

# **DEPARTMENT OF DEFENSE**

## **FISCAL YEAR (FY) 2017 OVERSEAS CONTINGENCY OPERATIONS REQUEST**



**MILITARY PERSONNEL, ARMY  
JUSTIFICATION BOOK  
FEBRUARY 2016**

The estimated cost of this report for the Department of Defense is approximately \$6,384 for Fiscal Year 2016.  
This includes approximately \$750 in expenses and approximately \$5,634 in DoD labor.

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## **MILITARY PERSONNEL OVERVIEW**

### **Introduction**

The FY 2017 Overseas Contingency Operations (OCO) Military Personnel request supports Operation Freedom's Sentinel (OFS), Operation Inherent Resolve (OIR) and European Reassurance Initiative (ERI) requirements.

Support to OFS encompasses all actions to restore stability, support counter terrorism operations against the remnants of al Qaeda in Afghanistan, the Horn of Africa, the Philippines, and detainee operations on U.S. Naval Station Guantanamo Bay, Cuba. Support to OIR focuses on the operations to eliminate the Islamic State of Iraq and the Levant (ISIL). The Army's OCO request is primarily based on the Army's portion of the 5,500 U.S. troops in Afghanistan, troops in other Southwest Asian countries engaged in support operations and, Soldiers remaining in Continental United States (CONUS) supporting combat operations in theater. The request funds pay, allowances, subsistence, and other personnel costs for Reserve Component (RC) Soldiers on Active Duty and incremental costs for deployed AC Soldiers.

Requirements in support of ERI are to assure NATO allies and bolster the security and capacity of partners across the following lines of effort:

- Increased U. S. military presence in Europe
- Additional bilateral and multinational exercises and training with allies and partners
- Further activities to build partner capacity for newer NATO members and other partners

AC end strength funded in OCO concluded in FY 2015 as the strength drawdown will be at 490,000 at the end of FY 2015.

### **Major Budget Drivers**

#### **Military Pay Appropriation Manpower Drivers**

Manpower drivers include a combination of Active and Reserve Component requirements. FY 2015 includes actual execution, FY 2016 displays latest execution projections, and FY 2017 includes anticipated requirements based on updated FY 2016 forecasts. Requirements include:

- Reserve Component on Active Duty - includes soldier deployed to Theater, as well as those remaining in CONUS supporting ongoing combat operations in Theater.
- Deployed Active Component Soldiers – funds incremental deployment pays associated with Soldiers deployed in support of OFS, OIR and ERI.

The following table reflects assumptions for mobilization:

<b>Average Strength</b>			
<b>Description</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>
Active Army Deployment by IDP Payment	12,945	11,125	10,021
Reserve Component Deployment by IDP Payment	3,682	3,424	3,145
<b>Total Imminent Danger Pay (IDP)</b>	<b>16,626</b>	<b>14,549</b>	<b>13,165</b>
Army Reserve Mobilization	8,082	7,701	8,444
Army National Guard Mobilization	7,886	7,515	8,239
<b>Total RC Mobilization</b>	<b>15,968</b>	<b>15,216</b>	<b>16,683</b>
Active Overstrength Above Enduring Force	7,054	-	-
<b>Active Army</b>	<b>7,054</b>	<b>-</b>	<b>-</b>

### **Rate Changes**

The following rate assumptions were incorporated into the FY 2017 budget request:

#### **Pay Raise**

- The FY 2015 execution includes a 1.0% military pay raise, effective 1 January 2015 (1.0% over the fiscal year).
- The FY 2016 request includes a 1.3% military pay raise, effective 1 January 2016 (1.2% over the fiscal year).
- The FY 2017 request includes a 1.6% military pay raise, effective 1 January 2017 (1.5% over the fiscal year).

#### **Basic Allowance for Subsistence**

- The rate for subsistence, effective 1 January 2015, is 2.9% (2.6% over the fiscal year).
- The rate for subsistence, effective 1 January 2016, is 0.1% (0.8% over the fiscal year).
- The rate for subsistence, effective 1 January 2017, is 3.4% (2.6% over the fiscal year).

#### **Basic Allowance for Housing**

- The rate for Basic Allowance for Housing, effective 1 January 2015, is 1.4% (2.8% over the fiscal year).
- The rate for Basic Allowance for Housing, effective 1 January 2016, is 1.3% (1.3% over the fiscal year).
- The rate for Basic Allowance for Housing, effective 1 January 2017, is 2.9% (2.5% over the fiscal year).

**Retired Pay Accrual**

- Retired Pay Accrual as a percentage of Basic Pay is 32.2% for full-time and 22.5% for part-time Soldiers in FY 2015.
- Retired Pay Accrual as a percentage of Basic Pay is 31.4% for full-time and 23.0% for part-time Soldiers in FY 2016.
- Retired Pay Accrual as a percentage of Basic Pay is 29.5% for full-time and 23.6% for part-time Soldiers in FY 2017.

**Pre/Post Mobilization Training**

The request includes funding for Army Reserve National Guard (ARNG) and United States Army Reserve (USAR) requirements to provide pre-mobilization training necessary to maximize Boots On the Ground (BOG) time in theater, and provides resources for the post deployment activities that include the post deployment health reassessments and the Yellow Ribbon Reintegration Program (YRRP) programs. These programs are designed to ensure that Soldiers and their families are provided the information, services, referrals and outreach programs necessary for comprehensive Soldier fitness through all phases of the deployment cycle.

**Integrated Disability Evaluation Systems Impact on Readiness and Dwell**

The Integrated Disability Evaluation System (IDES) is the DoD management tool used to determine the disposition of a Service member who develops a medical condition that calls into question the member's ability to continue to serve in the military. The population of Soldiers in IDES negatively impacts the readiness of the Army. As the Army draws down its strength to 450,000 by FY 2018, throughput of the IDES population directly impacts the rate at which the Army can reduce strength. The Army is aggressively working with our partners in the Department of Veterans Affairs (VA) to decrease the IDES population. Together both parties are working to meet the established processing times in order to ensure efficient handling of IDES cases.

## Military Pay Execution and Funding Requirement

The FY 2017 request includes \$2,291 million for Army's military personnel costs as shown in the following summary table:

Summary by Appropriation	(\$ Thousands)		
	FY 2015 Actuals	FY 2016 Appropriated	FY 2017 Estimate
Military Personnel, Army (MPA)	2,951,714	1,846,356	2,051,578
MERHCF*, Army	51,026	-	-
Stop-Loss Special Pay - Army	-	-	-
National Guard Personnel, Army (NGPA)	163,176	166,015	196,472
Reserve Personnel, Army (RPA)	22,894	24,462	42,506
<b>Total</b>	<b>3,188,810</b>	<b>2,036,833</b>	<b>2,290,556</b>

\* Medicare Eligible Retiree Health Care Fund

## FY 2017 Appropriation Summary

The FY 2017 request of \$2,291 million for Army's military personnel costs are comprised of the following major cost categories:

### National Guard & Army Reserve Mobilization (\$1,603 million)

- Basic military pay and entitlements (i.e., Basic Pay, Basic Allowance for Housing (BAH), Retired Pay Accrual (RPA), social security contributions, and incentive pays) for National Guard and Army Reserve members on active duty to provide essential military operation support or backfill for those active personnel deployed overseas in support of OFS, OIR and ERI. This includes funding for Reserve Component members mobilized to support Wounded Warrior Transition Units.
- Special Pays for Mobilized National Guard and Army Reserve Personnel, primarily includes:
  - Hostile Fire Pay (\$7.50 per day up to \$225 per month)
  - Family Separation Allowance (\$250 per month)
  - Hardship Duty-location Pay (\$100 per month if deployed for less than 12 months and \$300 per month if deployed for more than 12 months)
  - Basic Allowance for Subsistence – for Reserve Component Soldiers in support of OFS, OIR and ERI.

### **Active Component Deployment Costs (\$74 million)**

- Active Component Deployment Costs fund the incremental deployment pays required to support deployed Soldiers. These deployment pays include:
  - Hostile Fire Pay (\$7.50 per day up to \$225 per month)
  - Family Separation Allowance (\$250 per month)
  - Hardship Duty-location Pay (\$100 per month if deployed for less than 12 months and \$300 per month if deployed for more than 12 months)

### **Other Mobilization and Deployment Costs (\$92 million)**

- Additional mobilization / deployment benefits for unemployment benefits to Soldiers who are discharged or released under honorable conditions, the Reserve Income Replacement Program, and Interest on Uniformed Services Savings Deposits payments.

### **Subsistence-In-Kind Costs (\$223 million)**

- Funds support Subsistence-in-Kind (SIK) to all US military personnel while deployed in support of OFS, OIR and ERI. SIK includes the cost of procuring subsistence for garrison dining facilities (subsistence in messes), operational rations, and augmentation rations. As the executive agent, the Army provides subsistence in mess facilities and operational rations for members of all military services.

### **Permanent Change of Station (\$45 million)**

- The Permanent Change of Station (PCS) program pays for the travel, transportation, storage, and dislocation allowances for reassignment of military members and families traveling individually for operational or rotational moves in support of OFS, OIR and ERI.

### **Casualty and Disability Benefits (\$15 million)**

- Provides funds to the Department of Veterans Affairs (VA) to cover the increased number of Soldiers Group Life Insurance (SGLI) / Traumatic-SGLI (T-SGLI) claims directly associated with contingency operations.
- Casualty benefits associated with the death and traumatic injury of service members (T-SGLI).
- Death Gratuity payments to survivors of members dying on active duty.
- Provides reimbursement of SGLI/T-SGLI premiums to deployed Soldiers.

**Pre and Post Mobilization Training (\$239 million)**

- Basic pay and allowance costs for training of members in Guard and Reserve Soldiers prior to mobilization and post deployment to re-certify skills not utilized during extended deployments.
- European Reassurance Initiative (ERI) in support of Operation Atlantic Resolve, funds additional full time equivalent (FTE) mandays for key unit personnel to assure NATO allies and bolster the security and capacity of partners.

**10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands - FY 2017 Requested Levels: 11,124 Man-Years; \$1,060 million**

The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. §12304b, which provides the Secretary of the Army the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY 2017, the Army plans to utilize 12304b in support of pre-planned and OCO funded missions identified by Combatant Commanders. The Army will use authority granted in 10 U.S.C. §12301(d) for Soldiers volunteering to support these missions.

**U. S. Central Command, U.S. Africa Command, U.S. Pacific Command and U.S. South Command: Peace Keeping, Theater Security and Stability Operations** - Provides capability to deter hostility and threats, establish a secure environment and ensure public safety and order, support the international humanitarian effort and coordinate with and support the international civil presence to prevent any violation of established treaties and promote regional cooperation and security.

