

**DEPARTMENT OF DEFENSE**  
**FISCAL YEAR (FY) 2012 BUDGET ESTIMATES**  
**OVERSEAS CONTINGENCY OPERATIONS**  
*FOR*  
**OPERATION NEW DAWN (OND) AND**  
**OPERATION ENDURING FREEDOM (OEF)**



**ARMY MILITARY PERSONNEL**  
**FEBRUARY 2011**

**MILITARY PERSONNEL**



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*Appropriation and Program Totals may not add throughout these Exhibits due to rounding.*

## MILITARY PERSONNEL OVERVIEW

### Introduction

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 Operation Iraqi Freedom (OIF), Operation Enduring Freedom (OEF) and Operation New Dawn (OND) and is in addition to ongoing daily military operations around the globe.

### Military Pay Execution and Funding Requirement

The FY 2012 request includes \$8,092 million for Army's military personnel costs as shown in the following tables:

	(\$ Thousands)				
<b>Summary by Appropriation</b>	<b>FY 2010</b>	<b>FY 2011</b>	<b>FY 2011</b>	<b>FY 2011</b>	<b>FY 2012</b>
	<b><u>Actuals*</u></b>	<b><u>Requested</u></b>	<b><u>CR Adjustment</u></b>	<b><u>CR Amount</u></b>	<b><u>Requested</u></b>
Military Personnel, Army (MPA)	11,061,092	10,678,409	587,193	11,265,602	7,105,335
MERHCF**, Army	-	110,782	-	110,782	117,242
Reserve Personnel, Army (RPA)	293,137	268,031	30,336	298,367	207,162
National Guard Personnel, Army (NGPA)	843,219	828,122	27,172	855,294	661,879
<b>Total</b>	<b>12,197,448</b>	<b>11,885,344</b>	<b>644,701</b>	<b>12,530,045</b>	<b>8,091,618</b>

\* MPA excludes \$407M enacted for baseline requirements. MPA includes FY 2010 Retroactive Stop-Loss Special Pay of \$204M.

\*\* Medicare Eligible Retiree Health Care Fund

### FY 2011 and FY 2012 Major Budget Drivers

#### Continuing Resolution Authority Impacts

Due to ongoing Continuing Resolution (CR) Authority during development of the FY 2012 President's Budget, the Department has directed all appropriations to maintain the FY 2011 balances as requested in the FY 2011 President's Budget submission. This has influenced many of the payroll related exhibits, due to the fact that the rates displayed in the FY 2011 columns were developed based on FY 2009 actual execution while the rates in the FY 2012 columns are based on FY 2010 execution rates.

### **Rate Changes**

The 2011 calendar year rates for Basic Allowance for Housing (BAH) and Basic Allowance for Subsistence (BAS) have increased less than originally budgeted in the FY 2011 President's Budget submission. FY 2012 justifications have been adjusted to all latest rate guidance, including 2011 calendar year rates.

<b>BAS Rates</b>	<b>PB 2011</b>	3.4%
	<b>Updated CY 2011</b>	0.4%
<b>BAH Rates</b>	<b>PB 2011</b>	3.8%
	<b>Updated CY 2011</b>	0.6%

### **Operation New Dawn and Operation Enduring Freedom**

The FY 2011 and FY 2012 request reflects \$6,528M and \$4,001M, respectively, for the requirements to support the 81.5K and 50.1K mobilized Reservists in FY 2011 and FY 2012. In addition, the request also provides for the incremental deployment pays associated with the Active Component Soldiers for OND and OEF. The deployment and mobilization assumptions are based on Joint Staff budgetary guidelines and include the following key assumptions:

- There will be a consistent presence of 64K Soldiers deployed to Afghanistan in FY 2012
- There will be an average of 3.5K Soldiers deployed to Iraq in FY 2012. The Army will begin FY 2012 with a strength of 30K and will be fully re-deployed by 1 January 2012 based on the current Status of Forces Agreement (SOFA)
- There will be enablers for all services primarily in Kuwait and Qatar

### **Pre/Post Mobilization Training**

The request includes funding for the Army Reserve National Guard (ARNG) and the United States Army Reserve (USAR) requirements to provide pre-mobilization training necessary to maximize boots on the ground time in theater, and provides resources for the post deployment activities that include the Post Deployment Health Reassessments and the Yellow Ribbon 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.

### **Temporary End Strength Increase (TESI)**

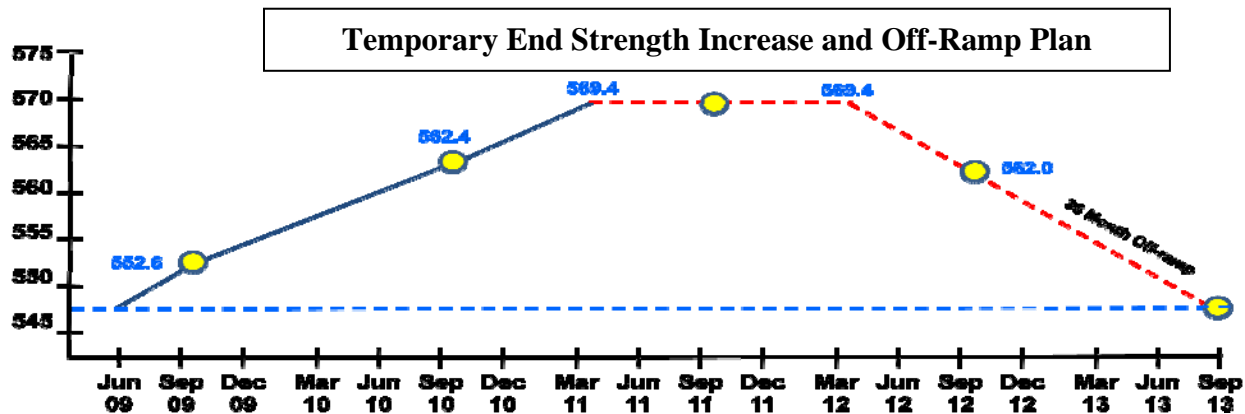
In addition to the OND and OEF funding, the FY 2011 and FY 2012 request provides funds to increase the active duty Army end strength from a base of 547,400 to a high of 569,400 before the Army begins to off-ramp its strength in the second half of FY 2012. The Army has

achieved its 569,400 goal as of November 2010. This is four months ahead of the FY 2012 plan. The faster than planned growth has been driven primarily by historically high retention rates.

The persistent pace of operations has resulted in increasing numbers of forces unavailable for deployment, primarily due to temporary medical conditions, the mandate for 12 months of dwell time at home, and the decision to eliminate the practice of retaining Soldiers beyond their period of obligated service. The temporary growth will improve the fill of priority units, reduce personnel turbulence and improve unit manning within the Army Force Generation model (ARFORGEN) with no additional structure growth.

The temporary end strength increase fills critical gaps in targeted grades across the force. The officer segment is primarily comprised of retiree recalls predominantly in the grades of Major to Colonel. This targeting of specific grades creates a set of rates that are higher than the officer force in general. The growth plan in the enlisted force is comprised of new accessions primarily in the grades of Private to Private First Class.

The following graph depicts the budgeted TESI plan.



### Military Pay Appropriation Manpower Drivers

The following table reflects mobilization and deployment assumptions as well as TESI estimates. Mobilization numbers include personnel deployed to theater, as well as personnel remaining in Continental United States (CONUS) supporting OND and OEF. The FY 2011 and FY 2012 Active Component TESI man-years support a temporary end strength increase of 22.0K and 14.6K Active Component Soldiers, respectively.



### Average Strength

Description	FY2010	FY 2011	FY 2012
Active Army Deployment by IDP Payment	126,462	95,576	55,777
Reserve Component Deployment by IDP Payment	51,752	46,985	31,163
<b>Total Imminent Danger Pay (IDP)</b>	<b>178,214</b>	<b>142,561</b>	<b>86,940</b>
Army Reserve Mobilization	29,657	28,703	20,936
Army National Guard Mobilization	50,680	52,846	29,199
<b>Total RC Mobilization</b>	<b>80,337</b>	<b>81,547</b>	<b>50,135</b>
<b>Active Army TESI / Overstrength</b>	<b>19,043</b>	<b>19,528</b>	<b>21,011</b>

FY 2010 through FY 2012 appropriation execution and requirements are displayed in the following tables:

#### FY 2010 Appropriations Summary By Category

(\$ in thousands)

<b><u>FY 2010 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	6,307,750			6,307,750
AC Deployment Costs	737,271			737,271
Other Mobilization and Deployment Costs**	469,474			469,474
Active Component TESI / Overstrength	1,072,076			1,072,076
Subsistence-In-Kind (SIK)	1,865,020			1,865,020
Permanent Change of Station	194,826			194,826
Casualty and Disability	210,235			210,235
Pre and Post Mobilization Training	-	293,137	843,219	1,136,356
<b>Sub Total - Military Personnel</b>	<b>10,856,651</b>	<b>293,137</b>	<b>843,219</b>	<b>11,993,007</b>
Stop-Loss Special Pay - Army	204,441	-	-	204,441
<b>Total Military Personnel</b>	<b>11,061,092</b>	<b>293,137</b>	<b>843,219</b>	<b>12,197,448</b>

\* Excludes \$407 million enacted for baseline requirements

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

\*\*\*Amount differs from FY 2010 Cost of War report. The amount was changed after the close of the FY to more accurately reflect execution.

**FY 2011 Appropriations Summary By Category**  
(\$ in thousands)

<b><u>FY 2011 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	6,528,408			6,528,408
AC Deployment Costs	617,310			617,310
Other Mobilization and Deployment Costs*	210,220			210,220
Active Component TESI	1,015,334			1,015,334
Subsistence-In-Kind (SIK)	1,871,805			1,871,805
Permanent Change of Station	198,051			198,051
Casualty and Disability	237,280			237,280
Pre and Post Mobilization Training	-	268,031	828,122	1,096,153
<b>Sub Total - Military Personnel</b>	<b>10,678,409</b>	<b>268,031</b>	<b>828,122</b>	<b>11,774,562</b>
FY 2011 CR Adjustment**	587,193	30,336	27,172	644,701
<b>Sub Total - Military Personnel</b>	<b>11,265,602</b>	<b>298,367</b>	<b>855,294</b>	<b>12,419,263</b>
MERHCF, Army	110,782	-	-	110,782
<b>Total Military Personnel</b>	<b>11,376,384</b>	<b>298,367</b>	<b>855,294</b>	<b>12,530,045</b>

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

\*\* Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

**FY 2012 Appropriations Summary By Category**  
**(\$ in thousands)**

<b><u>FY 2012 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	4,000,983			4,000,983
AC Deployment Costs	314,281			314,281
Other Mobilization and Deployment Costs*	360,079			360,079
Active Component TESI	979,555			979,555
Subsistence-In-Kind (SIK)	1,155,870			1,155,870
Permanent Change of Station	109,854			109,854
Casualty and Disability	184,714			184,714
Pre and Post Mobilization Training	-	207,162	661,879	869,041
<b>Total Military Personnel</b>	<b>7,105,335</b>	<b>207,162</b>	<b>661,879</b>	<b>7,974,376</b>
MERHCF, Army	117,242	-	-	117,242
<b>Total Military Personnel</b>	<b>7,222,577</b>	<b>207,162</b>	<b>661,879</b>	<b>8,091,618</b>

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

**FY 2012 Appropriation Summary**

The Army's FY 2012 military personnel request of \$8,092 million is comprised of the following major costs:

**National Guard & Army Reserve Mobilization (\$4,001 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 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 OND and OEF. 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 (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)
- Basic Allowance for Subsistence (BAS) – for Reserve Component members in support of OND and OEF.

