

**DEPARTMENT OF DEFENSE  
FY 2010 Overseas Contingency Operations**

**FOR**

**OPERATION IRAQI FREEDOM (OIF) AND  
OPERATION ENDURING FREEDOM (OEF)**



**ARMY MILITARY PERSONNEL  
MAY 2009**

**MILITARY PERSONNEL  
TABLE OF CONTENTS**

Overview ..... 1  
M-1 Detail ..... 7

**ACTIVE ARMY MILITARY PERSONNEL COSTS**

**Reserve & Guard Mobilization/Deployment, Active Overstrength and Recruiting and Retention Costs**

Basic Pay, Officer ..... 11  
Retired Pay Accrual, Officer ..... 12  
Basic Allowance for Housing, Officer ..... 13  
Basic Allowance for Subsistence, Officer..... 14  
Special Pays, Officer ..... 15  
Recruiting and Retention, Officer ..... 17  
Social Security Tax, Officer ..... 19

Basic Pay, Enlisted ..... 20  
Retired Pay Accrual, Enlisted..... 21  
Basic Allowance for Housing, Enlisted ..... 22  
Special Pays, Enlisted ..... 23  
Recruiting and Retention, Enlisted ..... 25  
Social Security Tax, Enlisted ..... 27

Basic Allowance for Subsistence, Enlisted..... 28  
Subsistence-in-Kind, Officer and Enlisted ..... 28

**Permanent Change of Station Travel**

Operational Moves..... 30  
Rotational Moves ..... 30

**Casualty and Disability Benefits**

Servicemembers Group Life Insurance (SGLI).....	<u>31</u>
Traumatic Injury Protection Coverage (T-SGLI).....	<u>31</u>
Death Gratuities.....	<u>31</u>

**Additional Mobilization/Deployment Costs**

Unemployment Compensation.....	<u>33</u>
Reserve Mobilization Income Insurance .....	<u>33</u>
Interest on Uniformed Services Savings Deposits .....	<u>33</u>

**ARMY RESERVE PERSONNEL COSTS**

**Reserve Pre and Post Mobilization Training**

Pay Group A.....	<u>36</u>
Special Training .....	<u>38</u>
Schools Training .....	<u>40</u>

**Recruiting and Retention**

Recruiting Bonuses.....	<u>42</u>
Retention Bonuses.....	<u>42</u>

**ARMY NATIONAL GUARD PERSONNEL COSTS**

**Reserve Pre and Post Mobilization Training**

Pay Group A.....	<u>45</u>
Special Training.....	<u>48</u>
School Training.....	<u>50</u>

**Recruiting and Retention**

Recruiting Bonuses .....	<u>55</u>
Retention Bonuses.....	<u>55</u>

## MILITARY PERSONNEL OVERVIEW

The FY 2010 Overseas Contingency Operations Request provides funding so that the United States may continue security stabilization efforts in Iraq and Afghanistan. These efforts are in addition to ongoing daily military operations around the globe. Without additional funds in FY 2010, the Army would have to use funds from readiness and investment accounts to finance the continuing costs of military operations. Absorbing costs of this magnitude will seriously degrade combat operations and weaken the nation's ability to react to future threats.

This request includes **\$10,180.9 million** for Army military personnel costs as shown in the following tables:

	(\$ in thousands)				
	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2009</b>	<b>FY 2009</b>	<b>FY 2010</b>
	<b>Actuals</b>	<b>Total</b>	<b>Enacted</b>	<b>Remaining</b>	<b>Total</b>
	<b>Actuals</b>	<b>Requested</b>	<b>Bridge</b>	<b>Request</b>	<b>Requested</b>
<b>Summary by Appropriation</b>					
Military Personnel, Army	12,160,967	11,034,106	839,000	10,195,106	9,046,340
Reserve Personnel, Army	304,200	284,155	-	284,155	294,637
National Guard Personnel, Army	1,369,747	1,589,333	150,000	1,439,333	839,966
<b>Total</b>	<b>13,834,914</b>	<b>12,907,594</b>	<b>989,000</b>	<b>11,918,594</b>	<b>10,180,943</b>

**Summary By Category**  
**(\$ in thousands)**

<b><u>FY 2008 Actuals</u></b>	<b><u>Active Army*</u></b>	<b><u>Army Reserve</u></b>	<b><u>Army Guard</u></b>	<b><u>Total</u></b>
Reserve & Guard Mobilization/ AC Deployment Costs	6,245,694			6,245,694
Active Overstrength	2,454,252			2,454,252
Subsistence-In-Kind (SIK)	1,522,955			1,522,955
Recruiting and Retention	1,260,249	103,397	598,386	1,962,032
Permanent Change of Station	340,628			340,628
Casualty and Disability	337,189			337,189
Pre and Post Mobilization Training	-	200,803	771,361	972,164
<b>Total Military Personnel</b>	<b>12,160,967</b>	<b>304,200</b>	<b>1,369,747</b>	<b>13,834,913</b>

**(\$ in thousands)**

<b><u>FY 2009 Total Request</u></b>	<b><u>Active Army</u></b>	<b><u>Army Reserve</u></b>	<b><u>Army Guard</u></b>	<b><u>Total</u></b>
Reserve & Guard Mobilization/ AC Deployment Costs	7,230,364			7,230,364
Active Overstrength	1,033,974			1,033,974
Subsistence-In-Kind (SIK)	1,625,146			1,625,146
Recruiting and Retention	592,112	-	620,800	1,212,912
Permanent Change of Station	150,985			150,985
Casualty and Disability	401,525			401,525
Pre and Post Mobilization Training	-	284,155	968,533	1,252,688
<b>Total Military Personnel</b>	<b>11,034,106</b>	<b>284,155</b>	<b>1,589,333</b>	<b>12,907,594</b>

(\$ in thousands)

<b><u>FY 2009 Enacted Bridge</u></b>	<b><u>Active Army</u></b>	<b><u>Army Reserve</u></b>	<b><u>Army Guard</u></b>	<b><u>Total</u></b>
Reserve & Guard Mobilization/ AC Deployment Costs	25,000			25,000
Active Overstrength	-			-
Subsistence-In-Kind (SIK)	639,000			639,000
Recruiting and Retention	-		51,000	51,000
Permanent Change of Station	-			-
Casualty and Disability	175,000		-	175,000
Pre and Post Mobilization Training	-		99,000	99,000
<b>Total Military Personnel</b>	<b>839,000</b>	<b>-</b>	<b>150,000</b>	<b>989,000</b>

(\$ in thousands)

<b><u>FY 2009 OCO Request</u></b>	<b><u>Active Army</u></b>	<b><u>Army Reserve</u></b>	<b><u>Army Guard</u></b>	<b><u>Total</u></b>
Reserve & Guard Mobilization/ AC Deployment Costs	7,205,364	-	-	7,205,364
Active Overstrength	1,033,974	-	-	1,033,974
Subsistence-In-Kind (SIK)	986,145	-	-	986,145
Recruiting and Retention	592,112	-	569,800	1,161,912
Permanent Change of Station	150,985	-	-	150,985
Casualty and Disability	226,525	-	-	226,525
Pre and Post Mobilization Training	-	284,155	869,533	1,153,688
<b>Total Military Personnel</b>	<b>10,195,106</b>	<b>284,155</b>	<b>1,439,333</b>	<b>11,918,594</b>

(\$ in thousands)

<b><u>FY 2010 Total Request</u></b>	<b><u>Active Army</u></b>	<b><u>Army Reserve</u></b>	<b><u>Army Guard</u></b>	<b><u>Total</u></b>
Reserve & Guard Mobilization/ AC Deployment Costs	6,912,370			6,912,370
Active Component	-			-
Subsistence-In-Kind (SIK)	1,716,246			1,716,246
Recruiting and Retention	-	-	-	-
Permanent Change of Station	150,985			150,985
Casualty and Disability	266,739			266,739
Pre and Post Mobilization Training	-	294,637	839,966	1,134,603
<b>Total Military Personnel</b>	<b>9,046,340</b>	<b>294,637</b>	<b>839,966</b>	<b>10,180,943</b>

The following table reflects mobilization and deployment assumptions as well as active over strength estimates. Mobilization numbers include personnel deployed to theater as well as personnel remaining in CONUS supporting OEF and OIF. There are no man-years for over-strength in the FY 2010 Overseas Contingency Operations request because the Army has achieved its objective 547.4K end strength and has fully funded the requirements in the base budget.

**Average Strength**

	<b><u>FY 2008 Actual</u></b>	<b><u>FY 2009 Total</u></b>	<b><u>FY 2010 Total</u></b>
Active Army Deployment by IDP Payment	131,285	129,730	112,409
Army Reserve Mobilization	26,500	30,470	29,000
Army National Guard Mobilization	43,863	48,714	44,400
Active Army Overstrength	44,044	15,658	-
<b>Total</b>	<b>245,280</b>	<b>224,571</b>	<b>185,809</b>

In response to the terrorist attacks on the United States on September 11, 2001, the President invoked his authority (10 U.S.C 12302) to order to active duty Ready Reserve members and delegated his authority to the Secretary of Defense in Proclamation 7463 of September 14, 2001. This declaration of national emergency has been extended, thereby continuing the authority to order to active duty Ready Reserve members. In order to sustain current military operations, funding is requested to finance the incremental costs (i.e., pay, allowances, subsistence, and other personnel costs) for personnel mobilized for duty in support of OIF and OEF.

