are offered to select students as authorized by 10 U.S.C. 2107. Active duty training costs vary between years due to the length of training and location of sites at which training is performed. NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

Stipend - to provide an allowance of \$250 per month for MS I, \$300 per month for MS II, \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu- to provide commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen.

Part II - Justification Of Funds Requested

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while performing Active Duty Training, etc.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	637	2,300.00	1,465	919	2,300.00	2,114	966	2,300.00	2,222
MS II	962	2,760.00	2,655	961	2,760.00	2,652	977	2,760.00	2,697
MS III	1,084	3,220.00	3,490	1,128	3,220.00	3,632	1,082	3,220.00	3,484
MS IV	1,193	3,680.00	4,390	1,169	3,680.00	4,302	1,041	3,680.00	3,831
Total - (1)	3,876		12,000	4,177		12,700	4,066		12,234

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Uniform									
Non-Military Schools	1,276	917.98	1,171	1,513	938.18	1,419	1,346	956.94	1,288
New Uniform Issues	0		0	0		0	0		0
Field Training	1,974	917.98	1,812	2,664	938.18	2,499	2,720	956.94	2,603
CORTRAMID New Uniform	0		0	0		0	0		0
Total - (2)	3,250		2,983	4,177		3,918	4,066		3,891
(3) Uniforms									
Military School uniforms	0		0	0		0	0		0
Juniors	348	988.05	344	326	1,009.79	329	371	1,029.98	382
Freshmen/Sophomores	360	988.05	356	303	1,009.79	306	368	1,029.98	379
Total - (3)	708		700	629		635	739		761
(4) Pay & Allowances									
Pay & Allowances	75,536	41.04	3,100	71,928	44.57	3,206	74,493	45.82	3,413
Total - (4)	75,536		3,100	71,928		3,206	74,493		3,413
(5) Subsistence of Reserve Officer Candidates									
Subsistence	1,549	67.12	104	1,800	68.60	123	1,484	69.97	104
Total - (5)	1,549		104	1,800		123	1,484		104
(6) SROTC Foreign Language SPB									
NROTC	0		0	0		0	0		0
Total - (6)	0		0	0		0	0		0
Total Senior ROTC (Scholarship Program)	84,919		18,887	82,711		20,582	84,848		20,403

(In Thousands of Dollars)

Project: Junior ROTC

FY 2024 Estimate	\$16,534
FY 2023 Estimate	\$16,552
FY 2022 Actual	\$15,462

Part I - Purpose and Scope

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

- Uniforms, issue-in-kind - to provides uniforms, including replacement items, to members of the Junior ROTC program.
- Subsistence of Junior Officer Candidates - to provide subsistence for members attending summer camp.

Part II - Justification of Funds Requested

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031.

Computation of fund requirements is provided in the following table:

	FY 2022			FY 2023			FY 2024		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Uniforms									
Initial Issue (New Units)	0		0	0		0	0		0
Initial Issue	29,145	72.65	2,117	29,900	74.25	2,220	31,000	75.73	2,348
Replacement	16,936	692.59	11,730	16,959	707.83	12,004	16,692	721.98	12,051
Alterations/Renovation	63,086	25.60	1,615	89,000	26.16	2,328	80,000	26.69	2,135
Total - (1)	109,167		15,462	135,859		16,552	127,692		16,534
(2) Subsistence of Junior Officer Candidates									
Non-Military Schools	0		0	0		0	0		0
Field Training	0		0	0		0	0		0
Total - (2)	0		0	0		0	0		0
Total Junior ROTC	109,167		15,462	135,859		16,552	127,692		16,534

Total Other Mil Personnel (BA6)

Total Obligations*	\$	92,348	\$	106,048	\$	119,070
Less Reimbursable Obligations						
Total Direct Obligations	\$	92,348	\$	106,048	\$	119,070

\*NOTE: FY 2022 BA6 Obligations include \$1,067K cancelled account payment not attributed to any BA6 line item.