#### **Active Component Deployment Cost (\$314 million)**

- Active Component deployment costs funds the incremental deployment pays required to support the Active Component Deployed Soldiers. These deployment pays include: Hostile Fire Pay (HFP) (\$225 per month), Family Separation Allowance (FSA) (\$250 per month) and 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 (\$360 million)**

- Additional Mobilization/Deployment Benefits for unemployment benefits to Soldiers 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. This category also includes subsistence unrealized collections that would have been collected in the base budget; however, have not been since Soldiers are deployed in support of OEF and OND and are not eating in CONUS dining facilities.

#### **Active Component Temporary End Strength growth (\$1,143 million)**

- The Army achieved its 547,400 end strength goal in FY 2009 and fully resourced the 547,400 end strength in the base budget request for FY 2010-2012. Beginning in FY 2010, the Army was approved for a Temporary End Strength Increase and the budget reflects the requirements to temporarily grow the Army's end-strength by 22,000 in FY 2011 (19,528 man-years) and 14,600 (21,011 man-years) in FY 2012. This temporary growth is designed to reduce stress on the force, maintain a minimum of 12 months of dwell time at home stations between deployments, and eliminate the need to hold Soldiers beyond their period of obligated service. The table below displays the FY 2011 and FY 2012 TESI requirement by budget activity.

### TESI BA Breakout by Fiscal Year (\$K)

	<u>FY11</u>	<u>FY12</u>
BA 1 - Officer Pay and Allowances	\$240,366	\$282,170
BA 2 - Enlisted Pay and Allowances	\$745,821	\$643,203
BA 4 - Subsistence	\$78,981	\$76,729
BA 5 - Permanent Change of Station	\$69,035	\$23,685
<b>TESI Subtotal</b>	<b>\$1,134,203</b>	<b>\$1,025,786</b>
MERHCF	\$110,782	\$117,242
<b>TESI Total</b>	<b>\$1,244,985</b>	<b>\$1,143,028</b>

#### **Subsistence-In-Kind (SIK) Costs (\$1,156 million)**

- Funds requested provide Subsistence-in-Kind (SIK) to all US military personnel while deployed in support of OND and OEF. 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 participating in OND and OEF.

#### **Permanent Change of Station (\$110 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 OND and OEF and for 7K anticipated separation moves coinciding with the TESI drawdown in the latter half of FY 2012. 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 (\$185 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 (\$29M)
  - Provides funds to the Department of Veterans Affairs (VA) to cover the increased number of Soldiers Group Life Insurance (SGLI) / Traumatic-SGLI claims directly associate with contingency operations. (\$129.1M)
  - Provides reimbursement of SGLI/TSGLI premiums to deployed Soldiers (\$26.6M)

**Pre and Post Mobilization Training (\$869 million)**

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

**ARMY M-1**

			<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>
			<u>Actuals*</u>	<u>Requested</u>	<u>Request Total</u>
<b>AAPN</b>	<b>M1</b>	<b>MILITARY PERSONNEL, ARMY</b>			
		<b>BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS</b>			
2010A	5	BASIC PAY	1,225,099	1,237,779	783,035
2010A	10	RETIRED PAY ACCRUAL	319,515	313,278	205,290
2010A	25	BASIC ALLOW ANCE FOR HOUSING	349,869	349,839	221,322
2010A	30	BASIC ALLOW ANCE FOR SUBSISTENCE	44,790	44,752	27,183
2010A	35	INCENTIVE PA YS	11,714	2,835	7,381
2010A	40	SPECIAL PA YS	133,797	159,261	64,012
2010A	45	ALLOW ANCES	60,583	56,632	31,498
2010A	50	SEPARATION PA Y	19,541	1,303	850
2010A	56	SOCIAL SECURITY TAX	93,452	94,650	59,901
		<b>TOTAL BUDGET ACTIVITY 1</b>	<b>2,258,359</b>	<b>2,260,329</b>	<b>1,400,472</b>
		<b>BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED</b>			
2010A	60	BASIC PAY	2,558,105	2,708,271	1,820,510
2010A	65	RETIRED PAY ACCRUAL	662,007	693,325	478,020
2010A	80	BASIC ALLOW ANCE FOR HOUSING	1,034,750	1,113,877	694,535
2010A	85	INCENTIVE PA YS	15,516	6,714	15,145
2010A	90	SPECIAL PA YS	662,378	574,120	313,753
2010A	95	ALLOW ANCES	354,047	241,921	182,153
2010A	100	SEPARATION PA Y	55,192	26,276	6,192
2010A	105	SOCIAL SECURITY TAX	195,305	207,174	139,271
		<b>TOTAL BUDGET ACTIVITY 2</b>	<b>5,537,300</b>	<b>5,571,678</b>	<b>3,649,579</b>
		<b>BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL</b>			
2010A	115	BASIC ALLOW ANCE FOR SUBSISTENCE	460,880	329,046	305,468
2010A	120	SUBSISTENCE-IN-KIND	1,865,020	1,871,805	1,155,870
		<b>TOTAL BUDGET ACTIVITY 4</b>	<b>2,325,899</b>	<b>2,200,851</b>	<b>1,461,338</b>

\* Excludes \$407 million enacted for baseline requirements

### Army M-1 Continued

			<u>FY 2010</u> <u>Actuals*</u>	<u>FY 2011</u> <u>Request Total</u>	<u>FY 2012</u> <u>Request Total</u>
<b>BUDGET ACTIVITY 5: PERMANENT CHANGE OF STATION TRAVEL</b>					
2010A	125	ACCESSION TRAVEL	35,206	45,512	-
2010A	130	TRAINING TRAVEL	-	-	-
2010A	135	OPERATIONAL TRAVEL	90,951	107,025	56,308
2010A	140	ROTATIONAL TRAVEL	68,670	45,514	29,861
2010A	145	SEPARATION TRAVEL	-	-	23,685
2010A	150	TRAVEL OF ORGANIZED UNITS	-	-	-
<b>TOTAL BUDGET ACTIVITY 5</b>			<b>194,826</b>	<b>198,051</b>	<b>109,854</b>
<b>BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS</b>					
2010A	175	INTEREST ON SOLDIERS DEPOSITS	16,021	16,102	9,674
2010A	212	RESERVE INCOME REPLACEMENT PROGRAM	728	1,895	472
2010A	185	UNEMPLOYMENT COMPENSATION	313,283	192,223	289,232
2010A	180	DEATH GRATUITIES	29,000	66,220	29,000
2010A	216	SGLI EXTRA HAZARD PAYMENTS	138,223	141,666	125,924
2010A	219	TRAUMATIC SGLI	43,012	29,394	29,790
<b>TOTAL BUDGET ACTIVITY 6</b>			<b>540,267</b>	<b>447,500</b>	<b>484,092</b>
2010A		FY 2011 CR ADJUSTMENT*	-	587,193	-
<b>SUB TOTAL - MILITARY PERSONNEL, ARMY</b>			<b>10,856,651</b>	<b>11,265,602</b>	<b>7,105,335</b>
2010X	221	STOP-LOSS SPECIAL COMPENSATION	204,441	-	-
1004A	300	MERHCF, ARMY	-	110,782	117,242
<b>TOTAL MILITARY PERSONNEL, ARMY</b>			<b>11,061,092</b>	<b>11,376,384</b>	<b>7,222,577</b>

\* Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.



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

NATIONAL GUARD PERSONNEL, ARMY			<u>FY 2010 Actuals</u>	<u>FY 2011 Requested</u>	<u>FY 2012 Request Total</u>
<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>					
2060A	10	PAY GROUP A TRAINING	289,417	231,547	139,341
2060A	80	SPECIAL TRAINING (PRE/POST MOB TRAINING)	504,289	550,090	422,107
2060A	70	SCHOOL TRAINING (PRE/POST MOB TRAINING)	-	-	20,557
2060A	90	ADMINISTRATION AND SUPPORT	49,513	46,485	79,874
2060A	90	RECRUITING AND RETENTION	-	-	-
<b>SUB TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>			<b>843,219</b>	<b>828,122</b>	<b>661,879</b>
2060A	FY 2011 CR ADJUSTMENT*		-	27,172	-
<b>TOTAL NATIONAL GUARD PERSONNEL, ARMY</b>			<b>843,219</b>	<b>855,294</b>	<b>661,879</b>
RESERVE PERSONNEL, ARMY			<u>FY 2010 Actuals</u>	<u>FY 2011 Requested</u>	<u>FY 2012 Request Total</u>
<b>BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT</b>					
2070A	10	PAY GROUP A TRAINING	127,166	104,230	77,212
2070A	80	SPECIAL TRAINING (PRE/POST MOB TRAINING)	154,771	153,915	122,359
2070A	70	SCHOOL TRAINING (PRE/POST MOB TRAINING)	11,200	9,886	7,591
2070A	90	RECRUITING AND RETENTION	-	-	-
<b>SUB TOTAL RESERVE PERSONNEL, ARMY</b>			<b>293,137</b>	<b>268,031</b>	<b>207,162</b>
2070A	FY 2011 CR ADJUSTMENT*		-	30,336	-
<b>TOTAL RESERVE PERSONNEL, ARMY</b>			<b>293,137</b>	<b>298,367</b>	<b>207,162</b>
<b>GRAND TOTAL ARMY MILITARY PERSONNEL</b>			<b>12,197,448</b>	<b>12,530,045</b>	<b>8,091,618</b>

\*\* Reflects the FY 2011 President's Budget request with an undistributed adjustment to match the Annualized Continuing Resolution funding level by appropriation.

**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 2012**  
**(\$ in Thousands)**  
**\$782,755**

**Part I - Purpose and Scope**

Funds provide for incremental basic compensation and length of service pay increments for mobilized reserve officer and Active Component Temporary End Strength Increase (TESI) personnel.