The Army's current military personnel request of **\$10,180.9 million** is comprised of the following major costs:

**Reserve & Guard Mobilization/Deployment Costs (\$6,912.4 million)**

- Basic military pay and entitlements (i.e., Basic Pay, Basic Allowance for Housing (BAH), retired pay accrual, social security contributions, and incentive pays) for Reserve and National Guard members on active duty to provide essential military operation support or backfill for those active personnel deployed overseas in support of OIF and OEF. This includes funding for Reserve Component members mobilized to support Wounded Warrior Transition Units.
- Special Pays for Mobilized Reserve, National Guard, and Active Component Personnel, primarily:
  - Hostile Fire Pay (HFP) (\$225 per month)
  - Family Separation Allowance (FSA) (\$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)
  - Assignment Incentive Pay & HDP Pay – (\$1,000 per month) – “Boots-on-ground” payment for Soldiers deployed beyond 12 months
- Basic Allowance for Subsistence (BAS) – for Reserve Component members in support of OIF and OEF.
- Stop Loss – (\$500 per month) funding for members in a stop-loss status and designated unit stabilization pay and deployment extension Stabilization Pay.
- Additional Mobilization/Deployment Benefits for unemployment benefits to ex-service members who are discharged or released under honorable conditions; the Reserve Income Replacement Program (RIRP); and Interest on Uniformed Services Savings Deposits payments authorized by Section 1035 of 10 U.S.C.

**Subsistence-In-Kind (SIK) Costs (\$1,716.2 million)**

- Funds requested provide Subsistence-in-Kind (SIK) (food and drink) to Soldiers while deployed in support of both OEF and OIF. SIK includes the cost of procuring subsistence for garrison dining facilities (Subsistence in Messes), operational rations, and augmentation rations. The Army provides subsistence in mess facilities and operational rations for members of all military services participating in Operation Iraqi Freedom (OIF) and Operation Enduring Freedom (OEF).



**Permanent Change of Station (\$151.0 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 OIF and OEF. 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.

**Casualty and Disability Benefits (\$266.7 million)**

- Casualty Benefits for the following benefits associated with the death and traumatic injury of service members (T-SGLI) costs.
  - Death Gratuity payments to survivors of members dying on active duty (**\$96.0 million**).
  - Funding for Service Member's Group Life Insurance (SGLI)/ Traumatic-SGLI insurance premiums that the Department of Defense pays on behalf of service members (**\$127.4 million**).
  - Reimbursement of SGLI/TSGLI premiums for deployed Soldiers (**\$43.4 million**).

**Pre and Post Mobilization Training (\$1,134.6 million)**

- Basic pay and allowance costs for training of members in alerted Guard and Reserve units prior to mobilization and post deployment training to re-certify skills not utilized during extended deployments.

## ARMYM-1

M1 LINE		<u>FY 2008 Actuals</u>	<u>FY 2009 Total Requested</u>	<u>FY 2009 Enacted Bridge</u>	<u>FY 2009 Remaining Request</u>	<u>FY 2010 Total Requested</u>
	<b>MILITARY PERSONNEL, ARMY</b>					
	<b>BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS</b>					
5	BASIC PAY	1,121,501	1,211,678	-	1,211,678	957,492
10	RETIRED PAY ACCRUAL	243,933	274,287	-	274,287	234,598
25	BASIC ALLOWANCE FOR HOUSING	302,158	302,627	-	302,627	270,307
30	BASIC ALLOWANCE FOR SUBSISTENCE	40,799	43,987	-	43,987	34,932
35	INCENTIVE PAYS	10,669	13,188	-	13,188	7,682
40	SPECIAL PAYS	489,178	263,375	-	263,375	135,065
45	ALLOWANCES	73,830	68,778	-	68,778	63,526
50	SEPARATION PAY	17,468	22,612	-	22,612	14,495
56	SOCIAL SECURITY TAX	82,719	92,693	-	92,693	73,253
	<b>TOTAL BUDGET ACTIVITY 1</b>	<b>2,382,256</b>	<b>2,293,224</b>	<b>-</b>	<b>2,293,224</b>	<b>1,791,350</b>
	<b>BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED</b>					
60	BASIC PAY	2,857,403	2,478,940	-	2,478,940	2,033,051
65	RETIRED PAY ACCRUAL	661,709	552,332	-	552,332	498,098
80	BASIC ALLOWANCE FOR HOUSING	1,060,912	1,070,269	-	1,070,269	851,950
85	INCENTIVE PAYS	24,706	26,865	-	26,865	17,619
90	SPECIAL PAYS	1,734,673	1,213,374	-	1,213,374	725,188
95	ALLOWANCES	379,647	301,146	-	301,146	281,133
100	SEPARATION PAY	155,568	89,259	-	89,259	22,937
105	SOCIAL SECURITY TAX	203,229	189,823	-	189,823	155,533
	<b>TOTAL BUDGET ACTIVITY 2</b>	<b>7,077,846</b>	<b>5,922,008</b>	<b>-</b>	<b>5,922,008</b>	<b>4,585,508</b>
	<b>BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL</b>					
115	BASIC ALLOWANCE FOR SUBSISTENCE	337,223	520,905	0	520,905	427,578
120	SUBSISTENCE-IN-KIND	1,522,955	1,625,146	639,000	986,145	1,716,246
	<b>TOTAL BUDGET ACTIVITY 4</b>	<b>1,860,178</b>	<b>2,146,050</b>	<b>639,000</b>	<b>1,507,050</b>	<b>2,143,824</b>

**ARMY M-1 Continued**

	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2009</u>	<u>FY 2009</u>	<u>FY 2010</u>
	<u>Actuals</u>	<u>Total</u>	<u>Enacted</u>	<u>Remaining</u>	<u>Total</u>
		<u>Requested</u>	<u>Bridge</u>	<u>Request</u>	<u>Requested</u>
<b>M1</b>					
<b>LINE BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL</b>					
125 ACCESSION TRAVEL	9,246	-	-	-	-
130 TRAINING TRAVEL	4,939	-	-	-	-
135 OPERATIONAL TRAVEL	133,573	82,714	-	82,714	82,714
140 ROTATIONAL TRAVEL	171,302	68,271	-	68,271	68,271
145 SEPARATION TRAVEL	20,231	-	-	-	-
150 TRAVEL OF ORGANIZED UNITS	1,338	-	-	-	-
<b>TOTAL BUDGET ACTIVITY 5</b>	<b>340,628</b>	<b>150,985</b>	<b>-</b>	<b>150,985</b>	<b>150,985</b>
<b>BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS</b>					
175 INTEREST ON SOLDIERS DEPOSITS	12,597	21,780	-	21,780	16,000
212 RESERVE INCOME REPLACEMENT PROGRAM	404	8,200	-	8,200	800
185 UNEMPLOYMENT COMPENSATION	149,870	90,334	25,000	65,334	91,134
180 DEATH GRATUITIES	60,220	96,000	25,000	71,000	96,000
216 SGLI EXTRA HAZARD PAYMENTS	255,284	253,614	129,646	123,968	141,345
219 TRAUMATIC SGLI	21,685	51,911	20,354	31,557	29,394
<b>TOTAL BUDGET ACTIVITY 6</b>	<b>500,060</b>	<b>521,839</b>	<b>200,000</b>	<b>321,839</b>	<b>374,672</b>
<b>TOTAL MILITARY PERSONNEL, ARMY</b>	<b>12,160,967</b>	<b>11,034,106</b>	<b>839,000</b>	<b>10,195,106</b>	<b>9,046,340</b>

**ARMY M-1 Continued**

	<b>FY 2008 Actuals</b>	<b>FY 2009 Total Requested</b>	<b>FY 2009 Enacted Bridge</b>	<b>FY 2009 Remaining Request</b>	<b>FY 2010 Total Requested</b>	
<b>RESERVE PERSONNEL, ARMY</b>						
<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>						
10	PAY GROUP A TRAINING	267	116,901	-	116,901	128,666
80	SPECIAL TRAINING (PRE/POST MOB TRAINING)	178,559	167,254	-	167,254	154,771
70	SCHOOL TRAINING (PRE/POST MOB TRAINING)	21,977	-	-	-	11,200
90	RECRUITING AND RETENTION	103,397	-	-	-	-
<b>TOTAL RESERVE PERSONNEL, ARMY</b>		<b>304,200</b>	<b>284,155</b>	<b>-</b>	<b>284,155</b>	<b>294,637</b>

	<b>FY 2008 Actuals</b>	<b>FY 2009 Total Requested</b>	<b>FY 2009 Enacted Bridge</b>	<b>FY 2009 Remaining Request</b>	<b>FY 2010 Total Requested</b>	
<b>NATIONAL GUARD PERSONNEL, ARMY</b>						
<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>						
10	PAY GROUP A TRAINING	124,400	555,086	16,500	538,586	478,203
80	SPECIAL TRAINING (PRE/POST MOB TRAINING)	205,298	354,947	24,000	330,947	361,763
70	SCHOOL TRAINING (PRE/POST MOB TRAINING)	441,663	58,500	58,500	-	-
90	RECRUITING AND RETENTION	598,386	620,800	51,000	569,800	-
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>		<b>1,369,747</b>	<b>1,589,333</b>	<b>150,000</b>	<b>1,439,333</b>	<b>839,966</b>
<b>GRAND TOTAL ARMY MILITARY PERSONNEL</b>		<b>13,834,914</b>	<b>12,907,595</b>	<b>989,000</b>	<b>11,918,595</b>	<b>10,180,943</b>

**RESERVE & GUARD MOBILIZATION  
AND  
ACTIVE DEPLOYMENT**

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

FY 2010  
 (\$ in Thousands)  
 \$957,492

**Part I - Purpose and Scope**

Funds provide for incremental basic compensation and length of service pay increments for mobilized reserve officer personnel.

**Part II - Justification of Funds Required**

Funds provide basic compensation for mobilized Reserve and Guard officer personnel. The FY 2010 military pay raise reflects a 2.9 percent across-the-board pay raise effective January 1, 2010. In FY 2010, the Army has met its end strength goal and has fully funded the active component strength in the base budget.