Memo Entry: Overseas Operations Costs (BA6)	\$	10,742	\$	14,042	\$	9,253
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Total MPN Obligations	\$	35,283,297	\$	37,341,627	\$	38,490,622
Less Reimbursables	\$	426,992		455,964	\$	470,234
Total MPN Direct Obligations	\$	34,856,305	\$	36,885,663	\$	38,020,388



## Section 5

### Special Analysis

**MILITARY PERSONNEL, NAVY**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**

	<u>FY 2022</u>			<u>FY 2023</u>			<u>FY 2024</u>		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
<b><u>ASSIGNED OUTSIDE DoD</u></b>									
<b><u>NON-REIMBURSABLE PERSONNEL</u></b>									
EXECUTIVE OFFICE OF THE PRESIDENT	27	151	178	27	151	178	27	151	178
VICE PRESIDENT'S OFFICE	2	11	13	2	11	13	2	11	13
STATE DEPARTMENT	21	1	22	21	1	22	21	1	22
STATE DEPARTMENT (U.N. TRUCE SUPV)	3		3	3		3	3		3
TRANSPORTATION DEPARTMENT			0			0			0
JUSTICE DEPARTMENT	5	4	9	5	4	9	5	4	9
ENERGY DEPARTMENT	4		4	4		4	4		4
NATIONAL NARCOTICS BORDER INTERDICTION			0			0			0
CLASSIFIED ACTIVITIES	8	1	9	8	1	9	8	1	9
DoD PROJECT OFFICE	1		1	1		1	1		1
<b>SUBTOTAL - NON-REIMBURSABLE PERSONNEL</b>	<b>71</b>	<b>168</b>	<b>239</b>	<b>71</b>	<b>168</b>	<b>239</b>	<b>71</b>	<b>168</b>	<b>239</b>
<b><u>REIMBURSABLE PERSONNEL</u></b>									
EXECUTIVE OFFICE OF THE PRESIDENT (OMB)	1		1	1		1	1		1
STATE DEPARTMENT	1	138	139	1	141	142	1	138	139
US ARMS CONTROL AGENCY	3		3	3		3	3		3
TRANSPORTATION DEPARTMENT	70		70	71		71	71		71
ENERGY DEPT (DOE)	2		2	2		2	2		2
JUSTICE DEPT			0			0			0
NATIONAL AERONAUTICS & SPACE ADMIN	8		8	8		8	8		8
U.S. SOLDIER'S & AIRMEN'S HOME	2	1	3	2	1	3	2	1	3
OFFICE OF ATTENDING PHYSICIAN TO CONGRESS	7	11	18	7	11	18	7	11	18
CLASSIFIED ACTIVITIES	4	4	8	4	4	8	4	4	8
<b>SUBTOTAL - REIMBURSABLE PERSONNEL</b>	<b>98</b>	<b>154</b>	<b>252</b>	<b>99</b>	<b>157</b>	<b>256</b>	<b>99</b>	<b>154</b>	<b>253</b>
<b>TOTAL OUTSIDE DoD</b>	<b>169</b>	<b>322</b>	<b>491</b>	<b>170</b>	<b>325</b>	<b>495</b>	<b>170</b>	<b>322</b>	<b>492</b>
<b><u>ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS (REIMBURSABLE)</u></b>									
FOREIGN MILITARY SALES	131	106	237	133	108	241	125	100	225
<b>SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS</b>	<b>131</b>	<b>106</b>	<b>237</b>	<b>133</b>	<b>108</b>	<b>241</b>	<b>125</b>	<b>100</b>	<b>225</b>
<b><u>ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS (REIMBURSABLE)</u></b>									
WORKING CAPITAL FUND (WCF)	586	783	1,369	546	764	1,310	594	783	1,377
HQ US TRANSPORTATION COMMAND (TRANSCOM)	30	10	40	30	10	40	30	11	41
SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND (SDDC)	13		13	13		13	13		13
DEFENSE COURIER SERVICE (DCS)	4	49	53	4	49	53	4	49	53
DEFENSE FINANCE & ACCOUNTING SVC (DFAS)	4	11	15	4	11	15	4	11	15
DEFENSE INFO SYSTEMS AGENCY (DISA)	19	2	21	19	1	20	19	1	20
DEFENSE LOGISTICS AGENCY (DLA)	114	47	161	199	47	246	199	47	246
<b>SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS</b>	<b>770</b>	<b>902</b>	<b>1,672</b>	<b>815</b>	<b>882</b>	<b>1,697</b>	<b>863</b>	<b>902</b>	<b>1,765</b>
<b>GRAND TOTAL REIMBURSABLE</b>	<b>999</b>	<b>1,162</b>	<b>2,161</b>	<b>1,047</b>	<b>1,147</b>	<b>2,194</b>	<b>1,087</b>	<b>1,156</b>	<b>2,243</b>
<b>GRAND TOTAL NONREIMBURSABLE</b>	<b>71</b>	<b>168</b>	<b>239</b>	<b>71</b>	<b>168</b>	<b>239</b>	<b>71</b>	<b>168</b>	<b>239</b>
<b>GRAND TOTAL</b>	<b>1,070</b>	<b>1,330</b>	<b>2,400</b>	<b>1,118</b>	<b>1,315</b>	<b>2,433</b>	<b>1,158</b>	<b>1,324</b>	<b>2,482</b>