## Appropriation Summary by Category

FY 2015 through FY 2017 appropriation execution and requirements are displayed in the following tables:

### FY 2015 Appropriations Summary By Category

(\$ in thousands)

<u>FY 2015 Actuals</u>	<u>Active Army</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Total</u>
Reserve & Guard Mobilization	1,473,848			1,473,848
AC Deployment Costs	86,167			86,167
Other Mobilization and Deployment Costs*	106,661			106,661
Active Component TESI	-			-
Active Component TEAM	-			-
Active Component Above Enduring Force	891,441			891,441
Subsistence-In-Kind (SIK)	276,336			276,336
Permanent Change of Station	102,352			102,352
Casualty and Disability	14,908			14,908
Pre and Post Mobilization Training	-	163,176	22,894	186,070
<b>Sub Total - Military Personnel</b>	<b>2,951,714</b>	<b>163,176</b>	<b>22,894</b>	<b>3,137,784</b>
MERHCF, Army	51,026			51,026
Stop-Loss Special Pay - Army	-	-	-	-
<b>Total Military Personnel</b>	<b>3,002,740</b>	<b>163,176</b>	<b>22,894</b>	<b>3,188,810</b>

\* Includes Other Military Personnel Costs (Unemployment (UCX), Reserve Income Replacement Program (RIRP) and Service Savings Deposits)

### FY 2016 Appropriations Summary By Category

(\$ in thousands)

<b><u>FY 2016 Total Appropriated</u></b>	<b><u>Active Army</u></b>	<b><u>Army Guard</u></b>	<b><u>Army Reserve</u></b>	<b><u>Total</u></b>
Reserve & Guard Mobilization**	1,430,981			1,430,981
AC Deployment Costs	78,690			78,690
Other Mobilization and Deployment Costs*	74,384			74,384
Active Component TESI	-			-
Active Component TEAM	-			-
Active Component Above Enduring Force	50,647			50,647
Subsistence-In-Kind (SIK)	153,894			153,894
Permanent Change of Station	44,935			44,935
Casualty and Disability	12,826			12,826
Pre and Post Mobilization Training	-	166,015	24,462	190,477
<b>Sub Total - Military Personnel</b>	<b>1,846,356</b>	<b>166,015</b>	<b>24,462</b>	<b>2,036,833</b>
MERHCF, Army	-	-	-	-
<b>Total Military Personnel</b>	<b>1,846,356</b>	<b>166,015</b>	<b>24,462</b>	<b>2,036,833</b>

\* Includes Other Military Personnel Costs (Unemployment (UCX), Reserve Income Replacement Program (RIRP) and Service Savings Deposits)

\*\*ERI funding included

### FY 2017 Appropriations Summary By Category

(\$ in thousands)

<b><u>FY 2017 Total Request</u></b>	<b><u>Active Army</u></b>	<b><u>Army Guard</u></b>	<b><u>Army Reserve</u></b>	<b><u>Total</u></b>
Reserve & Guard Mobilization**	1,603,496			1,603,496
AC Deployment Costs	73,769			73,769
Other Mobilization and Deployment Costs*	91,658			91,658
Active Component TESI	-			-
Active Component TEAM	-			-
Active Component Above Enduring Force	-			-
Subsistence-In-Kind (SIK)	222,742			222,742
Permanent Change of Station	44,656			44,656
Casualty and Disability	15,256			15,256
Pre and Post Mobilization Training	-	196,472	42,506	238,978
<b>Total Military Personnel</b>	<b>2,051,576</b>	<b>196,472</b>	<b>42,506</b>	<b>2,290,554</b>
MERHCF, Army	-	-	-	-
<b>Total Military Personnel</b>	<b>2,051,576</b>	<b>196,472</b>	<b>42,506</b>	<b>2,290,554</b>

\* Includes Other Military Personnel Costs (Unemployment (UCX), Reserve Income Replacement Program (RIRP) and Service Savings Deposits)

\*\*ERI funding included

## Army M-1

APN	MI	MILITARY PERSONNEL, ARMY	<u>FY 2015</u> Actuals	<u>FY 2016</u> Enacted	<u>FY 2017</u> Request
		<b>BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS</b>			
2010A	5	BASIC PA Y	613,368	270,743	315,786
2010A	10	RETIRED PA Y ACCRUAL	170,641	62,271	74,526
2010A	25	BASIC ALLOWANCE FOR HOUSING	188,928	103,968	133,911
2010A	30	BASIC ALLOWANCE FOR SUBSISTENCE	24,096	10,586	11,866
2010A	35	INCENTIVE PA YS	1,506	2,140	1,543
2010A	40	SPECIAL PA YS	17,946	15,614	15,411
2010A	45	ALLOWANCES	12,208	10,485	11,970
2010A	50	SEPARATION PA Y	102,778	3,858	4,541
2010A	56	SOCIAL SECURITY TAX	46,630	20,712	24,158
		<b>TOTAL BUDGET ACTIVITY 1</b>	<b>1,178,101</b>	<b>500,377</b>	<b>593,712</b>
		<b>BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED</b>			
2010A	60	BASIC PA Y	535,308	460,476	506,209
2010A	65	RETIRED PA Y ACCRUAL	127,135	105,909	119,465
2010A	80	BASIC ALLOWANCE FOR HOUSING	255,371	217,370	255,613
2010A	85	INCENTIVE PA YS	936	1,071	959
2010A	90	SPECIAL PA YS	55,676	60,785	47,347
2010A	95	ALLOWANCES	47,730	44,077	46,094
2010A	100	SEPARATION PA Y	144,639	7,500	10,063
2010A	105	SOCIAL SECURITY TAX	40,698	35,226	38,725
		<b>TOTAL BUDGET ACTIVITY 2</b>	<b>1,207,493</b>	<b>932,414</b>	<b>1,024,475</b>
		<b>BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL</b>			
2010A	115	BASIC ALLOWANCE FOR SUBSISTENCE	92,166	87,006	59,079
2010A	120	SUBSISTENCE-IN-KIND	250,033	171,697	222,742
		<b>TOTAL BUDGET ACTIVITY 4</b>	<b>342,199</b>	<b>258,703</b>	<b>281,821</b>

### Army M-1 (Continued)

			<u>FY 2015</u> <u>Actuals</u>	<u>FY 2016</u> <u>Enacted</u>	<u>FY 2017</u> <u>Request</u>
APN	M1	<b>BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL</b>			
2010A	125	ACCESSION TRAVEL	3,860	-	-
2010A	130	TRAINING TRAVEL	4,778	-	-
2010A	135	OPERATIONAL TRAVEL	53,145	30,212	32,597
2010A	140	ROTATIONAL TRAVEL	32,391	17,757	12,059
2010A	145	SEPARATION TRAVEL	8,064	-	-
2010A	150	TRAVEL OF ORGANIZED UNITS	114	-	-
		<b>TOTAL BUDGET ACTIVITY 5</b>	<b>102,352</b>	<b>47,969</b>	<b>44,656</b>
 <b>BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS</b>					
2010A	175	INTEREST ON SOLDIERS DEPOSITS	2,764	1,858	2,194
2010A	212	RESERVE INCOME REPLACEMENT PROGRAM	-	-	-
2010A	185	UNEMPLOYMENT COMPENSATION	103,897	92,209	89,464
2010A	180	DEATH GRATUITIES	1,532	3,800	1,200
2010A	216	SGLI EXTRA HAZARD PAYMENTS	9,706	6,223	8,184
2010A	219	TRAUMATIC SGLI	3,670	2,803	5,872
		<b>TOTAL BUDGET ACTIVITY 6</b>	<b>121,569</b>	<b>106,893</b>	<b>106,914</b>
		 <b>SUB TOTAL - MILITARY PERSONNEL, ARMY</b>	 <b>2,951,714</b>	 <b>1,846,356</b>	 <b>2,051,578</b>
2010X	221	STOP-LOSS SPECIAL COMPENSATION	-	-	-
1004A	300	MERHCF, ARMY	51,026	-	-
		<b>TOTAL MILITARY PERSONNEL, ARMY</b>	<b>3,002,740</b>	<b>1,846,356</b>	<b>2,051,578</b>

## US Army National Guard and US Army Reserve M-1

		<u>FY 2015</u> <u>Actuals</u>	<u>FY 2016</u> <u>Enacted</u>	<u>FY 2017</u> <u>Request</u>
<b>NATIONAL GUARD PERSONNEL, ARMY</b>				
<b>APN</b>	<b>M1 BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>			
2060A	10 PAY GROUP A TRAINING	18,458	34,199	33,702
2060A	80 SPECIAL TRAINING (PRE/POST MOB TRAINING)	105,566	119,247	105,939
2060A	70 SCHOOL TRAINING (PRE/POST MOB TRAINING)	30,416	2,780	47,658
2060A	90 ADMINISTRATION AND SUPPORT	8,736	9,789	9,173
2060A	90 RECRUITING AND RETENTION	-	-	-
	<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>	<b>163,176</b>	<b>166,015</b>	<b>196,472</b>
<b>RESERVE PERSONNEL, ARMY</b>				
	<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>			
2070A	10 PAY GROUP A TRAINING	6,922	6,000	2,773
2070A	80 SPECIAL TRAINING (PRE/POST MOB TRAINING)	15,972	18,462	39,733
2070A	70 SCHOOL TRAINING (PRE/POST MOB TRAINING)	-	-	-
2070A	90 RECRUITING AND RETENTION	-	-	-
	<b>TOTAL RESERVE PERSONNEL, ARMY</b>	<b>22,894</b>	<b>24,462</b>	<b>42,506</b>
	<b>GRAND TOTAL ARMY MILITARY PERSONNEL</b>	<b>3,188,810</b>	<b>2,036,833</b>	<b>2,290,556</b>

**ANALYSIS of FY 2016 APPROPRIATION CHANGES**

	<b>FY 2016 PRESIDENTS BUDGET</b>	<b>CONGRES- SIONAL ACTION</b>	<b>PROPOSED REAPPRO- PRIATION</b>	<b>AVAILABLE APPN</b>	<b>INTERNAL REALIGN / REPROG</b>	<b>SUBTOTAL</b>	<b>DD 1415 ACTIONS</b>	<b>FY 2016 REVISED</b>
<b>PAY AND ALLOWANCES OF OFFICERS</b>								
BASIC PAY	270,743	0	0	270,743	0	270,743	1,823	272,566
RETIRED PAY ACCRUAL	62,271	0	0	62,271	0	62,271	(239)	62,031
BASIC ALLOWANCE FOR HOUSING	86,055	17,915	0	103,970	0	103,970	10,520	114,489
BASIC ALLOWANCE FOR SUBSISTENCE	10,586	0	0	10,586	0	10,586	(566)	10,020
INCENTIVE PAY FOR HAZARDOUS DUTY	2,140	0	0	2,140	0	2,140	(798)	1,341
SPECIAL PAY	15,614	0	0	15,614	0	15,614	550	16,165
OVERSEAS STATION ALLOWANCES	85	0	0	85	0	85	(79)	7
CLOTHING ALLOWANCES	119	0	0	119	0	119	51	170
FAMILY SEPARATION ALLOWANCES	8,379	0	0	8,379	0	8,379	2,081	10,461
CONUS COST OF LIVING ALLOWANCE	1,901	0	0	1,901	0	1,901	(813)	1,088
SEPARATION PAYMENTS	3,858	0	0	3,858	0	3,858	148	4,006
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	20,712	0	0	20,712	0	20,712	139	20,851
<b>TOTAL PAY AND ALLOWANCES OF OFFICERS</b>								
<b>DIRECT OBLIGATIONS</b>	<b>482,462</b>	<b>17,915</b>	<b>0</b>	<b>500,377</b>	<b>0</b>	<b>500,377</b>	<b>12,818</b>	<b>513,195</b>
<b>PAY AND ALLOWANCES OF ENLISTED</b>								
BASIC PAY	460,476	0	0	460,476	0	460,476	(532)	459,944
RETIRED PAY ACCRUAL	105,909	0	0	105,909	0	105,909	(2,507)	103,403
BASIC ALLOWANCE FOR HOUSING	217,370	0	0	217,370	0	217,370	12,683	230,053
INCENTIVE PAY FOR HAZARDOUS DUTY	1,071	0	0	1,071	0	1,071	(194)	878
SPECIAL PAY	60,785	0	0	60,785	0	60,785	(12,661)	48,124
OVERSEAS STATION ALLOWANCES	118	0	0	118	0	118	(107)	11
CLOTHING ALLOWANCES	6,948	0	0	6,948	0	6,948	2,404	9,352
FAMILY SEPARATION ALLOWANCES	31,639	0	0	31,639	0	31,639	(794)	30,845
CONUS COST OF LIVING ALLOWANCE	5,372	0	0	5,372	0	5,372	(855)	4,517
SEPARATION PAYMENTS	7,500	0	0	7,500	0	7,500	1,591	9,091
SOCIAL SECURITY TAX EMPLOYER CONTRIBUTION	35,226	0	0	35,226	0	35,226	(41)	35,186
<b>TOTAL PAY AND ALLOWANCES OF ENLISTED</b>								
<b>DIRECT OBLIGATIONS</b>	<b>932,414</b>	<b>0</b>	<b>0</b>	<b>932,414</b>	<b>0</b>	<b>932,414</b>	<b>(1,011)</b>	<b>931,403</b>

\*The FY 2016 estimates reflect current projections based on the most recent level of execution; however the potential reprogramming amount has not been approved by the Office of Management and Budget, and could be revised before an Omnibus Reprogramming is submitted to Congress.