**Part II - Justification of Funds Required**

Funds provide basic compensation for mobilized National Guard and Army Reserve officer personnel and the Army's Active Component temporary end strength increase. The growth in the pay rate reflects a 1.4% across-the-board pay raise effective January 1, 2011 and a 1.6% pay raise effective January 1, 2012.

The request declines by \$455.0M from FY 2011 to FY 2012. This change is driven by three factors.

1. Mobilized man-years decline from FY 2011 to FY 2012 as Soldiers re-deploy from Iraq in accordance the current Status of Forces Agreement.
2. A slight increase in the Active Component TESI man-years in FY 2012 as the 22K over strength achieved during FY 2011 continues for the first half of the fiscal year before the start of the off-ramp. The strength then declines from 569.4K to the anticipated FY 2012 end strength of 562.0K.
3. A decrease in the TESI rate due to a combination of a shift in TESI budgeted force structure to include a larger portion of junior officers and a decrease of senior graded retiree recalls.

Summary cost computations are provided in the following table:

BA1	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Pay									
Guard / Reserve Mobilization	13,774	75,180	1,035,532	14,339	77,336	1,108,937	8,040	78,702	632,734
Active Component TESI	2,889	65,617	189,567	1,360	94,736	128,842	1,827	82,258	150,301
<b>Total</b>	<b>16,663</b>		<b>1,225,099</b>	<b>15,699</b>		<b>1,237,779</b>	<b>9,867</b>		<b>783,035</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$205,590**

**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 mobilized National Guard, Army Reserve and Active Component TESI 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 2011 and FY 2012 required for RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 24.3% used for National Guard and Army Reserve Soldiers and a full-time NCP of 34.3% used for Active Component Soldiers.

The request declines by \$107.7M from FY 2011 to FY 2012. This decline is driven by the reduction in Reserve Component Soldiers mobilized for OEF and OND.

Summary cost computations are provided in the following table:

BA1 Retired Pay Accrual	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	13,774	18,689	257,427	14,339	18,948	271,690	8,040	19,125	153,761
Active Component TESI	2,889	21,491	62,088	1,360	30,579	41,588	1,827	28,201	51,529
<b>Total</b>	<b>16,663</b>		<b>319,515</b>	<b>15,699</b>		<b>313,278</b>	<b>9,867</b>		<b>205,290</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$221,322**

**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**

The funds provide the BAH allowance for mobilized National Guard, Army Reserve officers and Active Component TESI personnel in support of operations directly associated with Overseas Contingency Operations (OCO).

The decrease of \$128.5M from FY 2011 to FY 2012 is driven by the decrease in Reserve Component Soldiers mobilized for OEF and OND. The decline is partially offset by the slight increase in TESI strength (\$8.5M).

Due to the ongoing Continuing Resolution (CR) during the submission cycle, the provided FY 2011 submission has not been updated. Per Department of Defense guidance, the FY 2011 estimate in this document reflects President's Budget 2011 (PB 2011) submitted requirements. This submission does not include the latest 2011 calendar year rates that have increased less than originally budgeted in PB 2011 submission (from 3.8% to 0.6%). The moderate savings generated from the rate change are anticipated to offset potential year of execution shortfalls.

Summary cost computations are provided in the following table:

BA1 Basic Allowance for Housing	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	13,774	21,388	294,601	14,339	21,979	315,175	8,040	22,156	178,131
Active Component TESI	2,889	19,130	55,268	1,360	25,488	34,664	1,827	23,638	43,191
<b>Total</b>	<b>16,663</b>		<b>349,869</b>	<b>15,699</b>		<b>349,839</b>	<b>9,867</b>		<b>221,322</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$27,183**

**Part I - Purpose and Scope**

Funds provide for subsistence allowance for to National Guard and Army Reserve officer and Active Component TESI personnel and is 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.

Subsistence allowance costs are obtained by multiplying the projected average number eligible for the allowance by the annual statutory rate. The BAS inflation rate is 3.4% effective 1 January 2012.

The decrease of \$17.5M from FY 2011 to FY 2012 is driven by the decrease in Reserve Component Soldiers mobilized for OEF and OND. The decline is partially offset by the slight increase in TESI strength (\$1.1M).

Due to the ongoing Continuing Resolution (CR) during the submission cycle, the provided FY 2011 submission has not been updated. This submission does not include the latest 2011 calendar year rates that have increased less than originally budgeted in PB 2011 submission (from 3.4% to 0.4%). The savings generated from the rate change are anticipated to offset potential year of execution shortfalls.

Summary cost computations are provided in the following table:

BA1 Basic Allowance for Subsistence	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	13,774	2,689	37,036	14,339	2,848	40,833	8,040	2,755	22,146
Active Component TESI	2,889	2,684	7,754	1,360	2,882	3,919	1,827	2,755	5,037
<b>Total</b>	<b>16,663</b>		<b>44,790</b>	<b>15,699</b>		<b>44,752</b>	<b>9,867</b>		<b>27,183</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$7,381**

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

Funds provide for payments to National Guard, Army Reserve and Active Component TESI officer personnel for the following incentive 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 will be assigned to demolition billets and 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 officer 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 FY 1998 NDAA (to establish \$840 rate level) and by FY 1999 NDAA to facilitate payments of ACIP to Warrant Officers. Payments range from \$125 to \$840 per month determined by years of aviation service. (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)

*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))

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

*Save Pay* - Payment to an enlisted member who accepts an appointment as an officer or a warrant officer who accepts an appointment as a commissioned officer (37 U.S.C. 907a) to offset any delta between previous pay and allowances and any pay and allowance to which he or she is entitled as such a commissioned officer.

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

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

*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**

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

In order to more accurately account for the resources requested in the OCO submissions, the Army has expanded the previously consolidated Special Pay justification material to further align with the base budget requests. The previous OCO Special Pay exhibit consolidated Incentive, Special Pays, Separation Pays and Allowances.



The increase from FY 2011 to FY 2012 of \$4.5M is driven primarily by two factors:

1. An increase in RC mobilization Incentive Pays of \$3.3M. This increase is due to the exclusion of \$7.2M of flying duty pay in the FY2011 column. These requirements are consolidated in the Other Special Pay category for FY 2011.
2. An increase of \$1.2M in the AC TESI incentive pays. This slight increase is driven by the moderate increase in the AC TESI man-years (from 1,360 in FY 2011 to 1,827 in FY 2012).

Summary cost computations are provided by the following table:

**BA1**

**Incentive Pays**

	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Demolition Duty	45	1,800	81	3	1,800	6	21	1,800	38
Flying Duty 1	1,141	5,953	6,792	71	7,739	553	537	6,370	3,418
Other Special Incentive Pays <sup>2</sup>	165	6,738	1,110	5	6,941	35	40	5,727	229
Parachute Jumping	240	1,800	432	18	1,800	32	133	1,800	239
<b>Total</b>	<b>1,590</b>		<b>8,415</b>	<b>97</b>		<b>626</b>	<b>731</b>		<b>3,924</b>

**BA1**

**Incentive Pays**

	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Demolition Duty	34	1,800	61	26	1,800	47	29	1,800	52
Flying Duty	302	6,815	2,055	262	7,190	1,887	418	7,305	3,056
Other Special Incentive Pays	393	1,800	707	1	1,800	1	2	1,800	3
Parachute Jumping	265	1,800	476	152	1,800	274	192	1,800	346
<b>Total</b>	<b>993</b>		<b>3,299</b>	<b>441</b>		<b>2,209</b>	<b>641</b>		<b>3,457</b>

1: FY 2011 updated requirement is \$7,753K. \$7,200K is included in Officer (BA1) Other Special Pay line.

2: FY 2011 updated requirement is \$534K. \$499K is included in Officer (BA1) Separation Pay line.

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

**FY 2012**  
**(\$ in Thousands)**  
**\$64,012**

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

Funds provide for payments to National Guard, Army Reserve and Active Component TESI officer personnel for the following special pays:

Other Special Pay: Special pay for various categories including:

*Diving Duty Pay* - a monthly amount not to exceed \$200 a month for periods during which they (1) are assigned by orders to the duty of diving, (2) are required to maintain proficiency as a diver by frequent and regular dives, and (3) actually perform diving duty (37 U.S.C 304).

*Sea Duty Pay* - The term "sea duty" means duty performed by a member (1) while assigned to a ship, and while serving on a ship the primary mission of which is accomplished while underway; or (2) while assigned to a ship, and while serving on a ship the primary mission of which is normally accomplished while in port, but only while the ship is away from its home port for 30 or more consecutive days. Additionally, the member entitled to career sea pay who has served 36 consecutive months of sea duty is entitled to a career sea pay premium of \$100 per month for the 37th month and each consecutive month of sea duty served. The range of rates for warrant officers and officers is \$130 to \$410 per month (37 U.S.C. 305a).

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

*Personal Allowance, General Officers* -an officer is entitled to a personal money allowance of (1) \$500 a year while serving in the grade of lieutenant general, (2) \$2,200 per year while serving in the grade of general, (3) \$2,200 in addition to the personal money allowance in (1) above while serving as a senior member of the military staff committee of the United Nations and (4) \$4,000 per year, in place of any other personal money allowance, while serving as Chief of Staff of the Army (37 U.S.C 414).

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 \$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: 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).

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

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. The amount of special pay may not exceed \$500 per month for each month or portion of a month that the member is retained on active duty as a result of application of Stop Loss authority. The Army will end Stop Loss payments in March of 2011.

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. Category 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.

In order to more accurately account for the resources requested in the OCO submissions, the Army has expanded the previously consolidated Special Pay justification material to further align with the base budget requests. The previous OCO Special Pay exhibit consolidated Incentive, Special Pays, Separation Pays and Allowances. The Other Special Pay category has been eliminated in FY 2012 due to the addition of the Incentive, Separation and Allowance Tables. The previously submitted FY 2011 requirement of \$19M contained summarized pay entitlements for flying duty incentive pay and accrued leave entitlements that are more accurately reported in special pay and basic pay tables.

The decrease from FY 2011 to FY 2012 of \$93.8 M is driven primarily by the reduction in the deployment special pays (Hostile Fire and Hardship Duty) as Soldiers re-deploy from Iraq.