**MILITARY PERSONNEL, NAVY  
REIMBURSABLE PROGRAM  
(In Thousands of Dollars)**

	<b><u>FY 2022</u></b>	<b><u>FY 2023</u></b>	<b><u>FY 2024</u></b>
<b><u>SUBSISTENCE (SIK)</u></b>	<b>\$1,414</b>	<b>\$1,552</b>	<b>\$1,605</b>
Sale of Meals - Bulk Subsistence	1,414	1,552	1,605
 <b><u>STRENGTH RELATED</u></b>	 <b>\$425,578</b>	 <b>\$454,412</b>	 <b>\$468,629</b>
<i>Officer</i>	233,433	246,125	264,508
Basic Pay	162,438	170,289	182,534
Other Pays and Allowances	70,995	75,836	81,974
 <i>Enlisted</i>	 112,381	 119,298	 125,726
Basic Pay	73,204	81,842	86,677
Other Pays and Allowances	39,177	37,456	39,049
 Retired Pay Accrual (Officer and Enlisted)	 79,764	 88,989	 78,395
 <b>TOTAL PROGRAM</b>	 <b>\$426,992</b>	 <b>\$455,964</b>	 <b>\$470,234</b>
 Anticipated reimbursements from the DHP Trust Fund (Over 65):	 187,800	 202,500	 206,549