**ANALYSIS of FY 2016 APPROPRIATION CHANGES**

	<b>FY 2016</b>	<b>CONGRES-</b>	<b>PROPOSED</b>		<b>INTERNAL</b>				
	<b>PRESIDENTS</b>	<b>SIONAL</b>	<b>REAPPRO-</b>	<b>AVAILABLE</b>	<b>REALIGN /</b>		<b>DD 1415</b>	<b>FY 2016</b>	
	<b>BUDGET</b>	<b>ACTION</b>	<b>PRIATION</b>	<b>APPN</b>	<b>REPROG</b>	<b>SUBTOTAL</b>	<b>ACTIONS</b>	<b>REVISED</b>	
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>									
BASIC ALLOWANCE FOR SUBSISTENCE	87,006	0	0	87,006	0	87,006	(34,326)	52,680	
SUBSISTENCE IN KIND	171,697	0	0	171,697	0	171,697	44,690	216,386	
<b>TOTAL SUBSISTENCE OF ENLISTED PERSONNEL</b>									
<b>DIRECT OBLIGATIONS</b>	<b>258,703</b>	<b>0</b>	<b>0</b>	<b>258,703</b>	<b>0</b>	<b>258,703</b>	<b>10,363</b>	<b>269,066</b>	
<b>PERMANENT CHANGE OF STATION TRAVEL</b>									
ACCESSION TRAVEL	0	0	0	0	0	-	-	-	
TRAINING TRAVEL	0	0	0	0	0	-	-	-	
OPERATIONAL TRAVEL	30,212	0	0	30,212	0	30,212	1,952	32,164	
ROTATIONAL TRAVEL	17,757	0	0	17,757	0	17,757	(8,416)	9,341	
SEPARATION TRAVEL	0	0	0	0	0	-	-	-	
TRAVEL OF ORGANIZED UNITS	0	0	0	0	0	-	-	-	
<b>TOTAL PERMANENT CHANGE OF STATION TRAVEL</b>									
<b>DIRECT OBLIGATIONS</b>	<b>47,969</b>	<b>0</b>	<b>0</b>	<b>47,969</b>	<b>0</b>	<b>47,969</b>	<b>(6,464)</b>	<b>41,505</b>	
<b>OTHER MILITARY PERSONNEL COSTS</b>									
INTEREST ON SOLDIERS DEPOSITS	1,858	0	0	1,858	0	1,858	547	2,405	
RESERVE INCOME REPLACEMENT PROGRAM	0	0	0	0	0	0	-	0	
UNEMPLOYMENT COMPENSATION	92,209	0	0	92,209	0	92,209	(19,610)	72,599	
DEATH GRATUITIES	3,800	0	0	3,800	0	3,800	(2,500)	1,300	
SGLI EXTRA HAZARD PAYMENTS	6,223	0	0	6,223	0	6,223	2,789	9,012	
TRAUMATIC SGLI	2,803	0	0	2,803	0	2,803	3,069	5,872	
<b>TOTAL OTHER MILITARY PERSONNEL COSTS</b>									
<b>DIRECT OBLIGATIONS</b>	<b>106,893</b>	<b>0</b>	<b>0</b>	<b>106,893</b>	<b>0</b>	<b>106,893</b>	<b>(15,705)</b>	<b>91,187</b>	
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>1,828,441</b>	<b>17,915</b>	<b>0</b>	<b>1,846,356</b>	<b>0</b>	<b>1,846,356</b>	<b>0</b>	<b>1,846,356</b>	

\*The FY 2016 estimates reflect current projections based on the most recent level of execution; however the potential reprogramming amount has not been approved by the Office of Management and Budget, and could be revised before an Omnibus Reprogramming is submitted to Congress.

**ACTIVE DEPLOYMENT  
AND  
NATIONAL GUARD & ARMY RESERVE MOBILIZATION**

**Appropriation: Military Personnel, Army**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Basic Pay**

**FY 2017**  
**(\$ in Thousands)**  
**\$315,786**

**Part I - Purpose and Scope**

Funds provide for incremental basic compensation and length of service pay increments for active duty officers under provision of 37 U.S.C. 201, 203, 204, 205 and 1009. Funds also provide for the compensation of officers of the Reserve Components who have entered active duty as members of the Active Component under provision of 10 U.S.C. 12301, 12302 and 12304B.

**Part II - Justification of Funds Required**

The request provides funding for mobilization of Army National Guard and Army Reserve officer personnel in support of ongoing combat operations in support of Operation Freedom’s Sentinel, Operation Inherent Resolve and European Reassurance Initiative. The growth in the pay rate reflects a 1.3% across-the-board pay raise effective 1 January 2016 and a 1.6% pay raise effective 1 January 2017.

The request increases by \$43.2M from FY 2016 to FY 2017. This change is driven by:

1. Mobilized requirements increase from FY 2016 to FY 2017 as a result of pay raise inflation (\$4.2M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$39.0M)

Summary cost computations are provided in the following table:

BA1	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Pay									
Guard / Reserve Mobilization	3,622	80,822	292,736	3,293	82,770	272,566	3,758	84,036	315,786
AC Above Enduring Force	4,377	73,254	320,632	-	-	-	-	-	-
<b>Total</b>	<b>7,999</b>		<b>613,368</b>	<b>3,293</b>		<b>272,566</b>	<b>3,758</b>		<b>315,786</b>

**Appropriation: Active Military Personnel**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Retired Pay Accrual**

**FY 2017**  
**(\$ in Thousands)**  
**\$74,526**

**Part I - Purpose and Scope**

Funds provide for the Department of Army's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Funds provide the Retired Pay Accrual (RPA) payments for Active Component and Reserve Component officer personnel.

**Part II - Justification of Funds Required**

The budget estimates are derived as a product of:

- The total amount of the basic pay expected to be paid during the fiscal year.
- The actuarial calculated percentage of basic pay for FY 2016 and FY 2017 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 23.6% for National Guard and Army Reserve Soldiers.

The request increases by \$12.5M from FY 2016 to FY 2017. This change is driven:

1. Increase in the part-time NCP rate (\$2.6M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$9.9M)

Summary cost computations are provided in the following table:

BA1	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	3,622	18,608	67,397	3,293	18,837	62,031	3,758	19,832	74,526
AC Above Enduring Force	4,377	23,588	103,244	-	-	-	-	-	-
<b>Total</b>	<b>7,999</b>		<b>170,641</b>	<b>3,293</b>		<b>62,031</b>	<b>3,758</b>		<b>74,526</b>

**Appropriation: Active Military Personnel**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Basic Allowance for Housing**

**FY 2017**  
**(\$ in Thousands)**  
**\$133,911**

**Part I - Purpose and Scope**

In the FY 1998 National Defense Authorization Act (NDAA), Congress approved the payment of a Basic Allowance for Housing (BAH) to Soldiers. BAH provides members a monthly allowance for housing and consists of BAH Domestic, BAH Differential, Partial BAH, and Overseas Housing Allowance (OHA). BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). Payment to Soldiers is authorized by revisions to Title 37 U.S.C. 403.

**Part II - Justification of Funds Required**

Funds provide the BAH allowance for mobilized Army National Guard and Army Reserve officers in support of operations directly associated with Operation Freedom’s Sentinel, Operation Inherent Resolve and European Reassurance Initiative.

The overall increase of \$19.4M from FY 2016 to FY 2017 is driven by two factors:

1. Increase in the basic allowance for housing inflation rate (\$2.9M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$16.5M)

Summary cost computations are provided in the following table:

BA1	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	3,622	33,923	122,870	3,293	34,767	114,489	3,758	35,636	133,911
AC Above Enduring Force	4,377	15,092	66,058	-	-	-	-	-	-
<b>Total</b>	<b>7,999</b>		<b>188,928</b>	<b>3,293</b>		<b>114,489</b>	<b>3,758</b>		<b>133,911</b>

**Appropriation: Active Military Personnel**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Basic Allowance for Subsistence**

**FY 2017**  
**(\$ in Thousands)**  
**\$11,866**

**Part I - Purpose and Scope**

Funds provide for subsistence allowance for Active Component and Reserve Component officers authorized by 37 U.S.C. 402.

**Part II - Justification of Funds Required**

All officers, regardless of dependency status, deployment status, and pay grade, are paid a monthly Basic Allowance for Subsistence at the same statutory rate. Subsistence allowance costs are obtained by multiplying the projected average number eligible by the annual statutory rate.

The increase of \$1.8M from FY 2016 to FY 2017 is driven by:

1. Increase in the basic allowance for subsistence inflation rate (\$0.3M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$1.5M)

Summary cost computations are provided in the following table:

BA1	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Subsistence									
Guard / Reserve Mobilization	3,622	3,019	10,935	3,293	3,043	10,020	3,758	3,121	11,866
AC Above Enduring Force	4,359	3,019	13,161	-	-	-	-	-	-
<b>Total</b>	<b>7,981</b>		<b>24,096</b>	<b>3,293</b>		<b>10,020</b>	<b>3,758</b>		<b>11,866</b>

**Appropriation: Active Military Personnel**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Incentive Pay for Hazardous Duty - Officer**

**FY 2017**  
**(\$ in Thousands)**  
**\$1,543**

### **Part I - Purpose and Scope**

Funds provide for payments to officers for the following special pays:

Demolition Duty: Paid to officers performing duties involving demolition of explosives as a primary part of duty. Incentive pay includes training for such duty. Beginning in FY 2010, the Army combat engineers and Special Forces were assigned to demolition billets and began performing hazardous duty as their primary duty to neutralize and execute Explosive Ordinance Disposal (EOD) tasks. Payment is \$150 per month. (37 U.S.C. 301 (a) (4))

Flying Duty: Category includes the combination of the following and accounts for fluctuation in the average rate per Soldiers:

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

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

Other Special Incentive Pays: Category includes other miscellaneous incentive pay categories, including Save Pay, Toxic Pesticides pay and Experimental Stress (insider Observer or Test Subject Duty).

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

## Part II - Justification of Funds Requested

Funding requirements are based on the estimated number of officers eligible for each type of payment and rate of payment.

The increase from FY 2016 to FY 2017 of \$0.2M is driven by the increase in reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI).

Summary cost computations are provided by the following table:

### BA1

#### Incentive Pays

	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Demolition Duty	10	1,800	18	9	1,800	16	10	1,800	18
Flying Duty	214	6,260	1,341	191	6,260	1,194	219	6,260	1,373
Other Special Incentive Pays	-	-	-	-	-	-	-	-	-
Parachute Jumping	82	1,800	147	73	1,800	131	84	1,800	152
<b>Total</b>	<b>306</b>		<b>1,506</b>	<b>273</b>		<b>1,341</b>	<b>313</b>		<b>1,543</b>

**Appropriation: Active Military Personnel**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Special Pay**

**FY 2017**  
**(\$ in Thousands)**  
**\$15,411**

### **Part I - Purpose and Scope**

Funds provide for payments to Active Component and Reserve Component officer personnel for the following special pays:

Assignment Incentive Pay: Monthly incentive paid for Soldiers who are voluntarily (\$300 to \$500 per month) or involuntarily (\$1,000 per month) extended beyond 12 month Boots-On-the-Ground (BOG) in Kuwait staging areas and Afghanistan and as part of assignment to certain theater units. Certain theater units are defined as units that routinely conduct operations in or support units in Afghanistan but are not based in Afghanistan. (37 U.S.C. 307).