Summary cost computations are provided by the following table:

**BA1**

**Special Pays**

	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Clothing Allowance*				5,573	217	1,209			
Other Special Pays				3,420	5,717	19,549			
Foreign Language Proficiency Pay	31	3,900	122	49	4,600	227	17	3,900	67
Hardship Duty Pay	6,651	1,200	7,981	6,283	1,200	7,539	3,571	1,200	4,285
Hostile Fire Pay	7,099	2,700	19,168	9,495	2,700	25,637	3,880	2,700	10,477
Special Duty Assignment Pay	1	1,800	2	-	-	-	1	1,800	2
Various Medical Special Pays	1,431	7,453	10,665	1,128	10,407	11,743	532	10,352	5,506
<b>Total</b>	<b>15,213</b>		<b>37,937</b>	<b>20,375</b>		<b>65,904</b>	<b>8,001</b>		<b>20,336</b>

**BA1**

**Special Pays**

	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Clothing Allowance*				649	397	258			
Other Special Pay	122	3,584	438	219	3,644	799	876	3,753	3,287
Foreign Language Proficiency Pay	101	3,900	392	108	1,983	215	68	3,900	265
Hardship Duty Pay	24,020	1,200	28,824	25,532	1,200	30,638	11,640	1,200	13,968
Hostile Fire Pay	22,069	2,700	59,586	19,883	2,700	53,685	7,881	2,700	21,280
Stop Loss Special Pay	60	3,600	218	-	-	-	-	-	-
Various Medical Special Pays	690	9,277	6,401	1,321	5,876	7,761	560	8,708	4,876
<b>Total</b>	<b>47,063</b>		<b>95,860</b>	<b>47,063</b>		<b>93,357</b>	<b>21,025</b>		<b>43,676</b>

\*FY 2011 reflects Clothing Allowance at FY 2011 President's Budget submission. The allowance was corrected and is displayed in the Allowance Exhibit for FY 2010 and 2012.

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

**FY 2012**  
**(\$ in Thousands)**  
**\$31,497**

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

Funds provide for payments to National Guard, Army Reserve and Active Component TESI 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 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.

In order to more accurately account for the resources requested in the OCO submissions, the Army has expanded the previously consolidated Special Pay justification material to more closely align with the base budget requests. The previous OCO Special Pay exhibit had summarized Incentive, Special, Separation and Allowances.

The decline of \$26.6M from FY 2011 to FY 2012 is driven by two factors:

1. Family Separation Allowance is decreasing due to the decline in number of Soldiers deployed to Iraq
2. The overall decrease in RC mobilization levels (81.5K in FY 2011 and 50.1K in FY 2012)

Summary cost computations are provided by the following table:

BA1 Allowances	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Clothing Allowance*	4,407	200	881				2,169	200	434
Family Separation Allowance	7,628	3,000	22,884	5,471	3,000	16,414	4,190	3,000	12,568
Overseas Station Allowance	965	8,916	8,602	457	16,242	7,420	518	10,541	5,462
CONUS COLA	33	2,293	76	53	5,654	300	42	2,435	103
<b>Total</b>	<b>13,033</b>		<b>32,443</b>	<b>147,081</b>		<b>24,133</b>	<b>6,920</b>		<b>18,567</b>

BA1 Allowances	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Clothing Allowance*	142	400	57				278	400	111
Family Separation Allowance	7,205	3,000	21,616	8,141	3,000	24,423	2,864	3,000	8,592
Overseas Station Allowance	721	8,931	6,439	896	8,922	7,996	452	9,190	4,151
CONUS COLA	16	1,709	28	43	1,868	80	66	1,164	77
<b>Total</b>	<b>8,068</b>		<b>28,140</b>	<b>256,917</b>		<b>32,499</b>	<b>3,593</b>		<b>12,931</b>

\*FY 2011 Clothing Allowance is displayed in the Special Pays exhibit as it was during the President's Budget 2011 submission. The display was corrected for FY 2010 and 2012.

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

**FY 2012**  
**(\$ in Thousands)**  
**\$851**

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

Funds provide for payments to National Guard, Army Reserve and Active Component TESI 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.

FY 2010 mobilized National Guard and Army Reserve lump sum terminal leave contains Retro Active Post-Deployment Respite Absence (RETRO PDMRA). This is a cash payout to RC Soldiers who were not able or not allowed to use the PDMRA days available to them, post their deployment.

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.

Involuntary Severance: Category includes a combination of the following:

*Involuntary - Half Severance Pay* - Payments authorized to members not fully qualified for retention and are denied reenlistment or continuation. Payment is 5% of the product of member's years active service plus fractions of years based on full months and annual pay.

*Involuntary - Full Severance Pay* - Payments are authorized to members involuntarily separated from active duty but who are fully qualified for retention, but are denied reenlistment or continuation. Payment is 10% of the product of member's years active service plus fractions of years based on full months and annual 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.

In order to more accurately account for the resources requested in the OCO submissions, the Army has expanded the previously consolidated Special Pay justification material to more closely align with the base budget requests. The previous OCO Special Pay exhibit had summarized Incentive Pay, Special Pay, Separation Pay and Allowances.

The \$0.5M decline from FY 2011 to FY 2012 is driven primarily by two factors:

1. Reduction in the RC mobilization levels from 81.5K man-years in FY 2011 to 50.1K man-years in FY 2012
2. The increased level of provided detail in current Justification Book. The previously submitted FY 2011 Lump Sum Terminal Leave requirement contained \$0.5M that is more accurately requested in the Other Special Incentive pay

Summary cost computations are provided by the following table:

BA1 Separation Pay	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Mobilized Guard & Reserve									
Lump Sum Terminal Leave	9,604	1,951	18,736	229	2,712	621	15	3,230	48
Severance Pay									
Involuntary Separation									
<b>Total</b>	<b>9,604</b>		<b>18,736</b>	<b>229</b>		<b>621</b>	<b>15</b>		<b>48</b>

BA1 Separation Pay	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Active Component Deployed									
Lump Sum Terminal Leave	174	3,595	627	244	2,311	563	136	3,591	489
Severance Pay	2	41,865	84	3	25,897	78	3	57,919	174
Involuntary Separation	2	47,412	94	1	41,765	42	2	69,911	140
<b>Total</b>	<b>178</b>		<b>805</b>	<b>248</b>		<b>682</b>	<b>141</b>		<b>802</b>

1: FY 2010 execution includes anticipated \$6,791K for Retroactive Post Deployment Respite Absence (RETRO PDMRA).



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

**FY 2012**  
**(\$ in Thousands)**  
**\$59,880**

### **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 mobilized National Guard and Army Reserve officer and Active Component TESI personnel in support of operations directly associated with the Overseas Contingency Operations.

### **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% and the Hospital Insurance (HI) rate is 1.45%. 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>
2010	\$106,800	No upper limit
2011	\$106,800	No upper limit
2012	\$113,700	No upper limit

Funds provide basic compensation for mobilized National Guard and Army Reserve officer personnel and the Army's Active Component temporary end strength increase. The growth in the pay rate reflects a 1.4% across-the-board pay raise effective January 1, 2011 and a 1.6% pay raise effective January 1, 2012.

The request declines by \$34.8M from FY 2011 to FY 2012. This change is driven by two factors:

1. Mobilized man-years decline from FY 2011 to FY 2012 as Soldiers re-deploy from Iraq in accordance the current Status of Forces Agreement.
2. A slight increase in the Active Component TESI man-years in FY 2012 as the 22K overstrength accomplished in FY 2011 continues for the first half of the fiscal year. The strength then declines from 569.4K to the anticipated FY 2012 end strength of 562.0K.

Summary cost computations are provided in the following table:

BA 1

Social Security

	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	13,774	5,732	78,959	14,339	5,918	84,860	8,040	6,021	48,407
Active Component TESI	2,889	5,017	14,493	1,360	7,199	9,790	1,827	6,290	11,493
<b>Total</b>	<b>16,663</b>		<b>93,452</b>	<b>15,699</b>		<b>94,650</b>	<b>9,867</b>		<b>59,901</b>

**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Basic Pay**

**(\$ in Thousands)**  
**\$1,818,519**

**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 and Active Component TESI.

**Part II - Justification of Funds Required**

Funds provide basic compensation for mobilized National Guard and Army Reserve officer personnel and the Army's Active Component temporary end strength increase. The growth in the pay rate reflects a 1.4% across-the-board pay raise effective January 1, 2011 and a 1.6% pay raise effective 1 January 2012.

The request declines by \$889.7M from FY 2011 to FY 2012. This change is driven by three factors:

1. Mobilized man-years decline from FY 2011 to FY 2012 as Soldiers re-deploy from Iraq in accordance the current Status of Forces Agreement.
2. A slight increase in the Active Component TESI man-years in FY 2012 as the 22K over strength achieved during FY 2011 continues for the first half of the fiscal year before the start of the off-ramp. The strength then declines from 569.4K to the anticipated FY 2012 end strength of 562.0K.
3. A decrease in the TESI rate due to a combination of a shift in TESI budgeted force structure to include a larger portion of junior enlisted and a decrease of senior graded retiree recalls.

Summary cost computations are provided in the following table:

BA2 Base Pay	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	66,563	33,171	2,207,962	67,208	33,898	2,278,210	42,095	34,776	1,463,911
Active Component TESI	16,154	21,675	350,143	18,168	23,671	430,061	19,184	18,589	356,599
<b>Total</b>	<b>82,717</b>		<b>2,558,105</b>	<b>85,376</b>		<b>2,708,271</b>	<b>61,279</b>		<b>1,820,510</b>

**Appropriation: Military Personnel, Army**

**FY 2012**

**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Retired Pay Accrual**

**(\$ in Thousands)**  
**\$480,170**

**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 mobilized National Guard, Army Reserve and Active Component TESI 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 2011 and FY 2012 required for RPA trust fund account.

The actuarial estimate assumes a part-time Normal Cost Percentage (NCP) of 24.3% used for National Guard and Army Reserve Soldiers and a full-time NCP of 34.3% used for Active Component Soldiers

The request declines by \$213.2M from FY 2011 to FY 2012. This decline is driven by the reduction in Reserve Component Soldiers mobilized for OEF and OND.

Summary cost computations are provided in the following table:

BA2 Retired Pay Accrual	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	66,563	8,225	547,507	67,208	8,305	558,162	42,095	8,451	355,726
Active Component TESI	16,154	7,088	114,500	18,168	7,440	135,163	19,184	6,375	122,294
<b>Total</b>	<b>82,717</b>		<b>662,007</b>	<b>85,376</b>		<b>693,325</b>	<b>61,279</b>		<b>478,020</b>

**Appropriation: Military Personnel, Army**

**FY 2012**

**Budget Activity 2: Pay and Allowances of Enlisted**  
**Budget Line Item: Basic Allowance for Housing**

**(\$ in Thousands)**  
**\$694,535**

**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 National Guard, Army Reserve and Active Component TESI personnel in support of operations directly associated with the Overseas Contingency Operations (OCO).

The decrease of \$419.3M from FY 2011 to FY 2012 is driven by the decrease in Reserve Component Soldiers mobilized for OEF and OND and a decrease in average anticipated TESI rate due to increase in utilization of partial as opposed to full BAH rate as Soldiers are housed in government provided housing.