Summary cost computations are provided in the following table:

BA1 Basic Pay	FY 2008 Actual			FY 2009 Estimate			FY 2010 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Reserve/Guard Mobilization	11,568	70,466	815,154	13,571	73,788	1,001,400	12,580	76,113	957,492
Active Component Overstrength	4,841	63,284	306,347	3,246	64,781	210,278	-	-	-
<b>Total</b>	<b>16,410</b>		<b>1,121,501</b>	<b>16,817</b>		<b>1,211,678</b>	<b>12,580</b>		<b>957,492</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$234,598**

**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.

**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 actuary estimate assumes a part-time and full-time Normal Cost Percentage (NCP) at 24.5 percent of basic pay for FY 2010.

Funds provide the Retired Pay Accrual payments for mobilized Reserve and Guard officer personnel.

Summary cost computations are provided in the following table:

<b>BA1</b>	<b>FY 2008 Actual</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>Retired Pay Accrual</b>									
Reserve/Guard Mobilization	11,568	13,501	156,177	13,571	15,569	211,295	12,580	18,649	234,598
Active Component Overstrength	4,841	18,129	87,757	3,246	19,406	62,992	-	-	-
<b>Total</b>	<b>16,409</b>		<b>243,933</b>	<b>16,817</b>		<b>274,287</b>	<b>12,580</b>		<b>234,598</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$270,307**

**Part I - Purpose and Scope**

In the FY 1998 NDAA, Congress approved the payment of a Basic Allowance for Housing (BAH) to Soldiers. The Overseas Housing Allowance (OHA) payment, formerly located in overseas station allowances, moved into this section due to a change in Section 603 of P.L. 105-85, the NDAA for FY 1998. The continental United States, Alaska, and Hawaii BAH is termed BAH Domestic, while the overseas housing allowance is called BAH Overseas. Payment to Soldiers is authorized by 37 U.S.C. 403.

**Part II - Justification of Funds Required**

This program provides a cash allowance to those Soldiers not provided with government quarters adequate for themselves and their family members. This allowance enables such personnel to obtain civilian housing as a substitute.

The funds provide the BAH allowance for mobilized Reserve and Guard officer personnel in support of operations directly associated with Overseas Contingency Operations.

Summary cost computations are provided in the following table:

<b>BA1</b>	<b>FY 2008 Actual</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>Basic Allowance for Housing</b>									
Reserve/Guard Mobilization	11,568	18,683	216,124	13,571	20,681	280,662	12,580	21,487	270,307
Active Component Overstrength	4,841	17,773	86,034	1,196	18,358	21,965	-	-	-
<b>Total</b>	<b>16,409</b>		<b>302,158</b>	<b>14,768</b>		<b>302,627</b>	<b>12,580</b>		<b>270,307</b>



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

**FY 2010**  
**(\$ in Thousands)**  
**\$34,932**

**Part I - Purpose and Scope**

Funds provide for a subsistence allowance authorized by 37 U.S.C. 402 and P.L. 96-343.

**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 (BAS) at the same statutory rate.

Funds provide the BAS allowance for mobilized Reserve and Guard officer personnel in support of operations directly associated with the Global War on Terrorism. The FY 2010 estimate for the USDA Food Index rates is 5% with an annualized rate of 6.16%. The revised composite rate for FY 2010 is \$2776.80.

Summary cost computations are provided in the following table:

<b>BA1</b>	<b>FY 2008 Actual</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>Basic allowance for Subsistence</b>									
Reserve/Guard Mobilization	11,568	2,521	29,160	13,571	2,616	35,497	12,580	2,777	34,932
Active Component Overstrength	4,841	2,404	11,639	3,246	2,616	8,490	-	-	-
<b>Total</b>	<b>16,409</b>		<b>40,799</b>	<b>16,817</b>		<b>43,987</b>	<b>12,580</b>		<b>34,932</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$220,768**

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

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

Family Separation Allowance: 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).

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).

Hardship Duty Pay: The monthly rate may *not exceed* \$1,500 per month. Funds provide additional payment to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty (37 U.S.C. 305).

Other Pays and Allowances. These funds reflect other pays and allowances for mobilized Reserve, Guard, and active component over strength officer personnel supporting contingency operations, OEF or OIF. Other pays and allowances include, incentive pays, other special pays, clothing allowances, and separation pay.

### **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

Summary cost computations are provided by the following table:

**BA1****Special Pays**

	<b>FY 2008 Actual</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>									
Family Separation Allowance	6,729	3,000	20,187	7,451	3,000	22,353	6,907	3,000	20,720
Hostile Fire Pay	15,875	2,700	42,862	17,602	2,700	47,524	5,884	2,700	15,888
Hardship Duty Pay	5,632	1,200	6,758	5,329	1,200	6,395	4,940	1,200	5,928
Foreign Language Proficiency Pay	3	4,600	12	47	4,600	216	43	4,600	200
Incentive Pays	879	6,443	5,663	1,286	6,443	8,287	1,192	6,443	7,682
Special Pays (Various Medical Pay)	9	7,310	63	1,055	10,407	10,976	978	10,407	10,174
Other Special Pays	2,260	5,724	12,936	2,200	5,717	12,576	1,937	5,717	11,074
Clothing Soldiers Clothing Allowance	45,334	205	9,293	45,300	209	9,463	38,066	213	8,103
Separation Pay	4,432	2,451	10,863	6,141	2,547	15,638	5,532	2,620	14,495
CONUS COLA	1,585	5,156	8,175	1,592	5,309	8,453	1,476	5,476	8,083
Overseas Station Allowance	600	14,437	8,662	217	15,251	3,317	202	15,846	3,194
<b>Total</b>			<b>125,475</b>			<b>145,198</b>			<b>105,541</b>

**BA1****Special Pays**

	<b>FY 2008 Actual</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>									
Family Separation Allowance	8,474	3,000	25,423	8,856	3,000	26,568	10,510	3,000	31,530
Hostile Fire Pay	18,018	2,700	48,649	17,805	2,700	48,073	17,028	2,700	45,974
Hardship Duty Pay	31,575	1,200	37,889	33,026	1,200	39,631	31,436	1,200	37,723
Foreign Language Proficiency Pay	290	1,983	576	218	1,983	432	-	-	-
Incentive Pays	999	5,009	5,005	978	5,009	4,900	-	-	-
Special Pays (Various Medical)	2,202	5,876	12,938	2,200	5,876	12,927	-	-	-
Other Special Pays	4,843	3,644	17,650	4,780	3,644	17,420	-	-	-
Clothing Soldiers Clothing Allowance	799	375	299	1,003	382	383	-	-	-
Separation Pay	2,657	2,486	6,606	2,700	2,583	6,974	-	-	-
CONUS COLA	89	1,754	157	71	1,754	125	-	-	-
Overseas Station Allowance	1,041	10,782	11,226	951	8,377	7,962	-	-	-
<b>Total</b>			<b>166,419</b>			<b>165,396</b>			<b>115,227</b>
			<b>291,895</b>			<b>310,594</b>			<b>220,768</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$0**

### **Part I – Purpose and Scope**

Funding will cover personnel incentives, officer bonuses, education benefits and retention bonuses. Payments are used as accession and retention incentives to fill critical Army Military Operational Skill (MOS) positions.

Warrant Officer Accession and Retention Bonus: This incentive is authorized under the provisions of 37 U.S.C 324. As an accession tool, the Army may pay a Soldier up to \$60,000 if they accept a commission or appointment in a critical skill.

Company Grade Officer Critical Skill Retention Bonus: This incentive is authorized under the provisions of 37 U.S.C 323. As a retention tool, the Army may pay a Soldier in a critical skill up to a lifetime maximum of \$200,000 for at least a one year commitment to stay on active duty.

Dentist Accession Bonus: The FY 2007 NDAA identified an additional accession bonus requirement for dentists from \$30,000 to \$200,000.

Medical Bonuses: Include bonus levels provided by the Wounded Ill and Injured Senior Oversight committee to recruit critical wartime specialties including: Neurosurgeons, diagnostic radiologists and psychiatrists.

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

The Army has fully funded all of its recruiting and retention requirements in the FY 2010 President's Budget.

Summary cost computations are provided by the following table:

BA 1 Recruiting and Retention	FY 2008 Actual			FY 2009 Estimate			FY 2010 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Warrant Officer Accession and Retention Bonus	999	49,485	49,455	127	49,485	6,292	-	-	-
Company Grade Officer Critical Skill Retention Bonus	12,401	20,000	248,011	1,697	20,000	33,948	-	-	-
Dentist Accession Bonus	9	200,000	1,784	3	131,000	393	-	-	-
Medical Bonuses	-	-	-	74	226,014	16,725	-	-	-
<b>Total</b>	<b>13,409</b>		<b>299,250</b>	<b>1,902</b>		<b>57,358</b>	<b>-</b>		<b>-</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$73,253**

**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).

**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 (OASDI) rate is 6.2 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amounts of earnings per individual on which tax is payable are:

<u>Calendar year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2008	\$102,000	No upper limit
2009	\$106,800	No upper limit
2010	\$111,600	No upper limit

Funds provide the employer's Social Security Tax payment for mobilized Reserve and Guard officer personnel in support of operations directly associated with the Overseas Contingency Operations.

Summary cost computations are provided in the following table:

<b>BA 1</b> <b>Social Security</b>	<b>FY 2008 Actual</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>
Reserve/Guard Mobilization	11,568	5,126	59,702	13,571	5,645	76,607	12,580	5,823	73,253
Active Component Overstrength	4,841	4,755	23,017	3,246	4,956	16,086	-	-	-
<b>Total</b>	<b>16,409</b>		<b>82,719</b>	<b>16,817</b>		<b>92,693</b>	<b>12,580</b>		<b>73,253</b>

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

FY 2010  
 (\$ in Thousands)  
 \$2,033,051

**Part I - Purpose and Scope**

Funds provide for incremental basic compensation and length of service pay increments for mobilized reserve military enlisted personnel that are above baseline strength levels.

**Part II - Justification of Funds Required**

Funds provide basic compensation for mobilized Reserve and Guard enlisted Soldiers. The FY 2010 military pay raise reflects a 2.9 percent across-the-board pay raise effective January 1, 2010.