**MILITARY PERSONNEL, NAVY**  
**RESERVE OFFICER CANDIDATES (ROTC) ENROLLMENT**

	<u>FY 2022 Estimates</u>				<u>FY 2023 Estimates</u>				<u>FY 2024 Estimates</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>		<u>Begin</u>	<u>Average</u>	<u>End</u>		<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Senior ROTC (Excluding Scholarship Program)</u>											
First Year	694	718	742		1,010	1,005	1,000		879	867	854
Second Year	446	394	341		650	605	560		519	474	429
<b>Total Basic ROTC</b>	<b>1,140</b>	<b>1,112</b>	<b>1,083</b>		<b>1,660</b>	<b>1,610</b>	<b>1,560</b>		<b>1,398</b>	<b>1,341</b>	<b>1,283</b>
Third Year	126	108	89		160	140	120		154	139	123
Fourth Year	106	101	96		120	113	105		116	111	105
<b>Total Adv ROTC</b>	<b>232</b>	<b>209</b>	<b>185</b>		<b>280</b>	<b>253</b>	<b>225</b>		<b>270</b>	<b>249</b>	<b>228</b>
<b>Total Senior ROTC Enrollment</b>	<b>1,372</b>	<b>1,320</b>	<b>1,268</b>		<b>1,940</b>	<b>1,863</b>	<b>1,785</b>		<b>1,668</b>	<b>1,590</b>	<b>1,511</b>
<u>Scholarship Program</u>											
First Year	774	769	763		928	919	910		982	966	950
Second Year	1,068	1,087	1,106		971	961	950		979	977	974
<b>Total Basic ROTC</b>	<b>1,842</b>	<b>1,856</b>	<b>1,869</b>		<b>1,899</b>	<b>1,880</b>	<b>1,860</b>		<b>1,961</b>	<b>1,943</b>	<b>1,924</b>
Third Year	1,126	1,138	1,149		1,139	1,128	1,117		1,096	1,082	1,068
Fourth Year	1,304	1,240	1,175		1,180	1,169	1,158		1,075	1,041	1,007
<b>Total Advanced ROTC</b>	<b>2,430</b>	<b>2,377</b>	<b>2,324</b>	-	<b>2,319</b>	<b>2,297</b>	<b>2,275</b>	-	<b>2,171</b>	<b>2,123</b>	<b>2,075</b>
Total Scholarship Enrollment	4,272	4,233	4,193		4,218	4,177	4,135		4,132	4,066	3,999
<u>Total Enrollment</u>											
First Year	1,468	1,487	1,505		1,938	1,924	1,910		1,861	1,833	1,804
Second Year	1,514	1,481	1,447		1,621	1,566	1,510		1,498	1,451	1,403
<b>Total Advanced ROTC</b>	<b>2,982</b>	<b>2,967</b>	<b>2,952</b>	-	<b>3,559</b>	<b>3,490</b>	<b>3,420</b>	-	<b>3,359</b>	<b>3,283</b>	<b>3,207</b>
Third Year	1,252	1,245	1,238	-	1,299	1,268	1,237	-	1,250	1,221	1,191
Fourth	1,410	1,341	1,271	-	1,300	1,282	1,263	-	1,191	1,152	1,112
<b>Total Advanced ROTC</b>	<b>2,662</b>	<b>2,586</b>	<b>2,509</b>	-	<b>2,599</b>	<b>2,550</b>	<b>2,500</b>	-	<b>2,441</b>	<b>2,372</b>	<b>2,303</b>
Total ROTC Enrollment	5,644	5,553	5,461		6,158	6,039	5,920		5,800	5,655	5,510
Completed ROTC & Commissioned		1,065				1,050				1,050	

**MILITARY PERSONNEL, NAVY  
RESERVE OFFICER CANDIDATES (ROTC) PROGRAM**

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

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>
<b><u>NJROTC</u></b>			
Schools	583	583	583
Civilian Personnel (End Strength)	25	0	20
Military Personnel (End Strength)	0	0	0
<b><u>NROTC</u></b>			
Schools	168	168	168
Host Institutions	78	78	78
Cross Town Campuses	90	90	90
Civilian Personnel (End Strength)	165	161	161
Military Personnel (End Strength)	337	337	337

Note: These personnel are not paid by the Reserve Personnel appropriations. They are funded under the O&M and Active Military Personnel appropriations.