Due to the ongoing Continuing Resolution (CR) during the submission cycle, the provided FY 2011 submission has not been updated. Per Department of Defense guidance, the FY 2011 estimate in this document reflects President's Budget 2011 (PB 2011) submitted requirements. This submission does not include the latest 2011 calendar year rates that have increased less than originally budgeted in PB 2011 submission (from 3.8% to 0.6%). The moderate savings generated from the rate change are anticipated to offset potential year of execution shortfalls.

Summary cost computations are provided in the following table:

BA2 BAH	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	66,563	14,223	946,714	63,847	15,969	1,019,581	42,095	14,789	622,533
Active Component TESI	5,527	15,927	88,036	5,839	16,150	94,296	4,390	16,400	72,002
<b>Total</b>	<b>72,090</b>		<b>1,034,750</b>	<b>69,686</b>		<b>1,113,877</b>	<b>46,485</b>		<b>694,535</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$15,145**

### **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 will be 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 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))

*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.

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 (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**

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.

In order to more accurately account for the resources requested in the OCO submissions, the Army has expanded the previously consolidated Special Pay justification material to further align with the base budget requests. The previous OCO Special Pay exhibit had summarized Incentive, Special Pays, Separation Pays and Allowances. Through the increased level of detail provided in the current Justification Book, the Army is better able to isolate, capture and articulate specific requirements for OCO.

The increase from FY 2011 to FY 2012 of \$8.4M is driven primarily by three factors:

1. An increase of \$9.5M in Active Component other special pays to account for DEIP, due to increased level of provided detail in current Justification Book. The previously submitted FY 2011 DEIP requirement reported in Special Pays – Stop Loss line.
2. A decrease in RC mobilization Incentive Pays of \$0.6M. This decrease is due to a decrease in Reserve Component mobilization strength from 81.5K in FY 2011 to 50.1K in FY 2012.
3. A decrease of \$0.5M in the Active Component TESI incentive pays due to a minor adjustment in requirement for Soldiers performing specialty duties.

Summary cost computations are provided by the following table:

BA2 Incentive Pays	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Demolition Duty	364	1,800	655	32	1,800	57	142	1,800	256
Flying Duty	837	2,151	1,801	262	7,124	1,869	411	2,259	929
Other Special Incentive Pays	218	9,159	1,997	207	9,457	1,953	212	8,182	1,733
Parachute Jumping	688	1,800	1,238	177	1,800	318	387	1,800	696
<b>Total</b>	<b>2,107</b>		<b>5,692</b>	<b>678</b>		<b>4,198</b>	<b>1,152</b>		<b>3,614</b>

BA2 Incentive Pays	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Demolition Duty	274	1,800	493	117	1,800	210	99	1,800	178
Flying Duty	7	2,142	15	63	2,580	163	2	2,190	5
Other Special Incentive Pays	1,937	3,560	6,897		-	-	1,875	5,103	9,569
Parachute Jumping	1,344	1,800	2,419	1,191	1,800	2,144	991	1,796	1,779
<b>Total</b>	<b>3,562</b>		<b>9,824</b>	<b>1,371</b>		<b>2,516</b>	<b>2,967</b>		<b>11,531</b>



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

**FY 2012**  
**(\$ in Thousands)**  
**\$313,753**

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

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

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 \$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: 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).

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: 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. The amount of special pay may not exceed \$500 per month for each month or portion of a month that the member is retained on active duty as a result of application of Stop Loss authority. The Army will end Stop Loss payments in March of 2011.

### **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.

In order to more accurately account for the resources requested in the OCO submissions, the Army has expanded the previously consolidated Special Pay justification material to further align with the base budget requests. The previous OCO Special Pay exhibit consolidated Incentive, Special Pays, Separation Pays and Allowances. The Other Special Pay category has been eliminated in FY 2012 due to the

addition of the Incentive Pays, Separation Pays and Allowance Tables. The previously submitted FY 2011 requirement of \$5.5M contained summarized pay entitlements for flying duty incentive pay and accrued leave entitlements that are more accurately reported in incentive pays and basic pay tables.

The decrease from FY 2011 to FY 2012 of \$260.4M is driven primarily by the reduction in the deployment Special Pays (Hostile Fire and Hardship Duty) as Soldiers re-deploy from Iraq.

Summary cost computations are provided by the following table:

**BA2**

**Special Pays**

	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Foreign Language Proficiency Pay	349	3,900	1,361	327	4,327	1,414	206	3,900	803
Hardship Duty Pay	42,438	1,200	50,926	37,751	1,200	45,301	25,368	1,200	30,442
Hostile Fire Pay	44,653	2,700	120,562	37,490	2,700	101,223	27,283	2,700	73,663
Other Special Pay				1,235	4,493	5,551			
Special Duty Assignment Pay	1,217	3,954	4,811	1,142	4,490	5,126	630	4,156	2,620
<b>Total</b>	<b>88,657</b>		<b>177,660</b>	<b>77,945</b>		<b>158,615</b>	<b>53,487</b>		<b>107,528</b>

**BA2**

**Special Pays**

	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Foreign Language Proficiency Pay	123	3,900	479	228	1,815	413	15	3,900	57
Hardship Duty Pay	136,517	1,200	163,820	110,051	1,200	132,061	63,703	1,200	76,444
Hostile Fire Pay	104,393	2,700	281,860	75,693	2,700	204,370	47,895	2,700	129,316
Special Duty Assignment Pay	498	4,622	2,301	1,928	3,495	6,739	88	4,640	408
Stop Loss Special Pay	6,043	6,000	36,257	11,987	6,000	71,922			
<b>Total</b>	<b>247,573</b>		<b>484,718</b>	<b>199,886</b>		<b>415,505</b>	<b>111,701</b>		<b>206,225</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$182,154**

### **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 officers eligible for each type of payment and rate of payment.

In order to more accurately account for the resources requested in the OCO submissions, the Army has expanded the previously consolidated Special Pay justification material to more closely align with the base budget requests. The previous OCO Special Pay exhibit had summarized Incentive, Special, Separation and Allowances.

The decline of \$59.8M from FY 2011 to FY 2012 is driven by the following two factors:

1. Family Separation Allowance is decreasing due to the decline in number of Soldiers deployed to Iraq.
2. The overall decrease in RC mobilization levels (81.5K in FY 2011 and 50.1K in FY 2012)

Summary cost computations are provided by the following table:

**BA2**

Allowances	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Clothing Allowance	69,771	200	13,954	3,648	2,766	10,089	38,328	200	7,666
Family Separation Allowance	32,058	3,000	96,175	23,579	3,000	70,737	19,512	3,000	58,537
Overseas Station Allowance	5,200	5,856	30,449	4,202	9,853	41,399	3,066	6,869	21,063
CONUS COLA	95	1,524	145	188	3,578	673	100	1,600	160
<b>Total</b>	<b>107,124</b>		<b>140,723</b>	<b>31,616</b>		<b>122,898</b>	<b>61,007</b>		<b>87,425</b>

**BA2**

Allowances	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Clothing Allowance	38,219	1,461	55,838	9,311	560	5,212	16,078	1,461	23,490
Family Separation Allowance	48,436	3,000	145,308	33,404	3,000	100,211	21,560	3,000	64,681
Overseas Stationing Allowance	2,737	4,413	12,079	2,984	4,475	13,354	1,264	5,176	6,541
CONUS COLA	91	1,096	100	205	1,203	247	14	1,162	16
<b>Total</b>	<b>89,483</b>		<b>213,324</b>	<b>45,904</b>		<b>119,023</b>	<b>38,916</b>		<b>94,728</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$6,192**

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

Funds provide for payments to National Guard, Army Reserve and Active Component TESI 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.

FY 2010 mobilized National Guard and Army Reserve lump sum terminal leave contains Retro Active Post-Deployment Respite Absence (RETRO PDMRA). This is a cash payout to RC Soldiers who were not able or not allowed to use the PDMRA days available to them, post their deployment.

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.

Involuntary Severance: Category includes a combination of the following:

*Involuntary - Half Severance Pay* - Payments authorized to members not fully qualified for retention and are denied reenlistment or continuation. Payment is 5% of the product of member's years active service plus fractions of years based on full months and annual basic pay.

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

In order to more accurately account for the resources requested in the OCO submissions, the Army has expanded the previously consolidated Special Pay justification material to more closely align with the base budget requests. The previous OCO Special Pay exhibit had summarized Incentive Pay, Special Pay, Separation Pay and Allowances.

The \$20.1M decline from FY 2011 to FY 2012 is primarily driven by a reduction in the RC mobilization levels from 81.5K man-years in FY 2011 to 50.1K man-years in FY 2012.

Higher FY 2010 RC mobilization execution is driven by inclusion of \$38.6M for RETRO PDMRA.

Summary cost computations are provided by the following table:

**BA2**

Separation Pay	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Mobilized Guard &amp; Reserve</b>									
Lump Sum Terminal Leave	26,047	2,043	53,222	15,726	1,222	19,218	1,017	2,125	2,161
Severance Pay									
Involuntary Separation									
Voluntary Separation									
Various Other Separation Pay									
<b>Total</b>	<b>26,047</b>		<b>53,222</b>	<b>15,726</b>		<b>19,218</b>	<b>1,017</b>		<b>2,161</b>

**BA2**

Separation Pay	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Active Component Deployed</b>									
Involuntary Separation	9	20,501	190	67	19,602	1,313	5	16,494	85
Lump Sum Terminal Leave	201	1,905	384	104	9,014	933	980	1,959	1,920
Severance Pay	40	34,795	1,397	148	31,316	4,649	56	35,776	1,989
Various Other Separation Pay				23	7,056	162	5	7,155	37
<b>Total</b>	<b>251</b>		<b>1,970</b>	<b>342</b>		<b>7,058</b>	<b>1,046</b>		<b>4,031</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$139,111**

**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 mobilized National Guard, Army Reserve and the Active Component TESI in support of operations directly associated with the Overseas Contingency Operations.

**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 % and the Hospital Insurance (HI) rate is 1.45 %. 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>
2010	\$106,800	No upper limit
2011	\$106,800	No upper limit
2012	\$113,700	No upper limit

The request declines by \$68.1M from FY 2011 to FY 2012. This change is driven by three factors.

1. Mobilized man-years decline from FY 2011 to FY 2012 as Soldiers re-deploy from Iraq in accordance the current Status of Forces Agreement.
2. A slight increase in the Active Component TESI man-years in FY 2012 as the 22K over-strength accomplished in FY 2011 continues for the first half of the fiscal year. The strength then declines from 569.4K to the anticipated FY 2012 end strength of 562.0K.