Summary cost computations are provided in the following table:

BA2 Base Pay	FY 2008 Actual			FY 2009 Estimate			FY 2010 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Reserve/Guard Mobilization	58,795	30,403	1,787,567	65,613	32,406	2,126,280	60,820	33,427	2,033,051
Active Component Overstrength	39,163	27,317	1,069,836	12,412	28,413	352,660	-	-	-
<b>Total</b>	<b>97,958</b>		<b>2,857,403</b>	<b>78,025</b>		<b>2,478,940</b>	<b>60,820</b>		<b>2,033,051</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$498,098**

**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*.

**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 actuary estimate assumes a part-time and full-time Normal Cost Percentage (NCP) of 24.5 percent of basic pay in FY 2010.

Funds provide the Retired Pay Accrual payments for mobilized Reserve and Guard enlisted Soldiers.

Summary cost computations are provided in the following table:

<b>BA2</b>	<b>FY 2008 Actual</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>Retired Pay Accrual</b>									
Reserve/Guard Mobilization	58,795	5,926	348,441	65,613	6,838	448,645	60,820	8,190	498,098
Active Component Overstrength	39,163	7,999	313,268	12,412	8,354	103,686	-	-	-
<b>Total</b>	<b>97,958</b>		<b>661,709</b>	<b>78,025</b>		<b>552,332</b>	<b>60,820</b>		<b>498,098</b>



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

**FY 2010**  
**(\$ in Thousands)**  
**\$851,950**

**Part I - Purpose and Scope**

In the FY 1998 NDAA, Congress approved the payment of a Basic Allowance for Housing (BAH) to Soldiers. The Overseas Housing Allowance (OHA) payment, formerly located in overseas station allowances, moved into this section due to a change in *Section 603 of P.L. 105-85*, the NDAA for FY 1998. The continental United States, Alaska, and Hawaii BAH is termed BAH Domestic, while the overseas housing allowance is called BAH Overseas. Payment to Soldiers is authorized by *37 U.S.C. 403*.

**Part II - Justification of Funds Required**

This program provides a cash allowance to those Soldiers not provided with government quarters adequate for themselves and their family members. This allowance enables such personnel to obtain civilian housing as a substitute.

Funds provide the BAH allowance for mobilized Reserve and Guard enlisted Soldiers in support of operations directly associated with the Overseas Contingency Operations.

Summary cost computations are provided in the following table:

BA2 BAH	FY 2008 Actual			FY 2009 Estimate			FY 2010 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Reserve/Guard Mobilization	55,701	12,742	709,745	65,613	13,482	884,586	56,323	15,126	851,950
Active Component Overstrength	24,967	14,065	351,167	12,412	14,960	185,682	-	-	-
<b>Total</b>	<b>80,669</b>		<b>1,060,912</b>	<b>78,025</b>		<b>1,070,269</b>	<b>56,323</b>		<b>851,950</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$1,046,876**

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

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

Family Separation Allowance: 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).

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).

Hardship Duty Pay: The monthly rate may not exceed \$1,500 per month. Funds provide additional payment to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty (37 U.S.C. 305).

Stop Loss/Stabilization Pays: Provides funding for: Stop Loss - Authorized in *Sec. 8116 (c) of P.L. 110-329* in FY 2009 for special pay to members whose obligated service is extended, or whose eligibility for retirement is suspended under "Stop Loss" authority. Funding is for members in a stop-loss status and the amount of special pay may not exceed \$500 per month. Deployment Extension Incentive Pay (DEIP) Authorized in *37 U.S.C. Sec 307a - Special pay: assignment incentive pay*. Active Army limits not to exceed \$500 per month. Deployment Extension Stabilization Pay (DESP) - Authorized in *37 U.S.C. Sec 307a - Special Assignment Incentive Pay*. ARNG limits not to exceed \$500 per month. Designated Unit Stabilization Pay (DUSP) - Authorized in *37 U.S.C. Sec. 308d. - Special pay: members of the selected reserve assigned to certain high priority units*. An amount not to exceed \$50 for each regular period of instruction, or period of appropriate duty, at which the member is engaged for at least four hours. Army Reserve limits total to \$1,200 per contract.

Other Pays and Allowances. These funds reflect other pays and allowances for mobilized Reserve, Guard, and active component over strength enlisted Soldiers supporting contingency operations, OEF or OIF. Other pays and allowances include, incentive pays, other special pays, clothing allowances, and separation pay.

### **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.

Summary cost computations are provided by the following table:

**BA2**

**Special Pays**

	FY 2008 Actual			FY 2009 Estimate			FY 2010 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Family Separation Allowance	46,890	3,000	140,670	31,047	3,000	93,140	28,779	3,000	86,336
Hostile Fire Pay	40,382	2,700	109,033	30,669	2,700	82,806	31,707	2,700	85,608
Hardship Duty Pay	30,050	1,200	36,060	33,901	1,200	40,682	31,425	1,200	37,710
Foreign Language Proficiency Pay	10	4,327	45	346	4,327	1,496	320	4,327	1,386
Incentive Pays	2,720	6,191	16,842	3,070	6,191	19,007	2,846	6,191	17,619
Other Special Pays	3,149	4,493	14,150	2,952	4,493	13,264	2,725	4,493	12,245
Soldier Clothing Allowance	13,981	2,614	36,548	14,000	2,664	37,291	13,030	2,714	35,367
Special Duty Assignment Pay	46	4,490	207	1,043	4,490	4,682	967	4,490	4,340
Overseas Station Allowance	1,984	8,520	16,904	1,641	9,252	15,178	1,521	9,612	14,618
CONUS COLA	7,885	3,041	23,977	8,865	3,359	29,780	8,217	3,465	28,474
Separation Pay	17,034	1,104	18,805	20,913	1,147	23,988	19,433	1,180	22,937
<b>Total</b>			<b>413,240</b>			<b>361,313</b>			<b>346,640</b>

**BA2**

**Special Pays**

	FY 2008 Actual			FY 2009 Estimate			FY 2010 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Family Separation Allowance	50,560	3,000	151,679	53,711	3,000	161,134	50,568	3,000	151,705
Hostile Fire Pay	113,267	2,700	305,820	111,925	2,700	302,197	95,381	2,700	257,530
Hardship Duty Pay	176,959	1,200	212,351	116,075	1,200	139,291	146,668	1,200	176,002
Stop Loss Payment/Stablization Pay	-	-	-	-	-	-	19,167	6,000	115,000
Foreign Language Proficiency Pay	1,178	1,815	2,138	1,180	1,815	2,142	-	-	-
Incentive Pays	4,283	1,836	7,864	4,280	1,836	7,858	-	-	-
Other Special Pays	9,871	3,017	29,781	8,900	3,017	26,851	-	-	-
Soldier Clothing Allowance	33,203	539	17,898	33,900	539	18,274	-	-	-
Separation Pay	9,162	14,928	136,762	3,377	15,510	65,270	-	-	-
Special Duty Assignment Pay	2,100	4,593	9,646	2,100	4,593	9,645	-	-	-
Overseas Station Allowance	8,186	5,587	45,735	370	4,202	1,556	-	-	-
CONUS COLA	627	1,087	681	318	1,129	359	-	-	-
<b>Total</b>			<b>920,354</b>			<b>734,576</b>			<b>700,236</b>
			<b>1,333,595</b>			<b>1,095,890</b>			<b>1,046,876</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$0**

### **Part I – Purpose and Scope**

Funding will cover enlisted personnel incentives, bonuses, education benefits and retention bonuses. Payments are used as accession and retention incentives to fill critical Army Military Operational Skill (MOS) positions.

Enlistment Bonus: This incentive is authorized under the provisions of 37 U.S.C 309. As an enlistment tool, the Army may pay anyone who enlists a maximum of \$40,000 for at least a two year enlistment.

Selective Reenlistment Bonus: This incentive is authorized under the provisions of 37 U.S.C 308. As a retention tool, the Army may pay a Soldier in a critical skill up to \$90,000 for at least a three year reenlistment.

Critical Skill Retention Bonus: This incentive is authorized under the provisions of 37 U.S.C 323. As a retention tool, the Army may pay a Soldier in a critical skill up to a lifetime maximum of \$200,000 for at least a one year reenlistment. In December 2004, the Department of Defense authorized \$150,000 for a six year commitment for Special Forces.

Army College Fund: This incentive is authorized under the provisions of 38 U.S.C 3015. As an enlistment tool, the Army may augment the basic Montgomery GI Bill benefit (MGIB) for a recruit that enlists in a critical skill. The maximum augmentation is \$950 per month for 36 months when the Soldier utilizes the Basic MGIB.

Loan Repayment Program: This incentive is authorized under the provisions of 10 U.S.C 2171. The Army may repay approved loans for a Soldier who enlists in a critical skill. The loans are paid over a three year period. Army policy limits the loan to \$65,000.

Montgomery GI Bill Transferability: This incentive is authorized under the provision of 38 U.S.C 3020. As a retention tool, the Army may allow a Soldier in a critical skill to transfer 18 months of their MGIB to their spouse for a minimum of a four year reenlistment.

Referral Bonus: This incentive is authorized under the provisions of PL 109-163 Section 645(a), as augmented by the FY 2007 NDAA. To assist recruiting efforts, the Army may pay up to \$2,000 to a military member who refers a person to enlist in the Army.

Matching Thrift Saving Plan: This incentive is authorized under the provisions of PL 109-163 Section 606, as augmented by the FY 2007 NDAA. To assist recruiting efforts, the Army is directed to offer matching thrift saving plan funds.

Active First Enrollment Program: This is a new program were the Army National Guard recruits for the AC. Upon entry in the active component, a Soldier may receive up to \$15,000 for a 30 month enlistment or up to \$40,000 for a 48 month enlistment.