**MILITARY PERSONNEL, NAVY  
MILITARY END STRENGTH BY PAYGRADE  
FY 2022**

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	10	10	10	10	10	10	10	10	10	10	10	10
O-9	VADM	35	35	35	35	35	35	35	35	35	35	35	35
O-8	RADM	67	67	67	67	67	67	67	67	67	67	67	67
O-7	RDML	107	107	108	106	106	106	106	105	114	112	112	104
O-6	CAPT	3,300	3,287	3,261	3,258	3,253	3,253	3,252	3,201	3,172	3,147	3,110	3,252
O-5	CDR	6,746	6,777	6,763	6,744	6,716	6,700	6,689	6,640	6,599	6,571	6,522	6,770
O-4	LCDR	10,533	10,620	10,745	10,720	10,688	10,629	10,618	10,606	10,532	10,492	10,442	10,817
O-3	LT	18,818	18,863	18,601	18,665	18,574	18,601	18,498	18,626	20,133	20,123	20,077	18,968
O-2	LTJG	7,342	7,214	7,404	7,307	7,288	7,307	7,329	8,779	7,263	7,251	7,317	7,263
O-1	ENS	7,133	6,977	7,044	7,125	7,123	7,070	7,162	6,828	7,131	7,102	7,171	7,253
W-5	CWO5	88	84	82	81	83	80	78	79	83	84	89	85
W-4	CWO4	461	463	457	465	470	475	480	482	480	481	477	474
W-3	CWO3	741	750	762	748	756	758	767	774	795	781	768	750
W-2	CWO2	674	658	663	664	666	671	677	678	682	682	682	681
W-1	CWO1	11	11	11	14	15	19	19	20	20	20	20	20
<b>Total Officers</b>		<b>56,066</b>	<b>55,923</b>	<b>56,013</b>	<b>56,009</b>	<b>55,850</b>	<b>55,781</b>	<b>55,787</b>	<b>56,930</b>	<b>57,116</b>	<b>56,958</b>	<b>56,899</b>	<b>56,549</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,804	2,806	2,796	2,774	2,755	2,733	2,694	2,711	2,853	2,828	2,794	2,764
E-8	SCPO	7,234	7,205	7,148	7,091	7,039	6,942	6,863	6,885	7,453	7,396	7,298	7,244
E-7	CPO	22,578	22,926	22,845	22,753	22,634	22,527	22,336	22,392	21,490	21,418	23,344	22,877
E-6	PO1	51,581	50,806	52,552	52,137	51,702	51,829	51,696	51,328	53,754	53,409	51,096	51,190
E-5	PO2	72,545	72,465	73,099	72,493	71,851	71,583	70,691	70,248	71,786	71,397	71,067	70,408
E-4	PO3	55,105	54,963	54,237	54,185	54,415	54,343	54,248	54,264	54,115	54,161	54,180	54,016
E-3	SN	47,103	48,056	46,664	48,583	49,868	50,629	51,500	51,809	48,442	49,273	50,514	50,089
E-2	SA	17,655	17,807	17,138	16,355	15,044	13,585	13,487	13,457	12,874	12,506	12,557	13,341
E-1	SR	9,551	10,017	10,015	10,433	10,894	10,606	9,484	8,609	9,786	11,371	12,334	11,587
<b>Total Enlisted</b>		<b>286,156</b>	<b>287,051</b>	<b>286,494</b>	<b>286,804</b>	<b>286,202</b>	<b>284,777</b>	<b>282,999</b>	<b>281,703</b>	<b>282,553</b>	<b>283,759</b>	<b>285,184</b>	<b>283,516</b>
<u>Cadets/Midshipmen</u>		4,445	4,435	4,414	4,403	4,391	4,388	4,382	3,280	4,436	4,411	4,386	4,376
<b>Total End Strength</b>		<b>346,667</b>	<b>347,409</b>	<b>346,921</b>	<b>347,216</b>	<b>346,443</b>	<b>344,946</b>	<b>343,168</b>	<b>341,913</b>	<b>344,105</b>	<b>345,128</b>	<b>346,469</b>	<b>344,441</b>