Summary cost computations are provided in the following table:

BA 2 Social Security	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	66,563	2,532	168,520	67,208	2,593	174,285	42,095	2,660	111,990
Active Component TESI	16,154	1,658	26,785	18,168	1,810	32,889	19,184	1,422	27,281
<b>Total</b>	<b>82,717</b>		<b>195,305</b>	<b>85,376</b>		<b>207,174</b>	<b>61,279</b>		<b>139,271</b>



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

**FY 2012**  
**(\$ in Thousands)**  
**\$1,461,338**

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

Funds provide for the payment of authorized Basic Allowance for Subsistence (BAS) and Subsistence-in-Kind (SIK) for mobilized National Guard, Army Reserve and the Active Component TESI in support of operations directly associated with the Overseas Contingency Operations.

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 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 OND and OEF 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 OND and OEF.

*Subsistence-in-Messes:* Cost of bulk subsistence for dining facilities operated in support of OND 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:* 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.

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

FY 2012 subsistence requirement is decreasing by \$739.5M. The decrease in requirement is due to the following factors:

- 1) The decrease of \$23.6M from FY 2011 to FY 2012 in BAS requirement is driven by the decrease in Reserve Component Soldiers mobilized for OEF and OND. The decline is partially offset by the increase in TESI strength (\$28.1M).
- 2) Decrease in total SIK requirement due to decreased deployment levels of all U.S. Forces (\$715.9M).

Due to the ongoing Continuing Resolution (CR) during the submission cycle, the provided FY 2011 submission has not been updated. The FY 2011 estimate in this document reflects President's Budget 2011 (PB 2011) submitted requirements. This submission does not include the latest 2011 calendar year rates that have increased less than originally budgeted in PB 2011 submission (from 3.4% to 0.4%). The savings generated from the rate change are anticipated to offset potential year of execution shortfalls.

Summary cost computations are provided in the following table:

**BA 4**

**Enlisted BAS**

	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Guard / Reserve Mobilization	66,563	3,886	258,664	67,208	4,173	280,462	42,013	4,000	168,039
Active Component TESI	16,154	3,886	62,774	12,190	3,986	48,584	19,184	4,000	76,729
Unrealized Collections	40,318	3,459	139,441				17,094	3,551	60,701
<b>Total</b>	<b>123,035</b>	<b>3,886</b>	<b>460,880</b>	<b>79,398</b>		<b>329,046</b>	<b>78,291</b>		<b>305,468</b>

**BA 4**

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

	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Subsistence in Messes	192,248	7,409	1,424,440	170,864	9,569	1,635,059	90,774	7,712	700,041
Meals Ready to Eat (MRE)	17,512	8,281	145,016	7,775	12,927	100,503	25,347	8,599	217,950
Unitized Group Rations	39,514	7,480	295,564	15,550	8,764	136,244	30,627	7,767	237,878
<b>Total</b>	<b>249,274</b>		<b>1,865,020</b>	<b>194,189</b>		<b>1,871,805</b>	<b>146,748</b>		<b>1,155,870</b>
<b>Total Subsistence of Enlisted Personnel</b>			<b>2,325,899</b>			<b>2,200,851</b>			<b>1,461,338</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$109,854**

### **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 OND 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 (37 U.S.C 7).

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

FY 2012 rates are based on FY 2010 actual anticipated execution and funding for these moves provides support for:

1. 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 force to authorized fill levels in support of deploying units for OND and OEF.
3. Support the headquarters staff function of the US Forces – Iraq (USF–I) and the International Security Assistance Force (ISAF), which are engaged in establishing security, restoring effective government and overseeing reconstruction projects in Iraq and Afghanistan.

The request declines by \$88.2M from FY 2011 to FY 2012. This change is driven by three factors:

1. Increase in separation moves is associated with the drawdown from 569.4K to 562.0K in FY 2012.
2. Decrease in Operational moves is driven by a reduction in the number of units preparing to deploy in support of contingency operations.
3. Elimination of Accession requirements as no additional Accessions are required for TESI in FY 2012.

Summary cost computations are provided in the following table:

BA 5

Permanent Change of Station	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Accession Moves	11,716	3,005	35,206	17,606	2,585	45,512	-	-	-
Operational Moves	8,608	10,566	90,951	8,737	12,249	107,025	5,422	13,037	56,308
Rotational Moves	4,291	16,004	68,670	3,002	15,163	45,514	1,807	16,170	29,861
Separation Moves	-	-	-	-	-	-	6,654	3,560	23,685
<b>Total</b>	<b>24,614</b>		<b>194,826</b>	<b>29,345</b>		<b>198,051</b>	<b>13,883</b>		<b>109,854</b>

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

**FY 2011**  
**(\$ in Thousands)**  
**\$184,713**

### **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-SIGLI 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 Service members' Group Life Insurance program during service in OND or OEF. Effective July 1, 2008, the SGLI monthly premium was changed to \$0.65 per \$1,000 coverage. The amount the Department pays is \$29 per month or \$348 per year for each member.

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**

The request declines by \$52.6M from FY 2011 to FY 2012. This change is driven by two factors:

1. FY 2012 death gratuity requirements have been reduced based upon the recent mortality rate of individuals serving in a combat zone.
2. Decrease in SGLI and T-SGLI insurance premiums due to decrease in the total number of expected deployed personnel from 125.5K in FY 2011 to 86.9K in FY 2012.

The average claim SGLI in policy year 2010 was \$400,000 and is expected to remain at that level for policy years 2011 and 2012.

Summary cost computations are provided in the following table:

BA 6 Casualty & Disability	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
SGLI	245	400,000	97,980	245	400,000	97,980	248	400,000	99,300
T-SGLI Prospective	-	-	40,762	-	-	29,394	-	-	29,790
T-SGLI Retroactive	-	-	2,250	-	-	-	-	-	-
SGLI/T-SGLI Insurance Premium	115,640	348	40,243	125,534	348	43,686	76,503	348	26,623
Death Gratuity (Combat Deaths)	290	100,000	29,000	662	100,000	66,220	290	100,000	29,000
<b>Total</b>	<b>116,175</b>		<b>210,235</b>	<b>182,919</b>	<b>500,348</b>	<b>237,280</b>	<b>77,041</b>		<b>184,714</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$299,379**

### **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. The Job Creation and Worker Assistance Act of 2002 (P.L. 107-147) extended unemployment compensations benefits an additional 13 weeks for workers who had exhausted the original 26 weeks of benefits. The additional 13 weeks has been extended by the Emergency Unemployment Compensation Act of 2009 (P.L. 111-92).

Reserve Income Replacement Program (RIRP): The Congress authorized payments in the FY 2006 NDAA to provide specific payments to eligible members of the National and Army Reserve who are involuntarily serving on active duty (the term active duty includes full-time National Guard duty) and who are experiencing an active duty income differential of more than \$50 per month, as determined by the member's Service Secretary. An active duty income differential is the difference between the average monthly civilian earned income of the member before mobilization and the member's total monthly military compensation while involuntarily mobilized when the member's average monthly civilian income exceeds the total monthly military compensation. To be eligible for RIRP payments, the member must be currently serving on active duty in an involuntarily status and have: Completed 18 consecutive months of active duty, or completed 24 months of active duty during the previous 60 months, or been involuntarily mobilized for 180 days or more within six months of the previous involuntary period of active duty of more than 180 days.

Interest on Uniformed Services Savings Deposits: In accordance with Title 10, U.S.C., Section 1035, and 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 redeploy. 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 increased by \$117.1M from FY 2011 to FY 2012. This change is driven by three factors:

1. Unemployment Compensation requirement growth is due to the following:
  - a. FY 2012 anticipated unemployment compensation rate is expected to continue to execute at FY 2010 levels with basic pay yearly inflation.
  - b. An increased FY 2012 expected Soldier strength is due to a combination of reduction of Reserve Component Soldier deployment and anticipated steady state economic situation.
2. Decrease in FY 2012 due to a decrease in overall deployed strength (142.5K in FY 2011 to 86.9K in FY 2012)
3. Reduction in Reserve Component mobilization strength (85.1K in FY 2011 to 50.1K in FY 2012).

Summary cost computations are provided in the following table:

BA 6		FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
		Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Other	Unemployment Benefits	22,799	13,741	313,283	13,989	13,741	192,223	20,341	14,219	289,232
	Reserve Income Replacement Program	885	823	728	2,303	823	1,895	574	823	472
	Services Savings Deposits	81,404	197	16,021	10,939	1,472	16,102	46,085	210	9,674
	<b>Total</b>	<b>105,088</b>		<b>330,032</b>	<b>27,230</b>	<b>-</b>	<b>210,220</b>	<b>67,000</b>		<b>299,378</b>



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

**FY 2010**  
**(\$ in Thousands)**  
**\$204,441**

**PART I – PURPOSE AND SCOPE**

Public Law 111-32, Section 310 appropriated \$534.4 million in FY 2009 supplemental appropriations to make payment of claims to members of the Armed Forces, 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 member of the uniformed services 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, President Obama signed legislation which extended the deadline until December 3, 2010. These funds are available for obligation until expended.

The Army’s share of the \$534.4 million for this program is \$405.6 million. As of September 30, 2010 \$204.4 million was obligated and recorded as an Overseas Contingency Operation (OCO) obligation.

Summary cost computations are provided in the following table:

BA6 Stop-Loss Retroactive Pay	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Stop Loss Retroactive Pay, Officer			22,416						
Stop Loss Retroactive Pay, Enlisted			182,025						
<b>Total</b>			<b>204,441</b>			<b>-</b>			<b>-</b>

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

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

**FY 2012**  
**(\$ in Thousands)**  
**\$10,195**

**Part I - Purpose and Scope**

The funds requested will provide for the Medicare Eligible Retiree Health Care Fund 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. The FY 2012 Per Capita Accrual Rate is \$5,580 per active average strength.

Summary cost computations are provided in the following table:

BA1	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
MERHCF, Army									
Active Component TESI				1,360	5,673	7,715	1,827	5,580	10,195
<b>Total</b>						<b>7,715</b>			<b>10,195</b>

**Appropriation: Medicare-Eligible Retiree Health Care Fund**  
**Budget Activity 2: Enlisted Medicare-Eligible Retiree Health Care Fund**  
**Budget Line Item: Medicare-Eligible Retiree Health Care Fund**

**FY 2012**  
**(\$ in Thousands)**  
**\$107,047**

**Part I - Purpose and Scope**

The funds requested will provide for the Medicare Eligible Retiree Health Care Fund 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. The FY 2012 Per Capita Accrual Rate is \$5,580 per active average strength.