## Part II – Justification of Funds Requested

The Active Component has successfully accelerated its personnel strength and achieved 547,400 end strength. In FY 2010, all of recruiting and retention requirements are resourced in the base budget.

Summary cost computations are provided by the following table:

BA 2 Recruiting and Retention	FY 2008 Actual			FY 2009 Estimate			FY 2010 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlistment Bonus	30,073	8,738	262,777	22,020	10,417	229,382	-	-	-
Reenlistment Bonus SRB	42,082	13,600	572,313	20,056	13,500	270,757	-	-	-
Reenlistment Bonus CSRB	561	73,450	41,217	222	73,450	16,286	-	-	-
Army College Fund	2,905	5,268	22,126	1,848	5,426	10,029	-	-	-
Loan Repayment	1,052	5,473	5,760	246	6,027	1,484	-	-	-
MGIB Transferability	-	-	-	185	7,100	1,311	-	-	-
Referral Bonus	3,228	2,000	6,456	2,163	2,000	4,325	-	-	-
Matching Thrift Saving Plan	3,600	2,992	10,770	2,360	500	1,180	-	-	-
Active First Enlistment Program	1,604	20,000	32,080	-	30,000	-	-	-	-
Army Advantage Fund	306	24,510	7,500	-	-	-	-	-	-
<b>Total</b>	<b>85,411</b>		<b>960,999</b>	<b>49,099</b>		<b>534,754</b>	<b>-</b>		<b>-</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$155,533**

**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).

**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 (OASDI) rate is 6.2 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amounts of earnings per individual on which tax is payable are:

<u>Calendar year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2008	\$102,000	No upper limit
2009	\$106,800	No upper limit
2010	\$111,600	No upper limit

Funds provide the employer's Social Security Tax payment for mobilized Reserve and Guard enlisted personnel in support of operations directly associated with the Overseas Contingency Operations.

Summary cost computations are provided in the following table:

<b>BA 2</b>	<b>FY 2008 Actual</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 Estimate</b>			
	<b>Social Security</b>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
	Reserve/Guard Mobilization	58,795	2,326	136,775	65,613	2,479	162,660	60,820	2,557	155,533
	Active Component Overstrength	39,163	1,697	66,454	12,412	2,188	27,163	-	-	-
	<b>Total</b>	<b>97,958</b>		<b>203,229</b>	<b>78,025</b>		<b>189,823</b>	<b>60,820</b>		<b>155,533</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$2,143,824**

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

Funds provide for the payment of authorized Basic Allowance for Subsistence (BAS) and Subsistence-in-Kind (SIK). SIK includes the cost of procuring subsistence (food and drink) for garrison dining facilities (Subsistence in Messes), operational rations, and augmentation rations. The Army provides subsistence in mess facilities and operational rations for members of all military services participating in OIF and OEF.

**Basic Allowance for Subsistence** is linked to the Department of Agriculture food plan indices. All enlisted members (except recruits and holdees) are entitled to BAS. Members continue to receive BAS while deployed.

**Subsistence-in-Messes** is the cost of bulk subsistence for dining facilities operated in support of OIF and OEF. 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** are rations used for field subsistence. Operational rations include the Meal-Ready-to-Eat (MRE), Unitized Group Rations (UGR) that include “heat and serve” and A-ration varieties, and other operational rations, such as Cold Weather Rations. The SIK funds the cost of operational rations for both officers and enlisted Soldiers. The number of active duty personnel and the type of operational rations served determine costs for operational rations.

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

This budget activity includes the Basic Allowance for Subsistence (BAS) paid to mobilized Reserve and Guard enlisted Soldier supporting OEF/OIF. 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. FY 2010 subsistence rates are based on planning guidance (inflation of 5.0%). The composite rate for FY 2010 is \$4,032.22.

Summary cost computations are provided in the following table:

**BA 4****Enlisted Basic Allowance for Subsistence (BAS)**

	<u>FY 2008 Actual</u>			<u>FY 2009 Estimate</u>			<u>FY 2010 Estimate</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Reserve/Guard Mobilization	57,884	3,429	198,491	65,613	3,798	249,207	60,656	4,032	244,578
Active Component Overstrength	39,163	3,542	138,732	11,840	3,798	44,972	-	-	-
Unrealized Collections						226,726			183,000
<b>Total</b>	<b>97,047</b>		<b>337,223</b>	<b>77,453</b>		<b>520,905</b>	<b>60,656</b>		<b>427,578</b>

**BA 4****Subsistence-In-Kind (SIK)**

	<u>FY 2008 Actual</u>			<u>FY 2009 Estimate</u>			<u>FY 2010 Estimate</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Subsistence in Messes	122,756	8,056	988,964	170,154	8,256	1,404,737	171,289	8,668	1,484,818
Meals Ready to Eat (MRE)	23,191	11,432	265,116	7,979	11,726	93,558	7,979	12,312	98,236
Unitized Group Rations	34,658	7,758	268,875	15,958	7,949	126,850	15,958	8,346	133,192
<b>Total</b>	<b>180,605</b>		<b>1,522,955</b>	<b>194,091</b>		<b>1,625,146</b>	<b>195,226</b>		<b>1,716,246</b>

**FY 2009 Bridge**

Subsistence in Messes			65,091	8,256	537,370	-	-	-
Meals Ready to Eat (MRE)			3,623	11,778	42,671	-	-	-
Unitized Group Rations			7,389	7,979	58,959	-	-	-
<b>Total</b>			<b>76,102</b>		<b>639,000</b>	<b>-</b>		<b>-</b>

**Remaining Request**

Subsistence in Messes			105,063	8,256	867,367	179,854	8,256	1,484,818
Meals Ready to Eat (MRE)			4,320	11,778	50,887	8,341	11,778	98,236
Unitized Group Rations			8,508	7,979	67,891	16,692	7,979	133,192
<b>Total</b>			<b>76,102</b>		<b>986,145</b>	<b>76,102</b>		<b>1,716,246</b>

<b>Total Subsistence of Enlisted Personnel</b>			<b>1,860,178</b>		<b>2,146,050</b>			<b>2,143,824</b>
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**Appropriation: Military Personnel, Army**  
**Budget Activity 5: Permanent Change of Station (PCS)**  
**Budget Line Item: Permanent Change of Station (PCS)**

**FY 2010**  
**(\$ in Thousands)**  
**\$150,985**

**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 traveling individually or as part of an organized unit in support of OIF and OEF. 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.

**Part II – Justification of Funds Requested**

The requirement for the Permanent Change of Station (PCS) GWOT funding is due to 11,424 moves needed to 1) support transition team moves which are required to fill units deploying to train and advise Iraqi and Afghan security forces in the areas of intelligence, communications, fire support, logistics and infantry tactics; 2) reset the forces to 105 percent of authorized fill levels in support of deploying units for OIF and OEF, and; 3) support the headquarters staff function of the Multinational Forces - Iraq (MNF-I) which is engaged in establishing security, restoring effective government and overseeing reconstruction projects.

Summary cost computations are provided in the following table:

BA 5 Permanent Change of Station	FY 2008 Actual			FY 2009 Estimate			FY 2010 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Accession Moves	3,655	2,530	9,246	-	-	-	-	-	-
Training Moves	548	9,011	4,939	-	-	-	-	-	-
Operational Moves	11,412	11,705	133,573	6,536	12,656	82,714	6,538	12,651	82,714
Rotational Moves	11,349	15,093	171,302	4,318	15,812	68,271	4,161	16,409	68,271
Separation Moves	8,949	2,261	20,231	-	-	-	-	-	-
Unit Moves	904	1,481	1,338	-	-	-	-	-	-
<b>Total</b>	<b>36,817</b>		<b>340,628</b>	<b>10,853</b>		<b>150,985</b>	<b>10,699</b>		<b>150,985</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$266,739**

### **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, under section 1969(b) of title 38, United States Code, when actual mortality rates exceed peacetime mortality rates. The T-SGLI program is a relatively new program that 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. Death gratuity payments are made to survivors of members dying on active duty. The amount payable was increased from \$12,000 to \$100,000 in Section 664 of the FY 2006 NDAA.

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

Funds are required to make extra hazard payment to the Department of Veterans Affairs to finance the number of SGLI death claims for the remaining portion of policy year 2009, which is not on a fiscal year basis (policy year based on July 1 – June 30), and a portion of policy year 2010. The average claim in policy year 2009 is \$392,047 and is expected to remain at that level for policy year 2010. In addition, Section 606 of the FY 2007 NDAA directs the Department to pay full SGLI/TSGLI premium coverage for Soldiers during service in OIF or OEF.

The FY 2010 War funding request for T-SGLI has decreased from the FY 2009 OCO due to a reduction in the number of anticipated payments. The requested amounts reflect the current T-SGLI claim costs in excess of premiums paid plus the benefit enhancements for the current year (Prospective).

Death gratuity requirements are based upon the recent mortality rate of individuals serving in a combat zone and the statutory gratuity rate.