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

Hostile Fire/Imminent Danger Pay: Paid at the rate of \$7.50 per day up to \$225 per month for personnel subject to hostile fire or in an area in which they are in imminent danger of being exposed to hostile fire (37 U.S.C. 310).

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

Various Medical Special Pays: Special pay for Health Professionals on active duty are authorized under provisions of Title 37 U.S.C. 301 through 355 of the FY 2008 National Defense Authorization Act (NDAA) (P.L. 110-181) and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. New implementation of Title 37 U.S.C. 335, allows board certification pay and incentive pay. This includes a combination of medically related special pays, including: dental, nurse, optometrists, veterinarians, psychologists, pharmacy, physician assistant, social work and board certified pay for non-physician health care providers special pays.

### **Part II - Justification of Funds Requested**

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

The decrease of \$0.8M from FY 2016 to FY 2017 is driven by the following factors:

1. Decrease to Active Component Hardship Duty and Hostile Fire Pays from reduction in Soldiers deployed for support to Operation Freedom's Sentinel (-\$1.1M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$0.3M)

Summary cost computations are provided by the following table:

**BA1**

**Special Pays**

	<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Mobilized Guard &amp; Reserve</b>									
Foreign Language Proficiency Pay	16	4,328	69	14	4,328	61	16	4,328	71
Hardship Duty Pay	950	1,200	1,140	846	1,200	1,015	973	1,200	1,168
Hostile Fire Pay	583	2,700	1,574	519	2,700	1,402	498	2,700	1,345
Various Medical Special Pays	117	16,911	1,976	104	16,911	1,760	120	16,911	2,025
<b>Total</b>	<b>1,665</b>		<b>4,759</b>	<b>1,483</b>		<b>4,238</b>	<b>1,607</b>		<b>4,609</b>

**BA1**

**Special Pays**

	<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component Deployed</b>									
Foreign Language Proficiency Pay	-	-	-	-	-	-	-	-	-
Hardship Duty Pay	3,407	1,200	4,088	3,423	1,200	4,107	3,132	1,200	3,759
Hostile Fire Pay	3,370	2,700	9,099	2,896	2,700	7,819	2,609	2,700	7,043
Various Medical Special Pays	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>6,777</b>		<b>13,187</b>	<b>6,319</b>		<b>11,927</b>	<b>5,741</b>		<b>10,802</b>

**Appropriation: Active Military Personnel**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Allowances Pay**

**FY 2017**  
**(\$ in Thousands)**  
**\$11,970**

### **Part I - Purpose and Scope**

Funds provide for payments to Active Component and Reserve Component officer personnel for the following special pays:

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

Family Separation Allowance (FSA): Paid at the rate of \$250 per month to members with dependents who are on duty away from home for a period of more than 30 continuous days (37 U.S.C. 427).

Overseas Station Allowance (OSA): Per diem allowance to officers on duty outside the United States considering all elements of the cost of living, including quarters, subsistence, and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under provisions of 37 U.S.C. 405. OSA includes Cost of Living Allowance (COLA) and Temporary Lodging Allowances (TLA).

Continental United States (CONUS) Cost of Living Allowance (COLA): Allowance to officers who are assigned to high cost Military Housing Areas (MHA) in CONUS. A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The current established threshold is 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation level) times the difference between the COLA index for the individual's high cost area and the threshold percentage. Allowance is paid in accordance with 37 U.S.C. 403b.

### **Part II - Justification of Funds Requested**

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

The increase of \$0.2M from FY 2016 to FY 2017 is primarily driven by the increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI).

Summary cost computations are provided by the following table:

**BA1**

**Allowances**

	<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Mobilized Guard &amp; Reserve</b>									
Clothing Allowance	953	200	191	849	200	170	968	200	195
Family Separation Allowance	1,452	3,000	4,356	1,293	3,000	3,880	1,489	3,000	4,466
Overseas Station Allowance	1	10,825	7	1	10,958	7	1	11,125	8
CONUS COLA	726	1,663	1,207	646	1,683	1,088	744	1,709	1,271
<b>Total</b>	<b>3,132</b>		<b>5,761</b>	<b>2,789</b>		<b>5,145</b>	<b>3,202</b>		<b>5,940</b>

**BA1**

**Allowances**

	<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component Deployed</b>									
Clothing Allowance	-	-	-	-	-	-	-	-	-
Family Separation Allowance	2,149	3,000	6,447	2,194	3,000	6,581	2,010	3,000	6,030
Overseas Station Allowance	-	-	-	-	-	-	-	-	-
CONUS COLA	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>2,149</b>		<b>6,447</b>	<b>2,194</b>		<b>6,581</b>	<b>2,010</b>		<b>6,030</b>

**Appropriation: Active Military Personnel**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Separation Pays**

**FY 2017**  
**(\$ in Thousands)**  
**\$4,541**

**Part I - Purpose and Scope**

Funds provide for payments to Active Component and Reserve Component officer personnel for the following special pays:

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

Severance Pay, Disability and Severance Pay - Payments made to officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from the service for a physical disability under provisions in 10 U.S.C. 1212.

**Part II - Justification of Funds Requested**

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

The \$0.6M increase from FY 2016 to FY 2017 is driven by the increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI).

Summary cost computations are provided by the following table:

<b>BA1</b>									
<b>Separation Pay</b>									
	<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Mobilized Guard &amp; Reserve</b>									
Lump Sum Terminal Leave	1,993	2,105	4,195	1,659	2,131	3,535	1,846	2,164	3,995
Severance Pay	14	36,124	518	13	36,939	471	15	37,504	546
<b>Total</b>	<b>2,007</b>		<b>4,713</b>	<b>1,671</b>		<b>4,006</b>	<b>1,861</b>		<b>4,541</b>

  

<b>BA1</b>									
<b>Separation Pay</b>									
	<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component Deployed</b>									
Involuntary Separation	1,442	68,000	98,065	-	-	-	-	-	-
<b>Total</b>	<b>1,442</b>		<b>98,065</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 1: Pay and Allowances of Officers**  
**Budget Line Item: Social Security Tax Employer Contribution – Officer**

**FY 2017**  
**(\$ in Thousands)**  
**\$24,158**

**Part I - Purpose and Scope**

Funds provide for the employer’s tax to Social Security Administration as required by the Federal Insurance Contribution Act (FICA). Funds provide the employer’s Social Security Tax payment for Active Component and Reserve Component officer personnel in support of operations directly associated with Overseas Contingency Operations (OCO).

**Part II - Justification of Funds Required**

The FICA tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percent. The Old Age, Survivor, and Disability Insurance rate is 6.2% and the Hospital Insurance rate is 1.45%.

Funds provide basic compensation for mobilized Army National Guard and Army Reserve officer personnel. The growth in the pay rate reflects a 1.3% across-the-board pay raise effective January 1, 2016 and a 1.6% pay raise effective 1 January 2017.

The request increases by \$3.3M from FY 2016 to FY 2017. This change is driven by:

1. Mobilized requirements increase from FY 2016 to FY 2017 as a result of pay raise inflation (\$.3M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$3.0M)

Summary cost computations are provided in the following table:

**BA 1**

**Social Security**

	<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
Guard / Reserve Mobilization	3,622	6,102	22,102	3,293	6,332	20,851	3,758	6,429	24,158
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	4,377	5,604	24,528	-	-	-	-	-	-
<b>Total</b>	<b>7,999</b>		<b>46,630</b>	<b>3,293</b>		<b>20,851</b>	<b>3,758</b>		<b>24,158</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Basic Pay**

**FY 2017**  
**(\$ in Thousands)**  
**\$506,209**

**Part I - Purpose and Scope**

Funds provide for incremental basic compensation and length of service pay increments for active duty enlisted under provision of 37 U.S.C. 201, 203, 204, 205 and 1009. Funds also provide for the compensation of enlisted Soldiers of the Reserve Components who have entered active duty as members of the Active Component under provision of 10 U.S.C. 12301, 12302 and 12304B.

**Part II - Justification of Funds Required**

The request provides funding for mobilization of Army National Guard and Army Reserve officer personnel in support of ongoing combat operations in support of Operation Freedom’s Sentinel, Operation Inherent Resolve and European Reassurance Initiative. The growth in the pay rate reflects a 1.3% across-the-board pay raise effective 1 January 2016 and a 1.6% pay raise effective 1 January 2017.

The request increases by \$46.3M from FY 2016 to FY 2017. This change is driven by:

1. Mobilized requirements increase from FY 2016 to FY 2017 as a result of pay raise inflation (\$7.0M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$39.3M)

Summary cost computations are provided in the following table:

BA2	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Base Pay									
Guard / Reserve Mobilization	12,346	37,757	466,150	11,923	38,576	459,944	12,925	39,165	506,209
AC Above Enduring Force	2,677	25,831	69,158	-	-	-	-	-	-
<b>Total</b>	<b>15,023</b>		<b>535,308</b>	<b>11,923</b>		<b>459,944</b>	<b>12,925</b>		<b>506,209</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Retired Pay Accrual**

**FY 2017**  
**(\$ in Thousands)**  
**\$119,465**

**Part I - Purpose and Scope**

Funds provide for the Department of Army's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Funds provide the Retired Pay Accrual payments for Active Component and Reserve Component enlisted Soldiers.

**Part II - Justification of Funds Required**

The budget estimates are derived as a product of:

- The total amount of the basic pay expected to be paid during the fiscal year.
- The actuarial calculated percentage of basic pay for FY 2016 and FY 2017 required for the RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 23.6% for National Guard and Army Reserve Soldiers.

The request increases by \$16.1M from FY 2016 to FY 2017. This change is driven:

1. Increase in the part-time NCP rate (\$6.8M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$9.3M)

Summary cost computations are provided in the following table:

BA2	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual									
Guard / Reserve Mobilization	12,346	8,494	104,867	11,923	8,673	103,403	12,925	9,243	119,465
AC Above Enduring Force	2,677	8,317	22,269	-	-	-	-	-	-
<b>Total</b>	<b>15,023</b>		<b>127,135</b>	<b>11,923</b>		<b>103,403</b>	<b>12,925</b>		<b>119,465</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Basic Allowance for Housing**

**FY 2017**  
**(\$ in Thousands)**  
**\$255,613**

**Part I - Purpose and Scope**

In the FY 1998 National Defense Authorization Act (NDAA), Congress approved the payment of a Basic Allowance for Housing (BAH) to Soldiers. BAH provides members a monthly allowance for housing, and consists of BAH-Domestic, BAH Differential, Partial BAH, and Overseas Housing Allowance (OHA). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). Payment to Soldiers is authorized by revisions to Title 37 U.S.C. 403.

**Part II - Justification of Funds Required**

Funds provide the BAH allowance for mobilized Army National Guard and Army Reserve officers in support of operations directly associated with Operation Freedom’s Sentinel, Operation Inherent Resolve and European Reassurance Initiative.