Summary cost computations are provided in the following table:

BA2	FY 2010 Actuals			FY 2011 Estimate			FY 2012 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
MERHCF, Army									
Active Component TESI				18,168	5,673	103,067	19,184	5,580	107,047
<b>Total</b>						<b>103,067</b>			<b>107,047</b>



**NATIONAL GUARD**  
**PRE/POST MOBILIZATION TRAINING**

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

**FY 2012**  
**(\$ in Thousands)**  
**\$139,341**

### **Part I – Purpose and Scope**

Provides pre-mobilization training to increase unit readiness in order to reduce post mobilization training time and maximize soldier in-theater time (boots on the ground) in support of the war effort. This training strategy is a direct result of the Secretary of Defense Reserve Component Utilization policy signed on 19 January 2007. The benefits of shifting to a 12 month mobilization for Army National Guard (ARNG) units allows them to have more time at home station and contact time with employers as well as families. This strategy enhances the required readiness of units at home station rather than at the mobilization station by providing additional training and support man-days prior to mobilizations. Units in the first and second years prior to mobilization require certifying for full spectrum operations in individual and collective training at platoon level in order to maximize the mobilization time. This strategy reduces post-mobilization training time and increases the units' in-theater combat time.

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

**Additional Pay Group A Training Periods – (\$139,341)**: Pay Group A funds pay and allowances for Soldiers participating in required training related to Overseas Contingency Operations (OCO). This training includes Unit Soldier Readiness Processing, Warrior Task Testing, and Military Tactical Vehicle Drivers Training and Individual/Crew Weapon. These tasks are completed during additional authorized days of Annual Training, and Unit Training Assemblies. 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 and Inactive Duty Training (AT/IDT) periods are for instruction and training of Army National Guard personnel. These periods of instruction prepare Soldiers for all phases of the unit mission.

The Reserve Component Utilization policy requires that units obtain higher readiness levels in terms 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. 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 at an increased readiness level so that the unit can accomplish 9-10 months boots on the ground executing their assigned mission.

Summary cost computations are provided in the following table:

Pay Grp A	FY 2010 Actual			FY 2011 Total			FY 2012 Total			
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount	
Training Days	Officer	20,175	310	\$ 6,254	65,331	320	\$ 20,906	29,626	326	\$ 9,658
Additional 6 Days of AT	Enlisted	321,026	151	\$ 48,475	700,076	157	\$ 109,912	462,074	162	\$ 74,856
	<b>Total</b>	<b>341,202</b>		<b>\$ 54,729</b>	<b>765,407</b>		<b>\$ 130,818</b>	<b>491,700</b>		<b>\$ 84,514</b>
Training Days	Officer	18,308	310	\$ 5,675	60,097	320	\$ 19,231	32,936	326	\$ 10,737
Additional 7 UTAs	Enlisted	154,305	151	\$ 23,300	519,096	157	\$ 81,498	272,160	162	\$ 44,090
	<b>Total</b>	<b>172,612</b>		<b>\$ 28,975</b>	<b>579,193</b>		<b>\$ 100,729</b>	<b>305,096</b>		<b>\$ 54,827</b>
Training Days	Officer	62,052	310	\$ 19,236	-	-	\$ -	-	-	\$ -
Additional 19 Days of	Enlisted	906,417	151	\$ 136,869	-	-	\$ -	-	-	\$ -
Active Duty Training (ADT)*	<b>Total</b>	<b>968,469</b>		<b>\$ 156,105</b>	<b>-</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>		<b>\$ -</b>
Post Deployment Health	Training	27,039	354	\$ 9,571	-	-	\$ -	-	-	\$ -
Reassessment (PDHRA)*	Travel	28,649	26	\$ 737	-	-	\$ -	-	-	\$ -
	<b>Total</b>	<b>29,680</b>		<b>\$ 10,308</b>	<b>-</b>		<b>\$ -</b>	<b>-</b>		<b>\$ -</b>
Yellow Ribbon Reintegration Program*	Training	103,083	354	\$ 36,489	-	-	\$ -	-	-	\$ -
	Travel	109,232	26	\$ 2,810	-	-	\$ -	-	-	\$ -
	<b>Total</b>	<b>162,237</b>		<b>\$ 39,299</b>	<b>-</b>		<b>\$ -</b>	<b>-</b>		<b>\$ -</b>
<b>Total Pay Group A</b>				<b>\$ 289,417</b>			<b>\$ 231,547</b>			<b>\$ 139,341</b>

\*Additional 19 days of Active Duty Training (ADT), PDHRA, & Yellow Ribbon are requested in Special Training in FY 2011 & FY 2012.

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

**FY 2012**  
**(\$ in Thousands)**  
**\$422,107**

### **Part I – Purpose and Scope**

Funding in FY 2012 continues to support pre-mobilization training and readiness in order to maximize soldiers in-theater time (boots on the ground) in support of OCO missions under the SECDEF Reserve Component Utilization policy signed on 19 January 2007. The benefits of shifting to a 12 month mobilization time for Army National Guard (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 man-days, training, support, and schools, compared to the base budget requirements, prior to the units being mobilized. Given this new strategy, only two to three months of additional training for the units specified mission in-theater are required which allows for nine to ten months in-theater combat time.

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

**Additional Special Training Days – (\$216,237)**: The funds requested in this paragraph include Reset Man-Days, Pre-Mobilization Training Assistance Element (PTAE) support, Tri-care Eligibility, 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 to properly account for ARNG equipment. PTAE teams provide FTEs to instruct, train, and certify personnel in the Army National Guard during the pre-mobilization phase. Individual and collective training 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 prepare for units' pending missions.

**Additional 19 days Active Duty Training – (\$131,397)**: Based on the requests for forces, ARNG requires increased funding to support organizing, administration, instruction, training and unit readiness of BCTs and support units mobilized for OCO missions. 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, National Guard led Soldier Readiness Processing, and theater 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) – (\$12,275)**: This is a program mandated by the Assistant Secretary of Defense for Health Affairs in March 2005 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 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.

The growth in PDHRA is a result of the increase in the number of ARNG Soldiers redeploying in FY 2012. The FY 2011 PDHRA request was based on 39,500 redeployments and the FY 2012 is based on 43,960. The number of re-deployments is the primary driver for the increase in the PDHRA.

**Yellow Ribbon Reintegration Program – (\$62,198):** The FY 2012 OCO Request supports the members’ pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The “mandays” represents the total number of days for participants attending and supporting 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.

The growth in the Yellow Ribbon Reintegration Program is a result of the increase in the number of ARNG Soldiers redeploying in FY 2012. The FY 2011 Yellow Ribbon Reintegration Program request was based on 39,500 redeployments and the FY 2012 is based on 43,960. The number of re-deployments is the primary driver for the increase in the Yellow Ribbon Reintegration Program.

Summary cost computations are provided in the following table:

	FY 2010 Actual			FY 2011 Total			FY 2012 Total			
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount	
<b>Special Training</b>										
Additional Special Training Days	Officer	515,134	310 \$ 159,691	218,388	320 \$ 69,884	223,929	326 \$ 73,001			
	Enlisted	2,282,106	151 \$ 344,598	1,490,191	157 \$ 233,960	884,175	162 \$ 143,236			
	<b>Total</b>	<b>2,797,240</b>	<b>\$ 504,289</b>	<b>1,708,579</b>	<b>\$ 303,844</b>	<b>1,108,105</b>	<b>\$ 216,237</b>			
Training Days		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Additional 19 Days of Active Duty Training (ADT)*	Officer	-	-	\$ -	92,906	320	\$ 29,730	49,669	326	\$ 16,192
	Enlisted	-	-	\$ -	994,166	157	\$ 156,084	711,142	162	\$ 115,205
	<b>Total</b>	<b>-</b>	<b>\$ -</b>	<b>1,087,072</b>	<b>\$ 185,814</b>	<b>760,811</b>	<b>\$ 131,397</b>			
Post Deployment Health Reassessment (PDHRA)*		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
	Training	-	-	\$ -	25,989	365	\$ 9,486	30,640	372	\$ 11,398
	Travel	-	-	\$ -	26,444	27	\$ 714	31,321	28	\$ 877
	<b>Total</b>	<b>-</b>	<b>\$ -</b>	<b>52,433</b>	<b>\$ 10,200</b>	<b>61,961</b>	<b>\$ 12,275</b>			
Yellow Ribbon Reintegration Program*		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
	Training	-	-	\$ -	127,989	365	\$ 46,716	155,245	372	\$ 57,751
	Travel	-	-	\$ -	130,222	27	\$ 3,516	158,821	28	\$ 4,447
	<b>Total</b>	<b>-</b>	<b>\$ -</b>	<b>258,211</b>	<b>\$ 50,232</b>	<b>\$ 314,066</b>	<b>\$ 62,198</b>			
<b>Total Special Training</b>			<b>\$ 504,289</b>			<b>\$ 550,090</b>			<b>\$ 422,107</b>	

\*Additional 19 days of Active Duty Training (ADT), PDHRA, & Yellow Ribbon were executed and appropriated for in Pay Group A Training in FY 2010.

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

**FY 2012**  
**(\$ in Thousands)**  
**\$20,557**

### **Part I – Purpose and Scope**

*When units are sourced or alerted for OCO missions, they typically require “fillers” 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.*

In FY 2012 the ARNG is forecasting 29,200 Soldiers to deploy, of which 2,600 will require training that was not previously resourced. These deploying Soldiers require both Duty Military Occupational Specialty (DMOSQ) and functional training. Approximately 1,500 of these Soldiers will require un-programmed functional training as a direct result of mission analysis. Regarding the remaining 1,100 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 – (\$20,557)**: This request supports costs, above the base Schools budget to support low density requirements generated as a direct result of Operation New Dawn/Operation Enduring Freedom (OND/OEF) mobilizations and pre-mobilization training requirements of ARNG units. This training supports DMOSQ and functional training. Also included is funding to support mandatory Combat Lifesaver Course certification for every mobilizing Soldier.

Summary cost computations are provided in the following table:

<b>Schools</b>	<b>FY 2010 Actual</b>			<b>FY 2011 Total</b>			<b>FY 2012 Total</b>		
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Total									
Officer	-	-	\$ -	-	-	\$ -	9,731	268	\$ 2,608
Enlisted	-	-	\$ -	-	-	\$ -	98,082	183	\$ 17,949
<b>Total</b>	<b>-</b>		<b>\$ -</b>	<b>-</b>		<b>\$ -</b>	<b>107,813</b>		<b>\$ 20,557</b>
<b>Total Schools Training</b>			<b>\$ -</b>			<b>\$ -</b>			<b>\$ 20,557</b>

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

**FY 2012**  
**(\$ in Thousands)**  
**\$79,874**

### **Part I – Purpose and Scope**

Administration and Support funds provide additional mandays to compliment full-time operations on a day-to-day basis. Army National Guard units experience an increase in Operational Tempo (OPTEMPO) during the two years 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 soldier readiness processing (SRP) in the year prior to mobilization.