Summary cost computations are provided in the following table:

**BA 6****Casualty and Disability**

	<b>FY 2008 Actual</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>
SGLI	506	400,000	202,356	502	400,000	200,718	245	400,000	97,980
T-SGLI Prospective	-	-	21,685			27,456	-	-	29,394
TSGLI Retroactive	-	-	-			24,455	-	-	-
SGLI/T-SGLI Insurance Premium	152,092	348	52,928	152,000	348	52,896	124,612	348	43,365
Death Gratuity (Combat Deaths)	602	100,000	60,220	960	100,000	96,000	960	100,000	96,000
<b>Total</b>	<b>153,200</b>		<b>337,189</b>	<b>153,462</b>		<b>401,525</b>	<b>125,817</b>		<b>266,739</b>

**FY 2009 Bridge**

SGLI				227	400,000	90,752	-	-	-
T-SGLI Prospective				-	-	14,248	-	-	-
TSGLI Retroactive				-	-	6,106	-	-	-
SGLI/T-SGLI Insurance Premium				111,764	348	38,894	-	-	-
Death Gratuity (Combat Deaths)				250	100,000	25,000	-	-	-
<b>Total</b>				<b>112,241</b>		<b>175,000</b>	<b>-</b>		<b>-</b>

**Remaining Request**

SGLI				275	400,000	109,966	245	400,000	97,980
T-SGLI Prospective				-	-	13,208	-	-	29,394
TSGLI Retroactive				-	-	18,349	-	-	-
SGLI/T-SGLI Insurance Premium				40,236	348	14,002	124,612	348	43,365
Death Gratuity (Combat Deaths)				710	100,000	71,000	960	100,000	96,000
<b>Total</b>				<b>41,221</b>		<b>226,525</b>	<b>125,817</b>		<b>266,739</b>

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

**FY 2010**  
**(\$ in Thousands)**  
**\$374,672**

### **Part I – Purpose and Scope**

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

Unemployment Benefits: Payments to ex-service members who are discharged or released under honorable conditions as prescribed in paragraph (1) of section 8521(a) of Title 5, United States Code as amended by Section 301, PL. 102-164.

Reserve Income Replacement Program (RIRP): The Congress authorized payments in the FY 2006 NDAA to Reserve and Guard Soldiers who are involuntarily mobilized and experiencing a monthly active duty income differential as a result of extended or frequent mobilizations.

Interest on Uniformed Services Savings Deposits: Is a program authorized by Section 1035 of 10 U.S.C. This is a savings program for overseas members participating in temporary duty contingency operations.

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

Eligibility for unemployment benefits is defined as active service in the armed forces where an individual was discharged under honorable conditions and had completed their first full term of active service; or was discharged before completing their first term under an early release program, because of hardship, for medical reasons, for personality disorders, or ineptitude (but only if the service was continuous for 365 days or more).

RIRP costs are primarily the result of Reserve Component mobilization and provide the necessary compensation to qualified Reserve and Guard Soldiers serving an involuntary mobilization tour on active duty and who would otherwise be earning more income if they were serving in their normal civilian occupation. Payment for the RIRP is capped at \$3,000 per month.

Funds are required to provide Interest on Uniformed Services Savings Deposits to fund the difference between a 10 percent annual rate of return paid under this program and average Treasury bill rates.

Summary cost computations are provided in the following table:

BA 6 Other	<u>FY 2008 Actual</u>			<u>FY 2009 Estimate</u>			<u>FY 2010 Estimate</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unemployment Benefits	10,907	13,741	149,870	5,482	13,741	90,334	6,632	13,741	91,134
Reserve Income Replacement Program	491	823	404	9,964	823	8,200	972	823	800
Services Savings Deposits	8,558	1,472	12,597	14,796	1,472	21,780	10,870	1,472	16,000
<b>Total</b>	<b>19,955</b>		<b>162,871</b>	<b>30,242</b>		<b>120,314</b>	<b>18,474</b>		<b>107,934</b>
<b><u>FY 2009 Bridge</u></b>									
Unemployment Benefits				1,819	13,741	25,000	-	-	-
Reserve Income Replacement Program				-	823	-	-	-	-
Services Savings Deposits				-	1,472	-	-	-	-
<b>Total</b>				<b>1,819</b>		<b>25,000</b>	<b>-</b>		<b>-</b>
<b><u>Remaining Request</u></b>									
Unemployment Benefits				4,755	13,741	65,334	6,632	13,741	91,134
Reserve Income Replacement Program				9,964	823	8,200	972	823	800
Services Savings Deposits				14,796	1,472	21,780	10,870	1,472	16,000
<b>Total</b>				<b>29,514</b>		<b>95,314</b>	<b>18,474</b>		<b>107,934</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 2010**  
**(\$ in thousands)**  
**\$128,666**

### **Part I – Purpose and Scope**

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

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

**Pre-mobilization Training (\$95.3 million):** Funds will provide additional training days required to support collective training events during pre-mobilization. Units will require an additional 6 to 14 days of annual training to participate in technical and tactical exercises in years three and four of the ARFORGEN cycle. Soldiers and units within the Ready phase will require additional annual training days for planning, preparation, and post-exercise requirements such as equipment turn-in and inventory. Soldiers need additional mandays to become proficient and fully trained in directed mission essential task list (DMETL) tasks for wartime missions to meet Combatant Commander capabilities.

**Yellow Ribbon Reintegration Program (\$33.4 million):** Funds support Soldier pay, allowance, and travel costs for reintegration training through pre-and post-deployment phases. Section 582 of the FY 2008 National Defense Authorization Act directed 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 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 and their families with service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of entitled benefits. In addition, combat stress and transition, and methods for coping with these issues are also integral to this post-deployment phase.

Summary cost computations are provided by the following tables:

<b>Annual Training</b>	<b>FY 2008 Actuals</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>Total</b>									
Officer	-	-	-	7,349	4,406	32,380	8,125	4,631	37,627
Enlisted	-	-	-	22,076	2,200	48,566	24,938	2,312	57,657
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>29,425</b>		<b>80,946</b>	<b>33,063</b>		<b>95,284</b>

<b>Yellow Ribbon Reintegration</b>	<b>FY 2008 Actuals</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>
Training	995	135	134	25,077	141	21,215	22,757	144	19,662
Travel	697	191	133	12,598	195	14,740	11,433	200	13,720
<b>Total</b>	<b>1,692</b>		<b>267</b>	<b>37,675</b>		<b>35,955</b>	<b>34,190</b>		<b>33,382</b>

\* The "strength" represents the total number of participants attending the various events.



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

**FY 2010**  
**(\$ in thousands)**  
**\$154,771**

### **Part I – Purpose and Scope**

Program provides funding for pre-mobilization training to deploying units. The Army Reserve (AR) 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, (\$143.3 million):** Provides pre-mobilization training that directly supports readiness training strategies related to the 12-month mobilization policy. Funds will provide an additional 17 days of training to conduct pre-mobilization training related to Theater Specific Required Training (TRST) for 130 tasks previously conducted in post mobilization status. Training includes convoy training, Improvised Explosive Device (IED) training, security training, first aid, map reading, weapons qualification, personnel search, react to indirect fire, country orientation, medical threat, Combat Life Saver training, rules of engagement, and collective training (training, either in institutions or units, that prepare cohesive teams and units to accomplish their missions). Under the train, mobilize, and deploy model, Reserve Component forces must be completely trained prior to reaching the mobilization station to maximize boots on the ground during deployment.

Funding also supports mandays for key unit personnel to prepare deploying units for mobilization. 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 will provide additional full-time equivalent (FTE) mandays for key unit personnel to prepare deploying units for mobilization.

Funding will provide mandays for personnel to validate training conducted during pre-mobilization. Each unit in the Ready Cycle of the Army Force Generation (ARFORGEN) model will receive one evaluator to support training readiness, certification and validation requirements, and update training databases.

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

Funding also supports administration and training support at Combat Support Training Centers (CSTC). CSTCs provide ranges, training areas and facilities to support year-round joint, multi-component, and interagency training.

**Ready Response Reserve Unit, (6.0 million):** The R3U is a pilot program to test a method for gaining assured, predictable access to RC capabilities. Select units will require volunteers who are available to deploy with units to execute short or no-notice global missions and surge requirements without being mobilized. This test program will allow the Reserve Components to gain better access to its capabilities by leveraging volunteerism to fill Army capabilities during the first 30 days of a contingency. Units will train on company level deployment and field training exercises, platoon lanes and situational exercises. R3U will provide quick and responsive support to Combatant Commanders for world-wide engagements.

**Foreign Army Training Command (FA TRAC), (\$5.4 million):** Provides pre-mobilization training for AR units selected to train Iraq and Afghanistan forces. The resources will fund travel, per diem, pay and allowances. Selected Soldier instructors will deploy to Iraq and Afghanistan to train foreign Soldiers to an adequate level of combat readiness and performance without U.S. assistance. Pre-mobilization training includes theater-specific training, weapons (marksmanship), tactics, land navigation, rules of land warfare, IED recognition, cultural awareness, and other theater-specific requirements.

Summary cost computations are provided by the following table:

Special Training	FY 2008 Actuals				FY 2009 Estimate				FY 2010 Estimate			
	Strength	Days	Rate	Amount	Strength	Days	Rate	Amount	Strength	Days	Rate	Amount
Officers	19,695	10	385	75,826	17,023	10	393	66,902	14,879	10	404	60,111
Enlisted	48,920	10	210	102,732	46,245	10	217	100,352	42,259	10	224	94,660
<b>Total</b>	<b>68,615</b>			<b>178,559</b>	<b>63,268</b>			<b>167,254</b>	<b>57,138</b>			<b>154,771</b>

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

FY 2010  
 (\$ in thousands)  
 \$11,200

**Part I – Purpose and Scope**

Funds emerging requirements for Soldiers requiring specialized training prior to mobilization.

**Part II – Justification of Funds Requested**

**Pre-mobilization Skills Training, (\$11.2 million):** This request funds Army Reserve Soldiers in high OPTEMPO low density Military Occupational Specialties (MOS) to deploy with Civil Affairs units. Additional funds are needed to train Soldiers in Civil Affairs and Psychological Operations specialties. Also included is funding to support mandatory Combat Lifesaver Course Certification for every mobilizing Soldier.

Summary cost computations are provided by the following table:

Schools	Total	FY 2008 Actuals				FY 2009 Estimate				FY 2010 Estimate			
		Strength	Days	Rate	Amount	Strength	Days	Rate	Amount	Strength	Days	Rate	Amount
	Officers	390	60	385	9,005	-	-	-	-	110	34	408	1,525
	Enlisted	1,201	60	180	12,972	-	-	-	-	1,402	34	203	9,675
	<b>Total</b>	<b>1,591</b>			<b>21,977</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,512</b>			<b>11,200</b>

**UNITED STATES ARMY RESERVE  
RECRUITING AND RETENTION**

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

**FY 2010**  
**(\$ in Thousands)**  
**\$0**

### **Part I – Purpose and Scope**

Funds are required for recruiting and retention bonuses to mitigate recruiting and retention challenges resulting from overseas contingency operations. These bonuses will help the Army Reserve meet accession and retention goals to fill critical Army Military Occupational Specialties, basic branch, and Areas of Consideration (AOC) positions.