The overall increase of \$25.6M from FY 2016 to FY 2017 is driven by two factors:

1. Increase in the basic allowance for housing inflation rate (\$6.2M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$19.4M)

Summary cost computations are provided in the following table:

BA2	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Allowance for Housing									
Guard / Reserve Mobilization	12,346	18,885	233,157	11,923	19,295	230,053	12,925	19,777	255,613
AC Above Enduring Force	2,677	8,297	22,214	-	-	-	-	-	-
<b>Total</b>	<b>15,023</b>		<b>255,371</b>	<b>11,923</b>		<b>230,053</b>	<b>12,925</b>		<b>255,613</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Incentive Pays**

**FY 2017**  
**(\$ in Thousands)**  
**\$959**

### **Part I - Purpose and Scope**

Funds provide for payments to enlisted Soldiers for the following special pays:

Demolition Duty: Paid to enlisted personnel performing duties involving demolition of explosives as a primary part of duty. Incentive pay includes training for such duty. Beginning in FY 2010 the Army combat engineers and Special Forces were assigned to demolition billets and performing hazardous duty as their primary duty to neutralize and execute Explosive Ordnance Disposal (EOD) tasks. Payment is \$150 per month. (37 U.S.C. 301 (a) (4))

Flying Duty: Category includes the combination of the following and accounts for fluctuation in the average rate per Soldier:

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

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

Other Pays and Allowances:

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

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

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

## Part II - Justification of Funds Requested

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

The increase from FY 2016 to FY 2017 of \$0.1M is driven by the increase in reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI).

Summary cost computations are provided by the following table:

### BA2

#### Incentive Pays

	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Demolition Duty	61	1,800	109	57	1,800	102	62	1,800	111
Flying Duty	166	2,216	368	156	2,216	345	169	2,216	377
Other Special Incentive Pays	9	5,388	47	8	5,388	44	9	5,500	49
Parachute Jumping	229	1,800	412	214	1,800	386	232	1,800	422
<b>Total</b>	<b>464</b>		<b>936</b>	<b>435</b>		<b>878</b>	<b>472</b>		<b>959</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Special Pays**

**FY 2017**  
**(\$ in Thousands)**  
**\$47,347**

### **Part I - Purpose and Scope**

Funds provide for payments to enlisted Soldiers for the following special pays:

Assignment Incentive Pay: Monthly incentive paid for Soldiers who are voluntarily (\$300 to \$500 per month) or involuntarily (\$1,000 per month) extended beyond 12 month Boots-On-the-Ground (BOG) in Kuwait staging areas and Afghanistan and as part of assignment to certain theater units. Certain theater units are defined as units that routinely conduct operations in or support units in Afghanistan but are not based in Afghanistan.

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

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

Hostile Fire/Imminent Danger Pay: Paid at the rate of \$225 per month to personnel subject to hostile fire or in an area in which they are in imminent danger of being exposed to hostile fire (37 U.S.C. 310).

Special Duty Assignment Pay (SDAP): A monetary incentive that is paid to enlisted members who qualify for and serve in designated special duty assignments. These funds are utilized for recruiters, guidance counselors, retention NCOs, drill sergeants, and specially designated personnel who have extremely demanding duties requiring extraordinary effort for satisfactory performance, and/or an unusual level of responsibility. Monthly payment should not exceed \$3,000 (37 U.S.C. 307).

#### Stop Loss Special Pay:

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

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

**Part II - Justification of Funds Requested**

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

The decrease of \$0.8M from FY 2016 to FY 2017 is driven by the following factors:

1. Decrease to Active Component Hostile Fire Pays from reduction in Soldiers deployed for support to Operation Freedom’s Sentinel (-\$1.9M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$1.1M)

Summary cost computations are provided by the following table:

BA2 Special Pays	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Foreign Language Proficiency Pay	84	4,842	405	78	4,842	380	85	4,882	415
Hardship Duty Pay	4,720	1,200	5,664	4,424	1,200	5,309	4,838	1,200	5,806
Hostile Fire Pay	3,099	2,700	8,366	2,549	2,700	6,884	2,647	2,700	7,146
Other Special Pay	5	2,933	16	5	2,933	15	5	2,933	16
Special Duty Assignment Pay	262	4,567	1,195	245	4,567	1,120	268	4,567	1,224
Stop Loss Special Pay (DESP)	20	6,000	120	19	6,000	116	21	6,000	127
<b>Total</b>	<b>8,189</b>		<b>15,766</b>	<b>7,322</b>		<b>13,823</b>	<b>7,864</b>		<b>14,734</b>

BA2 Special Pays	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Foreign Language Proficiency Pay	-	-	-	-	-	-	-	-	-
Hardship Duty Pay	11,716	1,200	14,059	10,069	1,200	12,083	10,500	1,200	12,600
Hostile Fire Pay	9,575	2,700	25,851	8,229	2,700	22,218	7,412	2,700	20,013
Special Duty Assignment Pay	-	-	-	-	-	-	-	-	-
Stop Loss Special Pay (SL & DEIP)	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>21,291</b>		<b>39,910</b>	<b>18,298</b>		<b>34,300</b>	<b>17,912</b>		<b>32,613</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Allowance Pays**

**FY 2017**  
**(\$ in Thousands)**  
**\$46,094**

### **Part I - Purpose and Scope**

Funds provide for payments to enlisted Soldiers for the following special pays:

Clothing Allowance: Allowance for initial payment and additional purchases of required uniforms under provisions of 37 U.S.C. 415 and 416. Also included are funds for civilian clothing allowance for enlisted personnel assigned to a permanent duty station outside the United States who are required to wear civilian clothing in the performance of official duty in accordance with 37 U.S.C. 419.

Family Separation Allowance (FSA): Paid at the rate of \$250 per month to members with dependents who are on duty away from home for a period of more than 30 continuous days (37 U.S.C. 427).

Overseas Station Allowance (OSA): Per diem allowance to enlisted personnel on duty outside the United States considering all elements of the cost of living, including quarters, subsistence, and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under provisions of 37 U.S.C. 405. OSA includes Cost of Living Allowance (COLA) and Temporary Lodging Allowances (TLA).

Continental United States (CONUS) Cost of Living Allowance (COLA): Allowance to enlisted personnel who are assigned to high cost Military Housing Areas (MHA) in CONUS. A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The current established threshold is 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation level) times the difference between the COLA index for the individual's high cost area and the threshold percentage. Allowance is paid in accordance with 37 U.S.C. 403b.

### **Part II - Justification of Funds Requested**

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

The increase of \$1.4M from FY 2016 to FY 2017 is primarily driven by the increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI).

Summary cost computations are provided by the following table:

Allowances	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Clothing Allowance	5,799	400	2,319	5,436	400	2,174	5,943	400	2,377
Family Separation Allowance	4,673	3,000	14,018	4,047	3,000	12,141	4,789	3,000	14,368
Overseas Station Allowance	2	10,864	11	1	10,998	11	1	11,165	11
CONUS COLA	775	6,139	4,760	727	6,215	4,517	788	6,363	5,013
<b>Total</b>	<b>11,249</b>		<b>21,108</b>	<b>10,211</b>		<b>18,844</b>	<b>11,522</b>		<b>21,769</b>

**BA2**

Allowances	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Clothing Allowance	20,881	400	8,352	17,945	400	7,178	17,945	400	7,178
Family Separation Allowance	6,090	3,000	18,270	6,235	3,000	18,704	5,715	3,000	17,146
Overseas Stationing Allowance	-	-	-	-	-	-	-	-	-
CONUS COLA	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>26,971</b>		<b>26,622</b>	<b>24,180</b>		<b>25,882</b>	<b>23,661</b>		<b>24,324</b>

**Appropriation: Active Military Personnel**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Separation Pays**

**FY 2017**  
**(\$ in Thousands)**  
**\$10,063**

**Part I - Purpose and Scope**

Funds provide for payments to for Active Component and Reserve Component enlisted personnel for the following special pays:

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

Severance Pay, Disability and Severance Pay - Payments made to enlisted personnel who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from the service for a physical disability under provisions in 10 U.S.C. 1212.

**Part II - Justification of Funds Requested**

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

The \$1.0M increase from FY 2016 to FY 2017 is driven by the increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI).

Summary cost computations are provided by the following table:

<b>BA2</b>		<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
<b>Separation Pay</b>		<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Mobilized Guard &amp; Reserve</b>										
	Lump Sum Terminal Leave	4,764	958	4,565	4,465	978	4,369	4,841	993	4,808
	Severance Pay	178	28,093	4,989	166	28,370	4,722	182	28,804	5,255
	<b>Total</b>	<b>4,941</b>		<b>9,553</b>	<b>4,632</b>		<b>9,091</b>	<b>5,023</b>		<b>10,063</b>
<b>BA2</b>		<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
<b>Separation Pay</b>		<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component Deployed</b>										
	Involuntary Separation	3,364	40,161	135,086	-	-	-	-	-	-
	<b>Total</b>	<b>3,364</b>		<b>135,086</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>
				<b>144,639</b>			<b>9,091</b>			<b>10,063</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Social Security Tax Employer Contribution – Enlisted**

**FY 2017**  
**(\$ in Thousands)**  
**\$38,725**

**Part I - Purpose and Scope**

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

Funds provide the employer’s Social Security Tax payment for Active Component and Reserve Component Soldiers.

**Part II - Justification of Funds Required**

The FICA tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percent. The Old Age, Survivor, and Disability Insurance rate is 6.2% and the Hospital Insurance rate is 1.45%.

Funds provide basic compensation for mobilized Army National Guard and Army Reserve officer personnel. The growth in the pay rate reflects a 1.3% across-the-board pay raise effective January 1, 2016 and a 1.6% pay raise effective 1 January 2017.

The request increases by \$3.5M from FY 2016 to FY 2017. This change is driven by:

1. Mobilized requirements increase from FY 2016 to FY 2017 as a result of pay raise inflation (\$.5M)
2. Increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$3.0M)

Summary cost computations are provided in the following table:

BA 2	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Social Security									
Guard / Reserve Mobilization	12,346	2,868	35,408	11,923	2,951	35,186	12,925	2,996	38,725
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-	-	-	-	-	-	-	-	-
AC Above Enduring Force	2,677	1,976	5,290	-	-	-	-	-	-
<b>Total</b>	<b>15,023</b>		<b>40,698</b>	<b>11,923</b>		<b>35,186</b>	<b>12,925</b>		<b>38,725</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 4: Subsistence of Enlisted Personnel**  
**Budget Line Item: Basic Allowance for Subsistence/Subsistence-in-Kind (SIK)**

**FY 2017**  
**(\$ in Thousands)**  
**\$281,820**

### **Part I - Purpose and Scope**

Funds provide for the payment of authorized Basic Allowance for Subsistence (BAS) and Subsistence-in-Kind (SIK) for Active Component and Reserve Component Soldiers.

Basic Allowance for Subsistence (BAS): BAS is linked to the Department of Agriculture food plan indices. All enlisted members (except recruits and holdees) are entitled to BAS. BAS is paid under the following conditions: (1) when authorized to mess separately, (2) while on authorized leave, and (3) when subsistence-in-kind is not available. Members continue to receive BAS while deployed. The request also includes funds for un-realized BAS collections. Collections for Soldiers residing on Army installations are assumed in the base military pay subsistence budget. These collections offset the cost of food in Army dining facilities. Because many of these Soldiers are deployed, the collection rates assumed in the base will not materialize and the under-execution is requested in the OCO budget below.

Subsistence allowance costs are obtained by multiplying the projected average number eligible for the allowance by the annual statutory rate. The FY 2017 BAS inflation rate is 3.4%, effective 1 January 2017 and is based on an increase in the US Department of Agriculture Cost of Food Index. The budgeted BAS composite annual rate for FY 2017 is \$4,532.16.

Subsistence in Kind (SIK): SIK includes the cost of procuring subsistence (food and drink) for dining facilities (Subsistence in Messes) and operational rations. The Army provides subsistence in mess facilities and operational rations for members of all military services participating in Operation Freedom's Sentinel (OFS), Operation Inherent Resolve (OIR) and European Reassurance Initiative (ERI) and supports both officer and enlisted Soldiers. The number of active duty Soldiers, the type of operational rations served, and the length of training events determine costs for operational rations. As the executive agent, the Army provides subsistence in mess facilities and operational rations for members of all military services participating in OFS and OIR.