**MILITARY PERSONNEL, NAVY  
MILITARY END STRENGTH BY PAYGRADE  
FY 2023**

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	10	10	10	10	10	10	10	10	10	10	10	10
O-9	VADM	32	32	32	32	32	32	32	32	32	32	32	32
O-8	RADM	64	64	64	64	64	64	64	64	64	64	64	64
O-7	RDML	106	104	106	111	113	116	118	120	122	124	126	127
O-6	CAPT	3,278	3,249	3,223	3,196	3,185	3,173	3,171	3,130	3,107	3,079	3,042	3,291
O-5	CDR	6,721	6,746	6,701	6,684	6,656	6,651	6,638	6,586	6,546	6,506	6,471	6,785
O-4	LCDR	10,605	10,811	10,717	10,667	10,637	10,620	10,597	10,560	10,492	10,434	10,355	10,859
O-3	LT	18,862	18,311	18,117	18,078	17,946	17,918	17,878	17,820	19,512	19,429	19,698	18,549
O-2	LTJG	7,441	7,521	7,815	7,786	7,804	7,782	7,876	9,238	7,749	7,740	7,666	7,768
O-1	ENS	7,280	7,278	7,203	7,263	7,273	7,263	7,248	7,282	7,245	7,307	7,274	7,121
W-5	CWO5	83	85	82	85	86	87	86	86	86	87	88	87
W-4	CWO4	461	468	468	501	506	501	507	504	511	520	525	513
W-3	CWO3	749	722	775	808	816	820	837	849	859	841	820	803
W-2	CWO2	704	731	693	633	629	621	619	618	623	624	624	622
W-1	CWO1	21	21	21	21	21	21	21	21	21	21	21	21
<b>Total Officers</b>		<b>56,417</b>	<b>56,153</b>	<b>56,027</b>	<b>55,939</b>	<b>55,778</b>	<b>55,679</b>	<b>55,702</b>	<b>56,920</b>	<b>56,979</b>	<b>56,818</b>	<b>56,816</b>	<b>56,652</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,737	2,706	2,695	2,685	2,683	2,681	2,683	2,686	2,845	2,843	2,839	2,830
E-8	SCPO	7,156	7,071	7,009	6,997	6,993	6,991	6,992	6,994	7,323	7,297	7,269	7,235
E-7	CPO	22,877	22,722	22,562	22,525	22,494	22,473	22,454	22,444	21,834	21,789	23,157	23,125
E-6	PO1	50,791	50,258	52,759	52,707	52,545	52,321	52,071	51,768	54,082	53,930	52,145	51,743
E-5	PO2	69,761	68,873	71,674	71,639	71,528	71,493	71,342	71,335	76,050	75,962	75,833	75,727
E-4	PO3	54,112	53,949	53,260	53,107	53,358	53,638	53,943	54,060	52,403	52,223	52,241	52,354
E-3	SN	49,820	49,686	44,168	44,852	45,327	45,965	46,308	46,744	41,706	42,317	42,823	43,131
E-2	SA	13,365	13,917	13,596	13,215	12,408	11,873	12,114	12,807	13,542	13,827	13,965	14,226
E-1	SR	11,259	10,590	10,116	10,860	11,229	10,919	9,976	8,745	8,802	9,715	9,863	10,303
<b>Total Enlisted</b>		<b>281,878</b>	<b>279,772</b>	<b>277,839</b>	<b>278,587</b>	<b>278,565</b>	<b>278,354</b>	<b>277,883</b>	<b>277,583</b>	<b>278,587</b>	<b>279,903</b>	<b>280,135</b>	<b>280,674</b>
<u>Cadets/Midshipmen</u>		4,370	4,363	4,350	4,338	4,331	4,326	4,319	3,298	4,462	4,445	4,419	4,410
<b>Total End Strength</b>		<b>342,665</b>	<b>340,288</b>	<b>338,216</b>	<b>338,864</b>	<b>338,674</b>	<b>338,359</b>	<b>337,904</b>	<b>337,801</b>	<b>340,028</b>	<b>341,166</b>	<b>341,370</b>	<b>341,736</b>