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

**Selected Reserve Incentive Program:** The funding requested will provide recruiting and retention incentives to enlist and retain sufficient Soldiers to man Army Reserve units with the correct grades and skills. In addition, these incentives are critical to achieve end strength objectives.

**Non-Prior Service (NPS), Prior Service (PS) Enlistment Bonus and Enlisted Affiliation Bonus:** This incentive is authorized under the provisions of 10 USC. As an enlistment tool, the Army can pay anyone who enlists a maximum of \$20,000 for a six year enlistment.

**Officer Affiliation and Accession Bonus:** These incentives are authorized in the FY 2005 and FY 2006 NDAA. As an officer strength management tool, the Army can pay a \$10,000 bonus to officers accepting Army Reserve commissions.

**Referral Bonus:** This incentive is authorized under the provisions of PL 109-163 Section 645(a) by the FY 2007 NDAA. To assist recruiting efforts, the Army can pay up to \$2,000 to a military member who refers a person to enlist in the Army.

**Selected Reenlistment Bonus:** This incentive is authorized under the provisions of 10 USC. As a retention tool, the Army can pay a Soldier in a critical skill up to \$20,000 for at least a six year reenlistment.

**Critical Skill Retention Bonus:** This incentive is authorized under provisions of the FY 2006 NDAA. As a retention tool, the Army can pay a Soldier in a critical skill \$10,000 for a three year commitment.

**MOS Conversion Bonus:** Program provides a lump sum payment of \$2,000 to Soldiers to voluntarily elect to reclassify from an overage MOS to a shortage MOS.

Summary cost computations are provided by the following table:

Recruiting and Retention	FY 2008 Actuals			FY 2009 Estimate			FY 2010 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlistment Bonus	5,101	7,439	37,944	-	-	-	-	-	-
Prior Service Bonus	1,024	6,833	7,000	-	-	-	-	-	-
Officer Accession	-	-	-	-	-	-	-	-	-
Recruitment Referral Bonus	-	-	-	-	-	-	-	-	-
Enlisted Affiliation	905	6,632	6,000	-	-	-	-	-	-
Officer Affiliation	-	-	-	-	-	-	-	-	-
Reenlistment Bonus	4,061	12,917	52,453	-	-	-	-	-	-
AGR Reenlistment Bonus	-	-	-	-	-	-	-	-	-
Critical Skills Assignment Retention	-	-	-	-	-	-	-	-	-
AGR Recruiter CSRB	-	-	-	-	-	-	-	-	-
MOS Conversion	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>23,638</b>		<b>103,397</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**NATIONAL GUARD  
PRE/POST MOBILIZATION TRAINING**

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Pay Group A Training**  
**Budget Line Item: Annual Training and Inactive Duty Training**

**FY 2010**  
**(\$ in Thousands)**  
**\$478,203**

### **Part I – Purpose and Scope**

Provides pre-mobilization training and increased readiness to units in order to reduce post mobilization training and maximize soldier in theater time (boots on the ground) in support of the war effort. The new training strategy is a direct result of the SECDEF RC Utilization policy signed on 19 January 2007. The benefits of shifting to a 12 month mobilization time for ARNG units allows them to have more time at home station and contact time with employers as well as families. This will build the required readiness of a unit at home station rather than at the mobilization station by providing the additional increase levels of mandays, training, and support compared to the base budget requirements, prior to the units being mobilized. Units in the first and second years prior to mobilization are required to accomplish and be certified for full spectrum operations in individual and collective training in order to maximize the use of the unit in the 12 month mobilization time. Given this new strategy, only 2 to 3 months of additional training for the units specified mission in theater will be required which will allow for 9 to 10 months in theater combat time.

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

**Additional Pay Group A Training Periods:** Pay Group A requires funding to support pay and allowances for soldiers participating in required training related to war. This training includes Unit Soldier Readiness Processing, Warrior Task Testing, Military Tactical Vehicle Drivers Training and Individual/ Crew Weapons Training among the various exercises Commanders implement to ensure soldier readiness, and Post Deployment Health Risk Assessments. These tasks are completed during additional authorized days of Annual Training, Unit Training Assemblies and Active Duty Training. Current base funding allows for squad level proficiency training above base funding authorizations to achieve required collective proficiency levels prior to mobilization.

The Annual Training, Inactive Duty Training and Active Duty for Operational Support (AT/IDT/ADOS) periods are for instruction and training of personnel in the Army National Guard. Individual and collective training are conducted during these periods. These periods of instruction prepare Soldiers for all phases of the unit mission. The Reserve Component Utilization policy requires that units are "more ready" in terms of soldier training, administrative readiness, and medical readiness than in years past. This is due to the shortening of the time available at the mobilization stations under this policy. In past years, units spent from 4-6 months at mobilization stations. Under the new mobilization policy, mobilization station time and mission time, "boots on the ground", and demobilization must not exceed 12 months total. Therefore, units must now arrive at the mobilization station more ready so that the unit can accomplish 9-10 months boots on the ground executing their assigned mission.



**Post Deployment Health Reassessment (PDHRA)**: This is a program mandated by the Assistant Secretary of Defense for Health Affairs in March 2005 and designed to identify and address health concerns, with specific emphasis on mental health, that have emerged over time since deployment. The PDHRA provides for a second health assessment using DD Form 2900 during the three- to six-month time period after return from deployment, ideally at the three to four month mark. The reassessment is scheduled for completion before the end of 180 days after return so that Reserve Component members have the option of treatment using their TRICARE health benefit.

**Yellow Ribbon Reintegration Program**: The FY 2009 War Request supports the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events.

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 (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress and transition and how members and their families can address these issues is also integral to this post-deployment phase.

Summary cost computations are provided in the following table:

Pay Grp A	Total	FY 2008 Actuals			FY 2009 Estimate			FY 2010 Estimate		
		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Training Days	Officer	124,264	277	34,421	306,414	292	89,473	289,603	310	89,777
Additional 6 Days of AT, 7 UTAs & 19 Days ADT	Enlisted	666,511	135	89,979	2,133,755	143	305,127	1,990,444	151	300,557
	<b>Total</b>	<b>790,775</b>		<b>124,400</b>	<b>2,440,170</b>		<b>394,600</b>	<b>2,280,047</b>		<b>390,334</b>
	<b>FY 2009 Bridge</b>									
	Officer				12,861	292	3,755	-	-	-
	Enlisted				89,124	143	12,745	-	-	-
	<b>Total</b>				<b>101,985</b>		<b>16,500</b>	<b>-</b>		<b>-</b>
	<b>Remaining Request</b>									
	Officer				293,553	292	85,718	289,603	310	89,777
	Enlisted				2,044,631	143	292,382	1,990,444	151	300,557
	<b>Total</b>				<b>2,338,185</b>		<b>378,100</b>	<b>2,280,047</b>		<b>390,334</b>
<b>Pay Grp A</b>	<b>Total</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>
***Accelerated Requirements***	Officer	-	-	-	80,123	292	23,396	-	-	-
Grow the Army	Enlisted	-	-	-	547,720	143	78,324	-	-	-
	<b>Total</b>	<b>-</b>		<b>-</b>	<b>627,844</b>		<b>101,720</b>	<b>-</b>		<b>-</b>
<b>Pay Grp A</b>	<b>Total</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>
Post Deployment Health	Training	-	-	-	13,890	344	4,778	29,680	354	10,506
Reassessment (PDHRA)	Travel	-	-	-	13,880	25	347	29,660	26	763
	<b>Total</b>	<b>-</b>		<b>-</b>	<b>13,890</b>		<b>5,125</b>	<b>29,680</b>		<b>11,269</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>
Yellow Ribbon Reintegration Program	Training	-	-	-	145,372	344	50,008	201,742	354	71,412
	Travel	-	-	-	145,320	25	3,633	201,672	26	5,188
	<b>Total</b>	<b>-</b>		<b>-</b>	<b>145,372</b>		<b>53,641</b>	<b>201,742</b>		<b>76,600</b>
<b>Total Pay Group A Remaining Request</b>							<b>538,586</b>			<b>478,203</b>

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Reserve Pre and Post Mobilization Training**  
**Budget Line Item: Special Training**

**FY 2010**  
**(\$ in Thousands)**  
**\$361,763**

### **Part I – Purpose and Scope**

Funding in FY 2010 continues to support pre-mobilization training and readiness and maximize soldiers in theater time (boots on the ground) in support of the GWOT under the SECDEF RC Utilization policy signed on 19 January 2007. The benefits of shifting to a 12 month mobilization time for ARNG units allows them to have more time at home station and contact time with employers as well as families. This will build the required readiness of a unit at home station rather than at the mobilization station by providing the additional mandays, training, support, and schools, compared to the base budget requirements, prior to the units being mobilized. Given this new strategy, only 2 to 3 months of additional training for the units specified mission in theater will be required which will allow for 9 to 10 months in theater combat time.

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

Based on the requests for forces, ARNG requires increased funding to support organizing, administration, instruction, training and unit readiness of BCTs supporting OEF/OIF. Current base funding provides funding for the ARNG to certify units up to squad level proficiency. Additional funding requested allows for Company Maneuver Exercises, Battalion Field Training Exercises and National Guard led Soldier Readiness Processing. Funding will assist the impacted Brigades in meeting training requirements for increased readiness, certification of training, and bring on full time soldiers to do preparatory, administration, logistical, and coordination for collective training events. The Full-time Support of Active Guard and Reserve/ Pre-mobilization Training Assistors and Evaluators (FTS AGR/PTAE) periods are for instruction and training of personnel in the Army National Guard. Individual and collective training are conducted during the pre-mobilization periods. These periods of instruction prepare Soldiers for all phases of the unit mission. CCMRF operations to support OEF to supplement Active Component Personnel are also included in this request.