*Subsistence-in-Messes:* Cost of bulk subsistence for dining facilities operated in support of OFS and OIR. This requirement is dependent on the number of personnel using the dining facilities and the cost of food. This is an additional cost above the BAS since members are authorized to continue receiving their BAS even though food is provided in theater.

*Operational Rations:* Rations used for field subsistence and include the Meal-Ready-to-Eat (MRE), Unitized Group Rations (UGR) that include "heat and serve" and A-ration varieties, and other operational rations, such as Cold Weather Rations.

*Civilian and Contractor Meals:* To help provide additional visibility to the total cost of subsistence in theater, the budget display includes total SIK costs. Since MPA only pays for food provided to U.S. service members, food costs associated with feeding civilians and contractors are displayed as a negative amount, as those costs are transferred from MPA to Operation and Maintenance, Army.

**Part II - Justification of Funds Required**

The FY 2017 subsistence requirement is decreasing by \$12.8M. This increase is due to the following factors:

1. Increase in BAS of \$6.4M from FY 2016 to FY 2017 driven by a combination of an increase in the annual statutory subsistence rate (\$1.3M) and increased number of reserved component Soldiers mobilized in support of European Reassurance Initiative (ERI) (\$5.1M)
2. Increase in SIK of \$6.4M from FY 2016 to FY 2017 driven primarily by food cost inflation.

Summary cost computations are provided in the following table:

**BA 4**

**Enlisted BAS**

	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	12,346	4,384	54,125	11,923	4,418	52,680	12,925	4,532	59,079
AC Above Enduring Force	2,677	4,384	11,737	-	-	-	-	-	-
Unrealized Collections	6,582	3,996	26,303	-	-	-	-	-	-
<b>Total</b>	<b>21,606</b>	<b>3,886</b>	<b>92,166</b>	<b>11,923</b>		<b>52,680</b>	<b>12,925</b>		<b>59,079</b>

**BA 4**

**Subsistence-In-Kind (SIK)**

	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Subsistence in Messes	54,778	4,266	233,685	46,068	4,406	202,970	45,862	4,556	208,933
Meals Ready to Eat (MRE)	7,611	9,151	69,649	6,060	9,451	57,268	6,020	9,772	58,831
Unitized Group Rations	7,906	6,307	49,863	6,297	6,514	41,018	6,253	6,736	42,118
Civilian Contracted Meals	(24,183)	4,266	(103,164)	(19,262)	4,406	(84,869)	(19,128)	4,556	(87,140)
<b>Total</b>	<b>46,113</b>		<b>250,033</b>	<b>39,161</b>		<b>216,386</b>	<b>39,007</b>		<b>222,742</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 5: Permanent Change of Station (PCS)**  
**Budget Line Item: Permanent Change of Station (PCS)**

**FY 2017**  
**(\$ in Thousands)**  
**\$44,656**

**Part I – Purpose and Scope**

The Permanent Change of Station (PCS) program pays for travel, transportation, storage, and dislocation allowances for reassignment of military members and their families who are traveling individually or as part of an organized unit in support of Operation Freedom’s Sentinel (OFS). Costs are for the dislocation allowance, shipment of household goods, temporary and non-temporary storage of household goods, temporary lodging expense, and member mileage and per diem (37 U.S.C. 7).

**Part II – Justification of Funds Requested**

FY 2017 rates are based on FY 2015 actual execution and funding for these moves provides support for:

1. Reset the force to authorized fill levels in support of deploying units for OFS and OIR.
2. Support the headquarters staff function and individual augmentees of the deployed US Forces in support of OFS and OIR which are engaged in establishing security, restoring effective government and overseeing reconstruction projects in Afghanistan.

Summary of FY 2017 individual funding requirements:

The request increases by \$3.1M from FY 2016 to FY 2017. This change is primarily driven by a slight increase in the projected number of Reserve Component Soldiers deployed to OCONUS locations on individual fill orders vs. unit orders which are typically on TDY status.

BA 5	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Permanent Change of Station</b>									
Accession Moves	1,726	2,237	3,860	-	-	-	-	-	-
Training Moves	488	9,801	4,778	-	-	-	-	-	-
Operational Moves	4,904	10,836	53,145	2,921	11,009	32,164	2,908	11,208	32,597
Rotational Moves	2,020	16,035	32,391	573	16,292	9,341	727	16,585	12,059
Separation Moves	2,353	3,427	8,064	-	-	-	-	-	-
Unit Moves	171	667	114	-	-	-	-	-	-
<b>Total</b>	<b>11,662</b>		<b>102,352</b>	<b>3,495</b>		<b>41,505</b>	<b>3,636</b>		<b>44,656</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 6: Other Military Personnel Costs**  
**Budget Line Item: Casualty & Disability Benefits**

**FY 2017**  
**(\$ in Thousands)**  
**\$15,256**

### **Part I – Purpose and Scope**

The Casualty and Disability Benefit funds support the Service Members' Group Life Insurance (SGLI) program, Traumatic Service Members' Group Life Insurance (T-SGLI) and Death Gratuity payments.

SGLI is a low cost group life insurance for service members on active duty. These payments are required to the Department of Veterans Affairs (VA), under Section 1969(b) of title 38, United States Code, when actual mortality rates exceed peacetime mortality rates.

The T-SGLI program provides automatic traumatic injury coverage to all service members covered under the Service Members' Group Life Insurance (SGLI) program. Every member who has SGLI also has T-SGLI, effective December 1, 2005 under Section 1032 of the FY 2005 DoD Emergency Supplemental Appropriations for the Global War on terror and Tsunami Relief (P.L. 109-13).

SGLI and T-SGLI insurance premiums were enacted under Section 606 of the FY 2008 National Defense Authorization Act. The act directs the Department to pay the full premium for coverage under SGLI program during service in OFS AND OIR. Effective January 1, 2014, the SGLI monthly premium was changed to \$0.065 per \$1,000 coverage. The amount the Department pays is \$29 per month or \$348 per year for each member.

Death gratuity payments are payable under Sections 1475-1477 of Title 10 U.S.C. in the amount of \$100,000 per death to beneficiaries of active military personnel.

### **Part II – Justification of Funds Requested**

The request decreases by \$0.9M in FY 2017. Decrease driven by reduction in Soldiers deployed for support to Operation Freedom's Sentinel.

Summary cost computations are provided in the following table:

BA 6	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Casualty & Disability									
SGLI Traumatic Injury Payments	-	-	3,670	-	-	5,872	-	-	5,872
SGLI Insurance Premium	29,957	324	9,706	25,895	348	9,012	23,517	348	8,184
Death Gratuity	15	100,000	1,532	13	100,000	1,300	12	100,000	1,200
<b>Total</b>	<b>29,972</b>		<b>14,908</b>	<b>25,908</b>		<b>16,184</b>	<b>23,529</b>		<b>15,256</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 6: Other Military Personnel Costs**  
**Budget Line Item: Additional Mobilization/Deployment Costs**

**FY 2017**  
**(\$ in Thousands)**  
**\$91,658**

### **Part I – Purpose and Scope**

Funds provide benefits associated with disability and other mobilization/deployment costs.

Unemployment Benefits: Payments to Soldiers 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, PL. 102-164. The Emergency Unemployment Compensation Act of 1991 (P.L. 102-164) extended unemployment compensation benefits for former military personnel up to 26 weeks with a one-week waiting period. The law also reduced the amount of active duty days required in a reserve status from 180 continuous days to 90 continuous days to be considered as "federal service" for claim purposes.

Interest on Uniformed Services Savings Deposits: In accordance with Section 1035 Title 10, U.S.C. this program allows members to deposit up to \$10,000 of their pay into the Savings Deposit Program (SDP) and be reimbursed up to 10% interest on all deposits. Interest will accrue up to 90 days after the Soldier redeploys. Any Soldier serving in an area that has been designated a combat zone or in an area designated in direct support of a combat zone for at least 30 days or at least one (1) day in each of three (3) consecutive months is eligible to enroll in the SDP.

### **Part II – Justification of Funds Requested**

The request increases by \$17.0M from FY 2016 to FY 2017. This change is primarily driven by a projected increase to the number of Reserve Component Soldiers who will be eligible to receive unemployment compensation benefits following redeployment from OCO operations. Army projects the increase to be driven by greater number of Soldiers mobilized in FY 2017.

Summary cost computations are provided in the following table:

<b>BA 6</b>		<b>FY 2015 Actuals</b>			<b>FY 2016 Updated</b>			<b>FY 2017 Estimate</b>		
		<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
<b>Other</b>	Unemployment Benefits	19,222	5,405	103,897	13,690	5,303	72,599	16,896	5,295	89,464
	Services Savings Deposits	8,920	310	2,764	7,666	314	2,405	6,905	318	2,194
	<b>Total</b>	<b>28,143</b>		<b>106,661</b>	<b>21,356</b>		<b>75,004</b>	<b>23,801</b>		<b>91,658</b>

**Appropriation: Military Personnel, Army**  
**Budget Activity 6: Other Military Personnel Costs**  
**Budget Line Item: Stop-Loss Special Compensation**

**FY 2017**  
**(\$ in Thousands)**  
**\$0**

### **PART I – PURPOSE AND SCOPE**

Public Law 111-32, Section 310 appropriated \$534.4 million in FY 2009 supplemental appropriations to compensate Service members, including members of the Reserve Components, and former and retired members under the jurisdiction of the Secretary who, at any time during the period beginning on September 11, 2001, and ending on September 30, 2009, served on active duty while the members' enlistment or period of obligated service was extended, or whose eligibility for retirement was suspended, pursuant to section 123 or 12305 of title 10, United States Code, or any other provision of law (commonly referred to as a "stop-loss authority") authorizing the President to extend an enlistment or period of obligated service, or suspend an eligibility for retirement, of a Service member in time of war or of national emergency declared by Congress or the President.

### **PART II – JUSTIFICATION OF FUNDS REQUESTED**

The amount to be paid to or on behalf of an eligible member, retired member, or former member described above shall be \$500 per month for each month or portion of a month during the period specified above that the member was retained on active duty as a result of application of the stop-loss authority. Section 310 stated that the military departments may not pay claims that are submitted more than 1 year after the date on which the implementing rules for claims take effect. The program would have expired on October 21, 2010; however, the deadline for processing new claims was extended through October 21, 2012. Although not available for new claims, the funds are available for obligation until expended on claims received prior to the deadline.

The Army's share of the \$534.4 million for this program was \$405.6 million. As of August 2015, \$313.2 million has been obligated in total and recorded as an Overseas Contingency Operation obligation. At the beginning of FY 2015, Army funds were rescinded leaving an available balance of \$865K to cover any additional activity that may occur beyond the \$313.2 million in obligations to date.

Summary cost computations are provided in the following table:

BA6	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Stop-Loss Retroactive Pay									
SLRP, Officer	-	-	-	-	-	-	-	-	-
SLRP, Enlisted	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-

**MEDICARE-ELIGIBLE RETIREE HEALTH CARE FUND  
(MERHCF) CONTRIBUTION  
FOR TEMPORARY OVERSTRENGTH**

**Appropriation: Medicare-Eligible Retiree Health Care Fund**  
**Budget Activity 1 and 2: Officer Medicare-Eligible Retiree Health Care Fund**  
**Budget Line Item: Medicare-Eligible Retiree Health Care Fund**

**FY 2017**  
**(\$ in Thousands)**  
**\$0**

**Part I - Purpose and Scope**

The funds requested will provide for the Medicare Eligible Retiree Health Care Fund (MERHCF) contributions for active military personnel that are above the baseline strength levels.

**Part II - Justification of Funds Requested**

The Medicare Eligible Retiree Health Care Fund is an accrual account to pay for future Medicare-eligible retiree health care. The Fund covers Medicare-eligible beneficiaries, regardless of age, to include retirees as well as their dependents and survivors. The DoD Board of Actuaries determines the per capita accrual rates. There are no MERHCF requirements due to all Active Component requirements funded in the baseline request.