**MILITARY PERSONNEL, NAVY  
MILITARY END STRENGTH BY PAYGRADE  
FY 2024**

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	10	10	10	10	10	10	10	10	10	10	10	10
O-9	VADM	32	32	32	32	32	32	32	32	32	32	32	32
O-8	RADM	64	64	64	64	64	64	64	64	64	64	64	64
O-7	RDML	129	129	128	124	121	119	119	117	117	117	117	117
O-6	CAPT	3,317	3,297	3,281	3,269	3,261	3,262	3,261	3,202	3,174	3,137	3,086	3,262
O-5	CDR	6,814	6,785	6,769	6,751	6,719	6,700	6,684	6,631	6,582	6,546	6,499	6,715
O-4	LCDR	10,939	10,906	10,869	10,849	10,824	10,819	10,766	10,722	10,670	10,584	10,488	10,950
O-3	LT	18,266	18,272	18,360	18,394	18,362	18,311	18,232	18,151	19,666	19,716	19,716	18,285
O-2	LTJG	7,745	7,709	7,720	7,673	7,675	7,687	7,679	9,175	7,730	7,652	7,751	7,794
O-1	ENS	7,205	7,219	7,056	7,125	7,099	7,077	7,121	7,135	7,220	7,185	7,200	7,220
W-5	CWO5	84	81	80	85	85	86	86	86	86	87	88	87
W-4	CWO4	505	498	481	484	487	493	500	502	510	519	525	514
W-3	CWO3	803	799	792	804	813	818	830	839	848	830	808	791
W-2	CWO2	643	666	687	650	648	647	644	641	645	646	646	644
W-1	CWO1	21	21	21	21	21	21	21	21	21	21	21	21
<b>Total Officers</b>		<b>56,577</b>	<b>56,488</b>	<b>56,350</b>	<b>56,335</b>	<b>56,221</b>	<b>56,146</b>	<b>56,049</b>	<b>57,328</b>	<b>57,375</b>	<b>57,146</b>	<b>57,051</b>	<b>56,506</b>
<u>Enlisted Personnel</u>													
E-9	MCPO	2,836	2,845	2,859	2,862	2,873	2,887	2,902	2,914	3,041	3,026	3,008	2,986
E-8	SCPO	7,202	7,178	7,162	7,126	7,102	7,082	7,061	7,040	7,336	7,310	7,281	7,242
E-7	CPO	23,082	23,064	23,094	23,062	23,039	23,031	23,017	23,001	22,461	22,410	23,619	23,493
E-6	PO1	51,329	50,952	52,421	52,334	52,123	51,847	51,516	51,118	53,106	52,897	51,200	50,840
E-5	PO2	75,553	75,432	76,226	75,907	75,526	75,134	74,682	74,352	75,862	75,450	74,994	74,636
E-4	PO3	52,226	52,081	55,119	54,852	54,905	54,961	55,010	54,943	54,630	54,126	53,798	53,502
E-3	SN	43,808	44,865	39,659	41,282	42,795	44,490	45,962	47,437	44,504	45,724	47,119	48,164
E-2	SA	14,039	14,534	14,243	13,643	12,545	11,753	11,844	12,418	12,958	12,970	12,903	12,942
E-1	SR	9,654	10,071	9,604	10,793	11,644	11,846	11,723	11,189	10,978	11,639	12,068	12,339
<b>Total Enlisted</b>		<b>279,729</b>	<b>281,022</b>	<b>280,387</b>	<b>281,861</b>	<b>282,552</b>	<b>283,031</b>	<b>283,717</b>	<b>284,412</b>	<b>284,876</b>	<b>285,552</b>	<b>285,990</b>	<b>286,144</b>
<u>Cadets/Midshipmen</u>		4,404	4,400	4,387	4,375	4,365	4,359	4,352	3,296	4,459	4,444	4,419	4,350
<b>Total End Strength</b>		<b>340,710</b>	<b>341,910</b>	<b>341,124</b>	<b>342,571</b>	<b>343,138</b>	<b>343,536</b>	<b>344,118</b>	<b>345,036</b>	<b>346,710</b>	<b>347,142</b>	<b>347,460</b>	<b>347,000</b>