The funds requested in this paragraph include Reset Man-Days, CCMRF mission funding, Pre-Mobilization Training Assistance Element support, Full Time AGR support, FTE 7 Days for Mobilizing Soldiers, and ADSW Support for State Headquarters.

Summary cost computations are provided in the following table:

	<b>FY 2008 Actuals</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>Special Training</b>									
<b>Total</b>									
Officer	161,694	277	44,789	279,582	292	81,638	268,403	310	83,205
Enlisted	1,188,954	135	160,509	1,911,252	143	273,309	1,844,755	151	278,558
<b>Total</b>	<b>1,350,648</b>		<b>205,298</b>	<b>2,190,834</b>		<b>354,947</b>	<b>2,113,158</b>		<b>361,763</b>
<b>FY 2009 Bridge</b>									
Officer				15,164	292	4,428	-	-	-
Enlisted				136,867	143	19,572	-	-	-
<b>Total</b>				<b>152,032</b>		<b>24,000</b>	<b>-</b>		<b>-</b>
<b>Remaining Request</b>									
Officer				264,418	292	77,210	268,403	310	83,205
Enlisted				1,774,385	143	253,737	1,844,755	151	278,558
<b>Total</b>				<b>2,038,802</b>		<b>330,947</b>	<b>2,113,158</b>		<b>361,763</b>

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: School Training for Soldiers scheduled for OCO Deployment**

**FY 2010**  
**(\$ in Thousands)**  
**\$0**

**Part I – Purpose and Scope**

The funding requested for School training will cover National Guard Pay and Allowance (NGPA) incremental costs due deployments that are above the base School Training budget. This funding is required to support a training capability gap generated as a direct result of deployments for Overseas Contingency Operations (OCO).

The requested NGPA School funding will provide for basic pay, travel and per diem, retired pay accrual, special pays (flight pay, Special Operations Forces (SOF) pay and foreign language pay), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and government's share of Federal Insurance Contribution Act (FICA). Included in this amount is the Family Separation Allowance (FSA) for attendance in courses over 30 days, and Permanent Change of Station (PCS) costs for school.

The incremental NGPA request is divided into the following: Initial Skills Acquisition, Refresher and Proficiency, and Career Development training.

Summary cost computations are provided in the following table:

	<b>Total</b>	<b>FY 2008 Actuals</b>			<b>FY 2009 Estimate</b>			<b>FY 2010 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>School Training</b>	Officer	134,490	367	49,300	-	-	-	-	-	-
<b>Initial Skill</b>	Enlisted	677,608	220	149,324	-	-	-	-	-	-
	<b>Total</b>	<b>812,098</b>		<b>198,624</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: School Training for Soldiers scheduled for OCO Deployment**

**Refresher and Proficiency Training:** These funds support the incremental training costs for Soldiers being deployed for OIF/OEF to achieve and maintain proficiency in specific military occupational specialties. They also provide doctrinal updates in concert with force modernization efforts of new techniques, weapon systems, changing missions, refresher pilot training, and new equipment training. Required personnel will attend additional skills or special qualification training with this funding. Training includes Combat Life Saver, Medical Proficiency training, and sustainment (Combat Medic, Sniper, Ranger, Pathfinder, counter IED training, Infantry Mortar Leader Course, Bradley Gunner Proficiency Training, and Convoy Live Fire Training) to support requirements in country for Coalition Forces Land Component Command (CFLCC).

Summary cost computations are provided in the following table:

Refresher & Proficiency	Total	FY 2008 Actuals			FY 2009 Estimate			FY 2010 Estimate		
		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Critical Skills	Officer	6,985	209	10,230	-	-	-	-	-	-
	Enlisted	418,474	97	40,517	-	-	-	-	-	-
	<b>Total</b>	<b>425,459</b>		<b>50,747</b>	-		-	-		-
	<b>FY 2009 Bridge</b>				<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
	Officer				45,596	292	13,314	-	-	-
	Enlisted				315,984	143	45,186	-	-	-
	<b>Total</b>				<b>361,580</b>		<b>58,500</b>	-		-
	<b>Remaining Request</b>									
	Officer				-	-	-	-	-	-
	Enlisted				-	-	-	-	-	-
	<b>Total</b>				-		-	-		-

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: School Training for Soldiers scheduled for OCO Deployment**

**Refresher and Proficiency Training School Training (DMOSQ):** These funds support the incremental training costs for Soldiers being deployed for OIF/OEF to achieve and maintain proficiency in specific military occupational specialties. They also provide doctrinal updates in concert with force modernization efforts of new techniques, weapon systems, changing missions, refresher pilot training, and new equipment training. Required personnel will attend additional skills or special qualification training with this funding. Training includes Combat Life Saver, Medical Proficiency training, and sustainment (Combat Medic, Sniper, Ranger, Pathfinder, Duty Military Occupational Skill Qualification (DMOSQ), counter IED training, Infantry Mortar Leader Course, Bradley Gunner Proficiency Training, and Convoy Live Fire Training) to support requirements in country for Coalition Forces Land Component Command (CFLCC).

Summary cost computations are provided in the following table:

	Total	FY 2008 Actuals			FY 2009 Estimate			FY 2010 Estimate		
		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>School Training</b>	Officer	146,685	234	34,276	-	-	-	-	-	-
<b>DMOSQ</b>	Enlisted	1,255,340	108	135,752	-	-	-	-	-	-
	<b>Total</b>	<b>1,402,025</b>		<b>170,028</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Appropriation: National Guard Personnel, Army**  
**Budget Activity 1: Reserve Component Training and Support**  
**Budget Line Item: School Training for Soldiers scheduled for OCO Deployment**

**Career Development Training:** This funding supported formal professional education programs of varying lengths for positions of greater responsibility for Soldiers being deployed for OIF/OEF.

This funding supported the level of education recognized under the military education system which enhances a member's value to the ARNG. Courses included the Captains Career Course (CCC), Officer/Warrant Officer Advance Courses, Reserve Component Non-Commission Officer Education School (RCNCOES) and the Sergeant Major Academy.

Summary cost computations are provided in the following table:

	Total	FY 2008 Actuals			FY 2009 Estimate			FY 2010 Estimate		
		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>School Training</b>	Officer	8,184	367	3,000	-	-	-	-	-	-
Career Development	Enlisted	87,418	220	19,264	-	-	-	-	-	-
	<b>Total</b>	<b>95,602</b>		<b>22,264</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



**NATIONAL GUARD  
RECRUITING AND RETENTION**

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

**FY 2010**  
**(\$ in Thousands)**  
**\$0**

### **Part I – Purpose and Scope**

Funds will support Recruiting and Retention enablers such as Enlistment Bonuses, Retention Bonuses, Military Operational Skill (MOS) Conversion Bonuses, Recruiter Incentive Program (RIP), Recruiter Mandays (Active Duty Special Work – ADSW) and the Montgomery GI Bill Transferability. Funding will facilitate the Army National Guard’s (ARNG) Recruiting and Retention efforts and achieve readiness goals.

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

Enlistment, reenlistment and MOS bonuses are vital incentives to achieved accessions and retentions to fill critical Army National Guard MOS’s. Enlistment and reenlistment bonuses are key factors in retaining Soldiers and attracting new Soldiers to the ARNG.

The Recruiter Incentive Program (RIP) is to increase volume and quality of enlistments and officer accessions into the Army National Guard by sustained overproduction of the recruiting force. The Army National Guard has developed, in conjunction with Active Army, a pilot program which will enhance recruiting by encouraging recruiters to overproduce against monthly mission.

The ADSW Recruiter Mandays requirements will fund additional officer and non-commissioned officer recruiting and retention personnel, to augment existing State and Territory Recruiting and Retention efforts. These additional personnel will enable the ARNG to meet its full end strength by the end of FY 2009. Additional ADSW recruiters are a critical component of the overall ARNG Recruiting and Retention strategy to maintain our congressionally mandated end strength of 358,200, in order to ensure full readiness for and support of essential National Security missions, including Overseas Contingency Operations and homeland defense/disaster response contingencies.

Funding will facilitate the Army National Guard’s (ARNG) Recruiting and Retention efforts and achieve unit readiness goals to support war related responsibilities.

Summary cost computations are provided in the following table:

Recruiting and Retention	Total	FY 2008 Actuals			FY 2009 Estimate			FY 2010 Estimate		
		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
	Enlistment Bonus	21,532	8,000	172,248	32,682	8,000	261,454	-	-	-
	Reenlistment Bonus	30,239	8,000	241,912	32,830	8,000	262,645	-	-	-
	Affiliation Bonus	-	-	-	-	-	-	-	-	-
	MOS Conversion	200	2,000	400	200	2,000	400	-	-	-
	Recruitment Referral Bonus	41,750	296	12,358	57,000	296	16,872	-	-	-
	Recruiter Mandays (ADSW)	2,788	61,511	171,468	1,291	61,503	79,429	-	-	-
	<b>Total</b>	<b>96,508</b>		<b>598,386</b>	<b>124,003</b>		<b>620,800</b>	<b>-</b>	<b>-</b>	<b>-</b>
	<b>FY 2009 Bridge</b>									
	Enlistment Bonus	-	-	-	1,418	8,000	11,344	-	-	-
	Reenlistment Bonus	-	-	-	4,957	8,000	39,656	-	-	-
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6,375</b>		<b>51,000</b>	<b>-</b>	<b>-</b>	<b>-</b>
	<b>Remaining Request</b>									
		-	-	-	117,628	-	569,800	-	-	-
	<b>Total</b>				<b>117,628</b>		<b>569,800</b>	<b>-</b>	<b>-</b>	<b>-</b>