Summary cost computations are provided in the following table:

BA1	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
MERHCF, Army									
Active Component TESI	-	-	-						
Active Component TEAM							-	-	-
AC Above Enduring Force	3,753	4,111	15,429	-	-	-	-	-	-
<b>Total</b>	<b>3,753</b>		<b>15,429</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>
BA2	FY 2015 Actuals			FY 2016 Updated			FY 2017 Estimate		
MERHCF, Army	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component TESI	-	-	-	-	-	-	-	-	-
Active Component TEAM	-			-			-		
AC Above Enduring Force	8,659	4,111	35,597	-	-	-	-	-	-
<b>Total</b>	<b>8,659</b>		<b>35,597</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>



**NATIONAL GUARD**  
**PRE-MOB/POST RE-DEPLOYMENT TRAINING**

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: Pay Group A Training**

**FY 2017**  
**(\$ in Thousands)**  
**\$33,702**

### **Part I – Purpose and Scope**

Pay Group A provides funding for additional pre-mobilization training periods. These training periods are required to increase unit readiness, reduce post-mobilization training time and maximize Soldier in-theater time (boots on the ground) for Overseas Contingency Operations in support of named operations. Additional pre-mobilization training enhances the required readiness of units at the home station rather than at the mobilization station. This training strategy is a direct result of the Secretary of Defense Reserve Component Utilization policy signed on January 19, 2007, which limits Reserve Component (RC) mobilizations to 12 months. There are several advantages for the Army National Guard (ARNG) as a result of this policy, including reduced time away from family, reduced pre-mobilization time prior to deployment, and increased predictability for civilian employers of ARNG Soldiers. Additional Pay Group A training periods are conducted by units in the first and second years prior to the mobilization date. The additional training periods provide units with additional training capacity to certify for theater-specific full-spectrum operations in individual and collective training at platoon level.

In addition to providing funds for the additional Pay Group A pre-mobilization training, funds are provided for the European Reassurance Initiative (ERI) starting in FY 2016.

### **Part II – Justification of Funds Requested**

**Additional Pay Group A Training Periods – \$13,702:** Pay Group A funds pay and allowances for Soldiers participating in required training related to Overseas Contingency Operations (OCO) in the first and second years prior to mobilization. Training includes Unit Soldier Readiness Processing (SRP), Warrior Task Testing, Military Tactical Vehicle Drivers Training, Individual/Crew Weapon certification, and other theater-specific tasks. These tasks are completed during additional authorized days of Annual Training (AT) and additional Unit Training Assemblies (UTAs). Current base funding allows for platoon level proficiency training. OCO funds requirements above base funding authorizations to achieve required collective proficiency levels prior to mobilization. The AT and UTA periods are for instruction and training of Army National Guard personnel and prepares Soldiers for all phases of the unit mission.

The Reserve Component Utilization policy requires that units obtain higher readiness levels of soldier training, administrative readiness, and medical readiness than in previous years. This is due to the reduced amount of time available at mobilization stations. Prior to the 12-month mob policy, units spent from four to six months at mobilization stations. Under the current mobilization policy, post-mobilization, in-theater, and demobilization time must not exceed 12 months total. Therefore, units must now arrive at the mobilization station at an increased readiness level so that the unit can accomplish nine to ten months boots on the ground executing their assigned mission.

**Annual Training RC Pay and Allowances in support of Operation Atlantic Resolve - \$20,000:** Current Operation Atlantic Resolve requirements are well suited for Reserve Component employment to include engineer projects in Bulgaria and Romania, increased Army exercise participation leveraging the National Guard State Partnership Program and Mission Command/ Liaison capabilities to the Baltic States and Poland. Reserve Component employment will ensure a Total Force approach in reassuring allies, while building on well established relationships between the United States military and our European partners. The willingness to project Reserve Component forces is a key element of assurance and deterrence. This request allows United States Army Europe (USAREUR) to accomplish exercise and training objectives with force structure not organic to USAREUR and outside of the active component Regionally Aligned Force construct.

Summary cost computations are provided in the following table:

Pay Group A		FY 2015 Actuals			FY 2016 Requested			FY 2017 Estimate		
		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional AT	Officer	10,010	297	2,972	5,734	313	1,796	5,719	318	1,816
Training Days	Enlisted	38,692	255	9,882	35,877	271	9,722	32,422	274	8,893
	Total	48,702		12,854	41,611		11,518	38,141		10,709
Additional UTA's	Officer	7,540	226	1,707	5,925	230	1,363	3,084	233	718
	Enlisted	22,756	171	3,897	24,815	174	4,318	12,917	176	2,275
	Total	30,296		5,604	30,740		5,681	16,001		2,993
European	Officer	-	297	-	15,197	313	4,760	17,636	318	5,600
Reassurance	Enlisted	-	255	-	45,169	271	12,240	52,499	274	14,400
Initiative (ERI)	Total	-		-	60,366		17,000	70,135		20,000
<b>Total Pay Group A</b>		<b>78,998</b>		<b>18,458</b>	<b>132,717</b>		<b>34,199</b>	<b>124,277</b>		<b>33,702</b>

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: Special Training**

**FY 2017**  
**(\$ in Thousands)**  
**\$105,939**

### **Part I – Purpose and Scope**

Special Training provides funding to support the pre-mobilization training for units mobilizing for Overseas Contingency Operations in support of named operations and to support the additional post-redeployment activities required for units returning from theater. Support to these Soldiers allows the units to build the required readiness of a unit at home station rather than at the mobilization station by providing the additional training and support man-days prior to the units being mobilized. Given this new strategy, only two to three months of additional training for the units specified as mission in-theater are required at the mobilization station which allows for nine to ten months in-theater combat time. This category also provides additional man-days to support the increased requirements to care for Soldiers and to repair/inventory equipment returning from theater after deployment to ensure the continued availability for domestic response mission is not degraded upon return.

### **Part II – Justification of Funds Requested**

**Additional Special Training Days – \$19,440:** Additional Special Training Days provide Reset Man-Days, Pre-Mobilization Training Assistance Element (PTAE) support, Tri-care Early Eligibility Administrative Support, and Active Duty Operational Support (ADOS) to mobilizing units. Reset Man-Days provide redeploying units with additional manpower to retrieve equipment from deployment and conduct required inventories and maintenance to properly account for ARNG equipment. PTAE teams provide full-time equivalents (FTE) to instruct, train, and certify personnel in the ARNG during the pre-mobilization phase. Tri-care Early Eligibility provides one soldier per state as a vital liaison between TRICARE, ARNG, the unit, and service members to ensure the validity and eligibility of all mobilizing soldiers in that particular state. Individual and collective training events are conducted during the pre-mobilization periods. These periods of instruction prepare Soldiers for all phases of the unit mission. Additional ADOS personnel provide necessary support to plan and conduct training as units prepare for pending missions.

**Additional Active Duty Training Days (ADT) – \$65,655:** Additional Active Duty Training days support the organization, administration, instruction, training, and unit readiness for mobilized units. Additional funding allows for Company Maneuver Exercises, Battalion Field Training Exercises, Soldier Readiness Processing, and theater-specific training requirements determined by the Combatant Commanders. This funding will assist the sourced units in meeting training requirements for increased readiness and certification of training prior to mobilization.

**Post Deployment Health Reassessment (PDHRA) – \$1,254:** The Post Deployment Health Reassessment is a program mandated by the Assistant Secretary of Defense for Health Affairs in March 2005 designed to identify and address health concerns emphasizing mental health issues that emerge after deployment. The PDHRA program provides for a second health assessment three to six months after return from deployment, ideally at the three to four month mark. The reassessment is scheduled by the end of 180 days after return so that Reserve Component members have the option of treatment using the TRICARE health benefit.

**Yellow Ribbon Reintegration Program – \$19,590:** The Yellow Ribbon Reintegration Program supports mobilizing Soldiers throughout the deployment period. Funding for this program provides mandays to support the planning, organizing, and execution of Yellow Ribbon events that are conducted during the deployment cycle. Funding for the Yellow Ribbon Reintegration Program also supports the VOW (Veterans Opportunity to Work) to Hire Heroes Act of 2011.

Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of “a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle.” The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 180 days following demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members and their families with the service providers (e.g. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress, transition, and how members and their families can address these issues is integral to this post-deployment phase.

Summary cost computations are provided in the following table:

		<b>FY 2015 Actuals</b>			<b>FY 2016 Requested</b>			<b>FY 2017 Estimate</b>		
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
<b>Special Training</b>										
Additional Special	Officer	15,093	258	3,891	11,907	262	3,119	11,900	266	3,161
Training Days	Enlisted	41,256	243	10,029	65,049	247	16,067	64,996	250	16,279
	Total	56,349		13,920	76,956		19,186	76,896		19,440
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Additional Active Duty	Officer	91,102	258	23,486	89,487	262	23,441	82,411	266	21,890
Training (ADT) Days	Enlisted	198,141	243	48,166	219,478	247	54,211	174,738	250	43,765
	Total	289,243		71,652	308,965		77,652	257,149		65,655
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Post Deployment Health	Officer	1,493	258	385	3,745	262	981	1,510	266	401
Reassessment (PDHRA)	Enlisted	3,365	243	818	8,474	247	2,093	3,406	250	853
	Total	4,858		1,203	12,219		3,074	4,916		1,254
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Yellow Ribbon	Officer	22,603	258	5,827	22,863	262	5,989	22,871	266	6,075
Reintegration Program	Enlisted	53,330	243	12,964	54,032	247	13,346	53,961	250	13,515
	Total	75,933		18,791	76,895		19,335	76,832		19,590
<b>Total Special Training</b>		<b>426,383</b>		<b>105,566</b>	<b>475,035</b>		<b>119,247</b>	<b>415,793</b>		<b>105,939</b>

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: Schools**

**FY 2017**  
**(\$ in Thousands)**  
**\$47,658**

### **Part I – Purpose and Scope**

Schools provides funding for individuals who require “cross leveling” from other units within the State to bring the unit to 100% manning. Often times, the additional personnel are from a different Military Occupational Specialty (MOS). These individuals require certification training that they would not require if they were not filling a slot in a mobilizing unit.

Soldiers require both Duty Military Occupational Specialty (DMOSQ) and functional training. Some Soldiers require un-programmed functional training as a direct result of mission analysis. Other Soldiers need un-resourced DMOSQ requirements. These requirements are also generated from mission analysis and are DMOSQ requirements for Soldiers to deploy, but are not related to requirements built into the Structure Manning Decision Review (SMDR).

### **Part II – Justification of Funds Requested**

**Schools Training – \$2,816:** The requirement for Schools represents costs that are above the base Schools budget needed to support requirements generated as a direct result of mobilizations and pre-mobilization training requirements of ARNG units. Training includes Duty Military Occupation Specialty Qualification (DMOSQ) and functional training such as air-assault, combat lifesaver, counter mine training, and other courses as specified by the Combatant Commanders.