This requirement represents incremental costs to facilitate incapacitation (INCAP) pay and allowances for the increasing number of service members who have been injured because of Overseas Contingency Operations (OCO). Provides pay and allowances IAW 37 USC, 204 (g) (h), DOD Directive 1241.1 and 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 – (\$66,418):** Units that are one year from mobilization are authorized to fill vacancies in order to bring their Active Guard and Reserve (AGR) personnel unit strength up to 100% of validated levels, as 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 training, supply, maintenance, logistics, and individual Soldier Readiness Processing requirements.

**Incapacitation Pay – (\$13,456):** To provide funding for Soldiers who are injured while in support of OCO 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 IAW 37 USC, 204(g)(h), DOD Directive 1241.1 and AR 135-381 to Soldiers who are injured in the line of duty and are unable to perform their military and/or civilian occupation.

Because Incapacitation Pay was initially intended for those Soldiers injured during Title 32, Annual Training, and Inactive Duty Training, not those activated on Title 10, the Army National Guard has incurred an incremental expense due to increased rates of mobilizations. Many of these Soldiers' injuries were overlooked when released from Active Duty and manifested at a later date. These injuries affect the Soldier and their family's quality of life for a prolonged period if it remains unresolved. Incapacitation Pay is based on the grade of the Soldier, and the average is 29 days.

Summary cost computations are provided in the following table:

	<b>FY 2010 Actual</b>			<b>FY 2011 Total</b>			<b>FY 2012 Total</b>			
	Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount	
<b>Administration and Support</b>										
Pre-Mobilization for AGR	Officer	17,568	310	\$ 5,446	25,069	320	\$ 8,022	22,908	326	\$ 7,468
Augmentation	Enlisted	291,834	151	\$ 44,067	167,917	157	\$ 26,363	368,438	160	\$ 58,950
	<b>Total</b>	<b>309,402</b>		<b>\$ 49,513</b>	<b>192,986</b>		<b>\$ 34,385</b>	<b>391,346</b>		<b>\$ 66,418</b>
Incapacitation (INCAP)		Mandays	Rate	Amount	Mandays	Rate	Amount	Mandays	Rate	Amount
Pay / Severance Pay	Officer	-	-	\$ -	99	8,973	\$ 888	218	9,023	\$ 1,965
	Enlisted	-	-	\$ -	1,735	6,462	\$ 11,212	1,763	6,519	\$ 11,491
	<b>Total</b>	<b>-</b>		<b>\$ -</b>	<b>1,834</b>		<b>\$ 12,100</b>	<b>1,980</b>		<b>\$ 13,456</b>
<b>Total Special Training</b>		<b>309,402</b>		<b>\$ 49,513</b>	<b>194,820</b>		<b>\$ 46,485</b>	<b>393,326</b>		<b>\$ 79,874</b>
<b>Total OCO Request</b>				<b>\$ 843,219</b>			<b>\$ 828,122</b>			<b>\$ 661,879</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 2012**  
**(\$ in thousands)**  
**\$77,212**

### **Part I – Purpose and Scope**

Funds support additional annual training days needed 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**

**Pre-mobilization Training, (\$43,717K):** 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. Soldiers and units 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, (\$20,749K):** 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, 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.

**Designated Unit Stabilization Pay (DUSP), (\$10,548K):** Designated Unit Stabilization Pay is an incentive to increase Soldier stability and reenlistment rates and reduce attrition. DUSP provides Soldiers on the mobilizing units Battle Roster \$50 per unit training assembly (UTA) performed for 6 months prior to the mob date for up to 24 UTAs or a maximum of \$1,200 per Soldier. Soldiers assigned to a unit within six months of mobilization will be offered DUSP to remain with the unit through deployment. This program is designed to also improve unit cohesiveness at pre-mobilization training events.

**Post Deployment Health Reassessment Program, (\$2,198K)** This program supports proactive health screening for Soldiers 90 to 180 days post-deployment from OND/OEF. PDHRA focuses on behavioral and physical health issues that may emerge over time after deployments.



**\$K**

**Pre-mobilization Training**

<b>FY 2010 Actual</b>				<b>FY 2011 Estimate</b>				<b>FY 2012 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>
Officer	85,791	\$340	\$29,169	Officer	58,957	\$347	\$20,458	Officer	42,093	\$354	\$14,901
Enlisted	409,882	\$169	\$69,270	Enlisted	278,656	\$174	\$48,486	Enlisted	162,802	\$177	\$28,816
<b>Total</b>	<b>495,673</b>		<b>\$98,439</b>	<b>Total</b>	<b>337,613</b>		<b>\$68,944</b>	<b>Total</b>	<b>204,895</b>		<b>\$43,717</b>

**\$K**

**Yellow Ribbon Reintegration Program**

<b>FY 2010 Actual</b>				<b>FY 2011 Estimate</b>				<b>FY 2012 Estimate</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>
Officer	2,583	\$2,040	\$5,270	Officer	2,600	\$2,082	\$5,413	Officer	2,406	\$2,123	\$5,108
Enlisted	15,360	\$1,013	\$15,560	Enlisted	14,895	\$1,044	\$15,551	Enlisted	14,700	\$1,064	\$15,641
<b>Total</b>	<b>17,944</b>		<b>\$20,831</b>	<b>Total</b>	<b>17,495</b>		<b>\$20,964</b>	<b>Total</b>	<b>17,106</b>		<b>\$20,749</b>

**\$K**

**Designated Unit Stabilization Pay**

<b>FY 2010 Actual</b>				<b>FY 2011 Estimate</b>				<b>FY 2012 Estimate</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>
Officer	612	\$1,200	\$734	Officer	1,985	\$1,200	\$2,382	Officer	1,462	\$1,200	\$1,754
Enlisted	5,968	\$1,200	\$7,162	Enlisted	9,950	\$1,200	\$11,940	Enlisted	7,328	\$1,200	\$8,794
<b>Total</b>	<b>6,580</b>		<b>\$7,896</b>	<b>Total</b>	<b>11,935</b>		<b>\$14,322</b>	<b>Total</b>	<b>8,790</b>		<b>\$10,548</b>

**\$K**

**Post Deployment Health Reassessment Program**

<b>FY 2010 Actual</b>				<b>FY 2011 Estimate</b>				<b>FY 2012 Estimate</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>
Officer	-	\$0	\$0	Officer	-	\$0	\$0	Officer	1,726	\$212	\$366
Enlisted	-	\$0	\$0	Enlisted	-	\$0	\$0	Enlisted	8,642	\$212	\$1,832
<b>Total</b>	<b>-</b>		<b>\$0</b>	<b>Total</b>	<b>-</b>		<b>\$0</b>	<b>Total</b>	<b>10,368</b>		<b>\$2,198</b>

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

**FY 2012**  
**(\$ in thousands)**  
**\$122,359**

### **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, (\$113,777K):** Provides pre-mobilization training, both collective and individual, that directly supports readiness training strategies related to the 12-month mobilization policy. Funds will provide an additional 17 to 21 days of training to conduct pre-mobilization training, at designated Regional Training Centers (RTC), to provide Theater Specific Required Training (TSRT) for 130 tasks previously conducted in post mobilization status to include convoy training and Improvised Explosive Device (IED) training. This request will also fund additional full-time equivalent (FTE) mandays for key unit personnel to prepare deploying units for mobilization. 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 also provides for mandays for administration and training support at Combat Support Training Centers (CSTC) which supports requirements for validating trainers needed to ensure that USAR Soldiers meet Pre-mobilization Mandatory Training (PRMT) requirements. CSTCs provide ranges, training areas and facilities to support year-round joint, multi-component, and interagency training. Funding is also provided for brigade level units to conduct pre-deployment site surveys (PDSS).

**Ready Response Reserve Unit, (\$4,725K):** The R3U are select units of volunteers who are available to execute short or no-notice global missions and surge requirements without being mobilized. The R3U Program enhances the Reserve Component's ability to provide Soldiers with mission critical skill sets that can effectively augment traditional and medical processes. Moreover, R3U provides flexible options to the Combatant Commanders in the Continental United States (CONUS) and Outside the Continental United States (OCONUS) whereby Troop Program Unit (TPU) Soldiers can provide administrative medical capabilities to TPU Soldiers in support of contingency operations. This program, augmenting the traditional programs, will significantly decrease the number of non-deployable conditions at mobilization platforms and increase the RC Medical Readiness Classifications (MRC). This program supports behavioral screenings and physical health assessments, and affects the Army Reserves overall ability to provide Combatant Commanders with medically deployable Soldiers, and units ready to meet contingency requirements.

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

**Foreign Army Training, (\$3,857K):** Foreign Army Training provides pre-mobilization training for select USAR units that train Afghanistan forces. This request will fund 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, land navigation, rules of land warfare, IED recognition, and cultural awareness.

Summary cost computations are provided by the following table:  
**\$K**

<b>FY 2010 Actual</b>				<b>FY 2011 Estimate</b>				<b>FY 2012 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	221,133	\$413	\$91,328	Officer	Officer	216,000	\$422	\$91,152	Officer		126,039	\$431	\$54,323
Enlisted	279,485	\$227	\$63,443	Enlisted	Enlisted	270,530	\$232	\$62,763	Enlisted		287,072	\$237	\$68,036
<b>Total</b>	<b>500,618</b>		<b>\$154,771</b>	<b>Total</b>	<b>Total</b>	<b>486,530</b>		<b>\$153,915</b>	<b>Total</b>		<b>413,111</b>		<b>\$122,359</b>

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

FY 2012  
 (\$ in thousands)  
 \$7,591

**Part I – Purpose and Scope**

Funds Soldiers requiring specialized training unique to emerging requirements prior to mobilization

**Part II – Justification of Funds Requested**

**Pre-mobilization Skills Training, (\$7,591K):** This request funds Army Reserve Soldiers in high demand, low density Military Occupational Specialties (MOS) such as Civil Affairs and Psychological Operations. Also includes funding to support Combat Lifesaver Course Certification requirements for mobilizing Soldiers.

Summary cost computations are provided by the following table:

	FY 2010 Actual			FY 2011 Estimate			FY 2012 Estimate				
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount		
Officer	889	\$3,663	\$3,256	Officer	785	\$3,735	\$2,932	Officer	719	\$3,810	\$2,741
Enlisted	3,749	\$2,119	\$7,944	Enlisted	3,221	\$2,159	\$6,954	Enlisted	2,203	\$2,202	\$4,850
	<b>4,638</b>		<b>\$11,200</b>	Total	<b>4,006</b>		<b>\$9,886</b>	Total	<b>2,922</b>		<b>\$7,591</b>