**Bipartisan Budget Act of 2015, Base to OCO - \$44, 842:** Increase in funding supports home station training requirements funded in the Overseas Contingency Operations to comply with the Bipartisan Budget Act of 2015

Summary cost computations are provided in the following table:

	<b>FY 2015 Actuals</b>			<b>FY 2016 Requested</b>			<b>FY 2017 Estimate</b>		
	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
<b>Schools Training</b>									
Officer	40,310	258	10,392	2,760	262	723	2,756	266	732
Enlisted	82,373	243	20,024	8,328	247	2,057	8,321	250	2,084
Total	122,683		30,416	11,088		2,780	11,077		2,816
<b>Bipartisan Budget Act of 2015</b>									
<b>Base to OCO</b>									
Officer	-	258	-	-	262	-	90,968	266	24,163
Enlisted	-	243	-	-	247	-	82,564	250	20,679
Total	-		-	-		-	173,532		44,842
<b>Total Schools Training</b>	<b>122,683</b>		<b>30,416</b>	<b>11,088</b>		<b>2,780</b>	<b>11,077</b>		<b>47,658</b>

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: Administration and Support**

**FY 2017**  
**(\$ in Thousands)**  
**\$9,173**

### **Part I – Purpose and Scope**

Administration and Support funds provide additional mandays to compliment full-time operations on a day-to-day basis. ARNG units experience an increase in Operational Tempo (OPTEMPO) during the year prior to mobilization which results in additional full-time support requirements. Additional support to the full-time Active Guard and Reserve (AGR) force provides critical relief in operational planning, logistical support, supply/inventory accountability, and SRP in the year prior to mobilization.

This requirement also includes incremental costs to facilitate incapacitation (INCAP) pay and allowances for the increasing number of service members who have been injured training for or participating in OCO. Incapacitation pay provides pay and allowances in accordance with Public Law (USC§ 204 g-h), Department of Defense guidelines (DOD Directive 1241.1) and Army policy (AR 135-381) to Soldiers who are injured in the line of duty and are unable to perform their military and/or civilian occupation.

### **Part II – Justification of Funds Requested**

**Pre-Mobilization AGR Augmentation – \$4,436:** Pre-Mobilization AGR Augmentation supports units that are one year from mobilization and are authorized to fill vacancies in order to bring their AGR personnel unit strength up to 100% of the levels validated by the US Army Manpower Analysis Agency (USAMAA). These additional temporary AGR fills are vital to the unit and fill critical roles in order to assist the unit in completing training, supply, maintenance, logistics, and individual Soldier Readiness Processing requirements.

**Incapacitation Pay – \$5,483:** Incapacitation pay supports Soldiers who are injured while training for/or participating in OCO missions and are unable return to their civilian occupations or military duties. The Incapacitation Pay is also used to pay Soldiers for time spent traveling to and from medical appointments, medical treatment facilities, and Army Medical Board appearances while seeking treatment. This program funds pay and allowances in accordance with Public Law (USC§ 204 g-h), Department of Defense guidelines (DOD Directive 1241.1) and Army policy (AR 135-381) to Soldiers who are injured in the line of duty and are unable to perform their military and/or civilian occupation.

Summary cost computations are provided in the following table:

		<b>FY 2015 Actuals</b>			<b>FY 2016 Requested</b>			<b>FY 2017 Estimate</b>			
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	
<b>Administration and Support</b>											
Pre-Mobilization AGR	Officer	3,285	258	847	4,230	262	1,108	4,228	266	1,123	
Augmentation	Enlisted	11,662	243	2,835	13,235	247	3,269	11,738	250	2,940	
	Total	14,947		3,682	17,465		4,377	15,966		4,063	
		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	
Incapacitation Pay (INCAP) /	Officer	1,877	258	484	1,863	262	488	1,860	266	494	
Severance Pay	Enlisted	18,800	243	4,570	19,935	247	4,924	18,430	250	4,616	
	Total	20,677		5,054	21,798		5,412	20,290		5,110	
<b>Total Admin and Support</b>		<b>35,624</b>		<b>8,736</b>	<b>39,263</b>		<b>9,789</b>	<b>36,256</b>		<b>9,173</b>	
<b>Total NGPA OCO Support</b>				<b>163,176</b>				<b>166,015</b>			



**UNITED STATES ARMY RESERVE  
PRE/POST MOBILIZATION TRAINING**

**Appropriation: Reserve Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: Pay Group A Training**

**FY 2017**  
**(\$ in thousands)**  
**\$2,773**

### **Part I – Purpose and Scope**

Funds support additional annual training days to conduct pre-mobilization training for deploying units. Funds also support Soldier pay, allowances, and travel costs for reintegration training through pre-and post-deployment phases.

### **Part II – Justification of Funds Requested**

**Yellow Ribbon Reintegration Program, (\$2,773):** Funds support Soldier pay, allowances, and travel costs for reintegration training through pre-and post-deployment. The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating Soldiers, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 180 days following demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members with their families and with service providers (i.e. TRICARE, Judge Advocate General (JAG), Department of Veterans Affairs, etc.) to ensure a clear understanding of entitlements. In addition, methods for coping with combat stress and transition are integral to this post-deployment program. From FY 2016 to FY 2017 the \$3.2 million funding realignment from PG A (decrease) to Special Training (increase) allows Soldiers maximum flexibility to attend Yellow Ribbon events.

Summary cost computations for Pay Group A are provided in the following tables:

**\$K**

**Yellow Ribbon Reintegration Program**

<b>FY 2015 Actual</b>				<b>FY 2016 Estimate</b>				<b>FY 2017 Estimate</b>			
		<u>Rate</u>	<u>Amount</u>		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>		<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Officer	10,719	\$381	\$4,084	Officer	3,231	\$390	\$1,260	Officer	3,231	\$396	\$388
Enlisted	15,258	\$186	\$2,838	Enlisted	24,947	\$190	\$4,740	Enlisted	12,358	\$193	\$2,385
<b>Total</b>	<b>25,977</b>		<b>\$6,922</b>	<b>Total</b>	<b>28,178</b>		<b>\$6,000</b>	<b>Total</b>	<b>15,589</b>		<b>\$2,773</b>

**Appropriation: Reserve Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: Special Training**

**FY 2017**  
**(\$ in thousands)**  
**\$39,733**

### **Part I – Purpose and Scope**

Program provides funding for pre-mobilization training to deploying units. The U.S. Army Reserve (USAR) has limited mandays to accomplish the train, mobilize, deploy paradigm and must rely on additional mandays to train and support mobilizing units.

### **Part II – Justification of Funds Requested**

**Pre-mobilization Training, (\$26,343K):** Provides pre-mobilization training, both collective and individual, that directly supports readiness training strategies related to the 12-month mobilization policy. Training activities include supply, maintenance, medical, planning, administration, pay, logistics, and other categories of mobilization support to maximize pre-mobilization support and minimize time at the mobilization station. Funding provides mandays for personnel to certify units following pre-mobilization training. Funding is also provided for brigade level units to conduct mobilization site surveys. This request also funds Army Reserve Soldiers in high demand, low density Military Occupational Specialties (MOS) such as Civil Affairs and Psychological Operations and funding to support Combat Lifesaver Course Certification requirements for mobilizing Soldiers. The nine month Boots on the Ground policy now allows soldiers to receive most of their training after they reach their mobilization station and before they deploy overseas. Due to the increase in the mobilization assumption, the Army Reserve requires significantly more pre-mobilization training days using OCO funding. The Bipartisan Budget Act of 2015 provides additional funding of \$18,123 thousand aligned to pre-mobilization training resulting in compliance with legislation.

**Defense Health Assessment Program (\$750K):** This program supports proactive health screening for Soldiers 90 to 180 days post-deployment from Operation Freedom’s Sentinel/Operation Inherent Resolve. Post-Deployment Health Assessment Program focuses on behavioral and physical health issues that may emerge over time after deployments.

**Foreign Army Training Command, (\$2,214K):** Foreign Army Training provides pre-mobilization training for select USAR units that train Afghanistan forces. This program funds travel, per diem, pay and allowances of select Soldier instructors who deploy to Afghanistan to train foreign Soldiers to perform at a level of combat readiness sustainable without U.S. assistance. Pre-mobilization training includes theater-specific training, weapons (marksmanship), tactics, and navigation, rules of land warfare, Improvised Explosive Device recognition, and cultural awareness.

**Yellow Ribbon Reintegration Program, (\$5,900K):** Funds support Soldier pay, allowances, and travel costs for reintegration training through pre (Soldier)-and post (Soldier and family)-deployment. The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating Soldiers, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 180 days following demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members with their families and with service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of entitlements. In addition, methods for coping with combat stress and transition are integral to this post-deployment program. In FY 2017, funding increase of \$3.2 million in Special Training from Pay Group A budget lines for the Yellow Ribbon Reintegration Program in order to allow Soldiers maximum flexibility to attend Yellow Ribbon events.

**European Reassurance Initiative (ERI), (\$4,526):** Funds support the President's European Reassurance Initiative (ERI) additional full time equivalent (FTE) mandays for key unit personnel to assure North Atlantic Treaty Organization (NATO) allies and bolster the security and capacity of partners across the following five lines of effort: Increased U. S. military presence in Europe, additional bilateral and multinational exercises and training with allies and partners; improved infrastructure to allow for greater responsiveness, enhanced prepositioning of U.S. equipment in Europe and intensified borders to build partner capacity for newer NATO members and other partners.

Summary cost computations are provided by the following tables:

**\$K**

**Premobilization Training**

	<b>FY 2015 Actual</b>			<b>FY 2016 Estimate</b>			<b>FY 2017 Estimate</b>		
	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	5,207	\$381	\$1,984	3,692	\$390	\$1,440	13,306	\$396	\$5,269
Enlisted	42,656	\$186	\$7,934	30,305	\$190	\$5,758	109,192	\$193	\$21,074
<b>Total</b>	<b>47,863</b>		<b>\$9,918</b>	<b>33,997</b>		<b>\$7,198</b>	<b>122,497</b>		<b>\$26,343</b>

**\$K**

**Defense Health Assessment Program**

	<b>FY 2015 Actual</b>			<b>FY 2016 Estimate</b>			<b>FY 2017 Estimate</b>		
	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	2,155	\$453	\$976	736	\$459	\$338	725	\$466	\$338
Enlisted	4,992	\$249	\$1,243	1,635	\$252	\$412	1,609	\$256	\$412
<b>Total</b>	<b>7,146</b>		<b>\$2,219</b>	<b>2,371</b>		<b>\$750</b>	<b>2,335</b>		<b>\$750</b>

**\$K**

**Yellow Ribbon Reintegration Program**

	<b>FY 2015 Actual</b>			<b>FY 2016 Estimate</b>			<b>FY 2017 Estimate</b>		
	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	675	\$453	\$306	621	\$459	\$285	2,406	\$466	\$1,121
Enlisted	6,008	\$249	\$1,496	4,821	\$252	\$1,215	18,668	\$256	\$4,779
<b>Total</b>	<b>6,684</b>		<b>\$1,802</b>	<b>5,442</b>		<b>\$1,500</b>	<b>21,074</b>		<b>\$5,900</b>

**\$K**

**Foreign Army Training Command**

	<b>FY 2015 Actual</b>			<b>FY 2016 Estimate</b>			<b>FY 2017 Estimate</b>		
	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	1,974	\$453	\$894	1,643	\$459	\$754	2,090	\$466	\$974
Enlisted	4,574	\$249	\$1,139	3,810	\$252	\$960	4,844	\$256	\$1,240
<b>Total</b>	<b>6,548</b>		<b>\$2,033</b>	<b>5,452</b>		<b>\$1,714</b>	<b>6,934</b>		<b>\$2,214</b>

**\$K**  
**European Reassurance Initiative**

<b>FY 2016 Estimate</b>				<b>FY 2017 Estimate</b>			
	<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>		<b>Mandays</b>	<b>Rate</b>	<b>Amount</b>
Officer	3,931	\$390	\$1,533	Officer	2,399	\$396	\$950
Enlisted	30,353	\$190	\$5,767	Enlisted	18,528	\$193	\$3,576
<b>Total</b>	<b>34,283</b>		<b>\$7,300</b>	<b>Total</b>	<b>20,927</b>		<b>\$4,526</b>

**\$K**  
**Total Special Training**  
**FY 2015 Actual**  
**15,972**

**FY 2016 Estimate**  
**18,462**

**FY 2017 Estimate**  
**39,733**